



SUSTAINABILITY

REPORT



2022



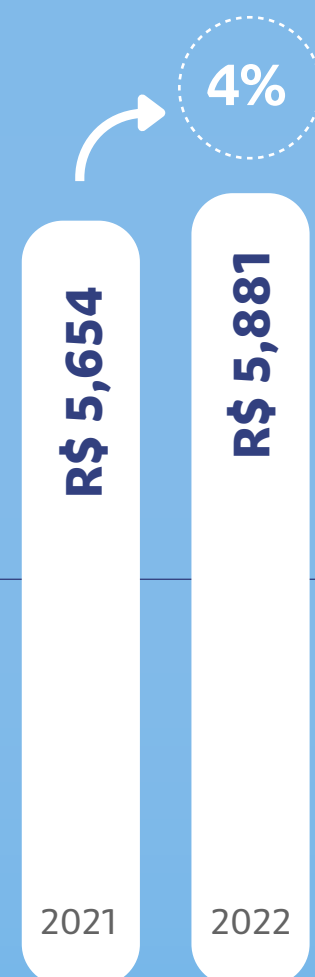
TAE Tigre Wastewater Treatment Plant
Cuiabá - MT



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2022: YEAR OF STRATEGIC CONSOLIDATION

The 2022 results show that Tigre is on a winning path, resulting from strong strategic planning and execution capacity.



4% growth in net revenue, reaching R\$ 5,881 million



13%
improvement
in gross margin,
per ton, compared
to 2021.

**ZERO
WASTE**

Joinville Unit certified as a Zero Waste to Landfill.

**We are one of
the major players
in the Americas,**



leading the pipes and fittings market in Brazil, Paraguay, and Bolivia.



Complete solutions
for the water and
wastewater sector
with the launch of
Tigre Sanitation.



GPTW certification in five countries

1st Place in the Santa Catarina state

3rd in Paraguay

12th in Brazil



One of the most **internationalized** companies in Brazil according to Fundação Dom Cabral's ranking.

MESSAGES FROM LEADERSHIP

GRI 2-2

MESSAGE FROM THE BOARD OF DIRECTORS

Building the future.

Tigre enters its 82nd year ever more solid and acclaimed because it has always known how to respect the pillars on which it was built. Valuing people, respect for the environment, transparency, and ethics in the conduction of its business have been the guiding threads in decision making at all levels of this organization.

The decision to seek a partner - a partner with a broader and more strategic vision, with international operations and influence across multiple market segments - allows us to see further ahead, with our eyes focused on what is really important. In 2022, investment funds affiliated with Advent joined us to help build new avenues of growth for Tigre, which has in fact been happening in an accelerated manner, while maintaining care for the pillars that have always guaranteed our sustainability.

The awards from Great Place to Work (GPTW), which ranks us as the 12th best company in Brazil, best company of Santa Catarina and 3rd best company to work for in Paraguay, corroborate our firm determination to value Tigre professionals. We are a recognized employer brand in Brazil and abroad because of our purpose and human resources policies, and especially because of our history of ethical and transparent relationships and business, always seeking the satisfaction of all parties. In 2022, we took important steps in diversity, equity, and inclusion, among them the entry of independent board member Maristella Iannuzzi Marante, which reestablishes the presence of women in our Board of Directors.

Since we are optimists and understand that building the best opportunities depends more on us than on others, we are confident that our steps will continue to be assertive, in the direction of sustained growth, as we have done for generations.

Our achievements in 2022, in issues related to diversity, in efficiency gains, in improving operations, in the constant growth of customer satisfaction, show that our pillars, deeply rooted for more than eight decades, help us understand the current scenario and prepare us to take increasingly higher flights with total safety.

Felipe Hansen

Chairman of the Board
of Directors of Tigre Group



MESSAGE FROM THE CEO

It was a year of remarkable results, which demonstrates the clarity in our priorities, with productivity and efficiency.

Our purpose of managing water to transform people's quality of life consolidates our commitment to sustainable development and human rights, confirmed by our adherence to the Global Compact. This can be seen in our operations by investments in innovation and sustainability in order to ensure that our actions are socially and environmentally responsible.

Now that the acute period of the Covid-19 pandemic is over, we are able to invest with more certainty in strategic priorities in order to continue the actions that will lead us to leadership in the Americas in water conveyance systems.

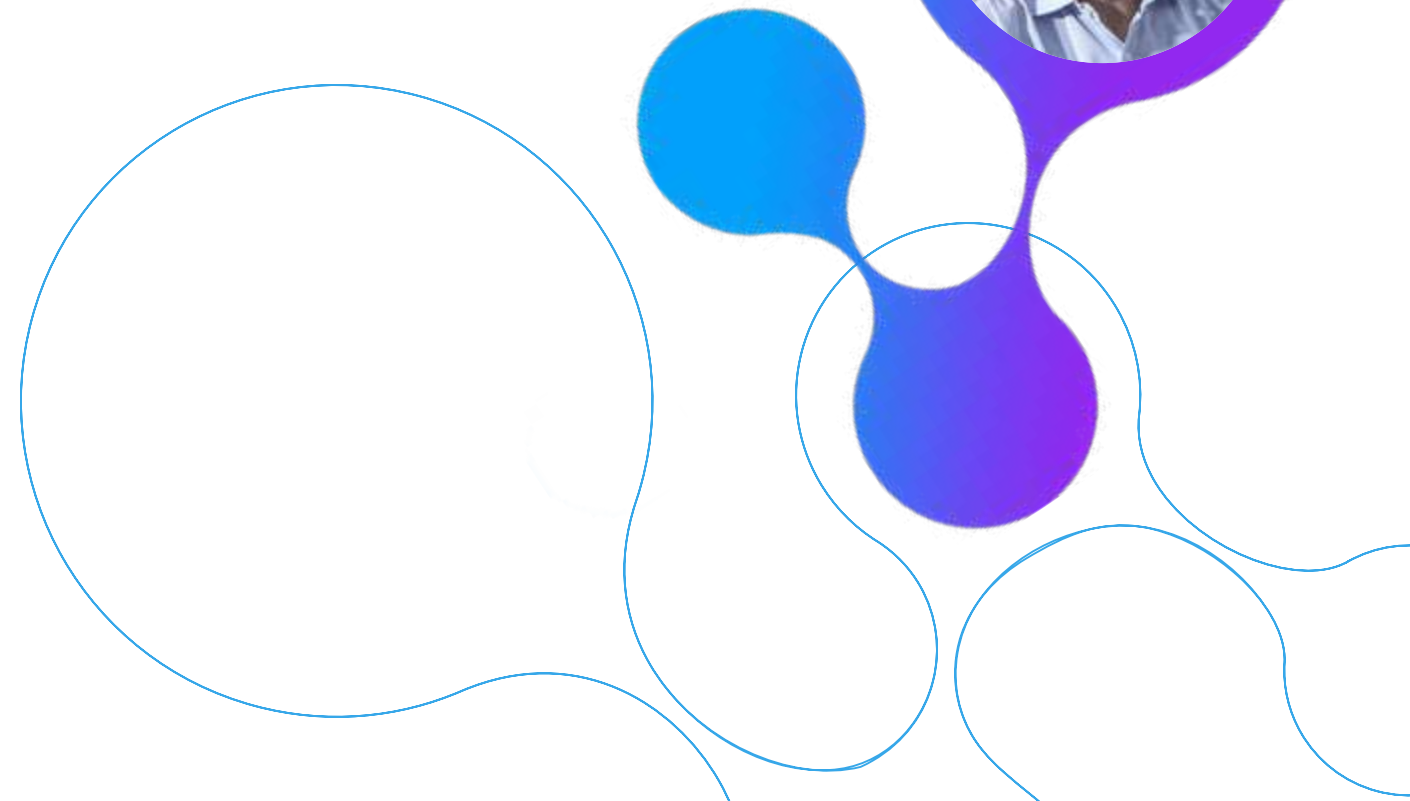
It was, again, a year of remarkable results, which demonstrates the clarity in the agreed priorities, with productivity and efficiency in investments and cost management, supported by a matrix structure, which optimizes our performance.

The link between purpose and business was strongly materialized in 2022 in the launch of Tigre Sanitation, a value proposal that presents a unique position in the market, guaranteed by the synergy among our different businesses. The initiative allows our customers to consider their needs in a joint, sustainable, and efficient way, in a sector that still has a lot to accomplish in our country.

We work with innovation so that it is at the service of solving our customers' pain points, reducing costs, increasing efficiency, and thinking about the environment in order to offer the best solutions for these expanding segments. Another relevant topic in 2022 was related to our people: we created the Diversity, Equity and Inclusion Committee, with actions that should unfold over the next few years.

The infrastructure, construction, and irrigation markets have great growth expectations in 2023 and beyond. As market leaders, we rely on the tradition of trust and quality to further strengthen our relationship with customers and consumers, shareholders, business partners, and professionals. Together we want to build a sustainable future, in which access to water is not only a right, but also a reality for everyone.

Otto von Sothen
CEO of Tigre Group



LEARN MORE
ABOUT TIGRE



PROFILE

GRI 2-1 | 2-6

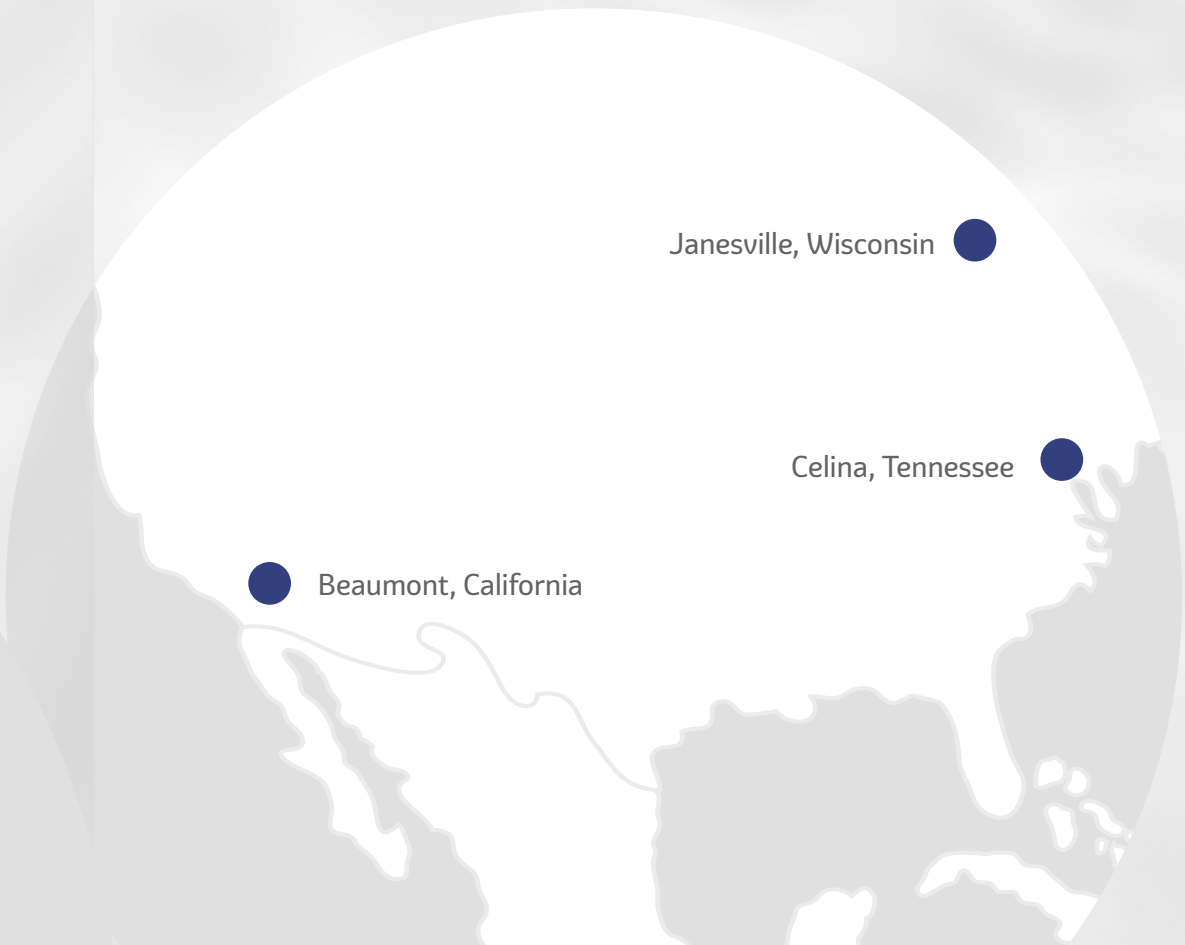
Solidity and reliability mark the history and performance of Tigre, which expands its business in line with the development of the markets where it operates, benefiting people and the environment.

Headquartered in Joinville and present in more than 30 countries, the company produces materials for many sectors such as hydraulic and electrical, drainage, sanitary accessories and metals, infrastructure, and painting tools in 24 manufacturing units.

Its value chain is composed of regional and global suppliers, managed by a matrix structure that promotes innovation, compliance, and efficiency through long-term relationships, with optimization of costs, resources, and processes. Among its customers are construction, sanitation, and retail companies, which are at the center of decisions and production processes - from insights collected by constant market research and active listening in business relationships.



STRENGTH IN THE AMERICAS



Tigre Pipes and Fittings Infrastructure and construction solutions for water conduction and sanitary sewage; products that promote water and energy savings in irrigation.	Tigre Water and Effluents (TAE) High performance solutions for wastewater treatment.	ADS Tigre Corrugated pipes in high density polyethylene (HDPE) for applications in rainwater drainage, irrigation, mining, sanitation, detention, and retention.	Tigre Painting Tools Brushes, rollers, paintbrushes, and accessories to meet all needs: real estate, artistic or school.	Tigre Metals Design, functionality and style for kitchens, bathrooms, service areas, and many other environments.
Tigre Sanitation New value proposition that intelligently integrates the Tigre, ADS and TAE solutions, with complete solutions for water and wastewater treatment.				

SOLID MANAGEMENT

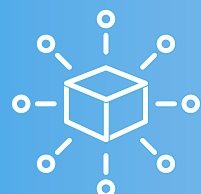
STRATEGY ALIGNMENT

Through strategic improvement, the company is aligned with the best management practices, acting ethically and delivering results.



Purpose

Manage water to transform people's quality of life.



Mission

Create innovative solutions for the construction world.



Vision

We are sure that the place where people live can always be better.



Values

Trust, Innovation, Customer Commitment, Sustainability, Diversity.

The execution of Tigre's strategy, based on the Playing to Win model, was accelerated in 2022 with the entry of the new shareholder, Advent International. The clarity of the priorities and goals established in previous years was manifested during the year by achieving the proposed results, especially in Brazil and the United States - key markets for fulfilling the ambition of leadership in water conduction systems in the Americas.

In alignment with the strategy, the value proposal of [Tigre Sanitation](#), was launched during the year, which materializes the purpose of the company by offering complete solutions for the basic sanitation sector. Concurrently, the business mix in operations offers resilience to the Group's results, with operations in multiple sectors such as retail, construction, and irrigation.

Among the company's strategic drivers are, in addition to leadership in the continent, aspects of efficiency, innovation, sustainability, and people.

The objectives, ambitions, and resources to win are deployed for each of the business units, which promotes corporate alignment and allows local peculiarities in the geographies to be considered, as well as quantitative and qualitative indicators to monitor the results. The strategic drivers and the budget plan are the basis for setting annual individual goals.

The results are disclosed quarterly to the market through the investor relations channel, in line with the guidelines and rules established by the Securities and Exchange Commission in Brazil (CVM). They can also be followed quarterly by all the company's professionals through Business in Focus, a live session broadcast online with simultaneous translation and high rates of access and favorability in the audience. In the live video, CEOs, directors, and guests explain the strategy and answer questions from the internal audience. The channel's content, which can also be viewed asynchronously, is deployed in monthly meetings with leaders and teams at the plants.

Matrix design and data support

Concretization of the strategy is guaranteed by the matrix structure of the activities, with Centers of Excellence that develop and disseminate best practices in all of the Group’s businesses. Together with local leaders and the company’s Executive Committee, the Centers of Excellence define functional priorities with emphasis on long-term business development. The Executive Board has been professionalized for more than 25 years and was strengthened with the entry of a new Executive Director in the Operations area in 2023, accelerating innovation and business excellence.

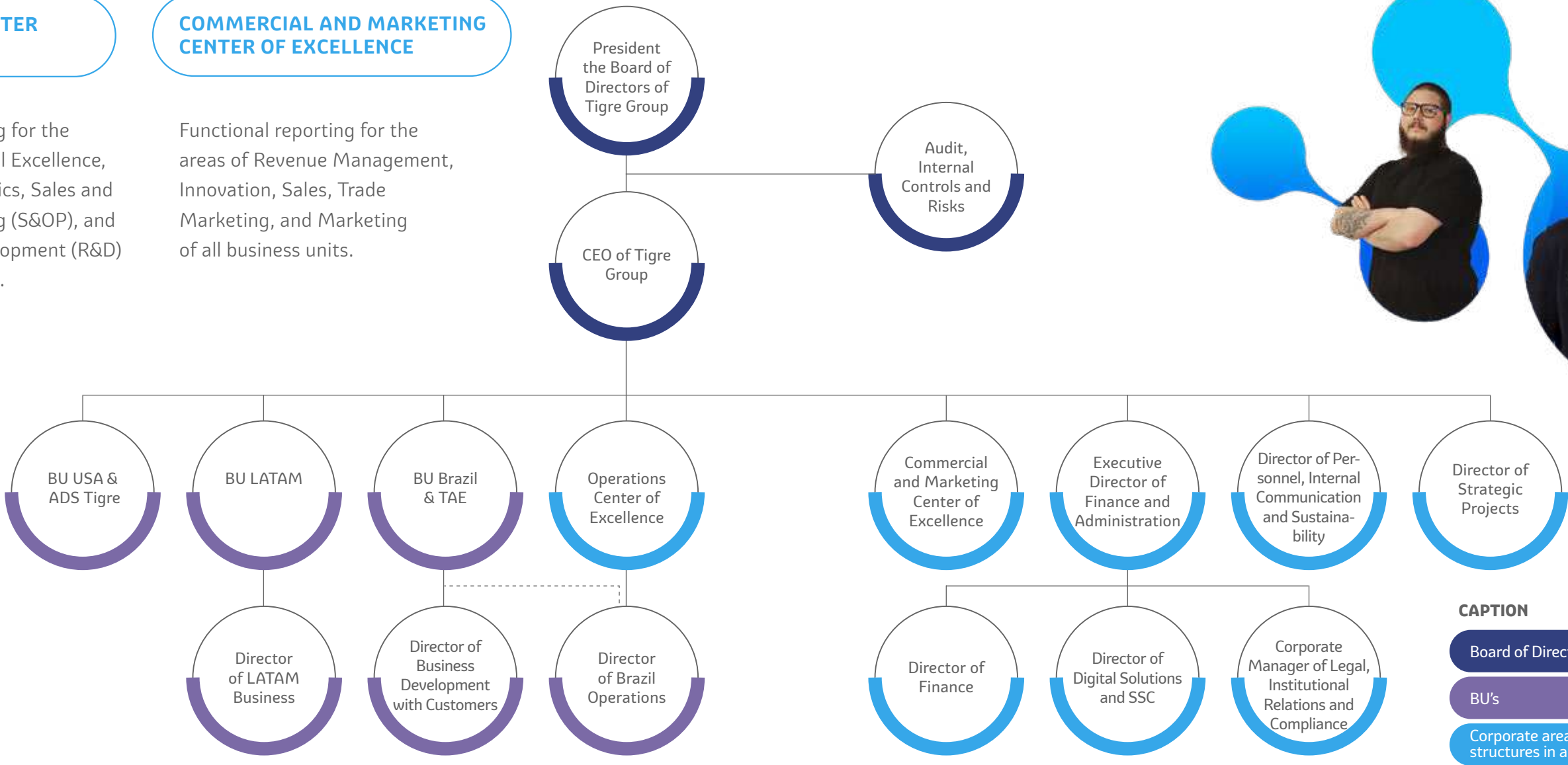
Business performance and the pursuit of strategic results are also supported by the intensive use of advanced analytics, with performance reporting and analysis to support decision making. In 2022, the structure was consolidated and expanded, reaching 10 thousand accesses per month, with scalability and data security. To guarantee access and understanding of the system, translators - professionals from different areas who are trained to have deeper knowledge of the tools - help in the dissemination of information and promote the use of the resource. Data management, which includes commercial, operational, and financial matters, feeds back this information into the results, allowing the continuous expansion of organizational knowledge.

OPERATIONS CENTER OF EXCELLENCE

Functional reporting for the areas of Operational Excellence, Engineering, Logistics, Sales and Operations Planning (S&OP), and Research and Development (R&D) of all business units.

COMMERCIAL AND MARKETING CENTER OF EXCELLENCE

Functional reporting for the areas of Revenue Management, Innovation, Sales, Trade Marketing, and Marketing of all business units.



CAPTION

Board of Directors/Report to BD

BU's

Corporate areas with structures in all BU's

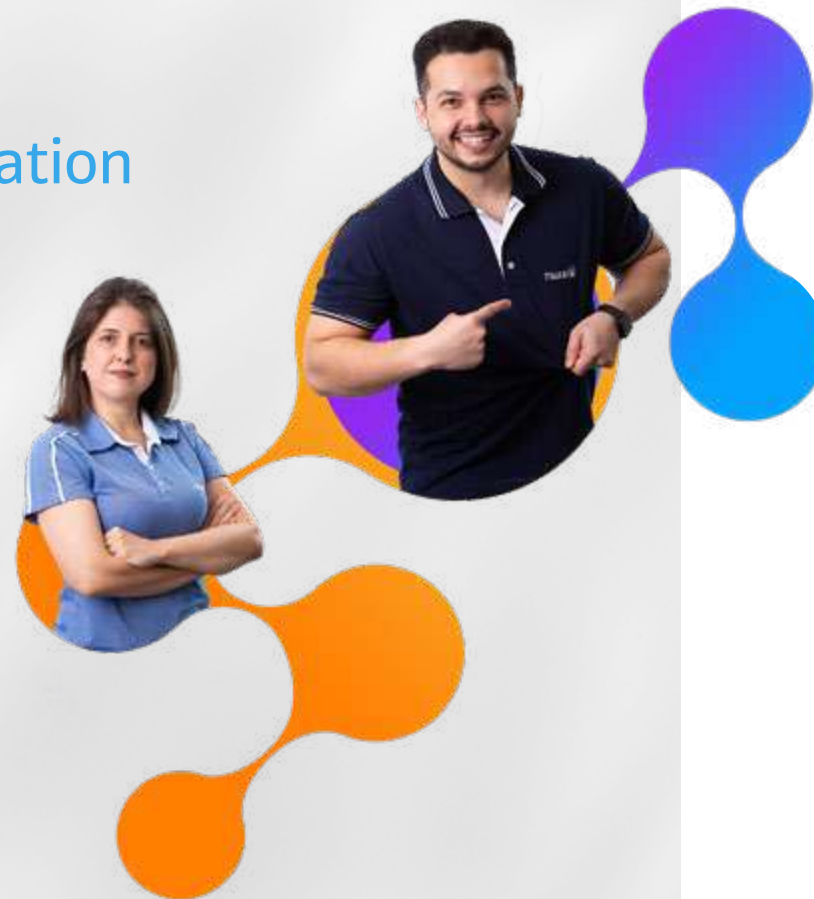
SUSTAINABILITY JOURNEY

GRI 3-1 | 3-2

We invested in the dissemination of the sustainability culture in an even broader way, with actions that followed the established priorities.

The environmental, social and governance aspects (ESG) represent one of the strategic axes of growth for Tigre and showed great progress in its systematization and management over recent years. The water essence of the company's purpose puts sustainability at the forefront, both in the provision of responsible and efficient solutions and in the social and environmental performance of operations.

In 2022, the company invested in disseminating the sustainability culture in an even broader and more accessible way, in all business units, in the corresponding languages, and for all organizational levels.



The goal was to use all internal and external communication levers (on-site and online events, intranet, social networks) to strengthen the presence of ESG aspects in the day-to-day operations and of its professionals and business partners. In addition to promoting transparency, the initiatives have reinforced the strategy and ensured the alignment of actions.

The company's sustainability strategy was updated in 2021, with the review of the materiality process, which determined 11 priority topics, grouped into five axes. Using the analysis of sectorial studies and references of the sectors in which Tigre operates, 18 topics were listed and discussed with the company audiences. The mapping of stakeholders considered any groups directly and indirectly impacted by the operations, and six of them were selected as strategic audiences for capturing perceptions on the Group's business: leaders, resellers, customers, construction professionals, technicians, suppliers, and Tigre professionals - from all the countries in the Americas where Tigre operates.

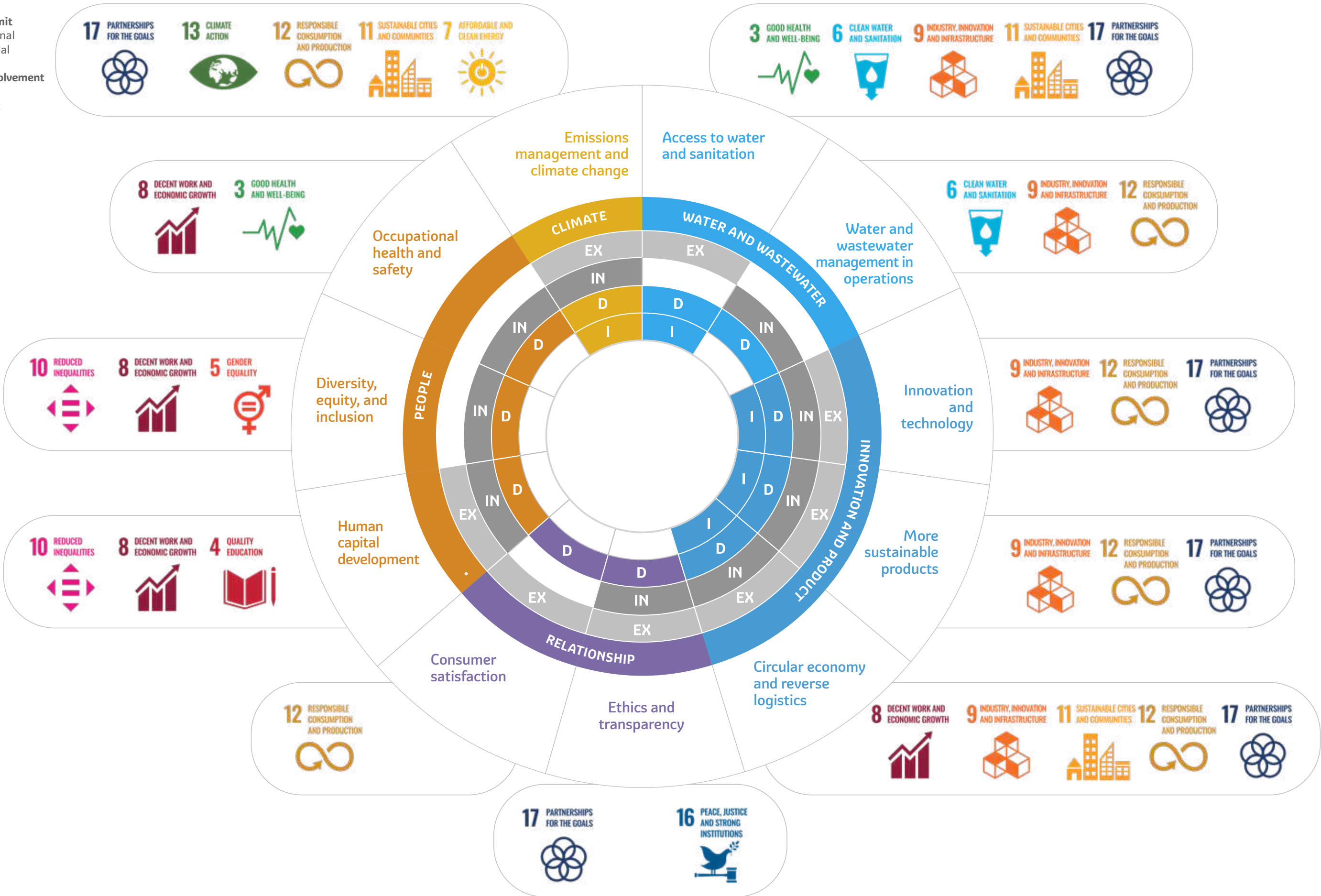
The applied survey, consisting of questionnaires and committee interviews, totaled 1,278 participations, which defined the 11 material topics for the company's ESG strategy. All material topics are addressed throughout this report, demonstrating advances, management, major initiatives, and programs, in order to meet expectations and provide transparency to the different stakeholders.

In 2022, actions were developed according to the established priorities, and one of the key deliverables was the structuring of the Diversity Program, prepared with the participation of the recently created Diversity, Equity and Inclusion Committee, in addition to an internal goal related to the topic.



Impact Limit
EX = external
IN = internal

Tigre's Involvement
D = direct
I = indirect



Impact management

GRI 2-12 | 2-13 | 3-3 Material topics

As the guardian of the strategy, the Board of Directors at Tigre follows the long-term guidelines in sustainability, as well as evaluates the risks and opportunities inside and outside the business environment. As the changes in the environmental, social and governance contexts are dynamic, the Board is supported by the People, Compensation and ESG Committee, which presents suggestions and opinions, evaluates the coherence of policies and procedures in relation to strategic guidelines, and monitors and provides transparency to ongoing initiatives.

The material topics were included in the Strategic Sustainability Plan, managed by the Director of Personnel, Internal Communication and Sustainability, with quarterly monitoring of the goals and progress by the Committee. Management of the impacts of the material topics is transversal, with the participation of several areas of the company, which perform the activities and have influence on the impacts. The Sustainability area manages the strategic plan, supporting the actions and guidelines.

In 2022, processes and indicators were developed, as well as internal monitoring targets. Every quarter the Board of Directors analyzes reports with updated indicators and actions and, annually, it reviews and approves this Sustainability Report. **GRI 2-14**

GOVERNANCE

GRI 2-9 | 2-10

We have a solid governance structure, which determines and monitors the implementation of our strategy in financial and socio-environmental aspects.



Tigre invests to establish a professional Board of Directors, composed of renowned businesspeople and executives of the market. In 2022, the presence of women was reestablished with the election of independent board member Maristella Iannuzzi Marante. A non-statutory Diversity, Equity and Inclusion committee has also been implemented, which supports the People, Compensation and ESG Committee and consists of the board member, a shareholder representative, an external consultant, and executives.

In 2022, an evaluation of the collegiate and its members was conducted, which served as a reference for the composition of the current Board and Statutory Committees. The evaluation considers composition, qualification, and dynamics of the Board, as well as business strategy, corporate risks, and, among other issues, dedication to addressing ESG matters. After presenting the results, the Board of Directors creates an action plan with the most important initiatives that should be prioritized throughout the year to achieve the strategic objectives and best governance practices. **GRI 2-18**



Board of Directors

Composed of seven members, five of whom are independent, and one is a woman.



Finance and Projects Committee

Composed of three members, at least one of which is an independent member.



Audit and Risk Committee

Composed of three members and two of them are independent members.



People, Compensation and ESG Committee

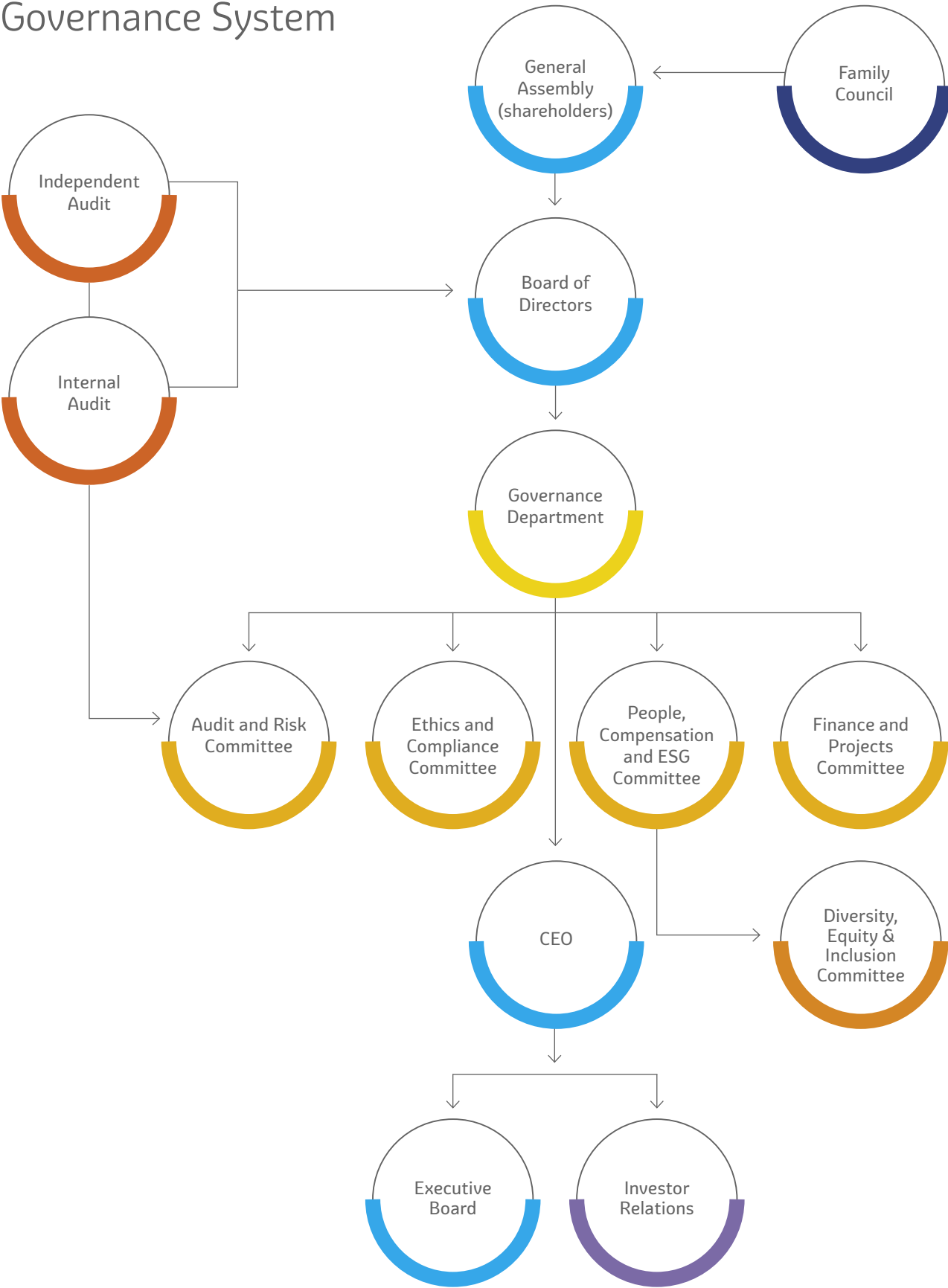
Composed of three members and one of them is an independent member.



Ethics and Compliance Committee

Composed of four members, two of whom are independent, and one is a woman.

Governance System



ETHICS AND TRANSPARENCY

GRI 2-23 | 3-3 ETHICS AND TRANSPARENCY

Our Code of Ethics and Business Conduct guides our responsible business behavior and our relationship with stakeholders.

Ethics and transparency are essential business requirements for Tigre Group, which has more than eight decades of reputation built on responsible business conduct. These aspects provide security to professionals and stakeholders and are guaranteed by a structure of policies, controls, and processes that observe the principles, avoiding relationship, reputational, and financial risks.

Tigre uses its Code of Ethics and Business Conduct as a guideline for the preparation of other corporate processes and conducts, in addition to being a parameter for relationships with communities, competitors, customers and partners. Internally,

in case of non-compliance with the rules, there is a system of accountability through disciplinary measures, ensuring that deviations will be addressed and corrected. **GRI 2-24**

In addition to the Code, which is available to all audiences and is delivered to 100% of the professionals in the hiring process, the company has established policies that have a direct connection with the organizational purpose and ethical posture.



In 2022, the Code and seven corporate policies were revised based on the international standard UK Bribery Act, including those relating to Relationships and Best Business Practices; Donations and Sponsorships; Gifts and Hospitality; and Anti-Corruption and Anti-Bribery. All tools and documents are available at www.tigre.com.br/en/ethics-channel.

The Code of Ethics and Business Conduct is approved by the Board of Directors, and the policies are validated by the relevant managers, with all premises applicable to all stakeholders and business units. By adhering to the Global Compact and present in countries that are signatories of the International Labour Organization standards,

Tigre recognizes and respects the rights established internationally, such as free association, labor safety and other norms applicable to business.

The Group has an Integrity Program to manage ethics and transparency issues, acting preventively by mapping and mitigating risks. There is an annual calendar of communication and training on the topics, focusing on those addressed in the ethics channel and in the recently published or updated policies. The Group's Compliance Risk Matrix contemplates operations and other business areas. **GRI 2-25 | 205-1**

Ethics Channel **GRI 2-16 | 2-26**

A tool for reporting exemplary practices and incorrect behavior, in disagreement with organizational guidelines or national and international legislation. The channel is available in all the countries where Tigre is present, for professionals and other stakeholders. The cases are evaluated by the Ethics and Compliance Committee, and the channel's effectiveness is tracked through the record of reoccurrences of addressed cases. The improvement feedback is received and forwarded to the channel's management company, which is outsourced and keeps the complaints confidential.

In 2022, 188 contacts were registered with the Ethics Channel, in Brazil and abroad, all (100%) of which were addressed and resolved during the year. There was an increase of approximately 22% in contacts, including suggestions from external customers, which can be attributed to greater dissemination of the Ethics and Compliance Channel, with the creation of a landing page for the topic in the corporate site of Tigre Group.

→ **LEARN MORE ABOUT TIGRE GROUP**

→ **LEARN MORE IN THE ETHICS CHANNEL**



SECTORIAL RELATIONS

GRI 2-28

Our participation in associative entities ensures maintaining a common agenda for development.

Tigre interacts with the sector by means of representative entities, for the development of matters of common interest, especially the dissemination of the culture of sustainability in the value chain. It also acts to ensure that government decisions and public policies consider sectoral impacts and gains.



Trata Brasil Institute (Instituto Trata Brasil): cofounder of the entity and member of its board, Tigre collaborated in 2022 for the formulation of a study on ESG and Trends in the Sanitation Sector in Brazil, published in 2023. Trata Brasil is a reference in studies about the segment in the country.



Brazilian Technical Standards Association (ABNT – Associação Brasileira de Normas Técnicas): Tigre has a seat on the deliberation council of the entity, which establishes technical standards for the standardization of products in order to guarantee competitive isonomy, technological development, protection of the environment and consumer protection.



Brazilian Association of Manufacturers of Materials for Sanitation (Asfamas - Associação Brasileira dos Fabricantes de Materiais para Saneamento): a member of the board of the entity, Tigre acts in favor of technical compliance. In 2022, the association established technical cooperation agreements in innovation and quality for the development of the sector.



Brazilian Association of the Building Materials Industry (Abramat - Associação Brasileira da Indústria de Materiais de Construção): brings together the players in the sector in Brazil, with a wide-ranging action focused on defending market interests before governments and other institutions. Abramat is one of the main entities in the segment, and Tigre was one of the founders and is a member of the deliberation council.

Tigre also participates in the actions of the Brazilian PVC Institute (IBPVC), of the Brazilian Plastics Industry Association (Abiplast), the Brazilian Association of Polyolefins and Systems (ABPE), the Brazilian Association of Machinery and Equipment Industry (Abimaq), the Brazilian Association of Privately-Owned Water and Energy Utility Companies (Abcon), the Competitive Brazil Movement (MBC), the CNI Innovation Business Movement (MEI), the Labor Union for the Non-Ferrous Metal Industry in the State of São Paulo (Siamfesp) and the Joinville Business Association (ACIJ).



The UN Global Compact: Tigre is part of the Action for Water Platform, of the Global Compact Network Brazil, being the only company in the building material segment involved in the initiative, which works on an agenda to engage the private sector in the adoption of sustainable practices.



Unicef Brazil: the CEO of Tigre, Otto von Sothen, joined the Advisory Board of Unicef Brazil in 2022. The Group works in initiatives with the entity, in order to promote the universalization of basic sanitation for the Brazilian population.

Collective initiative among companies from several sectors encouraged by the UN Global Compact Network Brazil to accelerate the universalization of sanitation and water security in the country. Tigre is the only company in the construction sector to integrate the movement.



More than just a public position, the +Water Movement proposes a joint journey for greater control, transparency, and collective actions, defending the definition of goals as a powerful way to boost companies with competitive advantage in the transformation of society towards the universalization of sanitation and water security in the country, advancing on SDG 6 - Drinking Water and Sanitation.



Felipe Hansen
and Rosane Maria
Fausto Hansen

Felipe Hansen, Chairman of the Board of Directors of Tigre Group and of the Carlos Roberto Hansen Institute, received the Order of Industrial Merit of Santa Catarina State in 2022. The award was instituted by Fiesc in 2000 to recognize personalities and institutions that work to promote the development of Santa Catarina's industry sector.

SUPPLIER MANAGEMENT

The matrix management structure allows monitoring supply in the different geographies, seeking synergies and risk prevention.

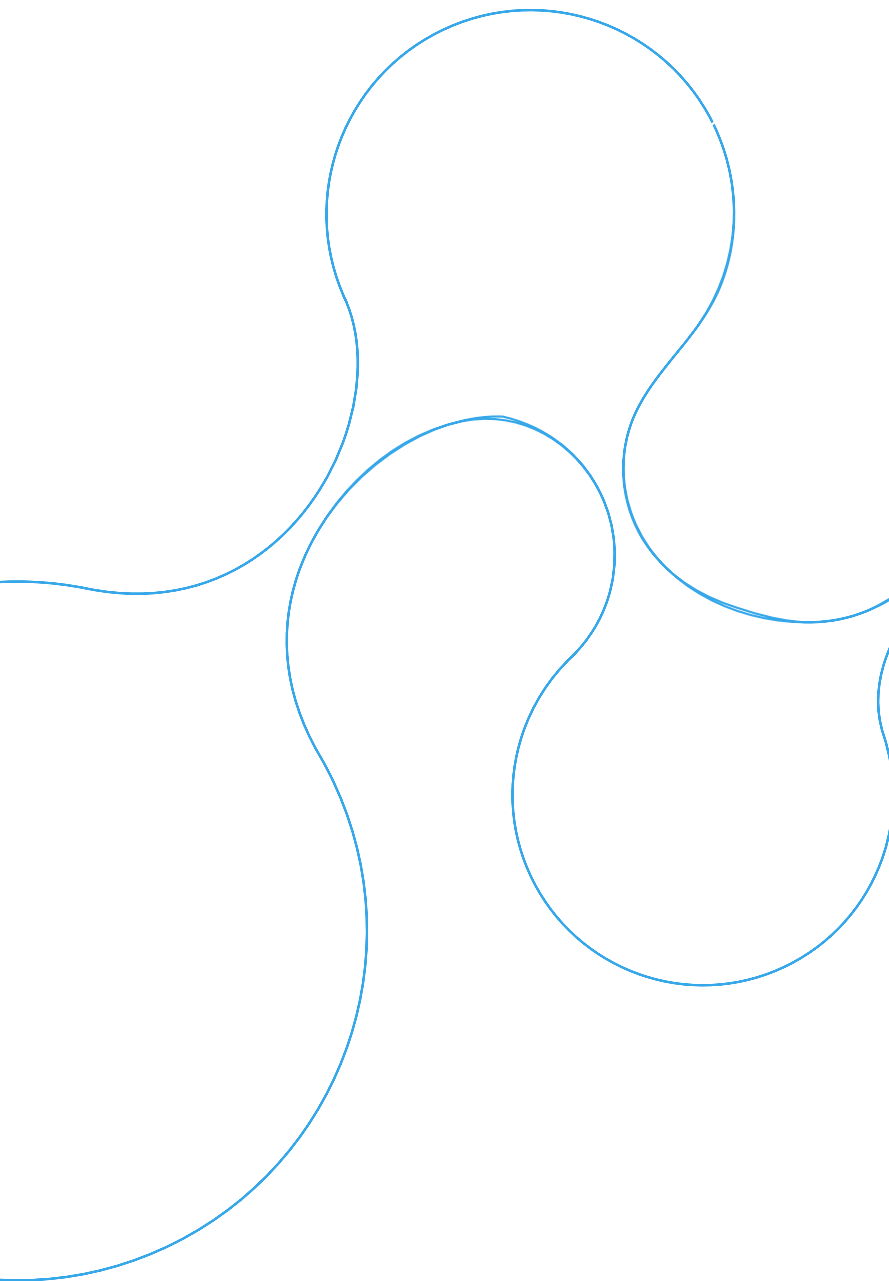


Tigre's objective is that suppliers grow with the company - and maintain a long-term relationship with it -, analyzing projections and their structure to serve it, and conferring more competitiveness to the products with the optimization of costs and processes. The Group works with regional and global suppliers, without size restriction, as long as they meet quality requirements, which involves a rigorous auditing process in 100% of the suppliers of production materials.

There is a constant pursuit for new technologies and more sustainable materials, with participation in international events in order to detect trends and new solutions in the area.

In 2022, supplier management was efficient in facing the expansion and retraction movements of the construction market, managing the demands that sometimes threatened the supply capacity, still a reflection of the pandemic period, and required the organization of inventories and the adequacy of purchasing processes according to the global scenario.

These flows, associated with the variation in raw material prices, tested the flexibility of the corporate management structure, which responded quickly to the movements of the year. The risks offered by the volatility of the markets are mitigated with an efficient inventory policy and diversification of global and local suppliers.



2022 Advances



Creation of the Supplier Code of Conduct, which will be implemented with this public in 2023 to mitigate risks and create value.



Implementation of the suppliers' self-assessment process, which answered environmental, social, and governance questions.



The negotiators have the responsibility and goal of assessing the ESG aspects of the contracted companies, and these aspects are also checked in the audits of new suppliers.

ANNUAL RESULTS

We achieved better results than the previous year with focus and discipline in delivery.



4% growth

in net revenue, reaching R\$5,881 million (R\$5,654 million in 2021).

13% improvement

in the gross margin per ton, when compared to 2021 (R\$7.5 thousand in 2022, while in 2021 it was R\$6.6 thousand).

6% growth

in EBITDA, reaching R\$1,051 million in 2022 (R\$994 million in 2021).

Ebitda margin of 17.88%

(17.58% in 2021).

8% growth

in net income, reaching R\$ 612 million in 2022 (R\$ 569 million in 2021).

Leverage of 0.33x

Ebitda (1.27x in 2021).

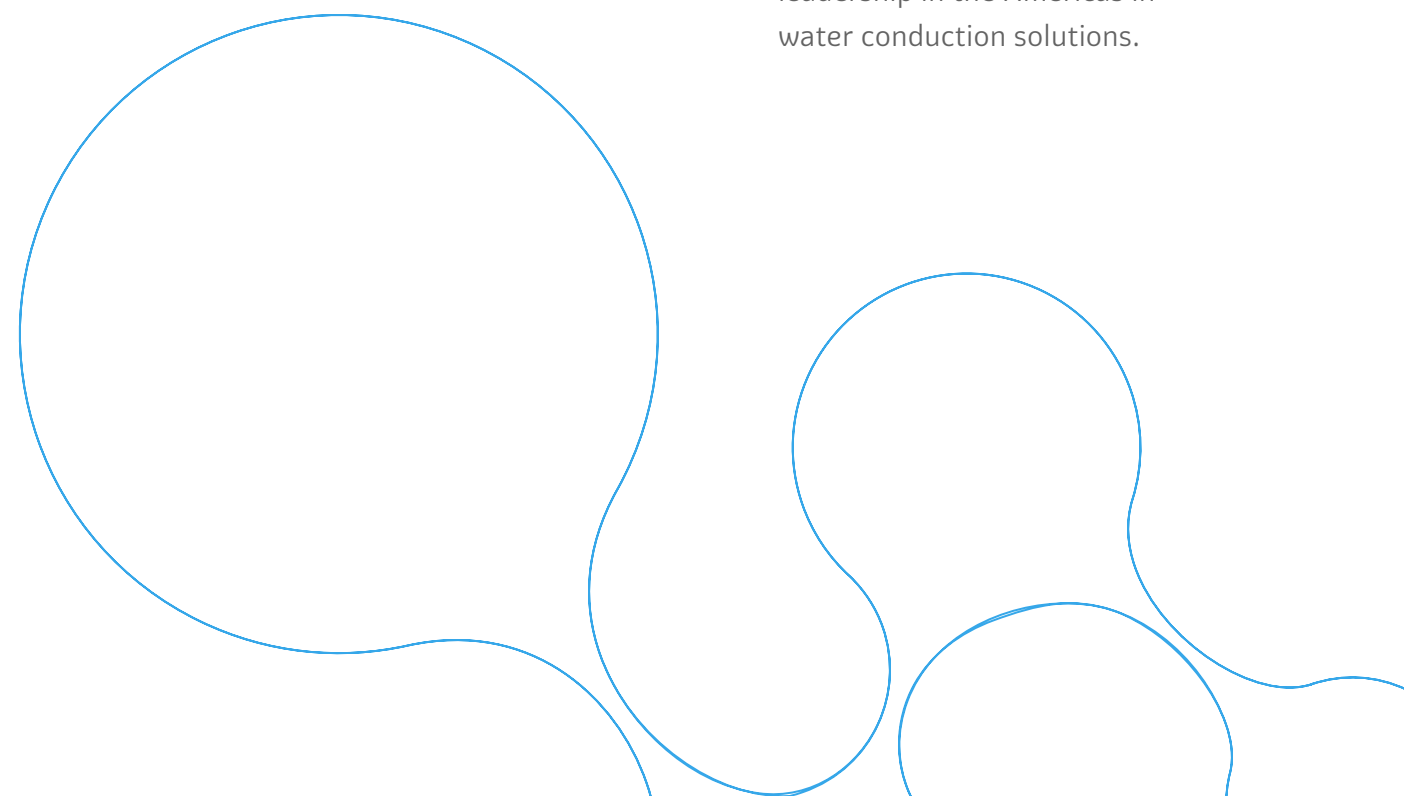
Tigre's results in 2022 exceeded those obtained in the previous year, even in the face of the less favorable scenario for the sector in the year. This performance is the result of solidity in the operational structure and sustainability in the financial aspects, with competent cost management, assertive initiatives for market growth, and efficiency in Ebitda generation.

With the entry of shareholder Advent International, the focus and discipline on value-generating deliveries has been maintained. The year also saw the creation of the position of Strategic Projects Director, who reports to the CEO and provides a cadence to the value creation initiatives through the project management system (Transformation Management Office - TMO model).

This management methodology will be a critical enabler to foster accelerated results from the most relevant transformational initiatives for Tigre Group as a whole.

The leverage level was reduced from 1.27x to 0.33x in relation to 2021, as a result of the capital contribution from Advent, with financing of the investments to increase capacity. Standard & Poor's maintained its brAA+ rating for 2022, even in the face of a more complicated global market scenario, with higher interest rates and inflation.

In 2023, Tigre remains firm in the pursuit of growing in production volume in the markets where it operates, in a way that is consistent with the increase in capacity, to converge with its ambition of leadership in the Americas in water conduction solutions.





Economic value generated and distributed (in thousands of reais)

GRI 201-1

	2021	2022
Generated	5,704,382	6,122,099
Revenues	5,704,382	6,122,099
Operating costs	4,299,153	4,300,245
Salaries and charges	600,277	649,058
Payments to capital providers	410,224	902,795
Payments to the government	24,245	87,858
Investments in the community [ICRH]	8,466	7,900
Withheld	362,017	174,243

Brazil

The company continues leading in its most relevant geography, with growth in the infrastructure and irrigation markets in 2022. Among the highlights of the year was the structuring of Tigre Sanitation, a value proposition that intelligently integrates the Tigre, ADS Tigre, and TAE solutions and meets the growing demand in the country. The organization advanced in the Great Place to Work (GPTW) ranking, as a result of the people management policy built in the company's eight decades of experience.

Latin America

In line with corporate performance, regarding the business units in Latin America, the countries in the mid-south of the continent stood out. With units in eight countries in the region, Tigre invests in matrix management to maintain the pace of results and the agility and simplicity in the flows, which are naturally complex due to the multiplicity of geographies. In 2022, the company was certified by Great Place to Work (GPTW) in Uruguay, Bolivia, Colombia, and Paraguay - in the latter it was among the top three companies in the country.

United States

The growth of the US operation, expressed especially in revenue and Ebitda, represents an important vote of confidence from customers and the successful integration actions of Dura Plastics, acquired in 2021. The go-to-market strategy was renovated, with qualification of the portfolio and the sales force, and the complementarity of the brands was strengthened. The year was marked by the reunion of the teams and process standardization, as well as by investments in the levers of organic and geographic growth, in order to ensure sustainability and further increase the relevance of the business.



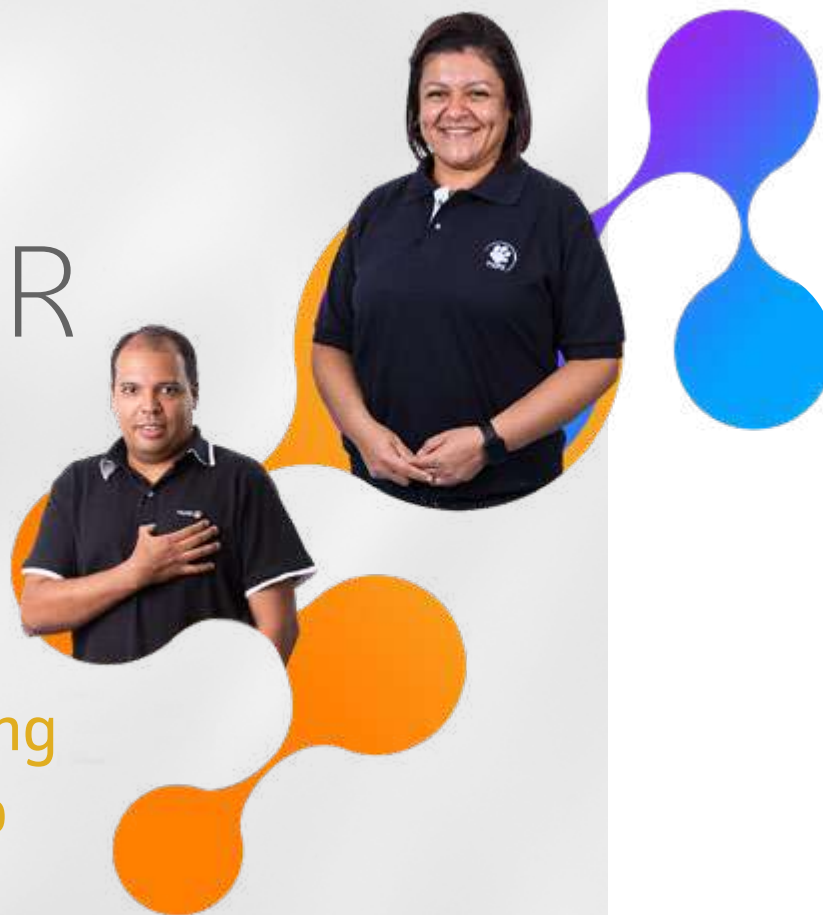
Tigre was recognized by Valor Econômico as the largest Brazilian company in the plastic and rubber sector in the 2022 edition of the Valor 1000 Yearbook.

EYE ON THE MARKET

FOCUS ON THE CUSTOMER

GRI 3-3 CONSUMER SATISFACTION

Attentive to consumer and market behavior, Tigre identifies the needs of its customers, investing in listening and in partnerships to develop products and strategies.



- 1st place in the 2022 Anamaco Award, the Construction “Oscar”, in the Master category for PVC Flexible Conduits, Thread Sealing Tape, PVC Pipes and Fittings for Sewage, CPVC Pipes and Fittings for Hot Water, and PVC Pipes and Fittings for Cold Water.
- 1st place in the category “Home and Construction - Manufacturers”, by popular vote, of the 2022 Reclame Aqui Award.
- **Gold** at the Popai Brazil Award in the category Counter Display.
- Best School Brushes brand in Agnelo Editora’s Best Brands Award.

Customer satisfaction is one of Tigre’s key values. With a focus on knowledge and listening to the public, the company invests in research to capture insights in order to understand how to bring increasingly more value to the customer, who is at the center of the decisions and production and innovation processes. In 2022, the organization started to conduct daily satisfaction surveys in all countries where it operates, and listened to more than 14,000 customers, consumers, construction and project professionals, and business partners. The result of this dialog is converted into product development and commercial solutions fully adjusted to market demands.

The developed knowledge impacts the Go to Market strategy, established from the insights provided by the listening processes. Thus, the commercial teams are structured to serve the customers from different sectors in a specialized and efficient way, enhancing the solutions according to the interest of each profile.

Following the movement started in previous years, the company established transparent and balanced commercial and revenue management policies in order to better meet market demands and standardize procedures.

Developed this way, the Tigre Way of Selling standardizes commercial training in a program that guides the teams on commercial practices, aimed at developing business with customers, through the perception of opportunities at the point of sale from the personalized product portfolio, and the understanding and pursuit for the best solutions to meet their needs. Beyond strengthening relationships, this performance fosters the improvement of the market as a whole, disseminating best practices and promoting more sustainability and profitability to customers.

In 2022, the Tigre Conecta platform was launched, which gathers a series of relationship initiatives, such as the Customer Committee, materialized in in-depth sessions with all the key leaders of the company with a representative group of customers. The agenda of on-site events was resumed, and the Managers Development Program was created, focused on supporting the development of customers from the management point of view. The first class of the program, which is part of Tigre Conecta, will take place in 2023. The “Encontro de Feras” program was also resumed, with moments of face-to-face experiences with customers.

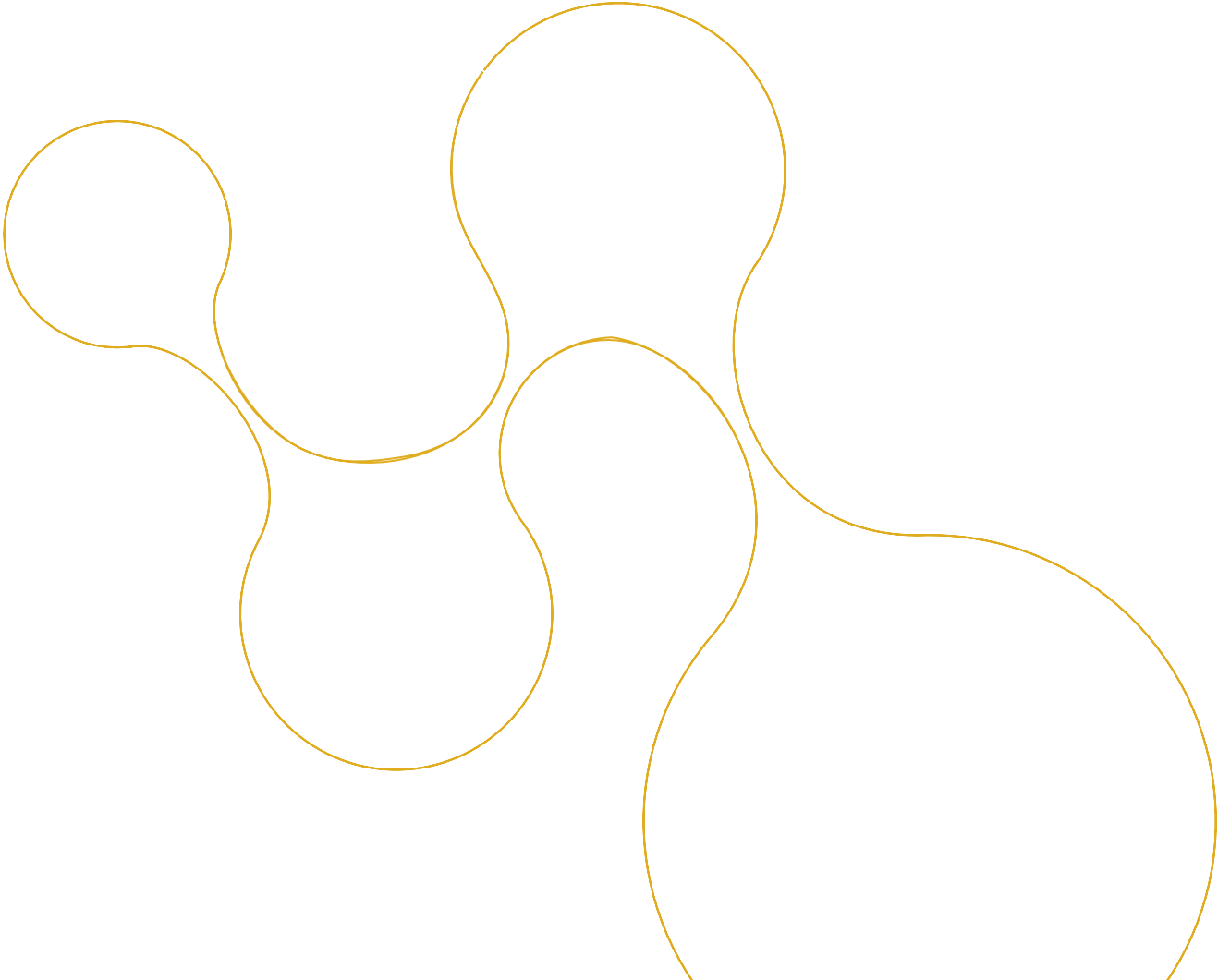


Awarded satisfaction

Tigre Group was recognized for the eighth time by consumers in the 2022 Reclame Aqui Award. First place was in the “Home and Construction - Manufacturers” category, by popular vote. The company also led, in its segment, in “top technical support coverage”.

Attending to any occurrence with its products, the company has a robust post-service structure in the use and application of the solutions that offers the best service experience in its segment. Management and follow-up of complaints are conducted through several channels, with monitoring of indicators for product and service improvement.

The relationships of Tigre with its customers and consumers, complying with a responsible business conduct, are guided by objective and transparent criteria, avoiding personal influence and interests. The Group is committed to protecting and maintaining the confidentiality of information about its customers and consumers, guaranteed by the Data Privacy Policy applicable to all countries of operation.



INNOVATION AND TECHNOLOGY

GRI 3-3 INNOVATION AND TECHNOLOGY

By listening to our customers, we develop innovative solutions for the industry.

Listening to customers and business partners, an activity the company expanded in 2022, is fundamental to Tigre's initiatives of innovation, research, and product development. This direction is applied to the construction, sanitation, and irrigation sectors, enabling the development of products and business solutions that are appropriate to each market and to customer needs.

The Group has a significant history of investments in innovation and technology, with real and potential impacts internally, on the market, and on society, acting with the support of a global ecosystem. Innovation management was strengthened in 2022, and the company has contributed to the development of products and processes that are more efficient, sustainable, and adapted

to market needs. The use of advanced technologies in operations, such as process automation and data analytics, stands out, improving productivity and contributing to the sustainability of the business by making it more efficient and adaptable to change.

The innovation pipeline is built based on customer pain points, with research and development in partnerships with startups, universities, and research institutes, and in project acceleration programs, with proofs of concept, in order to find innovative solutions to industry challenges. The process considers the needs of each business unit and industry trends, establishing Technology Roadmaps (TRM). The volume of products launched serves as a metric of the ability to transform ideas into concrete solutions.



Agility in construction



Tigre's biggest product launch in the year was ClicPEX, a flexible hot- and cold-water system whose installation and maintenance does not require the use of tools, without losing efficiency. Resistant and easy to handle, the item reduces installation time and streamlines the work of the construction professional, with great acceptance by the market.

The company also has an innovation culture rooted in its structure, encouraging professionals to present ideas and suggestions for improving products and processes. Created to promote the culture of innovation and intrapreneurship and re-launched in 2022, the Connecting Ideas program awarded 65 professionals in the year, with the implementation of 36 ideas whose gains for the company exceeded R\$ 1 million. The program is adopted in all business units in Brazil, with support from professionals who promote an innovation culture and will be expanded to the Latin American units in 2023.



Tigre won the BBM Logistics Project Award, the most important recognition of logistics in 2022, in the Innovation category, with the Labor Analytics project.

MORE SUSTAINABLE PRODUCTS

GRI 3-3 MORE SUSTAINABLE PRODUCTS

We seek to establish more efficient production processes, with lower consumption of natural resources and raw materials.

With the purpose linked to sustainable development, Tigre materializes this commitment in product lines created with a focus on the satisfaction of consumers and society, in a socially and environmentally responsible way. The development of solutions prioritizes the use of materials with greater durability and performance during construction, and the consistency of Tigre's quality standard contributes to the professionalization of the market of building, sanitation, and irrigation materials. Given the importance of conscious consumption, the Group addresses this issue with its customers and business partners.

In 2022, the first survey was conducted on the knowledge and demand of Brazilian customers (end consumers and construction professionals) regarding sustainability aspects.

The company has a legitimate concern for effectively improving people's quality of life, and more sustainable products are vital in this journey, since they stimulate economic development with less environmental impact.



Tigre is aware of the pressure that the industry exerts on the environment and seeks to establish production processes with lower consumption of water, electrical power, and raw materials, considering these aspects when developing increasingly efficient solutions.

In 2022, there was an expansion of the sanitation and irrigation portfolio. ADS Tigre launched the line of corrugated HDPE pipes in ochre color, and Tigre Pipes and Fittings presented the smooth-wall HDPE line for water distribution. In addition to using fewer inputs, HDPE is easily recyclable.



TIGRE SANITATION

GRI 3-3 ACCESS TO WATER AND SANITATION

A new value proposition intelligently brings together our best solutions for the Brazilian sanitation market.

Access to basic sanitation transforms the lives of communities, and Tigre's role is fundamental to offer better living conditions. Therefore, managing water is part of the company's purpose, which sees in this aspect its main strategic contribution to society, by offering solutions that ensure health, preserve the environment, generate jobs, and encourage the production chain and land valuation.

In this scenario, enhanced by the new Legal Framework of Basic Sanitation in Brazil, Tigre started to offer in 2022 a value proposal for the market based on the perception of the customer needs in the sector. Tigre Sanitation intelligently integrates the Tigre (PVC and HDPE for conduction of water and sewage), ADS Tigre (large diameter HDPE for sewage) and TAE (solutions for water and wastewater treatment) solutions.



The unification values the synergies between the businesses, joining forces, experiences, and engaging the professionals to offer a structured service to the sanitation market. With the new concept, the solutions range from water collection to sewage and wastewater treatment, with treatment plants, adduction, distribution, and connection systems, as well as collectors, large-diameter trunk pipes and patented technologies for sewage treatment, including decentralized stations, special high-flow stations and a Unifam (family unit), a solution for isolated or remote regions.

One of the competitive advantages of the technology used in the treatment plants is the reduction of the footprint and energy efficiency, in addition to the reduction of sludge generation, with an extremely positive environmental impact.

The solutions are focused on reducing the occupied area, in some cases up to 40% smaller; in energy and sludge generation, on average, they are 46% more efficient, and the reduction of these indices results in significant reduction of greenhouse gas emissions. Meeting the ESG agenda for methane emissions is optimized by using the solutions: 10% less CH₄ (methane) compared to the activated sludge system. Sludge production is considerably lower with the use of the technology (3.5 times less than in the activated sludge system), which tends to be a fundamentally important factor in reducing operational demands and greenhouse gas emissions, especially considering prospects for sludge use (for example, in agriculture).

Always thinking about improving the level of service, it was necessary to first understand the customer pain points, to then re-signify the value proposition to the segment. This guideline established the pillars that offered the foundation of the project: offer, service, best price, and relationship.



In tune with these movements, the HDPE line for water distribution was launched, with the purpose of contributing to the expansion of networks throughout Brazil.

The goal is to continue adding to the portfolio of products and services to ensure that the company can meet the demands of sanitation in an integrated manner, with a technical and commercial team specialized in a variety of solutions. The relationship model with privately-owned utility companies involves agreements with a long-term vision and the exchange of knowledge, an input for innovation. In the year, important partnerships were signed with Aegea and BRK Ambiental, showing the confidence in the products, services, and integrity of Tigre.

Advances at TAE

With the positive moment of the sanitation market, Tigre Water and Effluents (TAE) had significant business growth in 2022, and started 2023 with a full schedule, which accelerates its development and puts it on the path for leadership in the sector. This performance is aligned to the commitment with the universalization of sanitation in the country.

The Lipa Wastewater Treatment Plant (WTP), was inaugurated in Cuiabá, a reference in technology and sustainability, to initially serve 70,000 people, reaching 120,000 with the completion of connections in 35 districts of the Mato Grosso state capital. The speed and quality of the initiative contributed to the city winning the Success Stories and Innovation & Technology Award from the Trata Brasil Institute in 2022. The system allows the treatment of 260 liters of effluents per second and has a pumping station, used to pump the collected sewage to the treatment plant and the outfall for disposal into the Cuiabá River.

With less footprint (savings and cost reduction), the system offers higher energy efficiency and less environmental impact in sludge generation.

The results are also relevant in the industrial sector, for which TAE offers sustainable solutions for wastewater treatment, both in the quality of the waste and in the production of energy from it. The reduction of the carbon footprint is obtained with the reduction of the volume of sludge generated and its use in the production of biogas, causing less social and environmental impact.



A pioneering product with great growth potential, the single-family treatment plant, Unifam, has completed its development journey with the completion of pilot projects and will be launched on the market in 2023. The solution is dedicated to installation especially in isolated regions, such as rural areas, and will provide better health and quality of life through decentralized sanitation, ensuring social and environmental development.

Always focused on the customer, in partnership with Trutec, an ecosystem of startups for construction, TAE is transforming,

through technology, the way it plans, executes, and monitors its works, adopting digital solutions that enable an integrated management of the entire project, documentation and remote inspection through augmented reality and post-sales. Thus, the progress of the projects can be tracked in an online platform, which also allows the registration of manager guidelines for the work teams and streamlines communication among all parties involved in the delivery. Reports on the projects developed by TAE can be accessed on the company's web page.

**6º PRÊMIO
CASOS DE SUCESSO
INOVAÇÃO E TECNOLOGIA**

→ **LEARN MORE ABOUT TAE**

The speed and quality of the implementation of the Lipa WTP, in Cuiabá, contributed to the capital of Mato Grosso winning the Trata Brasil Institute's Success Stories and Innovation & Technology Award in 2022.

Juntos Somos Mais

Juntos Somos Mais is the largest relationship network in the Brazilian construction market, of which Tigre is a partner together with Votorantim Cimentos and Gerdau. The ecosystem is structured on three major pillars: a loyalty program for the retailer, a loyalty program for the construction professional, and the Virtual Store, a B2B market that allows retailers to buy products to replenish their inventory. In numbers, *Juntos Somos Mais* has more than 95,000 registered stores and talks to 1.2 million people, including store owners, salespeople, and construction professionals.

In 2022, "Clube dos Feras" was launched, a Tigre action connected to *Juntos Somos Mais*, which promotes the encouragement, recognition, and loyalty of those professionals engaged with the brand. In addition to providing training to construction professionals from all over Brazil, the initiative offers customized gifts, exclusive benefits, and the possibility of competing for a trip to visit the company's plant.

The loyalty program, which offers benefits to resellers based on their purchase volume, continued to show favorable results. About 70% of Tigre's retail customers are registered in the program. Tigre Metals became part of the retail loyalty initiative in 2022. With this, the *Juntos Somos Mais* program has reached 29 partnerships with construction businesses and service companies.

In 2022, Tigre advanced significantly in sales in the Virtual Store, with the best historical performance since its entry, synchronizing commercial dynamics for the retail market and promoting agility in campaigns and promotional actions.



CARING FOR PEOPLE

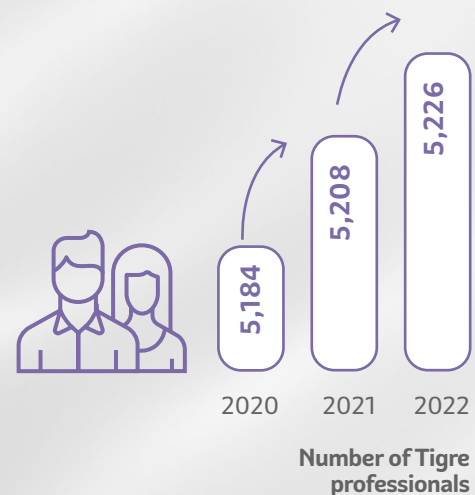
EMPLOYER BRAND

2022 was a year of great victories for Tigre, especially in the recognition of how to manage diverse and constantly developing teams.



Caring for more than 5,000 professionals and the respect among the teams and the sectors are remarkable in the Group, whose strategy success goes through the competence in attracting and engaging talents. The satisfaction of Tigre's professionals was manifested in 2022 with the excellent results among the best companies to work in different geographies, with the GPTW certification. The recognition is the result of caring for people in corporate programs and in simple everyday actions, such as active listening, dialog, participation, and seeking collaborative solutions.

The people management model is reinforced by leadership, engaged in ensuring a healthy work environment, with respect and trust. Corporate purpose is an important ingredient in attracting talent, from the perspective of conducting work that benefits society and the proper management of natural resources. The Group is committed to the balance between results and care: healthier, happier people produce more and can better face the challenges of the daily routine.



The awards and recognitions of the year - which included the recognition of the CEO and the Director of Personnel, Internal Communication and Sustainability in first place in the construction sector in the ranking of the Best HR platform - serve as indicators of the effectiveness of the company's strategy. The recognition in Emotional Health from GPTW Santa Catarina has a special meaning, because, elaborated from the results of the satisfaction survey, it reveals that the professionals feel safe, even in the face of market instabilities and business demands, in a period marked by the pandemic. Attentive to the subject, Tigre carried out research on emotional health in 2022, strengthening the continuous work of managing the issues of anxiety, stress and burnout in the business sector and training leaders on these aspects.

GPTW 2022



- 1st in Santa Catarina
- 12th in Brazil
- 5th in the Best Industry in Brazil category
- 3rd in Paraguay
- 6th in the Millennials category in Paraguay
- Certification in Colombia, Uruguay, and Bolivia
- Standout in Emotional Health in Santa Catarina



Excellence in culture

The cultural transformation process, which started more than five years ago, reached a state of excellence in the annual evaluation. The professionals present the expected behaviors and competencies, and the Cultural Adherence Survey has shown that people know how to address all the proposed topics and the way forward in their roles, at all levels of the company.

Based on the experience and tools built during more than 80 years of existence, Tigre is taking these practices to new geographies, extending the concepts, and continuing the learning process for internal teams when it comes to getting to know other cultures and ways of doing business. Associating tradition and innovation, the company seeks to learn constantly.

The work models, established in three formats that mix working from home, on site, and hybrid activities, are strongly related to adherence to culture, since this factor favors the good performance of activities in any environment. Evaluated in the survey, the work models do not harm the culture and provide greater autonomy to professionals, with support from leadership. The moments that matter are guaranteed by face-to-face interaction, in regular meetings between the teams to evaluate results and paths to follow.



Tigre Talks



Launched in June, Tigre Talks promotes live videos with specific business topics - customer, innovation, diversity, sustainability, technology, and people - in order to strengthen the organizational culture and promote access to knowledge. The initiative has curated content and counts on the participation of leaders and internal and external specialists. The sessions with simultaneous translation in English and Spanish, to reach audiences in all geographies, encourage the participation of professionals, who can ask questions and bring aspects to the debate.

The initiative has an average of 500 live accesses and is recorded, generating a repository of content available continuously for the professionals. After each event, the key points of the conversation are posted online in text form. Among the topics covered during the year were the presence of women in the workplace, the environment, Global Compact and SDG 6, diversity and inclusion, focus on the customer, and social impact actions, as well as an exclusive chat session with shareholders.



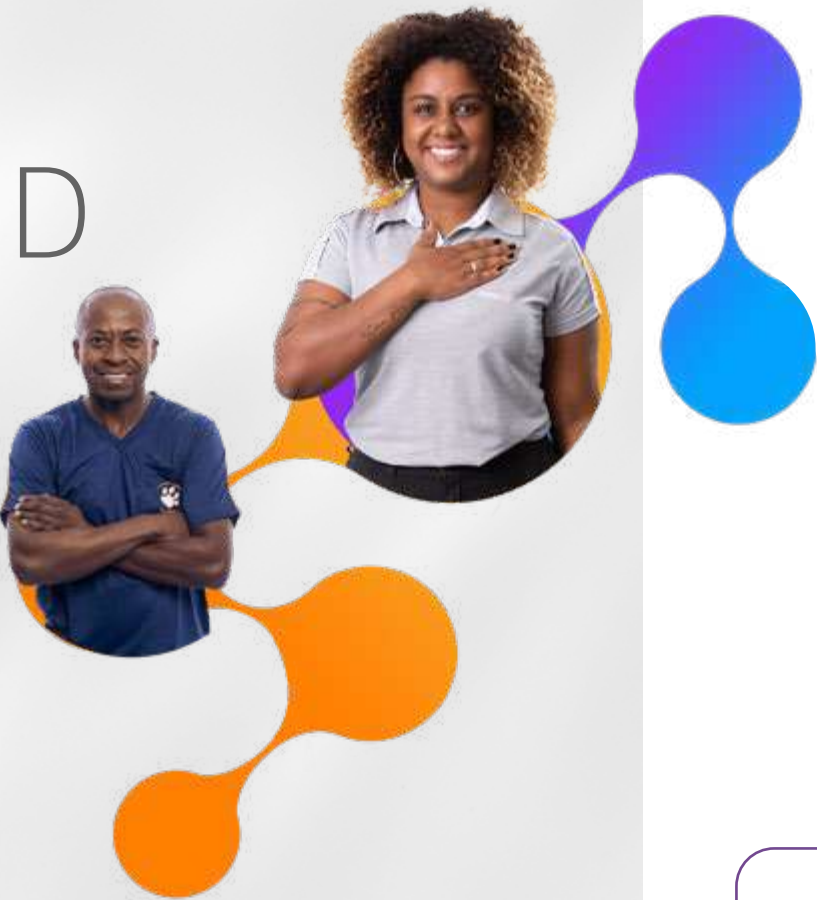
DIVERSITY AND INCLUSION IN THE WORKPLACE

3-3 DIVERSITY AND INCLUSION IN THE WORKPLACE

Our new Global Diversity, Equity and Inclusion Program deepens the topic in our operations.

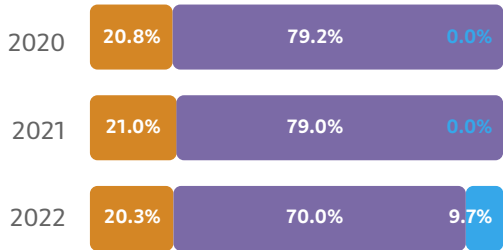
A major movement to encourage diversity was strengthened at Tigre in 2022. With the creation of the Diversity, Equity and Inclusion Committee, the company started the development of a formal program dedicated to accelerating and making more robust actions that contribute to and reinforce the respect Tigre has always had for people in their plurality. Composed of a board member, a shareholder representative, and key executives, the Committee is supported by an external consultant who is a specialist in the topic, and held two meetings in 2022, with the purpose of approving the guidelines and action plans that will be executed throughout 2023, in addition to establishing the short-, medium-, and long-term objectives.

The Global Program of Diversity, Equity and Inclusion has the objective of addressing, coordinating, and developing actions on the topic inside and, whenever possible, outside Tigre. Encouraging diversity increases employee engagement in the workplace and promotes innovation. Tigre is aware of its role in the reduction of inequalities and seeks to establish inclusive and equitable processes, expressing respect and appreciation for diversity. Its policies and practices do not allow discrimination of any nature, whether in selection, evaluation, recruitment, promotion, or dismissal processes.

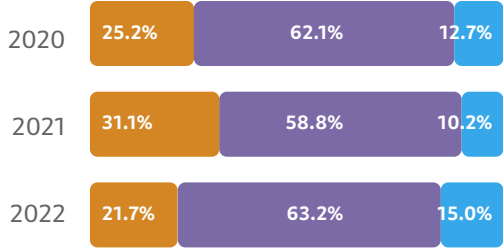


Through the Code of Ethics and Business Conduct and the Whistleblowing Channel, issues related to harassment, prejudice and discrimination in internal processes are addressed and mitigated. All audiences can use the channel to register situations that violate the Code.

The program includes internal targets to be reached by 2030, and quarterly meetings are held with the Committee to report on the progress of the actions and the evolution of the topic. The initiatives began with a diagnosis of the demographics and the indicators, documents, and processes that support the diversity program. In parallel, action plans and the governance system for the topic were developed. The goal is to create an even more diverse and inclusive environment, which represents the people and the Tigre way of being in all the locations where the company is present, encouraging its professionals to be promoters of diversity.



Professionals by gender | Global
Women Men Not Informed



Professionals by age | Global
Under 30 years old Between 30 and 50 years old Over 50 years old

*The years 2020 and 2021 do not consider the information from the Dura Plastics unit, incorporated in 2021. The data was only considered from the year 2022 on.

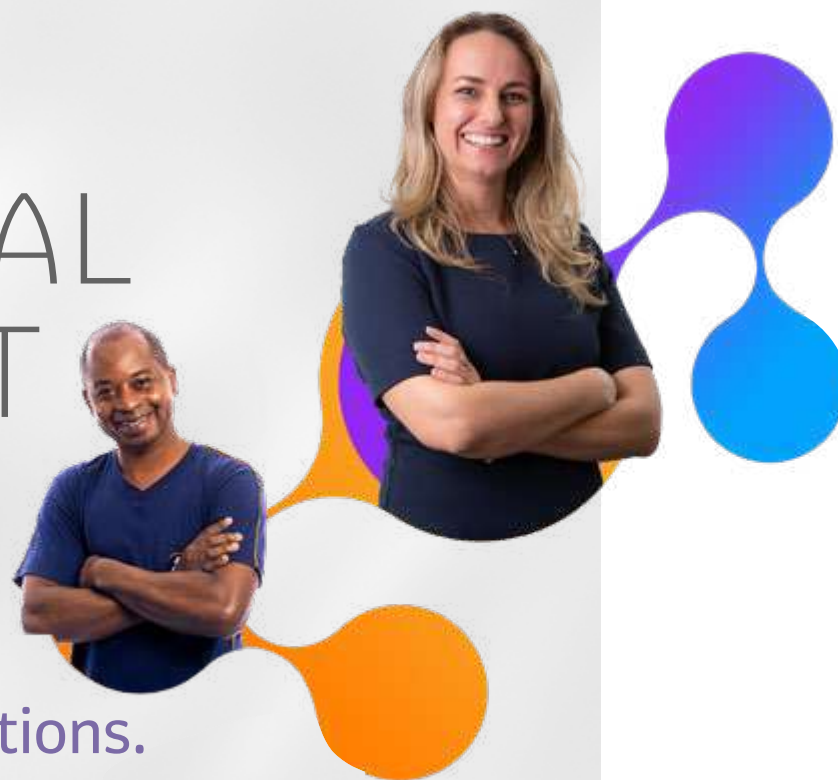
Among the first actions adopted was the education of leaders on the topic, so that they can act as disseminators. The recruiting processes were improved to stimulate the participation of women - Tigre has 25.87% women in its staff in Brazil, acting in a sector strongly marked by the presence of men. In Brazil, 30.75% of the company's professionals declare themselves as being black or mixed race.

- **16.7%** women in top leadership positions (Board of Directors and Executive Committee).
- The Reverse Mentoring tool encourages respect for generational diversity.
- **5%** of the jobs in Brazil are filled by people with disabilities, complying with the country's legislation and with actions for the company to go beyond the legal quota.
- A partnership with penitentiaries and rehabilitation centers in the Rio Claro and Joinville regions has been promoting the qualification of inmates for activities on the production line for more than a decade.

HUMAN CAPITAL DEVELOPMENT

GRI 404-2 | 404-3 | 3-3 HUMAN CAPITAL DEVELOPMENT

We invest in continuous learning, through shared knowledge and qualification actions.



Among the factors that promote Tigre as an employer brand are the internal development possibilities. Contributing to the training of professionals promotes their insertion and permanence in the labor market, allows them to perform their roles more assertively, helping to achieve the company's purpose, and boosts competencies and skills that can be used in new roles or for the benefit of society.

Learning is provided in the daily experience of the activities, in the knowledge shared with managers and coworkers in courses and qualification actions.

Management has a Training Policy and monitors the actions by means of internal and external audits, a performance review process, and frequent dialog between managers and subordinates. In the compensation cycle, information is cross-referenced to enable the alignment of individual and organizational interests, resulting in the success and growth of the professionals and the proposed goals.

Tigre has compensation and benefits policies, as well as periodic performance management cycles. Known as the Performance Management Process, the performance review cycle is the basis

for the idealization of development programs and actions, in addition to guaranteeing the alignment of the professionals with corporate goals. The process helps the company to learn more about its professionals, understanding their paths and their career projects, focused on succession processes. Performance management is extended to the trainee audience.

In 2022, the training actions for operational leaderships in the plants stood out. As the foundation of the succession process for plant supervisors, cross-mentoring was carried out in order to share successful practices in the business units. The feedback culture is exercised regularly with managers, through personal contacts that reinforce the recognition for the results achieved. During the year, the company established quarterly feedbacks for the teams, promoted by the managers.



Development at Tigre Group



Academies

Five academies promote development actions in leadership, sales, administration, manufacturing, and logistics. In 2022, the Maintenance School project was implemented, through a partnership with Senai, with 400 hours of theoretical and practical training. The Translators project was also conducted, a series of training courses internationally certified by Microsoft for the use of BI and analytics. The academies' activities are offered in both online learning and on-site formats.



Job Rotation

Program where the professional has the opportunity to temporarily work in other areas of interest, covering vacation periods and leaves of absence or for project or development purposes.



Career in Motion

Provides opportunities for professionals to interact with top leadership and understand their career interests and expectations.



League of Interns

A volunteer group to exchange experiences in the Onboarding, Diversity and Inclusion, Development, Communication and Professional Goodwill pillars. In 2022, 36 trainees were in charge of the League, five of them in the international units.



Market Training

The online and on-site training actions carried out by the technical team of instructors reached more than 186,000 people in 2022, of which 138,000 in online classes with the "Tigre Tá ON" and "Live dos Feras" programs and 48,000 people on site at retail stores, construction sites, the Training Center in Joinville and in Tigre partners throughout the country.



Tigre Way of Selling (JTV – Jeito Tigre de Vender)

A skills and performance development program aimed at Tigre's sales force, which enables it to deliver greater value to the customer, focusing on techniques that can support the development of more and better business. In 2022, 351 professionals (internal and third parties) completed the JTV training track at Game Tigre in Brazil. In addition, 45 managers and 336 members of the sales force were impacted by "Rota Coach", a program to monitor the execution of the JTV model at the point of sale. In the Latin American units, 36 managers and 123 professionals from the commercial teams were trained. Through the "Coach en Ruta" process, 22 managers and 70 members of the sales force were able to work on their commercial development in practice.



Meet My Area

This action aims to give visibility to internal recruitment, as well as participation in job rotation, with the presentation of the business areas, performed by the management team.



Scholarships

Program that subsidizes part of the costs of education. In 2022, 171 scholarships were provided, being 55 for languages, 54 for undergraduate courses, 19 for technical courses, and 43 for post-graduate courses, with an investment of R\$350,000.



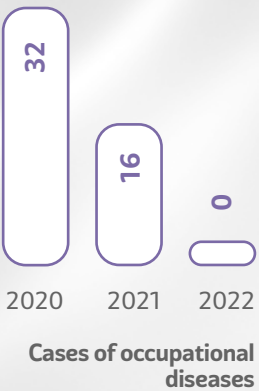
Career Interview

Conducted with 100% of the administrative, sales, and leadership audience in Brazil, it captures the professionals' perceptions about what they want for their careers, their current challenges, and necessary competencies, followed by the preparation of their Individual Development Plan (IDP).

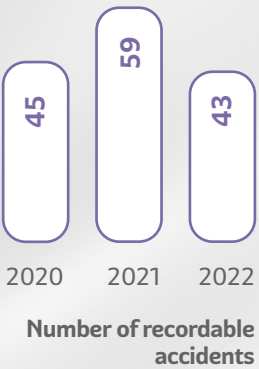
OCCUPATIONAL HEALTH AND SAFETY

GRI 403-6 | 403-9 | 3-3 OCCUPATIONAL HEALTH AND SAFETY

We guarantee safety in our units and invest in the emotional health of our professionals.



Guaranteeing the health and safety of the professionals has already earned Tigre recognitions - in 2022, it was highlighted by GPTW Santa Catarina for the results in emotional health. The health program umbrella, focusing on mental health, physical activity, and overall wellness, has been relaunched and extended to units in the United States, Chile, and Argentina, in addition to Brazil. These aspects reduce absenteeism and provide better conditions for the professionals to develop their activities with a balance between personal and professional life.



The corporate health service identifies and prevents diseases, occupational or otherwise, directs its treatment and encourages people's commitment to their own health through guidance on healthy eating and lifestyle habits disseminated via internal communication. There are engagement goals for the professionals in the health programs, and the area's indicators are monitored continuously and reported to the People, Compensation, and ESG Committees.



Health programs in Brazil

- Health plan for all professionals and dependents.
- Telemonitoring and chronic program for hypertensive patients, diabetics, pregnant women, and cardiac patients.
- Executive check-up for managers and directors.
- Special program for pregnant women (professionals and dependents).
- Follow-up of newborns up to one year of age.
- Outplacement program for dismissed professionals.
- Free immunization program for professionals and discount for dependents.

In all business units

The company encourages physical activity and healthy habits. In partnership with the Gympass system, more than 18,000 affiliated gyms are available throughout Brazil for professionals and their dependents, in addition to access to several applications ranging from personal financial management to online psychotherapy. Another initiative to encourage healthy habits is exercise at work, which promotes a daily pause for stretching and group dynamics with the objective of integrating, having fun, and reducing stress during the workday. During the pandemic, the practice was expanded online and offered three times a week for administrative professionals. For the operational teams, it continued to be carried out on site, observing health and safety rules. In the units, there are spaces for resting, with games, and in the administrative headquarters there is a decompression room equipped with pouffes, space for reading, and TV.



Medical service at units and occupational physicians for occupational examinations.



Emotional Health Program, with lectures, conversations, and follow-up appointments.

The global survey on emotional health conducted in 2022 was deployed into action plans focused on each unit/area, such as conversation circles, webinars with specialists, training for leaders on emotional health, and individual follow-up with the medical team. To promote the effectiveness of the professionals' medical treatments, 50% of the cost of prescription drugs, both for the treatment of acute and chronic diseases, is subsidized by the company.

The safety actions include maintaining a Technical Work Safety Committee, monitoring performance indicators in operational management, and applying safe behavior awareness programs, in addition to adapting infrastructure, assets, and processes. The goal is to prevent accident risks by acting on the mapped risks and to guarantee the integrity and health of the professionals. For this, Tigre also invests in training for performing activities in accordance with the safety guidelines.

With the Safe Connection Program, which acts on the management of behavior and working conditions, the golden rules of the operation are disseminated, and unsafe behaviors are identified and treated. The safety culture is encouraged and oriented towards risk perception, with promotion of corrective actions through "see and act". The professionals go through continuous updates on the topic, from the onboarding process, carried out at the moment of admission, to specific training for the execution of their activities, including fire protection, electrical installations and services, transportation, movement, storage, and handling of materials, working at height, and safety at work for machinery and equipment. The culture is also encouraged by the Daily Safety Dialogues (DDS) - with content sent by e-mail on a weekly basis to the administrative and sales teams - and by the Safe Connection training sessions.

GRI 403-5



Safety framework GRI 403-4

A broad structure supports the actions, with participation of the professionals.

OSH Policy

Monitored by the corporate team, with the following objectives:

- 1. Prevent accident risks with preventive action;
- 2. Ensure the physical integrity and health of professionals;
- 3. Train professionals to perform the activities according to the safety guidelines;
- 4. Raise awareness of occupational diseases and ergonomics.

Technical Work Safety Committee

All units meet monthly to present indicators of the frequency and severity rate, accident and deviation pyramid, Safe Connection indicators, and project status, among other exchanges of experience.

Safe Connection Program

Identifying and addressing unsafe conditions and behaviors, evaluated according to the Golden Rules of Safety.

Tigre Event Week

Addresses matters of safety, environment, quality, and health according to the needs of each business unit.

Internal Commissions for Accident Prevention (CIPA):

Responsible for actively contributing to the prevention of accidents and the continuous improvement of safety in the work environments and sectors. At international units, there are joint Health and Safety Committees, similar to CIPA.

Project Assessment

Presentation of safety adequacy needs for operations and meeting safety criteria on new product projects, capacity increases, and reallocation of resources between units.

RESPONSIBLE OPERATIONS



SUSTAINABLE OPERATION

With more than eight decades of history, Tigre knows that thinking about the present is building the future. Business sustainability can only be guaranteed by caring for communities and natural resources.



Tigre knows that sustainability is directly related to quality and efficiency, and applies these principles in its industrial management, with controls in the factories and intelligent use of materials. Caring for the environment is associated with waste reduction, which favors the health of the business and causes less demand for raw materials, less water and energy consumption, and less waste and emissions.

Process management is aligned through the corporate standard for both environment and work safety - basic, intermediate, and advanced practices are worked on in the different manufacturing units.

The Quality and Socio-Environmental Responsibility Policy promotes the sustainable use of natural resources, renewable or not, and the products are improved with a focus on consumer and society satisfaction.

Sustainability aspects are preponderant in the research and development of solutions, and there are incentives to use new technologies and materials that are more sustainable, with less footprint, more durable, and of renewable origin.

The Environmental Technical Committee (CTMA) holds monthly meetings to optimize the use of resources, defining parameters, goals, sharing best practices and systemic actions. The goal is to ensure intelligent consumption through actions and continuous monitoring, in order to use the resource consciously and without waste. The units in Joinville (SC), Rio Claro (SP) and Escada (PE), in Brazil, and in Peru have an Environmental Management System certified under the ISO 14001 standard, which helps the company make its daily operations more sustainable.



WATER AND WASTEWATER MANAGEMENT

GRI 303-1 | 3-3 WATER AND WASTEWATER MANAGEMENT

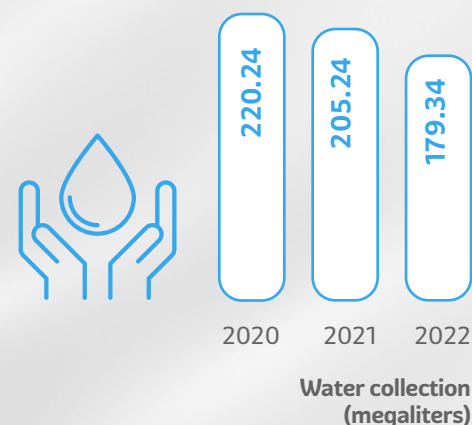
We control the use of the resource and maintain indicators for efficient consumption.



Caring for water is part of Tigre's purpose, and this commitment is expressed in its operations. The water consumption of the business units in Brazil and Latin America is monitored daily and evaluated monthly in the Environmental Technical Committees, according to the established targets. The goals are reviewed annually, always seeking to reduce and improve consumption efficiency.

The aspect is evaluated by the Environmental Technical Committee, with the application of awareness programs for the use of the resource. Among the measures to reduce consumption are the installation of water savers in sanitary appliances and rainwater harvesting systems.

The closed loop circulation system is also part of the water use in the injection and extrusion cooling processes.



MANAGEMENT OF EMISSIONS AND CLIMATE CHANGE

GRI 3-3 MANAGEMENT OF EMISSIONS AND CLIMATE CHANGE

We invest in energy efficiency in order to reduce impacts.

Greenhouse Gas (GHG) emissions increase the incidence of extreme events, such as droughts, floods, strong winds, among others, which can cause damage to economic activities, infrastructure, and the health of the population, as well as to the production sector. The management of emissions and climate change is one of the pillars of the sustainability strategy of Tigre, and the actions for potentializing the positive impacts and mitigating risks and negative impacts are developed with the responsible areas in a transversal manner, in order to optimize the efforts and resources available, as well as disseminating the culture of sustainability in the areas that have the greatest potential impact.

A signatory of the Brazilian GHG Protocol Program, Tigre discloses its Greenhouse Gas Inventory in this model and makes it available on the Public Emissions Registry, a pioneering platform for disclosing data in a transparent, fast, and simple way. The document is constantly improved, with the evolution of technical knowledge so that it is increasingly more complete and improves the reporting process both in assertiveness and information security, as well as in data coverage.

With direct emissions (Scope 1) considerably lower than in other manufacturing or construction materials industries, Tigre has approximately 70% of its emissions generated by the use of electricity (Scope 2).

In 2022, the total gross emissions of Scopes 1 and 2 were 9,135.11 tCO₂ equivalent, with a 57.7% lower performance than in 2021. The emissions are calculated only for the business units in Brazil, with the project to expand the inventory to the international units in 2023.

The Group acquires energy in the Brazilian free market, and about 10% of the total energy consumed is purchased from renewable sources with incentives - the other 90% follows the Brazilian energy matrix, characterized by the high proportion of renewable energies. In 2022, there was a reduction of about 3.5% in electricity consumption and 41.0% in the use of non-renewable fuels, due to the reduction of natural gas consumption for rotational molding.

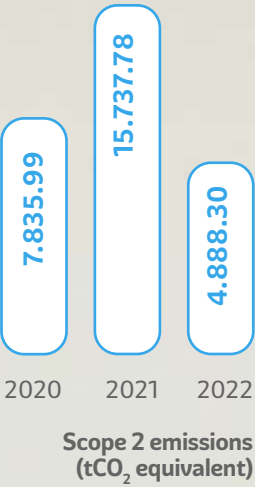
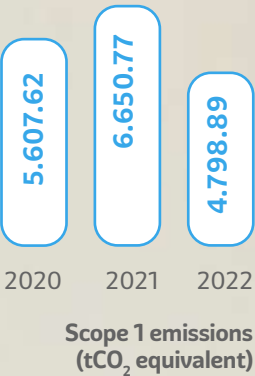
Tigre conducts a process of continuous improvement of reliability and completeness of information and maintains a monthly follow-up of indicators, including that of energy consumption, by means of the Environmental Technical Committee (CTMA).

The pursuit of energy efficiency is worked into lighting measures and machinery and equipment management. Action plans are prepared for the units that are outside the targets, with the sharing of best practices adopted in each unit.

After four years of reporting, with changes in structure (purchase and sale of units) and refinement of the source identification process, the report for 2021 is the one that most faithfully reflects the consumption and total emissions, considering the units that are part of Tigre Brazil.

In 2021, total emissions from Scopes 1 and 2 were 22,388.55 tCO₂ equivalent. In 2022, it was 9,687.19 tCO₂ equivalent. The reduction of Scope 1 gross emissions in 2022 is mainly related to the decrease in fuel consumption and the replacement of the diesel boiler by a natural gas boiler at Tigre Metals, with improved environmental performance.

In Scope 2, the 68.9% reduction is due to the higher consumption of electricity from renewable sources, related to the recovery from the 2021 water crisis, when the emission factor of the National Interconnected System was 0.1264 - in 2022, it was reduced to 0.0426. Despite the reduction in energy consumption between 2021 and 2022, the energy efficiency of the operations was stable in this period, so it is not possible to consider this aspect as relevant to the reduction presented.



REVERSE LOGISTICS AND CIRCULAR ECONOMY

GRI 2-25 | 306-2 | 3-3 REVERSE LOGISTICS AND CIRCULAR ECONOMY

Our products have a long lifecycle and a low loss rate, due to their application and durability.

PVC, Tigre's primary raw material, comes in part from a non-renewable source, and the recovery of its products at the end of their lifespan depends on the user's behavior for proper disposal. The manufacturing of pipes for drinking water, by legal requirement, demands the use of non-recycled PVC. On the other hand, PVC consumes only 0.3% of the oil extracted in the world and is 100% recyclable. Since 2012, Tigre has also adopted, in one of its product lines, a "green plastic", polyethylene from sugar cane.

It also uses recycled material from post-consumption in the toilet flush tank segment.

In order to mitigate the impact of its products on the environment, the company seeks to increase the reuse of materials throughout the value chain, and encourages the development of new raw materials, packaging, and processes that promote the efficient use of natural resources. Moreover, these measures act to generate jobs in the collection, segregation, and processing chain of post-consumption packaging.

Through sectorial initiatives, the Group participates and encourages debates and actions that involve circular economy, in articulations with the Brazilian PVC Institute (IBPVC) and the Brazilian Association of Technical Standards (ABNT).

Tigre products have a low loss rate in the installations. Due to the application characteristics of the solutions and their durability, the life cycle of the products is long, and the disposal is only done in occasional situations and in small renovations. The company conducts research and discussions related to user behavior and their knowledge of sustainable practices, which will help plan awareness actions and ways to encourage the correct disposal and circular economy of materials linked to the business.

The thermoplastic transformation process has low environmental impact, and aspects such as water and energy use and waste generation are monitored by the company. The corporate Environmental Policy guides the actions to identify, evaluate, and control environmental aspects that can cause significant impacts.

Solid residues from the production process are reprocessed, recycled, and used again in products according to the conditions established in the legislation.

In 2022, Tigre Pipes & Fittings used 167.1 tons of direct materials in Brazil, and 106.9 tons in the international units. The percentage of recycled inputs used in the manufacture of the main products and services was 0.02% in Brazil and 1.34% abroad, with a small increase in demand for these materials due to increased consumption. **GRI 301-2**

The products are developed in order to reduce the amount of packaging, whenever possible, while considering the quality and integrity of the deliveries to the final consumer. Tigre has been composting its packaging according to the requirements of the National Solid Waste Policy since 2018. In 2022, 22.5% of the plastic and paper packaging of products sold to end consumers was composted through a partnership with Eureciclo. The composting was equivalent to 335.6 tons of packaging, 197.5 tons of plastic and 173.7 tons of paper.

GRI 301-3

**Our
Joinville unit**
received the Zero Waste
to Landfill certification,
a commitment to good
disposal practices, with
recycling and reuse
technologies.



In the business units, the best coprocessing and composting practices are prioritized, which avoids sending the material to sanitary and industrial landfills. The recyclable residues are segregated for correct disposal, and specific training on recycling is promoted with the professionals. In 2022, the Joinville unit received the Zero Waste to Landfill certification, which represents a commitment to good practices with employees, workers, customers, and society, no longer sending waste to landfills and incinerators, working with recycling and reuse technologies.

Tigre also started to establish criteria for metrics regarding the characteristics of sustainability in its lines, and maps methodologies for the development of more sustainable products and packaging for incorporation in its innovation processes.

SOCIAL IMPACT

With R\$75 million and 7,400 projects, ICRH has already benefited 6.5 million people in 19 years of operation.

Tigre's corporate responsibility is strongly linked to its purpose, which has as its primary social impact the contribution to basic sanitation. Fostering education, sports, and culture for children and adolescents in all the geographies where it operates, without neglecting health and basic sanitation, are guidelines of the social arm of Tigre, the Carlos Roberto Hansen Institute (ICRH).

The Group's engagement with improving the quality of life of children and youngsters was recognized in 2022 with the admission of Tigre's CEO to the Advisory Board of the United Nations Children's Fund (Unicef). For the selection of the new Councilor, UNICEF considers posture, influence, integrity, knowledge, reputation, interest, and engagement with social causes.

In 19 years, ICRH has invested R\$75 million in 7,400 projects that have benefited 6.5 million people. Among the actions conducted in 2022 were the sponsorship of the Joinville Dance Festival, one of the largest in the world, and the promotion of Emcena Brasil-Conexão Cultural Tigre, which, with a container adapted as a stage, offers theater presentations, cinema sessions, recreational activities, circus shows, and *mamulengo* (puppet theater)



Education and sanitation

Through ICRH, Tigre supports social projects in the areas of education, sports, culture, and health. During the year, a partnership with Unicef promoted the installation of 500 washbasins in schools in the North and Northeast regions, helping to remedy the critical situation in the Brazilian educational sector – 24,000 municipal schools do not have proper access to water in the country. In the North Region, less than 10% have access to public sewage services.

In partnership with the National Bank for Economic and Social Development (BNDES) and Iguá Institute, Tigre Water and Effluents (TAE) and the ICRH concluded in September the pilot project "Sanitation at Schools", in technical cooperation to implement sewage collection and treatment plants in public schools in rural areas of the cities of Itapecuru Mirim and Arari in Maranhão state. The first action of this partnership served eight rural schools, also benefited by the Federal Government's Water in Schools initiative.

The equipment developed by TAE that collects and treats wastewater locally based on aerobic biological technology of activated sludge with low energy consumption was donated.

To broaden the discussion about aspects related to sanitation in Brazil, ICRH sponsored and participated in special projects, such as the documentary "The Future of Water, Challenge of the Century", which presents the most important challenges and solutions related to water management and shows good examples in sanitation and reuse of the resource. In partnership with the publisher Bela Vista Cultural, the book "Cultura e Saúde: Personagens e Histórias do Saneamento no Brasil" (Culture and Health: Characters and Stories of Sanitation in Brazil) was launched, as well as the pedagogical booklet of the project with the same name, which is also supported by the Trata Brasil Institute.

→ WATCH "THE FUTURE OF WATER"





Responsibility with its internal audience

Tigre believes that social impact begins in the operations, in the respect, appreciation and development of its professionals. Thus, the sanitation universalization initiatives are also considered for the internal audience, such as the My New Bathroom project, launched in 2021 in partnership with ICRH. The campaign, conducted in Brazil and abroad, improves the quality of life of professionals and their families by renovating bathrooms, providing greater comfort and functionality for personal hygiene. In 2022, 355 professionals signed up for the initiative, and seven bathrooms were delivered in Brazil and eight in international units.

With the objective of maintaining the resources for the social area in the regions where they are generated, the ICRH encourages Tigre professionals to allocate part of their Income Tax to the funds for childhood and adolescence of the cities where it has its plants in Brazil. Through the Solidarity Attitude Program, Tigre pays in advance the amount that the professional proposes to donate and discounts it, in up to six installments, in the following year. The program has been a model for several companies, which contact ICRH to understand the dynamics.

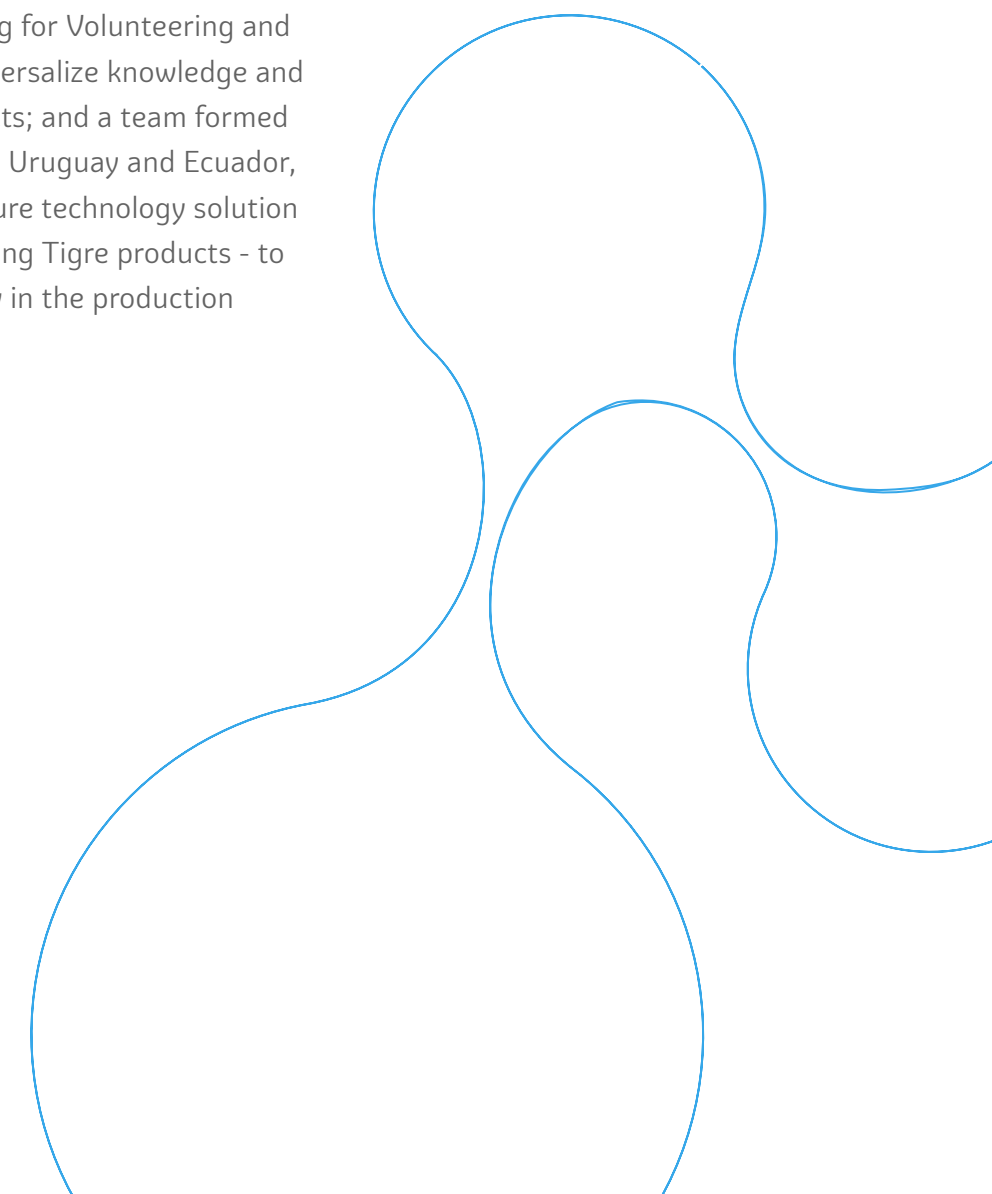
Volunteering actions are also encouraged. In 2022, 55 of them were held, with the participation of 320 volunteers and 3,200 hours of work in activities that generated impact in the different geographies where Tigre operates.

Social Innovation Marathon

An event of creativity and collaboration, the second edition of the Social Innovation Marathon included international business units - 35 professionals from Brazil and 20 from Latin America participated in the initiative, promoted by ICRH and by the Innovation area at Tigre in partnership with Junior Achievement of Santa Catarina state. The goal was to create innovative solutions for real challenges faced by social entities that work with children and adolescents.



The journey, spread over four weeks, had five finalist teams, which received support from ICRH to carry out their projects. Two took the prize: a Brazilian team, with a proposal to provide online training for Volunteering and NGO Management, in order to universalize knowledge and create qualified labor for the projects; and a team formed by professionals from Peru, Bolivia, Uruguay and Ecuador, which developed an urban agriculture technology solution with lower water consumption - using Tigre products - to benefit the families of a community in the production of vegetables.



ABOUT THIS REPORT

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This annual report, published in May 2023, refers to the activities of Tigre S.A. Participações, a closely held corporation registered in the CVM B Category, and its subsidiaries, for the period from January 1 to December 31, 2022. The document follows the guidelines of the Global Reporting Initiative (GRI) and was not submitted to external verification. The document also includes qualitative information from the joint ventures Tigre ADS and *Juntos Somos Mais*.

In 2022, the information related to Tigre Group's people started to be consolidated in a corporate manner, except for the cases in which it is only available for certain geographies. Quantitative data regarding the environment and the use of resources, with the exception of energy, are published only for the business units in Brazil. Any adjustments or restatements of data published in the previous report are recorded throughout the report.

The consolidated Financial Statements include the international units Tigre Argentina S.A., Tigre Chaco S.A., Tigre S.A. Tubos, Conexiones y Cables, Tigre Chile S.A., Tigre Colômbia S.A.S, Tigre Ecuador S.A., Tigre USA Inc., Tigre Paraguay S.A., Tigre Peru S.A. – Tubos y Conexiones S.A., Tubconex Uruguay S.A. and Dura Plastic. In Brazil, AZ Administradora de Bens S.A., Azzo Hidráulicos do Brasil Ltda., Tigre Participações em Metais Sanitários Ltda., Fabrimar S.A. Ind. e Comércio, Novak Participações S.A., Tigre Administradora de Bens Imóveis Ltda, Tigre Ind. e Com. de Compostos Plásticos Ltda, Tigre Mat. E Soluções para Construções Ltda., Tigre Partic. e Soluções Ambientais S.A., Tigre Sol. Amb. Efluentes. Ltda. **GRI 2-2**

To send questions or comments about this publication, the company provides the channel

→ SUSTENTABILIDADE@TIGRE.COM.BR

GRI APPENDIX

GRI CONTENT INDEX

GRI APPENDIX

2-7 Employees

Total number of employees by gender (Global)									
	2022			2021			2020		
	Permanent	Fixed term	Total	Permanent	Fixed term	Total	Permanent	Fixed term	Total
Men	3,602	56	3,658	3,824	255	4,079	3,699	346	4,045
Women	982	77	1,059	926	86	1,012	915	118	1,033
Others	0	0	0	0	0	0	0	0	0
Not Informed	301	208	509	117	0	117	106	0	106
Total	4,885	341	5,226	4,867	341	5,208	4,720	464	5,184

Total number of employees by region (Global)									
	2022			2021			2020		
	Permanent	Fixed term	Total	Permanent	Fixed term	Total	Permanent	Fixed term	Total
Argentina	335	1	336	332	0	332	318	0	318
Bolivia	153	2	155	166	1	167	168	1	169
Brazil	3,343	113	3,456	3,400	332	3,732	3,369	454	3,823
Chile	147	2	149	220	2	222	184	2	186
Colombia	128	14	142	130	5	135	84	3	87
Ecuador	98	2	100	104	0	104	102	2	104
Paraguay	139	0	139	136	0	136	140	0	140
Peru	206	2	208	209	1	210	206	2	208
Uruguay	56	0	56	53	0	53	43	0	43
United States	280	205	485	117	0	117	106	0	106
Total	4,885	341	5,226	4,867	341	5,208	4,720	464	5,184
Note: In 2022, the information related to Tigre Group's people will be consolidated in a corporate manner, except for the cases in which it is only available for certain geographies. Due to a change in the professional management system, the data for previous years have been recompiled, altering the history.									

2-9 Governance structure and its composition

2-10 Appointment and selection for the highest governance body

Tigre's governance structure includes the Shareholders' Meeting, supported by the Family Council. The Board of Directors (BD) is assisted by four statutory committees, auxiliary and support bodies of a permanent nature, without decision-making powers, with advisory and informative functions.

The members of the Board of Directors are elected by the Shareholders' Meeting, and the members of the statutory committees are chosen by the Board of Directors; the Board of Directors serves a two-year term, the committees a one-year term, and in both cases, reelection is permitted. For the appointment and selection of the members of the BD and the committees, the independence criteria set forth in B3's Novo Mercado Regulations are adopted.

2-11 Chairman of the highest governance body

The Chairman of the Board of Directors does not act as an executive in Tigre Group.

2-15 Conflicts of interest

With a preventive approach to handling cases of conflict of interest, the Code of Ethics and Business Conduct establishes that professionals should not be exposed to situations of conflict, with several mitigation actions in case of occurrence, ranging from termination of contract, change of activities, dismissal, to other legal conducts that mitigate the risk. The most serious cases are shared with the Ethics and Compliance Committee, which decides the topics that are taken to the Board of Directors.

2-16 Communication of critical concerns

2-17 Collective knowledge of the highest governance body

It is the role of the Board of Directors to determine and monitor the implementation of the strategy and evaluation of the CEO and other Group leaders. There is periodic reporting to the Board of Directors on strategic, financial, and social and environmental topics. The Board's responsibilities include setting the general direction of the business, electing and supervising management, and approving and tracking the business plan and its investments and results at its monthly meetings. There is joint work between the committees and top management for understanding the materiality of the sustainable development topics that concern the business, which are treated in the committees and recommended for discussion in the Board of Directors.

2-19 Compensation policies

Fixed and variable compensation: the fixed compensation of directors and the fixed and variable compensation of directors is established according to the level of responsibility of the position within the company's organizational structure. The alignment with market practices is ensured by means of annual surveys conducted with a specialized consulting company to assess the adherence of the practices in relation to the market. The essence of the variable compensation programs is to recognize and leverage performance through strong management by objectives that respects the context of each unit. Economic indicators and goals related to people management and sustainability are used for this purpose. Focusing on the alignment of short- and long-term interests, between shareholders and executives, we revisited in 2022 the short- and long-term incentive programs. The long-term variable compensation program became a stock option.

Attraction bonuses or recruitment incentive payments: the company has an attraction policy that assesses the need to offer a hiring bonus, which is associated with a retention contract - if the professional asks to leave the company, they will return the amount proportionally.

Severance pay: follows the legislation, and the company grants Non Compete bonuses in specific cases.

Retirement benefits: the company offers a private pension plan, with optional participation by the executive.

2-20 Process for determining compensation

The company's compensation policy is defined according to its strategy, composed by fixed and variable compensation and benefits, and is approved by the People, Compensation and ESG Committee. The stakeholders' opinions are obtained and considered with analysis of the current programs, meetings for discussions on the subject, and redesigning the programs, in order to ensure the competitiveness of the total compensation package, seeking the alignment of interests and engagement of the executives with the business results. Occasionally independent compensation consultants are hired to analyze and redesign the programs.

2-27 Compliance with laws and regulations

In 2022, there were no significant cases of non-compliance with legislation or legal norms that had an impact on the company's image or with a penalty or impact value exceeding R\$ 1 million.

2-29 Approach to stakeholder engagement

Tigre Professionals: to guarantee that we are all aligned and inspired in the pursuit of the goals, there is a constant work of reinforcement of the strategies in all the communication channels and in the internal campaigns, with measurement of efficiency and effectiveness, by means of internal surveys, such as the Satisfaction Survey. We carry out actions with specific internal audiences to align the strategy and to increase transparency regarding the common goals for the entire organization, such as the leadership offsite, the Annual Sales Convention, the Business in Focus program, the meeting of the extended leadership team, Coffee with Leaders, Chat with the CEO, conversation circles, among others. We also strengthened the programs aimed at the development of professionals through the academies, in addition to establishing the diversity, equity and inclusion program, the My New Bathroom project, the volunteering program, and the operational excellence program, among others.

Customers: we increased our proximity to our customers in order to find solutions to common challenges, as well as sharing best practices in the development of actions towards the universalization of sanitation and the development of more sustainable products. We conduct active listening intensively, through survey actions that capture the perceptions and experiences of our customers.

Consumers and civil society: we strengthened the strategic alignment between the internal communication, marketing, and sustainability areas in order to increase the transparency of our actions, initiatives and programs that bring positive impact to the value chain. We also conduct surveys with professionals in the construction industry to promote the improvement of our products and services.

Associations: we increased our participation in forums that influence the development of public policies aimed at the universalization of sanitation. More information can be found in the "Sectorial Relations" section.

Suppliers: we strengthened our partnerships, since the future and the development of more sustainable products will depend on a value chain that can meet these needs.

Shareholders: our governance structure ensures the dissemination of the strategy, as well as monitoring actions by our statutory committees and Board of Directors.

2-30 Total percentage of employees covered by collective bargaining agreements

All professionals (100%) are covered by collective bargaining agreements.

205-2 Total number and percentage of employees communicated and trained in anti-corruption policies and procedures

All professionals (100%) and suppliers are informed about the Code of Ethics and Business Conduct and other corporate processes and conducts that include the anti-corruption topic. In 2022, content and training on the topic were intensified, and are available online - participation is counted by the number of accesses, with no individual count per professional. All hired employees receive guidance on the topic in the onboarding process, conducted at admission.

301-2 Raw materials or recycled materials used

Percentage of recycled raw materials or materials used in manufacturing for the main products and services				
	2022		2021	
	Brazil P&F	International P&F	Brazil P&F	International P&F
Raw materials or materials used	167,102,305	106,944,788	184,732,141	110,197,841
Raw materials or recycled materials used	32,150,00	1,643,899	26,475	1,500,000
Percentage of raw materials or recycled materials used	0.02%	1.54%	0.01%	1.36%

302-1 Energy consumption within the organization

Energy consumed (GJ) – Brazil											
2022				2021				2020			
Pipes and Fittings	Painting Tools	Metals	Total	Pipes and Fittings	Painting Tools	Metals	Total	Pipes and Fittings	Painting Tools	Metals	Total
Electricity											
386,620.97	13,435.55	11,607.26	411,663.78	426,316.12	14,125.50	19,539.52	459,981.13	424,105.20	14,119.20	18,795.60	457,020.00
Fuels from non-renewable sources											
35,333.61	0.00	2,441.28	37,774.89	62,736.22	0.00	1,275.08	64,011.31	60,503.60	0.00	1,280.34	61,783.94
Dry Natural Gas (NG)											
23,579.48	0.00	2,441.28	26,020.75	44,854.67	0.00	1,275.08	46,129.75	44,764.68	0.00	1,280.34	46,045.02
Liquefied petroleum gas (LPG)											
11,754.14	0.00	0.00	11,754.14	17,881.56	0.00	0.00	17,881.56	15,738.92	0.00	0.00	15,738.92
Fuels from renewable sources (commercial firewood)											
0.00	3,458.93	0.00	3,458.93	0.00	5,143.98	0.00	5,143.98	0.00	5,471.42	0.00	5,471.42
Total											
421,954.58	16,894.48	14,048.54	452,897.60	489,052.34	19,269.48	20,814.60	529,136.42	484,608.80	19,590.62	20,075.94	524,275.36

Energy consumed (GJ) – Global											
2022				2021				2020			
Brazil	Latam	EUA	Total	Brazil	Latam	EUA	Total	Brazil	Latam	EUA	Total
Electricity											
411,663.78	229,106.82	54,681.79	695,452.39	459,981.13	249,412.12	11,379.60	720,772.86	457,020.00	210,540.09	6,486.89	674,046.98
Fuels from non-renewable sources											
37,774.89	0.00	0.00	37,774.89	64,011.31	0.00	0.00	64,011.31	61,783.94	0.00	0.00	61,783.94
Dry Natural Gas (NG)											
26,020.75	0.00	0.00	26,020.75	46,129.75	0.00	0.00	46,129.75	46,045.02	0.00	0.00	46,045.02
Liquefied petroleum gas (LPG)											
11,754.14	0.00	0.00	11,754.14	17,881.56	0.00	0.00	17,881.56	15,738.92	0.00	0.00	15,738.92
Fuels from renewable sources (commercial firewood)											
3,458.93	0.00	0.00	3,458.93	5,143.98	0.00	0.00	5,143.98	5,471.42	0.00	0.00	5,471.42
Total											
452,897.60	229,106.82	54,681.79	736,686.21	529,136.42	249,412.12	11,379.60	789,928.14	524,275.36	210,540.09	6,486.89	741,302.34
Note: No energy sales are conducted.											

303-3 Water collection per source

Total volume of water collection per source (ML) – Brazil			
	2022	2021	2020
Pipes and Fittings			
Surface water	30.46	30.50	37.34
Groundwater	110.96	122.79	125.95
Third-party water (purchased)	13.60	10.10	17.02
Total	155.02	163.39	180.31
Painting Tools			
Surface water	0.00	0.00	0.00
Groundwater	4.60	7.25	6.83
Third-party water (purchased)	2.66	1.35	1.62
Total	7.26	8.60	8.45
Metals			
Surface water	0.00	0.00	0.00
Groundwater	0.00	0.00	0.00
Third-party water (purchased)	17.06	33.25	31.48
Total	17.06	33.25	31.48
Total operations Brazil	179.34	205.24	220.24
Note: All volume refers to fresh water. There is no use of sea water, no water production in the process, and no water collection from water-stressed areas. Surface water at Tigre Pipes & Fittings includes 3.72 ML of rainwater.			

303-5 Water consumption

Total water consumption (ML) – Brazil			
	2022	2021	2020
Pipes and Fittings	156.38	163.39	183.94
Painting Tools	7.26	8.61	8.45
Metals	17.06	0.03	12.77
Total	180.70	172.03	205.16
Note: No water consumption in water-stressed areas.			

305-1 Direct greenhouse gas (GHG) emissions (Scope 1)

	2022			2021			2020		
	Gross Emissions	Biogenic Emissions	Total	Gross Emissions	Biogenic Emissions	Total	Gross Emissions	Biogenic Emissions	Total
Pipes and Fittings	3,987.88	223.41	4,211.29	5,563.27	157.48	5,720.75	4,283.53	0.92	4,284.45
Painting Tools	61.99	328.64	390.63	61.72	609.85	671.57	198.11	759.59	957.70
Metals	196.94	0.03	196.97	250.74	7.71	258.45	357.66	7.81	365.47
Total	4,246.81	552.09	4,798.89	5,875.73	775.04	6,650.77	4,839.30	768.32	5,607.62
Direct and biogenic GHG emissions (tCO ₂ equivalent) - Scope 1 – Brazil									

305-2 Indirect greenhouse gas (GHG) emissions (Scope 2) from the acquisition of energy

Indirect GHG emissions (tCO ₂ equivalent) - Scope 2 – Brazil			
	2022	2021	2020
Pipes and Fittings	4,593.11	14,589.84	7,271.64
Painting Tools	159.15	499.45	242.09
Metals	136.04	648.49	322.27
Total	4,888.30	15,737.78	7,835.99
Note: Gases included in the calculations: CO ₂ (carbon dioxide), N ₂ O (nitrous oxide), PFCs (perfluorocarbons), NF ₃ (nitrogen trifluoride), CH ₄ (methane), HFCs (hydrofluorocarbons), and SF ₆ (sulfur hexafluoride). All emission factors and global warming potential (GWP) rates are aligned with the emission calculation tool provided by the Brazilian GHG Protocol Program. Operational control is used as the data consolidation approach. For the methodologies and assumptions, the recommendations of the Brazilian GHG Protocol Program are also adopted.			

306-3 | 306-4 | 306-5 Waste

Waste generated, recycled, and sent for final disposal (tons) – Brazil													
		2022				2021				2020			
Destination	Waste type	Pipes and Fittings	Painting Tools	Metals	Total	Pipes and Fittings	Painting Tools	Metals	Total	Pipes and Fittings	Painting Tools	Metals	Total
Non-hazardous waste													
Recycling	Paper, cardboard, and plastic	423.49	140.42	56.45	620.36	860.52	143.06	55.41	1,058.98	671.09	112.66	42.94	826.69
	Ferrous and non-ferrous metals	835.42	33.65	67.40	936.47	898.41	52.70	20.44	971.55	333.10	29.12	15.95	378.17
	Wood	1,185.82	0.00	64.95	1,250.77	982.80	0.00	40.71	1,023.51	1,011.18	0.00	42.68	1,053.85
	Other	7.23	0.00	275.98	283.21	0.00	0.00	0.00	0.00	40.50	0.00	0.00	40.50
Reuse	Wool Waste, Foam	0.00	75.50	0.00	75.50	0.00	89.40	0.00	89.40	0.00	73.91	0.00	73.91
Composting	Organic Waste	8.64	0.00	0.00	8.64	81.33	0.00	0.00	81.33	74.97	0.00	0.00	74.97
Earthwork	Construction Waste	22.78	0.00	81.30	104.08	98.17	0.00	97.37	195.54	2.49	0.00	0.00	2.49
External Treatment	Grease Box/WTP Sludge	1,084.48	0.00	135.00	1,219.48	565.48	0.00	107.62	673.10	678.36	0.00	9.70	688.06
Landfill	Common and Organic Garbage	359.11	48.87	93.60	501.58	220.22	41.35	29.73	291.30	326.89	14.00	64.18	405.07
Total de resíduos não perigosos		3,926.97	298.44	774.68	5,000.09	3,706.93	326.51	351.27	4,384.71	3,138.57	229.69	175.45	3,543.71
Hazardous Waste													
Recycling/ Decontamination	Used oil	22,24	0,00	0,00	22,24	54.95	200.96	15.40	271.31	40.77	1.87	20.61	63.25
	Other	0,00	0,00	1,94	1,94	0.00	0.035	1.24	1.28	8.47	0.12	0.00	8.59
Incineration	Health Waste	0,44	0,00335	0,003	0,45	0.00	0.00117	0.0015	0.01	2.09	0.01	0.00	2.09
Co-processing	Contaminated Solids	113,48	183,65	162,74	459,87	184.68	206.11	145.10	535.89	176.88	86.43	14.36	277.67
	Contaminated Liquids	28,00	0,00	83,10	111,10	0.00	0.00	10.62	10.62	0.00	0.00	0.00	0.00
Industrial landfill	Contaminated Solids	21,39	0,00	0,00	21,39	1.12	0.00	0.00	1.12	2.04	68.87	0.00	70.91
	Other	0,00	0,00	0,00	0,00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.13
Wastewater treatment	Contaminated water (oil emulsion)	125,65	9,07	0,00	134,72	93.24	0.00	0.36	93.60	76.13	8.31	0.00	84.44
Total hazardous waste		311,21	192,72	247,78	751,71	333.99	407.11	172.72	913.82	306.50	165.60	34.97	507.08
Total waste		4.238,18	491,16	1.022,46	5.751,81	4,040.92	733.62	524.00	5,298.53	3,445.07	395.29	210.42	4,050.78

404-3 Percentage of employees, broken down by gender and employee category, who received regular performance and career development reviews

In 2022			
Directors	Men	100.00%	
	Women	100.00%	
	Not Informed	100.00%	
	Total	100.00%	
Managers	Men	83.33%	
	Women	71.43%	
	Not Informed	100.00%	
	Total	82.05%	
Coordinators	Men	90.22%	
	Women	76.92%	
	Not Informed	55.56%	
	Total	84.29%	
Administrative	Men	85.71%	
	Women	72.05%	
	Not Informed	9.41%	
	Total	72.98%	
Technical Support	Men	81.25%	
	Women	53.85%	
	Not Informed	0.00%	
	Total	68.97%	
Technicians	Men	67.83%	
	Women	75.00%	
	Not Informed	0.00%	
	Total	49.79%	
Teleservice	Men	0.00%	
	Women	85.71%	
	Not Informed	0.00%	
	Total	66.67%	

Sales	Men	89.23%	
	Women	70.73%	
	Not Informed	15.38%	
	Total	82.33%	
Operational	Men	98.22%	
	Women	85.27%	
	Not Informed	0.00%	
	Total	92.49%	
Interns	Men	100.00%	
	Women	100.00%	
	Not Informed	100.00%	
	Total	100.00%	
Apprentices	Men	0.00%	
	Women	0.00%	
	Not Informed	0.00%	
	Total	0.00%	
Temporary Workers	Men	0.00%	
	Women	0.00%	
	Not Informed	0.00%	
	Total	0.00%	
TOTAL	Men	93.01%	
	Women	74.62%	
	Not Informed	4.13%	
	Total	80.64%	

Note: The performance review model is annual, and its rule is that all people admitted during the year from January to September will be assessed, that is, those admitted as of October are only evaluated in the next cycle - for this reason the review does not close 100% each year. Apprentices are assessed only through the forms forwarded by the schools they are linked to, and temporary workers are not evaluated.

405-1 Diversity in governance bodies and employees

Percentage of individuals by gender and age group in the governance bodies			
		Board of Directors	Executive Board
By gender			
2022	Men	85.71%	80.00%
	Women	14.29%	20.00%
	Total	100.00%	100.00%
2021	Men	100.00%	66.67%
	Women	0.00%	33.33%
	Total	100.00%	100.00%
2020	Men	100.00%	66.67%
	Women	0.00%	33.33%
	Total	100.00%	100.00%
By age group			
2022	Under 30 years old	0.00%	0.00%
	Between 30 and 50 years old	28.57%	0.00%
	Over 50 years	71.43%	100.00%
	Total	100.00%	100.00%
2021	Under 30 years old	0.00%	0.00%
	Between 30 and 50 years old	20.00%	33.33%
	Over 50 years	80.00%	66.67%
	Total	100.00%	100.00%
2020	Under 30 years old	0.00%	0.00%
	Between 30 and 50 years old	20.00%	66.67%
	Over 50 years	80.00%	33.33%
	Total	100.00%	100.00%

Note: There are no black people or people with disabilities in the governance bodies.

Percentage of employees. by employee category. by gender (Global - 2022)		
Directors	Men	76.92%
	Women	15.38%
	Not Informed	7.69%
	Total	100.00%
Managers	Men	76.92%
	Women	17.95%
	Not Informed	5.13%
	Total	100.00%
Coordinators	Men	65.71%
	Women	27.86%
	Not Informed	6.43%
	Total	100.00%
Administration	Men	52.40%
	Women	37.66%
	Not Informed	9.94%
	Total	100.00%
Technical Support	Men	55.17%
	Women	44.83%
	Not Informed	0.00%
	Total	100.00%
Technicians	Men	60.34%
	Women	11.81%
	Not Informed	27.85%
	Total	100.00%

Teleservice	Men	22.22%
	Women	77.78%
	Not Informed	0.00%
	Total	100.00%
Sales	Men	78.31%
	Women	16.47%
	Not Informed	5.22%
	Total	100.00%
Operational	Men	80.49%
	Women	15.76%
	Not Informed	3.76%
	Total	100.00%
Interns	Men	34.78%
	Women	60.87%
	Not Informed	4.35%
	Total	100.00%
Apprentices	Men	37.50%
	Women	62.50%
	Not Informed	0.00%
	Total	100.00%
Temporary Workers	Homens	5.41%
	Women	1.35%
	Not Informed	93.24%
	Total	100.00%
Total	Men	70.00%
	Women	20.26%
	Not Informed	9.74%
	Total	100.00%

Percentage of employees, by employee category, by age range (Global - 2022)		
Directors	Under 30 years old	0.00%
	Between 30 and 50 years old	53.85%
	Over 50 years old	46.15%
	Total	100.00%
Managers	Under 30 years old	0.00%
	Between 30 and 50 years old	85.90%
	Over 50 years old	14.10%
	Total	100.00%
Coordinators	Under 30 years old	4.29%
	Between 30 and 50 years old	80.00%
	Over 50 years old	15.71%
	Total	100.00%
Administration	Under 30 years old	22.92%
	Between 30 and 50 years old	68.54%
	Over 50 years old	8.54%
	Total	100.00%
Technical Support	Under 30 years old	31.03%
	Between 30 and 50 years old	62.07%
	Over 50 years old	6.90%
	Total	100.00%
Technicians	Under 30 years old	11.81%
	Between 30 and 50 years old	68.78%
	Over 50 years old	19.41%
	Total	100.00%

Teleservice	Under 30 years old	33.33%
	Between 30 and 50 years old	66.67%
	Over 50 years old	0.00%
	Total	100.00%
Sales	Under 30 years old	4.42%
	Between 30 and 50 years old	83.53%
	Over 50 years old	12.05%
	Total	100.00%
Operational	Under 30 years old	21.40%
	Between 30 and 50 years old	61.22%
	Over 50 years old	17.37%
	Total	100.00%
Interns	Under 30 years old	95.65%
	Between 30 and 50 years old	4.35%
	Over 50 years old	0.00%
	Total	100.00%
Apprentices	Under 30 years old	98.96%
	Between 30 and 50 years old	1.04%
	Over 50 years old	0.00%
	Total	100.00%
Temporary Workers	Under 30 years old	30.18%
	Between 30 and 50 years old	59.46%
	Over 50 years old	10.36%
	Total	100.00%
Total	Under 30 years old	21.78%
	Between 30 and 50 years old	63.26%
	Over 50 years old	14.96%
	Total	100.00%

Percentage of black employees, by employee category, by gender (Brazil)				
Employee Category	Gender	2022	2021	2020
Directors	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Managers	Men	0.00%	2.44%	2.63%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	1.92%	2.08%
Coordinators	Men	2.13%	1.92%	2.08%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	1.47%	1.45%	1.54%
Administration	Men	3.21%	5.05%	3.37%
	Women	3.11%	3.54%	2.65%
	Not Informed	0.00%	0.00%	0.00%
	Total	3.17%	4.42%	3.07%
Technical Support	Men	6.25%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	3.45%	0.00%	0.00%
Technicians	Men	4.76%	2.88%	0.88%
	Women	4.17%	4.55%	3.70%
	Not Informed	0.00%	0.00%	0.00%
	Total	4.65%	3.17%	1.42%
Teleservice	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Sales	Men	4.03%	5.30%	5.43%
	Women	6.45%	8.00%	9.09%
	Not Informed	0.00%	0.00%	0.00%
	Total	4.52%	5.73%	5.96%

Operational	Men	8.46%	9.04%	9.74%
	Women	7.03%	7.68%	8.45%
	Not Informed	0.00%	0.00%	0.00%
	Total	8.16%	8.77%	9.48%
Interns	Men	12.50%	0.00%	11.11%
	Women	0.00%	0.00%	14.29%
	Not Informed	0.00%	0.00%	0.00%
	Total	5.00%	0.00%	12.50%
Apprentices	Men	18.75%	11.76%	5.88%
	Women	11.54%	10.71%	16.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	14.29%	11.11%	11.90%
Temporary Workers	Men	12.50%	9.69%	8.60%
	Women	0.00%	4.00%	4.88%
	Not Informed	0.00%	0.00%	0.00%
	Total	11.11%	8.66%	7.83%
Total	Men	7.30%	8.00%	8.16%
	Women	5.70%	6.07%	6.61%
	Not Informed	0.00%	0.00%	0.00%
	Total	6.89%	7.56%	7.79%

Percentage of people with disabilities, by employee category, by gender (Brazil)				
Employee Category	Gender	2022	2021	2020
Directors	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Managers	Men	2.33%	2.44%	2.63%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	1.82%	1.92%	2.08%
Coordinators	Men	2.13%	1.92%	2.08%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	1.47%	1.45%	1.54%
Administration	Men	4.17%	4.33%	4.49%
	Women	1.33%	1.52%	2.65%
	Not Informed	0.00%	0.00%	0.00%
	Total	2.98%	3.16%	3.73%
Technical Support	Men	0.00%	0.00%	4.17%
	Women	7.69%	12.50%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	3.45%	4.00%	3.23%
Technicians	Men	4.76%	6.73%	6.14%
	Women	4.17%	4.55%	3.70%
	Not Informed	0.00%	0.00%	0.00%
	Total	4.65%	6.35%	5.67%
Teleservice	Men	0.00%	0.00%	0.00%
	Women	25.00%	9.09%	11.11%
	Not Informed	0.00%	0.00%	0.00%
	Total	20.00%	7.69%	9.09%
Sales	Men	0.00%	0.00%	0.78%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.66%

Operational	Men	5.44%	5.42%	6.02%
	Women	8.43%	8.71%	11.07%
	Not Informed	0.00%	0.00%	0.00%
	Total	6.08%	6.07%	7.04%
Interns	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Apprentices	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Temporary Workers	Men	0.00%	0.00%	0.00%
	Women	0.00%	0.00%	0.00%
	Not Informed	0.00%	0.00%	0.00%
	Total	0.00%	0.00%	0.00%
Total	Men	4.72%	4.49%	4.81%
	Women	5.36%	5.60%	6.94%
	Not Informed	0.00%	0.00%	0.00%
	Total	4.89%	4.74%	5.31%
Note for all employee diversity tables (indicator 405-1): Due to the integration of Dura Plastics and a change in the workforce management system, the employee diversity data for the United States for 2020 and 2021 could not be compiled, thus affecting the historical data. To maintain compliance and the alignment of information, the corporate history will not be published this year, opening a new comparison series. In 2022, information relating to Tigre Group personnel will be consolidated in a corporate manner, except in cases where it is only available for certain geographies.				

405-2 Ratio of base salary and remuneration received by women to that received by men

	2022		2021	
Employee Category	Base salary	Remuneration	Base salary	Remuneration
Board of Directors	1.00	1.00	0.00	0.00
Directors	1.37	1.99	1.41	3.33
Managers	0.94	0.94	0.96	0.98
Coordinators	0.91	0.92	1.24	1.36
Administrative	1.11	1.11	1.12	1.20
Technical Support	0.53	0.48	0.54	0.47
Technicians	0.92	0.87	0.89	0.83
Teleservice	1.11	1.21	1.03	0.98
Sales	0.87	0.82	0.86	0.81
Operational	0.76	0.73	0.75	0.66
Interns	1.00	1.00	1.00	1.00
Apprentices	1.00	1.00	1.00	1.00
Temporary Workers	1.00	1.00	1.00	1.00

GRI CONTENT INDEX

Statement of Use: Tigre Group has reported the information cited in this GRI content index for the period January 1 to December 31, 2022 with reference to the GRI Standards.

GRI 1 used | GRI 1: Foundation 2021

Applicable GRI Sector Standard(s): Not applicable

GRI Standard / Other Source	Indicators	Location	Omission			SDG	Global Compact
			Requirement(s) omitted	Reason	Explanation		
General Contents							
GRI 2: General Disclosures 2021	2-1 Organizational Details	12, 93					
	2-2 Entities included in the organization's sustainability reporting	93					
	2-3 Reporting period, frequency and contact point	93					
	2-4 Restatements of information	93					
	2-5 External assurance	93					
	2-6 Activities, Value Chain and Other Business Relationships	12					
	2-7 Employees	96				8, 10	6
	2-8 Workers who are not employees	-	All content	Information unavailable	The company's system does not show this information	8	6
	2-9 Governance Structure and Composition	27, 97				5, 16	
	2-10 Nomination and Selection of the Highest of Governance Body	27, 97				5, 16	
	2-11 Chair of the highest governance body	97				16	
	2-12 Role of the highest governance body in overseeing the management of impacts	26				16	
	2-13 Delegation of responsibility for managing impact	26					
	2-14 Role of the highest governance body in the sustainability reporting	26					
	2-15 Conflicts of interest	97				16	
	2-16 Communication of critical concerns	33, 97					

GRI Standard / Other Source	Indicators	Location	Omission			SDG	Global Compact
			Requirement(s) omitted	Reason	Explanation		
General Disclosures							
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body	97					
	2-18 Evaluation of the performance of the highest governance body	27					
	2-19 Remuneration policies	97					
	2-20 Process to determine remuneration	98					
	2-21 Annual total compensation ratio	-	All content	Confidentiality Restrictions	The indicator has data that is classified by the company as confidential		
	2-22 Statement on sustainable development strategy	4					
	2-23 Policy commitments	30				16	10
	2-24 Embedding policy commitments	30					
	2-25 Processes to remediate negative Impacts	32, 84					
	2-26 Mechanisms for seeking advice and raising concern	33				16	10
	2-27 Compliance with laws and regulations	98				16	8
	2-28 Membership associations	34					
	2-29 Approach to stakeholder engagement	98					
	2-30 Collective bargaining agreements	98				8	3
	3-1 Process for determining the material topics	22					
3-2 List of material topics	22						
Material Topic: Access to water and sanitation							
GRI 3: Materials Topics 2021	3-3 Management of Material Topic	26, 54				6, 12	8, 9
GRI 303: Water and Wastewater 2018	303-1: Interactions with water as a shared resource	80				6, 12	8, 9

GRI Standard / Other Source	Indicators	Location	Omission			SDG	Global Compact
			Requirement(s) omitted	Reason	Explanation		
Material Topic: Consumer Satisfaction							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 46				12	
Material Topic: Innovation and Technology							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 50				9	
Material Topic: Human Capital Development							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 68				4, 5, 8, 10	1, 6
GRI 404: Training and Education	404-2: Continuous learning programs for employees and preparation for retirement	68				4, 5, 8	1, 6
	404-3: 2016 Percentage of employees who receive regular performance and career development reviews	106				5, 8, 10	1, 6
Material Topic: More Sustainable Products							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 52				8, 12	7, 8, 9
GRI 301: recycled materials used 2016	301-2: Raw Materials or used 2016	85, 99				8, 12	7, 8, 9
Material Topic: Ethics and Transparency							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 30				16	10
GRI 205: Anti- corruption 2016	205-1: Operations assessed for corruption-related risks	32				16	10
	205-2: Communication and training on anti-corruption Policies and procedures	99				16	10

GRI Standard / Other Source	Indicators	Location	Omission			SDG	Global Compact
			Requirement(s) omitted	Reason	Explanation		
Material topic: Water and wastewater management in operations							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 80				6	8, 9
GRI 303: Water and Wastewater 2018	303-3: Water collection					6	8, 9
	303-5: Water consumption	100				6	8, 9
Material Topic: Occupational Health and Safety							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 72				3, 8, 16	1, 6
GRI 403: Occupational health and safety 2018	403-4: Worker participation, surveys, and communication on occupational health and safety	75				8	1, 6
	403-5: Training of workers on occupational health and safety	74				8	1, 6
	403-6: Promotion of occupational health	72				3	1, 6
	403-9: Work-related accidents	72, 105				3, 8, 16	1, 6
	403-10: Work-related health problems	105				3, 8, 16	1, 6
Material Topic: Circular Economy and Reverse Logistics							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 84				12	7, 8, 9
GRI 301: Materials 2016	301-3: Products and their recovered packaging	85				8, 12	8
GRI 306: Waste 2020	306-2: Managing significant waste-related impacts	84				3, 6, 11, 12	7, 8, 9
	306-3: Waste generated	102				6, 11, 12	7, 8, 9
	306-4: Waste not addressed for final disposal	102				6, 11, 12	7, 8, 9
	306-5: Waste address SDG for final disposal	102				6, 11, 12	7, 8, 9

GRI Standard / Other Source	Indicators	Location	Omission			SDG	Global Compact
			Requirement(s) omitted	Reason	Explanation		
Material Topic: Omission on Management and Climate Change							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 81				3, 7, 12,13, 14, 15	7, 8, 9
GRI 302: Energy 2016	302-1: Energy consumption within the organization	99				7, 8, 12, 13	7, 8
GRI 305: Emissions 2016	305-1: Direct greenhouse gas (GHG) emissions (Scope 1)	101				3, 12, 13, 14, 15	7, 8
	305-2: Indirect greenhouse gas (GHG) emissions (Scope 2) from the acquisition of energy	101				3, 12, 13, 14, 15	7, 8
Material Theme: Diversity, Equity & Inclusion							
GRI 3: Material Topics 2021	3-3 Management of Material Topic	26, 66				5, 8, 10	6
GRI 401: Employment 2016	401-1: Rates of new hires and employee turnover	104				5, 8, 10	6
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity in governance bodies and employees	107				5, 8	6
	405-2: Ratio of base salary and remuneration received by women to those received by men	112				5, 8, 10	6
Additional Content							
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CORPORATE INFORMATION

Headquarters

JOINVILLE (SANTA CATARINA, BRAZIL)
Rua Xavantes, nº 54, Atiradores,
Zip Code89203-210
Phone: +55 (47) 3441-5000

Tigre Pipes and Fittings

JOINVILLE (SANTA CATARINA, BRAZIL)
Rua dos Bororós, nº 84, Distrito Industrial,
Zip Code89239-290
Phone: +55 (47) 3441-5000

RIO CLARO (SÃO PAULO, BRAZIL)
Avenida Brasil, nº 4233, Distrito Industrial,
Zip Code13505-600
Phone: +55 (19) 2112-9600

ESCADA (PERNAMBUCO, BRAZIL)
Rodovia BR 101, Sul – Km 130 s/n
Distrito Industrial
Zip Code55500-000

MANAUS (AMAZONAS, BRAZIL)
Avenida Buriti, nº 3501, Lote 3, Distrito Industrial,
Zip Code69075-000
Phone numbers: +55 (92) 3615-4946
+55 (92) 3615-4933

MARECHAL DEODORO (ALAGOAS, BRAZIL)
Rodovia Divaldo Suruagy - Km 424, Lote 203, s/n
Zip Code57160-000

ARGENTINA
Calle 12, nº 70, Parque Industrial Pilar,
Pcia de Buenos Aires, Pilar
Phone numbers: +54 (0230) 4497000
+54 (0230) 4497001

BOLIVIA
Parque Industrial Ramón Dario Gutiérrez,
PI-22, Santa Cruz de la Sierra
Phone: +591 (3) 3147210
Calle Alto de la Alianza No. 665, La Paz
Phone: +591 (2) 218-7810

CHILE
Avenida La Montaña, 754,
Barrio Industrial Los Libertadores,
Colina, Santiago
Phone: +56 (2) 2444-3900

COLOMBIA
Km 1,5, Via Sibéria-Cota,
Condomínio Empresarial Potrero Chico,
Parque Industrial Robles II, Bodegas 7 y 8,
Cota - Cundinamarca
Telefone: +57 (1) 742-6465

ECUADOR
Carapungo
El Vergel Lote 19 y Giovanni Calles, vía marianas
Phone: +593 (2) 282 29 94

UNITED STATES
2315, Beloit Avenue, Janesville,
Wisconsin, Zip Code53546
Phone: 001-608-754-4554

PARAGUAY
Avenida Cacique Lambaré, 2244 c
Acosta Ñú, Lambaré
Phone: +595 (21) 905452

PERU
Av. Carlos Roberto Hansen s/n Lotiz.
Indust. El Lúculo - Lurín, Lima.
Phone: (51-1) 6106833

URUGUAY
Ruta Nacional, nº 1, Km 46,2,
Libertad, San Jose
Zip Code80.100
Phone: (598) 34535110800 8343

Dura Plastics

BEAUMONT (CALIFORNIA, UNITED STATES)
533 East Third Street
Zip Code92223

CELINA (TENNESSEE, UNITED STATES)
1520 Gainsboro Hwy
Zip Code38551

Azzo

JOINVILLE (SANTA CATARINA, BRAZIL)
Rua Landmann, nº 245, Costa e Silva,
Zip Code89217-420
Phone: +55 (47) 3481-8100

Tigre Painting Tools

CASTRO (PARANÁ, BRAZIL)
Avenida Tigre, 660, Vila Santa Cruz,
Zip Code84.168-215
Phone: (42) 3232-8100

Tigre Metals

RIO DE JANEIRO (RIO DE JANEIRO, BRAZIL)
Rod. Presidente Dutra, 1.362,
Pavuna 21535-502

Tigre Water and Effluents

RIO CLARO (SÃO PAULO, BRAZIL)
Rua Pennwalt, nº 270 -
ZIP CODE13505-650
Phone numbers: +55 (19) 2112-9652
+55 (19) 2112-9660

ADS Tigre

RIO CLARO (SÃO PAULO, BRAZIL)
Avenida Pennwalt, nº 270 – Distrito Industrial
Zip Code135050-650

MARECHAL DEODORO (ALAGOAS, BRAZIL)
Rod. Divaldo Suruagy, km 424, s/n,
Lote 202 a 205 – Distrito Industrial
Zip Code57160-000

SANTIAGO (CHILE)
Panamericana Norte 20500, Lampa
Phone: (56-2) 413-000

GENERAL COORDINATION
Tigre – Sustainability Area
GRI WRITING AND CONSULTING
KMZ Conteúdo
GRAPHIC DESIGN
Marcia Godoy
IMAGES
Acervo Tigre, Imprensa/FIESC (page 34)

