



Sustainability Report | 2024

Condor Manifest

When we do things with our hearts, everything becomes more charming.

We leave the automatic mode and enter the fantastic mode.

The one in which the most common attitudes become special because they do us good.

We want more people to find inspiration and meaning in their everyday lives.

That is why we put all our creativity and passion into developing solutions that transform routines.

After all, every daily action is an opportunity to create, express, feel and achieve.

And when that happens, we find greater meaning in the simple.

Condor. Make life shine.



Contents

Presentation

Our report	05
Messages from leadership	06
Financial and operational highlights	08

Social

People management	50
Health, safety and well-being	63
Social responsibility	69

Condor World

Our history	12
Our drivers	14
Proudly Brazilian	16
Awards and recognitions	18
Perspectives	20

Environmental

Operational eco-efficiency	78
Innovation	86

Strategy and sustainability

Fundamentals to continue growing	22
Sustainability strategy	23
Materiality	24
Voluntary commitments	25
Participation in associations	26
Stakeholder engagement	27

Supplementary information

90

Economic and governance

Economic and financial performance	29
Corporate governance	32
Responsible supply chain	42
Customer satisfaction	44

GRI summary

100

Credits

104

PRESENTATION

Our report

GRI 2-1 | 2-2 | 2-3 | 2-14

This is the Condor Group's 2024 Sustainability Report, an annual initiative that fosters communication and engagement with our stakeholders, the market and society. In it, we report with transparency and standardization the organization's sustainability strategy, the goals assumed, the actions developed to improve the management of the business's economic, social and environmental impacts, and the results achieved in the period between January 1st and December 31st, 2024.

The content was developed based on the guidelines of the Global Reporting Initiative (GRI) — Standards 2021 and was built collaboratively by different areas of the company. The report prioritizes the material topics identified in the last materiality assessment, carried out in 2023.

Published in May 2025 in the Portuguese version, following the external assurance of the financial statements, and subsequently in the English version, the report covers the following business units that make up the Condor Group — with their industrial, logistical and administrative structures: Condor SA and branches, Condor Pincéis Ltda. and branches, Condor Indústria de Plásticos Ltda., Condor Nordeste Indústria e Comércio Ltda. and branch, Condor Administradora de Imóveis SA, and Perfect Equipamentos de Limpeza Ltda. and branch.

The ESG Committee and senior management participated in the preparation of this publication, and the final version was analyzed and approved by the Presidency and the ESG Committee of Condor. The file for this seventh edition is available in the institutional area of the website **www.condor.ind.br**.

Questions and comments will be answered by email at **condor@condor.ind.br**. We would be delighted to receive your feedback.

Message from the Chairman of the Board of Directors

GRI 2-22

“A special year” is how we define 2024, above all by the honor of celebrating the 95th anniversary of Condor SA — a company that was born during the greatest crisis of financial capitalism, in the 1930s, and since then has been overcoming challenges with resilience, creativity and a permanent innovation capacity.

We closed the year with expressive growth and market share gain in all our segments, as a direct result of the assertive market strategy led by our executive team.

We are making progress in investments to expand production capacity, modernize the industrial park and strengthen our technological vocation.

An important milestone was the inauguration of the new dental floss factory in São Bento do Sul (SC), equipped with cutting-edge technologies and innovative formulas — a valuable legacy for the local community and for the development of the state of Santa Catarina.

The strength of our distribution strategy and financial discipline — both pillars of our management — also supports the ESG journey we are proud to share in this report. It offers a faithful reflection of our economic and financial performance, and above all, the positive impact we strive to generate through consistent social and environmental practices.

Throughout 2024, the Board of Directors led and encouraged the improvement of compliance policies and supply chain management, with emphasis on the engagement of our partners — fundamental to achieving goals and strengthening the industry and the national economies.

Sustainability is not achieved through isolated efforts. Companies are agents of transformation in society. It is with this commitment that we continue our journey.

Eduardo José Valério
Chairman of the Board
Condor Group





Message from the CEO

GRI 2-22

We honor the people who brought us here, building Condor's 95-year journey with an ownership spirit, dedicated to the satisfaction of each client and consumer, motivated to do better every day and make each day better. A team committed to organizational development and business results.

In 2024, we evolved our innovation structure and the use of artificial intelligence. In addition to robots that optimize production and increase operational efficiency — one of the drivers of our growth — we have adopted AI in several processes that support decision-making.

The performance of this year's launches has been positive. We

had three products among the TOP 5 in their categories. The innovation processes are focused on new attributes for consumers and, connected to licensing, partnerships, and go-to market strategies, they have contributed to growth in food retail, the main point of contact with the end customer.

We have made progress on the sustainability agenda as well, training and consolidating the work of the ESG Committee, which throughout the year defined sets of commitments, indicators and goals that will support the company's evolution in relation to the material topics defined in 2023. This report presents this contribution and demonstrates the level of maturity with which we pursue these ambitions.

We exceeded the target for the year regarding the percentage of energy used from renewable sources, and the inventory of greenhouse gas emissions for the year 2023 demonstrated that our results are inferior to those of companies in the market that disclose their performance.

I am pleased to invite you to learn about and contribute to the practices and ambitions of the Condor Group, towards achieving superior results, in a low-carbon economy and a more conscious and responsible society.

Alexandre Wiggers
CEO of Condor Group



Financial and operational highlights



+2,400
products in the portfolio



202.7 million
of products sold



R\$890 million
gross revenue



R\$725 million
net revenue



R\$44.5 million
net profit

Media highlight

Marking the celebration of 95 years, we transformed the stories of Condor and its directors into media opportunities. New connections were achieved organically, in the country's main media outlets and on social media, through original content from the group's executives and their participation in lectures, podcasts, events and special reports.

We established strategic relationships with journalists and media outlets, expanding our presence on relevant platforms. The MasterChef campaign was a milestone, opening doors for collaborations, reinforcing the brand's visibility and highlighting Condor as a reference in the segments in which it operates.



Highlight in partnerships

Unprecedented licensing deals, such as the new Condor–Mattel collaboration to create a personal care line with the UNO brand — the world's most viral card game — have brought innovations to the company's portfolio as well as to consumers' routines. Exclusive products linked to blockbuster films, such as Disney and Pixar's Inside Out 2 —, also marked the year's releases.



ESG highlights

FEICON Technology Route Certificate (28th edition)

Our professional mini rollers — with ergonomic handles that improve grip and provide comfort, and which allow only the refill to be replaced, reusing the application forks — were recognized by the Feira Internacional da Construção Civil (FEICON) as innovative products that attract the attention of retailers, distributors, engineering and architecture professionals and executives interested in learning about the advances in the industry.

Sustainability is at the heart of this launch, which reduces plastic and metal consumption by 80% for every 12 units.

Launch of the 100% biodegradable MasterChef Reusable Roller Cloth

A sustainable and efficient alternative to traditional disposable cloths, PanoEco has superior absorption capacity, dries quickly after use, is reusable and offers an ecological solution when discarding, being manufactured with raw materials that can be decomposed.

*FEICON is the leading trade show for the construction and architecture sectors in Latin America, held annually in São Paulo, Brazil.



CONDOR WORLD



Our history

GRI 2-22

It all started with a capital of 250 réis (old brazilian coin), two brush-stuffing machines and two presses imported from Germany. The business was called Klimmek & Cia., reflecting the association of the German immigrant, Augusto Emílio Klimmek, with an experienced technician in the manufacture of toothbrushes and his son, Alfredo. Augusto Emílio was 50 years old, Alfredo was 18.

Creativity and innovation have been present in all phases of this almost century-old journey, adapting production systems, searching for new raw materials, building machinery, recycling materials and developing new products to expand the portfolio with other personal care items, home care and professional environments.

*Translation Note: "réis" was the currency used in Brazil from its colonization until the middle of the 20th century. It was replaced in 1942 by the "cruzeiro".



1929 Foundation of Klimmek & Cia.



1947 Resumption of imports of raw materials.



1972 Start of exports to Europe and the United States, strengthening the Condor brand.



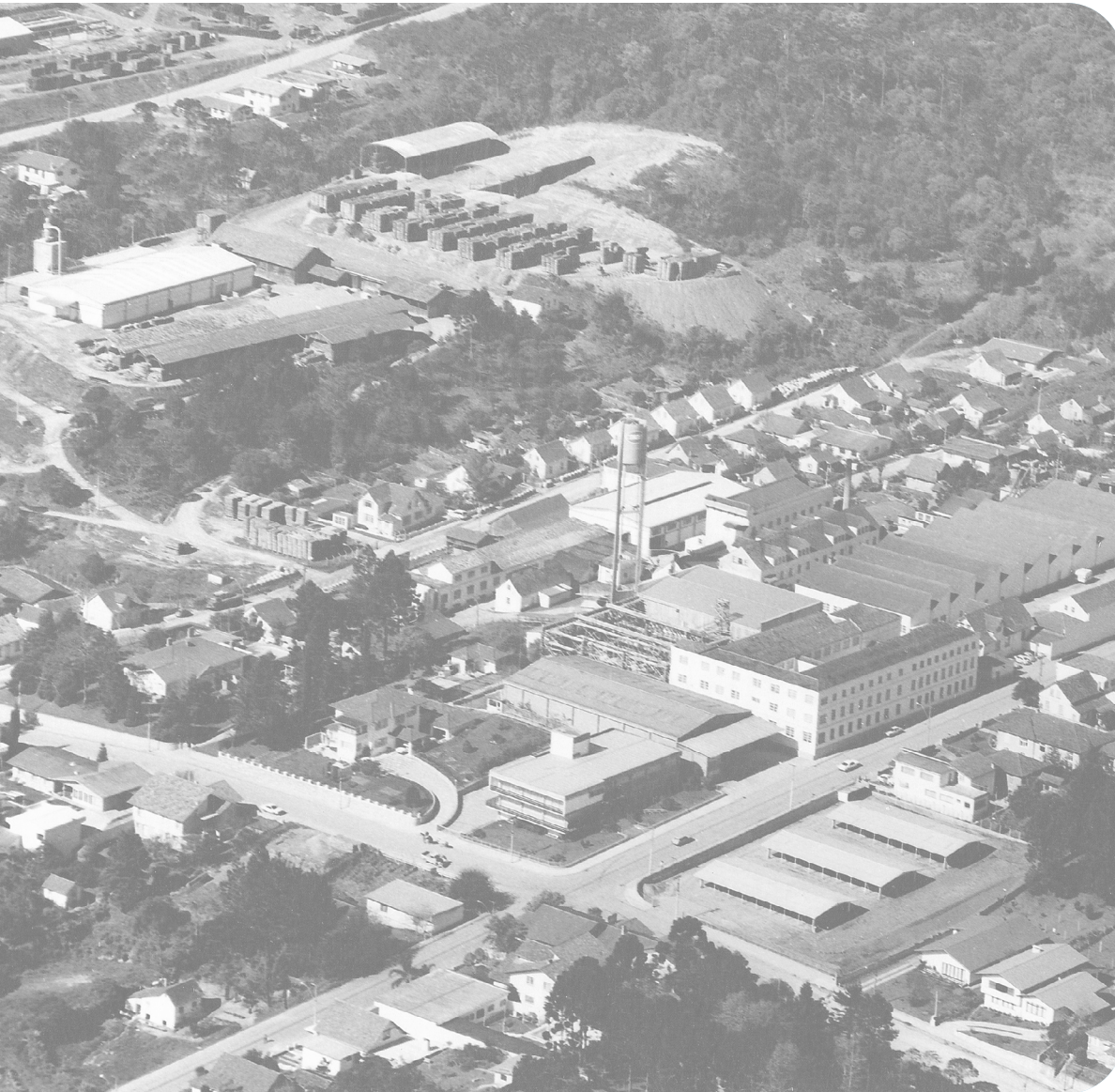
1932 Construction of the first building owned by the company.



1950 Expansion of the product portfolio, with clothes and nail brushes, dusters, combs, brushes and brooms.



1989 The company reaches its 60th anniversary with a structured and up-to-date management and technology. Condor products can now be found in thousands of sales outlets in Brazil and abroad.



2013

Modernization of the industrial park adding cutting-edge technology.



2020

Driven by household consumption in the fight against new coronavirus, Condor reaches historic sales record.



2019

Acquisition of Perfect, a company specialized in professional cleaning products.



2024

Celebration of Condor's 95th anniversary.

Our drivers

GRI 2-24

These are the guiding principles of our operations and relationships, the elements of the organizational culture that enable us to share the value generated and contribute to future generations having access to resources and opportunities, without compromising the sustainability of the planet.



Purpose

Do better every day and make each day better



Values

- Genuine concern for people;
- Love for work;
- Ethics and transparency always;
- Sustainability as a pillar;
- Constant innovation, creativity and agility;
- Generate value for everyone.



Our boosters

We adopt competency management to enhance the development of our employees and organizational growth, fostering a culture of excellence and continuous learning.

Me with myself

Manage emotions and understand other people’s feelings.

Learning to learn

Create and transform opportunities into learning.

Being an inspiration

Inspire people by stimulating and influencing their actions, creating purpose and engagement.

On the right track

Isolate the relevant aspects of a situation, in search of assertiveness and impartiality.

Making it happen

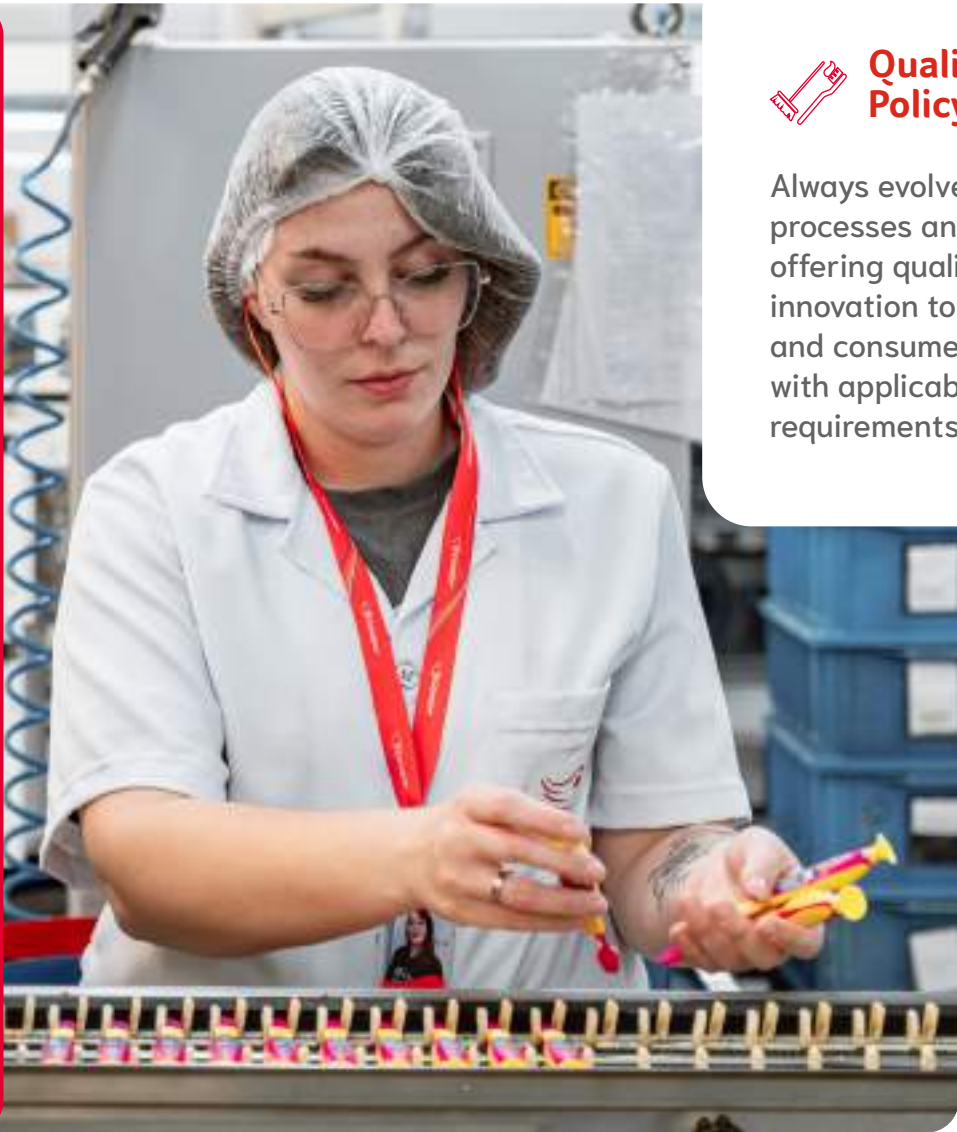
Identify risk situations and build assertive alternatives for agile decisions.

Getting ahead

Create and transform opportunities into learning.

Connecting people

Generate results by reconciling interests and bringing people together.



Quality Policy

Always evolve in products, processes and business, offering quality and innovation to customers and consumers, complying with applicable legal requirements.

Proudly Brazilian

GRI 2-1 | 2-2 | 2-6

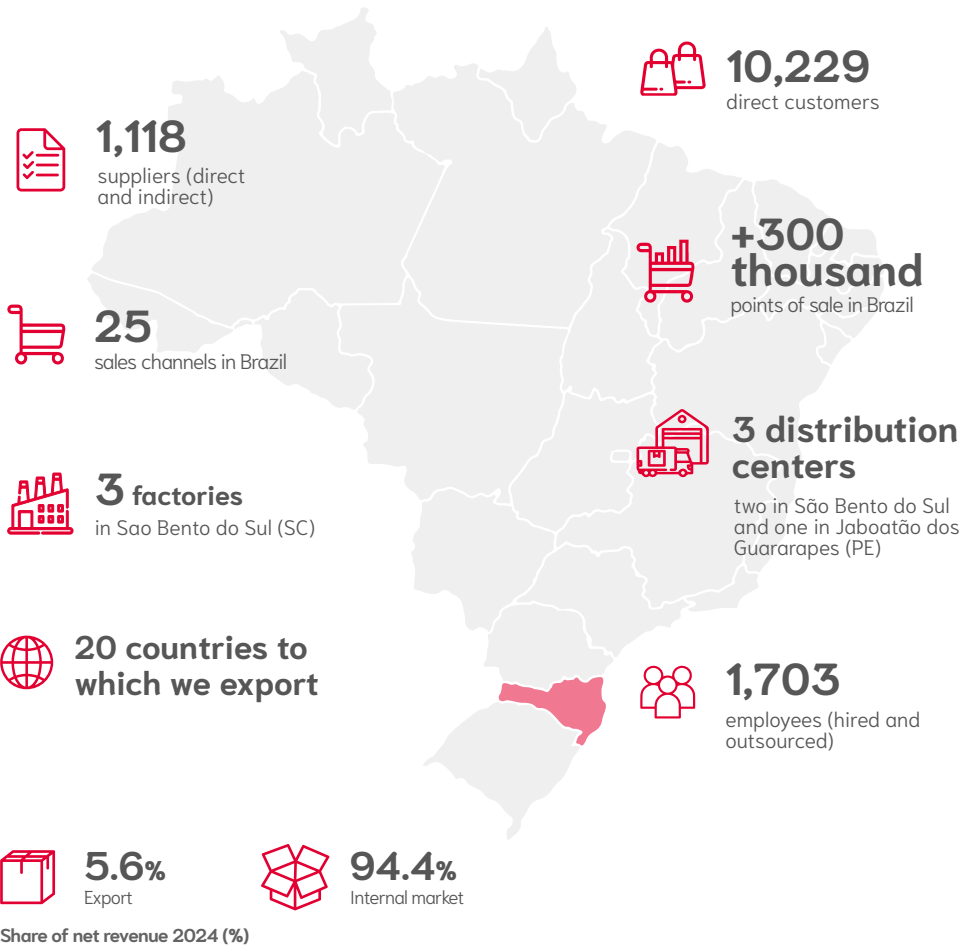
Condor SA, a privately held corporation, headquartered in the municipality of São Bento do Sul, in the Northern Plateau of Santa Catarina — where it was founded in 1929 —, is the company that gave rise to the group.

Today, we are one of the largest brush factories in Latin America and the leading Brazilian brand company in beauty and oral hygiene brushes, as well as cleaning utensils and painting tools.

We lead the segments of hair brushes and combs, children’s toothbrushes, brooms, washing brushes, artistic brushes and brushes for real estate painting.

Our value chain is made up of interconnected stages, from the research and design of toothbrushes, beauty accessories and cleaning utensils, to delivery to the end consumer.

We use sustainable materials, such as recycled plastics and biodegradable bristles, and are committed to reducing our carbon footprint — in our operations and supply chain —, using renewable energy sources in manufacturing and optimizing logistics processes.



Market and leadership

Throughout 2024, we consolidated our leading position in brooms, maintaining a dominant share in the sector.

In the dish sponge category, we achieved significant growth, reaching third place in market share.

Other products also stood out in the market, such as the **Classic Dental Brush**, which gained the most relevance, and the **Bellê Flat Brush**, the best-selling in the hairbrush segment in food retail.

We maintained our leadership in children’s toothbrushes in the food retail segment, and made significant progress in the pharmaceutical retail segment, reaching second place in several months of the year. This performance reflects our strategy of expanding and strengthening our brand presence in different distribution channels.

Innovation and sustainability drive the cleaning segment

The domestic cleaning market has evolved with more sustainable and efficient solutions. We are pioneers in the introduction of innovative products, such as brooms made from recycled PET, biodegradable reusable cloths, and sponges and cloths with antibacterial and antivirus treatments.

Practicality is also a competitive advantage, and multifunctional products, such as mops and brooms with specific bristles for different surfaces, meet the needs of consumers looking for smart and ecological solutions.



Double-digit growth in painting tools

In 2024, we will repeat the accelerated growth of recent years in the painting tools division. The performance reflects consistent work, combining market intelligence, innovation, expansion of the commercial and trade structure with applied technology, investments in the manufacturing and logistics areas, in addition to proximity to retail partners, professional painters, artisans and consumers.



Awards and recognitions

ReclameAQUI* award and certification

We have been awarded the RA1000 Seal, a distinction granted by the platform to companies that have excellent service levels, a commitment to after-sales service and a high level of consumer confidence in the brand and its products and services. Obtaining the seal involves a technical audit process that analyzes a series of information and requirements.

We also won 2nd place in the Domestic Hygiene and Cleaning category. The award recognizes companies that offer the best experiences and solve problems efficiently, demonstrating their commitment to quality and service.

**"Reclame Aqui" is a Brazilian consumer protection platform where customers can publicly file complaints about companies and services. It plays a significant role in evaluating corporate reputation in Brazil.





We are among the 100 largest companies in the state of Santa Catarina, occupying the 67th position, and among the “500 largest companies in the South of Brazil”, as 261st, according to the ranking promoted by Grupo Amanhã, in partnership with PwC Brazil, demonstrating the generation of value and relevance of the region’s businesses.

Best Brands Award 2024 – 2nd place in the Brushes – School Painting category. The award is based on research carried out by LOJAS Papelaria magazine and recognizes brands that stand out in market performance, customer perception, innovation, social impact and sustainability.

We were among the three finalist companies in the first edition of “100% Joinville”, regional partners category, an initiative to recognize and encourage corporate support in cultural projects with a positive impact on communities.

Tribute from the Bicentennial of German Immigration in Brazil project, by the ND Group, to the grandchildren of our founder, Augusto Emilio Klimmek.

Tribute from the Rotary Club of São Bento do Sul for the company’s 95th anniversary.

Honorary title to the CEO of Condor as a friend of the Polícia Militar de Santa Catarina (PMSC).





Perspectives

We remain attentive to opportunities for process improvement using artificial intelligence, evolving in the innovation structure and ESG maturity, seeking to publish reports in accordance with the GRI (Global Reporting Initiative) Standards.

The innovation process has been improved for all product categories and is present in the company's routines and structure. In 2025, we will create a Digital Transformation Lab, bringing together professionals dedicated to interacting with the country's innovation ecosystems.

Compliance mechanisms have also been expanded through the updating and development of internal and external policies. By 2025, the following will be finalized and in use:

- Policy of Authorities,
- Purchasing Policy,
- Financial Policy,
- Supplier Policy,
- People Management Policy,
- Standardization Policy.

The following are on the agenda of the strategic plan for the next financial year:

- Improvement of processes S&OP (Sales and Operations Planning);
- Optimization of logistics and infrastructure;
- Commercial Control Tower: focus on increasing SKUs/POS, profitability and expense control;
- Export: expansion into new markets, especially in the Americas.

We continue to focus on distribution and plan to reach R\$1 billion in gross revenue in 2025, based on the implementation of specific strategies for each business.

STRATEGY AND SUSTAINABILITY



Fundamentals to continue growing

Our strategic planning is five-year — we are in the 2021–2025 cycle — and is prepared from a systemic view of the market, considering opportunities and projects that make it possible to achieve our ambitions.

We seek sustainable and accelerated growth through synergy between our businesses, expansion of factories and distribution centers, expansion of distribution routes and adoption of a multichannel approach, allowing us to increase our presence in Brazil and abroad.

Ongoing projects are managed with the help of agile methodologies, focusing our teams' efforts on what really makes a difference. Since 2021, we have adopted OKR (Objectives and Key Results) to define and monitor objectives in a clear and focused way, with annually cycles divided into quarters.

Considering the increase in the level of ESG maturity registered since 2017, the sustainability pillar — an integral part of Condor's strategy — has demonstrated significant progress, driving the development of robust policies and the planning of actions for effective change. We have been mitigating risks and optimizing resources, positioning the company as an agent of positive transformation, responding to the demands of an increasingly aware and engaged with sustainable practices.

Constant and transparent dialogue with stakeholders, aligning our actions and communications with their expectations and best corporate governance practices, complements efforts towards dynamic, innovative, inclusive management that is prepared for the challenges of the new economy.





Sustainability strategy

GRI 2-12

We seek responsible growth, balancing results with the integration of the sustainability strategy into operations.

Since 2017, we have implemented initiatives with this objective, such as the reactivation of the corporate volunteer group, to listen to and meet the needs of the community, capture and reuse rainwater, changes to the lighting system adopting more efficient technologies.

With the support of a specialized consultancy, in 2024 we implemented and trained an ESG Committee, defined commitments, goals and indicators for the management of material issues, aligning our ambition for an increasingly sustainable company with strategic and financial planning.

We are constantly evolving with the requirements of the GRI Standards, and these were the main advances of the year:

1. **Carbon inventory:** we developed Condor's direct emissions inventory for the year 2023 and identified that we produce 5.9 times less tCO₂eq than the industry average.
2. **Compliance:** we reviewed our Code of Ethics, making it more objective, developed an Anti-Corruption Policy and inspected the Reporting Channel.
3. **Supplier chain:** we work to adapt to purchasing practices guided by ABNT 20400 (sustainable purchasing).

Our sustainability commitments and progress towards achieving the established goals will be disclosed throughout this report.

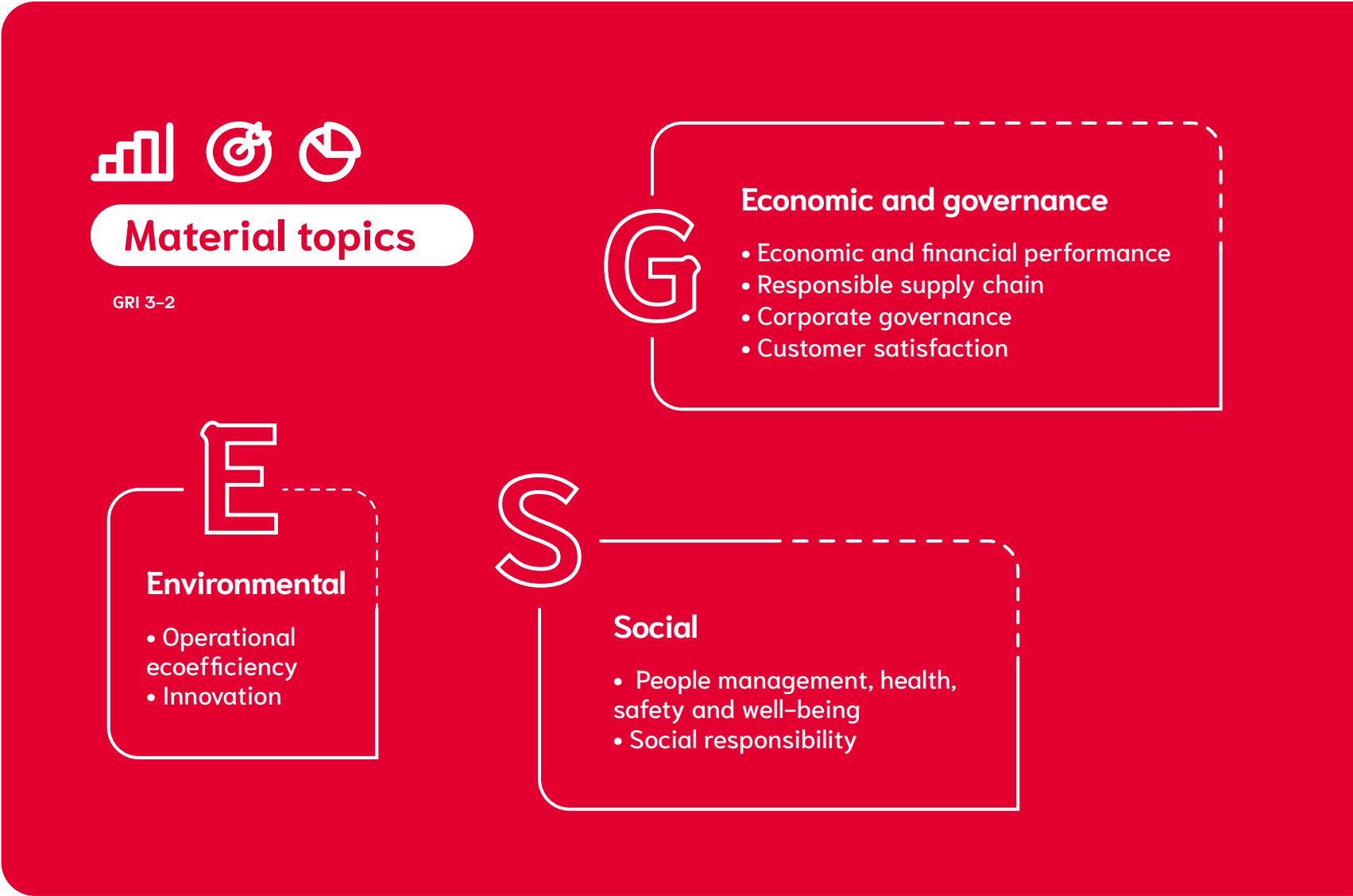
*Translator Note: ABNT stands for "Associação Brasileira de Normas Técnicas" (Brazilian Technical Standards Association). It is the official body responsible for standardization in Brazil and represents the country in international organizations such as ISO and IEC.

Materiality

GRI 3-1

Our first materiality assessment was conducted in 2017 and was revisited in 2023, when we discussed the topics with company leaders and stakeholder representatives. We will also consider market trends through research and media publications.

The process — monitored and approved by the Steering Committee, and Board of Directors — resulted in the definition of eight highly relevant topics for the business and its stakeholders, and in the updating of our strategic priorities.



Voluntary commitments

GRI 2-23 | 2-24

We share connections, reach and engagement of the Condor Group’s institutional communication with customers and consumers, as well as

resources, supporting the valuable work of entities that operate in a manner aligned with the strategic objectives of the company and for the benefit of society.

Institutional partnerships

Federação Brasileira de Instituições Filantrópicas de Apoio à Saúde da Mama (FEMAMA)

Association that operates in all regions of the country, through associated NGOs, seeking to expand agile and adequate access to diagnosis and treatment of breast cancer, reducing mortality rates from the disease.

Projeto Esperança Animal (PEA)

In addition to awareness-raising actions for respect for animals, the entity maintains a list of companies committed to not testing on animals, of which we are a part.

Abrinq Foundation

We are part of the Child-Friendly Company Program, contributing to the development of actions that have a positive impact on the lives of Brazilian children and adolescents.





Engagement with associations

GRI 2-28

We value the exchange of knowledge promoted by sectoral integration movements, joining efforts around common objectives. Executives from the Condor Group represent the company institutionally and occupy executive seats in entities and class associations, contributing to the construction of solutions that expand innovation, efficiency and business sustainability.

ORGANIZATION	CONDOR PARTICIPATION
Associação Brasileira dos Fabricantes de Vassouras, Escovas, Pincéis e Similares (ABVEP)	Participation in the Board of Directors 1st Secretary
Sindicato da Indústria de Móveis de Junco e Vime e Vassouras e de Escovas e Pincéis do Estado de São Paulo (SIMVEP)	Representation on the Board of Alternate member of the Board of Directors and participant as a representative of SIMVEP
Associação Empresarial de São Bento do Sul (ACISBS)	Member of the Board of Directors 2nd Vice-Presidency and Fiscal Council
Federação das Indústrias do Estado de São Paulo (FIESP)	Representations on the Higher Council for Innovation and Competitiveness (CONIC) and in the direction of the Department of Competitiveness and Technology (DECOMTEC)
Federação das Associações Empresariais de Santa Catarina (FACISC) – Fundação Empreender	Member of the Board of Directors of the Foundation 1st Treasurer

*Translator Note: ABVEP is “Associação Brasileira dos Fabricantes de Vassouras, Escovas, Pincéis e Similares” (Brazilian Association of Broom, Brush and Similar Manufacturers).
**SIMVEP refers to “Sindicato da Indústria de Móveis de Junco e Vime e Vassouras e de Escovas e Pincéis do Estado de São Paulo” (Syndicate of the Junk and Wicker Furniture and Broom and Brush Industries of the State of São Paulo).
***ACISBS stands for “Associação Empresarial de São Bento do Sul” (Business Association of São Bento do Sul), a regional organization that supports local businesses and entrepreneurship in Santa Catarina, Brazil.
****FIESP stands for “Federação das Indústrias do Estado de São Paulo” (Federation of Industries of the State of São Paulo). It is one of Brazil’s most influential industry federations, representing over 130,000 companies.
*****FACISC refers to “Federação das Associações Empresariais de Santa Catarina” (Federation of Business Associations of Santa Catarina). It coordinates and supports local business associations across the state.

Stakeholder engagement

GRI 2-29

The purpose of “doing better every day and making each day better” is reflected in the relationships with our stakeholders, and builds channels that are always open for dialogue and collaboration.

These are the main stakeholders with potential for involvement:

 Shareholders and advisors

 Clients and consumers


 Contributors

 Local communities

 Suppliers

 Financial institutions

 Environmental organizations

 Regulatory bodies and government

 Unions from the category



ECONOMIC AND GOVERNANCE



Economic and financial performance

GRI 3-3 material topic

The business units that make up the Condor Group achieved their organic growth expectations, receiving investments, adding efficiency to processes and financial management, which evolved significantly, with a focus on the need for working capital, financial cycle, net debt and cash.

In 2024, we will improve the methods for measuring the wealth generated for the sustainability and economic development of the company, as well as the contribution to the country's economy and the quality of life of society, especially the local community. In the process, we established the following commitment:

Transparency in economic and financial disclosures

COMMITMENT



INDICATOR

- Economic value generated and distributed.
- Audited financial balance and in compliance.



GOAL 2025

- Issuance of the Statement of Added Value (DVA).
- Perform 4 audits in company processes.



RESULT 2024

- Issued (base year 2023).
- 4 audits performed (pre-balance, balance, costs and purchases).

Gross revenue has grown over the last few years, rising from R\$417.8 million in 2019 to **R\$ 890.3 million** in 2024. The constant growth, in all segments, is a reflection of strategic movements in all areas, leading to an increase in sales and an expansion of net revenue by 113.1% – from R\$340.2 million in 2019 to **R\$ 725 million** in 2024.



Direct economic value generated and distributed

GRI 201-1

Statement of Value Added (DVA) (consolidated))

DESCRIPTION (R\$ MILLION)	2022	2023	2024
Revenues	729	777	880
Supplies purchased from third parties	517	548	612
Gross value added	212	229	268
Retentions	14	16	17
Net added value produced by the entity	199	214	252
Added value received in transfer	24	20	17
Total added value to be distributed	222	234	268

Distribution of value added (consolidated))

DESCRIPTION (R\$ MILLION)	2022	2023	2024
Staff and charges	90	100	117
Tax, fees and contributions	59	55	72
Interest and rents	34	34	35
Interest on equity and dividends	10	18	17
Retained earnings/loss for the year	29	27	27
Condor S/A consolidated total	222	234	268

Distribution to society (consolidated)

AGENTS (R\$ MILLIONS)	2022	2023	2024
Government	59	55	72
Contributors	90	100	117
Financiers	34	34	35
Retained	29	27	27
Shareholders	10	18	17
Total	222	234	268

Gross and net revenue

REVENUE (R\$ MILLION)	2022	2023	2024
Gross revenue	746	790	890
Net revenue	607	639	725

Net profit (R\$ million))

	2022	2023	2024
Net profit	39,1	45,4	44,5

The net profit for 2024 includes the result of Condor Administradora de Imóveis SA, created from a partial spin-off in April of the same year, with the aim of concentrating the management of the group's real estate assets.

Infrastructure investments, support and services received

GRI 201-4 | 203-1

In 2024, we maintained our adherence to tax/ economic incentive programs conducted by the states of Santa Catarina and Pernambuco, meeting the necessary requirements for the enjoyment of resources destined to promote regional economic development.

The support received results in factory modernization, the introduction of more sustainable technologies and the consequent reduction of operating costs, leading to increased competitiveness, the expansion of operations and the generation of jobs and income.

Our investment plan, on average above depreciation, is in line with the business strategy, focusing on research and development of new products, renovation of the industrial park, energy efficiency for the transition to a low-carbon economy, technology and market intelligence — aligning the company’s sustainable development with the needs of customers and consumers.

Support received from PRODEPE (R\$ million) – GRI 201-4			
	2022	2023	
Condor S/A – CD Branch V	2.17	2.30	
Condor Pincéis Ltd. – CD 301	0.51	0.53	
Total	2.68	2.83	

Presumed ICMS/SC credit – Recycled (R\$ million) – GRI 201-4			
	2022	2023	
Condor Plastics Industry Ltd.	1.36	1.80	

*Translator Note: PRODEPE stands for “Programa de Desenvolvimento do Estado de Pernambuco” (Pernambuco State Development Program). It is a tax incentive program aimed at attracting and supporting industrial and commercial investments in the state of Pernambuco.

*Translator Note: ICMS refers to “Imposto sobre Circulação de Mercadorias e Serviços” (Tax on the Circulation of Goods and Services). It is a value-added tax levied by Brazilian states on the movement of goods and certain services.



Corporate governance

GRI 3-3 tema material

The strengthening of our governance bodies is in line with society’s desire for efficient, functional and sustainable products, leading the group to transform itself culturally, digitally and organizationally.

A close look at the opportunities that arise in a new economy — of rapid changes and digital disruption — and a new market — of low carbon — linked to the planning of strategic investments and measures — there to integrate sustainability into all aspects of the business, summarize the performance of corporate governance in 2024.

Involved in the ESG Journey that the company was experiencing, in addition to monitoring the performance of material issues, delving into the analysis of mapped risks, governance Condor works directly to achieve goals and commitments related to the Business Continuity Plan:

Implement and strengthen best governance practices, with the aim of ensuring the continuity of operations and the long-term sustainability of the company

COMMITMENT



INDICATOR

- Evolve in the development of the Plan Business Continuity



GOAL 2025

• 40%



RESULT 2024

• 28%

Adopt strict ethical and compliance standards in all of the organization’s actions, ensuring transparency and integrity in all operations

COMMITMENT



INDICATOR

- Sustainability report disclosure in 2025



GOAL 2025

• 1



RESULT 2024

• 1

A photograph of the Condor SA building, a multi-story structure with a brick and concrete facade. Several flags are flying from tall poles in front of the building. In the foreground, a large stone sign with the word "condor" in gold letters is visible.

Sustainability Report 2024

32



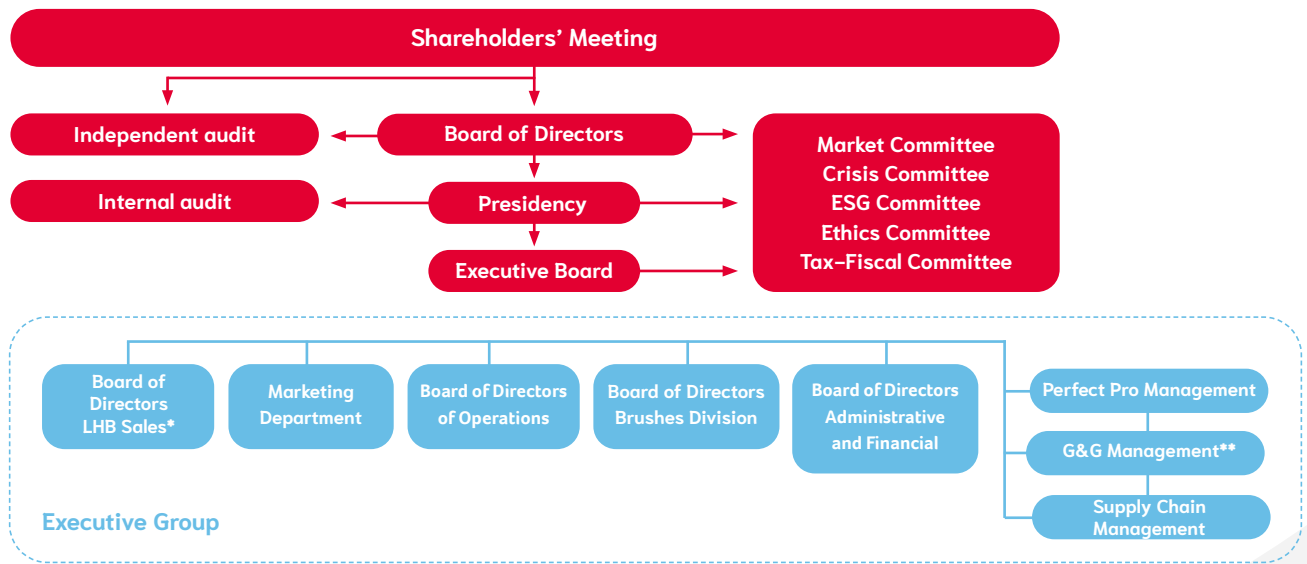
Governance structure

GRI 2-9 | 2-10 | 2-11 | 2-12 | 2-17 | 2-18

A privately held corporation, Condor has the Board of Directors as the main governance body, representing the interests of its shareholders and other stakeholders, which performs its role guided by the company’s Bylaws.

The Board of Directors is responsible for adding value to management, monitoring performance on priority ESG issues, supervising measures to identify and mitigate the impacts of operations and optimizing relationships with stakeholders, in addition to protecting the company’s assets and maximizing returns to investors.

Condor Governance Structure



* Cleaning, Hygiene and Beauty
** People & Management

The members of the Board of Directors are nominated by the shareholders and elected by the General Assembly for unified two-year terms, and may be reelected three times. The selection of candidates for the Board of Directors takes into account academic attributes, as well as knowledge and experience in economic, social and environmental aspects. The performance of the board members is periodically evaluated using a methodology applied by a specialized consultancy.

In 2024, the Board was made up of four members. As of the assembly held in April 2025, we have three directors, all independent.

From left to right: João Cláudio de Souza Guetter (Secretary), Eduardo José Valério (President) and Marise Ribeiro Barroso (Advisor).



Advisory committees

GRI 2-13 | 2-16

The Board of Directors is advised by the Presidency and a group of directors and managers, which we call the Executive Group. This, in turn, receives support from multi-sector committees and study groups, which anticipate analyses and discussions, keeping up to date with market trends and details of operations, contributing to ensuring that the group's operating strategy is lively, adaptable and focused on business value.

Executive Group

GRI 2-13 | 2-16

Led by the CEO and formed by directors and managers who report directly to him, the group is responsible for preparing and updating strategic documents, policies and objectives related to sustainable development, ensuring that actions are aligned with the company's mission and values. It deliberates on initiatives for the evolution of strategic planning, communicates these decisions to other areas and stakeholders, analyzes monthly results and defines possible corrective actions.

From left to right, standing: Elzo Duda (Operations Director), Lahyre Fanfa Cardoso Neto (Sales Director), Alexandre Wiggers (CEO), Gabriel Blochtein Burd (Director of the Pincéis Business Unit), Gilson José Gugelmin (Administrative and Financial Director), and Cleison Adinon Alves (Supply Chain Manager). From left to right, seated: Patrícia Rubio Marreiro de Oliveira (General Manager of the Perfect Pro Business Unit), Fernanda Djanikian (Marketing Director), Adriana Cristine Zellner (People & Management Manager).



Crisis Committee

Responsible for conducting the Crisis Management Plan, ensuring the knowledge and training of those who have predefined roles to act and represent the company in critical events.

The committee is formed by the same directors and managers who work under the leadership of the CEO, and its members are trained — through simulated crisis scenarios — to identify weaknesses, generate quick and assertive responses, maintain secrecy and confidentiality, protect the image of the business, minimize damage and ensure the continuity of operations.

Ethics Committee

It defines guidelines for the dissemination and updating of the system and ethics documents, ensuring their educational nature and promoting the evolution in the level of citizenship and maturity of the employees, so that they are reflected in all the company's relationships.

The committee monitors compliance with the Code of Ethics, clarifies doubts about the content and resolves issues of conduct presented in the Ethics Channel.

Market Committee

Monitors and evaluates market trends and growth strategies. It relies on the expertise of a member of the Board of Directors an expert in the topics, who leads the committee together with the CEO. It has the regular participation of executives from the Commercial and Marketing areas and the involvement of other professionals connected to the topics under discussion.

In 2024, an important project was carried out to define clear guidelines on the positioning of the Condor brand and its development in the different categories where it operates, guiding the development of the business business in the coming years.

Committee Tax-Fiscal

Analyzes and directs the accounting and tax practices of the group's units, promoting transparency and responsibility.

An office specialized in taxes and business issues supports the committee, led by the Financial Administrative Director and made up of managers and coordinators from the Accounting, Tax, Legal and People & Management areas.



ESG Committee

Advisory body structured throughout 2024 to support the board of directors and the executive board in conducting the group’s sustainability strategy, seeking a balance between economic, social and environmental aspects.

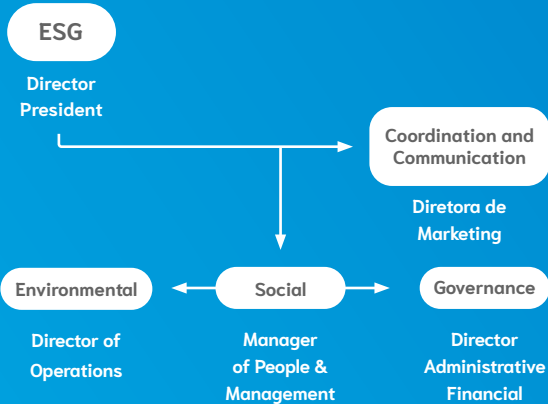
It is led by the Presidency, with the Marketing Department responsible for coordinating the agenda and the communication involved.

It also has the participation of the Director Financial Administrative, which is dedicated

to governance issues; the Director of Operations which works on environmental issues; and the People & Management Manager, who leads social issues.

As sustainability permeates the company’s Strategic Planning and is directly linked to its sustainability, the ESG Committee also works to implement the Business Continuity Policy, which delves into the analysis of risks that may affect its performance.

The Condor ESG Committee is responsible for:



- Implement sustainability policies, guidelines, goals and indicators, in addition to ESG practices;
- Include ESG issues in the management and strategy of the company’s operations, business and institutional relationships, monitoring their evolution;
- Monitor the quality of relationships with stakeholders;

- Assess environmental, social and governance performance;
- Identify opportunities for improvement and innovation;
- Raise awareness among employees about ESG issues and goals;
- Establish partnerships to promote sustainable projects;

- Monitor communication actions with a focus on institutional sustainability;
- Analyze cases of non-compliance with obligations provided for in related regulations to ESG practices;
- Express your views on corporate policies on ESG issues.

Ethics, compliance and integrity

GRI 2-15 | 2-16 | 2-26 | 2-27 | 205-1 | 205-2 | 205-3 | 206-1

We make a permanent effort to promote an organizational culture that respects the laws, internal policies and company values, reflecting them in honest, transparent and respectful practices and relationships, capable of identifying and resolving conflicts of interest, educating and acting to combat corruption and unfair competition — practices that we repudiate.

In 2024, we developed our Anti-corruption Policy, aligned with the identification of risks in commercial, legal, export, purchasing and marketing operations.

Policies and procedures guiding desired ethical conduct are reviewed regularly. The Code of Ethics, known as the Condor Way of Being, which is the guiding principle of this system, was revised during the period of this report. Its content is explained to new employees during the integration period and

passed on to everyone after updates. The clarity and consistency in the disclosure of the content of these documents, combined with the actions of the committee responsible for analyzing cases involving transactions with related parties, contribute to the prevention and mitigation of conflicts of interest.

The management of conflicts of interest is part of the Anti-Corruption Policy, which highlights that employees must not allow personal interests to interfere in professional decisions. It also recommends reporting to the company the existence of relationships, investment relationships or kinship in the work environment and regarding competitors, suppliers, service providers, customers, regulatory bodies and other related parties, which may influence decision-making in the company's processes.

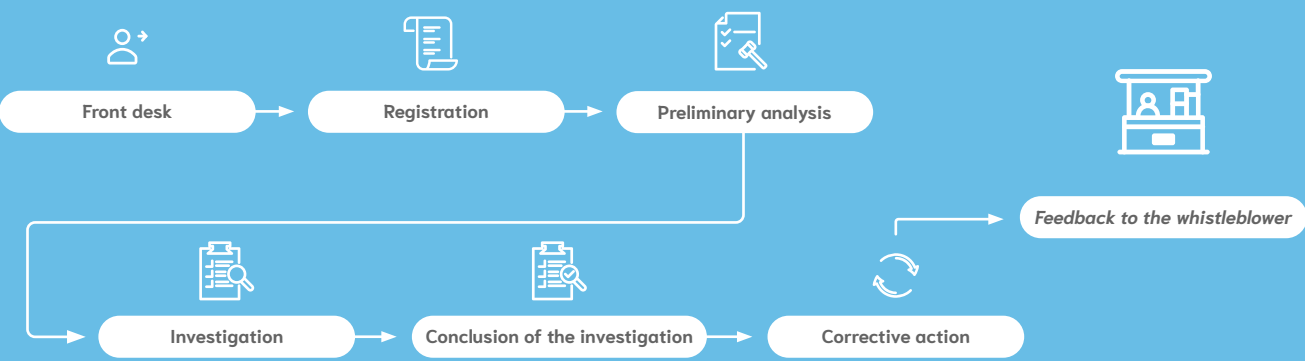


The Whistleblower Channel is the mechanism for dealing with queries and reports of possible violations of the Code of Ethics. Issues are handled securely and confidentially.

In addition to the channel, employees have an exclusive mechanism at their disposal: ballot boxes in the factory, where they can write and deposit their objections, remaining anonymous if they prefer.

Employees are also encouraged to discuss this type of doubt with their superiors, the People & Management area, the Legal sector or the Ethics Committee.

Reporting flow



Accessible to internal and external audiences, available 24 hours a day, seven days a week.

Inquiries and complaints are welcomed by Ethics Committee — including issues relating to third parties— , which analyzes and investigates them in a independent and impartial, guaranteeing anonymity, secrecy, confidentiality and non-retaliation.

The analysis process takes into account the guidelines of the Code of Ethics and internal policies, evolving into guidance, warning, suspension or dismissal, according to the severity of the case. The role of the committee is to provide guidance, and it

is up to the area managers to define and implement the measures.

Every year, a report is sent to the CEO, who, together with other areas, defines the implementation of structural measures, aiming to improve critical processes.

The complainant who identifies himself/ herself receives feedback from the committee. We maintain transparency in the record of all complaints received involving possible conflicts. Critical concerns are

communicated to the highest governance body periodically. In 2024, we had 29 complaints processed treated and with feedback given to the complainants who identified themselves.

During the period of this report, we had no crucial concerns reported to senior management; nor were there any lawsuits related to corruption filed against Condor or its employees; nor were there any lawsuits for unfair competition, trust practices and monopoly.



Compliance with laws and regulations

GRI 2-27

In 2024, we received five fines, totaling R\$33,326.82, paid as a result of the exhaustion of administrative appeals.

All the topics mentioned are addressed, and we develop corrective and preventive actions to ensure tax regularity and compliance with current legislation.

Corporate policies

GRI 2-23 | 2-24 | 415-1

We have expanded the governance system with structuring policies and procedures for transparent, ethical and agile management, aligning objectives, reinforcing focus, ensuring the integrity and well-being of people, protecting the company from legal non-conformities and lawsuits, and generating sustainable value for the business, its shareholders and society.

In accordance with Resolution 23.607/2019, we do not make contributions to political parties and candidates.

Condor governance policies and drivers:

- Code of Ethics
- Articles of Association
- Materiality Matrix
- Anti-Corruption Policy
- Business Continuity Policy
- Job and Salary Management Policy
- Internship Policy
- Benefits Policy
- Recruitment and Selection Policy
- Quality Policy





Risks, impacts and opportunities

GRI 2-12 | 2-13 | 2-16 | 2-17 | 2-23 | 2-24 | 2-25 | 2-26 | 201-2

In 2024, we are working to identify possible scenarios for the interruption of operations, related to extreme weather events or damage to buildings and machinery of the group's units, and their financial implications.

The Business Continuity Policy establishes guidelines to maintain fluid and effective communication, even in critical situations, implementing specific action plans, communicating them to all related audiences, ensuring that areas are aware and prepared to mitigate potential impacts.

In the event of an event with imminent risks and negative impacts, the Board of Directors receives detailed reports and interacts with senior management and shareholders, ensuring that concerns are addressed effectively and decisions are based on clear information.

The Whistleblower Channel, which underwent review in 2024, is another mechanism that enables the repair of negative impacts. In 2025, we will reinforce the actions to publicize the channel and encourage its use.

In the context of the financial opportunities that a strategy integrated with sustainability brings us, we highlight circular economy practices, with the reuse of plastic scraps and the reduction of the consumption of virgin raw materials, contributing to the mitigation of environmental impacts, the reduction of production costs and the positioning of the brand aligned with eco-efficient and responsible products.

Responsible supply chain

GRI 3-3 material topic

As we improve sustainability practices and deepen our understanding of inherent impacts and risks, we expand our focus on our supply chain.

The focus given to the topic, in 2024, led to the establishment of a commitment and the review of the methodology applied in the evaluation and selection of partners, in addition to improving relationships and minimizing risks of coresponsibility in socio-environmental management.

Prioritize business relationships with companies that share the same sustainability values as Condor

COMMITMENT



INDICATOR

- Review the methodology (criteria) of supplier evaluation, incorporating sustainability criteria in a way more comprehensive and effective.



GOAL 2025

- Complete the mapping and validation study of the assessment methodology in the current year, preparing it for application in 2026.

In 2024, we began developing a Purchasing Policy that emphasizes the importance of maintaining a diversified portfolio of suppliers, ensuring continuity of supply and risk mitigation.

During the year, we had 1,118 active suppliers — direct and indirect — that are part of a broad and robust network of strategic partnerships.

Focusing on innovation and efficiency to transform our supply chain into a force that drives growth, competitiveness and corporate responsibility of the businesses that comprise it, we started a project to categorize and qualify Condor’s suppliers, based on the ABNT NBR ISO 20400 Standard – Sustainable Purchasing.

The project consists of four stages:

- Identification of critical suppliers
- Supplier selection criteria
- Performance evaluation of contracted suppliers
- Periodic training of suppliers

The supplier evaluation and re-evaluation process establishes guidelines for measuring the performance of partners, through monitoring deliveries and the quality of materials supplied.

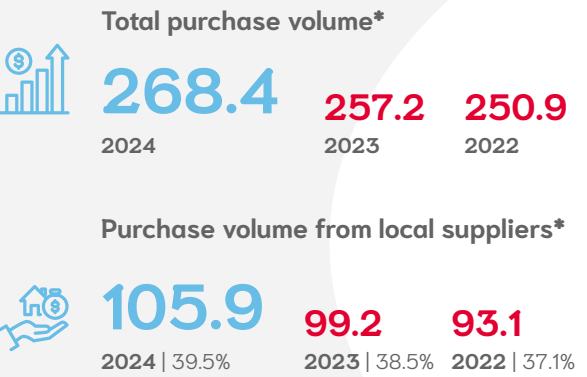
Supplier selection adopts criteria according to the type of material or service to be provided. For production materials, approval is subject to meeting requirements such as approval of samples and pilot batches, in addition to compliance of the delivered batch.

Valuing and supporting local suppliers

GRI 204-1

Committed to local economic development, we know the importance of investing in local suppliers. In addition to strengthening the economy, this strategy creates a more agile supply chain aligned with our operations, reducing logistics costs and the related environmental impact.

The proportion of spending on local suppliers — established in the state of Santa Catarina — is a indicator with increasing evolution in recent years.



*In millions



Social impacts and suppliers at risk

GRI 408-1 | 409-1

Condor’s Code of Ethics, which extends to suppliers, provides clarity regarding the repudiation of child labor, forced labor or slavery-like labor practices, exemplifies how they work, and encourages suspicions and reports to be recorded on our Reporting Channel.

Although supplier management does not yet have a structured process to assist in the effective monitoring and mitigation of this type of practice — which represents an opportunity to improve the control and compliance system —, throughout the reporting year, no operations or suppliers were identified with significant risks of cases of child, forced or slave labor.

Customer satisfaction

GRI 3-3 material topic

Customers and consumers are essential to the company’s existence. Our principle is to serve them with courtesy, honesty and efficiency, offering innovative, competitive and high-quality products and services. In 2024, we have established goals and indicators to ensure their satisfaction.

Offer products and services of the highest quality, ensuring the safety and satisfaction of our customers, continuously improving and strengthening the Quality Management System

COMMITMENT



INDICATOR

- Efficiency index of Management System Quality
- Maintain the brand reputation rating as “excellent” on Reclame Aqui



GOAL 2025

- 85%
- Average consumer rating score between 8 and 10



RESULT 2024

- 56%
- 8.7



In the constant search for excellence and consolidation of a vibrant organizational culture, with an emphasis on innovation and collaboration, we have established a robust and engaging process through Condor Improvement Groups (GMCs).

The performance of groups is fundamental for the development and implementation of ideas that drive continuous improvement and innovation at all levels of the company.

In 2024, the efforts of eight groups, composed of 72 collaborators, resulted in a financial return of R\$ 1,561,757.37, coming from 43 measurable projects and 296 non-measurable projects. Throughout the year, we registered a total of 820 suggestions.

The structure of GMCs is characterized by its multisectoral nature, bringing together collaborators from different areas, encouraging the exchange of knowledge, perspectives and experiences.

Diversity of perspectives is crucial for identifying opportunities for improvement that sometimes go unnoticed in isolated analyses. GMCs are formed around specific challenges or themes, allowing for direction and in-depth analysis.

The methodologies used are varied and adaptable to the nature of the projects. Brainstorming tools, cause and effect analysis — such as the Ishikawa Diagram — and problem-solving methodologies — such as the PDCA cycle — are used to structure discussions, analyze data, identify bottlenecks and propose innovative solutions. The flexibility in adopting methodologies allows each group to find the most appropriate approach to achieve its objectives.

The frequency of group meetings is defined according to the complexity of the project and the need to monitor actions. However, it is common practice to hold a monthly meeting to discuss progress toward goals, continuity of work, alignment of activities and monitor progress against established deadlines.

Availability to execute projects is ensured by leadership support and allocation of necessary resources. Recognition of the strategic importance of GMCs is reflected in the time employees dedicate to activities, access to relevant information and, when necessary, technical and financial support for implementing solutions.

Complementing our efforts to strengthen our culture of innovation, we have the “Ideas

Portal”, a process for generating and sharing ideas that runs parallel to the work of the groups, enabling the involvement and contribution of all employees. The platform is an open channel for capturing relevant insights from all levels of the company. The ideas submitted to the portal feed discussions in the GMCs, where they are evaluated, improved and transformed into innovation and continuous improvement projects, focusing on process optimization, development of new products and services, and the pursuit of superior results.

Investments in the personal and professional development of GMC members, through training and participation in events, distinguish members as agents of change.

The virtuous cycle is completed with the IdeaGeneration Incentive Award system, which recognizes and rewards — quarterly and annually — the contributions of employees, reinforcing the importance of creativity and participation. The awards encourage the search for new solutions and continued engagement in the GMCs.



In 2024, Condor registered and implemented

R\$1.56 million
of financial return

339
Implemented suggestions

8
Improvement groups

Information for customers and suppliers

GRI 417-1 | 417-2 | 417-3

When developing our products, we strictly follow ANVISA's technical regulations, specific to the sector:

•**RDC 639:** addresses the technical requirements for the regulation of personal hygiene products, cosmetics and children's perfumes.

•**RDC 640:** emphasizes the regulation of disposable personal hygiene products intended for body hygiene, including brushes and swabs for oral hygiene, dental floss and tape, disposable sanitary pads, menstrual cups and flexible swabs.

•**RDC 907:** provides for the definition, classification, technical requirements for labeling and packaging, parameters for microbiological control, as well as technical requirements and procedures for the

regularization of personal hygiene products, cosmetics and perfumes.

We also follow Inmetro Ordinance 249, which approves the consolidated metrological technical regulation and establishes the way to express the quantitative indication of the net content of pre-packaged goods.

In 2024, there were no recorded cases of non-compliance related to information and labeling of products and services. Furthermore, there are no cases that have been tried and concluded in which the company has been convicted or fined for issues related to marketing communications.

*Translator Note: ANVISA stands for "Agência Nacional de Vigilância Sanitária" (Brazilian Health Regulatory Agency). It is the federal agency responsible for regulating health-related products and services in Brazil.





Impacts on health and safety

GRI 416-1 | 416-2

We maintain a quality system based on the ISO 9001 Standard, applied to various processes and controls, ensuring the excellence, safety and quality of our products. We are periodically audited by clients such as Carrefour, Natura & Co and Disney, who evaluate aspects of quality, product safety and social responsibility, certifying us for the use of their brands.

When developing new products, we conduct rigorous quality tests, both internally and in partnership with specialized laboratories, to ensure their safety and performance. The tests performed include assessing the hardness of bristles, resistance to deformation of toothbrush and broom wires, analyzing the steel in metal handles, checking the stability of dental gels, measuring the percentage of fluoride in dental gels and floss, and microbiological tests. We also perform tuft pull and bristle rounding tests on toothbrushes.

Additionally, in collaboration with Natura & Co, Disney and Coca-Cola, we conduct tests to detect heavy metals and phthalates in various products, ensuring compliance with safety and quality standards.

In 2024, we received the Quality Card from Carrefour, a certification that transparently demonstrates the level of excellence in the quality of our products. This achievement reinforces our commitment to accessibility and quality, contributing to the health and well-being of consumers.

During the year, no cases were found to have been judged or concluded in which the company was convicted or fined for safety issues related to its products and services, demonstrating an ongoing commitment to compliance and consumer protection.

Information security

GRI 418-1

Our IT Strategic Plan includes an Information Security Master Plan and a user training and awareness program that disseminates knowledge about cyber and information security, privacy and personal data protection for customers, employees and partners.

The topic is also addressed in an informative manner in our Code of Ethics, highlighting that it is the duty of each professional to treat personal data with responsibility, transparency and security, ensuring that the information is used only for the legitimate and specific purposes for which it was collected.

We have an IT Committee, which evaluates and deals with related issues, based on the strategic guidelines of the Information Security Master Plan:

- Comply with applicable laws and regulations — such as the General Data Protection Law (LGPD);
- Reduce the risk of security incidents — such as cyber attacks and data leaks;
- Ensure business continuity, even in the event of security incidents;
- Promote a culture of information security, raising

awareness and encouraging safe behavior.

We also follow LGPD guidelines:

- Appointment of a data controller (DPO);
- Governance and responsibilities regarding the processing of data subjects' data;
- Data mapping and classification;
- Legal assessment of the legal bases for data processing and specific clauses in contracts;
- Implementation of security measures;
- Transparency to holders and service channel;
- Publication of privacy policies on our websites;
- Training and awareness program;
- Continuous review and updating.

*Translator Note: LGPD stands for "Lei Geral de Proteção de Dados" (General Data Protection Law). It is Brazil's data protection law, similar to the European GDPR, regulating the processing of personal data.



SOCIAL



People management

GRI 3-3 material topic

Taking care of people. This is how we go further, by caring for and valuing those who brought us here. Those who make it possible for us to take care of the health, hygiene and beauty of a world of consumers, and the cleanliness and maintenance of the spaces where they spend most time — their homes and work environments —, must be recognized for what he does and empowered to evolve with the business.

In 2024, we made two commitments and a set of goals and indicators aimed at engaging and developing our people, fostering innovation and digital transformation:

Engage, inspire and value to grow and remain

COMMITMENT



INDICATOR

- Database of finalists in selection processes 2025
- Maintain the integration process until the day of admission
- Increase the overall final average in the annual performance evaluation
- Maintain turnover rate



GOAL 2025

- Create the database
- 100% on-line
- 3.00
- 1.68%



RESULT 2024

- 100% on-line
- 2.97
- 1.68%

COMMITMENT



INDICADOR

- Rate of graduates in internal development programs
- Ongoing corporate university activity
- Carry out Condor Humaniza programs — I Am They Are, Generations, Plurality



GOAL 2025

- Create the database
- 8 contents focused on digital transformation and soft skills
- 6 meetings



RESULT 2024

- 4 contents in 2024 focused on innovation
- 3 meetings

Profile

GRI 2-7 | 2-8

The increase in demand in several sectors increased job creation in 2024. Regarding temporary employees (apprentices), the increase in the number was due to the renewal of contracts, with the end of the 2023 cycle and the beginning of the 2024 cycle being effective in the same year.



Employees – GRI 2-7

UNIT	CATEGORY	2022	2023	2024
Santa Catarina/SC Brazil	Full-time	1,257	1,333	1,391
	Part-time job	62	16	67
	Total	1,319	1,349	1,458

Composition of own workforce – direct contract with the company or its subsidiaries (permanent and temporary; full-time and part-time), in the last 3 years (situation 12/31).

Workers who are not employees – GRI 2-8

UNIT	CATEGORY	2022	2023	2024
Santa Catarina/SC Brazil	Temporary	3	9	0
	Outsourced	239	247	245
	Total	242	256	245

Temporary workers hired by a third-party agency are considered.
Outsourced numbers for 2022 and 2023 have been revised as per the previous report and, consequently, the totals.

New employees, employess departing and turnover

GRI 401-1 | 401-2 | 401-3

New employee hires and employee turnover

NUMBER AND RATE OF EMPLOYEES			2022			2023			2024		
	New hires	Leaves	Turnover*	Hirings	Dismissals	Turnover	Hirings	Dismissals	Turnover		
By gender											
Men	108	86	34%	124	99	37%	146	105	39%		
Women	148	102	36%	137	90	31%	157	140	39%		
By age group											
Under 30 years old	165	115	70%	145	412	59%	304	125	68%		
From 30 to 50 years old	88	64	23%	108	727	25%	209	93	28%		
Over 50 years old	3	9	6%	8	18	13%	35	24	18%		

*Turnover = (number of admissions + number of dismissals/2) / total number of employees x100.

Employee turnover – GRI 401-1

NUMBER AND RATE OF EMPLOYEES WHO LEFT THE COMPANY			2022			2023			2024		
	Leaves	Total number	Employee turnover rate	Leaves	Total number	Rate of shutdowns	Leaves	Total number	Employee turnover rate		
By shutdown type											
Voluntary	110	1258	8.7%	92	1334	7.0%	117	1392	8.4%		
Involuntary	78	1258	6.2%	97	1334	7.3%	128	1392	9.2%		
Total	188	1258	7.5%	189	1334	7.1%	245	1392	8.8%		



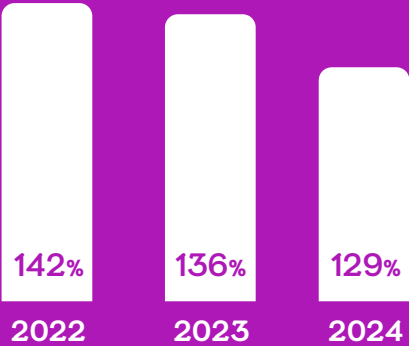


Remuneration

GRI 2-19 | 2-20 | 2-21 | 201-3 | 202-1 | 405-2

In the reporting year, the lowest wage practiced was 29% higher than the national minimum wage, of R\$1,412.00. Compliance with the guidelines of the Convenção Coletiva de Trabalho (CCT*) and the collective standards of the category lead us to adopt a higher minimum wage.

Ratio between lowest wage and local minimum wage



*CCT is a legally binding agreement between employers and labor unions that defines working conditions and rights.

Ratio between the lowest wage and the local minimum wage, with gender breakdown – GRI 202-1

	2022		2023		2024	
	Values	Proportion	Values	Proportion	Values	Proportion
With apprentice	R\$ 776.00	64.03%	R\$ 835.00	63.26%	R\$ 886.00	62.75%
No apprentice	R\$ 1,719.00	141.83%	R\$ 1,797.00	136.14%	R\$ 1,500.00	106.23%
No apprentice and interns	R\$ 1,719.00	141.83%	R\$ 1,797.00	136.14%	R\$ 1,869.00	132.37%

We have seen progress in gender pay equity, particularly at the operational and management levels. Between 2022 and 2024, the overall average ratio increased from 0.87 to 0.91 – on a scale where 1.0 represents equality.

Proportion between base salary and remuneration received by women and those received by men – GRI 405-2

POSITION	2022	2023	2024	TREND
Analyst	0.81	0.81	0.82	Stagnation
Apprentice	1.00	1.00	0.97	Light fall
Administrative Assistant	0.99	0.95	1.04	Recovery (↑ 9.5%)
Buyer	0.55	0.55	0.77	Significant improvement (↑ 40%)
Lecturer	0.89	0.89	1.01	Equity achieved (2024)
Sales Consultant	1.00	0.99	0.75	Sharp drop (↓ 25%)
Coordinator	0.78	0.71	0.76	Stagnation
Stockist	N/D	0.93	1.07	Overcoming equity
Manager	0.85	1.03	1.10	Notable progress (↑ 29.4%)
Operator	0.89	0.89	0.89	Stagnation
Order Preparer	1.02	0.97	1.00	Return to equity (2024)
Supervision	0.94	0.88	0.87	Gradual fall
Technical	0.93	0.99	1.03	Consistent progress



Benefits

GRI 401-2

We offer a wide benefits package, combining legal obligations and voluntary initiatives that enhance the health, well-being and professional development of our people. We value equality in access to these benefits, ensuring that 100% of direct employees are covered, regardless of their location.

Daycare assistance directly contributes to the well-being of families, while the partnership program with educational institutions strengthens professional development, offering technical training and expanding opportunities for growth within the organization.

In 2024, the stability of employee appreciation policies kept the benefits unchanged. The following table presents them, as well as the particularities of the group of managers.

Benefits	
AVAILABLE TO ALL	VARIES BY FUNCTIONAL LEVEL
Food	
Transportation voucher	
Medical assistance/Health insurance	Expanded coverage
Dental care	
Daycare allowance	
<input checked="" type="checkbox"/> Group Life Insurance	
Supplementary life insurance	Managers
Reimbursement of medicines	Up to Analyst level
Private pension	Managers
Education assistance	
Condor Recreational Association (ARCO)	
Pharmacy	
Payroll loan	
Ciluma Candy Store	
Internal e-commerce	
Annual flu vaccination campaign	
Partnership with educational institutions	
<input checked="" type="checkbox"/> Mandatory	



Parental leave

GRI 401-3

In 2024, we adopted an important practice to strengthen the bond with employees during their parental leave period, remaining in contact with each of them. The initiative provides emotional support and allows us to understand and interact in any difficulties, seeking to improve retention in the post-leave period.

PARENTAL LEAVE	2022		2023		2024	
	Men	Women	Men	Women	Men	Women
Took parental leave	8	17	20	25	15	28
Left the company	0	2	0	3	1	8
Were dismissed	2	3	2	2	0	0
Employed 12 months after their return	6	12	18	20	14	20

During the year, the rate of people remaining at the company, beyond 12 months after parental leave, was 71.4% among women and 93.3% among men.

Given this scenario, we will continue to improve practices that strengthen employee retention after leave, contributing to a more inclusive and sustainable corporate environment.



Training and career development

GRI 404-1 | 404-2

Investing in training is essential to maintain organizational competitiveness and resilience. With structured initiatives and metrics, we reinforce a work environment that values continuous growth and operational excellence, offering training programs aligned with operational, legal and strategic needs.

The training we offer to employees ranges from mandatory updates on Standard Operating Procedures (SOP) to leadership development programs.

In 2024, we prioritize the completion of all mandatory training, in accordance with legal requirements and internal standards. All of them were completed.

The 17% reduction in the average hours per employee, in the 2023-2024, is associated with a lower need for retraining in operational procedures, due to the stabilization of processes.

Average training hours per year, per employee

INDICATOR	2022	2023	2024
Total number of employees	1,319	1,349	1,458
Total training hours	11,497	17,849	15,923
INDICATOR	2022	2023	2024
Average hours per employee	8.72	13.23	10.92

Total employees by category

FUNCTIONAL CATEGORY	2022	2023	2024
Employees outside of leadership	1,241	1,269	1,373
Engineers	4	3	3
Coordinators/Supervisors	33	39	46
Managers	37	34	32
Directors	4	4	5
CEO	1	1	1

“Evolving with Us” Program

GRI 404-2

Structured to improve technical and behavioral skills, boost growth and strengthen the adaptability of professionals in the face of changes in the job market — even enabling career transitions —, the program is available to all employees.

Those who can prove that they have completed advanced training courses, technical courses, undergraduate or postgraduate courses completed in the last two years are eligible. The program includes development paths, group dynamics and individual feedback, with approval conditional upon completion of the stages within the established deadlines.

The curriculum structure is segmented by functional level — operational, technical and analyst — and includes technical modules focused on processes, innovation, and behavioral modules addressing topics such as leadership, communication and team management. The content is periodically adjusted according to the demands identified by the People & Management (G&G) department.

In 2024, the program registered the participation of 45 employees, with a participation rate of 92.3%. As a result, 24% of participants were promoted or relocated to more complex roles, reflecting the positive impact of the initiative on training and professional progression within the group.





Performance evaluation

GRI 404-3

The Condor Group’s performance evaluation process aims to promote the continuous development of employees, identify strengths and areas for improvement, and align individual and organizational objectives.

Currently, the performance evaluation is applied to the leadership group, adopting the 360° evaluation model, which includes a selfevaluation, the evaluation of the manager, peers and the directly subordinate team (if any).

After completing the evaluation, individual feedback is provided to the 1:1 model between manager and subordinate, which subsequently results in actions for the PDI — Individual Development Plan.

Employees, broken down by gender and job category, who received regular performance and career development assessments

	2022			2023			2024		
	Number of employees	Number of employees evaluated	% of employees evaluated	Number of employees	Number of employees evaluated	% of employees evaluated	Number of employees	Number of employees evaluated	% of employees evaluated
By gender									
Men	598	63	10,54	605	79	13,06	662	84	12,69
Women	721	11	1,53	744	32	4,30	796	32	4,02
Total	1.319	74	5,61	1.349	111	8,23	1.458	116	7,96

Dialogue and free-dom of association

GRI 2-30

All employees of the Condor Group were covered by collective bargaining agreements in 2024. Collective negotiations are mediated by the Union of Workers in the Construction and Furniture Industries in São Bento do Sul and Campo Alegre (Siticom SBS/CA). In the year, 73 employees were unionized.

2022	1319	92	6.97%
	Employees own	Employees outsourced	
2023	1349	86	6.38%
	Employees own	Employees outsourced	
2024	1458	73	5.01%
	Employees own	Employees outsourced	

*Translator Note: Siticom is the acronym for "Sindicato dos Trabalhadores nas Indústrias da Construção e do Mobiliário" (Syndicate of Workers in the Construction and Furniture Industries), a labor union representing workers in these sectors.



Culture and diversity

GRI 202-2 | 405-1

We maintain a predominantly female workforce, representing 54.5% of employees in 2024. Gender distribution varies according to the sector and hierarchical level, highlighting both advances and challenges for gender equity in the organization.

“I Am, They Are” Program

Launched in 2019, the program is aimed at all female employees of the group, seeking to provide empowering and inspiring experiences, addressing topics that reflect their needs and aspirations. Starting in 2025, the program will have bimonthly activities to enhance the development of our women.





In the industrial sector, women make up 57.4% of the workforce, having been the majority since 2022. In the administrative sector, the executives, who are in charge of the management, represent 54.1% of the staff, being the area with the most balanced distribution. The director who occupies a seat in senior management, represents 16.7% of the executives, and at the management level the female presence is 12.9%. We also have a female advisor, who represented 33% of the composition of the Board of Directors in 2024.

Regarding the representation of the local community on the group's board of directors, two directors (33.3%) are from the state of Santa Catarina — scope we consider for the term “local”. Two are natives of Rio Grande do Sul, one of them was born in Parana and the other in São Paulo.

We work to build an organizational culture that does not tolerate discrimination against people, for

any reason, and we aim for this to be reflected in our society, through employees, family members and the business relationships we nurture. This is an intention that we seek to achieve by example, ensuring recruitment and selection processes — internal and external — and promotions based on technical and behavioral criteria, in accordance with People & Management policies.

Condor's Code of Ethics contributes to this purpose, guiding employees and partners regarding unacceptable conduct and related sanctions.

In the reporting year, there were no recorded cases of discrimination in our operations.

Employee diversity, by gender and functional category – GRI 405-1

FUNCTIONAL CATEGORY	2022		2023		2024	
	Man	Woman	Man	Woman	Man	Woman
Board of Directors	4	1	4	1	5	1
Management	28	5	28	4	27	4
Administrative	35	44	32	46	39	46
Commercial	74	59	79	61	89	64
Industrial	459	612	464	632	505	681
Total	600	721	607	744	665	796

Note: Data for 2023 and 2024 consider statutory directors.

Health, safety and well-being

GRI 3-3 material topic

A safe and healthy work environment — where our employees can perform their activities without significant risks to their physical, mental and emotional health — depends on investment, dedication and trust in occupational health, well-being, communication and safety culture initiatives. These are the principles of the Condor Group’s Occupational Health and Safety (OHS) System, based on Regulatory Standards (NR) and internal procedures.

The topic is a priority for the company’s strategic management and, in 2024, led to the establishment of a set of commitments, indicators and action targets:

*Translator Note: NR stands for “Norma Regulamentadora” (Regulatory Standard). These are Brazilian labor regulations issued by the Ministry of Labor to ensure workplace safety and health.

Promote a safe and healthy work environment, with a focus on educing absenteeism and preventing accidents

COMMITMENT



INDICATOR

- % reduction in absenteeism



GOAL 2025

• 3,20%



RESULT 2024

• 3,29%



Occupational health and safety system

GRI 403-1 | 403-8

The Occupational Health and Safety System process is mapped and evaluated through audits carried out by the SESMT team. Periodically, programs and risk areas are reviewed. The system covers 100% of employees, and companies that provide services to the group are qualified and must comply with the NR pertinent to the work they perform, in addition to presenting the required documentation and examinations, which are assessed by the SST sector.

The Risk Management Program (PGR) works to identify, assess and proactively mitigate occupational risks, supported by the Specialized Service in Safety Engineering and Occupational Medicine (SESMT).

The SESMT is made up of: an occupational physician, a nursing technician, a safety

engineer and technicians, who work collaboratively under the guidelines of the PGR and of the PCMSO (Occupational Health and Medical Control Program).

In this context, we also carry out the Technical Report on Environmental Working Conditions (LT-CAT), conduct Preliminary Ergonomic Analyses (AEPs) and maintain the Internal Accident and Harassment Prevention Committee (CIPA).

All these elements are interconnected and work in an integrated manner, promoting a safe and healthy working environment, reflected in the high standard of occupational health and safety achieved in all operations.



*Translator Note: SESMT refers to “Serviço Especializado em Engenharia de Segurança e em Medicina do Trabalho” (Specialized Service in Safety Engineering and Occupational Medicine). It is a team within companies responsible for occupational health and safety. **SST stands for “Saúde e Segurança do Trabalho” (Occupational Health and Safety). It refers to practices and regulations aimed at ensuring safe working conditions. ***PGR stands for “Programa de Gerenciamento de Riscos” (Risk Management Program). It is a mandatory occupational safety program that identifies and controls workplace hazards. ****Translator Note: PCMSO stands for “Programa de Controle Médico de Saúde Ocupacional” (Occupational Health Medical Control Program). It is a mandatory program that monitors workers’ health through medical exams and preventive actions. *****Translator Note: LTCAT refers to “Laudo Técnico das Condições Ambientais do Trabalho” (Technical Report on Workplace Environmental Conditions). It is a document used to assess exposure to occupational hazards for social security purposes. *****Translator Note: AEPs stands for “Avaliação Ergonômica Preliminar”, a tool for identifying ergonomic risks. *****CIPA stands for “Comissão Interna de Prevenção de Acidentes” (Internal Commission for Accident Prevention). It is a workplace committee responsible for promoting occupational safety and preventing accidents.

Risk management and communication

GRI 403-2 | 403-4

All new employees go through the Safety Integration process, which presents the fundamental standards and procedures for the collective construction of a safe work environment. In addition to integration, we offer specific training, according to the role, such as: use of hearing protection, proper handling of chemical products and safe operation of forklifts.

Our online learning platform facilitates access to training and allows monitoring of each professional's progress. Employees are enrolled on the platform, where they take courses and receive support for their ongoing development. Training records and evidence of participation are stored and managed electronically, ensuring the traceability and compliance of training actions.

The investigation of workplace incidents and accidents, and the implementation of improvements in occupational health and safety management are carried

out through a process that involves identifying and assessing risks, analyzing causes and developing action plans with corrective measures.

Hazard identification is conducted through processes and programs that are supported by CIPA members. The committee plays a fundamental role in identifying, preventing and resolving risks, acting as a communication link between employees and the company. Communication is essential to achieving safety and wellbeing in the workplace.

During monthly meetings, CIPA members discuss and identify situations that may pose risks to the health and safety of employees, in addition to proposing corrective and preventive actions. CIPA members are responsible for discussing employee concerns and suggestions, promoting a participatory approach to problem-solving. In addition, they are responsible for disseminating the information discussed

in meetings to others, ensuring that the guidelines and safety measures are understood and implemented.

Condor Improvement Groups (CMGs), focused on continuous development of internal processes and practices — whose creation and implementation are encouraged by the company — also support risk management by identifying opportunities and implementing advances in practices and processes.

The Ethics Committee, responsible for ensuring compliance with the principles and values that guide professional behavior within the organization, contributes to education for desired conduct.

Complementing these initiatives, we organize other groups of collaborators focused on specific themes, such as well-being, innovation and sustainability.



Occupational health promotion

GRI 403-3 | 403-5 | 403-6 | 403-7

We offer wide medical and outpatient care, aiming at the well-being of our people. Health professionals conduct care by properly assessing the complaints and needs reported by employees, referring them to specialists when necessary, maintaining continuous monitoring of cases and ensuring adequate support for the recovery of comprehensive health.

Condor's medical and outpatient service is responsible for conducting periodic medical examinations, as established in the Occupational Health Medical Control Program (PCMSO).

The program works to constantly monitor the health of employees, with the monitoring of clinical and complementary exams — such as laboratory and imaging exams and others necessary to assess health conditions —, enabling the early identification of possible changes and problems related to the work environment.

All procedures are carried out in accordance with the NR, ensuring that preventive and corrective measures are taken.

An outpatient health plan is offered to all employees working at the São Bento do Sul (SC) plant, in which the company subsidizes 70% of consultations and exams for employees and their dependents. For employees from other units, we offer two options, allowing them to choose the health plan that best meets their needs and has the best structure in their region.

In these cases, the company subsidizes 50% of the monthly fee for the employee and their dependents. In addition to health, the plans include dental care and reimbursement for medicines.

Every year, we carry out disease prevention and comprehensive health promotion campaigns, such as: flu vaccination, cervical and breast cancer prevention, prostate cancer prevention and awareness talks related to mental health.



Physical well-being

The Condor Recreational Association (ARCO), founded in 1978, works to disseminate the practice of sports — including swimming and water aerobics — and social integration among employees and their families. In 2024, it promoted physical well-being through several projects: Condor 95th Anniversary Gymkhana, Easter and Christmas celebrations, fishing, distribution of gifts on Children's Day and a series of sporting events.

In keeping with tradition, the eco-walk was held, an initiative to integrate the team and raise awareness about caring for personal health and the planet — everyone's home. Keeping with tradition, the ecological walk was held, an initiative to integrate the team and raise awareness about caring for personal health and the planet — everyone's home.

Currently, Condor employees are part of the board of directors of the São Bento do Sul Fistball Association, which operates in partnership with the São Bento do Sul Municipal Sports Foundation (ASBP/FMD) to promote the sport in the region and develop the community.

Around 71 young people and adults, distributed in different categories, achieved expressive results in the 2024 Brazilian Championship: 2nd place in the mixed under-12 category and the title of champion in the under-16 category.



Work accidents and occupational diseases

GRI 403-9 | 403-10

The Condor Group did not register any cases of occupational diseases requiring mandatory reporting, nor deaths in 2024.

The total number of work accidents requiring mandatory reporting and with serious consequences was nine occurrences, equivalent to a rate of 3.39.

Regarding work accidents involving outsourced workers, we carry out monitoring, but without compiling data.

Social responsibility

GRI 3-3 | 413-1 material topic

We genuinely care about people. This is the first on the list of principles that guide the actions and decisions of the Condor Group. We manufacture personal care products and care for the spaces that people share, and we use our products, the intention to care, and the reach and trust earned by our brands to engage and contribute to the transformations that society needs, to be more fair and prosperous.

Act as a transformative agent in the communities where we operate

COMMITMENT



INDICATOR

- Children’s Oral Care Program



GOAL 2025

- 10 municipal schools covered by the toothbrushing program



RESULT 2024

- 4 schools

Promote and support educational, social and cultural actions that significantly improve the quality of life and well-being of all

COMMITMENT



INDICATOR

- % of resources allocated awarded for incentivized projects



GOAL 2025

- 90%



RESULT 2024

- 87.93%



Incentivized projects

With a focus on quality of life and well-being, in 2024, we allocated R\$1.37 million to projects encouraged by federal and state laws related to culture, children and adolescents, the elderly, sports and health. We especially support the Culture Incentive Program (PIC), which operates through ICMS tax waivers in the state of Santa Catarina.

We also direct resources to the National Program to Support Oncological Care (PRONON), to the National Program to Support Health Care for People with Disabilities (PRONAS), in addition to other social initiatives that totaled contributions of R\$88 thousand.

Approximately 129,000 people have benefited from social actions supported by Grupo Condor. The projects include:

*Translator Note: PRONON stands for “Programa Nacional de Apoio à Atenção Oncológica” (National Program to Support Oncology Care). It allows companies to allocate part of their income tax to support cancer-related health projects.

*Translator Note: PRONAS/PCD stands for “Programa Nacional de Apoio à Atenção da Saúde da Pessoa com Deficiência” (National Program to Support Healthcare for People with Disabilities). It enables tax-deductible donations to projects that promote health and rehabilitation for people with disabilities.

Floripa Amanhã

We support the initiative “A sustainable journey for the future”, enabling access to art, culture and an educational and socio-environmental platform, offering audiences of all ages opportunities to reflect on important issues for building a more sustainable future.

Teatro Musical Arte para a Vida

Viabilizamos a formação gratuita para 50 jovens talentos nas áreas de música, teatro e dança, além da capacitação de 10 pessoas para exercer atividades técnicas em eventos, e as apresentações desses novos profissionais em sete cidades catarinenses.

7th Joinville Piano Festival

We support what is considered one of the most important piano festivals in South America, bringing together pianists from different styles and genres. The festival’s educational program caters to children from the municipal school system, other students and music professionals.

Kênia com vida

We contribute to the Kênia Club, a vector for socialization of the black community in Joinville (SC), protecting their memories and contributing to social transformation in favor of racial equality. The institution promotes cultural events and offers regular classes and dance and percussion workshops for children, teenagers, adults, the elderly and people with disabilities.





Virada Criativa

We encourage artistic and cultural programming to be held in different spaces in São Bento do Sul, with musical shows, artistic interventions, dance performances, theater, circus, film screenings and exhibitions.

Fala São Chico

We contribute to the Audiovisual Festival Latin American from South San Francisco (SC), which combines cinema, history and training workshops.





Amigos do Bolshoi

By supporting the Bolshoi Theater School in Brazil, we have enabled the training of 250 children and young people from 22 states and four other countries, with full scholarships. Bolshoi Brazil has trained more than 450 professionals for the world of dance, with a 74% employability rate in the field, in 26 countries and in the best ballet companies in the world.

Musicarium

We provide high-level training for more than 180 scholarship students, most of whom are students from the public school system, who at the orchestra training center find the conditions to develop their musical talent and citizenship, becoming professionals and contributing to the socio-cultural transformation of the country.

Arts in communities

In 2024, the year of the company's 95th anniversary, we will take "our heart" to Avenida Paulista, supporting the Art of Love Comunidades project. The initiative brings art to neighborhoods in the outskirts of the city of São Paulo, promoting inclusion and democratizing access to cultural expressions.

The Condor heart was customized by partner artists, beautified several urban spaces and was auctioned after the exhibition period. The profits from the sale were donated to humanitarian NGOs that work to combat inequality in the country.



Donations

We continue to donate toothbrushes to children, teenagers and adults who attend organizations participating in the Adotei um Sorriso Program, from the Abrinq Foundation. The program provides free access to oral health services, through clinical care and preventive actions aimed at people in situations of vulnerability and social risk.

In addition to the toothbrushes, we send a monthly contribution (around a minimum wage), helping to make the projects developed by the entity viable.



28,136

toothbrushes donated in 2024



18,039

impacted children



10,097

adolescents and adults benefited





FEMAMA Partnership

We support the Brazilian Federation of Philanthropic Institutions for Breast Health Support, headquartered in Porto Alegre and operating in all regions of the country, through more than 70 institutions in the FEMAMA Network, which represent around 1 million people, treated or undergoing treatment.

Every year, in line with the organization’s official Pink October campaign, we develop content and products that raise awareness and knowledge about female cancers among consumers, encouraging more women to undergo routine exams.

Access to information is a life-saving right, a mechanism for individual and collective empowerment. Our products are a tool for disseminating data aimed at preventing, detecting early and treating breast cancer, the type that most affects women in the country.

The mortality curve for the disease has been increasing in Brazil compared to more developed countries. Each year, around 66 thousand new cases are diagnosed.

Patients have a 95% chance of being cured when diagnosed and treated early. With this goal in mind, in 2024, we promoted the “Prevenir não dói” campaign, a digital series of educational chapters and a printed booklet, released throughout the month of October. When we also launched the Condor–FEMAMA partnership product, promoting the theme “With more information, we are more life”. We produced and sold 633,354 brooms.

Corporate volunteering

The Condor Volunteer Group brought together 60 collaborators in 2024. The volunteers donated their time to planning and carrying out social activities that had a positive impact on the community. Health, hygiene and well-being were the focuses of the actions.

Highlights of this performance:

- **Partnership with the Lions Club** of São Bento do Sul (SC), providing oral hygiene and vision tests to 10 schools in the municipality.
- **Partnership with the school of the Associação de Pais e Amigos dos Excepcionais (APAE)** of Rio Negrinho (SC), promoting continuous awarenessraising actions on oral hygiene and encouraging healthy habits among students.
- **Partnership with the Roda Riso group**, which provides fun and special moments for students at the APAEs in São Bento do Sul and Rio Negrinho.
- **Partnership with musician Simão Wolff**, who accompanies the group on emotional support visits to patients at the Sagrada Família Hospital and Maternity Hospital.
- **Partnership with the Associação Recreativa Condor (ARCO)**, which organized a special competition to celebrate the company's 95th anniversary, mobilizing participants to collect aluminum tabs, which were later converted into the donation of two wheelchairs for the Casa da Amizade in São Bento do Sul.
- **Permanent maintenance in the vegetable garden at the Sagrada Família Hospital and Maternity**, in São Bento do Sul (SC), ensuring that fresh vegetables, legumes and seasonings are used daily in the patients' diet.
- **Presence in internal campaigns**, encouraging solidarity within the company. The Tampinhas da Teodora initiative collected more than 240 kg throughout 2024.



ENVIRONMENTAL









Operational eco-efficiency

GRI 3-3 material topic

Our main input is plastic resin, classified as virgin and recycled material. The versatility of plastic allows it to be reinjected as scraps are generated, enabling the internal reuse of waste from the operation.

We mainly use electrical energy, few equipments are powered by fossil fuels. Purchasing certified energy from renewable sources is part of the company's strategy to minimize the impact of greenhouse gas (GHG) emissions.

There is still room for innovation and improvements, which we will achieve based on the commitments made in 2024:

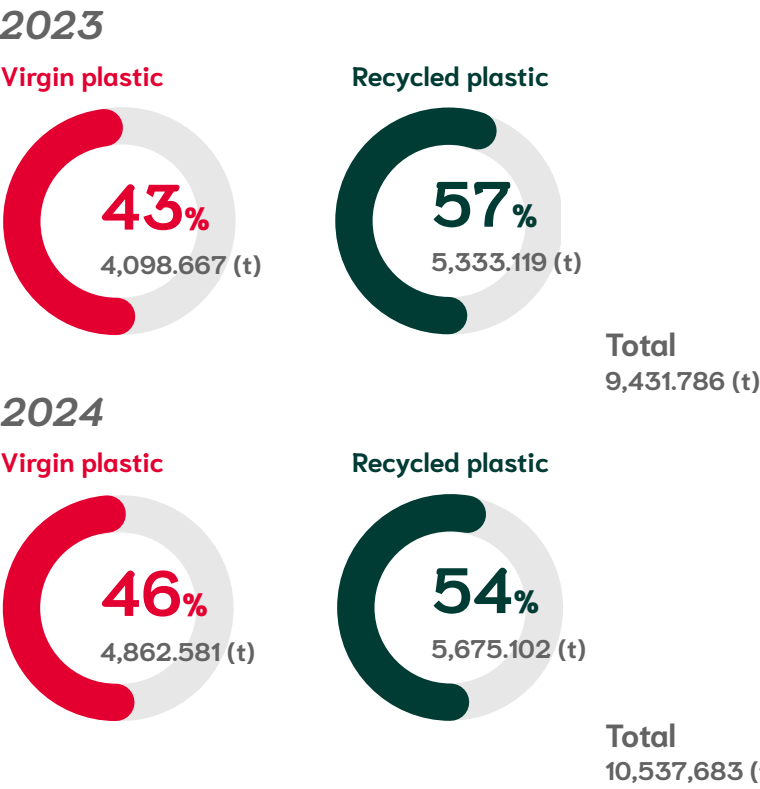
Minimize waste generation in all operations			
COMMITMENT			
			
INDICATOR	GOAL 2025	RESULT 2024	
<hr/>			
• Mass of destined waste to landfill x billed unit	• 1.04 g/unit invoiced	• 1.16 g/unit invoiced	
• % use of recycled plastic material internally	• 55%	• 54%	
Prioritize the use of energy from renewable sources			
COMMITMENT			
			
INDICATOR	GOAL 2025	RESULT 2024	
<hr/>			
• % of use of energy from renewable sources in owned properties	• 98%	• 98%	



Material and waste management

GRI 301-1 | 306-1 | 306-3 | 306-4 | 306-5

In 2024, we consumed 10.5 thousand tons of plastic materials, raw materials that had two origins: 46% virgin materials and 54% recyclable, representing a 3% decrease in recycled materials compared to 2023, as a result of the mix of products sold.



In addition to plastic, our processes generate waste from paper, cardboard, pallets, foam, sponges, blisters and metal cables, among others. Blisters and sponges pose a challenge for recycling and proper disposal. To mitigate the impact, we take a proactive approach to reducing waste generation.

Optimizing processes to avoid waste, adjusting production steps to consume less raw material and reducing leftovers are some of the actions implemented. Internal reuse and recycling made it possible to reintroduce 550 tons of plastic into various sectors of the factory, promoting the circular economy and reducing the need for virgin inputs. This result is enhanced by training employees on disposal and segregation, following instructions from the Standard Operating Procedure (SOP).

The movement of waste for external disposal in each operational unit is recorded and centralized in specific software. The system allows for process traceability, including monitoring of the volume generated, analysis of environmental performance indicators and ensuring disposal in compliance with legislation.





We maintain strict monitoring throughout the disposal cycle. Each shipment is accompanied by the corresponding Waste Transport Manifest (MTR), generating a Final Destination Certificate (CDF) after treatment or disposal is complete. We also inspect the recipients, ensuring compliance with the necessary technical and environmental requirements, and we carry out additional inspections to ensure compliance with the processes throughout their continuity.

In 2024, we began work on the Effluent Treatment Plant (ETE), seeking modifications and improvements in its process, which resulted in the allocation of 218.95 tons of effluent for treatment in a specialized company. The incremental improvements will result in investments of approximately R\$300 thousand and will be completed in 2025.

During the year, there was a 69.7% increase in the generation of leftover production waste — blisters, defective products and other leftovers —, a consequence of the increase (around 15%) in the volumes of toothbrushes and tooth gels traded. Class 2 (non-hazardous) waste, destined for landfill, increased by 7.3%.

Overall, non-hazardous waste sent for life cycle treatment showed a reduction, while hazardous waste sent to landfill registered an increase, influenced mainly by ETE sludge.

*Translator Note: MTR stands for “Manifesto de Transporte de Resíduos” (Waste Transport Manifest). It is a document used to track the transportation of waste materials in Brazil.
*Translator Note: ETE stands for “Estação de Tratamento de Efluentes” (Effluent Treatment Station). It is a facility for treating industrial or domestic wastewater.

Waste destined for disposal, in tons –
GRI 306-4 | 306-5



Industrial landfill



Recycling/Reuse

2022		
217.84 (t)	425.25 (t)	Total 643.09 (t)
2023		
217.72 (t)	412.50 (t)	Total 630.22 (t)
2024		
514.42 (t)	378.31 (t)	Total 892.73 (t)

Energy consumption and emissions

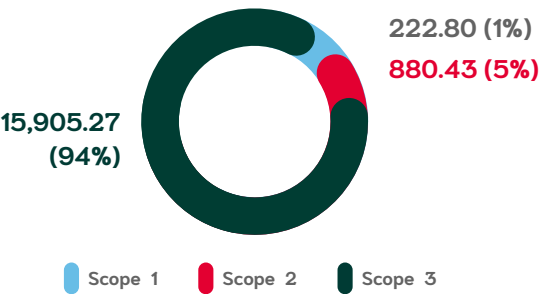
GRI 302-1 | 305-1 | 305-2 | 305-3 | 305-6

The value of the greenhouse gas inventory, prepared in accordance with the premises of the Brazilian GHG Protocol Program and considering emissions from the three scopes, was 17,008.495 tons of CO2 equivalent. More than 50% originated from the São Bento do Sul unit, where the group's main activities are concentrated.

The production of 592,299,318 items in 2023 resulted in the emission per piece of 0.0287 kg of CO2 equivalent considering the three scopes.



Representativeness of emissions by scope of the Condor Group inventory



Scope 3 has the highest emissions

In relation to scope 3, the gases identified in the inventory originated in the fuel burning process (fossil and renewable), in effluents and in the generation of methane in landfills.

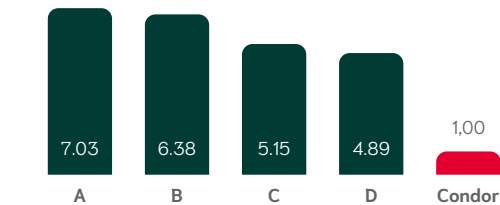
This includes the production of purchased goods, transportation, waste disposal and the use of sold products.

This scope is related to the value chain, being

responsible for the majority of emissions, totaling 15,905.27 tCO₂.

We have a lower greenhouse gas emissions intensity than the average for companies in the plastics and beauty segments, according to an internal study carried out based on information provided by the Brazilian Greenhouse Gas Program.

Scope 1 and 2 tCO₂



Note: Comparative graph of the proportion of scope 1 and 2 emissions, in tons of CO2 equivalent, of companies that present their open inventories in the public emissions registry of the Brazilian Greenhouse Gas Program, accessed: <https://publicregistrationofemissions.fgv.br/>



Consumption and impact management

GRI 302-2 | 303-2 | 303-5 | 306-2

Our gas inventory identified that the movement of cargo, both inputs and products, represents the largest portion of energy moved in the chain and the largest emissions.

The capture and distribution of water resources complies with the provisions of current legislation (Resolution Conama nº 357).

Likewise, external treatments and disposal in the municipal treatment system follow the established standards.

As water is mainly used for cooling machinery and administrative activities, the amount captured is similar to that discarded, with no retention in products.

Energy consumption outside the organization

ENERGY TYPE	2023		
	Amount in liters	Amount in gigajoules	%
Diesel Upstream	6.281,068	252,194	96%
Gasoline Business Travel	4,524	146	0%
Chartering Diesel	271,936	10,919	4%
Diesel Downstream	3,255	131	0%
Totals		263,389	100%

Note: Identified fuel values related to scope 3 calculation sources.

*Translator Note: CONAMA stands for “Conselho Nacional do Meio Ambiente” (National Environmental Council). It is a federal body responsible for environmental policy and regulation in Brazil.

Energy

GRI 302-1

More than 99% of the energy consumed in our operations is electrical, acquired on the free market in partnership with Rede Brasileira de Energia, a manager of certified renewable sources. The remaining percentage represents the diesel oil used in generators and vehicles in the company’s own fleet, the charcoal used in forging and the liquefied gas used in the thermoforming machine, which add up to just over half a percent of total consumption.

It is the electrical energy that powers machinery, injectors, extruders and other plastic molding devices. In 2024, the operation of this system resulted in a 6.1% increase in energy consumption, compared to the previous year, practically double the growth observed between 2022 and 2023. The increase in energy consumption is a reflection of the increase in the commercial pace.

Total energy consumption

2024

Fuels non-renewable 0.64% 389 (GJ)

Electric energy 99.36% 60.222 (GJ)

Total 643.09 (t)





Hydric resources

GRI 303-1 | 303-3 | 303-4

Water resources were collected in 2024 at a rate of 24.4 megaliters. The process involves three sources: artesian wells, the concessionaire's distribution network, and rainwater collection. The diversity of sources increases the safety of operations, making them less exposed to shortages or interruptions in supply.

Water is discarded in two ways: directly into the public treatment network or treated internally. In the internal treatment process, there is a water recycling phase. Of the 0.0797 megaliters treated in 2024, 0.0558 megaliters were recycled.

Regarding consumption, we found a reduction of 6.32% when compared to the previous year. The drop is attributed to the lower capture of groundwater and rainwater. There was a slight increase in water resources from third parties.

The increase in production recorded during the year did not imply an increase in water consumption, validating the efficiency of the management systems.

Innovation

GRI 3-3 material topic

With 92 employees participating in the Technical Immersion Groups and Continuous Improvement Groups in 2024, we were able to improve products and capture opportunities to reduce costs, always seeking to meet consumer needs.

Products launched across all Condor businesses in 2024 accounted for 9.1% of gross revenue. The goal for 2025 is to increase the rate to 10%. To achieve this, we invest in the technical training of professionals and remain attentive to market changes.

The use of artificial intelligence tools incorporates this strategy, streamlining processes, improving overall efficiency and helping to deal with numbers, something that is part of Condor's culture.

We work with several dashboards that provide data, practically in real time, to assist in decision-making. This is crucial support at critical moments, such as the withdrawal of a product from the line or the implementation of an investment.

Innovation and connection with consumers were essential for the growth achieved in 2024. Strategic licensing partnerships reinforced the brand's presence and relevance, resulting in products that, based on commercial performance, demonstrate that they meet demand.

Doing better every day, with innovation, quality and sustainability

COMMITMENT



INDICATOR

- Representation of the GR* of the launchers ments of the last 24 months in total invoicing.



GOAL 2025

• 10%



RESULT 2024

• 9.1%

*Gross revenue (GR).





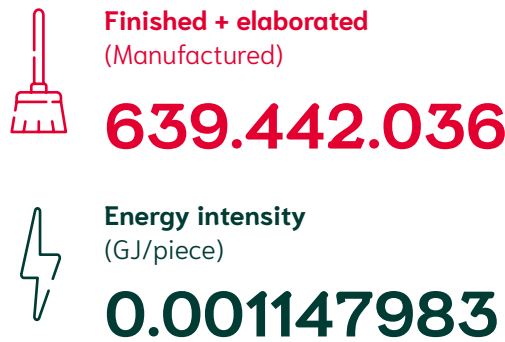
Reduce

GRI 302-3 | 302-4 | 305-4 | 305-5

One of our goals is to maintain the energy intensity controlled, reaching the stage of producing each piece with a maximum of 27 kWh of electrical energy. In 2024, Condor produced more than 639 million finished and elaborated pieces consuming up to 26.4 kWh. Considering all energy consumption, Condor’s energy intensity was 0.0011 GJ/piece, a reduction of -3.4%.

Energy intensity rate for the organization -
GRI 302-3

2024



Actions to reduce energy consumption focus on electrical energy, given its relevance in the production process:

- Acquisition of machines with advanced resources, which allow for increased productivity with lower consumption;
- Replacing conventional engine injection machines with servomotor injection machines;
- Replacing the open-circuit water cooling system with a closed-circuit one;
- Replacing conventional bulbs with LEDs;
- Replacing dimmable lighting systems with intensity control using natural light, with savings of 42%, in addition to increasing the system’s useful life due to programming that avoids the use of maximum power.

Reuse

GRI 301-3 | 2-4

The reuse of packaging has increased. The partnership with eureciclo – a certification body that promotes recycling through environmental compensation of packaging – has boosted the initiative through organizations of waste pickers and recycling operators throughout the country.

The numbers on the right reflect the consolidated partnership data in 2023 (incomplete when the previous report was released).

Another partnership with the same purpose is conducted with the Associação Brasileira da Indústria de Higiene Pessoal, Perfumaria e Cosméticos (ABIHPEC), involving Condor’s oral and body hygiene products and benefiting the Mãos para o Futuro institution.


This reverse logistics action is part of a broad agreement between the Ministry of the Environment and national associations, institutes and unions that represent manufacturers, importers, distributors and traders, mobilized to encourage the circularity of packaging after use by the consumer – as required by the National Solid Waste Policy (PNRS).

*Translator Note: ABIHPEC stands for “Associação Brasileira da Indústria de Higiene Pessoal, Perfumaria e Cosméticos” (Brazilian Association of the Personal Hygiene, Perfumery and Cosmetics Industry).
*Translator Note: PNRS stands for “Política Nacional de Resíduos Sólidos” (National Solid Waste Policy). It is Brazil’s federal policy for managing solid waste and promoting recycling and sustainability.





Condor S.A

2023

	44.49 (t)
Packaging of paper	26,1% of total paper packaging
	45.78 (t)
Packaging plastic	23.7% of total plastic packaging

Condor Pincéis

2023

	31,43 (t)
Packaging of paper	29.1% of total paper packaging
	1,38 (t)
Packaging plastic	29.1% of total plastic packaging

Explanatory note regarding the reformulation of information – GRI 2-4: We updated the data related to the partnership with eureciclo in 2023, since they were closed after the publication of the report.
Note 2: The figures for the partnership in 2024 were not available at the time of publication of this edition and will be reported in the next one.

Recycle

GRI 301-2

In addition to purchasing part of the already recycled plastic input, we promote the internal reuse of this material. The São Bento do Sul unit recycles scraps and reuses waste plastic parts. The initiative recorded an increase of 50 tons compared to 2023.

Reused scraps



500
tons in 2023

550
tons in 2024

Fluctuation: 10%▲



SUPPLEMENTARY INFORMATION



Governance indicators

Percentage of board members of major operating units hired from the local community – GRI 202-2a

LOCATION	AMOUNT	PERCENTAGE
Country		
Brazil	6	100.00%
State		
Santa Catarina	2	33.33%
São Paulo	1	16.67%
Paraná	1	16.67%
Rio Grande do Sul	2	33.33%
Total	6	100.00%
Cities		
Braço do Norte SC	1	16.67%
Rio Azul PR	1	16.67%
Porto União SC	1	16.67%
Passo Fundo RS	1	16.67%
São Paulo SP	1	16.67%
Porto Alegre RS	1	16.67%
Total	6	100.00%

Social indicators

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

NUMBER AND RATE OF EMPLOYEES HIRED	2022			2023			2024		
	New hires	Total number of employees	Hiring rate	New hires	Total number of employees	Hiring rate	New hires	Total number of employees	Hiring rate
By gender									
Men	108	569	19%	124	596	21%	146	637	23%
Women	148	689	21%	137	738	19%	157	755	21%
By age group									
Under 30 years old	165	402	41%	145	412	35%	179	444	40%
From 30 to 50 years old	88	667	13%	108	727	15%	116	754	15%
Over 50 years old	9	189	5%	18	195	9%	27	194	14%

Total number and rate of employee turnover – GRI 401-1

NUMBER AND RATE OF EMPLOYEES WHO LEFT THE COMPANY	2022			2023			2024		
	Leaves	Total number of employees	Turnover rate	Leaves	Total number of employees	Turnoff rate	Leaves	Total number of employees	Turnover rate
By gender									
Men	86	569	15%	99	596	17%	105	637	16%
Women	102	689	15%	90	738	12%	140	755	19%
By age group									
Under 30 years old	115	402	29%	100	412	24%	125	444	28%
From 30 to 50 years old	64	667	10%	71	727	10%	93	754	12%
Over 50 years old	9	189	5%	18	195	9%	27	194	14%

Compensation values for the highest salary among Board Members, Executive Directors, and other employees. Average salary of all employees, except members of executive bodies – GRI 2-21

REVENUE (R\$ MILLION)	2022	2023	2024
Ratio between the lowest salary and the national minimum wage	142%	136%	129%

GRI 401-1 – Turnover rate*

NUMBER AND RATE OF EMPLOYEES HIRED									
	2022			2023			2024		
	New hires and leaves 2°	Total number of employees	Turnover	New hires and leaves 2°	Total number of employees	Turnover	New hires and leaves 2°	Total number of employees	Turnover
By gender									
Men	194	569	34%	223	596	37%	251	637	39%
Women	250	689	36%	227	738	31%	297	755	39%
By age group									
Under 30 years old	280	402	70%	245	412	59%	304	444	68%
From 30 to 50 years old	152	667	23%	179	727	25%	209	754	28%
Over 50 years old	12	189	6%	26	195	13%	35	194	18%

**Turnover = (number of admissions + number of dismissals/2) / total number of employees.

Accident, severity and fatality indicators for the last 3 fiscal years – GRI 403-9

WORKPLACE ACCIDENTS (own employees)	2022	2023	2024
Number of hours worked ^{1*}	2.3	2.5	2.7
Number of deaths resulting from work accidents	0,00	0,00	0,00
Death rate resulting from work accidents	0,00	0,00	0,00
Number of work accidents with serious consequences	11	7	9
Rate of occupational accidents with serious consequences	4.69	2.83	3.39
Number of work accidents requiring mandatory reporting	11	7	9
Index of mandatory reportable work accidents	4.69	2,83	3.39
The main types of work accidents	Fracture, cut and fall of same level		

*Number of hours worked in millions. The rates were calculated based on 1,000,000 hours worked and the accident rate was calculated as: (number of accidents with time off work/number of hours worked) x 1,000,000.

Environmental indicators (Materials)

Recycling and reuse at Condor – GRI 301-2

	2023	2024	VARIATION
Consumption of PET recycled plastic material (kg)	1,824,832	1,963,101	7.5%
Reused shavings (tons)	500	550	10%

Percentage of products and their packaging reused – GRI 301-3

UNIT	TYPE RAW MATERIALS OR MATERIALS USED	2023	
		Total recycled over total material used (t)	Percentage recycled over total material used %
Condor Inc. EURECYCLE*	Paper packaging	44.49	26.1%
	Plastic packaging	45.78	23.7%
Condor Pincéis EURECYCLE	Paper packaging	31.43	29.1%
	Plastic packaging	1.38	29.1%
Condor Nordeste Branch (+Condor SA-H.body) ABIHPEC	Paper packaging	51.50	35.0%
	Plastic packaging	110.25	41.0%

*Eureciclo is a certifier that promotes environmental compensation for packaging through the purchase of invoices from cooperatives.

Environmental indicators (Energy)

Total consumption of fuels within the organization from non-renewable sources, in joules or multiples thereof, including the types of fuels used – GRI 302-1

CONSUMPTION OF NON-RENEWABLE FUELS (GJ)								
TYPE	2022		2023		2024		VARIATION 2023 to 2024	
Diesel oil (generators)	321.68	100%	318.14	99%	388.68	99%	22.1%	
Diesel (own fleet)	-	-	2.21	0.7%	0.85	0.4%	38.5%	
Charcoal (Forge)	-	-	0.54	0.15%	2.2	0.6%	300%	
Liquefied Petroleum Gas (LPG) (Thermoformer)	-	-	0.59	0.15%	-	-	-	
Total	321.68	100%	321.48	100%	391.73	100%	21.8%	

Electricity consumption (including own generation and purchase) – GRI 302-1

ELECTRICITY CONSUMPTION (GJ)								
TYPE	2022		2023		2024		VARIATION 2023 to 2024	
Electricity (all operations)	55.124	100%	56,734	100%	60,222	100%	6.1%	
Total	55.124	100%	56,734	100%	60,221	100%		

Energy intensity rate for the organization – GRI 302-3

TYPE	2022	2023	2024	VARIATION
Electricity (all operations)	47,452,435	50.334.029	52,797,208	4.9%
Energy intensity (GJ/piece)	0.001168457	0.001188467	0.001147983	-3.4%

Environmental indicators (Hydric resources)

Water collection – GRI 302-3

CONSUMPTION AREAS	2022	2023	2024	VARIATION 2023 to 2024
Groundwater (groundwater table)	10.47	12.32	10.92	-11.33%
Rainwater (rain collection)	1.33	1.40	1.10	-21.33%
Third party water (municipal network)	10.93	12.37	12.41	0.36%
Total (megaliters)	22.73	26.09	24.43	-6.32%

Environmental indicators (Emissions)

CO₂ emissions in metric tons of CO₂ equivalent – GRI 305–1

VOLUME OF GHG EMISSIONS, SCOPE 1 (tCO ₂)		2023
	tCO ₂ e emissions	Biogenic CO ₂ emissions
Mobile combustion	128.57	15.59
Stationary combustion	86.41	0.089
Solid waste and liquid effluents	0.00017	0
Runaways	7.82	0
Totals	222.80	15.68

Total other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent – GRI 305–3

VOLUME OF GHG EMISSIONS, SCOPE 3 (tCO ₂)		2023
	tCO ₂ e emissions	Biogenic CO ₂ emissions
Transportation and distribution (upstream)	14724.36	1755.97
Waste generated in operations	7.59	0.01
Business travel	296.125	1.94
Employee commuting (home-work)	736.67	88.59
Transportation and distribution (downstream)	134.34	0.91
Totals	15905.08	1847.41

Total indirect (Scope 2) GHG emissions from energy purchases in metric tons of CO₂ equivalent calculated based on location – GRI 305–2

GASES INCLUDED	2023
	tCO ₂ e emissions
Acquisition of electricity – Purchase Choice CH4	880.48

Gases included in the calculation: CO₂, CH4, N2O, HFCs, PFCs, SF6, NF3 or all – GRI 305–1

GASES INCLUDED	2023
CO ₂	Yes
CH4	Yes
N2O	Yes
HFC	Yes

Energy consumption outside the organization, in gigajoules (scope 3 inventory)

UPSTREAM CATEGORIES		2023
	tCO ₂ e	Amount in GJ
Upstream transportation and distribution	14,724,36	252.194
Business trip	7,89	146.17
Employee transportation	714,09	10,918.60
Other upstream categories	7,63	130.68
Totals	15,453.97	263,389.20

Environmental indicators (Waste)

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

NON-HAZARDOUS WASTE (t)

TYPE	CLASSE	2022	2023	2024	MODE	VARIATION 2023 to 2024
Production leftovers (blister, defective product and other leftovers)	2	125.87	117.80	199.96	Industrial landfill/ Blending	69.74%
Rejects (industrial e rolos)	2	46.65	49.53	53.15	Industrial landfill	7.30%
Organic (kitchen and bathrooms)	2	21.41	21.25	21.97	Industrial landfill	3.38%
Electronics	2	0.053	0	0	Industrial landfill	0.00%
Others	2	0.21	1.27	0	Industrial landfill	-100.00%
Subtotal 1	2	194.20	189.86	275,082	Industrial landfill/ Blending	44.89%

HAZARDOUS WASTE (T)

TYPE	CLASS	2022	2023	2024	MODE	VARIATION 2023 to 2024
Contaminated materials (buckets, rags, cans, paper, cardboard and others)	1	23,606	26,003	21,047	Industrial landfill	-19.06%
Others	1	0.035	1.86	0	Industrial landfill	-100.00%
Effluent WWTP	1	0	0	218.29	Treatment	100.00%
Subtotal 2	1	23,641	27,863	239,337	Industrial landfill/ Treatment	758.98%

NON-HAZARDOUS WASTE (t)

TYPE	CLASS	2022	2023	2024	MODE	VARIATION 2023 to 2024
Metals	2	70.26	81.14	82.14	Recycling	1.23%
Plastics	2	37.31	30.15	28.55	Recycling	-5.31%
Paper and cardboard	2	217.36	202.58	220.68	Recycling	8.93%
Woods	2	3.51	0.17	8.75	Recycling	5139.52%
Others (sponges and fabrics)	2	94.41	96.12	36.12	Recycling	-62.42%
Subtotal 3	2	422.85	410.16	376.24	Recycling	-8.27%
HAZARDOUS WASTE (t)						
TYPE	CLASS	2022	2023	2024	MODE	VARIATION 2023 to 2024
Oil	1	2.16	2.34	2.06	Recycling	-11.64%
Lamps	1	0.24	0	0	Recycling	-
Subtotal 4	1	2.40	2.34	2.06	Recycling	-11.64%
Total non-hazardous waste (t)						
Subtotal (1+3)	2	617.05	600.02	651.32	-	8.55%
Total hazardous waste (t)						
Subtotal (1+4)	1	26.04	30.20	241.40	-	41.65%
Total waste for final disposal (t)						
Subtotal (1+2)	-	217.84	217.72	514.42	Industrial landfill	136.27%
Total waste for destination other than final (t)						
Subtotal (3+4)	-	425.25	412.50	378.31	Recycling	-8.29%
Consolidated total (t)						
TOTAL	1 and 2	643.09	630.22	892.72	Industrial landfill / Recycling	41.65%

GRI Content Summary

GRI Content Summary

Usage statement: Condor Group reported based on GRI Standards for the period January 1 to December 31, 2024.

GRI 1 standard used: GRI 1: Fundamentals 2021.

GRI Standard	Content	Location
GRI 2: General contents 2021		
2-1	Organization details	5, 16
2-2	Entities included in the organization's sustainability report	5, 17
2-3	Reporting period, frequency and point of contact	5
2-4	Restatements of information	88
2-6	Activities, value chain and other business relationships	16
2-7	Employees	51
2-8	Workers who are not employees	51
2-9	Governance structure and its composition	33
2-10	Appointment and selection to the highest governance body	33
2-11	President of the highest governance body	33
2-12	Role played by the highest governance body in overseeing impact management	23, 33, 41
2-13	Delegation of responsibility for impact management	34, 41
2-14	Role played by the highest governance body in the sustainability report	5
2-15	Conflict of interest	38

GRI Standard	Content	Location
GRI 2: General contents 2021		
2-16	Communication of critical concerns	34, 38, 41
2-17	Collective knowledge of the highest governance body	33, 41
2-18	Performance assessment of the highest governance body	33
2-19	Compensation policies	53
2-20	Process for determining remuneration	53
2-21	Proportion of total annual remuneration	53, 92
2-22	Declaration on sustainable development strategy	6, 12
2-23	Policy commitment	40
2-24	Incorporation of policy commitments	14, 40
2-25	Processes to repair negative impacts	41
2-26	Mechanisms for advice and presentation of concerns	38, 41
2-27	Compliance with laws and regulations	38, 40
2-28	Participation in associations	26
2-29	Approach to stakeholder engagement	27
2-30	Collective bargaining agreements	60

GRI Content Summary

GRI Standard	Content		Location
Material themes			
GRI 3: Material topics 2021	3-1	Process of defining material themes	24
	3-2	List of material topics	24
Corporate governance			
GRI 3: Material topics 2021	3-3	Management of material issues	31
	205-1	Operations assessed for corruption-related risks	38
GRI 205: Fight against corruption 2016	205-2	Communication and training in anti-corruption policies and procedures	38
	205-3	Confirmed cases of corruption and measures taken	38
Business sustainability			
GRI 3: Material topics 2021	3-3	Management of material issues	29
GRI 201: Economic performance 2016	201-1	Direct economic value generated and distributed	30
	201-2	Financial implications and other risks and opportunities arising from climate change	41
	201-3	Defined benefit plan and other retirement plan obligations	53
	201-4	Financial support received from the government	31
GRI 203: Indirect economic impacts 2016	203-1	Investments in infrastructure and support for services	31
GRI 204: Purchasing practices 2016	204-1	Proportion of spending on local suppliers	62
GRI 206: Unfair Competition 2016	206-1	Lawsuits for unfair competition, trust practices and monopoly	38

GRI Standard	Content		Location
Responsible supply chain			
GRI 3: Material topics 2021	3-3	Management of material issues	42
GRI 204: Purchasing Practices 2016	204-1	Proportion of spending on local suppliers	43
Customer satisfaction			
GRI 416: Consumer health and safety 2016	3-3	Management of material issues	44
	416-1	Assessment of health and safety impacts caused by product and service categories	47
	416-2	Cases of non-compliance regarding health and safety impacts caused by products and services	47
GRI 417: Marketing and labeling 2016	417-1	Requirements for information and labeling of products and services	46
	417-2	Cases of non-compliance regarding information and labeling of products and services	46
	417-3	Cases of non-compliance in relation to marketing communication	46
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints regarding breach of privacy and loss of customer data	48
People management			
GRI 3: Material topics 2021	3-3	Management of material issues	50
GRI 202: Market Presence 2016	202-1	Ratio between the lowest salary	53
	202-2	Proportion of board members hired from the local community	61, 91
GRI 401: Employment 2016	401-1	New hires and employee turnover	52, 92
	401-2	Benefits offered to full-time employees that are not offered to temporary or part-time employees	55
	401-3	Parental leave for temporary or part-time employees	56

GRI Content Summary

GRI Standard	Content		Location
GRI 3: Material topics 2021	3-3	Management of material topics	63
	403-1	Occupational health and safety management system	64
	403-2	Dangerousness identification, risk assessment and incident investigation	65
	403-3	Occupational health services	66
	403-4	Worker participation, consultation and communication with workers regarding occupational health and safety	65
	403-5	Training of workers in occupational health and safety	66
	403-6	Worker health promotion services	66
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	66
	403-8	Workers covered by an occupational health and safety management system	64
	403-9	Work accidents	68, 93
GRI 403: Occupational health and safety 2018	403-10	Occupational diseases	68
	404-1	Average training hours per year, per employee	57
	404-2	Employee skills development and career transition assistance programs	57
	404-3	Percentage of employees receiving regular performance and career development reviews	59
GRI 404: Training and education 2016	405-1	Diversity and Equal Opportunities	61
	405-2	Ratio between base salary and remuneration received by women and those received by men	52
Social responsibility			
GRI 3: Material topics 2021	3-3	Management of material issues	69
GRI 413: Local communities	413-1	Operations with engagement, impact assessments and development programs aimed at the local community	69

GRI Standard	Content		Location
Environmental management			
GRI 3: Material topics 2021	3-3	Management of material issues	69
GRI 301: Materials 2016	301-1	Materials used, broken down by weight or volume	79
	301-2	Raw materials or recycled materials used	89, 94
	301-3	Materials used, broken down by weight or volume	88, 94
GRI 302: Energy 2016	302-1	Energy consumption within the organization	82, 84, 95
	302-2	Energy consumption outside the organization	83, 95
	302-3	Energy intensity	87, 96
	302-4	Reduction of energy consumption	87
GRI 303: Water and effluents 2018	303-1	Interactions with water as a shared resource	85
	303-2	Management of impacts related to water disposal	83
	303-3	Water collection	85
	303-4	Water disposal	85
	303-5	Water consumption	83
GRI 305: Emissions 2016	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	82, 97
	305-2	Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchases	82
	305-3	Other indirect (Scope 3) greenhouse gas emissions	82, 97
	305-4	Greenhouse gas (GHG) emissions intensity	87
	305-5	Reduction of greenhouse gas (GHG) emissions	82, 83, 87
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	79
	306-2	Management of significant impacts related to waste	83
	306-3	Waste generated	79, 98
	306-4	Waste not intended for final disposal	79, 81
	306-5	Waste destined for final disposal	79, 81

Credits

General coordination

Financial and Administrative Director

Marketing Department

ESG Committee

Technical consultancy and content

Martinelli ESG

Editorial and graphic coordination, writing, proofreading and layout

Martinelli ESG

Translation

Martinelli ESG

Photographs

Condor SA Collection

Acknowledgements

This report required input and reviews from several areas of the company. We would like to thank everyone who contributed.

If you have any questions, comments or suggestions about the 2024 Sustainability Report, please let us know at: condor@condor.ind.br.

