

Sustainability Report

VIVARA PARTICIPAÇÕES S.A.

VIVARA

Life
VIVARA

2022





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A unique story



In 2022 Vivara is 60 years old, and proud to be one of the largest jewelry chains in Latin America. We celebrate the anniversary in style: at the end of 2022 have 336 stores, driven principally by organic expansion. Starting from a small workshop in the center of São Paulo, and growing to have a presence in Brazil's leading shopping malls, we have earned our reputation as a Brazilian company that sustains its success on three pillars: its brand, its industrial production, and its retail presence, producing exclusive and eternal jewelry with the same care as the goldsmiths of former days.

This verticalization gives us ample control over our production chain and sales. It gives us a control over the origin of the materials we use, by auditing suppliers, ensuring the ethics and integrity which have always been our trademark, throughout the process. The environmental,

social and governance (ESG) aspects are strongly related to the strategy, ensuring that our business is perennial.

We are untiring in delivering always more and better, and the ESG agenda is part of this delivery. In 2022 we further strengthened our future in sustainability with consistent targets, based on the analysis of materiality, which we also revised in the year, focusing on themes that we consider to be of high importance for business and the sector. These targets are aligned with our strategy, and also with the UN Sustainable Development Goals (SDGs) and the aims of the UN Global Compact. The pioneering quality that marks our history is present in our responsibility as agents fostering these themes in the sector, with corporate governance aligned to sustainable development, respect for human rights, and for the environment throughout our entire value chain.

Vivara in 2022

53 new
points of sale

4,457
employees

NPS 95
high degree of
customer satisfaction



More than **3.7**
million
items produced in
our plant

24.8%
growth in gross
operational revenue

25.7%
growth in recurring
net profit

1.7 billion
stockholders' equity



**Great Place
To Work
certification**



**First Brazilian
jewelry maker**
to be certified by
the Responsible
Jewellery
Council (RJC)



**First placed
in the ranking**
for gender
diversity in the
Teva Women in
Leadership Index

The pillars of our future vision in sustainability



Efficiency, and social and environmental responsibility, in our operations



Social and environmental responsibility in our supply and raw materials chains



Diversity, female empowerment and inclusion

Message from the CEO



The year of reaping rewards

Now 60 years old, Vivara has built its history on the basis of ethics and respect for people and the environment. In our aim of making every story unique and special, key factors are the responsibility with which we carry out our operations, care for our employees and our responsible choice of raw materials. In a year in which the jewelry sector is seeking ways to advance the responsible mining agenda, we dedicate ourselves to the joint construction of fair and ethical mining methods, we believe that it is part of our role to lead by example, contributing to sustainable development of Brazil.

In the last two years we have strengthened our strategic planning, to include all aspects of ESG, and improved our structure to transform Vivara's story, and deliver the best year in its history. If I could define 2022 in one phrase, I would say it is the year in which we reaped rewards. The projects we have implemented in the last two years have been fundamental in improving the efficiency of our operations. Vivara's tripartite structure, in retail, production and management of the brand, has been the guiding principle on structuring of our initiatives, further expanding our leadership in the market.

In 2022 we reached a market share of 17.4% – an increase of 4.1 percentage points in the last 2 years. Our significant total billing in the year, of R\$ 2.3 billion, was accompanied by improvement in gross profitability in all the categories, and operational leverage, also reflecting our control of general and administrative expenses. We saw our Life

Paulo Kruglensky
CEO

brand growing even more robust, becoming Brazil's second largest jeweler, with revenue of more than R\$ 746.0 million, and 72 exclusive points of sale spread out across the country. With focus on quality in execution, we have successfully implemented our largest ever annual expansion plan, adding 53 new stores in the period.

As market leaders, we believe our role is to build an agenda of sustainable development, and act directly in important debates on strengthening of the sector. In 2022, our commitment was recognized in the form of certification by the Responsible Jewellery Council (RJC), which assesses ethical and responsible processes in the production chains of jewelry and timepieces. This is an important sector certification, unprecedented in Brazilian jewelry.

Reflecting our belief that the best people make the best places to work, 2022 Vivara received, for the first time, Great Place To Work (GPTW) certification, which recognizes all the organizations that create an excellent workplace for their employees.

With this record of integrity, and working since 2019 for sustainability across the company and the industry, we are confident that the next 60 years will be a time of further great progress for our brand. We are now, for the first time, publishing our future vision in sustainability, in which we establish targets for the next five years, based on the themes that we believe to be priority for Vivara and

for the sector we work in. This vision is based on three pillars: 1) efficiency and social and environmental responsibility in our operations; 2) social and environmental responsibility in our supplier chain and more materials; and 3) diversity, female empowerment and inclusion. Throughout this report we will demonstrate how these objectives are integrated into our 3-part policy and strategic planning.

We continue to have many challenges, but, since we are untiring in delivering more and better, we continue to be confident that the best year is yet to come. I want to express my warmest thanks to all those who trust in our work, especially those who, by my side, have ensured consistent delivery of surprising results. We will continue to make progress in the quest for sustainability of the business, the sector, and Brazil, making this aspect increasingly important in the culture of our company.

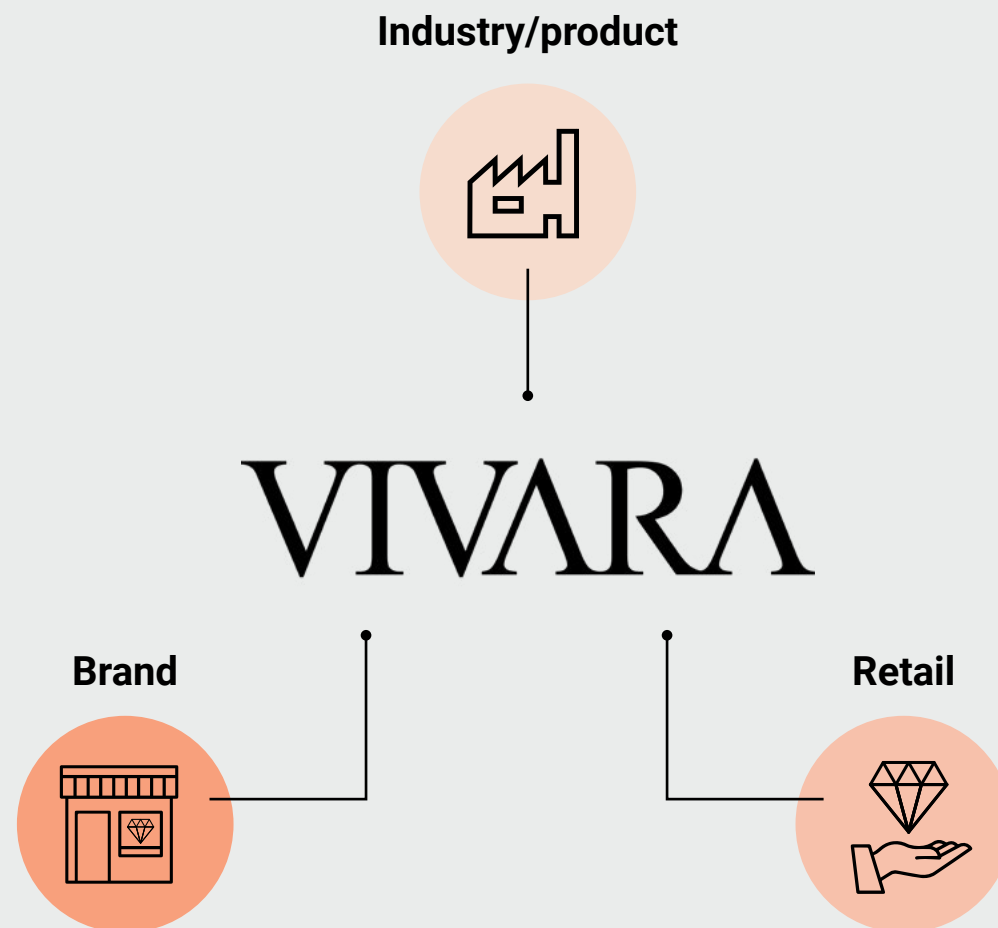


“As market leaders, we believe our role is to build an agenda of sustainable development, and act directly in important debates on strengthening of the sector.”



Profile

2-6 | 204-1



Since the opening of a small workshop at Rua Sete de Abril, in downtown São Paulo, in 1962, we have always taken singular care with each piece of jewelry, and for each client. We have maintained this exclusive characteristic, and consolidated it in the brand, even after its expansion and growth. It is our history of execution that has brought us this far, establishing our operational model, and based on our 3-part strategic approach: The brand; our own production; and our retail network. Vivara's factory delivered more than 3.7 million pieces of jewelry in 2022 (42% more than in

2021), always maintaining our careful approach at every point in the operation, from the art that goes into production of jewelry, to the unique approach to service to the customer in the store, and after the sale.

The design of our products is intrinsically Brazilian. This is also true of the campaigns for our brands and in the origin of one of our main raw materials: 100% of the gold that we use in our production is Brazilian, with guarantee of origin, and entirely from outside indigenous areas. We are indisputably opposed to illegal



mining. We work with certified materials, and audit our suppliers to ensure the best standards of quality, and social, environmental and ethical compliance.

We are a total of 4,457 people working together. And 87% of us are female. We are a company built on the basis of the importance of the feminine. Women have had an overriding participation in Vivara's history since its foundation. This characteristic is also present in our management: women hold 82% of our leadership positions, 50% of the posts on our Executive Board, and 40% of the seats on our Board of Directors. Our supply chain comprises suppliers of production inputs – gold, silver, colored gems, diamonds – and Brazilian and

international partners in the segments of industrialization and production of jewelry in silver and gold, accessories and watches.

Our practices have led to a recognition that is unprecedented in Brazilian jewelry. In 2022 we received certification by the Responsible Jewellery Council (RJC), the principal world authority in standards of social, environmental and ethical responsibility in the watchmaking and jewelry industries, working with members throughout the world to create a sustainable production chain. We have also for the first time earned the Great Place To Work (GPTW) Seal, which recognizes our good practices in management of our people.

60 years of tradition and pioneering

The first 30 years: pioneering in the jewelry segment

- 1962** ● First store opened in the center of São Paulo: a small goldsmiths' workshop, of 10 square meters, making jewelry to order for clients.
- 1977** ● The company now assumed the name of Confecção de Joias Vivara (which is in fact the name of an Italian island inhabited only by birds).
- 1981** ● This was a family business, and as it gained strength and momentum, the first store opened in a shopping mall, the Eldorado Mall of São Paulo city.
- 1992** ● Opening of a manufacturing plant in Manaus, beginning the process of verticalization of the business.

The cycle of expansion: brand, portfolio, geography

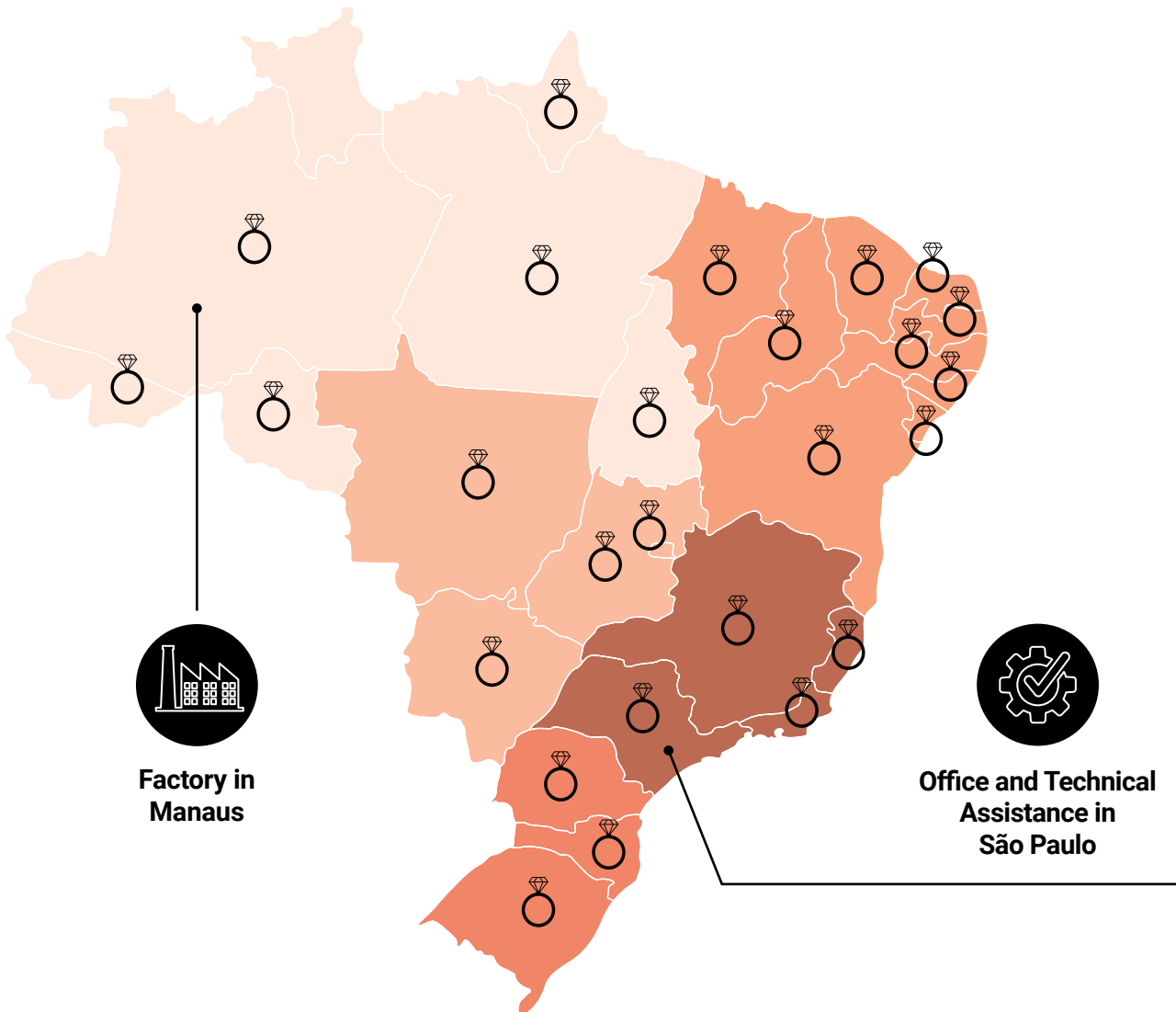
- 1993** ● First store in Brazil's Northeast.
- 2000** ● First store in Brazil's Northern Region.
- 2003** ● Launch of Vivara's first own brand of watches.
- 2007** ● With a plant of 3,600m² and more than 80 stores, Vivara becomes Brazil's largest network of jewelers.
- 2011** ● Launch of the Life by Vivara brand, for a younger, casual public.
- 2012** ● Vivara's e-commerce operation created.

Eyes on the future: focus on innovation, and consolidation of the business

- 2016** ● Implementation of the omnichannel platform.
- 2019** ● The company is listed on the São Paulo stock exchange (B3), with a commitment to significant expansion.
- 2020** ● The challenges of the pandemic are overcome through online sales.
- 2021** ● The themes of environment, social responsibility and governance (ESG) become part of the company's strategic planning.
- 2022** ● With 53 new stores and expansion of its production, Vivara now celebrates its 60th anniversary as Brazil's largest chain of jewelers, recognized by RJC certification for its social and environmental responsibility, unprecedented for a Brazilian jeweler, and by the GPTW seal.

Geographical presence and expansion

2-1 | 2-6



Factory in Manaus

Office and Technical Assistance in São Paulo

More than R\$93 million

investment in infrastructure of stores, a new head office and plant, generating more than 500 new jobs in various regions of the country 203-1

336 points of sale

243 Vivara stores

72 Life by Vivara stores

21 kiosks

Serving all Brazilian towns and cities via online sales

New head office in São Paulo

2-1

In 2022 we completed work on our new head office, incorporating the physical structures of corporate Management, Logistics, Client Service and its Call Center, and Technical Assistance in a single building. This change gives us faster communication between the company's areas, focused principally on improving operational efficiency.

In the new corporate headquarters, our area dedicated to logistics and technical assistance has doubled in size, and now occupies 1,600m². The inventories of online sales and the distribution center have been physically integrated, enabling us to have an automated omnichannel operation, optimizing stock, with more speed and efficiency. The areas of Customer Service, Monitoring and Operation of Stores now occupy a single space, aiming to resolve all demands related to the client's experience rapidly and efficaciously. The new head office also hosts Vivara's first Research and Development Center, which seeks continuous improvement in processes, aiming to reduce lead times and further enhance product quality.

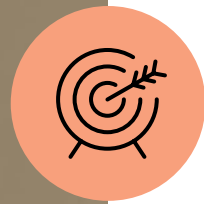
North 17 points of sale
12 Vivara stores
3 Life stores
2 kiosks

Northeast 51 points of sale
41 Vivara stores
8 Life stores
2 kiosks

Center-West 32 points of sale
25 Vivara stores
6 Life stores
1 kiosks

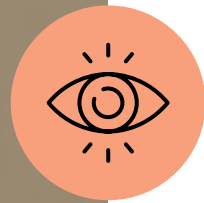
Southeast 181 points of sale
123 Vivara stores
43 Life stores
15 kiosks

South 55 points of sale
42 Vivara stores
12 Life stores
1 kiosks



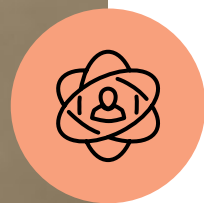
Our Mission

We exist to enchant our customers by offering the best experience when choosing the perfect gift.



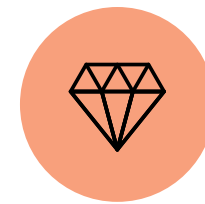
Our Vision

To be the brand most desired in Latin America for celebrating special moments.



Our Aim

To make each story unique and special.



Our Values

Feeling of ownership: we have a passion for the company. We think, act and lead with commitment to results and to our Code of Conduct.

Enchant the client: we have an unceasing desire to win the hearts of our clients, and thus their loyalty. We work determinedly to surprise them at special moments, with quality products and experiences.

Creativity: we make being creative the biggest aspect of our brand, seeking innovative and effective solutions.

Together we are strong: we value, develop and recognize our team in a collaborative, meritocratic and high-performance environment.

Resilience: we are capable of adapting to changes and are persistent in overcoming any obstacles.



Generation of value

2-1



One of the world's largest luxury goods companies, in the ranking by consultants Deloitte.

We are in the ranking of the largest Brazilian companies researched by Isto É Dinheiro magazine, a survey that recognizes and celebrates the success of Brazil's largest companies.

Vivara was chosen as a subject of analysis in the 2022 CFA Institute Brazil Research Challenge, a global competition organized by CFA Society Brazil.

The free float of Vivara's shares is 42%, well spread out among investors, and the controlling group holds 58%. The company is listed on the Novo Mercado of the B3, trading under the ticker VIVA3. In 2022 our results were impacted by a record addition of 53 new stores, accelerating the overall performance of our physical retail presence. Reflecting this fast organic expansion, our assertive mix of products in all categories, and our robust marketing strategy, our market share increased by 1.4 percentage points in the 12-month period, to 17.4% at the end of 2022.

Our net revenue in the year was up 25.7% from 2021. Sales revenue of our physical stores was 31.1% higher than in 2021, with growth in same-store sales, and reflecting an increase of 18.3% in Selling area. Online sales, at R\$ 306.1 million, provided 13.3% of total revenue, and were 4.4%

lower than in 2021. This mainly reflects increased flow in shopping malls, as physical stores resume a place in clients' day-to-day lives, and our marketing strategy which, in 2022, sought greater focus on branding, and lesser participation in promotional campaigns. Aggregate Same-Store Sales (the total of physical stores and online sales) were up 15.8%.

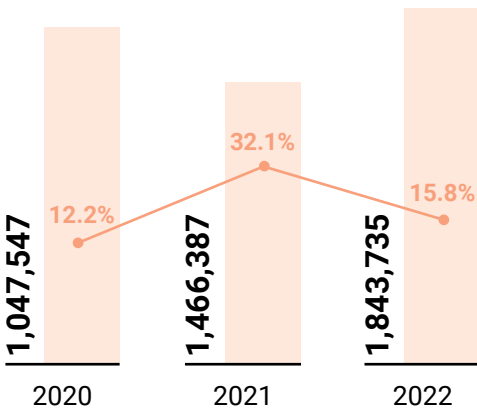
The highlight of the year was a 36.3% increase in revenue from the Life category, to R\$ 746.1 million. Total revenue in the Life category in 2022 was 32.4% of total revenue – 2.7 percentage points higher than in 2021. Sales in exclusive stores of the Life category totaled R\$ 212.3 million, and were 10.7% of physical stores sales, and 9.2% of total sales. This fast maturation curve, and the consistently low levels of 'cannibalization' in the new stores opened during the year, have been pointers

in our decision to maintain the accelerated expansion of this channel.

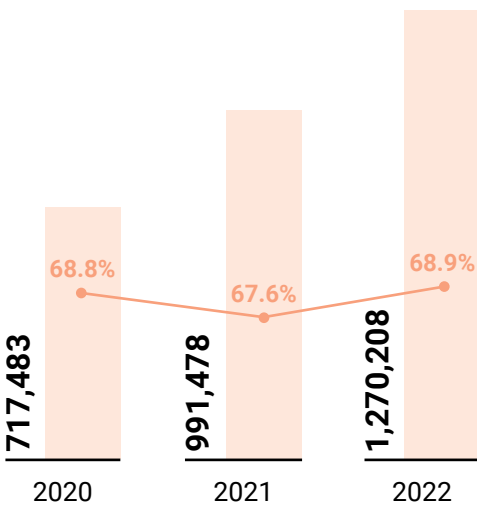
With the investments made in 2022 in store infrastructure, our new head office and our manufacturing plant, we have achieved a positive social impact by contributing to the local economy, and generating more than 500 new direct jobs in operations.

We report gross profit of R\$ 1.27 billion in 2022, up 28.1% from 2021 – and gross margin 1.3 p.p. higher, at 68.9%, reflecting the higher contribution of the Life category to our total sales, and our successful pricing policy.

“
In 2022 our market share grew by 1.4 percentage points, to 17.4% at the end of the year.



Net revenue
SSS (physical stores + e-commerce)



Gross profit
Gross margin

Governance

3-3 Governance, transparency and combat of corruption | 2-9

We base our business on the high standard of governance reflected by our presence in the Novo Mercado of the B3, and are continually seeking to enhance our structures. The Board of Directors determines and monitors implementation of our strategy, taking into account the social, environmental and economic aspects, with the aid of consultations of stakeholders.

In 2022 our Board of Directors had four independent members (80%), including its Chair, this being a requirement stated in our bylaws. Members are elected (and may be dismissed by) the General Meeting of Stockholders, for periods of 2 years, to run concurrently, and may be re-elected.

The Executive Board in 2022 had five members. Members are elected and may be dismissed at any time by the Board of Directors. They may serve simultaneously in other positions. The Chair of the Board of Directors does not act as an executive of Vivara. 2-11

Selection of the members of our Board of Directors takes into account qualifications, diversity of knowledge, diversity of gender, experiences, complementarity of experience in executive roles, identification with the principles of Vivara’s activity, and absence of conflicts of interest. In accordance with the Brazilian Corporate Law, members may be nominated by management, or by any stockholder of the company. All the latest updated documents relating to the Board of Directors are available on our [Investor Relations](#) website. 2-10

The Board of Directors and their committees carry out an annual self-assessment of their own performance as a body, and of each one of their members. The Chair of the Board is responsible for conducting this process, and may optionally use specialized external assistance. The statutory directors (the Executive Board) are also individually assessed, by the Board of Directors, and the results of the assessments are used to evaluate performance and look for opportunities for improvement in the Company’s governance. 2-18



Members of the Board of Directors

405-1

João Cox Neto – chair

Main contributions: financing of the Company, and corporate governance.

Sylvia de Souza Leão Wanderley – member

Main contributions: strategic planning, people management and marketing.

Anna Andrea Votta Alves Chaia – member

Main contributions: retail, marketing and operations strategy.

Fábio Coelho – member

Main contributions: digital strategy, Omnichannel strategy, and innovation.

Márcio Monteiro Kaufman – member

Main contributions: entrepreneurship, management and business vision.



Members of the Executive Board

405-1

Paulo Kruglensky

CEO and Chief Operations Officer

Otávio Chacon do Amaral Lyra

Chief Financial and Investor Relations Officer

Marina Kaufman Bueno Netto

Chief Marketing and Sustainability Officer

Helena Spindel

Chief Product Officer

Patricia Butrico

Chief Operations Officer

Audit, Risks and Finance Committee

Responsible for supervising the quality and integrity of financial reports; compliance with legal rules, bylaws and regulations; adequacy of risk management processes; and activities of external auditors.

Coordinator: João Cox Neto.

Members: Anna Andrea Votta Alves Chaia e Fabio José Silva Coelho.

People, Culture and Governance Committee

Responsible for supervising matters relating to human and organizational development, people management processes, organizational culture, and corporate governance.

Coordinator: Anna Andrea Votta Alves Chaia.

Members: Sylvia de Souza Leão Wanderley e Marcio Monteiro Kaufman.

Ethics and responsible conduct

2-23 | 2-24 | 2-25 | 2-26

Our Code of Conduct covers aspects aiming for ethical and transparent conduct by all our interested publics, i.e. employees, suppliers, service providers and all those with whom we have any relationship, whether clients, competitors, government, or the press. The Code sets out the basic principles that should govern our conduct in any situation, and is the principal mechanism for orientation on the subject.

A revised version of the Code of Conduct was approved by the Board of Directors in February 2022, taking into account best practices relating to human rights, based on the UN Global compact. We carry out annual training on the Code of Conduct, and the subject is included in the welcome and onboarding process for all employees. In 2022 our Ethics Week, held in August, covered the main themes of the Code of Conduct.

Under the Code, in all our activities we commit:

- to base our relationship with our public on honesty, integrity and respect, so as to establish relationships of mutual trust, based on the ethical principles that are necessary for exercise of the entrepreneurial vocation;
- to comply with all the requirements and regulations of Brazilian employment law;

- to respect individuals, whatever their hierarchical position, origin, color, ethnicity, culture, age, social position, physical capacity, religion or sexual orientation, rejecting any practice of discrimination;
- to act at all times with a commitment to the quality of the work environment, ensuring complete physical and moral safety of our employees; and
- to ensure fair remuneration compatible with our employees' activities, complying with existing collective labor and industry agreements.

Respecting fair competition, we condemn attitudes of corruption, cartel formation or any act that could seek to avoid the sector's mechanisms of inspection. Vivara also does not accept employees making direct or indirect comments on products or services of any competitor with the aim of defaming their image. Any actions that are considered to be anti-competition, such as agreement on prices, splitting of clients and markets, or refusal of sales (among others), are prohibited and must be reported to the manager or via the Ethics Channel. In 2022 there were no lawsuits for unfair competition, or antitrust or monopoly practices. 206-1

To avoid conflicts of interest, we have a Related Party Transactions Policy, which is [available on our website](#). Through our Board

of Directors, we act to ensure that all and any transactions with a related party are formalized by contract. The Board may only approve a transaction if it concludes that it is equitable and in the company's best interest. It may optionally, in accordance with the policy, make approval conditional on whatever alterations it deems necessary. 2-15



Best practices on human rights are part of our Code of Conduct, and are based on the UN Global Compact. We carry out training on the Code of Conduct, and the subject is included in the onboarding process for all employees.

Combat of corruption

3-3 Governance, transparency and combat of corruption 205- 1 | 205- 2

In 2022 we strengthened our commitment to maintaining the highest standards of integrity, ethics and governance in conduct of our business, by establishing directives for combat of corruption in relations with public institutions and private companies. We have published Policies on: (i) Resisting Corruption; (ii) Gifts and Hospitality; and (iii) Donations and Sponsorships. We have created and published a manual of procedures for prevention of money-laundering and financing of terrorism, to establish, with high transparency, the responsibilities of each business area in relation to this process.

To mitigate risks of corruption in our business, we provide orientations in our Code of Conduct and our Anti-corruption Policy, which include the following mechanisms for control: the Ethics Channel, Budget audits, the Contracting Policy, and our Internal Auditors. 100% of our transactions are assessed for risks related to corruption. To mitigate risks with public bodies, inspections are centralized in the corporate area. Also, as a due diligence, to minimize risks, we carry out assessment of reputation, at the highest level of evaluation, for our suppliers; direct suppliers who work with valuable raw material undergo a process of auditing for social, environmental and ethical responsibility. In 2022 we had no confirmed cases of corruption. 205-3

All of our suppliers (100%) are informed about the Suppliers' Code of Conduct, a corporate guide which sets out the requirements and



Our Suppliers' Code of Conduct contains requirements for ethical and social-environmental conduct for our trading partners.

general principles that should govern the ethical, social and environmental conduct of all our trading partners.

This subject is also covered in our welcome onboarding process for all employees. In 2022 our training in compliance included the subjects of combating corruption and prevention of money-laundering and financing of terrorism. 79% of our employees took part, with 7,071 certifications issued. We also held our Ethics Week, which covered the principal aspects of our Code of Conduct, including human rights. The theme is also present in our employee integration actions. 412-2

In 2022, we provided all employees (corporate, stores and manufacturing, including executive officers) with training sessions on prevention of money-laundering and combating financing of terrorism, each of approximately 30 minutes. This aimed to strengthen our internal procedures. The subject is also an obligatory part of our training in compliance.

We carry out online training on the subject 3 times a year. We had 82% attendance at the training sessions on our Anti-corruption Policy, which is for all employees (stores, manufacturing and offices). Attendance in the training on our Policy on Prevention of Money-laundering and Financing of Terrorism, which

was also preventable to all employees, was 76%. We carry out exclusive training for store teams (from stock handlers to general managers), to update them on the instructions for prevention of money laundering and financing of terrorism – the focus is on the rules for full and proper registration of clients, as required by law.

Leadership participation

Training in prevention of money laundering		
	Number of participants	% attendance
Executive Board	3	60%
Leaders	335	77%
Non-leaders	3,047	76%
Total	3,385	76%
Anti-corruption training		
	Number of participants	% attendance
Executive Board	3	60%
Leaders	366	84%
Non-leaders	3,317	82%
Total	3,686	82%

Note: The leaders category includes specialists, coordinators and managers.

Our Ethics Channel

2-25 | 2-26

Since 2016 we have maintained our Ethics Channel (Canal Aberto), available to all employees, and to the general public, to enable safe and, if desired, anonymous communication of any conduct considered to be anti-ethical or to violate the ethical principles, standards of conduct, legislation or regulations in force, or our internal rules.

The channel is managed by an independent outside company, ensuring absolute secrecy and appropriate treatment of all situations reported. The reports are investigated and analyzed, independently and impartially, by the Compliance area. The person reporting the situation is able to accompany the status of the report.

All valid reports are given a corrective and/or preventive action plan. These are monitored by the Compliance area through to the completion of each matter. The indicators provided by the Ethics Channel are reported to the People, Culture and Governance Committee and the Board of Directors for information and follow-up. This Committee is the final instance in

The Ethics Channel

Reports may be made by phone to 0800 377 8024, staffed by specialists from Monday to Friday, from 9 a.m. to 5 p.m., or on the Canal Aberto Vivara website (canalconfidencial.com.br/canalabertovivara/), or by voice message, 24/7, to 0800 377 8024.

for any decisions of more critical importance. The process ensures confidentiality, good governance and awareness on the part of the most senior levels of management. 2-16

In 2022 we received four reports through the Ethics Channel, involving, among other subjects, discrimination in the workplace. The reports involved discriminatory comments characterizing racism and what may be described as fatphobia. All the reports that involved discrimination were analyzed and dealt with by the applicable disciplinary measures. 406-1

Risk management

2-12 | 2-13

Our process of risk management involves all the areas of the company and is integrated with the targets and strategic objectives of our business. Risk management requires the active participation of all employees, application of best practices, and the dissemination of risk awareness and mitigation culture at all levels.

Risk management is part of our strategy, and is a responsibility of the Board of Directors, the Audit, Finance and Risks Committee, the Internal Auditors, Risks and Internal Controls Management, Compliance, Loss Prevention and each of the business areas, which have distinct duties and are required to act together in an integrated manner.



Our risk matrix lists risks which can affect the objectives of the business, classified into four groups:

- strategic risks (including among others, ESG and political risks);
- operational risks (including among others, technological and environmental risks);
- financial risks; and
- compliance risks (including among others, regulatory risk).

Responses given to the risks that are monitored are decided with a focus on the treatment of one or more risks simultaneously, and cover the expected benefits, the effort for putting a given action in place, and a plan for support of the implementation. Based on their identification, risks are evaluated and prioritized by the business areas, together with the Internal Auditors, and the Management areas of Internal Controls, Risks, and Loss Prevention. In this process recommendations for improvements and additional controls for protection are prepared, with implementation of plans of action, accompanied monthly in the Risk Matrix and reported periodically to the executive officers, the Risks Committee, and the Board of Directors.



Sustainability strategy



Integrity – verticalized

The decisions taken in our six decades of history have brought us where we are today, resulting in a unique business model. Operating at the same time in manufacture, retail and management of the brands that create the aspirational connection with our clients enables us to establish a wide-ranging strategy for maximizing generation of value in all our operations. It also gives us as better control in monitoring our industrial and

trading activities, ensuring that the process as a whole has a unifying integrity.

For the construction of our next 60 years we have a robust strategic plan, referred to as Vivara Ônix, which provides the support for the largest plan of expansion in our history. All the business goals established have been built on four strategic pillars that drive our ambitions for the coming years.

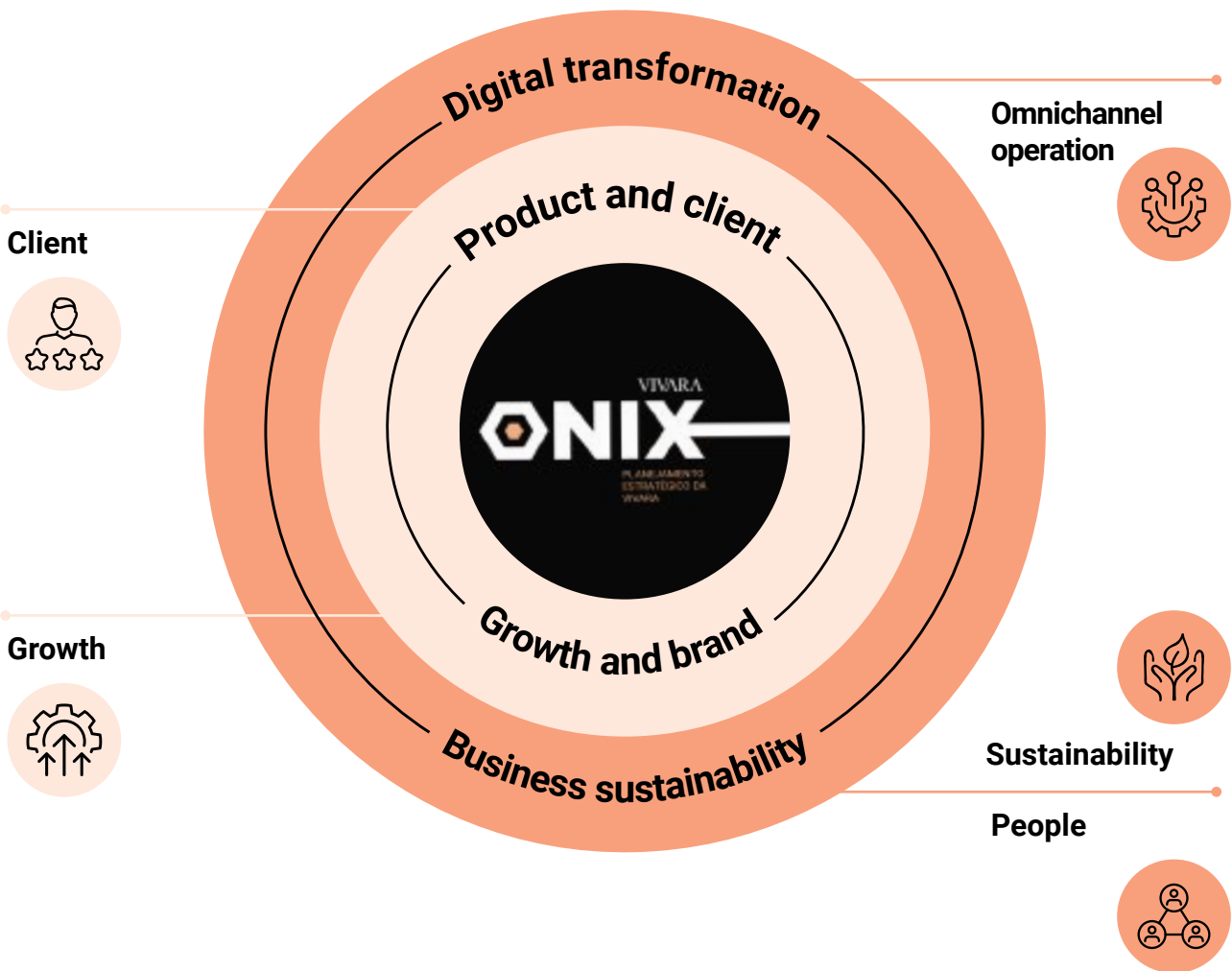
Verticalization of the business enables us to exercise rigorous control all the way from initial concept through to delivery. This in turn enables us to remain aligned with the ESG agenda, with focus on the client, as well as enabling agility in actions and design oriented by cost, optimizing prices and profitability. Our growth is an organic and continuous process, in which the principal driver is the strength of our brands. Digital transformation and innovation are fundamental aspects in this process for maintaining the constant strategy of optimization of our portfolio, with a competitive differential.

With the clear aim of enabling Vivara to expand its market leadership, continue enchanting clients and strengthen

employees' engagement, we made 2022 a year of intense transformations, associated with strategic sustaining projects, to reinforce the foundations of the business and create the structure for continuation of accelerated growth in the coming years. These transformations included: the move to the new head office building, integrating the corporate organization; structural advances in the production capacity of the factory; measures to increase operational efficiency; the Great Place To Work (GPTW) seal; certification by the Responsible Jewellery Council (RJC); the first store conceived within the LEED (Leadership in Energy and Environmental Design) guidelines; and strengthening of action in the ESG agenda.

With the intense work of multidisciplinary teams, we migrated the back office activities to the SAPS/4HANA ERP system, which gives a global and detailed vision of the business, making it possible to operationalize the long-term strategy. This project speeds up administrative routines, and provides more robust and stable processes, transparency, and control of the operation, through a platform that is recognized worldwide. In 2023 this project will advance to the next stages, becoming an important step in progress of our governance and digital transformation, providing a solid basis for growth and construction of the future.

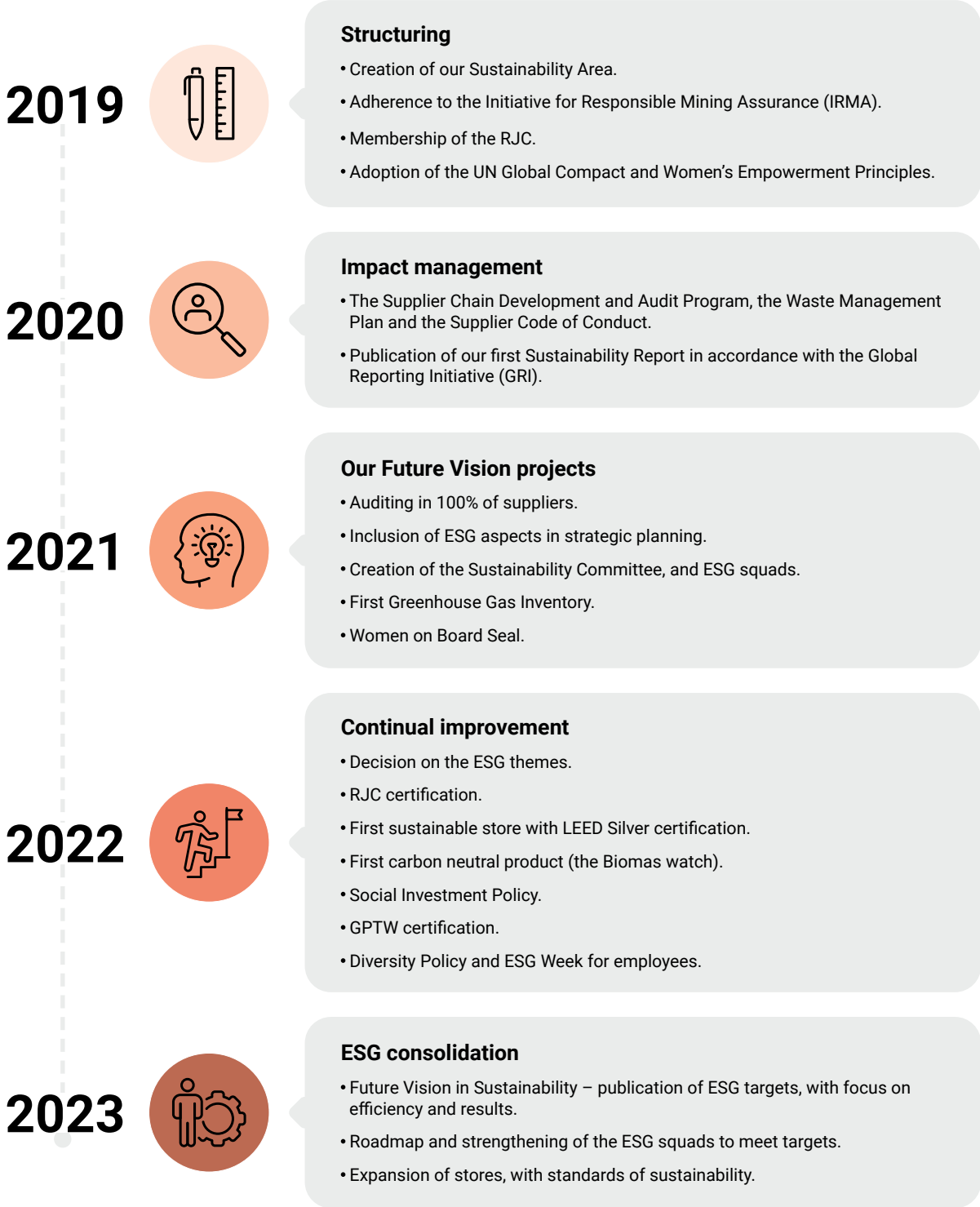
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For the construction of our next 60 years we have our robust Vivara Ônix strategic plan, which provides support for the largest plan of expansion in our history.



The ESG journey

Sustainability as part of the business strategy

Our sustainability timeline



Care for social, environmental and governance aspects is intrinsic to our business, and relates to the tradition of quality in products and respect for people and the environment that we have maintained over the whole of our history. In response to the challenges produced by the value chain of the jewelry industry, we continually seek to follow best practices to strengthen our role as agents of positive change in the sector, practicing it throughout our business, from manufacture of products to delivery to the consumer.

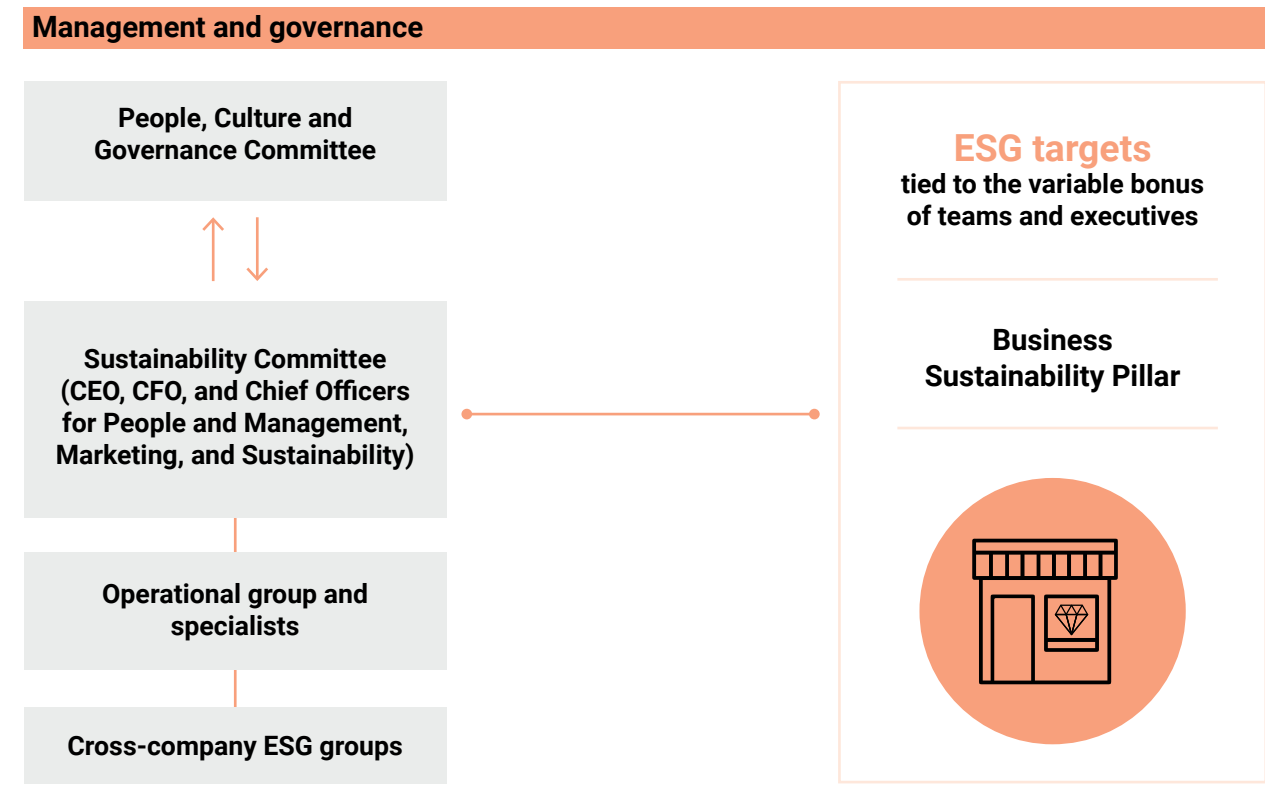
In 2019 we systematized and consolidated all these actions of care, with the creation of our Sustainability area, which formalized these commitments. We strengthened the system of responsible governance for suppliers, to ensure compliance throughout the chain, focusing on traceability and auditing of trading partners' activities and development.

In parallel we constituted our ESG governance system, including these themes in our strategic planning and in our strategic risk matrix, with creation of the Sustainability Committee, and formation of cross-company groups to ensure monitoring of the social, environmental and governance aspects in the various areas of the company.

In 2022 we set out our public targets in the materiality process, establishing our future vision in sustainability, and created our Social Investment Policy, which relates to our social and environmental objectives, and positioning. Our efforts were crowned, in 2022, with certification by the RJC, which attests to our standards of sustainability, all the way from origin of raw material, through production, to sale of each individual piece of jewelry in our stores. (See more information in the section [Commitments and certifications](#)).

ESG Governance

2-12 | 2-13



Our future vision in sustainability



Our future vision in sustainability has been prepared based on a wide process of consultation of stakeholders, begun in 2021 using participation work with the internal public. In this first phase, we carried out an online survey with 361 employees, to understand what contributions by Vivara to society would make them proud. We then held meetings with various internal teams to identify actions and challenges related to priority causes. The process was complemented by a 'causes workshop', a space for dialog between managers and members of various areas, including the Executive Board, to list priorities social and environmental causes.

In 2022 this process was continued with a revision of our materiality matrix, and compilation of the main themes for the jewelry sector in reference to our organizational strategy. We consulted 317 clients, 370 employees, 7 suppliers, 5 representatives of the financial market and 3 sector entities, as

well as 12 executives of Vivara, who assessed and prioritized our impacts and the themes proposed through an online survey and in-depth interviews. The result was a definition of 9 major themes which support the targets and also the content of this report. (See more information in the section [About this report](#)).

This group of consultations resulted in development of 3 pillars: 1) Efficiency and social-environmental responsibility in our operations; 2) Social and environmental responsibility in our supply chain and raw materials; 3) Diversity, female empowerment and inclusion. Development of targets from these pillars, to be complied with by 2027, was accompanied by senior management and cross-company groups (squads). These targets will be accompanied using a proprietary system which is in development, managed by our 'ESG squads', with reporting to the Sustainability Committee, the committees established under the bylaws and the Board of Directors.

ESG targets to be met by 2027

¹ Logistics represents 47% of Scope 3, or 3,534.21 tCO₂.



Efficiency, and social and environmental responsibility in our operations

100% renewable energy in the factory.

Zero waste to the factory landfill.

Sustainability in expansion projects, with focus on **energy efficiency, water footprint, wastes and materials.**

Carbon neutral in Scope 1 and 2 emissions, in all operations.

Reduce/neutralize carbon emissions of logistics (Scope 3), by 50% from 2020¹.



Diversity, female empowerment and inclusion

Women to hold 50% of all management positions in all operations

Ensure that **100% of leaders are aware of and sensitive** to the theme of diversity.



Social and environmental responsibility in our supply chain and raw materials

Social and environmental certification in our suppliers of colored gems and finished product.

Traceability of origin for our precious raw materials, aiming to **support and develop best sector practices.**





Engagement with stakeholders

2-29

As well as the processes of consultation of various publics to decide on strategic targets, we engage continuously with our stakeholders, to promote dissemination of the ESG aspects, and to ascertain their perceptions on the subject.

The program of auditing suppliers generates an important engagement in our production chain. In 2022 we began self-assessment by suppliers, expanding our efforts for and with suppliers to new levels of criticality in the

supply chain, and as a result also incentivizing best practices.

We continually inform and engage our clients about ESG practices, both on social networks and at points of sale. Our training of employees includes education on sustainability, and we reinforce the subject in our internal communications during the whole year. We also work on ESG aspects with investors, through our quarterly meetings on results, updating them on our activities in relation to this subject.

At the level of the Board of Directors, work was done in meetings of the People, Culture and Governance Committee in 2022 on the themes of diversity and responsibility in the origin of raw materials. Senior management is engaged with these aspects through the Sustainability Committee, which comprises the CEO, CFO and the Chief officers for People Management and Marketing and Sustainability. The ESG aspects are part of the strategic risks matrix, which is submitted to the Board of Directors each quarter. In 2022 the Board assessed subjects related to

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In 2022 we began self-assessment by suppliers to higher levels of criticality – thus also incentivizing best practices.

certifications and origin of raw material. The Board carries out strategic monitoring of the ESG targets twice a year. 2-12 | 2-13 | 2-17

Innovation

Innovation is an attribute closely related to the development of our products over the whole of our history. To further empower the process of innovation internally, in 2022 we created our Innovation area, establishing as priorities the perception and enhancement of the client's experience and optimization of this aspect throughout the organization.

Looking to the future we will not lose sight of the strengths of our operations, ensuring that the business and the values we deliver are maintained. These initiatives are linked to the strategy, with mapping of the client's experience in our various channels of connection with the customer, always seeking to provide the best experience and maximize results.

The work of the Innovation area is based on study, research and tests of

hypotheses, to promote understanding about trends in the market, and the opportunities that we have with emerging technologies. It tests hypotheses in connection with the various business areas, to enable scale gains in its studies. Thus, it functions as a catalyst to provoke concepts and solutions, and to design models for application of the hypotheses, seeking validation in practice, followed by incorporation of the actions into the routine of the business.

Acting on a cross-company basis, the Innovation area provides inputs of technology and improvements in usability, creating points of contact between the areas to develop innovations that will serve clients – creating unique and special experiences that maintain our lasting relationships.



In 2022 we created an area for Innovation, with enhancement of the client's experience as priority.

Strength of the brand



Brand and products



The strength of our brand is strongly associated with our reputation, which has been built on social, environmental and ethical responsibility.

Our brand is our greatest and most important asset. In 2022 we were the object of 50% of all searches on Google for jewelry in Brazil, and for the second consecutive year we were ranked by Deloitte among the world's 100 most powerful luxury brands, and also among the 15 brands that grew most in the year. These achievements are built with social,

What we offer is luxury that is also democratic, aspirational, and exclusive – characteristics that are possible due to the internal development of our products, and to our retail network present throughout Brazil. As well as the jewelry that is the identifying hallmark of our activity, our brands also offer watches, fragrances, and accessories.

environmental and ethical responsibility – the unique and special stories that we offer to clients are possible only because these commitments are internalized in our activities and the products we deliver.

With the perception of “a brand for life”, our diversify portfolio covers all the stages of the life of our clients, from birth to adulthood, underlining important moments in their life journey, and making each story unique and special. The strength of our brands has been built over the recent decades through marketing campaigns targeted to specific publics, awakening their desire and offering products with commercial appeal.

In 2022 we reinforced our characteristic of diversity in campaigns and activities, to mirror the plurality that exists in Brazil and in the development of our jewelry. To amplify communication, we think of all the client's possible points of contact with the brand.

Vivara

The Vivara brand is present at all moments of celebration, bringing with it aspirational communication, exclusive products and alignment with the codes of fashion. With the purpose of “making each story unique and special”, using for this the sophistication and artisanal care of the jewelery that marks our history.



Life by Vivara

The Life by Vivara brand is the point of entry to the universe of jewelry, where individual items of jewelry can be explored as a tool for self-expression in daily life that raises a woman's self-esteem. With the purpose of “making each person unique and special”, it offers jewelry in silver or silver-plated gold, and masculine jewelry in steel – items that are collectible, and that have versatility, and accessible price. The brand also has eyewear, watches, notebooks, jewelry boxes, card-holders, wallets, keychains, perfumes, handkerchiefs and pens.

Our star mascot: Lili

In 2022 we launched the mascot of the Life by Vivara brand. Lili is a little mixed-race dog, who will be increasingly present in this brand's campaigns.



Vivara watches

In 2022 we launched our Biomas line of watches – our first carbon-neutral collection, inspired by the Amazon region, and aligned with our commitment to measure, reduce and offset CO₂ emissions. We calculate the total greenhouse gas (GHG) emissions of this collection, from extraction of the raw material, through production to distribution of the finished watches. Over the coming years this line will produce versions relating to all the six biomes of Brazil, emphasizing our engagement with Brazilian biodiversity and respect for natural resources. As well as the Biomas line, of the Vivara brand, we also have our Akium brand, and we are also representatives for international brands.



Vivara Accessories

Wallets, card-holders, eyewear, pens, jewelry boxes, watch boxes, keychains and notebooks with Vivara's high quality eternalize everyday moments.

Vivara Fragrances

Our brand of perfumes for women and men, which interact with the exclusivity and sophistication of the Vivara brand.



Commitments and certifications

2-25 | 2-28

The strength of a brand is strongly associated with its reputation, which is built on daily practices that demonstrate the values that have gone into its identity. In this quest, we seek to associate ourselves with initiatives that represent our values so that, on the one hand, we revalidate our operations through an external view and, on the other, we contribute to causes that we are engaged with. We are aligned with national and global initiatives that are benchmarks in the various themes we relate to, acting with pioneering spirit and commitment to social demands.



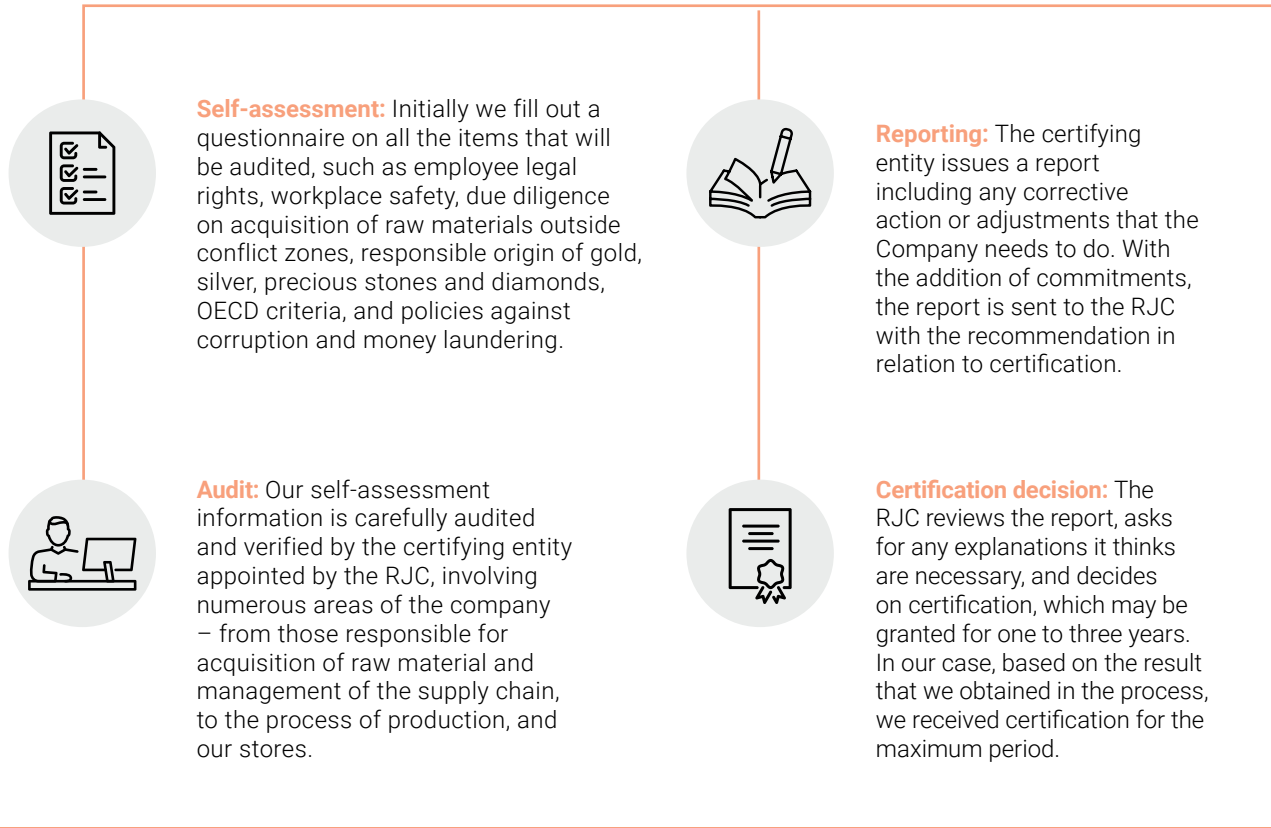
98% score
for compliance in the certification audit by the RJC; with certification granted for the maximum period.

The Responsible Jewellery Council

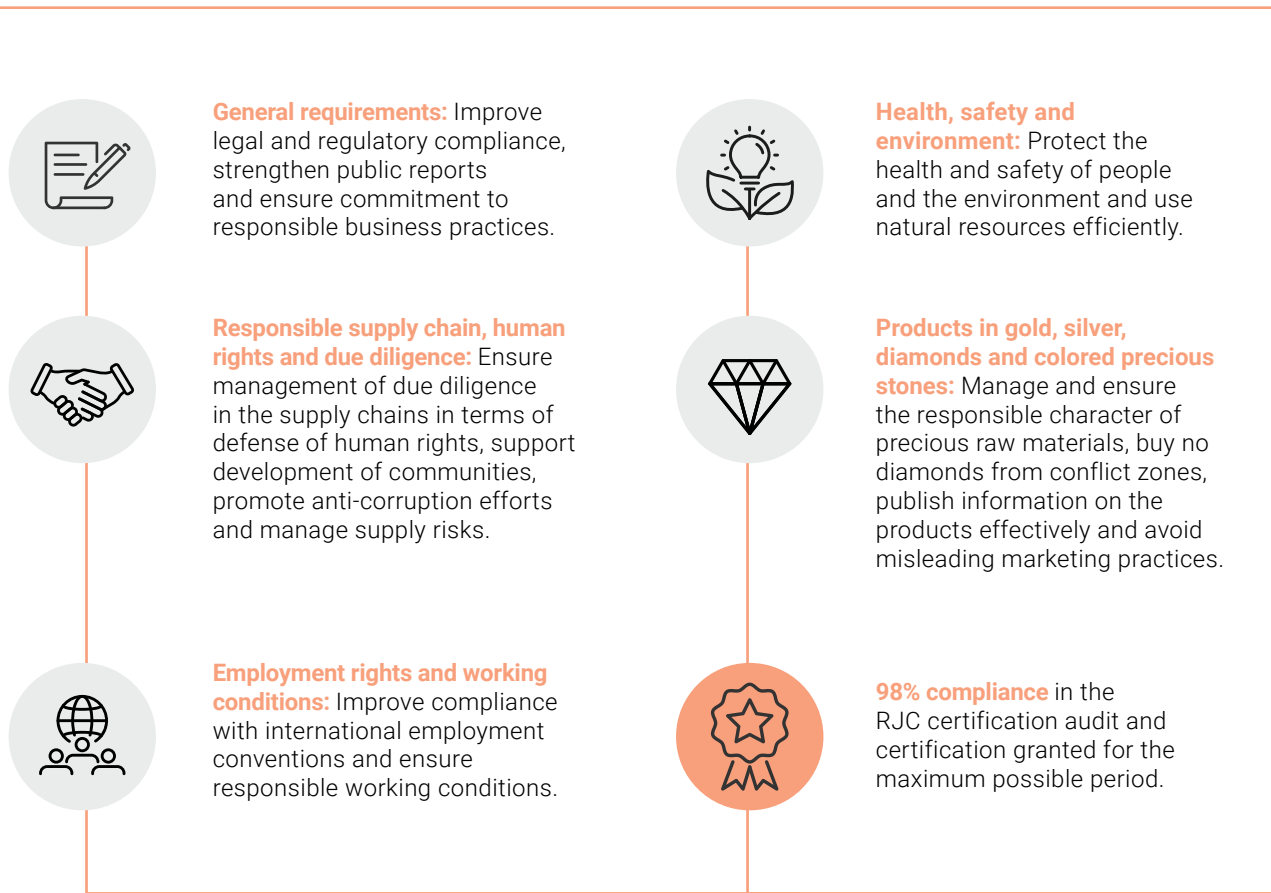
Aiming to lead by example, in 2022 we became the first Brazilian jewelry company to obtain certification from the Responsible Jewellery Council (RJC), the principal authority in the global jewelry and watch industry, which works with members all over the world to create a sustainable supply chain. In the painstaking process of external audit of all our operations, we received certification for our diligence, and social and environmental responsibility, from the origin of our raw material, through our production process, to the sales in our stores.

Certification by the RJC, of which we have been a member since 2019, was a target that we assumed in our sustainability agenda, as part of our focus on transparency and social and environmental responsibility.

The phases of RJC certification



Guidelines for the Certification Audit



The Initiative for Responsible Mining Assurance

We are the only Latin American jeweler to be part of the Initiative for Responsible Mining Assurance (IRMA), which assesses mine performance in terms of worker health and safety, human rights, community participation, pollution control, indigenous peoples' rights, and transparency. We have committed to encouraging our suppliers to join the protocol and comply with local laws and the best standards for responsible mining.

The Kimberley Process

All diamonds used in our jewelry come from mines certified by the Kimberley process, an international mechanism for certifying the origin of rough diamonds, which aims to prevent the illegal trade in diamonds that finances armed conflicts. Countries participating in the program undertake to comply with import and export requirements, commit to transparent practices, and exchange key statistical data.

The UN Global Compact

In 2019 we joined the UN Global Compact, and since then we have been contributing to achievement of the 2030 Agenda and the Sustainable Development Goals (SDGs). The targets for our future vision in sustainability are linked to the Pact and to the SDGs, in particular SDG 5 – “Achieve gender equality and empower all women and girls” – and SDG 12: “Ensure sustainable consumption and production patterns.”



“

We align ourselves with Brazilian and global initiatives that are benchmarks in the various themes we relate to.

The UN Women’s Empowerment Principles

The Women’s Empowerment Principles (WEP) are an initiative of UN Women and the UN Global Compact, to stimulate gender equality and strengthen leadership of women in the work environment and in the production chain.



Our commitments to the 7 principles

1 Establish high-level corporate leadership for gender equality

In Vivara, 82% of leadership positions are occupied by women; women are 50% of our Executive Board, and 40% of our Board of Directors. We have a strategic target of making 100% of our leaders aware of and sensitive to the need for diversity.

2 Treat all women and men fairly at work – respect and support human rights and nondiscrimination.

Diversity is one of our sustainability pillars, and is part of the principles highlighted in our Code of Conduct. Our selection criteria are based on professional experience, and alignment with the institutional culture. In 2022 we published our Internal Policy on Diversity, Equity and Inclusion.

3 Ensure the health, safety and well-being of all women and men workers.

Our Viva Bem (“Live Well”) corporate program is a complete group of actions for well-being and quality of life, working on physical and mental health, incentivizing sustainability, dedicating special care to pregnant women, and providing family benefits. Our percentage of return to work after maternity leave is 99%; and retention 12 months after maternity leave is 74%. 401-3

4 Promote education, training and professional development for women

Our sales force is female, and we dedicate special attention to commercial training. In 2022 we gave more than 82,000 hours of on-the-job inauguration training to store teams, with a total of more than 129,000 certifications.

5 Implement enterprise development, supply chain and marketing practices that empower women

One of our strategic targets is to make 100% of leaders in the company aware of and sensitive to the need for diversity. Our supply chain audit and development program involves checking of fair employment conditions and gender issues, and our campaigns always strive for diversity, respect, and appreciation of women.

6 Promote equality through community initiatives and advocacy

Through the social projects that we support we encourage empowerment of girls and young women and their communities – in 2022, especially through three projects: Contemporâneas Vivara, Free Free and Mempodera. (See more information in the section Support for strategic social projects.)

7 Measure and publicly report on progress to achieve gender equality

The sustainability indicators that we monitor include the diversity agenda in our workforce and the fairness and balance of our working conditions. We are making progress in this ESG targets agenda, with focus on diversity and inclusion. (See more details in the section Our future vision in sustainability.)

Support for strategic social projects

3-3 Social impact and relationship with local communities | 203-1 | 413-1



2.55 million in incentive-bearing projects, partnerships and direct social investment



The social investment projects we support have direct and indirect impact for **34,352,855 million people**

We exercise our social responsibility through projects financed from our own funds, projects that receive tax-incentive support and campaigns and collections, chosen and developed in accordance with the Company's objects. In 2022 we created our Social Investment Policy, which orients activities for our social and environmental objectives and our strategy, and ensures best compliance practices in our provision of funds. We focus especially on initiatives associated with our commitment to diversity, female empowerment, inclusion and responsibility in relation to the origin of precious raw materials – aiming to promote equity and positive transformations in society and in communities.

We seek to go further than our already historically proven differential in terms of proportion of women in our workforce and management, and increasingly, every day, we promote female empowerment, amplifying our challenges and results for more diversity and inclusion. (See more information in the section Diversity and inclusion).





Tax-incentive-sponsored projects

Contemporâneas Vivara: This project, created in 2020 with support under the Rouanet (cultural support) law, recognizes the strength of art and poetry shared in the streets, with murals and installations produced by women artists. It includes learning activities designed to promote reflection and creation – and realization of projects organized and led by women. In 2022 we took this project to five cities in Brazil (São Paulo, Belo Horizonte, Olinda, Florianópolis and Brasília), involving 13 artists and poets, reaching and inspiring an ever-widening public. Six installations were also created in São Paulo – with the creation of the Banca Galeria in the open square of Largo da Batata, and Poesia Concreto in the downtown area – bringing art to places visited by large numbers of the

public. The intention is to incentivize work done by women, with a view to their personal and professional development, and female empowerment in the arts. For more information on this project, please [see the website](#).

Mempodera: This is a nationwide non-profit with sporting and educational aims, promoting gender equality through development of motor and cognitive capacity, and social, personal and emotional competencies, in girls aged 6 to 15. Supported by the Sports Law, it incentivizes empowerment of girls and young people, and reduction of noxious stereotypes and gender-based violence. In 2022 there were activities in Cubatão, São Paulo state, and in São Luís (Maranhão).

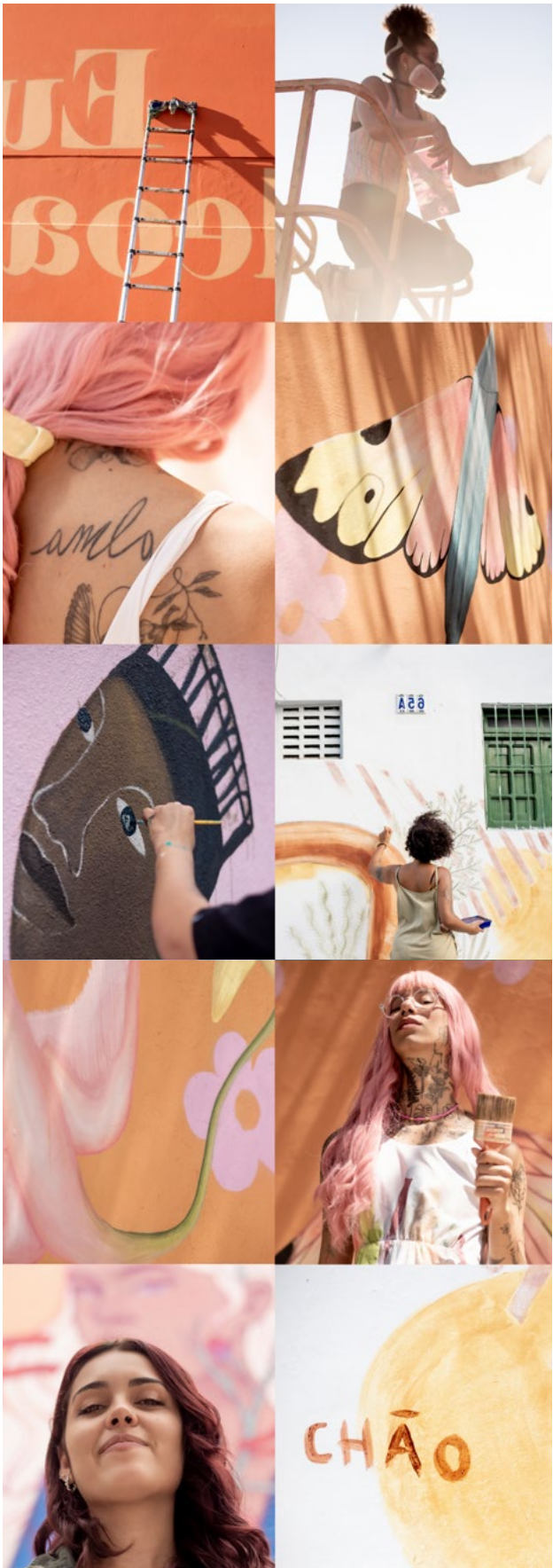
Dicara project of the Sustainable Amazon

Foundation: This is a program for full-life development – from birth to age 17 – of children and young people living in riverbank and indigenous communities in Conservation Areas in the state of Amazonas. As well as drawing attention to and respecting the forest and its biodiversity, this initiative improves the communities’ quality of life, in compliance with the Children’s and Adolescents’ Law (FUMCAD).

Chá Tecnológico: This is a program to promote culture and IT inclusion for the elderly, supported by the Old People’s Law, through training for access to digital technologies and the Internet. It prioritizes people with lower purchasing power, incentivizing them to take roles in their local communities, contributing to their physical and mental health, in several cities and towns of Ceará state. 90% of the project’s public – all of whom are over the age of 60 – are women.

Partnerships

Free Free: This is a global platform and organization that frees women and girls from physical, emotional and financial abuse, promoting a healthier, more prosperous, more stable and happier world. As well as activities with Free Free for our employees, we give supporting funds for activities outside the company, which offers educational programs of female empowerment (self-esteem, financial education, physical and emotional freedom) on its platform, in partnership with Casa da Mulher Brasileira, providing benefit to more than 1,400 women.



Outubro Rosa (the National Breast Cancer Awareness Month): The Chemotherapy and Beauty Institute (Instituto Quimioterapia e Beleza) has become a benchmark for women facing diagnosis and treatment of several types of cancer, providing information about beauty, self-esteem and well-being.

Empathy planning diary: In a partnership between Life by Vivara and the publisher Editora MOL, the Be Kind Today (Seja Gentil Hoje) learning notebook/diary was launched to inspire people to give priority to empathy, with small gestures of attention to other individuals and to the environment, and practice self-care, in the 100 first days of the year 2023. All profits from the product will go to the Jô Clemente Institute, which supports people who are intellectually challenged or have autism or rare diseases.

Precious words: The proceeds from sale of Palavras Preciosas (Precious Words), a collection of three personalized books published by Editors MOL, sold in our stores, go to Make-A-Wish Brasil, an organization with the mission of making dreams that transform the life of children with critical diseases come true.

Support for animals: The NGO Ampara Animal (Animal Support) has been admired and supported by our Life Pets accessory line since 2017. In 2022 we paid 3% of the sales revenue from selected pendants, and widened the campaign publishing images of animals from shelters, stimulating adoption.



Responsibility in the supply chain and production



Continuous improvement in the supply chain

2-25 | 3-3 Social and environmental responsibility in raw materials and the value chain | 308-2 | 414-2

Targets of our future vision in sustainability



Social-environmental certification for our suppliers of colored gems and finished products.



Traceability of origin of our precious raw materials, with the aim of **supporting and developing** best practices in the sector.

Our commitments arise from questions of quality, social and environmental responsibility, and ethics, and our products need to follow these criteria to be in line with the pillars of our business. Thus, transparency and traceability in the supply chain are essential components for our operations, contributing to the high added value of our jewelry, due to the sustainable criteria under which we produce them.

For this purpose, we have our Value Chain Development Program, which we enhance every year. In it, 100% of our suppliers that are considered to be Tier 1 (product and raw material) are assessed by an audit, on rigid criteria, before the start of the contract. Only those that have no item criticized, including under social and environmental aspects, are accepted. In 2022, 96.5% of our suppliers agreed to the audit protocol. The others are assessed on analysis of reputation, by

consultation of public documentation on environmental, social and ethical aspects. All our trading partners undergo some type of evaluation. 308-1 | 414-1

In 2022 we published, internally, our Policy on Acceptance of Suppliers. Since we are in



We have completed 100% of our expanded audits of direct suppliers: they scored an average 96.5% for compliance with the requirements checklist – up 26.5% from 2020, when we started the program.

a period of expansion of production, we are continuously seeking and developing trading partners. The new document provides support in enabling us to develop our operations safely and without exposure to risks. Under the new policy, we have begun the process of receiving self-assessments and social-environmental statements from the Tier 2 suppliers which, due to the perception of potential risk, may also be audited.

Illegal gold extraction is an issue of great importance in Brazil, and the mining sector can cause direct impacts on biodiversity. This is why we maintain a rigid control of our suppliers, to mitigate any risks in these areas. Aiming for continuous improvement of our value chain, we have made certain commitments in our future vision in sustainability: by 2027, we aim to have perfected traceability of origin for our precious

raw materials, as part of an effort to support best sector practices in origin accountability. We have partially achieved this target. In 2022, we had no violations of indigenous peoples' rights in our own operations or those of suppliers. 304-2 | 411-1

In our operations we do not tolerate or condone child labor, forced labor, slave labor or labor analogous to slavery; nor any prohibition on free association; nor raw materials from illegal mining; nor any type of violation of human rights. We do not establish commercial or institutional relationships with any companies that have these practices, whether they are aiming to be suppliers, service providers or trading partners. Since 2020, when the audit program was implemented, we have not identified any violation in any of these aspects in any of our suppliers. 407-1 | 408-1 | 409-1

Responsible raw material



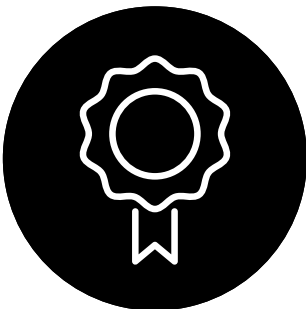
Our silver comes from a provider with certification from the **Responsible Jewellery Council** (RJC).



The **exclusivity of our diamonds** is enhanced by their guarantee of origin, which is reinforced by the Kimberley process, **ensuring that they are not sourced from any area of conflict.**



We have created **rigid protocols** that guarantee responsible management of **colored gems**, most of which come from **small-scale artisan mines** in more than 40 countries.

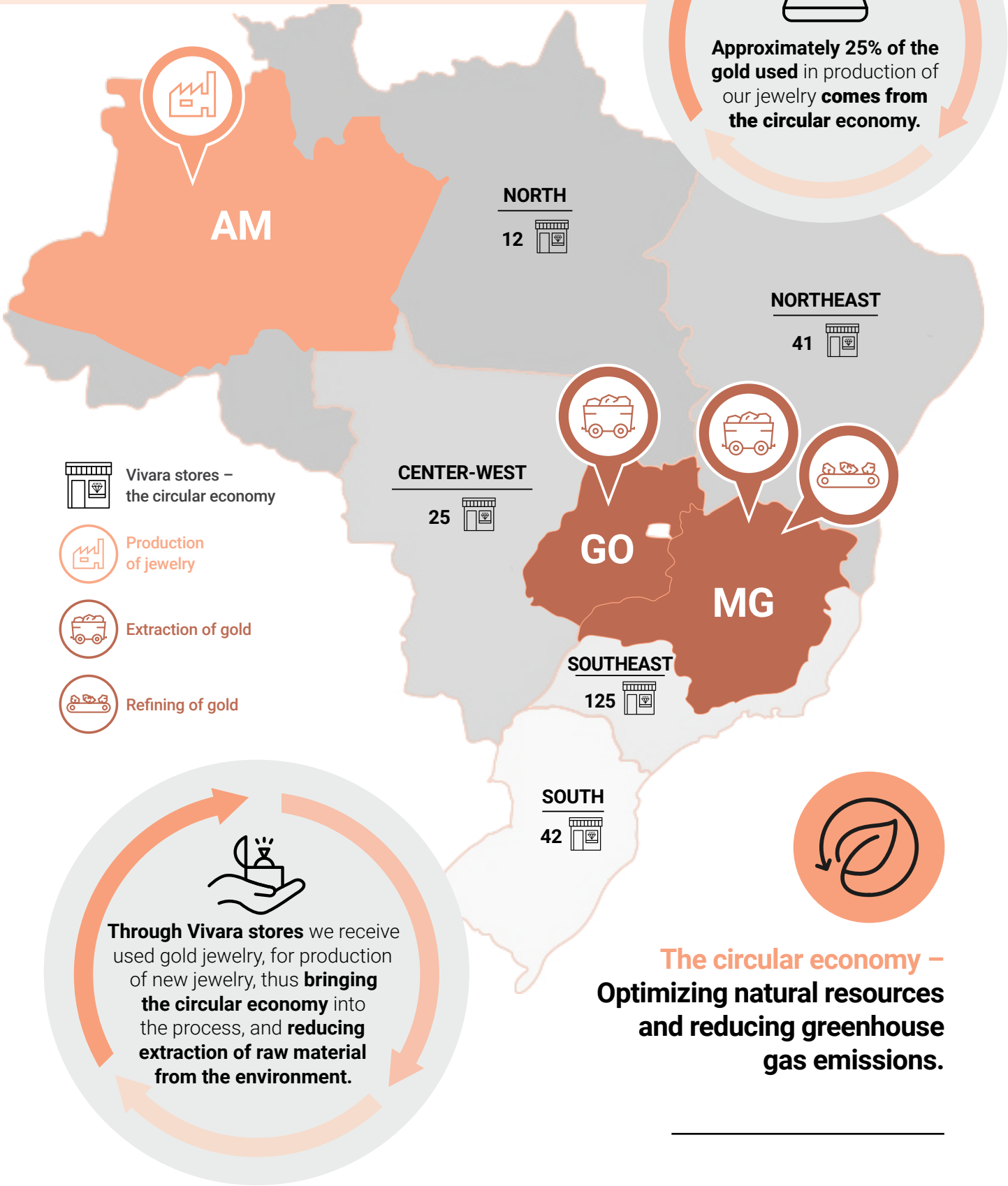


Our RJC certification attests to our standards of sustainability, including our value chain. For more information, see the section **Commitments and certifications.**



Gold origin map

100% of the first-extraction gold used in our factory **comes from Brazilian territory** – mines in the regions of the Brazilian states of Minas Gerais and Goiás, with certification from the **London Bullion Market Association (LBMA).**



Positioning: legal mining of gold



304-2

Under no circumstances does Vivara condone illegal extraction of gold.

Vivara believes that arguing for and supporting fair and ethical forms of mining are the best ways to respect life, people and the environment, and emphasize the importance of promoting sustainable development in Brazil.

All first-extraction gold used in Vivara's production comes from Brazilian mines in the regions of the Brazilian states of Goiás and Minas Gerais, outside indigenous areas, with LBMA certification as 'Responsible Gold', and is acquired from the mining company Anglo Gold Ashanti, one of Brazil's largest gold producers, with more than 180 years in the market – ensuring that all extraction and operation of mines is carried out correctly and fairly.

Vivara is the first Brazilian jewelry maker to obtain RJC certification. This recognizes ethical and responsible processes in the production chain of the jewelry and watch sector. In 2022, through a painstaking process of external audit in all its operations, Vivara was certified for its social and environmental diligence and responsibility in its production chain, all the way from the origin of raw material, through the production process, to sale in its stores. Vivara is also a member of the Initiative for Responsible Mining Assurance

(IRMA), a global community that engages mining companies, industrial companies, sector entities, NGOs and civil society in good practices and shared responsibility in the production chain.

At present approximately 25% of the gold used for making jewelry comes from circular economy campaigns, such as our Gold Week (Semana de Ouro), optimizing the yield of resources and giving new life and circulation to unused products. Compared to primary extraction, re-use of gold avoids 98.2% of CO₂ emissions.

As the largest network of jewelers in Latin America, Vivara recognizes its role and its responsibility in operating assertively to reduce environmental and social impacts with its partners, industry colleagues and other stakeholders, contributing to eradication of illegal gold extraction in the Amazon and other indigenous areas.

We reassert our commitment to work to create and establish standards and processes for a mining industry that is ethical and socially and environmentally responsible.

We support and congratulate the continuing effort of institutions, organizations and coalitions engaged in combating illegal mining.

Our manufacturing operation and care for the environment

2-25 | 3-3 Responsibility for the product | 203-1

Targets of our future in sustainability



100% use of renewable energy in the plant



Zero waste in the factory landfill

Even with large-scale production, a major part of our production process is artisanal. Our jewelry pieces and watches are finished manually, revealing the care of our goldsmithing and the precision work of our professionals, with quality control applied to each item individually. We carry out rigorous management of all the processes, from conception to delivery, with rapid reaction to new trends and innovations.

In line with this, we take extreme care in our manufacturing plant to provide the appropriate environment for this extremely detailed attention. In 2022 we made changes to three separate production lines of our unit in Manaus, where more than 800 people are dedicated to our production. These changes increased the quantity of pieces delivered by 42%, from 2021. Among the aims of all the improvements implemented was an increase in operational efficiency, optimizing use of resources.

In our Life products, internalization of processes, such as our manufacture of bracelet meshes

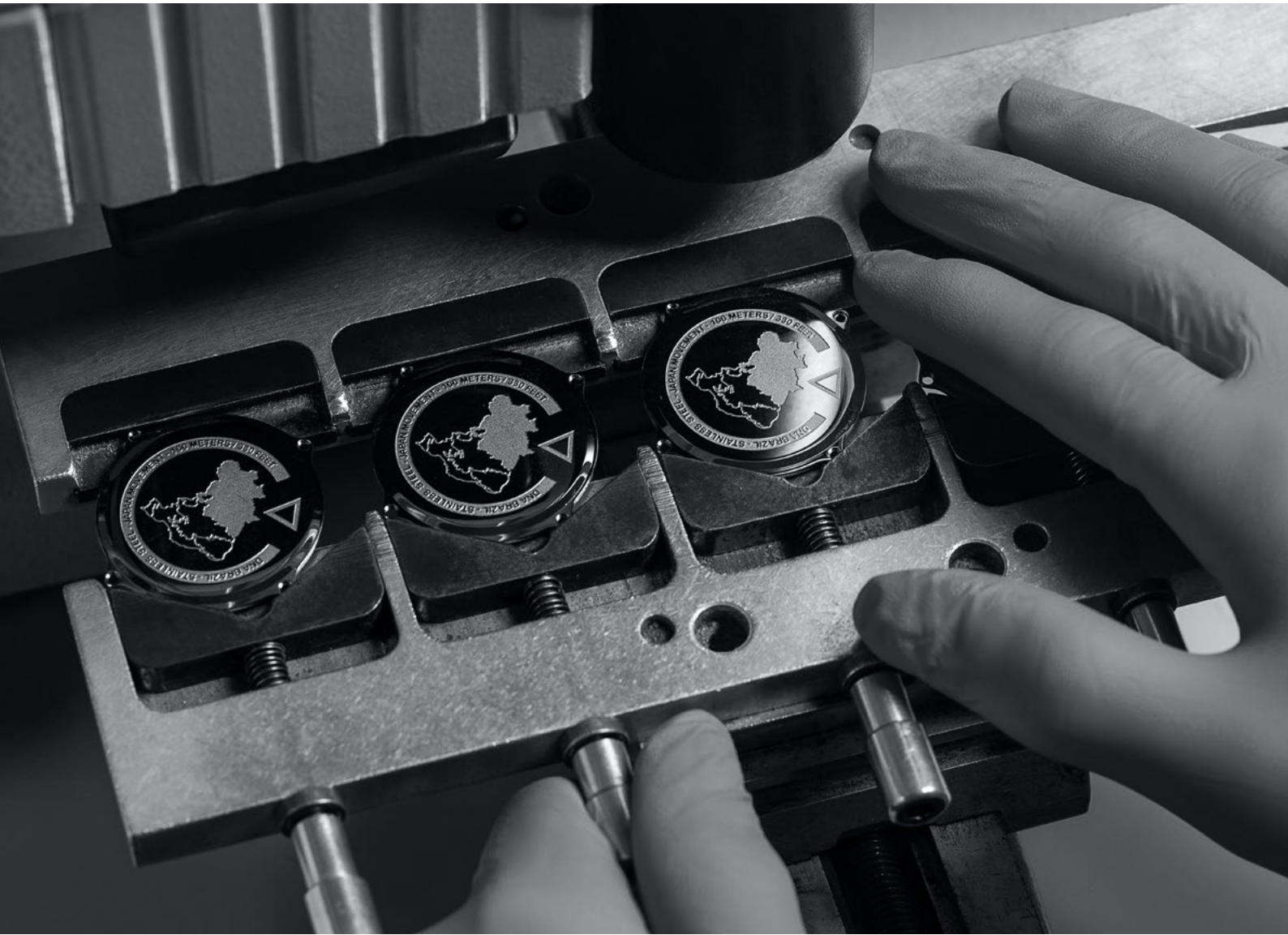
and wax setting, has improved profitability of this category, increasing the speed of replacement and development of new product lines. In Vivara jewelry, new technologies such as laser cutting, and hollow tube production of pieces, ensure differentiated design for our jewelry and most profitable products.

The process of direct casting, implemented in 2022, has reduced the number of stages in production, with gains in efficiency, and the possibility of enhancing the design of pieces.

In 2022 we also made an assessment of opportunities in all the production processes, to establish guidelines for expansion of production. We expect to put these into operation in 2023. The focus of this new project is to adapt production to international quality standards, with adoption of best practices and technologies, with wide-ranging social and environmental care. The new plant will have an area of 10,000m², with sufficient installed capacity to triple the volumes of items produced in the next 5 years.



We have a major focus on the quality of our products. Our manufacturing plant has certification under ISO 9001, and under the Walt Disney Company's Facility and Merchandise Authorization Application and Instructions (FAMA). In 2022 we received our RJC certification, with items also focused on quality, health and product safety. For more information, please see the section **Commitments and certifications**. 416-1



Environmental management

413-1 | 413-2

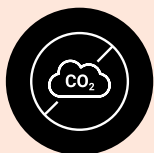
Our Environmental Aspects and Impacts Study (Levantamento dos Aspectos e Impactos Ambientais, or LAIA) documents and qualifies the operational controls of our most significant potential impacts. It identifies the sources and environmental aspects involved in each process, including criteria for influence, scope, and severity, among others. In addition, it brings together the operational controls necessary for managing each negative impact, addressing those responsible for managing and monitoring them.

The potential impacts identified refer to the possibility of noise pollution, soil or water pollution, and reduction of the availability of non-renewable natural resources, and to avoid them we perform controls on waste generation, noise, and effluent treatment. As 99% of our stores operate inside established shopping malls in large cities, we have not identified specific impacts on local communities.

Management of emissions

3-3 Climate change and emissions management

Targets of our Future in Sustainability



Carbon neutral in Scope 1 and 2 emissions in all operations



Reduce/neutralize logistics **emissions of carbon** (Scope 3) **by 50%** from their 2020 level.

In 2022 we made progress in various areas, including climate issues. Our first GHG inventory was made in 2021, based on the year 2020, enabling us to evolve in 2022 with decisions on targets for reduction in neutralization of emissions for the next 5 years. Also in 2022 we published our Scope 3 emissions. We will monitor these targets in a

proprietary system which is in development, to be managed by the ESG squads and reported to the Sustainability Committee, and the Board of Directors and its committees. In 2023 our efforts will be aligned to mapping the risks associated with climate change, and address them with our corporate governance risk management. 201-2

305-1 | 305-2 | 305-3 | 305-4 | 305-5

GHG emissions (tCO ₂ e)	2020	2021	2022
Scope 1¹ (Emissions directly related to stationary or mobile combustion, fugitive emissions and effluents)	495.81	577.07 ²	614.69
Scope 2 (Indirect emissions related to acquisition of energy)	479.96	977	467.61
Scope 3 (Other indirect emissions: transport, distribution, waste generated by operations, business travel – by air, bus or taxi – and employees' commute between home and the workplace.)			7,213.48

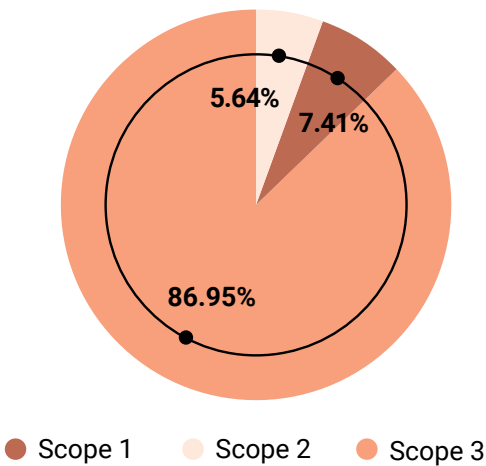
¹ We are working continually to improve management and recording of Scope 1 emissions associated with maintenance of refrigeration equipment and fire extinguishers.

² Data from 2021 updated with information on fugitive emissions, which was not available at the time of publication of the 2021 report. Updating of this item of data refers to emissions from refrigeration and air conditioning equipment.

Efficiency (kg CO ₂ e / unit produced ¹)	2020	2021	2022
Intensity of GHG emissions – Scope 1	0.29	0.22	0.16
Intensity of GHG emissions – Scope 2	0.28	0.37	0.12
Intensity of GHG emissions – Scope 3			1.86

¹ Unit produced = Vivara and Life by Vivara jewelry, and watches.

GHG emissions (tCO₂e) in 2022





Water and energy

With the increase in production resulting from our expansion, overall consumption of water and energy has increased. We have, however, achieved gains in efficiency in use of these resources, reducing the intensity of use of both. We have reduced the intensity of energy used per unit produced by 25%, and consumption of water by 10%.

All the water captured from outside parties is for common use, and the groundwater source supplies the industrial processes. The certification is re-validated each six months for capture of groundwater sources. All the water used in our operations is channeled to treatment stations, in compliance with environment laws. 303-4 | 303-5

Electricity consumption 302-1 | 302-3

	Electricity 2020 3,400 GJ	Electricity 2021 5,300 GJ	Electricity 2022 5,900 GJ
	GJ/unit produced ¹ 0,0019	GJ/unit produced ¹ 0,0020	GJ/unit produced ¹ 0,0015

Water consumption 303-3 (m³)

	2020	2021	2022
Well	10,312	17,226	20,261
Concession holder	829	833	918
Total	11,141	18,059	21,179
Liters/unit produced ¹	6,31	6,82	6,15

¹ Unit produced = Vivara jewelry and Life by Vivara jewelry and watches.

The manufacturing plant is currently in a process of expansion and rearrangement of work shifts. For this expansion, we have aligned individual points of infrastructure for better distribution of the energy panels, and for replacement of all fluorescent, mixed-source and vapor lamps with LEDs units.

Circularity and management of waste

3-3 Circularity and waste management | 306-1 | 306-2 | 306-3

In line with our commitment, circularity is one of the main pillars in optimizing the yield of resources used to manufacture our products. We believe that the circular economy can be implemented in the jewelry sector, reusing finite resources of precious metals – a finite resource – satisfying consumers’ desires, avoiding primary extraction of these resources and reducing the overall impact on natural resources. At present approximately 25% of the gold used in our production is from the circular economy. 301-2

Gold: We encourage circularity in gold, investing in promotional actions which, as well as preserving resources, intensify our relationship with our customers. We receive gold jewelry for reuse throughout the year, but it is during our Gold Week (Semana de Ouro), carried out periodically, that the theme comes to the fore: the jewelry brought in by the customers is valued at 15% above market value.

Silver: Silver Week (Semana Prata), a promotion that collects raw material to give life to new products, strengthens our commitment to responsible environmental management and the minimum possible impact, through its concrete results. In Silver Week, our clients are invited to renew their collection by exchanging bracelets of the classic Moments line, and used pendants from Life by Vivara, in return for

immediate credits. Compared to extraction, our reuse of silver reduces CO₂ emissions into the atmosphere by 86%.

Diamonds: To upgrade diamonds, we encourage exchange of jewels bought in our stores for other items of higher value, using the prior item as credit. A solitaire (in earrings, a charm, a ring or a necklace) can be upgraded to another higher-carat solitaire with a higher price, by payment of the difference between the price of the new item and the amount paid for the previous one. This upgrade also applies to engagement rings, even if engraved. The items go through a recovery process and are put on sale again.

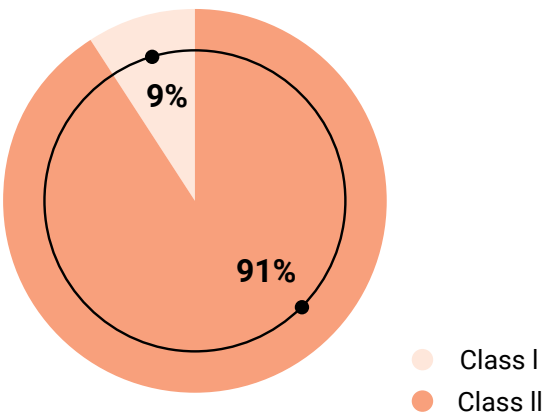


Following our initiatives in 2020, when we created the Solid Wastes Management Plan for the factory, and 2021, when we expanded it to cover the corporate offices, we continue to seek enhancement of management of wastes produced in our operations.

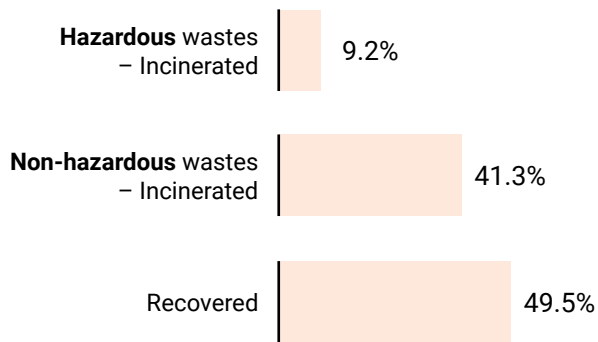
We have channeled our manufacturing waste to incineration or recycling, and we have a commitment to zero allocation of waste to landfills, which we expect to achieve in 2023. In 2022 we generated 343.5 tons of wastes, of which 91% were Class II and 9% were Class I. Approximately half the volume of our wastes is recovered, especially through use in agriculture with licensed partners, and 50.5% is allocated for incineration by a licensed company, which regularly presents us a report with the statistics on emission of gases.

We work continuously to provide packaging with a higher recyclability index and lower post-consumption impact. The paper and cardboard that we use has Forest Stewardship Council (FSC) certification. Of all our packaging volume, 99.99% is entirely renewable. A small proportion (0.002%) of our packaging – comprising our glass perfume bottles – is of non-renewable origin. 301-3

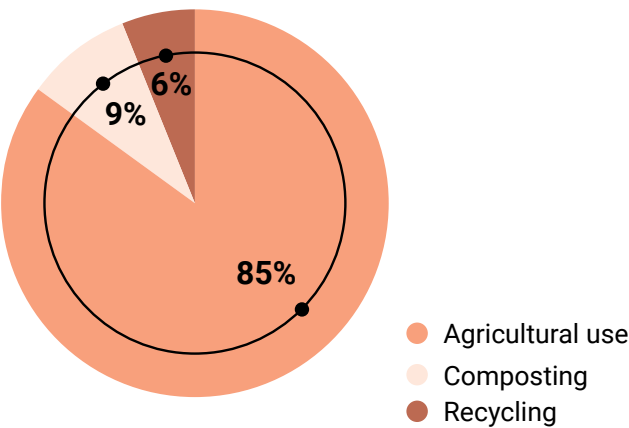
Percentage by type of waste



By type of destination



Recovered waste – % by type of destination



Quality in retail



Quality in retail



2nd-placed in the Biggest and Best awards of Exame magazine, in the Wholesale and Retail category.

“Jewelry store most loved and most sought after by people of São Paulo” – according to the survey by Veja São Paulo magazine in partnership with Mind Minders.

“Largest retail company in Eyewear, Jewelry, Bijoux, Handbags and Accessories” – in the 2022 SBVC Retail Highlight Awards.

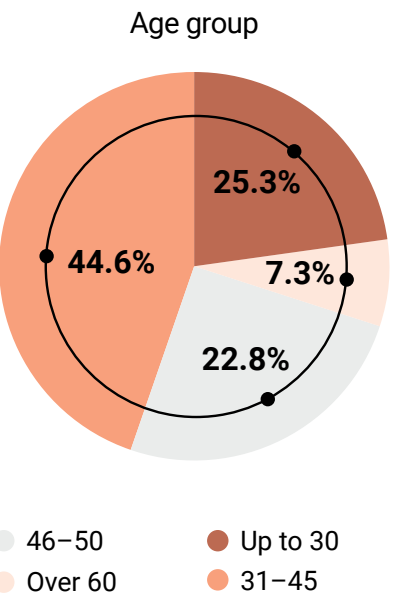
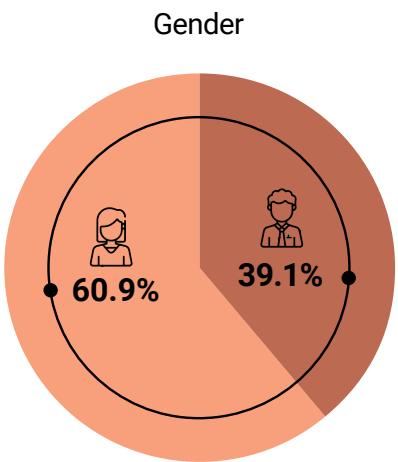
Focus on the client

The client is at the center of our business, and our aim is to offer excellence and the best purchasing experience. All our initiatives and actions are oriented by the ‘customer-centric’ concept, so that we identify and satisfy the needs of various markets and different target publics. Our success in this strategy was confirmed in 2022 with an NPS (Net Promoter Score) of 95, two percentage points higher than in the previous year.

Our Client Relationship Management (CRM) process provides direction in our personalized services of care for the client. This ‘assisted selling’ provides greater client loyalty – approximately 32% of clients are recurring and make more than one purchase with us per year.

Wide client base

1.6 million clients



The Omnichannel experience

We focus our efforts on use of a platform with multiple sales channels (the Omnichannel principle), so as to offer versatility and flexibility in the buying experience. The integration of the various sales channels enables us to have higher availability of stock, and more options for the client in delivery, or collection.

Sales revenue within the Omnichannel system was 99% higher in 2022, with 292 stores participating – almost the entire store base. In these units, the store’s inventory is available for online sale. Our interactive WhatsApp sales program, Jewelry in Action (Joias em Ação), gives us automated data enabling us to be more assertive in completing strategies and creating effective, directed campaigns. This program provided 28.5% of online sales in 2022. At the same time, 24.6% of our online sales were carried out with a store salesperson linked to the process.

To improve clients’ online experience, in 2022 we adopted the VTEX digital platform, which provided new functionalities such as regional updates of availability of stock, and optimization of navigation on key pages. It comprises an automatic ‘shop window’ with suggestions of complementary items, interactive digital catalogs, a shared checkout cart, live e-commerce and split of orders originating from more than one locality. One of the first results from VTEX was an increase in organic traffic on the site and a lower rate of rejection, due to the speed and fluidity of navigation, as well as a higher proportion of closing of sales.

Excellence in attention to the customer

3-3 Development opportunities for employees

We are proud of the level of customer service in our stores, which focus on excellence of sales and optimizing the client's purchasing experience. Dealing with clients is based on three key principles: sales technique, knowledge of the products and focus on the client.

In management of our stores, we centered on three main themes in 2022:

Time management: Measuring and development of agendas and work routines for all jobs in the store;

Governance: We structure and apply the structure, having as pillars the evaluation of service, weekly squads for planning and the win-win relationship (variable remuneration customized per store); and

Remote monitoring: We have created an area for monitoring of service in 49 stores, with immediate feedback.

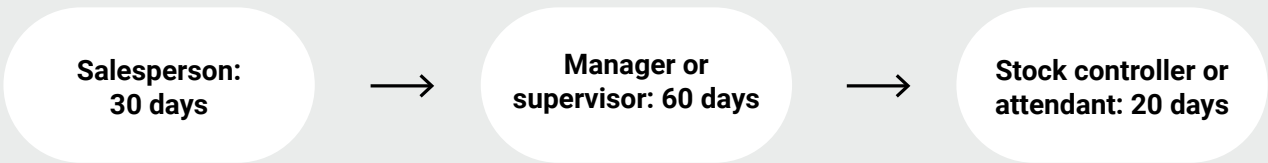
We have put in place several initiatives to accompany our expansion. All the stores now have a pair of training experts (one manager and one stock controller), who stay in the store for 2 weeks and give on-the-job training. This increases the sense of security and knowledge for the team in each store. We have also maintained our 60-day trainings for managers, and 30-day training for salespeople, as well as a sustaining education program.

We have an online training platform, which covers themes such as: the product, sales technique, leadership, and the themes of environment, social and governance. Every 2 months, our Commercial area carries out training that goes beyond the standard programs.

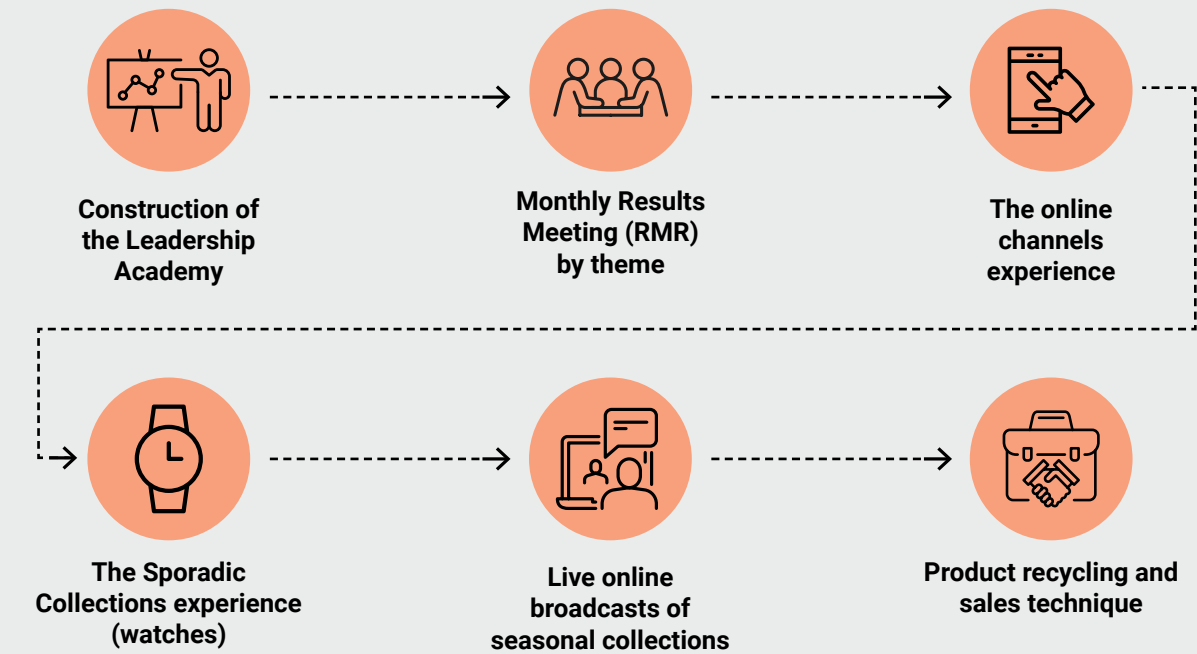


The training experience

Initial training



Continued learning



Indicators in 2022

More than
129,000
certifications
All store employees
/all courses

90%
satisfaction
Online courses

More than
82,000
hours
on-the-job
initial training

Sustainability in the store

203-1

Targets of our future vision in sustainability



Sustainability in expansion projects, with focus on energy efficiency, water footprint, wastes and materials.



Our store no. 300 was awarded Silver Certification under the LEED (Leadership in Energy and Environmental Design) rating system – which certifies best practices in construction, to optimize sustainability.

In 2022 we opened 53 new stores. It was the year with the greatest expansion in our history, with presence in new state capitals and expansion into regions. As well as expanding the power of our business, the new stores generate jobs in various parts of the country, with a positive impact on communities and services in the surrounding area.

Another milestone in our 60th anniversary was the inauguration of our 300 store, located in the Shopping Village Mall, in the city of Rio de Janeiro (RJ). The facility received LEED Silver certification in January 2023, which seeks to encourage and accelerate the adoption of sustainable building practices. As well as

the benefits in terms of efficiency, and the environment – such as reduction of energy and carbon footprints – implementation of the LEED guidelines reduces operational risks and costs and encourages development of suppliers and sensitivity of employees and clients to ESG themes.

As from 2023 all our new stores will comply with our sustainability objectives from conception through construction to operation of the store, with a focus on greater energy efficiency, and on development of partners who provide materials with environmental responsibility attributes in the various locations throughout Brazil.

Sustainable initiatives in our store 300 include:

- 12% less power in illumination than in a reference store of the same type, using LED lamps;
- variable air volume (VAV) air conditioning systems, which use less air (and less power) at times when there are fewer people in the store – economizing energy;
- a high-efficiency electric motor in the ventilators of the air conditioning system;
- store illumination with automatic disconnections;
- choice of a furniture supplier committed to purchase of wood from reforestation, ratified by the Forest Stewardship Council (FSC);
- use of paints with low emission of volatile organic compounds (VOCs); and
- 100% of construction waste reused or recycled, with none going to landfill.

Sustainability issues were also taken into account in the choice of location for our store 300. The mall is close to a cycling network connected to 10 basic services, and applies environmental strategies in line with our own. It also has clean renewable-source energy, provided by a photovoltaic solar generation farm, able to supply 100% of the mall's energy demand.



Employees

3-3 Development opportunities for employees | 404-2



First-placed in the Teva Women in Leadership gender diversity ranking

Great Place To Work (GPTW) certification

Our aim is to “make every story unique and special” – and this includes the stories of the people who help us, every day, build our success. We celebrate the Company’s 60th anniversary knowing we have a legacy built by brilliant professionals, with an ownership attitude, engaged with our aim and passionate for our business.

We generate employment and opportunities: For the more than 50 stores we added in the year, we hired about 480 employees to help us make every story unique and special every day. Our people develop and make careers – we have had more than 300 promotions and awards of merit, as well as more than 300 people honored for their time with the company.

The excellence of our customer care and our products is only possible thanks to the work of teams committed to quality and results. Thus we seek to offer a working environment that is healthy and fair, with recognition and development of our employees. This aim was highlighted in 2022 with our certification by the consultancy GPTW (Great Place To Work), which identifies the best companies to work in.

We believe that we have the role of acting as agents of engagement and transformation in subjects that are material to the business, as well as in the development of our employees. All new employees are trained in the company’s policies, and within a body of knowledge guidelines.

The confidence index reported by a survey based on the GPTW methodology in 2020 was 76%. A highlight component of the results was pride in being part of the company. Our strong points include: people who are engaged, open and welcoming; the good organizational climate; and our dynamism, with many opportunities, challenges and learning.

The GPTW Survey

Confidence index:



Opportunities for development 404-1



218,919
hours of training

Total per employee:
49.11 hours



129,790
hours of online training
6,367
hours in webinars

4,536 employees active on the platform in 2022

Average score in the activities: 9.0



Total hours of specific training for stores (100% women):

562 hours of
in-person/tutor lessons

82,200 hours of
on-the-job training



Average hours' training, by type – corporate offices and factory:

Leaders:

54 minutes

Non-leaders:

47 minutes



We believe that fully trained managers constitute one of the fundamental factors for mobilizing and ensuring the perpetuity of our business; with this in mind, we have strengthened our Leaders Development Program with the participation of an external partner. In 2022 the program covered these themes: Contemporary Leadership, Feedback and Courageous Conversations, Agile Transformation and Scrum. In our Nationwide Sales Convention we met in person with more than 350 leaders in stores and the corporate office, in order to celebrate our results and prepare for the end-of-year sales.

We have also not spared efforts to maintain constant transparency and dialog. We held numerous online lectures, sent more than 1,000 internal notices and information updates, and implemented innumerable endomarketing actions to commemorate important dates. In further efforts to connect the team increasingly with our strategy and results, we held two further programs: Vivara Connection and Strategic Dialogs: Quarter's Results Live, which are two important meetings to present the main strategic themes and provide guidelines for next steps: the first focused on leadership, and the second on the whole company.

We hold the annual Career Cycle, in which employees who have been with us more than six months are evaluated. In 2022, 70% of our employees were assessed – 92% of them women and 12% men. Of this 70%, 18% were leaders and 82% were not in leadership positions. The career cycle includes self-assessment, assessment by the employee's immediate superior, feedback and an individual development plan (PDI). 404-3

Through our [Executive Compensation Policy](#), approved by the Board of Directors, we establish guidelines and rules for setting the remuneration and benefits of the statutory directors, the executive directors, the members of the Board of Directors, and the committees. The fixed compensation comprises a monthly pro-labore payment, which aims to recognize and reflect the responsibilities of the post occupied and the time and the dedication of our members, based on market parameters, as well as benefits to give our executives more security and enable them to focus on their functions. The variable remuneration comes from our system of profit sharing, which results in bonuses and is aligned with performance, sustainability and the business's growth strategy. The total remuneration of managers for the 2022 business year was approved by the annual stockholders' meeting in April, 2022. 2-19

The fixed salaries of our employees are set locally (for each unit) because they are decided by local collective agreements. Each unit has a floor salary level, which is the result of union negotiation. Our Compensation Policy covers all the positions in the company, and operates with a points system, in which each position is evaluated in accordance with the complexity of its functions, without any gender distinction. Based on the policy, any proposal for alteration or implementation is submitted to the People, Culture and Governance Committee for analysis. For store employees, the variable compensation in the first year of operation is calculated using our Target Achievement Index. In stores more than one year old, variable compensation

The excellence we offer in our customer care and our products is only possible thanks to the work of teams committed to quality and results.

is calculated using the index of each store, which may change with the number of salespeople and its ratio to sales made individually. 2-20

We provide an extensive benefit plan to all employees, which includes medical and dental care, vaccination and health campaigns, life insurance, profit sharing, five-year salary, birthday day off, gym plan,

and payroll-deductible loans, among others benefits. 401-2

In addition to its 4,457 employees, in December 2022 Vivara had 78 outsourced service providers, contracted in accordance with the demand and needs of each area – approved by the People, Culture and Governance Committee – for activities of security, product owner and service desk. 2-8

Diversity and inclusion

3-3 Diversity and inclusion

Targets of our future vision in sustainability

50% of management positions held by women, in all operations.



Ensure that 100% of leaders are aware of and have acquired sensibility on the subject of diversity.

Over our 6 decades of history we decided on a predominantly feminine presence, growing with women genuinely in leadership positions. This experience has made it even easier for us to understand that diversity is an aspect of great value in management of a business, providing perspectives that cannot be obtained in environments that do not promote plurality. To expand our activity on this theme, in 2021 we began an intense project on diversity, aligned with our future vision in sustainability, which presents specific targets for these aspects.

Our Diversity Program covers 100% of our operations, and is based on three main areas: communication, education and affirmative actions. The aim is to seek, as well as gender equality, racial equality, inclusion of the disabled people, and sensibility and awareness for all aspects related to diversity. We want to repair social scenarios of discrimination, and help empower this change, from inside our organization to the world at large, overcoming prejudices and promoting spaces in which all people are welcome. 412-1

Campaigning fronts



Gender equity



Racial equity



Disabled people



Opinions, thoughts, generations, religions, regions, etc.

Manifesto

At Vivara, we want you to live Diversity!

Our most precious jewels are our people – and we believe that each one of them is a world of possibilities. A world of stories, dreams, beliefs, values, opinions, and ways of relating.

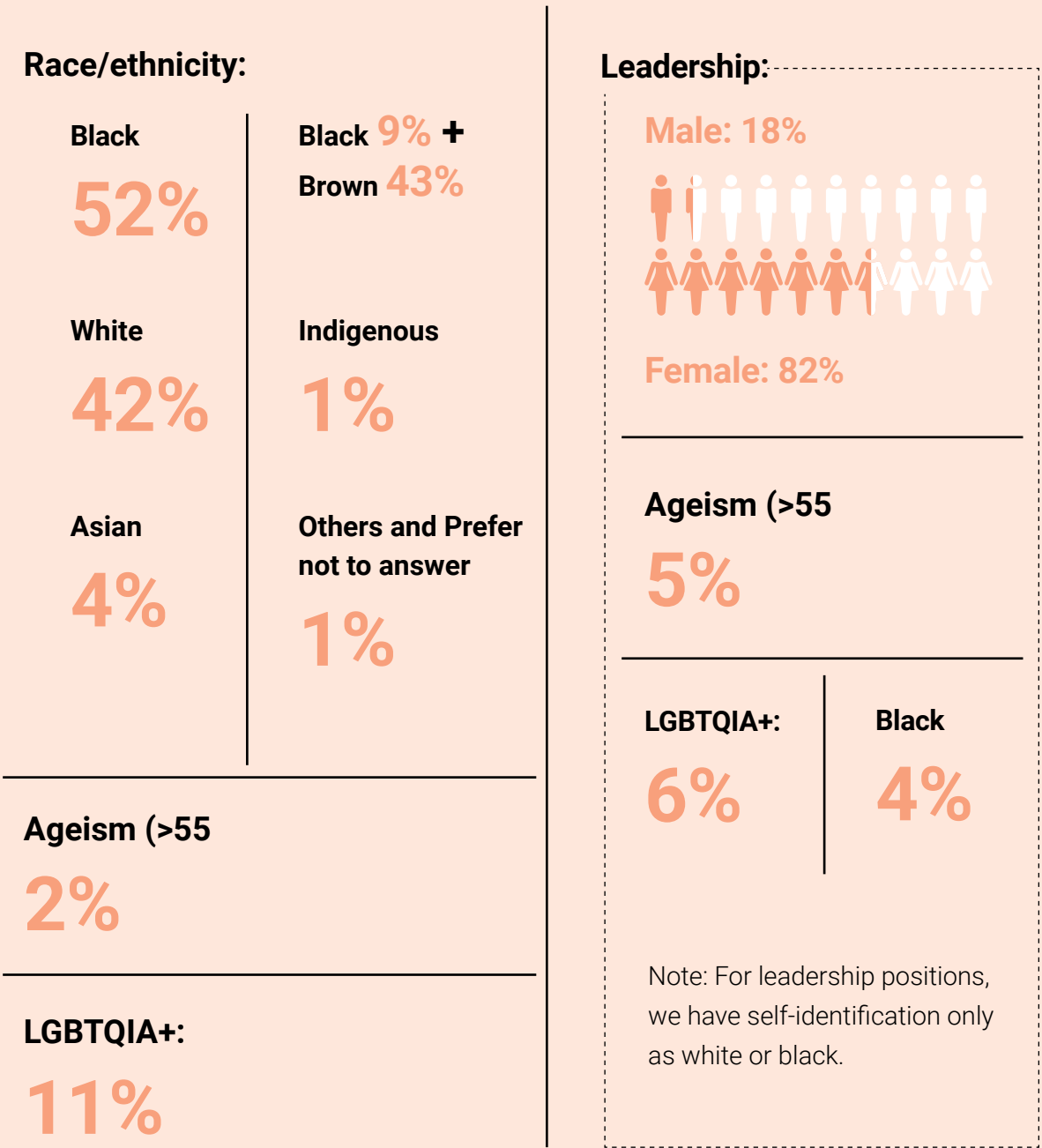
Our DNA is Brazilian: we know that each one of us has unique characteristics. The sum of all of them that makes us a plural company! We are: races, ages, beliefs, cultures, accents, genders, sexualities, sizes and shapes.

It is only good for us if it is good for the world. We want to increasingly value all this diversity and promote inclusion in order to build a place where all people feel welcome.

Accept, collaborate, respect and include. This is our slogan. The evolution has already begun...

Be a unique and special person in your way!

Self-reported diversity data – 2022 405-1



Diversity actions in 2022

- Construction of our Diversity and Inclusion Communication Plan.
- Publication of the Vivara Diversity Policy, with simultaneous launch of a Diversity Glossary, with an in-depth web page on the subject.
- Launch of the Gender Equity Practical Guide.
- Unconscious Biases Campaign: Raising awareness through internal communication, addressing topics such as racism and inclusion of disabled people, and working on the concept of unconscious discrimination bias, so that this phenomenon becomes better recognized.
- Female empowerment: Seven online live sessions with the gender equity consultant Yasmine Stérea, founder and CEO of Free Free, a platform that promotes physical freedom, emotional health and financial independence for women and girls dealing with subjects such as self-knowledge, financial independence, mental and emotional health, respect, support for feminine causes, sisterhood and maternity.
- Accessibility: Use of alt-text for images in LinkedIn posts, translation in Brazilian Sign Language at internal events, mapping of accessibility in the units for expansion, improved access in the plant and mapping of qualifications.
- Awareness actions against discrimination: #PreconceitoAquiNão (No Prejudice Here) Campaign, Disabled Live, LGBTQIAP+ Pride Week, and Black Consciousness Awareness campaign.
- Our ESG Week includes environmental and diversity subjects.
- Vivara Baby on Board: This program for pregnant mothers aims to strengthen the Vivara diversity experience, valuing and welcoming the company's pregnant mothers, and aiming to provide optimal healthcare and orientation during pregnancy.
- Action to reinforce diversity in the workforce: photo shoots of employees, and publication of affirmative vacancies.
- Self-identification survey via GPTW.
- Creation of Affinity Groups to start operating in 2023.

VIVARA

Life
VIVARA

Talentos que BRILHAM



Talents that shine

3-3 Development opportunities for employees

In 2022 we launched Talents that Shine (Talentos que Brilham), our talent attraction program. It contains various initiatives to encourage selection of a diversity of people for various activities in the company. As part of our strategy, it contributes to both our pillar of sustaining the business, and also supports our succession plan, in that it aims to train professionals and create a channel of talents for the key areas of our business.

“

We give ever-increasing value and importance to diversity and inclusion, to build a place where all people feel welcome.

Internships

We aim to develop young talents from the employment market, to enable them to shine even more in their professional lives. In this process, as well as training them professionally, we also disseminate our culture and values. The program has an extensive development component, such as welcome meetings; immersion in the company's culture; experience in our stores; participation in projects for internal improvement; training and assessments of performance.

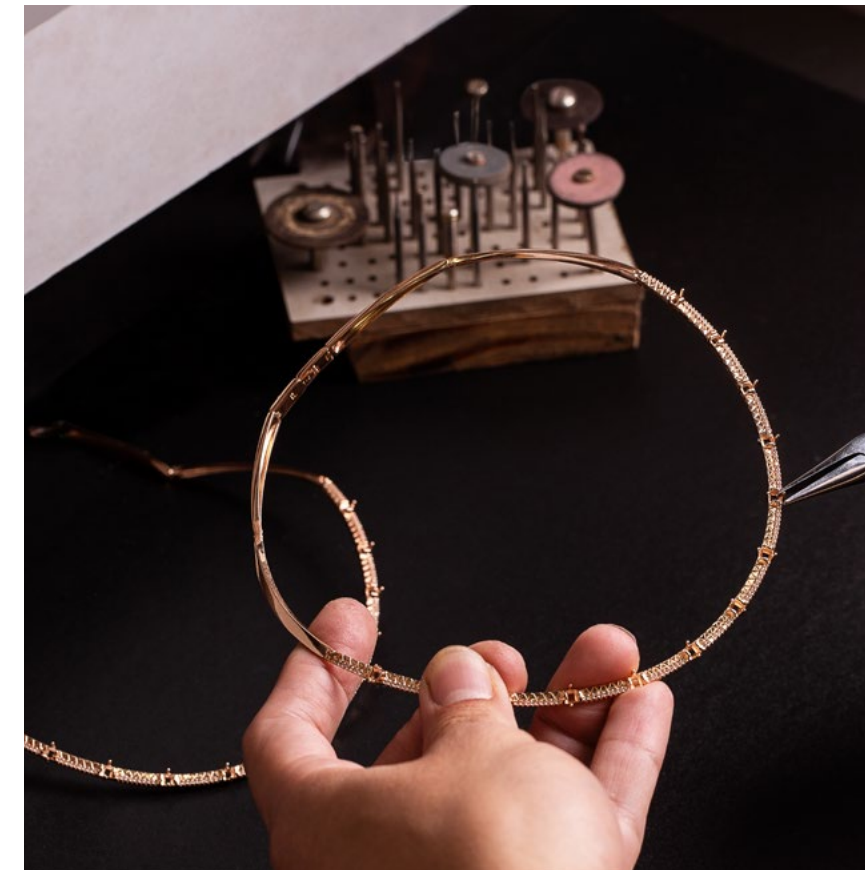
We have more than 4,600 people inscribed in the program and 53 guests are invited for the interview panels, which take up more than 25 hours. At the end of the process, 11 candidates were approved. In line with our aim for diversity, 91% were female, and 54% were black or mixed-race.

Goldsmithing Workshop

Ten apprentices were selected, and able to enter our Goldsmithing Training in the first year of our apprenticeship program, held in 2022 in partnership with the National Industrial Apprenticeship Service (Serviço Nacional de Aprendizagem Industrial – Senai). They were able to develop competencies in the operations of preparing and assembling jewelry, in accordance with procedures of quality, environmental and safety rules.

Program for the disabled

In partnership with the Jô Clemente Institute, which offers improved health and quality of life for the intellectually challenged, in 2022 we contracted 10 intellectually challenged professionals to work in our Life by Vivara stores. In the program, they took part in a complete series of specialized training and development with Vivara professionals and the Jô Clemente Institute, plus individual monitoring and tutoring. A total of 10 stores in São Paulo received these new employees.



Health and wellbeing

3-3 Employees' health and well-being | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10

Our workplace health and safety management system covers activities of the corporate office, technical assistance, stores, and the manufacturing plant – it assists 100% of our employees, and complies with the regulatory rules of the Brazilian Consolidated Labor Laws (CLT). It is regularly audited internally, and in 2022 was audited externally by the certifying entity of the Responsible Jewellery Council (RJC). (For more information, please see the section [Commitments and certifications](#).)

Inspections are periodically carried out in our central office (administration, logistics and technical assistance) and in the manufacturing plant, for preparation of our Risk Management Programs and our Occupational Health Monitoring and Control Program (PCMSO), in which we plan and structure the company's measures for prevention of risks and protection of health. These programs cover all the activities of Vivara employees, who are managed by the internal Work Safety Team and an outsourced company, validated by Vivara's Specialized Safety Engineering and Occupational Medicine (SESMT) team. If any one-off risk is identified that is not included in the Health and Safety Programs, employees directly notify the Occupational Safety Team or their managers, for them to arrange necessary prevention measures for mitigation with the SESMT. For outsourced workers, we check all documentation relating to the subject before integration with employees, and also offer

emergency care and monitor any occupational health-related events during activities in the company – but the risk management program is managed by the contracting companies.

The SESMT team identify and eliminate dangers besides of minimize risks, with support from the HR department for management of health services and monitoring of absenteeism. The Communication area publishes the procedures that have been established, and facilitates employees' access to the services, benefits and actions carried out.

The relevant legislation is monitored jointly with the Legal department, to maintain compliance. The data related to the theme is managed by a market-leading system operated by our service provider and fed by the SESMT teams. Performance is monitored monthly using the indicators that are produced. Sensitive data on health and safety situations is kept secret, with management procedures monitored and internally audited by our Compliance area.

We have a specific area for training, in which all new employees, before starting work, receive education and training on themes of health and safety. We also provide periodic training updates for these aspects. In the factory we provide specific training to prevent and mitigate risks related to operations.

Annually we hold our Internal Accident Prevention Week (SIPAT), in which we reinforce the commitment to safe procedures and behavior, and interact with employees to emphasize understanding of the importance of the subject. This interaction is also strengthened by the Internal Accident Prevention Committees (CIPAs) and by the Fire Brigades.

Our workplace health and safety processes are frequently analyzed to identify opportunities for improvement, which are put in place whenever a need is identified. We advise everyone of operational changes or new procedures through internal communications, making them available for consultation on the intranet platform.

We also implemented the new Emergency Action Plan (PAE) for the new head office, and planning of medical units to serve any emergency rapidly and efficiently. We make transport service available so that managers, in minor medical emergencies (as assessed by the technical service team), can send

the employee to emergency outpatient care accompanied by a member of the SESMT. We also have a Fire Brigade operating 24 hours a day in the company, to prevent and fight fires, and also to serve in any medical emergencies or possible accidents.

The risks in our stores are mainly related to ergonomic factors and possible accidents due to falls. In the plant, the main risks are related to the production process, in particular the use of sharp cutting tools and chemical products which are able to cause cuts or burns. In both cases the most frequent accidents are outside our premises, and on means of transport not offered by the company.

In 2022 the number of accidents was higher, reflecting the larger total number of employees due to the increase in the number of stores. The accidents that took place are low-risk; even so, the SESMT team carries out the process of investigation to analyze the facts and propose measures to eliminate possible recurrence. We have not identified any cases of occupational illnesses in our activities.

Type of accident	Number of accidents	Frequency rate	Severity index
Deaths resulting from work accidents	0	2.66	10.84
Work accidents with serious effects	0		
Work accidents with obligatory reporting	30		
Days off work	122		

We have a variety of healthcare programs for employees and their dependents:

Viva Bem (Live Well): This corporate program is a complete group of actions for well-being and quality of life, working on physical and mental health, incentivizing sustainability and dedicating special care to pregnant women, as well as providing family benefits. The consultancy makes a health triage of all employees with a view to improving quality of life and reducing days off work.

Covid-19 support: We have outsourced companies with a team of nurses and doctors that monitor all suspected or confirmed cases of Covid-19, for orientation, control and answers to any questions. We also maintain internal controls to monitor this subject.

Flowing: Flowing is an app that captures information from employees and monitors health, and also provides video lessons for training, yoga, nutrition tips, mental health, and other subjects.

Gympass: This app gives employees and their dependents access to various gyms throughout Brazil, with lessons in dance, swimming, hydrogymnastics, and other disciplines.

Alelo-Auster Support Program: The mission of Auster is to create conditions in the company that foster personal equilibrium, through programs dealing with behavior, quality of life and promotion of health. The services cover online attention by a multidisciplinary team, highly qualified and experienced, who keep all interactions confidential.

Program for pregnant mothers: We monitor and accompany all pregnant employees, providing information on the whole of the pregnancy and postpartum process. In the corporate office, which has a larger number of workers, we make a breastfeeding room available, for expressing and storing breast milk.



Our vision of the future



The next 60 years

Based on a history of ethics and integrity, in recent years our business has evolved at an increasing pace in aspects of sustainability. We have systematized our controls in the supply chain, making them more rigid, and marked our positioning in relation to challenges of the sector. We have received certification of our operations by an important sector entity that assesses social, environmental and ethics responsibility, underlining our commitments on this theme.

The ESG aspects are part of the pillar that sustains the business in our strategy, and its objectives are unfolded into strategic targets and linked to bonuses of the company's team and executives. We have developed our ESG targets through a structure based on the themes that are important both for the sector and also for our strategy, supported by the process of materiality carried out in 2022 through a wide-ranging consultation of our publics. This process identifies the relevance and importance of the aspects that we have prioritized – success in them will not only be favorable for our results, but will also have a positive impact on the sector in which we operate.

As the largest chain of jewelry stores in Latin America, we are convinced that we need to lead by example also in aspects related to sustainability in our sector. We will therefore keep our eyes attentively on internal management of these subjects and the supply chain, understanding that

sustainability is a journey, which we began six decades ago and still has a long path ahead. We will go forward with a focus on continual improvement, maintaining our cross-company vision in favor of sustainable development in our daily decisions.



About this report

2-1 | 2-2 | 2-3 | 2-4 | 2-14

This report contains information for January 1st to December 31, 2022 on Vivara Participações S.A., a publicly-traded company listed on the B3 (São Paulo stock exchange) under the ticker VIVA3. It is a holding company, which controls Tellerina Comércio de Presentes e Artigos para Decoração S.A. and Conipa Indústria e Comércio de Presentes, Metais e Artigos de Decoração Ltda.

In 2022, we had no change in our legal form or ownership, nor in the nature of our operations.

The consolidated financial statements comprise the financial statements of the company and its subsidiaries.

All the items in this report have been validated and approved by the responsible directors' departments and by the CEO of the company. There have been no restatements of information in relation to the prior year. Please send any questions or suggestions relating to this publication to: e-mail: sustentabilidade@vivara.com.br.

Review of Materiality

3-1 | 3-2

To define the content of this report, in August 2022 we made a full review of the materiality matrix, reassessing the context and our consultation of the publics that are our stakeholders.

The review followed the premises of the Global Reporting Initiative (GRI) for identification of real and potential negative and positive impacts on the economy, on the environment and on people, considering the directives on which the corporate strategy is based, priority projects of our future vision in sustainability and Brazilian and international benchmarks for the sector – providing an outlook for the principal themes associated with the value chain.

The themes that were prioritized in the previous cycle (Ethics and integrity, Care for the team, Safety and client satisfaction, Fostering adoption of good social and environmental practices in the value chain, Environmental management and climate change, Economic and operational performance and Contribution to the development of communities) were set against the specifics of the organization and the contemporary global challenges, maintaining alignment with the international sustainability agenda. In this materiality process, we took into account: the 2022 Global Risks Report of the World Economic Forum; the UN Sustainable Development Goals (SDG); and the parameters of the Sustainability Accounting Standards Board (SASB).

This process resulted in identification of 14 initial themes, which were analyzed in depth in 14 interviews with executives, investors, sector entities, suppliers and employees, to assess the importance of each one of these aspects in relation to our business, and prioritize those which have the widest reach and scale. The consultation was amplified and tested through an online questionnaire, in which participated 700 people of four of our publics – clients, employees, suppliers and investors.

The result of this consultation, calculated using a weighting system to reflect the influence and engagement of each public, led to definition of nine material themes. These themes were analyzed and validated by Vivara's Sustainability Committee.

The initial themes taken to consultation were: Social and environmental responsibility in the raw materials; Employees' health and safety; Social impact on local communities and relationship with them; Governance; Transparency and combat of corruption; Fostering of good social and environmental practices among suppliers; Responsibility in relation to the product; Opportunities for employees' development; Climate change and emissions management; Circularity and management of waste; Water management; Diversity and inclusion; Energy management; Biodiversity; and Digital transformation. The themes that we defined as material are shown in the following list:

Topic	Material aspects	GRI contents	Related SDGs
Social and environmental responsibility in raw materials and the value chain	Sustainable and certified materials; Traceability and transparency; Conflict zones; Damage caused by extraction; Human and employment-law rules in the value chain; Dissemination of the ESG culture.	3-3; 301-1; 304-2; 308-1; 308-2; 407-1; 408-1; 409-1; 411-1; 414-1; 414-2	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
			<div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>
Employees' Health and Safety	Employees' health, safety and wellbeing; Employment-law rights.	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Social impact and relationship with local communities	Economic results achieved and the percentage reverted to society; Education, employment and local development; Volunteering; Development of local means of subsistence.	3-3; 201-1; 201-4; 203-1; 413-1; 413-2	<div><div>1 NO POVERTY</div><div>2 ZERO HUNGER</div><div>5 GENDER EQUALITY</div></div>
			<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>
Governance, transparency and combat of corruption	Entrepreneurial ethics and compliance; Corporate governance; Relationship with stakeholders; ESG culture.	3-3; 2-9; 2-10; 2-11; 2-12; 2-13; 2-14; 2-15; 2-16; 2-17; 2-18; 2-23; 2-24; 2-25; 2-26; 2-27; 205-1; 205-2; 205-3; 206-1	<div><div>5 GENDER EQUALITY</div><div>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</div></div>
Responsibility in relation to the product	Product quality and safety; Responsible marketing; Client satisfaction; Future of the sector.	3-3; 416-1; 416-2; 417-3	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>
Development opportunities for employees	Training; Corporate development and culture; Recruitment and retention; Employee engagement; Dignified salary.	3-3; 202-1; 401-1; 401-2; 401-3; 404-1; 404-2; 404-3	<div><div>5 GENDER EQUALITY</div><div>10 REDUCED INEQUALITIES</div></div>
Climate change and emissions management	Climate change – effects, risks and adaptation; Emissions; Carbon reduction; Energy management.	3-3; 201-2; 302-1; 302-2; 302-3; 305-1; 305-2; 305-3; 305-4; 305-5	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div></div>
Circularity and management of waste	Identification, treatment and destination of generated waste; Circular approach to business; Assessment of the life cycle; Packaging; Eco-efficient operations.	3-3; 301-2; 301-3; 306-1; 306-2; 306-3; 306-4; 306-5	<div><div>6 CLEAN WATER AND SANITATION</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>
			<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>13 CLIMATE ACTION</div><div>15 LIFE ON LAND</div></div>
Diversity and inclusion;	Promotion of diversity and equality; Female empowerment; Salary equity; Responsible marketing.	3-3; 2-7; 2-8; 405-1; 405-2; 406-1; 410-1	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>10 REDUCED INEQUALITIES</div></div>

GRI Overview



GRI Overview

Indicators

2-7 Employees | 405-1 Diversity

Number of employees by gender, age and region (permanent and temporary)

Directly employed	Up to age 30		31–50		Over 50		Overall total
	Female	Male	Female	Male	Female	Male	
Southeast	914	85	963	119	118	18	2,217
North	448	228	211	64	12	11	974
Northeast	175	0	283	2	27	0	487
South	206	3	234	4	26	0	473
Center-West	143	0	154	1	8	0	306
Overall total	1,886	316	1,845	190	191	29	4,457

Temporary	Up to age 30		31–50		Overall total
	Female		Female		
Southeast	9		1		10
Northeast	4		0		4
Center-West	1		0		1
North	0		1		1
Overall total	14		2		16

Number of employees by gender, age and region (full-time and part-time)

Full-time	Up to age 30		31–50		Over 50		Overall total
	Female	Male	Female	Male	Female	Male	
North	365	215	129	64	10	11	794
Southeast	154	82	194	119	7	18	574
South	2	3	4	4	1	0	14
Northeast	1	0	1	2	0	0	4
Overall total	522	300	328	189	18	29	1,386

Part-time	Up to age 30		31–50		Over 50		Overall total
	Female	Male	Female	Male	Female	Male	
Southeast	760	3	769	0	111	0	1,643
Northeast	174	0	282	0	27	0	483
South	204	0	230	0	25	0	459
Center-West	143	0	154	1	8	0	306
North	83	13	82	0	2	0	180
Overall total	1,364	16	1,517	1	173	0	3,071

Number of employees by position, gender and age

Governance	31–50		Over 50		Overall total
	Female	Male	Female	Male	
Board of Directors	0	1	2	2	5
Statutory management	3	2	0	0	5
Overall total	3	3	2	2	10

Leadership positions	Up to 30		31–50		Over 50		Overall total
	Female	Male	Female	Male	Female	Male	
Leaders	81	24	350	71	44	10	580
Non-leaders	1,805	292	1,495	119	147	19	3,877
Overall total	1,886	316	1,845	190	191	29	4,457

Number of employees by location

Establishment	Overall total	Percentage
Stores	3,011	68%
Factory	827	19%
Corporate Office	397	9%
Logistics / Technical assistance	222	5%
Overall total	4,457	100%

GRI 201-1 Direct economic value generated and distributed

Distribution of added value (R\$)

	2020	2021	2022
People	200,528,944	283,974,055	368,918,298
Taxes	364,170,179	423,936,397	513,888,252
Remuneration of external capital	77,078,593	79,617,259	104,871,387
Remuneration of own capital	146,672,109	298,490,270	360,854,417
Total	788,449,825	1,086,017,981	1,348,532,354

Source: Standardized Financial Statements (DFP), 2022, pages 24–25.

GRI 201–4 Financial assistance received from government

Tax incentive – 2021 – ICMS 131 – Operational profit – IRPJ 45

	2020	2021	2022
ICMS tax (VAT)	61,186	131,464	198,657
Corporate income tax (Based on Operational profit)	23,887	44,574	73,993
Total	85,073	176,038	272,650

Source: DFP, 2022, page 54.

GRI 202-1 Ratio of lowest salary to the local minimum wage, itemized by gender

All employees receive a salary greater than or equal to the Brazilian national minimum wage. This calculation includes only workers with 220 working hours. We do not allow any salary difference between genders.

GRI 207-1 Approach to taxation | 207-2 Governance, control and management of fiscal risk

The Audit, Finance and Risks Committee evaluates and monitors Vivara’s exposure to risks that could affect its sustainability, and also assesses the effectiveness of the risk management model, suggesting solutions for enhancement of internal processes. All the incentive programs are Brazilian. There is no government participation in the stockholding structure of Vivara or its subsidiaries. We conduct our tax strategy with the aim of optimizing the tax burden in compliance with the law. Internally, we monitor adjustments to tax and regulation daily, with the support of specialized firms, and we participate in several forums on the theme organized by the Brazilian

Retail Development Institute (IDV). Our factory, in the Manaus Free Trade Zone, receives tax incentives in the form of reduction of Corporate Income Tax (IRPJ) and a subsidy for investments and funding via the ICMS (value added) tax. The amounts of these incentives must be invested in the business and, consequently, in the development of the region by promoting employment, income, and taxes. Fiscal regularity in the federal, state, and social security spheres is a mandatory requisite for the operation, so its continued existence attests to fulfillment of these requirements. Vivara’s financial statements are periodically audited by an independent company.

Energy consumption – Stores 302-1

	2022
Electricity	27,800 GJ
1,000 GJ/m²	0.3

Note: Management of this information is in the implementation phase, since the stores are in shopping malls.

Energy consumption – head office 302-1

	2022
Electricity	4,200 GJ

Our business is constantly evolving; with our move of the Administration, Logistics and Technical assistance areas to a single location, we will be publishing the most appropriate indicator.

306-3 General waste

Type of waste	Weight (tons)
Class I ¹	31.457
Class II ²	312.044
Overall total	343.501

¹ Class I waste: Excess chemical products or those past their due date, packaging, IPE, and various materials contaminated with chemical products.
² Class II waste: Paper, cardboard, plastic, wood, metal, glass, common garbage, organic waste, plaster, and expanded polystyrene.

Note: In our management of waste, we are constantly evolving. With the new plant, we will be weighing waste at the location by type, which will ensure publication of the indicator in the most compliant way.

306-4 Wastes not allocated for final disposal | 306-5 Wastes allocated for final disposal

Allocation of waste

Recovered waste (non-hazardous)	Weight (tons)
Recycling	25.992
Other recovery operations	144.100
Total	170.092
Waste for final disposal	Weight (tons)
Hazardous waste – Incinerated	31.457
Non-hazardous waste – Incinerated	141.952
Total	173.409

Note: Recovery and disposal are effected outside the organization. As well as recycling, we sent recoverable waste for composting, and for use as an agricultural input, with a licensed company.

GRI 401-1 New employee hires and employee turnover

Gender	Hired	Hiring rate	Leaving the Company	Turnover
Female	2,033	52%	1,516	39%
Male	210	39%	134	25%
Age group				
Up to age 30	1,280	58%	797	36%
31 to 50	898	44%	772	38%
Over 50	65	30%	81	37%
Region				
Center-West	149	49%	124	41%
Northeast	194	40%	138	28%
North	397	41%	213	22%
South	349	74%	292	62%
Southeast	1,154	52%	883	40%
Overall total	2,243	50%	1,650	37%

Notes: Turnover = (Number of people who left the company in the year) / (Number of employees in December 2022).
Hiring rate = (Number of people hired in the year) / (Number of employees in December 2022).

4GRI 401-3 Maternity /paternity leave

Rate of return to work after maternity/paternity leave, 2022

Conipa and Tellerina	Female	Male
Number of employees entitled to take maternity/paternity leave	4,010	559
Number of employees that took maternity/paternity leave in 2022	139	8
Number of employees that returned to work after the end of maternity/paternity leave	138	8
Rate of return to work	99%	100%
Number of employees still with us with us 12 months after returning from maternity/ paternity leave	102	7
Retention rate	74%	88%

GRI 402–1 Minimum period of notice on operational changes

Vivara obeys the legal periods required for prior notice of severance under the Brazilian employment laws (CLT) and in the collective work agreements for each region. We do not have an overall collective work agreement. This area is governed by collective conventions for each individual region of Brazil, which a specialized consultancy firm, Ineditta, is responsible for monitoring. Employees are notified via internal communications of every operational change or implementation of new procedures. These communications are available for consultation on our Intranet platform, Vivara Conecta.

GRI 410-1 Security staff trained in human policies or procedures

Our internal team gives mandatory training in ethics on the Vivara Intranet, and outsourced security staff are required to take the security guard training course. In São Paulo the security team comprises 26 outsourced providers and 21 internal employees; in the factory at Manaus, 16 outsourced staff and 3 Company employees.

GRI contents index

Compliance statement			Vivara Participações S.A. has prepared this report in compliance with the GRI Standards for the period January 1 to 31 December 2022.				
GRI 1 used			GRI 1 Foundation 2021				
GRI Sector Standards applicable			Not applicable.				
GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
General Content							
GRI 2: 2021 General Content	2-1 Organizational details	12, 16, 90					
	2-2 Entities included in the organization's sustainability reporting	90					
	2-3 Reporting period, frequency and contact for information about the report	90					
	2-4 Restatement of information	90					
	2-5 External assurance	None.					
	2-6 Activities, value chain other business relationships	9, 12					
	2-7 Employees	94				8, 10	6
	2-8 Workers who are not employees	78				8	6
	2-9 Governance structure and composition	18				5, 16	

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 2: General Disclosures (2021)	2-10 Nomination and selection of the highest governance body	18				5, 16	
	2-11 Chair of the highest governance body	18				16	
	2-12 Role of the highest governance body in overseeing the management of impacts	25, 31, 37				16	
	2-13 Delegation of responsibility for managing impacts	25, 31, 37					
	2-14 Role of the highest governance body in sustainability reporting	90					
	2-15 Conflicts of interest	21				16	
	2-16 Communication of critical concerns	24					
	2-17 Collective knowledge of the highest governance body	37					
	2-18 Evaluation of the performance of the highest governance body	18					
	2-19 Remuneration policies	77					

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 2: 2021 General Content	2-20 Process for to determine remuneration	78					
	2-21 Annual total compensation ratio	-	Compensation ratio	Confidentiality restrictions	Confidential information		
	2-22 Statement on sustainable development strategy	6					
	2-23 Policy commitments	20				16	10
	2-24 Embedding policy commitments	20					
	2-25 Process to remediate negative impacts	20, 24, 44, 54, 60					
	2-26 Mechanisms for seeking advice and raising concerns on ethics	20, 24				16	10
	2-27 Compliance with laws and regulations	No non-compliances with environmental laws and regulations were identified in 2022.				16	8
	2-28 Membership of associations	44					
	2-29 Approach to stakeholder engagement	36					
GRI 3: Material topics – 2021	2-30 Collective bargaining agreements	All our employees are covered by collective bargaining agreements.				8	3
	3-1 Process for determining GRI material topics	91					
	3-2 List of GRI material topics	91					

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
Material topic: Social and environmental responsibility in the raw materials and the value chain							
GRI 3: Material topics – 2021	3-3 Management of the material topic	54					
GRI 301: Materials (2016)	301–1 Materials used, by weight or volume	-	Weight of raw materials	Confidentiality restrictions	Confidential information	8, 12	7, 8
GRI 304: Biodiversity (2016)	304-2 Significant impacts on biodiversity of activities, products and services	55, 59				6, 14, 15	8
GRI 308: Supplier environmental assessment (2016)	308–1 New suppliers that were screened using environmental criteria	54					8
	308-2 Negative environmental impacts in the supply chain and actions taken	54	Number of suppliers evaluated	Information not available / incomplete	The data are assessed in audits of suppliers and will be managed by a system which is to be delivered in 2023.		8
GRI 407: Union freedom and collective negotiation (2016)	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	55				8	3
GRI 408: Child labor (2016)	408–1 Operations and suppliers at significant risk for incidents of child labor	55				8, 16	5
GRI 409: Forced or compulsory labor (2016)	409–1 Operations and suppliers at significant risk for incidents of forced or slave-like labor	55				8	4

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 411: Rights of indigenous peoples (2016)	411-1 Cases of violations involving rights of indigenous peoples	55				2	1
GRI 414: Social assessment of suppliers (2016)	414-1 New suppliers that were screened using social criteria	54				6, 8, 16	2
	414-2 Negative social impacts in the supply chain and actions taken	54	Number of suppliers evaluated	Information not available / incomplete	The data are assessed in audits of suppliers and will be managed by a system which is to be delivered in 2023.	6, 8, 16	2
Material topic: Employees' Health and Safety							
GRI 3: Material topics – 2021	3-3 Management of the material topic	84					
GRI 403: Occupational health and safety (2018)	403-1 Occupational health and safety management system	84				8	
	403-2 Hazard identification, risk assessment, and incident investigation	84				8	
	403-3 Occupational health services	84				8	
	403-4 Employee participation, consultation, and communication on occupational health and safety	84				8, 16	

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 403: Occupational health and safety (2018)	403-5 Employee training on occupational health and safety	84				8	
	403-6 Promotion of employee health	84				3	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	84				8	
	403-8 Employees covered by an occupational health and safety management system	84				8	
	403-9 Work-related injuries	84				3, 8, 16	
	403-10 Work-related ill health	84				3, 8, 16	
Material topic: Social impact and relationship with local communities							
GRI 3: Material topics – 2021	3-3 Management of the material topic	49					
GRI 201: Economic performance (2016)	201-1 Direct economic value generated and distributed	96				2, 5, 7, 8, 9	
	201-4 Financial assistance received from government	96					
GRI 203: Indirect economic impacts (2016)	203-1 Infrastructure investments and services supported	There were no confirmed cases of corruption in 2022.				2, 5, 7, 9, 11	

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 413: Local communities (2016)	413-1 Operations with local community engagement, impact assessments, and development programs	49, 62					1
	413-2 Operations with significant actual or potential negative impacts on local communities	62				1, 2	1
Material topic: Governance, transparency and combat of corruption							
GRI 3: Material topics – 2021	3-3 Management of the material topic	18, 22					
GRI 205: Combat of corruption 2016	205-1 Operations assessed for risks related to corruption	22				16	10
	205-2 Communication and training about anti-corruption policies and procedures	22				16	10
	205-3 Confirmed incidents of corruption and actions taken	22				16	10
GRI 206: Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, or monopoly practices	20				16	10

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
Material topic: Responsibility in relation to the product							
GRI 3: Material topics – 2021	3-3 Management of the material topic	60					
	416-1 Assessment of the health and safety impacts of product and service categories	61	Percentage of categories assessed	Not applicable	This type of assessment does not arise for our type of product.		
GRI 416: Customer health and safety (2016)	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022, we had no legal or administrative cases at Procon (the Consumer Protection Agency) relating to health and safety, nor to impacts of products and services on customers.				16	
Material topic: Development opportunities for employees							
GRI 3: Material topics – 2021	3-3 Management of the material topic	70, 74, 82					
GRI 202: Market Presence (2016)	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	96					
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	98				5, 8	6

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 401: Employment (2016)	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	78				8	
	401-3 Maternity / paternity leave	48, 99				5, 8	6
GRI 404: Training, qualification and education (2016)	404-1 Average training hours per year, per employee	75	Averages by gender and functional category	Information not available / incomplete	We do not have records by gender and functional category of training carried out We will develop this content in 2023.	4, 5, 8	6
	404-2 Programs for enhancement of employees' competencies and assistance for career transition	74				8	6
	404-3 Percentage of employees receiving regular performance and career development reviews	77				5, 8	6

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
Material topic: Climate change and emissions management							
GRI 3: Material topics – 2021	3-3 Management of the material topic	62					
GRI 201: Economic performance (2016)	201–2 Financial implications and other risks and opportunities due to climate change	62				13	7
	302–1 Energy consumption within the organization	64, 97				7, 8, 12, 13	7, 8
GRI 302: Energy (2016)	302–2 Energy consumption outside the organization	-	Consumption of energy by suppliers	Information not available / incomplete	We do not yet assess the consumption of energy by our suppliers – we intend to begin this monitoring in 2023, with focus on suppliers of precious metals	7, 8, 12, 13	8
	302–3 Energy intensity	64				7, 8, 12, 13	8
GRI 305: Emissions (2016)	305–1 Direct (Scope 1) GHG emissions	63				3, 12, 13, 14, 15	7, 8
	305-2 Indirect (Scope 2) GHG emissions	63				3, 12, 13, 14, 15	7, 8

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
GRI 305: Emissions (2016)	305-3 Other indirect (Scope 3) GHG emissions	63				3, 12, 13, 14, 15	7, 8
	305-4 GHG emissions intensity	63				13, 14, 15	7, 8
	305-5 Reduction of GHG emissions	63				13, 14, 15	7, 8
Material topic: Circularity, and management of waste							
GRI 3: Material topics – 2021	3-3 Management of the material topic	65					
GRI 301: Materials (2016)	301-2 Recycled input materials used	65				8, 12	7, 8
	301-3 Reclaimed products and their packaging materials	66				8,12	7, 8
GRI 306: Waste (2020)	306–1 Waste generation and significant waste-related impacts	65				3, 6, 12, 15	8
	306–2 Management of significant waste-related impacts	65				3, 6, 12	8
	306-3 Waste generated	65, 98				3, 6, 11, 12, 15	8
	306-4 Waste diverted from disposal	98				3, 11, 12	8
	306-5 Waste directed to disposal	98				3, 6, 11, 12, 15	8

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
Material topic: Diversity and inclusion							
GRI 3: Material topics – 2021	3-3 Management of the material topic	78					
	405-1 Diversity of governance bodies and employees	19, 80, 94				5, 8	6
GRI 405: Diversity and equality of opportunity (2016)	405-2 Ratio of basic salary and remuneration of women to men	-	Proportion of compensation by post held	Information not available / incomplete	We make no distinction by gender in compensation; as of 2022, we do not have the information by functional category. We will develop this content in 2023.	5, 8, 10	6
GRI 406: Non-discrimination (2016)	406–1 Incidents of discrimination and corrective actions taken	24				5, 8, 16	6
	410-1 Security personnel trained in human rights policies or procedures	99				16	6

GRI Standard	Indicators	Page/s	Omission			ESG	Global Pact
			Requirements omitted	Reason for omission	Explanation		
Additional content							
	207-1 Approach to tax	97				1, 10, 17	10
	207-2 Tax governance, control, and risk management	97				1, 10, 17	10
	303-3 Water withdrawal	64				6	8
	303-4 Water discharge	64				6	8
	303-5 Water consumption	64				6	8
	402-1 Minimum notice periods regarding operational changes	99				8	3
	412-1 Operations that have been subject to human rights reviews or impact assessments	78					1, 2
	412-2 Employee training on human rights policies or procedures	22					1, 2
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	In 2022 we had no incident or confirmed complaint related to violation of privacy or leak of personal information.				16	

Credits

Chácara Santo Antônio, São Paulo/SP

Overall coordination

Fernanda Ormonde
Camila Bueno

Consultancy on GRI indicators, text, design and revision

TheMediaGroup

Photos

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