

BIC AMAZÔNIA S.A.
SOCIAL PERFORMANCE REPORT
JANUARY 2025

I-INTRODUCTION

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

BIC Amazônia was certified under ISO 9001 in 1997. In 2003, it obtained ISO 14001 certification, and in 2007 it was certified under OHSAS 18001, migrating to ISO 45001 in 2019. In the same year, the company also obtained the ISO 50001 Energy Management certification.

Since 2024, BIC has achieved two important milestones: the ESG Seal issued by the certification body Bureau Veritas (BV) and the Great Place to Work (GPTW) certification.

Regarding ESG, it was possible to obtain an overall assessment of BIC Amazônia related to Environmental, Social, and Corporate Governance aspects.

In 2025, BIC Amazônia achieved a score of 93.69%, and its maturity level was classified as Stage 5 – Protagonist (Figure 1), demonstrating that the company is advancing in promoting stakeholder engagement, value chain involvement, and participatory ESG management practices. This represents the highest score awarded by Bureau Veritas for the ESG BV 360 Seal.

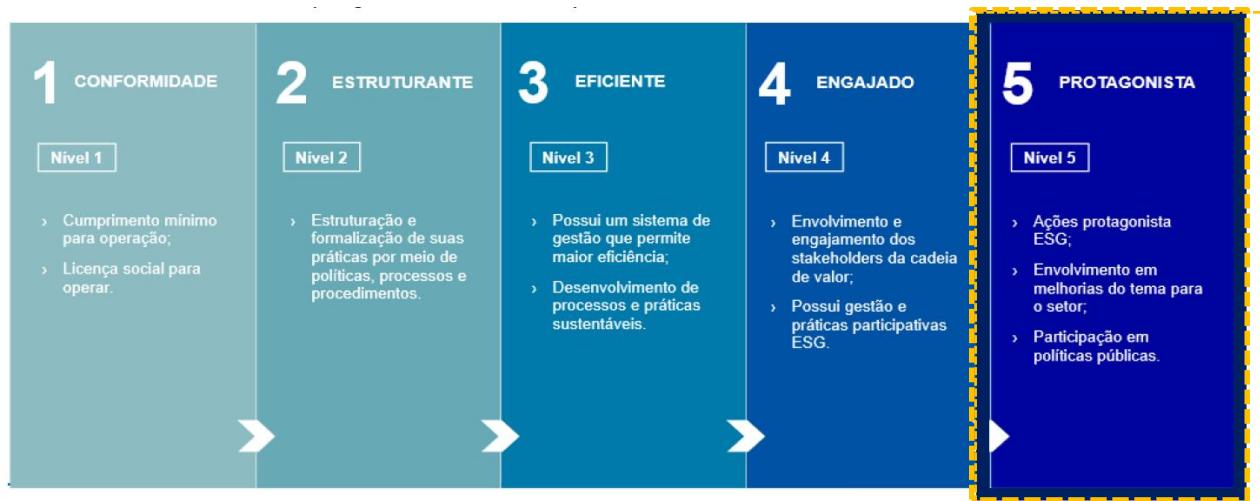


Figure 1 – Stage achieved by BIC Amazônia S.A. in 2025

In parallel, in 2025 BIC Amazônia joined the ZFM + ESG Seal initiative (Free Trade Zone + ESG), which aims to encourage the adoption of environmental, social, and corporate governance (ESG) practices by companies in the Manaus Free Trade Zone Industrial Pole (ZFM).

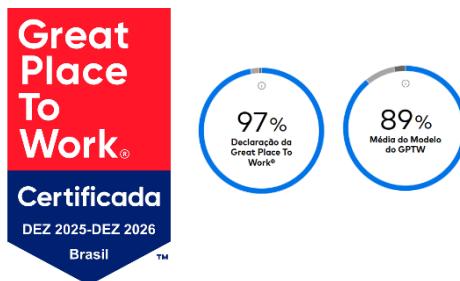
This ordinance established an important milestone for the dissemination of ESG practices within the Manaus Industrial Pole. Its voluntary and educational nature, combined with the

absence of penalties or legal obligations, ensures legal certainty and encourages participation from the productive sector in the sustainability agenda.

List of participating companies available at:

<https://www.gov.br/suframa/pt-br/acesso-a-informacao/acoes-e-programas/capa/zfm-esg/participantes>

In December 2025, BIC concluded its organizational climate survey, achieving an overall average score of 89% and a 97% agreement rate with the statement that BIC Amazônia is an excellent place to work. This seal is granted following a confidential employee survey that evaluates trust culture, leadership, respect, and organizational values, resulting in market recognition, talent attraction, and reduced turnover.



Since November 2010, BIC Amazônia has been certified under SA8000:2014 – the Social Accountability standard, which highlights the organization as a company focused on relationships with its stakeholders, including customers, suppliers, shareholders, government entities, unions, NGOs, and especially its primary audience: employees.

By allocating substantial resources to ensure the implementation, certification, and maintenance of the SA8000 standard, the company seeks to consolidate its image as a socially responsible and sustainable organization.

Based on this purpose, business operations are grounded in ethical principles that value human relations at work and continuous improvement.

The SA8000 International Standard, the most prestigious corporate social responsibility standard, addresses Human Rights in the Workplace and was launched in October 1997 by Social Accountability International (SAI), affiliated with the United Nations' Council on Economic Priorities. It is the first and most recognized global certification standard for social aspects.

II – COMMITMENT

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

SOCIAL RESPONSIBILITY POLICY



POLÍTICA DE RESPONSABILIDADE SOCIAL

A BIC AMAZÔNIA BUSCA POR MEIO DESTA POLÍTICA, SER UMA EMPRESA SOCIALMENTE RESPONSÁVEL, BASEANDO-SE NOS SEGUINTE PRINCÍPIOS:

- Apoiar e desenvolver ações em benefício de seus colaboradores e da sociedade em geral, contribuindo assim para o desenvolvimento sustentável da empresa;
- Proporcionar um ambiente físico e psicológico de trabalho seguro e saudável, que contribua para o crescimento pessoal e profissional de seus colaboradores;
- Atender os requisitos da Norma Internacional SA 8000 e do Código de Conduta do Grupo BIC, respeitando os princípios pertinentes de instrumentos internacionais sobre direitos humanos e os requisitos da legislação nacional;
- Aprimorar a relação com os seus fornecedores, estimulando-os a um compromisso de exercerem as práticas de responsabilidade social desta política, junto a seus colaboradores e a sociedade em geral;
- Buscar a melhoria contínua de seu Sistema de Gestão de Responsabilidade Social.

Este documento expressa o compromisso de todos nós, colaboradores com a política e procedimento definidos no Manual de Gestão Integrada da BIC AMAZÔNIA.


Jean Marc Hamon
BIC Amazônia
Diretor Industrial

CHILD LABOR REMEDIATION POLICY

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

- Immediate removal of the child from work activities;
- Financial support and any other necessary assistance to ensure the child attends and remains in school until reaching the legal working age, as defined below.

The scope of corrective actions will be based on the criteria of effective remediation required for the child and may extend beyond the actions described herein.

* A child is defined as any person under 15 years of age.

QUALITY POLICY



POLÍTICA DA QUALIDADE BIC AMAZÔNIA S.A.

A POLÍTICA DA QUALIDADE BIC AMAZÔNIA BUSCA SUSTENTAR O SEU DIRECIONAMENTO ESTRATÉGICO, VISANDO ATENDER AS NECESSIDADES ATUAIS E FUTURAS DO GRUPO BIC, TENDO COMO BALIZAMENTO:



COMPROMETIMENTO COM OS REQUISITOS:

Atendimento de forma rigorosa de todos os requisitos legais e estatutários aplicáveis a fim de manter a mais alta qualidade e segurança de seus produtos.



EXCELÊNCIA ORGANIZACIONAL

Aprimoramento constante de seus colaboradores através do treinamento permanente, desenvolvendo equipes eficientes e dinâmicas, que trabalhem com método, precisão e disciplina.

Este documento expressa o compromisso de todos nós, colaboradores, com a política e a melhoria contínua do Sistema de Gestão da Qualidade da BIC Amazônia.

A handwritten signature in black ink.

Jean Marc Hamon

Diretor Industrial

Revisado em Maio-2017

ENVIRONMENTAL, ENERGY MANAGEMENT, OCCUPATIONAL HEALTH AND SAFETY POLICY



POLÍTICA DE MEIO AMBIENTE, GESTÃO DA ENERGIA, SAÚDE E SEGURANÇA DO TRABALHO

A BIC AMAZÔNIA DEFINE POR MEIO DESTA POLÍTICA SEU COMPROMISSO COM O MEIO AMBIENTE, GESTÃO DA ENERGIA, E COM A SAÚDE E SEGURANÇA DOS TRABALHADORES, VISANDO MINIMIZAR OS IMPACTOS AMBIENTAIS E RISCOS À SAÚDE E SEGURANÇA RESULTANTES DE SUAS ATIVIDADES, PRODUTOS E SERVIÇOS, BASEANDO-SE NOS SEGUINTE PRINCÍPIOS:

- Otimizar o uso de água e energia em toda a sua operação;
- Reduzir, reutilizar ou reciclar os resíduos das atividades que possam causar impactos significativos ao meio ambiente;
- Assegurar a disponibilidade de informações e recursos necessários para alcançar os objetivos e metas da organização;
- Manter em permanente controle os riscos decorrentes do uso de produtos químicos e inflamáveis;
- Preservar o bem-estar dos trabalhadores identificando e controlando os riscos de acidentes de trabalho, prevenindo lesões e problemas de saúde;
- Consultar e promover a participação dos trabalhadores e seus representantes nos temas ligados a saúde e segurança do trabalho;
- Atender à legislação e aos outros requisitos aplicáveis de meio ambiente, gestão da energia, saúde e segurança do trabalho, pertinentes aos seus processos;
- Utilizar tecnologias adequadas, sistemas de controle e projetos economicamente viáveis, atuando na melhoria contínua, a fim de prevenir e reduzir a poluição, otimizar o consumo energético e garantir a saúde e segurança dos colaboradores;
- Conscientizar os trabalhadores e demais partes interessadas através de programas educacionais, que objetivem a mudança de comportamento e respeito ao meio ambiente, gestão da energia e atendimento às normas de saúde e segurança, bem como na aquisição de produtos e serviços energeticamente eficientes que impactem com o desempenho energético.

Este documento expressa o compromisso de todos nós, colaboradores, com a política e os procedimentos definidos no Manual de Gestão Integrada da BIC AMAZÔNIA.



Jean Marc Hamon
Diretor Industrial

III- MONITORING RESULTS

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

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

In February, September, and October 2025, internal audits of the Social Responsibility Management System were conducted, identifying 18 opportunities for improvement. Supplier internal audits were also carried out with service providers Coplast, DSD, Hunt, CL, and PrevenFire, resulting in 23 non-conformities and 13 opportunities for improvement.

In March (Stage 2) and September 2025, BIC Amazônia underwent external certification audits conducted by RINA to assess the Social Responsibility Management System.

The audit team conducted a process-based audit focused on significant aspects, risks, and objectives required by the standards, using interviews, observation of activities, and document and record reviews.

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

Number of non-conformities identified: Critical: 0 | Major: 0 | Minor: 5

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

Interviews with employees revealed notable improvements in interpersonal and professional relationships within the company, including improved relationships between managers, employees, and on-site third parties.

In June 2025, BIC held the Integrated Management System (IMS) Week in celebration of World Environment Day, featuring educational activities, competitions, parades, and engagement initiatives focused on environmental sustainability, social responsibility, energy efficiency, health, and safety.

In November 2025, BIC also celebrated Quality Week with factories and support areas, reinforcing quality culture and recognizing operational excellence.

IV- CRITICAL ANALYSIS

Critical analyses were conducted in May and October 2025. BIC monitors the performance and adequacy of its Social Responsibility System through internal audits, supplier audits, employee grievance channels, stakeholder feedback, internal process changes, and external changes that may affect the system.

The Social Performance Team meets regularly to assess and strengthen compliance with the standard.

BIC maintains a monitoring system for outsourced suppliers and requires national suppliers to sign a commitment to comply with SA8000 requirements.

Risk assessments are conducted to identify risks and impacts within the system, with the most recent assessment completed in December 2025.

V- SUPPLIERS AND SERVICE PROVIDERS

Consistent actions are being developed to influence suppliers and service providers to adopt the same social practices embraced by BIC.

Currently, all suppliers and service providers are signatories to BIC's Code of Conduct, which incorporates all SA8000 requirements.

VI- CODE OF CONDUCT AND ETHICS

Aligned with the Group, BIC Amazônia launched its own Code of Conduct in February 2010 to establish ethical principles in relationships with suppliers and partners, as well as a Code of Ethics governing internal conduct.

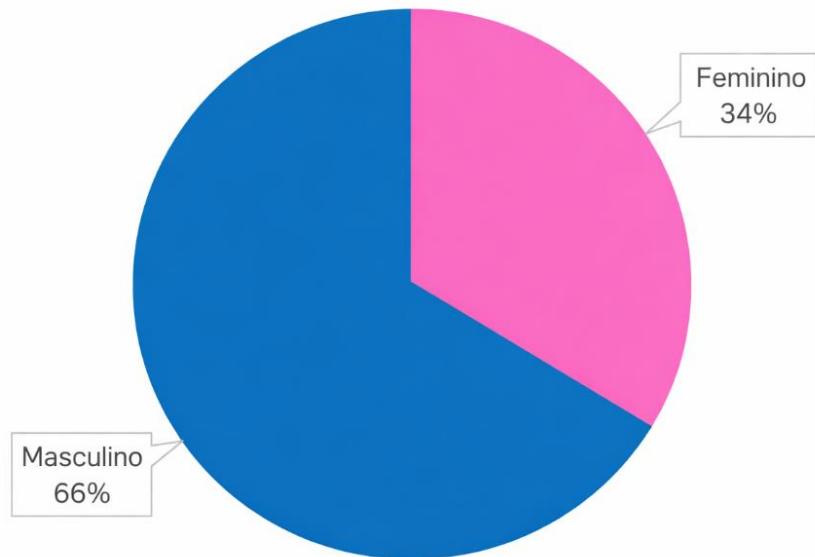
The objective of the Code of Ethics is to formalize BIC's fundamental ethical principles, serving as a reference for all employees to ensure compliance and promote a work environment where doing the right thing is part of daily practice.

These principles guide daily conduct and reflect who we are to all stakeholders, supported by open dialogue within the Social Responsibility Management System based on SA8000.

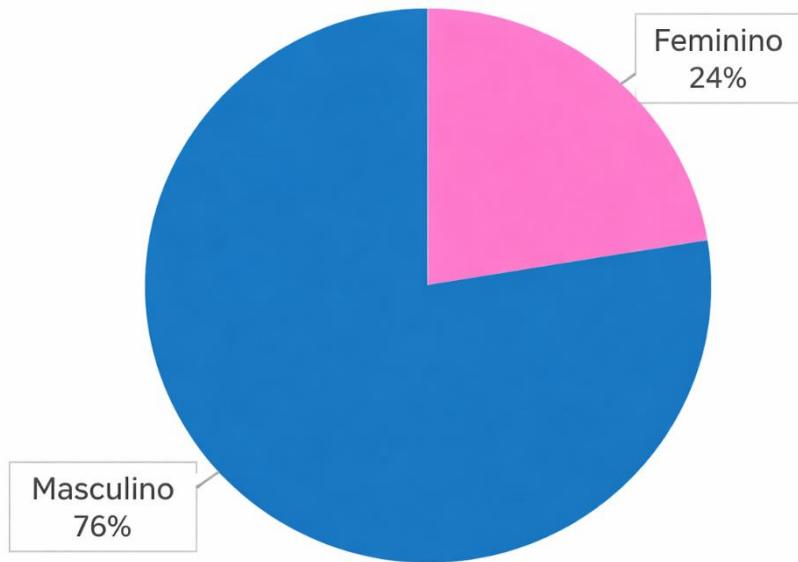
VII- SOCIAL INDICATORS

The workforce consists of 833 employees, 169 fixed third-party workers, 15 interns, and 36 apprentices. This team represents BIC Amazônia's diversity, which is welcomed and valued as a strength.

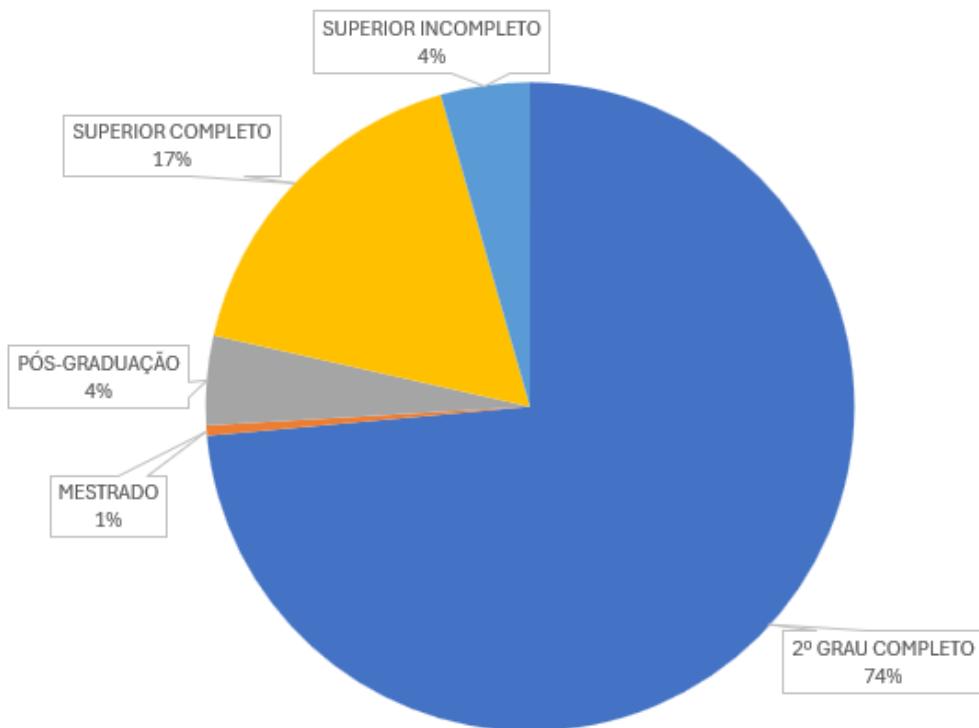
DISTRIBUTION OF EMPLOYEES BY GENDER



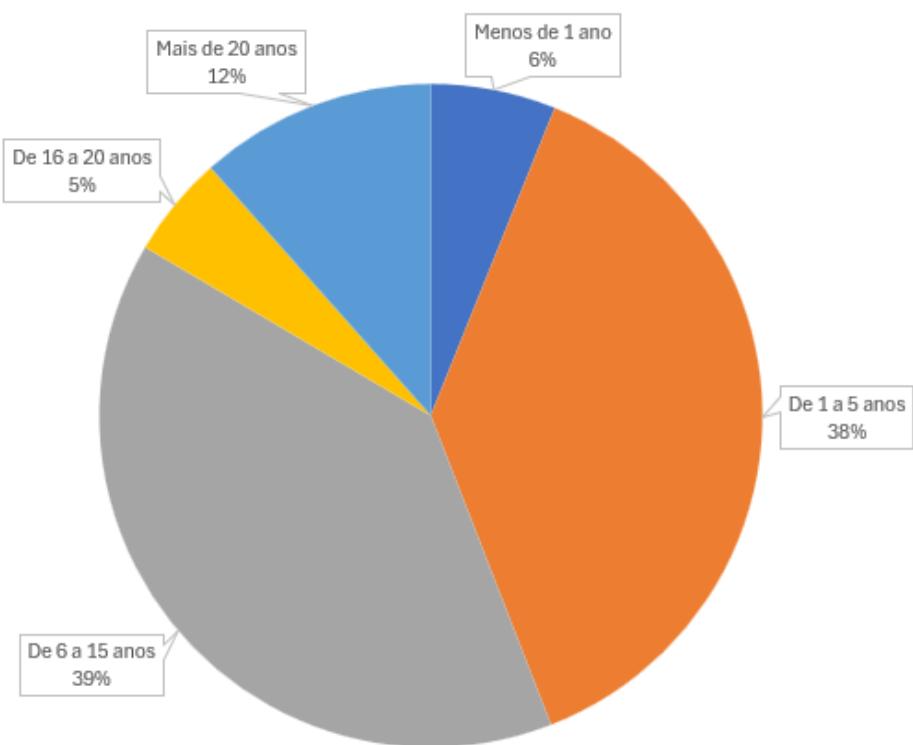
DISTRIBUTION OF MANAGERS BY GENDER



DISTRIBUTION OF EMPLOYEES BY EDUCATIONAL LEVEL



DISTRIBUTION OF EMPLOYEES BY LENGTH OF SERVICE



a) Community actions:

Through the BIC Foundation and local initiatives, BIC reinforces its commitment to social, educational, and sustainable development within the communities where it operates.

PRODUCT DONATIONS

• Support for educational initiatives – general data:

Throughout the period, BIC supported 42 institutions, including schools, Civil Society Organizations (CSOs), and communities, through the donation of products intended for educational initiatives and learning support. More than 110,000 products were donated, contributing to the improvement of educational conditions and access to essential materials, as described below.

• Indigenous Communities:

At Parque das Tribos, BIC donated school kits to the Witoto Indigenous Community, benefiting 54 children. The initiative supported access to educational materials and contributed to strengthening the education of children from Indigenous peoples, respecting cultural diversity and promoting social inclusion.

• Public Schools:

BIC supported 11 public schools in Manaus and in the interior of the State of Amazonas through product donations. The initiative included five schools in the municipality of São Gabriel da Cachoeira and six schools in Manaus, benefiting more than 1,600 students in the interior and over 1,800 students in the capital. In total, 42,900 products were donated, strengthening pedagogical activities and learning conditions.

• CSOs and Government Entities:

BIC supported 21 institutions through the donation of materials for social and educational projects, including the Junior Firefighter Educational Program (PROEBOM/CBMAM), organizations working with autistic children, and CSOs in the social assistance sector. In partnership with the Social Promotion Fund (FPS), 10 CSOs benefited from the donation of 25,000 pencils. Additionally, BIC supported a municipal support center in Fonte Boa and Ycamiabas – a shelter for women victims of domestic violence and their children, reinforcing the company's commitment to social protection.



CORPORATE VOLUNTEERING

▪ BIC FOUNDATION | Innovation Camp:

The Innovation Camp, an initiative of the BIC Corporate Foundation in partnership with JA Brasil, offered hands-on innovation classes for high school students. BIC volunteers led activities focused on creative thinking, teamwork, and engagement with the job market.

The initiative benefited approximately 400 students, as well as teachers and school teams, with the participation of 20 volunteers who contributed a total of 190 volunteer hours.



SOCIAL ACTIONS AND CAMPAIGNS

▪ Open Doors:

In September, BIC carried out the Open Doors initiative aimed at the local community, welcoming approximately 40 fifth-grade students, aged 10 to 12, from a school in Manaus to visit the company's factory. The visit took place in two shifts (morning and afternoon) and included a tour of the Writing Factory, where students learned about the manufacturing process of BIC pens and BIC Evolution pencils. The initiative had an educational purpose and promoted closer engagement with the industrial environment, contributing to knowledge expansion, curiosity stimulation, and the appreciation of education.

▪ Global Education Week – “Writing Our Future, Together”:

This initiative aimed to promote environmental awareness and encourage sustainable behaviors among children, based on educational content from the international organization Take Action Global (TAG). Activities included workshops, a drawing contest, and the donation of school kits (colored pencils, pens, and graphite pencils). Held on October 30, the initiative involved 20 BIC volunteers and support for school presentations. Overall, it impacted 400 people, totaling 80 hours of corporate volunteering.



▪ Christmas Campaign:

BIC Amazônia's Christmas campaign, carried out in partnership with Grupo Raio de Sol (HEMOAM), promoted the "Christmas of Hope" initiative, involving the donation of toys, clothing, and footwear. The initiative benefited 94 children and adolescents undergoing treatment at HEMOAM, bringing care, joy, and solidarity during the holiday season.



SPONSORSHIP

▪ Amazon Sustainable Foundation (FAS) – DICARA Project:

Through an incentive-based project, in partnership with the Amazon Sustainable Foundation (FAS), BIC supported the DICARA Project in the municipalities of Eirunepé and Manicoré between January and March 2025. The initiatives reached more than 660 people from riverside communities, offering socio-educational, cultural, and sports activities, environmental education, and leadership development, including guitar lessons, computer training, and socio-educational workshops.



▪ Guardians of the Amazon:

The project promoted a seven-day program of educational activities for children and young people, focusing on sustainability, the SDGs, bioeconomy, the UN 2030 Agenda, material reuse, theater, and mindfulness. As a legacy, waste collection bins were delivered to participating schools. The initiative reached more than 3,000 students, trained over 120 teachers, supported the planting of more than 550 seedlings, and enabled the installation of five waste collection bins.



- **BuZum – Educational Traveling Theater:**

The BuZum project, sponsored by BIC, is a traveling theater initiative that uses object theater to address educational topics in a playful and engaging way. The performance *“What Now?”* focuses on climate change, with its content adapted into comic books and educational materials. A total of 17 performances were held in four public schools, impacting 1,428 students and 78 teachers, with the distribution of more than 1,500 educational materials.



- **Lábrea Hub – Institute of Sport and Education (IEE): Sport as an Educational Tool:**

The Institute of Sport and Education (IEE) uses sport as an educational instrument, maintaining ongoing hubs for children and young people in situations of social vulnerability. In Amazonas, the project operates in Lábrea and in Indigenous communities along the Purus River, with activities carried out throughout the year. The initiative benefited more than 800 participants, including 9% Indigenous children and 46% girls, distributed across six hubs, promoting inclusion, social development, and community strengthening.



▪ BIC Solidarity | SOS Riverside Communities:

In June, the SOS Riverside Communities campaign was carried out, collecting food donations for riverside families affected by flooding. The initiative was strengthened by the solidarity action of BIC employees — “For every 1 kg of food donated, BIC donates an additional 1 kg” amplifying the campaign’s social impact. A total of 788 kg of food were collected by employees.



▪ Installation of an Artesian Well for the Community:

BIC implemented an artesian well to serve the local community, contributing to regular access to water and improving health conditions, hygiene, well-being, and overall quality of life for the population served. The initiative reinforces the company’s commitment to social development, territorial responsibility, and support for sustainable solutions to meet the community’s basic needs.



b) Actions for Employees

▪ Investment in technical and operational training:

BIC invested in technical and operational training for employees, totaling 18,713 training hours and resulting in 88 internal promotions through recruitment processes and direct promotions in 2025.

▪ Leadership development:

Training and development of 50 managers through the Leadership School program.

▪ Back-to-School Project:

At the beginning of the year, in support of the school return period, BIC donated BIC product kits to employees' children, contributing to access to school supplies and supporting families' educational routines.

▪ Children's Day:

As a way of valuing employees and supporting their families, BIC carried out a Children's Day initiative, providing gifts to employees' children through deposits to the Bulla card, ensuring practicality, freedom of choice, and inclusion.

▪ Integrated Management System (IMS) Week:

In April 2025, BIC held the Integrated Management System (IMS) Week with the objective of reinforcing the pillars of Safety, Environment, and SA8000 – Social Responsibility. The program included a series of educational and well-being activities, such as a Mental Health and Well-Being lecture, flu vaccination, dental care services, prevention initiatives in partnership with the Federal Police and the Environmental Military Police, as well as exhibitions, recycling booths, and seedling distribution. To support awareness, all employees and fixed third parties completed an e-learning module on Safety, Environment, and SA8000, strengthening knowledge of these essential themes for the company's culture.



▪ Open Doors Project:

The Open Doors Project aims to bring families closer to the workplace, allowing employees' children to visit and learn about the environment where their parents work. The initiative values employees, reinforces a culture of safety and sustainability, strengthens the sense of belonging, and promotes an integrated experience between families and the company. During the period, the project involved the participation of 331 children.



▪ **Lecture – Combating Violence Against Women:**

A lecture on preventing and combating domestic and family violence against women was held, conducted by the Maria da Penha Patrol, at the Unit 4 auditorium. The initiative was part of BIC's awareness and prevention efforts and was attended by 70 employees.



▪ **Yellow September Lecture:**

BIC held an online lecture in observance of Yellow September, focusing on suicide prevention and the promotion of mental health care. The initiative was part of the company's awareness efforts, expanding access to information and encouraging dialogue on the topic among employees and third parties.

▪ **Planning Tomorrow Program (PPA):**

The Planning Tomorrow Program (PPA) is an initiative of BIC Amazônia aimed at supporting employees in preparing for retirement, with a focus on career transition planning and the next phase of life. Conducted over three sessions, the program provided guidance and reflection on professional, financial, and personal aspects, contributing to a more conscious and structured transition. The initiative involved the participation of 44 employees.



▪ **Monitoring of Employees on INSS Leave:**

BIC provides ongoing social follow-up for employees on leave through the Brazilian Social Security Institute (INSS), with the Social Services team working in coordination with the Human Resources and medical clinic areas. The initiative includes guidance on social security rights, support during the leave period, and preparation for return to work, when applicable. This action contributes to maintaining the employment relationship, welcoming employees, and promoting a safer and more humane reintegration.

▪ **Health Campaigns:**

All areas were mobilized for monthly health and awareness campaigns aimed at all employees, addressing topics such as Purple August (combating violence against women), Yellow September (suicide prevention), Pink October (breast cancer prevention), Blue November (prostate cancer prevention, including PSA testing), and Red December (HIV/AIDS and STI prevention). Actions included internal communication campaigns and health talks held within the areas, strengthening awareness and ongoing care.

▪ **Internal Marketing Actions (Endomarketing):**

Endomarketing consists of a set of strategic actions aimed at the internal audience, with the objective of strengthening employee engagement, appreciation, and recognition, contributing to a collaborative work environment aligned with the company's values and directly impacting employees' sense of belonging. In 2025, BIC Amazônia developed several endomarketing initiatives focused on engagement, recognition, and employee well-being, such as Mother's Day, Father's Day, Women's Day, Monthly Birthday Celebrations, Easter egg distribution, Christmas basket distribution, and the Year-End Celebration Party, with the goal of celebrating achievements throughout the year and strengthening the bond between the company and its employees.

▪ **BIC Baby Project:**

BIC Baby is an internal social responsibility initiative aimed at welcoming and valuing employees upon the arrival of a child. Through the project, BIC provides a baby kit, reinforcing a more empathetic, humane, and welcoming organizational culture.

▪ **Jubilee:**

The Jubilee is a commemorative event dedicated to recognizing employees' length of service and professional journeys. The event celebrates employees who complete 5, 10, 15, 20, 25, 30, and 35 years with the company, valuing dedication, commitment, and the stories built over

the years, reinforcing the sense of belonging and the importance of people within the organizational culture.

▪ Investments in Benefits:

External medical assistance, chartered transportation, balanced meals, life insurance, and childcare assistance.

▪ Company Profit-Sharing Program.

▪ BIC Employees Association (Recreational Club):

The Recreational Club is a space dedicated to promoting leisure and employee integration. Through the club, various sports, recreational, and cultural activities are organized, such as pool, foosball, dominoes, and soccer tournaments, as well as trips and events. The club also offers company products for sale at affordable prices.

▪ Back-to-School Project:

The Back-to-School Project is an initiative to support employees through the donation of BIC product kits to employees' children during the school period. The action aims not only to support employees but also to reinforce the company's social commitment.

▪ Well-Being Benefit:

BIC maintains a partnership with Wellhub, a benefits platform that provides access to well-being and mental health applications, as well as discounts at gyms in Manaus. The benefit is available to all employees and extended to their dependents, contributing to the promotion of physical and emotional health and quality of life.

We remain available for further information via email at sa8000@bicworld.com