

BIC AMAZÔNIA S.A.
SOCIAL PERFORMANCE REPORT

JANUARY 2025

I PRESENTATION

The BIC Amazônia unit is located in the city of Manaus, in the state of Amazonas, where pens, pencils, lighters, and razors are produced. The company has been present in the Manaus Industrial Hub since the 1970s.

BIC Amazônia was certified under the ISO 9001 Standard in 1997. In 2003, it obtained ISO 14001 certification, and in 2007, it achieved OHSAS 18001 certification, later transitioning to ISO 45001 in 2019. In 2019, we also obtained the new ISO 50001 energy efficiency certification.

Reflecting our efforts towards an increasingly sustainable environment and commitment to our employees, BIC achieved two important milestones in 2024: the ESG Seal issued by BV certification and the GPTW recognition.

Regarding ESG, we obtained a comprehensive overview of BIC AMAZÔNIA concerning Environmental, Social, and Corporate Governance issues relevant to ESG. After verifying data and conducting interviews with strategic sectors of the company, the score achieved was 84.7%, and BIC AMAZÔNIA's maturity level was classified as Stage 4 – Engaged, demonstrating that the company is advancing in promoting stakeholder involvement and engagement, value chain management, and participatory ESG practices.

Since November 2010, we have been certified under the SA8000:2014 Standard – a Social Responsibility standard that highlights our organization as a company focused on relationships with its stakeholders, a commonly used English term referring to the interested parties of an organization: customers, suppliers, shareholders, government, unions, NGOs, and most importantly, our target audience – employees.

By allocating substantial resources to ensure the implementation, certification, and maintenance of the SA8000 Standard, we seek to strengthen our image as a socially responsible and sustainable company.

Based on this purpose, our business is founded on ethical principles that encompass human relations in the workplace and continuous improvement.

The SA8000 International Standard, the most prestigious Corporate Social Responsibility standard, addresses Human Rights in the Workplace and was launched in October 1997 by Social Accountability International (SAI) – the UN Economic Priorities Council. It is the first and most renowned global certification standard for social aspects.

II COMMITMENT

Our commitment is clearly defined in our Social, Environmental, Health and Safety, and Energy Efficiency Policies:

SOCIAL RESPONSIBILITY POLICY

BIC Amazônia seeks through this policy to be a socially responsible company, based on the following principles:

- Support and develop actions for the benefit of its employees and society in general, thus contributing to the sustainable development of the company;
- Provide a safe and healthy physical and psychological work environment that contributes to the personal and professional growth of its employees;
- Comply with the requirements of the SA 8000 International Standard and the BIC Group Code of Conduct, respecting the relevant principles of international human rights instruments and the requirements of national legislation;
- Improve the relationship with its suppliers, encouraging them to make a commitment to exercise the social responsibility practices of this policy with their employees and society in general;
- Seek continuous improvement of its Social Responsibility Management System.

CHILD LABOR REMEDIATION POLICY

BIC does not engage in or support the use of child labor. If child labor* is found to exist at BIC, the following actions will be taken:

- Immediately remove the child from work;
- Provide financial and other necessary support to ensure that the child attends and remains in school until they surpass the defined child age limit.
- The scope of corrective actions will be based on the criteria for effective remediation necessary for the child and may extend beyond the actions stated herein.

* A child is any person under fifteen (15) years of age

ENVIRONMENTAL, ENERGY MANAGEMENT, HEALTH AND SAFETY POLICY

BIC Amazon hereby defines through this policy its commitment to the environment, energy management, and the health and safety of workers, aiming to minimize environmental impacts and risks to health and safety resulting from its activities, products, and services based on the following principles:

- Optimize the use of water and energy throughout its operation;
- Reduce, reuse, or recycle waste from activities that may cause significant environmental impacts;
- Ensure the availability of information and resources necessary to achieve the organization's objectives and goals;
- Maintain permanent control over the risks arising from the use of flammable chemicals;
- Preserve the well-being of workers by identifying and controlling the risks of workplace accidents, preventing injuries, and health problems;
- Consult and promote the participation of workers and their representatives on issues related to health and safety at work;
- Comply with legislation and other applicable requirements of environmental, energy management, health, and safety at work relevant to its processes;
- Use appropriate technologies, control systems, and economically viable projects, working on continuous improvement to prevent and reduce pollution, optimize energy consumption, and ensure the health and safety of employees;
- Raise awareness among workers and other stakeholders through educational programs aimed at changing behavior and respecting the environment, energy management, and compliance with health and safety standards, as well as in the acquisition of energy efficient products and services that impact energy performance.

III - MONITORING RESULTS

This report aims to transparently demonstrate to stakeholders the performance of the Social Responsibility Management System.

This system is integrated with our values and standards to promote productive activities with quality (ISO 9001), in harmony with environmental sustainability (ISO 14001) and energy efficiency (ISO 50001), while promoting the health, safety, and well-being of our employees (ISO 45001 and SA8000).

In February and September 2024, internal audit events for the social responsibility management system were conducted, where audit teams were able to assess the system's performance preventively. A total of 17 improvement opportunities and 5 non-conformities were identified during these events.

In February 2024, we underwent a remote External Audit (Follow-up Review) by the BV certification body, and in September 2024, we received an External Audit from the new certifier RINA to evaluate the Social Responsibility Management System.

The audit team conducted the process-based audit, focusing on significant aspects, risks, and objectives required by the standard(s). The audit methods used included interviews, activity observations, and the review of documentation and records.

The audit team concluded that the organization has established and maintained its management system in accordance with standard requirements and has demonstrated the system's ability to systematically achieve the agreed requirements for products or services within the organization's scope, policy, and objectives.

Number of non-conformities identified: 0 Critical: 0 Major: 0 Minor: 0

This excellent result was achieved through the dedicated teamwork of all employees, with special recognition to managers who have shown extraordinary commitment and alignment with the company's guidelines.

During employee interviews, a notable improvement in interpersonal and professional relationships within the company was observed.

During interviews with both employees and third-party workers at the site, the enhancement of professional relationships between managers and employees was once again evident.

The SGI WEEK was held in April and May 2024, featuring knowledge-based activities (competitions in environmental, social responsibility, energy efficiency, health, and safety topics), parodies for all employees and fixed third-party workers, aiming to reinforce the standards in harmony with environmental sustainability (ISO 14001) and energy efficiency (ISO 50001), while promoting the health, safety, and well-being of our employees (ISO 45001 and SA8000).

IV - CRITICAL ANALYSIS

These were conducted in May and November 2024. BIC monitors the performance and adequacy of its Social Responsibility System through internal audits, supplier audits, an open complaint channel for employees, stakeholder feedback, internal process changes, and external changes that may impact the system. The Social Performance Team meets to evaluate the adequacy and strengthening of the Standard.

BIC has a monitoring system for its outsourced suppliers and a signed commitment from its national suppliers to meet the requirements of the SA8000 Standard.

In our system, we conduct "Risk Assessments" to identify risks and impacts. Our last Risk Assessment was conducted in December 2024.

V - SUPPLIERS AND SERVICE PROVIDERS

Solid actions are being developed to influence our suppliers and service providers to adopt the same social practices we have already engaged in.

Currently, our suppliers and service providers are signatories of our Code of Conduct, which encompasses all SA 8000 requirements, a fact that is highly gratifying for us.

VI - CODE OF CONDUCT AND ETHICS

Aligned with the group, BIC Amazônia launched its own Code of Conduct in February 2010 to establish ethical principles in its relationships with suppliers and partners, along with its Code of Ethics, which defines principles to be followed internally.

In 2023, Grupo BIC reinforced this commitment by training all employees.

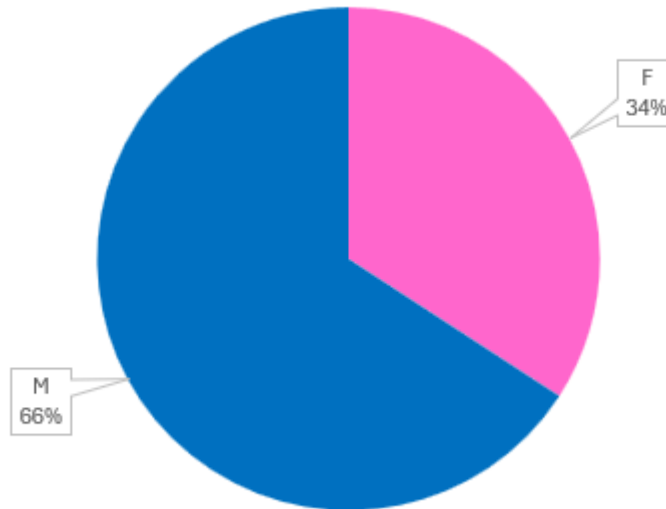
Our goal with the Code of Ethics is to formalize BIC's fundamental ethical principles, serve as a reference for all employees to ensure compliance, and promote a workplace where everyone acts correctly every day.

Our principles are references in our daily conduct and reflect who we are to all stakeholders, for whom the company provides an open dialogue through its Social Responsibility Management System, based on the SA8000 standard.

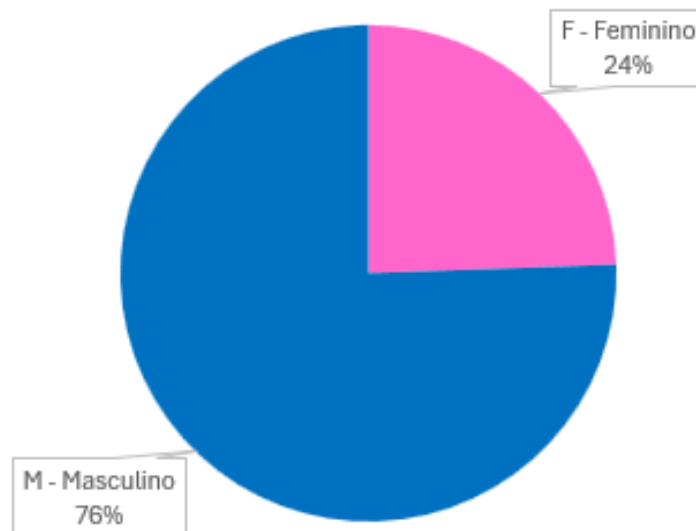
VII - SOCIAL INDICATORS

Currently, our team consists of 790 employees, 181 permanent third-party workers, 18 interns, and 38 apprentices. This team represents our diversity, which is welcomed and considered as a factor of value aggregation.

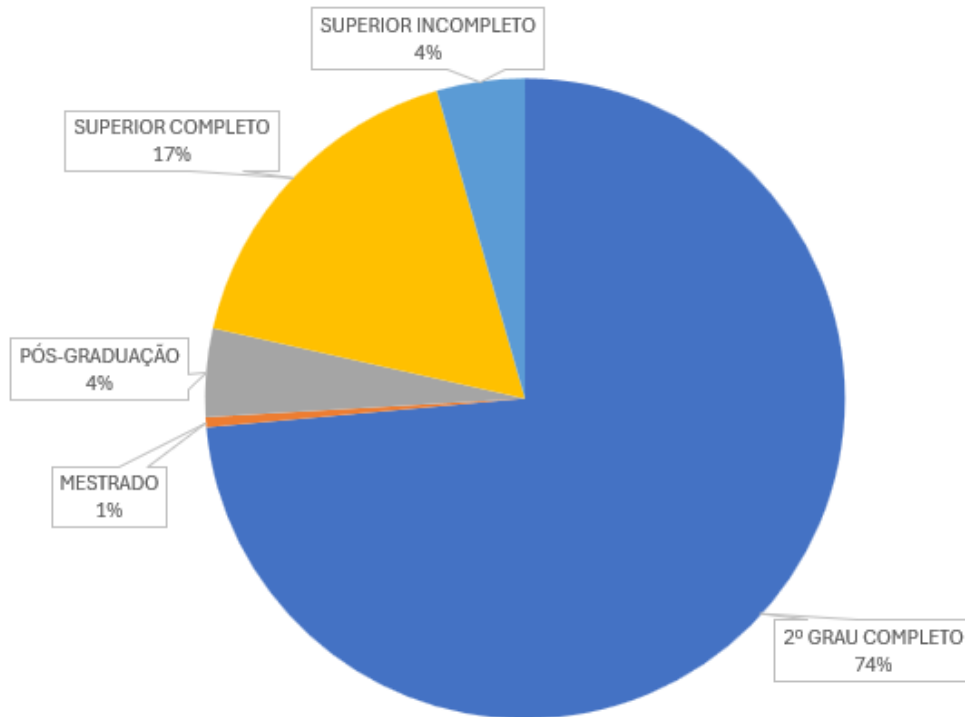
DISTRIBUTION OF EMPLOYEES BY GENDER



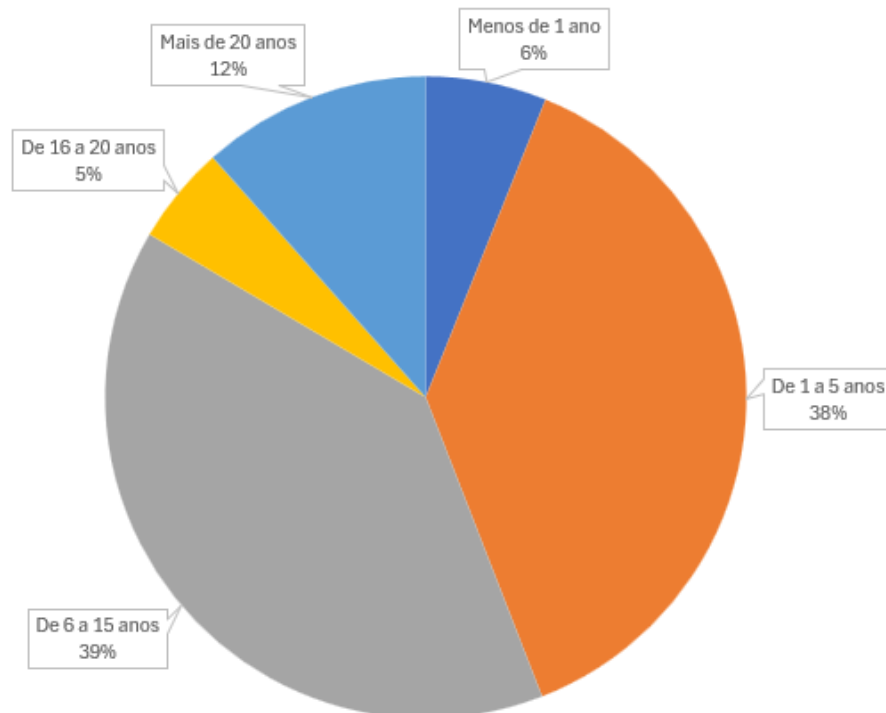
DISTRIBUTION OF MANAGERS BY GENDER



DISTRIBUTION OF EMPLOYEES BY LEVEL OF EDUCATION



DISTRIBUTION OF EMPLOYEES BY LENGTH OF SERVICE



a) Actions for the Community:

• DONATION OF AUTISM IDENTIFICATION LANYARDS

In support of Autism Awareness Month, known as *Abril Azul*, BIC Amazônia donated 500 autism identification lanyards to the **Instituto Autismo no Amazonas (IAAM)**, contributing to the inclusion and visibility of the cause.



• SPONSORSHIP OF THE "HAMBURGADA INCLUSIVA" PROJECT

The sponsorship of the "*Hamburgada Inclusiva*" project, led by the Instituto Amazonense de Inclusão (IAI), supported the initiative of teaching entrepreneurship to young people with disabilities through the sale of handcrafted burgers at the "*Hamburgada Inclusiva*" booth during the Arraial da Difusora. This initiative promoted inclusion and the development of these young entrepreneurs.



- **SOCIAL ACTIONS DURING THE INTEGRATED MANAGEMENT SYSTEM WEEK**

During IMS Week, employee volunteers were encouraged to actively participate and make a difference by carrying out four high-impact social actions:

- Donation of soup for over 250 companions in two hospitals and an emergency care unit.
- Revitalization of ONG Anjos, which supports autistic children.
- Improvement of the multi-sport court and promotion of activities such as a sustainability workshop, recreation, and donation of school kits for 60 students from a local school.



- **SOCIAL ACTION WITH THE TUYUKA INDIGENOUS COMMUNITY**

The social action in the **Tuyuka Indigenous Community**, located in **Janauari/Iranduba – Amazonas**, benefited **120 children** through the donation of **product kits, educational games, and books**, contributing to education and local development.

Around **30 volunteers**, including **BIC employees, fixed contractors, and interns**, actively participated, creating a positive impact on the community.



- **TREE DAY INITIATIVE**

In celebration of **Tree Day**, an environmental project was carried out, including an **educational workshop on the environment and sustainability**, a **lecture**, a **drawing contest**, **plant donations**, and the **creation of a vegetable garden**.

The initiative benefited **345 children** from a municipal school in the local community, promoting **environmental awareness** and **encouraging preservation**.



- **GLOBAL EDUCATION WEEK (GEW) INITIATIVE | BIC FOUNDATION**

The **GEW initiative** benefited **more than 345 children and 30 teachers** from a public school in the community surrounding **BIC Amazônia**. With the theme "**Conserve and Preserve the Environment**", the initiative promoted **environmental awareness** and supported learning by providing **product distribution**, **educational kits (including books about wildlife)**, and **toys**, as well as encouraging **healthy eating habits**.



- **P.E.C. – ENTREPRENEURSHIP AND CULTURE PROGRAM**

The program benefited **1,720 students and 300 teachers** from public schools, promoting knowledge about the **SDGs (Sustainable Development Goals)** and sustainability. Through a **healthy team competition**, participants were encouraged to **speak in public** and propose **solutions to improve their communities**.



- **BIC FOUNDATION | PRODUCT DONATIONS**

BIC supported **33 institutions**, including **schools, associations, and civil society organizations** in the local community that work with children and teenagers in educational activities.

A total of **1,146,666 products** were donated, significantly contributing to the educational development of these young individuals.

This initiative reflects our **commitment to strengthening programs that promote education**, providing essential resources to support learning and the growth of future generations.



- **BIC SOLIDARITY CAMPAIGN: “SOS RIO GRANDE DO SUL”**

The campaign mobilized the entire factory, with the **voluntary and engaged participation** of employees who were moved by the needs of the communities in **Rio Grande do Sul**. Together, we managed to donate **more than 20,000 liters of drinking water**, partnering with **Amazonas Civil Defense** for transportation to ensure the donations reached the state. This collective effort highlighted the **impact of solidarity** and everyone's **commitment to promoting community well-being**.



- **CHILDREN'S AND YOUNG ADULT BOOK DONATION CAMPAIGN**

The initiative engaged employees, who came together to select and donate books that **stimulate imagination, learning, and the development of essential skills for children**. As a result, we successfully delivered **over 150 books** to school students, promoting **reading as a powerful tool for social transformation**.



- **SOLIDARY CHRISTMAS CAMPAIGN – “TREE OF DREAMS”**

The "Tree of Dreams" Christmas initiative was a solidarity campaign that promoted the donation of toys, clothes, and shoes to 140 children and teenagers in vulnerable situations. With the engagement and empathy of employees, the initiative invited them to choose a letter and sponsor a child, making this Christmas brighter and full of hope for those in need. A true network of solidarity that turned dreams into reality!



b) INITIATIVES FOR EMPLOYEES:

- Investment in technical and operational training, totaling **30,614 training hours**, with **118 internal promotions**, including both recruitment processes and direct promotions in **2023**.
- Training and development of **58 managers** through the **Leadership School**.

- **BIC KIDS | CHILDREN'S DAY:**

On **Children's Day**, we organized a variety of activities for employees' children, including games, art workshops, sports activities, and magic shows. We also provided snacks and gifts, ensuring a day full of joy and fun. The event strengthened the **bond between the company and employees' families**, reinforcing our **commitment to everyone's well-being**.

- **INTEGRATED MANAGEMENT SYSTEM (SGI) WEEK**

In **April 2024**, the **SGI WEEK** was held with the objective of reinforcing **safety, the environment, and SA8000 – Social Responsibility**. This year, the event featured an **innovative approach** with a **team competition** among different areas. Employees and fixed contractors from all shifts participated in a **football field challenge**, answering questions about **safety, the environment, and SA8000**. As part of the competition, all participants also completed an **e-learning course** on the three topics.

- **WOMEN IN INDUSTRY JOURNEY**

In partnership with the **Public Defender's Office of the State of Amazonas (DPEAM)**, a lecture was held on **addressing and combating domestic and family violence against women**. The event engaged **70 employees of all genders**, promoting **awareness and involvement** in essential issues related to **women's safety and respect**, both in the workplace and in society.



- **PLANNING THE FUTURE PROGRAM - PPA**

Four events were held to honor and bid farewell to employees who retired. As part of the **PPA**, the event gathered friends and family to reminisce about the journey and share messages of gratitude and motivation for this new phase of life (post-retirement).



- **HEALTH CAMPAIGN**

All areas mobilized to participate in the monthly health and awareness campaigns, such as: **August Lilac** - combating violence against women, **September** - Suicide Prevention, **October Pink** - Breast Cancer Awareness, and **November Blue** - Prostate Cancer Awareness with PSA tests. As part of the awareness efforts, **digital booklets and/or campaigns** were made available through internal communication channels, reaching not only our direct employees but also third-party workers.



- **COFFEE WITH SOCIAL WORKER**

Held through a **conversation circle** for employees with the goal of explaining the role and contributions of the social worker.



- **ENDORMARKETING PROJECT:**

- **Delivery of gifts** on Mother's Day, Father's Day, International Women's Day, and for employee birthdays; **Easter egg delivery**; **Deposit of bonuses** in the Ecx Card for employees to prepare their holiday meals as they wish; **End-of-Year Celebration Party** with a prize draw.
- **Delivery of Baby Kits** for pregnant employees.
- **Jubilee** – celebration for years of service.
- **Investments in Benefits:** External **Medical Assistance**, **Charter Transportation**,

Balanced Meals, Life Insurance, and Childcare Assistance.

- **Company Profit Sharing Program.**
- **BIC Employees Association (Grêmio).**
- **Back-to-School Project**, donation of BIC product kits for employees' children.
- Partnership with **Gympass**, a benefits company that provides access to wellness and mental health apps, along with discounts at major gyms in Manaus. This benefit was made available to all employees and extended to their dependents as well.

We are available for further information at the email sa8000@bicworld.com