



# **SUSTAINABILITY** POLICY

# INTRODUCTION

Aligned with Karina's pillars:



and with its purpose:

Estar em **TUDO LUGAR**  
de forma **SUSTENTÁVEL**  
e **INOVADORA** *transformando*  
a vida das **PESSOAS**

Karina Plásticos' Sustainability Policy establishes governance premises for sustainability, providing guidelines that drive its value at all levels of the company, ensuring that the topic is present in the company's culture and is taken into account in decision-making processes. The policy provides alignment between the strategic focus and ongoing commitment to the theme and defines commitments, supporting our vision of sustainability.

## 2. Application:

This policy applies to all Karina Plásticos employees, in addition to all stakeholders such as shareholders, suppliers, service providers, local community, customers and other stakeholders, who must follow the guidelines of this document so that the entire chain is aligned with the procedures and principles described.

## 3. Policy:

Developing and implementing sustainable strategies is only possible if the entire company is committed. Unwavering in its commitment to developing the company's ESG Journey, Karina Plásticos has the theme of Sustainability in its strategic management processes in order to strengthen the culture and commitment to established goals and the actions taken on the part of its employees. As such, we are committed to preserving the environment, promoting social welfare and culture, transparency in governance and sustainable economic development.

### 3.1. Sustainable Development Goals – SDGs

This sustainability policy also formalizes Karina Plásticos' commitment to the Sustainable Development Goals (SDGs), as defined by the United Nations (UN). The company recognizes the importance of the SDGs, which guide the entire business model in promoting sustainability:



## 3.2. Strategic objectives:

Karina Plásticos' Sustainability Policy is supported by three fundamental pillars identified by the company, together with the actions taken in its strategic planning in the area of ESG: Environment, Social and Governance.

### 3.2.1.Environment:

SDGs	Material Topics	Karina 2025 Theme	Commitments and goals
	Risk and opportunity management		Conduct all activities in accordance with applicable environmental laws;
	Waste Management		Reduce the generation of solid waste at the company while seeking to dispose of waste generated in an appropriate manner;
	Water and effluent/energy management		Develop projects for the management and rational use of energy and water throughout the company's production process;
	Risk and opportunity management		Publish greenhouse gas (GHG) inventories annually and establish joint plans and goals aimed at reducing emissions and achieve Karina's established goal of achieving NET ZERO status in relation to scope 1 and 2 emissions by 2030;
	Innovation		Develop products that meet the tolerance limits for the presence of restricted substances, according to international protocols;
	Circular Economy		Develop product portfolios with renewable content, compostable bioplastics and from post-industrial raw materials.

### 3.2.2. Social:

SDGs	Material Topics	Karina 2025 Theme	Commitments and goals
	Risk and opportunity management		Carry out all activities in accordance with current labor legislation;
	People development		Promote high level of professional development among all employees;
	Health, safety and well-being		Provide all employees with activities prioritizing health and safety;
	Risk and opportunity management		Remain in compliance with the General Data Protection Law;
	Diversity, equity and inclusion		Follow Karina Plásticos' Social Responsibility Policy with the implementation and monitoring of social actions, donations, volunteering and the diversity program;
	Management of employment and income		Develop the regions where the company operates, through job creation and the development of local culture.

### 3.2.3. Governance

SDGs	Material Topics	Karina 2025 Theme	Commitments and goals
	Governance practices		Adhere to Karina Plásticos' Compliance Program;
	Governance practices		Maintain an active ethics hotline available throughout the entire value chain (shareholders, suppliers, service providers, local community and customers) at Karina Plásticos;
	Responsible supply chain		Generate value throughout the value chain (shareholders, suppliers, service providers, local community and customers) at Karina Plásticos through economic and financial results that are centered on health-related considerations;
	Responsible supply chain		Promote engagement throughout Karina Plásticos' value chain (shareholders, suppliers, service providers, local community and customers) with regards to sustainability;
	Responsible supply chain		Periodically assess socio-environmental aspects within Karina's supply chain;
	Innovation		Consistently invest in research, development and innovation in processes and products;
	Governance practices		Consolidate an effective, accountable and inclusive organizational structure at all levels.

## 4. Responsibilities:

This document has been prepared and approved by the Sustainability Committee of Karina Plásticos and the company's senior management. Any questions related to this policy should be send to sustentabilidade@karina.com.br. This document will be updated whenever there are significant changes in the aspects defined herein or in the company's strategic sustainability positioning.

## 5. Sustainability Committee:

Karina Plásticos' Sustainability Committee is strongly involved in the strategic planning of sustainability, the monitoring and analysis of indicators, the management of sustainability projects and the dissemination of culture. Our Committee comprises the company's vice-chair and members of the Strategic Planning and ESG, Legal, Commercial, Production and Human Resources departments, as follows:

**Coordinator:**

Flávia Cristina Ferreira – Strategic Planning and ESG

**Other members:**

Hagop Guerekmezian Filho – Vice-Chair

Guilherme Souza Leite – Strategic Planning and ESG

Edson de Oliveira Penido – Commercial

Isaias Evangelista de Oliveira – Production and Technology and Development

Sergio Ricardo Lanzillotti – Legal

Ricardo da Silva Lacerda – Human Resources

**6. Final provisions:**

The company and its managers undertake to bring to the attention of all employees, suppliers, customers, service providers and other stakeholders in the business, the conduct guidelines contained in this policy.

The Sustainability Policy was approved by the Sustainability Committee of Karina Plásticos in Guarulhos on **July 31, 2023**.