

I. GRI Table

Declaration of use	Altri reported according to GRI standards for the period from January 1 to December 31, 2022.
Report according to:	GRI 1: Fundamentals 2021
Applicable GRI Sectorial Standard(s):	N/A

The organization and its reporting practices

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-1 Details of the organization	Legal name of the organization Altri, SGPS, S.A. Legal nature: Public limited company, listed on the Euronext Lisbon stock exchange Head office: Rua Manuel Pinto de Azevedo, 818, Porto, Portugal Countries in which it operates: Spain, Portugal and Switzerland	
2-2 Entities included in the sustainability report of the organization	This report includes the activities of Altri and its subsidiaries, which are reported in the chapter Consolidated Financial Statements and Notes (see 7 Annual Report > Consolidated Financial Statements and Notes > 4. Investments). In some of the GRI indicators are not included data from all the subsidiaries of the perimeter, due to the immateriality that they represent.	
2-3 Reporting period, frequency and point of contact	11. About the report Any questions about the sustainability report should be directed to: sustentabilidade@altri.pt	

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-4 Reformulation of information	There was a change in the methodology of accounting for CO ₂ emissions, with the incorporation of some categories of scope 3 that had not been previously accounted for. Altri presents the correction made for 2021 values, which may be included in the history of emissions and are different from those reported in the last report. In addition to the incorporation of scope 3 emissions, it is also considered that the Altri Group has now owned 16.64% of Greenvolt, due to the distribution of shares and public sales operations, described in greater detail in the 7 Consolidated Financial Statements Report > 6. Changes occurred in the consolidation perimeter .	
2-5 External check	11. About the report Annexes to the Integrated Report > M. Independent Limited Warranty Assurance Report	
2-6 Activities, value chain and other business relationships	According to The Global Industry Classification Standard (GICS®), Altri's business sector is the materials sector (1510) paper & forest products (151050). 1.+ Altri > 1.3 This is Altri	
2-7 Information about employees	4.+ People Indicator answered in table below.	8

	2020	2021	2022
Permanent contracts (n.º)	708	731	771
Male	609	624	638
Female	99	107	133
Fixed-term contracts (n.º)	57	43	45
Male	46	35	34
Female	11	8	11
Type of employment by gender			
Full time (nº)	765	774	815
Male	655	659	671
Female	110	115	144
Part time (nº)	0	0	1
Male	0	0	1
Female	0	0	0
Total employees	765	774	816

Note: The region was considered to be Portugal.

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-8 Employees who are not employees	<p>On December 31, 2022, Altri had 553 employees who do not have a contractual relationship with the organization and whose work is controlled by the organization. These calculations were obtained through the total number of hours worked.</p> <p>These employees are used through subcontracted companies to carry out work such as cleaning offices, catering services, equipment maintenance, among others.</p>	

Governance		
DISCLOSURES	LOCATION/DEFAULT	SDGs
2-9 Governance structure and its composition	<p>→ 3. + Leadership > 3.1 Governance Structure</p> <p>📄 Corporate Governance Report > Part I – Information on shareholder structure, organization and government of the company > B. Governing Bodies and Committees</p>	
2-10 Appointment and selection for the highest governance body	<p>The election of members of the Board of Directors of the Company is the responsibility of the shareholders, by decision taken at the General Meeting. Members are elected for three-year terms and may be re-elected once or more.</p> <p>The Board of Directors shall consist of at least three and a maximum of fifteen members elected at the General Assembly.</p> <p>Also in matters of election of members of the Board of Directors, it is important to refer to the statutory rule set out in Article 15 of the By-laws, in accordance with which in the General Meeting a Board member may be elected, among persons proposed in lists subscribed by groups of shareholders, provided that none of these groups has shares representing more than twenty percent and less than ten percent of the share capital. If there are proposals in this sense, the election will be carried out in isolation before the election of the other Board members. Each of the lists referred to above shall propose at least two eligible persons for each of the positions to be filled. No shareholder may subscribe to more than one of these lists and if in an isolated election lists are presented by more than one group, the vote shall focus on all these lists. These rules will only apply if, under any circumstances, the Company is considered a public subscription, a concessionaire of the State or an entity equivalent to it.</p>	

DISCLOSURES **LOCATION/DEFAULT** **SDGs**

(Continuation)

The Executive Board shall be appointed by the Board of Directors, which shall also appoint its Chairman and its Vice-Chairman and shall consist of three to five directors.

The Remuneration Committee consists of three shareholders, one of whom will be the President, elected at the General Meeting for a period of three years, in agreement with the mandate of the governing bodies, and at least one of the members must have knowledge and experience in matters of remuneration policy.

The Ethics Committee shall be appointed by the Board of Directors, on a proposal from the EC, which shall also appoint its President and VicePresident, and shall consist of two to four non-executive directors independent of the Company, one member of the Supervisory Board and two to four directors of the Company who report directly to executive officers.

The Strategic and Operational Monitoring Committee is appointed by the Board of Directors and consists of three directors of the Company, two of whom are non-executives.

Finally, the Sustainability Committee is appointed by the Board of Directors, which will also appoint its Chairman and consists of three non-executive directors of the Company and two to four directors of the Company, namely with experience in ESG (Environmental, Social and Governance) and Sustainability matters.

Criteria such as diversity, independence, stakeholder view and relevant competencies were applied to the impact of the organization on the appointment and selection of members of the Altri Board of Directors.

DISCLOSURES **LOCATION/DEFAULT** **SDGs**

The chairmanship of the highest hierarchically elevated governance body is exercised by a senior executive of the organization: The Chairman of the Board of Directors.

Its powers are laid down in the Code of Commercial Companies, in particular:

- (i) The power to convene and direct the meetings of the BoD,
- (ii) Quality/Tie-off vote in the deliberations of the BoD,
- (iii) The power to make the call of alternates for the purpose of replacing Board members with a permanent or temporary absence,
- (iv) The right to information on the voting impediments of the other Board members and the power to decide on the existence of a conflict of interest in the computation of votes,
- (v) The power to represent the company in receipt of the statements of resignation of other Board members, as well as in receipt of notifications or other statements from Board members whose addressee is the company,
- (vi) The power to receive the instruments of representation for Board members to be represented by others in BoD meetings, and
- (vii) The power to exchange views with the statutory auditor on serious difficulties in pursuing the object of the company.

Taking into account the personal profile, career and professional experience of the Chairman of the Board of Directors of Altri, it is considered that the appointment of this director is adequate in view of the nature and size of the Company, thus ensuring an effective monitoring, as well as a real supervision and surveillance of the activity developed by the executive members.

2-11 **President of the highest governance body**

21 Corporate Governance Report > Annex I



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DISCLOSURES	LOCATION/DEFAULT	SDGs
2-12 Role played by the highest governance body in the supervision of impact management	<p>The Sustainability Committee, appointed by the Board of Directors, has as its primary mission to participate in the definition and monitoring of the Altri Group's sustainability policy and strategy. In addition to having nonexecutive directors in its composition, it is also integrated by the leaders of the Group who are dedicated to areas that should assist the activity of this committee, namely the sustainability direction and the legal and compliance direction.</p> <p>In the performance of its tasks, the Sustainability Committee is responsible for monitoring and reporting to the Board of Directors the performance of sustainability indicators in line with the policies, commitments, objectives and targets established, As well as ensuring the alignment of sustainability objectives with the sustainable development objectives set out in the United Nations agenda, with the results of stakeholder consultation and good practices in the industry.</p> <p>➔ 3. + Leadership > 3.1 Governance Structure</p>	
2-13 Delegation of responsibility for impact management	<p>➔ 3. + Leadership > 3.1 Governance Structure</p>	
2-14 Role played by the highest governance body in sustainability reporting	<p>The Board of Directors is responsible for the approval of the Sustainability Report, prepared and presented by the Sustainability Committee.</p>	

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-15 Conflicts of interest	<p>At Altri there is a policy to prevent situations of conflict of interest, which is enshrined in the Rules of Transactions with Related Parties and Conflicts of Interest. In addition, there is a Code of Ethics, which is also cross-sectional applied at all levels of the organization, including members of the governing bodies.</p> <p>Altri does not allow conflicts of interest between any employee or partner and the Company. When faced with a potential conflict of interest situation, employees or partners should:</p> <ul style="list-style-type: none"> (i) Inform direct supervisors, in writing, of the conflict of interests in which they are or may be involved, before undertaking any operation or completing the business concerned; (ii) Refrain from intervening or influencing, directly or indirectly, decisionmaking that may affect entities with which there may be conflict of interest, and participate in meetings where such decisions are discussed or assess confidential information affecting such conflict. The employee or partner must refrain from acting, at all times, on the basis of their own motivations, not giving priority to their own interests or to third parties, whenever this may jeopardize Altri's interests. <p>➔ Code of Ethics and Conduct</p> <p>➔ Regulation of Transactions with Related Parties and Conflict of Interest</p>	

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DISCLOSURES	LOCATION/DEFAULT	SDGs
2-16 Communication of crucial concerns	The Sustainability Committee regularly reports to the Board of Directors its concerns in environmental and sustainability matters, including through duly convened meetings, where the Chairman of the Board of Directors and the Chairman of the Executive Board are usually present as guests. In addition, the Sustainability Committee includes three non-executive directors, ensuring that this committee is in permanent contact with the Board of Directors. During the reporting period, there was no reporting of critical concerns to the highest hierarchically high governance body.	
2-17 Collective knowledge of the highest governance body	<p>The Sustainability Committee is composed of 3 non-executive elements, belonging to the Board of Directors and 3 to 4 executive directors, thus promoting a collective knowledge, the acquisition of skills and experience of the higher hierarchically higher body.</p> <p>During the meetings of the Sustainability Committee experts are also invited to promote the knowledge of the members of that committee, in particular on issues related to sustainable development.</p>	

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-18 Evaluation of the performance of the highest governance body	<p>It is the responsibility of the Sustainability Committee, in addition to proposing to the Board of Directors new sustainability objectives and targets and to monitor the performance of the defined objectives, to identify the investments necessary for its pursuit with a view to always creating longterm value. On the other hand, the evaluation of the performance of the Board of Directors is submitted to the General Meeting under the law, with reference to compliance with the Company's strategic plan and budget, its risk management, internal functioning and its relations with the other organs of the Company.</p> <p>During 2022, the pilot year of the Management by Objectives (MBO) model took place: A program with methodology for measuring employees' performance.</p> <p>➔ IR22 > 4 + People > 4.3 Skills development</p>	

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DISCLOSURES	LOCATION/DEFAULT	SDGs
2-19 Remuneration policies	The fixed overall remuneration of the Board of Directors, including the remuneration paid by the participating companies to the members of the Board of Directors, may not exceed € 3,500,000 per year.	
	The remuneration of non-executive directors includes only one fixed component, corresponding to a fixed monthly remuneration, the amount of which is determined by the remuneration committee, reviewed, if necessary, on a periodic basis, taking into account the best practices and responsibilities of each non-executive administrator.	
	The remuneration of executive directors includes two components: (i) a fixed component, corresponding to a monthly amount paid, and (ii) variable component, which includes a variable short-term premium (paid annually) and a variable medium-term premium (paid after a 3-year deferral). The variable component (short-term and medium-term) is determined according to the individual performance of each executive director, taking into account the respective annual individual assessment, according to the previously defined quantitative (financial and non-financial) and qualitative objectives. Individual qualitative objectives should reflect the achievement of environmental, social and corporate governance indicators.	
	Non-executive directors can earn a differentiated remuneration as a result of the value they provide to the Company and also due to the assumption of responsibilities that may take place in business monitoring committees, which may exist within the Board of Directors.	
	There is no provision for the allocation of variable remuneration in which shares or other system of incentives for recruitment takes place.	

DISCLOSURES	LOCATION/DEFAULT	SDGs
<i>(Continuation)</i>		
2-20 Process for determining remuneration	In the event of an early termination of the term of office of the members of the Board of Directors, generally, there are no compensatory conditions additional to those legally established, except in the case of an administration contract which, in this regard, may include particular conditions.	
	There are no mechanisms in the Company that provide for the possibility of requesting the restitution, from directors, of variable remuneration.	
	Altri does not have supplementary pension or early retirement schemes for members of the management bodies. The pension earned is not more than a right acquired by the employment relationship established with that subsidiary and is independent of the performance of the administration functions at Altri, that is, even if the company ceases its functions and regardless of the reason for such termination, the right to receive such a pension shall always be assured.	
	Corporate Governance Report > Part I – Information on shareholder structure, organization and governance of the company > D. Remunerations	
	The process for determining remuneration was supervised by independent members of the hierarchically higher governance body or by an independent remuneration committee.	
	The views of interested parties (including shareholders) regarding remuneration were requested and taken into account. It follows in compliance with the provisions of article 26-B of the Securities Code, being submitted to the general meeting a Declaration on the Remuneration Policy of the Administration and Supervision Bodies.	
	Corporate Governance Report > Part I – Information on shareholder structure, organization and governance of the company > D. Remunerations	

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DISCLOSURES	LOCATION/DEFAULT	SDGs
2-21 Proportion of total annual remuneration	<p>Confidential information – As the Altri Group is present in Portugal, Spain and Switzerland, there are Group employees who are in a mobility regime and thus earn adequate remuneration for their country of activity, so the annual remuneration ratio is conditioned by this variation between countries, not corresponding to the reality of the national context.</p> <p>Corporate Governance Report > Part I – Information on shareholder structure, organization and governance of the company > D. Remunerations</p>	

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-24 Incorporation of policy commitments	<p>The responsibilities of incorporation of policy commitments are competences of the Ethics Committee and the Sustainability Committee, appointed by the Board of Directors, on a proposal from the Executive Committee.</p> <p>The Ethics Committee is a specialized committee within the Board of Directors, responsible for monitoring the disclosure and compliance with the Code of Ethics of the Altri Group, monitoring compliance and compliance with the rules contained therein, in the personal and professional conduct of all its employees in respect of common ethical principles, regardless of their position or role. In turn, the Sustainability Committee is responsible for assessing the alignment of the strategic plan with the sustainability commitments assumed, its purpose, values and corporate culture and ensuring the alignment of sustainability objectives with the sustainable development objectives set out in the United Nations agenda.</p>	

Strategies, policies and practices

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-22 Declaration on sustainable development strategy	<p>IR22 > 1. + Altri > 1.2 Leadership Messages</p>	
2-23 Policy commitments	<p>ALTRI is a signatory to the United Nations Global Compact, which demonstrates its public commitment to integrating, in its policies and strategies, the fundamental principles of human rights, labor practices, environmental protection and anti-corruption and sustainable development objectives. The principles that guide ALTRI are based on universally accepted declarations, namely the Universal Declaration of Human Rights, the Declaration of the International Labour Organization on Fundamental Principles and Rights, and the Rio Declaration on Environment and Development.</p> <p>It is the Board of Directors that approves all policies related to ALTRI's social responsibility, which is the top body of the organization.</p> <p>Code of Ethics and Conduct</p> <p>Code of Conduct for Forest Service Providers</p>	

	<p>The commitments made by the Altri Group are described throughout the report.</p>	
2-25 Processes to repair negative impacts	<p>Altri is responsible to manage and develop its activity in a sustainable way and undertakes, through the follow-up of several principles to minimize its environmental impact, with prevention and safety mechanisms. In monitoring the risk management process, the Board of Directors, as the body responsible for Altri's strategy, undertakes, inter alia, to ensure that the Group has the ability to minimize the likelihood of occurrence and the impact of risks on the business.</p>	

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DISCLOSURES **LOCATION/DEFAULT** **SDGs**

(Continuation)

Altri's involvement with its stakeholders is through structured interactions, through customer and employee satisfaction surveys, listening to investors and through our complaints channels. Involvement with stakeholders in the media and social media is also important to understand opinions, concerns and trends, both locally, in the vicinity of our business units, but also at the Altri Group level, in a more global perspective.

The Internal Reporting Channel is accessible to all individuals, natural or legal, who may be adversely affected by the Altri Group or who wish to claim, report, clarify or expose any situation, namely related to human and labour rights, and is accessible through Altri's website.

The Supervisory Board is the main body to which any communications of irregularities should be directed by any employee, partner, client, supplier or any other stakeholder. The Supervisory Board will establish a perfect articulation with the Ethics Committee in relation to all matters that require the intervention and action of the latter. If any complaint is sent to the Ethics Committee of the Company, the Company shall forward it to the Supervisory Board if the respective matters, according to the law, must be dealt by this body. If any employee prefers to communicate on anonymity, the written comments may be sent, in as much detail as possible, through the whistle blower channel, if the irregular situations are adequate to be reported there.

DISCLOSURES **LOCATION/DEFAULT** **SDGs**

Maintaining dialogue with stakeholders is fundamental to the correct implementation of Altri's sustainable policies and practices. Advice to stakeholders is carried out through personalized meetings and also through complaint channels. Involvement with stakeholders in media and social media is also important to understand opinions, concerns and trends, both locally and globally.

2-26 **Mechanisms for counseling and presentation of concerns**

The Internal Reporting Channel is accessible to all individuals, natural or legal, who may be adversely affected by the Altri Group or who wish to claim, report, clarify or expose any situation, namely related to human and labor rights, and is accessible through Altri's website. The Supervisory Board is the main body to which any communications of irregularities should be directed by any employee, partner, client, supplier or any other stakeholder. If any employee prefers to communicate on anonymity, the written comments may be sent, in as much detail as possible, through the whistle blower channel, if the irregular situations are adequate to be reported there.

2-27 **Compliance with laws and regulations**

There were no cases of fines imposed on Altri during 2022. There were no significant cases of non-compliance with laws and regulations.

2-28 **Participation in associations**

Indicator answered in table below

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NAME OF ENTITY	SEES PARTICIPATION AS STRATEGIC	PERFORMS FUNCTIONS IN THE GOVERNING BODIES	PARTICIPATES IN PROJECTS OR COMMISSIONS	CONTRIBUTES SUBSTANTIAL FUNDING
Science Based Targets initiative	Yes	No	No	No
Business Council for Sustainable Development (BCSD Portugal)	Yes	No	Yes	Yes
United Nations Global Compact	Yes	No	Yes	No
World Wildlife Fund (WWF)	Yes	No	Yes	No
COTEC Portugal	Yes	No	No	No
Biond	Yes	Yes	Yes	Yes
Tecnicelpa	Yes	Yes	Yes	Yes
Confederation of European Paper Industries (CEPI)	Yes	No	Yes	No
Business & Biodiversity Initiative	Yes	No	Yes	No
Forest Stewardship Council (FSC Portugal)	Yes	Yes	Yes	No
AFOCELCA [TBD]	Yes	Yes	Yes	Yes
International Union of Forest Research Organizations (IUFRO)	Yes	No	No	No
Institut Européen de la Forêt Cultivée (IEFC)	Yes	No	No	No

NAME OF ENTITY	SEES PARTICIPATION AS STRATEGIC	PERFORMS FUNCTIONS IN THE GOVERNING BODIES	PARTICIPATES IN PROJECTS OR COMMISSIONS	CONTRIBUTES SUBSTANTIAL FUNDING
Centro Pinus	Yes	No	No	No
Associação Nacional de Empresas Florestais, Agrícolas e do Ambiente (ANEFA)	Yes	No	No	No
Associação Empresarial da Região de Santarém (NERSANT)	Yes	Yes	No	No
Associação Empresarial da Beira Baixa (AEBB)	Yes	No	No	No
Program for the Endorsement of Forest Certification (PEFC) Portugal	Yes	No	No	No
IberLinx	Yes	No	No	No
Associação Comercial e Industrial da Figueira da Foz (ACIFF)	Yes	No	No	No
CDP- Disclosure Insight Action	Yes	No	No	No
Association of companies issuing quoted values in the market (AEM)	Yes	No	Yes	No
EPIS Association – Entrepreneurs for Social Inclusion	Yes	No	Yes	Yes

Involvement of stakeholders

DISCLOSURES	LOCATION/DEFAULT	SDGs
2-29 Stakeholder engagement approach	Altri recognizes the importance of our stakeholders and their involvement to our long-term success. Thus, maintaining the dialogue with your stakeholders is key to identifying your concerns, global trends and market expectations. → 2. + Value > 2.3 Share Value	
2-30 Collective bargaining agreements	→ 4. + People > 4.1 Human Rights Indicator answered in table below.	

	2020	2021	2022
Employees covered by collective bargaining agreements			
Total unionized employees (no.)	765	774	816
Total unionized employees (no.)	245	288	296
Male	240	282	287
Female	5	6	9
Percentage of unionized employees (%)	32%	37%	36%
Percentage of employees covered by collective bargaining agreements (%)	88%	88%	86%

Material topics 2021

DISCLOSURES	LOCATION/DEFAULT	SDGs
3-1 Process of definition of materiality	→ 2 + Value > 2.4 Topics with Value	
3-2 List of material topics	→ 2 + Value > 2.4 Topics with Value	
3-3 Management of material topics	Altri's material topics reflect both in its divided strategic approach, in 4 major axes, as well as in its 2030 commitment, which clarifies the commitments made by the Group. Each material topic presents, in its subchapters, information on its relevance to the Altri Group and its stakeholders, as well as the approach followed, presentation of the associated goals and indicators and projects, initiatives and programs developed in the management of each topic. All initiatives reflect the Altri Group's strategy to enhance its positive impacts and minimize negative impacts, creating long-term value.	

MATERIAL TOPIC	GRI INDICATORS	LOCATION
Ethics, anti-corruption practices and anticompetitive behavior	205-1, 205-2, 205-3 e 206-1	→ 3.+ Leadership > 3.2
Human Rights	405-1, 405-2, 406-1, 407-1, 408-1 e 409-1	→ 4.+ People > 4.1
Health, safety and well-being of employees	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9 e 403-10	→ 4.+ People > 4.2
Forest management and biodiversity protection	304-1, 304-2, 304-3, 304-4	→ 5.+ Forest > 5.1
Climate change and greenhouse gas emissions	305-1, 305-2, 305-3, 305-4, 305-5, 305-6 e 305-7	→ 6.+ Environment > 6.1
Energy efficiency	302-1, 302-3 e 302-4	→ 6.+ Environment > 6.2
Water management	303-1, 303-2, 303-3, 303-4 e 303-5	→ 6.+ Environment > 6.3
Waste management	306-1, 306-2 e 306-3	→ 6.+ Environment > 6.4
Economic performance	201-1	→ 8.+ Competitiveness

GRI 200 – Economic disclosures

GRI 201 – Economic performance

DISCLOSURES	LOCATION/DEFAULT	SDGs
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201-1	Direct economic value generated and distributed Indicator answered in table below.	7 8 9

	2020	2021	2022
Direct economic value generated (€)	575 043 972	793 418 101	1 066 240 824
Turnover (1)	575 043 972	793 418 101	1 066 240 824
Distributed economy value (€)	531 129 446	627 799 183	889 865 245
Operating costs (2)	441 148 588	525 964 372	715 206 929
Wages and benefits of employees (3)	39 011 970	43 248 488	50 271 139
Investor payments (4)	61 539 502	71 796 085	79 096 025
Payments to the state (5)	(10 664 671)	(13 337 061)	45 056 897
Donations and other investments in the community (6)	94 057	127 299	234 255
Accumulated economic value (€)	43 914 526	165 618 918	176 375 579

- (1) Sales + Provision of services + Other income (excluding intra-group transactions)
- (2) Cost of sales + Supply of external services + Other expenses (excluding intra-group transactions)
- (3) Personnel costs (excluding intra-group transactions)
- (4) Dividends distributed by Altri SGPS
- (5) Payments/(Collections) of collective Income Tax on continuing operations
- (6) Donations

GRI 204 – Buying practices

DISCLOSURES	LOCATION/DEFAULT	SDGs
204-1 Proportion of expenses with local suppliers	→ 2.+ Value > 2.3 Share Value > 2.3.1 Suppliers	12
	2020 2021 2022	
Total spending on suppliers (€)	787 459 005 742 285 377 1 140 964 965	
Total spending on foreign suppliers (€)	66 692 979 120 377 335 218 844 126	
Total spending on national suppliers (€)	720 766 026 621 908 042 922 129 446	

GRI 205 – Anti-corruption

DISCLOSURES	LOCATION/DEFAULT	SDGs
205-1 Operations assessed for the risk of corruption	The risks of occurrences of acts of fraud, corruption, bribery, money laundering and related offenses were evaluated. It is concluded that the probability of occurrence of such acts is greatly reduced by the various mitigation measures implemented, such as internal audits, blockchain system in certified wood, frequent operational and accounting reports, among other mechanisms. The Altri Group has a Code of Ethics and Conduct that establishes anti-corruption rules that are rooted in the organization. In the course of the 2022 financial year, no consistent corruption practices were identified.	16

CORRUPTION RISK ASSESSMENTS	2022
Operations evaluated (no.)	5
Total Operations (No.)	5
Percentage of operations evaluated (%)	100%

DISCLOSURES	LOCATION/DEFAULT	SDGs
205-2	Communication and training on anticorruption policies and procedures Indicator answered in table below.	16

	2021	2022
Total of governance bodies to which anti-corruption policies and procedures have been communicated (no.)	9*	9*
Percentage of governance bodies to which anti-corruption policies and procedures (%) have been reported	100%	100%
Total of employees to whom anti-corruption policies and procedures have been communicated (no.)	774	816
Percentage of employees to whom anti-corruption policies and procedures were reported (%)	100%	100%
Training on anti-corruption policies and procedures		Training plan in development

* Governance bodies according to GRI 405-1

DISCLOSURES	LOCATION/DEFAULT	SDGs
205-3	Confirmed corruption incidents and actions taken Indicator answered in table below.	16

	2020	2021	2022
Total confirmed corruption cases (No.)	0	0	0
Total cases resulting in dismissal of employees or disciplinary action (no.)	0	0	0
Total no. of cases of non-renewal of contracts with partners due to corruption cases (no.)	0	0	0
Total number of lawsuits against the organization or employees due to corruption cases (no.)	0	0	0

GRI 207 – Taxes

DISCLOSURES	LOCATION/DEFAULT	SDGs
207-1	Fiscal approach → 2.+ Value > 2.3 Share Value > 2.3.2 Tax Strategy	
207-2	Government. Fiscal risk control and management → 2.+ Value > 2.3 Share Value > 2.3.2 Tax Strategy	
207-3	Stakeholders' involvement and management of tax concerns → 2.+ Value > 2.3 Share Value	

GRI 300 – Environmental disclosures

GRI 301 – Materials

DISCLOSURES	LOCATION/DEFAULT	SDGs
301-1 Material consumption by weight or volume	Indicator answered in table below.	8
	Scope: Industrial units of Altri (Celbi, Biotek, Caima)	12

	2020	2021	2022
Total renewable materials (t)	3 450 114	3 444 886	3 517 684
Total non-renewable materials (t)	183 932	197 451	203 880
% renewable materials	95%	95%	95%
% non-renewable materials	5%	5%	5%

GRI 302 – Energy

DISCLOSURES	LOCATION/DEFAULT	SDGs
302-1 Energy consumption within the organization	Indicator answered in table below.	7
	Scope: Industrial units of Altri (Celbi, Biotek, Caima)	8
	Note: This value does not include Altri Florestal	12
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	2020	2021	2022
Fuels consumed within the organization			
EU ETS Fuels (GJ)	13 983 343	13 938 229	18 338 181
Natural Gas (GJ)	1 290 540	1 365 750	1 238 109
Fuel oil (GJ)	180 667	144 537	181 137
Diesel fuel (GJ)	160	603	129

	2020	2021	2022
Fuels consumed within the organization			
Biogas (GJ)	—	—	245 135
Black liquor (GJ)	12 250 407	12 146 104	15 249 418
Non-condensable gases (GJ)	138 366	153 730	206 828
Methanol (GJ)	123 203	127 505	106 175
Biomass (GJ)	—	—	1 111 250
Non-EU ETS fuels – Stationary Equipment (GJ)	2 959 281	2 161 146	—
Diesel fuel (GJ)	99	37	0
Natural Gas (GJ)	47 760	40 886	—
Black liquor (GJ)	1 612 025	1 564 157	—
Biomass (GJ)	1 299 397	482 663	—
Other- Biogas (GJ)	0	73 403	—
Non-EU ETS fuels – Mobile Equipment (GJ)	14192	7 901	0
Petrol (GJ)	0	1	0
Diesel fuel (GJ)	14192	7 900	0
Total Fuel consumption (GJ)	16 956 817	16 107 276	18 338 181
Fuel consumption of renewable origin (GJ)	15 423 399	14 547 563	16 918 806
Fuel consumption of non-renewable origin (GJ)	1 533 418	1 559 714	1 419 375

	2020	2021	2022
Energy consumed within the organization			
Energy consumption (GJ)	16 717 015	16 289 069	16 946 797
Electric power (GJ)	2 195 099	2 203 961	2 226 863
Steam (GJ)	14 521 916	14 085 108	14 719 934
Energy sold (GJ)			
Energy sold (GJ)	867 077	881 363	860 552

DISCLOSURES	LOCATION/DEFAULT	SDGs
		7
		8
302-3 Energy intensity	Indicator answered in table below.	12
		13

	2020				2021				2022			
	CELBI	BIOTEK	CAIMA	2020	CELBI	BIOTEK	CAIMA	2021	CELBI	BIOTEK	CAIMA	2022
Energy intensity (GJ/ADT)	12.7	18.9	25	15.2	12.7	18.4	18	14.5	12.9	18.7	20.9	14.8

Note: For the ratio, only electrical power and steam are considered.

DISCLOSURES	LOCATION/DEFAULT	SDGs
		7
		8
302-4 Reduction of energy consumption	Indicator answered in table below.	12
		13

QUANTIFICATION OF ACHIEVED REDUCTIONS (GJ/ADT)

	CELBI *	BIOTEK	CAIMA
2020	‘-0.33GJ/ADt’	1.98 GJ/ADt	2.08 GJ/ADt
2021	0.02 GJ/ADt	0.003 GJ/ADt	0.4 GJADt
2022	(-0.01) GJ/ADt	0.05 GJ/ADt	0.09 GJ/ADt

Initiatives implemented to improve energy efficiency

Study of steam quality improvements produced;	Created control to stop cooling towers (bleaching) at area stops;	Control RIA water pumps
Improvement of steam networks for leak repair;	Stop of the plant water booster pump;	Installation of vacuum pump for MC pump
Design of TG4 and/ or TG6 replacement solutions by high pressure steam condensing turbine;	Repair of spirax bleaching pumps – loss of condensate;	Progressive reduction of speed of the side fans of the drying rack
Implementation of routine dashboard analysis of engine operation monitoring, in Kaizen;	Pump load reduction Dilution of feed to Screening;	Reduced consumption of CR VTI after resolution of air intakes in the gas circuit
Daily context and in Feasibility	DD1 filtrate pump compression pressure reduction (from 5 to 4.5 bar);	Cleaning of surface condensers in evaporation for capacity recovery
Meeting	Total steam cut from MP to primary air	Containment of air inlets in the CR gas circuit
	→ 6.+Environment > 6.2 Energy Efficiency	→ 6.+Environment > 6.2 Energy Efficiency



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GRI 303 – WATER AND EFFLUENTS

DISCLOSURES	LOCATION/DEFAULT	SDGs
303-1 Interactions with water as a shared resource	Altri, within the framework of responsible water management as a natural resource, mapped its operations according to the risk associated with water use, through the Aqueduct Water Tool, developed by WRI. According to this mapping, 100% of Altri's operations are located in areas where water stress has a low to medium level.	
	Celbi captures water on the Mondego River and in underground water holes for use in the pulp manufacturing process, along which there are several loop closures to reduce the maximum amount of fresh water collected. At the end of the process, the waters are treated and returned to the receiving medium in accordance with the criteria defined for the quality of the final effluent.	
	Biotek takes water from the Tagus River for use in the pulp manufacturing process and also supplies WTS treated water to the Navigator and Paper Prime plants. In the process of pulp production, several actions were implemented, namely closure of circuits, recycling of treated effluent from the Biotek WWTP, given the high quality achieved, thus reducing water uptake. At the end of the process, the waters are treated and returned to the receiving medium in accordance with the criteria defined for the quality of the final effluent. Caima captures water on the Tagus River for use in the pulp manufacturing process, along which there are several loop closures to reduce the maximum amount of fresh water captured. At the end of the process, the waters are treated and returned to the receiving medium in accordance with the criteria defined for the quality of the final effluent.	6
➔ 6. + Environment > 6.3 Water Management		

OBJECTIVE OF REDUCING WATER USE	CELBI	BIOTEK	CAIMA
2020	16 m³/ADT	22 m³/ADT	40 m³/ADT
2021	15,5 m³/ADT	20 m³/ADT	40 m³/ADT
2022	15 m³/ADT	19 m³/ADT	35 m³/ADT

DIVULGAÇÕES	LOCATION/DEFAULT	SDGs
303-2 Management of impacts related to water discharge	The point of discharge and the quality of the final effluent are defined in the permit for the rejection of waste water.	
	As guidelines for effluent quality, the values identified in the BREF of this industry are also followed.	
303-3 Water capture	Annual monitoring is carried out to the receiving medium according to the title of private use of the national maritime space and the definition of the ELVs below is according to the period under analysis (dry, wet, exceptional).	
	➔ 6. + Environment > 6.3 Water Management	
303-3 Water capture	Indicator answered in table below.	
	Scope: Industrial units of Altri (Celbi, Biotek, Caima)	

WATER CAPTURE	2020	2021	2022
Surface Captions (ML)	21 118	20 515	21 631
Underground Captions (ML)	3 478	3 676	4 284
Total water captured (ML)	24 596	24 191	25 915



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DISCLOSURES	LOCATION/DEFAULT	SDGs
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303-4	Effluents	Indicator answered in table below. Scope: Industrial units of Altri (Celbi, Biotek, Caima)
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	2020	2021	2022
Total effluent per destination			
Total – volume of discharged effluent (ml)	18 441	18 753	19 766
Surface water (ml)	9 069	8 544	8 431
Groundwater (ml)	0	0	0
Sea water (ml)	9 372	10 209	11 335
Third party water (ml)	0	0	0
Total effluent per category			
Fresh water (ML)	9 069	8 544	8 431
Other types of water (ML)	9 372	10 209	11 335

DISCLOSURES	LOCATION/DEFAULT	SDGs
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303-5	Water consumption	Indicator answered in table below. Scope: Industrial units of Altri (Celbi, Biotek, Caima)
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WATER CONSUMPTION	2020	2021	2022
Total water consumption of all areas (m³)	6 014 950	5 602 541	6 148 253

GRI 304 – Biodiversity

DISCLOSURES	LOCATION/DEFAULT	SDGs
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304-1	Operating facilities (own, leased or managed) in areas adjacent to protected areas and areas with high biodiversity value outside the protected areas	<p>→ 5.+Forest > 5.1 Forest management and biodiversity protection</p> <p>Indicator answered in table below.</p>	6 14 15
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PROTECTED AREA (HA)	2020	2021	2022
Tejo Internacional Natural Park	1 905	1 627	1 772
Serra de São Mamede Natural Park	1 075	1 236	1 346
Serra de Montejunto Protected Landscape	342	393	342
Serras de Aire and Candeeiros Natural Park	109	117	117
Serra da Estrela Natural Park	7	7	7
Serras do Porto Park	129	129	164
Serra da Gardunha	410	410	410
Serra do Socorro e Archeira	0	0	12
Total	3 977	3 919	4 170

DISCLOSURES	LOCATION/DEFAULT	SDGs
304-2 Significant impacts of activities, products and services on biodiversity	In the Special Areas of Conservation (SAC), the necessary measures are applied to maintain or restore the favorable conservation status of natural habitats or species populations, contributing to ensuring biodiversity. Indicator answered in table below.	6
		14
		15

SPECIAL AREAS OF CONSERVATION (HA)	2020	2021	2022
Alvão / Marão	11	18	11
Cabeção	59	59	59
Cabrela	284	118	766
Caldeirão	1	51	1
Carregal do Sal	105	158	115
Complexo do Açor		5	0
Estuary of Sado	8	96	8
Tagus Estuary	28	27	27
Malcata	284	450	284
Monchique	2093	1597	2097
Nisa / Lage da Prata	794	1190	805
Rio Lima		10	0
Rio Paiva	210	270	234
São Mamede	1901	2382	2562
Serra da Estrela	7	7	7
Serra da Gardunha	223	363	223
Serra da Lousã	267	578	275
Serra de Montejunto	343	478	344

SPECIAL AREAS OF CONSERVATION (HA)	2020	2021	2022
Serra de Montemuro	87	91	86
Serras da Freita e Arada	243	284	251
Serras de Aire e Candeeiros	136	183	145
Sicó / Alvaiázere	130	244	167
Valongo	106	144	141
Total	7 084	8 803	8 608

SPECIAL PROTECTION AREA (HA)	2020	2021	2022
Caldeirão	0	0	1
Tagus Estuary	0	0	27
Monchique	0	0	2097
Paul da Madriz	0	0	2
Tejo Internacional, Erges e P	0	0	2 024
Total	0	0	4 151

Note: The Special Conservation Areas correspond to the former designation of sites of Community importance.

DISCLOSURES	LOCATION/DEFAULT	SDGs
304-3 Protected or recovered habitats	Altri was involved in the protection and recovery of habitats, with a total of 3,761 ha in 2022, with 4 external entities involved, namely: Association Cabeço Santo, MONTIS, SPEA and GEOTA. Indicator answered in table below.	6
		14
		15

HABITAT	NAME	PROTECTED AREA (HA)
3120	Oligotrophic waters with low mineralization in generally sandy soils of the western Mediterranean with <i>Isoetes spp.</i>	60
3170	Mediterranean temporary ponds	2
4020	Temperate Atlantic wet heaths of <i>Erica ciliaris</i> and <i>Erica tetralix</i>	3
4030	European dry heaths	554
5210	Arborescent brushwoods of <i>Juniperus spp.</i>	83
5230	Arborescent brushwoods of <i>Laurus nobilis</i>	4
5330	Thermo-mediterranean pre-desert scrubs	887
6310	Perennial leaf <i>Quercus spp.</i> woodlands	1 693
6420	Mediterranean wet grasslands Molinio meadows – Holoschoenion	2
8220	Siliceous rocky slopes with chasmophytic vegetation	25
91B0	Thermophilic woods of <i>Fraxinus angustifolia</i>	5
91	Alluvial forests of <i>Alnus glutinosa</i> and <i>Fraxinus excelsior</i> (<i>Alno-Padion</i> , <i>Alnion incanae</i> , <i>Salicion alcae</i>)	95
91F0	Mixed forests of <i>Quercus robur</i> , <i>Ulmus laevis</i> , <i>Ulmus minor</i> , <i>Fraxinus excelsior</i> or <i>Fraxinus angustifolia</i> on the banks of large rivers (<i>Ulmion minoris</i>)	1
9230	Galician and Portuguese oak woods of <i>Quercus robur</i> and <i>Quercus pyrenaica</i>	22
9240	Iberian oak woods of <i>Quercus faginea</i> and <i>Quercus canariensis</i>	4
9260	Forests of <i>Castanea sativa</i>	8
92A0	<i>Salix alba</i> and <i>Populus alba</i> gallery forests	101
92B0	Gallery forests along the intermittent Mediterranean water courses with <i>Rhododendron ponticum</i> , <i>Salix</i> and other species	1
92D0	Southern riparian galleries and thickets (<i>Nerio-Tamaricetea</i> and <i>Securinimion tinctoriae</i>)	19
9330	Forests of <i>Quercus suber</i>	101
9340	Forests of <i>Quercus ilex</i> and <i>Quercus rotundifolia</i>	90

DISCLOSURES	LOCATION/DEFAULT	SDGs
304-4	Species included in the International Union for Conservation of Nature (IUCN) Red List and lists of national conservation species, whose habitats are in areas affected by the company's operations	6 14 15
	Indicator answered in table below.	

Birds

Nuchal-red noitibó – <i>Caprisulphus ruficollis</i>	VU
Black-eared wheatear – <i>Oenanthe hispanica</i>	VU
Black vulture – <i>Aegypius monachus</i>	CR
Royal Eagle – <i>Aquila chrysaetos</i>	EN
Black stork – <i>Ciconia nigra</i>	VU
Vulture-of-Egypt – <i>Neophron pernopterus</i>	EN
Goshawk – <i>Accipiter gentilis</i>	VU
Stone curlew – <i>Burhinus oednemus</i>	VU
Short-eared owl – <i>Flemish Asio</i>	EN

Nightjar – <i>Caprisulphus europaeus</i>	VU
Montagu's harrier – <i>Circus pygargus</i>	EN
Peregrine – <i>Falco peregrinus</i>	VU
Hobby – <i>Falco subbuteo</i>	VU
Euroasian spoonbill – <i>Platalea</i>	VU
leucorodialImperial Eagle – <i>Aquila adalberti</i>	CR

Amphibians and reptiles

Salamandra -Lusitanian – <i>Chioglossa Lusitanica</i>	VU
Clagate-of-carapace-striated – <i>Emys orbicularis</i>	EN
Palmate newt – <i>Triturus helveticus</i>	VU

Mammals

Fringe bat – <i>Myotis Nattereri</i>	VU
Iberian wolf – <i>Canis lupus</i>	EN

Invertebrates

Fritilaria-dos-Lagueiros – <i>Euphydryas aurinia</i>	VU
Mercurium dragonfly – <i>Coenagrion mercuriale</i>	VU

Fish

River lamprey – <i>Lampetra fluviatilis</i>	CR
European eel – <i>Anguilla Anguilla</i>	EN
Iberian arched-mouth nase – <i>Iberoondrostoma lemmingii</i>	EN
Portuguese nase – <i>Iberochrodonstoma Lusitanicum</i>	CR
Chub – <i>Squalius alburnoides</i>	VU
South Escale – <i>Squalius pyrenaicus</i>	EN

IUCN Categories

Vulnerable (VU): Considered to be at high risk of extinction in nature.

In danger (EN): Considered to be at very high risk of extinction in nature.

Critical Hazard (CR): Considered to be at extremely high risk of extinction in nature.

GRI 305 – Emissions

DISCLOSURES	LOCATION/DEFAULT	SDGs
305-1 Direct greenhouse gas emissions – GHG (Scope 1)	→ 6 + Environment > 6.1 Climate change and greenhouse gas emissions Scope: Industrial units of Altri (Celbi, Biotek, Caima), Altri Florestal, Altri Abastecimento de Madeira, Altri SGPS	3
		12
		13
		14
305-2 Other indirect GHG emissions (Scope 2)	→ 6 + Environment > 6.1 Climate change and greenhouse gas emissions Scope: Industrial units of Altri (Celbi, Biotek, Caima), Altri Florestal, Altri Abastecimento de Madeira, Altri SGPS	15
		3
		12
		13
305-3 Other indirect GHG emissions (Scope 3)	→ 6 + Environment > 6.1 Climate change and greenhouse gas emissions Scope: Industrial units of Altri (Celbi, Biotek, Caima), Altri Florestal, Altri Abastecimento de Madeira, Altri SGPS	14
		13
		14
		15
305-4 Intensity of GHG emissions	→ 6 + Environment > 6.1 Climate change and greenhouse gas emissions Scope: Industrial units of Altri (Celbi, Biotek, Caima), Altri Florestal, Altri Abastecimento de Madeira, Altri SGPS	13
		14
		15

	2020	2021	2022
Intensity of GHG emissions from pulp mills (kgCO ₂ e/ ADT) for scope 1 and 2	163	131	109
Intensity of GHG emissions from pulp mills (kgCO ₂ e/ ADT) for scope 3	268	256	288

DISCLOSURES	LOCATION/DEFAULT	SDGs		
305-5	Reduction of GHG emissions	Indicator answered in table below.		
		2020	2021	2022
	Emission reduction over 2019 (tCO ₂ e) in scope 1, 2 and 3	(15)%	(8)%	+4%
	Avoided emissions associated with the sale of electricity (tCO ₂ e)	(154 961) ¹	(15 353)	27 100

¹Reported value in 2020 includes Greenvolt.

DISCLOSURES	LOCATION/DEFAULT	SDGs		
305-6	Emissions of ozone depleting substances	Note: Reported values are fluorinated gases, however the ozone depleting substances value is 0.		
				3
				12
				13
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x) and other significant emissions	Indicator answered in table below.		
				3
				12
				14
				15

NITROGEN OXIDES (NO _x), SULFUR OXIDES (SO _x) AND OTHER SIGNIFICANT EMISSIONS	2020	2021	2022
NO _x (kg)	1 141 287	1 101 317	1 120 759
SO ₂ (kg)	67 969	84 780	85 619
Particles (kg)	98 418	140 597	157 382
TRS (kg)	19 246	11 698	9 974
NO _x emissions (kg/ADT)	1,0	1,0	1,0
SO ₂ emissions (kg/ADT)	0,1	0,1	0,1
Particulate Emissions (kg/ADT)	0,1	0,1	0,2
TRS emissions (kg/ADT)	0,0	0,0	0,0



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GRI 306 – Waste

DISCLOSURES	LOCATION/DEFAULT	SDGs
306-1 Generation of waste and significant impacts related to waste	Primary sludges, secondary sludges and tailings from the screening are generated in the pulp production process.	
	In the industrial units of Altri, the sludge resulting from the effluent treatment of the plant is energy-recovered in the biomass boilers installed in the industrial complex.	
	Secondary sludge resulting from the effluent treatment of Celbi are recovered as energy at the recovery boiler.	3
	In Celbi, the tailings from the screening were recovered in the biomass boilers and, recently, an investment was made in a digester that allows the recovery of the tailings from the screening and fine-grained material for pulp production.	6
	In Biotek, secondary sludge resulting from the removal of the organic raw material in the plant's sector effluents is mainly directed to composting.	12
	In Caima, secondary sludge resulting from effluent treatment is recovered as energy at the biomass plant and is also sent to composting.	14
	→ +6. Environment > 6.4 Waste Management	

DISCLOSURES	LOCATION/DEFAULT	SDGs
306-2 Management of significant impacts associated with waste	In Celbi, within the framework of the Fine-grained Digester Project, the tailings from the screening that result from the pulp production process and the sawmill that results from the wood processing are sent to the digester that allows the recovery of the cellulose fibers for pulp production.	3
		6
	In Biotek, the routing of part of the lime sludges produced in the chemical recovery process, as a by-product to another company in the Group, allowed lime to be recovered to the manufacturing process, to the detriment of its route to treatment as waste.	12
	→ +6. Environment > 6.4 Waste Management	14
		3
306-3 Waste Generated	Indicator answered in table below.	6
	Scope: Industrial units of Altri (Celbi, Biotek, Caima)	12
		14

WASTE PRODUCTION	2020	2021	2022
Total weight of waste generated (t)	111 799	106 570	94 431
Hazardous waste (t)	282	251	201
Recovery (t)	72	102	77
Disposal (t)	111 516	149	123
Non-hazardous Waste	111 517	106 318	94 231
Recovery (t)	57 099	61 350	60 457
Disposal (t)	54 418	44 968	33 773

GRI 400 – Social disclosures
GRI 401 – Employment

DISCLOSURES	LOCATION/DEFAULT	SDGs
401-1	New employee hires and employee turnover	Indicator answered in table below. 5 8

	2020	2021	2022
Total employees	765	774	816
Age range (no.)			
< 30 years	111	117	107
From 30 to 50 years	430	438	484
> 50 years	224	219	225
Gender (n°)			
Male	655	659	672
Female	110	115	144
New hires	25	43	80
Age range (no.)			
< 30 years	9	27	26
From 30 to 50 years	15	14	46
> 50 years	1	2	8
Gender (n°)			
Male	16	33	42
Female	9	10	38

	2020	2021	2022
New hire rate	3.27%	5.56%	9.80%
Age range (no.)			
< 30 years	1.18%	3.49%	3.19%
From 30 to 50 years	1.96%	1.81%	5.64%
> 50 years	0.13%	0.26%	0.98%
Gender (no.)			
Male	2.09%	4.26%	5.15%
Female	1.18%	1.29%	4.66%
Employees who left	33	35	38
Age range (no.)			
< 30 years	9	5	6
From 30 to 50 years	6	14	15
> 50 years	18	16	17
Gender (no.)			
Male	20	30	29
Female	13	5	9
Turnover rate	4.31%	4.52%	4.66%
Age range (no.)			
< 30 years	1.18%	0.65%	0.74%
From 30 to 50 years	0.78%	1.81%	1.84%
> 50 years	2.35%	2.07%	2.08%
Gender (no.)			
Male	2.61%	3.88%	3.55%
Female	1.70%	0.65%	1.10%

DISCLOSURES	LOCATION/DEFAULT	SDGs
401-2	Benefits granted to fulltime employees that are not granted to temporary or part-time employees Indicator answered in table below. Note: The benefits of the Pension Fund, Health Insurance and life Insurance are applicable only to permanent employees.	8

	CELBI	BIOTEK	CAIMA	ALTRI FLORESTAL	VIVEIROS
BENEFITS					
Health insurance	x	x	x	x	x
Life insurance	x	x	x	x	
Pension Fund	x	x	x	x	
Payment of the first 3 days of cash transfer not covered by Social Security.	x	x		x	
Supplement to the leave allowance up to 90 days in order to maintain net remuneration.	x	x	x	x	
Birth allowance		x			

DISCLOSURES	LOCATION/DEFAULT	SDGs
401-3	Parental License Indicator answered in table below.	8

	2020	2021	2022
Total employees	765	774	816
Gender (no.)			
Male	655	659	672
Female	110	115	144

employees who started parental leave	59	56	65
Gender (no.)			
Male	54	47	54
Female	5	9	11

employees who returned to work after parental leave	59	56	65
Gender (no.)			
Male	54	47	54
Female	5	9	11

employees who returned to work and remain in the company after 12 months	0	43	28
Gender (no.)			
Male		33	22
Female		3	6

	2020	2021	2022
Return to work rate	100%	100%	100%
Gender (no.)			
Male	100%	100%	100%
Female	100%	100%	100%
Retention rate	0	100	97%
Gender (no.)			
Male		61%	47%
Female		60%	67%

GRI 402-1 Prazos de notificação prévia em relação a alterações operacionais

DISCLOSURES	LOCATION/DEFAULT	SDGs
<p>Minimum number of weeks given to employees and their representatives prior to the implementation of relevant operational changes that may affect them.</p>	<p>There is no minimum time limit, and the minimum time limits established by applicable law are complied with. Whenever there are relevant operational changes, these will be communicated to the employees' representatives and to the employees in a timely manner.</p>	
<p>402-1 If the organisation has a collective bargaining agreement, indicate whether the notification period and the provisions for consultation and negotiation are specified therein.</p>	<p>The collective bargaining agreement, as regards the relevant operational changes refers to the applicable general law.</p>	

GRI 403 – Occupational health and safety

DISCLOSURES	LOCATION/DEFAULT	SDGs
403-1 Health and safety management system at work	Altri has implemented a Health and Safety Management System (see → 7. + Excellence > 7.2 Operational Excellence > 7.2.1 Certifications) that covers all workplaces, internal employees and service providers employees. In Altri Florestal, Viveiros do Furadouro, Altri SL and Altri SL have implemented the normative references PEFC and FSC®, which cover internal and external employees who carry out activities in the local area.	3
403-2 Hazard identification, risk assessment and incident investigation	Within the scope of the SST Management System certification, the organization has internal procedures for risk assessment of the various activities, from the design phase of the equipment, through its assembly and modification, and operation and maintenance interventions. All activities in both operational areas and support areas are evaluated through a Hazard Identification and Risk Assessment Matrix that receives the contribution of employees and is periodically analyzed at the level of the CASST (Committee on Environment and Safety and Health at Work), integrating elected representatives of employees. In this Risk Assessment Matrix, the risk mitigation measures (EPC, PPE and others) are listed.	3 8

DISCLOSURES	LOCATION/DEFAULT	SDGs
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(Continuation)

In order to ensure the quality of processes for hazard identification, risk assessment and accident investigation, certification audits and internal audits are carried out, including audits on forest work and wood and biomass deposits, training is promoted and information on the H&S standards and risks in the workplace, analysis of incidents and nearaccidents, training and exercises are promoted for the Emergency Intervention Teams, inspections to workplaces and simulations are carried out for training the teams for first intervention and accidents in forest work, and there is a fire brigade for emergency response (see → 4. + People > 4.2 Health, Safety and Well-being of Employees).

For the investigation of labor incidents there are procedures in place that determine how to investigate, discuss and implement the measures necessary to minimize the occurrence of work incidents. The 5 Whys methodology is used, reported incidents and disseminated throughout the organization.

The evaluation and improvement of the H&S Management System is ensured through the periodic review of the system itself, the establishment of objectives and improvement plans in H&S, and the updating of the risk assessment matrix.

DISCLOSURES	LOCATION/DEFAULT	SDGs
403-3 Health services at work	Altri Group has an Occupational Health Directorate since 2021, in order to organize and ensure the proper functioning of Occupational Health/Safety and Occupational Health (OH/H&S) services for all employees of the Altri Group. Its main objectives are:	
	(i) the promotion and maintenance of high levels of health and physical, mental and social well-being of all employees;	3
	(ii) the prevention of adverse effects on employees' health by implementing continuous health surveillance through periodic medical examinations for evaluation	8
	(iii) the protection of employees from occupational exposures that may compromise their health, preventing occupational diseases; (iv) the integration and maintenance of employees in a working environment adjusted to their physical and mental needs (adaptation of work to man).	
	In the pursuit of these objectives, Occupational Medicine:	
	(i) collaborates closely with the Safety of Work in particular with regard to the distribution, control of operation and conservation of safety material;	
	(ii) carry out inspections of job safety conditions;	
	(iii) draw up reports and statistical findings on accidents and (iv) collaborate in the information and training processes of employees and other stakeholders in the workplace in the areas of prevention and safety, a process through which the quality of service is ensured.	

DISCLOSURES	LOCATION/DEFAULT	SDGs
<i>(Continuation)</i>		
	In addition, Altri has Safety technicians who perform, guide and coordinate the activities of the security service, particularly with regard to the distribution, operation control and maintenance of the safety material. They also carry out inspections of the safety conditions of the facilities or the work of the staff and prepare statistical reports and findings on accidents and collaborate in the processes of information and training of employees and other actors in the workplace in the areas of prevention and safety, the process through which the quality of the service is ensured.	
403-4	Participation of employees, consultation and communication to employees concerning health and safety at work	3 8
403-5	Training of employees in Health and Safety at work	→ 4.+ People > 4.2 Health, safety, and well-being of employees 3 8



DISCLOSURES	LOCATION/DEFAULT	SDGs
403-6 Promotion of the health of the employee	Altri promotes the health of its employees through medical and nursing services at the medical office, consultations and prescription of medicines, health promotion campaigns and healthy lifestyles. In particular, with several health promotion initiatives and campaigns (tobacco, overweight, sedentary lifestyle, oncological surveys), such as the “month of May, month of heart” and “Movember”. It also provides curative medicine consultations, Orthopedics Consultation, nursing consultations and musculoskeletal rehabilitation treatments at medical offices.	3
	Altri Group offers employees and their families a health insurance that provides several services with participation in health costs (outpatient, hospitalization, surgery, dental medicine and oncology) and a support line, with teleconsultation, psychological monitoring programs, smoking cessation, healthy lifestyles.	8
	It should be noted that Altri Group offers its employees the flu vaccine in the flu season, of voluntary adherence, and with a main focus on individuals at clinical risk. The canteen offers a daily meat dish, fish and vegetarian option and diet.	
403-7 Prevention and mitigation of health and safety impacts of work directly linked to business relationships	Altri distributes information leaflets, availability of Safety Documentation (RIPAR, procedures, standards, forest practices notebook with AR), dissemination of OHS videos on internal TV circuits, display of Safety signs and	3
	Disclosure of Incident and near Incident Communications (Flash incidents and Flash near accident) and performs the weekly Safety minutes at Kaizen meetings.	8

DISCLOSURES	LOCATION/DEFAULT	SDGs
403-8 Employees covered by a health and safety management system	In the case of Altri’s industrial units, all employees (internal and external), who perform functions on the site, are covered by the H&S system which is audited internally and externally.	3
	In the case of Altri Florestal and Altri SL, in which PEFC and FSC® normative references are implemented, whose review covers the analysis of H&S performance, and the definition of improvement plans at the level of H&S, 100% of internal employees are covered by the system.	8



DISCLOSURES	LOCATION/DEFAULT	SDGs
403-9 Accidents at work	The main work-related hazards that may cause serious injury include falls at the same level and in height, lifting loads, moving on sloping ground, felling and transporting wood, chemicals, contact with moving machinery organs and work equipment (risk of crushing, pinching, cutting), and exposure to adverse weather conditions, thermal burns, electrical current.	
	To identify hazards related to serious work accident hazards or to eliminate/mitigate them Altri has safety plans, procedures and standards, hazard identification and risk assessment records, safety signs, RIPARs, Safety Data Sheet, Monitoring of exposure to physical and chemical agents, H&S inspections, implementation of collective protection measures, infrastructure and equipment improvement. To eliminate or minimize hazard risks, Altri reviews and updates all hazard identification mechanisms, makes CPE, infrastructure and equipment improvements; evaluates and selects PPE more suited to tasks and provides training and sensitization to its employees (see → 4.+ People > 4.2 Health, safety, and well-being of employees).	3 8
	Indicator answered in table below.	
	Scope: Industrial units of Altri (Celbi, Biotek and Caima) and Altri Florestal	
	Note: Data on external employees do not include information on Altri Florestal in 2021, since the number of hours worked could not be calculated.	
	Note 1: There was an update regarding the number of deaths resulting from occupational accidents reported in 2020, since one death was reported that occurred in that year after the publication of the Report.	

	2020	2021	2022
Absolute values for employees			
Deaths resulting from accidents at work	1	0	0
Serious accidents at work (excluding deaths)	1	0	0
Mandatory communication work accidents	43	30	36
Number of hours worked	1 341 710	1 320 055	1 347 369
Ratios for employees			
Deaths resulting from accidents at work	0.7	0.0	0.0
Serious accidents at work (excluding deaths)	0.7	0.0	0.0
Mandatory communication work accidents	32.0	22.7	26.7
Absolute values for external employees			
Deaths resulting from accidents at work	2	1	0
Serious accidents at work (excluding deaths)	4	0	2
Mandatory communication work accidents	75	57	48
Number of hours worked	-	979 064	1 149 613
Ratios for external employees			
Deaths resulting from accidents at work	-	1.0	0.0
Serious accidents at work (excluding deaths)	-	0.0	1.7
Mandatory communication work accidents	-	58.2	41.8

Note: Hours worked normalization factor: 1000000.



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DISCLOSURES	LOCATION/DEFAULT	SDGs
403-10 Occupational diseases	In 2022, no occupational diseases or deaths resulting from occupational diseases were recorded.	3
	In order to mitigate or eliminate risks and hazards, Altri monitors workplace exposure risks (noise, chemical, ergonomic) by safety technicians and accompanied by the occupational physician.	8

GRI 404 – Training and education

DISCLOSURES	LOCATION/DEFAULT	SDGs
404-1 Average training hours per year and employee	 4 + People > 4.3 Skills development Indicator answered in table below.	4
		5
		8

2022	MALE	FEMALE	TOTAL
Total of employees by category and functional			
Senior staff and technicians (no.)	94	29	123
Medium Staff and Direct Managers (no.)	92	13	105
Other employees (no.)	486	102	588
Total (no.)	672	144	816
Total hours of training (h)			
Senior staff and technicians (no.)	1 620	1 120	2 740
Medium Staff and Direct Managers (no.)	1 357	642	1 999
Other employees (no.)	16 046	2 806	18 852
Total (no.)	19 023	4 568	23 591
Average hours of training per category (h/employee)			
Senior staff and technicians (no.)	17	39	22
Medium Staff and Direct Managers (no.)	15	49	19
Other employees (no.)	33	28	32
Total (no.)	28	32	29

DISCLOSURES	LOCATION/DEFAULT	SDGs
404-2 Programs to improve the skills of employees and the transition	<p>→ 4 + People > 4.3 Skills development</p> <p>Altri does not yet have a career transition assistance program.</p> <p>About the training program, see table below.</p>	8

	TOTAL ACTIONS (NO.)	NUMBER OF HOURS (H)
Process	66	8 221
Management and behavioral	68	1 471
Maintenance	45	2 350
Security	169	5 081
Others	118	6 468
Total	466	23 591

DISCLOSURES	LOCATION/DEFAULT	SDGs
404-3 Percentage of employees receiving regular performance and career development reviews	<p>The subsidiaries of Altri Group do not have a formal system of performance evaluation or career development. In 2022 a Management System by Objectives was being tested and will be effectively implemented in 2023. In this way it will be possible to give feedback on the performance of employees with regard to the established goals.</p> <p>→ 4 + People > 4.3 Skills development</p>	8

GRI 405 – Diversity and equal opportunities

DISCLOSURES	LOCATION/DEFAULT	SDGs
405-1 Diversity of governance bodies and employees	<p>→ 4.+ People > 4.1 Human Rights > Promotion of Diversity and Gender Equality</p> <p>Indicator answered in table below.</p>	5 8

2022	AGE RANGE	MALE	FEMALE	TOTAL
Upper Staff and technicians (no.)	< 30 years	4	1	5
	From 30 to 50 years	56	23	79
	> 50 years	34	5	39
	Total	94	29	123
Senior staff and technicians (%)	< 30 years	3%	1%	4%
	From 30 to 50 years	46%	19%	64%
	> 50 years	28%	4%	32%
	Total	76%	24%	100%
Medium staff and Direct Managers (no.)	< 30 years	1	4	5
	From 30 to 50 years	47	6	53
	> 50 years	44	3	47
	Total	92	13	105
Medium staff and Direct Managers (%)	< 30 years	1%	4%	5%
	From 30 to 50 years	45%	6%	50%
	> 50 years	42%	3%	45%
	Total	88%	12%	100%

2022	AGE RANGE	MALE	FEMALE	TOTAL
Other employees (no.)	< 30 years	70	27	97
	From 30 to 50 years	300	52	352
	> 50 years	116	23	139
	Total	486	102	588
Other employees (%)	< 30 years	12%	5%	16%
	From 30 to 50 years	51%	9%	60%
	> 50 years	20%	4%	24%
	Total	83%	17%	100%
Total (no.)		672	144	816

EMPLOYEES WITH UNIVERSITY DEGREE	MALE	FEMALE	TOTAL
No. of employees with higher education (no.)	199	106	305
Rate of employees with higher education (%)	30%	74%	37%

GOVERNANCE BODIES BY FUNCTIONAL CATEGORY AGE GROUP AND GENDER

	AGE RANGE	MALE	FEMALE	TOTAL
Governance bodies (no.)	< 30 years	0	0	0
	From 30 to 50 years	0	0	0
	> 50 years	5	4	9
	Total	5	4	9
Governance bodies (%)	< 30 years	0.0	0.0	0.0
	From 30 to 50 years	0.0	0.0	0.0
	> 50 years	56.0	44.0	100
	Total	66.7	33.3	100

DISCLOSURES	LOCATION/DEFAULT	SDGs	
405-2	Ratio between the basic salary and the remuneration of women and men	Indicator answered in table below.	5
		Note: The data presented do not include the employees of Altri Sales.	8
			10

	F/M RATIO
Base remuneration by functional category and gender (€)	
Senior staff and technicians	0,92
Medium staff and direct managers	0,64
Other employees	0,76
Total	0,82
Total remuneration per functional category and gender (€)	
Senior staff and technicians	0,93
Medium staff and direct managers	0,66
Other employees	0,77
Total	0,84

GRI 406 – Non-discrimination

DIVULGAÇÕES	LOCATION/DEFAULT	SDGs	
406-1	Cases of discrimination and measures taken	There was no record during the financial year 2022 of any reporting of discriminatory situations that required concrete measures to combat such situations.	5
			8
			16

GRI 407 – Trade union freedom and collective bargaining

DISCLOSURES	LOCATION/DEFAULT	SDGs
407-1 Operations and suppliers where freedom of association and collective bargaining may be at risk	No cases were detected where freedom of association and collective bargaining could be at risk	

GRI 408 – Child labor

DISCLOSURES	LOCATION/DEFAULT	SDGs
408-1 Operations and suppliers where there is a significant risk of child labor incidents	No incidents were detected where there was a risk of child labor.	

GRI 409 – Forced or slave labor

DISCLOSURES	LOCATION/DEFAULT	SDGs
409-1 Operations and suppliers in If there is a significant risk of slave or forced labor incidents	No incidents were detected where there was a risk of slave or forced labor.	

GRI 413 – Local communities

DISCLOSURES	LOCATION/DEFAULT	SDGs
413-1 Operations with local community involvement. impact assessment and program development	Altri presents 100% of its five operations with community engagement programs. impact assessment and/or local development. → 4.+ People > 4.4 Communities	
413-2 Operations with significant current and potential negative impacts on local communities	Altri identifies operations with significant negative impacts – real and potential – in the local communities of the sites where it operates. namely in Leirosa (Figueira da Foz). Vila Velha de Rodao (Castelo Branco) and Constância (Santarém). The negative impacts come from facilities using chemicals that can affect the environment and human health in general. Altri's cellulosic fiber industrial units fall as a dangerous substances upper-tier establishment under Directive 2012/18/EU. of the European Parliament and of the Council of 4 July 2012 (Seveso III Directive) transposed by Decree-Law no. 150/2015 of 5 August. The industrial units of Altri Group implement methodologies and procedures to ensure the identification of hazards. risk assessment and impact analysis of these risks on the environment. These methodologies and procedures are evaluated and validated by the Portuguese Environment Agency for this purpose. → 4.+ People > 4.4 Communities	1 2



GRI 415 – Public policies

DISCLOSURES	LOCATION/DEFAULT	SDGs
415-1 Political contributions	No political, monetary or other contributions were made to organizations during 2022.	12 16

GRI 417 – Marketing and labeling

DISCLOSURES	LOCATION/DEFAULT	SDGs
417-1 Information and labeling requirements for products and services	Altri complies with Regulation (EU) No 53/2010 of 20 May 2010, and a safety data sheet describing the main characteristics, applications and rules of use and recycling is available for all products. Pulps for use in stationery products are approved by the Nordic Ecolabelling of Paper Products and European Ecolabel, and can be used in products you wish to use this environmental label.	12 16

Legend: SDGs – Sustainable Development Goals

