



04

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4.1 Supply Chain

4.1 Supply Chain

The appreciation of people represents one of the strategic pillars that guides Altri's actions. In this chapter, we describe not only the Altri Group's approach to the develop-

ment of its employees but also its approach to all people and entities that relate to its operations, from its suppliers to the communities near the places where Altri

operates. Thus, this chapter is divided into three sub-chapters, which highlight some of the most relevant relations of the Group value chain, namely:



4.1 Supply Chain

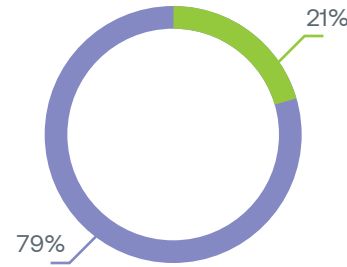
The main social indicators and their progress are monitored over time, to evaluate the effectiveness of the actions implemented and the projects developed for the benefit of people.

Altri has sought to act comprehensively throughout its value chain, aiming to encourage improvements and drive innovation with benefits for both its business results and for the environment and people. In particular, the Group’s commitment to supply chain management stands out.

Suppliers are key to the value chain, as Altri’s activity is intrinsically linked to the responsiveness of suppliers, both in the provision of services and delivery of materials and in compliance with legal, tax, environmental requirements, and sustainability policies. All these considerations are particularly relevant to maintaining a trusting relationship with suppliers.

To promote the local and national economy, Altri, in the choice of its suppliers, prioritizes those who are national. In 2023, 79% of total supplier spending was with national suppliers.

Spending with Suppliers



- Percentage of spending on international suppliers (%)
- Percentage of spending on national suppliers (%)

To maintain a close relationship and facilitate verification of Altri’s requirements, suppliers are requested to register with the External Services Qualification Portal (“PQSE” or “Portal”) and provide the required documentation, that is validated and regularly checked by Altri teams.



4.1 Supply Chain

The evaluation of suppliers carried out through the PQSE is carried out in a simple manner, using various evaluation criteria, which focus on technical execution and also other fundamental points such as environmental and health and safety behavior at work. Subsequently, suppliers are notified of the detailed evaluation result. Where necessary corrective measures are implemented, but there is a preference for preventive measures that are presented throughout the contractual relationship.

Through the information available in the External Services Qualification Portal, where about 550 suppliers are already registered, it is possible to characterize Altri suppliers, namely in terms of certification. In the last 2 years, there has been a significant increase in suppliers with certification in Environmental Management (ISO 14001), Quality Management (ISO 9001), and Health and Safety Management at Work (ISO 45001).

Certified suppliers (%)

Certifications	Certified suppliers (%)
Environmental Management System - ISO 14001	27
Occupational Health and Safety Management System - ISO 45001	23
Energy Management System - ISO 50001	4
Quality Management System - ISO 9001	49

Given the maturity of the portal and the growing number of certified companies, betting on continuous improvement and the definition of sustainability goals, the Purchasing and Procurement Directorate is working on extending the certifications to be demanded from suppliers, namely SA 8000 – Social Responsibility, ISO 20400 – Sustainable Procurement, ISO 27000 – Ethics Certification, Eco-Label – Ecological Product Certification, EMAS – European Union Eco-Management and Audit Scheme, among others. To encourage the maintenance of existing certifications and the obtention of new ones, it is expected that the evaluation will be positively affected by their existence.

It is also planned the creation of a questionnaire that validates the existence of formal policies, such as a Sustainability, Environment, Anti-Corruption, and Water Management Policy. This type of information allows the Altri Group to understand the alignment of suppliers with their principles and commitment.

To strengthen the commitment and alignment of the Altri Group's objectives with those of its suppliers, it is also expected that the suppliers will become formally aware, through the PQSE, of the Group's policies and codes of conduct, already available on the Group's [website](#).

For the Group's most significant supplier group, the Code of Conduct for Forest Service Providers, implemented in 2019, establishes that all those covered by the Code must guide their conduct under the Altri Code of Ethics and Conduct. The Code applies to the workers, partners, suppliers, and subcontractors of the Forest Service Providers, covering a significant part of the value chain and expanding the sphere of action.

Altri's Purchasing and Procurement Directorate is taking the first steps toward setting sustainability goals, being a step in the right direction, and is expected to be mandatory in the future. But moving from goals to results is a big challenge. Aligning internal stakeholders and external suppliers to the same goal is quite complicated and can quickly fall if there is no traceability and due diligence to determine its compliance.

An action plan is under development to ensure the successful integration of Sustainable Procurement Policies. On the agenda for the plan, we have included the definition of incentives for sustainable purchases, the creation of metrics and tools to qualify suppliers' performance, and the strategies to collaborate with suppliers to increase compliance in terms of sustainability, and their position for the future.

4.1 Supply Chain

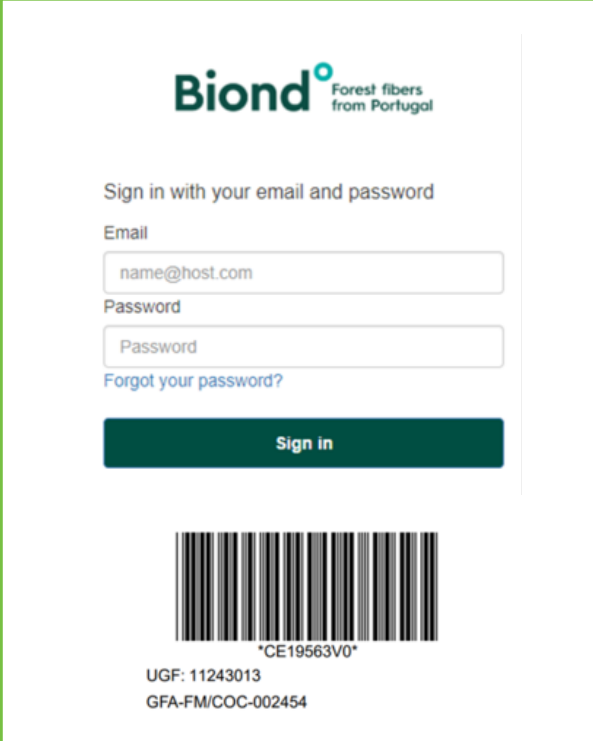
Woodchain

Traceability of wood through blockchain technology - from Forest to Factory

To ensure the reliability of forest-based products, Biond-Forest Fibers from Portugal, together with its associates, of which Altri is part, began the development of additional mechanisms for control and validation of the operations.

The FM Portal (“Forest Management”) was created, and a Woodchain solution for use by forest management certificate holders for the issuance of unique codes that accompany wood from the forest to the factory, allowing greater control of the process (management of labels, volumes, certificates) and monitoring of “real-time” flows and alerts.

This solution ensures greater **reliability** and **confidence** in the chain of custody of wood from forests with certified management, as it allows forest managers to control the quantities of wood received by the industry based on their estimates in the forest.




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4.1 Supply Chain



SUPPLIERS OF WOOD

DIGITAL TRANSFORMATION



Tool for validation of wood origin

This tool aims to increase the efficiency in the traceability of the wood and biomass supply chain, through the validation of their origin. Its development covered three main aspects:

- Automation of route verification
- Identification of potential non-conformities
- Creation of validation monitoring dashboards

Tool for analysis and classification of wood and biomass suppliers

This tool aims to increase the efficiency in the traceability of the wood and biomass supply chain, through the improvement of the supplier database. Its development covered two main aspects:

- Creation of a Machine Learning model based on fuzzy matching
- Creation of classification monitoring dashboards



SERVICE PROVIDERS

DIGITAL TRANSFORMATION



Tool for planning and controlling industrial cleaning

Creation of a mobile application using MAXIMO, a tool already existing in the Altri group, to optimize planning and control of industrial cleaning. This application has the following objectives:

- Management of contracted services
- Management of the extra services requested by the different sectors
- Audit the services performed by the service provider
- Dynamic monitoring of all these processes using KPIs, through the Power BI tool

4.1 Supply Chain

Altri applies the respect and support for human rights as enshrined in the United Nations Universal Declaration of Human Rights and its 10 principles, both in its operations and in the value chain. In 2023, the Group published the Human Rights Policy, assuming its responsibility for this issue. Chapter **5. + Governance** of this report describes Altri's governance processes and structures that ensure an adequate response to the human rights topic. It should also be noted that the topic "Human rights in the value chain" was classified as material for the company only in 2023, as a result of the double materiality analysis process that took place that year. The risks related to the topic are considered in the risk assessment of the Altri Group, to identify and ban the existence of conditions analogous to modern slavery in its value chain.

Full respect for Human Rights requires the adoption of concrete measures that promote and contribute to its protection and appreciation. The Altri Code of Ethics, revised in March 2022, as well as the Altri Human Rights Policy (published in February 2023), establish rules and principles on Human Rights that must be followed by all employees.



Membership of the United Nations Global Compact (UNGC)

A fundamental step to Altri's sustainability journey, assuming a commitment to developing business activities responsibly, aligned with the United Nations values, declarations, and conventions and the ten principles of the United Nations Global Compact. This is one of the most significant contributions that companies can make to meeting Agenda 2030.

In December 2023, Altri submitted its Communication on Progress, where it disclosed its activities, responsibilities, and impacts in the areas of human rights, labor practices, environmental protection, and anti-corruption.



4.1 Supply Chain

In 2023, Altri took a step forward in the defense of human rights through its participation in the UN Global Compact's Business & Human Rights Accelerator, a program whose objective is to minimize potential negative impacts and identify opportunities for innovation and maximization of positive impacts on people, derived from their operations and value chain. As part of this program, the Group was able to identify and acknowledge new ways to diagnose, prevent, and mitigate the potential impacts of its activities and value chain on Human Rights.



BUSINESS &
HUMAN RIGHTS
ACCELERATOR



Collective bargaining agreements

Considering the current context of economic and social uncertainty and in line with Article 23 of the Universal Declaration of Human Rights, Altri maintains an institutional Dialogue, open and transparent, with all representative organizations of employees, having obtained, over the last few years, labor agreements in all industrial companies, thus ensuring greater stability in employment and an increase in the income of its employees. The Group maintains the management of four Work Agreements in force and an Extension Ordinance, involving 11 national trade union structures.

**PROUD TO CONCLUDE
THE BUSINESS & HUMAN
RIGHTS ACCELERATOR
IN OUR GROUP**



4.2 Employees



Sofia Reis Jorge
Director of Sustainability, Risk,
Communication Director,
People & Talent



We reaffirm our commitment to invest in the continuous development of Altri employees because we know that as people grow, Altri also grows.

Personal and professional development: The challenge of this balance

Personal and professional development are two distinct but intrinsically linked concepts.

The first concerns people's growth: It implies the ability to look inside and identify the strengths and the least strengths; to identify goals and what moves us. The next step is to make a personal development plan, that is, what you want to improve, transform, or enhance, to achieve goals and aspirations.

The second, at a professional level, is a dynamic that involves people's commitment to continuously expand their knowledge, in the search for opportunities for growth and career development. Expressed by what we develop in the personal field, applied to labor relations, that just as personal relationships need to be built and nourished – enhancing productivity, critical spirit, and innovation in the

way of working. It is the responsibility of organizations to make available the tools and means that support this development.

The big challenge is to balance personal and professional development appropriately. Someone who is dedicated exclusively to professional advancement runs the risk of sacrificing health, relationships, and personal well-being. Similarly, those who focus only on personal growth can neglect opportunities for progress and achievement in the professional field.

Of the values of Altri, excellence is undoubtedly the biggest bet of the training that Altri provides. However, we are increasingly looking for these opportunities to stimulate experiences of self-knowledge, a culture of learning, and continuous improvement. For our people to feel complete and balanced, we promote the conditions necessary for their development as people and professionals of excellence.

4.2.1 Health, Welfare and Safety at Work

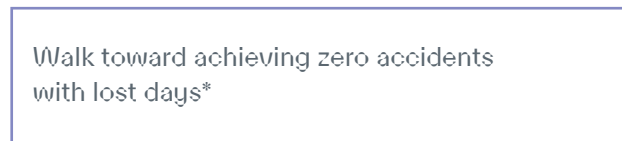
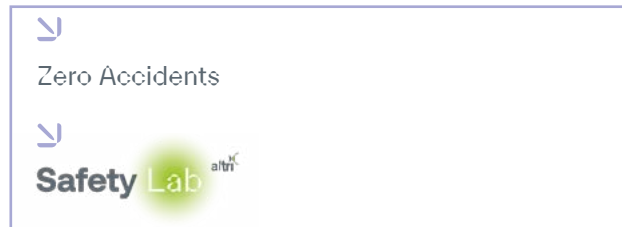
We reaffirm our commitment to invest in the continuous development of Altri employees because we know that as people grow, Altri also grows. Thus, in the last year, we promoted several initiatives and programs that reinforce this commitment and that we identified in this chapter of the Integrated Management Report.

In the contemporary business scenario, the importance of employees transcends the mere execution of tasks, as employees are the essential pillars that sustain the success and prosperity of a company. The deep understanding of this crucial role leads to a holistic approach by Altri, which considers not only technical skills but also aspects such as training, safety, health, and welfare, attracting and retaining talent, as well as stimulating diversity, equity, and inclusion.

The health and safety of Altri's workers are a priority in the management of their activities.

Altri aims to develop a culture within all Group companies where the health, safety, and welfare of workers are not only seen as mandatory but as something innate to them and the way they act. Having that objective in consideration, Altri continues the Altri People Lab, which consists of all programs which promote and value employees.

4.2.1 Health, Welfare and Safety at Work



Due to the nature of its activities, the Group can impact the health and safety of its employees, considering not only the possibility of accidents at work, professional diseases, or disabilities but also impacts that may arise in terms of their

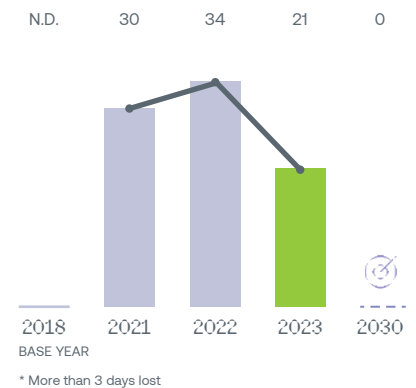
Progress against the base year:

30%

Annual Goal: zero accidents with lost days

NOT REACHED

Accidents with lost days



mental health. These impacts, when they occur, have financial implications for the company, due to the absenteeism of its employees and the existence of accidents and occupational diseases.

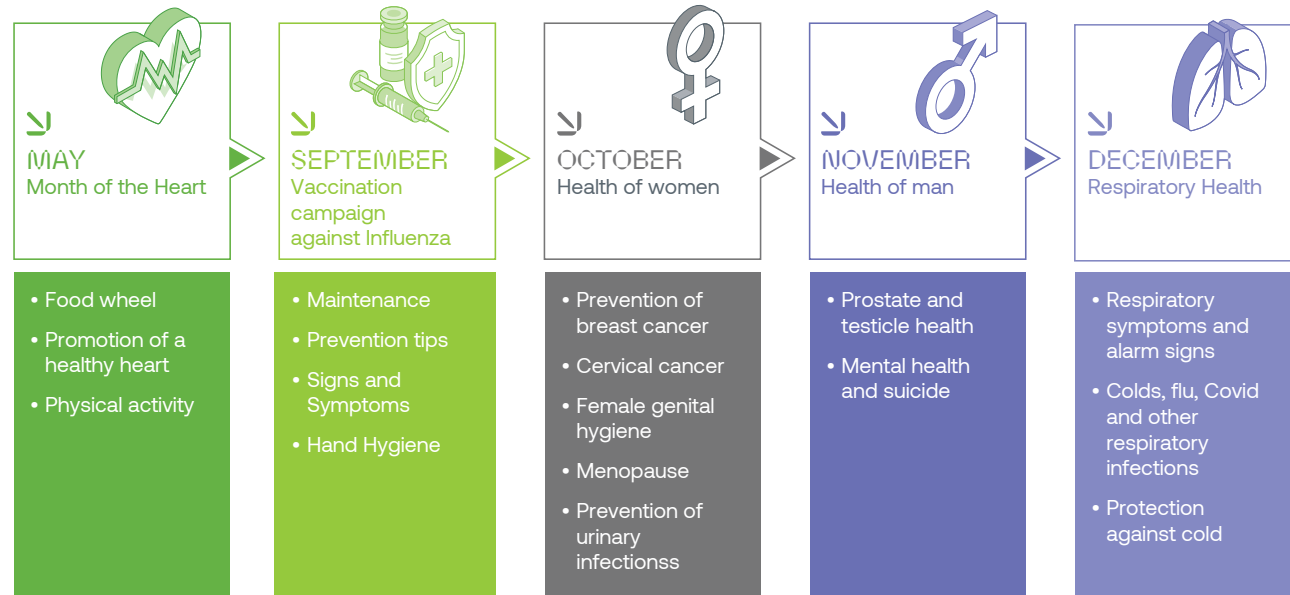
4.2.1 Health, Welfare and Safety at Work

Health Literacy Program

To empower Altri employees so that they can be an integral part of the active management of their health, including the professional risks to which they may be exposed, the Group has developed a “Health Literacy” program. Each month, topics to be addressed are selected, and, weekly, information is disclosed through Altri’s internal social network on a topic related to that theme. At the end of the month, a member of the occupational health team visits the workplaces for awareness in loco and delivers a flyer with the summary of the month. The chosen themes focus mainly on the socio-professional reality of Altri employees, integrating specific occupational health topics of the Group.

This initiative has produced positive impacts and opportunities for Altri, as it allows it to **reduce health costs, increase productivity, and improve the work environment.**

For an effective promotion of a culture of health and well-being within the entire Altri Group, it is essential to have a global and integrated vision. To this end, the Group has a Clinical Directorate, Occupational Health and Welfare, led by an Occupational Physician. This Directorate is responsible for the definition, promotion, and implementation of health and welfare policies and the coordination of the oc-



cupational medicine services of the Group’s companies, responding to the specific requirements of each company. In all industrial plants, a medical station is also available, with equipment that allows the prevention of professional diseases and promotes well-being, including a set of specialized services.

In 2023 the Health and Safety at Work training was started at Altri Florestal, using a training van that moves to the forest to carry out the learning in loco.

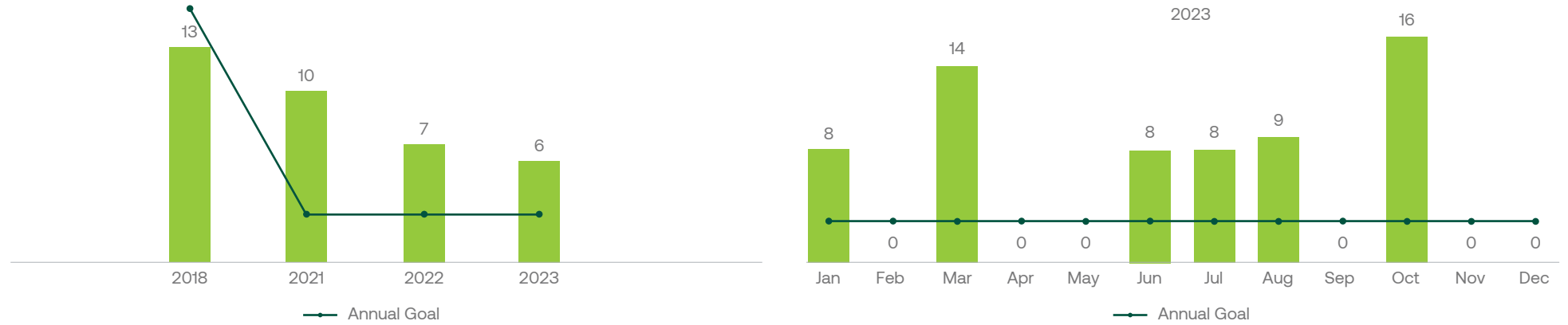
Both equipment selection, risk identification and signaling contribute to the management of this topic, ensuring compliance with safety rules and procedures.

To act properly and implement effective improvement actions, Altri monitors specific indicators of Health and Safety at Work.

4.2.1 Health, Welfare and Safety at Work

Frequency Index*

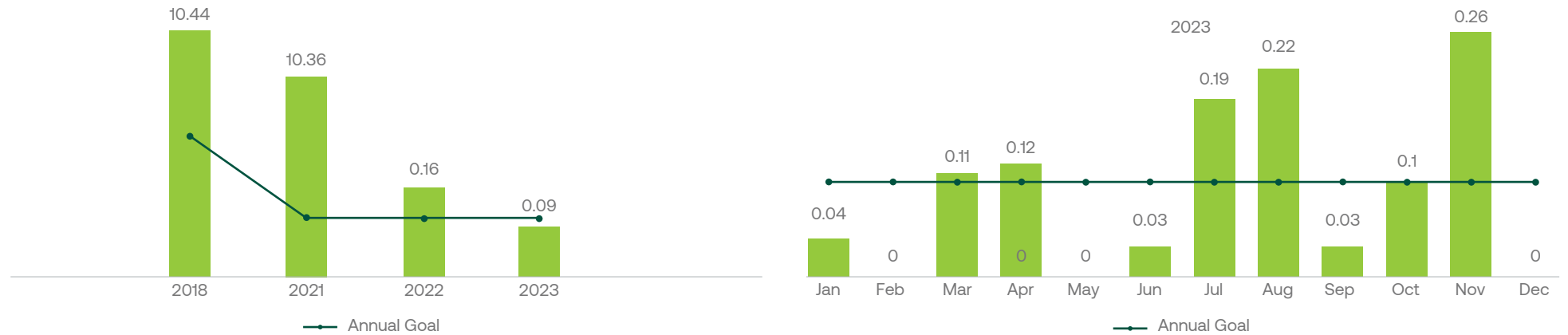
Number of accidents with sick leave / 1 million hours worked



*Note: Only considers internal employees.
Evaluation of the Frequency Index (FI) according to the International Labor Organization (ILO): FI < 20 Good | 20 - 50 Acceptable | 50 - 80 Insufficient | > 80 Bad

Severity Index*

Days lost / thousand hours worked

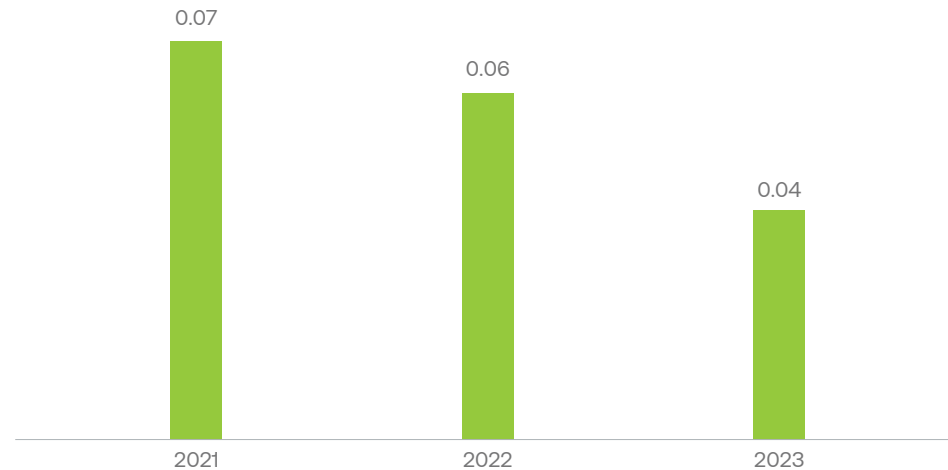


*Note: Only considers internal employees.
Evaluation of the Severity Index (SI) according to the ILO: SI < 0,5 Good | 0,5 - 1 Acceptable | 1 - 2 Insufficient | > 2 Bad

4.2.1 Health, Welfare and Safety at Work

Incident index*

Total no. of incidents / total no. of workers



* Note: Considers internal and external employees.

ZERO ACCIDENTS

Altri has been working persistently to raise awareness of its employees to mitigate the causes of accidents at work and achieve its goal of a total of zero accidents. Only with the involvement of all the team members, it is possible to strengthen the safety culture in the Altri Group, which is a decisive factor in maintaining a safe and accident-free workplace.

In 2023, several awareness-raising and training actions were promoted about health and safety at work to all companies in the Group, in topics as varied as:



Training and Awareness of Workers

In 2023, promotion of a total of

199 awareness-raising sessions

6 122 training hours for all companies of the Group, in themes as varied as:

- Training in the forest environment:
 - Certified Training in Safety and Health at Work
 - Forest in partnership with BIOND
 - Itinerant training van
 - Job accident simulations in the forest environment
- Onboarding training in Health and Safety at work
- Internal training on Health and Safety at work
- Self-protection, First-aid, and use of Fire Extinguishers
- Training at the front of work (Training on Onboarding of External Service Providers)
- Training on hazards, risks, and prevention measures of the various manufacturing facilities (RIPAR)
- Safe Behaviors project - Safety Click
- Training on Safety and Checking of Machines and Work Equipment
- CSIP Training on Security of the Paper Industry for internal and external resident workers
- E-learning for External Workers to obtain and revalidate the CSIP Card
- Training on Chemical Risks
- Training on Electrical Hazards;
- Training on Preparation and consignment of works
- Training on Industrial Emergency Training, Safety Lab

4.2.1 Health, Welfare and Safety at Work

In addition to ensuring the safety and physical health of its employees, Altri seeks to adopt a holistic vision for health promotion, incorporating the people's welfare. This holistic view becomes essential to achieving an increasingly safe and healthy working environment, with particular emphasis on disease prevention. With this type of approach, Altri adopts a set of measures that try to respond to these challenges, such as providing a fair health plan, with risk guarantees, protection against serious diseases, the largest network of medical care providers, and the streamline of the respective processes.

Safety Lab Program

The safety Lab was created by the end of 2021 based on a methodology that studies behaviors and uses a bottom-up approach logic. The Program acts at the level of strategic dossiers prioritized according to the objectives of the organization, and based on a commitment: **Zero work accidents, with more than 3 days lost, up to 2030.**

The Safety Lab is powered by a multidisciplinary working group that has the responsibility to plan and catalyse the actions identified in the various stages of the program and also follows the developments with the various promoters of the Altri Safety Culture.

The Group also has agents dedicated to putting into practice specific actions, solutions, and initiatives in this area, such as Safety Clickers, Safety Walkers, Champions Safety Lab, and other work groups created and dedicated to each project.



Agents whose mission is to disseminate Altri's commitment to safety. They provide technical training on issues that have an impact on the health and safety of the Group's employees, as well as other commitments in this area.



Leaders who implement routines for visiting workplaces and/or activities accompanied by other employees, with the aim of involving them in the commitment to safety. They interact with employees in general, identifying hazards in the field, assessing risks and other potentially dangerous situations to which they should be alert.

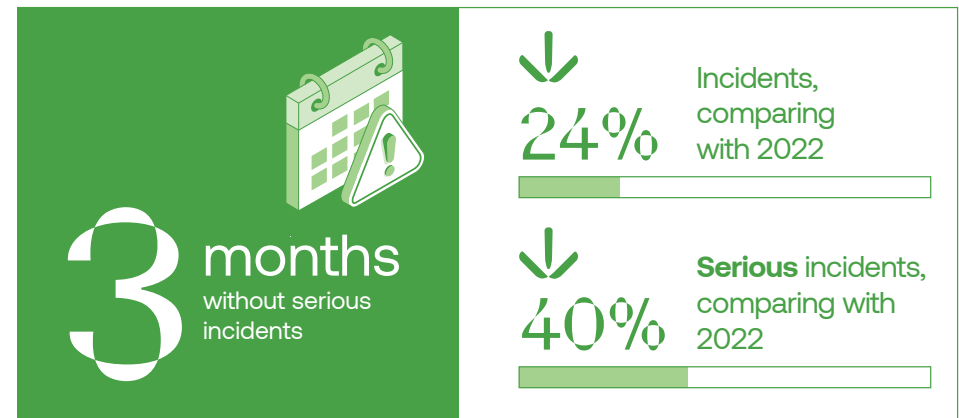


People who, during the Safety Lab work sessions, were identified as having distinctive characteristics as opinion leaders, with a capacity for influence and who can contribute to the facilitation or dissemination of initiatives in the organization.

4.2.1 Health, Welfare and Safety at Work



As a result of the measures implemented above, about the number of incidents, Altri presented a 24% reduction in the total number of incidents, and a 40% reduction in the number of serious incidents, compared with 2022 (internal and external employees). It is also possible to add that no serious incidents occurred in 6 months, involving internal employees and in 4 months involving external employees.



4.2.1 Health, Welfare and Safety at Work

In addition, it is possible to understand that behavioral failures were based on 77% of work incidents involving internal and external employees. For internal employees, behavioral failures caused 68% of work incidents, and for external employees caused 81% of the incidents.



At the same time, incidents with external workers accounted for 66% of the total number of incidents, being 62% of the serious incidents involved this type of worker.



4.2.2 Talent Attraction and Retention

4.2.2 Talent Attraction and Retention



For Altri, one of its most valuable assets is people. For this reason, one of its main investments is the development of its employees, which will benefit both the employees and the company, which will enjoy a more qualified workforce, with the ability to innovate, and develop improved solutions that promote sustainability.

This valuation considers not only the development of skills but also the improvement of performance management and the attraction and retention of qualified and motivated people.



After implementing the prototype model in 2022, in 2023 Altri developed the Management by Objectives process (MBO): A program with the methodology to evaluate the performance of employees, align performance objectives and expectations, recognize talent, and reward merit. This was the first year of application of the model, ensuring the consistency of a management process by objectives at Altri.

To support and make people management more agile and transparent, Altri Group invested in a new Employee Portal, MyAltri. Thus, at the end of 2023, the first feature to come into operation was the Management by Objectives module.

At first, the organization was invited to define the team and individual objectives for all employees, aligning and

reconciling the Group's growth guidelines with the contributions of teams and employees.

Subsequently, a dashboard was shared to consult the identified objectives and their degree of achievement for each team and each person. This model also integrates the existence of moments of interim feedback, and training was carried out for Performance Managers focused on their capacity for these moments. These trainings enabled the promotion of open and honest communication between the employee and the Performance Manager, allowing the first to be engaged in his professional development process, fundamental to his satisfaction.

812 employees were involved in this process, who were the target of evaluation of the objectives set up at the beginning of the year. More than the mere evaluation of objectives, this interactive process enables the culture of continuous improvement and optimization of results, as well as being a notorious promoter of internal communication and more systematic feedback.

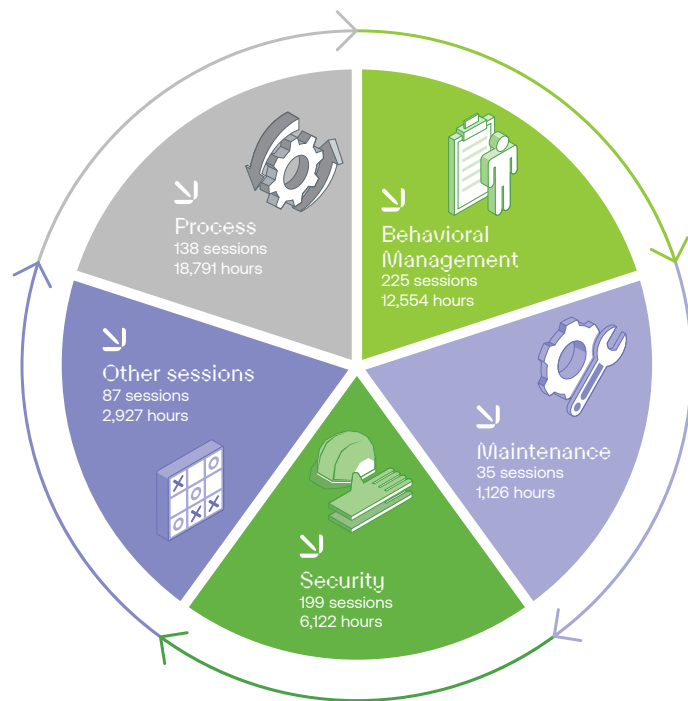


4.2.2 Talent Attraction and Retention

Altri People Development

Altri aims to have the best and most prepared professionals in the industry. To achieve this goal, the Group assumes the responsibility to develop the skills of its employees, with commitment and investment in training over the last years. In 2023, Altri provided more than 41,000 hours of training, in technical and specific areas related to the manufacturing process of high complexity, and in behavioral and management areas.

The Group seeks to provide a diverse range of training to respond to the wide variety of profiles of employees and areas of activity. For this, Altri focuses on five main themes:



4.2.2 Talent Attraction and Retention

ALP Advanced Leadership Program - Post-graduate degree in Management and Leadership

Altri has joined the Catholic Lisbon School of Business and Economics in developing a Postgraduate Diploma in Management and Leadership. In September 2023, the Advanced Leadership Program (ALP) was created with a duration of 183.5 hours, which will count, until the end of 2024, with 76 participants from all companies of the Group. The objective of this program is to build new leadership and management models more adjusted to progressively more qualified and diverse teams, as well as the construction of new business models and new forms of relationship and work.



When internal programs are not enough, Altri encourages and supports its employees to continue their studies, whenever this is identified as a potential for mapped talent, through support with travel expenses and tuition fees.

The training is also promoted by the company through partnerships established with different educational institutions, as curricular and professional internships, as well as academic dissertations. Many of these students will become Altri employees, and the company will promote and strengthen their talent attraction capacity, as these programs are the Group's largest source of recruitment.

All Different, All Aligned

The purpose and values of the Altri Group have an integrator and aggregator character that is intended to be reflected in the way of being of the company in its operation areas.

In 2023, the Altri Purpose & Values (P&V) Activation project began, which involved all the Group companies, with on-site visits, face-to-face, and remote interviews, more informal conversations, and moments of sharing, which brought this theme into the organization. More than disseminating Altri P&V, this project aims to be felt in the company's daily life, in the methodologies and work tools, in the professional relations, and even in each employee, as a unique individual.

The P&V Barometer showed that more than half of the participants know both the purpose and the values of Altri, feeling that they contribute to them and that they live them every day at work. Employees also consider that P&V is promoted by their managers and that this distinguishes the Group from other companies.

**Altri is today
a conglomerate
of different cultures
with different identities
in different locations
with different perspectives**

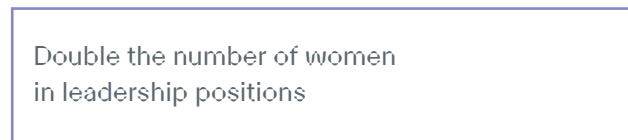
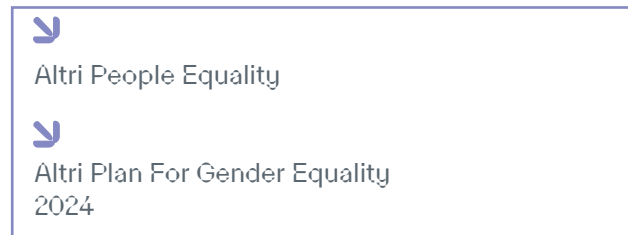
**Let us transform differences
into sharing!**

Pact for More and Better Jobs to young people

Altri is a partner of the More and Better Jobs Pact for Young People and is committed to hiring and retaining young workers, ensuring quality employment, training, developing and giving voice to young people. The Pact is an initiative with the Altri Group and 100 Portuguese companies.

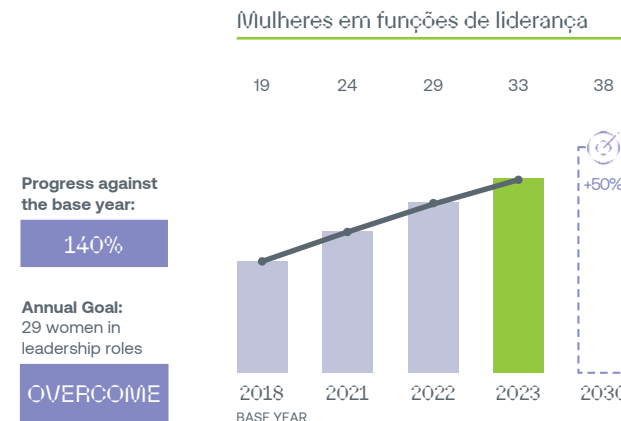
4.2.3 Diversity, Equity and Inclusion

4.2.3 Diversity, Equity and Inclusion



To ensure the full and effective participation of women and equal opportunities for leadership at all levels of decision-making, Altri focuses its efforts on gender diversity and equality.

The inclusion of this theme in the Group's strategy positively impacts society, since it makes it possible to represent women in management positions, and raise awareness for diversity and the need for equity and inclusion, to



improve its ability to attract and retain talent. The approach to this type of subject also allows mitigation of any breaches of the applicable legislation and judicial or other proceedings that may arise out of discrimination.

Considering the typical predominance of men in industrial activities, this theme takes particular importance to Altri, which defined and implemented several measures for greater gender parity, namely in its recruitment, career

management, and cultural and organizational development processes.

This commitment of the Group is also consolidated in the 2030 Commitment, with the undertaking to **“Duplicate the number of women in leadership roles from 19 in 2018 to 38 in 2030”**.

With 33 women in leadership roles in 2023, Altri continues to promote Diversity and Gender Equality in the Group. The calculation of this figure is related to Altri's internal job description.

Altri People Equality

In 2021, Altri implemented its Gender Equality Plan that seeks to contribute to effective equal opportunities for men and women. This plan, in addition to materializing Altri's ongoing work in the field of gender diversity and equality, is aligned with the United Nations Global Compact accelerator program: Target Gender Equality. Having been updated annually since its implementation, this plan presents a set of measures for the elimination of discrimination based on sex, also encouraging a healthy balance between personal, family, and professional life.

4.2.3 Diversity, Equity and Inclusion

The Equality Plan 2023 reinforces the existence of conditions that allow a better balance between the professional life and the extra-professional dimension of each employee, making people feel more committed to Altri, and never neglecting the family component. This plan, which includes objectives, measures, performance indicators and targets to be achieved, focuses on the following areas:

- Company strategy, mission, and values
- Equal access to employment
- Initial training and development
- Equality in working conditions
- Professional Career Promotion/Progression
- Protection in parenthood
- A healthy balance between professional life, family, and personal life
- Prevention of harassment at work



Also in this context, it should be noted that in the Advanced Leadership Program, which covers 76 participants from the various companies of the Altri Group holding leadership roles, a module “Diversity and Inclusion” was included to address the subject under analysis, and in which it was possible to discuss the different perspectives of each one and outline the common form of action. Also, the Management by Objectives process sought to

ensure a fair and objective evaluation process for men and women.

As part of this plan, briefings were also held for interviewees in 2023 to raise awareness of the issues related to diversity and equal opportunities.

4.3. Civil Society



4.3. Civil Society

In a close and participative commitment to communities, the Altri Group, within the framework of its **Community Participation Policy**, plays an active role in the social development of the areas in which it is present.

This participation concretely manifests itself through cultural, educational, social, and environmental initiatives, as well as the organization of recreational activities and the provision of services dedicated to the health and well-being of the community, including its employees, and the most deprived or unprotected segments of the population. This involvement not only reaffirms the Group's commitment to local progress but also contributes to the creation of a more promising and sustainable society for all involved.

4.3.1 Job Creation and Local Development

4.3.1 Job Creation and Local Development



The Group will positively impact the places where it is present, increasing the skills and employability of local human capital, their access to economic opportunities and livelihoods (e.g. the possibility of using services provided by the Group companies for the provision of health care) and, consequently, to boost local economies.

At a national level, the geographical location of Altri may contribute to combating the desertification of non-urban areas, promoting decentralization of the country and its economic activities. Considering that two of Altri's industrial units, as well as the forest areas under its management, are far from urban areas, the employability promoted by companies attracts and promotes the movement of workers and their families to the vicinity of their infrastructures.

These various impacts may also enhance Altri's performance by promoting the local economy and growth of

companies supporting the organization's services, as well as by the greater ability to develop and retain local talent.

Intending to invest in local human capital, Altri considers the geographic location of candidates, giving preference to those who are residents of local communities. One of the selection criteria for admission in the Group is the level of education equal to or higher than the 12th grade. This criterion has motivated the conclusion of the scholar level by the population around the industrial plants.

Altri Community Fellowship

Altri, within the framework of its social responsibility policy, develops and supports a set of initiatives

and activities, which reflect the commitment made by the company to actively contribute to the creation of lasting and relevant relationships with the community of its industrial units and its forestry activity, in particular, through donations and logistical support.

The Group is engaged in several social projects started in previous years, namely:

- **Sem Diferenças-E8G**, a Project in which Altri participates, aimed at promoting a set of activities directed to children and young people from vulnerable socio-economic contexts residing in Figueira da Foz (for example, children and young people of gypsy ethnicity and children of immigrants, disaggregated from the community) for improving their social integration and school

promotion, facilitating more equal access to academic progression and promoting healthier lifestyles. Its ultimate goal is to support the creation of consistent and consequential life projects in a more promising future.

- **EPIS Social Scholarships – Entrepreneurs for Social Inclusion**, in which Altri is constituted as a social investor. It is a scholarship program, designed to provide support to students in need along their path to secondary and university education, signaling good practices in promoting social inclusion and promoting sustainability, and active citizenship, and also supporting training internships and professional insertion of young people with special needs and students. The EPIS Social Scholarships have national coverage.
- **Support for the construction of ERPI**, for the elderly, of the House of People of Marinhas das Ondas, in the Municipality of Figueira da Foz.
- In the municipality of Constância stands out the collaboration with the City Council and the support to the **Associação da Casa-Memória de Camões**.
- **Support to the Santa Casa da Misericórdia** in the municipality of Vila Velha de Ródão and the **Recreational and Cultural SportsCenter**, reference entities in the county.
- Signature of protocols to support applications for the creation of Technological Centers.

4.3.1 Job Creation and Local Development

In general, it is the emergence of external requests that dispel support for this kind of initiatives, which relate to the strategic axis and values of the company. In 2023, the following initiatives with the communities stand out:



Summer Academy

The Altri Group, like in previous years, held its 2023 Summer Academy, which aims to provide young people with first contact with the professional world, experiencing the day-to-day life of the Group companies in which they are inserted.

54 young people, aged between 17 and 23 years, were welcome in the nurseries Viveiros do Furadouro, Altri Florestal, Biotek, Caima, and Celbi. These participants were able to deepen their knowledge in the areas they study and in this industry.



Germination of Altri seeds

About eight years ago, Altri established a partnership with the Torrejano Rehabilitation and Integration Center (CRIT) whose mission is to educate, train, and integrate socially and professionally disabled people and other disadvantaged individuals. CRIT promotes professional courses for these young people and, in this context, many of them contribute to the reforestation projects of the Group, through the harvesting of seeds and their placement on the ground for the germination of native trees.

In addition, students from other professional courses promoted by CRIT also develop activities in partnership with Altri such as the production of some products that can be leveraged in the dynamics that the Group develops, whether it is craft or organic products.



Mission 360: Environmental awareness from a young age

Mission 360 is a pedagogical project of environmental awareness promoted by Biond – Association of Forest-Based Bioindustries, within the scope of its social responsibility, and is aimed at preschool children, 1st and 2nd grades of basic education also involving teachers and families.

In 2023, the 5th edition of Mission 360 was held and, like before, Altri participated in its promotion as a partner entity of the project.



Sporting events

In November 2023, Celbi formalized a collaboration protocol with Clube Recreativo da Praia da Leirosa (CRPL), which aims to encourage, and financially support the practice of sports activity among children and young people of the local community, especially Leirosa.

In Vila Velha de Ródão a protocol was concluded with the Recreational and Cultural Sports Center of Vila Velha de Ródão for the same purpose.

Also, the sports events World Motornautics Championship, which took place in Vila Velha de Ródão, and Figueira Champions Classic in Figueira da Foz, were events supported by Altri, as promoters of a great local economic dynamism of those regions.

4.3.1 Job Creation and Local Development

Academic Community

Regarding the axis of valuing people and developing skills of local communities, in 2023 Altri received 27 curricular internships from secondary and/or professional education institutions in the regions where Altri's industrial units are located, in which students had the opportunity to contact the working world and apply the theoretical knowledge learned in the real work context. A total of 46 internships were also awarded in various modalities, aimed at bringing young people closer to and into working life.

The Altri Group and a group of other companies have created a public-private partnership to strengthen skills in the forest area of students who are attending higher education in courses related to Forest Sciences, in several educational institutions, funding:

The Altri Group and a number of other companies have once again collaborated for the academic development of communities, by continuing the following courses:

- Technical Course of Higher Education (CTeSP) in Forest Operations (lasting two years),
- Post-graduation in Fire Analysis (PNGIFR);
- Post-graduation in Innovation in the Management of Forest Operations
- 12 Microcredential courses in Autonomous Training in Fire Analysis

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4.3.2 Noise, Odors and other Impacts at Local Level

4.3.2 Noise, Odors and other Impacts at Local Level

Due to its industrial field, the Group may impact the quality of life of the local communities where it develops its activities, through the production of odors and noise from its industrial units, resulting in the degradation of its relationship with the community. As this is a material topic for the Group, and despite resulting in additional costs for the organization, Altri seeks to implement measures to prevent and mitigate these impacts through the use of new technologies, for example, to control odors.

Thus, to minimize some of the possible impacts that Altri's activity may have at the local level, actions were implemented to respond to these challenges. Since 2014, an arboreal curtain has been placed around Biotek that acts as a visual barrier, and dust and noise protection. Also, since 2021, the odorous currents in the recovery boilers of Celbi are being burned, and in 2023 the same process was implemented at Biotek.

Since 2019, Altri has participated in the Community Monitoring Commission (CMC) in Figueira da Foz, which brings

together several relevant local stakeholders. Until now, only Celbi participates in this CAC, and the Group's objective is to ensure that these commissions exist in the other Group's industrial units.

In 2023, the 5th meeting of the Community Monitoring Commission of Figueira da Foz municipality took place. This informal committee aims to ensure that about 50 pu-

blic and private organizations are the first to be informed about the events and changes that impact the lives of local communities. In addition, it also serves as a means of listening to the concerns of local populations.

In 2023, there were no complaints from the population related to noise production, visual pollution or dust.

