

**Grendene®**

**SUSTAINABILITY  
REPORT  
2023**



**melissa**

**OCARTAGO**

**Grendene kids**

**GRENDA**

**Ipanema**

**PEGA FORTE**

**rider**

**zaxy**

# OUR VALUE CREATION IN 2023

## *Financial Results*

**R\$ 3.1**

billion in Gross Revenue.

**R\$ 557.6**

million recurring net income.

More than  
**26 MILLION**

pairs exported

**R\$ 555.4**

million in exports

## *Engagement and Results*

**480,000 PAIRS**

of lower impact marketed in Brazil and worldwide.

More than  
**R\$ 34 MILLION**

in revenue with the lower impact products.

More than  
**R\$ 4 MILLION**

investments in training and qualification of employees

**9 MODELS**

of lower-impact products launched in 2023.

## *Water and Effluents*

**134**

million liters of reclaimed water

**152**

million liters of effluents treated.

# OUR VALUE CREATION IN 2023

## Awards, Certifications and Recognitions

### GOLD SEAL

in the Brazilian GHG Protocol Program - excellence in transparency and accuracy in the accounting and reduction of GHG emissions.

### AWARDS

*Design For a Better World* - innovative products with a focus on sustainability and social responsibility.

Present once more in the portfolio

### ISE B3

the company's ongoing commitment to high quality ESG practices.

### Award MATE AWARDS

winner in the Private Lab category, highlighted in Innovation and Sustainability.

### I-REC

Proven traceability certification for renewable energy.

See more highlights on pages 17, 18, and 19.

## Circularity in Practice

### REVERSE LOGISTICS

Scheduled with more than 410 collectors in all stores.

More than

13,000

recycled pairs since 2019.

## Product Development

### BIOBASED CERTIFICATE

Ensure that our products containing vegetable plasticizers and EVA bio meet sustainability criteria.

## Climate Management

37%

reduction in greenhouse gas emissions.

100%

of our electricity is from renewable sources.

210.85 gCO2e/pair

is our carbon footprint.

## Raw Material

### RECYCLABLE

free of hazardous and restricted substances.

We are Grendene S.A. and we have more than 17,000 employees who work every day to create economic and social value.

***Big numbers,  
big responsibilities.***

We produce around 465\* thousand pairs of shoes per day and are present in more than 80 countries and in all states of Brazil.

We are committed to sustainable development throughout the entire life cycle of our products, from the sourcing of raw materials to their final disposal.

We are proud to be here to communicate our sustainability journey!

\*Average daily production of pairs in 2023.



Laryssa Kellen de Sousa Alves – Fortaleza (CE)



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# INSTITUTIONAL MESSAGE

GRI 2-22

Our purpose is **to make fashion accessible and sustainable**, in a **creative way that values relationships**, with the goal of **creating value** for the business, employees and society. In 2023, Grendene **strengthened the integration** of its **values** (Integrity, Learning, Protagonism, Collaboration and Simplicity) and strategic pillars (Profitability, Consumer, People, Sustainability and Innovation), **which guides the future** of our business.

We have long understood our responsibility and we know that the **sustainability pillar is fundamental** to supporting the other pillars of our business and to preserving our planet. In the first half of this year, we faced challenges similar to those at the end of 2022, which affected consumer purchasing power. Globally, we also encountered obstacles that impacted the sales dynamics of our products. To this end, we have developed alternatives to limit the impact of the unstable environment by increasing our participation in retail and magazines, in addition to the strategic adjustment of prices.

*"To make accessible and sustainable fashion, in a creative manner, valuing relationships"*

characterized by **the growth in margins, advances in operating performance and cash generation**. These results demonstrate the **resilience and efficiency** of our teams reinforces our **ability to absorb positive impacts** with the resumption of volumes. We continue to develop strategies to **address current challenges**, focused on **strengthening our brands and the sustainability of our business**.

In our **journey** to produce footwear with a **lower environmental impact**, we are constantly evolving our **designs, raw materials and processes**. In 2023, we reached a **significant milestone in reducing our carbon footprint**, recording an emission of only **210.85 gCO2e/pair**, a **decrease of more than 40%** since 2021. This is a very significant number for the footwear market and the fashion industry **and reflects our ongoing commitment to sustainability**.

In addition, we are pleased to share other significant accomplishments in 2023 that demonstrate our commitment to sustainability, innovation and operational excellence. We were ranked **10<sup>th</sup> in the Fashion Industry and Retail category in Open Startups**, received the **Gold Seal of the Brazilian GHG Protocol** Program, the **Design For a Better World (DFBW) award** and the **Transparency Trophy of the National Association of Executives (ANEFAC)**. We continue to be included in the **Brazilian Stock Exchange's Corporate Sustainability Index (ISE B3)** and the **Brazilian Fashion Transparency Index (ITMB)** and disclose information to global initiatives such as the **Carbon Disclosure Project (CDP)**.

These initiatives reinforce our **quest for sustainability** by demonstrating, once again, our **ability to adapt** to adverse scenarios. We closed 2023 proud of the results we achieved, despite the challenges we faced throughout the year. **We are moving forward together** with the goal of **inspiring generations**. Motivated by our purpose: "**to make accessible and sustainable fashion, in a creative manner, valuing relationships**", we set ourselves new challenges and remain competitive by overcoming the challenging global context.

**Rudimar Dall'Onder**

President of Grendene S.A.





# 2023 REPORT

# 2023 REPORT

GRI 2-3, GRI 2-2, GRI 2-14

We have been publishing Activity Reports since 2008, always with the aim of informing and being transparent with our stakeholders. Starting in 2019, we have published the Sustainability Report of Grendene S.A.<sup>1</sup> every year, in accordance with the precepts of the international methodology of the *Global Reporting Initiative* (GRI). GRI provides the most widely used sustainability reporting standards in the world and helps organizations identify, collect and report information related to sustainability management. In line with the GRI standards, Grendene was guided by the principles of materiality, context of inclusion, comprehensiveness and sustainability of stakeholders. **Reporting principles that include balance, accuracy, reliability, comparability and clarity of information quality are present in the Report.** The content was prepared based on the materiality analysis – which began its review in 2023 and will be completed in the first quarter of 2024.

In addition to following the GRI, since 2012 we have incorporated the SASB (Sustainability Accounting Standards Board) indicators related to our business (consumer goods: clothing, accessories and footwear).<sup>2</sup>

We follow the precepts of *Integrated Reporting*, the International Integrated Reporting Council (IIRC), a global coalition of regulators, investors, companies, standard setters, accounting professionals, and NGOs.

The Sustainability Report is published annually. This document contains information from January 10, 2023 through December 31, 2023. The information in the Report is approved at various levels, from management to the president.



<sup>1</sup> The Report includes information about the units of Grendene S.A., when there is any specificity in the indicator, it will be flagged with the data.

<sup>2</sup> In June 2023, the climate-related content in the SASB standards was amended to align with the industry-based guidance that accompanies IFRS S2 Climate Related Disclosures.

# CAPITAL MAP

In the chapters listed, discover the types of capital in the Integrated Report that are addressed.



## READING TOOLS



### *Global Reporting Initiative | GRI*

#### **5th CONSECUTIVE YEAR**

Throughout the report, the GRI XXX-X symbol appears next to the headings or subheadings of the chapters in which the indicator is reported. In the GRI content summary, on page 70, we present a list with the description of each indicator and reference to the page where it is reported.



### *Sustainability Accounting Standards Board | SASB*

#### **3th CONSECUTIVE YEAR**

The SASB-CG-AA-xxx identification refers to SASB information. The summary is available in the Indicators Booklet, and the relevant content is identified throughout the publication by the acronym SASB.



### *Integrated Report*

#### **3th CONSECUTIVE YEAR**

The Report follows the guidelines of the Integrated Report and the capital map can be found on page 10, as well as in the opening chapters, linking the content with the creation of value in each type of capital.



### *Sustainable Development Goals | SDGs*

#### **5th CONSECUTIVE YEAR**

In the course of the Report, we identified which United Nations (UN) SDGs are related to our actions. See details in the SDG Map on page 14.

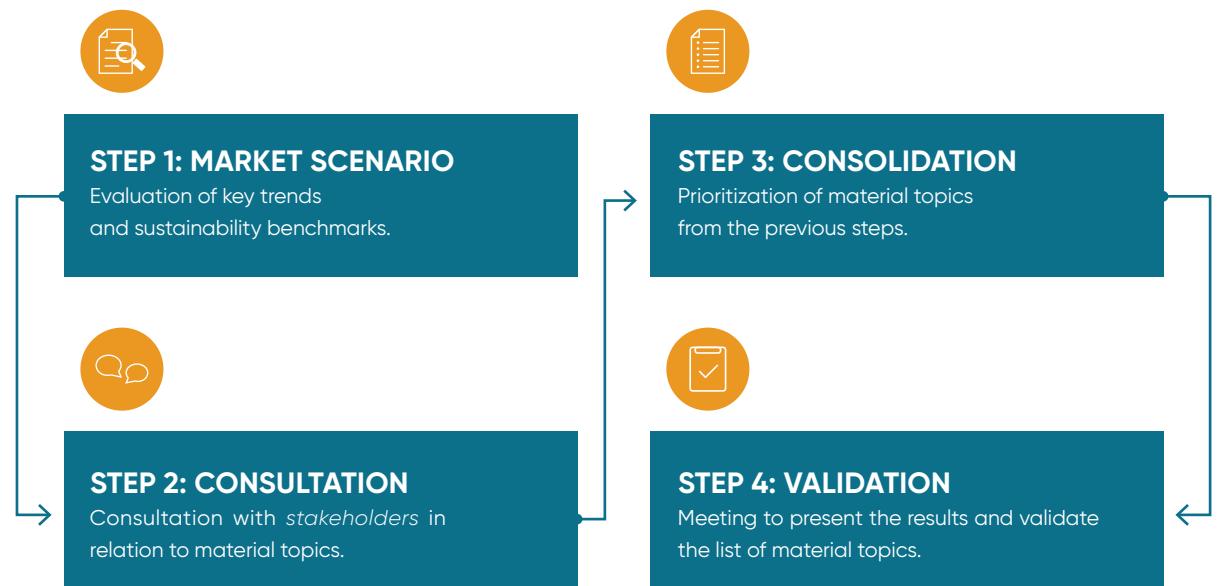
# MATERIALITY

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

Materiality is composed of topics that represent the most significant impacts the Company has on the economy, the environment and people, including human rights.

It identifies the most relevant topics for sustainability management and communication of ESG practices to internal and external audiences, and guides our strategy for the coming years.

The methodology for defining materiality was carried out in accordance with GRI 3 Standards: Material Topics 2021, following the steps of:



To prioritize stakeholders, we follow these steps:

1. Mapping of the groups involved in the stages of the Company's value chain;

2. Classification of the power of influence and interest of each public in the business by the Company's sustainability area;

3. Construction of the Power vs. Interest matrix.

In order to understand the perception of internal and external stakeholders regarding the significance of the identified impacts, a stakeholder consultation was conducted through an online questionnaire, from which we received a total of 1,013 responses. In addition, interviews were conducted with four company executives and a commercial partner who distributes our products in the foreign market.

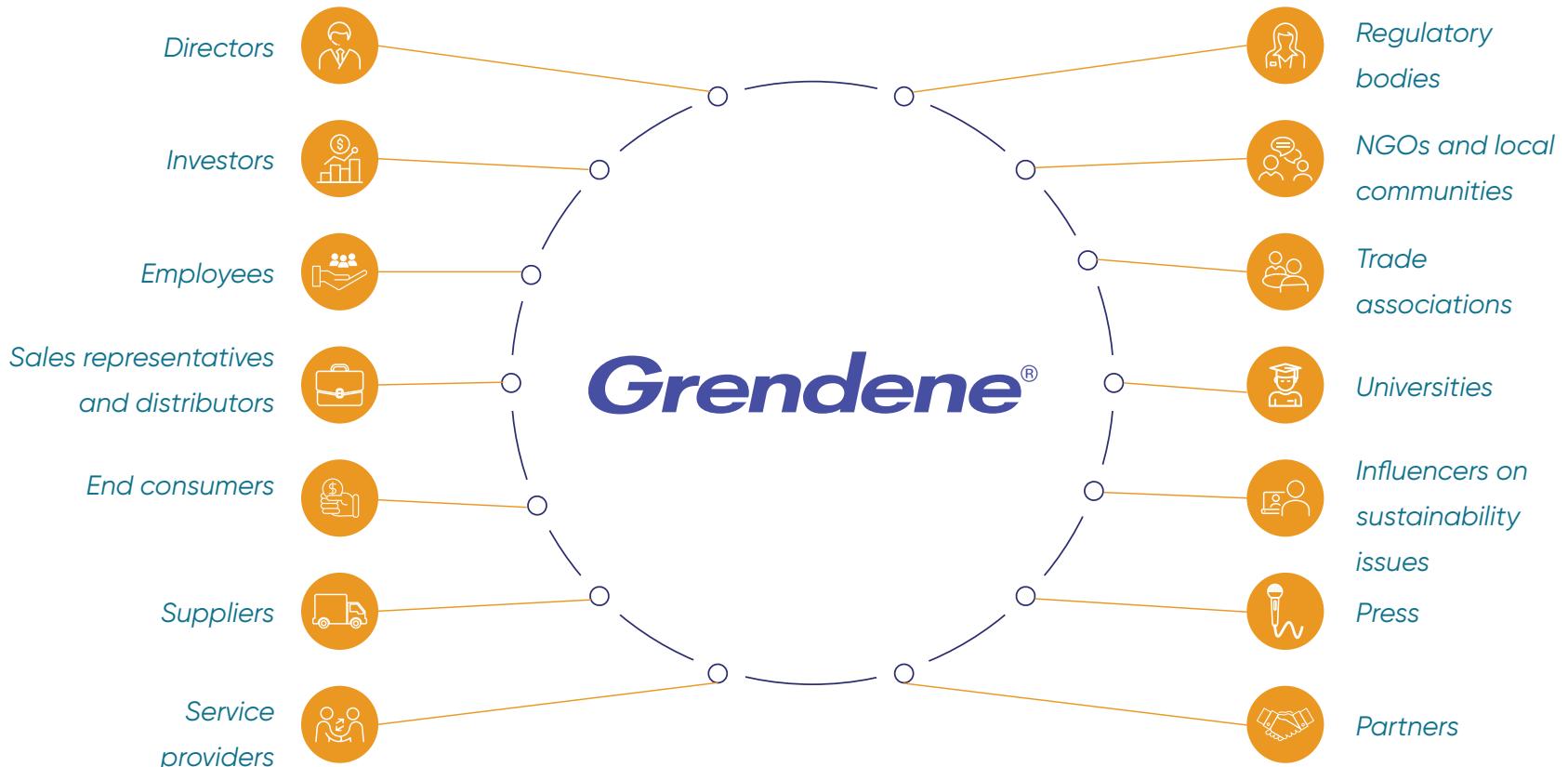
The prioritization of material topics consisted of consolidating the previous steps based on the **double materiality** methodology, identifying the topics from the perspective of impact on the business vs. impact on the economy, society and the environment, which, in our study, were called: financial materiality and impact materiality.

In order to arrive at the financial materiality result, the following aspects were taken into account SASB (Sustainability Accounting Standards Board) analysis, which provides a sectoral financial perspective; the analysis of the main ESG market ratings, which provides an investor perspective; the result of the online consultation with the following groups: Grendene's directors, managers and investors; and the result of interviews with Grendene's executives, who identified the issues with the greatest financial impact on the company.

In order to arrive at the result of the impact materiality, the following aspects were taken into account: the analysis from the GRI (Global Reporting Initiative) perspective, which presents a socio-environmental

## STAKEHOLDER MAP

GRI 2-29



# MATERIAL TOPICS

impact perspective; the result of the *benchmarking analysis*, which brings the cut of all the main ESG materialities of market peers and companies considered as inspirations; the result of the online consultation with other audiences.

After identifying and validating the material topics, they were correlated to the Sustainable Development Goals (SDGs), prepared by the United Nations (UN).

Thus, the material topics guide the construction of the narrative and content of our 2023 Sustainability Report.

*Throughout the chapters, we discuss how investments, projects, and all of our operations are aligned to meet the needs of our stakeholders and society.*

GRI 3-2



# COMPARISON OF 2022 VS. 2024

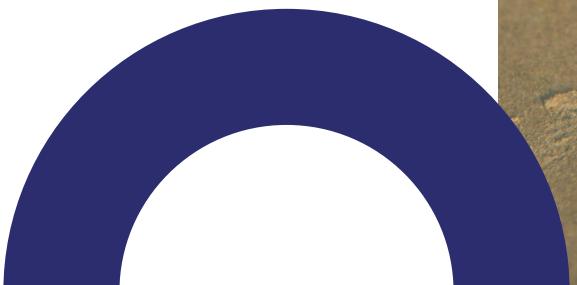
## *Material Topics 2022 (12 topics)*

- Tackling climate change
- Environmental and supplier assessment
- Water use management
- Management of the use of materials in products and packaging
- Waste management
- Freedom of Association and Collective Bargaining
- Good labor practices in the operation
- Good labor practices in the supply chain
- Management of impacts on Human Rights
- Training and Education
- Diversity, equality and non-discrimination
- Compliance and integrity governance structure

## *Material Topics 2024 (13 topics)*

- Sustainable supply chain
- Protection of Human Rights
- Sustainable raw material
- Employee health, safety and well-being
- Enterprise risk management
- People management
- Circularity and product life cycle
- Climate emissions, risks and opportunities
- Water and effluent management
- Ethics and transparency
- Innovation in materials, products and processes
- Cybersecurity, privacy, data protection
- Diversity, inclusion and anti-discrimination

Regarding the material topics of 2022, we had changes in nomenclature and merging of topics, such as "freedom of association and collective bargaining", "good labor practices in the operation" and "training and education", material topics of 2022, were included in "People Management", the material topic of 2022 "Waste management" will be addressed in the new topic "Circularity and product life cycle". In addition, new topics were included, such as Sustainable raw material.

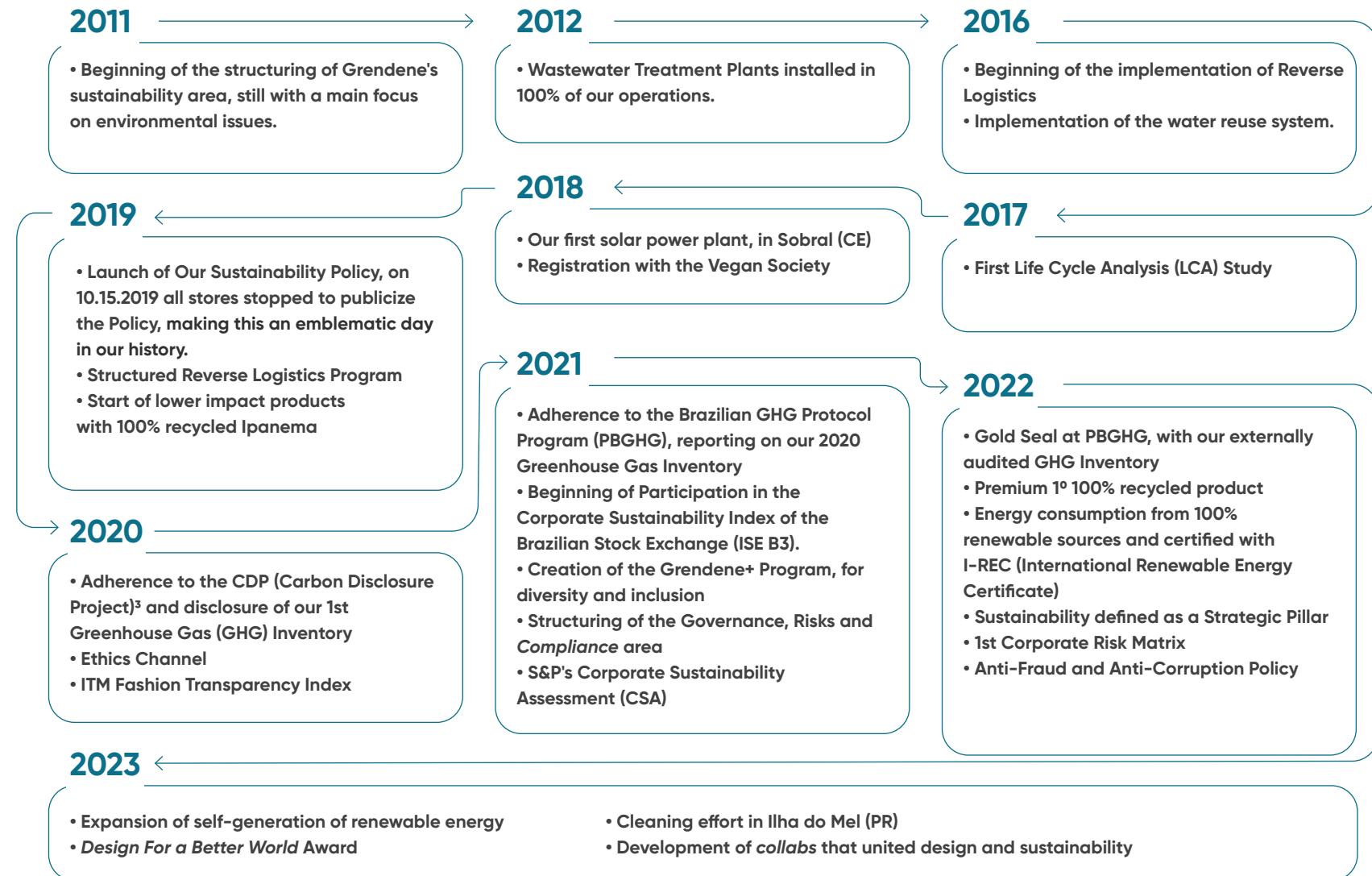


# SUSTAINABLE JOURNEY

*"What if instead of trying to fix the whole world at once, we started with the fruit within reach? Paying attention to what helps make each person's life truly more sustainable may be the best way to solve the greatest challenge in our history."*

Carlos André Carvalho  
Sustainable Development Division Manager

Learn about our [Sustainable Development Policy](#), which guides our actions focused on "Valuing and respecting people", "Eco-efficient Operations" and "Lower-impact Products"



<sup>3</sup> CDP was established as a "Carbon Disclosure Project" in 2000, asking companies to disclose their climate impact. Since then, they have expanded the scope of environmental disclosure to incorporate forests and water security.

# OUR VALUE CREATION IN 2023

In the words of our directors, 2023 is defined as being

## STRATEGIC, CHALLENGING AND TRANSFORMATIVE.

Last year, our margins and net and operating income grew, demonstrating our resilience and the power of our brands.

We continue to look to the future, committed to sustainable development, because we believe there are reasons to believe in a more prosperous future.

It was also a year in which we thought about and discussed consumption and strengthened our strategic pillars:

- PROFITABILITY
- CONSUMER
- PEOPLE
- SUSTAINABILITY
- INNOVATION



Ipanema  
+ CALMA



melissa  
+ JEAN PAUL GAULTIER



melissa  
+ MARC JACOBS



ZAXY  
+ VIZZELA



rider  
+ PONTO FIRME

# ACKNOWLEDGEMENTS AND TRANSPARENCY

Our sustainability path has been marked by awards, participation in *rankings* and certifications, and we are constantly evaluated by international mechanisms and organizations, which adds further credibility to what we offer the market.

## CERTIFICATIONS



**Registration with the Vegan Society**, all our shoes are free of any animal components, in addition to not testing on animals.



**Gold Seal of the Brazilian Association of Textile Retail (ABVTEX)**, an audit that attests to good practices throughout our production chain.



We are evaluated by **SMETA** (Production Audit and Ethical Trade), which recognizes the good socio-environmental management of companies around the world.



**FSC®** (Forest Stewardship Council®) certified paper packaging that identifies responsible forest products from well-managed forests, promoting environmental, social and economic benefits.



We have the **Diamond Level of the Sustainable Origin Program**, the only sustainability certification in the world for footwear and footwear input manufacturers, promoted by Abicalçados (Brazilian Association of Footwear Industries) and Assintecal (Brazilian Association of Leather, Footwear and Artifact Components Companies).



All our products with **Biobased EVA compound** and **Biobased PVC** have USDA certified content. For a formulation containing 28% renewable carbon, this results in an approximate 30% reduction in atmospheric CO<sub>2</sub>eq emissions per product pair compared to the conventional (non-renewable) version.



**GHG Protocol Gold Seal**, the highest level of qualification granted to companies that demonstrate compliance with all transparency criteria in the publication of their Greenhouse Gas inventory, which includes third-party auditing.

# PARTICIPATION IN INDEXES

## S&P



Since 2021, we have participated in S&P's Corporate Sustainability Assessment (CSA). The results are intended for investors who assess risk and make decisions based on an organization's performance on ESG practices. The evaluation considers the following dimensions: General, Governance, Environmental and Social.

## ISE B3



Since 2022, Grendene has been part of the B3 Corporate Sustainability Index (ISE) portfolio, which includes the shares of companies with a recognized commitment to corporate sustainability.

Grendene also participates in other indexes in the B3, including the IGC NM (Novo Mercado Corporate Governance Index, which is considered the highest level of governance in the B3).



## Brazil Fashion Transparency Index

Since 2020, we have participated in the Brazilian Fashion Transparency Index with the presence of the Ipanema and Melissa brands. Over the years, the brands have made progress that has helped strengthen Grendene's presence in the index.

The index aims to analyze the availability of public information from nationally operating fashion companies based on socio-environmental criteria.

In 2023, we increased our compliance with the index by three percentage points over the previous year, reaching 55%.

In addition, we are among the **top 10 scores in % transparency**.

*Evolution of the Ipanema and Melissa brands in ITMB*



## ACKNOWLEDGEMENTS

In 2023 we were winners in the Private Lab category and featured in Innovation and Sustainability in the 1<sup>st</sup> Edition of the MATE Awards.



The *Design for a Better World Award* is an award that celebrates initiatives aimed at building a better world through creativity. With a vision that transcends preconceived notions of design, we drive solutions in a variety of fields, fostering a collaborative environment dedicated to imagining a more inclusive, sustainable, and socially just future for all.

Rider teamed up with the social initiative Ponto Firme to create a reimagining of the NX Sport sandal, using handmade fashion to transform lives. The sport sandal, which has a sole made with recyclable materials, recycled PET leather and *EVA Biobased* insole originally from sugar cane, is the result of the collaboration between the brand and the social project of Gustavo Silvestre, which helps people from the prison system in Guarulhos (SP).

**In addition to promoting resocialization and social inclusion, the project seeks eco-efficient solutions, based on the use of low-impact elements.** Each pair of NX Sport sandals has 1.1 recycled 500ml PET bottles. The project emphasizes the importance of artisanal work and conveys a message of lasting and sustainable change, balancing modernity, tradition and creativity.



# GRENDENE S.A.

Related capital:





# GRENDENE S.A.

At Grendene, we think and do differently every day to carve paths, shape dreams, and transform lives year after year!

With our design and material composition, we make fashion accessible, dictate trends and leave our positive mark throughout.

*Our purpose is "to make accessible and sustainable fashion, in a creative manner, valuing relationships".*

## Strategic Pillars

PROFITABILITY  
CONSUMER  
PEOPLE  
SUSTAINABILITY  
INNOVATION

## Grendene Values

- INTEGRITY
- LEARNING
- PROTAGONISM
- COLLABORATION
- SIMPLICITY

# OUR BRANDS

GRI 2-6

**melissa**



Founded in 1979, Melissa was created on the pillars of fashion, art and design. The first model, the Melissa Aranha, was inspired by the fishermen's sandal of the French Riviera and soon gained national and global taste. One of the first brands in the world to promote collabs, it has worked with major global names such as Karl Lagerfeld, Vivienne Westwood, Marc Jacobs, Viktor&Rolf and Jean Paul Gaultier.

**rider**



Created in 1986, Rider quickly saw its innovative design products become a success in Brazil and worldwide. With almost 40 years of history, Rider connects to different generations and the most relevant contemporary movements. Rider reimagines the future by fostering creative attitudes and strengthening cultural connections and expressions through design and fashion.

**Ipanema**



Grendene's brand since 2001, Ipanema believes that freedom can be felt from head to toe. Diverse and ready to support women to be the protagonists of their own stories, Ipanema believes that every woman can still achieve a lot. With a beachy and cosmopolitan soul, it accompanies and adapts to different lifestyles. Based on the pillars of fashion, music, art and well-being, Ipanema dresses the diversity of transformative women in their most diverse situations and places.

**Grendene kids**



Founded in 1999, Grendene Kids is a hub of more than 30 licensed brands that develops shoes featuring children's favorite characters. We believe that the best part of childhood is imagination, that magical power we learned when we were little. And we want every child to be able to live in a world that is more fun, lighter, happier, and more comfortable and safe to play in.

**GRENDAH**



With 30 years of history, Grendha was born in 1994 with the purpose of supporting and recognizing on a daily basis the strength of women who are building a collective journey of independence and freedom. The brand delivers practical and versatile products that combine beauty and safety to be together in the rush of every day.

**ZAXY**



Since 2008, Zaxy has been inspired by a young lifestyle and connected to trends. The brand presents several styles of sandals, slides, flats and sport sandals, highlighting the creativity that comes from the street, in a diverse, spontaneous way that belongs to all.

**OCARTAGO**



Created in 2009, Cartago came to inspire and connect people through relationships, well-being and access to fashion, valuing comfort and sustainability through the casual universe.

**PEGA FORTE®**



Products are quality assured from raw material to final finishing. Pega Forte products meet the demands of the most varied segments, such as: food industries, refrigerators, beverage manufacturers, industrial kitchens, civil construction, mining, steel, metallurgical, hospitals and laboratories.

# MARKET PRESENCE

GRI 2-1, GRI 2-6

In 2023, Brazil consumed around 775.6 million pairs of shoes<sup>4</sup>, of which **139.7 million (18%) were from Grendene**.

 **65,000**  
POINTS OF SALE  
IN BRAZIL

 **45,000**  
POINTS OF SALE  
OVERSEAS

 **409**  
MELISSA FRANCHISES  
IN BRAZIL

 **4**  
OPERATIONAL UNITS IN  
BRAZIL, THREE IN THE STATE  
OF CEARÁ (FORTALEZA,  
SOBRAL AND CRATO) AND  
1 IN RIO GRANDE DO SUL  
(FARROUPILHA)

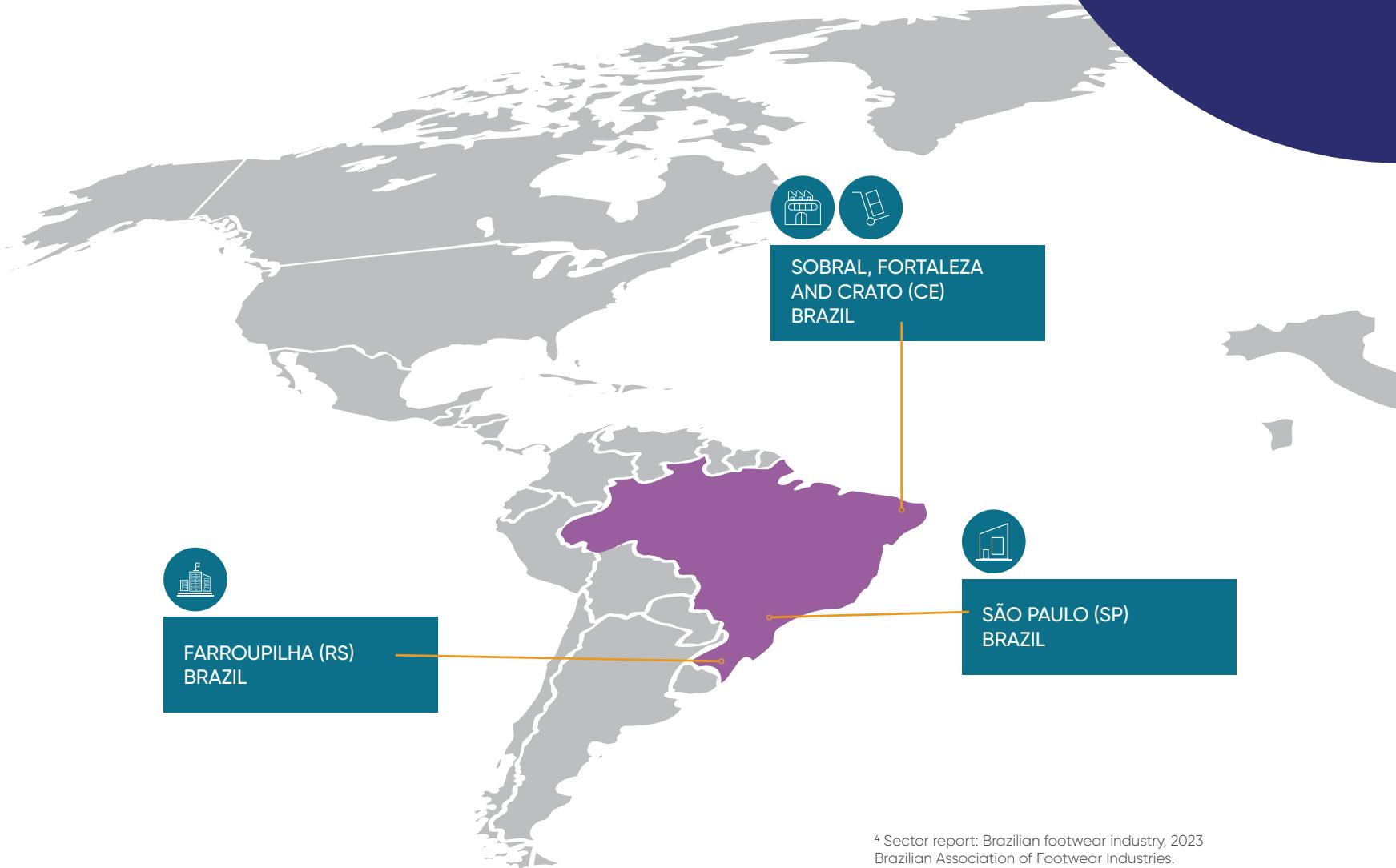
 **2**  
CONCEPT STORES:  
GALERIA MELISSA AND  
RIDER SPACES IN SÃO  
PAULO,  
BRAZIL

 **2**  
DISTRIBUTION  
CENTERS

 **189**  
EXCLUSIVE MELISSA  
STORES WORLDWIDE

 **8**  
E-COMMERCE

 **1**  
ADMINISTRATIVE  
HEADQUARTERS IN  
FARROUPILHA, RIO  
GRANDE DO SUL



<sup>4</sup> Sector report: Brazilian footwear industry, 2023  
Brazilian Association of Footwear Industries.  
Novo Hamburgo: Abicalçados, 2024.

# DIGITAL REACH

In 2023, we sold 1.8 million pairs in our e-commerce stores.

## Our Achievements

### B2C OPERATION IN 7 E-COMMERCE OPERATIONS

Melissa, Rider, Cartago, Zaxy, Grendha, Ipanema and Grendene Kids.

### MARKETPLACE

We have closed strategic collaborations with renowned partners, expanding our presence and accessibility.

### MULTI-CHANNEL

We are integrating our e-commerce with Melissa Clubs, giving our customers the flexibility to pick up and ship products through clubs, reducing logistics costs and air emissions.

# GLOBAL PRESENCE

GRI 2-29

One of our main marketing strategies and activation of our brands is the **presence in national and international fairs**.

In 2023 we were present at fairs such as the 99<sup>th</sup> edition of Expo Riva, Pitti Uomo and Micam, in Italy, and as Surf Expo and IR Show, Magic and Atlanta Shoe Market, in the United States.

## MELISSA AT LAFAYETTE

For the second year in a row Melissa landed in the fashion capital, Paris, to present an immersive space at Galeries Lafayette Haussmann.



# INNOVATION IN MATERIALS, PRODUCTS AND PROCESSES



GRI 3-3

Low impact design is a conscious and responsible approach to sustainable development from the beginning of product design, through material selection, supply chain evaluation, product quality and lifecycle, and ensuring economic development.

## Lower Impact Products

QUALITY  
DURABILITY  
ACCESSIBILITY  
**LOWER IMPACT DESIGN**  
**LOWER IMPACT PRODUCT**

*We innovate to find solutions  
that lessen our impact on the  
planet.*



In addition to the sustainability characteristics present in all our products, such as registration with the Vegan Society, production with 100% renewable energy, recyclable composition and free of hazardous and restricted substances, several pillars are observed at the time of creation of the products, including:

## Inserts

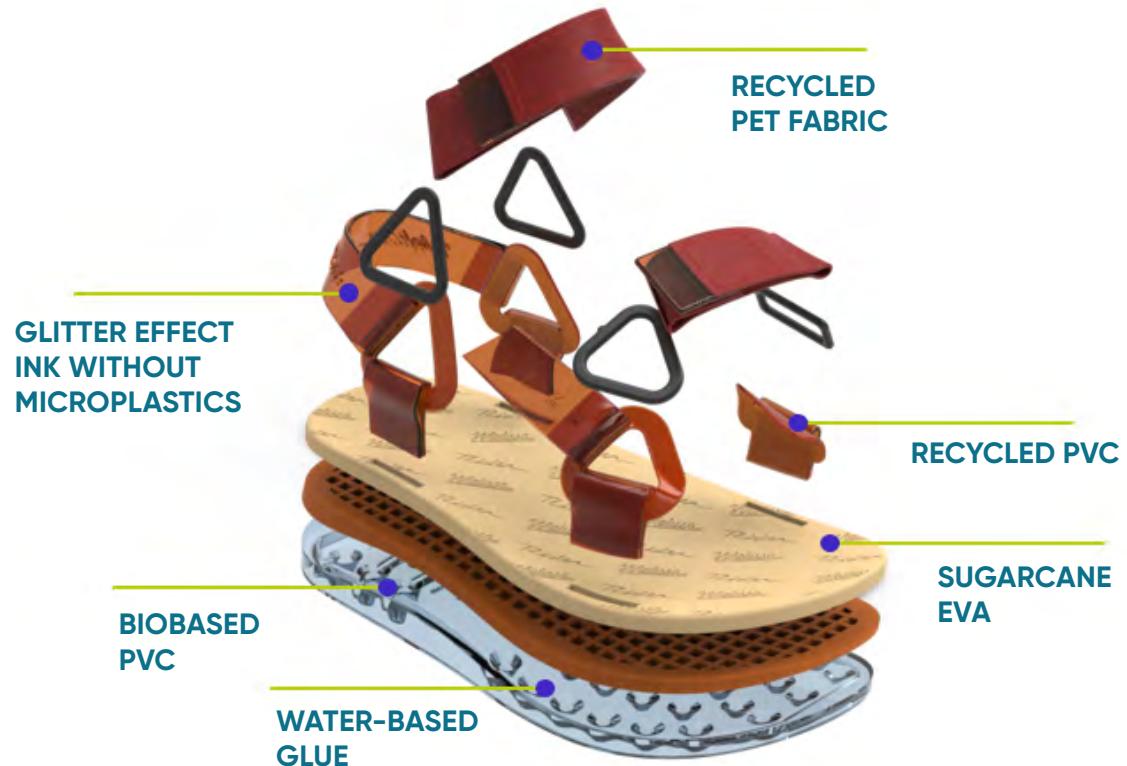
Reducing the number of gluing and sewing processes, preferring inserts as a way to reduce the use of adhesives and raw materials, contributing to the reduction of greenhouse gas emissions in manufacturing and dismantling, in addition to assisting at the time of recycling.

## Mono materials

Promoting the development of footwear and accessories made from a single material, facilitating the recycling of the product and contributing to the circular economy.

## Biobased and renewable materials

We have approved materials such as bio-based EVA, rice husk, coconut fiber, and we encourage designers to innovate with the use of these materials.



## Recyclables

Design with higher percentage of recycled material.

## Upcycling

Utilizing leftover materials from previous productions, ensuring that these items, such as fabrics, pigments and tapes, are used in creative and innovative ways rather than simply directed to proper disposal, in addition to reuse, we have reduced the use of natural resources.

## Quantity of raw material

Design solutions that preserve the value of the product in terms of shape and volume are very important and can optimize the use of raw materials and, consequently, natural resources.

<sup>5</sup> See our Restricted Substances List [here](#).

**In 2023, we launched 9 models of products with less impact**, including Melissa Velvet, which has a recycled cotton finish, from waste from the textile industry.

Collabs have also been developed that unite design and sustainability

**melissa + JEAN PAUL GAULTIER**

We use water-based paint, sugar cane EVA and fabric made from recycled pet bottles.

**melissa + MARC JACOBS**



We use water-based dye and sugarcane EVA.



## *Rider R4 | The Rider line with a focus on sustainability*

The Rider R4 symbolizes our commitment to the 4Rs: Reduce, Reuse, Recycle and Recreate the Future. **The sustainability journey of this line is also connected with partnerships and social projects**, such as Eco Local Brasil, Ponto Firme Project and the ITI Institute.



In 2023 we launched a collection in partnership with designer Pedro Andrade. Focused on an innovative designer, the product is composed of 30% recycled and EVA with at least 25% renewable material, derived from sugar cane (bio-based) certified by the USDA (United States Department of Agriculture).

In addition to the low impact attributes of the product, a percentage of sales is donated to the NGO DoTS, which works to protect the amphibians of the Brazilian fauna. Learn more about the project at [projetodots.org](http://projetodots.org).



**melissa + OBOTICÁRIO**

We also launched the Care for Yourself Melissa line of 15 body, hair, makeup and accessory products. This line contains 94% natural ingredients and is 100% vegan. All with the Tutti-Frutti fragrance, the iconic Melissa scent.

# DIGITAL TRANSFORMATION

GRI 3-3

Our digital transformation started in 2019, before that we had been doing e-commerce since 2001. **The implementation of Melissa's online store in the US was awarded with *Markie Awards*, a global award from the multinational Oracle®.**

The digital transformation process is based on three pillars: culture, business, and technology, with people and the end customer at the center of the equation.

## CYBERSECURITY, PRIVACY AND DATA PROTECTION



GRI 3-3

In 2023, Grendene strengthened its commitment to cybersecurity, privacy and data protection, recognizing the importance of this positioning and making this topic essential to the sustainability of its operations. In our industry, where we handle large amounts of personal information from customers, suppliers, and other audiences, protecting sensitive data is essential to preventing fraud and cybercrime and ensuring the trust and integrity of our business relationships.

Our goal is to continuously improve our internal structures to ensure robust protection against cyber-attacks and the security of all our stakeholders' data. We operate in compliance with the General Data Protection Law - LGPD (Law no. 13.709/2018), a commitment that reinforces our dedication to creating a safe environment, promoting trust and sustainability on a daily basis.



In January 2020, Bergamotta Labs was created, Grendene's innovation laboratory to experiment with new businesses and create innovative and relevant solutions for the market and consumers through sustainability and technology. The lab brings together people from a variety of disciplines, including data and market intelligence, open innovation, design, communications, new materials, and user experience.

In 2023, LUMP was created with products that combine art and design to take care of the lives of people and their pets, focusing on delivering style, creativity, fun and above all, animal welfare.



# CLEAN AND RESPONSIBLE PRODUCTION

Related capital:



# SUPPLY CHAIN AND SUSTAINABLE RAW MATERIAL



GRI 3-3, GRI 2-29, GRI 2-6

The application of increasingly sustainable production models is an essential reference in the development of our activities and commitments, and this extends to our suppliers and business partners.

Most of our products are made from 100% recyclable PVC, which is free of restricted substances that can harm the environment.

## Supply Chain

*"Our relationship with the supply chain is very close, with long-standing relationships that prioritize transparency, partnership and trust."*

Luciano Mantovani, Supply Officer

We believe in valuing relationships, which extends to our business partners. Together with our suppliers, we are building a more accessible and sustainable fashion, guided by integrity, collaboration and learning to find the best solutions.

**4,410**  
suppliers

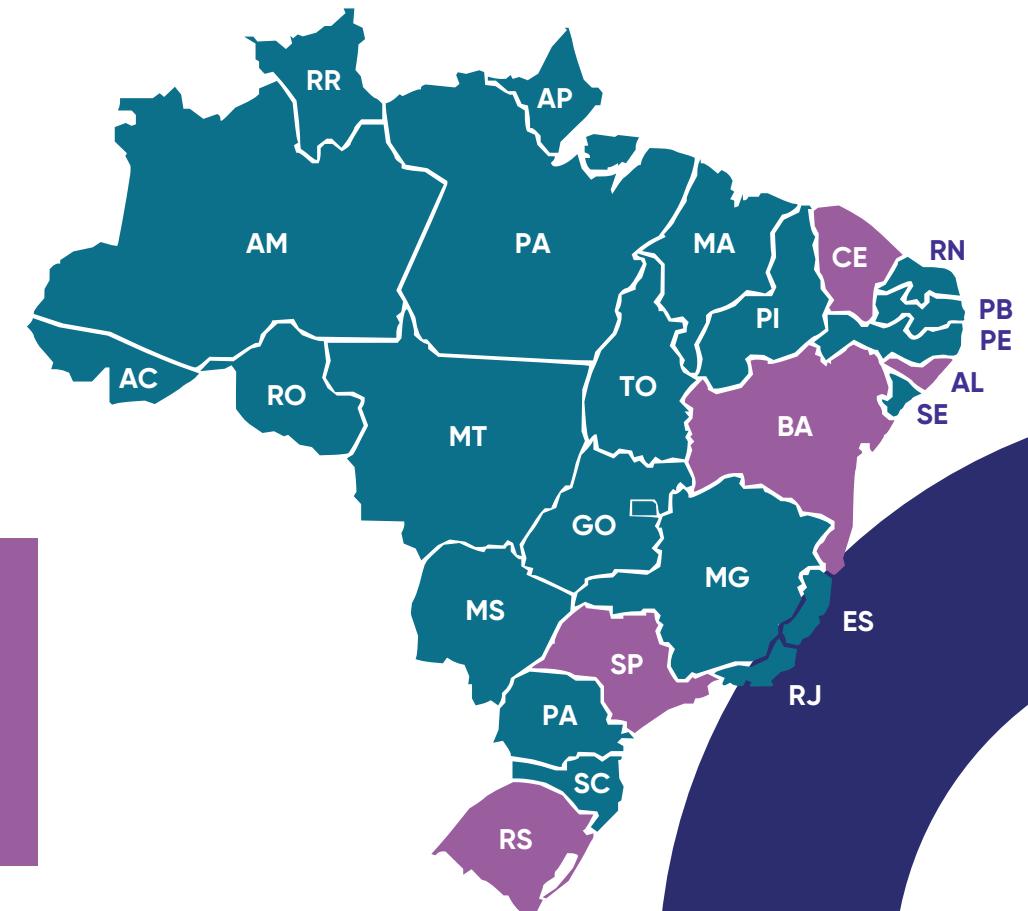
**98.78%**  
of the total number of suppliers are local\*

**93.80%**  
of the volume of purchases (in R\$) from local suppliers \*

Main States with the highest volume of purchases (in R\$):

- São Paulo (26.67%)
- Ceará (24.26%)
- Rio Grande do Sul (13.93%)
- Alagoas (10.27%)
- Bahia (6.82%)

*5 States with the highest volume of purchases (in R\$)*



\* Located in Brazil.

\*We consider local suppliers to be suppliers from Brazil

In 2021, we launched the **supplier manual** with pillars of supply, quality, cost, technology, innovation, sustainability and collaboration aimed at all our suppliers.

**SASB CG-AA-430b.1, GRI 3-3**

#### **SUPPLY**

- Meeting delivery deadlines
- Agility and flexibility

#### **QUALITY**

- Product quality and services
- Continuous improvement

#### **COST**

- Transparency
- Constant adaptation to market fluctuations
- Competitiveness

#### **TECHNOLOGY**

- Advanced solutions
- Digital intelligence
- Customization
- Training
- Search for new business models

#### **INNOVATION**

- New materials and processes that generate value and are recognized by the consumer

#### **SUSTAINABILITY**

- Appreciation and respect for people
- Lower impact products
- Eco-efficient operations

#### **COLLABORATION**

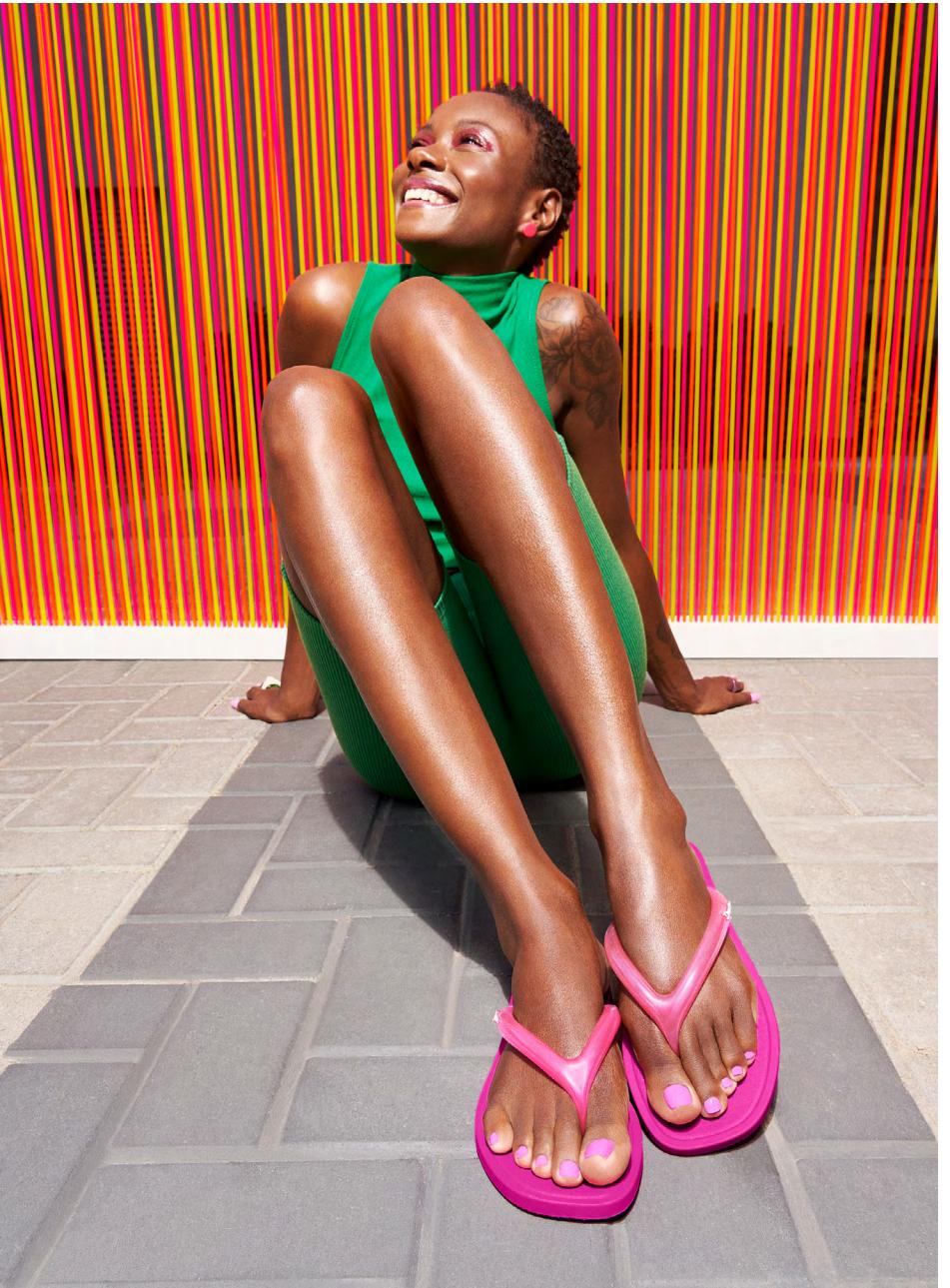
- Active participation
- Sense of belonging
- Provide and seek solutions by retaining the consumer

In 2022, we started the structuring of the **Approval Process** so that in 2023 the execution of the approval audits of the suppliers of national raw materials would begin.

In this process, we verify compliance with wastewater discharge permits and/or contractual agreements by assessing suppliers' operating permits and then confirming the information during the supplier approval audit.

The approval system is specified in the Manual of Suppliers and Service Providers - National Raw Material and will be mandatory for new suppliers as of July 1, 2024. The period between 11/11/2021 and 07/01/2024 is considered the transition period of the methodologies. Suppliers, who already worked with Grendene on this date, are considered approved, but must go through the new approval process.

In 2023, we started to bring our suppliers closer to us through participation in our sales convention and visits to our operating units, to bring together and share the Grendene culture.



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

**100%** of our raw material suppliers and service providers working at Grendene facilities have undergone some form of social and environmental assessment, including human rights evaluation.

The total of Grendene S.A.'s suppliers is composed of 60% raw material suppliers, 37% miscellaneous material suppliers and 3% intermediaries. We have 15 suppliers of resale merchandise that represents less than 0.1%.

To learn more about the results of raw material supplier monitoring, access the Supplier Assessment on the Suppliers page of our website.

[CLICK HERE](#)

During the evaluations performed, we reviewed documents related to occupational health and safety, compliance with the PGR (Risk Management Program) and PCMSO (Medical and Occupational Health Control Program), proper use of PPE (Personal Protective Equipment), demarcation of areas and access authorization, among other related issues, as well as evaluation of waste generation, recycling and proper final disposal, generation of liquid effluents and their treatment, energy consumption, atmospheric emissions (carbon emissions), water use (water footprint), biodiversity and

conservation. Actions related to ethics, social responsibility and human rights are also reviewed, such as incidents of discrimination, forced and compulsory labor, child labor, harassment and violence, wages and benefits, working hours and rest periods, compensation and payment of overtime, right to organize and collective bargaining, prior notice, dismissal and disciplinary action, contracts and terms and conditions of employment, rights related to maternity and parental leave, pay equity, annual leave and public holidays, housing/dormitory conditions where applicable, foreign and migrant workers, subcontracting, outsourcing and home-based work arrangements, among other related issues.

In addition, we monitor the certifications that suppliers have and that consider labor assumptions, such as:

- Disney's **FAMA** (*Facility and Merchandise Authorization Application and Instructions*), an audit that verifies compliance with the Disney Code of Conduct, which is based on the conventions of the International Labor Organization (ILO);
- **ABVTEX**, which is a Supplier Qualification Program for Retail developed by ABVTEX – Brazilian Association of Textile Retail, which aims to apply a unique qualification that allows retailers to evaluate their suppliers and respective subcontractors regarding compliance with aspects related to Social Responsibility and Labor Relations.

# SUSTAINABLE RAW MATERIALS



In addition to the assessment of suppliers, one of the fronts of our Materials Development and Quality Department, together with the Sustainable Development Division, is the search for sustainable and lower-impact raw materials.



## BIOBASED EVA

Made from a minimum of 25% sugar cane, the material maintains comfort and is certified as bio-based by the United States Department of Agriculture (USDA).



## MONO MATERIAL

It is made from a single type of material and is easily recyclable, as the parts of the shoe do not need to be disassembled for the complete recycling process.



## RECYCLED PET

We use fabrics and ribbons made with PET bottles that have been recycled and made into textiles after being discarded, thus reducing waste from the environment.



## RECYCLED PVC

Trimmings from the production process are ground and reinserted into production. The recycled material used replaces the use of virgin raw material and has a lower carbon footprint.



EVA Biobased and PVC Biobased composite products have been certified by the United States Department of Agriculture (USDA). With a formulation containing at least 25% renewable carbons, it results in a decrease of about 30% in CO<sub>2</sub>eq emissions to the atmosphere per product pair, compared to the conventional version (non-renewable origin).

# RESTRICTED SUBSTANCES

Grendene is committed to operating its business in a sustainable manner to protect consumers, employees and its brands, as well as to improve product quality and safety and reduce environmental impact.

Therefore, all Grendene suppliers must understand, agree to, comply with, and ensure that the direct materials provided meet the criteria defined in the Restricted Substance Lists (RSL). Control and monitoring of compliance is accomplished by evaluating restricted substance analysis reports to cover the various types of materials and finishes offered.

The RSL was built and is routinely revised based on national and international guidelines for the production of footwear, accessories and their packaging, including guidelines from REACH<sup>7</sup>, AFIRM Group<sup>8</sup>, California Proposition 65<sup>9</sup>, as well as existing customer requirements in the countries in which Grendene operates.



When we start using a chemical, it undergoes a thorough evaluation. The first step is to verify that the product meets the technical specifications and quality criteria; in parallel, we request the product identification form and declarations for joint evaluation with the Sustainable Development Department regarding composition (restricted substances and vegan origin) and with the Occupational Health and Safety Department regarding risks related to handling and use; only then is the product approved for internal use.



Grendene remains committed to regularly updating the lists and to conducting life cycle evaluations to evaluate the environmental impact or risks of new materials, technologies and products before they are used.



<sup>7</sup>REACH (Registration, Evaluation, Authorization and Restriction of Chemicals), European regulation.

<sup>8</sup> Founded in 2004, the RSL Management International Apparel and Footwear Group (AFIRM) is a member-driven organization of apparel and footwear companies that work together to advance the management of chemicals in the global supply chain.

<sup>9</sup> The Safe Drinking Water and Toxin Enforcement Act of California, USA.

SASB CG-AA-250a.1 Ensuring compliance and regulations on restricted substances

SASB CG-AA-250a.2 Discussion of processes to assess and manage risks and/ or hazard associated with chemicals in products.

RSL updates will always be made available on Grendene's website at <https://grendene.com.br/fornecedores/>

**CLICK HERE**

# CIRCULARITY AND PRODUCT LIFE CYCLE



GRI 3-3

*At Grendene, we practice circularity by adopting solutions that prioritize the maximum use of raw materials, avoiding waste and waste generation, and expanding the reintroduction of materials into the production cycle through reverse logistics.*



Our production process is 100% internal, and this allows us to fully control the generation of internal waste. When we think about the product and the end of its life cycle, circularity is at the heart of creation. Our main raw material is PVC (polyvinyl chloride)<sup>10</sup>, a 100% recyclable material. Due to the characteristics of PVC, we recycle and reuse the chips from the production processes, thus reducing the purchase of

raw materials, i.e. the use of natural resources. A part of the EVA shavings and leftovers, another raw material used in our shoes, is also reused internally.

Circularity is also considered at the design stage, when working with concepts such as mono materials, fittings, use of obsolete materials (upcycling), among others.

## PRODUCT LIFECYCLE

To identify opportunities for improvement in our manufacturing operations, we invest in research to understand the environmental impacts associated with our products. Through the Life Cycle Assessment (LCA) method, we assess our products including their entire production and supply cycle from raw material extraction, through their manufacture, to shipment.

<sup>10</sup> The complete listing of our materials is available in the Indicator Booklet.

## INTERNAL WASTE MANAGEMENT

In the most recent period, we observed a significant increase of 29% in the generation of VAS and thermoset waste. We recognize that this increase represents an important challenge in our journey toward sustainability. However, we are committed to turning this challenge into an opportunity to drive positive change and find innovative solutions to recycle and reuse.

GRAMS/PAIR	2020	2021	2022	2023	VAR. 2023/2022
Waste generation indicator (g/par)	9.56	10.48	9.84	12.69	29%

We have maintained our commitment to sending zero hazardous waste to landfills, with a focus on reducing generation, reuse, recycling and energy recovery.

In addition, our main raw material, PVC, is continuous and 100% recyclable. We have our own recycling technology that incorporates all pre-consumer PVC waste into new products, resulting in lower-impact footwear (an average of 30% recycled content in the composition).



## REVERSE LOGISTICS

In 2019, we took our first step toward reverse logistics for our products with the availability of collectors in our Melissa Club stores. Today there are **more than 400 collectors** present in all Melissa stores, Melissa Gallery, Rider Spaces Copan and factories, available for disposal of all our brands. All shoes collected at the drop-off locations are disassembled and recycled.

More than

**13,000 PAIRS**

have been properly disposed of since we started the project!

# CLIMATE EMISSIONS, RISKS AND OPPORTUNITIES



## ENERGY MANAGEMENT AND CLIMATE CHANGE



We understand that energy management and the fight against climate change are at the center of global discussions, and in this context we are aligned with international prerogatives, publishing the Greenhouse Gas Inventory since 2020 in accordance with the international standards of ISO 14064 and the Brazilian GHG Protocol Program, in addition to participating in the CDP for the fourth consecutive year.

In 2023, we answered three questionnaires. In Climate Change, Water Security and Forests we obtained a C rating.

Investing in renewable energy makes economic sense for our business and is environmentally sustainable, as it has a direct impact on reducing our Scope 2 emissions.



**I-REC  
STANDARD**

Our operations also generate energy through solar power plants installed in three units, Sobral and Crato, in Ceará and Farroupilha in Rio Grande do Sul, with a total of **7,740 solar panels**, which in 2023 generated 6,606 GJ of the Company's total consumption. **Enough energy to supply 1,006 homes.**



Solar Power Plant -  
Crato (CE)

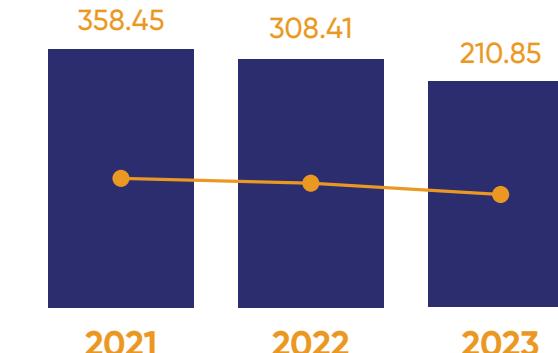
Since 2021 our electricity consumption is 100% from renewable sources, we have the I-REC (Renewable Energy Certificate) traceability certification.

## EMISSION INTENSITY

GRI 305-4, 305-5

*gCO<sub>2</sub>e/pair*

**32% REDUCTION**



Carbon footprint reduction is a metric that considers the amount of CO<sub>2</sub> equivalent emissions per unit of production. In 2023, we managed to reduce our carbon footprint by 32%. An ongoing commitment to reducing environmental impact and developing lower impact products!

To check our emissions by scope and categories, go to the Indicator Booklet.

[CLICK HERE](#)

# WATER RESOURCES MANAGEMENT



GRI 303-1, GRI 3-3

One of the risks of climate change is water scarcity, and some of our industrial operations are located in the semi-arid region of Brazil. Water is used in our processes for cooling machinery in production, in addition to human consumption, which is the highest percentage, and for cleaning.

Our supply system is diversified, and the water that supplies our operations comes from three main sources: utility company around 45%, groundwater around 17% and internal reuse around 38%.

Of our four industrial units, two are located in an area at risk of water stress, Crato (CE) and Fortaleza (CE), according to the WRI (*World Resources Institute*) Aqueduct Water Risk Atlas tool.

We operate responsibly in our management, with water reuse and rainwater harvesting of 600 m<sup>3</sup> (Crato-CE) and use of 4,147 m<sup>3</sup> of water in industrial processes. In 2023, **we reused 183.27 million liters of treated effluents, around 40% more than in 2022**. The reuse water is used in the flushing of toilets, irrigation of green areas and gardens, as well as in gas washing systems.

**We treat and reuse internally 92% of all effluent generated** in the condition of reuse water, which is the second largest source of water from operations, thus contributing to increased water availability in the vicinity of our locations.

Due to the increased demand for footwear with EVA raw material, we expanded the Crato unit, in Ceará, with the construction of a new factory shed. Because of this work, it was necessary to relocate the reuse water system, which was temporarily shut down to provide potable water for the toilets and irrigation. In 2023, hidden leaks were also identified in the units of Sobral (CE), Farroupilha (RS) and Crato (CE), impacting the Company's L/par indicator. **In 2022, we performed with 1.54 L/pair and in 2023 with 3.4% above, 1.59 L/pair.**



Wastewater Treatment Plant - Fortaleza (CE).



# HUMAN CAPITAL AND VALUE DELIVERY

Related capital:



Leonara Oliveira da Costa - Fortaleza (CE)

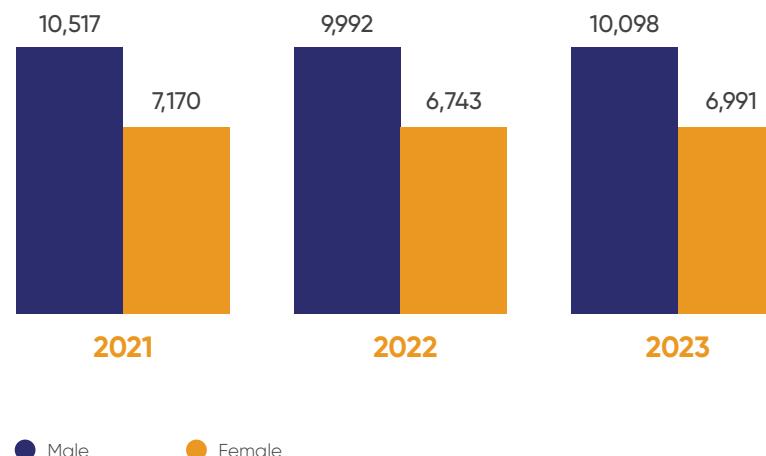
*Our 50-plus years  
are the result of people.  
We need you to keep us  
on this path.*

# PEOPLE MANAGEMENT

GRI 3-3, GRI 2-7, GRI 2-8, GRI 2-29

People are one of an organization's most important intangible and valuable assets. They represent the company's human and intellectual capital and contribute to its profitability, productivity and sustainability. We have a team of 17,089 people who are dedicated to Grendene's operations every day.

*Employees by gender in the last three years:*



<sup>11</sup> Number of employees on 12/31/2023, 100% permanent and full-time.  
We do not employ people on a temporary basis, on a part-time basis, or without a guaranteed workload. [GRI 2-7](#)

# HEALTH AND WELL-BEING



GRI 403-6, GRI 3-3

We value the well-being and health of all. Our employees have free access to medical and dental care in our units. In 2023, we trained 214 managers from Northeast units on mental health so they can welcome, identify and refer their teams for appropriate care.

We maintain the **Grendene healthy company program**. Action in eight specific areas, five of which focus on non-occupational health: prevention, detection and control of chronic non-communicable diseases; education and epidemic control; health education and skills; legal and illegal drug control; and mental health.

As part of our **Healthy Mom, Happy Baby Program**, we held meetings of the Pregnant Women's Group to welcome expectant mothers, and they spent a whole day sharing their experiences and knowledge with the company's health team.

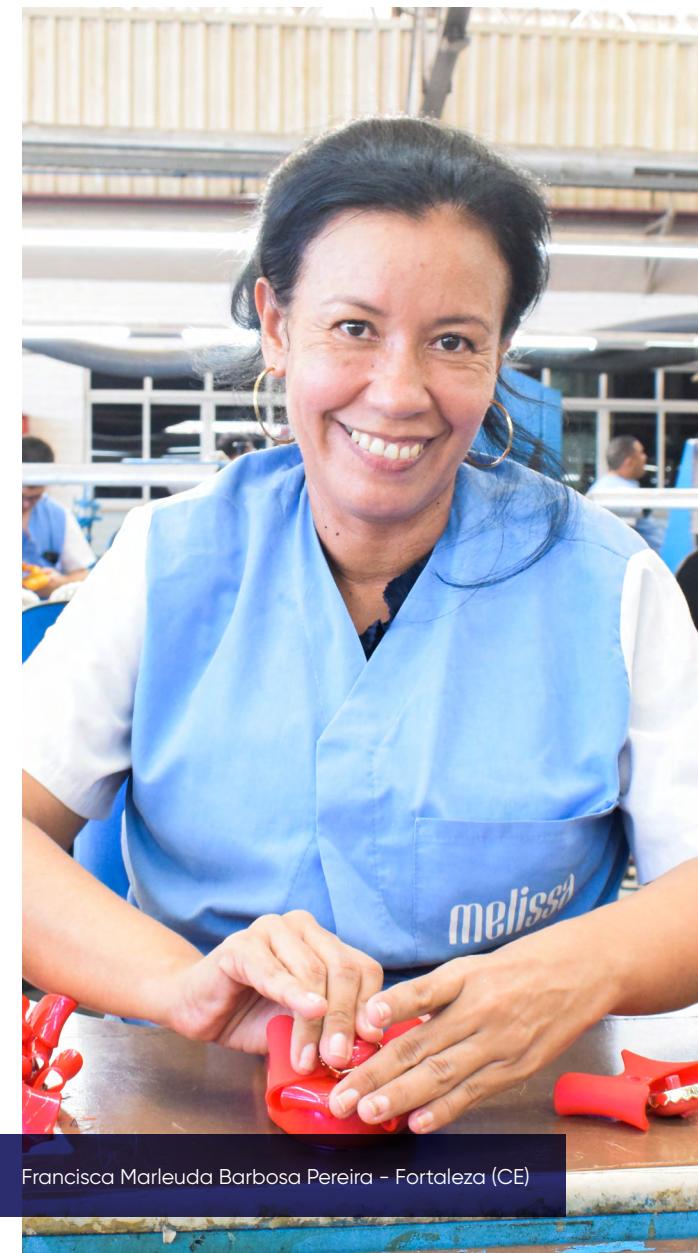


Grendene has an Internal Occupational Health and Safety Management System, prepared and implemented based on ABNT NBR ISO 45001:2018, which is in harmony with occupational safety and medicine legislation, all activities and workplaces of the company<sup>12</sup> are covered by our Health and Safety Policy. Grendene, through its SESMT and PGR - Risk Management Program, identifies all occupational hazards and risks and adopts control measures to reduce the risk of work-related injuries. Grendene does not allow activities to be carried out when conditions of serious and imminent risk are identified.

More information on our internal health and safety management is contained in the Indicator Booklet and in our 2022 Sustainability Report.

[CLICK HERE](#)

<sup>12</sup> Industrial, supply, administrative, commercial and other related areas.



## IMPROVEMENT OF TEAMS

We are committed to improving the collective knowledge and skills of our teams. Since 2005, we have invested significantly in our corporate education process, focusing on employee needs and business objectives. This includes the launch of **Grendene University** in 2017, which offers a variety of courses and educational solutions to promote technical and behavioral learning<sup>13</sup>.

In 2023, Grendene expanded this commitment by introducing the Strategic Directors to all leaders and their teams to ensure clarity on the Company's purpose, values, and strategic pillars. In addition, we maintain programs that contribute to the development of the business in a transversal way, focusing on key areas such as diversity and inclusion, digital transformation and education for sustainability.

Grendene demonstrates its belief in the potential of its employees, promoting individual protagonism through programs such as the **Potential Program** and asynchronous initiatives on the **Grendene University Platform**. These actions not only drive organizational efficiency and innovation, but also encourage the sharing of lessons learned across the Company.

<sup>13</sup> The Company does not have a formal program for employee skill development and career transition assistance. GRI 404-2

# DIVERSITY, INCLUSION AND ANTI-DISCRIMINATION



GRI 3-3

GRI 405-1



Grendene prioritizes human rights and believes that promoting diversity within the company is fundamental. For us, diversity means more than offering equal opportunities to everyone: it's about creating an environment that values different perspectives and fosters innovation. Our commitment to inclusion is reflected in the way we create a collaborative work environment where everyone feels safe and supported to develop their potential. That is why we continue to invest in initiatives that strengthen diversity and inclusion in our organization, knowing that it not only enriches our work environment, but also strengthens our business.



*Grendene*<sup>+</sup>

47%

FEMALE employees

53%

MALE employees

To support this commitment, the following initiatives were undertaken in 2023:

- Creation of a panel of Diversity & Inclusion indicators for Grendene's departments, allowing managers to monitor the evolution of diversity and inclusion in their teams;
- 1<sup>st</sup> People with Disabilities Week;  
Deconstruct to Include talk with Aneliz Silva in all units;
- Conducting a Diversity & Inclusion Census, with 87% participation by our employees;
- Training on Behaviors, Career and Training, in partnership with the Industry Social Service (SESI);
- Incorporation of the topic of diversity and inclusion in Leadership training and Potential Programs.

# OUR CONTRIBUTION TO SOCIETY

GRI 2-29

*We understand our responsibility and the difference we can make in people's lives.*

Since 2022, we have resumed activities with the community, in person, as during the pandemic our work was focused on serving and supporting COVID-19 victims.

## *Open Doors Program*

We seek to involve and return to society in various ways, one of the projects is the institutional and technical visits of the Open Doors Program - in which we receive students, in addition to holding events such as opportunity fairs and conversation groups, bringing reflections on careers and personal development.

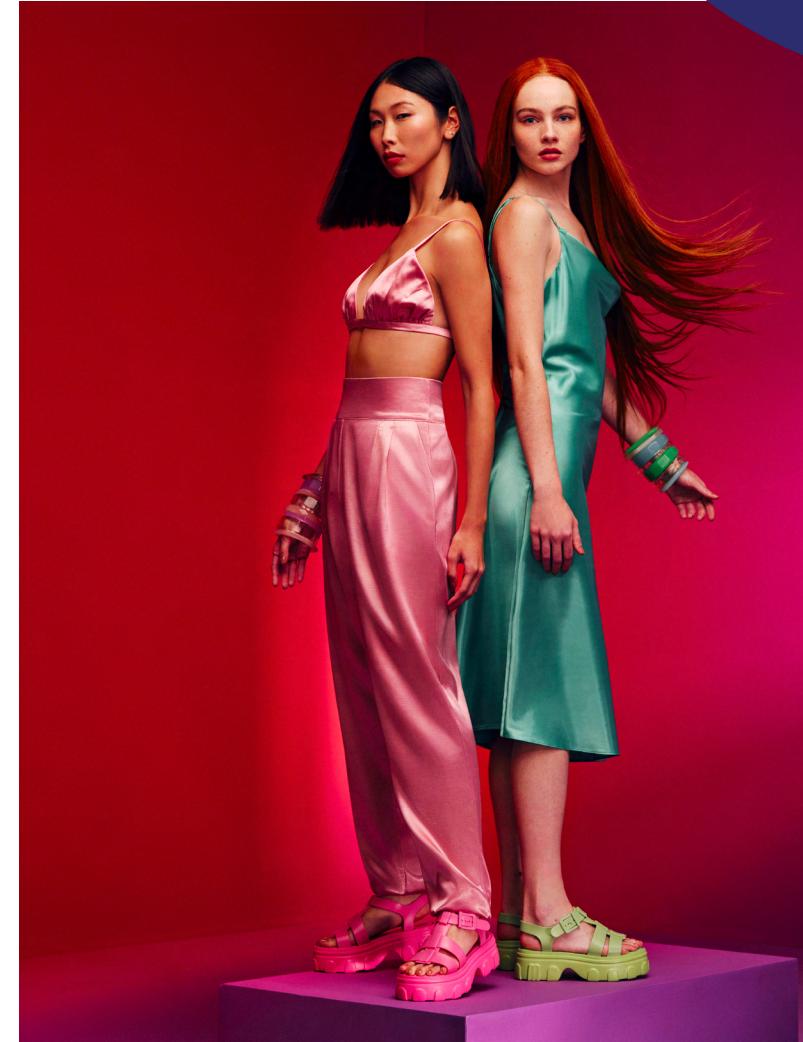
### *Galeria Melissa and access to culture*

Art, fashion and design are the three pillars of our Melissa brand. Seeking interactivity and rapprochement with the consumer, we invested in the creation of Galeria Melissa, located in São Paulo. The venue celebrates the avant-garde with its shows.

In 2023, we closed the year with the Glow sample of summer evenings for the end-of-year celebrations, a project conceived by Pier Ponto, by Pier Balestrieri and Sergio Schnabel Fuentes.



Visit by high school students - Sobral (CE)



## Sobral's 250th anniversary celebration

In July 2023, Grendene launched Rider and Ipanema models with various prints alluding to the 250th anniversary of the municipality of Sobral, as a way of recognizing a place that embraces its purpose and mission. The models had different prints representing the city's landmarks, such as the São João Theater, the Left Bank of the Acaraú River, the Eclipse Museum, and the emblematic Boulevard do Arco. The shoes were donated to institutional partners, members of the municipal administration and participants of an international classical music festival. They were also made available for purchase by employees.



## Social Partners

### ITI INSTITUTE AND REMES

In 2023, Grendene, in partnership with the ITI Institute and REMES (Network of Sustainable Women Entrepreneurs), donated 1.3 tons of various textile materials to support the workshops. The ITI Institute, led by designer Ronaldo Silvestre, empowers women in vulnerable situations in Itabira, Minas Gerais, transforming lives through fashion. REMES promotes sustainable entrepreneurship among women in Ceará. This joint initiative not only empowers local communities, but also reflects Grendene's commitment to social and sustainable development by creating new opportunities through fashion and entrepreneurship.

### Donations

In 2023, 500 pairs of shoes were donated to couples who participated in the collective civil marriage ceremony held on Boulevard do Arco in Sobral. The event was held by the Municipality of Sobral.

On Children's Day, a total of **22,772 thousand toy items** were donated, covering a total of **124 partner social institutions**. The symbolic delivery was made to some representative members and children during an event at the Sobral Unit.

### Cancer Prevention

Since 2017, in partnership with the NGO Orientavida's Pense Rosa project, we have brought access to breast cancer screening to several regions in Brazil.



In 2022, in addition to the community screenings, we conducted 511 screenings of our employees in the Northeast units. The action made it possible to previously diagnose malignant lesions.

### ECOLOCAL

Created in the 2000s by a group of friends who began to remove garbage from the beaches of Santa Catarina. It is involved in beach and coastline cleaning, environmental education and waste management. We joined the NGO in two specific actions:

- Cleaning campaign in Ilha do Mel (PR), collecting more than 300 kg of garbage, part of which was transformed into bins to be installed in the region, and the other part into key chains to be distributed as gifts.
- Environmental awareness talk at schools on Ilha do Mel, along with the delivery of toys produced by the organization with recyclable materials.

### PONTO FIRME PROJECT

A project by stylist Gustavo Silvestre. Voluntary initiative that promotes the rehabilitation of people from the Guarulhos Prison system (SP), through crochet techniques. The works have already been part of the official calendar of São Paulo Fashion Week, of the Pinacoteca de São Paulo at SP-Arte and in New York.

# GOVERNANCE

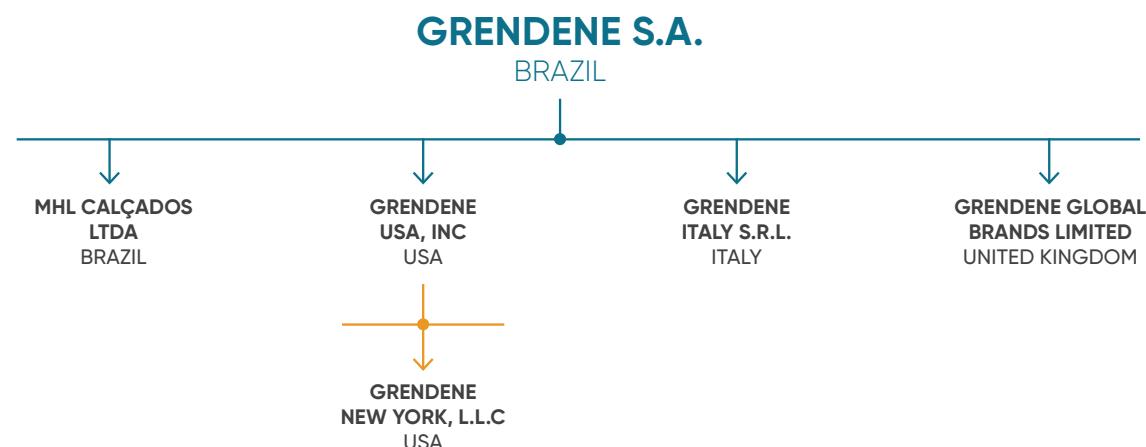
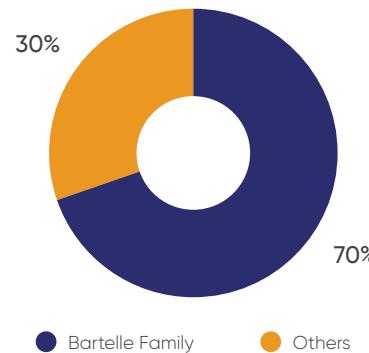
Related capital:



# GOVERNANCE STRUCTURE

We have been a publicly traded company since 2004, with shares listed on the Novo Mercado of the Stock Exchange (B3). We adopt the highest standards of Corporate Governance, based on our principles and values.

## Shareholding Composition



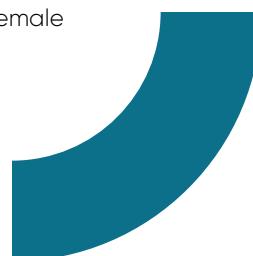
GRI 2-9

The Company is managed by the Board of Directors (consisting of a total of 07 members, 02 of whom are independent) and the Executive Officers, in accordance with the laws in force in the country and Grendene's Bylaws. Our directors are elected at a General Meeting, and the officers are elected by the Board of Directors.

The roles and responsibilities of each organ of the governance structure are defined in the Bylaws and guided by the respective Internal Regulations. Other policies and standards also govern the performance of directors and officers, which are evaluated annually.

## Committees

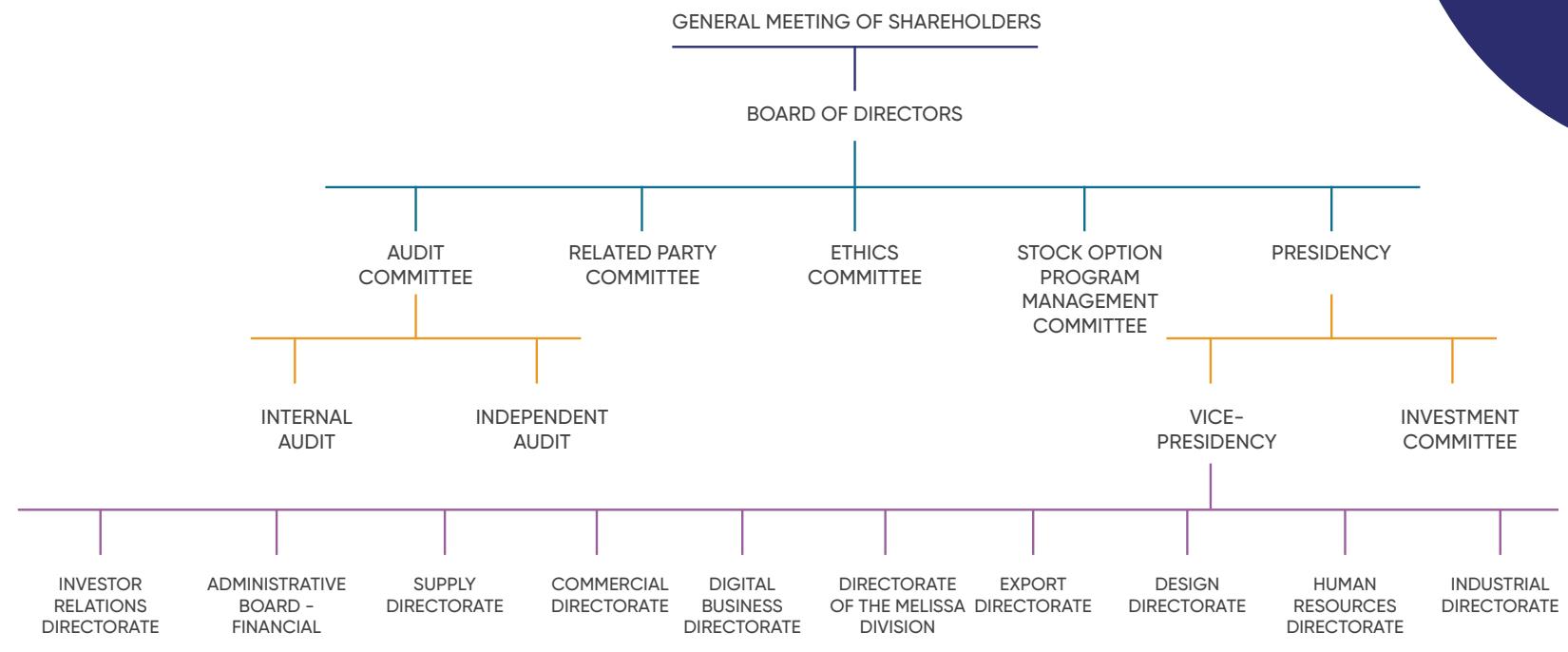
Investment Committee	07 members	100% male
Related Party Committee	03 members	100% male
Stock Option Program Management Committee	03 members	100% male
Audit Committee	03 members	100% male
Ethics Committee	07 members	85% male and 15% female



In order to manage the impacts related to sustainability, Grendene has a Sustainable Development Department that, together with the Governance, Risk and Compliance Department and other departments of the company, maps and monitors corporate risks through an established policy aimed at identifying, evaluating, prioritizing and managing the risks that permeate the company's processes/business, including those related to environmental, social and economic issues.

For more information, including member mandates, visit the RI Web site:

[CLICK HERE](#)



\* The Company's Fiscal Council is a non-permanent body, installed by the General Meeting, at the request of shareholders representing at least 3% of the common shares. In 2023, there was no request to install the Fiscal Council at the General Shareholders' Meeting.



The Council consists of 07 members.

NAME	POSITION	TERM OF OFFICE	ATTENDANCE AT MEETINGS
Alexandre Grendene Bartelle	Chairman of the Board of Directors	Apr/2024 to Apr/2026	100%
Pedro Grendene Bartelle	Vice-Chairman of the Board of Directors	Apr/2024 to Apr/2026	100%
Mailson F. da Nóbrega	Director	Apr/2024 to Apr/2026	100%
Oswaldo de Assis Filho	Director	Apr/2024 to Apr/2026	100%
Renato Ochman	Director	Apr/2024 to Apr/2026	100%
Bruno Alexandre Licarião Rocha	Independent Director	Apr/2024 to Apr/2026	80%
Walter Janssen Neto	Independent Director	Apr/2024 to Apr/2026	100%

The Bylaws in its article 15, §2, prohibits the accumulation of the positions of chairperson of the board of directors and chief executive officer or chief executive officer of the Company by the same person.

The Board of Directors is the collegial deliberative body responsible for determining the overall policies of the Company, including long-term strategy.

Article 21 of the Bylaws and Chapter IV of the Internal Regulations of the Board of Directors establish the powers and attributions of the Board of Directors.

Our Bylaws, as well as all our Policies, can be accessed through the Indicator Booklet

[CLICK HERE](#)



# ENTERPRISE RISK MANAGEMENT



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

In 2021, we structured the Governance, Risks and Compliance department in the company, which operates together with the **Audit Committee** and the **Ethics Committee** to ensure integrity and transparency in our operations.

Grendene S.A. is currently undergoing an audit by an independent third party responsible for analyzing and validating the organization's financial statements in order to certify the integrity and veracity of the company's accounts in accordance with accounting standards.

In addition, the company has an **Audit Committee**, approved by the Board of Directors on February 24, 2022, an independent body, pursuant to the Novo Mercado Regulation of B3, with the following duties, among others: to ensure the independence of the independent auditors, to obtain annually a written confirmation of their independence from the Company; to evaluate the quarterly information, interim reports and financial statements; and to monitor the activities of the Company's internal audit. There is an Ethics Committee approved by the Board of Directors in 2021 that is responsible for Grendene's Ethics Channel.

The Board of Directors approved Grendene's **Corporate Risk Matrix** in 2022. On a quarterly basis, the Board of Directors receives a report from the Audit Committee assessing the key risk management activities for discussion and approval of new action plans. Of the

15 macro areas of the company, 10 areas (67%) were monitored for corporate risks (including corruption risks), according to the prioritization set by Grendene's Audit Committee. No risks related to corruption were identified in Grendene's operations.

The **Anti-Fraud and Corruption Policy** was established in October 2022 and 100% of employees and governance bodies were informed about anti-corruption procedures. The Policy is available on our Investor Relations website for all managers, employees, public officials, suppliers and service providers, and any other third parties who do business with Grendene, in Brazil and abroad.

In the Northeast, 5,509 employees (36.28%) received training, and in the South 755 employees (37.71%) were trained, totaling 6,264 (36.45%) employees<sup>14</sup> trained in 2023. Our goal is to advance the training, reaching all employees.



*Grendene's production is 100% internal, which guarantees total control of environmental and working conditions of our operations.*

All these actions assist in the management and control of corporate risks.

<sup>14</sup>Supervisors, specialists and coordinators, as well as the productive sectors.

\*Approval for Feb/24. \*\*In Feb/24, the Enterprise Risk Management Policy was updated.

# ETHICS AND INTEGRITY



GRI 2-16, GRI 2-23, GRI 2-24, GRI 207-2, GRI 2-25, GRI 2-26, GRI 3-3

Grendene has had a Code of Conduct since December<sup>10</sup>, 2008, which was reviewed and approved by the Board of Directors on May 11, 2023. The new version establishes the ethical principles and standards of conduct that should guide the Company's internal and external relations. The guidelines set forth in the Code of Conduct apply to and must be followed by all employees, regardless of their roles and responsibilities.

On February 24, 2022, the Board of Directors approved the Complaints and Consequences Management Policy, which aims to establish guidelines, rules and requirements to be followed in the process of receiving and investigating complaints at Grendene arising from possible violations of the Code of Conduct, internal rules, external rules and/or applicable laws, as the case may be, as well as the application of appropriate measures and preventive actions.

Any employee who becomes aware of or identifies a violation of any aspect of the Code of Conduct, Grendene's policies or laws and regulations applicable to the Company is expected to report the situation immediately. The complaint can be made anonymously to the Ethics Channel, by the internal and/or external public.

Since 2021, the Company has maintained an Ethics Channel for employees to raise concerns about business conduct and integrity issues across the Company.

The Ethics Channel is confidential, outsourced, independent and can be used by both employees and other stakeholders (customers, suppliers, distributors, partners, community, among others) in Brazil and abroad.

The complaints received are monitored and investigated by Grendene's Ethics Committee, with support from the Governance, Risks and Compliance (GRC) department.

**On a quarterly basis, a report is presented to the Board of**

**Directors**, ensuring that the managers are aware of any concerns that may significantly affect the Company's image, reputation and credibility.

In 2023, we held a transparency event, with the participation of

**350 EMPLOYEES**

to disclose information and data from our Ethics Channel.

Employees can also seek advice and raise concerns, in addition to clarifying doubts about business conduct directly with the Governance, Risks and *Compliance* department.

## AVAILABLE CHANNELS

Website: <https://www.linhaetica.com.br/etica/grendene>  
Email: [grendene@linhaetica.com.br](mailto:grendene@linhaetica.com.br)  
Telephone: 0800 208 0048  
P.O. Box: 79518 - CEP 04711-904, São Paulo - SP

# TRANSPARENT CONSUMER COMMUNICATION

GRI 417-1

Our consumers need accessible and appropriate information about the positive and negative environmental and social impacts of our products, including information about the safe use and origin of their components.

All products are marked with "Made in Brazil" or "Brazilian Industry", in addition to information about the manufacturer/distributor, the correct way to dispose of the product and packaging. We also provide QR Code for Grendene's sustainability page.

We have not included specific environmental information because the products are free of restricted substances that may cause harm to the environment or human health. We include the following information on the packaging where applicable: vegan product and packaging material registration, including FSC certification.

Other specific information is included when there is specific legislation to comply with, such as for toys, in addition to exchange guidance and product care guidance.



# FISCAL GOVERNANCE, CONTROL AND RISK MANAGEMENT

GRI 207-1, 207-2

Our organization maintains a tax strategy that is aligned with our business objectives and ethical values, and is formally analyzed and approved by the Company's Board of Directors<sup>15</sup>. It is reviewed and approved annually as part of the corporate governance process.

Compliance with the tax strategy is the responsibility of the Chief Financial Officer (CFO), who reports directly to the Board of Directors. The CFO is responsible for ensuring that all tax activities comply with established policies and guidelines.

The tax approach is integrated at all levels of the organization, from business strategy formulation to operational execution. Our Controllership team works closely with other functional areas to ensure that tax considerations are integrated into all business decisions.

Our organization is committed to maintaining high standards of tax governance, control, and risk management to ensure transparency and compliance in all tax-related operations. The Company has a Governance, Risks and Compliance (GRC) department responsible for identifying, mitigating and monitoring the risks and internal controls of Grendene S.A. We have a Corporate Risk Matrix, approved by the Board of Directors on October 27, 2022.

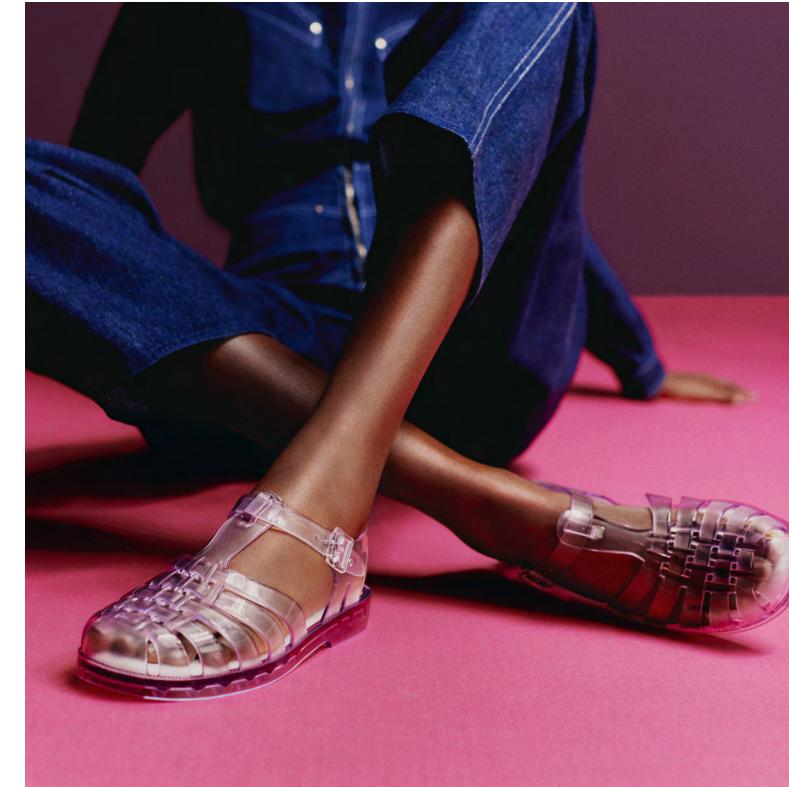
<sup>15</sup>The tax strategy is not available to the public.

On a quarterly basis, the Board of Directors receives a report from the Audit Committee assessing the key risk management and internal control activities for discussion and approval of new action plans.

Tax risks are identified through an ongoing evaluation performed by the tax department in conjunction with specialized external advisors. These risks are managed through the implementation of robust internal controls and regularly monitored through periodic internal audits and external reviews by independent auditors. These reviews ensure that all tax-related policies and procedures are properly followed.

The Governance, Risks and Compliance area annually goes through the external and independent audit process. Currently, this audit process is carried out by an external company.

Our tax practices are periodically reviewed by external tax advisors to ensure that we adhere to best practices and comply with all applicable tax obligations. There were no significant changes from the prior year in our tax approach. We continue to prioritize transparency, compliance, and accountability throughout our tax operations.



# STAKEHOLDER ENGAGEMENT

GRI 207-3, GRI 2-29

Effective stakeholder engagement is critical to ensuring that we understand their needs and expectations on tax issues and can respond clearly and appropriately. We maintain a transparent and collaborative relationship with tax authorities in all jurisdictions where we operate. This includes regular communication, prompt response to inquiries and requests for information, and proactive participation in tax audits and inspections.

Through trade associations, we participate in initiatives that can influence public policy related to taxes. This includes dialoguing with legislators, participating in public hearings, contributing to debates and taking public positions on tax issues that affect our industry and the communities in which we operate. Finally, we gather and evaluate the opinions and concerns of our stakeholders, including customers, suppliers, shareholders, local communities and interest groups. This is done through informal consultations and feedback received by different communication channels.



Airton Sato - Farroupilha (RS)

# ANNEXES



# GRI | SASB INDICATOR BOOKLET

## Transparency. GRI 2-23

Grendene S.A. has signed commitments through the following policies approved by the Board of Directors and disclosed to all stakeholders on the Company's Investor Relations website:

INTERNAL POLICIES AND STAKEHOLDERS	INTERNAL POLICIES	REGULATIONS
<u>TRANSACTIONS WITH RELATED PARTIES POLICY</u>	<u>HUMAN RESOURCES POLICY</u>	<u>CONSOLIDATED BYLAWS</u>
<u>SUPPLIER MANUAL</u>	<u>SUSTAINABLE DEVELOPMENT POLICY</u>	<u>INTERNAL REGULATIONS OF THE AUDIT COMMITTEE</u>
<u>HIRING OF THIRD PARTIES POLICY</u>	<u>CODE OF CONDUCT</u>	<u>INTERNAL RULES OF GOVERNANCE, RISKS AND COMPLIANCE</u>
<u>FIGHTING FRAUD AND CORRUPTION POLICY</u>		<u>RULES OF PROCEDURE OF THE INTERNAL AUDIT</u>
<u>ENTERPRISE RISK MANAGEMENT POLICY</u>		<u>INTERNAL REGULATIONS OF THE BOARD OF DIRECTORS</u>
<u>COMPLAINTS AND CONSEQUENCES MANAGEMENT POLICY</u>		

• In 2023 we updated the **Obsolete Raw Materials Management and Obsolete Point of Sale and Indirect Materials Management Policy**.

• Human rights are addressed in our Suppliers Manual, Sustainable Development Policy and Human Resources Policy.

For more information, [click here](#).

## Economic Indicators and Governance

ECONOMIC VALUE GENERATED AND DISTRIBUTED GRI 201-1	2022	2023
Direct economic value generated (revenues)	3,319,469	<b>3,159,587</b>
Economic value distributed	3,138,050	<b>2,728,379</b>
Economic value retained "direct economic value generated" minus "distributed economic value"	181,419	<b>431,208</b>

## Governance

### GRI 2-10

## NOMINATION AND SELECTION OF THE BOARD OF DIRECTORS

Nomination and selection follows the principles of the Nomination Policy of Members of the Board of Directors, its Advisory Committees and Statutory Executive Board.

The Policy can be consulted [here](#).

# GRI | SASB INDICATOR BOOKLET

GRI 2-18

## EVALUATION OF PERFORMANCE OF THE BOARD OF DIRECTORS

In order to continuously improve the effectiveness of the Company's governing bodies, to assist the directors in analyzing their own contributions, and to establish action plans for continuous improvement of the Board, the Board, as a collegial body, and its advisory committees assess their own performance at least once during the term of management. Furthermore, the Executive Officers will also be evaluated by the Board of Directors.

The Chairperson is responsible for conducting the evaluation process of the Board and the Executive Committee. The consolidated results of the evaluations will be disclosed to the members of the Board of Directors.

The Advisory Committees of the Board of Directors shall carry out, at least once during the term of office of their members, their self-evaluation and evaluation of their operating process.

The evaluation process is the responsibility of the Committee Coordinator. The consolidated results of the evaluations are made available to all members of the Committee and the Board of Directors. The results of the individual evaluations will be made available to the person in question and to the Chairperson of the Company's Board of Directors.

The evaluation process is structured to take into account the specific characteristics and responsibilities of the Board and the Advisory Committees, and to achieve a high level of expertise in the evaluation.

A consulting firm may be hired to advise on the evaluation process. To date, no external advisory services have been contracted.

GRI 2-15

## MANAGING CONFLICTS OF INTEREST

The Company adopts the best governance practices. Transactions, especially those involving related parties, are duly submitted to the deliberation of the Company's governing bodies, in accordance with the powers described in the current Bylaws and in the Related Party Transactions Policy, approved on February 13, 2020, which aims to establish rules and consolidate the procedures to be followed by Grendene S.A. and its managers, in order to ensure that decisions involving related parties and situations of potential conflict of interest are made with complete independence and absolute transparency, with a view to the interests of Grendene and its shareholders.

In addition, in accordance with Brazilian corporate law, any director of the Company is prohibited from voting at any meeting or session of the Board of Directors, or from participating in any operation or business in which they have interests that conflict with those of the Company. Transactions with related parties are in line with market standards and are supported by due diligence on their terms and the Company's strict interest in their realization.

GRI 2-19, GRI 2-20

## REMUNERATION POLICIES AND PROCESSES

Grendene has a Management Remuneration Policy, which was approved at a meeting of the Board of Directors on February 22, 2022. The Policy establishes the process, guidelines and rules for determining the remuneration and benefits of the statutory officers, members of the Board of Directors and the Fiscal Council, if any, and committees established by the Company (collectively, the "Officers").

The main objectives of the policy are: (i) to attract, reward, retain and encourage executives to conduct their business in a sustainable manner, within appropriate risk limits and aligned with the interests of shareholders; (ii) to provide remuneration based on criteria that differentiate performance and also allow for the recognition and appreciation of individual performance; and (iii) to ensure the maintenance of standards that are consistent with the responsibilities of each position and competitive with the reference labor market, establishing guidelines for the determination of any remuneration and benefits granted to executives.

The Company recognizes that the way in which Executive remuneration is structured is of great importance to the conduct and sustainability of the business. As such, share-based variable remuneration takes into account the risks involved and encourages executives to seek results that are perceived in the short, medium and long term. This practice aims to align the interests of the managers, the Company and the shareholders.

The full Remuneration Policy can be found [here](#).

# GRI | SASB INDICATOR BOOKLET

## Environmental Indicators

GRI 301-1

### MATERIALS

MATERIALS USED BY WEIGHT OR VOLUME		
NON-RENEWABLE MATERIALS	QUANTITY	UNIT
PVC   polyvinyl chloride	48,881,636.00	kg
EVA   ethylene vinyl acetate	2,873,499.00	kg
PP   polypropylene	1,089,709.17	kg
PE   polyethylene	197,129.33	kg
PU   polyurethane	77,485.81	kg
ABS   acrylonitrile butadiene styrene	61,880.21	kg
TPU   thermoplastic polyurethane	29,145.75	kg
Water-based adhesive	27,875.91	kg
PC   polycarbonate	13,923.50	kg
TPE   thermoplastic elastomer	471.77	kg
Paint	1,046,929.53	L
Solvent	385,227.96	L
Water-based paint	1,163.61	L
Fabric (synthetic fiber)	287,981.55	m
Coverline (synthetic fiber)	222,802.91	m
Cord (synthetic fiber)	98,056.19	m
Shoelace (synthetic fiber)	1,235,330.00	unit
Adhesive	1,265.00	unit

### MATERIALS USED BY WEIGHT OR VOLUME

RENEWABLE MATERIALS	QUANTITY	UNIT
Soybean oil	5,750,832.90	kg
Paper	436,593.75	kg
Plant plasticizer	34,842.00	kg
Biobased EVA	34,693.00	kg
Cotton flocks	954.44	kg

GRI 301-2

### RAW INPUT MATERIALS USED

RECYCLED MATERIALS	QUANTITY	UNIT	PERCENTAGE
Crushed PVC	14,624,671.00	kg	30%
Polypropylene	594,317.36	kg	55%
Shoelace	333,691.00	unit	27%
Synthetic laminate	163,394.71	m	73%
Cord	262.57	m	0.27%
Fabric	972.24	m	0.34%

Percentage of raw materials or recycled materials used = Total raw materials or recycled materials used / Total raw materials or materials used

# GRI | SASB INDICATOR BOOKLET

GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5

## WATER

In 2023, the water consumption of all units is 449.26 ML, of which 351.06 ML is in areas without water stress and 98.20 ML in areas with water stress.

Our process takes place in a closed cycle, and all the captured water is consumed, with no discharge.

Currently, the company consumes water from 04 sources:

**1 - Municipal/state utility company** - treated water - Sobral (CE), Fortaleza (CE) and Farroupilha (RS) units, corresponding to 44.98% of the total;

**2 - Underground well** - Fortaleza (CE), Crato (CE) and Farroupilha (RS) units corresponding to 16.58% of the total;

**3 - Internal reuse** - Sobral (CE), Crato (CE), Fortaleza (CE) and Farroupilha (RS) corresponding to 38.20% of the total;

**4 - Rainwater harvesting** in Crato (CE) and Farroupilha (RS), corresponding to 0.23% of the total.

**Crato Unit (CE):** fully supplied by groundwater, in addition to harvesting rain and reuse water. In the unit, the water is withdrawn from the internal well in the unit itself, with a final depth of 180 meters, inserted in the Araripe Sedimentary Basin.

**Farroupilha Unit (RS):** supplied by a utility company and groundwater, in addition to reuse water and rainwater harvesting. 80% of the water consumed in this unit is collected from two own wells, located internally in the unit. The remaining 20% of water consumed comes from the public supply system.

**Fortaleza Unit (CE):** supplied by a utility company and groundwater, in addition to reuse water. Of the total, 49% of the water consumed comes from the utility company and 51% from its own deep tubular wells.

**Sobral Unit (CE):** supplied in its entirety by a local utility company.

## Quantity Physical Impacts

### Risks of water stress

- 2% of the water consumed in Grendene comes from its own source (well) and is located in an area at high risk of water stress - Fortaleza Unit (CE).
- 10% of the water consumed in Grendene comes from its own source (well) and is located in an area of medium to high risk of water stress - Crato Unit (CE)
- 15% of the water consumed in Grendene comes from its own sources (well) and is located in an area of low to medium risk of water stress - Farroupilha Unit (RS).

According to data available in the WRI Aqueduct Water Risk Atlas, the average decline in groundwater levels in cities where we have deep well water extraction facilities has been classified as insignificant. This indicator measures the average water table decline as the average change for the study period (1990-2014).

To minimize water-related risks, we promote measures and projects in our eco-efficiency pillar, such as: water reuse, rainwater harvesting, the use of efficient plumbing fixtures, and the monitoring of the flow and volume of water taken each day.

## GRI 303-2

For reuse water (treatment of sanitary effluents) we have as standards:

- COEMA Resolution No. 02, February 2, 2017, which provides for standards and conditions for the discharge of liquid effluents generated by polluting sources;
- For the quality of wastewater discharge, we follow the National Environmental Council (CONAMA) Resolution No. 357/2005, which establishes the classification of water bodies and the environmental guidelines for their classification, as well as the conditions and standards for discharge of effluents;
- CONAMA Resolution No. 430/2011, which establishes the conditions and standards for the discharge of effluents, complements and amends Resolution No. 357, of March 17, 2005, of the National Environmental Council (CONAMA);
- Ordinance No. 151/2002 of the State Superintendence of the Environment (SEMA), which establishes the technical and administrative standards necessary for the implementation and supervision of the self-monitoring of industrial liquid effluents in the State of Ceará;
- Resolution of the State Environmental Council (COEMA) No. 2/2017, which establishes standards and conditions for the discharge of liquid effluents generated by polluting sources in the State of Ceará;
- Resolution of the State Environmental Council (CONSEMA) No. 355/2017, of July 13, 2017 - establishing criteria and standards for the emission of liquid effluents for generation sources that discharge their effluents into surface waters in the State of Rio Grande do Sul.

<sup>1</sup> The activity of withdrawal and use of groundwater is carried out by authorization via granting of right of use issued by the competent state agency.

# GRI | SASB INDICATOR BOOKLET

## TOTAL WATER ABSTRACTION IN ALL AREAS IN MEGALITERS, BROKEN DOWN BY SOURCE

SOURCES	TOTAL (ML)
Groundwater	58.35
Produced water <sup>1</sup>	134.43
Third-party water	158.28

## TOTAL WATER ABSTRACTION IN ALL AREAS WITH WATER STRESS IN MEGALITERS, BROKEN DOWN BY SOURCE

SOURCES	TOTAL (ML)
Groundwater	42.66
Produced water <sup>2</sup>	48.84
Third-party water	6.70

## BREAKDOWN DATA OF TOTAL WATER ABSTRACTION

CATEGORIES	TOTAL (ML)
Fresh water (total dissolved solids $\leq$ 1,000 mg/L)	100%
Other types of water (total dissolved solids $>$ 1,000 mg/L)	0.00

<sup>1</sup>Reuse water resulting from the treatment of sanitary and industrial effluents. Reclaimed in landscape irrigation, flushing toilets and urinals.

<sup>2</sup>Reuse water treated in Crato and Fortaleza units.

Notes on the calculation method: For groundwater withdrawn (water tables), all the volume captured in the wells is considered, measured by hydrometers installed at the withdrawal points.

For produced water (resulting from any of the Company's processes), the total volume collected from the water reuse tanks after treatment of sanitary and industrial effluents is considered, a measurement controlled by water meters installed at the collection points.

In the case of water from third parties (municipal or other companies), the total volume received by the distribution networks is taken into account, measured by the utility companies' water meters installed at the entrance of the operating units and monitored by the concessionaire to issue payment invoices.

## Transparent Disclosures and Stakeholder Approach

One of the company's sustainable development goals is to maintain a transparent, impartial and ethical relationship with key stakeholders, including water management, where we value transparency in data and information.

Since 2020, we have responded to the Carbon Disclosure Project's (CDP) Water Security questionnaire on the water situation in the areas where our facilities are located, our risks and opportunities, actions related to the agenda, governance and business strategy related to the topic. As well as, we make available on our website the results of the effluent analyzes to maintain transparency.

Education actions are carried out through formal training and communication channels with employees. We often host technical visits to our wastewater and reuse treatment facilities by universities, schools, and city governments for hands-on water management and reuse education.

Grendene advises its suppliers to use Grendene's Sustainable Development Policy as a guide for their decisions, as the established guidelines must guide their actions. The supplier shall undertake to comply with environmental standards and regulations applicable to its operations and observe environmentally conscious practices in all locations where they operate.

## ENERGY

We persist in the challenge of reducing energy consumption in peer production. However, in 2023, we faced a 10% higher result compared to 2022. This is due in part to the increasing complexity of peer production as new equipment is installed, which places additional stress on the structures.

To meet this challenge in 2024, we will evaluate current structures with the goal of proposing automation projects. Our focus is on providing systems capable of delivering energy on demand to the production process, such as the modernization of utility blocks and exhaust systems, maintaining the monitoring, control and management of industrial indicators.

In 2023, we developed energy efficiency projects and actions for the factory, covering several aspects. This included process adequacy and redesign, equipment adaptation (compressor management, equipment cooling temperature reprogramming, and equipment replacement), and operational management (compressed air leak audit routines).

# GRI | SASB INDICATOR BOOKLET

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

ENERGY CONSUMPTION BY SOURCES (GJ   GIGAJOULE)			
NON-RENEWABLE FUELS	2021	2022	2023
Diesel	3,431.82	3,036.81	<b>2,857.87</b>
LPG   liquefied petroleum gas	2,630.64	2,435.21	<b>2,610.93</b>
Regular gasoline	605.72	55998	<b>766.06</b>
Aviation gasoline	0.00	39193	<b>565.78</b>
CNG   compressed natural gas	107.68	57.78	<b>3.61</b>
<b>TOTAL</b>	<b>6,775.86</b>	<b>6,481.71</b>	<b>6,804.25</b>
<b>RENEWABLE FUELS</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Firewood	26,769.90	19,521.94	<b>8,172.15</b>
Briquette	0.00	0.00	<b>1,566.00</b>
<b>TOTAL</b>	<b>26,769.90</b>	<b>19,521.94</b>	<b>16,542.40</b>
<b>OTHER SOURCES OF CONSUMPTION</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Electricity (renewable)	374,881.18	358,031.49	<b>364,167.03</b>
Electricity (non-renewable)	0.00	0.00	<b>0.00</b>
<b>TOTAL</b>	<b>374,881.18</b>	<b>358,031.49</b>	<b>364,167.03</b>
<b>TOTAL ENERGY CONSUMED</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Renewables	401,651.08	377,553.43	<b>373,905.18</b>
Non-renewables	6,775.86	6,481.71	<b>6,804.25</b>

## ENERGY CONSUMPTION BY SOURCES (GJ | GIGAJOULE)

ENERGY INTENSITY	2021	2022	2023
Total energy consumed	408,426.94	384,035.14	<b>380,709.43</b>
Pairs produced	159,664,121	147,875,469	<b>136,439,471</b>
GJ/par	<b>0.0026</b>	<b>0.0026</b>	<b>0.0028</b>

<sup>4</sup> Calculations are made using online tools to gather information, and the National Energy Balance was used to convert values.

<sup>5</sup> There was a 1% reduction in total absolute consumption, but in intensity a non-significant increase.

<sup>6</sup> The data refer to the 04 operational units located in Sobral, Crato, Fortaleza, municipalities of Ceará and Farroupilha, municipality of Rio Grande do Sul.



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

## EMISSIONS

EMISSIONS (TCO <sub>2</sub> E)			
SCOPE 1 <sup>2</sup>	2021	2022	2023
Mobile combustion	390.53	418.09	<b>443.59</b>
Stationary combustion	92.97	26.63	<b>14.19</b>
Effluents	100.34	626.82	<b>696.78</b>
Fugitive emissions	833.72	1,261.19	<b>1,244.50</b>
<b>TOTAL</b>	<b>1,417.56</b>	<b>2,332.73</b>	<b>2,399.06</b>
SCOPE 2 <sup>3</sup>	2021	2022	2023
Location approach	13,002.81	4,274.62	<b>3,827.80</b>
Purchase choice approach	0.00	0.00	<b>0.00</b>
<b>TOTAL</b>	<b>13,002.81</b>	<b>4,274.62</b>	<b>3,827.80</b>
SCOPE 3 <sup>4</sup>	2021	2022	2023
Transportation and distribution	36,313.79	34,197.61	<b>17,465.39</b>
Waste generated	211.27	5.69	<b>463.74</b>
Business travel	158.62	350.32	<b>668.11</b>
Employee commuting (home-work)	6,128.30	4,445.12	<b>3,944.60</b>
<b>TOTAL</b>	<b>42,811.98</b>	<b>38,998.74</b>	<b>22,541.83</b>

<sup>2</sup> Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and HFCs

<sup>3</sup> Gas included: CO<sub>2</sub>

<sup>4</sup> Gases included: CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O

Base year for calculation of all scopes: 2023

Indexes and factors used for calculations: National Energy Balance, Energy Research Company and Ministry of Mines and Energy, National Interconnected System (SIN) of the Ministry of Science, Technology and Innovation and National Agency of Petroleum, Natural Gas and Biofuels. Standards and methodologies: ISO 14.064, Brazilian GHG Protocol Program and Thematic Standard **GRI 305** – Emissions.

# GRI | SASB INDICATOR BOOKLET

GRI 305-4, 305-5

EMISSIONS (tCO <sub>2</sub> E)			
EMISSION INTENSITY	2021	2022	2023
Total emissions (Scopes 01, 02 and 03)	57,232.35	45,606.09	<b>28,768.69</b>
Pairs produced	159,664,121	147,875,469	<b>136,439,471</b>
gCO <sub>2</sub> e/pair	358.45	308.41	<b>210.85</b>
BIOGENIC EMISSIONS			
Scope 1 and 3	5,623.97	4,723.60	<b>3,273.88</b>

There was a 3% increase in absolute Scope 1 emissions. The variation was due to the increase in the categories of mobile combustion, fugitive emissions and effluents. The largest percentage increase was in the mobile combustion category, where we saw increases in consumption of gasoline, aviation gasoline and liquefied petroleum gas (LPG).

In Scope 02, there was a 10% reduction in emissions calculated by location compared to 2022. The variation is mainly caused by an external factor, which is the composition of the national energy matrix, since in 2023 the country advanced in the internal supply of renewable energy, which reduced the emission factor of the National Interconnected System (SIN). In addition, in the reporting year we avoided the emission of 694,612 tCO<sub>2</sub>e through self-generation of photovoltaic solar energy.

Regarding Scope 03, there was a 42% reduction in absolute emissions. The largest variation was in the category of downstream transport and distribution, a reduction of 49%.

In terms of emissions intensity, we achieved a 32% reduction in CO<sub>2</sub>e emissions per pair of shoes produced.

We are Gold Seal in the Brazilian GHG Protocol Program, with assurance of our Study Effect Gas Inventory, in addition to participating in global initiatives, such as the *Carbon Disclosure Project* (CDP) in the Climate Change questionnaire since 2020.

GRI 306-2

## WASTE

The Company has a structured waste management plan in each operating unit that organizes, directs and controls the proper forms of storage, transportation and final disposal of each waste. All waste generated at Grendene is coded (internal control code) and managed by an inventory management system. Waste is collected daily from the generation areas, weighed, recorded with date, weight, description, and generation process information, and temporarily stored in the unit's waste storage area.

After the temporary storage phase, the waste is collected by licensed companies that are registered with the Brazilian Institute of Environment and Natural Resources (IBAMA) in the National Information System for Solid Waste Management (SINIR) and meet the basic criteria of a formal company and occupational health and safety requirements.

All waste leaves Grendene with an invoice and a waste transport manifest, ensuring the traceability of the disposal and proper treatment of each waste.

The environmental service provider partners that perform waste treatment (recycling, energy recovery, incineration, landfilling) are selected through a rigorous environmental supplier assessment and approval process. Once approved, a service agreement is signed and during its term, these suppliers are monitored and audited by the internal team to ensure compliance throughout the chain.

Based on daily monitoring and waste management indicators, we seek improvements in our processes, products and materials to reduce waste generation.

Grendene also has a specific structure and sectors for recycling and reuse of inputs and raw materials, such as:

- The main raw material of the company's products is the thermoplastic polymer PVC - 100% recyclable. In this way, all leftovers, process waste and losses are recycled internally and returned to the composition of the products;

- Grendene also uses as raw material the thermosetting polymer EVA - both shaped and injected. We developed our own technique based on scientific studies on the recycling and reincorporation of EVA waste. We are also conducting specific studies to enable the recyclability of injected EVA;

- Other polymers used in the plant, such as polypropylene and polyethylene, are also recyclable and are recycled in our operations;

- The solvent used to clean tools and painting equipment, such as screen printing screens and containers, is also recycled internally at the distillery and returned to the same activity from which it originated;

- Screen printing inks and spray paints used in the production process, which are in the process of becoming obsolete, are also used internally through extrusion and pigmentation processes, and return to Grendene in black pigmentation.

- Obsolete pigments are returned to the supplier for recycling and subsequent return to Grendene;

- The synthetic PVC laminate shavings, used to manufacture insoles and ornaments, are also reclaimed in the expanded PVC injection process after an internal recycling process;

# GRI | SASB INDICATOR BOOKLET

• We manufacture polymers in-house from resins and additives that offer significant recyclability advantages. By controlling the production process from the outset, the plant can optimize the composition of the polymers to make them easier to recycle and reuse. This makes it possible to formulate materials with specific properties that favor recyclability, with greater compatibility between components, less presence of contaminants, and better separation during the recycling process.

• We carry out through Management instruments based on the Raw Materials and Indirect Materials Management Policies, the control of our inventories for use, harnesses and non-generation of obsolete items;

• Investments in technologies such as automatic laminate cutting machines, with calculation using software for better cutting and maximum use of the parts;

• Investments in technologies such as digital printing machines;

• Investments in gravimetric dosing systems for injection materials, which allow precise consumption of raw materials and avoid waste.

To minimize the impacts, the company prioritizes waste analysis:

## GRI 306-3

### WASTE GENERATED

#### TOTAL WEIGHT OF WASTE GENERATED IN METRIC TONS

#### HAZARDOUS WASTE

#### TOTAL (T)

Miscellaneous solid waste contaminated by hazardous substances	277.47
Waste from removal of paints and varnishes containing organic solvents or other hazardous substances	175.82
Aqueous liquid waste containing hazardous substances	168.02
Fluorescent, sodium mercury vapor and mixed light bulbs	154.04
Paints, adhesives, glues and resins containing hazardous substances	85.85
Oils and greases	81.89
Solid waste from gas treatment	40.22
Packaging of any of the types described above containing or contaminated by residues of hazardous substances	32.96
Septic tank sludge	17.00
Electro-electronic products and their components out of use	4.86
Healthcare waste	0.45
Mixture of construction and demolition waste	0.09
Batteries and accumulators	0.02

NON-  
GENERATION > VOLUME  
REDUCTION > INTERNAL  
RECYCLING > EXTERNAL  
RECYCLING > CO-  
PROCESSING<sup>1</sup> > INCINERATION > LANDFILL

<sup>1</sup> energy recovery in cement kilns

# GRI | SASB INDICATOR BOOKLET

WASTE GENERATED	
TOTAL WEIGHT OF WASTE GENERATED IN METRIC TONS	
NON-HAZARDOUS WASTE	TOTAL (T)
Plastic polymer shavings	16,825.11
Non-ferrous metal shavings and filings	1,417.55
Civil construction waste	1,228.54
EVA shavings   ethylene vinyl acetate	795.70
Iron and steel	612.64
Common non-recyclable waste	594.07
Paper and cardboard	462.75
Wood	428.20
Plastic waste and scrap	223.20
Textile waste	83.96
Mixtures of fats and oils, from water/oil separation, containing only edible oils and fats	44.72
Non-hazardous boiler ash, slag and dust	18.92
Detergents	14.36
Biodegradable kitchen and canteen waste	13.66
Sludge from anaerobic treatment of animal and plant waste	11.88
Non-hazardous paints, adhesives, glues and resins	10.93
Sludge from other non-hazardous industrial effluent treatments	5.50
Waste removed from the grating phase	4.50
Absorbents, filter materials, cleaning cloths and non-hazardous protective clothing	3.29
Sludge from local effluent treatment	3.00

WASTE GENERATED	
TOTAL WEIGHT OF WASTE GENERATED IN METRIC TONS	
NON-HAZARDOUS WASTE	TOTAL (T)
Glass	2.00
Non-hazardous bituminous mixtures	1.51
Fluidized bed sand	1.50
Used/unserviceable car tires	1.28
Waste polishing materials	1.04
Electro-electronic products and their components out of use	0.54
Pressure liquefied gas containers	0.11
Paper packaging waste with resin	0.02

**GRI 306-4**

WASTE DIVERTED FROM DISPOSAL	
TOTAL WEIGHT IN METRIC TONS OF WASTE DIVERTED FROM DISPOSAL	
WASTE	TOTAL (T)
Plastic polymer shavings	16,825.11
Non-ferrous metal shavings and filings	1,395.90
EVA shavings   ethylene vinyl acetate	795.70
Iron and steel	611.09

# GRI | SASB INDICATOR BOOKLET

## WASTE DIVERTED FROM DISPOSAL

TOTAL WEIGHT IN METRIC TONS OF WASTE DIVERTED FROM DISPOSAL	
WASTE	TOTAL (T)
Paper and cardboard	462.75
Wood	332.41
Plastic waste and scrap	220.28
Common non-recyclable waste	194.17
Waste from removal of paints and varnishes containing organic solvents or other hazardous substances	165.29
Fluorescent, sodium mercury vapor and mixed light bulbs	154.04
Water with oily emulsion, oily sludge and hydraulic oil sludge	138.02
Paints, adhesives, glues and resins containing hazardous substances	97.38
Textile waste	94.96
Absorbents, filter materials, cleaning cloths and protective clothing, contaminated by hazardous substances	87.61
Oils and greases	81.69
Other fractions not previously specified	69.27
Mixtures of fats and oils, from water/oil separation, containing only edible oils and fats	44.72
Solid waste from gas treatment	40.22
Packaging of any of the types described above containing or contaminated by residues of hazardous substances	32.96
Aqueous liquid waste containing hazardous substances	30.00

## WASTE DIVERTED FROM DISPOSAL

TOTAL WEIGHT IN METRIC TONS OF WASTE DIVERTED FROM DISPOSAL	
WASTE	TOTAL (T)
Other wastes from mechanical waste treatment	18.52
Septic tank sludge	17.00
Detergents	14.36
Sludge from anaerobic treatment of animal and plant waste	11.88
Other solvents and solvent mixtures	9.62
Waste from sweeping and cleaning of public places	5.78
Sludge from other industrial effluent treatments	5.50
Electro-electronic products and their components out of use	4.86
Mixture of construction and demolition waste	8.02
Sludge from local effluent treatment	3.00
Glass	1.85
Pads, filter materials, cleaning cloths and protective clothing	1.69
Bituminous mixtures	1.51
Used/unserviceable car tires	1.28
Biodegradable kitchen and canteen waste	1.27
Glass, plastic and wood, mixed or not, containing or contaminated with hazardous substances	1.18
Waste polishing materials	1.04
Civil construction waste	0.80
Electro-electronic products and their components out of use	0.54

## WASTE DIVERTED FROM DISPOSAL

TOTAL WEIGHT IN METRIC TONS OF WASTE DIVERTED FROM DISPOSAL	
WASTE	TOTAL (T)
Used or contaminated engine, transmission and lubrication oils	0.20
Pressure liquefied gas containers	0.11
Waste removed from the grating phase	0.02
Other wastes not previously specified	0.02
Batteries and accumulators	0.02

## TOTAL WEIGHT IN TONS OF HAZARDOUS WASTE DIVERTED FROM DISPOSAL BY TYPE OF RECOVERY

TYPE	TOTAL (T)
Preparation for reuse	193.85
Recycling	435.08
Other recovery operations	408.52

## TOTAL WEIGHT IN TONS OF NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL BY TYPE OF RECOVERY

TYPE	TOTAL (T)
Preparation for reuse	152.26
Recycling	19,882.08
Other recovery operations	911.82

# GRI | SASB INDICATOR BOOKLET

GRI 306-5

WASTE DIRECTED TO FINAL DISPOSAL	
TOTAL WEIGHT IN TONS OF WASTE DIRECTED TO DISPOSAL AND A BREAKDOWN OF THE TOTAL BY WASTE COMPOSITION	
HAZARDOUS WASTE	TOTAL (T)
Healthcare waste	0.45
NON-HAZARDOUS WASTE	TOTAL (T)
Civil construction waste	1,219.81
OTHER FRACTIONS NOT PREVIOUSLY SPECIFIED	221.28
Waste from sweeping, cleaning of public places and roads and other biodegradable urban cleaning services	199.18
Common non-recyclable waste	93.07
Wood waste	95.72
Non-hazardous boiler ash, slag and dust	18.92
Biodegradable kitchen and canteen waste	12.39
Iron and steel	6.03
Waste removed from the grating phase	4.48
Metals	3.56
Fluidized bed sand	1.50
Glass	0.15

WASTE DIRECTED TO FINAL DISPOSAL	
TOTAL WEIGHT IN METRIC TONS OF HAZARDOUS WASTE DIRECTED TO DISPOSAL AND BY TYPE OF DISPOSAL OPERATION	
TYPE	TOTAL (T)
Incineration (no energy recovery)	0.45
Landfill	0.03
TOTAL WEIGHT IN METRIC TONS OF NON-HAZARDOUS WASTE DIRECTED TO DISPOSAL AND A BREAKDOWN OF THIS TOTAL BY THE FOLLOWING DISPOSAL OPERATIONS	
TYPE	TOTAL (T)
Incineration (no energy recovery)	9.83
Landfill	1,866.25

GRI 306-1

The potential impacts of waste generation are: water pollution, land pollution and depletion of natural resources. Impacts are minimized through implemented programs, such as the Solid Waste Management Plan, selective collection program, and controls and procedures that organize and direct actions to reduce or eliminate impacts, as described above. We invest in innovation and technology to make our processes more efficient and less wasteful.

## Social Indicators

### NUMBER OF EMPLOYEES

GRI 2-7

TOTAL NUMBER OF EMPLOYEES, AND A BREAKDOWN BY GENDER AND BY REGION.

REGION	FEMALE	MALE
Northeast	6,060	9,021
Southeast	28	9
South	903	1,068
<b>Grand Total</b>	<b>6,991</b>	<b>10,098</b>



# GRI | SASB INDICATOR BOOKLET

## PARENTAL LEAVE

GRI 401-3

	2022	2023
<b>Women</b>		
Total number of female employees entitled to parental leave	6,743	6,991
Total number of female employees that took parental leave	257	272
Total number of female employees that should return to work in the year	302	195
Total number of female employees that returned to work after parental leave	302	195
<b>Return to work rate</b>	<b>100%</b>	<b>100%</b>
Employees who returned to work after leave and remained employed 12 months after returning to work	162	178
<b>Retention rate</b>	<b>55%</b>	<b>76.19%</b>



	2022	2023
<b>Men</b>		
Total number of male employees entitled to parental leave	9,992	10,098
Total number of male employees that took parental leave	197	125
Total number of male employees that should return to work in the year	196	125
Total number of male employees that returned to work after parental leave	196	125
<b>Return to work rate</b>	<b>100%</b>	<b>100%</b>
Employees who returned to work after leave and remained employed 12 months after returning to work	263	149
<b>Retention rate</b>	<b>71%</b>	<b>94.44%</b>

## NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY GENDER AND REGION

GRI 401-1

### NEW HIRES

	CEARÁ	RIO GRANDE DO SUL	SOUTHEAST
Total N° company employees	15,081	1,971	37
Female (total n° and rate)	1,518 (3.99%)	236 (3.83%)	17 (1.65%)
Male (total n° and rate)	1,900 (4.75%)	183 (5.84%)	08 (1.13%)
Total (total n° and rate)	3,418 (4.41%)	419 (4.70%)	25 (1.48%)

### DISMISSALS

	CEARÁ	RIO GRANDE DO SUL	SOUTHEAST
Total N° company employees	15,081	1,971	37
Female (total n° and rate)	1,262 (23.97%)	264 (26.94%)	04 (210%)
Male (total n° and rate)	1,744 (20.57%)	244 (18.93%)	04 (40%)
Total (total n° and rate)	3,006 (43.82%)	508 (22.54%)	08 (82.50%)

# GRI | SASB INDICATOR BOOKLET

## NEW HIRES OF EMPLOYEES BY AGE GROUP

GRI 401-1

COMPANY TOTAL	
Under 30 years old (total n° and rate)	3,087 (2.44%)
Between 30 and 50 years (total n° and rate)	750 (11.13%)
Under 50 years old (total n° and rate)	25 (48.68%)

## DISMISSEALS OF EMPLOYEES BY AGE GROUP

GRI 401-1

COMPANY TOTAL	
Under 30 years old (total n° and rate)	2,198 (36.93%)
Between 30 and 50 years (total n° and rate)	1,193 (11.50%)
Under 50 years old (total n° and rate)	131 (6.87%)

## AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE

GRI 404-1

Gender	Male: 05h 13 min Female: 05 h 08 min
Job category	Strategic: 03 h 50 min Tactical: 04 h 32 min Operational: 05 h 24 min

## WORK-RELATED INJURIES

GRI 403-9

2023

	ABSOLUTE NUMBER	FREQUENCY <sup>1</sup>
Total injuries	99	3.95
Total injuries with compulsory reporting	99	3.95
Total injuries with serious consequences <sup>2</sup>	14	0.56
Work-related deaths	0	0
Number of hours worked	25,074,569.45	

<sup>1</sup>Frequency calculated based on 1,000,000 hours worked, according to the guidelines of NBR 14.280 – Registration of Work-Related Injuries.

<sup>2</sup>Injuries with serious consequences are considered accidents with leave by the National Social Security Institute (INSS). The injuries classified as serious occurred mainly in the maintenance area and were mainly related to behavioral deviations and non-compliance with established standards, leading to awareness-raising actions and disciplinary measures for those involved.

<sup>3</sup>There were no work-related injuries with employees who are not employees (third parties).

## HAZARD IDENTIFICATION, RISK EVALUATION AND INCIDENT INVESTIGATION

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

Grendene has specialized occupational health and safety services that are coordinated within the company and are responsible for ensuring compliance with the **Health and Safety Policy** and the prevention routines established in the Internal Management System (SIG). Evaluations and inspections are periodically carried out for the identification, evaluation and control of hazards and risks, with investigations applicable to possible incidents and accidents being part of these inspections. The Occupational Health and Safety Management (OHS) indicators, the frequency and severity rates of accidents, and the Safe Behavior Index (a prevention indicator developed by the company) serve as a reference for assessing the performance of each area of the company in terms of prevention. The indicators are presented and discussed in the corporate core of OHS and with the managers of the areas, so that opportunities for continuous improvement are verified. In our Guide to Safe and Healthy Behavior, we make it clear that if employees identify a risk situation, they should stop the activity and initiate supervision. We have an internal commission for the prevention of accidents and harassment, made up of employee and employer representatives. The Ethics Channel is also available to employees who wish to report anything that may put them at risk, guaranteeing absolute confidentiality about the source of the reports and directing the reported situations to the appropriate areas for treatment.

Grendene does not allow situations of serious and imminent risk to exist in its activities. Any work situation that can be identified that meets this condition must be stopped immediately until the risk is mitigated. The duty to refuse to engage

# GRI | SASB INDICATOR BOOKLET

in activities that, in their judgment, may endanger any employee is disseminated through the Guide to Safe and Healthy Behavior, which is available to all Grendene employees.

We have a specialized Safety Engineering and Occupational Medicine Department, which is responsible for ensuring compliance with the OSH policy and prevention routines established in the GIS, as well as for investigating injuries, using as a reference the Work-Related Injury Investigation Manual, NBR 14.280 and Law 8.213/91, to ensure high standards of diligence in the prevention of work-related injuries. In the event of an injury, the SESMT specialists investigate and identify the factors that contributed to the incident and present them to the area manager so that control measures can be defined and implemented to prevent a recurrence. The size of the SESMT professionals follows that established by Brazilian law and is in accordance with NR 4. In total, in the Grendene units, we have seven occupational engineers, ten occupational physicians, thirty occupational safety technicians, one health and safety coordinator, one occupational safety engineer, one ergonomist, two ergonomics analysts, four physiotherapists, three psychosocial analysts and five speech therapists.

## WORKER PARTICIPATION, CONSULTATION, COMMUNICATION AND TRAINING IN OCCUPATIONAL HEALTH AND SAFETY

GRI 403-2, 403-5, GRI 403-4

We carry out the integration of Health and Safety for all employees, when they join Grendene, they participate in periodic training routines, including participation in Papos Seguros, applied by the management or the Health and Safety team.

Depending on the activity they will be performing, they will receive specific training to make their work routines clear and safe. During the risk evaluation activities carried out by the SESMT specialists, the workers are consulted about the hazards and risks they perceive, and they also contribute to the quantitative evaluation process by using the measuring instruments that will be used to verify the intensity and/or concentration of the risk agents, which will be compared with the parameters established by the current legislation and occupational hygiene standards. Through the Internal Commission for the Prevention of Accidents and Harassment (CIPA), employees participate in the risk mapping process and identify actions to improve and control hazards and risks.

Grendene has Health and Safety Committees composed of employee representatives, namely the CIPA, the Ergonomics Committee and the Fire Brigade.

## RATIO OF BASIC SALARY AND REMUNERATION OF WOMEN TO MEN

GRI 405-2

CATEGORY	SOBRAL	CRATO	FORTALEZA	FARROUPILHA
Division Manager	-	-	-	1.01
Department Manager	-	-	-	0.93
Coordinator	0.73	-	-	0.86
Specialist	0.93	-	-	0.90
Supervisor	0.87	1.09	0.85	0.98
Analyst	0.96	1.17	0.75	0.92
Technician	0.97	0.99	0.96	0.87
Assistant	1.02	1.07	1.06	1.06
Preparer	1.02	0.98	1.01	1.15
Operational	1.00	0.99	1.02	0.93
<b>OVERALL AVERAGE</b>	<b>0.94</b>	<b>1.05</b>	<b>0.94</b>	<b>0.96</b>

The table provides information on all Grendene S.A. operating units. Information is presented for all job levels that have more than two male and more than two female occupants. Access here the Transparency and Equal Pay Report for the 1st semester of 2024 - [Sobral](#), [Farroupilha](#), [Fortaleza](#) and [Crato](#).

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
<b>GENERAL CONTENT</b>		
<b>GRI 1: FOUNDATION 2021</b>		
STATEMENT OF USE GRENDENE S.A. reported in accordance with the GRI Standards for the period from January 1 to December 31, 2023.		
GRI 2: General disclosures 2021	2-1 Organizational details	Pages 24 and 82
	2-2 Entities included in the organization's sustainability reporting	<p>Grendene S.A.: MHL Calçados Ltda. Grendene USA Corp. Grendene UK Limited Grendene Shanghai Trading Co. Ltd Grendene Global Brands Limited Grendene New York, L.L.C. Grendene Italy S.R.L.</p> <p>There is no difference between the entities included in this Sustainability Report and the entities included in the financial statements.</p>
	2-3 Reporting period, frequency and contact point of	Annual. Pages 9 and 83
	2-4 Restatements of information	There were no restatements of information made in reports from previous periods.
	2-5 External assurance	<i>This Report has not been externally verified.</i>
	2-6 Activities, value chain and other business relationships	Pages 23, 24 and 31
	2-7 Employees	Page 41 - Indicator Booklet   page 66
	2-8 Workers who are not employees	Page 41
	2-9 Governance structure and composition	Page 47
	2-10 Nomination and selection to the highest governance body	Indicator Booklet   Page 56
	2-11 Chair of the highest governance body	Page 49
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 49

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
	2-13 Delegation of responsibility for managing impacts	Page 48
	2-14 Role of the highest governance body in sustainability reporting	The Board of Directors is the collegial deliberative body responsible for determining the overall policies of the Company, including long-term strategy. The Board of Directors delegated to the Executive Board the responsibility for the creation, execution and evaluation of the Company's results and actions, including the review and approval of the Sustainability Report.
	2-15 Conflicts of interest	Indicator Booklet   Page 57
	2-16 Communication of critical concerns	Page 51
	2-17 Collective knowledge of the highest governance body	To enhance the Board of Directors' knowledge of the sustainability aspects of our business, we publish ongoing internal communications on this topic, including disclosure of the materiality study, greenhouse gas inventory, index scores and sustainability report.
	2-18 Evaluation of the performance of the highest governance body	Currently, the institution does not have a formal performance evaluation process of the Board of Directors and Fiscal Council.
	2-19 Remuneration policies	Indicator Booklet   Page 57
	2-20 Process to determine remuneration	Indicator Booklet   Page 57
	2-21 Annual total compensation ratio	Confidential information due to the institution's strategic posture.
	2-22 Statements on sustainable development strategy	Page 6
	2-23 Policy commitments	Page 51 - Indicator Booklet   Page 56
	2-24 Embedding policy commitments	Page 51
	2-25 Processes to remediate negative impacts	Page 51
	2-26 Mechanisms for seeking advice and raising concerns	Page 51
GRI 2: General disclosures 2021	2-27 Compliance with laws and regulations	We have not received significant notifications/evaluations, monetary or otherwise in the last year. Grendene considers it important to evaluate the image of the company in the eyes of society, its consumers and the communities in which it operates. As well as any financial evaluation that exceeds the amount of R\$ 50,000.00 (fifty thousand Reais).

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
GRI 2: General disclosures 2021	2-28 Membership associations	<p>Brazilian PVC Institute (IBPVC), in which our Manager of the Sustainable Development Division, Carlos André Carvalho, served as founder and is currently Director of Sustainability</p> <p>Amcham Brasil (<i>American Chamber of Commerce for Brazil</i>); in which our Manager of the Sustainable Development Division, Carlos André Carvalho serves as Chairman of the Strategic Committee and as a member of the Board</p> <p>Brazilian Footwear Industries Association (Abicalçados); where Claudio Chies (Grendene's Regional Sales Department Manager) – is Vice-President</p> <p>Brazilian Association of Companies of Components for Leather, Footwear and Artifacts (Assintencal); where Claudio Chies (Grendene's Regional Sales Department Manager) is Vice-President</p> <p>Association of the Sítio Fundão State Park in Crato (CE); in which Allan Bruno Cruz de Souza (Sustainable Development Analyst at Grendene) is Director</p> <p>Brazilian Institute of Leather, Footwear and Artifacts Technology (IBTeC)</p> <p>Union of the Industry of Footwear, Bags, Belts, Gloves and Safety Material and Occupational Medicine (Sincal) of Sobral (CE)</p> <p>Farroupilha Footwear and Items Industries Union</p> <p>Industry Social Service (SESI)</p> <p>National Apprenticeship Service (Senai) of Rio Grande do Sul</p>
	2-29 Approach to stakeholder engagement	Pages 12, 13, 25, 31, 41, 44, 54
	2-30 Collective bargaining agreements	100% of employees hired in accordance with the Consolidation of Brazilian Labor Laws (CLT) are covered by collective bargaining agreements.

## MATERIAL TOPICS

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 12
	3-2 List of material topics	Pages 12 and 14

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
<b>ENTERPRISE RISK MANAGEMENT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 50
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed 201-4 Financial assistance received from government	Indicator Booklet   Page 56 In 2023, the financial support received from the government was through research and development grants, totaling R\$ 305,416 million. In 2022, the amount was R\$ 269,993 million.
GRI 202: Market Presence 2016	202 – 1 Ratios of standard entry level wage by gender compared to local minimum wage 202-2 Proportion of senior management hired from the local community	Rio Grande do Sul: 1.145 (identical ratio for men and women) Ceará: 1.021 (identical ratio for men and women) All operating units have been included.  Ceará: 0% Rio Grande do Sul: 25% of CLT officers (in accordance with the consolidation of labor laws) and 33.33% of statutory officers. Definition of board of directors: CLT and statutory officers. Definition of location: birth in the municipality in which the unit is located.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	93.80% of the expenses are made with local suppliers. We consider local suppliers the national suppliers of all our operations.
GRI 207: Tax 2019	207-1 Approach to tax 207-2 Tax governance, control, and risk management 207-3 Stakeholder engagement and management of concerns related to tax	Page 53 Page 53 Page 54
<b>ETHICS AND TRANSPARENCY</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 51
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training on anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	Page 50 Page 50 The Company did not identify incidents of corruption.

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no actions regarding anti-competitive behavior and violations of antitrust and antitrust laws.
GRI 415: Public Policy 2016	415-1 Political contributions	Grendene S.A. does not make any kind of political contribution.

## WATER AND EFFLUENT MANAGEMENT

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 39 – Indicator Booklet   Page 59
	303-2 Management of water-discharge related impacts	Indicator Notebook   Page 59
	303-3 Water withdrawal	Indicator Notebook   Page 59
	303-4 Water discharge	Indicator Notebook   Page 59
	303-5 Water consumption	Indicator Notebook   Page 59

## CLIMATE EMISSIONS, RISKS AND OPPORTUNITIES

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 38
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Indicator Booklet   Page 61
	302-3 Energy intensity	Indicator Booklet   Page 61
	302-4 Reduction of energy consumption	Indicator Booklet   Page 61

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Indicator Booklet   Page 61
	305-2 Energy indirect (Scope 2) GHG emissions	Indicator Booklet   Page 61
	305-3 Other indirect (Scope 3) GHG emissions	Indicator Booklet   Page 61
	305-4 GHG emissions intensity	Indicator Booklet   Page 62
	305-5 Reduction of GHG emissions	Indicator Booklet   Pages 38 and 62
	305-6 Emissions of ozone-depleting substances (ODS)	HCFC-22: 1,219.680 tCO <sub>2</sub> e HCFC-141b: 21,270 tCO <sub>2</sub> e HCFC: hydrochlorofluorocarbon

## SUSTAINABLE RAW MATERIAL

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Indicator Booklet   Page 58
	301-2 Recycled input materials used	Indicator Booklet   Page 58
	301-3 Reclaimed products and their packaging materials	The amount of packaging recovered is obtained through the ratio of pair sales by Brazilian state to the weight of each package material, totaling the volume. Currently 22% of the total volume of packaging material is recovered for recycling.

## CIRCULARITY AND PRODUCT LIFE CYCLE

GRI 3: Material Topics 2021	3-3 Management of material topics	Page 36
GRI 306: Waste 2020	306 – 1 Waste generation and significant waste-related impacts	Indicator Booklet   Page 66
	306-2 Management of significant waste-related impacts	Indicator Booklet   Page 62
	306-3 Waste generated	Indicator Booklet   Page 63
	306-4 Waste diverted from disposal	Indicator Booklet   Page 64
	306-5 Waste directed to disposal	Indicator Booklet   Page 66

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
<b>SUSTAINABLE SUPPLY CHAIN</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 31
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 33
	308-2 Negative environmental impacts in the supply chain and actions taken	During the supplier approval process, we identified the risk of actual and/or potential impacts. We have no identified risks in the scenario we have mapped. More information on page 33.
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers that were screened using social criteria	Page 33
	414-2 Negative social impacts in the supply chain and actions taken	During the supplier approval process, we identified the risk of actual and/or potential impacts. We have no identified risks in the scenario we have mapped. More information on page 33.
<b>PEOPLE MANAGEMENT</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 41
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Indicator Booklet   Pages 67 and 68
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	Cafeterias, medical and dental care, agreements with partner companies and the Grendene Club, a discount program for purchasing footwear from our brands, with an exclusive e-commerce platform for our employees. For the employees of the Farroupilha (RS) unit, in addition to the above benefits, we offer health insurance, life insurance and chartered transportation. For all units we offer the basic food basket.
	401-3 Parental leave	Indicator Booklet   Page 67
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	There is no policy that defines the minimum notice period for operational changes. Any operational changes that may affect employees' work routines are communicated in advance by the company.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Indicator Booklet   Page 68
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 42
	404-3 Percentage of employees receiving regular performance and career development reviews	The Company does not have a formal performance evaluation program for its employees.

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
<b>EMPLOYEE HEALTH, SAFETY AND WELL-BEING</b>		
GRI 3: Material Topics 2021  GRI 403: Occupational health and safety 2019	3-3 Management of material topics	Page 41 - Indicator Booklet   Pages 68 and 69
	403-1 Occupational health and safety management system	Page 42 - Indicator Booklet   page 68
	403-2 Hazard identification, risk evaluation and incident investigation	Indicator Booklet   Pages 68 and 69
	403-3 Occupational health services	The computerized management system controls the schedule of occupational examinations, which is monitored daily by the nursing department and weekly by the chief physician. The Occupational Health and Safety (OHS) department coordinates and monitors the implementation of the routines established in the action calendar with those responsible for the Specialized Occupational Health and Medical Services (SESMT) in each of the Company's units. The full description of all services can be found in our 2022 Sustainability Report, <a href="#">click here</a> .
	403-4 Worker participation, consultation, and communication on occupational health and safety	Indicator Booklet   Page 69
	403-5 Worker training on occupational health and safety	Indicator Booklet   Page 69
	403-6 Promotion of worker health	Page 41
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 42
	403-8 Workers covered by an occupational health and safety management system	100% of employees (17,089) and outsourced workers (1,856) working in Grendene's operations are covered by an internally audited occupational health and safety management system. The external audits take place in the plants in Ceará where our production is concentrated, specifically in the municipalities of Sobral, Crato and Fortaleza, which represents 88.25% of the employees.
	403-9 Work-related injuries	Page 42 - Indicator Booklet   page 68
	403-10 Work-related ill health	No work-related illnesses were identified.

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION
<b>DIVERSITY, INCLUSION AND ANTI-DISCRIMINATION</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Page 43
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2023, 04 incidents of discrimination were identified in the company, 100% of which were analyzed and a remediation plan was implemented and completed.
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 and ABVTEX Programs) that include this requirement, and there is no risk related to the right and freedom of association and collective bargaining. Our suppliers of raw materials, inputs and services are subject to documentation assessment. Last year, we started face-to-face audits of raw material suppliers, and so far no risks have been identified.
<b>PROTECTION OF HUMAN RIGHTS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 32, 33 and 43 – Indicator Booklet   Page 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, which guarantees full control of the production stages and zero risk of child labor or incidents of forced or compulsory labor. As far as suppliers are concerned, we know that there are no risks due to the audits that are carried out and the constant monitoring of the documentation. In addition to these measures, we address child labor and forced or compulsory labor in our Code of Ethics and in all of our contracts, subject to termination of supply. <a href="#">In our chapters on ethics and transparency (page 51)</a> and <a href="#">on supply chain and sustainable raw materials (page 31)</a> you can read more about our actions to protect human rights.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	

# GRI SUMMARY

GRI STANDARDS	CONTENTS	PAGE, DIRECT RESPONSE OR REASON FOR OMISSION				
<b>INNOVATION IN MATERIALS, PRODUCTS AND PROCESSES</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 26 and 29				
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	100% of the products are evaluated and monitored. During the development phase, they undergo specific tests to ensure quality, focusing on comfort, resistance and functionality. Products classified as toys and school supplies, as well as safety footwear produced by Grendene, are subject to safety evaluations in accordance with specific legislation. All large groups of materials we use in our products undergo dermal irritability testing.				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2023 there were no incidents of non-compliance regarding the impacts on the health and safety of our products.				
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Page 52				
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2023 we had 01 incident of non-compliance with laws that resulted in a fine or penalty in relation to product labeling.				
<b>CYBERSECURITY, PRIVACY AND DATA PROTECTION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 29				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	To date, we have not received any complaints regarding privacy violations or loss of customer data. In 2023, we undertook a reevaluation of all personal data processing operations to cover and adapt to any changes that occurred in the process.				
2023 REPORT	GRENDENE S.A.	CLEAN AND RESPONSIBLE PRODUCTION	HUMAN CAPITAL AND VALUE DELIVERY	GOVERNANCE	ANNEXES	79

# SASB SUMMARY

## MANAGEMENT OF CHEMICALS IN PRODUCTS

CG-AA-250a.1

DISCUSSION OF PROCESSES TO MAINTAIN COMPLIANCE WITH RESTRICTED SUBSTANCES REGULATIONS

PAGE 35

CG-AA-250a.2

DISCUSSION OF PROCESSES TO ASSESS AND MANAGE RISKS AND/OR HAZARDS ASSOCIATED WITH CHEMICALS IN PRODUCTS

PAGE 35



## LABOR CONDITIONS IN THE SUPPLY CHAIN

CG-AA-430b.1

PERCENTAGE OF (1) TIER 1 SUPPLIER FACILITIES AND (2) SUPPLIER FACILITIES BEYOND TIER 1 THAT HAVE BEEN AUDITED TO A LABOR CODE OF CONDUCT,

(3) PERCENTAGE OF TOTAL AUDITS CONDUCTED BY A THIRD-PARTY AUDITOR

PAGE 32

CG-AA-430b.2

PRIORITY NON-CONFORMANCE RATE AND ASSOCIATED CORRECTIVE ACTION RATE FOR SUPPLIERS' LABOR CODE OF CONDUCT AUDITS

To date, no nonconformities have been identified during in-person audits.

CG-AA-430b.3

DESCRIPTION OF THE GREATEST (1) LABOR AND (2) ENVIRONMENTAL, HEALTH, AND SAFETY RISKS IN THE SUPPLY CHAIN

Grendene is in the process of mapping possible social and environmental risks and impacts in the supply chain.

## ENVIRONMENTAL IMPACTS IN THE SUPPLY CHAIN

CG-AA-430a.1

PERCENTAGE OF (1) TIER 1 SUPPLIER FACILITIES AND (2) SUPPLIER FACILITIES BEYOND TIER 1 IN COMPLIANCE WITH WASTEWATER DISCHARGE PERMITS AND/OR CONTRACTUAL AGREEMENT

All supplier facilities are in compliance with applicable laws according to the declarations and documentation provided by them. On-site evaluations and audits began at the end of 2023.

PAGE 81

CG-AA-430a.2

PERCENTAGE OF (1) TIER 1 SUPPLIER FACILITIES AND (2) SUPPLIER FACILITIES BEYOND TIER 1 THAT HAVE COMPLETED THE SUSTAINABLE APPAREL COALITION'S HIGG FACILITY ENVIRONMENTAL MODULE (HIGG FEM) ASSESSMENT OR AN EQUIVALENT ENVIRONMENTAL DATA ASSESSMENT

We do not perform this type of survey and evaluation.

# SASB SUMMARY

## RAW MATERIALS SOURCING

### CG-AA-440a.3

(1) List of priority raw materials; for each priority raw material: (2) environmental or social factor(s) most likely to threaten sourcing, (3) discussion on business risks or opportunities associated with environmental or social factors and (4) management strategy for addressing business risks and opportunities

LIST OF PRIORITY RAW MATERIALS	ENVIRONMENTAL AND/OR SOCIAL FACTORS	RISKS AND/OR OPPORTUNITIES	MANAGEMENT STRATEGY
Resins (PVC   EVA   PU) (27%)	The factors are inherent to the production processes of each of the suppliers and the obtaining of their raw materials.		Among the management strategies, all built together with Grendene's Governance, Risks and Compliance area, we have the implementation of the Suppliers Manual, through which the approval is carried out and the main risk factors are evaluated/controlled, including social, environmental and also related to materials, such as the control of restricted substances. In 2023, we launched a face-to-face audit process for raw material suppliers. Learn more about our management on pages 27 and 34 of the Report.
Plasticizers (20.55%)	For all of them, we control the presence of restricted substances. Resins, plasticizers, paints and pigments, for the most part, come from non-renewable sources.		
Packaging materials (13.92%)			
Paints (5.63%)	PVC is our most consumed raw material and 100% recyclable is an environmental impact factor, in addition to 100% of our raw materials being vegan.		
Pigments (5.48)			

### CG-AA-440a.4

(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to third-party environmental or social standard, by standard.

LIST OF PRIORITY RAW MATERIALS	AMOUNT PURCHASED (METRIC TONS)	CERTIFICATION/ STANDARD	CERTIFIED QUANTITY (%)
Resins (PVC, EVA and PU) (27%)	25,300	Biobased	0.14% biobased EVA
Plasticizers (20.55%)	11,550	Biobased	0.30% biobased plasticizer
Packaging materials (13.92%)	18,400	The boxes (individual and collective) are FSC certified	13.03% of total raw materials supplied
Paints (5.63%)	1,600	Not certified	N/A
Pigments (5.48%)	2,500	Not certified	N/A

N/A: not applicable

# CREDITS

## **GRENDENE S.A.**

GRI 2-1

### *Coordination*

Grendene Sustainable Development Division

### *Materiality study*

Tamires Barboza

### *Editorial project and content writing*

Keep ESG Strategy

### *Graphic design, illustrations and layout*

Locomotive Communication+Design

## **TO LEARN MORE**

### *Detailed results, commented by management*

Financial Statements

### *Overview of relevant aspects of the business*

Annual Management Report

If you have any questions and/or comments regarding this Sustainability Report, please send an e-mail to desenvolvimento.sustentavel@grendene.com.br.

GRI 2-3

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