



# SAVIXX's 2024

SUSTAINABILITY PRACTICES AND ESG REPORT

# Table of Contents

A Message from the Governance 3

## Savixx in Perspective 4

Mission, Vision, and Values 6

Market Presence and Reach 8

Our business 16

Certifications and Recognition 18

## Governance 20

Corporate Structure and Leadership 21

Strategies and Operational Approaches 24

Ethics and Transparency Standards 28

Value Chain Dynamics 30

## People 33

Workforce Insights 35

Community Engagement and Philanthropy 42

Clients 46

Data Security and Privacy Compliance 47

## Environmental Stewardship 53

Sustainability Initiatives 54

## Techonological Innovation 60

Innovative Initiatives 64

## Other Business Areas 67

About Savixx Steel & Chemicals 68

About Savixx Logistics 70

About Savixx Solar Energy 73

## Report Overview 74

Contact 75

# A Message from the Governance

As I pause to reflect on Savixx's resurgence in the 2000s, it evokes a vivid reel of memories. It was a time when we were navigating our way out of a challenging period in our history, and this company offered us the opportunity to carry forward a legacy that commenced in Brazil in 1935, initiated by my grandfather, Rodolphe Picard. With 88 years of experience, our family has been engaged in the realm of international commerce, and there remains a wealth of potential in this market to explore and realize.

Savixx was established in 1984 with the aim of leveraging the import incentives provided by FUNDAP (Port Activities Development Fund) in the state of Espírito Santo. Over time, we expanded our footprint into the states of São Paulo, Santa Catarina, Pernambuco, Paraná, Mato Grosso, and Rio de Janeiro.

As we embarked on this journey with the involvement of new partners who represent the third generation in this industry, Savixx has consistently centered its focus on providing importation services for third parties, coupled with proprietary

distribution operations of imported products. Our commitment is deeply rooted in the pursuit of excellence that defines the way we conduct our work.

Our mission is to provide the finest and most competitive solutions in international commerce, underpinned by steadfastness, excellence, and innovation. By doing so, we aim to bring dynamism and profitability to the sectors in which we operate.

Our vision is grounded in our aspiration to remain a benchmark within our industry, recognized by our clients, employees, and partners as an ethical, efficient, innovative, and transparent company.

Our values are unwavering, embodying a long-term vision, creativity, innovation, quality, customer-centricity, ethics, transparency, commitment, social responsibility, and continual improvement.

We exist in a world of perpetual change, and here at Savixx, we are no exception. It is paramount for us

to align ourselves with a forward-looking vision, delivering our best today, informed by the experiences and lessons of our past.

We continually strive for business diversification and innovation in our processes, with the aim of delivering the best for our customers. Therefore, we take pride in advancing on our ESG journey!

We aspire to be catalysts of transformation, encouraging our employees, suppliers, service providers, and customers to join Savixx in embracing best practices. We believe this is the path to making the world a better place for us, our stakeholders (employees, customers, and partners), and for future generations.

I would like to personally convey how proud and grateful I am to work in a company where we gain invaluable insights every day in resilience, humility, character, morals, and ethics. I believe the best word to define Savixx is resilience, and thus, we are determined to do our part and continue progressing steadfastly.

I would like to express my gratitude to my family and to everyone, without exception, who has contributed to Savixx Trading reaching this point and who will ensure its continued prosperity towards a bright future ahead!

THANK YOU VERY MUCH,



**GUILHERME PICARD**  
CEO

# Savixx in Perspective

# Unveiling Savixx



Savixx Trading was founded in 1984 in the state of Espírito Santo. Over the past three decades, the company has built a reputation for excellence, recognized for its expertise in structuring import, export, and distribution processes.

With a dedicated team committed to understanding and meeting client needs, Savixx strives to be innovative and consistently delivers outstanding results. We recognize that each client is unique, and thus provide customized solutions tailored specifically to each one.

Savixx is committed to helping its partners enhance their business performance. By leveraging skilled personnel, extensive knowledge, and robust infrastruc-

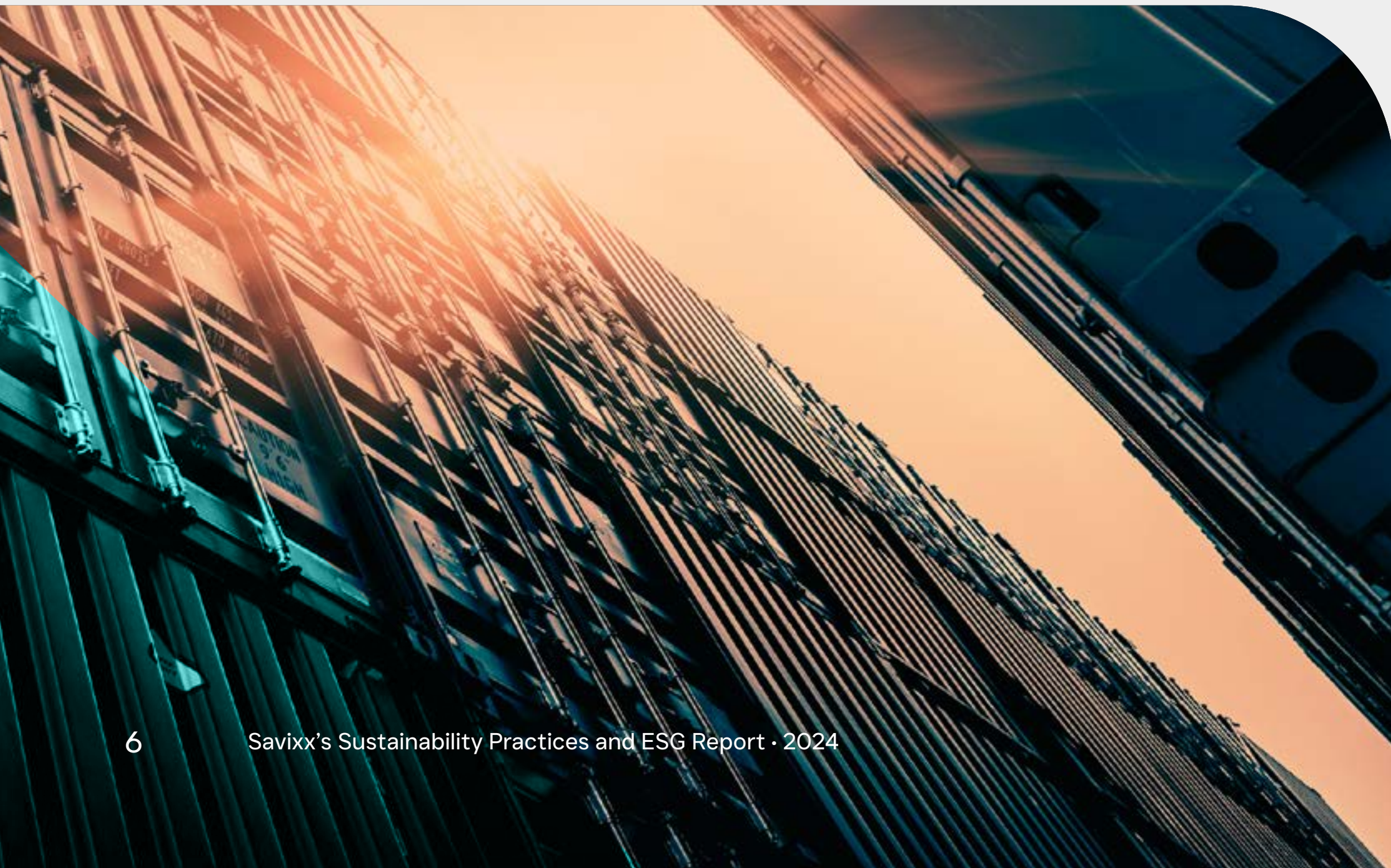
ture, the organization enables clients to achieve their goals, optimize costs, and meet deadlines.

Our company places a premium on transparency in its relationships with all stakeholders in the international trade services chain, consistently conducting business in accordance with the prevailing regulations and standards in Brazil and worldwide.

At Savixx, we take pride in offering personalized customer service and executing our operations with utmost agility. Our relentless effort to provide competitive costs is complemented by our highly qualified team, committed to upholding the quality of services we deliver.

# Mission, Vision, and Values

Savixx aims to become a leader in its sector by providing high-quality import, export, and distribution services. We value strong, enduring relationships built on transparency and collaboration.



## Mission

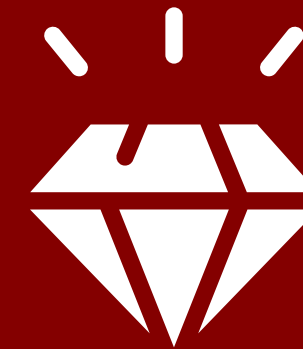
We provide the best and most competitive solutions in international trade, combining stability, excellence, and innovation. Our goal is to enhance dynamism and profitability in the sectors we serve.



## Vision

To be a leading benchmark in our industry, recognized by our clients, employees, and partners for our ethics, efficiency, innovation, and transparency.

# Values



## Long-term Vision:

Maintain clear objectives while proactively anticipating market threats and opportunities.

## Creativity and Innovation:

Pursue innovative, practical solutions for diverse business challenges.

## Quality:

Ensure excellence in all our processes and services.

## Customer Focus:

Understand and exceed customer needs with tailored solutions.

## Ethics and Transparency:

Conduct business with the highest standards of ethics and integrity, fostering transparency with clients, employees, and partners.

## Commitment:

Ensure dedication from partners, directors, and employees to achieve organizational goals.

## Social Responsibility:

Generate societal value through meaningful actions and initiatives in our communities.

## Continuous Improvement:

Embrace a relentless drive for improvement, always striving to surpass the status quo.



# Market Presence

Savixx has strategically expanded its operations throughout Brazil. Beyond our headquarters in Espírito Santo, we have established a strong presence in Santa Catarina, Paraná, São Paulo, Mato Grosso, Pernambuco, and Rio de Janeiro.

This expansion underscores Savixx’s commitment to connecting with a broad network of business partners and potential clients across the country.







# Partnerships with Strategic Institutions

Continuous improvement is one of our core values. That is why building relationships with strategic institutions and adopting best practices are essential to ensure this on-going process.

Here are some of our key partners.



The **Brazilian General Aviation Association (ABAG)** is an organization that represents and advocates for the interests of companies in the sector. Being a part of ABAG is significant as it provides representation, access to up-to-date information, networking opportunities, and business prospects.

ABAG works to enhance the regulatory environment, promote operational safety, and sustainability, showcasing companies commitment to high ethical and professional standards. It plays a pivotal role in driving the development and fortification of general aviation in Brazil, benefiting its member companies.





## AMCHAM

The partnership between the **AMCHAM (American Chamber of Commerce)** and **Savixx** represents a strategic alliance that drives growth, learning, and mutual success. Both entities benefit from sharing knowledge, establishing connections, and strengthening their presence in the market, fostering an increasingly dynamic and innovative business environment.

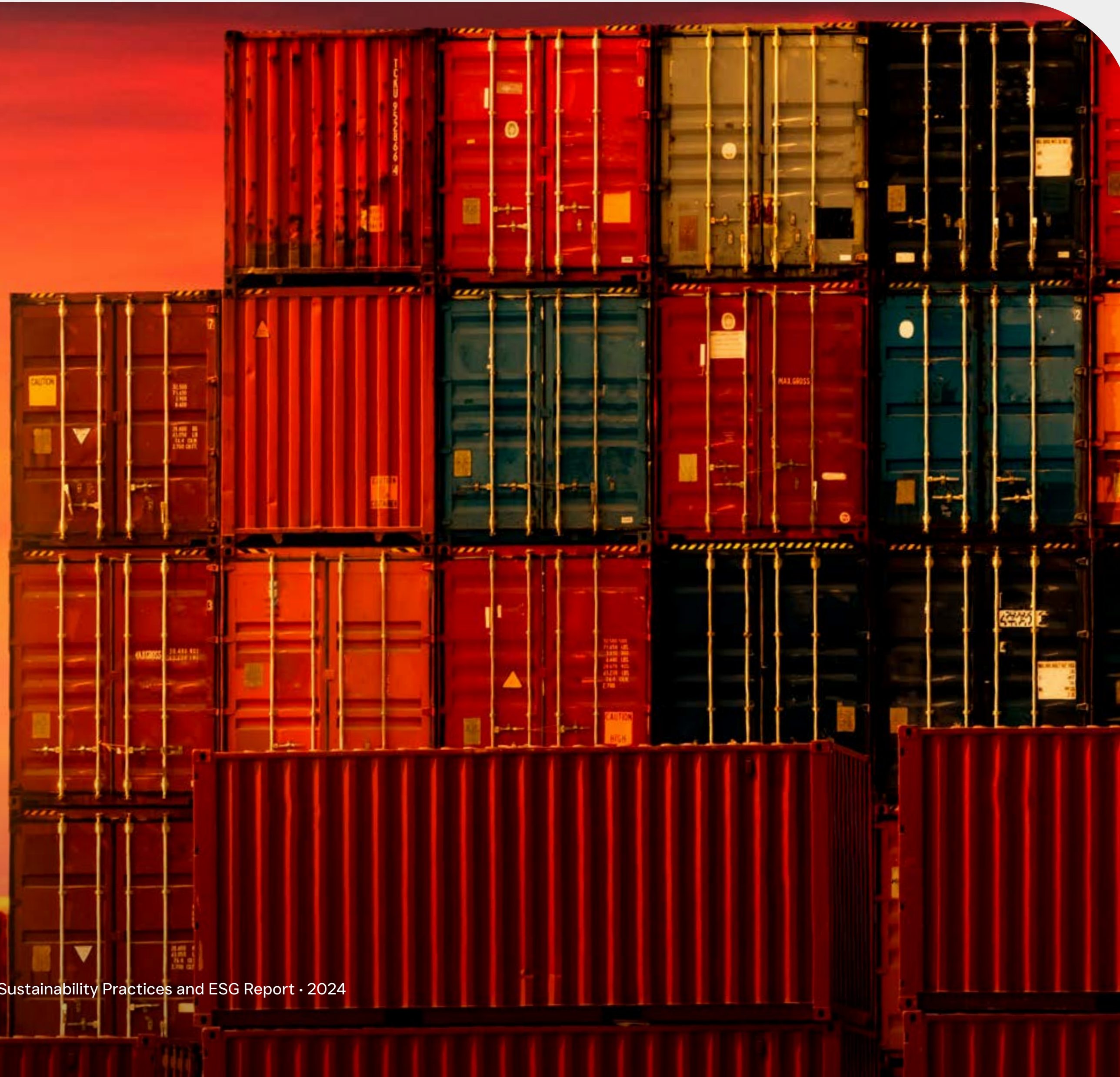
AMCHAM also hosts forums for discussions, workshops, and lectures on current and relevant topics such as market trends, best business practices, innovation, and sustainable development. These activities provide Savixx with a comprehensive view of the business landscape and opportunities for learning and business development.



The **Brazil-Germany Chamber of Commerce** is a renowned institution that fosters commercial and cultural exchange between the two countries, while Savixx is an innovative leader in its industry. Together, they forge a strategic collaboration that propels business development and the sharing of best practices.

Through this partnership, the Brazil-Germany Chamber of Commerce grants Savixx access to an extensive network of business contacts, thematic events, and discussion forums. These gatherings focus on relevant topics such as ESG (Environmental, Social, and Governance) and best management practices, providing a comprehensive view of market trends and an opportunity to learn from the best practices adopted by other companies.





The partnership between the **Brazilian Foreign Trade Association (ABECE)** and **Savixx** aims to promote the development and representation of Brazilian foreign trade, consolidating ABECE as an influential voice in the international business arena. ABECE is a renowned institution dedicated to advocating for and advancing the interests of foreign trade in Brazil, while Savixx is recognized for its innovation and expertise in business solutions.

Together, these organizations have established a strategic collaboration that drives the growth of Brazilian exports and imports, while also fostering knowledge-sharing and the adoption of best practices in the sector. Through this partnership, ABECE provides Savixx with privileged access to a wide network of international contacts, specialized events, and key discussion forums.



The collaboration between the **Espírito Santo Export and Import Trade Union (SINDIEX)** and **Savixx** aims to foster the development of foreign trade in Espírito Santo, strengthening SINDIEX's position as an influential player in the global business landscape. Founded in 1992, SINDIEX is a respected entity that advocates for the interests of companies engaged in international trade, while Savixx is recognized for its innovation and expertise in business solutions.

This strategic partnership seeks to boost exports and imports from Espírito Santo, while also encouraging knowledge-sharing and the adoption of best practices in the sector. Through this collaboration, SINDIEX provides Savixx with privileged access to an extensive network of international contacts, specialized events, and key discussion forums.



# Our Business



## Importation Services on Behalf of Third Parties:

Savixx specializes in **importation services on behalf of third parties**, serving as a contracted importer through a formal arrangement with clients in the Siscomex system. We handle all logistics, operational, and financial aspects of the import process, while maintaining a clear separation from the commercial relationships between clients and their international suppliers.

Our operations are conducted with a high degree of professionalism, transparency, and compliance with Brazilian laws and international trade standards. We streamline processes to deliver significant benefits and efficiencies for our clients.

## Custom Importation Services:

Savixx provides tailored importation services, managing every aspect from establishing relationships with international suppliers to negotiating commercial terms and offering logistical support. Drawing on our technical expertise, we ensure that all processes are handled with precision and efficiency. Additionally, if required, we offer assistance in structuring the financial elements of these operations to facilitate seamless and successful transactions.

Savixx is dedicated to providing clients with foreign products efficiently, ensuring high standards of quality and quantity. We handle the entire process with a focus on simplicity and risk reduction, streamlining operations to deliver seamless and reliable results.

## Direct Import or Custom Export Services

Savixx provides national companies—those without a fully equipped internal structure—with access to international markets through either in-house or custom export services.

With expertise and experience across every stage of the process, the company manages all bureaucratic, logistical, and financial aspects comprehensively, ensuring **flawless execution of exports** and guaranteeing the delivery of clients' products to their foreign markets.

## Direct Import and Distribution: Steel Operations

Since 2019, Savixx has been active in the distribution of high-strength steel in Brazil, maintaining close relationships with top international suppliers, primarily in Europe.

In these operations, Savixx assumes inventory responsibility and develops distribution processes, serving a diverse client portfolio. The steel distributed by the company is used to manufacture materials that cater to multiple sectors of the economy, including agribusiness, construction, services, and more.

## Direct Import and Distribution: Chemicals

As of March 1, 2024, Savixx became the Official Distributor of Pixon Specialty Chemicals. With a specialized team in Technical Responsibility, Chemical Engineering, and customer service, we bring both know-how and agility to meet the demands of our clients in the chemical sector.

Our clients operate across various segments of the Brazilian economy, including:

- Paints and Coatings
- Agribusiness
- Foundry Metallurgy
- General Manufacturing
- Automotive “Car Care,” among others

# Recognitions and Certifications

As a testament to our commitment to sustainable development and best practices in the market, as well as our dedication to upholding knowledge and meeting specific criteria for excellence and quality in our operations, Savixx proudly holds several notable recognitions and certifications within the industry.



## Eureciclo Seal

The **Eureciclo** seal succinctly communicates to consumers that our company operates sustainably in its recycling practices. It is a mark of recognition that underscores Savixx's commitment to taking concrete actions to reduce the environmental impacts caused by improper waste disposal.



## Moss – Carbon Neutral

The **Carbon Neutral** seal is awarded to companies or organizations that implement comprehensive carbon offset measures on a large scale, aiming to entirely neutralize their greenhouse gas emissions.



## Dun & Bradstreet Financial Certification

The **Dun & Bradstreet Financial Certification** is a recognition that attests to the reliability and solidity of a company, achieved through a rigorous evaluation process adhering to the highest international standards. This certification involves a detailed analysis of the company's financial, commercial, and credit aspects, considering criteria such as payment history, financial health, risk management, and legal compliance.

# Recognitions and Certifications



## Great Place to Work certification

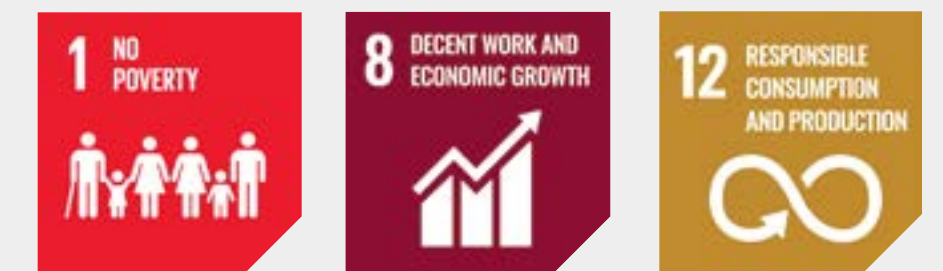
The **Great Place to Work** certification recognizes Savixx as a company that provides an excellent working environment. Achieved through a rigorous evaluation process, this certification adheres to the highest international standards, ensuring its credibility and relevance. The certification process includes a comprehensive assessment of various aspects of the workplace, such as organizational culture, employee satisfaction and engagement, trust in leadership, and people management practices. Based on these criteria, a detailed report is generated, providing valuable insights that allow the company to develop and implement strategies to promote employee well-being, fostering a healthy, productive, and inclusive work environment.



## EcoVadis Sustainability Rating

The **EcoVadis Sustainability Rating** is an international recognition that highlights a company's commitment to sustainability and social and environmental responsibility. Awarded following a rigorous evaluation, this certification follows global standards to ensure credibility and relevance. The certification process involves a detailed review of multiple criteria, including environmental practices, social responsibility, business ethics, and supply chain management. From this evaluation, the company receives a comprehensive report with strategic insights, enabling continuous improvements and the strengthening of sustainability policies. With the EcoVadis Sustainability Rating, organizations demonstrate their commitment to a responsible and sustainable business model, enhancing brand value and building stronger relationships with clients, investors, and partners.

# Governance



**Transparent and responsible governance builds trust and drives progress.**

# Governance Structure

Governance plays a crucial role in Savixx's trade operations, ensuring activities are conducted ethically, transparently, and in compliance with applicable laws and regulations.

To achieve this, Savixx relies on a Board of Directors responsible for overseeing all governance-related bodies within the organization. These include:

## Operations and Controllershship Department:

Ensures efficient and effective company operations while maintaining financial health and compliance with accounting standards. This synergy is fundamental to the long-term success of the organization.

## Finance and IT Department:

Monitors the company's finances, including budgeting, cash flow, financial planning, and performance analysis, and manages the company's IT infrastructure, including networks, servers, operating systems, and cloud services.

### Commercial Department:

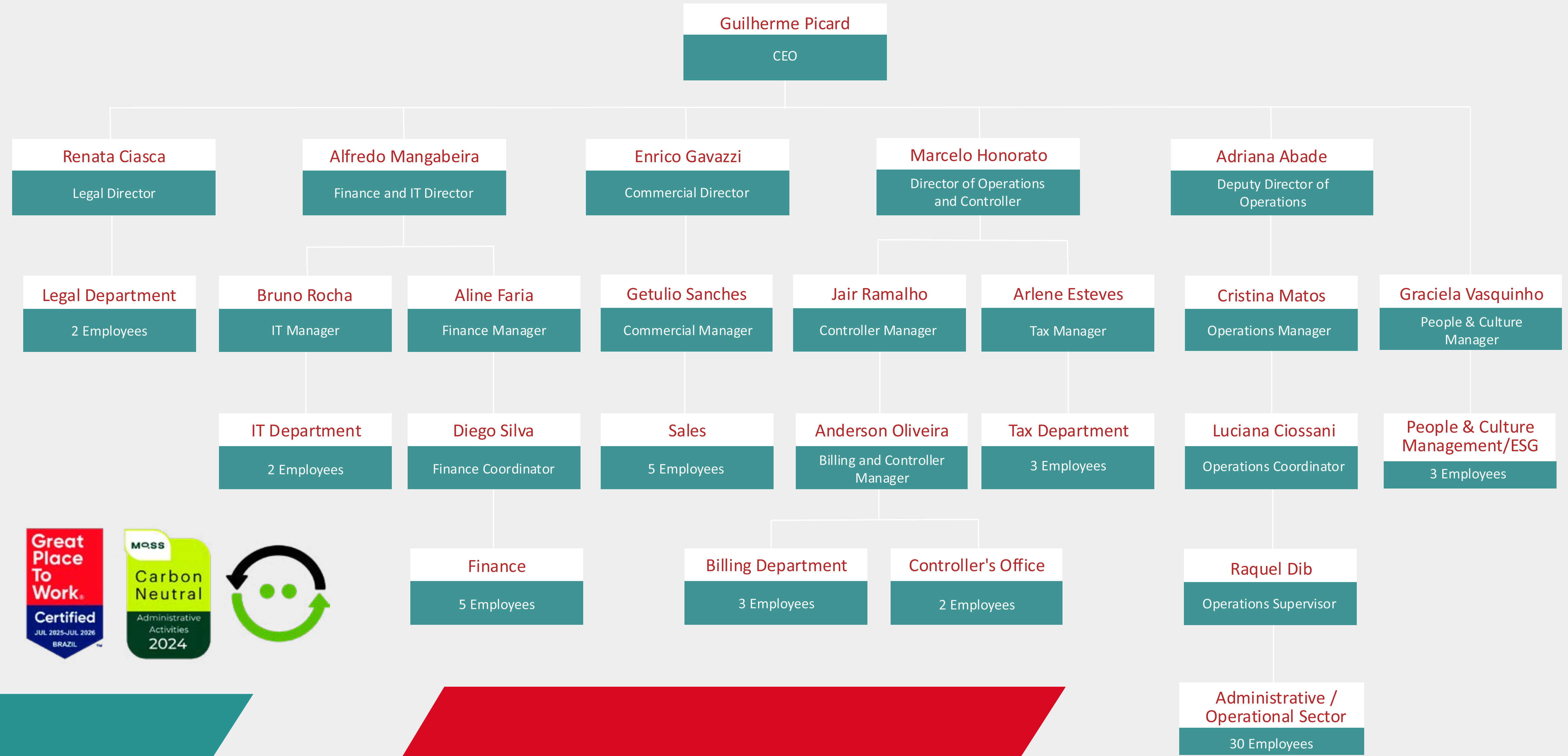
Responsible for driving revenue, expanding the customer base, and maintaining market competitiveness. This department works in coordination with other areas such as marketing, production, and finance to ensure strategies are aligned and the company meets its commercial objectives efficiently and effectively.

### Legal Department:

Manages all legal aspects of the company, ensuring compliance with legal boundaries and protecting the company's interests in all business activities. This area is essential for the company's success and security, helping to navigate legal challenges and make well-informed decisions.

### People, Culture, and Management Department:

Focuses on employee well-being, fostering a strong organizational culture, and aligning people management practices with the company's strategic objectives.



# Strategy and Practices



With a robust system of guidelines, clearly defined responsibilities, and efficient processes, Savixx ensures informed decision-making, effective risk management, and integrity in all its activities. Our strategies establish responsible business conduct, setting achievable objectives and ethical and legal principles to guide our actions.

Governance at Savixx is crucial for maintaining healthy, long-term professional relationships with partners, suppliers, and clients, building a solid market reputation based on trust and professionalism.

Our commitment to governance ensures legal compliance, transparency, and ethics, fostering strong relationships and driving long-term sustainable success.

# Anti-Corruption Measures

Savixx maintains a vigilant stance against actions that may compromise ethics, integrity, and compliance with laws and regulations. The organization reserves the right to investigate any suspected or actual acts of corruption or offenses against public administration, report these to the relevant authorities, and take disciplinary measures against any member involved in such activities.

Acts of corruption, as defined by the Penal Code, the Anti-Corruption Law (Law No. 12,846/2013), and other applicable regulations, include promising, offering, or giving undue advantages to public officials, and engaging in fraudulent activities during public procurement processes, among others.



# Unfair Competition

Savixx employees are guided to act **ethically and fairly** towards competitors, avoiding the disclosure of non-public information that could harm the integrity and reputation of competing companies. Savixx upholds the principles of a free market, rejecting any form of manipulation, concealment, false statements, or unfair practices. The company's approach is rooted in transparency, integrity, and adherence to ethical and legal standards.

## Compliance

Savixx upholds a robust **compliance policy** designed to ensure adherence to legal and ethical standards. We conduct annual audits to evaluate the effectiveness of our compliance measures and confirm that our operations align with established regulations. This process ensures the integrity and legality of all our business activities.

## Confidentiality

Savixx is dedicated to maintaining the highest standards of privacy and data protection. We have implemented policies and procedures that comply with the LGPD (General Data Protection Law) to safeguard personal data. Our efforts ensure the protection of individual rights and adherence to applicable data protection regulations.

## Dun & Bradstreet Financial Analysis

The Dun & Bradstreet financial analysis uses advanced evaluation techniques to assess financial statements, liquidity ratios, profitability, debt levels, cash flow, and other key metrics. This detailed analysis offers valuable insights for decision-making, including credit assessments, partnership evaluations, and risk management. It provides a clear picture of the company's financial health and stability in the market.

# Ethics and Transparency



At Savixx, **ethics and transparency** are fundamental values that guide our operations. We adhere strictly to legal and regulatory standards to ensure that our business relationships are built on mutual trust and benefit.

New employees receive our Code of Ethical Conduct and an onboarding manual, which clearly outline the expected behaviors and unacceptable actions in alignment with our core values.



## Code of Conduct

The Code of Conduct at Savixx addresses various aspects such as integrity, respect, transparency, social responsibility, equality, confidentiality, and legal compliance. It sets forth guidelines for interactions with clients, suppliers, competitors, and other stakeholders, ensuring fair and ethical business practices.

This Code aims **to cultivate a culture of ethics and respect within the organization**, supporting positive conduct and fostering trust-based relationships with all our stakeholders.

## Coffee with the CEO

During this event, the CEO of Savixx discusses the company's objectives, communicates expectations for employees, and shares important updates. This ensures that all staff are aligned with the company's direction and supports a culture of open and participative management.

In 2023, the event was held online twice, engaging all employees. This initiative strengthens Savixx's "open-door" policy, fostering a collaborative and transparent work environment.

## Results Meetings

With the goal of enhancing internal transparency and fostering a systemic perspective among employees, Savixx has implemented Results Meetings, where all departments present their key performance indicators, achieved goals, and challenges faced. These meetings take place semiannually and are open to all employees, encouraging engagement, clarifying questions, and gathering suggestions.

This initiative reinforces the company's commitment to participative management and to building a more collaborative, transparent work environment aligned with organizational objectives.

Workshop:

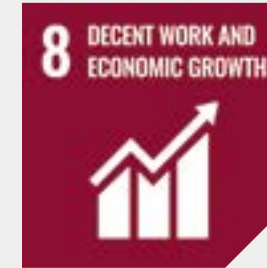
## Strengthening ESG Culture at Savixx

In line with Savixx's commitments to sustainability, social responsibility, and governance, a workshop was held focused on embedding ESG (Environmental, Social, and Governance) principles within the company. The initiative aimed to raise employee awareness about the importance of sustainable practices in the corporate environment, encouraging behaviors and decisions aligned with the company's values.

During the session, topics such as conscious resource consumption, diversity and inclusion, the social impact of business activities, and integrity in management were addressed.

The workshop also encouraged reflection on each employee's role in building a more responsible company and a future-oriented world. This initiative reinforces Savixx's commitment to integrating the ESG agenda into its organizational culture and operational routines.

# Value Chain



At Savixx, we depend on a highly efficient and well-coordinated value chain to ensure timely delivery of our products and services, meeting customer needs while maximizing our competitive edge. From the acquisition of raw materials to final delivery, every stage of the process is interconnected and interdependent.

Effective management across all these stages is crucial for maintaining quality, efficiency, and competitiveness in our offerings.

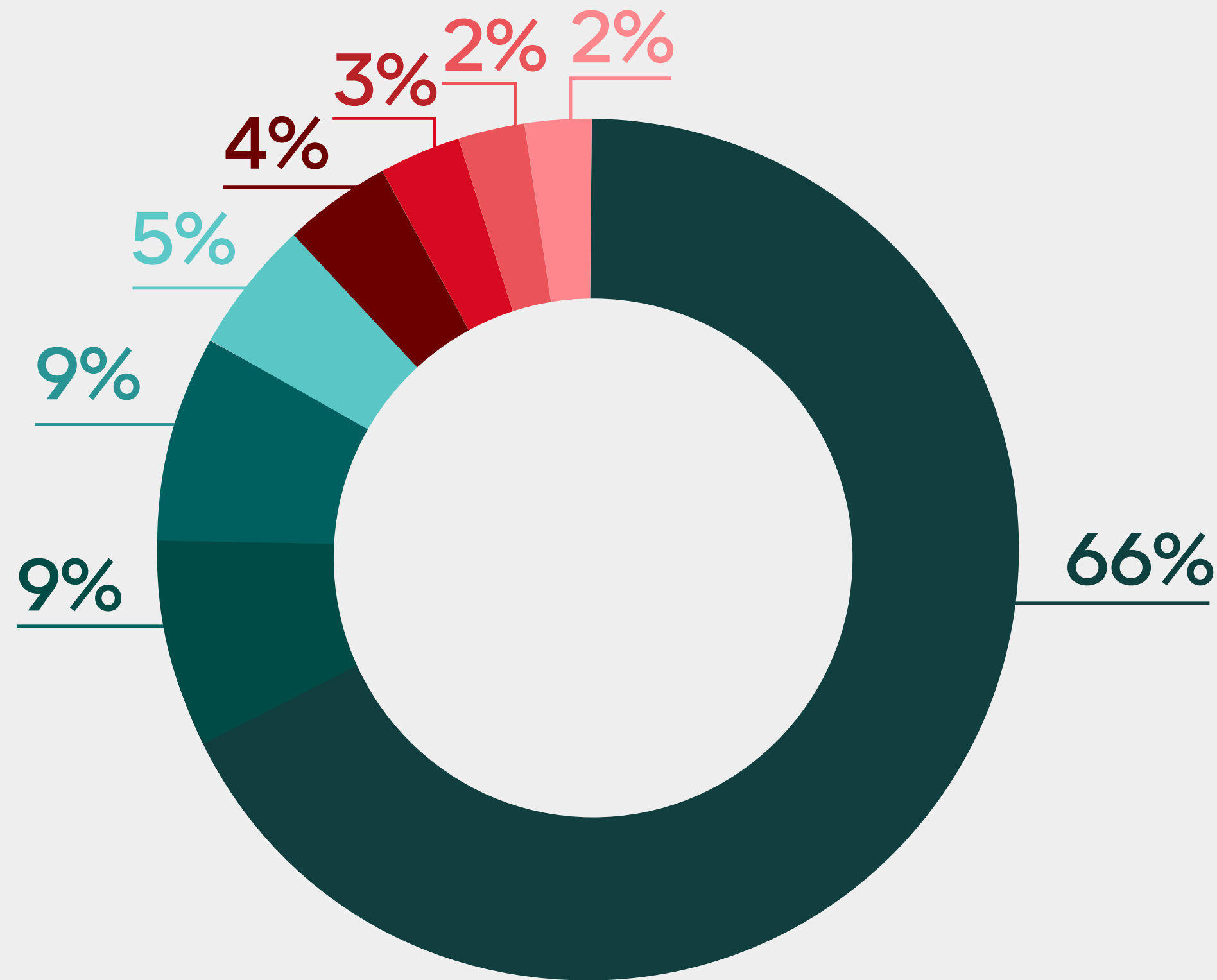
# Number of Local suppliers

Number of suppliers

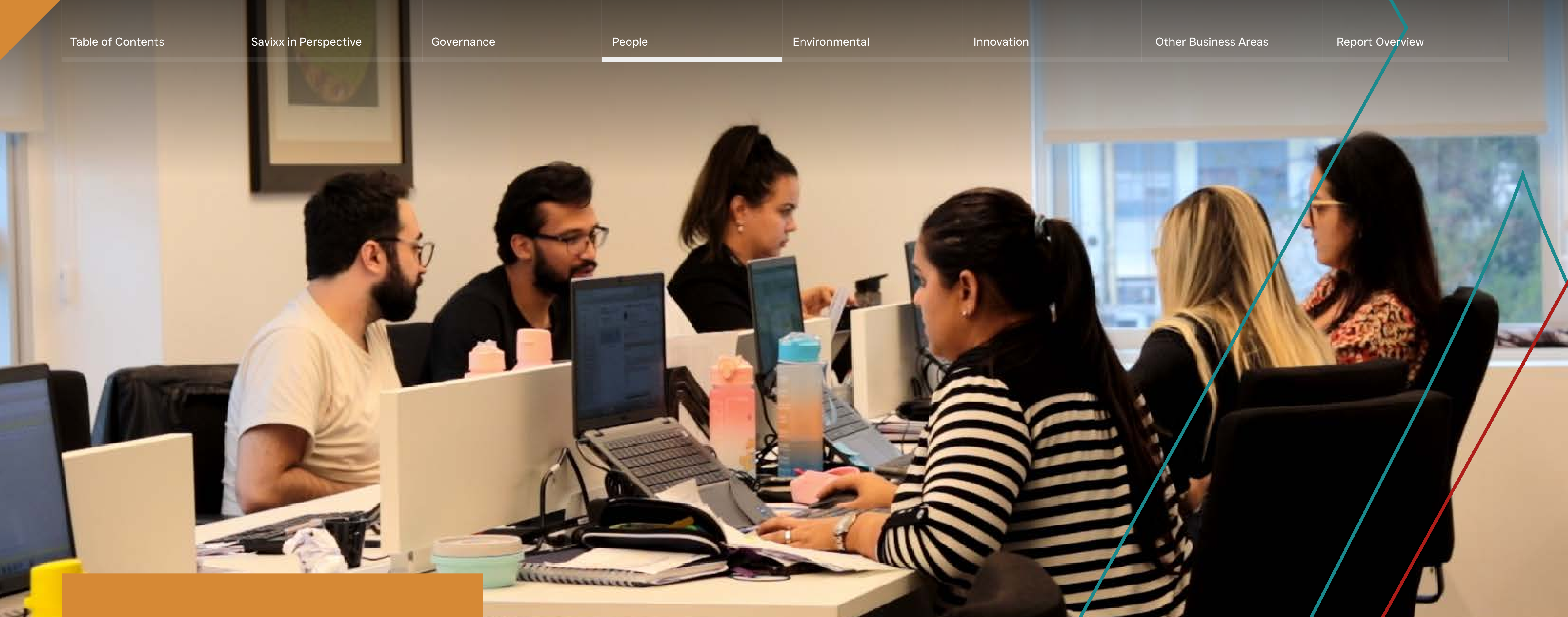
242

Number of local suppliers

185



- +122 Carriers listed in the Operational Insurance Policy
- 17 Customs Brokers (ES/SP/SC and PE) Operational
- + de 15 Freight Agents Operational
- 9 Ports (Primary Zone) (SC/SP/ES/PE) Operational
- 8 Customs Areas – Secondary Zone (ES/SP/SC and PE) Operational
- 6 Airports/Airfreight (ES/SP/SC and PE) Operational
- 4 General Warehouses (SC and ES)
- 4 Cargo Insurers Operational



# People



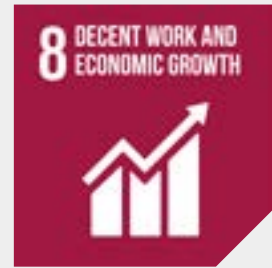
## Making a Positive Impact on Lives and Communities, Driving Change

Savixx recognizes the importance of contributing positively to both society and the environment. We understand that social responsibility extends beyond achieving financial objectives and pursuing economic growth. It involves a broader commitment to individuals, communities, and the planet.

For us, social responsibility means implementing practices and initiatives that foster sustainable development and social well-being. This includes upholding human rights, supporting social causes, ensuring a safe and inclusive work environment, and maintaining ethical business practices.



# Our Team



The cornerstone of our success and growth. At Savixx, we acknowledge the paramount importance of our human capital, considering it our most valuable asset. We prioritize the creation of a positive, collaborative, and rewarding work environment for all.



# 101



team members

**97%**  
in full-time positions

**3%**  
in part-time roles

# 40

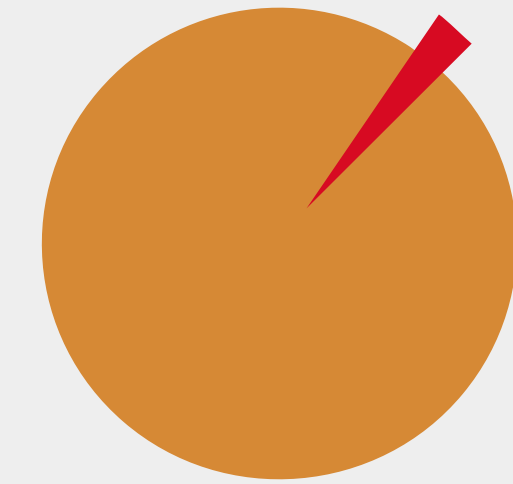
women

accounting for  
**40%**  
of our total  
team  
(101)

Women in managerial roles **4%**

Women in senior leadership positions **2%**

Women on the board of directors or governing body **2%**



**3**  
interns

## Age diversity



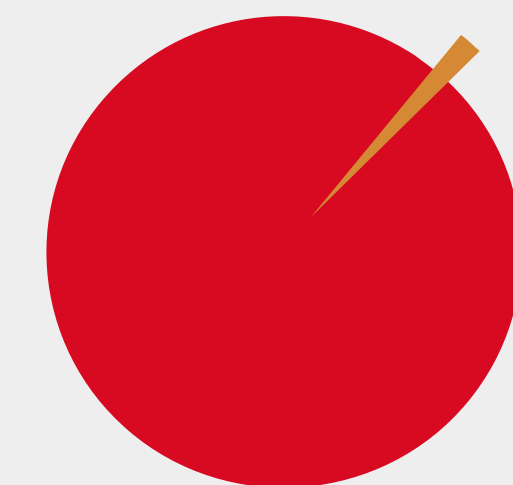
**28%**  
Between  
18 and 30  
years old



**65%**  
Between  
31 and 59  
years old



**8%**  
Above  
60 years  
of age



**2%**  
Management  
positions held by  
ethnic and racial  
minorities

# Turnover Rate

52 hires

11 departures

# Employee Turnover Rate

8%  
Voluntary

2%  
Involuntary

# Employee Engagement Percentage

75%

We invest in our employees' professional and personal growth, providing **training and capacity-building** opportunities, along with clear career advancement paths. At Savixx, we prioritize our staff's well-being, fostering physical activities like our in-house running group.

We firmly believe that investing in our team means investing in our organization's future. Additionally, we promote a culture of ongoing, **open feedback**, which encourages transparent communication and the sharing of innovative ideas.



## Performance Evaluation and Feedback Process

Regular formal evaluations provide employees with the opportunity to review their progress, discuss achieved goals, and identify areas for improvement. These evaluations are conducted with transparency and objectivity, aiming to recognize performance, pinpoint growth opportunities, and offer guidance for continuous development.

## Profile Assessment

Profile reports deliver detailed insights into employees' skills, competencies, and development areas. These reports are crucial for self-assessment and are instrumental in refining training programs and leadership capabilities.

They allow leaders to gain a deeper understanding of their team members, highlighting both strengths and areas for improvement. This reflective approach facilitates more effective management, supports personal and professional growth, and promotes a positive and inspiring leadership environment.

The test indicates that it was completed correctly and honestly.

Right now you are at

**Executive Analyst**

as of November 11, 2025:

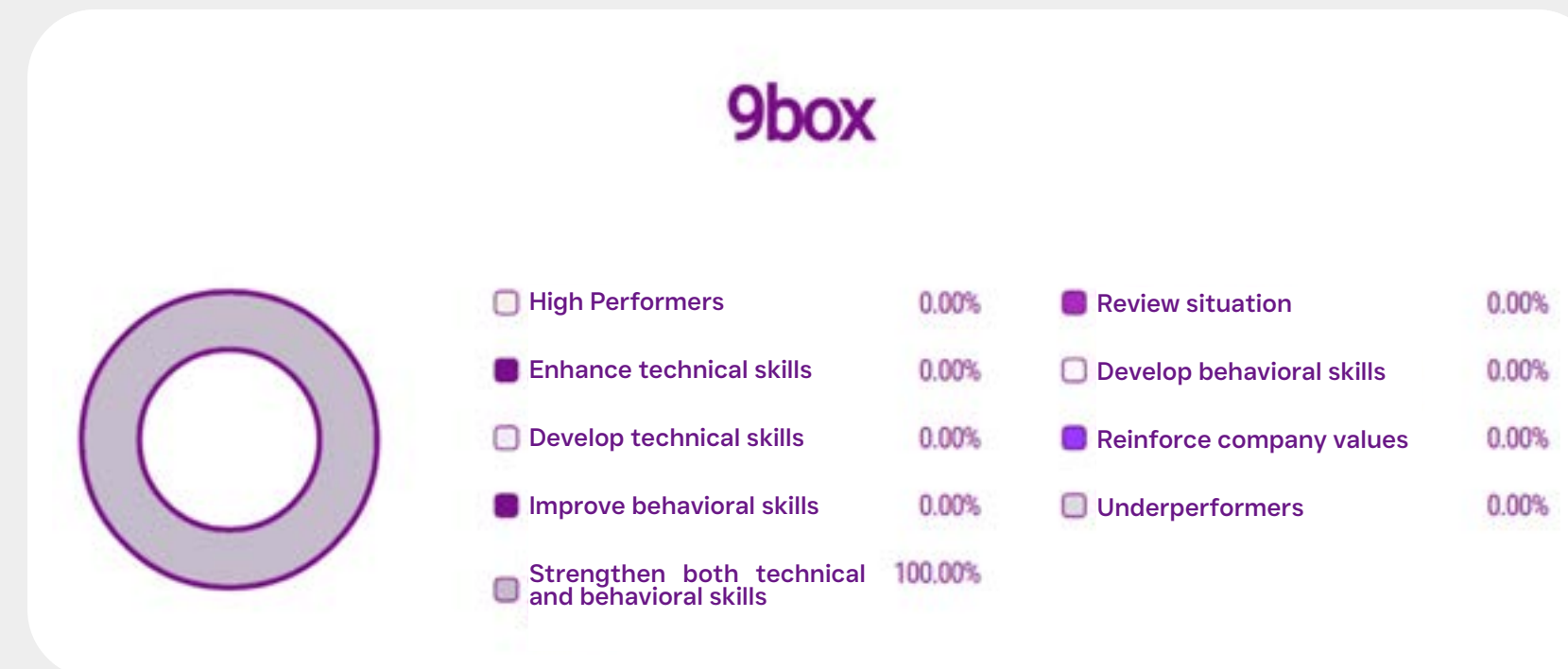


## 9Box – A Strategic Tool for Organizational Management and Planning

The 9Box matrix is conducted annually by the People, Culture, and Leadership Management team. It provides a holistic analysis of teams and a comprehensive view of the company, offering valuable input for workforce planning and development.

At the end of the mapping process, it becomes possible to:

- **Support strategic decisions** such as promotions, training, succession, and terminations
- **Plan individual development** (IDPs) based on real data
- **Identify employees with high potential** for growth and leadership
- **Map talent** in a clear and objective way
- **Foster a culture of meritocracy** and transparency in people management



# Suggestion Box

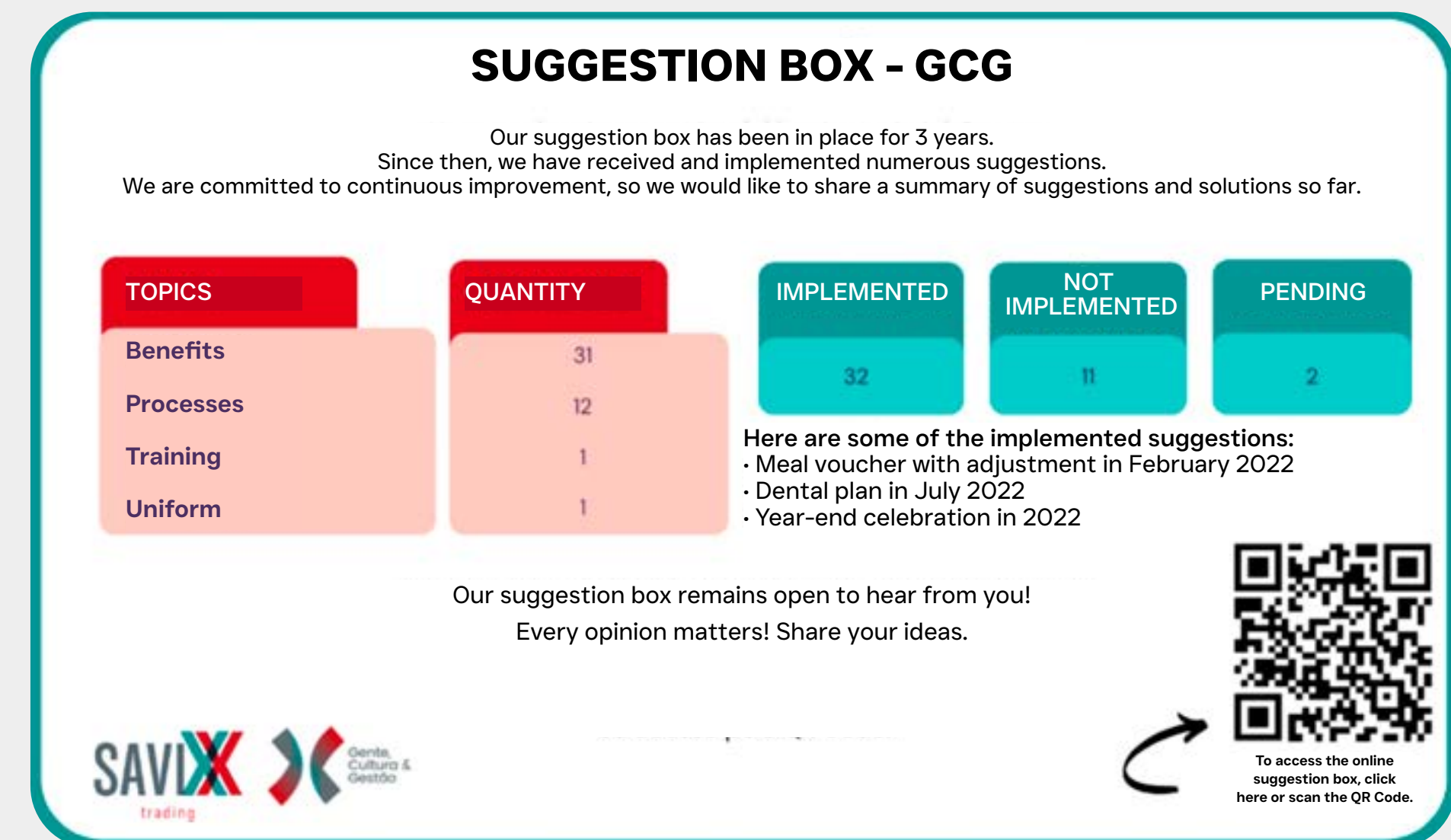
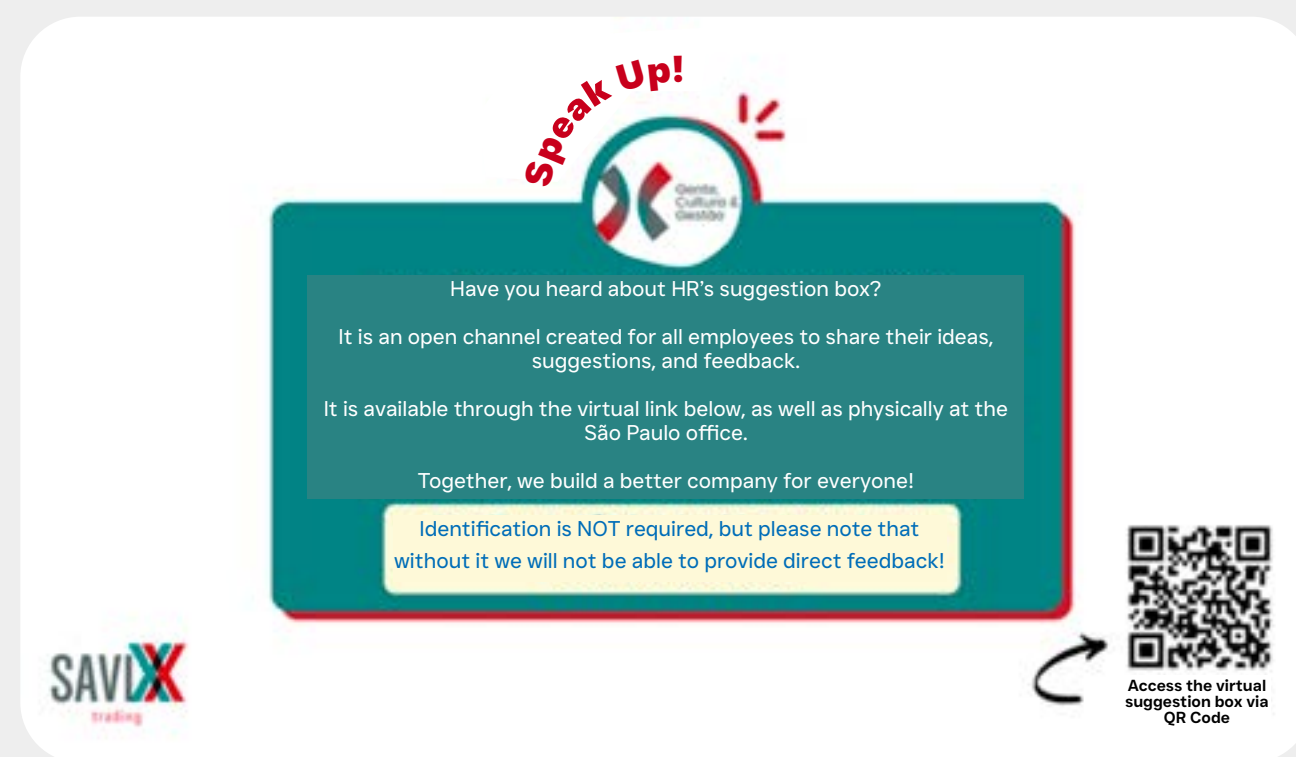
Savixx values the opinions and contributions of its employees and therefore provides both a physical and virtual suggestion box. This tool offers a confidential and anonymous way for employees to share ideas, suggestions, and constructive feedback regarding the company, its processes, and its policies.

The company recognizes that employees hold valuable perspectives, and their input can lead to significant improvements.

Through the suggestion box, Savixx encourages active participation from employees in the ongoing pursuit of enhancement and innovation.

All suggestions are compiled by the People, Culture, and Management department and forwarded to the relevant departments and/or senior leadership for decision-making, according to each topic.

The status of the suggestions received is communicated to everyone periodically, as per the document below.



## Health and Well-Being Program

**Savixx's Health and Well-Being Program** is a comprehensive initiative designed to promote the physical, mental, and emotional balance of our employees. We recognize that a healthy environment is essential for both success and personal fulfillment, which is why we have implemented a range of benefits and activities focused on caring for our team's well-being.

We provide access to **Wellhub**, a platform offering a wide variety of physical activity options in gyms, studios, and online formats, enabling employees to choose the best way to exercise according to their preferences and needs. Additionally, we offer access to **Academia Foguete**, an online platform with exclusive classes and training sessions for our team, providing convenience and flexibility to exercise from home.

Beyond physical activities, we also prioritize mental and emotional well-being. We promote educational talks on various health-related topics, such as healthy eating, the importance of physical activity, and strategies for maintaining a balanced lifestyle. We also host sessions on financial health and mental health, providing tools and resources to manage stress, improve quality of life, and support work-life balance.

Our commitment to employee well-being reflects our mission to create a healthy, productive, and happy workplace. Through these initiatives, we are building an organizational culture that values and invests in the holistic development of our team, inspiring them to reach their full potential both personally and professionally.

# Whistleblowing Channel

Reaffirming our commitment to ethics, respect, and integrity, Savixx provides an external whistleblowing channel, managed and audited by Aliant, a company specialized in corporate ombuds services.

The channel is accessible to all employees, suppliers, and partners, allowing reports to be made securely, confidentially, and without risk of retaliation regarding any behavior that violates the company's values, internal policies, or applicable laws.

All reports received are handled with the utmost responsibility and confidentiality, ensuring thorough investigation of the facts and protection for the reporting party.

To date, only one report has been filed, which was properly analyzed and processed according to established procedures.



# Community Engagement



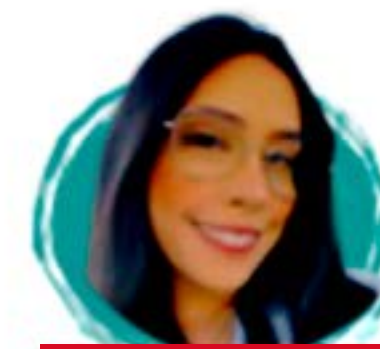
Savixx is dedicated to fostering positive and meaningful connections with society. To support this commitment, the company has established the **Social Development Committee**, reflecting its aim to balance economic growth with social and environmental responsibility.

This committee is integral to Savixx’s approach, consisting of members from diverse departments and levels within the organization. Its purpose is to spearhead and coordinate social responsibility initiatives, both within the company and in the wider community. By encouraging broad employee participation and soliciting project suggestions, Savixx strives to enhance its reputation, positively impact lives, and contribute to a more sustainable and equitable future.

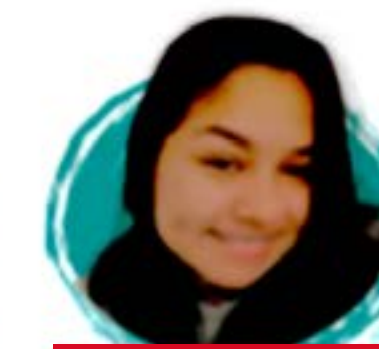
## Social Development Committee



ANDERSON



ANDRESSA



CINTIA



DIEGO



EDGLEISON



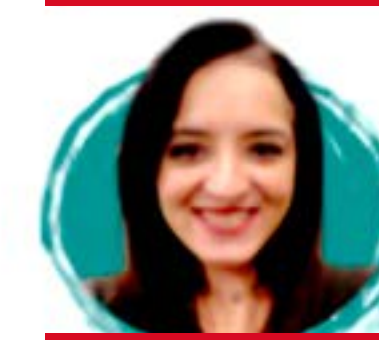
ELIAMARA



ERIC



MARIA FATIMA



RAQUEL



URUBATAN



## 3 Social Initiatives Implemented in 2024

### Private Social Investment

The community is a space where people can connect, share knowledge, and learn together. By participating in it, a company can engage in events, discussions, and collaborative projects, which can lead to new ideas, important partnerships, and a positive impact on people's lives. It is an excellent opportunity to interact with diverse stakeholders.

For this reason, Savixx invests annually in social impact initiatives that benefit the community. Some of the organizations supported include:

## Alegria Daycare

Savixx has been an active supporter of Alegria Daycare, located in the Santa Mônica neighborhood of Guarapari – ES. The daycare serves 120 underprivileged children aged 2 to 6 full-time, and an additional 300 children through educational and recreational activities in five areas: soccer, judo, ballet, music, and IT. Since its foundation, Savixx has been committed to supporting Alegria Daycare through various social projects, reflecting its strong commitment to social responsibility and a genuine desire to make a difference in the communities where it operates.

**Discover**

Creche Alegria

Doação de Final de Ano

Savixx is a supporter of **Alegria Daycare** in Guarapari (ES), which serves 120 underprivileged children full-time and offers extracurricular activities to around 300 people in the local community. We believe this is a sustainable way to make a positive impact, ensuring access to education and opportunities for family development.

We are delighted to announce a donation in 2025 to fund educational materials and IT resources for the daycare's pedagogical use. This reinforces our commitment to social **responsibility and ESG principles**.

If you wish to support this cause, you can make a donation via the QR Code or PIX key below.

crechealegria@hotmail.com  
Bank: BANCO ANESTES

**Learn more at:**

crechealegria

For a virtual tour, visit:  
<https://crechealegriagarapari.com.br>



The company provides monthly financial support to the daycare, ensuring the continuity of its programs and the maintenance of its facilities. In addition, Savixx organizes a major charitable initiative at the end of each year, mobilizing all employees to participate. This initiative includes collecting toys, clothing,

and school supplies, which are distributed to the children attending the daycare. These efforts not only directly benefit the children and their families but also strengthen a culture of solidarity and social engagement among Savixx employees.

# Solidarity Raffle – Pássaros de Luz

The Pássaros de Luz Conductive Education Center, located in Itajaí – SC, was founded in 2006 with the mission of implementing and developing conductive education for children and adolescents with brain injury sequelae. Without government support, the institution relies on the assistance of partners and volunteers.

This initiative involved a **solidarity raffle with 500 tickets**, where members of the DS Committee were responsible for managing the funds raised and purchasing hygiene items for the center.



**Rifa Solidária PÁSSAROS DE LUZ**

The Pássaros de Luz Conductive Education Center, located in Itajaí – SC, was founded in 2006 with the mission of implementing and developing conductive education for children and adolescents with brain injury sequelae. Without government support, the institution relies on the assistance of partners and volunteers.

**Support the cause and enter to win a Chocolate Basket!**

There are 500 tickets available. Contact a member of the DS Committee and get yours now.

All proceeds will be used to purchase essential materials for the center.

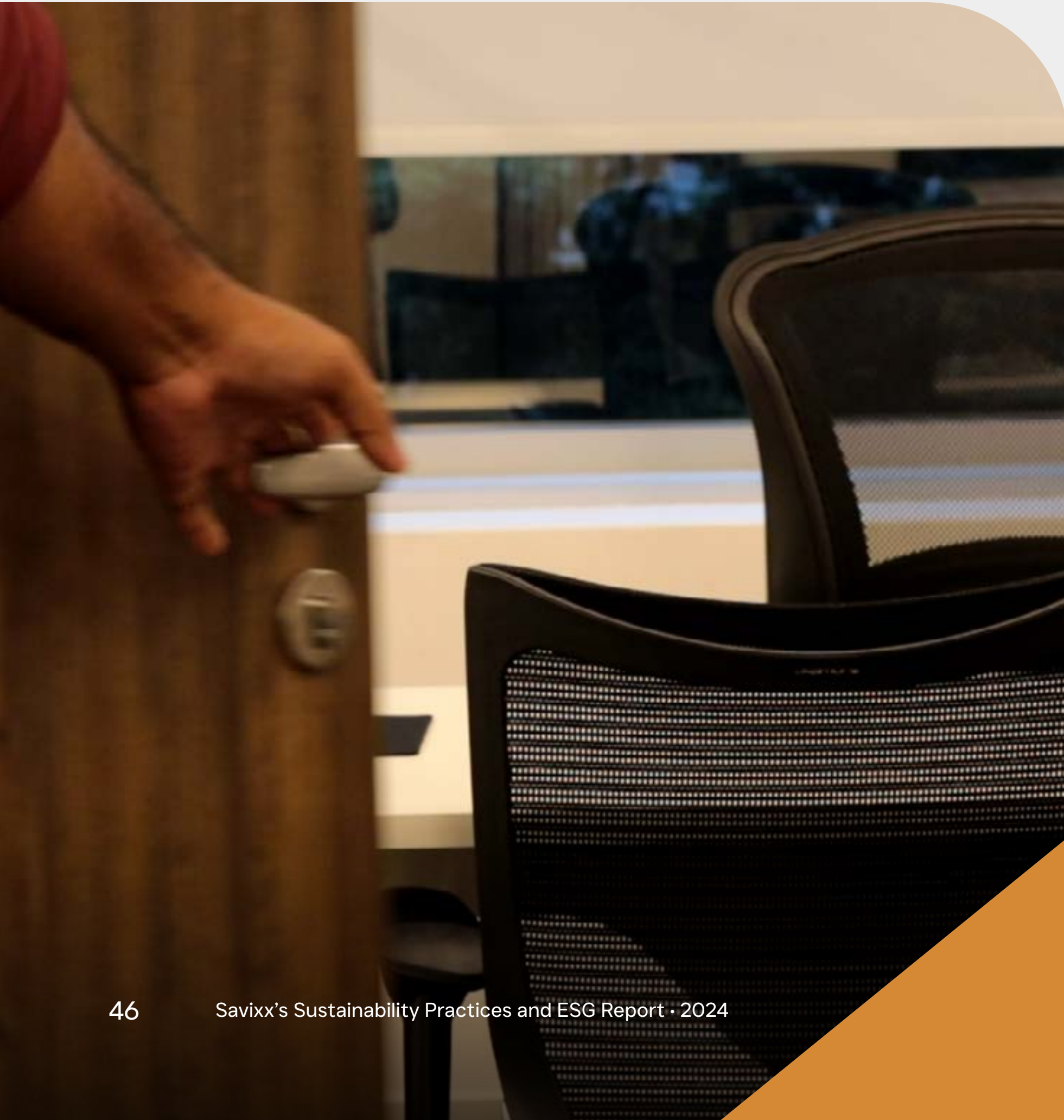
**Anderson Nicoletti**  
Member of the Savixx DS Committee  
PicPay Bank  
Branch 0001 | Account 99361759-0

Price: **BRL 5.00**

Learn more at: <https://educacaocondutiva.org.br/>

Ticket sales end on September 20, 2024

# Clients



At Savixx, our clients are the cornerstone of our business, driving demand for the products and services we offer. We continuously strive to understand each client's needs and preferences to develop and enhance our offerings, tailor our marketing strategies, and deliver an exceptional experience.

We are committed to maintaining a standard of excellence in our client relationships, ensuring alignment with our core values and providing clear, straightforward communication. It is crucial for us to offer detailed information and guidance on our products and services, adhering to both **local and international laws and practices**.

In our customer service approach, we emphasize mutual respect by honoring contracts, meeting deadlines, and fulfilling agreed-upon conditions. We also maintain strict **confidentiality** regarding financials and business strategies shared with us. These principles underscore our dedication to ethical and transparent interactions.

Savixx aims to build strong, lasting relationships based on trust and mutual satisfaction, with a steadfast commitment to achieving our clients' complete satisfaction.

# Data Security



The Technology department constantly monitors security requirements and ensures that corporate environments and users are informed about best practices.

The **Security Policy** is essential to protect the integrity, confidentiality, and availability of data and systems. Measures include the use of antivirus software, firewalls, VPNs (Virtual Private Networks), and additional security tools such as Cisco Umbrella. Furthermore, Savixx implements regular backup policies with daily, monthly, and yearly strategies using Microsoft Azure. In 2024, the company underwent a major transition, unifying all previously mentioned tools under a single service provider, Microsoft, centralizing all environment configurations (Entra ID, Intune, SharePoint, Purview, Teams, Defender Antivirus). This consolidation enhances the centralization of data security management and administration.



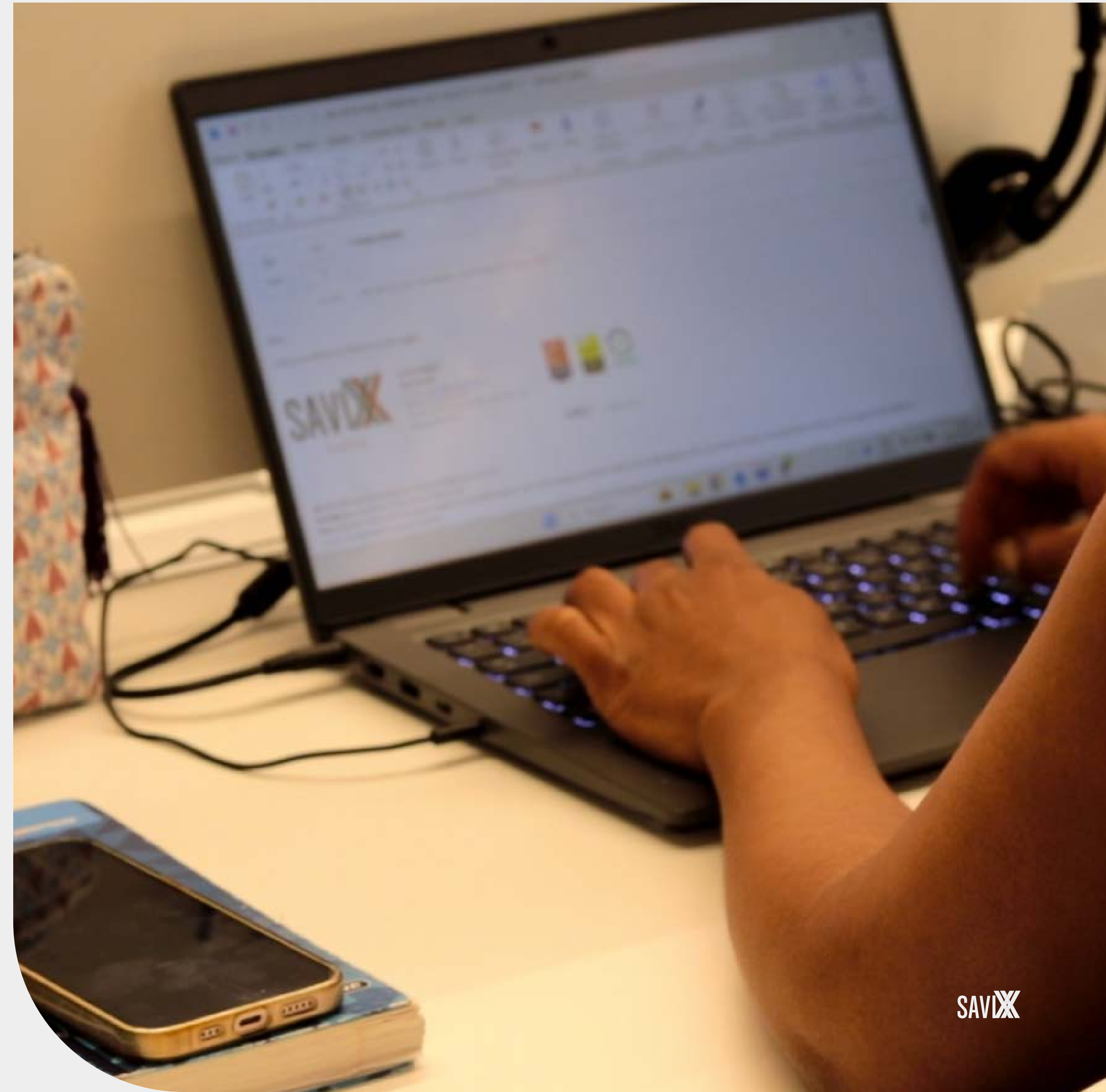
Savixx has a **Privacy Policy** that ensures compliance with all regulations related to the Brazilian General Data Protection Law (LGPD). A committee meets bimonthly to analyze potential risks and review the latest legal updates, ensuring that all employees undergo refresher training at least once a year. These measures keep the organization up-to-date and in full compliance with LGPD guidelines.

The company has established **access policies** for both network and systems departments to ensure the security and integrity of information. These policies define clear rules for folder usage and file sharing among different departments, ensuring that employees have access only to the resources and data necessary for their roles, preventing unauthorized use or privacy breaches. These policies are essential to promote a secure work environment and protect the confidentiality of corporate information.

# Data Protection Handbook

This document is provided to employees and outlines best practices to prevent unauthorized access, data loss, excessive data collection, account breaches, and scams. Topics include backups, file management, encryption, accounts, passwords, applications, devices, media, emails, and electronic messaging.

Additionally, the handbook provides a comprehensive overview of the **LGPD**, explaining the law and detailing proper handling of personal information.



## Information Technology Regulation

All Savixx employees receive and sign this document, which governs the use of technological resources. It outlines procedures performed by the IT team, including approved tools, folder rules, computer and system usage, security, network and email backups, internet access, downloads, antivirus protection, and password policies.

## Personal Data Processing Agreement

Savixx values the protection of its employees' personal data and has established a **Personal Data Processing Agreement** to ensure proper handling of such information. The agreement defines clear guidelines and responsibilities, guaranteeing privacy, security, and integrity. It covers all stages, from data collection to proper disposal, in compliance with applicable laws and regulations, including the LGPD.

Awareness and training initiatives are conducted for employees, and a dedicated Data Protection Officer ensures compliance with these policies.

# LGPD: Contract Adjustments and Employee Training

Savixx prioritizes personal data protection and, in compliance with the LGPD, has conducted a comprehensive review of employee and service provider contracts, implementing all necessary adjustments. Both groups signed the updated agreements retroactively to ensure compliance with current regulations.

All new contracts are now drafted according to LGPD clauses, ensuring the protection, privacy, and integrity of personal data throughout its lifecycle, from collection to proper disposal.

In 2023, two training sessions were conducted to continuously educate employees on best practices in data protection. These sessions are essential to ensure that all staff are informed and aware of their responsibilities regarding personal data.

Additionally, a **Privacy Committee** was established and a **Data Protection Officer (DPO)**, outsourced, was appointed. The DPO is responsible for:

- Monitoring compliance with data protection laws
- Conducting regular audits
- Educating and training employees
- Serving as a point of contact with supervisory authorities
- Guiding the company on data protection matters
- Managing data breach incidents

These initiatives reinforce Savixx's commitment to maintaining a secure and compliant workplace while protecting the rights and privacy of all employees and service providers.

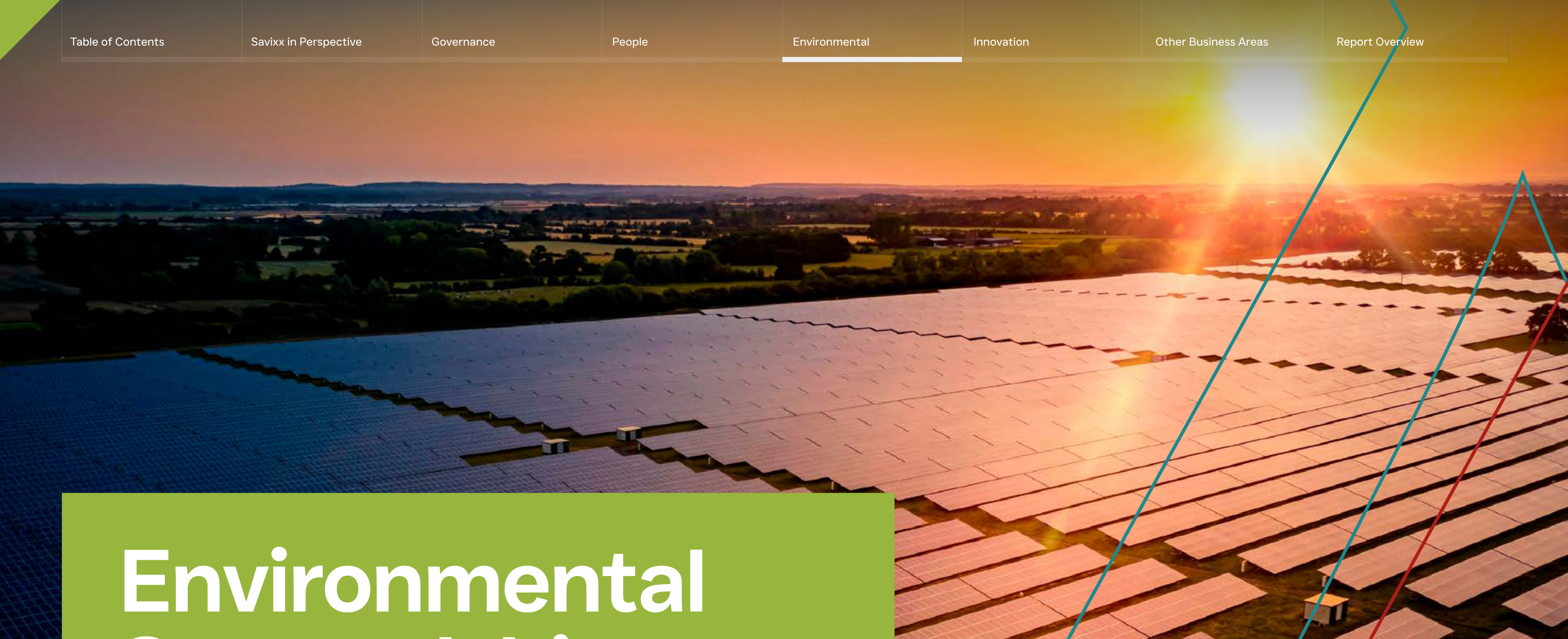
# Adoption of NDAs (Non-Disclosure Agreements)

At Savixx, protecting sensitive information and fostering trust-based relationships are core elements of corporate governance and ethical business practices.

The **NDA – Non-Disclosure Agreement** is a legal instrument used to ensure confidentiality of information exchanged with clients, partners, and suppliers. It establishes that no party may disclose or share strategic data without prior authorization.

In practice, Savixx proactively issues NDAs whenever client operations need to be reviewed, even before any formal request. This ensures that all information received for proposals or studies is treated confidentially from the outset.

This practice reinforces the company’s commitment to integrity, transparency, and compliance—key pillars of our ESG approach. In addition to protecting trade secrets and market strategies, NDAs strengthen legal security and responsibility in institutional relationships.



# Environmental Stewardship



Caring for our planet, aiming for a sustainable future.

# Environmental Practices



Environmental responsibility plays a crucial role at Savixx, reflecting our commitment to mitigating negative impacts on the environment and promoting sustainability across our operations. Our dedication extends to preserving natural resources and pursuing sustainable practices. This involves implementing measures to reduce energy, water, and resource consumption, as well as minimizing waste and adopting effective recycling and disposal practices.

In terms of decarbonization, Savixx has established a clear strategy to reduce its carbon footprint. We are actively pursuing practices and technologies that **lower greenhouse gas emissions**, including the use of renewable energy and energy efficiency measures.

Additionally, we are committed to **monitoring and managing our carbon emissions** and exploring off-set initiatives such as purchasing carbon credits.

Savixx also invests in clean and sustainable energy systems to reduce reliance on non-renewable sources and contribute to the transition to greener energy. Furthermore, we promote environmental awareness among our employees, encouraging responsible energy use and the adoption of sustainable practices in the workplace.

# Waste Management



In 2024, Savixx intensified its efforts to offset waste production by exploring reduction strategies and implementing various sustainable initiatives. This commitment resulted in the company receiving the **Eureciclo certification in 2025**, confirming compliance with current legislation and reaffirming our dedication to environmental responsibility.

Savixx offset **66% of its products marketed in Brazil in 2024**, based on data provided to the certifying body. This compensation reinforces our commitment to the circular economy and environmental preservation, highlighting the importance of proper waste management and support for recycling programs.

The following initiatives were implemented in Savixx offices to promote proper waste segregation:

## REPLACEMENT OF PLASTIC KITCHENWARE WITH CERAMIC AND STAINLESS-STEEL ITEMS

Reducing disposable items and adopting alternative solutions has become a priority for many companies and organizations. Savixx chose to replace all disposable items—such as water cups, coffee cups, stirrers, dessert plates, and cutlery—with ceramic and stainless-steel alternatives.



## SWITCH FROM PLASTIC BOTTLES TO ALUMINUM CANS

A growing trend in the mineral water sector is replacing plastic packaging with aluminum cans, a fully recyclable material. Savixx has been using this solution since the end of 2023.

Aluminum is 100% and infinitely recyclable, and Brazil is a world leader in recycling this material. The recycling rate for aluminum cans in Brazil is 97.6%. Aluminum cans are tamper-proof and chill faster.

Office water consumption in São Paulo is approximately **360 cans** over a period of 4–5 months.

## REPLACEMENT OF STANDARD PLASTIC BINS WITH RECYCLING BINS

Recycling bins are essential tools for proper waste sorting. They allow waste to be separated correctly and directed to the appropriate destination, rather than ending up in landfills.

By using recycling bins, we reduce contamination of soil and water, facilitate the work of waste collectors, and support the circular economy through sustainable and optimized use of natural resources.

To meet Savixx's needs, recycling bins were installed throughout the offices as illustrated below.



**Green bin:**  
for glass items, such as bottles, jars, and similar containers.



**Red bin:**  
for plastics, including caps, PET bottles, packaging, toothbrushes, toothpaste tubes, CDs, DVDs, and similar items.



**Yellow bin:**  
for metals, including cans, cutlery, pots, wires, refrigerator parts, nails, and similar materials.

### POSITIVE REPLACEMENT OF TRADITIONAL PAPER TOWELS WITH SUSTAINABLE PAPER TOWELS

The paper towels used at Savixx in Brazil are exclusive, being truly sustainable. They are made from **100% unbleached natural cellulose recovered from long-life packaging**. These towels have excellent wet strength and help eliminate 108 packaging items from the environment, save 8 kg of wood, and conserve 65 liters of water per bundle of 2,400 sheets.

Sustainable paper towel dispensers have been installed in the office kitchens and restrooms.

### REDUCTION OF OFFICE PAPER USE

Savixx has implemented a print control system to avoid paper waste and reduce unnecessary waste generation. The IT team introduced a virtual print queue system, where documents sent by users are stored on a server. Printing is only released when the employee authorizes it directly at the printer, preventing unnecessary prints and supporting environmental preservation.

In 2023, Savixx completed an environmental offset corresponding to **three trees**, which were planted at the **Malte Terminal** in Rio de Janeiro.

### CURIOSITY

As compensation for paper use in 2024, Savixx committed to planting 3 trees.

2024



Total printed sheets: 10,200

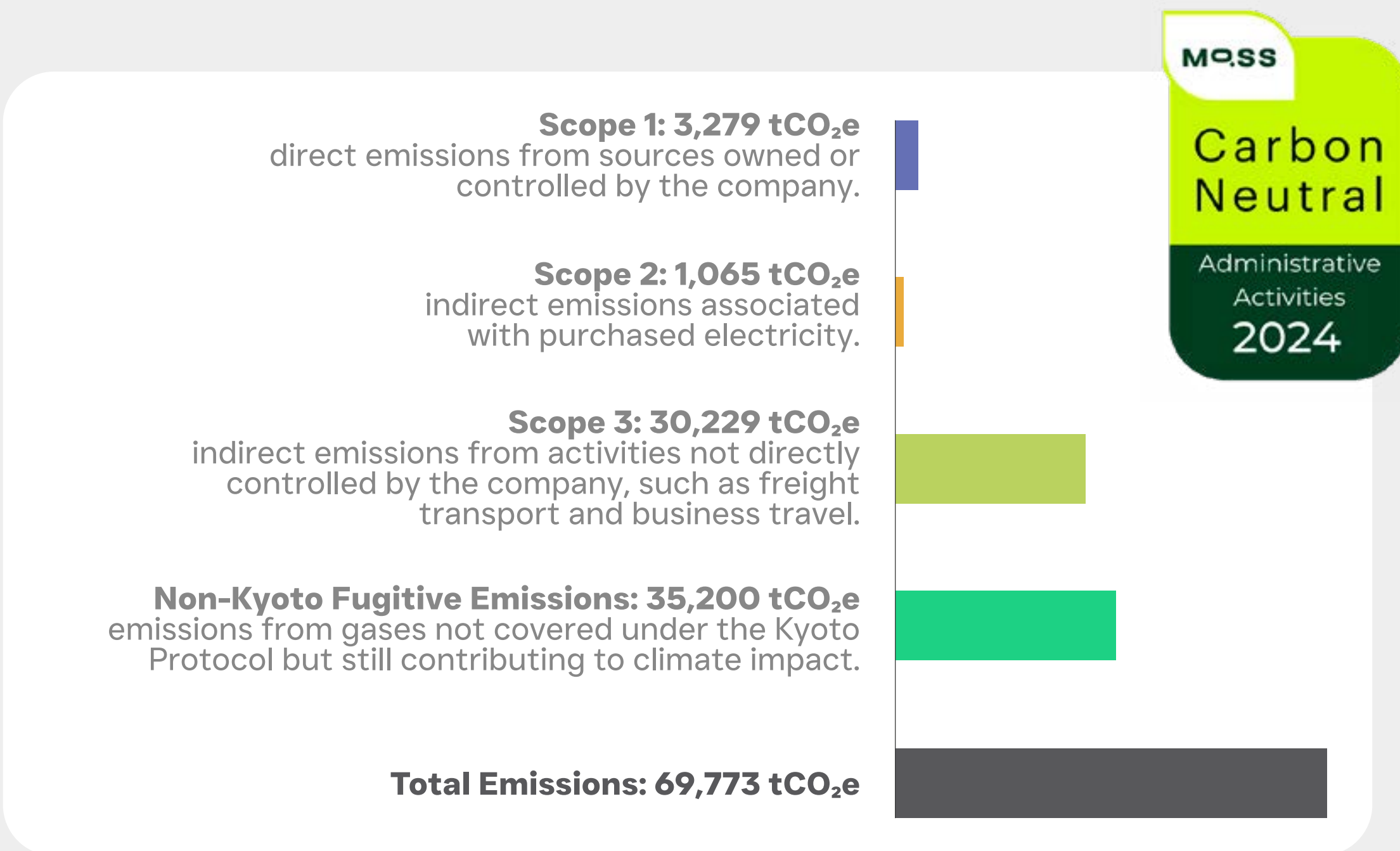
Compensation (x2) = 2.3 trees

1 tree = 10,000 sheets



# Greenhouse Gas (GHG) Emissions

Savixx conducts an annual inventory of its **Greenhouse Gas (GHG)** emissions following the **GHG Protocol**, a widely recognized international methodology. In the 2024 inventory, a total of **69,773 tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)** was recorded, distributed as follows:



Committed to mitigating its environmental impact, Savixx **offset 70 tons of CO<sub>2</sub>** through the acquisition of **70 carbon credits**, earning the **MOSS Carbon Zero** certification. This compensation fully covers emissions generated by the company’s administrative activities during the period.

**LOCATION**  
The FSM Project is being developed in the municipality of Colniza, in the state of Mato Grosso.

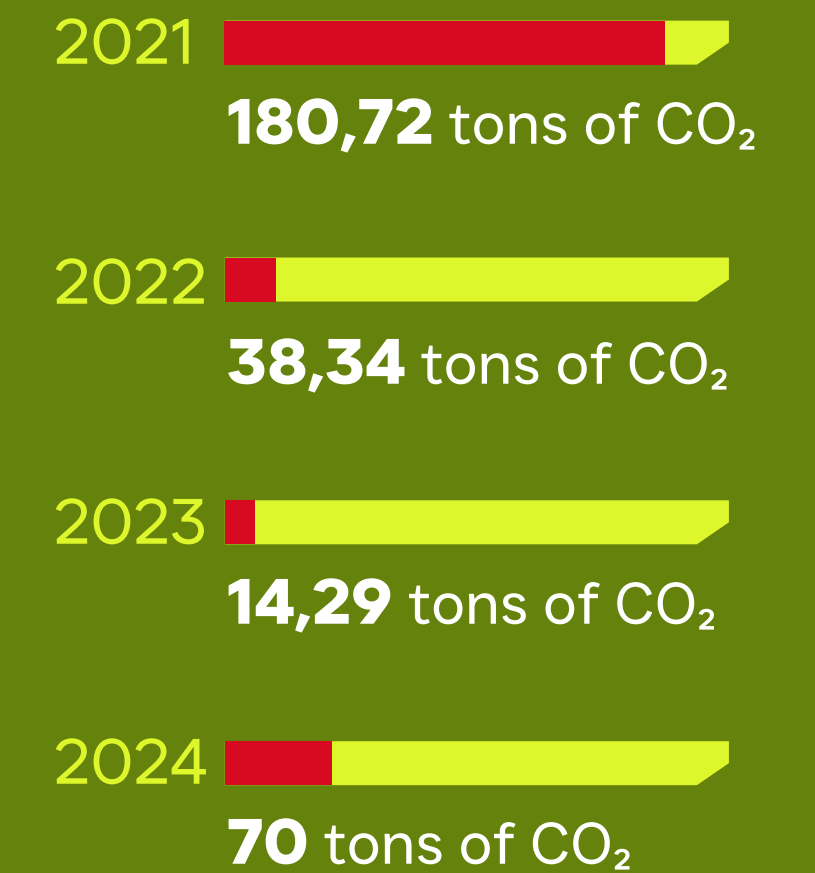
**COVERAGE**  
The project will conserve 7,171 hectares of Amazon rainforest.

**IMPACT**  
The average annual emission reduction is 1,259,646 tons of greenhouse gases.

Additionally, Savixx adopts a **hybrid work model**, which significantly contributes to reducing emissions related to employee commuting, reinforcing the company’s commitment to sustainability and the development of a low-carbon future.

## Let’s talk numbers:

The table below shows the history of administrative emissions and respective CO<sub>2</sub> offsets:



# Electricity Consumption

Electricity consumption at Savixx powers equipment, lighting, cooling systems, IT infrastructure, and other devices used in the workplace.

The company recognizes the importance of **efficient and sustainable energy use** and implements measures to ensure it. Practices include the use of energy-efficient equipment and lighting, installation of occupancy sensors to control lighting, regular maintenance of HVAC systems to ensure efficiency, and raising employee awareness about the importance of saving energy.

The **hybrid work model** adopted by Savixx not only provides productivity and flexibility benefits but also contributes to energy savings and reduced carbon emissions. By allowing employees to work remotely on certain days, electricity usage in the offices is significantly reduced, resulting in lower demand for energy and consequently, lower emissions associated with electricity consumption.



Total Energy Consumption	kWh
Average São Paulo-SP Office:	846 kWh
Average Itajaí-SC Office:	81 kWh
Average Vitória-ES Office:	31 kWh
Average Recife-PE Office:	191 kWh
Average Rio de Janeiro-RJ Office:	4,107 kWh

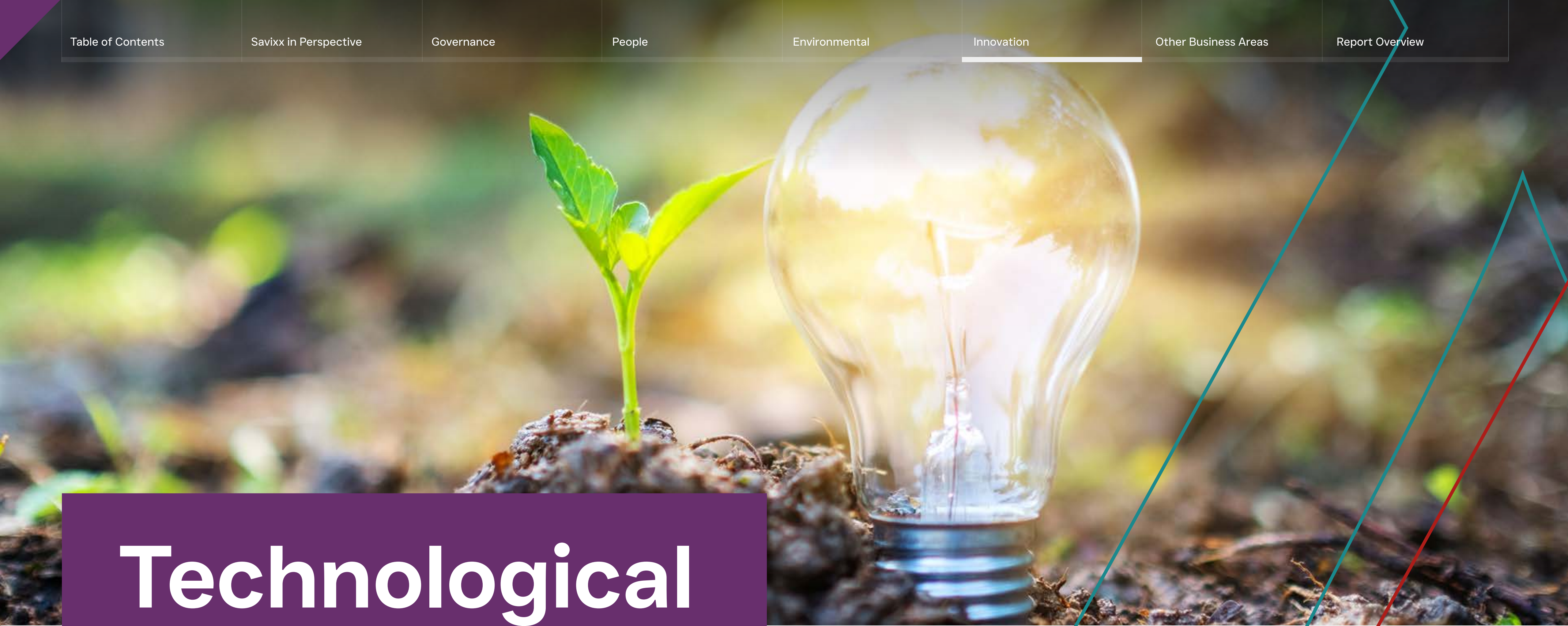


Total Water Consumption	m <sup>3</sup>
Average São Paulo-SP Office:	11 m <sup>3</sup>
Average Itajaí-SC Office:	5 m <sup>3</sup>
Average Vitória-ES Office:	5 m <sup>3</sup>
Average Recife-PE Office:	20 m <sup>3</sup>
Average Rio de Janeiro-RJ Office:	210 m <sup>3</sup>

## INSIGHT

Electricity expenses in Brazilian reais (R\$) between 2019 and 2024, broken down by month, with cumulative values for each year. The figure below shows the **cumulative annual electricity consumption costs**.





# Technological Innovation



## Technological innovation drives transformation and encourages continuous improvement in processes, products, and services.

By adopting new technologies, companies can achieve greater operational efficiency, boost productivity, reduce costs, and deliver exceptional customer experiences, enhancing their market position.

The quest for technological innovation also fosters creativity and disruptive thinking within organizations. It encourages employees to pursue innovative solutions, experiment with new approaches, and tackle challenges creatively. This innovation-driven mindset energizes the organizational culture, fostering a stimulating and inspiring work environment.



# Data Security

The Information Technology Department at Savixx has a strong culture of innovation, constantly seeking new technologies that add value to the business. The team is committed to exploring solutions that promote scalability, security, and cost reduction while facilitating employee needs.

The main goal of adopting these technologies is to provide a more efficient and streamlined experience for all stakeholders, enhancing productivity and satisfaction in the workplace.

Savixx took a significant step in technological innovation by upgrading its **ERP system** (Enterprise Resource Planning), now tailored specifically to the company's operational context. The new system delivers agility, dynamism, and direct communication with clients. With this update, clients can monitor the entire process in real time, resulting in an even more satisfying experience. This innovation demonstrates the company's commitment to leveraging advanced technology to improve operational efficiency and deliver excellent service to its clients.

The IT department continuously explores **cloud technologies** to enhance governance, cost efficiency, and operational dynamism. Clear objectives have been established with specific timelines to drive technological transformation. Key priorities include launching the **Client Portal**, providing a more accessible and user-friendly experience for clients.

Savixx also plans to implement **Business Intelligence (BI) process automation**, ensuring that information is readily available for strategic decision-making.

Looking ahead, the company envisions a major transformation of its **cloud infrastructure** in partnership with Microsoft. This includes adopting solutions such as **Microsoft Intune** and **Defender** to enhance security, migrating file storage to **SharePoint** for automated access and information management, and ultimately moving its entire infrastructure to the cloud. This initiative also supports compliance policies, such as LGPD, and contributes to reducing the company's carbon footprint.

## Collaboration and Communication for Technological Innovation Initiatives

To ensure the success of technological innovation initiatives, Savixx promotes strong collaboration and communication across departments. All projects and changes are communicated internally, and targeted training is provided to the teams involved, ensuring employees are prepared and aligned with new technologies. Additionally, a formal process for **project evaluation and prioritization** ensures that efforts are focused on the most impactful and strategic initiatives for the company.

## Planning for Technological Innovation and Adaptation

Savixx is continuously exploring new ways to innovate and adapt to technological changes in an ever-evolving market. The IT department is committed to staying current by participating in technology-related events and staying updated on the latest trends.

This proactive approach allows the company to identify emerging technologies that can add value to the business. These ongoing efforts ensure that Savixx remains competitive and well-positioned to seize future opportunities, keeping it at the forefront of technological innovation.

# Innovation Projects

The IT team at Savixx includes two professionals specialized in infrastructure, security, and systems, who are committed to staying updated and skilled to meet the challenges and demands of a constantly evolving market.

The team's primary objective is to achieve full definition and alignment of all IT processes, resulting in greater agility, dynamism, and efficient resolution of new challenges and workflows. This approach aims to create a solid foundation for scalable business growth, driven by technology and innovation.

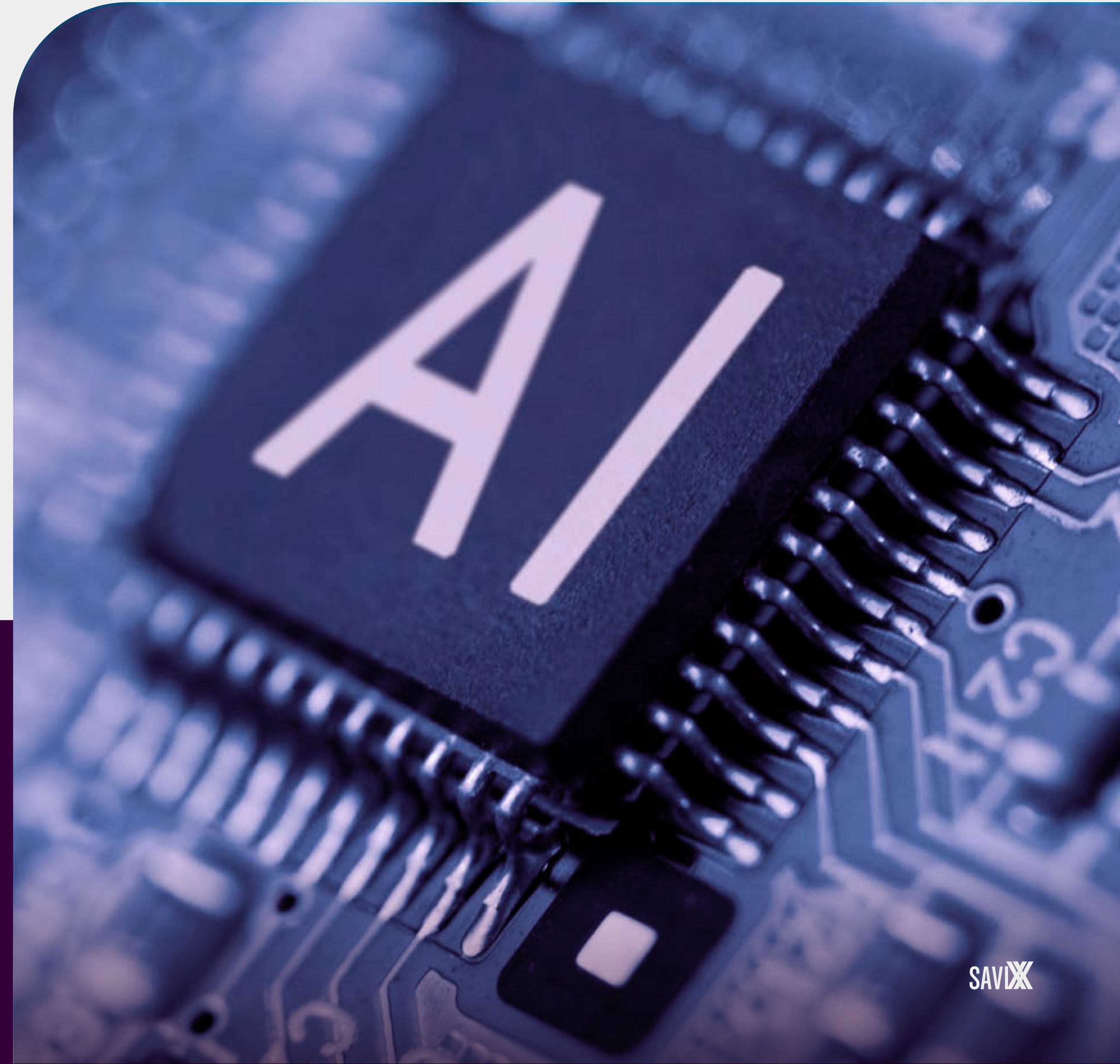
Additionally, the IT team is dedicated to fostering a **culture of innovation** within the organization. By encouraging experimentation with new tech-

nologies, conducting market research, and participating in industry events and trainings, the team stays informed about the latest trends. This proactive approach allows the company to explore new opportunities and maintain a competitive edge.

The team is also focused on **ensuring the security of Savixx's technological infrastructure**. Cybersecurity policies and measures have been implemented to protect the company's and clients' confidential data. Regular audits are conducted to identify potential vulnerabilities, and solutions are applied to mitigate risks, ensuring system integrity and availability.

# Artificial Intelligence

Artificial intelligence already plays a role in Savixx's continuous improvement processes. The goal is to further explore AI-related technologies to continue delivering top-quality service to clients, with a focus on process optimization.





## Billing Department

With the separation of the billing function from the Tax area, the company has been able to increase operational efficiency. A dedicated and trained team now handles invoice issuance, covering both system and legal requirements. This has resulted in fewer errors and faster processes, improving overall agility in operations.

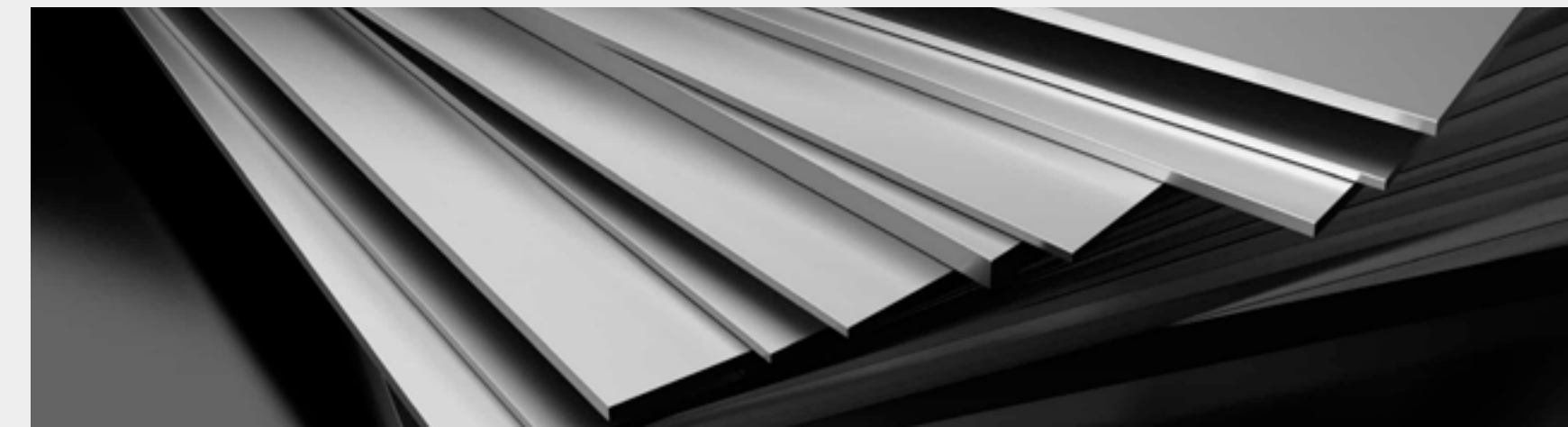


# Other Business Areas

# About Savixx Steel & Chemicals

Savixx Trading operates strategically within the industrial supply chain, offering services in **financing, import, and distribution** across a wide range of products related to the steel and chemical sectors.

Through **comprehensive, integrated solutions**, the company provides its clients and partners with a robust portfolio that includes not only product supply but also **logistics management** for materials such as steel and chemical inputs. This approach reinforces Savixx's commitment to **operational excellence, safety, and compliance** with the technical and regulatory requirements of the markets in which it operates.

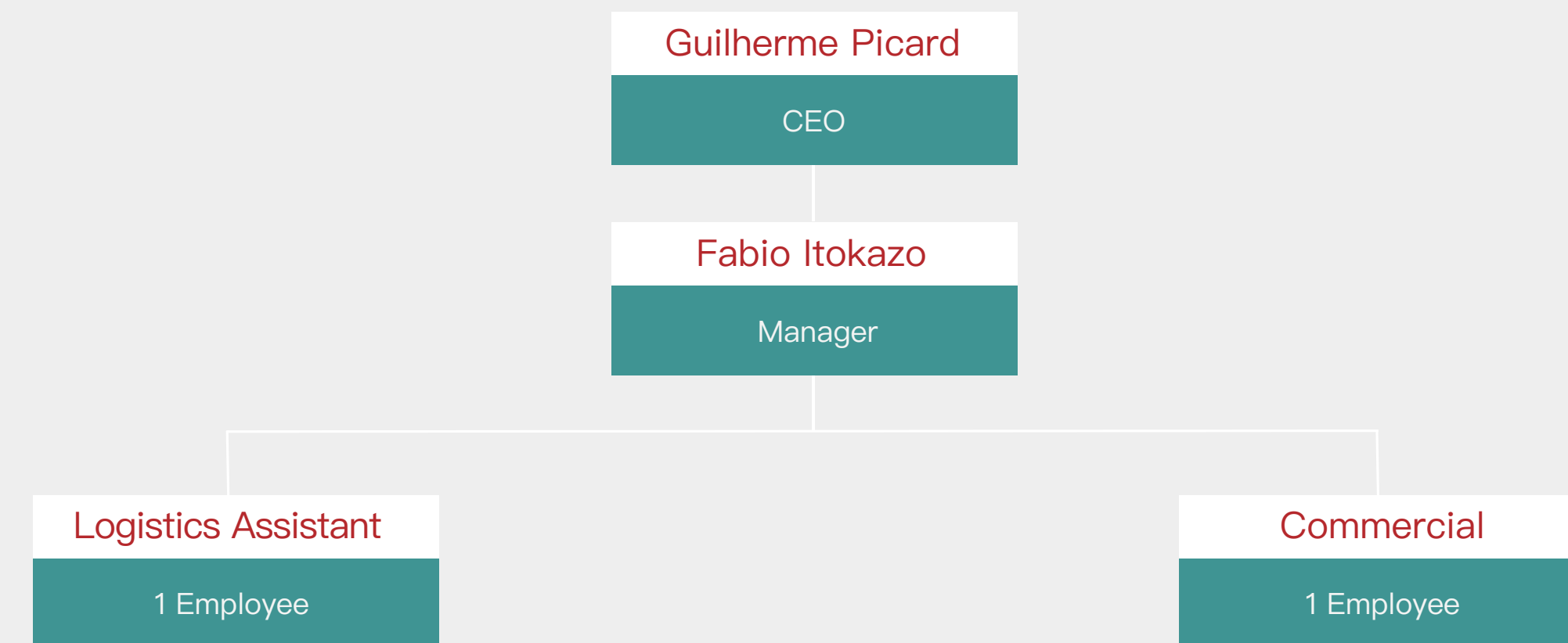


By expanding its presence in these sectors, Savixx reaffirms its ability to deliver **value-added solutions**, combining commercial expertise, efficient logistics, and a continuous focus on **compliance and sustainability**.

# Organizational Structure

The Steel & Specialty Chemicals unit is dedicated to serving these sectors with **specialized expertise**, focusing on **integrated logistics solutions** and **strategic commercial management**.

In this structure, **CEO Guilherme Picard** leads the unit with the support of **Manager Fabio Itokazo**, responsible for overseeing operations and the commercial team:



## Commercial – Chemicals

Manages client relationships, develops products in line with market demands, and drives new business opportunities.

## Commercial – Steel

Delivers solutions for the steel sector supply chain and develops new business initiatives.

## Logistics Assistant:

Ensures agility, efficiency, and compliance across client processes.



# About Savixx Logistics

Savixx Logistics began operations in October 2024, establishing itself as a strategic extension of Savixx’s expertise in the foreign trade sector. Located in the Caju neighborhood of Rio de Janeiro, the unit specializes in the **storage and handling of malt**.

The logistics operation was designed to ensure **high performance, safety, and reliability** at every stage of the process. With a modern infrastructure and a highly qualified operational team, Savixx Logistics ensures that products are received, stored, and dispatched **efficiently and in compliance with the quality standards required by Brazilian regulations**.

By entering the logistics sector, Savixx reaffirms its ability to **innovate and expand responsibly**, upholding the pillars that sustain its reputation: **transparency, efficiency, stakeholder commitment, and compliance focus**.

# Organizational Structure

Savixx Logistics has a structure designed to ensure **efficiency, safety, and quality** in malt receiving, storage, and dispatch services:

## **Maintenance:**

Responsible for the technical integrity of equipment and terminal infrastructure.

## **Receiving/Dispatch:**

Ensures the efficient flow of malt according to client demand planning and manages compliance, including mandatory documentation and inventory control.

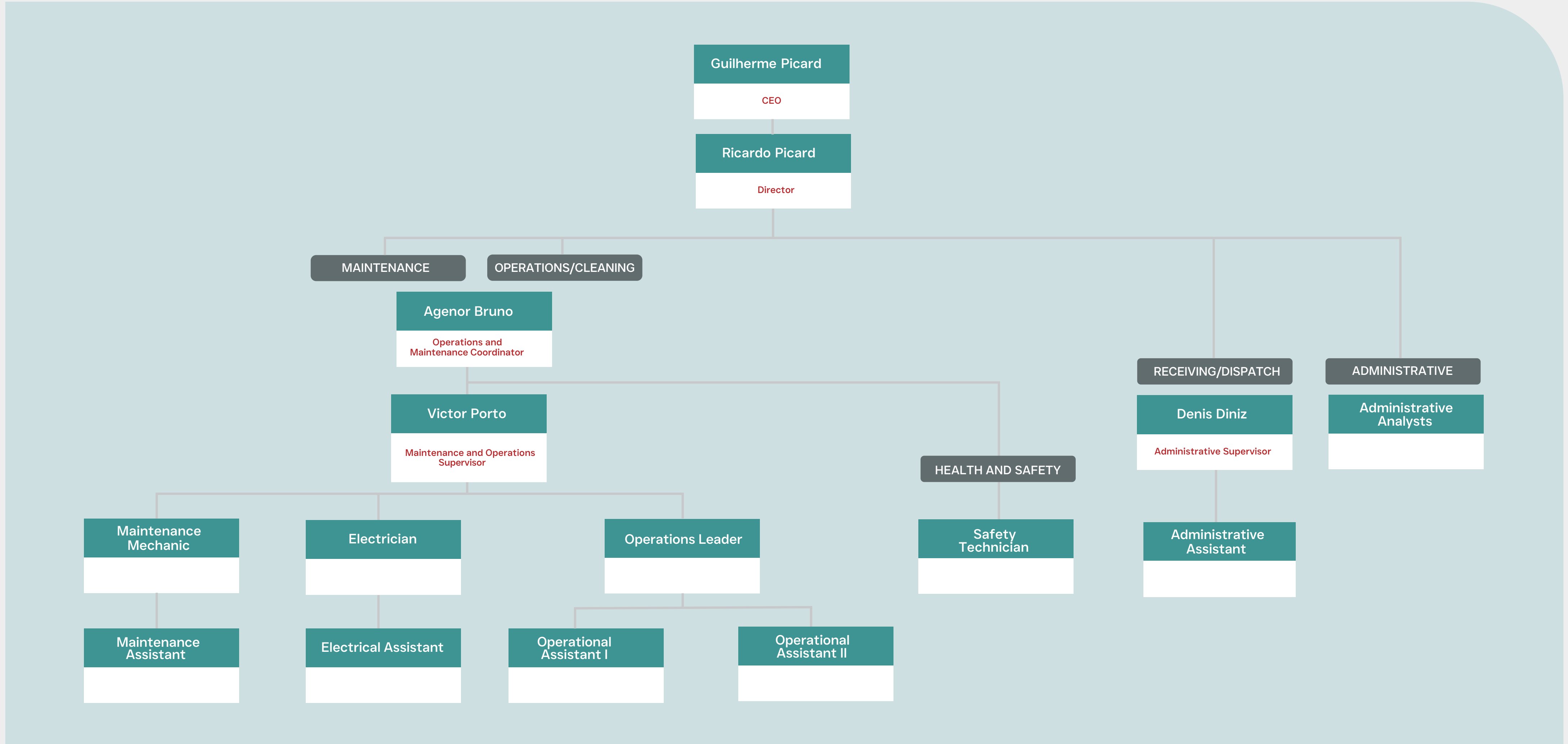
## **Cleaning:**

Maintains cleanliness and organization of the terminal, ensuring adherence to hygiene and malt safety standards.

## **Administrative:**

Responsible for internal activities, supported by analysts and the People, Culture & Management, and Occupational Safety teams.

With an operational team comprising **dozens of technical and support staff**, this unit ensures that logistics processes are executed with **precision, quality, and environmental responsibility**, as reflected in the certifications the company holds.





# About Savixx Solar Energy

Savixx Trading operates strategically in the energy sector, with a special focus on solutions for **renewable energy generation and transmission**.

With a comprehensive portfolio, the company provides services from **supplier sourcing in alternative markets to complete import logistics management**. Key products include **solar modules and panels**, essential for photovoltaic energy projects.

By integrating commercial **intelligence, logistical efficiency**, and sustainability commitment, Savixx strengthens its position as a **reliable partner** in the energy transition and in the development of solutions aligned with the demands of a **cleaner, more innovative future**.

# Report Overview

Savixx is committed to publicly disclosing its **Sustainability and ESG** initiatives to all stakeholders, including clients, employees, partners, suppliers, and investors. This **Sustainability and ESG Practices Report** covers the period from January to December 2024 and is aligned with the **United Nations Sustainable Development Goals (SDGs)**. It is also guided by the **ABNT PR 2030 – Recommended Practices for ESG** (Brazilian Association of Technical Standards) and the **Sustainability Accounting Standards Board (SASB)**, with materiality determined according to the professional and commercial services sector.

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