

VULCABRAS
vivemos para o esporte

2022

SUS TAINA BILITY

REPORT

2022

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REPORT

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1. WE LIVE FOR SPORTS

GRI 102-46 | 102-54

OUR PURPOSE

Vulcabras has a purpose: to build a better country through sports. It is through sports that the Company generates value, innovation, investment, employment, income, well-being and development for the entire sports chain and for all the locations in which we operate.

By combining sports and technology, Vulcabras brings the best sports technologies to all athlete and consumer profiles of the Mizuno, Olympikus and Under Armour brands, at different price ranges, thus enabling access to sports performance for more people. By sponsoring athletes and sporting events, the Company supports national sports and provides sports experiences for thousands of Brazilians.

And together with more than 18,000 employees and partners, it generates a positive impact that builds a better country for everyone every day, through sports.

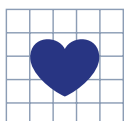


OUR VALUES

GRI 102-16 |

102-48

Seven values guide the behavior of Vulcabras employees:



Passion

The passion for what we do ensures commitment and dedication in each employee, and teamwork achieves even greater.



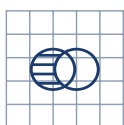
Teamwork

Working as a team means being able to count on the best of each person when doing their job and seeking the best possible results.



Respect

Respecting differences, points of view and the work that other people do is what build a team that plays stronger together.



Integrity

With integrity, transparency and business ethics prevail in all relationships.



Owner mentality

Taking ownership makes for professionals who engage in daily decisions and feel empowered to search for solutions to overcome the Company's business challenges.



Excellence

The search for excellence and the habit of thinking differently produces iconic products, generates innovation and builds winning brands.



Thinking of tomorrow

When thinking of tomorrow, seeking individual and corporate solutions that reduce our environmental impact, we increase the positive impact on society and on the locations where we operate.



2022 HIGHLIGHTS

GRI 102-16 | 102-48

+17% articles

sold in 2022.

+35.9% revenue

in 2022.

Corre Grafeno launch:

the first shoe with a graphene plate.

79% procurement

from domestic suppliers.

46% suppliers

from the Northeast of Brazil.

100% wind-powered production

Reuse of waste in our own processes:

└ **Plastic: 403 tons** [141% vs 2021].

EVA: 1,075 tons
[+57% vs 2021].

TPU: 434 tons
[+47% vs 2021].

100% of packaging

[paper, cardboard and plastic] compensated by the program



MESSAGE FROM THE PRESIDENT

GRI 102-14 | 102-15 | 102-16 | 201-1



In a historic year, Vulcabras reported 2.9 billion in gross revenue in 2022, a 32.6% growth compared to the previous year. Gross margin grew 1.7 p.p. versus the consolidated figure for 2021. EBITDA (earnings before interest, taxes, depreciation and amortization) reached R\$526.5 M (USD105.1M on Oct 28, 2023), a 32.0% growth versus 2021. The best year in Vulcabras history is the result of an efficient business model that focuses on sports brand management, and is supported by verticalized footwear development and production.

We concentrate on generating positive impact for all stakeholders from the development to the manufacture of each product. Since January 2022, 100% of the shoes manufactured by Vulcabras use 100% wind energy. The new energy matrix for our manufacturing units eliminates the emission of 15 thousand tons of CO₂ into the atmosphere, the equivalent 67 thousand trees planted over the next 13 years.

To boost the circular economy, Vulcabras has adopted the 5R policy (Refuse, Rethink, Reduce, Reuse and Recycle) in its units since 2016. Our research and development center designs products for efficient use of materials and less waste generation. In factories, our processes are constantly reviewed to reduce losses and optimize the use of raw materials. In the cities where our units are present, Vulcabras develops important educational projects such as training Young Apprentices and complementary education (literacy, primary and secondary education) to expand these people's employment opportunities. The social projects supported by our Company bring education and sports to children, teenagers and the elderly, improving the population's quality of life and health.

We are living our best moment. Vulcabras will keep on leading sports footwear technological development in Brazil, fostering more and more innovation in the sporting goods industry, generating income and well-being and creating a positive impact on society and in the towns where we operate.

Pedro Bartelle,
Vulcabras CEO



ABOUT THE REPORT

GRI 102-46 | 102-54

The 2022 Sustainability Report reinforces Vulcabras' commitment to ESG (Environmental, Social and Governance) topics. This document presents our highlights from 2022 and data on our corporate, financial and operational performance emphasizing sustainability.

We try to offer a transparent view of the positive impact of Vulcabras in its quest to build a better country through sports. Therefore, by applying the methodology and principles of the Global Reporting Initiative (GRI), we present the most relevant topics in the materiality matrix, which was built in collaboration with the main groups in the Company's value chain: customers, suppliers, employees, consumers, investors, communities and people, government, associations.

We have a systemic, multi-stakeholder short, medium and long-term vision for positive and transformative social and environmental impact, including partners and employees in the creation of more diverse, inclusive, egalitarian, collaborative and sustainable processes, both in production and in the business environment.

We hope you enjoy the reading.





2. ABOUT US

GRI 102-46 | 102-54

VULCABRAS

GRI 102-1 | 102-2 | 102-3 | 102-4 | 102-6 | 102-7

Vulcabras is a one-hundred-percent Brazilian company which has, over 70 years of operation, marked its presence in the market with a unique verticalization business model that combines technology, innovation and sports in unique brands that promote high performance amongst athletes and consumers.

The company was founded in 1952 in the city of Jundiaí (SP) and employs more than 18 thousand people today in its five units: two manufacturing facilities in the towns of Horizonte (CE) and Itapetinga (BA); at the Management Center in Jundiaí, the Distribution Center in Extrema (MG) and the Research and Development Center in Parobé (RS).

Vulcabras has a global presence in more than 20 countries and extensive operations in Latin America.

Currently, we boast the largest R&D Center for sports shoes in Latin America and two plants equipped with the best and most modern available technology for the production of sports shoes.

Vulcabras reaches more than 19,000 multi-brand retail points of sale in Brazil and has large commercial and marketing brand-dedicated teams, all of which makes our company a reference in the industry and in the management of sports brands in Brazil.

We own direct-to-consumer sales channels, including an e-commerce channel and a dedicated distribution operation to complement our retail offering by presenting consumers with a broad portfolio to equip athletes from head to toe in all sorts of consumption situations.





WHERE WE ARE

GRI 102-1 | 102-2 | 102-3 | 102-4 | 102-6 | 102-8

The Vulcabras Sports Footwear Research and Development Center, the largest of its kind in Latin America, has more than 700 employees who develop over 800 models of sports shoes per year in the town of Parobé, Rio Grande do Sul.

Sports shoes are manufactured in two modern facilities in Horizonte–CE and Itapetinga–BA, both in the Northeast of Brazil. The Management and Distribution Centers are located in Jundiaí–SP and Extrema–MG, respectively.

Those five units in Brazil employ more than 18 thousand workers.

The Group is present in more than 20 countries worldwide, with extensive operations in Latin America.

OUR ASSETS ALSO INCLUDE:

- **A commercial team with more than 330 salespeople all over Brazil;**
- **3 brand-dedicated e-commerce sites;**
- **Presence in more than 16 marketplaces in Brazil;**
- **9 brand-owned stores: 3 Under Armour, 3 Mizuno and 3 Vulcabras factory stores in Brazil;**
- **46 stores in Peru and Chile.**





OUR RESULTS

GRI 102-5 | 102-7 | 102-45 | 201-1

Combining strong brands and an exclusive business model, Vulcabras had historic results in 2022, achieving 2.9 billion in revenue, a 32.6% increase over 2021. This performance reflects the structured growth of a mix of strong and complementary brands, which continue to explore their respective growth avenues.

After strategic transformation focusing sports brands management starting in 2020, Vulcabras embraced current synergies and has been growing consistently. Our brands complete each other in assume leadership positions in sporting goods segments.

Investment in our direct-to-consumer sales channel continued to contribute to our exponential growth, with an increase in revenue of 119.7% in 2022. The robust growth of this channel is accompanied by strong sales growth of all three brands, with a strategy that combines a broad portfolio and competitive service offerings, resulting in better experiences for consumers while maintaining positive results for the business.

Vulcabras maintained its expansion into new segments of sports footwear throughout the year. Olympikus launched

the first graphene plate shoes in the world: Corre Grafeno, in addition to Corre 2 and Corre Vento, the other products in the Performance Running line, are working together to democratize high-end sports technology. Under Armor maintained growth pace by focusing on its global strengths: training and basketball. Mizuno, with the launch of new collections, expanded its presence in the premium high-performance running segment, achieving its best year in Brazil.

The revenue of the apparel and accessories division grew 68%, an above-average expansion supported by the ability to develop customized products and collections for the consumer of each of the brands in the sports products segment.

In 2023, Vulcabras will keep listening to market demands and to the behavior of consumers who are increasingly connected to sports, health, comfort and well-being and will seek new pathways for growth, synergies, portfolio diversification and innovation.





GRI 201-1 Direct economic value generated (in thousands of reais)

Generated	2022	2021	2021
Revenue (R\$)	2,907,754	2,202,657	1,341,725

GRI 201-1 Economic value distributed (in thousands of reais)

Distributed	2022	2021	2021
Operational costs	1,381,023	1,012,023	1,341,725
Employee wages and benefits	653,192	537,376	394,501
Payments to the government	378,225	294,236	185,562
Payments to capital providers (*)	552,605	382,514	70,985
Investments in the community (**)	-	-	-
Total	2,965,045	2,226,149	1,314,221

GRI 201-1 Economic value retained (in thousands of reais)

Retained	2022	2021	2021
Direct economic value generated "minus economic value distributed"	57,291	23,492	27,504

All financial data can be found on the website: www.vulcabrasri.com



OUR BUSINESS MODEL

GRI 102-2 | 102-7 | 102-10 | 102-15 | 102-48 | 201-1

Vulcabras is a Sportech that combines sports and technology to achieve high performance. The single business model, with end-to-end verticalization, joins brand management and sports shoes Research & Development from the R&D Center in Parobé, the largest of its kind in Latin America; a 4.0 Industry with state-of-the-art technology, robot-driven and IA-automated processes; and data-driven Market Intelligence to build value for retail clients, the company's own channels and consumers.

With this model, the company generates value for its sports brands Olympikus, Mizuno and Under Armour, giving each of them a competitive advantage so that they can compete in the sporting good market with products marked by innovation and technologies 100% made in Brazil for each brand consumer profile.

In Parobé (RS), Vulcabras has the largest Research & Development Center of their industry in Latin America, where the company performs studies and tests that enable it to develop innovative products and create technologies for domestic products and export knowledge to the USA and Japan, where their licensed brands are based. There, more than 800 new models are developed per year for the company's three sports brands, including Olympikus Corre Grafeno, the first shoe to use a graphene-based propulsion plate. This launch reinforces Vulcabras' innovation DNA. Resulting from direct connection between innovation, R&D, production and brand management, Olympikus Corre Grafeno is disrupting the footwear market after 18 months of research, offering Brazilians a high-performance sports shoe with propulsion plate at an accessible price point.

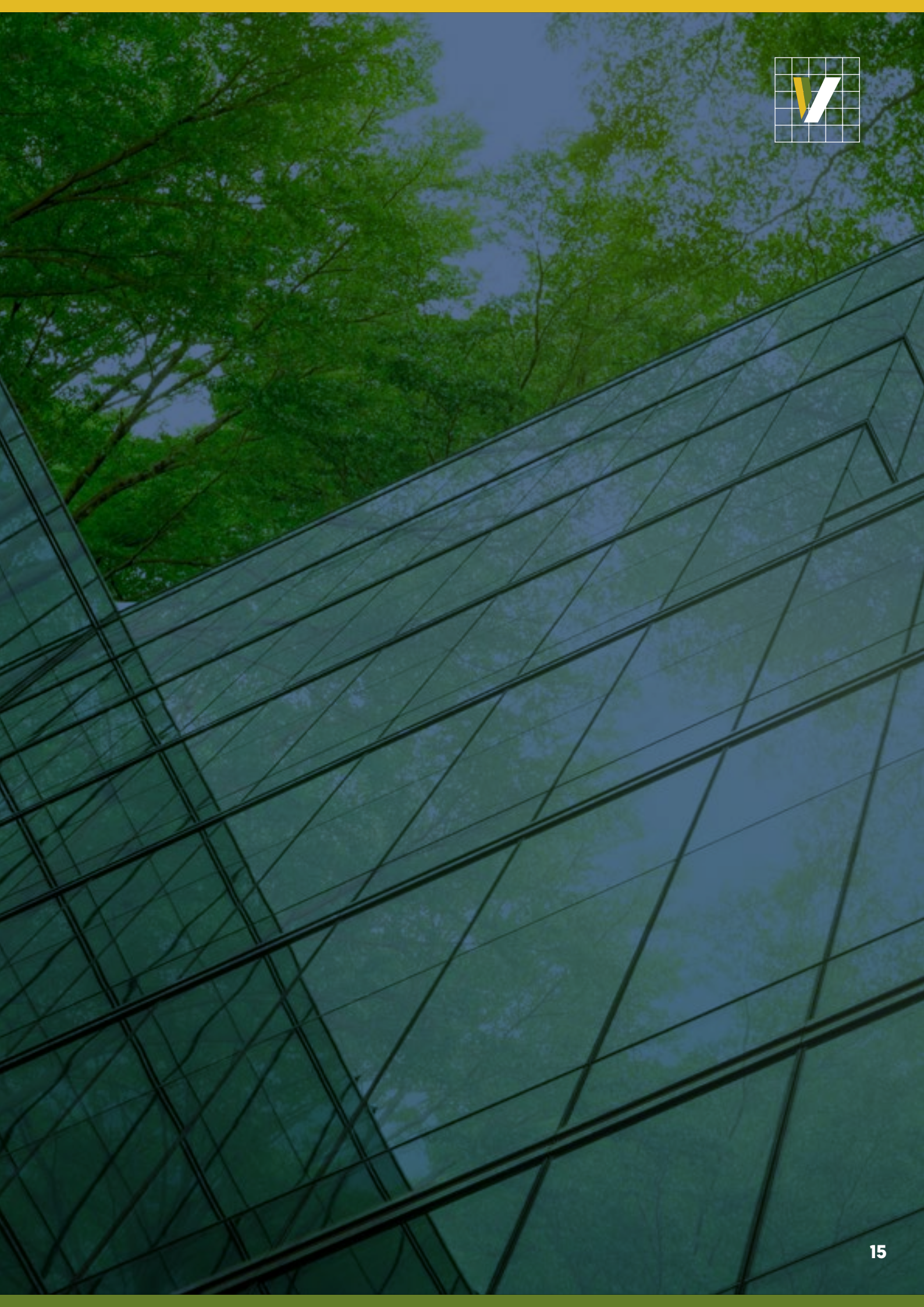
To manufacture products that include technologies such as graphene, Vulcabras has industrial facilities equipped with the best and most modern technology for sports shoes production. With modern 4.0 industrial facilities, capable of producing the best technologies in the world in an agile and flexible operating model, Vulcabras is able to adapt quickly and respond rapidly to market trends, reducing supply times, adjusting production product turnover, reducing the need for inventory liquidation and boosting sales in our channels.

Our team specializes in generating value for the channels and we apply market intelligence to bring the best strategy to each point-of-sale and every consumer. Systems and applications developed by the company allow us to collect and analyze data from each customer to offer the adequate amount of the right product to each store, boosting sales returns.

The portfolio of iconic and complementary brands consists of Olympikus, a Brazilian own brand that democratizes access to high-performance technology; Under Armour, an American brand licensed since 2018, a global reference in training and basketball categories; and Mizuno, a Japanese brand licensed since 2021, which has resumed its leading role in the running category since joining the Vulcabras portfolio. Together, they bring consumers an assortment of technologies in apparel, accessories and sports footwear in all price ranges, for different profiles of athletes and consumers.

On top of innovative sports products, Vulcabras also drives sustainability into its processes—from development to production—which reflects our commitment to a positive impact. Since January 2022, 100% of the shoes manufactured by Vulcabras use 100% clean energy.

We also work on the circular economy front. Our ambition is to achieve zero waste; today, 100% of our waste in the Bahia unit is reused or sent for co-processing with partners, while at the Ceará unit that ration is 80%. Furthermore, all manufacturing units treat 100% of wastewater and, at the Horizonte Unit (CE), we have reduced water consumption by implementing an Wastewater Treatment Plant to convert wastewater into clean water for irrigation, cleaning and restroom usage.





OUR BRANDS

GRI 102-2

Since 1973, Vulcabras specializes in managing sports brands. Our current portfolio of leading brands includes Olympikus, a Brazilian own brand that democratizes access to high-performance technology; Under Armour, an American brand licensed since 2018, a global reference in training and basketball categories; and Mizuno, a Japanese sports brand with over 117 years of history, licensed to Vulcabras since

2021, which strengthens our portfolio with high technology products with Japanese perfectionism.

Together, they bring consumers an assortment of technologies in apparel, accessories and sports footwear for all price ranges, different athletes and consumers and any occasion.



MIZUNO

Japanese multinational founded by Rihachi Mizuno in the city of Osaka, Mizuno consolidated its reputation for excellence in quality and innovation in sports by developing carefully designed products for all consumer profiles and by establishing partnerships with renowned Brazilian athletes.

Throughout 2022, in an effort to bring to Brazil products designed for high-performance racing, Mizuno launched products such as the Wave Rider 26 and its special editions, as well as the Sky 6, complemented by a portfolio of products developed and produced by Vulcabras. This portfolio is suited to local needs and increased the availability of innovation and technology so the brand could achieve its best historic performance in the Brazilian market.

The Mizuno Wave Rider 26 has a new midsole structure with superior cushioning, stability and energy return provided by Mizuno Enerzy and Mizuno Wave technologies in a biodegradable PEBAX plate format. The jacquard mesh one piece upper offers greater breathability and comfort. The model also features the X10 technology, a carbon rubber compound that increases durability and grip throughout your run, as well as laces and internal lining made with recycled materials.

In addition to the running models, the brand brought another edition of the Mizuno Wave Prophecy, the Mizuno Prophecy 12 and 12S, a style icon among sneaker lovers. Inspired by sports lines with an added touch of design, the 12th edition reached the shelves with the same premium and special design that won over thousands of sneakerheads in Brazil and around the world.





OLYMPIKUS

A genuinely Brazilian brand founded in 1975, Olympikus is the biggest sports brand in Brazil and has built a long relationship with national sports. With the purpose of being a democratic brand for high performance as well, Olympikus innovates with state-of-the-art sports technology and the best cost-benefit for Brazilians.

To continue developing the brand within the high-performance running community in 2022, Olympikus launched the Corre 2 (co-created by Brazilian experts such as Wellington Cipó), Corre Grafeno (the first sneaker in the world with a Graphene plate propulsion system) and Corre Vento (the lightest running shoe in the brand's history). To mark the occasion, the brand promoted Bota Pra Correr, its very own racing circuit that had the strongest attendance in history.

The Olympikus Corre Grafeno was the first Brazilian sneaker for high-performance runners developed with graphene, an abundant material in Brazil that has been revolutionizing technology. An globally unprecedented model with a graphene-based propulsion plate, this launch proves Vulcabras has innovation in its DNA. It was developed at the company's Sports Footwear Research and Development Center, the largest in Latin America, in Parobé (RS).

Resulting from 18 months of research to offer Brazilians a high-performance sports shoe with propulsion plate at an accessible price point, Corre Grafeno revolutionized the shoe market. Several materials were tested throughout the process, but graphene was the one that brought the desired results. It makes for a lighter shoe which requires less effort from the athlete. It also improves propulsion by converting the energy of the stride into momentum for the next step, thereby reducing running time.

During the launch at the São Paulo International Marathon, this model was worn by our brand's elite athletes, who secured 9 podium finishes. Throughout the year, Corre Grafeno marked its presence on several other podiums, such as the Jurerê Half Marathon, the Curitiba Marathon, the Pampulha International Tour and the São Silvestre International Race. By the end of 2022, more than 100 athletes ran it onto podiums in the country's main marathons.





UNDER ARMOUR

Headquartered in Baltimore, USA, Under Armour is a global brand renowned for its innovation in sports apparel, footwear and accessories. Under Armour's position involves challenging limits and encouraging athletes to go the extra mile. It rounds off Vulcabras' portfolio with an assortment of premium products for high performance.

Operating in different segments, in 2022 Under Armour reinforced its training and basketball categories, taking advantage of its global strength and its athletes Dwayne "The Rock" Johnson in training and Stephen Curry in basketball.

To expand its basketball portfolio in Brazil, it launched the UA Buzzer in 2022, a product developed and manufactured by Vulcabras for Brazilian courts, with great market acceptance. With a modern look, it was launched during the Streetopia Open, the biggest amateur basketball event in Brazil. In an effort to promote the model nationally, the brand participated in independent championships. The basketball community also had access to exclusive collabs of the Curry Brand supported by the American player, highlighting the new colors of the Curry Flow 9.

New looks also featured in the training category, including: UA Tribase Cross e UA Tribase Quiron, both with the Tribase technology to ensure stability and confidence while exercising, as well as a Micro G foam midsole to increase propulsion; and the UA HOVR Apex 3 with HOVR technology to promote the zero-gravity feeling that helps eliminate impact. Another novelty for the Brazilian market was the UA Project Rock 4, a top-performance training sneaker developed in partnership with brand ambassador Dwayne "The Rock" Johnson.

Another milestone was the launch of the SUAR activation platform aimed at the training community, in a journey that put Under Armour on the training map in Brazil and increased brand relevance. The software is based on three pillars: Knowledge, Training and Entertainment, and it offers expertise and physical and mental sports practice for the basketball community in Brazil.





AWARDS & RECOGNITION

GRI 102-15

Dedication, hard work and a quest for excellence in all stages of our business model, while maintaining our goal of creating positive impact for the environment and the communities in which we operates, result in important achievements, recognitions and certifications over the years.

INDUSTRIAL CERTIFICATIONS

In 2022, Vulcabras was the first company to conquer the **ESG-FIEC seal**, a certification offered by the Federation of Industries of the State of Ceará (FIEC). The Company achieved maximum rating (AAA) in environmental, social and governance practices, proving that it is possible plan strategically with sustainable practices and processes.



Some of the actions that led Vulcabras to be recognized as the first company in Brazil to receive the ESG-FIEC certification:

1. Sustainability Committee;
2. Circular economy;
3. Water reuse;
4. Effective waste management;
5. Environmental education programs implemented;
6. Management plans based on the most modern ESG methodologies in the world.

The purpose of this Seal award is assess and validate ESG practices of industries in Ceará, guiding them towards sustainability in line with best global practices.

PRODUCT AWARDS

Canal Tênis Certo (The Right Sneaker Channel)

Innovative products developed by Vulcabras were acknowledged by audience of Canal Tênis Certo, a YouTube channel specializing in running shoes. In an open vote that listed the best releases of 2022, **Olympikus Corre 2 was voted the best shoe in 3 categories: Best Update of the HYear, Jack of All Trades and Value for Money.**



With a combination of new sole and upper technologies, the Corre 2 is extremely lightweight (42g lighter than the Corre1) and provides much more cushioning and comfort for high-performance runs, training and marathons.

Corre Grafeno, the first high-performance sneaker with a



graphene propulsion plate in the world, also by Olympikus, **won the Best Launch of the Year** category. Developed by Vulcabras in its modern Sports Footwear Research and Development Center in Parobé, in a partnership with the Caxias do Sul University (UCS) that created a joint research and development project for the plate components, Corre Grafeno revolutionized the market. Made with 100% Brazilian technology and a raw material that is abundant in our soil, it is a highly technological sneaker at a democratic price. More than 100 athletes achieved podium positions while wearing Corre Grafeno in the main Brazilian races during its launch year.



MARKETING AWARDS

Effie Awards

The Corre Grafeno launch campaign won the New Product or Service Effie Awards category, which recognized the product launch strategy that revolutionized the national market by offering a graphene-based propulsion plate at a democratic price, improving accessibility to high-end sports technology.

The Effie is the only international institution that awards the great ideas behind marketing and communication strategies that achieve real and tangible results, rewarding both agencies and their clients.

[source: effie.com.br]



VULCABRAS SUSTAINABILITY DNA

GRI 102-9| 102-16| 102-29| 102-43|203-2| 204-1| 308-1| 414-1



ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE (ESG)

GRI 102-15| 102-18|102-19|102-20|102-22| 102-27|102-28|102-31|102-32|

Since 2021, Vulcabras has implemented an ESG board with the responsibility of promoting and encouraging social, environmental and governance practices in all of the group's activities.

This period saw important milestones, such as the definition of a materiality matrix, priority SDGs, disclosure of our 2030 ambitions, an annual sustainability report, social investment guidelines and implementation of a sports program for all employees.

PRIORITY SDGS

GRI 102-43|

IN LINE WITH OUR COMMITMENTS:

Considering our purpose of building a better country through sports, we selected the Sustainable Development Goals (SDGs) below as our priorities.

There were picked from the Millennium Development Goals and, in line with the Company's strategic planning, they balance three sustainability dimensions: economy, society and the environment.



SDG3: QUALITY HEALTHCARE



Guaranteeing access to quality sports for every athlete profile; Promoting well-being for everyone, at all ages.

SDG8: DECENT WORK AND ECONOMIC GROWTH



Promoting inclusive and sustainable economic growth, full and productive employment and decent work for all employees.

SDG4: QUALITY EDUCATION



Guaranteeing access to inclusive education, of equitable quality, and promote learning opportunities for our employees.

SDG9: INDUSTRY, INNOVATION AND INFRASTRUCTURE



Building resilient infrastructure, promoting inclusive and sustainable industrialization and fostering innovation.

SDG6: DRINKING WATER AND SANITATION



Ensuring the availability and sustainable management of water with water reuse.

SDG12: SUSTAINABLE CONSUMPTION AND PRODUCTION



Ensuring sustainable consumption and production standards.

SDG7: RENEWABLE AND AFFORDABLE ENERGY AND SDG 13: CLIMATE ACTION



Ensuring the use of wind energy sources in manufacturing parks to reduce our carbon footprint.



3. OUR AMBITIONS

Along with the purpose of building a better country through sports, we accept the responsibility of build a better tomorrow, today.

Thus, in July 2022, we announced the 2030 ambitions that guide the Company's social and environmental actions. The ambitions are categorized into five areas and their goal is to positively impact communities in which the company operates by reducing the waste and wastewater generation and disposal; to use clean energy in 100% of operations; to stimulate innovation in Brazilian industry, strengthening local supply chains; to democratize access to sports and improve sports management diversity.

And for the first year of monitoring, the first results are listed below:

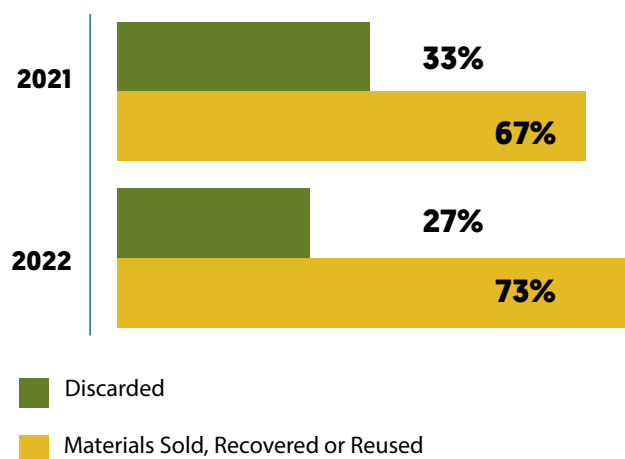
	2021	2022
Total waste generated per pair of shoes produced (kg/pair)	0.62	0.62
Materials Sold, Recovered or Reused (kg/pair)	0.41	0.45
Discarded (kg/par)	0.21	0.17

MORE KILOMETERS, LESS TRASH

Ambition: Reduce Vulcabras' impact on the environment, with the larger goal o expanding circularity and eliminating the disposal of industrial waste in landfills, in addition to reducing waste generation by 10% in all units. (2021 baseline)

In 2022, major efforts were applied to increase the volume of waste being sold or recovered and to reduce the volume of waste sent to landfills. As a result, we had a 20% increase total sold or recovered waste and a 12% reduction in the volume of waste sent to landfills.

RECOVERED/SOLD VS DISPOSED MATERIALS





CO² MARATHON

We are committed to reducing our direct emissions and, together with our suppliers, to reducing emissions in our supply chain.

Ambition:

- % wind-powered production: 100%
- % clean energy operation: 100%
- Partnership with suppliers to reduce scope 3

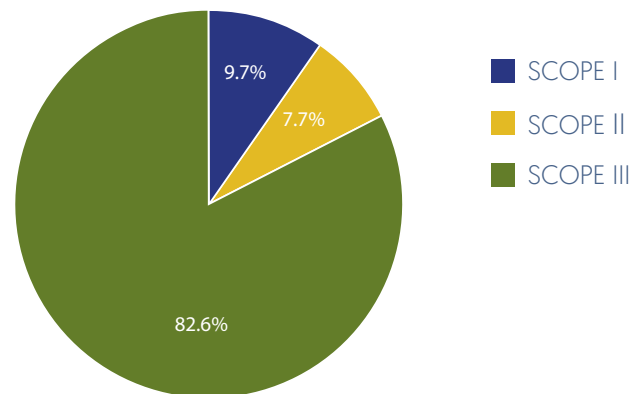
Results:

In 2022, switching our energy matrix in manufacturing units to a 100% wind power, combined with the partnership with carriers, allowed us to reduce the year's CO₂ emissions by 8%.

Since 2022, Vulcabras' footwear production is 100% wind-powered. Over the 13 years contracted with the Casa dos Ventos supplier, more than 15,000 tons of CO₂ emissions in the atmosphere will be prevented, which corresponds to planting 67,000 trees.

Furthermore, the R&D Center and all administrative operations are powered by clean energy, purchased from the free energy market.

TCO₂E EMISSIONS BY SCOPE, 2022



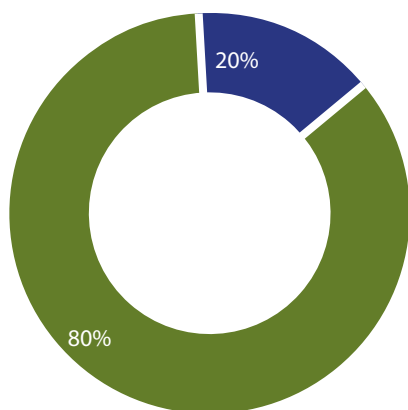
BY BRAZILIANS, FOR BRAZILIANS

Vulcabras is 100% Brazilian and committed to expanding the participation of local suppliers in our matrix, to foster all levels of the national industry and contribute to innovation, investment, job and income generation and consequently to the economic development of the regions in which we operate.

Due to our factories' locations, most purchases are concentrated in the Northeast of Brazil, which stimulates growth in the region. In 2022, 79% of purchases were made with Brazilian suppliers, 46% of which from the Northeast*.

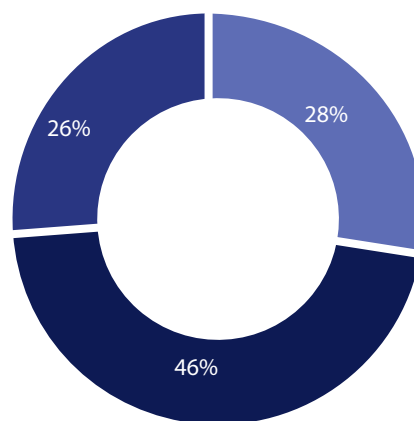


GENERAL PROCUREMENT



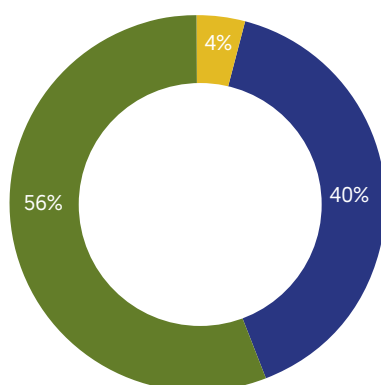
■ IMPORTS ■ DOMESTIC

PURCHASES FROM SUPPLIERS PER REGION



■ NORTHEAST ■ SOUTHEAST ■ SOUTH

PURCHASES FROM NORTHEAST SUPPLIERS



■ CE
■ BA
■ OTHERS

Throughout the year, there was an increase the volume of suppliers engaged from the regions where we operate, mainly in Bahia, expanding the share of suppliers from that state to 56% of the total allocated to purchases in the Northeast [versus 45% in 2021.]



SPORTS FOR EVERYONE

Education and sports foster cooperation and equality, healthier habits and health awareness, improve self-esteem and quality of life and promote values such as ethics and citizenship. That is why Vulcabras makes it a priority to participate in projects that promote development in the areas of education and sports.

Our goal is to cause a positive impact on at least 1000 socially vulnerable children, young people and seniors, giving them access to quality sports activities. In 2022, our sports projects were still in the funding stage.

Our educational projects have reached more than 100,000 children, adults and seniors to date. For this year, we picked 8 projects to sponsor through tax incentive law, 5 of which were executed or started in 2022.

INCENTIVE PROGRAM	PROJECT	NUMBER OF PEOPLE REACHED	STATUS ON 12/31/2022
CULTURE INCENTIVE	READING CIRCLE	54,000 children and teenagers	ONGOING
	CINEMA (RE)CYCLE	20,000 children and teenagers	PLANNED
	2nd SALVADOR CHILDREN'S BOOK FAIR	30,000 attendees	FINISHED
	13th MERCOSUR BIENNIAL		FINISHED
SPORTS INCENTIVE	HORIZONTE TRIATHLON SCHOOL	50 children and teenagers	FUNDING [started in 2023]
FUND FOR THE ELDERLY	60+ WELL-BEING PROGRAM	320 seniors and adults	ONGOING
CHILDHOOD AND ADOLESCENCE FUND	MEDIA COM PROGRAMA	8,800 young people	FUNDING



DIVERSITY, EQUITY AND INCLUSION

Vulcabras believes that to continue democratizing sports we need to democratize its ecosystem as well, which entails representative management.

OUR AMBITION:

30% female representation in leadership positions (managers and executives)

35% ethnic diversity in leadership positions (managers and executives)

OUR RESULTS IN 2022:

The number of women in management positions in our Brazilian units remained stable as compared to 2021, but there has been significant improvement in relation to 2020, when the indicator was first measured.

	2022	2021	2020
Women in management positions	32%	33%	23%
Women executives and managers	24%	25%	N/A

As of 2022, the Company has also been monitoring gender demographics at the Peru unit. If we include the Peru unit, this is the year's scenario:

EMPLOYEES IN MANAGEMENT POSITIONS: 2022



EMPLOYEES IN MANAGEMENT AND EXECUTIVE POSITIONS:



COLOR/RACE/ETHNICITY

In the Brazilian unit, the number of Brown, Black, Yellow and Indigenous employees in management positions grew by 2 p.p [race classifications as per the Brazilian Institute of Geography and Statistics - IBGE].

MANAGEMENT POSITIONS

	2022	2021
Race and color diversity*	69%	67%
Undeclared	1%	0%

*black, brown, yellow and indigenous people

In the executive and management positions, although we recorded a 2% reduction, there are 2% of employees who chose not to declare their color, race or ethnicity.

EXECUTIVES AND MANAGERS

	2022	2021
Race and color diversity*	18%	20%
Undeclared	2%	0%



4. CORPORATE INFORMATION

GOVERNANCE

GRI 102-5 | 102-18 | 102-20 | 102-22 | 102-23 | 102-24 | 102-26
| 102-35 |

GOVERNANCE STRUCTURE

The Company is called “Vulcabras S/A” and is a corporation governed by its Articles of Incorporation and by the and applicable legal provisions, including Law n. 6404 from December 15, 1976 and its amendments (“Law of Corporations”).]



BOARD OF DIRECTORS COMPOSITION

The Board of Directors consists of five (5) members with deliberative functions, all elected and dismissible by the General Assembly, with a unified term of office of two (2) years. Re-election is allowed.

PEDRO GRENDENE BARTELLE

President of the Board

ANDRÉ DE CAMARGO BARTELLE:

Vice-President of the Board

PEDRO BARTELLE:

Member of the Board and CEO

PAULO SÉRGIO DA SILVA:

Independent Member of the Board (permanent)

RAFAEL FERRAZ DIAS DE MORAES:

Independent Member of the Board (permanent)

Compensation for the members of the Board of Directors is based on their individual responsibilities and experience. The compensation is fixed only and follows market practices in accordance with the value and participation of members, both internally and externally.

COMPOSITION OF THE EXECUTIVE COMMITTEE

The Executive Committee consists of six (6) members, annually elected by the majority of votes in the Board of Directors for a unified 2-year term. Re-election is allowed. Members have representative and executive functions, their powers conferred by the applicable law and the Company's articles of incorporation.

PEDRO BARTELLE: VP of the Board and CEO

RAFAEL CARQUEIJO GOUVEIA: Superintendent Director

RODRIGO MICELI PIAZER: Head of Supply Chain and HR

WAGNER DANTAS DA SILVA: Head of Administration, Finance and IR

MÁRCIO KREMER CALLAGE: Head of Marketing

EVANDRO SALUAR KOLLET: Head of Product Research and Development

Compensation for the Committee is based on four elements:

- Fixed compensation
- Benefits
- Variable Compensation
- Stock Options

COMPOSITION OF THE AUDIT COMMITTEE

CARLOS GARDEL JOSÉ DE SOUZA (Member of the Permanent Committee)

PAULO SÉRGIO DA SILVA (Member of the Permanent Committee)

RAFAEL FERRAZ DIAS DE MORAES (Member of the Permanent Committee)



Vulcabras S/A has an Audit Committee, which is not established by the Company's articles of incorporation. It is a permanent advisory, consulting body with operational autonomy and a dedicated budget defined by the Board of Directors, directly linked and reporting to the Board, which establishes its independence from the Company's senior management.

The Audit Committee has the power to inform, analyze and present proposals to the Board of Directors under the terms described herein. The committee consists of three members, two of whom are independent members from our Board of Directors and another one who has proven experience in corporate accounting, internal controls, finance and audits.

Reporting to the Audit Committee, the Internal Auditing function monitors and audits the company's internal processes.

ETHICS AND ANTI-CORRUPTION

GRI 102-16| 102-17 |

The company is committed a culture of ethics, based on which we create our formal policies and implement corporate governance practices that share corporate values in an environment of integrity and respect for the investor community and the stock market. Therefore, we publish the following policies and guidelines on our Investor Relations website:

- Articles of Incorporation;
- Material Fact Disclosure Policy;
- Company Shares Trading Policy;
- Policy for Transactions with Related Parties;
- Policy for the Appointment and Compensation of Executives;
- Board of Director Internal Regulations;
- Fiscal Board Internal Regulations;
- Audit Committee Internal Regulations;
- Code of Ethics.

RISK MANAGEMENT

GRI 102-11| 102-15| 102-29| 102-30| 201 - 2|

The Company adopts, without limitation, the CSA – Control Self-Assessment methodology for analyzing and reviewing the risks involved in achieving its goals and Internal Controls.

The main financial risks related to Vulcabras' business model are grouped into four categories: Interest Rate, Exchange Rate, Trade Barriers and Credit Risk.

Growing interest rates: Vulcabras is subject to variations in DI-CETIP, TJLP and IPCA rates, but does not apply any specific financial tools for protection.

Exchange rate fluctuation: part of our net sales revenue comes from products sold to foreign markets and is therefore rated in dollars, as are our purchases of imported products. The exchange rate variation risk is managed by natural hedge strategies and sensitivity analyses in several scenarios of variation in the exchange rate for the dollar.

Trade barriers: As for market risks, the company focuses on monitoring financial market uncertainties and minimizing potentially negative impacts on our results.

Credit Risk: a risk of financial loss when a customer or counterparty to a financial instrument fails to comply with their contractual obligations, mainly in regards to the Company's receivables from customers and investment securities. To manage this risk, Vulcabras adopts practices such as credit analysis, sales limits, careful selection of financial institutions and diversification of financial instruments.

Additional risks may adversely impact the Company. The Company seeks to manage these risks through financial discipline and by controlling its economic indicators in relation to market fluctuations.

For more details about Vulcabras' business risks, please view our reference form on the investor relations website.

"Natural hedge" is the spontaneously-occurring protection against price variation that happens without specific efforts through mere connection of factors that compensate exchange rate impacts.



CONFLICTS OF INTEREST

GRI 102-25]

Management is subject to the powers defined in the articles of incorporation when making any decisions related to operations. In the event of a potential conflict of interest between certain subjects and a member of the deliberative bodies, we follow the regulations for Corporations. In such circumstances, the member who has a conflict of interest will abstain from the vote and a decision is made by the other members who have no connection with the subject. For further information, please refer to the Form of Reference.





5. QUALITY OF RELATIONSHIPS

MEMBERSHIP OF ASSOCIATIONS

GRI 102 – 12 | 102 - 13

Vulcabras is a member of the Brazilian Footwear Industry Association (Abicalçados), which participates in events, projects and initiatives of the sector and puts into practice its purpose of building a better country through sports.

RELATIONSHIPS WITH WORKERS' UNIONS

GRI 102 – 41 | 102 - 43

All employees are included in collective negotiations and also have the support from Human Resources area to assist in negotiations and definitions with their respective unions, ensuring their interests are represented in a fair and equitable way.





EMPLOYEE RELATIONSHIPS

GRI 102 – 41 | 102 – 43

At Vulcabras, we have a solid commitment to maintaining ethical and transparent dialogue with our employees. We value equity, respect and diversity in all professional processes and relationships; prejudiced or discriminatory behaviors are strictly prohibited. We encourage professional development and quality of life for all employees by offering safe, healthy working conditions free from any form of threat, violent behavior, ethical or sexual harassment. Any conducts that affect the well-being of employees can be reported through the Ombudsman Channel.

The company guarantees all communications will be treated confidentially and, if desired, reports can be made anonymously. Furthermore, Vulcabras commits to protect against any form of retaliation anyone who makes a good-faith complaint.

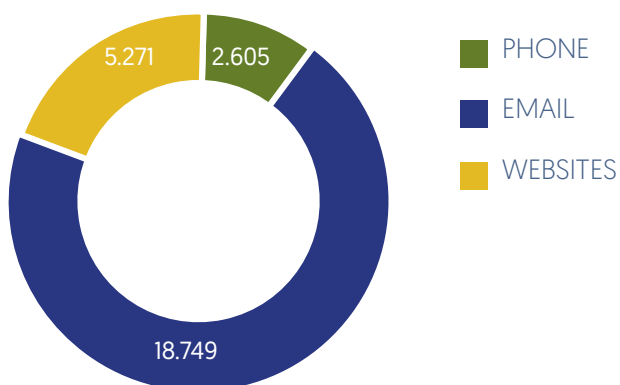
Our purpose is to keep a safe, inclusive and respectful workplace for all employees.

CUSTOMER RELATIONSHIPS

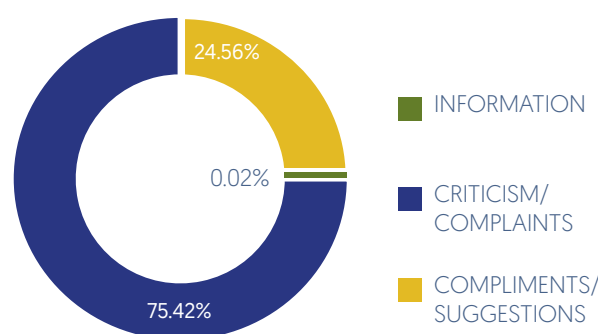
GRI 102 – 2 | 102 – 43

The Company values transparent and effective relationships with our customers. In 2022, our Customer Service had 26,652 requests, maintaining the same rate of 0.08% contacts per item sold as in the previous year (2021). 2,908 of those pairs of shoes were sent for analysis.

CONTACTS BY CHANNEL



TYPE OF CONTACT



At Vulcabras, we value friendliness, agility, efficiency, respect and ethical standards, offering clear and accurate information in response to our clients' requests and/or complaints. We strive to analyze and respond within a reasonable timeframe according to the expectations and needs of each situation.

INVESTOR RELATIONSHIPS

GRI 102 – 33 | 102 – 43

We seek to create value for Vulcabras' investors by combining growth and profitability in our business, with social and environmental responsibility. Our relationship with the financial community and investors is based on transparent information disclosure, with equity, respect for legal and ethical principles. We seek to consolidate and maintain our best image in the market. All information regarding the progress of our business activities is published on the CVM website [<http://sistemas.cvm.gov.br/>] and on our IR site [<http://www.vulcabrari.com>]



6. PEOPLE MANAGEMENT

SOCIAL

At Vulcabras, we assume a social commitment to promote the well-being of our stakeholders and to provide a safe, welcoming and diverse work environment. Our social commitment includes respecting human rights, in line with the United Nations Global Compact principles and the Sustainable Development Goals (SDGs). For that purpose we promote an agenda that focuses on human rights and is integral to our business.

DIVERSITY, EQUITY AND INCLUSION

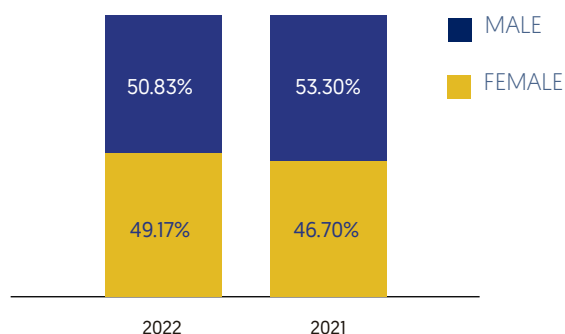
GRI 3-3

Considering the importance of a diverse and equitable workplace that reflects Brazilian society, Vulcabras is mindful of workers' diversity.

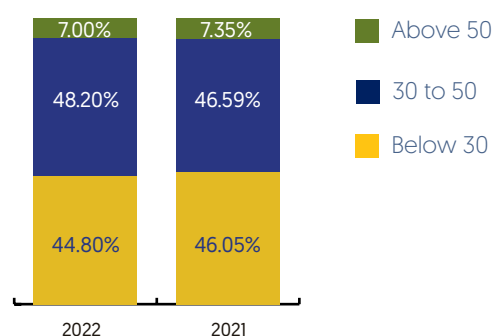
Total employees 2022: 18,027 (+11% vs 2021)
 NEW POSITIONS: 2,226
 TURNOVER: 24%

EMPLOYEE PROFILE

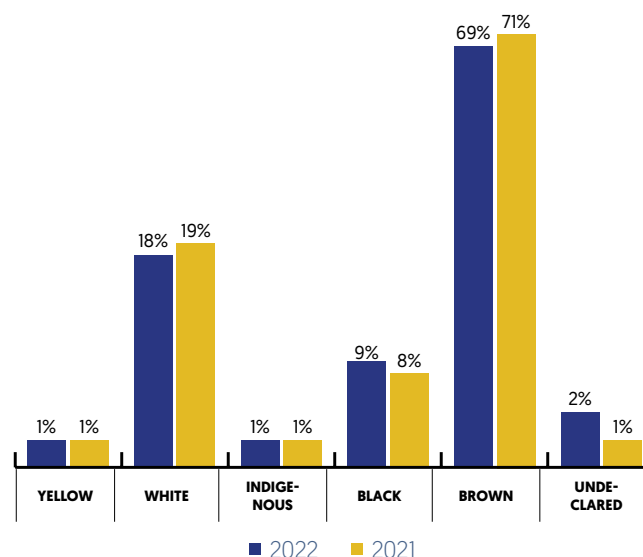
EMPLOYEES BY GENDER 2021 VS 2022



EMPLOYEES BY AGE 2021 VS 2022

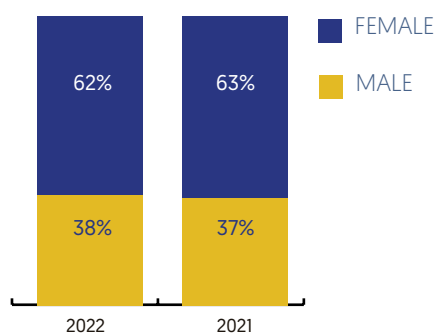


EMPLOYEES BY ETHNICITY 2021 VS 2022

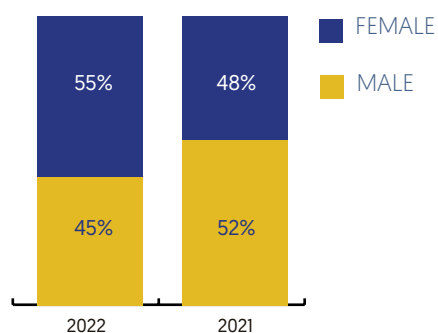




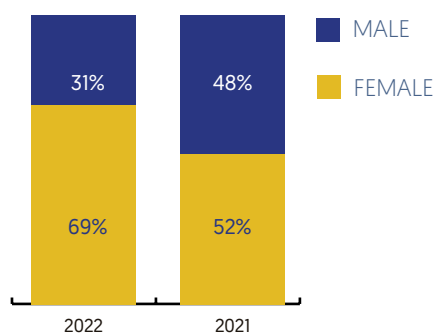
DISABLED EMPLOYEES BY GENDER 2021 VS 2022



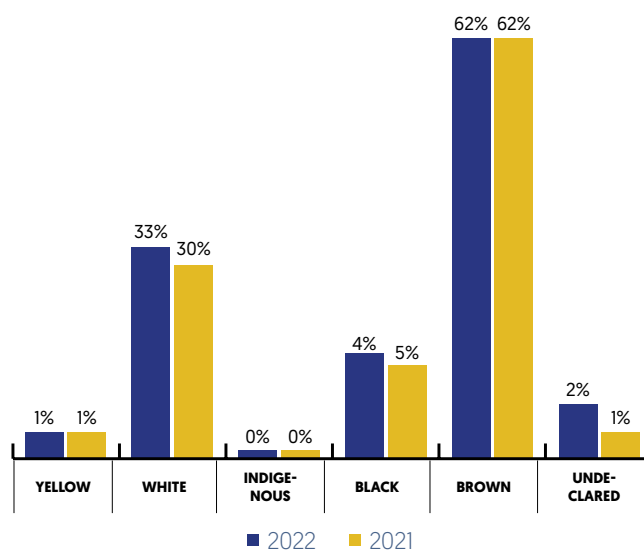
ADMIN POSITIONS BY GENDER



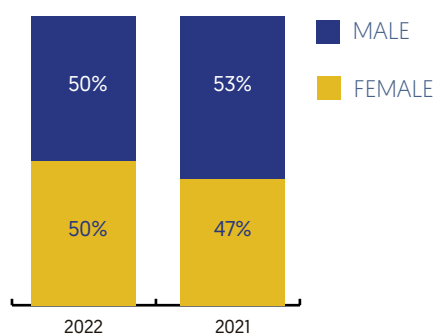
YOUNG APPRENTICES BY GENDER 2021 VS 2022



ADMIN POSITIONS BY ETHNICITY 2021 VS 2022

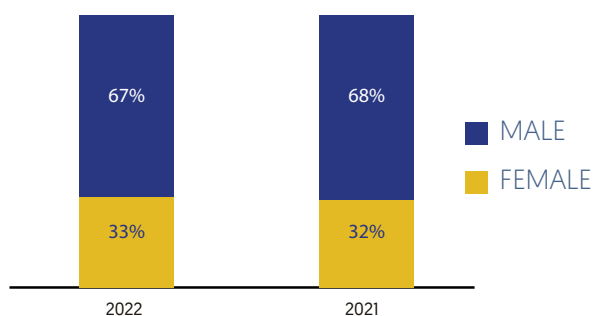


SHOPFLOOR POSITIONS BY GENDER 2021 VS 2022

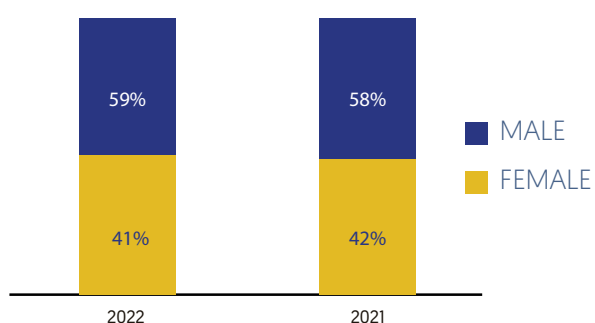




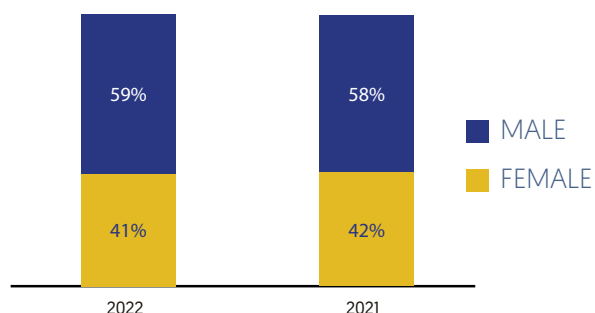
EMPLOYEES IN MNGT POSITIONS BY GENDER 2021 VS 2022



LAYOFFS BY GENDER 2021 VS 2022



NEW HIRES 2021 VS 2022



DEVELOPMENT AND QUALIFICATIONS

From the beginning of our operations, we have promoted our employees' development and education both within the companies facilities and without, to add value to their journey and contribute to their professional career.

YOUNG APPRENTICES PROGRAM IN PARTNERSHIP WITH THE NATIONAL INDUSTRIAL LEARNING SERVICE (SENAI):

1,305 young people trained as apprentices to work in the footwear industry, 58% of which were hired in 2022.

WORKER EDUCATION IN PARTNERSHIP WITH THE INDUSTRIAL SOCIAL SERVICE (SESI), OFFERING PRIMARY AND SECONDARY EDUCATION:

More than 250 employees completed literacy programs or finished secondary education through the Sesi complementary education program.

LEADERSHIP DEVELOPMENT PROGRAM (PRODEL) 148 LEADERS DEVELOPED IN THE LEADERSHIP DEVELOPMENT PROGRAM.

INTERNAL SELECTION PROGRAM:

Valuing the talents developed by the company.



7. SUPPLIERS

SUPPLIER MANAGEMENT

GRI 102-9| 102-16| 102-29| 102-43|203-2| 204-1| 308-1| 414-1

Vulcabras is committed to its supply chain through the Code of Ethics and Conduct. In 2021, we created the Manual of Best Supply Practices, in which we formalized activities with clear procedures, requirements and recommendations for supplier development activities.

We constantly monitor the performance of suppliers to ensure compliance with quality and sustainability requirements. Suppliers are monitored and assisted through annual audits conducted by Vulcabras' SGI (Integrated Management System) function.

After analyses and audits, each supplier is placed in one of 3 levels and an action plan is created for each of them:

RATING	FREQUENCY
A	Every 2 years
B	Yearly
C	Follow-up in 6 months

In 2022, we audited 33 suppliers in strategic positions, whether based on sales volume, product exclusivity or other relevant factors for the supply chain.

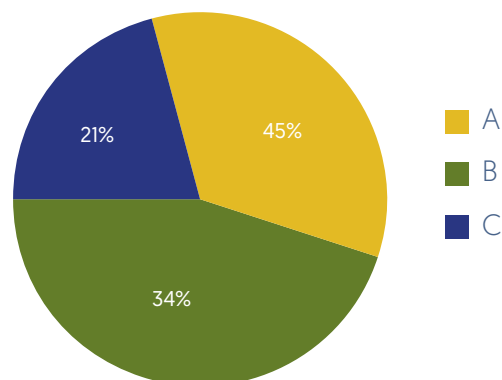
Quality requirements: Detailed analysis of the suppliers' manufacturing or service provision practices, quality policies, certifications and other performance indicators such as customer satisfaction and history of recalls or quality issues.

Sustainability requirements: The sustainability analysis assesses four supplier aspects:

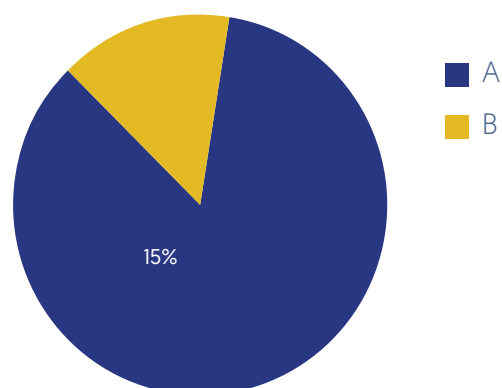
- Social responsibility, to ensure that our partners share our ethical principles and values.
- Mandatory documents to validate legal and regulatory compliance.
- Health and safety practices.
- Environmental aspects to identify impact reduction potential and preserve natural resources, ensuring that our supply is aligned with sustainability principles and responsible environmental management.

Among A-rated suppliers, 45% met sustainability requirements and 85% met quality requirements.

SUSTAINABILITY REQUIREMENTS



QUALITY REQUIREMENTS



Our Company values its supplier partnerships and seeks to establish open and collaborative communications to foster mutual development and achieve the highest quality standards and socio-environmental responsibility practices.

Our main concern is to understand each supplier's stage of maturity. While we expect the organization to meet internal and external requirements, we also understand that companies tend to be at different stages and that it can sometimes be challenging to fully comply with all requirements. So Vulcabras monitors, develops and works with companies that are honest and transparent, in the spirit of continuous improvement.



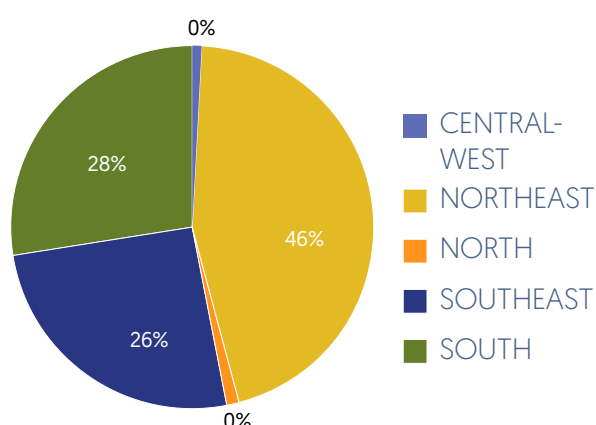
DOMESTIC AND FOREIGN SUPPLIERS

GRI 102-9| 102-16| 102-29| 102-43|203-2| 204-1| 308-1| 414-

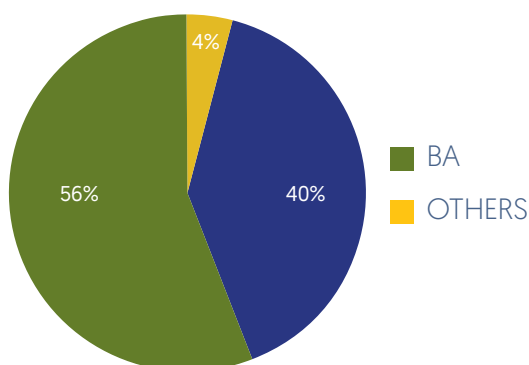
One of the pillars of our 2030 ambitions is to prioritize local suppliers in Vulcabras' supplier network, strengthening the local economy and contributing to Brazilian development.

In 2022, we maintained 79% of local suppliers, with a 2% increase in payments volume to national suppliers, especially from the states of Ceará and Bahia, which grew 15% and 34% respectively, reflecting the growth in production in those locations.

SUPPLIERS PER REGION



PROCUREMENT FROM NORTHEAST SUPPLIERS



LOGISTICS MANAGEMENT

GRI 102-29| 102-43

Vulcabras adopts a strategic approach when establishing partnerships with companies committed to sustainability and ESG (Environmental, Social and Governance) practices. For that purpose, the company decided to partner with Patrus Transportes, the first carrier company in the world to obtain the B System certification, a reference in logistics services in Brazil. The company specializes in fractional freight and demonstrates an ongoing commitment to projects that cover the social, environmental and corporate governance pillars. This partnership reinforces the Company's commitment to promoting a responsible and sustainable supply chain.





8. ENVIRONMENTAL MANAGEMENT

GRI 3-3 | 303-1 | 303-2 | 303-5

At Vulcabras, we are in a journey to reduce the environmental impact of our activities. We adopt practices and policies to reduce the consumption of natural resources, reduce waste generation and promote environmental awareness.

WATER MANAGEMENT

GRI 3-3 | 303-1 | 303-2 | 303-5

Most water in our premises is consumed by the employees, both in the form of drinking water and in cafeterias, bathrooms and for cooling machines. Therefore, our actions aim at reducing consumption and reusing wastewater.

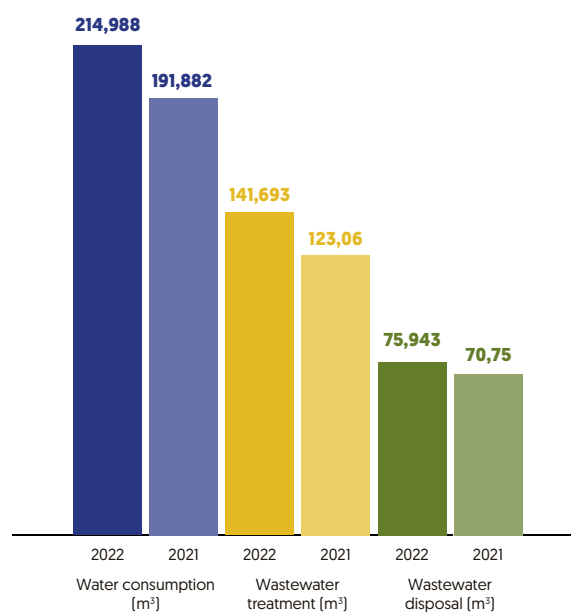
We treat 100% of wastewater in our production units

At the Horizonte [CE] unit, the wastewater treatment plant within the facilities allows us to reuse 71% of the effluents for garden irrigation, toilet flushing and cleaning of common areas.

To reduce consumption, we adopt the following practices:

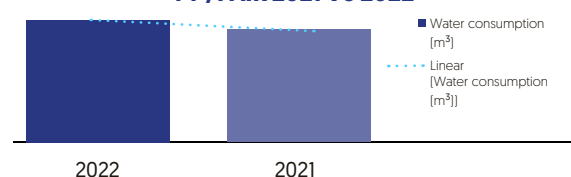
- Efficient technologies for water consumption: more efficient equipment and technology in terms of water consumption;
- Employee awareness: Raising awareness among employees about the importance water conservation by offering training sessions, awareness campaigns and incentive measures for water conservation in the workplace;
- Monitoring and managing water consumption: regular monitoring of water consumption in our facilities to identify opportunities for improvement and implement corrective actions, if necessary;

WATER MANAGEMENT 2021 VS 2022



When analyzing water consumption per pair of shoes produced, the factories maintained their water efficiency, with a slight increase of 2.9% in consumption per pair produced.

M³/PAIR 2021 VS 2022



Investments made to reuse treated wastewater resulted in total savings of R\$1,746,427.07 in 2020-2022 as compared to 2017-2019, which is equivalent to 51% of the 2017 expenditure as compared to 2022.

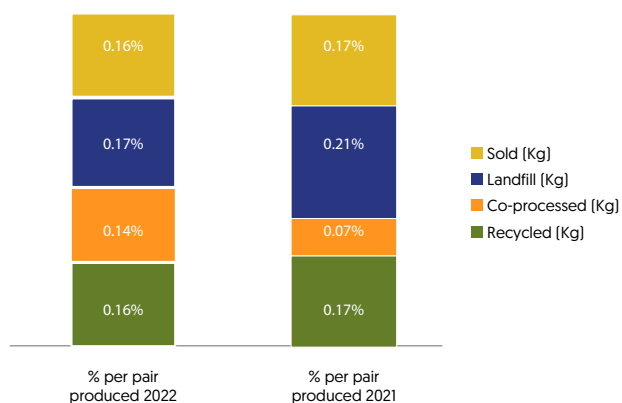


WASTE MANAGEMENT

GRI 3-3 | 306-1 | 306-2

As part of our commitment to reduce waste and expand circularity, described in our 2030 ambitions, we reduced landfill disposal by 12% and increased co-processing allocation by 103%. These figures reinforce our corporate commitment to a positive impact.

% PER PAIR PRODUCED



ENERGY MANAGEMENT

GRI 302-1 |

In our commitment to a positive environmental impact, Vulcabras prioritizes energy from renewable sources*, and 100% of our factories use wind energy since 2022.

2022: Power consumption: 82 GWh

In addition to a clean energy matrix, Vulcabras also adopts systems to reduce energy consumption in our facilities:

- LED lighting, power management systems and low-consumption equipment;
- Energy conservation practices, such as turning off unnecessary equipment and efficient use of air conditioning;
- Awareness campaigns to encourage energy saving among employees and business partners;
- Production units with vented roofs to increase thermal comfort, save energy and improve employees' well-being;
- Wind exhaust fans on the roofs to circulate cold air and promote heat exchange by convection, removing hot air from the environment;
- Translucent tiles to improve lighting and save energy, promoting comfort and savings, as they let in up to 70% of the light that hits the roof and distribute natural light throughout the facilities.

*Vulcabras purchases energy for administrative units from the free energy market



EMISSIONS

GRI 201-2 | 305-1 | 305-2 | 305-3

Vulcabras invests in sustainable development projects, focusing on improving our products and carries out an annual Greenhouse Gas (GHG) inventory following the GHG Protocol methodology. We apply the adapted Brazilian GHG Protocol Program, which analyses emissions in three categories: Scope 1, Scope 2 and Scope 3.

The following gases are part of the emissions inventory: Carbon dioxide (CO₂); Methane (CH₄); Nitrous oxide (N₂O); Sulfur hexafluoride (SF₆); Hydrofluorocarbons (HFC's) and Perfluorocarbons (PFC's).

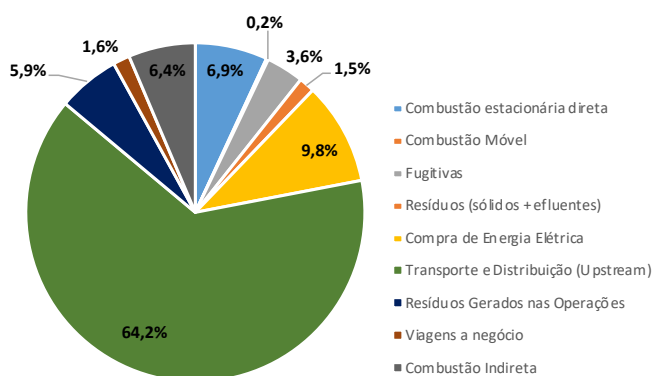
In 2022, around 7.6 tCO₂e were emitted in scopes 1 and 2, a 27.5% reduction driven mainly by the adoption of 100% wind power in manufacturing facilities, added to greater energy efficiency, which reduced electricity consumption in the manufacturing facilities.

In Scope 3, the freight optimization work combined with strategic partnerships working to reduce gas emissions reduced emissions by 3%, totaling 36.2 tCO₂e.

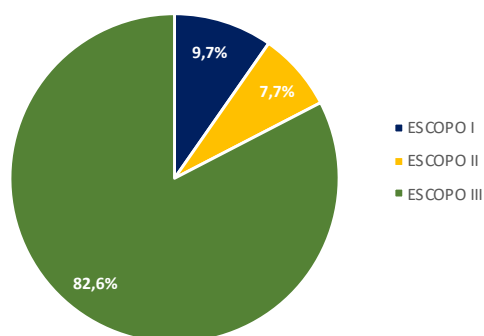
There was a total reduction of 8% in total CO₂e emissions in 2022.

If we look at each scope, we note that the main sources of emissions at Vulcabras are in Scope 3, which responds for 62% of emissions. Amongst the categories mapped, the one biggest contributor was transportation and distribution, followed by employee commutes. This transportation is provided by third-party companies.

TCO₂ EMISSIONS AND BY SOURCE 2022



TCO₂E EMISSIONS PER SCOPE 2022





MATERIALS AND WASTE MANAGEMENT

GRI 3-3 | 306-1 | 306-2

To reduce the consumption of virgin raw materials and encourage closed loops, Vulcabras monitors waste management throughout its value chain.

INPUT USAGE IN MANUFACTURING 2022

MATERIAL	DESCRIPTION	2022	2021	UN
Recyclables	Lacer - [ATA]	▲ 18354,793	11,608,795	PAIR
	Various Rubbers - [BN/BS]	702,407	489,507	KG
	Various Compounds - [PVC/TPE/TPU/TRC]	▲ 3,600,835	721,050	KG
	Various cords - [COD]	▲ 35,262,280	12,066,245	MT
	Various elastics - [ELA]	▼ 1,398,079	11,111,287	MT
	Paper packaging - [CCF/COL/EOL/EUA/EMZ/PPL/ETC]	▲ 53,056,027	28,747,654	UN
	Plastic Packaging - [ESA/ETC]	▼ 3,555,687	348,300,000	UN
	Foam - [LPE]	▲ 511,066	268,328	M ²
	Embroidered Labels - [EBR]	▼ 8,572	4,298,000	UN
	Rubber Label - [ETB]	▲ 1,109,424	7,160	UN
	Various Labels - [ETQ]	▼ 76,433,413	100,189,166	UN
	Transfer Labels - [ETB]	▼ 3,365,509	3,771,859	UN
	Various Tapes - [FPS/FIT]	▲ 15,460,339	12,418,798	MT
	Straight Polyester Vamp - [GAP]	▲ 1,808,121	1,402,269	PAIR
	PU laminate-[LPU]	▲ 399,730	251,916	M ²
	Synthetic Laminate -[LPV]	▲ 834,535	388,032	M ²
	Various Threads - [FGP/FIO/LBD/LNY/LPS]	▲ 510,915	349,799	KG
	Various Insoles - [PAO]	▲ 19,225,085	11,367,272	PAIR
	Various Solvents - [ADE/AR/SO/SOL]	▲ 2,902,141	1,421,828	KG
	Cotton Fabric - [TAL]	▲ 673,896	145,484	M ²
	Lining Fabric - [TFR]	▲ 1,264,002	817,850	M ²
	Non-Woven Fabric-[TNT]	▲ 3,002,373	1,571,883	M ²
	Nylon Fabric - [TNY]	▲ 8,459	923	M ²
Polyamide Fabric - [TPD]	▲ 1,561	849	M ²	
Non Recyclables	Various Resins-[RE/RES/RR]	▼ 7,318,843	2,866,066,415	KG
	Nappa Leather-[NAP]	▲ 2,161	415	M ²
	Split Leather -[RAS]	▲ 51	-	M ²
	Various Dyes	▲ 44,951	33,877	KG



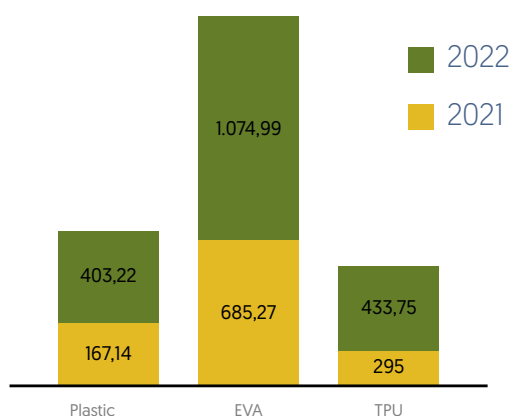
RECYCLED INPUT USAGE IN MANUFACTURING 2022

In 2022, the company continued to invest in research and new ways to promote circular economy in its manufacturing process, increasing by 67% the amount of reused inputs throughout the year.

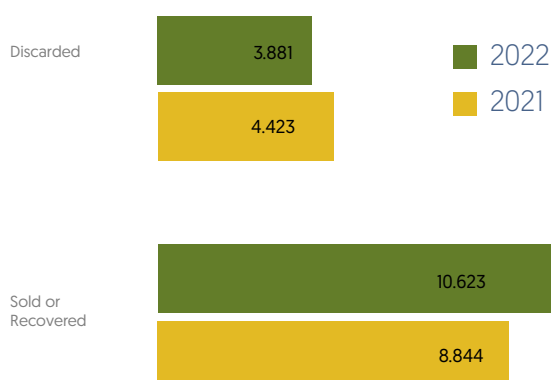
Plastic: 403 tons [141% vs 2021]: reused for heel counters.

EVA: 1,075 tons [+57% vs 2021]: tons reinserted in sole production.

TPU: 434 tons [+47% vs 2021]: mostly applied on upper and PVC boots components.



WASTE DISCARDED VS SOLD OR RECOVERED (T)



PACKAGING COMPENSATION PROGRAM

In 2022, we expanded the EURECICLO program to the entire national territory and included plastic packaging in the compensation system. Through this partnership, Vulcabras encourages collection, sorting and disposal of masses proportional to the packaging materials in its products. In 2022, that amounted to 22.5% of Paper and 22.5% of Plastic used.

A total of 51 recycling operators benefited from the program over the period reported here, in the following states: AL, AM, AP, BA, CE, DF, ES, GO, MA, MG, MS, MT, PA, PB, PE, PI, PR, RJ, RN, RO, RS, SC, SE, SP and TO.

As a result, 924.22 tons of paper (vs 14.5t in 2021) and 66.46 tons of post-consumer plastics were offset throughout the country [GRI 4-8]. Our partner cooperatives stimulated the work of recyclers.



Reverse Logistics Map for paper/cardboard and plastic packaging - Vulcabras



MAIN BENEFITS OF THE EURECICLO VULCABRAS PROGRAM IN 2022

RECYCLED PAPER

- 33 hectares of forest, or approximately 27,727 thousand trees, were no longer cut
- 2,311 tons of carbon dioxide emissions into the atmosphere were prevented
- 92,422 thousand liters of water consumption were prevented
- 4,621k KW/h were not consumed

RECYCLED PLÁSTICO

By offsetting 66.46 tons of plastic, 0.67 tons of oil will not be consumed.

* Manufacturing one ton of paper consumes approximately 100 thousand liters [26,400 gallons] of water.

** Manufacturing one ton of paper consumes approximately 5 thousand KW/h.

BIODIVERSITY

GRI 304-3

Since 2021, Vulcabras has maintained an environmental preservation area of 7.5 acres of natural habitat in Itapetinga [BA].





9. SOCIETY

GRI 102-12 | 413-1

Our company remains dedicated to creating a positive social impact in the communities where it conducts business. This is realized through local partnerships and initiatives aimed at fostering sustainable development, economic growth, education and sports.

The ABICALÇADOS report offers a database of the Brazilian footwear industry and reveals that the municipalities of Horizonte - CE, Parobé - RS and Itapetinga - BA are important employment centers for the industry. The growth number of jobs highlights the development potential of these regions and highlights the relevance of the footwear industry for local and regional economies.

LOCAL DEVELOPMENT

GRI 102-9 | 203-2 | 204-1 | 413-1

WORKFORCE NUMBERS IN THE BRAZILIAN FOOTWEAR INDUSTRY BY MUNICIPALITY				
RANKING	JOBS (THOUSANDS)		PARTICIPATION	
	2021	2022	2021	2022
Nova Serrana - MG	13	14	5%	5%
Franca - SP	13	14	5%	5%
Horizonte - CE	▼ 10	▲ 11	■ 4%	■ 4%
Sobral - CE	12	11	5%	4%
Campina Grande - PB	12	11	4%	4%
Sapiranga - RS	9	10	3%	3%
Birigui - SP	7	8	2%	3%
Novo Hamburgo - RS	6	7	2%	2%
Parobé - RS	▼ 6	▲ 7	■ 2%	■ 2%
Santo Estêvão - BA	6	7	2%	2%
Itapetinga - BA	▼ 6	▲ 6	■ 2%	■ 2%
Campo Bom - RS	6	6	2%	2%
Nova Hartz - RS	5	6	2%	2%
Quixeramobim - CE	5	6	2%	2%
Igrejinha - RS	5	5	2%	2%
Itapipoca - CE	4	5	2%	2%
Vitória da Conquista - BA	4	5	2%	2%
São João Batista - SC	0	4	2%	2%
Tres Coroas - RS	4	4	2%	2%
Brejo Santo - CE	0	4	0%	1%
Morada Nova - CE	0	4	0%	1%
Rolante - RS	4	4	2%	1%
Jaú - SP	0	4	0%	1%
Jequié - BA	0	4	0%	1%
Dois Irmãos - RS	0	3	0%	1%
Others	126	125	47%	42%
Brazil	266	296	100%	100%



SOCIAL RESPONSIBILITY AND ECONOMIC IMPACT

GRI 203-1-B |

For Vulcabras, the quality of work life, achieved through occupational health and safety programs, along with the personal and professional growth of its employees, stands as a crucial driver of success. That is why we invest in sustainable initiatives aimed at fostering a work environment that facilitates optimal outcomes.

GYMPASS

Since 2021, we have been offering all its employees the benefit of GymPass, which allows access to gyms and training, encouraging sports practice and fostering the sports ecosystem in towns where the company conducts business, expanding our positive impact through sports.

Throughout the year, 7,202 workouts/month happened in more than 204 gyms visited across the country, mostly in the towns of Horizonte and Pacajus (CE).

SOCIAL PROJECTS

As part of our purpose of building a better country through sports and creating positive impact in the regions where we operate, the company selects projects each year to support via tax incentive laws. Our brands also sponsor national sporting events and professional athletes to promoting sports all over Brazil.

When choosing these projects, we give priority to those that have a positive impact on the **lives of the communities** in which we operate, particularly through **education and sports. These serve as a means of connection between our initiatives, both educationally and in terms of social interaction.**

Education and sports together go beyond promoting socioeconomic development: they generate positive change in social attitude and behavior.

CULTURAL EDUCATION

Promoting projects that foster culture and knowledge in the regions where we operate, expanding citizens' knowledge and critical thinking.



SPORTS EDUCATION

Supporting projects that encourage sports practice, with a view to socializing and educating individuals.



INCLUSIVE EDUCATION

Supporting citizen inclusion and training projects to offer increasingly consistent career paths to the public.



Our cultural incentive initiatives are in alignment with our commitment and in line with the Sustainable Development Goals.

In December 2021, R\$623,117.11 were allocated to selected social projects via income tax incentive laws. We used the culture incentive law, the sports incentive law, the Childhood and Adolescence Fund and the Fund for the Elderly.

- Círculo da Leitura;
- Programa ReCiclo de Cinema;
- 2ª Feira do Livro Infantil de Salvador;
- Escolinha Triathlon Horizonte;
- Programa Bem-estar +60;
- Programa Midiacom.



POLICIES AND PROCEDURES

GRI 3-3-C

Vulcabras' internal policy guides the actions and conduct of employees in accordance with laws, regulations and best practices. This promotes operational efficiency and a shared commitment to achieving consistent results to be followed by everyone.

The internal policy is a document that defines the general guidelines and principles that govern the company operations. It covers aspects such as the organization's purpose and values, as well as the ethical principles and conduct standards expected of employees. This policy serves as a guide for employees' actions and decisions, promoting the desired organizational culture and embodying the company's commitments and responsibilities to its stakeholders.

The internal policy and procedures are crucial for defining general guidelines and principles that govern the company operations:

Legal compliance: Vulcabras ensures that all laws and regulations applicable to its industry are followed, thus minimizing the risk of non-compliance and legal penalties.

Standardization and efficiency: Vulcabras establishes a consistent structure for executing tasks and processes, ensuring operational efficiency and quality outcomes.

Employee guidance: Vulcabras guides employees on the standards of conduct expected by the group, helping them understand their responsibilities and make decisions aligned with organizational values and objectives.

Risk management: Vulcabras establishes its own practices and controls to mitigate operational, financial, legal and safety risks, promoting a risk management culture within the company.

Communication and transparency: Vulcabras uses internal communication tools, making policies and procedures known to all employees and promoting transparency in organizational practices.

Vulcabras' Integrated Management System (SGI) is applied to all operational functions. It is critical for system management, aligning policies and procedures with strategic objectives and current regulations. Vulcabras' internal policies and procedures are periodically reviewed to ensure they remain relevant and are adjusted to any changes in the business environment. The SGI is kept compliant with regulations and quality standards. It also promotes operational efficiency and continuous improvement in all aspects of the company.





HEALTH AND SAFETY MANAGEMENT

GRI 203-1-B |

Focusing on workplace safety creates strong positive impact on employee quality of life, guarantees the prevention of workplace accidents, the continuity of safe operational activities and reduces absenteeism resulting from workplace accidents. Furthermore, it contributes to the well-being and safety of employees and their families.

Initiatives led by the Safety and Occupation Medicine Specialized Services (SESMT) management teams aim for standardization, consistency and compliance with relevant legislation and internal standards related to health and safety.

VULCABRAS DEMONSTRATES ITS COMMITMENT TO HEALTH AND SAFETY BY IMPLEMENTING INITIATIVES THAT SAFEGUARD AND PRIORITIZE THE WELL-BEING OF ITS TEAM.

1. Work Permit (PT)

The work permit (PT) culture is widely adopted to help identify and mitigate situational risks at all stages of activities, from planning to execution and closure. The process ensures safety and compliance, contributing to a safe and efficient work environment where risks are carefully managed and controlled for every task.

2. Problem-Solving Sheet (FSP)

The culture of analyzing and investigating workplace accidents is based on a combination of methodologies that are unified in the Problem Solving Sheet (F5P):

- Brainstorming
- Ishikawa Diagram
- 5 Whys Method

Through these tools, the company seeks to improve occupational safety and prevent the occurrence of incidents, ensuring an increasingly safe and healthy workplace for all employees.

3. Misconduct Identification Form (FID)

Integrating a stringent process into our culture, we manage work routines, organize and supervise processes with the aim of accident prevention and upholding the highest workplace safety standards.

4. Ergonomics Committee (Coergo)

The Committee includes volunteer employees, who ensure comfort, health and safety for all employees.

5. Internal Accident Prevention Commission (CIPA)

We value the active participation of CIPA members as an essential part of the process of educating and listening to employees, in addition to their duties provided for in the Brazilian standard NR5.

OUR INDICATORS

The Company operates within the best national and international health and safety standards. The workplace accident metrics we monitor include the Frequency Rate (FR) and the Severity Rate (SR), both recommended by Brazilian standard NBR 14280. Those metrics indicate our current status and offer projections for the next million hours worked.

In 2022, our FR was 12.08 (23% reduction vs 2021) and the SR was 38.61 (-14% vs 2021), both considered 'very good' by the International Labor Organization (ILO). This is a result of our investments in health and safety management and in the training and qualification of our employees.

Hours of training: 62,633 hours of training and qualification in Occupational Health and Safety.

SIPATMA

We held our Internal Week for Workplace Accident Prevention and the Environment (SIPATMA) in all units from August 21st to 25th, 2022. The company had the opportunity to include employees from all units and emphasize the importance of aligning our Safety Culture with the Sustainability principles.



During that week, topics such as Hand Prevention, Plastic Solutions, Diversity, Inclusion and Equity and Mental Health were discussed.





10. ABOUT THE REPORT

GRI 102-46

The 2022 Sustainability Report reinforces Vulcabras' commitment to sustainability.

In a transparent, humane and innovative way, it tries to communicate with the methodology and reporting principles of the Global Reporting Initiative (GRI) to explain how the company creates value for its stakeholders.

It offers a systemic, multi-stakeholder short, medium and long-term vision for positive and transformative social and environmental impact.

This movement creates a positive impact ecosystem in our quest to build a better country through sports.

REPORTING PROCESS

GRI 102-50 | 102-51 | 102-52 | 102-54 | 102-56

Through our management practices, Vulcabras seeks to make its commitment to business sustainability increasingly effective. By integrating the fundamental pillars of finance, people, society, environment, the company works to achieve sustainable development and continue generating positive impact.

The content was supported by surveys with stakeholders, institutional presentations, highlights of the year and external market research, as well as indicators from the units and the Materiality Matrix.





The financial statements refer to the company's annual volume. Quarterly monitoring is available in the reports audited by Independent Auditors, published on the IR website. These follow Brazilian standards and the rules of the International Financial Reporting Standards (IFRS). The 2022 Sustainability Report has not been externally verified.

Social and environmental indicators were obtained through data collected from internal records of the Brazilian administrative and operational units. The measurements used absolute data from the reporting period to allow for analyses of Vulcabras' performance changes and to support comparisons with other companies.

We broke down and organized around the GRI items our highlights of the year, context and market positioning, structure and management transparency, strategies, operating principles, products and services, initiatives, process of value creation for stakeholders, commitments and goals. This information guided our critical analyses and development of action plans.

The ten Reporting Principles were understood and implemented to define the content and quality of the report.

Portuguese and English PDF versions are available on the Vulcabras website at:

<http://www.vulcabrasri.com>





STAKEHOLDER ENGAGEMENT

GRI 102-21 | 102-40 | 102-42 | 102-43 | 102-46

Stakeholders were chosen based on their strategic position in relation to Vulcabras, either because they are significantly affected by our activities, products and services, or because their actions affect the company's ability to implement our strategies and achieve our goals.

Among the internal stakeholder groups, employees from all functions and hierarchical levels were consulted. Among external groups, a diverse group of suppliers, customers, investors and the municipality's social assistance department were consulted.

DEFINITION OF MATERIAL TOPICS

GRI 102-50 | 102-51 | 102-52 | 102-54 | 102-56

The survey of material topics was carried out by our Sustainability functions, based on aspects impacted by Vulcabras' business model.

The materiality matrix was verified through interviews with 39 external stakeholders and 100 internal stakeholders.

Based on the materiality matrix, themes were grouped into three pillars that represent ESG (Environmental, Social and Governance) and then we validated whether to maintain the material topics and which should be given priority status.





MATERIAL TOPICS

GRI 102-15|102-44| 102-47|103-1|

Economy Topics			
Desempenho econômico	Capacidade de investimento atrelado ao impacto direto e indireto, garantia da continuidade do imperativo de negócio e desenvolvimento econômico de áreas estratégicas de forma intencional e genuína	Gestão corporativa, Acionistas, Colaboradores, Stakeholders	Desempenho econômico e financeiro
			102-5 102-18 102-29 103-2 103-3 201-1
Impacto econômico indireto	Atuação no desempenho do IDH dos municípios onde as unidades da empresa estão localizadas, uma vez que há influência na empregabilidade e no crescimento profissional, incremento no nível de renda da população, estímulos à expansão do setor de serviços, das atividades comerciais e maior formalização da economia	Colaboradores, Sociedade em geral	Geração de trabalho e renda
			102-8 103-2 103-3 203-2 204-1 413-1
Temas Sociais			
Impacto na sociedade e fornecedor gerado pela empresa	Intencionalidade no desenvolvimento das habilidades e competência para contratação da população local. Ecloração de fornecedores locais e desenvolvimento econômico regional.	Sociedade em geral, Fornecedor, Municípios das unidades	Condição de trabalho
			102-8 103-2 103-3 203-2 204-1 401-1 403-1 403-3 403-4 403-5 403-7 405-1
Uso de produtos seguros	Avaliar os impactos dos produtos e serviços e ser transparente em relação a eles, ratifica a relevância da Vulcabras no mercado em termos de consumo responsável.	Cadeia de fornecedores, Parceiros econômicos, Consumidor, Meio ambiente	Consumo responsável
			102-9 103-2 103-3 416-1
Desenvolvimento Socioambiental dos fornecedores	Aprimoramento da relação com a cadeia de fornecimento, incentivando a utilização de ferramentas de melhoria contínua e o desenvolvimento de questões ligadas a sustentabilidade.	Cadeia de fornecedores	Cadeia de fornecimento
			102-9 103-2 308-1 414-1



MATERIALITY MATRIX

GRI 102-43|102-44 |102-46 | 103-1|

The Vulcabras Materiality Matrix seeks to identify the most relevant issues for both the company and the main actors in our value chain. The process involves stakeholder engagement and, once the topics are identified and prioritized, they are grouped into three main categories: environmental, social and economic. Those will guide the Company's strategies in relation to business management and performance. This approach is aligned with the Sustainable Development Goals (SDGs) established by the United Nations in the 2030 Agenda, with a particular focus on the priority SDGs, as well as the GRI Content guidelines.

Finally, we must note that materiality is a continuous and dynamic process, which must be reviewed regularly to ensure that Vulcabras maintains the alignment with the expectations and concerns of stakeholders and the challenges and opportunities related to sustainability.



TOPICS THAT IMPACT SUSTAINABILITY DEVELOPMENT IN THIS CYCLE

- **Renewable Energy;**
- **Economic Performance;**
- **Use of safe products;**
- **Company impact on society and suppliers;**
- **Water Consumption;**
- **Indirect Economic Impact;**
- **Suppliers' social and environmental development;**
- **Circular Economy;**
- **Climate Change.**



After surveying stakeholders, Vulcabras identified the following priority topics for the materiality matrix, considering their crucial role for society and the company's success:

1. RENEWABLE ENERGY:

The adoption of 100% renewable energy sources for production is vital to combat climate change and reduce greenhouse gas emissions. The use of renewable energy promotes energy security, reduces dependence on non-renewable resources and drives technological innovation. By prioritizing renewable energy, the group contributed to a cleaner and more sustainable energy model.

2. ECONOMIC PERFORMANCE:

Solid economic performance is critical for long-term prosperity. A financially healthy company can invest in research and development, improve operational efficiency, create jobs and value for its stakeholders. This priority ensures the sustainability of the company and its ability to contribute to the economic development of society.

3. USE OF SAFE PRODUCTS:

Product safety is extremely important for society and our organization. Safe products protect consumers, avoid health risks and ensure customer trust. By prioritizing this topic, Vulcabras demonstrates our commitment to quality and responsibility while establishing a solid and lasting reputation.

4. IMPACT ON SOCIETY AND SUPPLIERS:

The group acknowledges that its operations have a significant impact on society and suppliers and therefore commits to respecting human rights, promoting diversity and inclusion, ensuring good working conditions and contributing to the development of local communities. By prioritizing this topic, the company strengthens stakeholder relationships, builds a positive image and contributes to a fairer and more sustainable society.

5. WATER CONSUMPTION:

Responsible management of water consumption is essential to ensure availability of this vital resource for current and future generations. By prioritizing consumption reduction and the efficient use of water, Vulcabras contributes to the preservation of water ecosystems, minimizes the negative impacts of water scarcity and promotes awareness of the importance of conservation.

6. INDIRECT ECONOMIC IMPACT:

Vulcabras acknowledges that our activities carry indirect economic impacts along the value chain. We seek to understand and manage these impacts by promoting fair commercial relations, supporting local suppliers and contributing to the economic development of the communities where we operate. By prioritizing indirect economic impact, the company promotes sustainable and equitable economic growth.



7. SUPPLIERS' SOCIAL AND ENVIRONMENTAL DEVELOPMENT:

We understand the crucial role our suppliers play in our value chain and for that reason we seek to collaborate with them, encouraging the adoption of responsible social and environmental practices, offering training and establishing selection criteria that take social and environmental aspects into consideration. By prioritizing supplier social and environmental development, the company strengthens its supply chain, promotes shared responsibility and drives sustainability throughout its partner network.

8. CIRCULAR ECONOMY:

Transitioning into a circular economy is vital for reducing waste generation and encouraging the reuse, recycling and recovery of materials. By prioritizing the circular economy, Vulcabras embraces practices that minimize waste, fosters the creation of sustainable products and forges partnerships that facilitate material reuse. This contributes to the conservation of natural resources, reduces environmental impact, and promotes sustainability.

9. CLIMATE CHANGE:

Vulcabras recognizes the urgency of climate change and its impacts on society and the environment. By prioritizing mitigation and adaptation to climate change, the company seeks to reduce greenhouse gas emissions, to set ambitious reduction targets and invest in clean technologies. We also seek to assess risks and opportunities related to climate change and to develop strategies to face these global challenges. Taking action on climate change, the company contributes to a future that is more sustainable, resilient and secure for all.



GRI CONTENT INDEX

GRI 102-55 |

Macro	General Concepts	Item	Page	Omitted information	ODS
ORGANIZATION PROFILE	GRI 102 General Disclosure 2016	102.1: Name of the Organization	11, 12		-
		102.2: Activities, brands, products and services	11, 12, 14, 16, 35		-
		102.3: Location of headquarters	11, 12		-
		102.4: Location of operations	11, 12		-
		102.5: Ownership and legal form	13, 31		-
		102.6: Markets served	11, 12		9, 12
		102.7: Scale of the organization	11, 13, 14		9
		102.8: Information on employees and other workers	12		5, 8, 10
		102.9: Supply chain	43, 45, 57		8, 12
		102.10: Significant changes to the organization and its supply chain	14		8.12
		102.11: Precautionary principle or approach	33		8, 16
		102.12: External initiatives	35, 56		17
		102.13: Membership of associations	35		17
STRATEGY	GRI 102 General Disclosure 2016	102.14: Statement from senior decision-maker	9		12
		102.15: Key impacts, risks and opportunities	9, 14, 19, 23, 33		12
ETHICS AND INTEGRITY	GRI 102 General Disclosure 2016	102.16: Values, principles, standards and norms of behavior	9, 33, 43, 45		16
		102.17: Mechanisms for advice and concerns about ethics	33		16
GOVERNANCE	GRI 102 General Disclosure 2016	102.18: Governance structure	23, 31		16
		102.19: Delegating authority	23		-
		102.20: Executive-level responsibility for economic, environmental and social topics	23, 31		-
		102.21: Consulting stakeholders on economic, environmental and social topics	67		16
		102.22: Composition of the highest governance body and its committees	23, 31		16
		102.23: Chair of the highest governance body	31		16
		102.24: Nominating and selecting the highest governance body	31		-
		102.25: Conflicts of interest	34		16
		102.26: Role of highest governance body in setting purpose, values and strategy	31		-
		102.27: Collective knowledge of highest governance body	23		-



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GRI 102-55 |

Macro	General Concepts	Item	Page	Omitted information	ODS
GOVERNANCE	GRI 102 General Disclosure 2016	102.28: Evaluating the highest governance body's performance	23		-
		102.29: Identifying and managing economic, environmental and social impacts	33, 43, 45, 46		12, 16
		102.30: Effectiveness of risk management processes	33		-
		102.31: Review of economic, environmental and social topics	23		-
		102.32: Highest governance body's role in sustainability reporting	23		-
		102.33: Communicating critical concerns	35		-
		102.35: Remuneration policies	31		-
STAKEHOLDER ENGAGEMENT	GRI 102 General Disclosure 2016	102.40: List of stakeholder groups	67		17
		102.41: Collective bargaining agreements	35		-
		102.42: Identifying and selecting stakeholders	67		8, 17
		102.43: Approach to stakeholder engagement	23, 35, 43, 45, 46, 67, 70		17
		102.44: Key topics and concerns raised	70		9, 12, 17
REPORTING PRACTICE	GRI 102 General Disclosure 2016	102.45: Entities included in the consolidated financial statements	13		-
		102.46: Defining report content and topic boundaries	10, 65, 67, 70		12
		102.47: List of material topics	68		12
		102.48: Restatements of information	7, 14		-
		102.49: Changes in reporting	X		-
		102.50: Reporting period	65, 67		-
		102.51: Date of most recent report	65, 67		-
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		102.53: Contact point for questions regarding the report	70		-
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Macro	General Concepts	Item	Page	Omitted information	ODS
ECONOMIC PERFORMANCE	GRI 103 Management approach 2016	103.1: Explanation of the material topic and its boundary	70		-
		103.2: The management approach and its components	68, 69		-
		103.3: Evaluation of the management approach	68, 69		-
	GRI 201 Economic Performance 2016	201.1: Direct economic value generated and distributed	9, 13, 14		8
		201.2: Financial implications and other risks and opportunities due to climate change	50		8, 13
SOCIAL PERFORMANCE (EMPLOYMENT)	GRI 103 Management approach 2016	103.1: Explanation of the material topic and its boundary	70		-
		103.2: The management approach and its components	68, 69		-
		103.3: Evaluation of the management approach	68, 69		-
	GRI 203 Indirect Economic Impacts 2016	203-2: Significant indirect economic impacts	43, 45, 57		8, 9, 12
	GRI 204 Procurement Practices 2016	204.1: Proportion of spending on local suppliers	43, 45, 57		8, 9, 12
	GRI 401 Employment 2016	401.1: New employee hires and employee turnover	38		8
	GRI 413 Local Communities 2016	413.1: Operations with local community engagement, impact assessments and development programs	46		9, 16
ENVIRONMENTAL PERFORMANCE	GRI 103 Management approach 2016	103.1: Explanation of the material topic and its boundary	70		-
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		103.3: Evaluation of the management approach	68, 69		-
	GRI 301 Materials 2016	301.1: Materials used by weight or volume	52		11, 12
		301.2: Raw materials or recycled input	52		11, 12
	GRI 302 Energy 2016	302.1: Energy consumption within the organization	50		7, 12
	GRI 303 Water and Effluents 2018	303.1: Interactions with water as a shared resource	47		6, 12
		303.2: Management of water discharge-related impacts	47		7, 12
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		305.2: Energy indirect (Scope 2) GHG emissions	50		13, 12
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	GRI 306 Waste 2020	306.1: Waste generation and significant waste-related impacts	49, 52		6, 12
		306.2: Management of significant waste-related impacts	49, 52		6, 12
		306.3: Waste generated	49		6, 12
		306.4: Waste diverted from disposal	49		6, 12
		306.5: Waste directed to disposal	49		6, 12
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VULCABRAS AND YOU

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Vulcabras is committed to continually improving its reporting process. Reporting on our economic, social and environmental impacts establishes transparency in our accountability to society, but also promotes our organizational culture and best practices in corporate responsibility.

Be part of this process by sending your feedback, comments, questions or requests for clarification about the report to the company's sustainability department.

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