



2020 SUSTAINABILITY REPORT



SUMMARY

03 Introduction

04 Message from the CEO

05 2020 in numbers

07 Fighting COVID-19

Essence

09 Our culture

16 Sustainability agenda

19 Corporate governance

Personnel

22 Our team

29 Health and safety at work

32 Our suppliers

Business

34 Our specialties

37 Our customers

39 Economic performance

The planet

41 Environmental management

42 Waste

43 Energy

44 Water & effluents

44 Emissions

45 GRI summary

55 Credits



INTRODUCTION

In our first *Sustainability Report*, we will be explaining our activities and results as leaders in flexible structures

Due to the coronavirus pandemic, 2020 was an extremely challenging year, but it did make us look at the tools and solutions available to be able to accompany our activities over the coming few years.

This year, moreover, we are proud to be presenting our first *Sustainability Report*, structured using the methodology found in the "Essential" category of the Global Reporting Initiative (GRI) Standards, to demonstrate the outstanding highlights from the period ranging from January 1 to December 31, 2020.

GRI 102-50, 102-52

In this publication, we will aim to contextualize the results obtained, outline our action fronts as leaders in flexible structures, the technologies adopted, and our commitments to our 383 employees, as well as present our material issues, as identified

through contact with the company's stakeholders. GRI 102-1, 102-46, 102-54, 102-56

The issues are connected to the United Nations' Sustainable Development Goals (SDGs), in order to align our business with some of the 17 principles connected to the global agenda. We are at the beginning of our journey, but we are committed to moving forward with our actions.

The structure of this publication follows the key-points of this cycle, as a way of demonstrating how Tópico has acted over the course of the year, whilst also discussing the plans we have made to tackle future challenges and continue with our objective of always improving our governance for the network in which we operate.

We hope you find our report useful and informative.

MESSAGE FROM THE CEO

GRI 102-14



Since it was founded, 40 years ago, Tópico has maintained the entrepreneurial spirit that has marked its trajectory, and has continued to evolve, assuming roles that have been increasingly important to the changes that are necessary for our industry and our society. We know that our prominent position in Brazil and in Latin America means there is always a great responsibility to positively influence the market.

And this responsibility is demonstrated most transparently in this first *Sustainability Report*, through which we are presenting our customers, employees, business partners, investors and society in general with an understanding of the actions we are pursuing to build a better future for us all.

Tópico is committed to the United Nations' (UN) Sustainable Development Goals (SDGs) and for years the company has been honing its projects in line with the principal pillars of sustainability: environmental, social and governance.

With this initiative, we hope to encourage suppliers, competitors and customers to work together towards the increasingly more sustainable development of our industry. Our solutions are naturally sustainable through their use of recyclable raw materials, allowing for the economy of reuse that the leasing category allows and through the undertaking of projects that do not generate construction waste. But we do realize that this is still not enough. Every value chain brings with it opportunities to greatly increase the conscientious use of resources, increase the positive social impacts of the activities and strengthen the governance processes that are so necessary for the Brazilian and South-American economies.

I would just like to thank all those who have contributed to this report and invite our readers to join us on this journey.

Arthur Lavieri
Chief Executive Officer

2020 IN NUMBERS



40 YEARS

in the canvas and zinc
warehousing market



4 BRANCHES

North, Northeast and
Southeast



MORE THAN

600,000^{m²}

rented each year



MORE THAN 750

customers



NUMBER 1

in the flexible
infrastructure sector



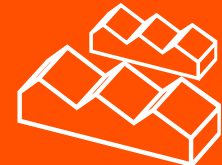
MORE THAN 2.5 MILLION

m² installed



R\$ 157 MILLION

gross revenue



30,000 M²

manufacturing capacity
each month



4 MODELS

available with canvas or metal
sheet covering (Gama, Beta,
Zeta and Delta)



383

employees



2.7 ML

of water
consumed



2,431 GJ

of energy consumed



44

MONTHS

average duration of
customer contracts



6,462

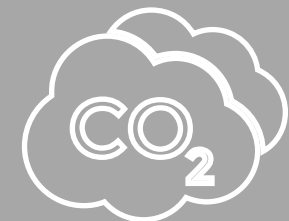
HOURS

of training



A SCORE OF 88

on the NPS (Net Promoter
Score) customer
satisfaction gauge



587.22

tCO₂e

issued

FIGHTING COVID-19

Just as in many other sectors, we too have had to adapt ourselves to deal with the new coronavirus pandemic and implement measures designed to tackle it and ensure the wellbeing of everyone involved in our company. We have implemented a Crisis Committee to monitor the evolution of the actions taken to fight the Covid-19 coronavirus on a daily basis.

We have adopted the *home office* working system for 100% of our administrative employees since the very beginning of the pandemic. As part of this, we have been holding virtual meetings, restricted business trips, and provided for those employees in groups of risk to take leave from work (with pay still guaranteed). We have also widely developed and insisted upon good hygiene practices and physical distancing.

We also believe that we have a role to play in tackling the virus alongside society. In this sense, together with the company Hydro Solution, we have developed a project named

‘Tópico Care’, which aims to increase protection against bacteria and viruses such as the Covid-19.

This involves a tunnel with an interior made up of an ozone-containing water mist, a powerful disinfectant that helps reduce the risk of infection in just a few seconds, that can be used by industries, supermarkets, hospitals, retail locations and in public spaces. The tunnel is formed of devices such as a temperature sensor and telemetry readings, that store data including temperature and length of time exposed to the mist, thus allowing greater control and mitigation of infection.

This structure, made of galvanized steel and enclosed in fireproof canvas, also has two specific applications: one focused on the sanitation of cars and ambulances, for example, and the other on disinfecting supermarket carts, with or without products in them.



ESSENCE



Our flexible sheds
are designed to
provide storage
and cover for
different types of
businesses

Our material issue

As the leading company in the sector, our work involves guaranteeing the quality and safety of our products, having a positive impact on the entire segment, contributing with greater standardization, and broadening the environment for dialog with trade associations and government agencies.



OUR CULTURE

GRI 102-2, 102-7

We are committed to the UN's Sustainable Development Goals (SDGs), and we fine tune our projects in accordance with the pillars of sustainability: environmental, social and governance

For four decades, we have been leaders in the manufacture and leasing of flexible canvas and steel sheds, providing storage and coverage for use by all different types of business, from agribusiness to industry. We have more than 2.5 million square meters of installed infrastructure throughout the country. **GRI 102-6**

The core of our business is located in Embu das Artes (SP), where our plant and logistics center are based. We have four branch units: São Paulo (SP) where our back office is based, Salvador (BA), Contagem (MG) and Parauapebas (PA), whilst we also have outposts in Joinville (SC) and Rondonópolis (MT) – to attend to the needs of more than 750 customers in different regions of Brazil. Tópico originated as a family company and for six years has been merged with another large company within the sector. Since 2015, it has been managed by the Southern Cross Group (SCG) *private equity* fund, which holds 70% of

the company's capital. The other 30% belongs to the founding group. **GRI 102-3, 102-4, 102-5**

Our business model is fully integrated and, as such, we are able to manufacture, assemble and disassemble storage facilities, as well as provide post-sales services. This 'end to end' service allows us to create sustainable and reusable solutions, with recyclable raw materials and without any waste in our work process.

This way, our flexible structures offer our customers a series of benefits, including: agility and competitive standing; growth without large investments in assets; use in line with demand (reducing inactivity and eliminating unnecessary costs); exemption from taxes such as the IPTU municipal tax; and streamlined alteration of the *layout* in accordance with the particular dynamic of the use. Flexibility, economy and agility form the three-forked base of our activity.



MISSION We participate in the sustainable development of our customers and society, protecting and optimizing resources with agile, reliable and flexible infrastructure solutions.



VISION We want to be the largest and the most reliable infrastructure provider in the world, always working closely with our customers, with fast service and competitive costs, acting as agents of prosperity in the regions where we operate, and creating value for society and for our shareholders.



VALUES
Transparency
Recognition
Ethics
Safety
Innovation
Respect
Family



We served more than 750 customers located all over Brazil during 2020. Flexibility, economy and agility are integral parts of our activities

OUR VALUES



Transparency

- We believe that truth is always the best way, which is why we act transparently, ensuring coherence between our discourse and our actions, whilst we expect this to be reciprocated in our relationships;
- We value clear communication, ensuring that everyone understands the message, in pursuit of alignment between the expectations of our investors, customers, suppliers, managers and teams, achieving the best possible understanding between the parties;
- We take decisions prioritizing the common good (for the company, partners and society), which enables long-term relationships based on commitment and complicity.



Recognition

- We pursue self-knowledge with determination, promoting learning and continuous improvement and recognizing high *performance*. *Feedback* is used to promote development and career paths;
- We believe that the best results are achieved based on each employee's commitment to their work and their ongoing growth, which is why we encourage development and offer equality of opportunity;
- We establish clear, achievable and measurable targets together with our employees, ensuring alignment of expectations and adherence to our strategies and future vision;
- We tirelessly pursue superior results and greater value, and we assume our commitment to building the future of the company.



Ethics

- We choose to be honest, honorable and dignified in everything we do, even if this means sacrificing short-term gains;
- We assume responsibility for our actions before our teams, superiors and partners, acting ethically in accordance with policies, standards and procedures;
- We respect and value social, religious, racial and gender differences in our relationships;
- Recognition and *feedback* are provided clearly and transparently, directly to the persons involved;
- For us, ethics is a fundamental principle that permeates all our individual and joint actions.



Safety

- In our processes, products and services we always protect the health and the physical integrity of people and preserve the environment. We treat safety as a factor of success for the present and the future of our organization and of society;
- We honor our corporate responsibilities and work transparently in compliance with governmental safety, health and environmental standards and regulations, encouraging our customers and suppliers to do the same;
- Safe behavior is a non-negotiable value. No work is so urgent or important that it cannot be planned and executed in safety;
- We provide our employees with adequate conditions in the work place, through training, daily dialogs, tools and equipment, controlling the risks inherent to our activities and striving for zero accidents.



Respect

- Diversity and team work are fundamental for our development, because we believe that the sum of our abilities makes us stronger. Working together is better;
- We engage to get the best from each person, driving the prosperity of the business, honoring and perpetuating the company's history and evolving to meet new expectations;
- We do what we believe in and seek to influence and engage people in challenges that may be achieved and commemorated;
- We are authentic and honest, fulfilling the commitments we assume, defending what we believe in, and doing what we say we will;
- We seek to establish a favorable organizational climate because we believe that people are our greatest asset;
- We create an environment based on trust and quality relationships, recognizing differences, listening without judging, respecting opinions, and accepting diversity in pursuit of the best result for everyone.



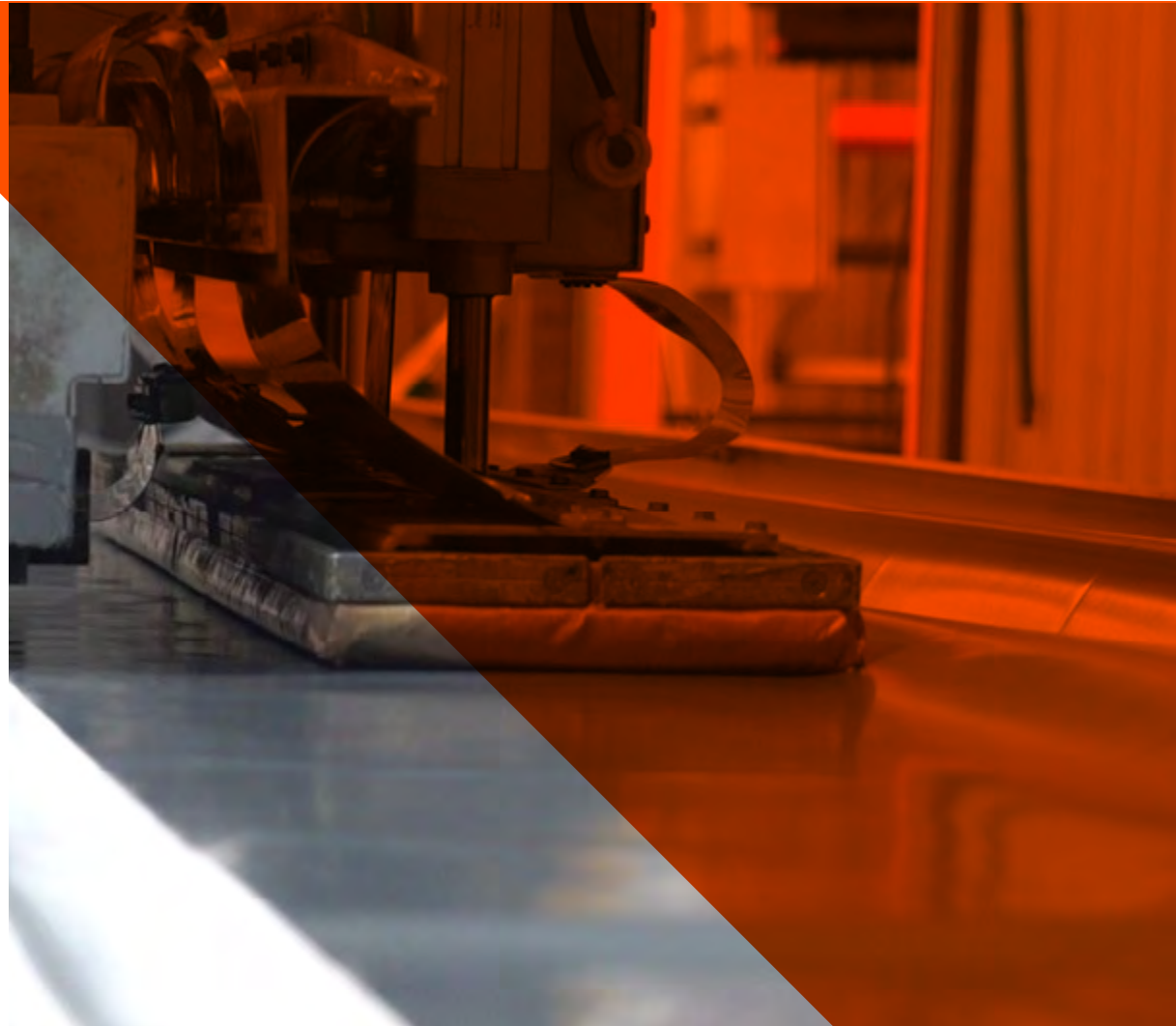
Family

- We contribute to the well-being of our employees and their families. We are attentive to their needs, caring for their physical integrity and pursuing actions that promote collaboration, integration and health;
- We celebrate achievements, fueled by the enthusiasm and energy that encourages us to evolve and to continue doing more and doing our best, for us, for our families and for everyone who is important in our lives;
- We find fulfillment in what we do. We exercise our purpose in life and attribute meaning to everything we build, act upon and are recognized for;
- Every day we focus on ensuring that each person feels respected, recognized and valued, so that everyone is proud to belong to this team and wants to help achieve the best possible result.



Innovation

- Innovation means knowing that to put our ideas into practice we frequently have to try more than once – and with each new attempt we learn new things. Making mistakes is part of the game, but our business is getting things right;
- Being open to the rupture of pre-established standards and paradigms. Learning, unlearning and relearning are part of our culture, and we should always encourage each other to put this into practice;
- It is important to know that incremental gains are just as important as major leaps in our daily routines. The sum of simple ideas can transform our business in the long term;
- See what others do not! Identify latent opportunities that can be exploited and spark transformational behavior in everyone with whom we relate, and have the courage to do what others do not;
- Be proactive and understand that everyone is an agent of change in the organization.



TIMELINE

1979

Ricardo Vantini founds Toldos, Piscinas e Coberturas (Tópico) in the São Paulo district of Cambuci.

2000

Due to constant growth, Tópico moves to Embu das Artes, in the greater metropolitan region of São Paulo.

2005

Tópico returns to São Paulo, settling in the district of Vila Olímpia. The distribution center and plant remain in Embu das Artes.

2013

Beginning of Tópico's expansion all over Brazil.

2014

Merger with another large company in the sector and a focus on storage.

2015

The Southern Cross Group (SCG) *private equity fund* acquires control of Tópico.

2018

New brand positioning and implementation of the culture project, which redefined the company's Mission, Vision and Values.

2019

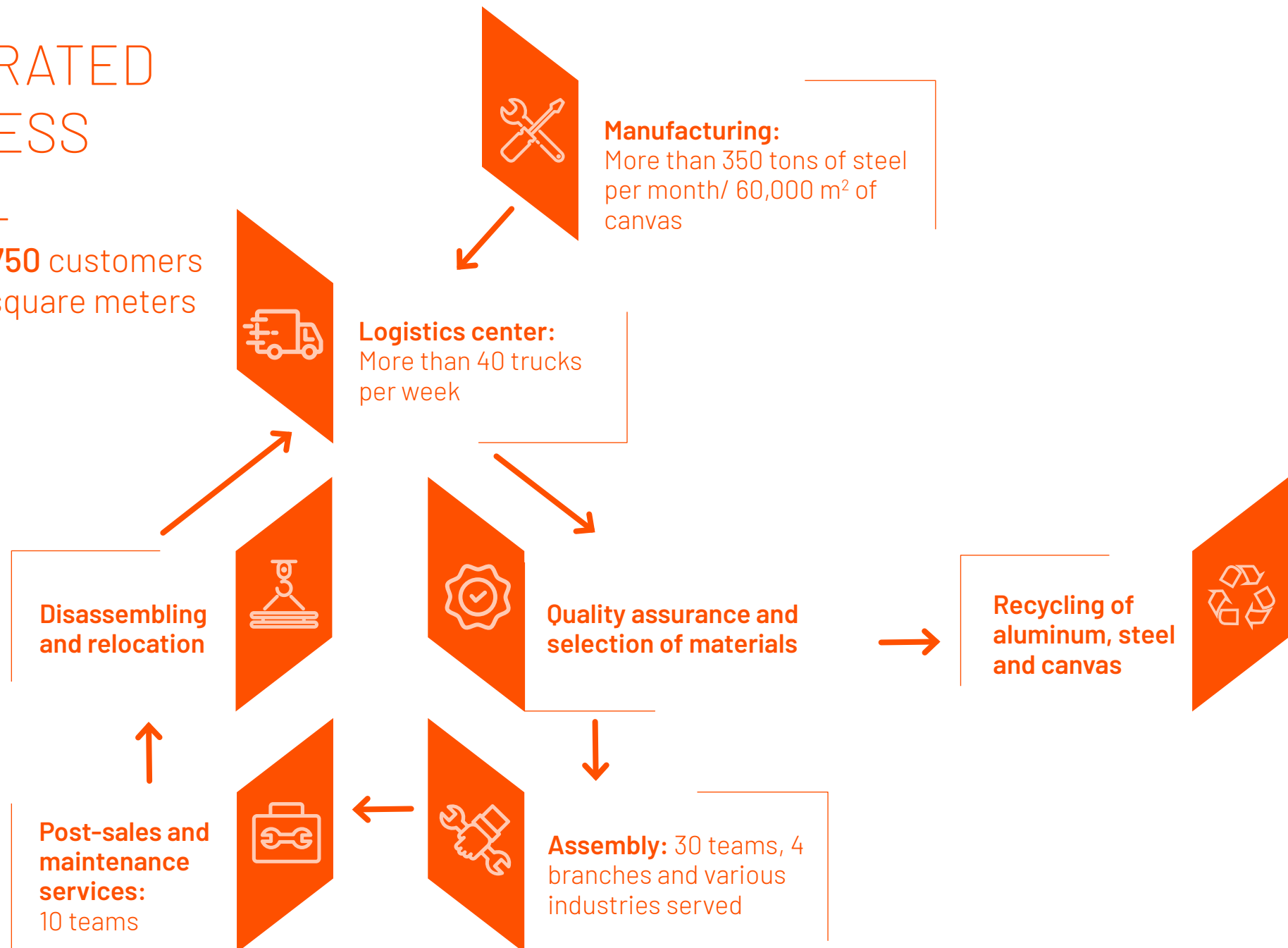
Creation of the innovation area; the Essentials project (development of accessories for sheds) and the implementation of the 'Be a Leader' program (understanding the role of leadership as an agent of transformation and inspiration).

2020

We publish our first *Activities Report* for the market.

INTEGRATED BUSINESS MODEL

More than 750 customers
1.4 million square meters
leased



SUSTAINABILITY AGENDA

GRI 102-21, 102-40, 102-42, 102-43, 102-44, 102-46, 102-47



In 2020, we identified our material issues for the first time. This process is an important instrument in understanding how our publics perceive the company's impacts and management, and in prioritizing the issues that are to be handled by the senior management and announced to society through public documents, such as this report.

The materiality cycle was made up of four stages - identification, prioritization, analysis and validation - that underwent a review and assessment by the senior management, incorporating observations on the evolution and challenges of each issue. During the first two phases, Tópico's internal documents were analyzed as were sectoral studies and *benchmarking* with other companies from the sector. Based upon a long list









of issues drawn from this initial study, we identified the company's principal *stakeholders* and consulted them, thereby allowing them to elect the issues of most importance from their point of view.

With the perspectives of each public at our disposal, the third stage involved the use of a matrix to analyze the most important issues and the perceptions of each of the different publics. These issues were outlined for the organization's directors and associated with the environmental, social and governance principles (ESGs), and with the United Nations' Sustainable Development Goals (SDGs).

In the fourth stage, once the work had been confirmed, we selected the seven material issues that would come to guide our activities.

We identified seven material issues that would come to guide our activities

MATERIAL TOPIC¹	DESCRIPTION OF THE MATERIAL ISSUE	INVOLVEMENT OF THE ORGANIZATION WITH THE MATERIAL ISSUE	WHERE THE IMPACTS ARE FELT	GRI AND OTHER KPIS	SDGS
Quality and safety of the products	Leadership in sectoral standardization; <i>compliance</i> with engineering regulations; commitment to offering products that are high quality, resistant and safe; periodic visits to assess and inspect the structures; technical certifications.	As a leader in the sector, part of Tópico's work involves guaranteeing the quality and safety of its products, having a positive impact[throughout the sector, contributing with greater standardization, and broadening the environment for dialog with trade associations and government agencies.	Inside and outside the organization	416-1 416-2	
Ethics, integrity and transparency	Practices of <i>compliance</i> and anti-corruption in the business; complying with legislation; non-compliance or violations of conduct; communication and training in policies for tackling corruption and bribery; risk and crisis management; engagement with <i>stakeholders</i> ; transparent market practices; breadth and management of the Ethics Committee.	The issue of ethics and transparency is one of the organization's values which serves as a guide for its relations with the <i>stakeholders</i> , increasing engagement and confidence. In addition to the company's values, its governance structure and channels of communication and engagement guarantee ethical conduct and transparent communication.	Inside and outside the organization	205-1 205-2 205-3	
Eco-efficiency of the products and operations	Portfolio of accessories that reduce the environmental impact; application of the concept of zero trash; recycle nature of products and practices; efficient use of resources; reduction of energy consumption; use of renewable energies (circular economy); efficiency in field and logistics operations.	With the notion of being a sustainable business at the heart of its operations, Tópico applies the concept of a circular economy to all of its processes and products. Therefore, from the choice of raw-materials to the reuse and disposal of materials, the organization seeks to guarantee the least impact from the product and its use by the customer.	Inside and outside the organization	301-1, 301-2 302-1, 302-2 302-3, 302-4 302-5, 303-1 to 303-5, 305-1 to 305-4, 306-1 to 306-5	  

Business vision	Progress and value generation; resilience of the business model; relationship with interested parties: shareholders, competitors, customers, government, press, suppliers and partners; sustainable development; national presence; financial management.	As a provider of flexible infrastructures, Tópico manages to sustainably generate value for its customers. This <i>driver</i> of sustainability runs through all of Tópico's activities ensuring it remains a leader in the market and is able to expand its portfolio and range of customers.	Inside and outside the organization	201-1 201-2	  
Health and safety	Health and safety of the employees; health and safety policies, committees and management tools (monitoring of injuries, occupational illnesses, missed days and absenteeism related to the work; employees' safety indexes); health and safety of customers and society.	The issue of health and safety within Tópico is a non-negotiable value. The genuine way in which it exists within the organization is recognized by all the <i>stakeholders</i> , guaranteeing more confidence in the relations and the products.	Within the organization	403-1a 403-10	 
Organizational culture	Continuance of the 'Ser Tópico' ('Being Tópico') program; pride in belonging and revitalization of the culture; quality of the relationship with the senior management; endomarketing; and internal communication.	Tópico's strong organizational culture is one of the most important reasons for positive results. The recognition of this value by the senior management is noticeable in the commitments assumed by the organization.	Within the organization	404-1 404-2 Engagement research	 
Marketing and relationship with the customer	Image and reputation; recognition; relationship with customers and competitors; sales, post-sales and maintenance; recognized tradition and brand; commercial efficiency.	Tópico is entirely transparent in its relations and is a brand that is traditionally recognized for the quality and safety of its products. The relationship with the customers is monitored by KPIs and customer service channels.	Inside and outside the organization	102-43 102-44 103-2 NPS	

¹ No specific limitations were identified in the material topics.

CORPORATE GOVERNANCE

GRI 102-16, 102-18

Our principles include ethics and integrity, respect for the law and regulations in the conducting of our business and in our relations with our *stakeholders*. We believe in the dissemination of the culture of ethics as a tool for transparency and best practices, elements which are essential for competitive standing in the market and long-term sustainability.

As the years have passed, our management processes have evolved as we strive for best corporate governance and transparency practices. In 2018, we started an organizational culture project, reviewing our mission, vision and values. We rely upon a Board of Directors, the fundamental pillar for guiding the best practices of adopting governance and development based upon the principles of transparency, equality, accountability and corporate responsibility to ensure that our activities are developed in a way that is much more sustainable. Making up the board members are representatives from the Southern Cross Group (SCG)

private equity fund, the founding group, and an independent member.

All of our actions and decisions are fully supported by the committees: **Personnel** (which aligns strategies, programs and processes with the company's mission, vision and values); **Safety** (which assesses the company's safety indicators and identifies any necessary improvements that can be made); and **Ethics** (which analyzes any issues related to the code of conduct in a serious, impartial manner, seeking solutions for any problems that arise).

RISK MANAGEMENT GRI 102-11, 102-15, 102-16, 102-17, 103-1, 103-2, 103-3 We treat risk management as an essential tool for detecting factors that could place the business under critical exposure, as a way of protecting our reputation and allowing improvements in our policies and strategies. These risks are analyzed by conducting interviews with the principal areas and identification with those responsible, creation of a matrix noting mitigating measures, as well as suggestion of an action plan

Our material issue

The issue of ethics, integrity and transparency is one of the organization's values which serves as a guide for our relations with our stakeholders, increasing engagement and confidence. In addition to the company's values, our governance structure, channels of communication, and engagement guarantee ethical conduct and transparent communication.



with a deadline being established and the person responsible named. All of this material forms an integrity plan that allows for suitable procedures to be planned and work to be performed efficiently and transparently, within the agreed time period and budget. In addition to the reduction of risks, this management approach enables the strengthening of our corporate governance structure, increases

the levels of transparency in our relationship with interested parties, and allows us to fulfill our long and short-term objectives, meaning that deficiencies can be communicated with enough time to be able to take corrective actions. Since 2016, we have been audited by one of the world's 'Big Four' audit firms.

Code of Conduct

We value an environment of open and transparent communication. To pursue this, we have created a confidential 'hotline', designed to receive complaints of any nature and discover any possible behavior that could infringe our Code of Conduct. Managed by an external, specialist company, this channel operates 24 hours-per-day, seven days-per-week, with total confidentiality

of the information being assured. The accusations can be made anonymously and are passed on to the Ethics Committee, before being investigated internally and possible disciplinary measures being applied. In 2020, 19 reports were received and 100% of them were finalized.

Our contacts:



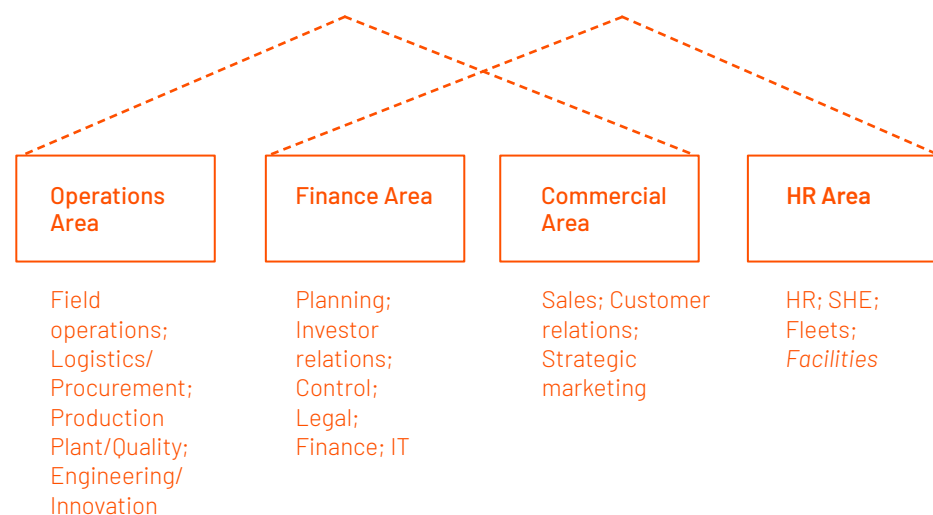
contatoseguro.com.br/topico
or by means of the 'Contato Seguro' ('Secure Contact') application, available on Android



0800 800 3838

The Structure of Tópico

CEO



Board of Directors¹

CEO – Diego Stark

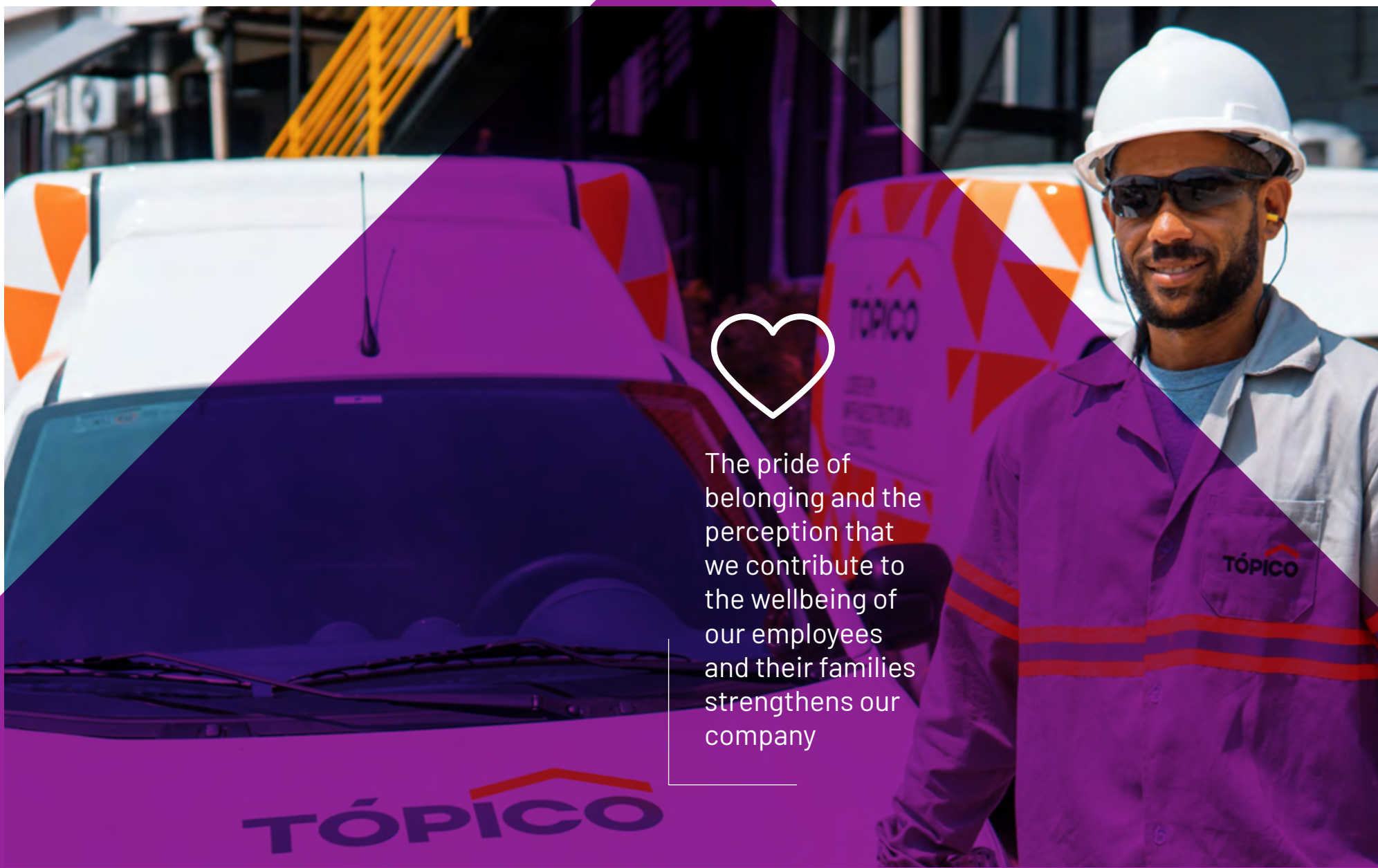
Board Members – Gustavo Santos, Sebastian Villa, Raul Sotomayor, Ricardo Vantini and Francisco Mesquita

Independent Board Member – Sebastião Furquim

¹ December 2020.

PERSONNEL

GRI 102-8



The pride of
belonging and the
perception that
we contribute to
the wellbeing of
our employees
and their families
strengthens our
company

TÓPICO

OUR TEAM

Our material issue

Tópico's strong organizational culture is one of the most important reasons behind its positive results. The recognition of this value by the senior management is noticeable in the commitments assumed by the organization.



We strive to be guided by an environment with different profiles of professionals and the internal appreciation of the employees, since we believe that by doing so we enrich the company's activities. Just as important as this positioning is the continual strengthening of our culture so that our management, strategies and objectives are achieved and, by so doing, we can show the market and society how we intend to be recognized. Through the 'Ser Tópico' program, implemented two years ago, we intend to increasingly strengthen the sense of pride in belonging that our professionals have with the company.

In the second half of 2020, we ran an engagement study made up of clear and direct questions which we asked every one of our employees. The intention was to gauge the degree to which our employees are engaged with the organization's culture, find areas where we can improve in order to boost productivity and understand the pride our professionals have in belonging to the company. The engagement index came out at 91%, a percentage that is far higher than the market average of 27%, according to the 'State of the Global Workplace' report published in 2017.

Amongst the principal factors behind personnel remaining with the company and which explain the strengthening of

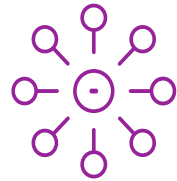
our brand as an employer, are the pride of belonging to the company and the perception that we contribute to the wellbeing of the employees and their families. Incidentally, our professionals regularly recommend us as a place to work to their friends and family. The study highlighted the principal demands of our team, which include:

- Greater recognition, career planning, improvement in the quality of the relationship with the management base levels (coordinators and supervisors), increased access to training and development, and reorganization of management processes in line with the company's culture and results;
- The operational and administrative publics request more space to contribute with actions and gain recognition through them;
- Streamlining of communication, constant actions for the revitalization of the culture and improvement of leadership in line with the company's process of development and maturity.

The results of the study provided us with a basis upon which to implement the necessary changes, always with the collaborative support of multi-disciplinary teams and the implementation of programs, such as the 'Ser Líder' ('Be a Leader') program, that emphasizes the role of the leader as a transformative and inspiring agent for our team.

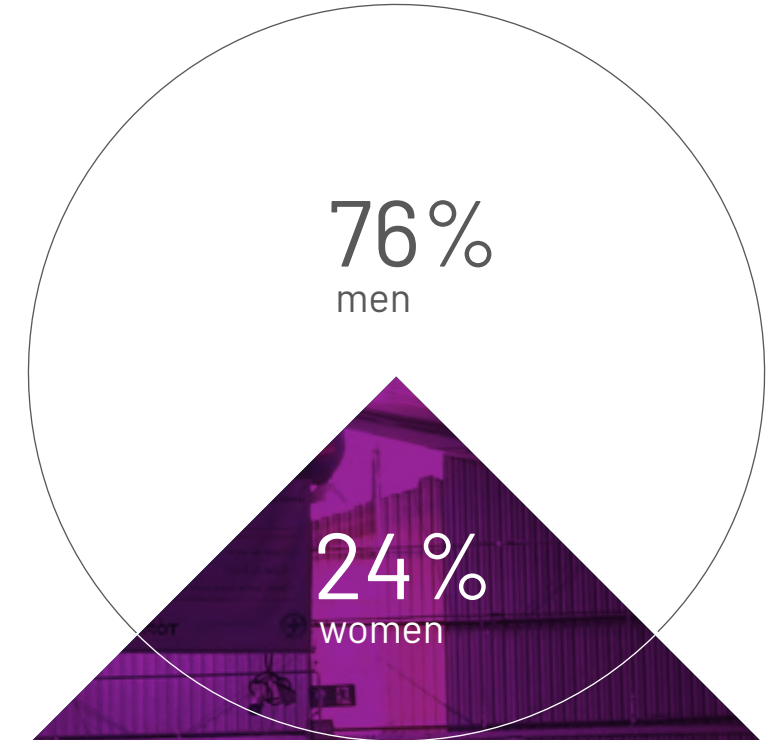
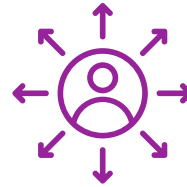
AN X-RAY OF THE STUDY

56%
Operational



32%
Administrative

12%
Leadership
Management

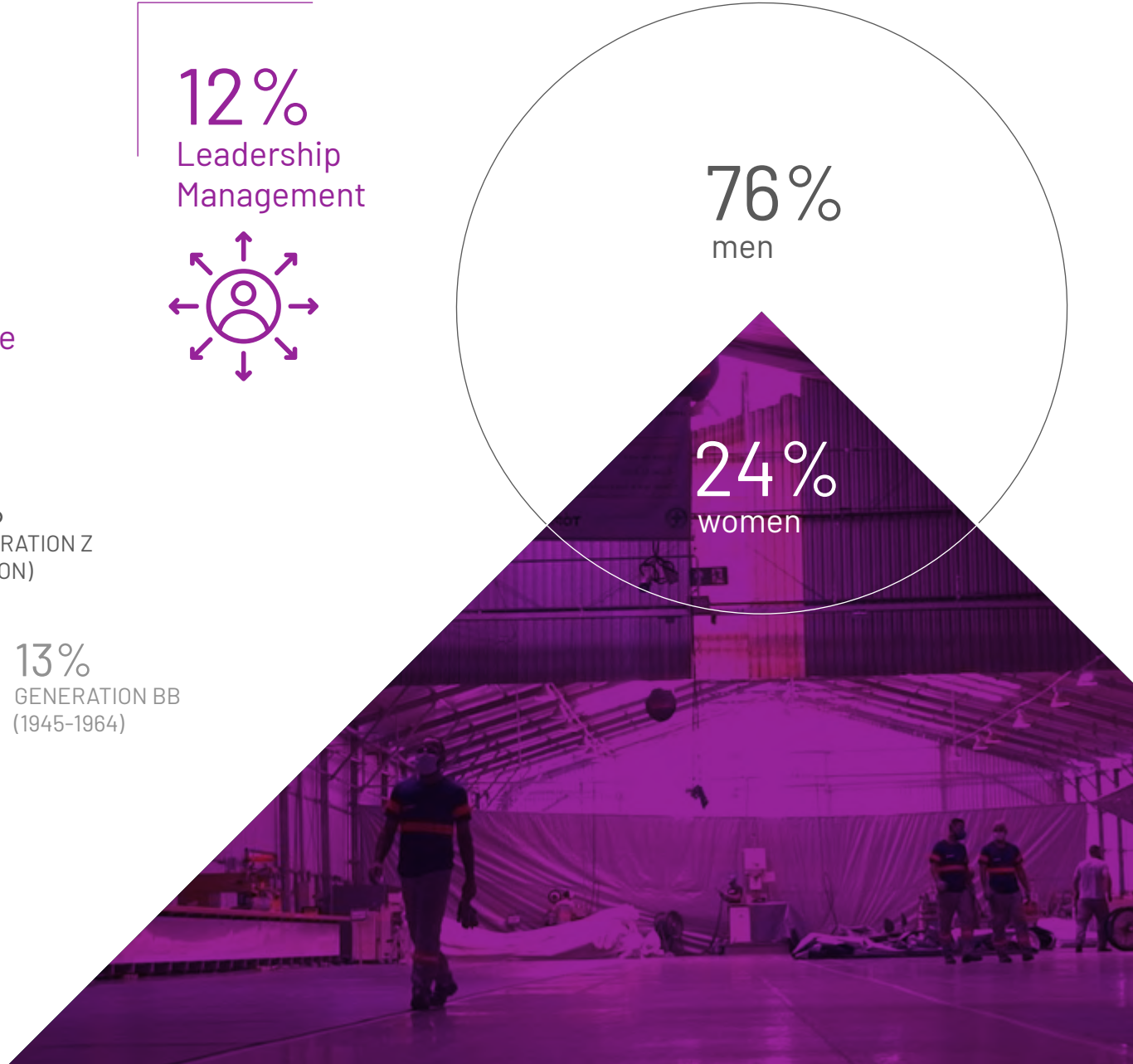
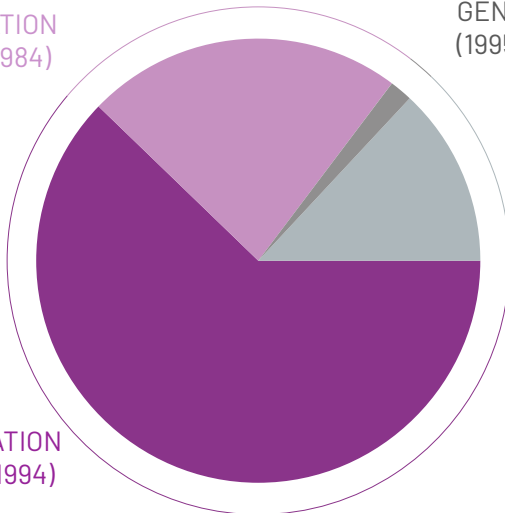


23%
GENERATION
X (1965-1984)

2%
GENERATION Z
(1995 ON)

13%
GENERATION BB
(1945-1964)

62%
GENERATION
Y (1985-1994)



ATTRACTING AND RETAINING

TALENTS GRI 103-1, 103-2, 103-3

Our Recruitment and Selection Policy identifies the profiles that are most suitable for the positions that we make available to the market. They are generally announced on different platforms (Catho, LinkedIn, Kenoby, amongst others) in order to reach the greatest number of people.

All of our employees receive an evaluation of their skills as a type of professional development tool. The purpose is to identify the proper strengths to meet our needs, whilst valuing the diversity of profiles and prioritizing internal talents for the formation of high *performance* teams.

Through the 'Talento Interno' ('Internal Talent') program, we encourage the movement of our professionals to other positions or areas, as far as possible, as an opportunity to rise within the company. However, we have not adopted a career plan, since we believe in the importance of each employee designing and pursuing their own path. On the other hand, we do still prioritize transparent and objective communication for the good development of the teams in accordance with the company's directives.

OUR TEAM: PRINCIPLE INDICATORS GRI 102-8

EMPLOYEES BY TYPE OF EMPLOYMENT AND GENDER¹

TYPE OF EMPLOYMENT	2018 ²			2019 ³			2020 ⁴		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Full time	323	62	385	268	74	342	294	85	379
Part time	7	7	14	6	3	9	2	2	4
TOTAL	330	69	399	274	77	351	296	87	383

¹ There are no employees with temporary contracts (for a determined period of time).

² There are 10 apprentices and 4 trainees working part-time.

³ There are 6 apprentices and 3 trainees working part-time.

⁴ There are 2 apprentices and 2 trainees working part-time.

EMPLOYEES BY EMPLOYMENT CATEGORY AND GENDER <small>GRI 102-8</small>	2018		2019		2020	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Senior Management	2	0	3	0	4	0
Middle Management	4	5	3	8	4	8
Team Leaders/ Coordination	19	8	15	9	13	9
Administrative Staff	44	46	49	56	62	65
Operational Staff	261	10	204	4	213	5
TOTAL	330	69	274	77	296	87

EMPLOYEES BY TYPE OF EMPLOYMENT AGREEMENT AND REGION¹ GRI 102-8



NORTH (PARÁ BRANCH)

2018	2019	2020
13	14	13

NORTHEAST (BAHIA BRANCH)

2018	2019	2020
27	21	21

CENTER-WEST (MATO GROSSO OUTPOST)

2018	2019	2020
0	0	0

MINAS GERAIS BRANCH

2018	2019	2020
26	30	35

SÃO PAULO OFFICE (SP)

2018	2019	2020
57	70	77

EMBU DAS ARTES LOGISTICS CENTER AND PLANT (SP)

2018	2019	2020
216	207	227

SOUTH (SANTA CATARINA OUTPOST)

2018	2019	2020
30	9	10

TOTAL¹

2018 ²	2019	2020
399	351	383

¹ There are no employees with temporary contracts (for a determined period of time).

² The data includes the Rio de Janeiro branch, which involved 30 employees, but was closed in 2019.

EMPLOYEES BY AGE GROUP GRI 102-8	2019	2020
Under 30	105	129
30 - 50	262	227
Over 50	32	27
TOTAL	399	383

TRAINING AND EDUCATION GRI 404-1

Our employees receive training depending upon their technical needs and skills, since our aim is to develop high-performance teams. In 2020, we started developing the 'Levantamento de Necessidades de Treinamento' ('Monitoring of Training Needs' / 'LNT') program, a process that identifies difficulties, gaps and opportunities for the growth and development of our employees. We hold a number of safety training sessions that are occasional and others that are obligatory. At the end of the year, we launched the 'Universidade Tópico' ('Tópico University'), using the Edupass education platform.

The content of the University is divided into three areas: the platform's standard training (excellence in service, improvement in the quality of the in-company processes, amongst others); training included by the company (obligatory *compliance* courses, for example); and graduate, post-graduate and language courses, etc. with discounts of up to 50% for employees through agreements.

For us, the platform is an important virtual instrument for professional development, especially for our teams in the field, who spend most of their time with customers away from their work bases.

AVERAGE NUMBER OF EMPLOYEE TRAINING HOURS BY GENDER GRI 404-1	2019	2020
Men	19.39	14.37
Women	17.35	25.39
TOTAL	18.94	16.87

AVERAGE NUMBER OF EMPLOYEE TRAINING HOURS BY EMPLOYMENT CATEGORY GRI 404-1	2019	2020
Senior Management	74.67	96.88
Middle Management	61.09	97.78
Coordinators and Supervisors	53.67	94.73
Administrative Staff	14.92	5.26
Operational Staff	13.93	9.86
TOTAL	18.94	16.87

All employees receive assessment of their skills as a tool for their professional development

PERFORMANCE EVALUATION GRI 404-2

We adopt two types of evaluation to promote or reorient those professionals with performances that should be better: one involves *performance* (targets for teams or individuals) and the other skills (self-evaluation and evaluation of a superior). All the employees who have been at the company for at least six months are evaluated annually, receiving individual *feedback* following analysis by the Personnel Committee. Through this process, the Individual Development Plan ('IDP') is constructed, taking into account the main points raised by the assessment program. The results of the assessment can lead to recognition, promotions and salary increases, among others. For the senior management, the '9 Box' methodology was applied, designed to evaluate the behavioral skills defined

for the business and the performance achieved by the leaders in relation to their respective annual targets.

The remuneration and benefits policy is aligned with the market, and Tópico is fully compliant with labor legislation, and union agreements and conventions. GRI 102-41

BENEFITS Our employees receive a benefits package comprising healthcare and dental plans; life insurance; transportation allowance; meal and food allowance; and participation in the profit sharing plan. We adhered to the Brazilian federal government's '*Empresa Cidadã*' ('Citizen Company') program, which increases maternity leave to six months. As a form of welcome, our employees (mothers and fathers with new-born babies) receive a kit for their babies.

Targets for all We have an Operational Plan that annually aims to recognize individual performances by means of quantitative and qualitative measures. The focus is on boosting the development of the teams. To do this, we have built our directives based upon targets: individual, for leaders and for team areas; measurable, that can increase in scale; and scored targets (80%, 100% and 120%), with formal and periodic monitoring by managers and *annual* feedback.

NEW HIRINGS - TURNOVER OF EMPLOYEES GRI 401-1

EMPLOYEES HIRED AND DISMISSED, BY GENDER	2018		2019		2020	
	HIRED	DISMISSED	HIRED	DISMISSED	HIRED	DISMISSED
Men	123	69	87	143	88	66
Women	25	36	32	24	26	16
TOTAL	148	105	119	167	114	82



EMPLOYEES HIRED, BY REGION GRI 401-1	2018		2019		2020	
	HIRED	DISMISSED	HIRED	DISMISSED	HIRED	DISMISSED
North	0	0	0	0	4	5
Northeast	2	3	5	11	5	5
Center-West	10	6	11	8	0	0
Southeast	117	80	100	126	102	70
South	19	16	3	22	3	2
TOTAL	148	105	119	167	114	82

RATE OF TURNOVER) ¹ GRI 401-1	2018	2019	2020
TOTAL HEADCOUNT	399	351	383
BY GENDER			
Men	1.09	1.20	0.80
Women	0.35	0.29	0.22
BY REGION			
North	0.00	0.00	0.05
Northeast	0.03	0.08	0.05
Center-West	0.09	0.10	0.00
Southeast	1.12	1.18	0.90
South	0.20	0.13	0.02
TOTAL	1.44	1.49	1.02

¹ The calculation is performed by adding those hired and those dismissed, then dividing the sum by two. This sum is then divided by the total headcount to arrive at the rate of turnover.

HEALTH AND SAFETY AT WORK

L103-1, 103-2, 103-3, 403-4

Our material issue The matter of Health and Safety within Tópico is a non-negotiable value. The honest way in which it is handled within the organization is recognized by all the *stakeholders*. Ethics, integrity and transparency are values deeply rooted in the organization and which guide our relations with our *stakeholders*, increasing engagement and confidence. In addition to the company's values, our governance structure, and channels of communication and engagement, guarantee ethical conduct and transparent communication.

Guaranteeing our employees safety and occupational health is an integral part of our business. The management of these areas is monitored and assessed by means of indicators which are analyzed on a monthly basis by the Safety Committee, to disseminate actions in support of health, prevent accidents, and operate in emergency situations.

Every day, before beginning work, the operational areas hold a Daily Safety Dialog (DSD), to address issues concerning health and safety. The target is that these dialogs cover 100% of the employees involved.

We have an annual training plan, in addition to another which is designed specifically for those professionals who work with electricity (engineers and technicians), in order to avoid risks. We have contracted an occupational health service provider with registered clinics to provide medical exams (entry, periodic and dismissal check-ups). All of the company's employees are covered by our policy, procedures and protocols in relation to health and safety, with these including: 'Programa de Controle Médico de Saúde Ocupacional' (Occupational Health Control Program / PCMSO),

'Programa de Restrições de Atividades no Trabalho' (Work Activities Restriction Program / PRAT), 'Programa de Prevenção de Riscos Ambientais' (Environmental Risk Prevention Program / PPRA) and 'Laudo Técnico das Condições Ambientais do Trabalho' (Work Environment Conditions Technical Report / LTCAT). **GRI 403-1, 403-2, 403-5, 403-6**

As one of our values, all the initiatives implemented to promote our professionals' health, safety and wellbeing also affect their families. Finally, we are a company that builds, transports and installs flexible sheds throughout the country and for a wide range of different business sectors. Even in relation to our outsourced operations (washing and maintenance of canvases, assembly of sheds, asset surveillance, hygiene and cleanliness, building maintenance), we have an internal policy with health and safety requirements for the ratification of our contracts. **GRI 403-7**

The Internal Accident Prevention and Environment Week (SIPATMA in the Portuguese acronym) is one of our main instruments for communicating and reinforcing issues relating to occupational health and safety and the environment. Our internal *newsletter* also provides information on this issue, as well as other content that is important for the company. In 2020, we experienced nine accidents which required time off work, but all of the employees involved have recovered and are back at work.


APPRECIATION OF LIFE

GRI 403-3

Our commitment to the appreciation of life has led us to implement the “Golden rules of safety at work” to protect our employees, service providers and visitors against serious accidents and fatal injuries. These involve guidance for the day-to-day operations in order to ensure safer behavior: 1) understand the Top 5 Risks that are the leading causes of accidents; 2) only perform services if you are trained, certified and authorized to do so; 3) use the Personal Protective Equipment (PPE) necessary for the activities or for accessing areas of risk; 4) do not use cellular phones whilst walking or driving; and 5) never improvise devices, processes or activities.

In addition to these rules, we have implemented the following series of programs and initiatives that focus on a culture of prevention in risk situations, and these are rigorously pursued by the company:

- **Active Care Program:** Principle of preservation and appreciation of life in the workplace. This program is the essence of our commitment to security, based on three aspects: care for your safety; care for the security of others; allow others to care for you.
- **Top 5 Risks:** a reminder to raise awareness of the employees and service providers in the actions of prevention in situations of risk and strive to achieve zero number of accidents. The program emphasizes the five leading causes of injuries and accidents in day-to-day routines, which, at Tópico, are: movement of parts or materials; handling of manual tools; working at heights; operation of machines; and falls in areas or operations.
- **Active Prevention Program (PA):** encouraging the “owner concept” in our employees. Anyone can use their cellular phone or computer to report incidents, behavior or conditions of risk. The program manages this data, and communicates it to the areas and individuals responsible for taking the necessary action.



We have implemented the “Golden rules of safety at work” to protect our employees



We have a culture
of prevention of
situations of risk

• **'OPA' program:** this program assist in the analysis and/or recognition of a certain risk, through the meaning of each of the letters (in the Portuguese acronym) in the program name: The "O" refers to "observing" – if the employee is trained, certified and authorized to perform the activity and has all the necessary tools and equipment. The "P" refers to "thinking" ('pensar' in Portuguese) about the observation and adopting a stance in relation to any critical or unexpected situations that could be avoided. The "A" refers to "acting", and involves the performance of sensible actions whenever there are situations of risk or doubts in relation to the work. In these cases, any employee can interrupt the activity, find a manager or contact the area of Health, Safety and the Environment (HSE).

- **Security Alert:** this involves the creation of a document designed to spread word about a situation of risk for the implementation of mitigating actions. At Tópico, every accident is reported. The HSE area sends the reports of events and the actions taken to all the branch units.
- **Safety Book:** created by the manufacturing, storage and assembly areas, this "folder of documents" contains internal safety procedures, technical instructions, engineering reports on products, and *checklists* relating to safety, amongst others. These documents operate as control instruments to foresee any possible problems.

Amongst the investments in the area of Safety, that totaled R\$ 2.5 million in 2020, the following are worthy of special mention: the adaptation of machinery and equipment to Regulatory Norm 12 (NR 12); the installation of safety devices in presses, saws and canvas soldering machines; employee training; hosting of the Internal Accident in the Workplace Prevention and Environment Week (SIPATMA in the Portuguese acronym); and the purchase of Personal Protective Equipment (PPE).

WORK-RELATED INJURIES ¹²³ GRI 403-9

	2018	2019	2020
Number of hours worked	1062882	1094002	1029897
Number of serious work-related injuries (excluding deaths)	7	7	9
Rate of serious work-related injuries (excluding deaths)	6.58	6.39	8.74
Number of recorded work-related injuries (including deaths)	10	16	15
Rate of recorded work-related injuries (including deaths)	9.40	14.62	14.56

¹ There is no control over this data in relation to third-parties.

² The base of hours-worked used for this calculation of rates is 1,000,000.

³ There were no deaths resulting from work-related injuries.

SUPPLIERS

GRI 102-9, 102-43, 102-44, 103-1, 103-2, 103-3

We are committed to the development of our suppliers and helping them to improve their processes, with training and qualifications, especially in the area of health and safety. In 2020, our supply chain was made up of 48 companies related to our raw materials (steel and canvas) and transportation. We perform detailed monitoring of the level of service and division of volumes between our leading suppliers, whilst our principal points of attention are related to the quality of the product, punctuality, monopoly (lack of competitors in the segment) and the financial health of the partner.

Essentially, we look to work with commercial partners who share our principles and values. As such, we have adopted five principles for the procurement practices performed across the company:

1. Promote bidding processes that ensure equality and transparency for suppliers of goods and services;

2. Develop new suppliers and partners to guarantee secure supplies and new supply options;

3. Seek competitive advantages from suppliers based on objective, integral and formalized criteria;

4. Ensure the separation of attributions and traceability in the diverse operational and decision making phases of the procurement process;

5. Support and promote compliance with sustainable practices.

It is essential that our suppliers understand the company's values and act in accordance with the principles of our Code of Conduct. Due to this requirement, we can break with partners whenever legal, tax, environmental or occupational health and safety issues are not complied with. Child labor practices or conditions that are analogous to slavery are repudiated and are not accepted in our suppliers.

We look to work with commercial partners who share our principles and values

5
principles have been adopted for the company's procurement practices

BUSINESS



We have our own engineering crew developed to serve the different sectors of the economy

OUR SPECIALTIES

Our material issue As flexible infrastructure providers, we are able to generate sustainable value for our customers. This driver of sustainability runs through all of Tópico's activities ensuring it remains a leader in the market and is able to expand its portfolio and range of customers. We strive to ensure full transparency in our relations, and we are a brand that is traditionally recognized for the quality and safety of its products. The relationship with the customers is monitored by means of indicators and customer service channels.

We have been specialists in flexible structures for 40 years, allowing all our departments to be expanded and reduced as necessary (this being a great advantage over brick sheds), whilst we also have our own engineering crew and meet the needs of all segments of the economy. Our sheds are installed with more than 750 customers operating in a wide range of sectors, including: sugar, foodstuffs, construction and engineering, fertilizers, paper and pulp, retail and wholesale, transport and logistics, vehicles and parts, and agribusiness. Incidentally, we are aiming to increase our share in the agribusiness segment, above all in storage for grains, cotton, machinery and equipment in general. For all the sectors, we are able to provide four different solutions:

- **Gama Shed:** An option for companies that require a structure for long periods of time. With larger dimensions, the structure optimizes working space and is suitable for the different climates found around the country;



- **Beta Shed:** recommended for temporary coverage and storage needs, this option may be installed rapidly, providing excellent value for money;
- **Zeta Tent:** a lower investment option for rapid storage in areas with reduced amounts of space. Constructed in the shape of a pyramid, the tent is indicated for storing small quantities;
- **Delta Projects:** These may be customized in accordance with the business. Our engineering team designs the best coverage solution in accordance with the customer's requirements.

Our projects are developed by an engineering crew and fully in line with the customer's needs

MATERIALS AND PRODUCTS GRI 103-1, 103-2, 103-3, 301-1, 301-2

Steel, aluminum and PVC are the most important raw material sources for our products, and we make maximum use of them, be this in terms of the durability of the products, or the business model (predominantly the location), that allows the products to be used with numerous customers over time.

As our projects are modular, standardized and manufactured in advance at our plant in Embu das Artes, near the São Paulo state capital, there is no waste generated at the end of each job. When this situation occurs (should parts possibly get damaged or need replacing, for example) this waste is recycled, along with the scrap metal created during the manufacturing process or deterioration of materials that are later sold to recycling companies.

The management of our stock of raw materials is planned by the Industrial Management area, in line with the Planning and Strategic Management, in order to meet the demands of our market.

- **Shed:** the product lines are based on hot dip galvanized metal structures with aluminum profile finishing offering a working life of up to 40 years. The covering is constructed of rain and humidity-proof vinyl canvas with anti-mildew and anti-UV treatment, or zinc sheeting that forms part of our own 'Plus line'. A series of accessories is available, such as wind-powered ventilators, extra doors and lighting.
- **Other optional items and accessories:** translucent roofing to facilitate lighting and reduce electricity costs; a rainwater collection system enabling reuse of water; electrical discharge protection; canvas divisions to optimize space; window and door options; and thermal insulation (a double layer of canvas) to reduce temperature naturally.

Tailor-made

We work in accordance with the regulations established by the Brazilian Technical Standards Association (ABNT) and provide services for all our customers' projects that require Technical Responsibility Notation (ART-CREA). The foundation has been simplified, eliminating construction costs and guaranteeing efficient assembly. Due to the modular nature of the structures, they can easily and quickly be increased or reduced in size. One of the services we also provide is maintenance of the structures.

To do this, we have an engineering area that develops special projects in accordance with each customer's needs, offering secure structures scaled in accordance with market requirements and in compliance with technical standards. The projects are developed using specialized *software* to guarantee the rigor and accuracy of structural calculations in accordance with the dimensions of the structure.

All of our projects undergo specific tests, such as a test of the ground where the structure will be erected, to guarantee the users quality and security. We have no records of our products having caused any problems related to health and safety, nor reports of any accidents involving our customers.

GRI 103-1, 103-2, 103-3, 416-2

AN INNOVATIVE ROLE

Since we began our business, we have always sought to offer the market modern and sustainable solutions. Our portfolio demonstrates how much we are guided by this goal. In 2020, we created the Innovation Management Group and launched the 'Inovar' ('Innovate') project, which recognizes and awards employees who suggest innovative ideas. This program spreads a participative spirit, transparency within the organization, encourages ongoing improvement (which forms part of Tópico's values), and promotes recognition of the employees for their ideas (our recognition value).

The project is made up of six phases: opportunities identified; selection of opportunities; validation by the Inovar Committee; implementation of the idea; validation of the result achieved; and recognition. At the very least, the idea presented needs to be connected to some of the following objectives: reduction of costs and expenses; obtaining or increasing revenue; ongoing improvement of processes; safety; and the environment.

Over the course of the year, we worked hard to launch the 'Tópico Solar' project, which is capable of reducing

electricity consumption in the storage sheds by up to 100%, depending upon the size of the system.

The model is composed of layers of film that capture solar rays and transform them into electrical current, which is subsequently controlled and transferred to a system of batteries especially designed for this purpose. The batteries are connected to a protection and distribution system that feeds the contents. The entire system involving the integration of the panels with the shed and the cable transfer system has been patented by the company. The estimated lifespan of the batteries is between five and ten years and the solar ray collection panels can last up to 20 years.

The biggest advantage of this solution lies in the energy independence it provides, since the system can supply energy to sheds which are not connected to an electricity network or that are precariously fed by diesel generators, which are expensive and create a great deal of pollution. It is possible, for example, to develop energy capturing projects in such a way that the batteries are able to provide 24 hours of energy for a shed's lighting, access control, alarms and security cameras.

We believe that agribusiness could benefit greatly from solar coverage, since during the planting and harvesting seasons, the big *players* in the sector need to increase their storage capacities, often in locations where there is no access to electricity.



OUR CUSTOMERS

GRI 102-43, 102-44, 103-2

The customer's experience is at the heart of all our decisions. As such, our commercial team was structured by both geographical regions and segments, to meet the specific needs of different businesses. The Relationship area, that works together with the Commercial team, is responsible for centralizing all the demands received from customers and coordinating the execution of the vastly different projects together with the operational areas.

In 2020, we started the Net Promoter Score (NPS) upon completion of each project. This widely used study

evaluates the likelihood of each customer recommending the company contracted to another. We achieved a score of 88, which is considered as being good in the market. On the other hand, in order to track the complaints, we started monitoring management and publishing quarterly results on each of our areas of activity.

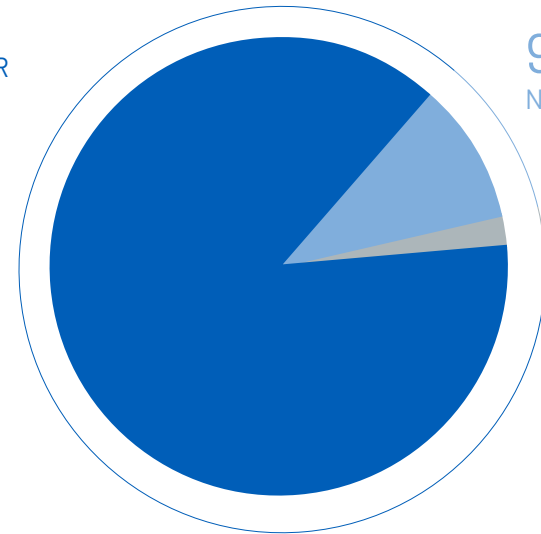
As of September, all of the complaints were registered in our 'CRM' that sends out alerts so that the area involved can resolve/finalize the matter. In four months, we registered 21 complaints connected to customer services and lack of materials, amongst others.

NPS - YTD(%) - SCORE 88

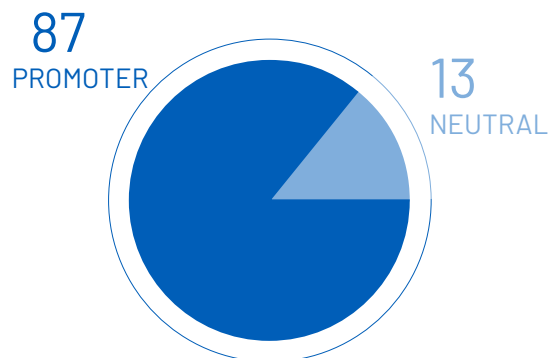
89
PROMOTER

9
NEUTRAL

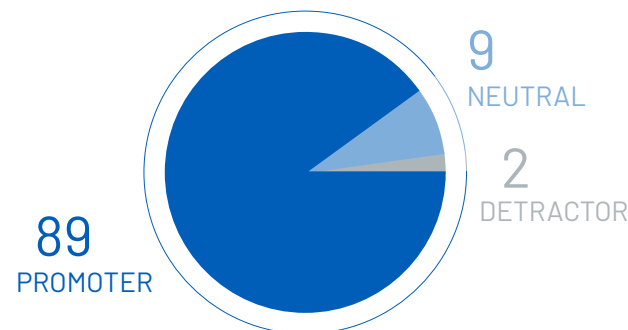
2
DETRACTOR



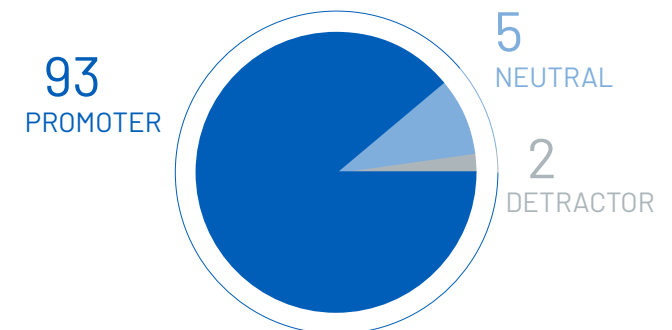
NPS BY CHANNEL - YTD(%)



Assembly - SCORE 87



Disassembly - SCORE 87



Maintenance - SCORE 91

Our portfolio is composed of more than 750 customers located throughout the country and operating in many different sectors. Here are some examples:

The logo for CAO A, featuring the letters 'CAOA' in a bold, sans-serif font. The 'A' is stylized with a green dot above it.The logo for Ambev, featuring the word 'ambev' in a bold, lowercase, sans-serif font.The logo for Whirlpool, featuring the word 'Whirlpool' in a bold, sans-serif font, with a yellow swirl graphic above the 'i'.The logo for Nestlé, featuring a bird's nest with three birds, and the word 'Nestlé' in a bold, sans-serif font.The logo for BUNGE, featuring the word 'BUNGE' in a bold, uppercase, sans-serif font.The logo for EUROCHEM, featuring a stylized diamond shape and the word 'EUROCHEM' in a bold, uppercase, sans-serif font, with 'FERTILIZANTES TOCANTINS' in smaller text below.The logo for raízen, featuring the word 'raízen' in a bold, lowercase, sans-serif font.The logo for Tereos, featuring a stylized sun or flower icon and the word 'Tereos' in a bold, sans-serif font.The logo for PIRELLI, featuring the word 'PIRELLI' in a bold, uppercase, sans-serif font.

ECONOMIC PERFORMANCE

GRI 103-1, 103-2, 103-3, 201-1

The financial results in 2020 demonstrate our efficiency as well as our resilience during a year of great challenges caused by the Covid-19 pandemic.

We achieved a net income of R\$ 141 million, a sum that was 6.5% higher than that achieved in 2019. The Ebitda was R\$ 66.4 million, 9% higher than the previous year.

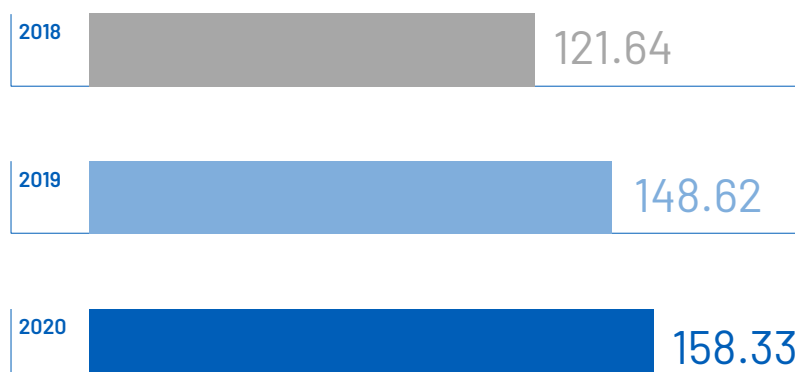
Our production capacity continued steady at between 20,000m² and 40,000m² per month. We have continued to encourage competitors, suppliers and customers to work towards the increasingly more sustainable development of our industry.

ECONOMIC VALUE DISTRIBUTED (R\$ MILLIONS)

	2018	2019	2020
Operating costs	67.50	86.80	80.79
Employee salaries and benefits	27.37	30.45	28.63
Payments to capital providers	8.46	69.1	15.4
Payments to the government	16.6	17.5	22.5

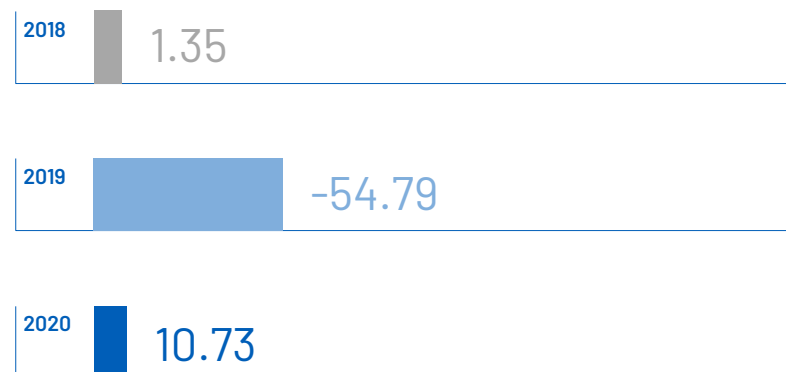
DIRECT ECONOMIC VALUE GENERATED (R\$ MILLIONS)

Revenue



ECONOMIC VALUE RETAINED (R\$ MILLIONS)

"Direct economic value generated" less "Economic value distributed"





THE PLANET



Our ultimate aim is to fully adapt all of our strategies in line with the Sustainable Development Goals (SDGs)

ENVIRONMENTAL MANAGEMENT

The nature of our business places us in a position to achieve better levels of sustainable production, with flexible sheds built of steel and canvas (reusable products) that are installed in accordance with the customer's needs, without any waste. We monitor the use of materials that are drawn from non-renewable sources and sell them for recycling, such as scrap metal and raw materials that have been irreparably damaged. **GRI 301-1, 301-2**

We do believe, however, that good environmental management is constructed in stages. In our case, we aim to adapt our strategies in line with the Sustainable Development Goals (SDGs), evaluate the industrial processes of our suppliers, offset our CO₂ emissions (we use the highways in different regions of the country), and develop an outline of the risks and business opportunities caused by climate change. **GRI 201-2**

Our material issue

With the notion of being a sustainable business at the heart of our operations, the concept of a circular economy is found in all of our processes and products. From the choice of raw-materials to the reuse and disposal of materials, the organization seeks to guarantee the least impact from the product and its use by the customer.



WASTE

GRI 103-1, 103-2, 103-3, 306-1, 306-2

Our products are eco-efficient, since the metal structures are made from 100% recyclable materials, do not generate any on-site waste, and have a long lifespan. Our plant has a waste management program that allows us to gauge the quantity of products (steel, iron and canvas) and their value when sent for recycling. With this outline, we are able to identify the negative effects during the manufacturing process. We capture the particles of welding soot, that remain suspended

in the air, so that this material can be collected and disposed of properly by a company certified by the São Paulo State Environmental Company (Cetesb). Moreover, this is the company that approves the transportation of waste that is of environmental importance to locations for reprocessing, treatment or final disposal.

Waste generated per m² assembled GRI 306-3

	2019	2020 ¹
Waste generated (operations)	454,662	1,188,224
Assembled M ²	305,412	364,577

WASTE/M² ASSEMBLED

1.49 3.25

¹ The notable increase in waste during 2020 was due to the strategic decision involved in the 'Babylon Project' (June to December), that transferred the company's logistics operations to a piece of land beside the plant, leading to the recycling of various materials. Sealing of this project and considering the volume from 2019 + 19% (increase in the assembled volume), the waste/m² index would be 1.22 (18% less than that from 2019).

We pursue a waste management program that allows us to gauge the quantity of products and their value

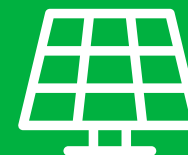


ENERGY

GRI 103-1, 103-2, 103-3, 302-1, 302-2, 302-3, 302-4, 302-5

Electricity is our principal source of energy consumption, except for the use of natural gas (GLP) for the forklift trucks that move the materials about. We make use of specific indicators that gauge the variation of energy consumption per volume of production, and we have also made some alterations so that we use less energy. We have recently developed a project that makes use of thin layers of solar film on our sheds (offered to those customers forming part of the

'Essentials' program), as part of our efforts to establish a business model with no impact upon the environment and increase our energy efficiency. Outside the organization, our principal consumption of energy is found in the freight work involved in transporting the materials for the assembly, disassembly and maintenance of the sheds. In these cases, the fuel consumption is estimated by kilometer traveled, which, in 2020, was 449,600 kilometers.



We have developed a project involving fine layers of solar film for our structures

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) GRI 302-1	2018	2019	2020
Consumption of fuels from non-renewable sources ¹ - natural gas (GLP) (forklift trucks)	51.16	81.86	102.32
Energy consumed ² (electricity)	2,223.00	4,084.00	2,328.90
TOTAL ENERGY CONSUMED³ (GJ)	2,274.16	4,165.85	2,431.22

¹ The company does not have its own fleet.

² Including branches, the plant and the logistics center. For the conversion of Kwh to GJ, we used factors from the 2020 Brazilian National Energy Balance (BEN).

³ No energy was sold.

ENERGY INTENSITY GRI 302-3	2018	2019	2020
Measurement (m ²) of the assembled product	348,688	303,026	381,468
Energy consumed within the organization (GJ)	74.16	165.85	431.22
Energy intensity ¹	0.0065	0.013	0.0063

¹ Does not include the energy used outside the organization by the outsourced fleet.

WATER AND EFFLUENTS

GRI 103-1, 103-2, 103-3, 303-1, 303-2, 303-3, 303-4, 303-5

In 2020, we further developed a plan involving targets for the consumption of water, even though we do not use significant amounts in our manufacturing processes. The water consumed at our units (supplied by the São Paulo State Basic Sanitation Company - Sabesp) is basically used for cleaning the installations and in kitchens and dining rooms. Taking into consideration all of the operations and branches (except the head office), we consumed 2.17 ML (mega-liters) of water across the year.

We wash the canvases with collected rainwater and neutral detergents, which do not harm the environment. Furthermore, a collection system for the reuse of rainwater in the cisterns is currently being implemented. We have a 35,000 liter capacity reservoir holding water to be used solely to tackle outbreaks of fire. Water is disposed of down a sewer line (collected by the municipal system), but we have decantation tanks in operation for the structure and canvas washing processes.

EMISSIONS

GRI 103-1, 103-2, 103-3, 305-1, 305-2, 305-3, 305-4

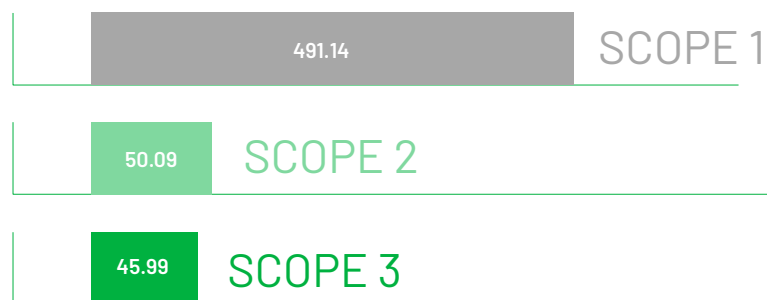
In this first inventory of emission of greenhouse gases, we have used the GHG Protocol tool to map out the Scope 1 emissions (relating to the transportation of materials from the plant to the assembly location); of Scope 2 (purchase of electricity); and Scope 3 (travel to the business locations). The emissions for 2020 totaled 587.22 tCO₂e.

Over the course of the year, we negotiated the renewal of our fleet of vehicles with the leasing companies, in an effort to improve the efficiency of energy consumption and the emission of polluting gases. Furthermore, we

always prioritize moving the assembly team so that they are located closer to the job or maintenance that is to be undertaken. During the year, this transportation involved the emission of 491.14 tCO₂e and 64,04 tCO₂ biogenic emissions (Scope 1).

The Scope 2 emissions, from all of the company's branches, totaled 50.09 tCO₂e. In order to reduce energy consumption, and consequently, emissions, we replaced all our light bulbs with LEDs. The emissions in Scope 3, connected to business travel, totaled 45.99 tCO₂e (11 tCO₂e being biogenic emissions).

EMISSION OF GREENHOUSE GASES (TCO₂e)



TOTAL 587.22

GRI CONTENT INDEX

GRI 102-55

GENERAL DISCLOSURES

GRI 101: FOUNDATION 2016

GRI 101 has no content

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 102: General disclosures 2016	102-1 Name of the organization	3		
	102-2 Activities, brands, products and services	9		
	102-3 Location of headquarters	9		
	102-4 Location of operations	9		
	102-5 Ownership and legal form	9		
	102-6 Markets served	9		
	102-7 Scale of the organization	9		
	102-8 Information on employees and other workers	21, 24, 25 and 26		8, 10
	102-9 Supply chain	32		
	102-11 Precautionary principle or approach	19		



GRI STANDARD	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
STRATEGY				
GRI 102: General disclosures 2016	102-14 Statement from senior decision-maker	4		
ETHICS AND INTEGRITY				
GRI 102: General disclosures 2016	102-16 Values, principles, standards and norms of behavior	19		16
GOVERNANCE				
GRI 102: General disclosures 2016	102-18 Governance structure	19		
ENGAGEMENT OF STAKEHOLDERS				
GRI 102: General disclosures 2016	102-40 List of groups of stakeholders	16		
	102-41 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements		8
	102-42 Identifying and selecting stakeholders	16		
	102-43 Approach to stakeholder engagement	16, 32 and 37		
	102-44 Key topics and concerns raised	16, 32 and 37		



REPORTING PRACTICES

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 102: General disclosures 2016	102-46 Defining report content and topic boundaries	3 and 16		
	102-47 List of material topics	16		
	102-50 Reporting period	3		
	102-51 Date of most recent report	2019, without inclusion of GRI methodology		
	102-52 Reporting cycle	3		
	102-53 Contact point for questions regarding the report	comitesustentabilidade@topico.com.br		
	102-54 Claims of reporting in accordance with the GRI Standards	This report was prepared in accordance with the Essential option of the GRI Norms.		
	102-55 GRI content index	45		



MATERIAL TOPICS

ECONOMIC PERFORMANCE

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	39		
	103-2 The management approach and its components	39		
	103-3 Evaluation of the management approach	39		
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	39		8.9
	201-2 Financial implications and other risks and opportunities due to climactic change	41		13

ANTI-CORRUPTION

GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	19		
	103-2 The management approach and its components	19		
	103-3 Evaluation of the management approach	19		

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 205: Anti-corruption 2016	205-1 Operations assessed in terms of the risks relating to corruption		We do not yet have any monitoring for this objective. The accusations are not reflected in our risk map.	16
	205-3 Confirmed incidents of corruption and actions taken		There is no record of cases of corruption.	16
MATERIALS				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	35		
	103-2 The management approach and its components	35		
	103-3 Evaluation of the management approach	35		
GRI 301: Materials 2016	301-1 Materials used by weight or volume	35 and 41		8, 12
	301-2 Recycled input materials used	35 and 41		8, 12
ENERGY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	43		
	103-2 The management approach and its components	43		
	103-3 Evaluation of the management approach	43		



GRI STANDARD	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 302: Energy 2016	302-1 Energy consumption within the organization	43 and 44		7, 8, 12, 13
	302-2 Energy consumption outside the organization	43 and 44		7, 8, 12, 13
	302-3 Energy intensity	43		7, 8, 12, 13
	302-4 Reduction of energy consumption	43		7, 8, 12, 13
	302-5 Reduction in the energy requirements of products and services	43		7, 8, 12, 13
WATER AND EFFLUENTS				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	44		
	103-2 The management approach and its components	44		
	103-3 Evaluation of the management approach	44		
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	44		6, 12
	303-2 Management of water discharge related impacts		All waste is collected by the municipal system.	6
	303-3 Water withdrawal	44		6, 8, 12
	303-4 Water disposal	44		6
	303-5 Water consumption	44		6



GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
EMISSIONS				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	44		
	103-2 The management approach and its components	44		
	103-3 Evaluation of the management approach	44		
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	44		3, 12, 13, 14, 15
	305-2 Indirect (Scope 2) GHG energy emissions	44		3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	44		3, 12, 13, 14, 15
	305-4 Intensity of GHG emissions	44		13, 14, 15
WASTE				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	42		
	103-2 The management approach and its components	42		
	103-3 Evaluation of the management approach	42		
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	42		3, 6, 11, 12
	306-2 Management of significant waste-related impacts	42		3, 6, 11, 12
	306-3 Waste generated	42		3, 6, 12, 14, 15

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
EMPLOYMENT				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	24		
	103-2 The management approach and its components	24		
	103-3 Evaluation of the management approach	24		
GRI 401: 2016 employment	401-1 New hirings and employee turnover	27 and 28		5, 8, 10
OCCUPATIONAL HEALTH & SAFETY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	29		
	103-2 The management approach and its components	29		
	103-3 Evaluation of the management approach	29		
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	29		8
	403-2 Hazard identification, risk assessment and incident investigation	29		3, 8
	403-3 Occupational health services	30		3, 8
	403-4 Worker participation, consultation, and communication concerning occupational health and safety	29		8, 16

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 403: Occupational health and safety 2018	403-5 Training for workers in occupational health and safety	29		8
	403-6 Promotion of worker health	29		3
	403-7 Prevention and mitigation of impacts on the health and safety of the work directly tied to business relations	29		8
	403-8 Workers covered by an occupational health and safety management system		We do not have the ISO 14001 or OHSAS 18001 certifications. All control of all health and safety aspects is performed in line with applicable legislation.	8
	403-9 Work-related injuries	31		3, 8, 16
	403-10 Work-related illnesses		In the years 2018, 2019 and 2020, there were no communications of Accidents at Work (CAT).	3, 8, 16
TRAINING AND EDUCATION				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	24		
	103-2 The management approach and its components	24		
	103-3 Evaluation of the management approach	24		

GRI STANDARDS	CONTENTS	PAGE	OMISSION	SUSTAINABLE DEVELOPMENT GOALS
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	26		4, 5, 8, 10
	404-2 Programs for the improvement of employees' skills and career development assistance	27		8
CUSTOMER HEALTH AND SAFETY				
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	35		
	103-2 The management approach and its components	35		
	103-3 Evaluation of the management approach	35		
GRI 416: Consumer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		Engineering projects have been implemented in 100% of the sheds	
	416-2 2 Incidents of noncompliance concerning the health and safety impacts of products and services	35		16

CREDITS

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