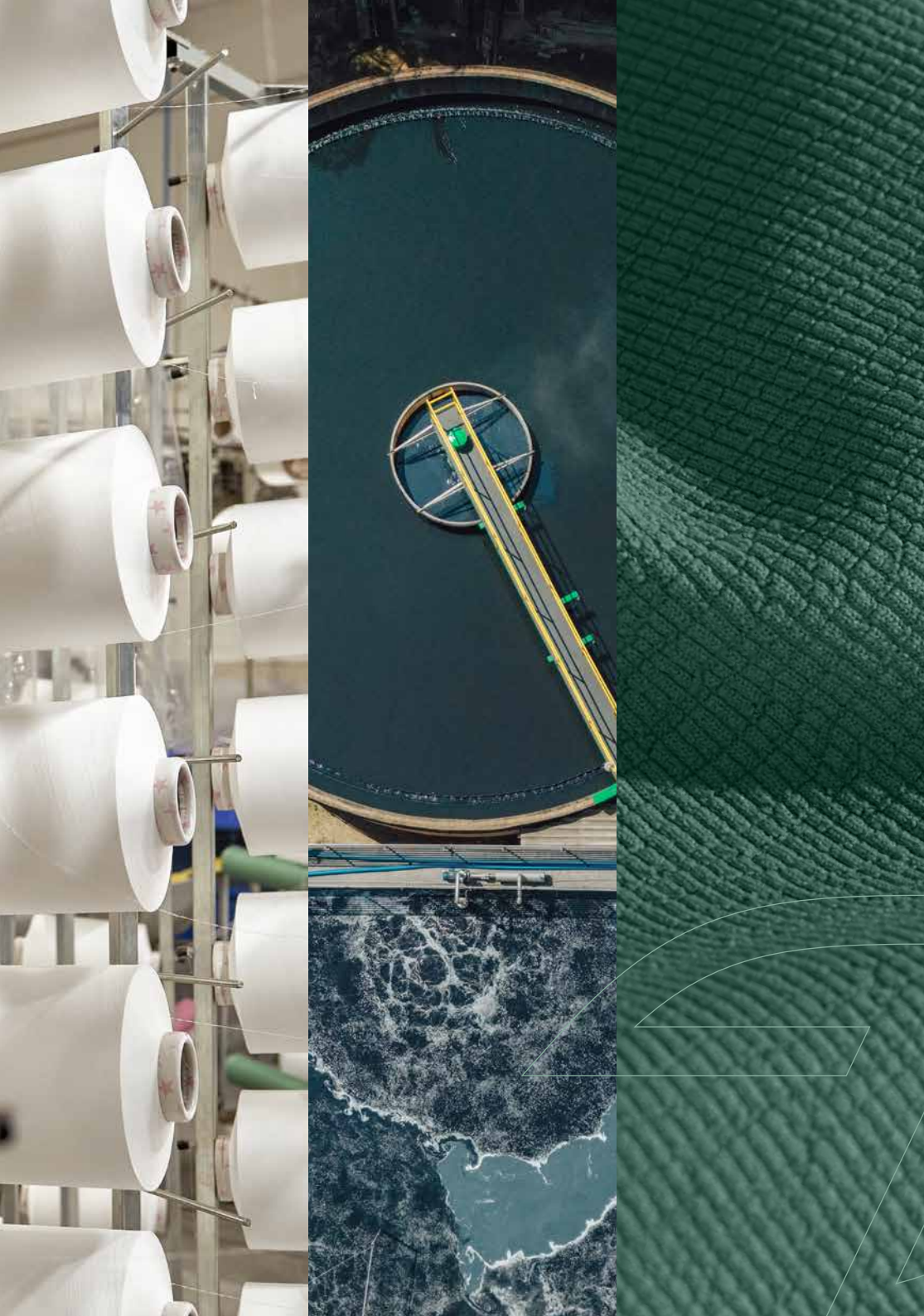




SUSTAINABILITY REPORT 2025



RELATÓRIO DE



Environmental, Social, and Governance.



Innovation, Technology, and Sustainability.

SUSTENTABILIDADE



MOVED BY PERFORMANCE

We are driven by performance, by continuous improvement, and by evolution. After all, it is the movement of today that defines our tomorrow.

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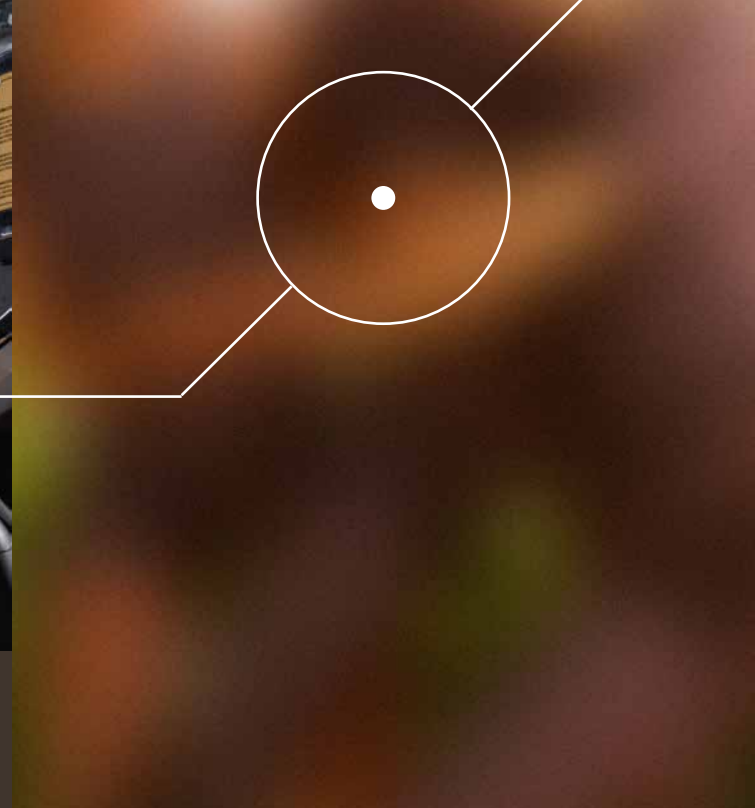
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ABOUT THE REPORT

[GRI 2-3]



This **Sustainability Report**

presents, in a structured and **transparent** way, Texneo's **practices, results** and **advances** during the period from January 1 to December 31 2025

[...] covering the environmental, social and governance dimensions. The content was consolidated with the support of the ESG Committee and the technical areas responsible for the material topics, ensuring consistency, data traceability and alignment with the corporate strategy.

The document was prepared based on the guidelines of the *Global Reporting Initiative* (GRI), with identification of the respective indicators throughout the sections. The appendices, in turn, bring together the consolidated data and the historical series, ensuring transparency,

comparability and adherence to best reporting practices.

Beyond being an accountability tool, this report expresses the integration of sustainability into the strategic planning through 2030, reinforcing Texneo's commitment to disciplined growth, solid governance and long-term value creation.



For more information, questions or suggestions about this report, please contact us by e-mail **francis@texneo.com** or by phone **47 3036-6464**.

MESSAGE FROM LEADERSHIP

[GRI 2-22]

We are excited to publish another Texneo Sustainability Report. We are proud to openly share our results and learnings year after year.

2025 was a period of structural advances and strengthening of the foundations that support the company. In a challenging context for the textile sector, we were able to progress in results, management, innovation, and sustainability, reaffirming our ability to grow responsibly, competitively, and aligned with the challenges of our time.

We ended the year with revenue growth, a direct result of the improvements implemented in the production process and business management, but, above all, the result of dedication in the management of people.

EDMUR POLLI
CEO



We invested in leadership development, ongoing training for teams, and strengthening our organizational culture.

In addition, we are a standout company in relation to Profit Sharing (PLR), rewarding 100% of employees and reinforcing our commitment to appreciation, equity, and shared prosperity.

Alongside this, we strengthened governance structures, processes, and decision-making flows that will support the growth we project. The integration model between executive management and the board brings agility and security to decision-making.

Innovation was also one of the year's major highlights. We made consistent progress both in product development and in the way we relate to the market. We launched items with post-consumer raw materials, developed fabrics with new technologies, and invested in co-creation processes, incorporating market demands, especially for more sustainable products.

In the environmental area, we took concrete and foundational steps. Highlights include the implementation of electrofilters, advances in the use of recycled raw

materials, active participation in ABIT's Decarbonization League, and the progressive integration of environmental criteria into innovation investment decisions. We remain convinced that sustainability is a decisive factor for the business's longevity.

Another relevant achievement in 2025 was the strengthening of the commercial strategy. Therefore, we intensified our work with our representatives, investing in training and aligning this sales force with Texneo's technical differentiators, values, and socio-environmental commitments. This evolution was essential to strengthen our relationship with the market and expand our capacity to generate value.

These achievements are the result of conscious choices, continuous investments, and the certainty that sustainable growth must be supported by solid governance, continuous innovation, and prepared people. Building on this maturity, throughout 2025 we conducted a deep reflection on the future of the company.

This process resulted in the development of the Strategic Growth Plan through 2030, built over four months, with the active participation of 44 Texneo leaders and the support of an international consulting firm. The plan was presented to the sales team at the convention held in September 2025 and, since then, has been broken down into strategic projects within the company, with defined owners, clear goals, and structured monitoring.

With the goal of growing above the projected average for our segment, the Strategic Plan focuses on different growth drivers. Among them, internationalization and innovation stand out, for which we will remain committed to investing part of revenue.

In addition, we have been looking at the use of artificial intelligence with a focus on process optimization and waste reduction, but also in support of employees' health and safety and environmental advances. In addition, we will increasingly invest in developing our team, with a focus on future skills so that we are ready for what lies ahead.

The road ahead is challenging, but full of opportunities. We have a clear plan through 2030, based on a strategy built collectively, targeted investments and, above all, a committed, well-prepared team aligned with the purpose of building an increasingly relevant Texneo for the market and for society.

We will continue moving forward, certain that sustainable development is not just a business strategy, but a responsibility to people, to the planet, and to the future we are already building.

Edmur Polli (CEO)



01.

CAPÍTULO

ATEXNEO

GOVERNANCE

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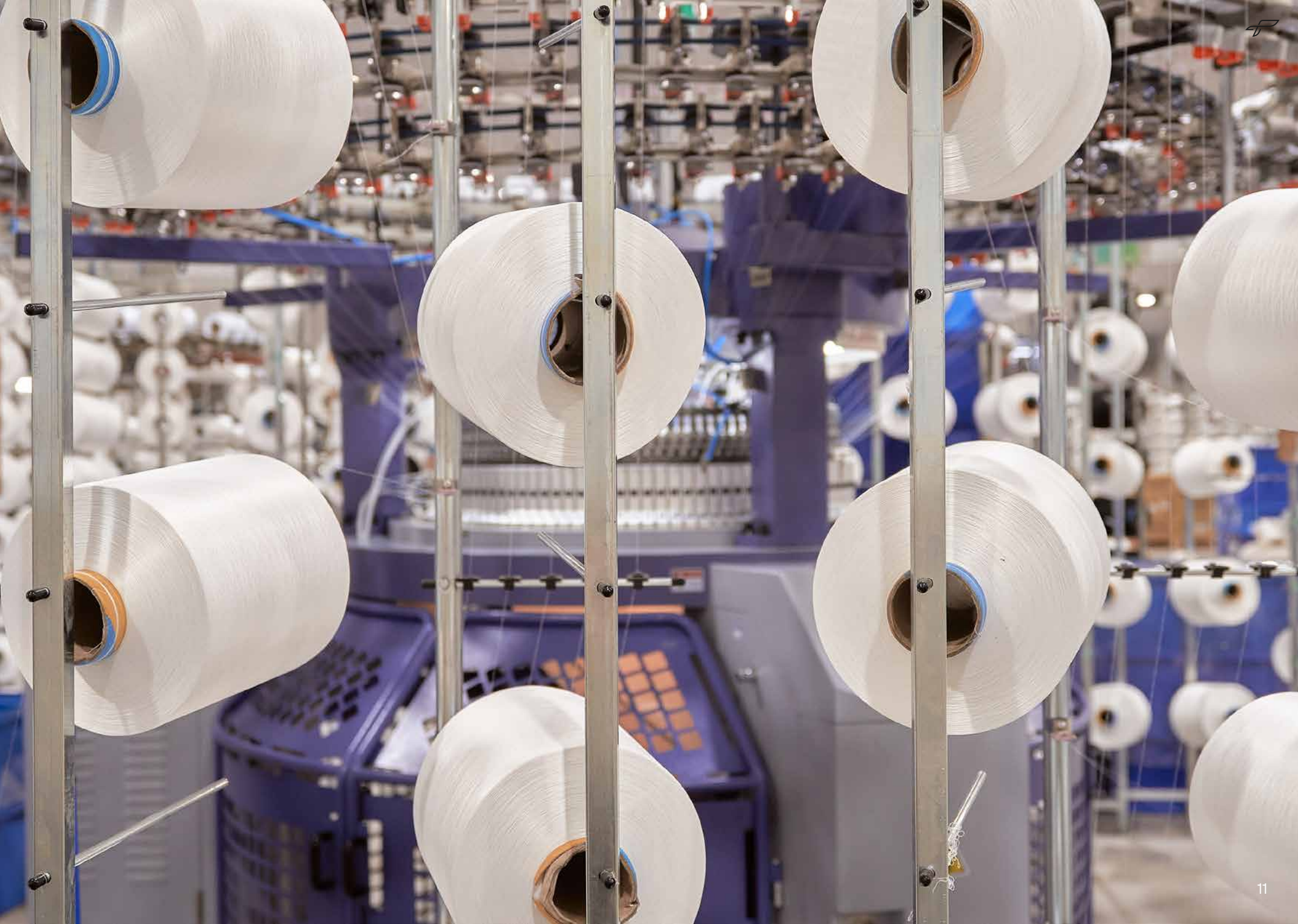
02.

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[1.1] WHO WE ARE

[GRI 2-1 | 2-6 | 2-7]

With more than 30 years of experience in the Brazilian textile industry, Texneo develops and produces high-performance knits guided by the constant pursuit of efficiency, innovation, and socio-environmental responsibility. Its expertise combines technology, comfort, sophistication, versatility and durability in knits, fabrics and prints connected to the main global trends.

Structured as a closely held corporation, the company is governed by its Bylaws and applicable legislation, with capital made up exclusively of common shares that grant voting rights to shareholders. Its corporate structure is made up mainly of Tallin Participações, in addition to individual shareholders who actively contribute to the company's governance, strategy and evolution.

The company is located in the city of Indaial, in the Vale do Itajaí in Santa Catarina, one of the most important regions of the Brazilian textile industry. It operates in a manufacturing complex

of more than 29,000 square meters, equipped with high-performance production technology that integrates industrial innovation and fashion for the development of technological, versatile knits for a wide range of uses.

With a team of nearly 600 direct employees, it has a base of approximately 4,000 active customers, operating in 17 countries, establishing itself as an industrial player with international reach and a focus on sustainable innovation.





29K M² OF PLANT AREA

17 COUNTRIES IN EXPORTS

4K ACTIVE CUSTOMERS

600 DIRECT EMPLOYEES

[1.2] WHAT GUIDES US

[GRI 3-1 | 3-2]

Texneo is a company driven by performance and guided by the creation of sustainable long-term value. Its strategic direction integrates purpose, competitive positioning and socio-environmental responsibility, guiding decision-making at all levels of the organization.

[PURPOSE]

Empowering people and organizations to transform their reality and achieve their dreams.

[OUR BUSINESS]

Generate solutions for the apparel industry.

[MISSION]

Foster the apparel industry ecosystem by generating sustainable results.

[VISION]

Be the leading solution for apparel industry professionals in South America.

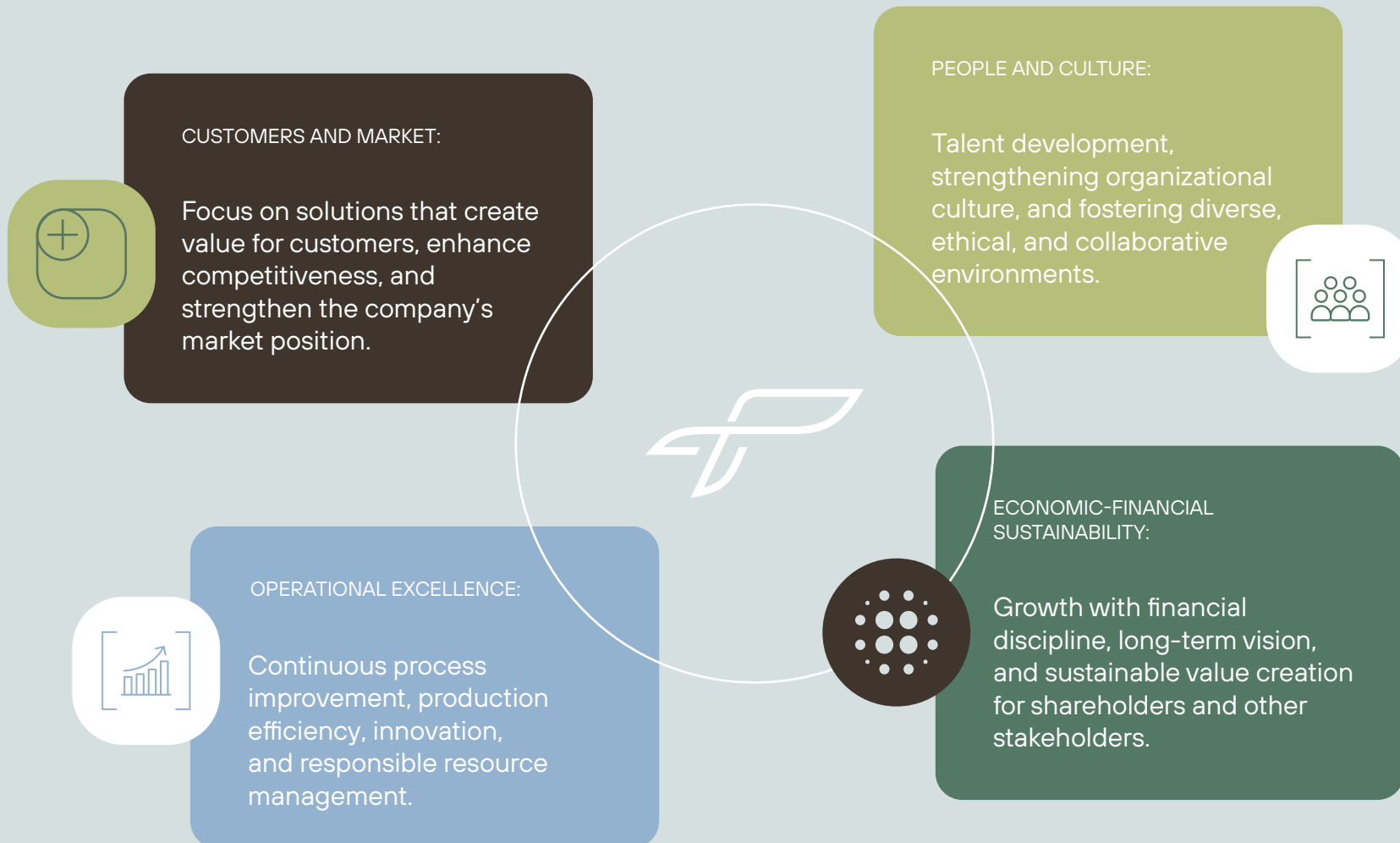
[VALUES]

- + Place the customer at the core of every decision we make.
- + Innovate in the present to build the future.
- + Always act with respect and ethics.
- + Have teams with an ownership mindset and passion.
- + Guide our actions with environmental, social, and economic responsibility.



STRATEGIC DRIVERS

The company's strategy is guided by a set of drivers that steer its priorities and decisions over time, considering the different dimensions of the business:





TEXNEO

SUSTAINABILITY REPORT — 2025

02.

CHAPTER

GOVERNANCE

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01.

03.

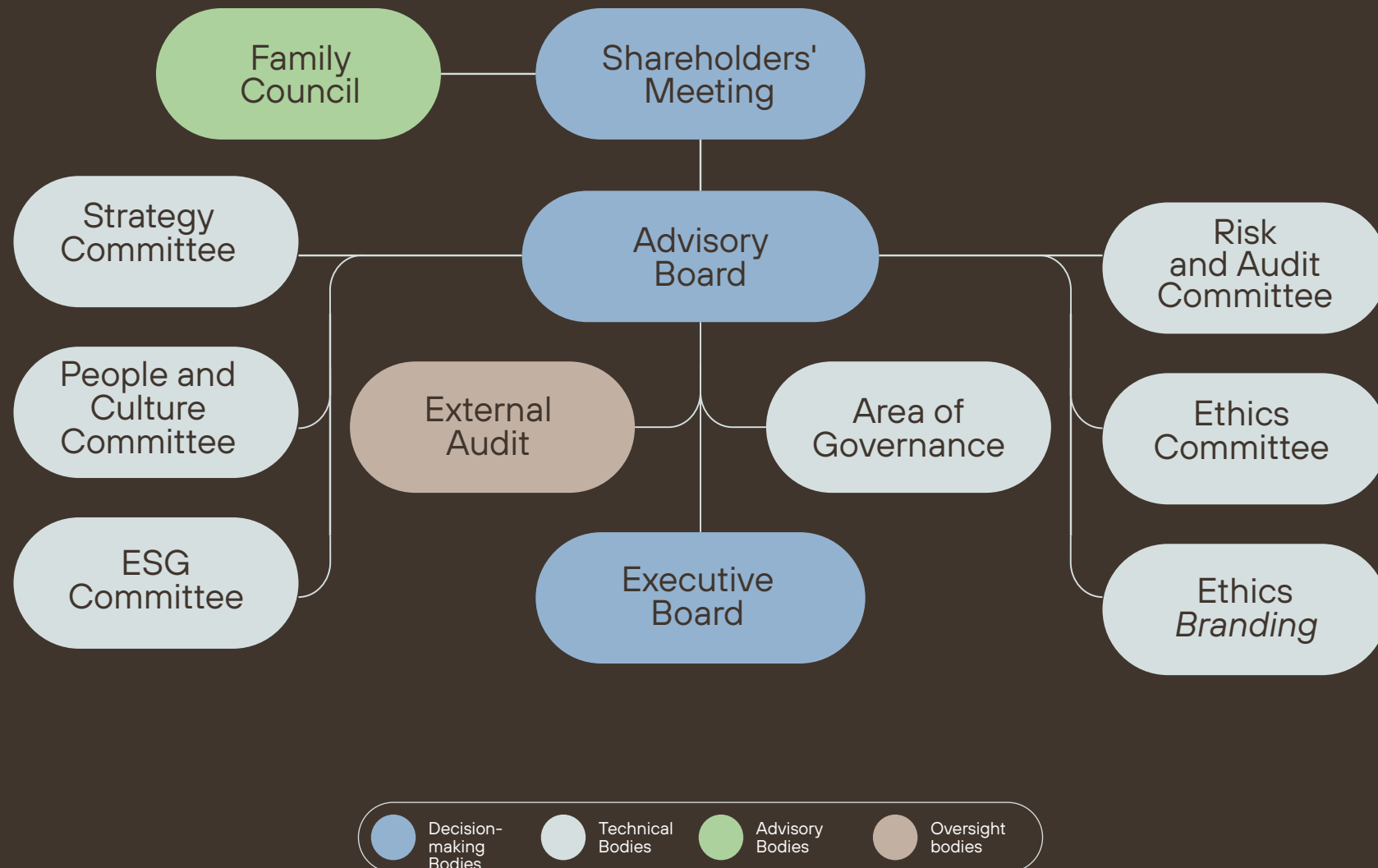
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[GOVERNANCE STRUCTURE]



ADVISORY BOARD

Highest body for strategic direction and oversight, responsible for supporting management in defining long-term guidelines, monitoring performance, assessing relevant risks, and strengthening good governance practices.

The Board plays an active role in defining, approving, and updating the statement of values, mission, strategies, policies, and objectives related to sustainable development, ensuring their full integration into corporate strategy. Its chair does not perform executive functions at the company, ensuring separation between strategic leadership and executive management and mitigating potential conflicts of interest.

In this context, the Board delegates to the Executive Board and Advisory Committees the management of economic, environmental, and

social impacts, while maintaining ongoing oversight through regular reports and strategic discussions. Meetings are held monthly.

With regard to the sustainability report, the Advisory Board does not directly approve the information disclosed. This responsibility is carried out by a specific reporting committee, made up of Board members and external specialists, which conducts the analysis and validation of the content.

EXECUTIVE BOARD

Responsible for conducting the business, implementing the strategy approved by the Board, and the company's operational, economic, and financial performance of the company, with periodic and structured reporting to governance.



Family
Council

Shareholders'
Meeting

ADVISORY
BOARD

Ricardo Axt
Chairman of the Board
and Shareholder

Fabício Axt
Board Member and
Shareholder

Sérgio Simões
Independent Member

Cristiano Buerger
Independent Member

Michelli Resendes
Governance Officer

**Edmur
Polli**
CEO

Fabício Axt
Purchasing and Import
Director

**Anna Paula Tarnowski
Figueredo Molin**
Industrial Director

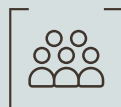
Eduardo L. Schwartz
Administrative and
Financial Director

Juan David Gómez
Market Director

COMMITTEES

They have a technical and advisory role, deepening analyses and improving the quality of strategic decisions.

They include company executives and managers, as well as independent members, strengthening governance, transparency, and risk management. They have a fixed quarterly schedule with a strategic focus, as well as working meetings throughout the year.



People and Culture Committee

Focused on the people strategy, organizational culture, leadership, succession, development, organizational climate, and knowledge management.

Internal members: Janaina Schaefer, Anna Paula Tarnowski Figueredo Molin, Francisleine Tomazoni Axt and Edmur Polli

Independent: Livia Mandelli and Jussara Dutra



Growth Committee and Strategy

Focused on evaluating growth opportunities, foundational projects, and long-term drivers.

Internal members: Eduardo Luiz Schwarz and Ricardo Axt

Independent: Mauro Fistarol and Cristiano Schaefer Buerger





Sustainability Committee

Focused on integrating the ESG agenda into corporate strategy, materiality, environmental, social and governance risks and opportunities. Serves as a technical and strategic dialogue forum with *stakeholders*, supporting the Board in overseeing the organization's impacts.

Internal members: Francisleine Tomazoni Axt, Janaina Schaefer and Michelli Resendes

Independent: Luiz Gustavo Ortega



Risk and Audit Committee:

Focused on risk management, internal controls, compliance, audits, and the integrity of economic and financial information.

Internal members: Eduardo Luiz Schwarz, Marcio Schappo, Michelli Resendes and Jeovane Valdir Coelho

Independent: Sérgio Alexandre Simões and Jorge Krening



Ethics Committee:

Focused on disseminating an ethical culture, ensuring compliance with the Code of Conduct, analyzing misconduct, and strengthening integrity. Adopting internal guidelines and practices to identify, prevent, and mitigate conflicts of interest, promoting transparency and organizational integrity.

Internal members: Janaina Schaefer, Anna Paula Tarnowski Figueredo Molin, Edmur Polli, Ana Cristina Tonet, Fábio da Cunha and Maicon Scheid.



In addition to the Advisory Committees to the Board, other committees work on priority topics for the company. These are:

- Credit Committee
- Privacy Committee
- Information Security Committee



Branding Committee

Focused on brand governance, strategic positioning, portfolio, communication, and the connection between brand, product, market, and the ESG agenda.

Internal members: Laura Hoepfner, Aguiomar Buerfer dos Santos Scharf, Juan David Gómez Valencia and Edmur Polli.

Independent: Cristiano Schaefer Buerger



[2.2] LOOKING AHEAD

EVOLUTION OF CORPORATE GOVERNANCE

[GRI 2-12 | 2-13 | 2-18 | 2-19]

Texneo has sought to evolve its governance model, improving structures, processes, and control mechanisms with a focus on business sustainability.

Over the past few years, various actions have been implemented, including the consolidation of decision-making bodies, greater clarity of roles among partners, the board, and management, the formalization of processes, as well as the expansion of the scope of action of governance bodies on strategic topics.

In 2025, Texneo continued to mature its governance. Edmur Polli officially took over as CEO of the company, a role previously shared with Ricardo Axt, who now serves as Chairman of the Advisory Board. In

addition, we began the performance assessment of the advisory committees, focusing on improving the work already being carried out by each group.

As part of this journey, the company began using formal self-assessment tools based on recognized references for good governance practices. The objective is to identify opportunities for improvement and guide the prioritization of initiatives aligned with the company's strategy.





PLANNING STRATEGIC

[GRI 2-6 | 2-12 | 2-13 | 2-22]

In 2025, Texneo conducted a structured and in-depth Strategic Planning process, with a horizon through 2030, aimed at consolidating a long-term vision, the sustainability of growth, and the strengthening of corporate governance.

The journey was developed in partnership with an international consulting firm and involved 44 managers, including the Advisory Board, the Advisory Committees, the Executive Board, and key leaders.

The process combined analyses of the macroeconomic and sectoral context, apparel industry trends, strategic risks, market opportunities, and material ESG topics. From this, the strategy was built through collaborative *Labs* that structured the company's main future drivers.

As a result, Texneo consolidated strategic drivers that guide decisions, investments, and the prioritization of initiatives, ensuring a balance between present performance and building the future.

STRATEGIC DRIVERS

- Acceleration and protection of the *Core Business*
- Internationalization
- Customer Journey Excellence
- Technological innovation
- Brand leadership
- Governance and management



The plan was divided into **11 areas of action** for the next **5 years**, with **42 work fronts** and the direct support of more than **80 employees**.

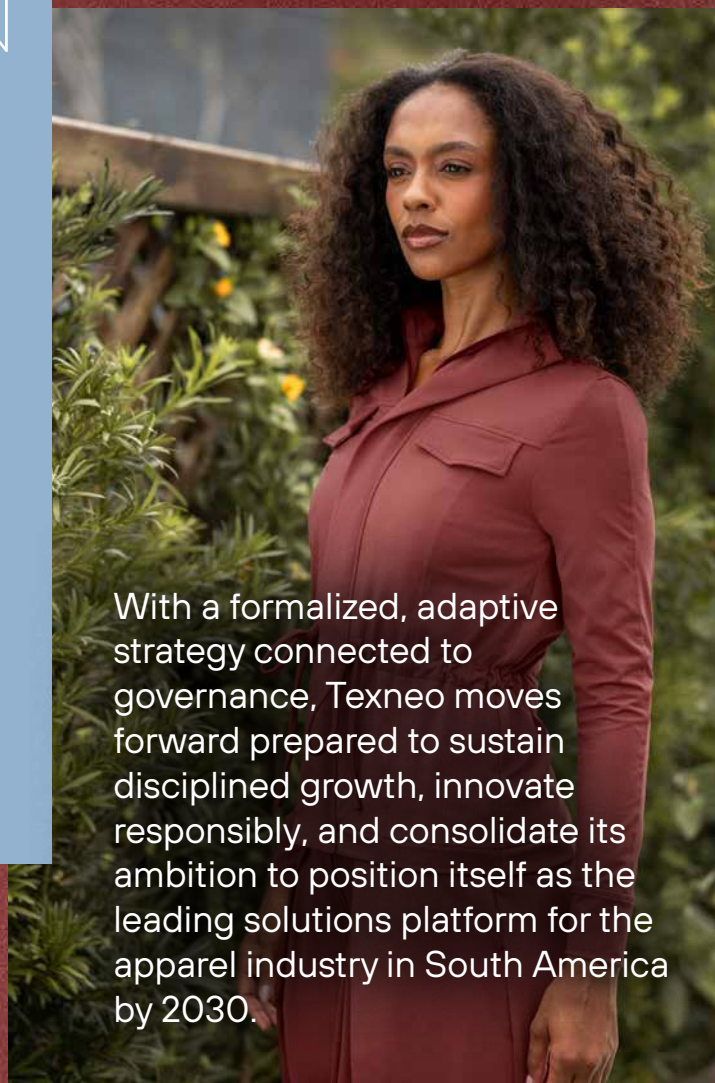
SUCCESSION

[GRI 2-10 | 2-17 | 2-24]

Texneo maintains a structured leadership development and succession model, integrated into governance bodies.

The heirs formally participate as observers in Boards and Committees, within a continuous process of training, strategic exposure, and decision-making maturity.

In addition, the company invests in leadership development through diverse initiatives recognized by the market. Learn more about this topic in the [Education and development](#) section.



With a formalized, adaptive strategy connected to governance, Texneo moves forward prepared to sustain disciplined growth, innovate responsibly, and consolidate its ambition to position itself as the leading solutions platform for the apparel industry in South America by 2030.

[2.3]

ETHICS

[GRI 2-23 | 2-24 | 2-26 | 205 | 406]

Ethics, integrity, and transparency are treated as cross-cutting pillars of Texneo's corporate strategy, contributing to the sustainability of the business, the mitigation of legal and reputational risks, and the generation of long-term value. The company's approach to the topic is structured around formal governance bodies, corporate policies, and transparency mechanisms, ensuring responsible conduct, integrity in relationships, and compliance with applicable legal and regulatory frameworks.



In this context, the Ethics Committee acts as a technical advisory body to governance, supporting the dissemination of an ethical culture, ensuring the application of the Code of Ethics and Conduct and the Supplier Code of Conduct, analyzing any misconduct and guiding the adoption of corrective measures, when necessary, in alignment with corporate principles.

The **Code of Ethics and Conduct** guides Texneo's actions by establishing parameters for legal compliance, integrity in decision-making, and the responsible conduct of business, and its observance is mandatory for employees, leadership, administrators, and representatives of the company. Its application is cross-functional across business activities and decisions, with support from internal communication, ongoing guidance, formal reporting channels, and investigation processes

conducted by the Ethics Committee, ensuring confidentiality, equality, and the adoption of corrective measures when applicable.

Complementarily, the **Supplier Code of Conduct** extends these principles to the value chain, guiding relationships with third parties through criteria of compliance, integrity, respect for human rights, decent working conditions, and socio-environmental responsibility.

In 2025, Texneo received 65 requests through its Ethics Channel, of which 5 were whistleblower reports, along with 60 other requests including complaints, suggestions, and compliments. The requests were duly forwarded to the respective responsible areas, including the Ethics Committee in the case of reports. Among the reported cases, there were no reports related to discrimination or corruption.

[2.5] RISK MANAGEMENT

[GRI 2-12 | 2-13 | 2-14 | 2-22]

Texneo adopts a structured Risk Management model integrated into its corporate governance, with the aim of protecting business continuity, supporting strategic decision-making, and ensuring the responsible management of economic, social, and environmental impacts.

Risk management is conducted systematically, aligned with strategic planning, the ESG agenda, and the priorities defined by the Advisory Board, with ongoing oversight by the Advisory Committees, such as the Risk and Audit Committee, and by the Executive Board.

In 2025, the company reviewed its corporate Risk Matrix, with risks assessed based on probability and impact criteria, classified by criticality levels and associated with controls, mitigation plans, and defined owners.

The Risk and Audit Committee acts as the central technical body for monitoring, internal controls and compliance, with periodic reporting to the Advisory Board. The process

is complemented by independent external audit, which plays a role in overseeing and validating economic and financial controls.

Risk management is also integrated into long-term strategic planning, ensuring that risks and opportunities are considered in investment prioritization, in defining foundational initiatives, and in building the company's future scenarios. This model reinforces Texneo's ability to anticipate and respond to changes in context and generate sustainable long-term value, in line with good governance practices.

MAPPED RISK CATEGORIES

- Strategic
- Operational
- Financial

[2.6] TAX AND FISCAL MANAGEMENT

[GRI 2-27 | 207-1 | 207-2 | 207-3]

It is carried out through structured internal controls with the support of external tax legal counsel, ensuring compliance with current legislation and alignment with the company's operational structure.

The tax strategy is guided by the identification, assessment, monitoring, and mitigation of relevant tax risks, considering the corporate structure, the location of operations, and the nature of the transactions carried out.

The Executive Board is responsible for leading the tax strategy, with oversight from the Risk and Audit Committee, which monitors risks, compliance, and adherence to good tax practices. The effectiveness of governance and tax controls is assessed regularly through internal

reviews and analyses with specialized external support.

Ernst & Young (EY) conducted the external audit in 2025 based on the financial statements and issued an unqualified opinion, reinforcing the compliance of the information with Brazilian accounting standards.

Texneo operates exclusively in Brazil, with no presence in other tax jurisdictions. There are no *offshore* structures, affiliated companies in other countries, or tax planning

involving low-tax jurisdictions.

The relationship with Brazilian tax authorities such as the Federal Revenue Service, SEFAZ/SC, and the City Hall of Indaial takes place through timely compliance with ancillary obligations, response to notices and audits, and support from external advisors. As such, the company has no significant tax disputes outstanding.

[2.7] PARTICIPATION

[GRI 2-28 | 2-29 | 413]

Texneo participates in business, sectoral, and institutional associations as part of its relationship strategy with *stakeholders* and to strengthen corporate governance. This engagement expands monitoring of regulatory agendas, market trends, technological innovation, and sustainability, in addition to enhancing the company's contribution to the sustainable development of the apparel industry and the community.



Brazilian Association of the Textile and Apparel Industry:

Founded in 1957, ABIT is one of the leading representative entities of the textile and apparel chain in Brazil. Texneo's presence on the institution's Board through CEO Edmur Polli strengthens its participation in debates that guide sector policies, advances in sustainability, technological innovation, and improvements in value chain governance.



Blumenau Union of Spinning, Weaving, and Garment Industries:

SINTEX represents the regional textile and apparel sector, acting in the defense of sectoral interests and in strengthening labor relations. Texneo's participation contributes to alignment with best practices, strengthening social dialogue, and building collective agendas for the sector. In addition to holding a seat on the organization's board, Texneo's leadership actively participates in the forums it promotes.



Brazilian Association of Human Resources: Founded in 1965, ABRH is a national reference in the dissemination of strategic people management and organizational development practices. Interaction with the organization supports the improvement of policies related to human capital, diversity, professional training, and well-being. Texneo is part of ABRH SC.



Santa Catarina SDG Movement: Multisector network aimed at internalizing the Sustainable Development Goals in the business context of Santa Catarina. Texneo is a signatory of the movement, and its participation reinforces strategic alignment with global sustainability agendas and encourages the integration and regionalization of environmental, social, and governance practices.



Indaial Business Association: ACIDI works to coordinate the productive sector, public authorities, and civil society, promoting the strengthening of the local business environment. Texneo's integration into this ecosystem encourages collaborative initiatives with regional socioeconomic impact and reinforces its commitment to sustainable territorial development. In addition to Advisory Board Chairman Ricardo Axt serving on the organization's Deliberative Council, other Texneo executive representatives actively participate in meetings and initiatives.



Federation of Industries of the State of Santa Catarina: Founded in 1950, FIESC represents Santa Catarina's industrial sector and works to strengthen industrial competitiveness and innovation. Institutional coordination broadens Texneo's access to initiatives focused on professional training, technological development, and the advancement of sustainable industrial practices in the State. The company is also part of the Social Responsibility Committee of the Santa Catarina Industry.



Gene Blumenau Institute: Innovation and technological entrepreneurship hub that connects companies, startups, and educational and research institutions. The institutional relationship contributes to the advancement of the open innovation strategy, fostering the development of technological solutions and increasing the efficiency and competitiveness of the textile supply chain.

CONNECTION AND INTEGRATION

In 2025, Texneo expanded partnerships with universities, sector associations, and technical training centers. Throughout the year, the company welcomed 169 visitors from 7 institutions, including FURB, UFSC, SENAI Blumenau, SENAI Indaial, UNIDAVI, UNISENAI, and ACIDI, for structured technical visits aimed at bringing academia closer to industrial reality.

The agendas covered areas such as Chemical Engineering, Textile Processes, Fashion, Management, and Accounting, promoting the exchange of applied knowledge and the strengthening of competencies aligned with the sector's challenges. The visitors took part in immersions in knitting, finishing, dyeing, printing, and product development processes, as well as discussions on management and organizational structure.



Structured visits aimed at building closer ties with academia.



In partnership with UFSC's Environmental Engineering program, Texneo created a challenge based on operational issues for students, who had the opportunity to develop solution proposals applicable to the industrial context.

Company representatives took part in the project evaluation panel and recognized the standout projects, strengthening the connection between university and industry and encouraging innovative solutions for concrete challenges.



Texneo Innovation Head & Students from the course in Environmental Engineering at UFSC.



[2.8] MATERIALITY

[GRI 3-1 | 3-2]

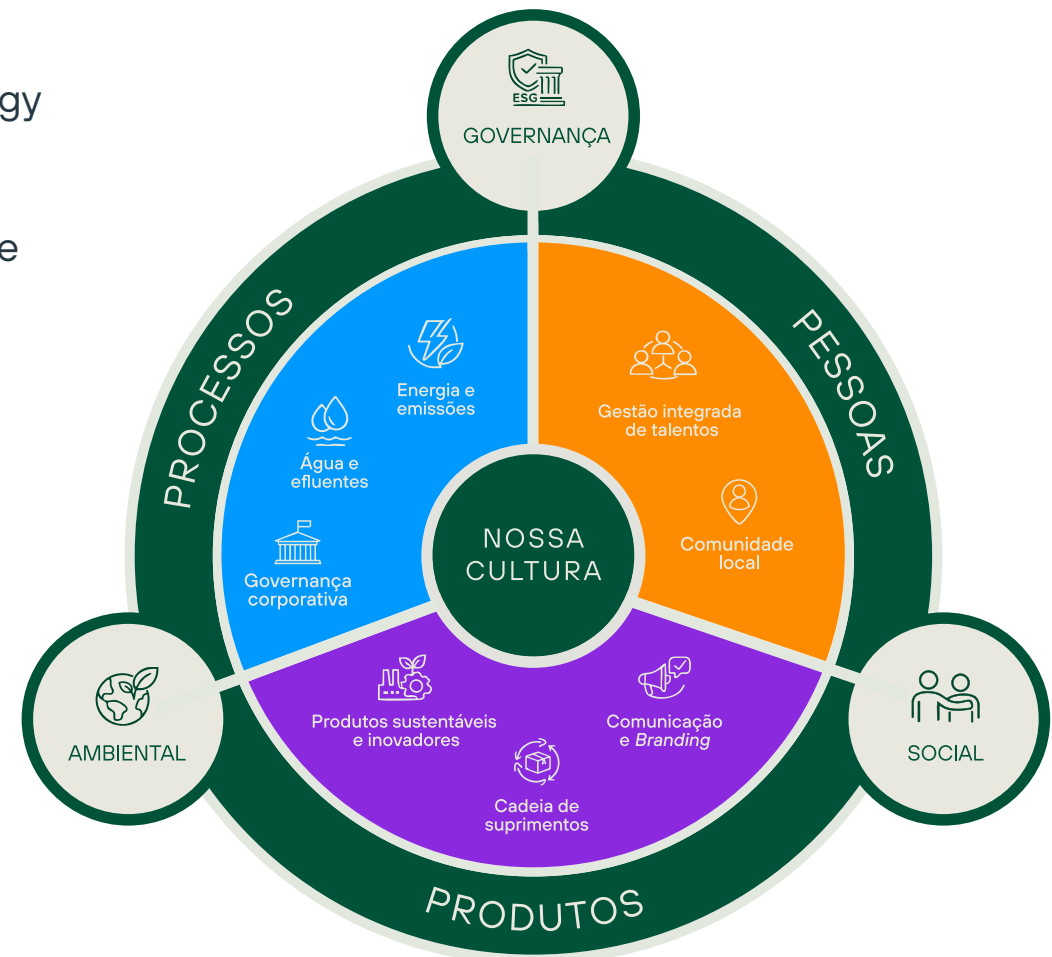
In this cycle, Texneo reviewed its ESG Strategy and its Materiality Matrix with the goal of incorporating recent learnings and more accurately reflecting the priority topics for the business and its main *stakeholders*.

As a methodological advancement, the concept of double materiality was adopted, considering the impacts of ESG topics both on the company's financial performance and on society and the environment.

Building on the previous matrix, which combined questionnaires and interviews, this new version prioritized qualitative conversations

with key *stakeholders*, enabling greater analytical depth and alignment with the company's risks, opportunities, and strategic drivers. A total of 15 representatives of stakeholders such as associations, banks, customers, and suppliers were interviewed, as well as all of the company's Board Members and Directors.

Products	Innovative Sustainable Products	SDGs 9 and 12
	Supply chain	SDGs 8 and 12
	Communication and <i>Branding</i>	SDGs 8 and 12
Processes	Energy and GHG Emissions	SDGs 7 and 13
	Water and wastewater	SDGs 6 and 12
	Corporate governance	ODS 16
People	Integrated Talent Management	SDGs 5, 8 and 18
	Local community	SDGs 1, 11 and 18



[2.9] CERTIFICATIONS, SEALS AND COMMITMENTS

[GRI 2-6 | 2-23 | 2-28 | 308 | 414]

Texneo holds several certifications and works with certified suppliers, underscoring the commitment of the company and its production chain to sustainability, social responsibility, and transparency.



Recycled 100 Claim Standard: The certification, granted by Textile Exchange, ensures that certified products are made of 100% recycled material, with verified traceability throughout the entire production chain.



Green Fiber: The label certifies the use of recycled fibers derived from textile waste, promoting the circular economy and reducing environmental impacts.



Recycled Blended Claim Standard: The certification, granted by Textile Exchange, ensures that certified products contain recycled material combined with other raw materials, with clearly defined and traceable percentages throughout the entire production chain.



OEKO-TEX® Standard 100: The certification guarantees that textile products are tested and approved as free from substances harmful to human health.

www.oeko-tex.com



eureciclo: The seal certifies the environmental compensation of packaging placed on the market, ensuring the proper disposal of equivalent waste.



Sou de Algodão: Recognizes the responsible use of Brazilian cotton, produced in accordance with good environmental, social, and economic practices.



ZDHC (Zero Discharge of Hazardous Chemicals): Joining the program reinforces responsible chemical management practices, protection of water resources, and compliance with international environmental safety standards, in order to eliminate hazardous chemicals from production processes.



ABVTEX – Gold Certification: The certification demonstrates the adoption of rigorous social and labor compliance practices in the supply chain.



Great Place to Work®: The certification recognizes that the workplace is based on trust, respect, and human development.



Empresa Cidadã Certification: Novos Caminhos Program Seal, issued by the Santa Catarina Court of Justice, which recognizes companies that provide internship, apprenticeship, or formal employment opportunities for young people in institutional care, promoting their professional training and entry into the job market.



National SDG Movement: The participation highlights alignment with the UN Sustainable Development Goals and the commitment to sustainable development, the generation of positive impact, and the integration of ESG practices into business strategy.



01. TEXNEO

02. GOVERNANCE

SUSTAINABILITY REPORT — 2025

03. CHAPTER

PRODUCTS

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06. ACKNOWLEDGMENTS & APPENDICES



[3.1] OUR BUSINESS

[GRI 2-6]

Texneo operates as a developer and manufacturer of high-performance knits for the apparel industry, operating within an integrated business model that combines technological innovation, industrial capacity, proximity to customers, and socio-environmental responsibility.

The product portfolio serves the *Sportswear*, *All Day Wear*, *Beachwear* and *Underwear* segments, offering textile solutions that combine technical performance, comfort, contemporary aesthetics and versatility of use.

The company adds value across the entire value chain through in-house developments, exclusive projects in co-creation with customers, and digital printing, keeping pace with global trends and responding agilely to the demands of an increasingly dynamic

market and diversified.

All work is developed based on international research, innovation, and sustainability, the main drivers of Texneo products. The technological production of the knits is geared toward functional performance, durability, and production efficiency. In addition, it integrates raw materials and lower-environmental-impact processes without compromising performance.



[LINE]

SPORTS-WEAR



[LINE]

ALL DAY
WEAR



[LINE]

BEACH-
WEAR



[LINE]

UNDER-
WEAR

DIFFERENTIATORS

[GRI 301 | 303 | 305 | 306 | 417]

Attributes

Texneo products bring together technology and comfort in every detail: high coverage, zero transparency, and bi-elasticity ensure security and freedom of movement, while ultra-light options, with a soft touch and *Skin* technology, deliver performance without giving up comfort. Features such as *Air* and *Thermic* control body temperature, and smooth or textured finishes, with exclusive design and an endless range of colors, deliver sophistication and customization. For everyday use, *Easy Care* and *Wrinkle-Free* ensure practicality and low maintenance.

Technologies



CREORA® HIGHCLO™: Technology that provides greater resistance of stretch and elasticity to chlorine, extending the useful life of garments when in contact with pools and chemical products.



DIGITAL PRINT: Uses advanced printing technology, enabling vibrant colors and sharp details, offering a more sustainable production process.



ANTIMICROBIAL: Developed with advanced technology to inhibit the growth of microorganisms, such as bacteria, fungi, and viruses. Receives special treatment that provides greater hygiene and durability while preventing odor.



WATER REPELLENT: Water-repellent finish that keeps the parts of the body in contact with the knit fabric dry, potentially reducing the need for washing.



DRY: Ensures the fabric has high absorption capacity and quick drying, providing greater comfort by allowing perspiration during physical activities or in hot climates.



PRO: Developed for high sports performance, it offers breathability, sweat absorption, muscle compression, multidirectional stretch, and thermal comfort, ensuring high performance and durability.



UV PROTECTION: Fabrics with UV Protection block UVA and UVB rays, offering an additional layer of protection for the skin, especially during sun exposure, without compromising comfort.

RAW MATERIALS PRODUCTS



R-GREEN: Recycled polyamide yarn (50% pre-consumer waste + 50% post-consumer waste) that combines well-being in wear with environmental responsibility.

Texneo was one of the pioneers in Brazil in launching products with post-consumer polyamide.



RECYCLED POLYESTER: Products made from recycled plastic bottles, transforming waste into raw material, contributing to reducing pollution and lowering oil consumption.



RECYCLED POLYAMIDE: Developed from pre-consumer waste (reused industrial offcuts), Texneo recycled polyamide retains the original properties of softness, durability, and elasticity, ensuring comfort and performance.



PROCESS IMPROVEMENT

INK: Products in the Ink line are developed with dope-dyed yarns, eliminating the need for conventional dyeing processes and delivering water-efficiency gains, with up to a 60% reduction in water consumption during the finishing process.



BIOAMIDE: Sustainable yarn derived from corn biomass, reducing the use of petroleum and CO₂ emissions by 50%, without sacrificing performance or comfort.



texneo GREEN

Sustainable textile innovation
applied to performance.

Texneo's sustainable line was structured to combine functional performance and environmental responsibility. The initiative combines alternative raw materials, advanced textile technologies, and more efficient production processes, enabling the development of knits that meet the market's technical requirements with better environmental performance.

The portfolio incorporates recycled and

renewable-source fibers, aligned with the principles of the circular economy, promoting the reuse of post-consumer textile and plastic waste, reducing dependence on fossil-based inputs, and diversifying raw materials with lower environmental impact.



In 2025 alone, we contributed to removing more than 16 million PET bottles from the environment by producing 910,000 meters of knit fabric.

For every kilo of knit fabric produced, about 54 PET bottles were used



Our processes
in constant evolution to
minimize environmental
impact.

Indicator	2025	Growth compared to the previous year
Recorded Sales Volume (kg)	413452	80.8%
Customers served	756	94.8%
Portfolio items	44	62.9%

From a technical and production standpoint, the TexneoGreen Line shows that sustainability and performance are complementary attributes. The knits maintain levels of elasticity, recovery, comfort, durability, and aesthetic quality compared with conventional solutions, and are applicable to the Sportswear, All Day Wear, Beachwear, and Underwear segments.

In 2025, TexneoGreen consolidated its best historical performance. Billed volume grew by 80.8%, reaching 413 tons of sustainable knit fabric, while the customer base nearly doubled, from 388 to 756 brands served. The portfolio reached 44 items, a 62.9% increase compared with the previous year. The data highlight Texneo's efforts to make environmental sustainability part of the business strategy, while also underscoring the market's positive response to this type of product.

LEARN MORE ABOUT THE GREEN LINE:

- Production of knits with yarn containing 50% pre-consumer recycled polyamide, derived from the reuse of textile waste.
- Development of composite fabrics with recycled polyester, obtained from post-consumer PET bottles.
- Application of yarn derived from plant biomass, produced as an alternative to oil and without competing with the food chain.

[3.2] VALUE CHAIN

[GRI 2-6 | 204-1 | 308-1 | 308-2 | 414-1 | 414-2]

Texneo's achievements and progress are the result of shared commitments involving employees, strategic partners, and suppliers. Operating within a globalized production chain, the company maintains constant dialogue with different markets and origins, while also reaffirming its commitment to strengthening the local economy and to the roots of the Itajaí Valley, one of the country's main textile hubs.

In 2025, the distribution of suppliers according to the company's spending share highlighted this balance between global operations and regional value creation, with a strong presence of local suppliers, mostly concentrated in the Itajaí Valley, reinforcing the commitment to the development of the local economy.

Notably, the increase in import-related expenses is directly linked to the production of knitted fabrics with synthetic fibers, as the main raw material used, nylon 6 yarn, is produced at scale only in foreign markets.

Supplier distribution according to the company's expense share:

2025	Local suppliers (Santa Catarina)	41%
	Domestic suppliers	9%
	Imports	50%

In its relationship with its supply chain, Texneo adopts structured practices of integrity, compliance, and responsible management. Learn about the guidelines applied to suppliers:

- Signing of the Supplier Code of Ethics and Conduct;
- Supplier qualification guided by ESG best practices, supported by structured inspection tools.



Certifications and technical requirements (when applicable):

- **GRS (Global Recycled Standard) or RCS (Recycled Claim Standard)** for recycled raw materials;
- **Oeko-Tex® certifications or declarations** for yarn and chemical suppliers.



RELATIONSHIP WITH THE MARKET

[GRI 2-6 | 2-29]

Texneo maintained a strategic presence at trade shows, congresses, and specialized meetings in the textile and fashion sector throughout the year, using these spaces as platforms for business prospecting, trend monitoring, and strengthening relationships.

Participation in these events helped expand opportunities, anticipate market movements, and position the company at the forefront of discussions related to innovation, sustainability, and the transformation of the apparel industry.

COLOMBIATEX

Held in Medellín, one of the leading textile fairs in Latin America, Colombiatex welcomed more than 30,000 visitors and 500 exhibitors. The event reinforced Texneo's international presence, supporting the prospecting of new clients, strengthening relationships with Latin American brands and apparel manufacturers, and monitoring consumer trends and product development for the regional market.



FEBRATEX SUMMIT

Considered the leading technology trade show for the textile industry in the Americas, Febratex represented a relevant setting for technological updates, strengthening partnerships with strategic suppliers, and Texneo's institutional presentation. The event was also used as a platform for content sharing through Texplay, including event coverage, dissemination of learnings, and interaction with professionals and companies in the sector.

SOUTH BY SOUTHWEST:

Participation in SXSW, an international event focused on innovation, technology, creativity, and new business models, contributed to the monitoring of emerging trends related to digital transformation, consumer behavior, and applied innovation. The learnings were disseminated through technical briefings with internal leadership, business partners, and regional business forums, contributing to the spread of trends and best practices across the value chain.

EMITEX

Participation in Emitex, an important trade fair for the textile and apparel sector in Argentina, contributed to strengthening relationships with business partners in the Southern Cone, expanding business opportunities, portfolio visibility, and analysis of specific demands in the Argentine market and neighboring countries.



O NEGÓCIO DA MODA (BALNEÁRIO CAMBORIÚ, GOIÂNIA AND CARUARU):

Participation in the different editions of ONDM strengthened relationships with apparel manufacturers, brands, and entrepreneurs in the sector, expanding Texneo's commercial presence in different production hubs across the country. The events enabled customer prospecting, presentation of knit fabric solutions, and exchange of knowledge about trends and demands.



FURB FASHION WEEK

The institutional presence at FURB Fashion Week contributed to closer ties with the academic community and to relationships with future professionals and opinion leaders in the sector. The event also supported strengthening the brand within the creative ecosystem and monitoring creative processes and product development.



ABIT INTERNATIONAL CONGRESS 2025

Participation in the congress expanded the company's involvement in strategic debates in the Brazilian textile sector, with a focus on technological innovation, productivity, and digital transformation. The presence of Texneo leaders reinforced the monitoring of strategic agendas for industry competitiveness and sustainability.



OTHER EVENTS

The teams also participated in other events such as RD Summit, focused on developing the marketing team, as well as international trade shows attended by the Product and Development and Sales teams.



SHOWROOM

In 2025, Texneo opened its *showroom*, Casa Texneo. An initiative aimed at improving customer experience and relationships and at enhancing the technical product presentation process.

The space was designed to allow the knits to be seen applied in finished garments, supporting the demonstration of functional features, design possibilities, and the suitability of materials for different market demands.

The modernization of the space also contributes to expanding technical dialogue and to the joint development of solutions with business partners.





Texneo

Governance

Products

People

Processes

Acknowledgments

Texneo





TEXNEO

GOVERNANCE

PRODUCTS

SUSTAINABILITY REPORT — 2025

CHAPTER 04.

PEOPLE

PROCESSES

ACKNOWLEDGMENTS & APPENDICES

01.

02.

03.

05.

06.



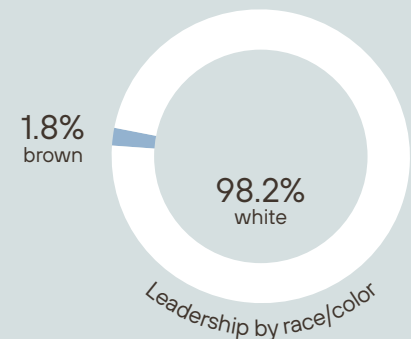
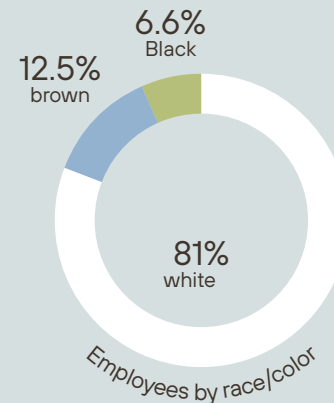
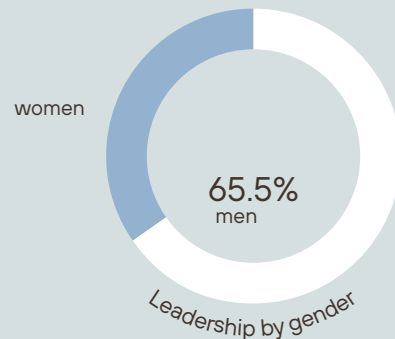
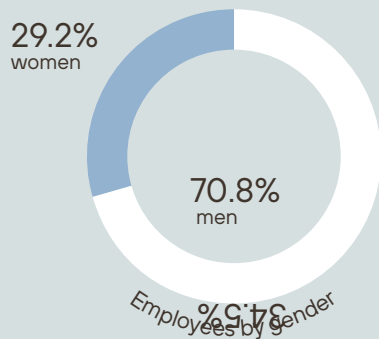
[4.1] OUR TEAM

[GRI 2-7 | 401-1 | 405-1]

In 2025, we had 562 employees, representing a 6% increase in the workforce compared to 2024. Regarding diversity, the proportion of Black and brown employees increased from 14.34% to 19.1%.



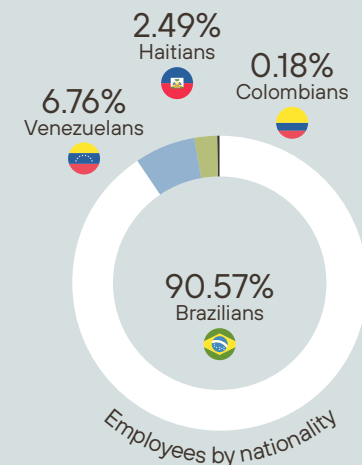
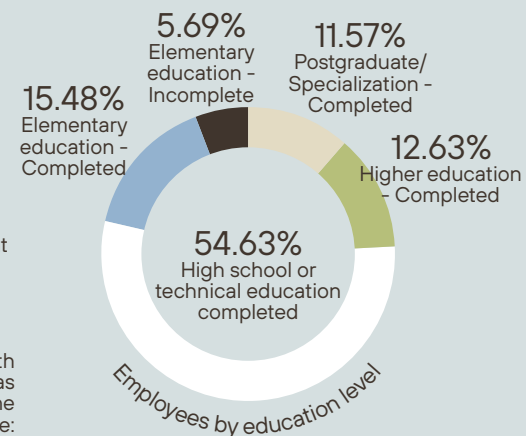
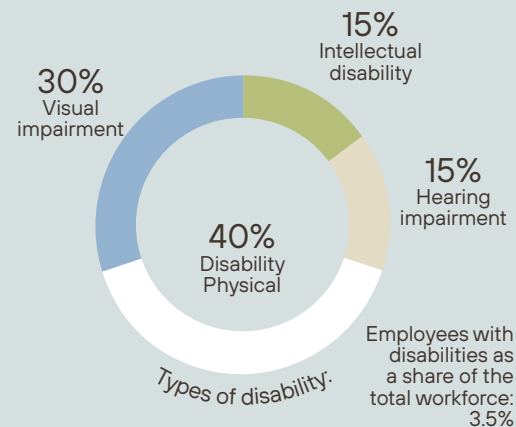
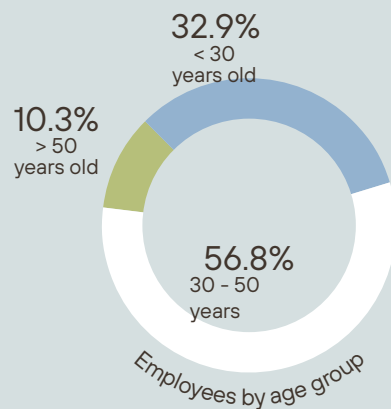
See more information about the team diversity breakdown:





In 2025, employee retention continued to be measured separately for the administrative area and for production, with a focus on the first year of work. Both the administrative area and production maintained the average of their indicators compared with the previous year.

At the same time, the company's overall *turnover* was 2.25%, a lower percentage than the previous year, resulting from various actions focused on engagement, development and team retention.



[4.2] DIVERSITY AND INCLUSION

[GRI 2-23 | 3-3]

Texneo bases its Diversity and Inclusion agenda on four integrated strategic pillars to people management and organizational culture:

These initiatives are aligned with the commitments established by the Diversity and Inclusion Policy and are operationalized through structured talent attraction, development, and retention processes, always guided by respect, equity, and the appreciation of differences.



PERSONS WITH DISABILITIES (PcD): Promotion of the inclusion and accessibility of persons with disabilities at all professional levels, ensuring equal opportunities, adequate working conditions, and specialized support. The actions include priority in hiring, the development of accessible environments, and ongoing awareness-raising.



GENDER EQUITY: Active pursuit of equal opportunities between men and women in all sectors of the company. It monitors indicators, combats discriminatory practices, and encourages female empowerment, aiming to build an equitable and diverse environment. The objectives include increasing women's participation in operational roles, removing barriers to entry and retention through job accommodation, leadership preparation, and an inclusive and safe environment.



INCLUSIVE ENVIRONMENT: Fostering a safe, welcoming, and respectful work environment, free from any form of discrimination, harassment, or prejudice. Through educational campaigns, training, and inclusive communication initiatives, it seeks to eliminate unconscious bias, reduce attitudinal barriers, and promote psychological safety, ensuring that all employees feel they belong and are valued.



GENERATIONAL DIVERSITY: Appreciation of coexistence and collaboration among different generations, encouraging the exchange of knowledge and experiences as a way to enrich collective action. Promotes the inclusion of young and senior people, recognizing age diversity as a driver of innovation, sustainability, and strengthening of organizational culture.



DIVERSITY HIGHLIGHTS & INCLUSION 2025

[YOUNG APPRENTICE PROGRAM]

In 2025, Texneo welcomed 27 youth apprentices (13 young men and 14 young women), participants in the program in partnership with SENAI and GERAR. As a complement to the training, the group went through a development track led by the company, aimed at strengthening behavioral and social skills.

The initiative addressed topics such as organizational culture, ethics and professional conduct, citizenship and social responsibility, financial education, teamwork, time management, effective communication, and life and career planning, contributing to the participants' holistic development and their preparation for the job market.

Notably, in 2025 Texneo received the **Empresa Cidadã Certificate** from the Novos Caminhos Program. The seal issued by the Court of Justice of Santa Catarina recognizes companies that provide internship, apprenticeship, or permanent employment opportunities for adolescents in institutional care, promoting their professional qualification and entry into the labor market.

[AFFINITY GROUPS AND AWARENESS]

In 2025, Texneo's affinity groups held six structured awareness sessions, focused on strengthening a culture of diversity, equity, and inclusion. The main highlight of the year was the development of a guidance booklet on neurodiversity, collaboratively created through active listening, internal exchanges, and best

inclusion practices, and widely shared among employees and partners.

The agenda for the sessions also covered key topics for building a more accessible and respectful organizational environment, such as visual and hearing impairments, with an emphasis

on accessibility and inclusive communication; LGBTQIAPN+ populations, encouraging reflections on language, respect for identities, and psychological safety; racism and religious diversity, addressing bias, equity, and freedom of belief; and ageism, with a focus on valuing generational diversity and intergenerational knowledge exchange.

[ACCESSIBILITY AND RESPECT]

Structured autism awareness initiatives were carried out, including internal awareness-raising dialogues and guidance for leadership on welcoming practices and workplace adjustments. Specialized psychological support for autism was also made available. The company maintained its partnership

with SESI to provide an interpreter and a LIBRAS course, expanding accessibility in communication with people with hearing impairments. A structured listening session was also conducted with 20 employees with disabilities to identify needs and

opportunities for improvement, reinforcing the encouragement of using the sunflower lanyard as a tool for identification and awareness about hidden disabilities.

[VALUING CULTURAL DIVERSITY]

Hosting of Immigrant Day Lunch, offering typical dishes from the home countries of Texneo employees. The initiative promoted interaction, recognition of different backgrounds, and the strengthening of an organizational culture based on respect, inclusion, and plurality.

[ADDRESSING VIOLENCE AGAINST WOMEN]

In August, Texneo held an awareness-raising initiative in partnership with Rede Catarina, a program of the Santa Catarina Military Police focused on addressing domestic and family violence. The initiative involved distributing informational materials and holding a talk with employees on prevention, support, and collective responsibility in combating violence against women.

[PRODUCT FAIR NATURAL AND HANDMADE]

The activity enables employees and their family members to display and sell products during the company's commemorative dates. The edition held at the year-end party brought together 8 exhibitors, encouraging micro-entrepreneurship, as well as strengthening bonds and a sense of belonging.



Employees from the Texneo
Young Apprenticeship program

[4.3] ACKNOWLEDGMENTS

[GRI 2-29]

[GREAT PLACE TO WORK]

In 2025, Texneo was certified for the fifth consecutive year with the GPTW seal, achieving 81% satisfaction among employees and consolidating its position as one of the best companies to work for. Participation in the survey increased from 61% in 2024 to 78% in 2025. All assessed dimensions showed improvement compared to the previous year, with emphasis on the indicators of credibility,

respect, impartiality, pride, and camaraderie.

The results were shared with the board, managers, and teams, leading to specific action plans, as well as an executive workshop for joint analysis and priority setting.



Employees also highlighted what makes Texneo an excellent place to work through the comments in the survey:

- Care for people/A culture that values people;
- Benefits (health plan, chartered transportation, cafeteria, and others);
- Well-being at work;
- Healthy environment/supportive and trusting climate;
- Salary/Compensation;
- Diversity and inclusion;
- Career/Opportunities;
- Celebration of achievements;
- Evolution, growth and innovation;
- People development.



92%

demonstrated pride in the company's contribution to the community;

93%

view the company as a physically safe place to work;

78%

of employees participated in the survey in 2025.



SER HUMANO AWARD

ABRH/SC

For the second consecutive year, Texneo was awarded the Ser Humano Award – ABRH/SC. Two strategic projects for organizational culture stood out: Texneo Educa, an initiative led by the Texneo Institute, and the organizational development project focused on strategic succession and the continuous strengthening of leadership.

■ Project: Texneo Educa - Knowledge and Development for a Future

Category: People Management -
ESG (Environmental, Social and
Governance)

■ Project: The strength of strategic
succession: Legacy in motion!
Category: People Management -
Development



Students of the Texneo Educa
Project

ORGANIZATIONAL CLIMATE SURVEY

In 2025, Texneo continued its organizational climate survey through the Pulses platform, applied in monthly cycles over four months, as a structured tool for listening, transparency, and engagement, ensuring that employees have an active voice in building a healthy and productive work environment.

[NET PROMOTER SCORE]

The NPS (*Net Promoter Score*), which measures how likely customers are to recommend the company's products and services, reached

8.7

Overall Score

8.1

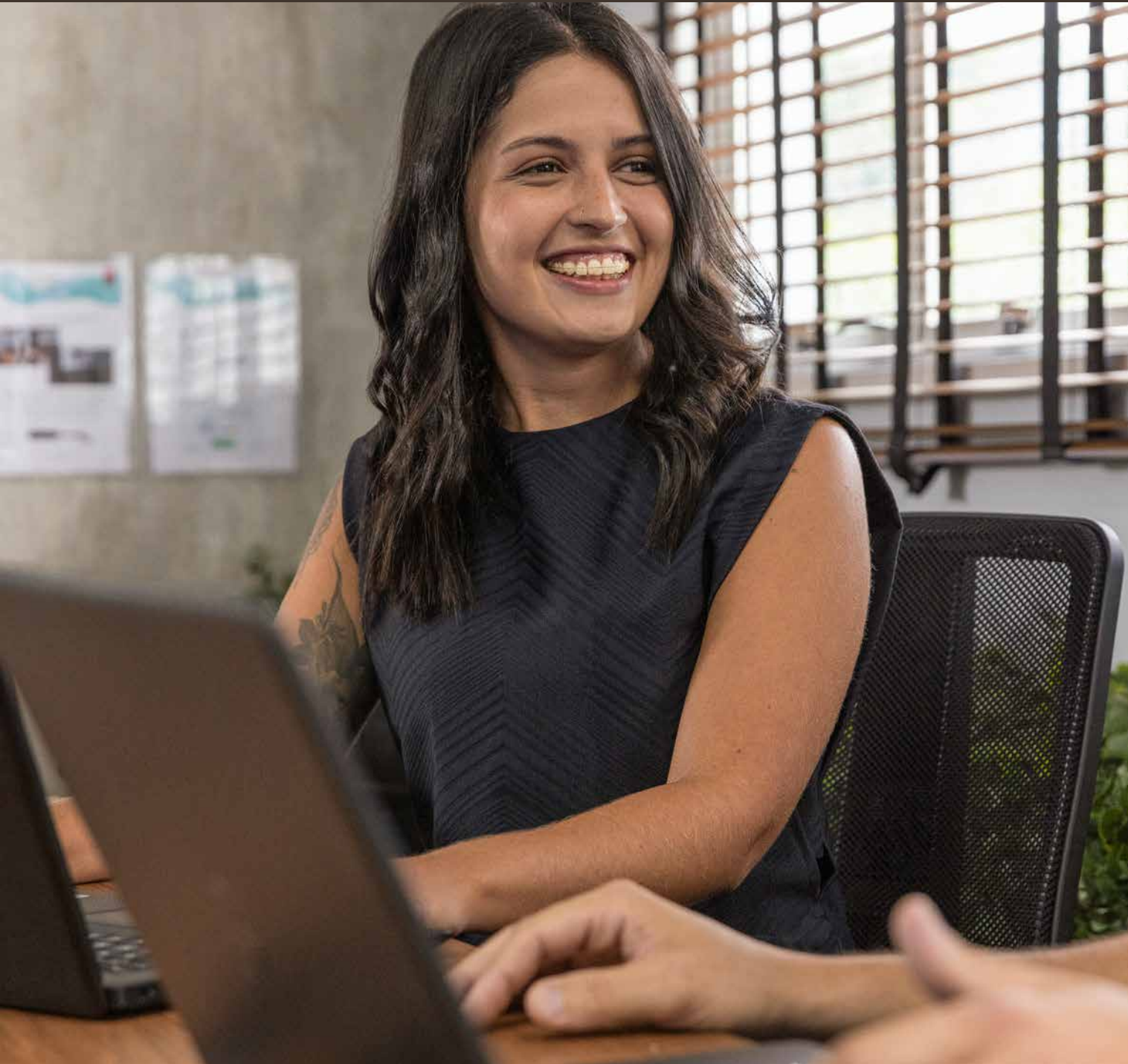
[EMPLOYEE NET PROMOTER SCORE]

The e-NPS (*Employee Net Promoter Score*), which assesses how likely employees are to recommend the company as a good place to work, reached

8.8

Survey participation:

71.26%



Notable progress was made in the *Feedback* and *Recognition*, *Leadership*, *Career*, *Happiness*, and *Respect and Diversity* dimensions, reinforcing the continuous evolution of the employee experience.

Based on this, priority commitments and actions were defined:

- **Strengthen a culture of *continuous feedback*;**
- **Develop leaders who are closer, better prepared, and more connected to teams;**
- **Increase clarity about career and development opportunities;**
- **Strengthen initiatives focused on well-being and quality of life;**
- **Promote an increasingly inclusive, collaborative, and safe environment.**

[4.4] PARTICIPATION IN EVENTS

[GRI 2-29 | 413-1]

Throughout 2025, Texneo expanded its participation in forums, events, and programs, strengthening its presence as an active agent in the dissemination of knowledge and best practices in the areas of people management, health, inclusion, and social development.

CONECTA SAÚDE

The company took part in **Conecta Saúde**, promoted by FIESC, contributing its internal experiences and practices to discussions on well-being, holistic health, and productivity, reinforcing the understanding that healthy environments are strategic factors for organizational performance.

NETWORK KAFFEE

In the area of talent development and connection with the territory, Texneo took part in the **Network Kaffee** event, promoted by ACIDI, participating in a *talk* focused on discussing opportunities and challenges in the labor market. The participation strengthened dialogue among business, education, and youth, through the sharing of practical experiences and the company's perspective on education and employability.

CONCARH

The People and Management agenda also included participation in **CONCARH**, one of the country's leading people management congresses, expanding the exchange of experiences and the sharing of practices related to leadership, organizational culture, human development, health and well-being.

PARAINCLUIR PROGRAM

In the area of inclusion and diversity, Texneo also played a leading role in the workshop of the **PARAINCLUIR** Program, promoted by the Secretariat for the Inclusion of Persons with Disabilities and Adaptive Sports of Blumenau. The initiative focused on breaking down barriers to access to work for people with disabilities and para-athletes, recognizing skills developed in sport as relevant assets for the corporate environment.

ELABORA SOCIAL

Complementing this initiative, Texneo participated in **Elabora Social**, an initiative promoted by FIESC, contributing actions focused on training and the development of social projects. The program offered training sessions, mentoring, and workshops, reinforcing the company's commitment to social development and the local ecosystem.



[4.5] LABOR RELATIONS

[GRI 2-30 | 407-1]

Texneo is affiliated with the Employers' Union of the Spinning, Weaving, and Apparel Industries of Blumenau (SINTEX), while employees are represented by the Union of Workers in the Spinning and Weaving Industries of Blumenau, Gaspar, and Indaial (SINTRAFITE). The company offers employees freedom of association, and this information is included in the *onboarding* provided to new hires. In total, 76 employees are union members, representing 13% of the workforce.

Since 2017, the unions have not been able to reach an agreement on the collective bargaining agreement. However, Texneo offers several benefits beyond legal requirements, such as collective salary advances, daycare assistance, an overtime percentage above the legal minimum, among others.



[4.6] REMUNERATION POLICY

[GRI 2-19 | 401-2]

Texneo adopts a compensation policy guided by objective criteria and based on principles of equity, transparency, and meritocracy. The model connects organizational performance and reward through the Global Result Contract (CRG), a tool linked to the company's Strategic Map, which establishes collective goals and indicators.

Profit sharing is granted semiannually to all employees, with distribution based on achieving Operational and Net Result targets, as well as sustainability indicators and other strategic perspectives. In 2025, this variable compensation increased across all areas. Fixed compensation follows the guidelines of the Position and Salary Plan, which ensures

clarity on roles, responsibilities, competencies, and professional development criteria. The detailed mapping of positions and the market benchmarking study ensure competitiveness, internal consistency, and alignment with the industry's best practices. In addition to the Compensation Management Policy, Texneo continues to

publish the [Transparency and Salary Equality Reports](#), reinforcing governance and ongoing monitoring of the topic.

92 promoted employees

16.37% of the entire team

18.2% of female employees were promoted

15.1% of male employees were promoted



[4.7] BENEFITS POLICY

[GRI 401-2 | 401-3]

Texneo adopts a benefits policy focused on promoting the health, well-being, safety, and development of employees, supplementing statutory benefits with initiatives that enhance quality of life, support work-life balance, and reinforce the appreciation of people throughout their journey at the company.

- Health plan and extensible to family members.
- Access to health professionals such as a doctor, nutritionist, speech therapist, physical therapist, and psychologist at the company.
- Dental plan through SESI Clínica, 50% subsidized by the company.
- Extended 6-month maternity leave, Empresa Cidadã Program.
- 20-day paternity leave (Empresa Cidadã Program).
- Life insurance fully subsidized by the company.
- Cafeteria at the company.
- Child nutrition assistance agreement.
- Childcare assistance for mothers.
- Education assistance for undergraduate, graduate, technical, and language courses, 50% subsidized by the company.
- Professional development programs.
- Estar Bem Program, which includes Texneo Open Market, Organic Garden, Texneo Emporium (trusted market), You + Healthy initiative, and the Espaço + Leve.
- Moments Program, with the goal of recognizing important moments for employees, such as recognition for goals achieved, length of service, birthdays, special dates, among others.
- Agreements with pharmacies.
- Subsidy for the purchase of glasses.



[4.8] EDUCATION AND DEVELOPMENT

[GRI 404 | 404-1 | 404-2 | 404-3]

In 2025, Texneo increased its investments in education and development, strengthening technical, behavioral, and leadership training as a strategic lever for the business.

The total investment in professional training and education assistance increased by about 83% compared with the previous year. These investments expand access to undergraduate studies, graduate studies, technical courses, and language learning, highlighting Texneo's contributions as an employer brand focused on continuous

learning. Throughout the year, there were 8,968 hours of training, a growth of more than 45% compared with 2024, strengthening essential skills for innovation, sustainability, and organizational performance. The Leaders Academy and the Industrial Leadership Development Program were two initiatives

with specific focuses on manager training and strengthening operational leadership. In parallel, specific trainings and independent learning paths were conducted, such as *feedback*, ethics and harassment prevention rituals, complemented by *coaching*, mentoring and potential assessments, broadening technical and behavioral development in an integrated way.

R\$ 699606 invested in professional training

R\$ 93925 provided as education assistance

8968 training hours



Technical, behavioral, and leadership training as a strategic lever for the business.

83% increase
in investment
compared to the
previous year.



[4.9] HEALTH AND WELL-BEING

[GRI 403-3 | 403-5 | 403-6 | 403-8 | 403-10]

In 2025, the Estar Bem Program consolidated a structured agenda to promote physical, mental, and social health, combining preventive actions, continuous care, and encouragement of employee engagement.

[SPORTS AND MOVEMENT]

In 2025, support for physical activity became one of the pillars of holistic care at Texneo, expanding employee participation and

strengthening a culture of well-being and integration. Learn about some of the events in which the company took part:



27th Blumenau International Marathon:

The company served as the event's official sponsor and covered the registration fee for 15 employees, encouraging sports participation and team engagement.

APAE Run: 27 employees took part in the race, reinforcing the commitment to social inclusion and the appreciation of community causes.

Blumenau 5K: 13 employees took part in the race, increasing engagement in local sports initiatives and promoting healthy habits.

Indaial Intercompany Games: Between



August and October, more than 170 employees represented Texneo in various events, in an edition that brought together more than 60 companies from the city. The participation resulted in 3rd place overall, 2nd place in the men's category, and 6th place in the women's category, demonstrating team spirit, discipline, and high internal engagement.



WHITE JANUARY – MENTAL HEALTH IN FOCUS

A mental health support and awareness initiative, including safety talks in all departments, distribution of symbolic materials, and encouragement of active listening. As a practical

outcome, 29 referrals for psychological care were made between January and February, expanding access to specialized support.

WEIGHT LOSS GROUP

Targeted at employees with a high BMI, the program was run in a gamified format and started with 21 participants, with 9 employees completing it. Throughout the initiative, participants achieved individual weight losses of between 2 kg and 10 kg. The initiative aimed to promote improved quality

of life and a reduction in comorbidities associated with obesity. All participants underwent laboratory tests and received ongoing support from a nutritionist, ensuring technical support and safety throughout the entire process.

COURSE FOR FUTURE DADS AND MOMS

The first course aimed at pregnant women and their families was held, with a multidisciplinary team (physician, nurse, physical therapist, nutritionist, psychologist, and doula). The initiative reinforced comprehensive care for families and safe preparation for pregnancy and postpartum.

PINK OCTOBER

15 free mammograms were offered, as well as an awareness talk on prevention and early diagnosis of breast cancer.



BLUE NOVEMBER

Provision of 64 free PSA tests, performed during work hours, facilitating access to preventive men's health care.

ESPAÇO + LEVE

Located in the Knitting, Finishing, and Shipping areas, this space was inaugurated in 2025 and developed from the transformation of the former Pause Islands, with the goal of offering employees a dedicated environment for rest and recovery during work breaks.





The space was designed to promote well-being and quality of life,

incorporating visual and sensory elements that foster a sense of tranquility and disconnection from the operational pace, encouraging more meaningful breaks and the physical and mental balance of employees.



HEALTH SERVICES

[GRI 403-3 | 403-6]

Employee health care is structured through occupational, clinical, and multidisciplinary services, as well as preventive campaigns. Below, we present the main indicators for 2025.

[OCCUPATIONAL CARE]

Periodic

Mandatory examinations and monitoring related to occupational health and safety.

716

care services for 716 people in 2025,

[CLINICAL CARE]

Medical consultations and care services provided at the company, expanding access to primary care.

2059

care services for 438 people in 2025,

[PHYSICAL THERAPY]

Care focused on the prevention and treatment of musculoskeletal pain and conditions related to work activities.

404

care services for 87 people in 2025,

[NUTRITION]

Individualized nutritional counseling, focused on quality of life and disease prevention.

235

care services for 84 people in 2025,

[PSYCHOLOGY]

Psychological care for emotional support and strengthening mental health in the corporate environment.

290

care services for 72 people in 2025,

[FLU VACCINATION]

Annual preventive immunization campaign.

283

doses applied in 2025,



[4.14] OCCUPATIONAL SAFETY

[GRI 403-1 | 403-2 | 403-3 | 403-5 | 403-6 | 403-8 | 403-9 | 403-10]

Safety is one of Texneo's core values. For this, the company uses the *Human and Organizational Performance* (HOP) methodology as a basis for event analysis, structured learning, and continuous process improvement. In addition, the daily work of the Internal Commission for Accident and Harassment Prevention and of the Emergency Brigade sustains this culture.

In 2025, there was an overall increase in safety indicators. This result is also associated with the consolidation of the HOP culture, in which deviation factors began to be reported more frequently by employees, evidencing an advance in psychological maturity and in active safety.



As an immediate action, there was an increase in Brigade training hours, with a 35% rise compared to the previous year, as well as greater employee engagement with the occupational safety and health teams.

At the same time, there was a reduction in the FAP

(Work Accident Prevention Factor), indicating consistent improvements in occupational risk management as a result of the company's efforts in recent years. Note that this indicator considers general occupational safety data from the previous two years. In other words, the 2025 FAP considers the results for 2023 and 2024.

Safety index	2024	2025
Accident Frequency Rate (%)	1.15	2.43
Severity rate of accidents (%)	0.12	0.24
Frequency rate of accidents (%)	5.02	11
Days lost due to accidents	45	104
Accident Prevention Factor (FAP)	1.049	0.913
Number of training hours for the Emergency Brigade	630	855
Man-Hours Worked (HTT)	1338260	1452660

Another important advancement in 2025 was bringing all equipment into compliance with NR-12. This initiative applied both to items in operation at the factory and to the acquisition of new machinery.

In addition, in 2025 the Ergonomics Program was launched to

include more women in production job positions, traditionally occupied by men. Based on studies, adjustments began to enable women to work in these roles. The project will continue and expand throughout 2026.



NR-12: The Regulatory Standard of the Ministry of Labor and Employment establishes technical and organizational requirements to ensure safety in the use of machinery and equipment. Therefore, it helps prevent mechanical risks by eliminating or reducing hazards at the source.

MENTAL HEALTH AND PSYCHOSOCIAL RISKS [NR-01]

[GRI 403-1 | 403-2 | 403-3]

Through the Estar Bem Program, Texneo has offered free psychological support since 2020.

In 2025, there was progress in adapting to the new requirements of NR-01 related to psychosocial risks with the completion of the 1st stage of the preliminary risk assessment, conducted with technical support from SESI/SC, involving:

- **Structured listening with 79.5% of employees;**
- **Institutional listening on internal practices and policies;**
- **Technical field assessment by an Occupational Health and Safety professional.**

29 sectors (100%) of Grupo Texneo were assessed, with 21 (72.41%) classified as having no identified psychosocial risk and 8 (27.59%) requiring further assessment.

The consolidation of the next steps (assessment and action plan) is planned for 2026, reinforcing our commitment to comprehensive prevention and the continuous improvement of working conditions.



NR-01 (Regulatory Standard No. 1)

establishes the general guidelines for health and safety at work in Brazil, including the requirement to identify, assess, and control occupational risks through the Risk Management Program (PGR).



PEOPLE AND CULTURE



"Texneo demonstrates strategic maturity by understanding that sustainable results are a direct consequence of consistent investment in people. By prioritizing continuous development, leadership training, and structured management practices, the company shows that it does not treat human capital as rhetoric, but as a central asset of its competitiveness. This stance reveals a long-term vision: better prepared, engaged, and emotionally healthy professionals respond with greater productivity, innovation, and adaptability, which are indispensable capabilities in dynamic markets. Instead of reacting to external pressures, in terms of the people topic, where I am involved, Texneo anticipates trends, structures processes, and creates an environment where organizational growth and individual development go hand in hand. The existence of an Advisory Committee grounded in real practices,

academic studies, and qualified benchmarking further strengthens this positioning. By integrating scientific evidence, market learnings, and critical analysis of internal indicators, the company reduces decisions based solely on intuition and raises the level of governance in people management. This combination of robust theory and pragmatic application places Texneo ahead of our time and at a contemporary management level, aligned with the best national and international benchmarks. It is not just about following trends, but about actively participating in the building of a more strategic, ethical organizational culture oriented toward consistent results."

[LÍVIA MANDELLI]

Independent member of the
People and Culture Committee

Ph.D. in Organizational and Industrial Psychology, MPhil in Organizational Psychology and Master's in Leadership, Managing Partner of Mandelli Consultores Associados, Associate Professor and Researcher at Fundação Dom Cabral, where she serves as Vice Chair of the Advisory Board of the Center for Research in Leadership and People.

[4.11] TEXNEO INSTITUTE

[GRI 413-1]

The Texneo Institute was created in 2024 as an extension of Texneo's desire to build a more inclusive and sustainable future, seeking to create an environment in which everyone's growth is possible, based on transparency, ethics, integrity, and respect.

MISSION

Contribute to Human Development and to Social Inclusion.

VISION

To become a reference in supporting projects that promote Education and generate Positive Social Impact in the community.

VALUES

- Transparency
 - Ethics
 - Integrity
 - Respect
 - Commitment
- SOCIAL**

[AREAS OF ACTIVITY]

-  Education
-  Sport
-  Innovation
-  Entrepreneurship



[RESULTS 2025]



R\$ 64838.74

in sponsorships
and donations with
direct funding:

192

students
trained

28

institutions
supported

57

volunteers
involved

209

hours of volunteer
work performed

R\$ 12572.04

in donations
of inputs



Created in 2024 to consolidate and expand Texneo's social actions, the institute completed its first year of operation.

LEARN MORE ABOUT
THE PROJECTS CARRIED OUT

TEXNEO EDUCA

In 2025, the program held its 9th edition, in partnership with EBM Juvenal Carvalho and EBM Encano Baixo Rudolfo Alfath schools, both in Indaial.

Over the months, 42 ninth-grade students received more than 26 hours of training each, through the 13 subjects offered during

the school year. These activities were organized and delivered by 35 Texneo volunteers.

The program highlights the partnership between the company and the institute, committed to the professional development of young people and to fostering a culture of volunteering within the company.

2025

Check out the testimonials from some participants:



[JORGE MEDEIROS LOIS]

Texneo Educa Student in 2023 and Young Apprentice at Texneo.



[LAURA DANIELA YAGUARE]

Volunteer teacher at Texneo Educa in 2025 and Internal Sales Assistant - Export at Texneo.

See the program results so far:

2025
42 students graduated

CUMULATIVE:

288
students graduated

2025
26 hours of training offered

CUMULATIVE:

216
hours of training offered

2025
35 volunteers involved

CUMULATIVE:

183
volunteer positions filled

QUALIFICA MAIS INDAIAL: LIFE PROJECT

The program is an initiative of the Business and Commercial Association of Indaial (ACIDI) in partnership with the public authorities of the Municipality of Indaial, with the aim of improving the qualifications of young people and adults in the job market.

In 2025, Texneo volunteer employees taught classes in the "Life Project" course for 1st-year high school students across 5 classes, addressing topics such as business, entrepreneurship, the job market, and career opportunities. The initiative sought to

bring students closer to the professional environment of local industries and commerce, encourage reflection on personal and professional choices and, at the same time, strengthen the company's culture of volunteering, with support from the Institute as coordinator.

TRAINING FOR THE NONPROFIT SECTOR

In partnership with Instituto Venturini, the Texneo Institute promoted a strategic training session aimed at social organizations in Blumenau and the surrounding region. With a participatory and dynamic approach, alternative funding sources and strategies were explored to ensure the financial sustainability of organizations in the short and medium term.



150 students served



65 participants



47 organizations represented



04 volunteers involved



06 hours of training



PRODUTO DO BEM

This annual Texneo initiative is supported by the Institute. The goal is to direct part of the profit from Green Line sales to purchasing and distributing basic food baskets for families in vulnerable situations in Indaial and the surrounding region.

In 2025, 300 basic food baskets were delivered, a 96% increase compared with 2024. Deliveries were carried out in partnership with Rotaract and Texneo volunteers for the following organizations: Rotaract, Rotary Club Blumenau Norte, Padre João Bachmann Church, Olakunde, Biss Institute, Piçarras Spiritist Center, and Tom Maior.



300

basic food baskets
delivered

07

institutions
served

Municipalities
Reached

Balneário Piçarras,
Blumenau
& Indaial

11

volunteers
mobilized



DONATIONS VIA TAX INCENTIVE LAWS

The Texneo Institute is responsible for managing the incentive funds of the group companies, directing investments to projects and organizations that promote culture, inclusion, social care, and access to health. The supported initiatives reflect the company's commitment to actions that generate positive impact and strengthen the communities where it operates.

Total amount donated through tax incentive laws:

R\$ 703003.52

The resources were allocated to the following initiatives and projects:

Rouanet Law

- Fundação Indaialense de Cultura
- Marte Cultural
- Instituto Tom Maior

Federal Sports Incentive Law

- Associação Empresarial de Indaial | ACIDI
- APAE Blumenau
- Associação Professor Artur Novaes

Elderly Fund

- Hospital São José Jaraguá do Sul
- Indaial Municipal Elderly Fund

Children and Adolescents Fund

- Indaial Municipal Children and Adolescents Fund

PRONAS

- APAE Blumenau

PRONON

- Women's Network of São Francisco do Sul
- São José Hospital, in Antônio Prado
- Marieta K. Bornausen Hospital and Maternity
- São José Hospital Association of Jaraguá do Sul



OTHER TYPES OF SUPPORT

The Institute also provides direct financial donations (recurring or one-time), donations of inputs such as knits and fabrics, as well as specific items based on each partner institution's needs.



LEARN ABOUT ALL THE ORGANIZATIONS SUPPORTED IN 2025





ABADA (Blumenau Association of Friends of People with Hearing Disabilities)

AEBI (Indaial Sports Basketball Association)

APAE Blumenau

APAE Blumenau

APAE Indaial

APAN (Professor Artur Novaes Association)

APESBLU (Blumenau Para Sports Association)

Philosophical, Benevolent and Cultural Association Joaquim Nabuco

Nova Geração Futsal Association

Parents and Friends Association CEDUP Hermann Hering

House of Welcome Saint Philip Neri

Spiritist Center Light of the Gospel

Community Charity Without Borders

Indaial Volunteer Fire Department

Municipal Basic School Juvenal Carvalho

Municipal Basic School Prof. Maria Helena Trentini Machado

Hospital Beatriz Ramos

Santo Antônio Hospital (Blumenau/SC)

Municipal Hospital São José

Father João Bachmann Church

Instituto Passarela Alternativa

BISS Social Institute

Boreal Valley

PEAL (Alternative Space Program)

Encantar Project (Blumenau)

Pure Love

Women's Cancer Fight Network

Tom Maior

Municipal Hospital São José

Olakunde

Father João Bachmann Church

Instituto Passarela Alternativa

BOARD OF DIRECTORS AND COUNCIL OF THE TEXNEO INSTITUTE



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TOMAZONI AXT
President



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FIGUEREDO MOLIN
Administrative Director



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SCHWARZ
Financial Director

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FABRÍCIO AXT



ELISANGELA CRISTINA
VENTURINI



FRANCISCO
TOMAZONI

“In 2025, we celebrated the first year of the Texneo Institute with important milestones in the supported projects. Looking ahead, we remain committed to strengthening partnerships and expanding our initiatives, always focused on generating consistent social transformation aligned with our values. We believe that the impact we seek is only possible through the collective effort of employees, partners, supported organizations and Texneo's senior management, which believes in and invests in this journey.

We started 2026 working on defining goals for the Institute, confident that making commitments and dreaming bigger is what will take us even farther. We remain committed to social impact and our community.”



LEARN MORE
ABOUT THE INSTITUTE
TEXNEO HERE



FRANCISLEINE TOMAZONI AXT

President of the
Texneo Institute

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[5.1] WATER RESOURCES

[GRI 303-1, 303-2, 303-3, 303-4 and 303-5]

For Texneo, water consumption is directly related to the operational stages of the production process. Therefore, the company has operational procedures and continuous monitoring that ensure the rational use of water and the efficiency of processes.

Water is drawn directly from the Itajaí-Açu River, which runs along part of the company's property. After that, the water goes to modular treatment stations and then is directed to a cistern for use in the production process. In addition, Texneo also uses potable water supplied by the Indaial utility company for human consumption.

Once the production processes are completed, the effluent is sent to the Wastewater Treatment Plant (ETE), which, after treatment, completes the cycle by returning the treated effluent to the receiving body, the Itajaí-Açu River.

In 2025, the water used per kg of knit fabric produced was reduced by 16.6%,

highlighting the work focused on greater water resource efficiency. In addition to improvements implemented in the production process, a highlight was the automation of flow meters in 2024, providing a more accurate reading of consumption and enabling more efficient control.





Effluent Treatment Plant (ETP)

Texneo has a robust Wastewater Treatment Plant (ETE), composed of secondary treatment with ozone application, an activated sludge system, and a final polishing stage. The entire process is operated in a monitored manner, ensuring efficiency in the removal of organic load, color, odors, and contaminants, minimizing impacts and contributing to the preservation of the region's water resources.

[5.2]

ENERGY

[GRI 302-1, 302-3, 302-4]



ENERGY CONSUMPTION ENTIRELY SOURCED FROM RENEWABLE SOURCES

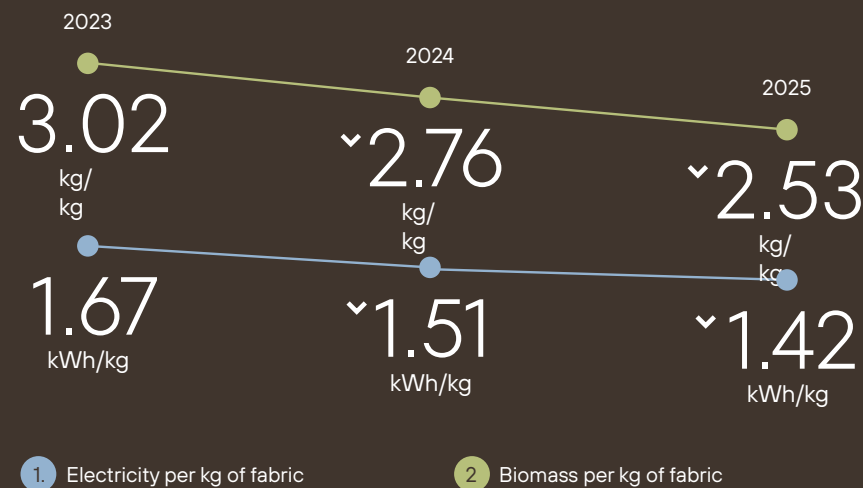
At Texneo, energy consumption is entirely sourced from renewable sources. The steam generation and thermal oil heating used in production processes, especially in dyeing and drying the knits, are carried out by burning wood chips from reforestation trees, ensuring an energy mix with lower environmental impact.

In exceptional situations that require activation of the internal power generator, it is supplied exclusively with biodiesel, reinforcing the company's commitment to reducing

greenhouse gas emissions and using renewable fuels.

Additionally, all electricity consumed by the factory is certified through the purchase of I-REC (*International Renewable Energy Certificate*), ensuring that 100% of the electricity used in its production is generated from solar energy.

Although the total volume of electricity and wood chips increased in 2025 due to production growth, Texneo reduced the rates of electricity used per kg of knit fabric produced (5.96%) and biomass consumed per kg of knit fabric produced (8.33%).



These advances are the result of actions such as the modernization of the manufacturing plant, which includes equipment replacement, bringing greater energy efficiency. In addition, the improvement in the biomass combustion process also contributed to more efficient burning and the resulting improvement in the data.

[5.3] EMISSIONS

[GRI 305-1 | 305-2 | 305-4 | 305-5]

Greenhouse gas emissions (metric tons of CO2e)	2023	2024	2025
Scope 1	1049.04	884.41	911.81
Scope 2	418.44	0.00	0.00
Carbon Intensity	0.230	0.109	0.099

In 2025, the increase in Scope 1 emissions compared with the previous year is mainly due to the inclusion of methane gas (CH₄) in the calculation of wood chip burning for steam generation, a parameter that was not previously accounted for. It is worth noting that all wood chips consumed come from reforested wood.

In Scope 2, the purchase of the I-REC Certificate confirms, for another year, that 100% of the electricity consumed in manufacturing operations came from renewable sources, bringing market-based emissions to zero.

As signatories of ABIT's Decarbonization League, Texneo remains committed to the continuous evolution of the inventory and to the effective reduction of emissions.



[5.4] LANDFILLED

[GRI 306-2 | 306-3 | 306-4 | 306-5]

In 2025, the total volume of landfilled waste decreased by 35%.

This result was achieved through operational and process improvements in sludge removal at the effluent treatment plant.

As a result, there was a significant reduction in the waste moisture content, allowing for the delivery of drier sludge with a higher concentration of organic load, making final disposal more efficient and reducing the volume of water sent to the landfill.

In addition, there was an improvement in the combustion efficiency of the boilers and thermal fluid heaters, which contributed to a reduction in the generation of ash from this equipment. At the same time, the total volume of recycled waste increased by 9.8%, driven by the selection of suppliers that use packaging

with raw materials in compliance with environmental recyclability standards.

In addition, there was internal improvement in the processes for segregating, selecting and classifying recyclable waste. The creation of the in-house Waste Center, at the end of 2024, has led to significant improvements in the company's results.

The Continuous Improvement Group also promoted awareness actions such as the installation of bins for waste separation, distribution of posters, lectures, and other educational spaces in various areas, among others.

Year	kg of waste recycled/ kg of knit fabric	kg of landfilled landfilled/ kg of knit fabric
2023	0.062	0.159
2024	∨ 0.047	^ 0.209
2025	∨ 0.045	∨ 0.119

In addition, other actions and initiatives contribute to such results:

- **Source segregation:** separation of waste by type (textile, plastic, cardboard, organic, etc.) directly at the generation points.
- **Performance indicators:** monthly weighing and recording by category with continuous monitoring through the indicator grams of waste per kilogram of knit fabric produced, allowing efficiency analysis and identification of deviations.

- **Monthly reports:** consolidation of data for team analysis to identify critical points and take preventive action, supporting sustainability and management teams in strategic decisions.
- **Integration with final destination:** record of routing waste for recycling and landfill, ensuring full traceability.
- **Creation of the Operational Excellence area:** focus on reducing waste, including selvages and trimmings.

[5.5]

INNOVATION AND CONTINUOUS IMPROVEMENT



At Texneo, innovation is integrated into the business strategy and is also one of the topics addressed in Strategic Planning 2030. In 2025, process improvement and technical qualification initiatives strengthened production reliability, competitiveness, and sustainability across the value chain.

FUNDO CLIMA

As part of its strategy for sustainability and commitment to the mitigation of environmental impacts of its operations, the company made significant investments in atmospheric emissions control technologies.

The initiative relied on resources from Fundo Clima, operationalized through the Banco Regional de Desenvolvimento do Extremo Sul (BRDE), intended for the acquisition and installation of air electrofilters.

Although Texneo's emissions are within the established limits, this investment made it possible to improve this topic within the company, contributing to greater environmental efficiency in production processes and reinforcing the company's commitment to the transition to a low-carbon economy.



DEVELOPMENT OF INNOVATIVE PRODUCTS FOR NEOINDUSTRIALIZATION

(DPIN)

DPIN is a program promoted by FIESC, focused on training leaders to connect strategy, technology, and product development, with a focus on increasing industries' competitiveness and adaptability.

Texneo's participation involved five leaders, who met weekly over four months for executive training and the development of a practical project. The journey covered the main cycles of innovation, moving through stages of discovery, problem definition, prototyping, and validation, including interviews with key customers to ensure market fit.

As a result, the project culminated in the development of **NeoRun Graphene**, a new graphene knit structure that represents a relevant innovation by incorporating attributes such as lightness, antimicrobial action, and thermal regulation for sports use.

The prototype was presented in pitch format at FIESC, consolidating not only the learning of the leaders involved, but also the creation of concrete value for Texneo's innovation portfolio.



QUALITY AND CONTINUOUS IMPROVEMENT

In 2025, Texneo began working with temporary improvement groups, formed specifically to carry out one-off projects.

This approach brought greater organizational flexibility, encouraged the formation of multidisciplinary teams, and increased agility in the generation and execution of new improvement ideas. Among permanent and temporary groups, 22 projects were completed with the direct participation of 43 employees.

In addition, Quality Challenges

were launched with a focus on greater involvement of operations teams in creating practical solutions. With a duration of 3 months, the challenge concluded during the first edition of Quality and Continuous Improvement Week, with the presentation of 10 proposals and the recognition and awarding of the standout projects. The event also featured team-building activities and thematic talks for participants.

22 completed projects

43 employees involved

10 proposals in quality challenges





SANTA CATARINA CENTER FOR PROMOTION OF QUALITY CONTROL CIRCLES

(NCCQ)

In 2025, Texneo hosted the regional meeting of the center, which brought together representatives from various companies, with the aim of promoting the exchange of experiences, the improvement of management methodologies, and the strengthening of Quality Control Circles in the industrial environment.

PROGRAM 5S

In 2025, the company expanded this initiative by launching the Administrative 5S Program. As a result, both the industrial operation and the administrative teams apply the methodology in pursuit of operational efficiency. For this, they rely on 26 auditors who support the areas in monitoring and evaluating the actions carried out.

TRANSFORMATION DIGITAL

Digital transformation is part of Texneo's strategy. In addition to being one of the pillars of the 2030 Strategic Planning, the topic has been addressed through various projects and initiatives that ensure resilience and innovation at the company in the short and long term.

In 2025, infrastructure investment stood out with the construction of a new *datacenter*, following the productivity gains strategy and bringing even more security to the company. In addition, Texneo continues investing in RPAs (*Robotic Process Automation*) which in 2025 **resulted in savings of almost 2,000 work hours**.

In addition, the ethical and safe use of Artificial Intelligence also remains a priority topic at the company. In addition to the standardization of tools and other ongoing projects, the company provided training for leaders during 2025, which will be extended to other employees in 2026.

Considering this progress on the topic, Texneo developed the **Best Practices Guide for the use of AI**. The document establishes that artificial intelligence should be used as a support tool without replacing human judgment or technical responsibility.

With regular training, monitoring by the Strategy, Risks, ESG, and Information Security Committees, and guidance from the IT and Innovation team, Texneo reinforces a digital culture grounded in ethics, security, and responsibility.





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[6.1] ACKNOWLEDGMENTS

The preparation of this report was a collective effort, requiring listening, collaboration, and technical rigor. We thank all the teams and partners who contributed data, analyses, and reflections throughout this process, ensuring the consistency of the information and the transparency of what we present here. This collective effort was essential to faithfully convey Texneo's progress, challenges, and learnings over the year.

This report marks more than the consolidation of data and indicators: it represents a year of conscious choices. In 2025, we advanced the integration of sustainability into business decisions, strengthening governance, incorporating environmental criteria into innovation, and broadening our view of people, processes, and impact. Each chapter reflects important learnings and the conviction that sustainability is built day by day, with consistency and responsibility.

None of this would be possible without the engagement of our *stakeholders* (employees, leadership, board members, partners, suppliers, and associations) who share with us the challenge of continually evolving. Active listening, dialogue, and collaboration were

essential for Texneo to take concrete steps toward more balanced, transparent growth aligned with society's demands.

We remain certain that the future will require even greater commitment, innovation, and courage. We are prepared for this journey, turning challenges into opportunities. This is how we continue building a Texneo that is increasingly relevant, responsible, and connected with future generations.

Francisleine Tomazoni Axt
Texneo ESG Manager



Moved by performance



[6.2] ANNEXES

NOTES EXPLANATORY

We made adjustments to the volume of recycled waste. Knit selvages and fabric scraps were previously erroneously reported as industrial waste when, in fact, they are sold as by-products for other textile applications and, therefore, are not included in our Waste Movement Declaration (DMR).



[6.3] GRI INDICATORS

GRI 2-6: Activities, value chain and other business relationships

Line History Texneo Green	2023	2024	2025	Growth
Portfolio items	15	27	44	62.96%
Recorded Sales Volume (kg)	88182	228678	413452	80.80%
Number of customers	278	388	756	94.85%

GRI 204-1: Proportion of spending on local suppliers

Geographic distribution of our suppliers according to the company's spending share:	2023	2024	2025
Import	45.24%	46%	50%
National purchases (other states)	20.23%	15%	9%
Domestic purchases (in Santa Catarina)	34.52%	39%	41%

GRI 2-7e 405-1: Employees and Diversity of governing bodies of governance and employees

Number of employees by gender	2023	2024	2025
Women	126	141	164
Men	335	389	398

Number of employees by race/color	Male	Female	
White	455	312	143
Mixed-race	70	55	15
Black	37	31	6

Leadership by Gender	2023	2024	2025
Women	14	19	19
Men	20	23	36

Leadership by Race/Color	2023	2024	2025
White	34	41	54
Mixed-race	0	1	1

Number of employees by age group	2023	2024	2025
Less 30 years	163	178	185
Between 30 and 50 years old	250	292	319
Above 50 years	48	60	58

Number of employees by nationality (2025)	%	Quantity
Brazilians	90.57%	509
Venezuelans	6.76%	38
Haitians	2.49%	14
Colombian	0.18%	1

Number of employees by education level (2025)	%	Quantity
Postgraduate/ Specialization - Completed	11.57%	65
Higher education - Completed	12.63%	71
High school or technical education completed	54.63%	307
Elementary education - Completed	15.48%	87
Elementary education - Incomplete	5.69%	32

Do you identify as LGBTQ+?	Quantity	%
Less 30 years	23	6.40%
Between 30 and 50 years old	280	77.30%
Above 50 years	59	16.30%

*Data collected through the self-declaration of the GPTW survey, conducted in 2025 with 78% of employees.

GRI 401-1: New employee hires and employee turnover

Employee retention in the first year of the company

	2023	2024	2025
Administrative Area	65%	81%	75%
Production Area	50%	57%	55%

Turnover (Overall)

	2023	2024	2025
Completed	2.1%	2.4%	2.2%

Percentage of employees promoted by gender

	2023	2024	2025
Women	15.87%	18.44%	18.29%
Men	7.46%	12.85%	15.58%

GRI 401-3: Leave maternity/paternity

		2023	2024	2025
Women	Started leave	5	5	6
	Returned from leave	5	5	3
Men	Started leave	12	10	8
	Returned from leave	12	10	7
Total	Started leave	17	15	14
	Returned from leave	17	15	10

Note: 4 female employees were on leave at the end of the year, with return expected in 2026.

GRI 404, 404-1, 404-2 and 404-3: Training and Education

	2023	2024	2025
Investment in education assistance	R\$ 75,591.00	R\$ 75,147.00	R\$ 93,925.86
Investment in professional training	R\$ 257,266.00	R\$ 356,378.00	R\$ 699,606.98
Total training hours	–	R\$ 6,181.00	8968

GRI 403-3 and 403-6: Occupational health services and worker health promotion

	2023		2024		2025	
	Number of appointments	People served	Number of appointments	People served	Number of appointments	People served
Occupational examinations (Periodic)	686	686	744	744	716	716
Clinical Care	1526	423	1464	473	2059	438
Physical Therapy	398	96	377	84	404	87
Nutrition	262	131	207	90	235	84
Psychology	360	84	360	92	290	72
Vaccination against the flu	273	273	268	268	283	283

GRI 403-9: Occupational accidents

Accident frequency rate (%)	2023	2024	2025
Accident frequency rate (%)	1.08	1.15	2.43
Accident severity rate (%)	0	0.12	0.24
Accident Frequency Rate (%)	4.9	5.02	11
Days lost due to accidents	56	45	104
Accident Prevention Factor (FAP)	1.047	1.049	0.9139
Number of training hours for the Emergency Brigade	630	630	855
Man-Hours Worked (HTT)	1220120	1338260	1452660

GRI 403-2: Hazard identification, risk assessment and incident investigation

Overall Results – Psychosocial Risk Assessment (NR-01)

Assessments	Quantity	%
Assessed Sectors	29	100%
Sectors with No Identified Risk	21	72.41%
Needs further analysis	8	27.59%

GRI 303-3, 303-4 and 303-5: Water Withdrawal, Water Discharge and Water Consumption

Indicator	2023	2024	2025
Total network water (m ³)	4366	5212	5350
Total river water (m ³)	766924	822863	781644
Water used per kg of knit fabric produced (L/kg)	120.9	102.7	85.7
Total effluent discharge (m ³)	682562	638830	464635
Water Consumption (L/kg of knit fabric)	13.9	23.7	35.4

[GRI 302-1, 302-3, 302-4] Energy consumption within the organization, energy intensity and reduction in energy consumption

Indicator	Unit	2024	2025	2025
Electricity consumption	Total kWh	10630290	12181270	13079696.16
Electricity per kg of fabric	kWh/kg	1.67	1.51	1.42
Biomass consumption	kg of fibers	19298750	22246750	23220750
Biomass per kg of fabric	kg/kg	3.02	2.76	2.53

GRI 305-1, 305-2, 305-4 and 305-5: Emissions

Greenhouse Gas Inventory	2022			2023			2024			2025		
	CO2e emissions (t)	Biogenic CO2e emissions (t)		CO2e emissions (t)	Biogenic CO2e emissions (t)		CO2e Emissions (t)	Biogenic CO2e emissions (t)		CO2e Emissions (t)	Biogenic CO2e emissions (t)	
SCOPE 1												
Stationary combustion	593.52	27950.36	28543.87	622.43	29539.03	30161.46	504.98	29890.89	26395.87	584.48	33825.53	34410.01
Mobile combustion	10.59	1.42	12.01	12.59	1.78	14.37	3.82	9.74	13.56	7.70	1.98	9.68
Liquid effluents	364.26	-	364.26	395.26	-	395.26	332.00	-	332.00	223.69	-	223.69
Fugitive emissions	1.11	-	1.11	18.76	-	18.76	43.62	-	43.62	95.91	-	95.91
Industrial Processes										0.03		
TOTAL SCOPE 1	969.47	27951.77	28921.25	1049.04	29540.81	30589.85	884.41	25900.63	26785.04	911.81	33827.51	34739.29
SCOPE 2												
Purchased electricity	436.38		436.38	418.44		418.44	674.00		674.00	608.49		608.49
I-REC							-674.00		-674.00	-608.49		-608.49
TOTAL SCOPE 2	436.38	-	436.38	418.44	-	418.44	-	-	-	-	-	-
TOTAL EMISSIONS	1405.85	27951.77	29357.62	1467.48	29540.81	31008.29	884.41	25900.63	26785.04	911.81	33827.51	34739.29
CARBON INTENSITY	0.2264			0.2300			0.1097			0.0993		

GRI 306-2, 306-3, 306-4 and 306-5: Landfilled

Year	Generated Waste (kg)	kg of waste generated/ kg of knit fabric	Recycled Waste (kg)	kg of waste recycled/ kg of knit fabric	Landfill Waste (kg)	kg of landfilled waste/ kg of fabric
2023	1410714	0.221	395040	0.062	1015674	0.159
2024	2063603	0.256	378443	0.047	1685160	0.209
2025	1509674	0.164	415564	0.045	1094110	0.119

Types of waste and disposal technologies employed:

CLASS 2B WASTE

Waste	Description	Technology
Textile Waste	Fabric scraps and knit selvage	Recycling
Plastic Packaging	Chemical product packaging	Recycling
Metal Packaging	Chemical product packaging	Recycling
Cardboard	Cardboard boxes	Recycling
Plastic	Clean plastics	Recycling
Metal Scrap	Iron Scrap, steel, etc. Non-contaminated	Recycling

WASTE CLASS 2 A

Waste	Description	Technology
Boiler Ashes	Boiler and Heater Ashes	Landfill
Wet Sludge	Dry Sludge from ETP	Landfill
Dry Sludge	Dry Sludge from ETP	Landfill
Compactable Waste	Dry Waste (Non-recyclable, non-organic)	Landfill

CLASS 1 WASTE

Waste	Description	Technology
Paint Sludge	Paint/Solvent Cans	Landfill
Contaminated Solids	Cans/waste/rags/knit fabric soiled with dye, solvent, oil	Landfill
Aerosol Waste	Aerosol Spray Packaging	Landfill
Batteries	Batteries	Encapsulation
Glass Wool/Rock Wool	Glass Wool/Rock Wool Used in Insulation	Blending
Engine, Lubrication, and Contaminated Oil	Contaminated Oil	Landfill
Glassware	Dye Laboratory Glassware	Landfill
Lamps	Lamps	Decontamination

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REPORT
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