



Annual Integrated Report 2022

annexes



Materiality

GRI 2-14 • 3-1 • 3-2

Every 2 years we assess and prioritize material sustainability topics to ensure we remain focused on the most critical issues and impacts of our company, value chain and industry.

Our 2022 evaluation considered the stages of desk review, benchmarking, stakeholder consultation and leadership workshop. This assessment considered the impact of the important issues and their significance for the business.

The materiality review process was based on an analysis of C&A's internal and external contexts and implemented through the following stages:

Desk review

Analysis of internal and external documents, as well as sectoral and market guidelines.

- 2020 C&A Materiality
- Global C&A Sustainability Strategy
- RobecoSAM Yearbook
- Sustainability Accounting Standards Board (SASB) Materiality Finder
- Morgan Stanley Capital International (MSCI) Industry Materiality Map
- World Economic Forum (WEF) Risks

Benchmarking

Identification of material themes of national and international companies in the sector that are a benchmark in sustainability.

Consultation with internal and external stakeholders

Conduct surveys with stakeholders to obtain information on the level of importance given to a particular topic, making sure to identify any blind spots or risks that we had not otherwise identified:

- Employee
- Customer
- Industry company
- Sectoral entity
- Supplier
- Press
- Capital market
- Community (NGOs, fashion entrepreneurs, others)

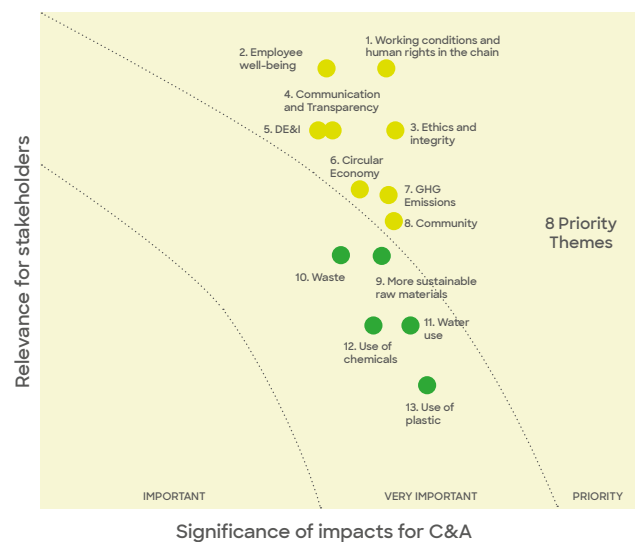


Workshop with C&A leadership

Approval of the matrix and definition of priority themes in the Internal ESG Committee, which were later reported to the Human Resources and Sustainability Committee, Audit and Risk Management Committee and the Board of Directors.

By placing the evaluated topics in a material that compares the strategic scenario and the vision of the stakeholders, we listed 8 priority themes:

Theme Prioritization



Regarding the C&A 2020 Materiality process, some themes were not prioritized in the new 2022 matrix. They are:

- digital transformation, new sales channels, infrastructure.
- economic performance.
- more sustainable raw materials and animal welfare.
- sustainable management of chemicals in the supply chain.
- waste.
- reduced water footprint (supply chain).
- sector collaboration.
- plastic pollution.
- biodiversity.

Priority themes:



Working conditions and human rights in the supply chain



C&A employee wellness: physical and mental health



Diversity, equity and inclusion



Greenhouse Gas emissions



Circular economy



Ethics and integrity



Communication and transparency



Relationship with communities

Annexes – Indicators

Economic indicators

Communication and training in anti-corruption policies and procedures¹

GRI 205-2

	Training	%	Releases	%
Board of Directors	0	0%	5	29%
Directors	3	27%	19	100%
Managers	325	57%	544	95%
Consultant/Coordinator/Supervisor	470	58%	571	71%
Operational	9,008	65%	13,556	98%
Interns	2	25%	8	100%
Apprentices	232	29%	742	94%

¹ It is not possible to compare among the years because the methodology for analyzing this data was changed in this period.



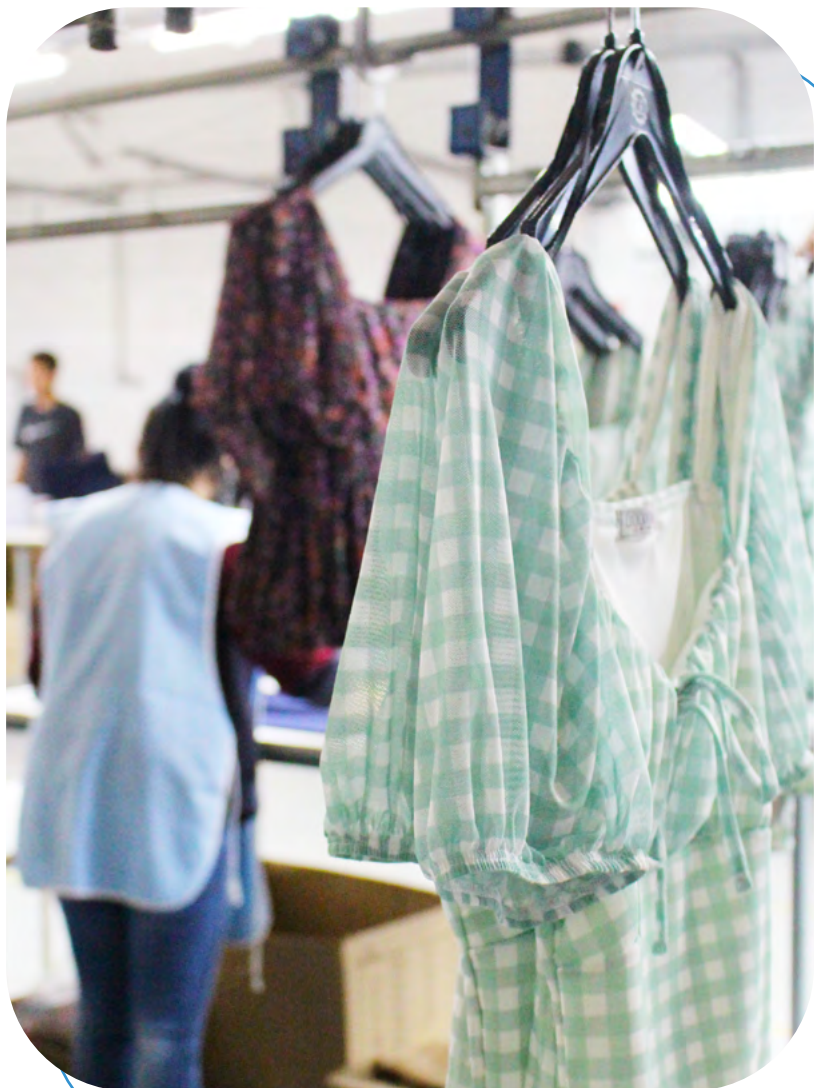
Mathematical ratio of base salary for women to men by functional¹

GRI 405-2

	2020 ²		2021 ²		2022 ²	
	Ratio of the basic salary of women to men	Ratio of women's to men's pay	Ratio of the basic salary of women to men	Ratio of women's to men's pay	Ratio of the basic salary of women to men	Ratio of women's to men's pay
Corporate Office						
Director	0.66	-	0.64	-	0.87	0.9
Manager	0.83	-	0.82	-	0.83	0.85
Supervisor/Consultant/Coordinator	-	-	-	-	0.9	0.91
Operational	-	-	-	-	0.86	0.87
Trainee	-	-	-	-	1	1
Distribution Center						
Director	-	-	-	-	-	-
Manager	-	-	-	-	1.02	0.85
Supervisor/Consultant/Coordinator	-	1.02	-	1.01	1.05	1.05
Operational	-	1.03	-	0.98	0.96	0.97
Trainee	-	-	-	-	-	-
Stores						
Director	-	-	-	-	-	-
Manager	-	-	-	-	-	-
Supervisor/Consultant/Coordinator	-	1.05	-	1.05	1.05	1.05
Operational	-	0.98	-	0.97	0.97	0.98
Trainee	-	-	-	-	-	-

¹ Only employee data from the Central Office was considered for strategic reasons.

² Historical data changed from % to rate to allow for comparison.



Environmental indicators

GRI 301-1

Materials used, classified by weight (Kg)

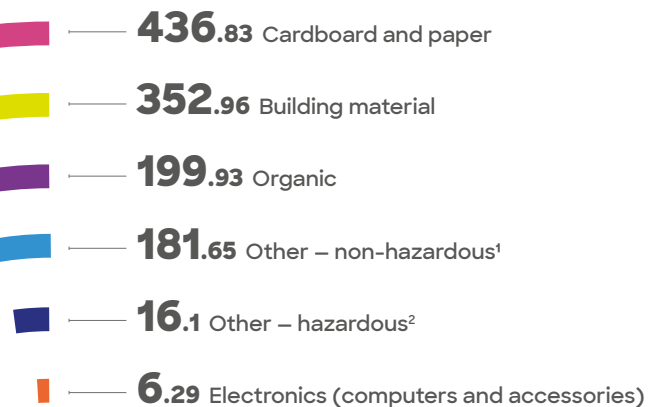
	Non-renewable materials	Renewable materials
Cotton	0	6,991,116.83
Polyester	2,481,378.82	0
Viscose	0	1,171,253.14
Polyurethane	882,686.21	0
Polyamide	519,888.73	0
Spandex	156,423.28	0
Acrylic	124,067.61	0
Polyvinyl chloride	0	41,230.78
Linen	0	30,110.65
Paper	0	11,315.41
Lyocell	0	11,262.64
Metal	10,718.09	0
Plastic	6,676.00	0
Polypropylene	2,491.88	0
Other	23,172.17	3,075.09
TOTAL	4,207,502.79	8,259,364.54

Waste by composition, in tons

GRI 306-3



1,193.76
total in 2022



¹ In "Other – non-hazardous", the following were considered: general plastics, plastic hangers, aluminum and other metals, metal hangers, glass, uniforms of store employees items that are deposited in the ReCiclo urn, but are considered out of conditions of use and non-segregated waste (lighting fixtures and waste mix).

² In "Others – hazardous" were considered: batteries, light bulbs, reactors, batteries, cell phones, vegetable oil, non-segregated hazardous, chemical products, ambulatory, other contaminated. Office and distribution center waste.

Waste by composition, in tons

GRI 306-3

	2020	2021	2022
Non-hazardous waste			
Organic	5,572.74	5,541.76	199.93
Cardboard and paper	407.83	471.05	436.83
Building material	377.06	592.13	352.96
Other – non-hazardous ¹	127.94	190.13	181.65
Hazardous waste			
Electronics (computers and accessories)	17.63	18.46	6.29
Other – hazardous ¹	11.86	9.18	16.1
Total	6,515.11	6,929.97	1,193.76

Waste directed, in tons

GRI 306-4 · 306-5

	2020			2021			2022		
	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total	Non-hazardous waste	Hazardous waste	Total
Recycling	793.12	29.53	822.65	1,200.89	24.96	1,225.86	766.86	22.36	763.86
Incineration (with energy recovery)	1.16	0	1.46	1.12	0	1.12	0	0	0
Incineration (without energy recovery)	0	0.01	0.01	0	0.18	0.18	0	0.03	0
Landfill	5,674.99	0	5,674.99	5,661.60	0	5,661.60	265.27	0	265.27
Other disposal operations	16	0	16	38.72	2.50	41.22	85.64	0	85.64
Total	6,485.57	29.54	6,515.11	6,902.33	27.64	6,929.97	1,117.77	22.39	1,193.76

¹ In the category Other – non-hazardous, we considered general plastics; hanger plastics; aluminum and other metals; hanger metal; glass; uniform of store employees; items deposited in the ReCiclo box and do not have conditions of use and non-segregated waste (lightning and waste mix). In the category "Other – hazardous", we considered batteries, lamp bulbs, reactors, batteries, cell phones, vegetable oil, non-segregated hazardous materials, chemicals, hospital waste, other contaminated materials, and waste from offices and distribution centers.



Social indicators

GRI 403-9

Occupational diseases		
	EMPLOYEES	THIRD PARTIES
Number of deaths resulting from accidents at work	0	0
Number of occupational accidents with serious consequences (except deaths)	0	0
Number of occupational accidents with mandatory reporting*	143	0

GRI 403-10

Occupational diseases		
	EMPLOYEES	THIRD PARTIES
Deaths resulting from occupational diseases	0	0
Rate of deaths resulting from occupational diseases	0	0
Cases of occupational diseases of mandatory reporting*	1	0

* The main type of work-related health problem was psychosocial diseases.

Note 1: C&A does not have a system to control accidents at work for third parties.

Note 2: The hazards and risks were mapped through the Risk Management Program - PGR.

Note 3: C&A does not have systematic action plans for mitigating measures to eliminate hazards and risks.

GRI 405-1

2022

Council members, by gender¹

	MEN	%	WOMEN	%
Board of Directors	4	80	1	20
Acceleration Committee	3	100	0	0
Human Resources and Sustainability Committee	1	33.33	2	66.67
Financial Services Committee	3	100	0	0
Audit Committee	2	66.67	1	33

2022

Board members, by age group¹

	UNDER 30	%	BETWEEN 30 AND 50	%	50 YEARS OLD AND UPWARDS	%
Board of Directors	0	0	1	20	4	80
Acceleration Committee	0	0	1	33.33	2	66.67
Human Resources and Sustainability Committee	0	0	0	0	3	100
Financial Services Committee	0	0	0	0	3	100
Audit Committee	0	0	1	33.33	2	66.67

2022

Board members, by race¹

	YELLOW	%	WHITE	%	INDIGENOUS	%	BLACK AND BROWN	%
Board of Directors	0	0	5	100	0	0	0	0
Acceleration Committee	0	0	3	100	0	0	0	0
Human Resources and Sustainability Committee	0	0	3	100	0	0	0	0
Financial Services Committee	0	0	3	100	0	0	0	0
Audit Committee	0	0	3	100	0	0	0	0

¹ It is not possible to compare between the years because the methodology for analyzing this data was changed in this period.

Council members, by vulnerable group¹

	WOMEN	%	BLACK	%	DISABLED PEOPLE	%	LGBTQIA+	%	INDIGENOUS	%	+50	%
Board of Directors	1	25	0	0	0	0	0	0	0	0	4	100
Acceleration Committee	0	0	0	0	0	0	0	0	0	0	2	100
Human Resources and Sustainability Committee	2	66.67	0	0	0	0	0	0	0	0	3	100
Financial Services Committee	0	0	0	0	0	0	0	0	0	0	3	100
Audit Committee	1	33.33	0	0	0	0	0	0	0	0	2	66.67

Employees by functional category and gender

	2020				2021				2022			
	MEN	%	WOMEN	%	MEN	%	WOMEN	%	MEN	%	WOMEN	%
Director	5	88.89	1	11.11	10	83	2	17	10	90.91	1	9.09
Manager	177	36.42	309	63.58	207	36	366	64	195	33.97	379	66.03
Supervisor	252	37.17	426	62.83	348	40	515	60	323	40.02	484	59.98
Operational	4,044	32.29	8,481	67.71	4,608	30	10,570	70	4,407	31.70	9,496	68.30
Trainee	4	36.36	7	63.64	8	50	8	50	3	37.50	5	62.50
Apprentice	163	25.43	478	74.57	216	28	545	72	226	28.57	565	71.43

Employees by functional category and age group

	2020						2021						2022					
	UNDER 30	%	BETWEEN 30 AND 50	%	50 YEARS OLD AND UPWARDS	%	UNDER 30	%	BETWEEN 30 AND 50	%	50 YEARS OLD AND UPWARDS	%	UNDER 30	%	BETWEEN 30 AND 50	%	50 YEARS OLD AND UPWARDS	%
Director	0	-	6	-	0	-	0	-	9	-	3	-	0	0	8	72.73	3	27.27
Manager	47	-	435	-	4	-	36	-	530	-	7	-	30	5.23	535	93.21	9	1.57
Supervisor	234	-	427	-	17	-	211	-	627	-	25	-	206	25.53	580	71.87	21	2.6
Operational	9,324	-	3,028	-	173	-	10,739	-	4,096	-	343	-	9,459	68.04	4,118	29.62	326	29.62
Trainee	11	-	0	-	0	-	15	-	1	-	0	-	8	100	0	0	0	0
Apprentice	641	-	0	-	0	-	761	-	0	-	0	-	791	100	0	0	0	0

Employees by race

	YELLOW	%	WHITE	%	INDIGENOUS	%	BLACK AND BROWN	%
2020								
Director	-	0.00	-	100	-	0.00	-	0.00
Manager	-	1.44	-	80.25	-	0.21	-	0.41
Supervisor	-	1.77	-	65.04	-	0.88	-	31.87
Operational	-	1.71	-	38.44	-	0.68	-	58.94
Trainee	-	0.00	-	81.82	-	0.00	-	18.18
Apprentice	-	1.87	-	34.95	-	0.31	-	62.56
2021								
Director	-	0.00	-	100	-	0.00	-	0.00
Manager	-	1.90	-	77.50	-	0.20	-	20.40
Supervisor	-	2.80	-	64.80	-	0.20	-	31.50
Operational	-	2.10	-	37.70	-	0.40	-	59.60
Trainee	-	0.00	-	62.50	-	0.00	-	37.50
Apprentice	-	2.10	-	39.60	-	0.00	-	58.30
2022								
Director	0	0	11	100	0	0	0	0
Manager	14	2.44	432	75.26	1	0.17	127	22.13
Supervisor	20	2.48	502	62.21	2	0.25	283	35.07
Operational	293	2.11	5,149	37.04	53	0.38	8,408	60.48
Trainee	0	0	5	62.50	0	0	3	37.5
Apprentice	14	1.77	288	36.41	2	0.25	487	61.57

¹ It is not possible to compare between the years because the methodology for analyzing this data was changed in this period

Employees by vulnerable group¹

	WOMEN	%	BLACK	%	DISABLED PEOPLE	%	LGBTQIA+	%	INDIGENOUS	%	+50	%
Director	1	100	0	0	0	0	0	0	0	0	0	0
Manager	379	94.04	14	3.47	0	0.17	0	0	1	0.25	9	2.23
Supervisor	484	86.74	47	8.42	4	0.72	0	0	2	0.36	21	3.76
Operational	9,496	75.96	2,033	16.26	593	4.74	0	0	53	0.42	326	2.61
Apprentice	5	62.5	3	37.5	0	0	0	0	0	0	0	0

Profile of employees

GRI 2-7

Profile of employees by region			
	2020	2021	2022
North	952	1,264	1,100
Northeast	3,241	4,065	3,639
Central-west	696	986	916
Southeast	7,924	9,933	9,206
South	864	1,155	1,144
Total	14,350	17,403	16,005

Profile of employees by gender			
	2020	2021	2022
Men	4,648	5,397	5,140
Women	9,702	12,006	10,865
Total	14,350	17,403	16,005

Profile of employees by employment contract and gender						
	2020		2021		2022	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Men	4,466	182	5,152	245	4,899	241
Women	9,142	560	11,348	658	10,226	639
Total	13,608	742	16,500	903	15,125	880

Profile of employees by employment contract and region						
	2020		2021 ¹		2022	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
North	952	56	-	-	1,040	60
Northeast	3,241	173	-	-	3,438	201
Central-west	696	31	-	-	855	61
Southeast	7,921	371	-	-	8,716	490
South	864	45	-	-	1,076	68
Total	13,674	676	-	-	15,125	880

¹ It is not possible to compare with the year 2021, because the analysis methodology of this data was changed in this period.

Turnover

GRI 401-1

By gender¹

	2021				2022			
	New hires	Employees dismissed	Employees dismissed	Turnover rate	New hires	Employees dismissed	Employees dismissed	Turnover rate
Men	3,748	69%	3,151	64%	4,021	32%	4,245	31%
Women	8,387	70%	6,472	62%	8,444	68%	9,500	69%
Total	12,135	70%	9,623	55%	12,465	100%	13,745	100%

By age group¹

	2021				2022			
	New hires	Employees dismissed	Employees dismissed	Turnover rate	New hires	Employees dismissed	Employees dismissed	Turnover rate
Abaixo de 30 anos	10,392	84%	7,961	74%	10,587	85%	11,295	82%
Entre 31 e 50 anos	1,717	37%	1,614	35%	1,828	15%	2,381	17%
Acima de 51 anos	26	1%	48	10%	52	0%	69	1%

By region¹

	2021				2022			
	New hires	Employees dismissed	Employees dismissed	Turnover rate	New hires	Employees dismissed	Employees dismissed	Turnover rate
Central-west	851	86%	633	75%	1,063	9%	1,132	8%
Northeast	2,436	60%	2,008	55%	2,094	17%	2,489	18%
North	949	75%	271	66%	996	8%	1,140	8%
Southeast	6,796	68%	5,376	61%	6,943	56%	7,619	55%
South	1,103	95%	885	86%	1,371	11%	1,365	10%

¹ Turnover data started to be reported as of 2021.

Training hours offered to employees

By gender

GRI 404-1¹

	2022	
	Average	Total
Men	7,5	38.685,78
Women	7,9	85.957,26
Total	7,8	124.643,05

Por cargo

GRI 404-1¹

	2022	
	Average	Total
Board of Directors	0,95	23,00
Manager	0,2	127,55
Supervisor	8,7	6,990,10
Operational	7,65	111,718,51
Trainee	722,9	5,783,88

Maternity/paternity leave

GRI 401-3

	2020		2021		2022		
	Male	Female	Male	Female	Male	Female	Total
Total number of employees entitled to maternity/paternity leave	4,648	9,702	4,648	12,006	5,164	10,930	16,094
Total number of employees who took maternity/ paternity leave in the year	0	554	0	501	0	697	697
Total number of employees who took maternity/ paternity leave	0	544	0	501	0	524	524
Rate of return to work	0	98.19%	0	100%	0%	75.18%	75.18%
Total number of employees who returned to work after the end of their maternity/paternity leave and remained employed after 12 months after their return	0	407	0	411	0	310	310
Employees retention rate	0	73%	0	81%	0%	59.16%	59.16%

Management cycle

Number and percentage of employees who had their performance evaluated¹

GRI 404-3

	Number	%
Men	3,733	72%
Women	7,944	72%
Total	11,677	72%

Number and percentage of employees who had their performance evaluated, by job category

GRI 404-3

	2020		2021		2022	
	Number	%	Number	%	Number	%
Board of Directors	2	-	9	-	12	100%
Manager	485	-	543	-	10	100%
Supervisor	639	-	672	-	594	99%
Operational	658	-	10,813	-	10,260	74%
Trainee	14	-	-	-	801	100%

¹ It is not possible to compare between the years because the methodology for analyzing this data was changed in this period

List of priority raw materials - SASB CG-AA-440 a.3

Raw materials list	Environmental and/or social factors most likely to threaten supply	Business risks and/or opportunities associated with environmental and/or social factors	Management strategy to address business risks and opportunities
Cotton	Climate change with production breakdowns/ Labor issues	The share of BCI certified cotton is above 90% of the whole volume, with Brazilian cotton being around 80% of this volume, cotton has in its largest planting area, a low water stress for being supplied by green water (rain). ABRAPA and BCI look to the future strategy, regarding the business continuity.	C&A seeks to develop products with recycled cotton (Circular Jeans for example), covered by RCS certification, to gradually reduce the use of virgin raw materials, where we have a commitment to procure virgin raw materials from certified sources, such as BCI. Also, this year, Regenagri certified agro regenerative cotton was used on a small scale, in partnership with Scheffer, with a positive impact on GHG reduction mitigation and a positive impact on biodiversity.
Viscose	Threat to native forests / pollution from the production process / labor issues	C&A participates in discussions on the subject through the Textile Exchange and Sustainable Apparel Coalition, which brings together the entire global network involved in the topic in the search for the best solutions in a joint sectoral manner.	C&A has a commitment with direct Viscose suppliers from suppliers that use fiber produced by the companies Lenzing and Aditya Birla, which are well evaluated by Canopy Style, Changing Markets Foundation and ZDHC, and also invest to obtain closed loop production. Other Viscose fiber suppliers are striving to improve their indicators to be accepted as well as the companies mentioned, expanding the offer.
Polyester	Non-renewable fossil source	In the same way C&A participates in discussions through Textile Exchange and SAC, to keep up to date in the search for the best solutions.	C&A seeks viable short, medium and long term solutions for the gradual reduction of dependence on raw materials from fossil sources. This year C&A through partnership with sectors of Industry, encouraged the development of a national 100% recycled polyester and high quality (multi-strand filaments), used in the collection Eco ACE™, in the medium term, we maintain contact with another domestic company, which develops a renewable-based polyester, from sugar cane, called MEC, which will soon be available for testing.

GRI Index

Standard	Disclosures		Reference/Direct Response
GRI 2: General Disclosures 2021			
General Disclosures			
GRI 2: General Contents – 2021	2-1	Organizational details	Page 7, 10, 12, and 20 of the main booklet
	2-2	Entities included in the organization's sustainability reporting	Page 7 and 49 of the main booklet
	2-3	Reporting period, frequency and contact point	Page 7 of the main booklet
	2-4	Restatements of information	There is no restatement of information required. The biggest update of the previous year's report in relation to this was the materiality review. The process needed to be reviewed considering the context of the textile retail sector, the current Brazilian scenario, and the global and local sustainability strategy.
	2-5	External assurance	Page 29
	2-6	Activities, value chain and other business relationships	Page 9, 35 and 82 of the main booklet
	2-7	Employees	OK
	2-8	Workers who are not employees	Omission: We do not report data related to workers who are not employees due to strategic reasons.
	2-9	Governance structure and composition	Page 21, 22, 23 and 24 of the main booklet
	2-10	Nomination and selection of the highest governance body	Page 22 of the main booklet
	2-11	Chair of the highest governance body	The company's Bylaws prohibit the exercise of the positions of Chair of the Board of Directors and Chief Executive Officer or principal executive of the company cumulatively by the same person.
	2-12	Role of the highest governance body in overseeing the management of impacts	Page 23, 26 and 30 of the main booklet
	2-13	Delegation of responsibility for managing impacts	Page 22, 30 and 65 of the main booklet
	2-14	Role of the highest governance body in sustainability reporting	Page 65 of the main booklet

Standard	Disclosures		Reference/Direct Response
GRI 2: General Contents – 2021	2-15	Conflicts of interest	Page 28 of the main booklet
	2-16	Communication of critical concerns	Page 28 of the main booklet
	2-17	Collective knowledge of the highest governance body	Omission: We do not conduct training in the reference year, but the need is mapped.
	2-18	Evaluation of the performance of the highest governance body	Page 25 of the main booklet
	2-19	Remuneration policies	Page 28 of the main booklet
	2-20	Process to determine remuneration	OK
	2-21	Annual total compensation ratio	Omission: We do not report the compensation ratio data due to strategic reasons.
	2-22	Statement on sustainable development strategy	Page 5 of the main booklet
	2-23	Policy commitments	Page 27 and 29 of the main booklet
	2-24	Embedding policy commitments	Page 27 of the main booklet
	2-25	Processes to remediate negative impacts	Page 28 of the main booklet
	2-26	Mechanisms for seeking advice and raising concerns	Page 28 of the main booklet
	2-27	Compliance with laws and regulations	The company has no significant cases to be reported during the period.
	2-28	Membership associations	Page 15 of the main booklet
	2-29	Approach to stakeholder engagement	Page 53 and 65 of the main booklet
	2-30	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.
	Material topics		
	3-1	Process to determine material topics	Page 2
	3-2	List of material topics	Page 3

Standard	Disclosures		Reference/Direct Response
MATERIAL THEME: ETHICS AND INTEGRITY			
GRI 3: Material Topics 2021	3-3	Management of material topics	Page 26 of the main booklet
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Page 29 and 83 of the main booklet
	205-2	Communication and training about anti-corruption policies and procedures	Page 4 Page 29 and 83 of the main booklet
		Confirmed incidents of corruption and actions taken	In 2022, we have no history of corruption cases in our Ethics Channel or lawsuits.
GRI MATERIAL THEME: CIRCULAR ECONOMY			
GRI Material topics	3-3	Management of material topics	Page 71 of the main booklet
GRI 306: Waste 2020	301-1	Materials used by weight or volume	Page 6
	301-2	Recycled input materials used	Page 74 of the main booklet
	306-1	Waste generation and significant waste-related impacts	Page 77 of the main booklet
	306-2	Management of significant waste-related impacts	Page 77 of the main booklet
	306-3	Waste generated	Pages 7 and 8
	306-4	Waste diverted from disposal	Page 8
	306-5	Waste directed to disposal	Page 8
MATERIAL THEME: GHG EMISSIONS			
GRI Material topics	3-3	Management of material topics	Page 79 of the main booklet
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Page 79 of the main booklet
	305-2	Energy indirect (Scope 2) GHG emissions	Page 79 of the main booklet
	305-3	Other indirect (Scope 3) GHG emissions	Page 79 of the main booklet

Standard	Disclosures		Reference/Direct Response
MATERIAL THEME: C&A EMPLOYEE WELLNESS: PHYSICAL AND MENTAL HEALTH			
Employment			
	401-1	New employee hires and employee turnover	Page 13
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	According to our Benefits Policy, we support the well-being of all our employees and dependents, which includes life insurance, health insurance, parental leave, in addition to meal allowance, transport voucher, daycare benefit, funeral benefit, pharmacy benefit, personal support program, discount on purchases, payroll loan, SESC, telemedicine, dental insurance (headquarters and distribution centers). Dental insurance for stores forecast by the CCT, the other stores will soon have the insurance by adhesion. *Telemedicine is granted to the eligible active members of the health insurance.
	401-3	Parental leave	Page 14
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Page 59 of the main booklet
	403-2	Hazard identification, risk assessment and incident investigation	Page 59 of the main booklet
	403-3	Occupational health services	Page 59 of the main booklet
	403-4	Worker participation, consultation, and communication to workers regarding occupational health and safety	Page 59 of the main booklet
	403-5	Worker training on occupational health and safety	Page 59 of the main booklet
	403-6	Promotion of worker health	Page 59 of the main booklet
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 59 of the main booklet
	403-8	Workers covered by an occupational health and safety management system	Page 59 of the main booklet
	403-9	Work-related injuries	Page 9
	403-10	Work-related ill health	Page 9

Standard	Disclosures		Reference/Direct Response
Training and Education			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Page 14
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 57 of the main booklet
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 14
MATERIAL THEME: DIVERSITY, EQUITY AND INCLUSION			
GRI Topics materials	3-3	Management of material topics	Page 54 of the main booklet
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Pages 9, 10 and 11
	405-2	Ratio of basic salary and remuneration of women to men	Page 54 of the main booklet
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	<p>The nine reported incidents refer to situations in which the Legal department was involved or became aware of.</p> <p>All nine incidents reported by the Legal department were treated in the extrajudicial sphere (Reclame Aqui or directly by the physical store) and were discussed in a working group composed of Legal, Customer Service and Communication departments.</p> <p>After internal analysis, all incidents were treated and closed.</p>
MATERIAL THEME: EMPLOYEE WELLNESS (working conditions and human rights in suppliers)			
GRI Material topics	3-3	Management of material topics	Page 82 of the main booklet
	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The Code of Conduct for the supply of C&A goods provides that suppliers must adopt an open and collaborative stance so that workers can exercise their freedom of association and collective bargaining. Even in countries where there is no provision by law, suppliers must make it easier for workers to establish alternative forms of representation and negotiation.

Standard	Disclosures		Reference/Direct Response
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Frequent audits are carried out at the production units to validate the working conditions and minimum age of the workers. The activities performed by children under 18 years of age are also evaluated, so that they do not perform dangerous activities or work during the night. In addition, the suppliers sign our term of acceptance to the conditions of the Code of Conduct at the time of approval. C&A prohibits the hiring of child labor in its supply chain. The Global Code of Conduct for the Supply of Goods provides for the minimum working age of 16 years, as well as the Brazilian legislation, which also provides for the age of 14 years of age for a minor apprentice. In addition, suppliers must maintain strict procedures for verifying age at the time of hiring and also ensure that workers who perform night or hazardous work are at least 18 years old.
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Global Code of Conduct for Commodity Supply highlights the expected actions of suppliers to inhibit any form of compulsory labor in their operations. Failure to comply with this requirement is considered "zero tolerance" and provides for interruption of the commercial relationship, as well as remediation actions.
	410-1	Security personnel trained in human rights policies or procedures	We do not report this data for strategic reasons.
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Page 84 of the main booklet
	414-2	Negative social impacts in the supply chain and actions taken	Page 85 of the main booklet

MATERIAL THEME: RELATIONSHIP WITH THE COMMUNITY

GRI: Topics Materials - 2021	3-3	Management of material topics	Page 59 of the main booklet
	203-1	Infrastructure investments and service supported	In 2022 there were no investments in infrastructure.
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Page 59 of the main booklet
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	C&A has identified a single lawsuit regarding misuse of data.

MATERIAL THEME: COMMUNICATION FOR CLIENTS AND TRANSPARENCY

GRI: Material Topics 2021	3-3	Management of material topics	Page 70 of the main booklet
	416-1	Assessment of the health and safety impacts of product and service categories	Page 70 of the main booklet
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	We have not identified any notice of violation or complaint related to impact on consumer health or safety in the use of our products.

Standard	Disclosures		Reference/Direct Response
	417-1	Requirements for product and service information and labeling	<p>During 2022, there were 2 cases of non-compliance with laws that resulted in fine or penalty, 16 cases of non-compliance with laws that resulted in warning, and we had no cases of non-compliance with voluntary codes.</p> <p>C&A was fined in 2 cases relating to nonconformities related to tags and labels. In addition, in 16 cases the company has only been notified, of which it is still awaiting final decisions.</p>
	417-2	Incidents of non-compliance concerning product and service information and labeling	<p>C&A was fined in 2 cases relating to nonconformities related to tags and labels. In addition, in 16 cases the company has only been notified, of which it is still awaiting final decisions.</p>
	417-3	Incidents of non-compliance concerning marketing communications	<p>C&A was fined in 13 cases due to the understanding that there was the practice of misleading advertising. In addition, in 10 cases the company has only been notified, and we await a final decision by the competent body.</p>
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>&A has identified a single lawsuit regarding misuse of data.</p>

SASB Index

Code	Accounting metrics	Category	Unit of measurement	Reference/ Direct response
CG-AA-250a.1	Discussion of processes to maintain compliance with restricted substances regulations.			We have no legislation on the subject in Brazil.
CG-AA-430a.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.			Page 83 of the main booklet. 100% of Tier 1 suppliers and 66% of Tier 3, are in compliance with wastewater discharge permits. In addition, 17 Tier 1 facilities (2%), 13 Tier 2 facilities (2%), and 30 Tier 3 facilities (3%), are in compliance with wastewater standards.
CG-AA-430a.2	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.			Page 83 of the main booklet. 100% of Tier 1 suppliers and 66% of Tier 3, are in compliance with wastewater discharge permits. In addition, 17 Tier 1 facilities (2%), 13 Tier 2 facilities (2%), and 30 Tier 3 facilities (3%), have completed the Higg FEM or equivalent assessment.
CG-AA-440a.3	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities.			Page 15
CG-AA-440a.4	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.			9,865.14 of raw material certified by the Textile Exchange's Recycle Claim Standard (RCS) and 6,303,877.56 certified by the Better Cotton Initiative.
CG-AA-430b.1	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor.			Page 84 of the main booklet. 794 Tier 1 facilities (100%), 75 Tier 2 facilities (17%) and 869 Tier 3 facilities (70%) were audited by a labor code of conduct. In addition, 375 Tier 1 facilities (47%) and 375 Tier 2 facilities (30%), were audited for labor code of conduct by an external auditor.
CG-AA-430b.2	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits			In 2022, the priority non-compliance rate associated with supplier labor code of conduct audits was 3.5% and the corrective action rate for non-compliance with internally developed audit standards was 100%.
CG-AA-430b.3	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain			Page 83 of main booklet
CG-AA-000.A	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1			Page 82 of main booklet

TCFD Index

Themes	TCFD Recommendation	Report page or direct response
Governance	Describe how the Board of Directors oversees risks and opportunities related to climate change.	The Board of Directors approves policies related to impacts, risks, and opportunities, in addition to having delegated competencies to the Advisory Committees. The identification and management are the responsibility of the Audit and Risk Management Committee. The opportunities may be under the scope of the Executive Board, Committees or Board of Directors, depending on the theme. The Risk Management Policy guide this action.
	Describe the role of the Board of Directors in evaluation and management.	The Board of Directors approves policies related to impacts, risks and opportunities, in addition to having delegated powers to the Advisory Committees. The identification and management are the responsibility of the Audit and Risk Management Committee. The opportunities may be under the scope of the Executive Board, Committees or Board of Directors, depending on the theme. This action is guided by the Risk Management Policy. The ESG area is responsible for supporting the company in the climate change risk response plan, monitored by the Risk Management team.

Themes	TCFD Recommendation	Report page or direct response												
Strategy	Risks and opportunities related to climate change that the organization identified in the short, medium, and long term.	<p>We define the short, medium and long term time horizons as follows:</p> <table><tr><th></th><th>From (years)</th><th>To (years)</th></tr><tr><td>Short term</td><td>0</td><td>1</td></tr><tr><td>Medium term</td><td>2</td><td>5</td></tr><tr><td>Long term</td><td>5</td><td>10</td></tr></table> <p>Within the strategic risk management program, the following climate change risk factors were observed:</p> <p>a) Short-term: Our growth schedule is subject to inventory management risks such as weather variations, seasonality, changes in consumer preferences and fashion trends: Prolonged periods of higher temperatures during the winter or cooler during the summer may leave a portion of our inventory incompatible with the expected weather conditions. In this way, periods of altered weather can lead us to sell excess inventories at discounted prices, reducing our margins, which can have a negative material effect. This may be more significant in the cases of winter collections, which have higher average prices.</p> <p>b) Medium-term: We depend on the public and private system of logistics infrastructure to ship our products to our facilities and consumers: The occurrence of any adverse event such as strikes, logistical problems, increase in fuel prices, border closures, local travel restrictions, external weather events, fires, floods, theft, among others, leading to significant interruptions or reduction in infrastructure activities or transport operations or any failure to transport products between our facilities, suppliers or consumers, for any reason, may delay or affect our ability to distribute our products, impair product demand and prices, prevent or delay deliveries, impose additional costs on our products and reduce foot traffic, which may reduce our sales and adversely affect our business, results of operations and financial conditions.</p> <p>c) Long-term: We may be affected by extreme climate change, natural disasters and natural resource crisis: Our supply chain of clothing products can be adversely affected by natural disasters or extreme climate changes, such as storms or floods, and mainly by a crisis of natural resources (such as water shortage), significantly impacting the chain from cotton plantation to clothing production. The occurrence of any of the above factors could adversely affect our inventory management, operations and financial results.</p> <p>In addition, our operation of stores and distribution centers may be adversely affected by natural disasters or extreme weather changes, such as storms or floods, among others, leading to significant interruptions or reduction in activities, and may delay or affect our ability to distribute our products, prevent or delay deliveries, impose additional costs on our products and reduce foot traffic, which could reduce our sales and adversely affect our business, results of operations and financial condition.</p> <p>Regarding the opportunities identified by the company, we have:</p> <ul style="list-style-type: none">- Automation of processes in distribution centers;- More sustainable supply chain since the cultivation of raw materials, which gives C&A a broad advantage over the competition, which still pays little attention to these issues;- Use of gas emission inventory data as a business opportunity, considering the climate issue as a strategic factor. <p>For more details on the evaluation processes, see our Risk Management Policy.</p>		From (years)	To (years)	Short term	0	1	Medium term	2	5	Long term	5	10
		From (years)	To (years)											
	Short term	0	1											
Medium term	2	5												
Long term	5	10												
	Impacts of risks and opportunities related to climate change on business, strategy and financial planning of the organization.	Questionnaire answered by C&A to CDP available on here , item 2.												
	Resilience of the organization's strategy, considering different climate change scenarios, including a scenario of 2°C or less.	<p>Global C&A, in committing to the Science Based Targets Initiative's reduction target, conducted a scenario analysis and our absolute emissions reduction targets are aligned with climate scenarios that keep global warming below 2°C. See the full disclosure of our commitment here.</p> <p>Moreover, our Sustainability strategy in search of fashion with a positive impact confers resilience to the business in the face of climate change: we prioritize the use of more sustainable raw materials with over 96% of our cotton being sourced more sustainably, we develop products to be used again, thinking about their entire life cycle, 64% of stores are supplied by the free energy market, we implemented the green fleet project with electric trucks, we built 3 solar plants that will supply 10 stores, among other initiatives (see page 65 of the main booklet).</p>												

Themes	TCFD Recommendation	Report page or direct response
Risk Management	Processes used by the organization to identify and assess risks related to climate change	<p>With risk management practices, C&A seeks to prevent, mitigate, and treat any and all types of risk that may impact the execution of the company's strategy, ensuring that risks and their impacts are considered in the decision-making process.</p> <p>The methodology follows these steps:</p> <ol style="list-style-type: none"> 1. Understanding of strategic objectives <p>The understanding of the strategic objectives is the first stage of the risk management process, since it includes the deep understanding of the strategies and objectives of the business that will be the focus during the identification of the company's risks.</p> <ol style="list-style-type: none"> 2. Identification and documentation of risks <p>The identification of corporate risks considers the main factors (external, internal, and emerging risks) that can affect strategic initiatives. The objective of this step is to identify the risks based on the perception of the company's executives. The product of this stage is a relationship of risks based on factors that may divert the company from the achievement of its main strategic objectives, which are categorized according to the Risk Dictionary.</p> <p>Within the scope of the company, risks of a strategic, financial, operational, technological and regulatory nature are considered.</p> <p>The risk "Climate Change" is considered in our Risk Dictionary as the risk "39. Climate Change and Natural Disasters", under the category "Strategic Risks" and the subcategory "External Factors".</p> <p>In 2020, based on the identification stage, the company analyzed the degree of each risk, considering its potential impact on the business and the probability of each risk materializing. After that, the main risks were listed in which the company's Executive Board, with the support of the Audit and Risk Management Committee and the Board of Directors, defined the Heat Map prioritizing the risks with the greatest impact on the company's strategy.</p> <p>Heat Map with Prioritized Risks</p> <p>The company's Risk Management governance, where all risks inherent to the business are monitored, is carried out continuously by the Risk Management and Internal Controls area.</p>

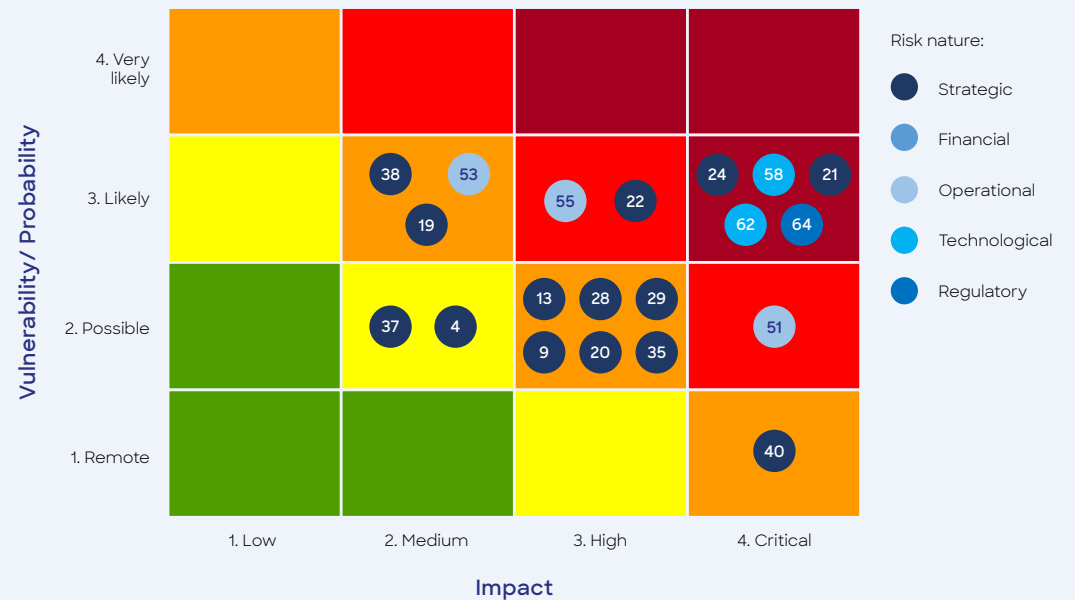
Heat Map - Risks prioritized by the Executive Board

2021

Top 20 Risks	Risks
24	Strategy planning and execution
58	Technology Architecture and Systems
21	Digital
62	Security, Cyber and Privacy
64	LGPLD
55	Talent Attraction and Retention
22	Partnerships and Strategic Alliances
51	Logistics Distribution
13	Organizational Culture
9	Social Responsibility and Sustainability

2022

Top 20 Risks	Risks
38	Social Media
53	Process effectiveness and efficiency
19	Supplier Dependency
28	Customer Journey
29	Consumer behavior
20	Store Operation (Off-line)
35	Innovation
40	Societal
37	Competition or New Participants
4	Internal Communication



Themes	TCFD Recommendation	Report page or direct response
Risk Management	Processes used by the organization to identify and assess risks related to climate change.	<p>At the end of the stage of evaluation of the degree of exposure of the company, the decision-making process regarding the treatment of risks is carried out, according to the risk appetite guidelines determined by the company's senior management.</p> <p>This phase involves identifying, training and supporting the owners of the risks in the development and formalization of the "response plan" that includes possible alternatives to address the risks:</p> <ul style="list-style-type: none"> a. Avoid: eliminate risks, redefine business objectives and/or strategies. b. Reduce: diversify, intensify the level of management and/or improve controls. c. Accept: no further action, keep monitoring. d. Share: Share or transfer, in part or in whole, the risks. <p>According to the risk appetite guidelines determined by the company's senior management, the risk of "Climate Change" ("39. Climate Change and Natural Disasters"), has not been prioritized, but is being monitored by the company within the Risk Management governance. It is worth mentioning that the risk related to the socio-environmental theme ("9. Social Responsibility and Sustainability") was prioritized by the company and a "response plan" was created and is being monitored by the Executive Board, the Audit and Risk Management Committee and the Board of Directors.</p>
	How the processes used by the organization to identify, assess, and manage risks related to climate change are integrated into the overall management of organization risks.	<p>The company conducted a Risk Assessment in 2020, which is updated whenever necessary or every three years, with the objective of reviewing the current model of corporate risk management, considering the documentation of the main business risks that may impact the execution of its strategy and defines the risks that will be prioritized in the risk dictionary.</p> <p>At the moment, the risk "39. Climate Change and Natural Disasters" is being monitored, but when the company prioritizes it, a "response plan" will be structured with the support of Risk Management and Internal Controls, according to the current methodology.</p>

Themes	TCFD Recommendation	Report page or direct response
Metrics and Goals	<p>Metrics used by the organization to evaluate the risks and opportunities related to climate change according to the risk management strategy and process.</p>	<p>We aim to create fashion with positive impact, and this begins when we offer our customers products with less environmental impact and/or with circularity attributes in their development. In the current context in which we experience clear man-made climate change, our growth agenda is subject to inventory management risks due to climate variations, seasonality, changes in consumer preferences and fashion trends.</p> <p>Climate risks and opportunities influence financial planning, such as indirect costs and acquisitions and divestments. Actions to respond to risks and opportunities may incur indirect expenses or investments, and must be provided for in a plan approved by the Board of Directors and competent governance bodies.</p> <p>Our supply chain of clothing products can be adversely affected by natural disasters or extreme climate change, and especially by a crisis of natural resources (such as water shortage), significantly impacting the chain from cotton plantation to clothing production. The occurrence of any of the above factors could adversely affect our inventory management, operations and financial results. We may then be subject to a drop in revenues due to a reduction in demand for products and services and the inability or delay in identifying changes in customers' consumption habits and behavior. (https://ri.cea.com.br/servicos-aos-investidores/principais-fatores-de-risco/).</p> <p>During the year, we made continuous investments in the modernization of the supply chain and the processes of construction of the collections to meet the demands of consumers quickly, considering: (i) mesh network and distribution, (ii) omnichannel operation, and (iii) technology.</p> <p>We are susceptible to degradation of the company's reputation and image before its customers, employees, suppliers, regulatory bodies and investors if we are unable to adequately demonstrate our initiatives on the subject.</p> <p>We invest in more efficient production processes in the use of resources for our collections with reduced use of water, chemicals and consequently emissions. Also investments in technology for our operations in the form of efficiency initiatives in stores (100% LED lighting, retrofit made in 2022); inverter air conditioning equipment; emergency generator with low diesel consumption; remote energy monitoring in real time; remotely adjusted temperature setpoint; automation to remotely turn on and turn off the air-conditioning equipment, elevators and escalators with inverter and with consumption reduction system when they are out of use and supply by renewable sources with more than 65% of the stores in the free market and construction of solar power plants). We expanded the green logistics project, with replacement of CNG fuel and electric trucks with monitoring of emissions reduction.</p>
	Greenhouse gas emissions of Scope 1, Scope 2 and, if applicable, Scope 3, and the risks related to them.	Climate Change Chapter. GHG Inventory, page 79.
	Goals used to manage risk and opportunities related to climate change and the performance against goals.	<p>C&A, as a fashion retail company in line with the industry agreement, is committed to reducing greenhouse gas emissions of scopes 1, 2 and 3 by 30% by 2030, compared to the base year 2018. This commitment has been established globally for all regions and business units, with the Science Based Targets Initiative (SBTi). The targets that cover greenhouse gas emissions from the company's operations (scopes 1 and 2) are consistent with the reductions needed to keep global warming below 2°C. Locally, C&A Brazil considers its base year 2019, after the IPO that same year, which provided greater autonomy for local management. Thus, and for greater adherence to the national context, the company is reviewing the methodology to be adopted regionally. (See commitment)</p>

Assurance Letter

GRI 2-5



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Limited assurance report issued by independent auditors

To the Board of Directors and Shareholders of
C&A Modas S.A.
São Paulo - SP

Introduction

We were engaged by C&A S.A. ("C&A" or "Company") to apply limited assurance procedures on the sustainability information disclosed in the Annual Report 2021 ("Report"), in the accompanying information to this report related to the period ended December 31, 2021.

KPMG Auditores Independentes Ltda., uma sociedade simples brasileira, de responsabilidade limitada e firma-membro da organização global KPMG de firmas-membro independentes licenciadas da KPMG International Limited, uma empresa inglesa privada de responsabilidade limitada.

KPMG Auditores Independentes Ltda., a Brazilian limited liability company and a member firm of the KPMG global organization of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee.

Responsibilities of C&A's Management

The Management of C&A is responsible for adequately preparing and presenting the sustainability information in the Annual Report 2021 in accordance with both the Standards for Sustainability Report of Global Reporting Initiative – GRI, with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework of the Integrated Report prepared by the International Integrated Reporting Council - IIRC), with the Sustainability Accounting Standard – Apparel, Accessories & Footwear of the Sustainability Accounting Standards Board (SASB), with the Task Force on Climate-Related Financial Disclosures (TCFD), and the internal controls determined necessary to ensure this information is free from material misstatement, resulting from fraud or error.

Responsibility of independent auditors

Our responsibility is to express a conclusion about the information in the Report based on a limited assurance engagement conducted in accordance with Technical Communication (CT) 07/2012, which was prepared based on NBC TO 3000 (Assurance Engagements Other Than Audits and Reviews), both issued by the Brazilian Federal Accounting Council - CFC equivalent to international standard ISAE 3000, issued by the International Federation of Accountants and applicable to Non-Financial Historical Information. These standards require compliance with ethical requirements, including independence ones, and the engagement is also conducted to provide limited assurance that the information disclosed in the Report, taken as a whole, is free from material misstatement.

KPMG Auditores Independentes Ltda. ("KPMG") applies Brazilian and international standards on quality control, and consequently maintains a comprehensive quality control system including documented policies and procedures related to compliance with ethical and professional standards, in addition to the legal and regulatory applicable requirements. We comply with the comprehensive code of ethics including detailed independence requirements, established based on the ethical principles of integrity, objectivity, competence and professional care, confidentiality and professional behavior.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of questions and interviews with the Management of C&A and other professionals of the Company involved in the preparation of the information disclosed in the Report and use of analytical procedures to obtain evidence that enables us to reach a limited assurance conclusion about the sustainability information taken as a whole. A limited assurance engagement also requires additional procedures when the independent auditor acknowledges issues which may lead them to believe that the information disclosed in the Report taken as a whole could present material misstatement.

The selected procedures were based on our understanding of the issues related to the compilation, materiality and presentation of the information disclosed in the Report, on other engagement circumstances and also on our considerations regarding areas and processes associated with material sustainability information disclosed where relevant misstatement could exist. The procedures consisted of:

- a. engagement planning: considering the material aspects for C&A's activities, the relevance of the information disclosed, the amount of quantitative and qualitative information and the operational systems and internal controls that served as a basis for preparation of the information in the C&A's Report. This analysis defined the indicators to be checked in details;
- b. understanding and analysis of disclosed information related to material aspects management;
- c. analysis of preparation processes of the Report and its structure and content, based on the Principles of Content and Quality of the *Standards* for sustainability report of the Global Reporting Initiative - GRI (GRI - Standards) and with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 - Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report, prepared by the The International Integrated Reporting Council (IIRC), with the Sustainability Accounting Standard – Apparel, Accessories & Footwear of the Sustainability Accounting Standards Board (SASB), and with the Task Force on Climate-Related Financial Disclosures (TCFD);
- d. evaluation of non-financial indicators;
 - understanding of the calculation methodology and procedures for the compilation of indicators through interviews with management responsible for data preparation;
 - application of analytical procedures regarding data and interviews for qualitative information and their correlation with indicators disclosed in the Report;
 - analysis of evidence supporting the disclosed information;
- e. analysis of whether the performance indicators omission and justification are reasonable to be accepted associated to aspects and topics defined as material in the materiality analysis of the Company.
- f. comparison of financial indicators with the financial statements and/or accounting records.

We believe that the information, evidence and results we have obtained are sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied to a limited assurance engagement are substantially less extensive than those applied to a reasonable assurance engagement. Therefore, we cannot provide reasonable assurance that we are aware of all the issues that would have been identified in a reasonable assurance engagement, which aims to issue an opinion. If we had conducted a reasonable assurance engagement, we may have identified other issues and possible misstatements within the information presented in the Report.

Nonfinancial data is subject to more inherent limitations than financial data, due to the nature and diversity of the methods used to determine, calculate or estimate these data. Qualitative interpretation of the data's materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we have not examined data related to prior periods, to evaluate the adequacy of policies, practices and sustainability performance, nor future projections.

Basis for conclusion with reservation

C&A declares that its Annual Report was prepared in accordance with the recommendations of the TCFD - Task Force on Climate-Related Financial Disclosures. However, the Company didn't fully comply with the TCFD requirements regarding the following topics: (i) Governance (the board's role in the supervision and assessment of risks and opportunities related to climate change); (ii) Strategy (risks and opportunities related to climate change that the organization has identified in the short, medium and long term, impacts of risks and opportunities related to climate change on the business, the organization's strategy and financial planning, resilience of the company's strategy organization, considering different climate change scenarios, including a scenario of 2°C or less); and (iii) Risk Management (processes used by the organization to identify, assess and manage risks related to climate change and how the processes used by the organization to identify, assess and manage risks related to climate change are integrated into general risk management of the organization).

Conclusion with reservation

Based on the procedures performed, described in this report, except for the effects of the matter described in the Basis paragraph for conclusion with reservation, we have not identified any relevant information that leads us to believe that the information in the Annual Report 2021 C&A is not fairly stated in all material aspects in accordance with the Standards for Sustainability Report of Global Reporting Initiative - GRI (GRI- Standards) with Orientation CPC (Brazilian Accounting Pronouncements Committee) 09 – Integrated Report (which is correlated with the Basic Conceptual Framework for Integrated Report prepared by the International Integrated Reporting Council – IIRC), with the Sustainability Accounting Standard – Apparel, Accessories & Footwear of the Sustainability Accounting Standards Board (SASB), and with the Task Force on Climate-Related Financial Disclosures (TCFD), and with the records and files that served as the basis for its preparation.

São Paulo, March 31st, 2022

KPMG Auditores Independentes Ltda.
CRC 2SP014428/O-6

Original report in Portuguese signed by
Sebastian Yoshizato Soares
Accountant CRC 1SP257710/O-4



Credits

General Coordination

ESG Team

Photos

Rodrigo Paiva and C&A Collection

Consulting, content, translations and layout

Ricca Sustentabilidade

<https://www.linkedin.com/company/riccasustentabilidade>

To learn further:

Results detailed and commented by the management:

[Financial Statements](#)

Overview of relevant business aspects:

[Reference Form](#)

If you are looking for additional information on our commitment to sustainability, please write to our sustainability team:

sustentabilidade@cea.com.br

