



INDÚSTRIAS MANGOTEX LTDA



ANNUAL SUSTAINABILITY REPORT

2024

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CEO Message

GRI 2-22



Marcelo Zaidan

CEO Indústrias Mangotex

These groups were structured to ensure that our values are present in all areas of the business and to promote a modern, inclusive, and innovative management approach.

Also this year, we launched a new hose product line composed of 53.6% materials that help minimize carbon emissions during raw material extraction—combining high technical performance with our sustainability commitments. This achievement aligns technological innovation with environmental responsibility and reinforces our commitment to developing increasingly sustainable and competitive solutions.

2024 was marked by significant progress in Mangotex's sustainability journey. We remain determined in our purpose of combining industrial excellence with environmental and social responsibility, reaffirming our commitment to a more balanced, just, and sustainable future.

Since 2022, we are proud to say that Mangotex has achieved net-zero greenhouse gas (GHG) emissions through full carbon credit offsetting, making us a Carbon Free company. This achievement reflects a clear and ongoing strategy to reduce environmental impacts and strengthen our position in facing global climate challenges. Additionally, all electricity used in our production processes comes from certified renewable sources.

In 2024, we took an important step in corporate governance and strategic direction by establishing three key committees to guide our future development: the ESG Committee, the Talent Committee, and the Technology and Innovation Committee.

In the social sphere, we completed important projects, especially in the field of education, which we consider to be extremely impactful for our community and for the development of our employees and their families. We believe that access to knowledge and education is one of the most powerful tools for transforming lives.

Mangotex is aligned with the United Nations Sustainable Development Goals (SDGs) and reaffirms its commitment to actively contributing to a more just and balanced world. We understand that every business action must be guided by a greater purpose – to leave a positive legacy for future generations.

I conclude with gratitude to all our employees, partners, and customers who walk this journey with us. May we continue moving forward, with courage and responsibility, toward an increasingly sustainable future.

Marcelo Zaidan

CEO – Indústrias Mangotex LTDA





Material Topics

GRI 2-3, 2-2, 3-1, 3-2, 3-3

Mangotex understands that its sustainable management must be guided by topics that directly impact its business and stakeholders. Therefore, we conducted a materiality assessment process based on the guidelines of the GRI (Global Reporting Initiative) and ABNT PR 2030. This assessment identified the most relevant topics for the company and the expectations of our customers, employees, suppliers, and other interested parties.

This report covers data from Indústrias Mangotex Ltda, collected between January 1 and December 31, 2024, and is a voluntary initiative by the company. The 2023 Sustainability Report and this 2024 edition are available on the company's website.

For questions or further information, please contact us at:

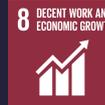
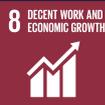
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Indústrias Mangotex

Material Topics

The material topics are connected to their potential contribution toward achieving the Sustainable Development Goals (SDGs), as indicated below.

Topic	Management Approach	SDG
 Human Capital Development	At Mangotex, we understand that our growth depends on people. That's why we invest in human capital development by ensuring training, good working conditions, and employee engagement. With a qualified and motivated team, we strengthen our culture, improve productivity, and drive innovation – making the company more competitive and sustainable.	  
 Ethical Conduct, Communication, and Transparency	At Mangotex, we uphold a strong ethical conduct with transparency and open communication. We act with integrity in all relationships, ensuring trust and credibility. Our commitment is to maintain an ethical and responsible environment, aligned with the company's values and society's expectations.	 
 Health and Safety	At Mangotex, the health and safety of our employees are top priorities. We ensure a safe working environment through best practices, risk prevention, and compliance with current regulations. Our commitment is to protect people by promoting well-being and quality of life.	 
 Financial Performance	At Mangotex, we combine financial performance with operational excellence to ensure sustainable growth and competitiveness. Through efficient management, innovation, and continuous improvement, we optimize resources, increase productivity, and create value for both the company and society.	  
 Customer Satisfaction	At Mangotex, we believe that sustainable partnerships and customer satisfaction are essential to our success. We work with responsible suppliers and always strive to meet market expectations by delivering quality, innovation, and a commitment to sustainability.	  

Our Journey

GRI 2-1



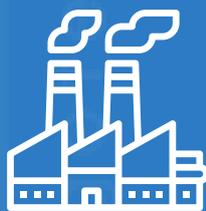
1965

Start of Activities



1970

Start of Low-Pressure Hose
Manufacturing



1990

Opening of the Itu Factory



1993 e 2003

First Certifications
ISO 9001/ISO 14001



2017

Consolidation of Mangotex's
Organizational Culture



2024

Publication of the First Annual Sustainability
Report (ASR) covering 2023 performance.

Our Journey

GRI 2-1

Founded in 1965 with the main objective of serving the developing automotive industry in the country and the increasing demand for domestic auto parts, Indústrias Mangotex LTDA has established itself as a leading supplier, meeting the highest standards of quality and efficiency.

With a history spanning over five decades, we continuously strive to improve our production processes, ensuring not only customer satisfaction but also the preservation of the environment and the well-being of society.



With our own laboratories and a qualified team, we work on optimizing processes and materials, reducing impacts and promoting greater production efficiency. We constantly invest in research and development to create innovative, more efficient solutions aligned with the best environmental practices.

Our operations extend across various markets, supplying rubber hoses to major manufacturers of vehicles, trucks, buses, tractors, agricultural machines, and engines in regions such as Brazil, Europe, North America, Latin America, and Asia.

Our Integrated Management System, certified under the IATF 16949, ISO 9001, and ISO 14001 standards, reflects our commitment to continuous improvement and sustainability.

Our efforts are focused on minimizing environmental impacts throughout our production process, reinforcing our commitment to a more sustainable future.

We believe that sustainability is also reflected in the positive impact we generate in the communities where we operate. Therefore, we promote initiatives that encourage workplace safety, value our employees, and foster social responsibility, contributing to economic and social development.

We remain dedicated in our commitment to combine operational excellence with social and environmental responsibility, ensuring that Indústrias Mangotex continues to be synonymous with quality, innovation, and sustainability for future generations.

The Company

GRI 2-1, 2-23

Mangotex have solid principles of integrity, ethics, transparency, and respect in every aspect of its operations, which translates into fair business practices, respect for human rights, and a commitment to the safety and well-being of its employees.



Vision

To be a benchmark in Brazil and increase our global presence through the quality and competitiveness of our products and services, creating value for shareholders and other stakeholders.

Mission

To offer high-tech, high-quality rubber solutions, services, and products that generate profitability to sustain growth for both the company and its employees, with social and environmental responsibility.

Values



Ethics

We act with integrity, guided by our Code of Conduct and by ethical, legal, and sustainable principles, with respect for others' rights and institutional relationships.



Sustainability

We pursue continuous improvement in our integrated management, by reducing waste and emissions, and optimizing resources to protect the environment and prevent pollution.



Continuous Improvement

We ensure the quality of processes and products by adhering to company standards, doing it right the first time, and promoting continuous improvement.



Commitment

We are responsible and committed with excellence, ensuring quality and sustainability in everything we do.



Diversity

We encourage an inclusive environment where diverse perspectives strengthen our culture and innovation.



Meritocracy

We recognize and value performance and dedication, promoting opportunities based on merit.

Our Product

GRI 2-6



What we produce

We offer a wide range of hoses and components, such as **heating and cooling hoses**, **fuel, oil, air, and silicone hoses**, as well as **turbochargers**, **intercoolers**, and urea hoses for **SCR systems** – always focusing on performance and efficiency.

Where we are

Our products are widely used in state-of-the-art powertrains, serving different types of engines:

- Internal combustion engines
- Hybrid vehicles
- Electric vehicles

Mangotex hoses have wide range of applications and are present in various segments:

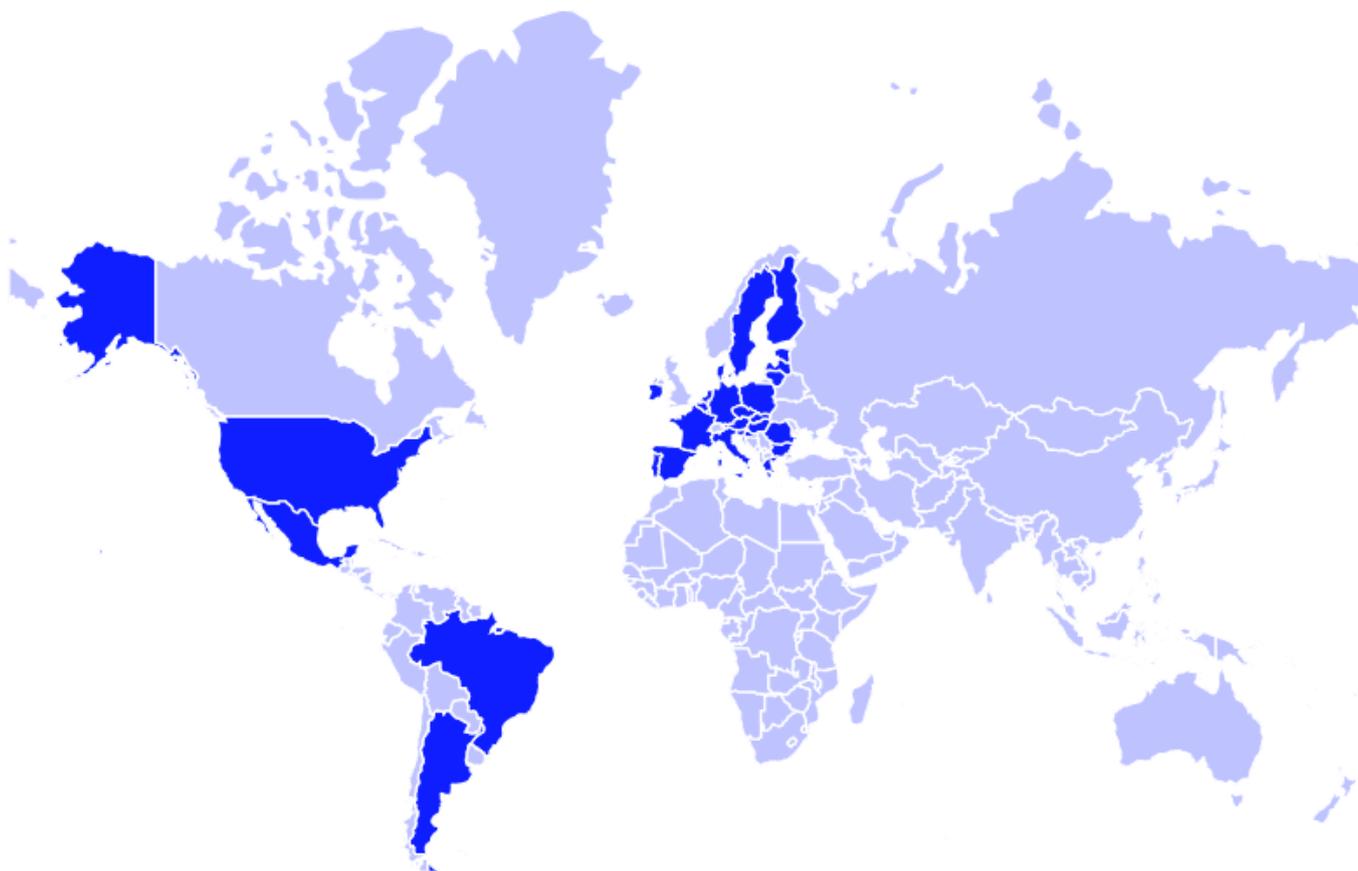
- Passenger cars
- Commercial vehicles
- Trucks
- Agricultural machinery
- Construction machinery
- Motorcycles

- Defense equipment and strategic mobility

Each Mangotex product is designed to meet the highest quality standards, focusing on durability and energy efficiency.

Where we are

GRI 2-1, 2-6



Our Headquarters

Itu, São Paulo - Brazil

Central Administration, Development, and Production

Our Sales Representatives

Argentina

United States

Mexico

European Union

Goals and Commitments

GRI 2-24

Mangotex has established clear and measurable goals, organized in this report according to the ESG pillars. These guidelines provide a solid foundation for monitoring and evaluating the company's progress, ensuring alignment with its strategic objectives and allowing for adjustments as needed.

Category	Goal	Deadline	2024 Status	Reference
Governance	Conduct ethics, anti-bribery, and corporate values training for at least 80% of employees	Annual	Achieved	22
	Enhance internal controls and audits, eliminating non-conformities in each cycle	Continuous	In Progress	17
Social	Zero workplace accidents requiring leave	Continuous	Not Achieved	26
	Conduct ISO 45001 internal audit with zero major non-conformities	By 2026	In Progress	17
	Maintain turnover rate at or below 30%	2024	Achieved	21
	Execute at least five social projects per year	Annual	Achieved	24 e 25
	Maintain or improve direct employee satisfaction index	Per survey	Achieved	20
Environment	Reduce GHG emissions per ton produced by 4.2% annually (Scopes 1 & 2) ¹	Annual	Achieved	35
	Reduce GHG emissions per ton produced by 2.5% annually (Scope 3) ²	Annual	Achieved	35
	Maintain 100% renewable electricity use across all facilities	Continuous	Achieved	32
	Reduce energy consumption per ton produced by 7% vs. 2023	By 2030	In Progress	32
	Reduce water consumption per ton produced by 0.6% vs. 2023	By 2030	In Progress	32
	Direct 100% of vulcanized and raw rubber process waste to circular economy	Annual	Achieved	29
	Plant 200 trees in target areas	By 2030	Achieved	35

1,2 - Targets based in the "Science Based Targets initiative (SBTi) Criteria for Setting Science-Based Targets". Reference: https://sciencebasedtargets.org/resources/files/Foundations-Paper_Brazilian-Portuguese.pdf



Governance

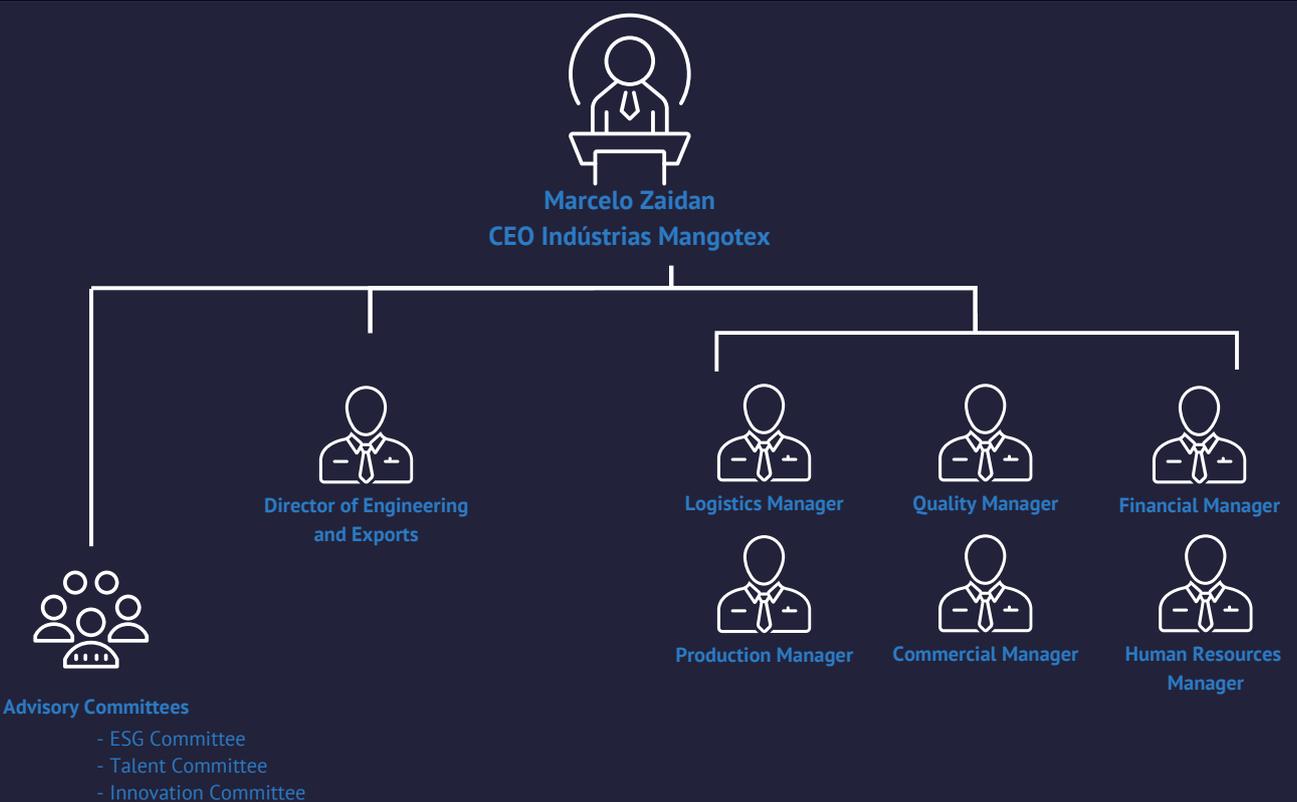
GRI 2-9, 2-12, 2-13 2-14, 2-17

We adopt a corporate governance model based on efficiency, transparency, and accountability. Our leadership is concentrated under the CEO, who makes strategic and operational decisions with the support of a Engineering and Exports Director.

Sustainable Development Goals Related to This Section:



Management is complemented by six managers who lead key operational areas, ensuring strategic alignment and operational excellence. Additionally, the CEO is supported by the ESG, Innovation, and Talent Committees, which contribute with perspectives and reinforce governance in their respective areas. Currently, the CEO is responsible for establishing priorities for the company's sustainability actions, aligning them with strategic objectives, and enabling the implementation of ESG policies.



Governance

Committees

GRI 2-17

We have structured our ESG Committee on two levels to ensure efficient sustainability management. The Operational Committee focuses on implementing ESG initiatives in daily operations, ensuring strategic guidelines are translated into concrete actions. The Strategic Committee defines goals and directives, integrating the ESG agenda with business strategy and guiding long-term decisions.



Operational Committee: Responsible for implementing sustainable actions and projects in factory operations, ensuring their execution.



Strategic Committee: Has a deliberative role and defines the company's strategic sustainability path.

Talent Committee: Its primary objective is to attract, identify, develop, and retain strategic talent within the organization, fostering a high-performance culture aligned with business objectives. The committee serves as an HR advisory and strategic body responsible for overseeing succession plans, supporting leadership development programs, ensuring equitable recognition practices, and promoting initiatives for employee engagement and professional growth.



Innovation Committee: The Innovation Committee's purpose is to strengthen Mangotex's strategy by fostering an innovation culture, identifying and prioritizing opportunities, accelerating digital transformation toward Industry 4.0, and enhancing our competitive positioning with a focus on innovation, cost efficiency, quality, and high performance.

Governance

Membership associations

GRI 2-28

We are members of key representative entities in the national industry, affiliated with Sindipeças - National Association of Brazilian Auto Parts manufacturers, Sindibor - Union of Rubber Artifacts and Tire Retreading Industries in the State of São Paulo, and ABIARB - Brazilian Association of Rubber Products Manufacturers. These strategic memberships enable the company to closely monitor sector guidelines, actively contribute to building technical and regulatory agendas, and strengthen our involvement in collective initiatives focused on competitiveness, innovation, and sustainability of the production chain.



Whistleblowing and Complaints Mechanism

GRI 2-23, 2-26

We maintain a firm commitment to transparency and integrity in our operations, with a structured mechanism for receiving and addressing complaints and reports.

This channel enables employees, partners, suppliers, clients, and community members to safely and confidentially report any issues related to workplace conduct, socio-environmental impacts, human rights, or potential irregularities.

The process is led by the Human Resources Department and the CEO, ensuring impartiality and confidentiality. All reports are analyzed fairly and promptly, with follow-up and corrective measures taken when necessary. We also maintain a non-retaliation policy, ensuring everyone can speak up without fear of repercussions.

In 2024, no complaints and/or reports were registered.

Additional Information Regarding the Whistleblowing and Complaints Mechanism:



[Mangotex Whistleblowing and Complaints Mechanism](#)



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Governance

Financial and Economic Performance

GRI 3-3 - Financial Performance, 201-1

In 2024, we achieved robust financial performance with total revenues 14.09% higher than the previous year. Of this amount 55.03% was allocated to operational costs, 18.80% to salaries and benefits, 15.70% to government payments and the retained economic value stood at 10.45%, demonstrating Mangotex's solidity and capacity to reinvest in operations for sustained growth.

Our economic value distribution reflects our commitment to generating positive impact across multiple fronts. Operational costs ensure production continuity and efficiency, salaries and benefits underscore our dedication to employee well-being and recognition and government payments represent significant contributions to socio-economic development in our communities.

This complements Mangotex's direct investments in social programs focused on education, professional training, and social inclusion.

Direct Economic Value Generated and Distributed - GRI 201-1		2024
Economic Value Generated		
Revenues		100%
Economic Value Distributed		
Operating costs		55.03%
Salaries and benefits		18.80%
Government payments		15.70%
Total distributed		89.53%
Economic Value Retained		
Direct economic value generated minus distributed		10.47%

We are continuously evolving in integrating climate change-related risks and opportunities into our management framework. In 2024, we invested in initiatives focused on mitigating environmental impacts, optimizing resource use and meeting stakeholder expectations.

Through these actions, we reaffirm our commitment to sustainability, innovation, social and environmental responsibility. This promotes the integrated development of both our business operations and surrounding communities.

For additional information regarding Economic-Financial Performance, please contact the company through our official communication channels:



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Governance

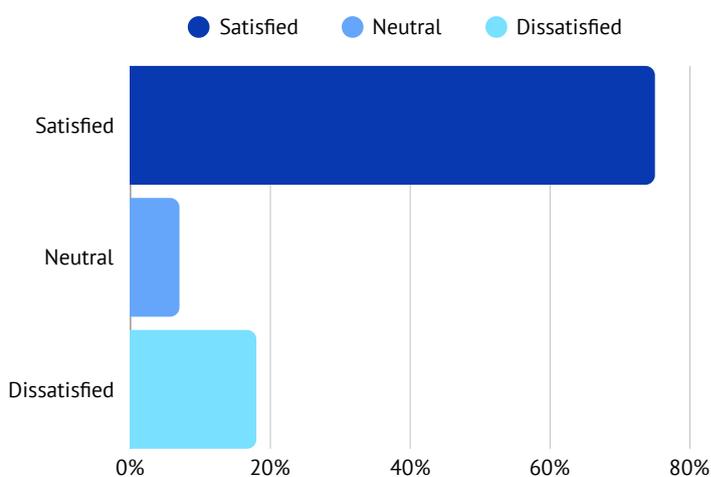
Customer Satisfaction

GRI 3-3 - Customer Satisfaction

We conduct satisfaction surveys by our Quality Department, supported by the Integrated Management System team, evaluating customer perceptions of product and service characteristics – including hose quality and delivery punctuality.

Responses collected through customer portals are analyzed monthly and presented to executive leadership. Based on this data, senior management and department managers implement strategic internal actions to address dissatisfaction points and enhance customer experience.

In 2024 the surveys indicate that 75% of respondents reported satisfaction, 7% rated their experience as neutral, and 18% indicated some degree of dissatisfaction.



Note: Data refers to the year 2024

Compensation

GRI 2-19, 2-20

With the objective of offering a compensation package that ensures competitive salaries while promoting meritocracy and talent retention, our Human Resources Process Policy is based on direct and indirect benefits, short- and long-term incentives, and salary progression mechanisms.

The policy is administered by the Human Resources Department in conjunction with senior management and applies to all employees of Indústrias Mangotex. Any changes to salaries, benefits, or incentive models require evaluation by the HR team together with company leadership.

Salary determination follows objective criteria aligned with market practices, considering factors such as position complexity, responsibility level, experience, qualifications, and employee performance.

Salary range definition is based on industry salary surveys, reviewed annually to ensure competitiveness and internal equity.

Adjustments may occur as defined in Collective Labor Agreements or through strategic company decisions aimed at talent valuation and retention of qualified professionals.

Governance

Ethics and Conduct

GRI 3-3 - Ethical Conduct, Communication, and Transparency, 2-23



Code of Ethics and Conduct



Supplier Code of Conduct



Quality Manual

The Mangotex Industries Code of Ethics and Conduct is an essential management tool, establishing guidelines and principles to be followed by all employees, including the CEO, directors, managers, service providers, suppliers, clients, and other stakeholders. It reflects the company's values and guides responsible decision-making.

In parallel to the Code of Ethics and Conduct, Mangotex requires compliance with the Supplier Code of Conduct and Quality Manual, which must be followed by all service providers and suppliers. The objective is to ensure ethical and responsible behavior across the entire company and its value chain. Based in the precautionary principle, the document covers topics such as human rights, integrity, sustainability, and anti-corruption measures.

Fiscal Practices *GRI 207-1, 207-2*

The commitment to ethics and integrity is equally reflected in the tax practices adopted by Indústrias Mangotex. We recognize the importance of rigorous compliance with tax obligations, adhering to tax calendars and current legislation at the Municipal, State, and Federal levels.

Our tax approach ensures correct and timely tax payments, managed efficiently while accounting for the complexity of the Brazilian tax system.

The management of our fiscal strategy is led by the finance team through periodic alignment meetings to address related matters, evaluating associated risks and opportunities.

We emphasize that taxes play an essential role in sustainable development and represent a significant contribution from Indústrias Mangotex to society, serving as a revenue source for municipalities, states, and the Federal government.

Governance

Integrated Management System

GRI 2-27

Our commitment to quality, the environment, health, and safety is firmly grounded in the Integrated Management System (IMS), guided by our Management Policy and supported by ISO 14001, ISO 9001, and IATF 16949 certifications. These recognitions attest to the excellence of our processes and compliance with legal requirements, automotive industry standards, and other relevant stakeholder expectations.

To ensure the effectiveness and continuous improvement of the IMS, we conduct periodic internal audits and undergo evaluations by internationally recognized certification bodies. This process is strengthened by ongoing employee training, promoting both technical and personal development of our workforce, with a focus on quality, safety, and environmental preservation.

We believe corporate sustainability is directly linked to our ability to generate consistent results, maintain market stability, and deliver long-term value. Therefore, we strive to exceed customer expectations through risk management, strict compliance with applicable requirements, and building trusted, long-term partnerships with suppliers and other strategic stakeholders.

Our integrated management approach also includes the ongoing pursuit of continuous improvement in our production processes, focusing on waste reduction, minimization of atmospheric emissions, and rational use of natural resources. All these efforts aim to ensure environmental protection, pollution prevention, and the maintenance of a safe and healthy work environment for all.



[Integrated Management System Policy](#)



[ISO 9001](#)



[ISO 14001](#)



[IATF 16949](#)



Social

At Mangotex, people are the heart of our company. We recognize that a safe, fair, and inclusive work environment is essential for the well-being and personal/professional growth of every individual.

Our social commitment is reflected across multiple fronts. We continuously invest in employee development through training programs and opportunities that strengthen both technical and behavioral skills.

Furthermore, we foster an organizational culture built on collaboration, ethics, and mutual respect—values that not only motivate our team internally but also attract and retain talent aligned with our company’s principles.



Sustainable Development Goals Related to This Section:



Workforce by Gender - GRI 2-7, 405-1

	Female	Male	Total
Apprentice	5	10	15
Trainees	2	7	9
Full-time Employees	117	342	459

Note: Mangotex has no part-time employees. (GRI 2-7)
 Note: Mangotex focuses on local hiring, with 100% of its workforce based in Brazil's Southeast region.



25,5% female gender
 74,5% male gender



Social

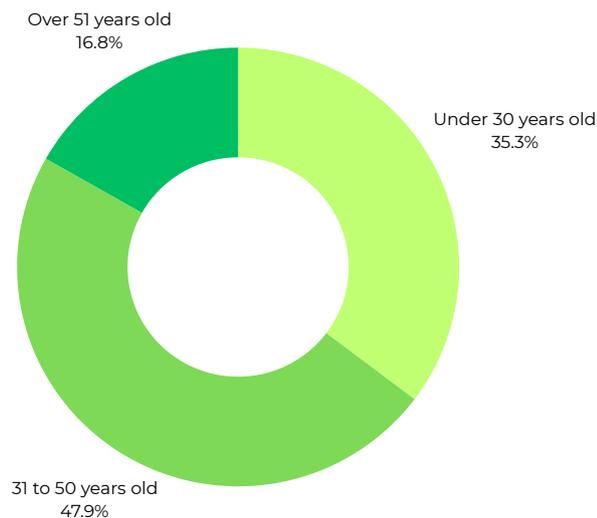
Our People

GRI 3-3 - Human Capital Development, 2-23

Mangotex is a company with strong traditions and a long-standing commitment to employee development, where many staff members remain for significant periods. This loyalty is reflected in our tenure statistics: 259 employees have between 0-3 years of service, 66 employees are in the 4-8 year range, and 134 employees have over 9 years of dedicated service. We formally recognize these tenure milestones, most notably celebrating our longest-serving employee who has reached 50 years with the company.

Age diversity represents another fundamental aspect of our organization, this balanced age distribution promotes an inclusive work environment where we actively overcome age discrimination, enabling all generations to contribute meaningfully to the company's continued success and sustainable growth.

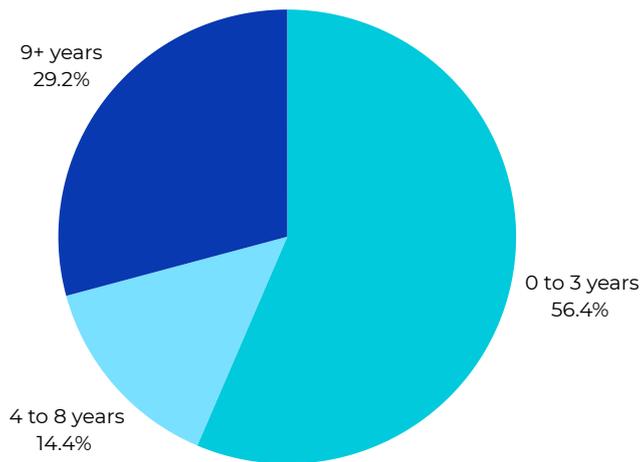
Percentage of Direct Employees by Age Group - GRI 401-1



Monthly Benefits for Direct Employees - GRI 401-2, 403-6



Distribution of Direct Employees by Tenure

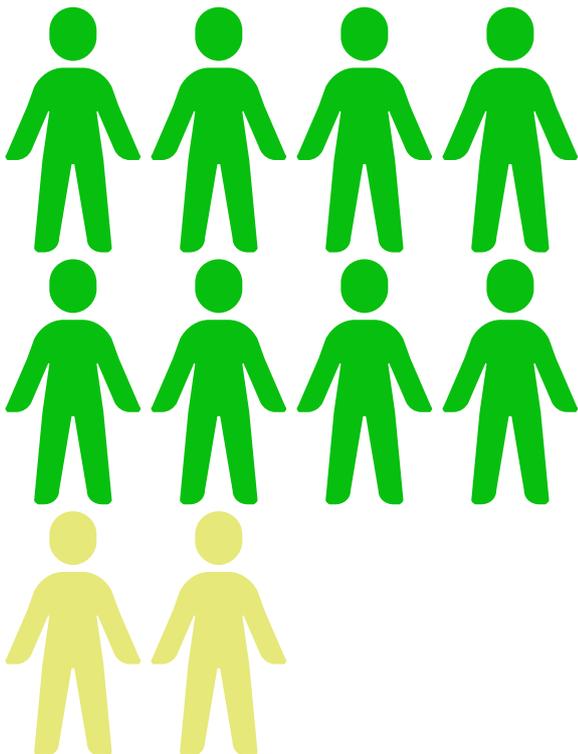


Social

Work

We conduct an annual organizational climate survey to assess the work environment and identify improvement opportunities. This process provides valuable insights into employee perceptions, helping the company adjust its management approach and strengthen organizational culture.

The survey enables understanding of employee needs, boosting engagement and motivation while aligning company values with team objectives. By identifying aspects like internal communication and leadership effectiveness, the company can implement changes that enhance employee wellbeing and support talent retention.



Organizational Climate Survey	2023	2024
Satisfied	70%	82%
Dissatisfied	9%	18%
Neutral	21%	N/M

The results of the 2024 Organizational Climate Survey reveal important insights: the number of satisfied employees increased from 70% to 82%, reflecting positive improvements in the work environment. Simultaneously, dissatisfaction rose to 18%, indicating more people are voicing their opinions - a sign that the team feels more comfortable addressing areas needing adjustment. In 2024, the Neutral parameter was not considered in the evaluation.

Social

Work

Number of Non-employees Workers GRI 2-8	2024
Independent Contracted Workers	24
Interns & Apprentices	24
Total	48

Total Direct Hires by Age Group GRI 401-1	2024
Under 30 years old	80
30 to 50 years old	38
Over 50 years old	3
Total	121

Number and Rate of Employee Hires by Gender GRI 401-1	2024	
	Number	Rate ¹
Male	85	0.19
Female	36	0.08

Collective Bargaining Coverage - GRI 2-30	2024
Number of employees who elected to join collective bargaining agreements	459
Percentage of full-time employees covered by collective bargaining agreements	100%

Employee Turnover Rate GRI 401-1	2024
Voluntary Resignation	25
Contract Expiration	7
Termination Without Cause	95
Retirement	0
Death	0
Total Turnover	127
Annual Turnover Rate	27.70%

Parental Leave Metrics 2024 - GRI 401-3	Women	Men
Eligible for maternity/paternity leave	2	2
Took maternity/paternity leave	2	2
Returned to work after leave	2	2
Still employed 12 months post-return	2	2

1 - For the indicator, the new hiring rate was calculated as follows: number of employees hired by gender divided by number of employees at the end of the reporting period. At Mangotex, the indicator considered all full-time employees, excluding apprentices and trainees.

2 - The company's turnover was calculated using the formula: (Terminated employees) divided by (employee headcount at period end), multiplied by 100.

Social

Social Development

GRI 203-1, 203-2

Young Apprentices and Interns

Valuing and developing new talent is essential to our organizational culture. Our Young Apprentice program and internship positions are initiatives focused on inclusion and professional development.

Currently, we have 15 young apprentices, all from local public high schools, with an 88% retention rate over the past five years. Our internship program, with 9 interns, provides opportunities for university students in their final years of study, achieving a 68% retention rate over the same period. These programs contribute to both the company's growth and the training of skilled professionals.

Women's Leadership Development

Female representation in the industry is essential for fostering a more diverse and innovative environment. Recognizing this, the Women's Empowerment and Leadership initiative, developed in partnership with SENAI, has trained 60 female employees, covering topics such as self-care, leadership, and professional growth.

In 2024, the hiring rate for women doubled that of men, increasing female representation to 25.5% of direct employees. While women hold fewer mid and high management roles (4 women vs. 32 men), this initiative reflects the company's commitment to equal opportunity and inclusion.

(GRI 405-1)

Technical-Behavioral Training - GRI 404-1	2023	2024
Trainings conducted	730	598
Average training hours per employee	N/A	82.53
Training investment	N/A	R\$ 207,407.11
Educational Assistance Programs		2024
Language Scholarship		9
Bachelor's Degree Support		27
Master's Degree Support		4
Total Employees Supported		40
Cumulative Since 2020		132

Social

Performance Evaluation and Career Development

At Mangotex, we believe investing in people's development is essential for sustainable growth. That is why all departments have a structured career plan, enabling employees to align their individual goals with the company's objectives and visualize clear opportunities for professional advancement.

We prioritize internal growth by opening selection processes first to our current employees before considering external candidates. This approach strengthens our team, reduces costs, and preserves organizational knowledge.

To support this development, we conduct annual performance evaluations, including self-assessments and structured feedback (180-degree reviews). This process applies to all hierarchical levels and guides the creation of Individual Development Plans (IDPs), equipping employees to continuously improve their performance.

Our commitment is to foster an environment where growth hold hands with learning.

Percentage of employees receiving regular performance and career development reviews - 404-3

2023

2024

Female Gender

100%

100%

Male Gender

100%

100%



Social

Social Development

GRI 203-1, 203-2

Espaço do Saber (Knowledge Space Initiative)

The Espaço do Saber program was established to support employees' children by providing academic reinforcement for students aged 7–12, addressing pandemic-related learning gaps. Beyond scholastic support, it strengthened participants' self-esteem and confidence. Organized by the HR team, structured educational materials were distributed to parents to ensure quality learning continuity.

The program also enabled teachers to identify early signs of autism and ADHD, facilitating timely interventions. Demonstrated improvements in reading, writing and logical reasoning, reinforces the company's commitment to education and family well-being.

Progresso e Oportunidade (Progress and Opportunity Initiative)

The Progresso e Oportunidade project delivered technical workshops for 15 at-risk adolescents, broadening their perspectives and motivating 100% of participants to pursue higher education.

Mangotex employees led on-site technical visits that expanded the youths' horizons, while volunteer engagement amplified the program's social impact.

Beyond skill-building, the initiative demonstrated the transformative power of sustained mentorship for youth development.

Investments in Social Projects

2024

R\$ 68,307.47



Social

Social Development

GRI 203-1, 203-2

Standing with You: Ecovida

The EcoVida project, selected by Mangotex in 2024 for implementation in 2025, empowers youth from underserved communities as environmental change agents. Created by a psychology student, this initiative promotes environmental education, urban farming, composting, creative recycling, and income generation through community markets.

Mangotex granted 70% of a one-year scholarship for the creator of this project, which was elected the best from a contest organized by Mangotex in local universities.

Support for Young People in Vulnerable Situations

On Children's Day, Mangotex - with the support of its employees - organized a toy and candy drive, which were donated to an institution that cares for children in socially vulnerable situations and with fragile family ties.

Additionally, Mangotex hosted a special Festa Junina (traditional Brazilian June festival) for 150 children under the care of an institution supporting at-risk youth. With the help of company volunteers, we set up food stalls, organized games, and distributed gifts, creating a day filled with joy and warmth.

Donations to Rio Grande do Sul

In response to the devastating floods in Rio Grande do Sul, Mangotex demonstrated solidarity by organizing a donation drive to provide relief to affected families.

The company contributed food baskets, clothing, pet food, and financial support for rebuilding efforts.



Social

Occupational Health and Safety:

GRI 3-3 - Health and Safety, 403-1, 403-2, 403-5, 403-8, 403-09

At Mangotex, we maintain an ongoing commitment to the health, safety, and well-being of all our employees through a structured occupational health and safety management system aligned with Brazilian regulatory standards.

Our Emergency Response Team is organized into two specialized units: one dedicated to first aid and another to firefighting. We take a preventive approach through our Internal Accident Prevention Commission (Comissão Interna de Prevenção de Acidentes - CIPA), which proactively identifies hazards, assesses risks, and investigates incidents and near misses. This proactive effort is essential for mitigating risks and fostering a safer work environment.

We operate an on-site occupational health clinic and ensure 100% coverage of our direct employees under the Occupational Health Medical Control Program (Programa de Controle Médico



de Saúde Ocupacional - PCMSO) and Risk Management Program (Programa de Gerenciamento de Riscos - PGR).

These programs are regularly updated to ensure compliance with current legislation and industry best practices.

Employee Safety Metrics - GRI 403-9	2024
Number of work-related fatalities	0
Work-related fatality rate	0,00
Number of high-severity work accidents (excluding fatalities)	0
High-severity work accident rate (excluding fatalities)	0,00
Number of reportable work accidents	2
Reportable work accident rate	0,45

Social

Occupational Health and Safety:

GRI 3-3 - Health and Safety, 403-1, 403-3, 403-4, 403-5, 403-6, 403-10

We conduct regular mandatory training for all employees, covering topics such as proper PPE usage, emergency procedures, ergonomics, and safe workplace practices. All training content is tailored to the specific functions and risks of each department.

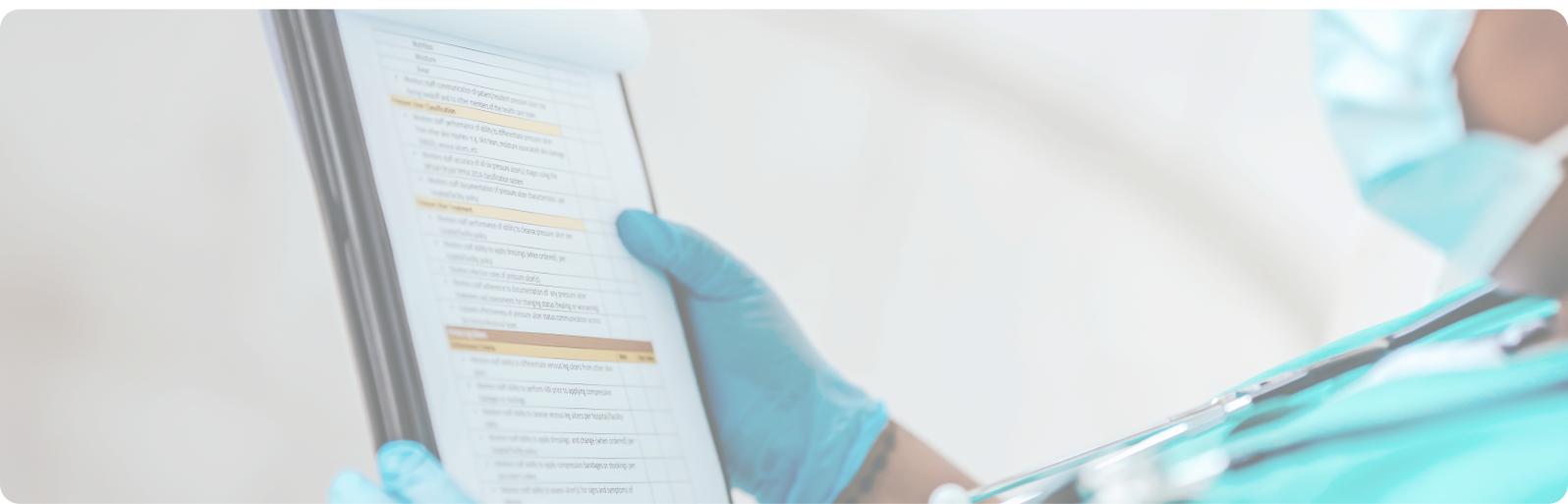
Our program extends beyond compliance through periodic health and wellness initiatives, including vaccination campaigns, mental health support programs, quality-of-life incentives, and physical activity promotion. We actively encourage employee participation in health and safety decisions through consultation channels, internal communication platforms, and meetings with our Internal Accident Prevention Commission (CIPA) and leadership team.

Our health and safety standards apply equally to all permanent employees and long-term contractors, with mandatory adherence to the same protocols we maintain internally for all service providers working on our operations.

We maintain continuous efforts to prevent and mitigate negative health and safety impacts, extending beyond our facility boundaries. Our production processes undergo rigorous monitoring and evaluation to systematically reduce operational risks.

We track key performance indicators including injury rates, medical leave cases, and occupational illnesses, implementing corrective action plans whenever deviations are identified. This data fuels internal reporting systems and serves as the foundation for practice reviews and continuous improvement initiatives.

In 2024, we recorded zero cases of reportable occupational diseases nor any fatalities stemming from work-related illnesses.



Environment

Sustainable Development Goals Related to This Section:



Mangotex reinforces its commitment to sustainability through structured environmental management focused on optimizing natural resource use, reducing environmental impacts, and enhancing operational efficiency. Throughout 2024, we advanced multiple initiatives, particularly in energy management, greenhouse gas emissions, and waste management.

Energy performance showed a 7.5% increase in total consumption due to production growth, while renewable energy sources grew by 9.5%, demonstrating our transition to cleaner alternatives. Water conservation efforts achieved a 13.5% reduction in consumption through resource optimization measures.

Waste management saw a 7.3% increase in recovery rates, with



emphasis on recycling and co-processing, significantly reducing landfill disposal and strengthening our circular economy approach.

Between 2023 and 2024, we achieved advancements in our greenhouse gas (GHG) management, delivering a 20% reduction in CO₂ equivalent emissions intensity per metric ton of finished product across Scope 1 and 2 sources. When incorporating Scope 3 emissions, we achieve a 14.8% reduction in our carbon footprint. These results validate our strategic decarbonization roadmap, which we complement through verified carbon credit retirements to neutralize remaining operational emissions.



13.5%

Water Consumption Reduction



7.3%

Waste Recovery Rate Increase



Environment

Sustainable Raw Material Innovation

In our ongoing pursuit of more responsible solutions aligned with environmental commitments, Mangotex has significantly invested in R&D for renewable-source compounds with lower social and environmental impact. A key achievement is the application of materials like Recovered Carbon Black, derived from recycled tire pyrolysis, and ECO EPDM, a rubber made from sugarcane ethanol.

These advancements not only reduce CO₂ emissions and strengthen the circular economy but also drive innovation in the automotive sector.

In 2024, we met our ambitious goal of launching a hose line with 53.6% of its composition sourced from materials that minimize carbon emissions during raw material extraction—combining technical performance with sustainability commitments.

Through rigorous quality and performance testing, we ensure these new materials meet market demands without compromising product excellence. Beyond adapting to global trends, this initiative reflects our leadership in building a balanced future where technology, responsibility, and sustainability progress together.



Environment

Waste Management

GRI 306

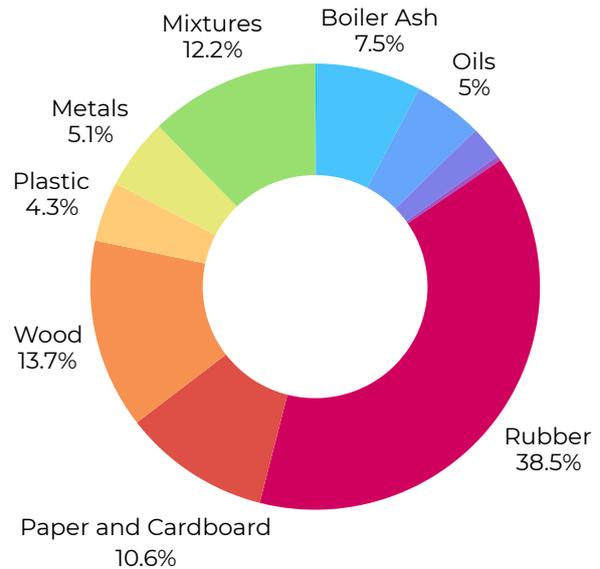
We have adopted efficient waste management practices, in compliance with current regulations, utilizing the Solid Waste Management Plan (PGRS) and the Waste Management System through the SIGOR and SINIR platforms to map waste-generating processes and their impacts.

Waste is classified according to CONAMA standards, ensuring appropriate treatment and disposal. Within our strategy, we prioritize reuse and recycling, supported by mitigation measures such as environmental training and emergency response kits.

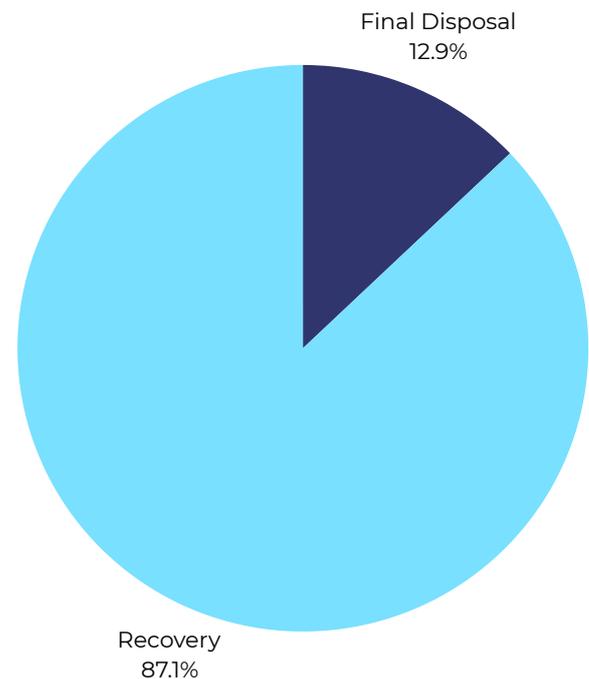
Mangotex primarily generates waste from the vulcanized and raw rubber processing stages, all of which is sent for recycling and co-processing. To mitigate this impact, Mangotex relies on a continuous improvement team dedicated to consistently reducing waste volumes by optimizing processes and minimizing material loss.

Over the past three years, approximately 87% of the waste generated has been directed to reuse or recycling processes. For non-reusable or non-recyclable waste, the company is implementing plans to adopt a zero-landfill approach, continuously seeking more efficient and responsible alternatives to ensure sustainability across our operations.

Waste Composition by Description – 2024 (%)



Solid Waste Disposal Methods from 2022 to 2024



Environment

Waste Management

Total Waste Generated, by Composition (tons) – GRI 306-3

Category	Type	2022	2023	2024
Non-Recyclable Waste	Non-Hazardous	4.70 ¹	65.27	94.49
Recyclable Waste	Hazardous	23.61	14.52	37.64
	Non-Hazardous	344.07	342.81	345.70
Total		372.37	422.59	477.83

1 - The low volume of Non-Hazardous Non-Recyclable Waste in 2022 compared to the years 2023 and 2024 reflects changes in internal segregation and storage methodology, which allowed for optimization of waste management throughout 2023 and 2024. The data in the table reflect how the waste was categorized according to the waste disposal company, as recorded in the Waste Transport Manifest and Waste Disposal Certificate.

Total Waste Directed to Disposal, by Composition and Treatment (tons) – GRI 306-4, 306-5

Purpose	Category	Treatment Method	2022	2023	2024
Final Disposal	Non-Hazardous	Sanitary Landfill	4.70	65.27	94.49
		Autoclave	0.0039	0.0043	0.0026
		Co-processing	16.54	12.67	11.50
Recovery	Hazardous	Recycling	-	-	0.60
		Re-refining	6.07	1.844	23.83
		Effluent Treatment	1.00	-	-
	Non-Hazardous	Sorting & Transfer	-	-	1.71
		Biodigestion	46.35	52.24	65.67
		Co-processing	50.52	123.20	119.63
		Recycling	247.19	167.37	160.40
Total to Final Disposal			4.70	65.27	94.49
Total to Recovery			367.68	357.33	383.35

Note – 100% of the final disposal of waste takes place off-site, outside the organization.

Environment

Water Resources

GRI 303

We maintain a consistent commitment to efficient water resource management, striving to optimize water use even with increased production. We operate two duly licensed underground wells and also source water from the municipal public supply for our operations, always ensuring compliance with environmental regulations and best practices.

In 2024, we expanded our monitoring to include the acquisition of bottled water, exclusively for employee consumption. In recent years, we have implemented measures to reduce both our own water extraction and public water consumption

In 2023, we used 10.48 ML of groundwater and 20.00 ML from the public network, while in 2024 these volumes were reduced to 9.93 ML and 16.35 ML, respectively. Additionally, we recorded an intake of 0.07 ML from bottled water.

This progress was achieved alongside an increase in production from 1,583 to 1,814 tons, demonstrating a more strategic and conscious use of this essential resource. We continue to enhance our water management practices, reinforcing responsibility and sustainability in the use of natural resources.

Total Water Withdrawal and Acquisition (ML) – GRI 303-3, 303-5

Type	Source	2023	2024
Withdrawal ¹	Groundwater	10.48	9.93
	Public Network	20.00	16.35
Third-Party	Water Jugs	N/M ²	0.07
	Total	30.48	26.35

1- Water withdrawal through two semi-artesian wells

2 - Not measured during the period

Environment

Energy

GRI 302

Efficient energy management is a strategic priority for Mangotex, focusing on reducing environmental impact and transitioning to more sustainable energy sources. Between 2023 and 2024, we implemented a series of initiatives aimed at continuous improvement in the use of electrical and thermal energy, aligning our practices with the company's sustainability commitments.

Through a gradual process of diversifying energy sources, Mangotex has adopted the free energy market for the acquisition of renewable energy, enabling us to ensure greater sustainability in our operations.

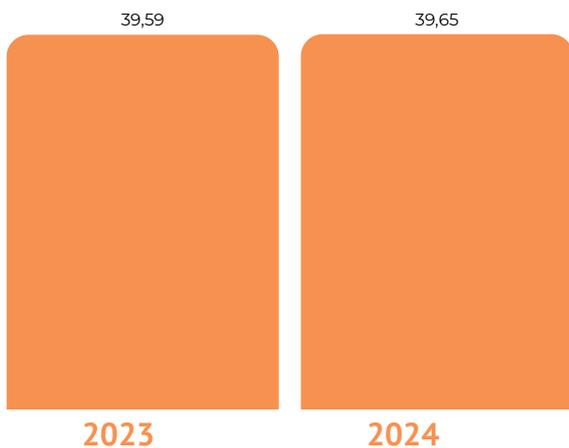
Since 2022, we have been certified by the I-REC system (International Renewable Energy Certificate), reinforcing our commitment to sustainability and transparency in tracking our renewable electricity.

The use of renewable thermal energy sources, such as firewood and ethanol, has increased, reflecting our ongoing efforts to maintain a more sustainable energy mix. Regarding renewable electricity, consumption has remained stable.

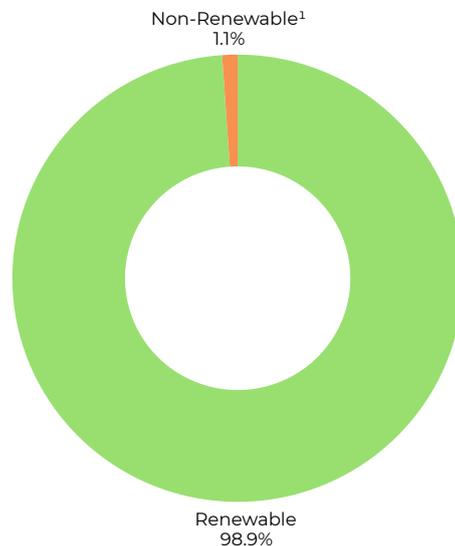
Diesel and gasoline consumption was reduced due to the replacement of fossil fuels with renewables and maintenance activities aimed at improving efficiency. LPG consumption increased due to operational adjustments.

In 2024, we continued replacing the lighting system with more efficient options and will keep adopting energy efficiency strategies to further reduce environmental impact.

Plant Energy Intensity (GJ/ton produced) – GRI 302-3



Ratio of Renewable to Non-Renewable Energy (%) – GRI 302-3



1 - The consumption related to Non-Renewable energy reflects the use of fossil fuels for thermal energy generation.

Environment

Energy

Energy generated from fuel use (GJ) - GRI 302-1

Type	Source	2023	2024
Renewable	Firewood ¹	51,300.40	55,987.97
	Ethanol ¹	212.01	414.04
Subtotal		51,512.41	56,402.02
Non-Renewable	Diesel ¹	17.11	1.65
	LPG ¹	370.39	411.10
	Gasoline ¹	378.25	216.34
Subtotal		765.76	629.10
Total Fuels		52,278.17	57,031.12

1 - Conversion factors suggested by the National Agency of Petroleum, Natural Gas and Biofuels were used.

Total Electricity Consumed (GJ) – GRI 302-1

Type	Source	2023	2024
Electric Power	Wind Renewable Energy	10,392.264	10,362.11

Total Energy Consumed (GJ) – GRI 302-1

	2023	2024
Fuel	52,278.17	57,031.12
Electricity	10,392.26	10,362.11
Total	62,670.43	67,393.23

Note – Energy consumption outside the organization is not monitored; therefore, this indicator exclusively considers data related to internal energy consumption.

Note – Although traditionally classified as non-renewable fuels, gasoline and diesel used in Brazil contain renewable fuel additives, such as ethanol and biodiesel, respectively. Electricity consumption is measured in MWh and converted to GJ. Fuels are measured in cubic meters, kilograms, and liters, and subsequently converted to GJ. Unit conversions follow the guidelines of the GHG Protocol.

Environment

Greenhouse Gas

GRI 305

We monitor and manage greenhouse gas (GHG) emissions in accordance with the Brazilian GHG Protocol for emissions accounting. In 2022 and 2023, we partnered with SENAI for the preparation of our emissions inventories, while the 2024 inventory was conducted internally.

In absolute terms, our total emissions in 2024 reached 594.85 tCO₂e, representing an increase of approximately 12.3% compared to 2023. The main factor contributing to this rise was a 56.2% increase in Scope 2 emissions (Location-Based approach), resulting from the update of electricity emission factors for the National Interconnected System (SIN) by the GHG Protocol tool in 2024.

This increase was external in nature, related to the country's energy generation profile.

On the other hand, we achieved significant internal progress, such as a 59.3% reduction in emissions from our own fleet, reflecting vehicle renewal and the adoption of less polluting fuels. Scope 3 emissions remained stable, with slight variations across sectors, indicating improved efficiency in transport management and waste disposal.

Considering the CO₂ emissions intensity per ton of final products, a significant reduction was recorded, directly resulting from changes implemented in our operational and management processes.

Absolute Greenhouse Gas (GHG) Emissions (tCO₂e) – GRI 305-1, 305-2, 305-3

Scope	2023	2024	% Change
Scope 1 (Direct)	158.13	160.36	+1.4%
Scope 2 (Location-Based)	102.50	159.64	+55.7%
Scope 2 (Market-Based)	0.00	0.00	-
Scope 3 (Value Chain)	269.17	274.85	+2.1%
Total Reported Emissions	529.81	594.85	+12.3%
Biogenic CO ₂ - Scope 1	4,627.18	5,304.81	+14.6%
Biogenic CO ₂ - Scope 3	34.71	32.92	-5.2%

Note – The source for emission factors, standards, methodologies, and calculation assumptions is the Brazilian GHG Protocol Program. The chosen consolidation approach for emissions is Operational Control. The greenhouse gases included in the calculations are CO₂, CH₄, N₂O, SF₆, HFCs, and PFCs. This methodology ensures alignment with internationally recognized practices and enhances the transparency and consistency of our emissions inventory.

Environment

Greenhouse Gas

GRI 305

In 2024, we achieved a significant 20% reduction in CO₂e emission intensity per ton of final product, considering Scopes 1 and 2. When including Scopes 1, 2, and 3, the intensity dropped from 0.27 to 0.23, which represents an approximate 14.8% reduction.

These results reflect the effectiveness of actions aimed at process optimization, more efficient use of resources, and impact mitigation throughout the production chain.

Greenhouse gas (GHG) emissions intensity (tCO₂e/ton produced) – GRI 305-4

Scope	2023	2024	YoY Change
Scope 1 & 2 ¹	0.10	0.08	-20%
Scopes 1, 2 ¹ & 3	0.27	0.23	-14.8%
Scope 3 ¹	0.17	0.15	-11.8%

In partnership with Carbon Free Brasil, we purchased carbon credits in renewable energy projects, contributing to the company's emissions offsetting.

In addition, this collaboration enabled the sponsorship of 117 native tree seedlings in reforestation areas of the Atlantic Forest. Together with the 54 seedlings planted within the company through internal campaigns, we have already surpassed the milestone of 230 trees planted.



Carbon credits acquired² (tCO₂e)

	2022	2023	2024
Carbon Credits	392	432	436

We purchase **wind energy** on the free energy market, expanding the use of clean sources in our operations and ensuring the traceability of this energy through the acquisition of Renewable Energy Certificates (RECs).



THE INTERNATIONAL
REC STANDARD

8,467.00 MWh of electricity
consumed from renewable sources
between 2022 and 2024.

Note – The denominator used in the calculation of greenhouse gas (GHG) emissions intensity is the total tons of product produced, including the application of accessories. Two intensity calculations are presented: the first considers only Scope 1 and 2 emissions (location-based approach), while the second also includes Scope 3 emissions in the total amount of GHGs emitted.

1 - For the preparation of the emissions intensity indicators, the "Market-based Approach" was considered for Scope 2.

2 - Mangotex acquired carbon credits only for Scope 1 and 3 emissions, since it purchases renewable energy for all electricity consumption, which is part of Scope 2.

Environment

Greenhouse Gas

Direct greenhouse gas emissions (Scope 1), by type (tCO₂e) – GRI 305-1

Emission Source	2023	2024
Heat Generation	94.42	115.90
Internal Fleet	28.34	11.52
Fugitive Emissions	0.05	0.13
Industrial Processes	35.32	32.77
Total Scope 1	158.13	160.36

Indirect greenhouse gas emissions (Scope 2) from approach (tCO₂e) – GRI 305-2

Approach	2023	2024
Location-Based	102.50	159.64
Market-Based	0.001	0.001

Other greenhouse gas emissions (Scope 3), by type (tCO₂e) – GRI 305-3

Emission Source	2023	2024
Upstream Transportation	35.79	24.68
Waste Disposal	34.27	23.50
Air Travel	16.77	43.70
Employee Commuting	182.33	182.96
Total Scope 3	269.16	274.84

Greenhouse Gas Emissions by Gas Type – GRI 305-7

Gás	2023	2024
CO ₂ (t)	422,15	477,80
CH ₄ (t)	2,50	2,28
N ₂ O (t)	0,18	0,20

Note – The gases included in the calculation are CO₂, CH₄, and N₂O. Within the monitored scopes, there were no emissions of HFCs, PFCs, SF₆, or NF₃. Renewable-source CO₂ emissions are not included.

1 - Mangotex reports the purchase of wind energy, verified through the acquisition of the REC certificate. Wind energy has a zero emission factor, resulting in no CO₂e emissions attributed to its generation.

GRI Content Index

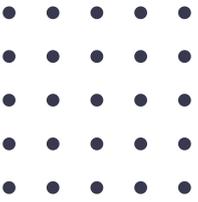
Statement of Use	Indústrias Mangotex LTDA has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.			
GRI 1 Applied	GRI 1: Foundation 2021			
GRI Standard	Disclosure	Location/Response	Omission	
General Disclosures			Requirement	Reason
GRI 2: General Disclosures 2021	2-1 Organization details	Pages 06, 07 e 09 Indústrias Mangotex LTDA is a limited liability company located at Av. Sete Quedas, 1880 - Cantagalo, Itu - SP, Brazil, ZIP Code 13313-006.		
	2-2 Entities included in the organization's sustainability reporting	Page 04		
	2-3 Reporting period, frequency, and contact point	Page 04 This is the company's first report prepared in accordance with GRI Standards.		
	2-4 Restatements of information	The information presented in the 2023 Sustainability Report has not undergone significant restatements. Indústrias Mangotex has designated the 2024 Report as the baseline reference for future reporting cycles, with updates to align with internal process improvements and evolving GRI guidelines.		
	2-5 External assurance	The Annual Sustainability Report (ASR) has not undergone third-party assurance but was reviewed and approved by the company's CEO and an external ESG consultancy.		
	2-6 Activities, value chain, and other business relationships	Pages 08, 09		
	2-7 Employees	Page 18		
	2-8 Workers who are not employees	Page 21		
	2-9 Governance structure and composition	Page 11		
	2-10 Nomination and selection of the highest governance body	As a privately held company, Indústrias Mangotex does not conduct formal selection processes for its highest governance body. Decision-making is centralized under a single CEO.		
	2-11 Chair of the highest governance body	At Indústrias Mangotex, the CEO serves as the highest governance authority and also acts as the organization's top executive. The company maintains a centralized governance structure.		
	2-12 Role of the highest governance body in overseeing impacts management	Page 11		
	2-13 Delegation of responsibility for impacts management	Page 11		
	2-14 Role of the highest governance body in sustainability reporting	Page 11		
	2-15 Conflicts of interest	Mangotex's Code of Conduct and Ethics (Page 16) outlines guidelines for preventing conflicts of interest and is widely communicated to all employees.		
	2-16 Communication of critical concerns	Page 13		
	2-17 Collective knowledge of the highest governance body	Pages 11 e 12		
	2-18 Evaluation of the highest governance body's performance		2-18	In 2024, Mangotex is in the process of discussions to formalize the implementation of performance evaluations for senior leadership.
	2-19 Remuneration policies	Page 15		
	2-20 Process for determining remuneration	Page 15		
	2-21 Annual total compensation ratio		2-21	Mangotex has chosen not to disclose information related to GRI 2-21 for strategic and confidentiality reasons. The company is maturing its governance practices and considering adopting this level of transparency as its processes become more robustly structured.
	2-22 Statement on sustainable development strategy	Page 03		
	2-23 Policy commitments	Pages 07, 13 e 16		
	2-24 Embedding policy commitments	Page 10		
	2-25 Processes to remediate negative impacts		2-25	Mangotex acknowledges the importance of remediation processes, but this topic is still under development. The company remains committed to evolving its ESG practices and is considering future implementation.

GRI Content Index

GRI Standard	Disclosure	Location/Response	Omission	
			Requirement	Reason
General Disclosures				
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Page 13		
	2-27 Compliance with laws and regulations	Page 17		
	2-28 Membership in associations	Page 13		
	2-29 Approach to stakeholder engagement	Stakeholder communication at Indústrias Mangotex is conducted directly by the responsible departments, with guidance and alignment from respective management teams. While there is not yet a formally structured process, interactions occur on a case-by-case basis, prioritizing transparency and compliance with current legislation.		
	2-30 Collective bargaining agreements	Page 21		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 04		
	3-2 List of material topics	Page 04		
	3-3 Management of material topics	Page 04		
Ethical Conduct, Communication, and Transparency				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 04 e 16		
Customer Satisfaction				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 04 e 15		
Financial Performance				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 04 e 14		
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 14		
	201-2 Financial implications and other risks and opportunities due to climate change		201-2	We recognize the importance of managing climate-related risks and opportunities as a core component of our climate agenda management. We are currently evaluating and integrating these aspects into our corporate risk management framework.
	201-3 Defined benefit plan obligations and other retirement plans	Indústrias Mangotex does not provide supplementary retirement plans for employees. The company makes monthly social security contributions to Brazil's National Social Security Institute (INSS), which administers retirement and other benefits for Brazilian workers under Law No. 8,213 of July 24, 1991.		
	201-4 Financial assistance received from government	In 2024, Indústrias Mangotex received no financial support from government entities.		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages 22, 24 e 25		
	203-2 Significant indirect economic impacts	Pages 22, 24 e 25		
GRI 207: Tax 2019	207-1 Approach to tax	Page 16		
	207-2 Tax governance, control, and risk management	Page 16		
	207-3 Stakeholder engagement and management of concerns related to tax	Stakeholder communication regarding tax matters at Indústrias Mangotex is conducted by responsible departments under management oversight. While not yet formally structured, tax-related interactions occur as needed, ensuring transparency and compliance with current regulations.		
	207-4 Country-by-country reporting	Indústrias Mangotex operates exclusively in Brazil, with all facilities and administration located within the country.		
Desenvolvimento de Capital Humano				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 04, 19, 20, 22, 23 e 24		
GRI 401: Employment 2016	GRI 401-1: New employee hires and employee turnover	Page 19 e 21		
	GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or parttime employees	Page 19		
	GRI 401-3: Parental leave	Page 21		
GRI 404: Training and Education 2016	GRI 404-1: Average hours of training per year per employee	Page 22		
	GRI 404-2: Programs for upgrading employee skills and transition assistance programs	Page 22		
	GRI 404-3: Percentage of employees receiving regular performance and career development reviews	Page 23		
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1: Diversity of governance bodies and employees	Page 18 e 22		
	GRI 405-2: Ratio of basic salary and remuneration of women to men		405-2	While the company recognizes the importance of this matter, it has chosen to treat the data as confidential for this reporting cycle.
GRI 406: Non-discrimination 2016	GRI 406-1: Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported within the organization during the 2024 reporting period.		

GRI Content Index

GRI Standard	Disclosure	Location/Response	Omission	
			Requirement	Reason
General Disclosures				
Health and Safety				
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 04, 26 e 27		
GRI 403: Occupational Health and Safety 2018	GRI 403-1: Occupational health and safety management system	Pages 19, 26 e 27		
	GRI 403-2: Hazard identification, risk assessment, and incident investigation	Page 26		
	GRI 403-3: Occupational health services	Page 27		
	GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	Page 27		
	GRI 403-5: Worker training on occupational health and safety	Pages 26 e 27		
	GRI 403-6: Promotion of worker health	Page 27		
	GRI 403-8: Workers covered by an occupational health and safety management system	Page 26		
	GRI 403-9: Work-related injuries	Page 26		
	GRI 403-10: Work-related ill health	Page 27		
Environment				
GRI 302: Energy 2016	GRI 302-1: Energy consumption within the organization	Pages 33 e 34		
	GRI 302-2: Energy consumption outside the organization	The organization has no energy consumption outside its operations, as the facility operates without subsidiaries or branches.		
	GRI 302-3: Energy intensity	Page 33		
	GRI 302-4: Reduction of energy consumption	Pages 33 e 34		
	GRI 302-5: Reductions in energy requirements of products and services	Page 33		
GRI 303: Water and Effluents 2018	GRI 303-1: Interactions with water as a shared resource	Page 32		
	GRI 303-2: Management of water discharge-related impacts	All generated effluents are properly directed to the municipal Water and Sewage Treatment Plant, complying with applicable legal and environmental requirements.		
	GRI 303-3: Water withdrawal	Page 32		
	GRI 303-4: Water discharge		303-4	As of 2024, the company did not monitor effluent volumes at the granularity required by GRI 303-4.
	GRI 303-5: Water consumption	Page 32 - All withdrawn or purchased water is fully consumed, with no long-term storage reservoirs for year-to-year retention.		
GRI 305: Emissions 2016	GRI 305-1: Direct (Scope 1) GHG emissions	Pages 35 e 37		
	GRI 305-2: Energy indirect (Scope 2) GHG emissions	Pages 35 e 37		
	GRI 305-3: Other indirect (Scope 3) GHG emissions	Pages 35 e 37		
	GRI 305-4: GHG emissions intensity	Page 36		
	GRI 305-5: Reduction of GHG emissions	Page 36		
	GRI 305-6: Emissions of ozone-depleting substances (ODS)	No ODS (ozone-depleting substances) emissions requiring calculation were identified.		
	GRI 305-7: Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page 37		
GRI 306: Waste 2020	GRI 306-1: Waste generation and significant waste-related impacts	Page 30		
	GRI 306-2: Management of significant waste-related impacts	Page 30		
	GRI 306-3: Waste generated	Page 31		
	GRI 306-4: Waste diverted from disposal	Page 31		
	GRI 306-5: Waste directed to disposal	Page 31		



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