


BRAZIL

SUSTAINABILITY REPORT

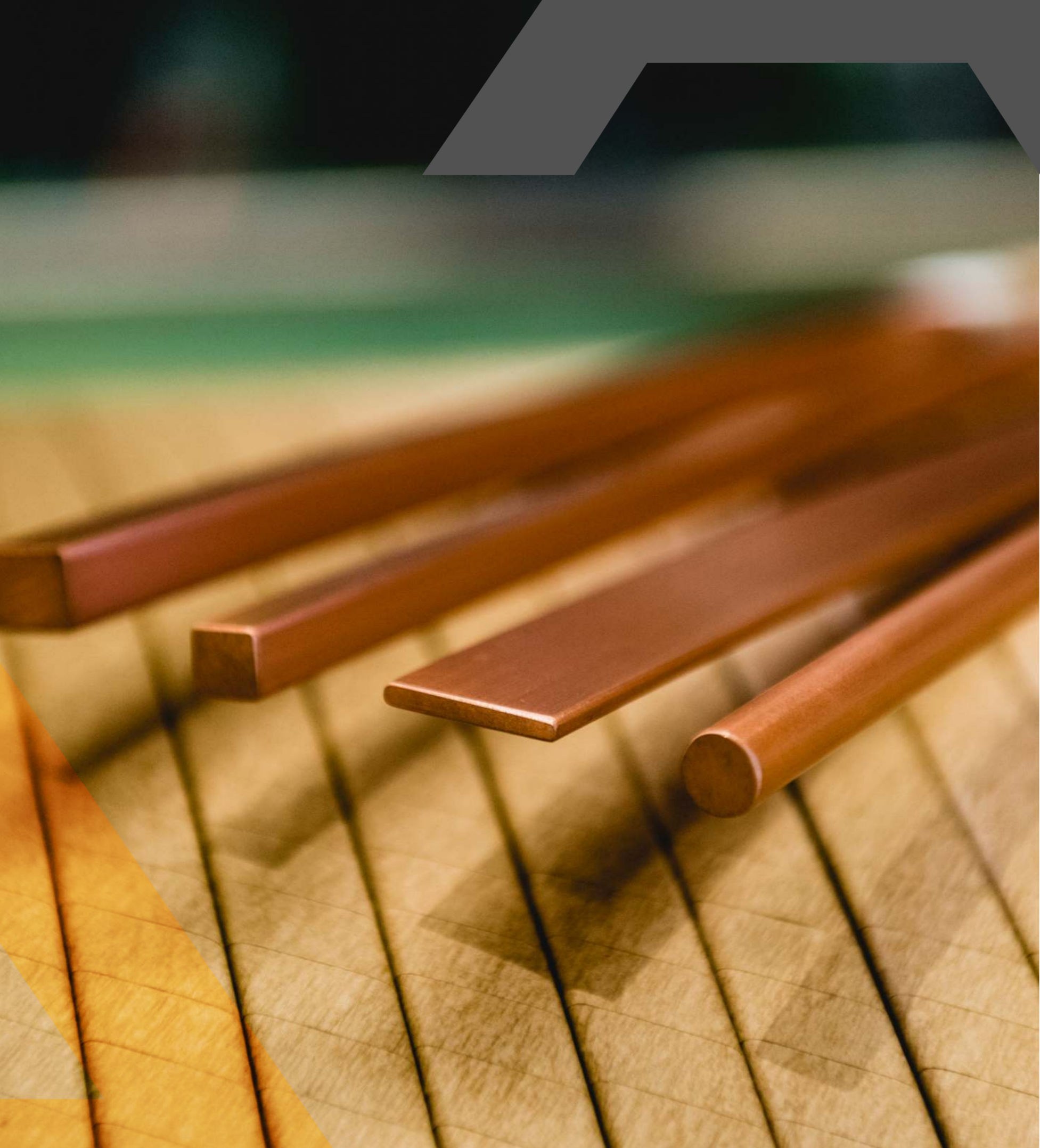
2023

ASTA



We are ASTA Brazil, a company whose history began in 1814, in Austria. We have experience and, above all, market recognition. Step by step, we have built a legacy over the years, counting on the partnership of our team, whom we take care of and with whom we maintain an environment of permanent motivation. Together with our customers, we co-create to obtain new solutions, products, processes and services, delivering reliability and continually evolving in quality. Above all, we have always been concerned with the community and the environment, taking on a leading role in initiatives linked to sustainability and in line with current demands. We are attentive to changes, combining our knowledge with the permanent desire to fly high. Tirelessly, we foresee challenges and dedicate ourselves to overcoming them, working towards improvements for a better world.

WE ARE AN ACTIVE PART OF THE FUTURE



SUMMARY

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1 MESSAGE FROM THE TOP

The year 2023 presented both internal challenges, such as the integration process between the two companies, and external ones, marked by the macroeconomic situation and geopolitical tensions that generated uncertainty in different scenarios.

We quickly identified these challenges, and our reaction was equally quick, allowing us to mobilize the organization to face them.

As a result, we are all very satisfied with the results achieved in 2023. Market and financial indicators showed significant improvements compared to 2022, even exceeding our projections for the period.

People's training, engagement and motivation – where our way of work really begins – were fundamental to delivering the results we presented at the end of the year.

Our team also inspires confidence in our customers, with whom we have co-created some important solutions to help with the ongoing energy transition, a challenge that we, as a society, are mobilized to overcome.

For 2024, we reiterate our commitment to innovation and the development of solutions in collaboration with customers and partners.

Our focus remains on optimizing production processes with the aim of contributing significantly to decarbonization and the circular economy, which we highlight as priorities. We are making relevant investments, the impacts of which will be increasingly evident from 2025 onwards. The trust placed by the controlling shareholder has been crucial to the implementation of our strategy. Furthermore, in line with our guidelines and stakeholders, we are committed to expanding our production capacity.

The expectation is to maintain growth, confident in achieving our objectives. In this dynamic context, employees and customers can count on ASTA Brazil as a solid and committed partner. We are ready to face new challenges, confident in our ability to overcome them and prosper.

Let's go together!

Marcelo Porsch

Managing Director of ASTA Brazil

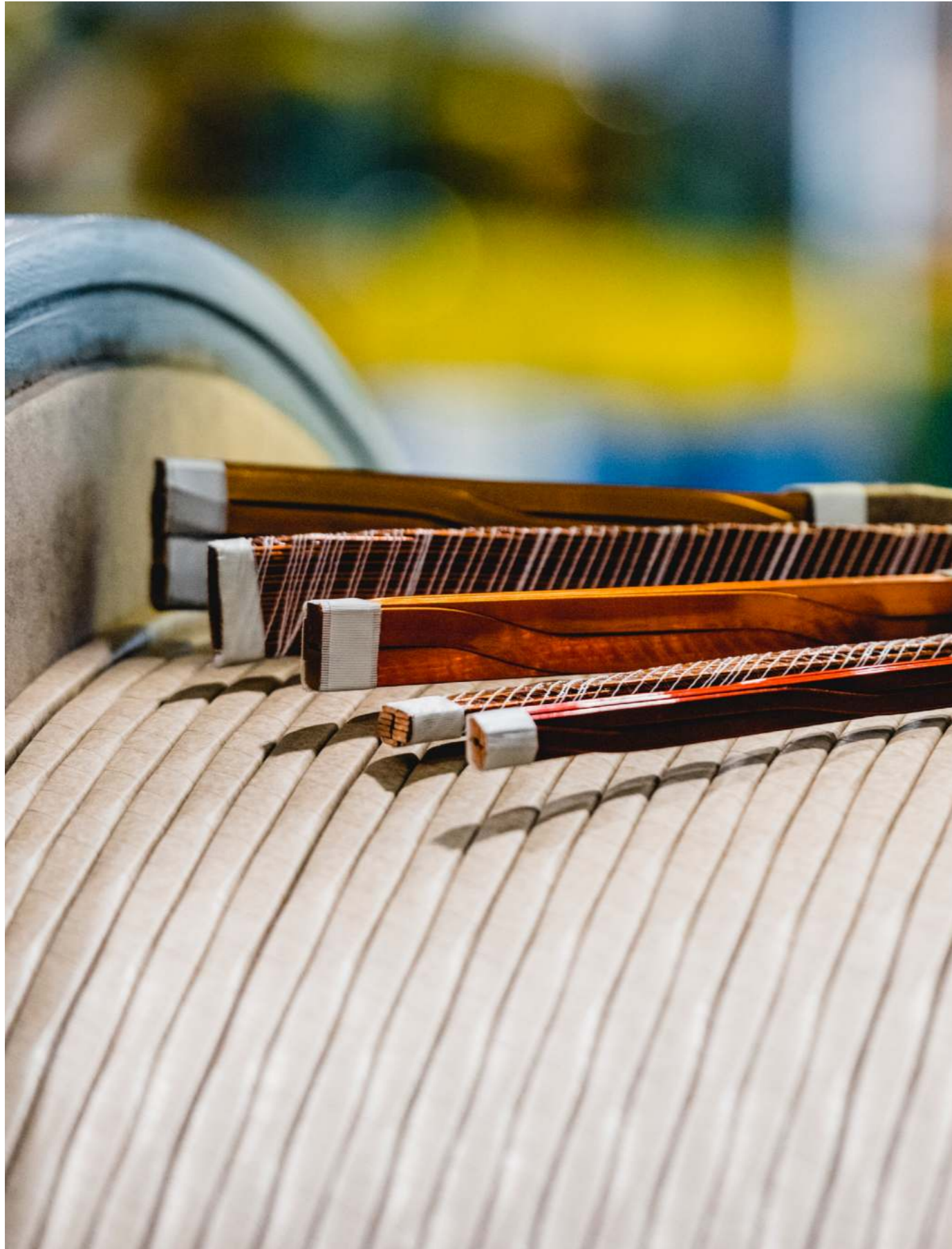
We are committed to the sustainable use of natural resources, to the social and economic development of communities and to the best market practices, which we seek to portray in this Sustainability Report. Here we list the main results of ASTA Brazil's work throughout 2023, ensuring that the content is transparent and accessible to all stakeholders in our business.

For the construction of the document, we had as a guide the materiality drawn up based on a Diagnosis ESG (Environmental, Social and Governance), with stakeholder consultation. The contents are related to the 17 Sustainable Development Goals (SDGs) established by the Global Compact and the standards of the Global Reporting Initiative (GRI). Finally, we consider the indicators referring to 2023 from the environmental, social, governance, management and economic-financial perspectives.

2 ABOUT THIS REPORT



3 ASTA
BRAZIL



3.1 | PRESENT IN EVERYDAY LIFE

There are several examples of products that use copper and/or aluminum conductor wires: generators and power transformers, compressors, engines for large machines, among others. And the chance that these materials are manufactured by ASTA Brazil is huge. After all, we are a benchmark in the electrical conductor market for products intended for the energy and industrial sectors.

We are very proud to be present in people's daily lives and in various industries and markets.





3.2 | ASTA BRAZIL SITES



CERQUILHO (SP)

Our site in Cerquillo, 139 km from São Paulo, occupies a plot of land measuring 121,300 m², with 35,700 m² of built area. Here we produce a complete line of copper and aluminum wires and cables, designed according to the customer's specification. The factory was opened at this location in 1980, but

the company's operations date back to the mid-1940s. It was partially acquired by ASTA Energy in 2015. In 2021, by purchasing the company's portion from minority shareholders, ASTA Brazil became the holder of 100% of the shares.



TRÊS CORAÇÕES (MG)

Our site in Três Corações, 306 km from São Paulo and 293 km from Belo Horizonte, has 34,900 m² of built area, on a plot of 150,000 m². Here, we produce copper and aluminum wires and cables, copper rod, insulating

varnishes, resins, enamels, solvents and lubricants. The factory was opened in 1946 and was incorporated into ASTA Brazil in 2022. In other words, we have almost 80 years of expertise.

3.3 | OUR WAY OF WORK



PEOPLE
We look out for each other and create an environment where we can speak up, create opportunities and be an active part of the company's strategy.

INNOVATION
We have motivated people on our team and we co-create with stakeholders, especially customers, looking for new solutions, products, services and processes.

QUALITY
Quality is our priority: We strive to do it right the first time and continually improve.

DEADLINE
Meeting the deadlines agreed with our clients is a commitment to which we are constantly dedicated.

CUSTOMER
We understand our customers' pain points and work intensively with them to evaluate the best paths and propose the solutions and services most suited to their needs.

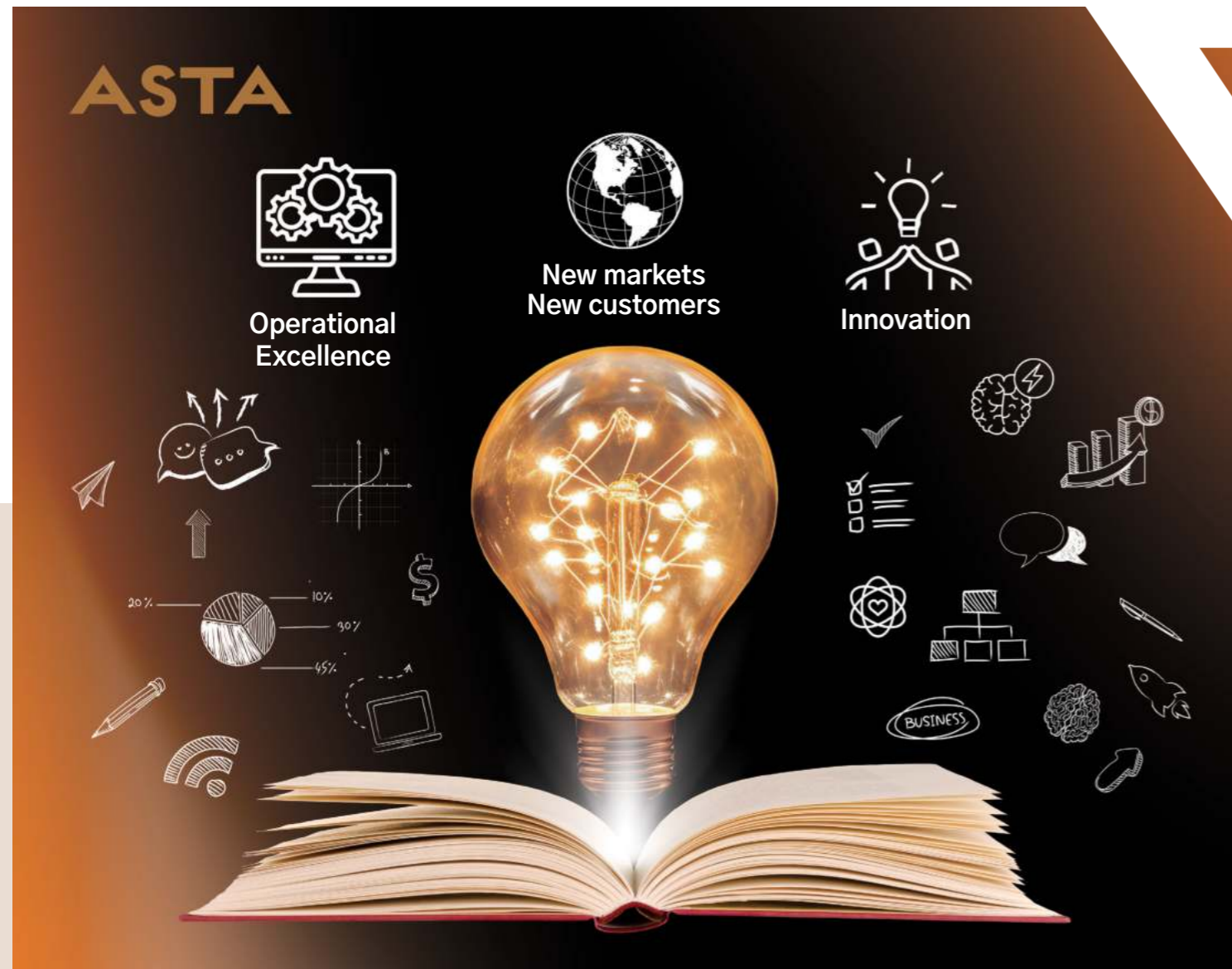
FINANCE
Our customers are our partners, and we seek to offer them conditions in line with the best market practices, contributing to their competitiveness.

3.4 | INNOVATIVE CULTURE

Innovation is part of our daily lives and is essential to our goal of creating new solutions, continually improving and generating value for customers.

We have an Innovation Working Group (GT), a team that seeks solutions and drives the development of new products, services and processes. Its composition is dynamic, depending on the projects being carried out, and we value the alternation of collaborators, giving the opportunity for more people to participate and contribute.

The Managing Director is one of the members of the GT, participating in the Steering Committee.



3.4.1 | INNOVATION SPACE

The Innovation Space is a special place. It's where we come together to let innovative ideas flow.

It is close to nature, far from the administrative routine, phone calls and everyday demands that can divert our attention.



3.4.2 | LET'S GET TO WORK

Processes and methodologies help us create, be more assertive and creative. In the Innovation GT, we use DMAIC, Canvas, Empathy Map, Project Charter, among others.

We have more than 20 projects in the pipeline, that is, under analysis to check their relevance and viability.

And we consider the exchange of knowledge and experiences to be enriching.

Therefore, we maintain partnerships with the Federal University of São Carlos (Ufscar) and the Escola Superior de Agricultura Luiz de Queiroz (Esalq), at the University of São Paulo (USP), in Piracicaba (SP).

We gather ideas to seek the best alternatives, continually improve and satisfy our customers.

3.5 | CO-CREATION AS VALUE

Co-creation is one of our main foundations, and we understand that this attitude is more than “creating together”, it is thinking about something that is not yet known to those who need that solution. It is the so-called “collective intelligence”.

We understand the needs of our customers and challenge ourselves to offer the best solutions to meet them.



3.6 | COLLECTIVE ATTITUDE

When companies and institutions work together to achieve common goals, everyone wins. We genuinely believe in this and share our ideas and knowledge with associations, representative bodies and various discussion forums:

- Brazilian Machinery Manufacturers Builders’ Association (Abimaq);
- American Chamber of Commerce (Amcham);
- Brazilian National Committee for Production and Transmission of Electric Energy (Cigre-Brazil);
- Municipal Council for the Defense of the Environment – COMDEMA
- Regional Accounting Council (CRC);
- CREA – REGIONAL COUNCIL OF ENGINEERING AND ARCHITECTURE
- Regional Council of Medicine of the State of Sao Paulo (Cremesp);
- Regional Council of Medicine of Minas Gerais (CRMMG);
- Regional Council of Chemistry (CRQ)
- Ethos Institute for Business and Social Responsibility
- Union of the Industry of Electrical Conductors, Drawing and Lamination of Non-Ferrous Metals of the State of São Paulo (Sindicel).

3.7 | RECOGNITION

We are recognized nationally and internationally for the excellence of our products, services and solutions. We are proud of the most diverse honors and awards we have already received, including from large customers, such as Bosch and GE. Such a great joy for us!

In 2023, we had new recognitions.

GREEN SEAL

We received the Green Seal from Três Corações City Hall for our concern with sustainability and our best environmental practices.



50 YEARS BANCO DO BRAZIL

We received a nameplate from Banco do Brazil for 50 years of partnership with the institution.



GE VERNOVA

We are one of the suppliers – highlight of GE’s in 2023. We were awarded for our performance in the Continuous Improvement and Innovation category. Congratulations to all of us!



3.8 | STAKEHOLDERS

ASTA Brazil has its greatest assets in its strategic audiences. Among the multiple stakeholders, the following stand out:



3.9 | MATERIALITY

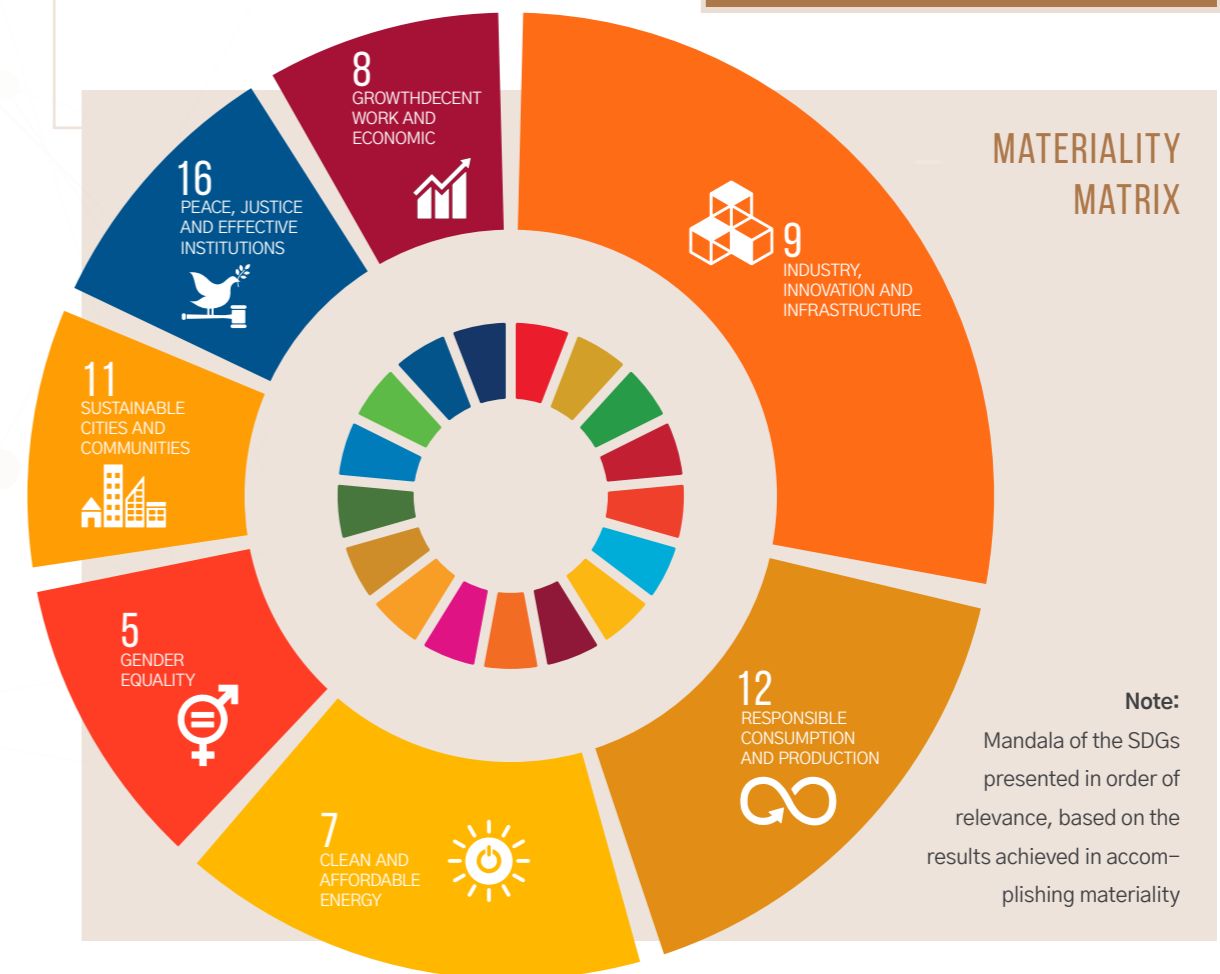
We had the support of an external consultancy for ASTA Brazil's ESG (Environmental, Social and Governance) Diagnosis, guided by criteria related to the 17 Sustainable Development Goals (SDGs) of the Global Compact, an initiative of the United Nations (UN). **The execution took place in three stages.**

The diagnosis identified the main SDGs for our company and a series of relevant goals related to them, as can be seen in **the materiality matrix.**

STAGE 1
We listened to external stakeholders, who learned about and evaluated macro themes.

STAGE 2
Our internal stakeholders gave their opinion on the subtopics identified in stage 1.

STAGE 3
We aligned the aspects indicated as priorities, applicable legislation and national and international protocols for sustainability and responsible investments.



There was also the equivalence of the SDGs to the indicators of the Global Reporting Initiative (GRI), an international organization of independent standards that helps companies, governments and other organizations to understand and communicate their impacts on issues such as climate change, human rights and corruption. The details of the goals related to the priority SDGs and the GRI indicators are presented in the table:

SDG	RELATED GRI INDICATORS	RELATED GOALS
9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE	203-1	<ul style="list-style-type: none"> There is no goal.
12 – RESPONSIBLE CONSUMPTION AND PRODUCTION	303-1, 303-2, 303-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7, 306-1, 306-2, 306-3, 306-4, 306-5	<ul style="list-style-type: none"> Reduce greenhouse gas emissions by 50% from 2024 to 2027. Increase the volume of waste included in reverse logistics by 10%. Reduce waste generation in production processes by 10%. Reduce by 25% the generation of waste caused by direct human action. Increase water efficiency by 10%. Increase the volume of water reuse by 5%. Reduce per capita water consumption by 5%.

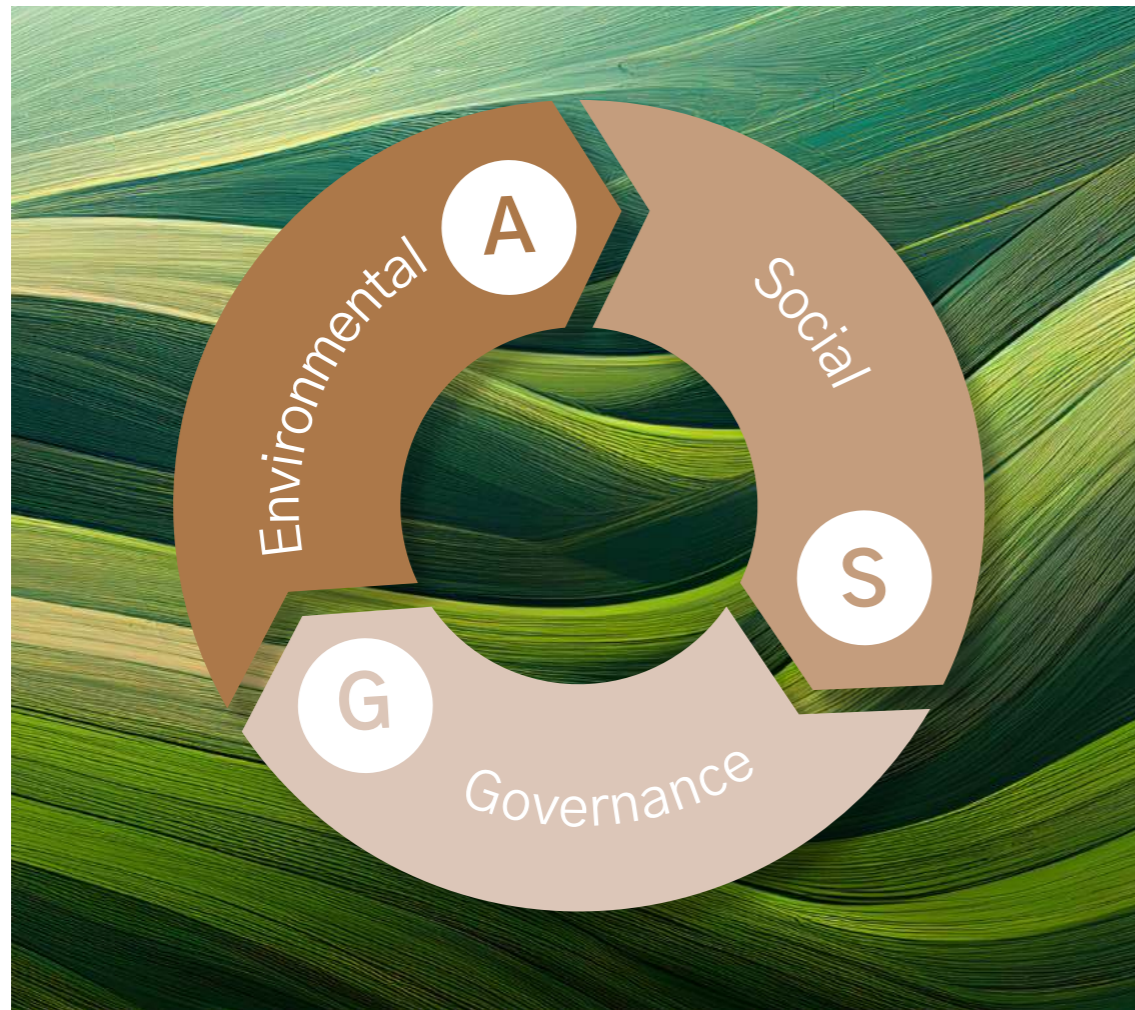


5 – GENDER EQUALITY	405-2, 405-6	<ul style="list-style-type: none"> Increase the number of women on the workforce.
7 – CLEAN AND AFFORDABLE ENERGY	302-1, 302-2, 302-4, 305-2	<ul style="list-style-type: none"> Increase energy efficiency. Increase the amount of E.R. Purchased.
8 – DECENT WORK AND ECONOMIC GROWTH	2-7, 2-8, 2-19, 2-20, 2-21, 2-30, 201-1, 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-6, 403-7, 403-8, 403-9, 403-10, 404-1, 404-2, 404-3	<ul style="list-style-type: none"> Make investments in social actions with local communities.
11 – SUSTAINABLE CITIES AND COMMUNITIES	304-2, 304-3	<ul style="list-style-type: none"> Concluded the detailed investigation in Três Corações. Monitor the already recovered areas of Cerquilho.
16 – PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS	2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-15, 2-16, 2-17, 2-18, 2-24, 2-27, 408-1, 409-1, 418-1	<ul style="list-style-type: none"> The goal is to have 100% of our supply chain mapped by 2024.

4.1 | ACT TODAY, FOCUSING ON TOMORROW

At ASTA Brazil, we act today thinking about tomorrow. This mindset guided our decision to follow ESG criteria — Environmental, Social and Governance. In other words, we commit to principles, standards and good practices to preserve the environment and move forward as a socially conscious organization, with correct, responsible and transparent management.

We have a strategic development plan made in light of ESG criteria, which will guide us in our daily lives until 2027. Our ESG Committee strongly contributes to this (see point 4.4.1), supported by Working Groups. This competent and dedicated team sets goals for projects, defines actions and monitors results, always focusing on strengthening the environmental, social and governance axes.



4.2 | ENVIRONMENT: SUSTAINABILITY IN FOCUS

When working with the Environment pillar of the ESG strategy, we are guided by initiatives that are based on the best practices and policies for environmental preservation. In 2022, we carried out an ESG Diagnosis, which assessed the company's materiality (see page 23). On the environmental axis, we identified the guidelines that we must follow to further evolve with the standards responsible for consumption and production. We also identify opportunities in areas such as water resources, energy resources and responsible consumption. As challenges, we have the constant management of biodiversity and greenhouse gas (GHG) emissions.

To meet demands, we focus on the following topics:

- Management of greenhouse gas emissions;
- Energy efficiency;
- Water efficiency;
- Biodiversity management;
- Waste management



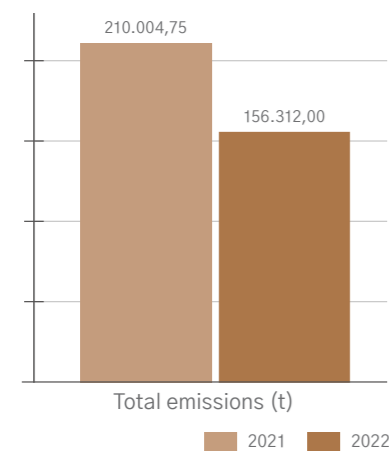
4.2.1 | CARBON INVENTORY

Over the last three years, we have made an effort to investigate, with depth and precision, emissions into the atmosphere related to our activities. In 2021 and 2022, we carried out inventories on carbon emissions and equivalent emissions.

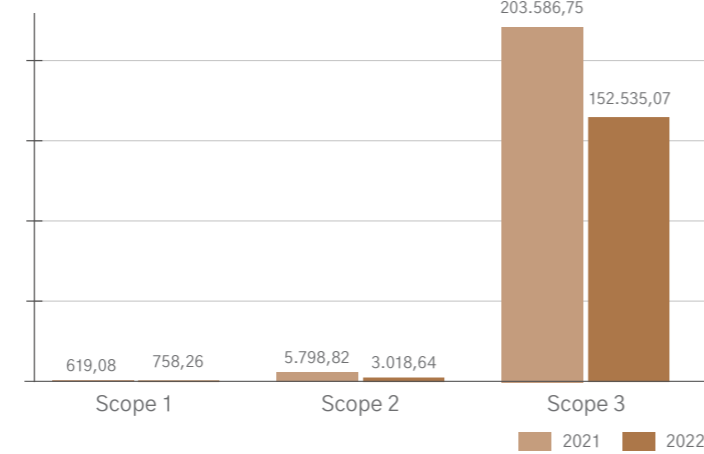
We will also measure other equivalent atmospheric emissions throughout 2024. We will continue to collect information about our process and evaluate it, in order to adopt elimination or reduction actions. This work will take place at the two ASTA Brazil plants, and our mission will be to list emissions related to ozone-depleting substances (ODS), emissions of NOx, SOx and other significant atmospheric emissions.

The study also showed that the largest volume of gases occurred in scope 3, because of the raw materials we use: copper and aluminum.

TONNES OF CO₂ EQ

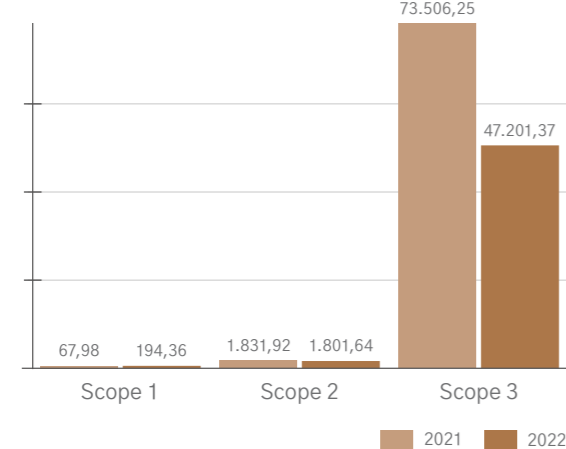


ASTA BRAZIL - TONNES

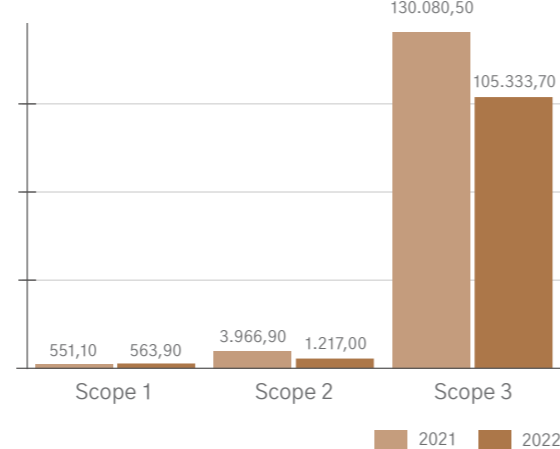


RESULTS BY PLANT (TONNES)

CERQUILHO - TONNES



TRÊS CORAÇÕES - TONNES



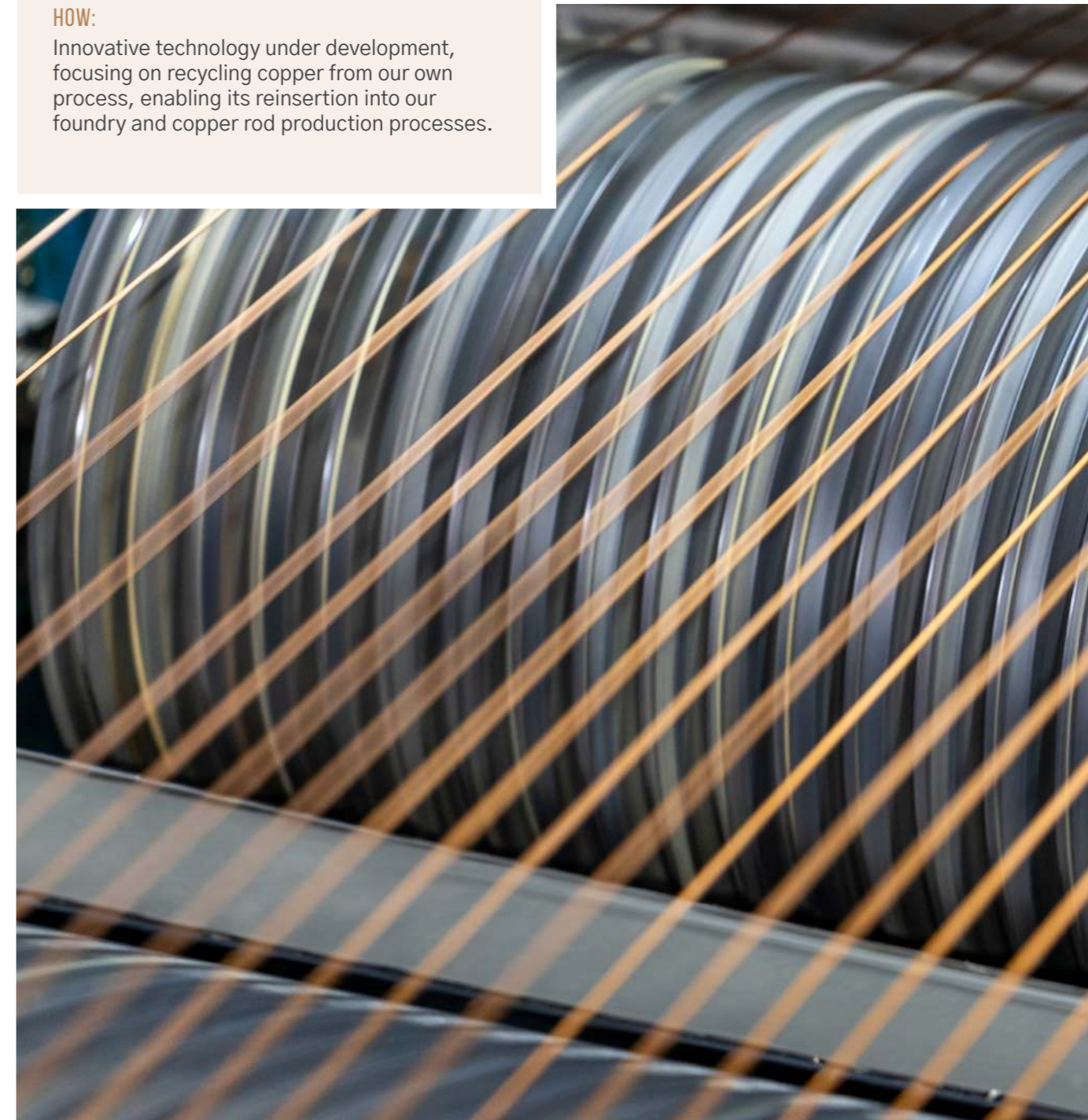
ACTION PLAN

OUR GOAL:

Reduce greenhouse gas emissions by 50% from 2024 to 2027.

HOW:

Innovative technology under development, focusing on recycling copper from our own process, enabling its reinsertion into our foundry and copper rod production processes.

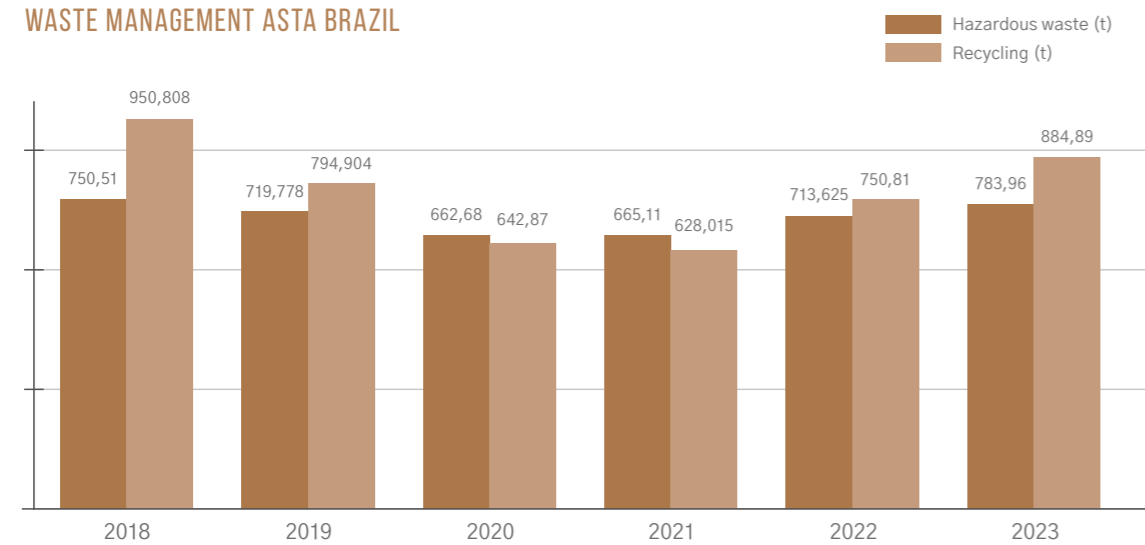


4.2.2 | WASTE MANAGEMENT

Our factories use copper and aluminum as basic raw materials. They are deformed by drawing and lamination, with mineral and emulsifiable oils, and go through isolation processes that use enamels, fibers and insulating tapes.

In 2023, we increased waste generation due to the high volume of production. We are attentive and execute a Waste Management Program (PGR), adapted to the reality of each operation. We also set goals and adopted measures to reduce impacts and have more efficiency and safety in the final disposal of 100% of the waste generated.

WASTE MANAGEMENT ASTA BRAZIL



4.2.3 | COLLECTIVE ATTITUDE

We also have initiatives in our factories to raise employee awareness regarding the proper disposal of hazardous and recyclable waste. For example, we have installed collection points for used batteries and portable batteries and encourage employees to even deposit waste from their homes in these locations.

Even with several reuse initiatives, there is some waste that cannot be co-processed or recycled. Therefore, they are sent to a legal landfill.

Furthermore, we work permanently to search for new technologies and initiatives that result in greater efficiency in the final disposal of waste and the lowest possible impact on the environment.

179 kg
of cells and batteries
were
collected at ASTA Brazil
sites in 2023



4.2.4 | RECYCLING AND REUSE

Our products are 100% recyclable after the end of their life cycle. In our production processes, we separate scrap metals by type and send them to companies specializing in recycling. Packaging, such as coils, spools and pallets, is managed with reverse logistics and returned by customers so that we can reuse them.

We take special care with Class I waste, which comes from processes with enamels, solvents, mineral and emulsifiable oils, which have a high calorific value. After being generated, they are sent to companies that co-process them and send them for use as an alternative fuel source in furnaces in cement industries.

100%
of ASTA products are
recyclable after the
end of their life cycle

This entire process is validated and approved by the competent environmental bodies.

Industrial solid waste is separated by type, packaged, identified, stored and transported, meeting all legal requirements. Its final destination is carried out by specialized companies accredited by environmental agencies.



MATERIALS INTENDED FOR RECYCLING IN 2023 (IN ACCUMULATED KILOGRAMS)



Glasses
400 kg



Plastics
49.970 kg



Brass wires/ pallet
holder/ carbide die
2.248 kg



Woods in general
435.870 kg



Paper and cardboard waste
144.592 kg



Plastic drums
377 kg

WASTE MANAGE- MENT ACTION PLAN

GOALS FOR 2024:

- Increase the volume of waste included in reverse logistics by 10%;
- Reduce waste generation in production processes by 10%;
- Reduce by 25% the generation of waste caused by direct human action.

4.2.5 | EFFLUENT MANAGEMENT

In our two sites, the domestic effluents generated undergo biological treatment in stations dedicated to this process. In them, we periodically monitor discarded waste, maintaining it in accordance with legal requirements.

We are also constantly concerned with checking aspects related to the assimilation capacity of the sources that receive the effluents. Above all, we are dedicated to avoiding or reducing, as much as possible, possible impacts on the environment. And we are very happy to see that we are on the right path.



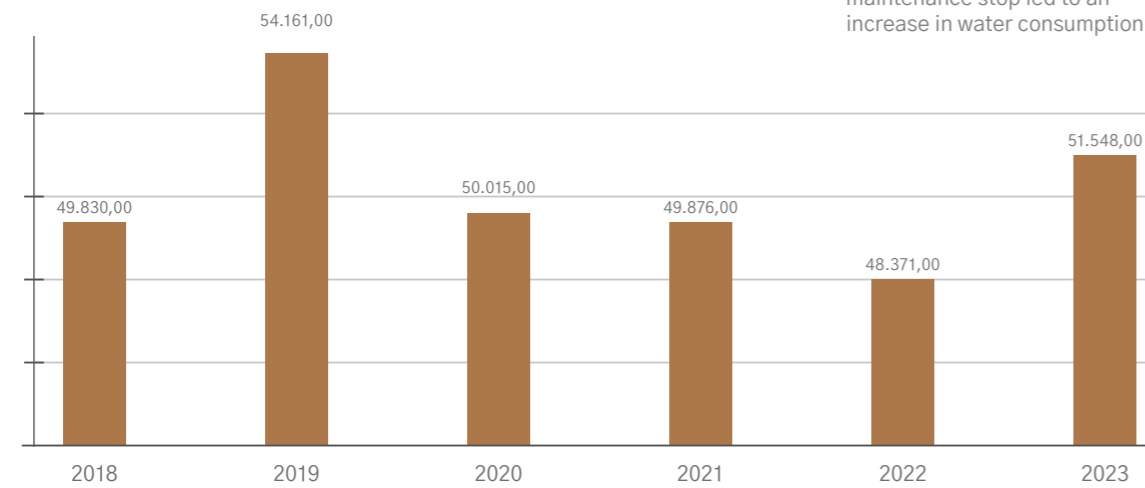
4.2.6 | WATER RESOURCES MANAGEMENT

We make rational use of water, using only the supply necessary for our activities. In both sites, the water used is extracted from underground sources, with daily consumption monitored through equipment installed in each collection well. In this way, we strictly comply with the volumes established by the usage permits.

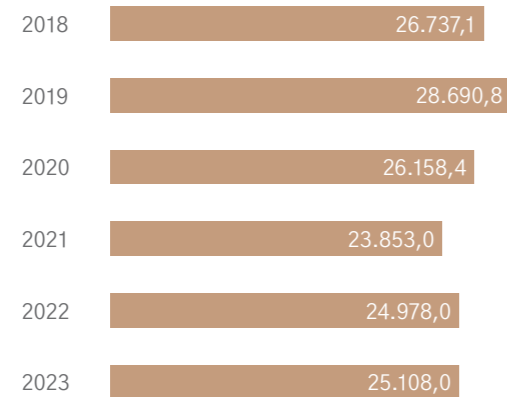
The captured water goes to tanks, where it receives the chlorination necessary for human consumption. And we carry out periodic analyses in specialized laboratories to assess the quality of resources.

At the Três Corações plant, we also use a reverse osmosis treatment process, which makes it possible to reuse water in the toilets.

CONSUMPTION M³*

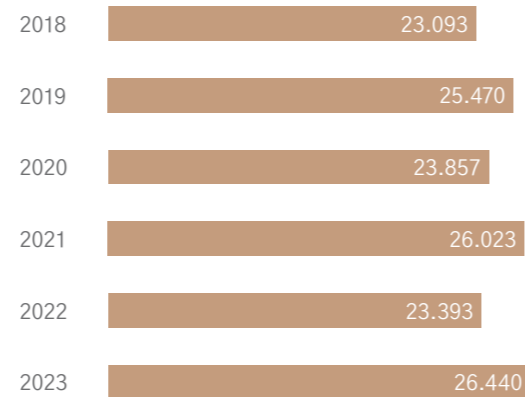


ANNUAL WATER CONSUMPTION IN M³ GERQUILHO SITE*



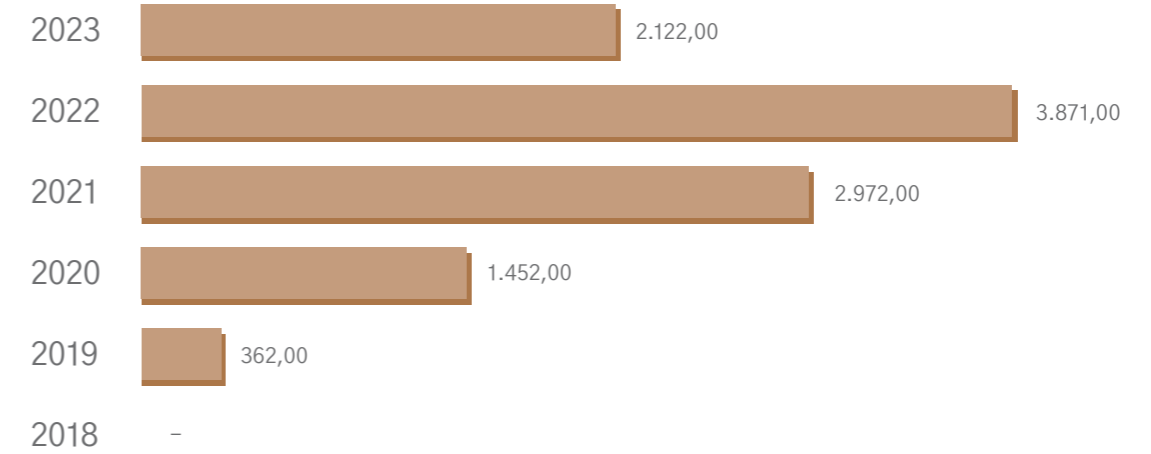
*In December 2023, a maintenance stoppage led to an increase in water consumption.

ANNUAL WATER CONSUMPTION IN M³ TRÊS CORAÇÕES SITE*

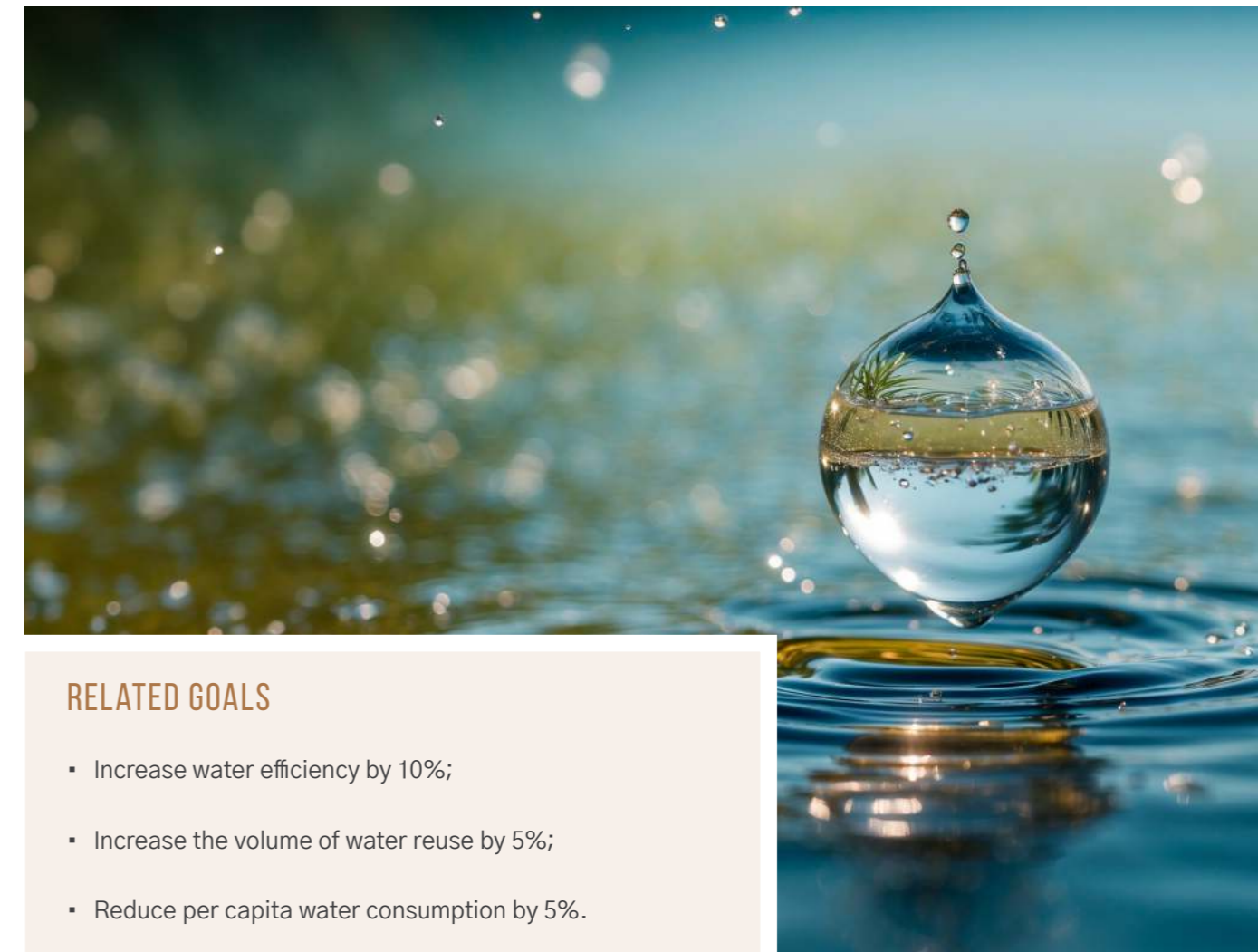


*In December 2023, a maintenance stoppage led to an increase in water consumption.

REUSE*



*Only occurs at the Três Corações site



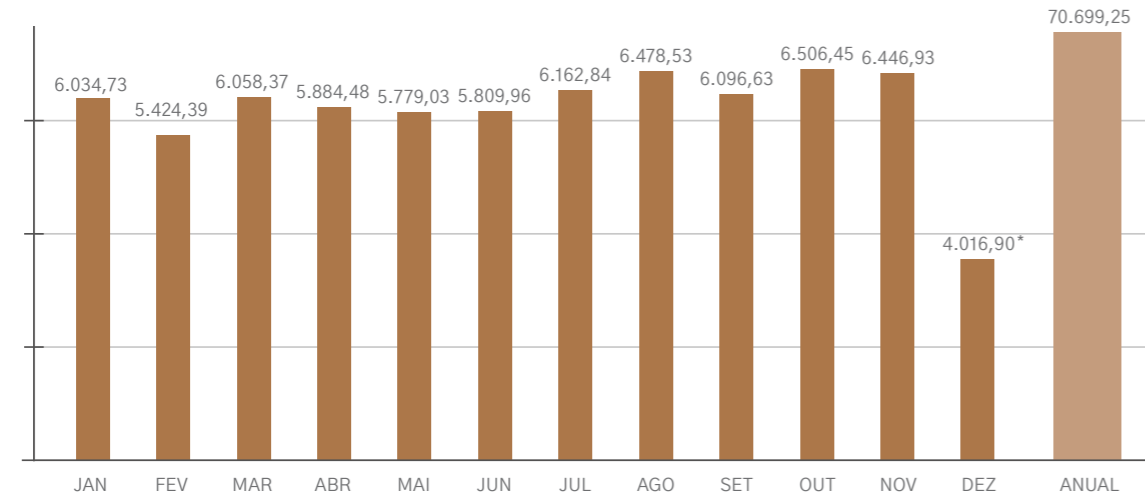
RELATED GOALS

- Increase water efficiency by 10%;
- Increase the volume of water reuse by 5%;
- Reduce per capita water consumption by 5%.

4.2.7 | ENERGY EFFICIENCY

The energy we consume is acquired on the free energy market, which originates from the common Brazilian energy matrix. We continue with actions to optimize the use of machines and equipment and, in this way, increase our energy efficiency. This topic is even the subject of one of the Working Groups established.

TOTAL ASTA BRAZIL CONSUMPTION IN MWH



*In December there was lower energy consumption due to the factory stopping, with no production taking place.



4.2.8 | PRESERVATION AND RECOVERY OF LOCAL ECOSYSTEM

For us, at ASTA Brazil, environmental preservation is a permanent criterion, both in our daily activities and in our expansion plans. We are committed to complying with legal sustainability requirements. Therefore, when expanding our facilities and improving processes, we envisage, from the moment the projects are drawn up, dialog with the competent parties, so that we can implement the most appropriate forms of environmental compensation.

In 2015, when we took over the Cerquillo plant, we also promptly adopted the socio-environmental commitment to address existing environmental liabilities. After dozens of works carried out in 2023, we obtained an opinion from Cetesb recognizing our area as recovered, with only monitoring needed to complete the process. Based on the experience acquired, as soon as we completed the acquisition of the Três Corações site, we began a detailed environmental risk investigation process, completed at the beginning of 2024. The results are still being analyzed and, based on them, preventive measures will be adopted, if necessary.

We reforested two permanent preservation areas in Cerquillo, planting native species from the Atlantic Forest. The environmental recovery action enabled the creation of important forest corridors in the city. The Verdejar and Florescer Project, which we also developed in Cerquillo, is also a source of pride. We plant orchids and trees on the company's land, with the aim of helping to preserve and expand green areas.

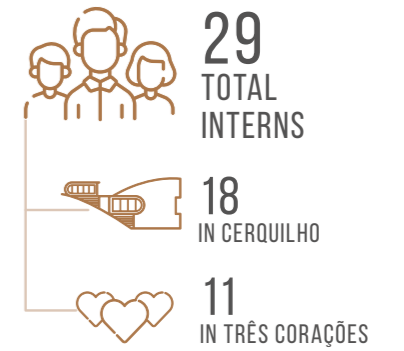
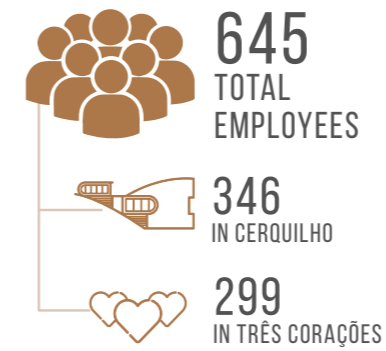
GOALS:

- Concluded the detailed investigation in Três Corações.
- Monitor the already recovered areas of Cerquillo.



4.3 | SOCIAL: CARE FOR PEOPLE

We have a genuine concern for taking care of people and we put this into practice in different ways. For example, we guarantee good working conditions, we value the talents of our employees, we recognize the dedication and good service provided and we develop harmonious and collaborative coexistence with communities. This is our “ASTA way” of relating.



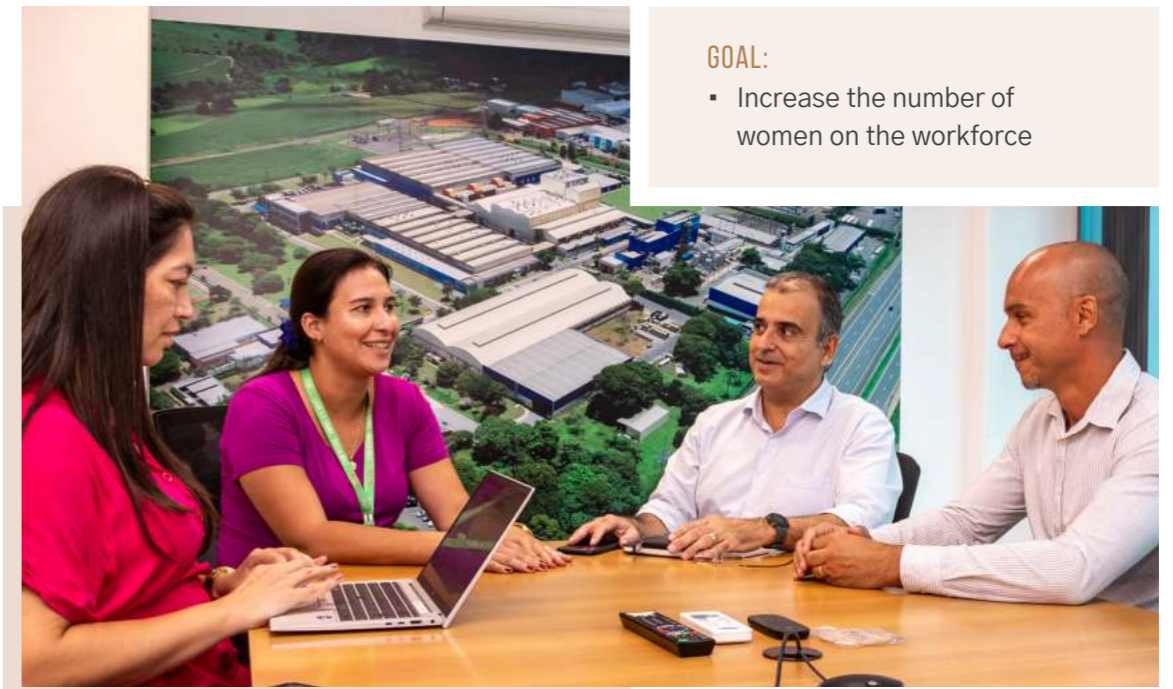
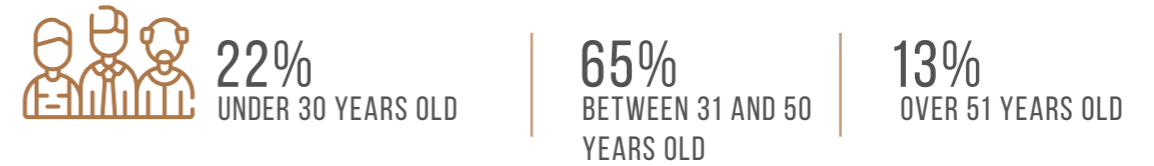
GENDER



LEADERSHIP



AGE GROUP



GOAL:

- Increase the number of women on the workforce

4.3.1 | INTEGRATION AND INTERACTION

Since 2022, we have been promoting different actions for the complete integration of all operational and management processes of our two sites. We can mention the training activities, the publicity campaigns on our internal engagement platform, in addition to the Meeting with Employees, which is ASTA Brazil's main interaction event, involving all employees since 2017.

Led by our managing director, Marcelo Porsch, with the support of the other directors, the Meeting with Employees is held quarterly, and we encourage the participation of all employees. It is a moment when information is presented on matters important to the organization, such as financial indicators, environmental issues, employee health, guidance on Governance and other topics that are relevant in that context.

4.3.2 | KNOWLEDGE AS A VALUE

Training our team is part of ongoing activities, as we want to make professionals increasingly prepared to work both at ASTA Brazil and in the market. We believe that qualified employees are more engaged and actively contribute to obtaining the best results. And, yes, we want to evolve, together with everyone who is part of our daily lives.

In 2023, our team participated in training such as Lean Leadership, White, Green, Yellow and Black Belt Training, Code of Conduct, General Data Protection Law (LGPD), among others.

Excerpt from the Meeting, led by our Director Paulo Bianchi



TRAINING HOURS:

TOTAL:
19.114 HOURS

INDIRECT:
11.022 HOURS

DIRECT
8.092 HOURS

BELT ASTA BR TRAININGS:

TOTAL TRAINING BELT:
1.051,5 HOURS

WHITE BELT:
56 HOURS

YELLOW BELT:
564 HOURS

GREEN BELT:
311,5 HOURS

BLACK BELT:
80 HOURS

MASTER BLACK:
40 HOURS

HOURS OF TRAINING BY ROLE:

LEADERS:
1.414 HOURS

OTHER EMPLOYEES:
17.700 HOURS

4.3.4 | THIRD PARTY RIGHTS

We understand the relevance of the positive social impact we generate in the locations where we operate. Therefore, we adopt all necessary measures to ensure that workers who serve us through contractors have all the guaranteed conditions provided for by law. We carry out this permanent monitoring, which allows us to know how many workers there are, what activities they carry out and what their profile is.

All outsourced services are contracted through a rigorous process of approval, in which we verify the company's compliance with legal and labor issues.



OUTSOURCED WORKERS TABLE

ACTIVITY	MEN	WOMEN	TOTAL
Surveillance and concierge	17	1	18
Restaurant	1	17	18
Gardening and conservation	17	1	18
Internal logistics (forklift operation, cleaning)	26	8	34
General services (reel cleaning + Boiler)	14	0	14
Temporary Workers (Production))	17	0	17
Temporary Workers (Administrative)	0	2	2
Total	92	29	121

4.3.5 | HEALTH AND SAFETY

At ASTA Brazil, we have premises that we consider non-negotiable, such as strict compliance with health and safety legislation. We adopt the best practices in our segment and consolidated management methodologies in our activities.

An effective example of our commitment to the health and safety of our employees is our ISO 45001 certification at the Cerquillo plant, which we obtained in 2018 and have maintained. Our goal is to obtain certification within three years at the Três Corações plant.

4.3.6 | RISK MANAGEMENT

Risk management is one of our main strategies for protecting the health and ensuring the safety of direct and outsourced workers. We map all processes and analyze them in detail, following already consolidated techniques and methods. Based on these studies, we identify potential risks and establish appropriate controls in each case.



4.3.7 | EMPLOYEES' PROTAGONISM

Whether directly employed or out-sourced, all of our employees undergo integration training that addresses appropriate safety procedures. We also promote team updating activities, such as training, lectures, awareness campaigns, among others. The Internal Accident Prevention Week (SIPAT) is one of the most important moments in this area for us.

Our workers are protagonists in defining health and safety procedures and actions. Everyone has the opportunity to speak out in consultations and other approaches, in which they are asked about dangers and risks that exist in production processes and about the necessary care and the best forms of prevention. We want to listen to everyone, because together we are able to care for each other and perform exemplary work.



4.3.8 | ZERO ACCIDENTS AS A GOAL

We know that, even with the various prevention, protection, training and engagement measures we have adopted, we still have challenges to overcome when it comes to security. There are some records of accidents, fortunately of low complexity and without major damage to those involved.

Our actions for Safety at Work are based on the conviction that teamwork will allow us to achieve the goal of zero accidents.



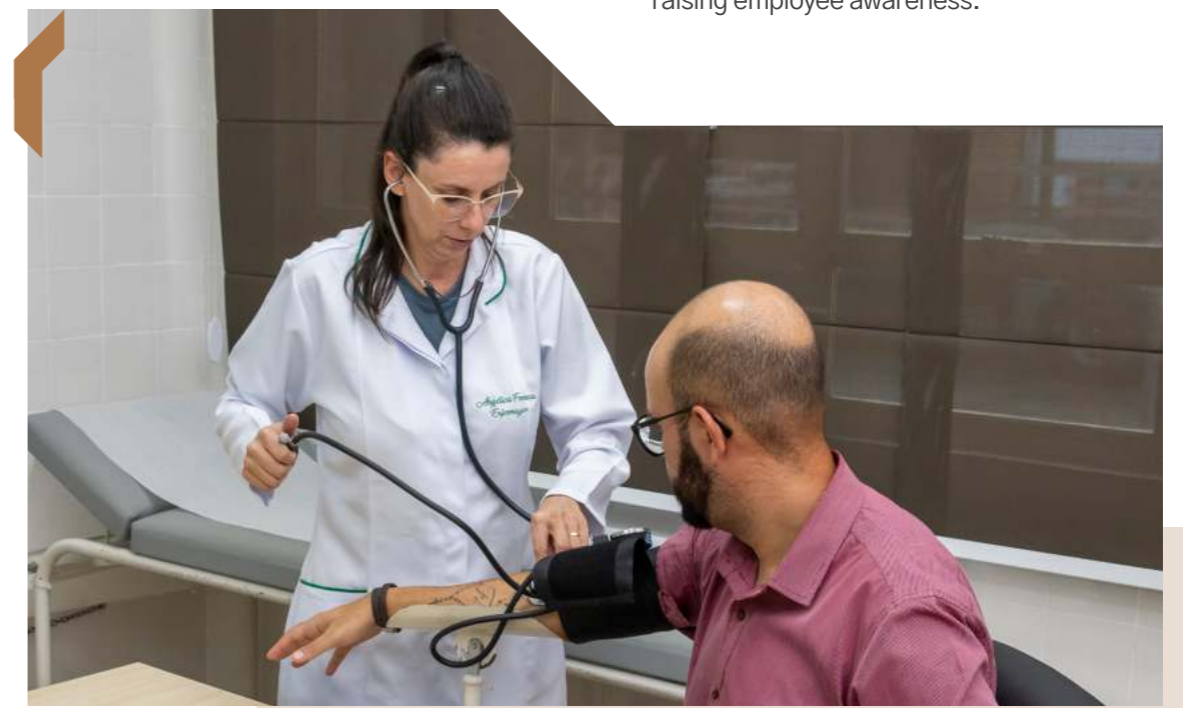
15 WITHOUT LOST TIME

20 WITH LOST TIME

4.3.9 | HEALTH AND SAFETY TEAMS

Our two sites have teams dedicated to the health and safety of employees. They are technicians, nurses and doctors who are dedicated to taking care of our most precious asset.

Our Internal Accident Prevention Commissions (CIPAs) also work in this effort. Consisting of two sites, with structure and autonomy, they play a fundamental role in preventing accidents, identifying risks and raising employee awareness.



4.3.10 | HEALTH AS A MANAGEMENT POLICY

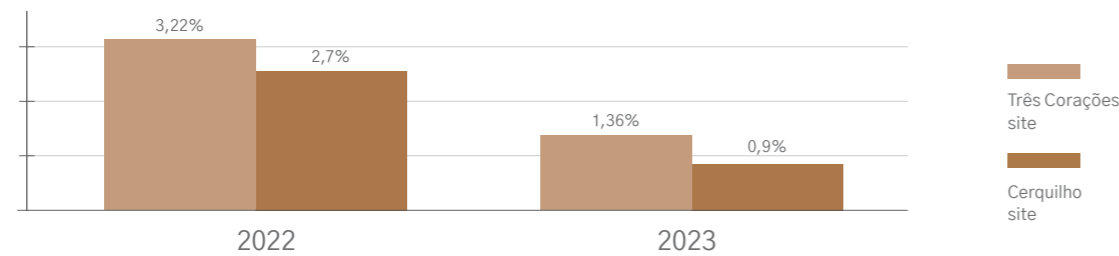
In our two sites, all employees and their dependents have access to medical and dental care. Furthermore, we develop actions to raise awareness among employees about the importance of disease prevention and adopting healthy habits. We carry out, for example, campaigns that addressed mental health, healthy eating and diabetes prevention, among other topics. This work continues in 2024. Genuine and constant care!



A major challenge for any company is to be able to reduce absenteeism rates and maintain them at that status. After the covid-19 pandemic phase, which lasted until mid-2022, we employed consistent efforts in occupational health management,

associated with clinical monitoring of our employees and health campaigns. As a result, in 2023, we found out absenteeism rates almost 50% lower compared to the general average for the industry and our segment of activity.

ABSENTEEISM RATE



4.3.11 | RELATIONSHIP WITH COMMUNITIES

We have a very significant impact on the communities in which we operate. In both operations, our total direct workforce is approximately 720 employees. If we consider their families, there are almost 2 thousand people directly positively impacted by our business. In addition our outsourced operations generate more than 120 jobs, contributing to the income of these families. Another important fact is that approximately 30% of our suppliers and service providers are located within a radius of 80 km from our sites, whether Cerquillo or Três Corações.

In this way, we work to generate a positive impact on communities, contributing to the generation of jobs and income and to the direct and indirect movement of the surrounding economies.



4.4 | GOVERNANCE: MODERNITY, BALANCE AND RESPONSIBILITY

We are a company attentive to the new demands of society and we are convinced that adequate governance is essential to achieving good results, strengthening our image and reputation, as well as winning over new customers.

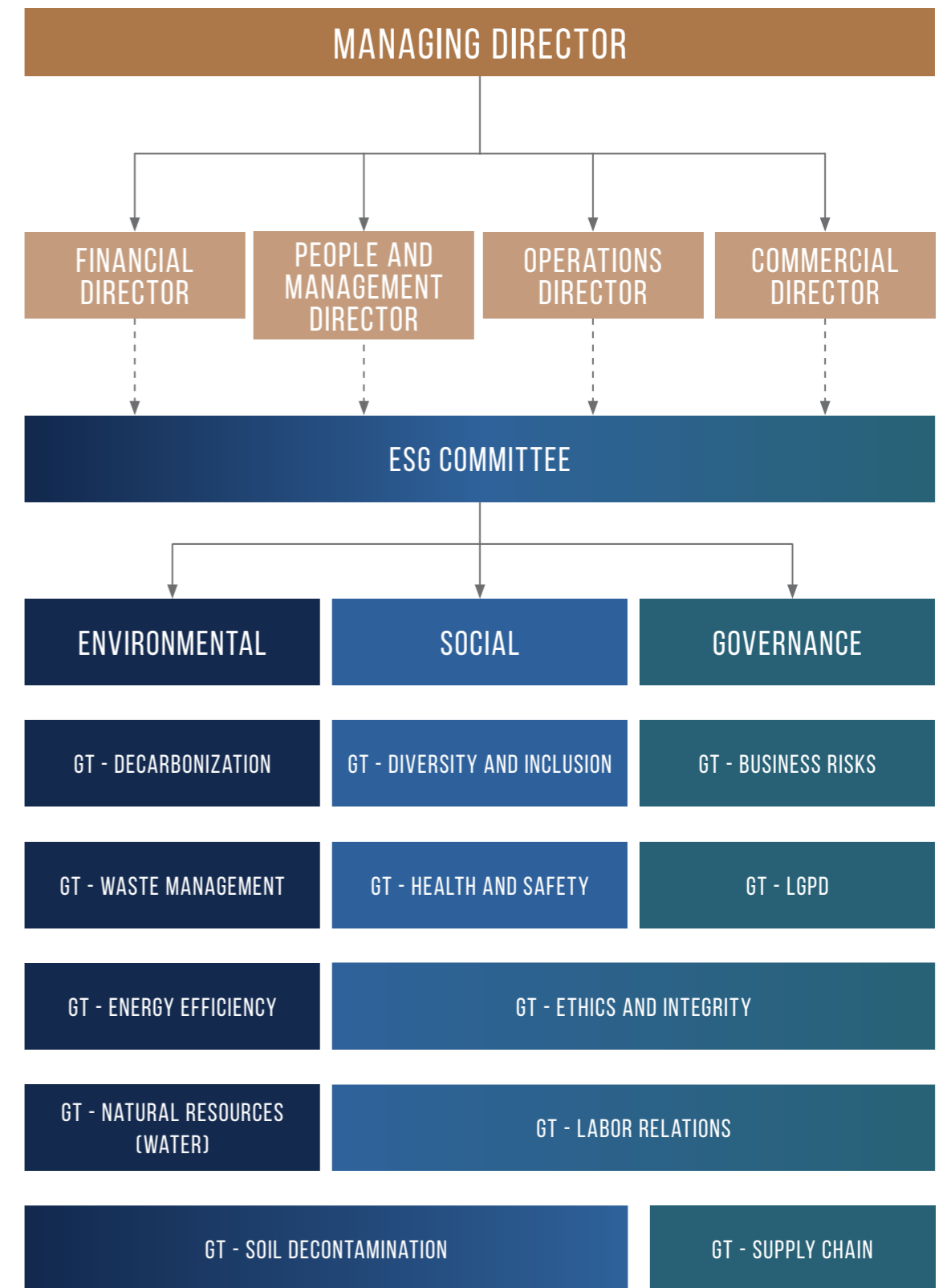
This means much more than complying with laws, rules and regulations, even though this is one of our guidelines. Above all, the main foundation of governance for us is a solid culture, which is based on ethical integrity and decision-making based on shared values of corporate responsibility.

Among the values that drive our actions, we can mention transparency in decision-making processes, business ethics, compliance with laws and regulations, risk management, accountability and integrity of corporate leaders.



Marcelo Porsch (Managing Director), Helena Bianqui (Administrative-Financial Director), Anilton Menezes (ESG Manager), Jane Bighetti (People & Management Director), Paulo Bianchi (Operations Director) and Antônio Zarpelão (Commercial Director), members of the Asta Brazil ESG Committee.Brazil.

4.4.1 | GOVERNANCE STRUCTURE



4.4.2 | INTEGRATED MANAGEMENT POLICY

An important instrument is our integrated management policy through which we express our commitments to the environment, the health and safety of employees and strict compliance with laws. The document also reaffirms the search for continuous improvement of our processes in order to meet all the needs of our customers.

We emphasize that we value the participation of our employees in their respective class representation entities and we remain permanently open to dialog, with communication channels available to all parties.



4.4.3 | NON-NEGOTIABLE VALUES



We always act in a manner consistent with our ethical commitments and we have a Code of Conduct in which we present the fundamental values for our business and our relationships with stakeholders. The document was updated in April 2023 and provides a series of duties for everyone who is part of ASTA Brazil, in a simple and transparent way.

The integrity practices we adopt are not limited to the internal audience, but also apply to our supply chain. Therefore, we have a Code of Conduct especially aimed at our partners.

With the aim of aligning commitments and expectations, we began a broad process of mapping suppliers for the two ASTA Brazil sites in November 2023. The goal is to complete the process in 2024, managing to direct our actions according to the profiles outlined.

DO YOU WANT TO KNOW THE ASTA BRAZIL CODE OF CONDUCT?

ACCESS VIA QR CODE:



USE YOUR CELL PHONE TO READ THE QR CODE AND DISCOVER OUR CODE OF CONDUCT FOR SUPPLIERS



4.4.5 | MONITORING

We seek continuous improvement and we are in a constant process of monitoring our results, which are evaluated monthly by the Board, in a Management Meeting. This is an important moment, in which the managers responsible for each process present indicators, trends, actions and their observations.

We seek impartiality in evaluating our performance and submit ourselves to audits carried out by independent entities. Annually, they analyze the ISO Management Systems, certifying the quality, health and safety of employees and environmental management. The financial statements are submitted to external and independent accounting and tax audits.

We also count on our customers, our great partners, for a rigorous evaluation of our processes. The greatest reward for their efforts comes in the form of excellent approval rates in the audits they carry out.

In 2023, some audits were carried out:

- **Certification audits:** 2 in Três Corações and Cerquillo.
- **Customer audits:** 4 in Três Corações and 2 in Cerquillo
- **Internal audits:** 2 in Três Corações and 1 in Cerquillo.

TRÊS CORAÇÕES AND CERQUILLO SITES



CERQUILLO SITE



4.4.6 | PACT FOR INTEGRITY

In addition to following our own code of conduct, we make public collaboration commitments for honest business environments. This is the case of the Business Pact for Integrity and against Corruption, in which ASTA Brazil joins other companies around the objective of promoting a more honest and ethical market and eradicating bribery and corruption.

Organizations that sign the Pact commit to disseminating Brazilian anti-corruption legislation to their employees and stakeholders, encouraging full compliance. They are also committed to fighting any form of bribery, acting towards legality and transparency in contributions to political campaigns, towards transparency of information, in addition to collaborating in investigations, when necessary.

4.4.7 | PREVENTION AND REPAIR OF IMPACTS

Aligned with the culture of ethics and transparency, our management model includes mechanisms that allow us to monitor possible adverse effects of operations. This way, we can anticipate them and take the necessary measures to avoid or minimize consequences. Above all, we invest in dialogue with our audiences.

Among the mechanisms we use, we highlight the Ethics Channel, the provision of specific electronic addresses for matters related to the General Data Protection Law (LGPD) and effective internal communication tools. All matters with potential negative impacts are taken to our ESG Committee, which decides on necessary measures and the consequences of each situation.



4.4.8 | RESPECT AND TRANSPARENCY

As we always make a point of reinforcing, we are strict in complying with laws, regulations and rules, both governmental and established by the company itself and by customers. With this, we reduce risks and increase the safety and standardization of our processes.

Our compliance policy includes dozens of procedures and process controls. In 2016, we implemented our Ethics Channel, which is managed by an independent operator and has flow of reception and

forwarding of complaints and reports, which are treated in a professional, serious, impartial and strictly confidential manner, with an appropriate policy of consequences.

FIND OUT MORE ABOUT
OUR ETHICS CHANNEL BY
ACCESSING

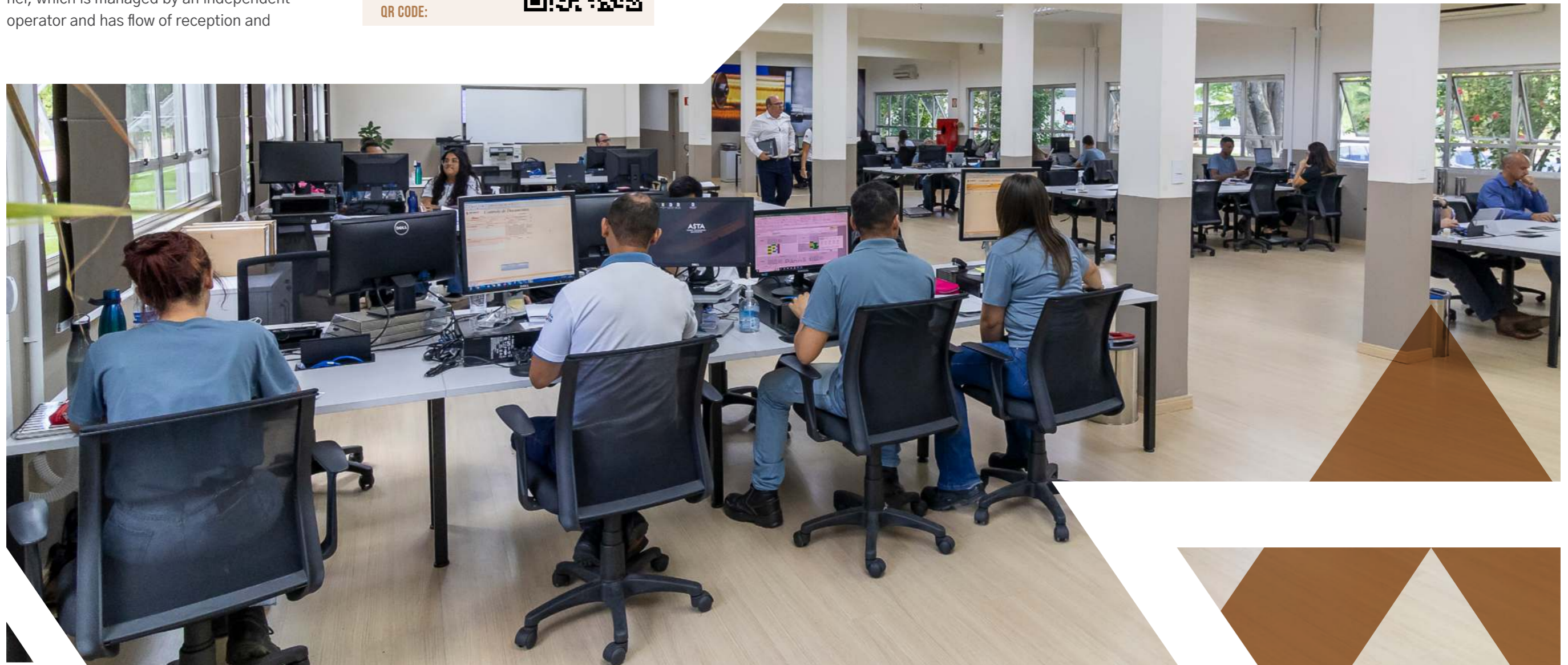
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4.4.9 | DATA PROTECTION

Every day, we deal with thousands of data and information in our sites and we are aware of the responsibility that this task requires. We are strict in complying with the criteria and procedures established by the General Data Protection Law (Law 13,709 – the LGPD). For this reason, between 2022 and 2023, all of our employees received training on the topic.

We also created specific channels to discuss issues related to access to information and data protection. Questions, criticisms and suggestions on the topic can be sent to the e-mails privacy.brazilcq@astagroup.com and privacy.braziltc@astagroup.com, which are widely disseminated among our audiences. All issues related to the topic are handled by a Data Protection Officer (DPO).





**5 MARKET
PERFORMANCE**

5.1 | QUICK ACTIONS

Overall, the industrial sector in Brazil performed below expectations in 2023. But a quick reaction from ASTA Brazil Management prevented the company from compromising its results: the main measure was to seek new markets abroad, especially in South America and North America.

This movement and the integration of São Marco into ASTA Brazil, in September 2022, consolidated the company's position as a market leader in its segment. And very positive commercial and economic results were obtained in 2023.

The initiative by ASTA's Global Management to renegotiate the fundraising process for all companies in the group deserves to be highlighted.

The measure was especially important for ASTA Brazil, as it brought more flexibility to day-to-day operational management.

ASTA Brazil was thus able to increase its market share, both by acquiring new customers and by increasing its share of wallet, that is, the volume of sales with the customers it already served.

R\$ 1.395,9 K
IN ACTUAL SALES WERE
OBTAINED IN 2023

+24,8%
REGARDING
LAST YEAR

5.2 | PROMISING MARKET

In addition to industrial products, the energy segment contributed greatly to the positive results, especially as a result of the energy transition. If in some countries this movement is not very significant — such as Brazil, where more than 80% of the energy matrix already comes from renewable energy —, globally it is growing quickly. A market opportunity for ASTA Brazil solutions.

5.2.1 | ORIGINAL EQUIPMENT MANUFACTURER

Another expanding market is the Original Equipment Manufacturer (OEM), represented by large manufacturers of transformers and generators focused on exports. ASTA benefited greatly from this, also expanding its exports in the Americas.

5.2.2 | PROJECTIONS EXCEEDED

During the integration of São Marco into ASTA Brazil, changes were implemented and the industrial park was optimized at the Cerquilho and Três Corações sites. The processes were successful and, in 2023, ASTA Brazil's production increased, in tons, by 10.4% compared to projections. There was a 3.1% reduction in revenue in tonnes.



5.3 | HIGH INVESTMENT

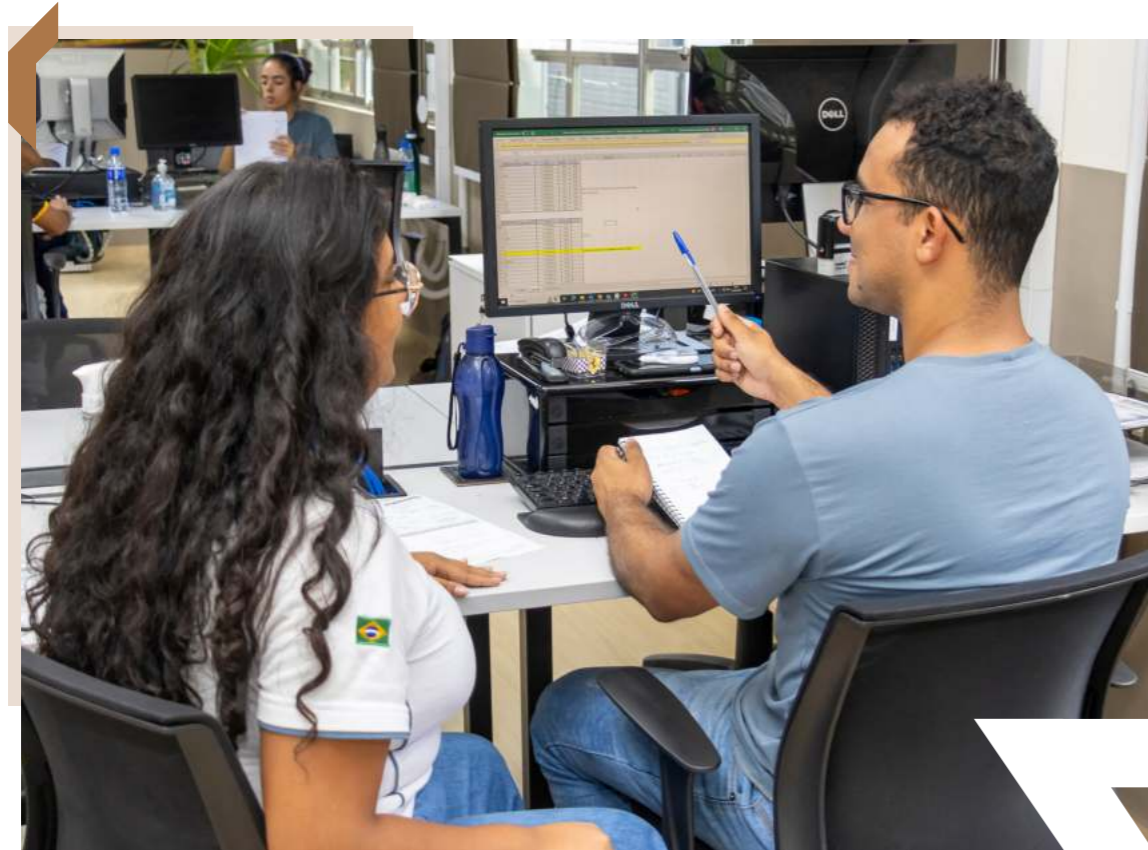
The volume of investments expected for the year 2023 was 3.7 times the annual depreciation recorded in 2022, with the two sites combined.

Because we completed a project at the beginning of 2024, the investment closed at 2.3 times the depreciation value. Still, taking into account recent history, it represented the largest volume invested in recent years.

5.4 | TRANSPARENCY

The business plan for 2023 included product and machine changes between sites. The process required approval from customers and training of employees. It was also necessary to adjust the business model.

Clear and objective communication of plans, presented in a transparent way to employees, customers, suppliers and other partners, was essential for the success of the actions, as was the team's high capacity for adaptation to execution.





6 FUTURE

THE HORIZON IS PROMISING

We start 2024 with ASTA Brazil strengthened and having a foundation to support our growth: strategic planning prepared with care and “being down to earth”.

Our plans for this year and for the next have as their central point increasingly improving our ability to adapt to the new demands of the industry. Innovate, co-create, carefully observe movements in the national and international market, evaluate trends: these are attitudes that are part of everyday life and will continue to be so. Our goal is to expand production, meeting different demands, especially those aligned with decarbonization. In a frank and permanent dialogue, we are committed to developing raw materials that meet our expectations and those of our customers our customers to significantly reduce CO₂ emissions.

With our team, one of the purposes is to consolidate the culture change implemented with the adoption of the Lean Six Sigma philosophy. We want to optimize processes, reduce variability and waste and further increase the quality of products, which gain in standardization and stability. In this way, we will continue to invest in solidifying the Lean philosophy, with the improvement of knowledge in operational excellence methodologies among employees. They will thus be agents of transformation within the organization, helping to strengthen a culture of efficiency.

Plans for 2024 still include the consolidation of procedures aimed at the physical integrity of our workers and the prevention of occupational diseases. And we understand that it's not just about complying with legislation: we

want to motivate and engage people to make a genuine commitment to the evolution of our processes.

Another topic that we intend to give even more relevance to is caring for the mental health of employees. Being aware of the challenges of today's society, we have already provided everyone with access to psychological care and addressed the subject in lectures and other collective moments, such as Employees' Meetings. Furthermore, our managers receive training to identify behaviors and help each member of our team. In the same vein is our project aimed at creating “decompression spaces”.

We want to offer employees places where they can have moments of contact with na-

ture and rooms where they can relax during breaks.

We are a company with experience and consolidated technology. At the same time, we are dedicated to aligning ourselves with the state-of-the-art, seeking to continually improve, reach new levels, and surprise. We are versatile, creative and innovative, always reinventing and co-creating, tireless when it comes to evolving and helping our customers go even further

It is by valuing the past that ASTA Brazil looks to the future. With the “ASTA way of work”, an engaged team, efficient processes, quality products and satisfied customers, our horizon is very promising.



GRI CONTENTS SUMMARY

DECLARATION OF USE	ASTA Brazil reported the information mentioned in this GRI content summary for the period from January 1, 2023 to December 31, 2023, based on the GRI Standards.
GRI 1 USED	GRI 1: FUNDAMENTALS 2021
APPLICABLE GRI SECTORAL STANDARD(S)	NOT APPLICABLE

CONTENT	LOCATION/RESPONSE	OMISSIONS
GRI 2: GENERAL CONTENTS 2021		
2-1 Organization Details	Page 13, 14 and 15	
2-2 Entities included in sustainability reporting	ASTA Brazil, composed of the legal entities PPE Fios Esmaldados S.A. and São Marco Indústria e Comércio LTDA.	
2-3 Reporting period, frequency and point of contact	Annual report, based on information from January 1, 2023 to December 31, 2023, with some topics considering the history of the last three years as a way of contextualizing the reader about the company's evolution and trends. Published in May 2024. Contact for questions about the report or information reported: Anilton Alves de Menezes Email: anilton.menezes@astagroup.com Telephone: +55(15)3384-9099	

2-4 Reformulation of information	Not applicable	
2-5 External check	The ASTA Brazil Sustainability Report uses selections of indicators based on specific materiality, but without exclusive external verification for the published information.	
2-6 Activities, value chain and other business relationships	Pages 13, 14, 15, 17 and 22	
2-7 Employees	Pages 42 and 43	
2-8 Workers who are not employees	Page 46	
2-9 Governance structure and its composition	Page 53	
2-10 Appointment and selection to the highest governance body	The highest level of governance is defined based on the guidelines of the group of which ASTA Brazil is part.	
2-11 Chairman of the highest governance body	The ESG Committee, made up of the Managing Director, the four Executive Directors and the ESG Manager, is the highest Governance body at ASTA Brazil and is responsible for defining the main lines of conduct in business in general, whose deployment into processes and procedures is carried out by Working Groups (GTs).	
2-12 Role played by the highest governance body in supervising impact management	To carry out impact management, matters not analyzed by the ESG Committee are the highest governance body, of which the Managing Director is a member.	
2-13 Delegation of responsibility for impact management	Developments on matters with some potential for negative impacts are deliberated by the ESG Committee.	

2-14 Role played by the highest governance body in sustainability reporting	Page 53	
2-15 Conflicts of interests	As part of its culture, ASTA Brazil strives to maintain an ethical and transparent business environment. Its employees at all levels are invited to reflect on their ability to carry out their activities and make decisions in a manner free from bias or interests contrary to those of the business.	
2-16 Communicating Critical Concerns	Crucial concerns are discussed by Senior Management.	
2-17 Collective knowledge of the highest governance body	Public commitments are assumed by Senior Management and guaranteed by all relevant levels of the organization. Since 2022, ASTA Brazil has been working on the complete integration of all operational and management processes of its business sites, with the dissemination and dissemination of policies among employees and other interested parties. Several actions are promoted for this purpose, with emphasis on the Meeting with Employees (page 44).	
2-18 Assessing the performance of the highest governance body	Structure on page 56, and the highest level of governance assessment occurs through the Montana Aerospace Group.	
2-19 Remuneration Policies		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.

2-20 Process for determining remuneration		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
2-21 Proportion of total annual remuneration		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
2-22 Declaration on sustainable development strategy	Page 28	
2-23 Policy Commitments	ASTA Brazil's principle is to guarantee the highest standards of ethical conduct in all its relationships. This is expressed and materialized in different ways in its Governance structure. Its Code of Conduct presents non-negotiable values in conducting business and maintaining relationships. The company also makes public commitments to collaborate with honest business environments, such as the Business Pact for Integrity and against Corruption, of which it is a signatory. Another important instrument is the Integrated Management Policy (page 54).	
2-24 Incorporation of policy commitments	Page 54	

2-25 Processes to make reparations for negative impacts	ASTA Brazil has channels for its stakeholders to present their concerns, complaints and reports, mentioned throughout the report and which constitute mechanisms for the protest management process.	
2-26 Mechanisms for counseling and raising concerns	Page 27, 58 and 59	
2-27 Compliance with laws and regulations	<p>ASTA Brazil carries out continuous monitoring and control of its activities, processes and relationships, in order to guarantee its operation in full compliance with the laws and regulations applicable to the business.</p> <p>To ensure this compliance, partnerships are established with consultancies specialized in environmental, labor, safety and occupational health legislation, as well as legal consultancy for the analysis of fiscal and tax issues.</p> <p>ASTA Brazil has an A+ rating in the “Nos Conformes” program, run by the government of São Paulo. The company has administrative and judicial processes involving only the tax sphere and day-to-day Brazilian business issues. ASTA Brazil did not have significant fines or non-monetary sanctions in its operation.</p>	
2-28 Participation in associations	Page 20	
2-29 Approach to stakeholder engagement	Pages 16 and 22	

2-30 Collective bargaining agreements	All employees are covered by collective bargaining agreements, with the exception of young apprentices, directors and their hierarchical superiors.	
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GRI 3: MATERIAL TOPICS 2021		
3-1 Process of defining material topics	Pages 23, 24 and 25	
3-2 List of material topics	Pages 23, 24 and 25	
MATERIAL TOPIC: DECENT WORK AND ECONOMIC GROWTH		
3-3 Management of material topics	Page 46	

GRI 201: PERFORMANCE ECONOMIC 2016		
201-1 Direct economic value generated and distributed		Confidentiality restrictions
Content 201-2 Financial implications and other risks and opportunities arising from climate change		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
Content 201-3 Defined Benefit Plan Obligations and Other Retirement Plans	Among the benefits provided to the organization’s direct employees are medical and dental health plans, life insurance, and private pension.	

201-4 Financial support received from the government		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
MATERIAL TOPIC: INDUSTRY, INNOVATION AND INFRASTRUCTURE		
3-3 Management of material topics	Page 18 and 19	

GRI 203: INDIRECT ECONOMIC IMPACTS 2016		
203-1 Investments in infrastructure and support for services	ASTA Brazil expanded its operations in 2022 with the acquisition of the Três Corações plant.	
Content 203-2 Significant indirect economic impacts	In addition to ensuring the maintenance of hundreds of direct and indirect jobs, the acquisition of the Três Corações indirect economic plant significantly increased ASTA Brazil's ability to serve the market.	
MATERIAL TOPIC: PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS		
3-3 Material topic management	Pages 55 to 59	

GRI 205: FIGHTING CORRUPTION 2016		
205-1 Operations assessed for risks related to corruption	Pages 55 to 59	

Content 205-2 Communication and training in anti-corruption policies and procedures	Pages 54 to 59	
Content 205-3 Confirmed cases of corruption and measures taken	ASTA Brazil has no reported cases of corruption.	
MATERIAL TOPIC: CLEAN AND AFFORDABLE ENERGY		
3-3 Material topic management	Page 40	

GRI 302: ENERGY		
302-1 Energy consumption within the organization	Page 40	
302-2 Energy consumption outside the organization	Not applicable	
302-3 Energy intensity	Not applicable	
302-4 Reduction in energy consumption	Page 40	
302-5 Reductions in energy requirements for products and services	Through its Working Groups (GTs), ASTA Brazil analyzes opportunities to achieve greater energy efficiency, reducing energy consumption in the production process and potentially impacting the reduction of scope 2 of the carbon inventory.	
MATERIAL TOPIC: RESPONSIBLE CONSUMPTION AND PRODUCTION		
3-3 Management of material topics	Pages 32, 34, 35, 36, 38 and 39	

GRI 303: WATER AND EFFLUENTS 2016		
303-1 Interactions with water as a shared resource	Page 38	
303-2 Management of impacts related to water disposal	Page 38	
303-3 Water catchment	Page 38	
303-4 Water disposal	Pages 36 and 38	
303-5 Water consumption	Page 38	
MATERIAL TOPIC: SUSTAINABLE CITIES AND COMMUNITIES		
3.3 Management of material topics	Page 41	

GRI 304 BIODIVERSITY 2016		
304-1 Operating sites owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Page 41	
304-2 Significant impacts of activities, products and services on biodiversity	Page 41	
304-3 Protected or restored habitats	Page 41	

304-4 Species included in the IUCN red list and national lists of conservation with habitats in areas affected by the organization's operations	Not applicable	
MATERIAL TOPIC: RESPONSIBLE CONSUMPTION AND PRODUCTION		
3.3 Management of material topics	Pages 30, 31, 32, 33, 34 and 35	

GRI 305: EMISSIONS 2016		
305-1 Direct emissions (scope 1) of greenhouse gases (GHG)	Page 30	
305-2 Indirect emissions (scope 2) of greenhouse gases (GHG) from energy acquisition	Page 30	
305-3 Other indirect emissions (scope 3) of greenhouse gases (GHG)	Page 30	
305-4 Intensity of greenhouse gas (GHG) emissions		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
305-5 Reduction of greenhouse gas (GHG) emissions	ASTA Brazil is developing actions to achieve its goal of reducing GHG emissions by 50% by 2027.	

305-6 Emissions of substances that destroy the ozone layer (ODS)		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
305-7 Emissions of NOX, SOX and other significant atmospheric emissions	Page 30	

GRI 306: WASTE 2020

306-1 Waste generation and significant waste-related impacts	Page 32	
Content 306-2 Management of significant waste-related impacts	Page 32	
Content 306-3 Waste generated	Page 32	
Content 306-4 Waste not intended for final disposal	Page 32	
Content 306-5 Waste destined for final disposal	Pages 33, 34 and 35	

GRI 308 ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016

308-1 New suppliers selected based on environmental criteria	ASTA Brazil carries out the approval process for all its employees and service providers to ensure compliance with environmental, social and governance aspects. Suppliers and business partners receive the Code of Conduct, which addresses socio-environmental compliance guidelines.	
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Content 308-2 Negative environmental impacts of the supply chain and measures taken	There is no record	
MATERIAL TOPIC: DECENT WORK AND ECONOMIC GROWTH		
3.3 Management of material topics	Pages 42 to 50	

GRI 401: EMPLOYMENT 2016

401-1 New Hires and Employee Turnover	Average monthly turnover in 2023: 4 Average monthly hires in 2023: 10	
401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	Among the benefits offered only to full-time employees are profit sharing in the company's profits and private pension.	
401-3 Maternity/paternity leave	Maternity and paternity leaves, when they occur, are carried out in accordance with legislation. Our commitment is to preserve our employees' jobs at this very important time and guarantee them safety and support at this very important time in their lives. In 2023, two female employees and fifteen male employees took leaves.	

GRI 402 LABOR RELATIONS 2016

402-1 Minimum notice period for operational changes	The deadline for operational changes is defined according to the need and size of the projects, with analysis by Senior Management and other applicable stakeholders.	
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GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018		
403-1 Occupational health and safety management system	Pages 49 and 50	
403-2 Hazard identification, risk assessment and incident investigation	Pages 47 and 49	
403-3 Occupational health services	Pages 49 and 50	
403-4 Workers' participation, consultation and communication to workers regarding occupational health and safety	Pages 47 and 49	
403-5 Training of workers in occupational health and safety	Pages 48, 49 and 50	
403-6 Promotion of worker health	Pages 47 to 50	
403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	All employees receive onboarding training regarding health and safety and integrity system. In line with this, they carry out safety training and qualifications according to the area of activity.	
403-8 Workers covered by an occupational health and safety management system	100% of direct employees	
403-9 Work accidents	Page 49	

403-10 Occupational diseases	To prevent and mitigate health and safety impacts, ASTA Brazil follows its Occupational Health Medical Control Program (PCMSO), in line with the risks raised via the Risk and Accident Prevention Program (PPRA) and with actions internal risk assessment carried out by employees through communications relating to the identification of risks, which the Health and Safety team is responsible for mitigating and eliminating.	
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GRI 404: TRAINING AND EDUCATION 2016		
404-1 Average hours of training per year, per employee	Page 45	
404-2 Programs for improving employee skills and career transition assistance	For transfers, we apply the TTO or Individual Development Plan (PDI) constructed by the immediate manager. Career Transition Assistance: for promotions, we have the PDI based on the description of the new position, in addition to guidance from managers for registration on the Engagement Platform.	
404-3 Percentage of employees who receive regular performance and career development reviews	All hourly employees receive a 180° assessment annually, applied through the Engagement Platform. The evaluations of monthly employees are being updated: the last one applied was the 360° assessment, with monthly managing employees having the additional Assessment. The frequency of this evaluation is under construction.	

MATERIAL TOPIC: GENDER EQUALITY		
3.3 Management of material topics	Pages 42 and 43	

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016		
405-1 Diversity in governance bodies and employees	Senior Management is made up of a male Managing Director, two male directors and 2 female directors. The Leadership team, in turn, is made up of 59 men and 15 women.	
405-2 Proportion between the base salary and remuneration received by women and those received by men	ASTA Brazil has the Salary Transparency Report, which demonstrates the non-occurrence of salary differences between genders for equal roles. Access at: https://bit.ly/4dR2tXL	

GRI 406: NO DISCRIMINATION 2016		
Contents 406-1 Cases of discrimination and corrective measures taken		Information unavailable/incomplete, being in the process of evaluation by ASTA Brazil.
MATERIAL TOPIC: PEACE, JUSTICE AND EFFECTIVE INSTITUTIONS		
3.3 Management of material topics	Pages 24 and 25	

GRI 408 CHILD LABOR 2016		
Content 408-1 Operations and suppliers with significant risk of child labor incidents	Suppliers and service providers are approved and receive the specific Code of Conduct, which addresses child labor guidelines, analogous to slavery, human rights, among others. ASTA Brazil does not have relationships with suppliers that may present compliance risks.	

GRI 409 FORCED OR SLAVERY LABOR 2016		
409-1 Operations and suppliers with significant risk of cases of forced or slave labor	Suppliers and service providers are approved and receive a specific Code of Conduct, which addresses guidelines on child labor, slavery, human rights, among others. ASTA Brazil does not have relationships with suppliers that may present compliance risks.	

GRI 418 CUSTOMER PRIVACY 2016		
Content 418-1 Substantiated complaints regarding breach of privacy and loss of customer data	Page 59	



ASTA