



AGRO AMAZÔNIA

SUSTAINABILITY REPORT

2025

base year 2024



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TABLE OF CONTENTS

ABOUT THE REPORT	3
MESSAGE FROM THE PRESIDENT	4
AGRO AMAZÔNIA	6
GREAT ACHIEVEMENTS	18
CORPORATE GOVERNANCE	26
BUSINESS CONDUCT	30
SUSTAINABILITY	32
AGRICULTURAL AND LIVESTOCK SERVICES MANAGEMENT	40
ENVIRONMENTAL MANAGEMENT	48
OUR PEOPLE	52
HEALTH, SAFETY, AND WELL-BEING	62
SOCIAL RESPONSIBILITY IN THE VALUE CHAIN	66

ABOUT THE REPORT

GRI 2-3, 2-14, 2-1, 2-2

Agro Amazônia is proud to present its first *Sustainability Report*. This milestone reflects the company's commitment to transparency and the continuous evolution of its governance, social, and environmental practices.

Following the guidelines of the Global Reporting Initiative (GRI), it includes information about Agro Amazônia and Nativa, a company acquired and operated by Agro Amazônia, with the aim of meeting the expectations of internal and external stakeholders, allowing the company to share its progress, challenges, and accomplishments during this period with clarity and responsibility.

This report adheres to internationally recognized frameworks and provides a reliable foundation for measuring and communicating sustainability-related information. The President of Agro Amazônia played a key role in reviewing and validating the reported information, including endorsing the material topics identified through the materiality matrix, ensuring strategic alignment and compliance with sustainability guidelines.

Structured into clear and focused chapters, covering topics on environmental, social, and governance, this document reflects Agro Amazônia's contribution to the achievement of the United Nations Sustainable Development Goals (SDGs), reaffirming its mission to promote the prosperity of the agribusiness sector and connect the rural areas to a more sustainable and promising future.





MESSAGE FROM THE PRESIDENT

GRI 2-22

Over the course of its 42-year history, Agro Amazônia has built a legacy of partnership and trust with Brazilian agribusiness. We are more than suppliers of products and services—we are a company driven by challenges and committed to delivering comprehensive and innovative solutions to rural producers. Our commitment is to support the sustainable development of the agricultural sector with excellence and integrity.

Since 2015, we have had the honor of being part of the Sumitomo Corporation, a global leader that shares our core principles: innovation, excellence, and responsibility. This partnership has broadened our vision, strengthened our ability to connect local expertise with global best practices, and empowered us to lead transformation in the agricultural and livestock sectors.

Today, we are present in the main producing regions of Brazil, with more than 70 branches across 9 states, bringing to rural producers a comprehensive portfolio that reflects innovation and sustainability.

Our proprietary brands—including Classe AA Benefícios, Dagma Sementes, IBI Agro Inteligência, and NutrAA—are complemented by partnerships with leading market brands, ensuring solutions that address producers' specific needs efficiently.

Our investment in infrastructure is proof of our commitment to excellence. At our 15,000 m², Distribution Center, we combine cutting-edge technology and services. The climate-controlled seed storage facility maintains optimal temperature and humidity conditions, which demonstrates how we integrate innovation with a strong commitment to product quality. In addition, the vertical seed storage capacity places us among the few in the sector capable of operating at this level of specialization.

Our strenght also lies in our people. It is they who, with dedication and passion for what they do, have led us to achieve great recognition. In recent years, we have been proud to be elected the best company to work for in the Midwest of Brazil, one of the three best agribusiness companies in the country, and one of the 50 best companies to work for in the country, according to the GPTW (Great Place To Work) ranking. These recognitions reflect our ongoing commitment to fostering a collaborative, inclusive, and high-performing workplace culture. We believe that our role goes beyond the workplace.

We are deeply committed to the social development of the communities where we operate. Social projects such as Traditional Karate, carried out in partnership with the Shotokan Academy and which serves more than 1,200 children in situations of vulnerability, and the Flauta Mágica Institute, which transforms lives through art and music, are examples of how we seek to make a difference.

In addition, for more than a decade, we have carried out solidarity initiatives on special dates, such as Children's Day and Christmas, supporting the children of Vó Cristina Daycare joy and hope. Regarding our commitment to sustainability, we have made significant progress.

In 2024, we took important steps in structuring our ESG journey, prioritizing the SDGs (Sustainable Development Goals), and establishing targets in line with our materiality matrix, which guides our future actions. We are investing in the construction of 32 solar power plants to supply our subsidiaries, reducing our conventional energy consumption and promoting renewable sources. Currently, 75.63% of our fleet runs on biodiesel, contributing to the reduction of greenhouse gas emissions and aligning with the SDGs.

Our commitment is unequivocal: we want to be a transformative force in agribusiness, promoting innovative and sustainable practices that deliver results for our clients, for the communities in which we are present, and for the environment. We know that challenges will always exist, but we are ready to face them with courage, passion, and a deep sense of responsibility. At Agro Amazônia, we believe that every decision taken today builds a better future for the next generations. That is why we remain passionate about agribusiness and driven by challenges.

Roberto Motta

President/CEO



AGRO AMAZÔNIA

GRI 2-6, 3-3

Agro Amazônia, a subsidiary of the Japanese multinational Sumitomo Corporation, is a benchmark in the agribusiness sector, offering complete solutions for rural and livestock producers of various sizes and segments. With decades of experience, its portfolio includes seeds, crop protection products, fertilizers, plant nutrition, biologicals, and a full range of livestock products. The company stands out for its commitment to innovation and specialized technical support, providing access to the best practices and technologies on the market.

Our purpose is to be recognized as the key partner in Brazilian agribusiness by offering producers in major agricultural regions a broad portfolio of premium products and services, supported at all times by leading brands, personalized service, and specialized technical expertise.



MISSION:

To work toward the sustainable development of agribusiness by balancing economic, social, and environmental interests while aligning the interests of all stakeholders involved in the sector to ensure its long-term viability.



VISION:

To become the largest and most trusted distributor of agricultural and livestock inputs in Brazil, continuously improving our management practices to serve as a benchmark of excellence in people management, financial stewardship, engagement with employees, clients, suppliers, and society, and strong operational results.



VALUES:

SUSTAINABILITY:

To balance the economic, social, and environmental interests of operations in order to ensure the solidity and longevity of the business.

INTEGRITY:

To conduct its actions and decisions guided by ethics, courtesy, and integrity, focusing on maintaining a fair, respectful, and inclusive environment.

CUSTOMER FOCUS:

To direct all areas of the company toward delivering the best experience to its clients.

PASSION:

To promote engagement by inspiring the feeling that drives, motivates, and creates a desire to care, protect, nurture, and commit to the company's success.

SIMPLICITY:

To transform the complexity of agribusiness into simple strategies and actions through clear and objective communication, generating effective solutions for the success of Agro Amazônia and its employees, partners, and clients.

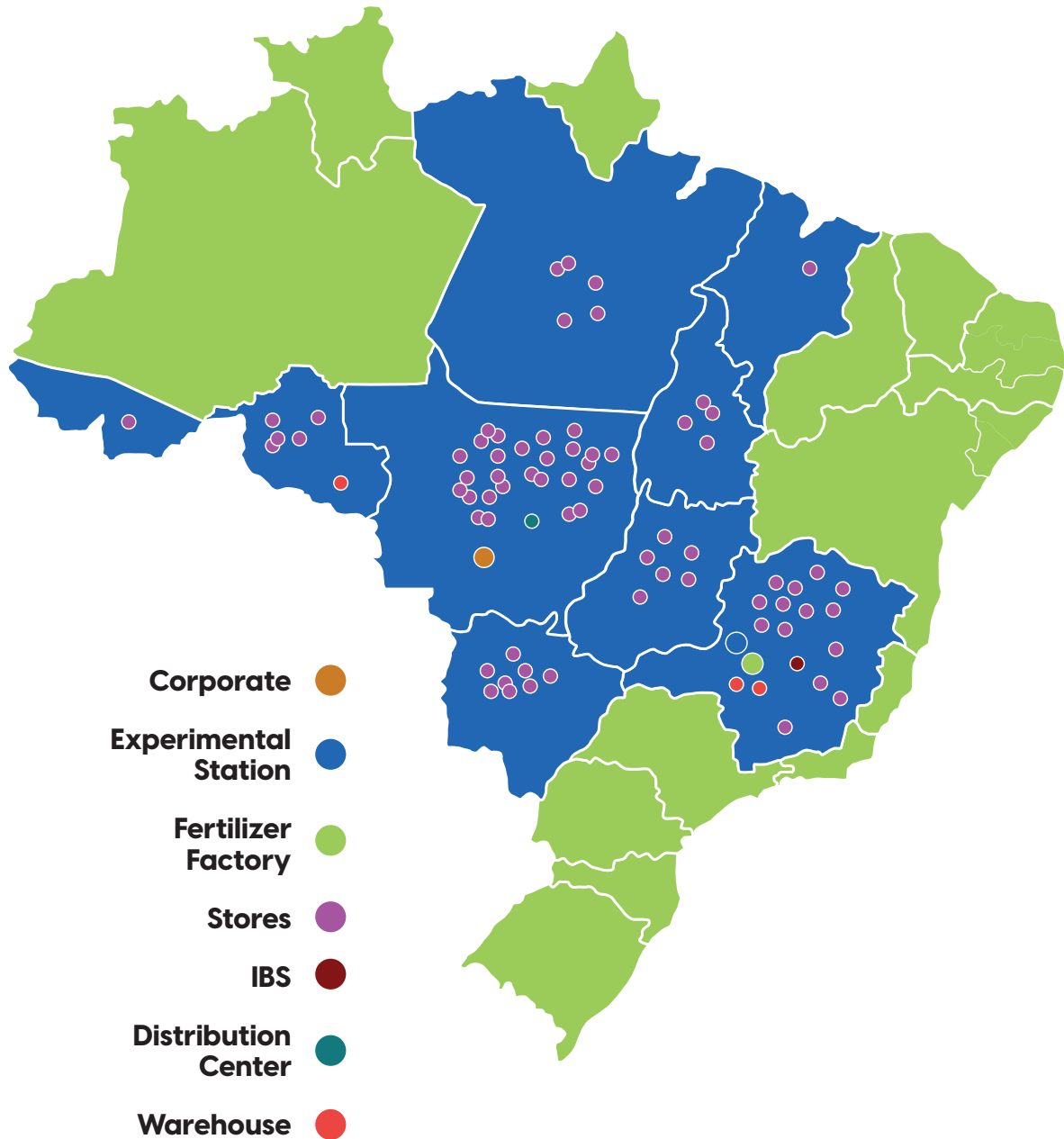
SAFETY:

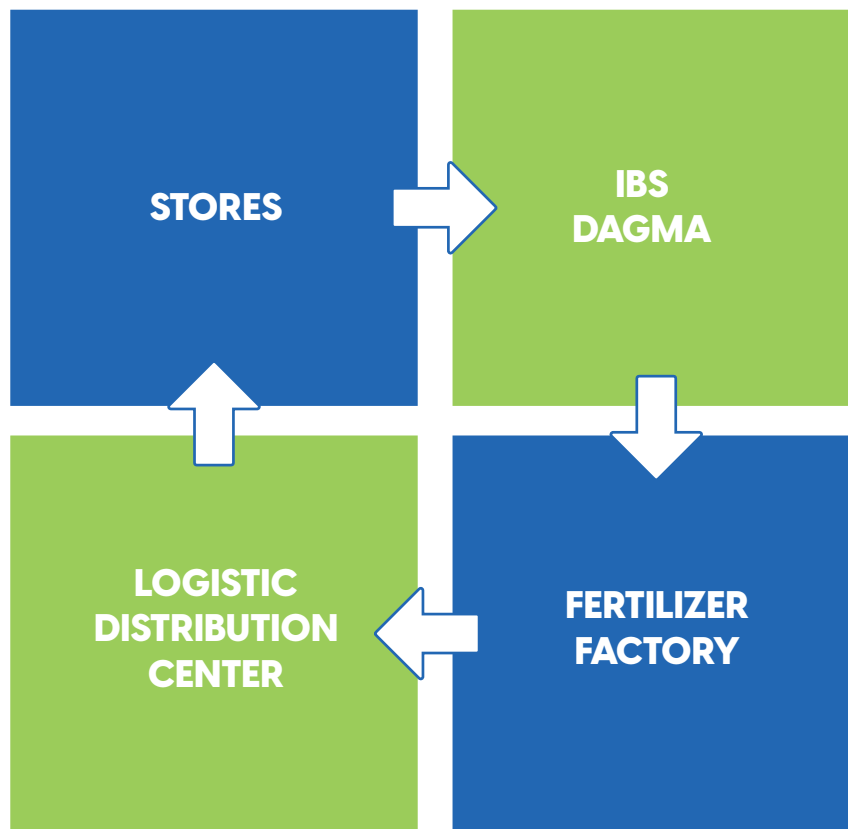
To promote and maintain a safe work environment, thus protecting people, their data, assets, and the environment.

AREAS OF OPERATION

GRI 2-6

Agro Amazônia operates as a strategic partner in the agribusiness sector, offering solutions that include fertilizers, plant nutrition, biological products, crop protection products, seeds, livestock products, and field technologies.





Agro Amazônia operates strategically in the main agribusiness regions of Brazil, ensuring proximity to its clients and excellence in service. This wide territorial coverage reflects the company's commitment to serving producers with different crops and needs, delivering innovative solutions and specialized technical support directly to the field.

With a strong presence in 9 states, Agro Amazônia offers complete solutions that encompass a variety of management scenarios and specific technological needs for each region. This territorial reach allows for efficient service to local market demands, promoting not only productivity but also the sustainable development of the regions served.

By operating in these strategic states, Agro Amazônia strengthens its connection with the challenges and opportunities of agribusiness, consolidating its role as a trusted partner for rural producers and contributing directly to the advancement of Brazilian agriculture and livestock farming.

BUSINESS AGRO AMAZÔNIA

GRI 2-6

BRANCHES

Agro Amazônia operates with a diversified portfolio. Its branches offer products focused on agrochemicals, seeds, fertilizers, plant nutrition, biologicals, and livestock supplies. The livestock portfolio includes herbicides, seeds and fertilizers for pasture, animal health solutions, fencing wires, animal nutrition, equipment, and a wide range of essential inputs for productivity in the field.

In the seed segment, the portfolio includes varieties such as soybeans, corn, cotton, and sorghum, in addition to HF (horticultural crops—fruits and vegetables), which are sold exclusively in the state of Minas Gerais, where the company also supplies potato and coffee farmers. In the area of plant nutrition and biologicals, the company establishes strategic partnerships with suppliers recognized for the quality and added value of their products.

This work is complemented by training sessions and field events held at all branches, strengthening technical training and customer support. The company's expansion in the biologicals segment reflects its commitment to sustainability, addressing the growing demand for innovative and environmentally responsible alternatives.

The agrochemical segment features a complete portfolio for crop protection, including fungicides, insecticides, herbicides, and seed treatments. The primary focus is on soybeans, corn, and cotton—crops that account for the largest share of the company's market. This segment currently represents a significant portion of the company's business, reinforcing its presence in the industry and ensuring effective solutions for rural producers.





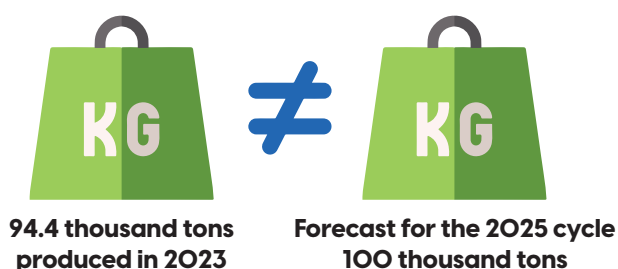
FERTILIZER FACTORY

In the fertilizer segment, Agro Amazônia has projected a production volume of 100 thousand tons for the 2024/25 cycle, meeting demand for customized solutions. The company receives and selects raw materials to formulate finished products tailored to farmers' needs, ensuring efficiency in distribution and cost optimization.

Production in 2023 reached 94.4 thousand tons, and the forecast for the period from April 2024 to March 2025 is 100 thousand tons. These products are primarily directed to the Alto Paranaíba and Triângulo Mineiro regions, which are strategic for Brazilian agribusiness. These regions are known for their crop diversity and high productivity potential.

However, they also represent a competitive market, and Agro Amazônia's expansion in this region increases its growth opportunities and strengthens its relationship with producers. In 2024, Agro Amazônia implemented an innovative direct delivery model from the ports of Paranaguá (PR) and Santos (SP), focusing on pure raw materials such as KCl, MAP, and urea.

This strategy reduced product costs and increased the company's competitiveness in the market. The new distribution model reflects Agro Amazônia's commitment to continually improving its operational efficiency and strengthening its market position.



DAGMA

Proprietary seed brand in partnership with GDM

Agro Amazônia invests in the development of high-performance seeds through its proprietary brand, Dagma Seeds, which offers cultivars adapted to various climate and soil conditions. The partnership with the GDM Group ensures a supply of high-performance genetics, establishing DAGMA as a reference in soybean seeds adapted to the Brazilian Cerrado region. In the soybean segment, the company multiplies the DONMARIO and Brasmax brands under a licensing model, in addition to offering a proprietary portfolio of thirteen exclusive products for different climate and management conditions under the DAGMA brand.

Agro Amazônia plays an essential role in the seeds value chain, standing out as a reference in the supply of soybean and cotton seeds. Its solutions meet the technical and financial demands of farmers, promoting operational balance and strengthening relationships with customers, suppliers, and partners. The operation covers all stages of the inputs supply chain—from the production of licensed seeds to final delivery to the client. Production takes place across nine Brazilian states, with partner farmers responsible for planting, harvesting, drying, and processing.

Quality control encompasses storage and transportation, supported by two laboratories located in different states. Delivery logistics are handled by approximately eight outsourced carriers, transporting products to around 70 Agro Amazônia retail locations, in addition to proprietary distribution centers in Cuiabá and outsourced centers in other states.

Agro Amazônia also supports farmers through training sessions, field events, and lectures, helping them make the best of available technologies and manage their crops more efficiently. Additionally, it offers industrial seed treatment (IST), ensuring seeds are delivered ready and safe for planting. The company also handles the management of technology fees, transferring the corresponding amounts to those responsible for the genetic innovations.



VALUE CHAIN

GRI 2-6

SUPPLIERS

The organization's supply chain is robust and diversified, with strategic partnerships that ensure the continuous supply of essential products. The acquisition of these raw materials—which represent the highest costs paid to suppliers—includes partners located all over the world. These partnerships include both national and international suppliers, ranging from major global players to local partners. Additionally, the company works with intermediary suppliers and service providers who ensure the efficient operation of the business unit, including carriers, customs brokers, and specialized consultant.

To guarantee efficiency and quality, the company sources its entire portfolio directly from its suppliers, serving branches and clients with efficient logistics services and specialized storage facilities. This ensures quality preservation, especially for seeds. Agro Amazônia also performs fractional deliveries, facilitating access for livestock farmers to the solutions needed for their operations.



CLIENTS

Agro Amazônia continuously invests in relationship-building initiatives to strengthen its market presence and enhance the customer experience. The strategy includes social media, press relations, and institutional campaigns that reinforce the company's commitment to excellent service. In addition, the digitalization of customer service has brought greater efficiency and transparency to processes, enabling the tracking of each interaction, impact measurement, and the identification of improvement opportunities to deliver faster and more effective solutions.

Investments in technology have enhanced the performance of the commercial team, with special mention to IBI Agro Inteligência, an app developed by Agro Amazônia that centralizes strategic and operational information essential for farmers' decision-making. The platform allows quick access to orders, contracts, visit reports, and market metrics, as well as providing custom dashboards by segment, making management more assertive and efficient. Product and service performance is monitored through detailed reports, ensuring technical support and tailored solutions to meet the needs of farmers and livestock producers.

Customer relations are also strengthened through training sessions, field days, and marketing events, expanding the company's impact in the agricultural and livestock markets. Additionally, Agro Amazônia adopts innovative solutions to enhance operational efficiency, such as the implementation of a Service Center built on the ServiceNow platform. This tool centralizes and automates the management of internal service requests, providing greater control, traceability, and efficiency in customer service. The standardization of processes ensures quick responses and continuous improvement of internal services, while the generation of strategic reports facilitates decision-making and the identification of optimization opportunities.

Finally, Agro Amazônia's specialized team offers high-level technical consulting, covering monitoring and nutritional recommendations, pest and disease control, compatibility testing (Tank Mix), field evaluation, customized recommendations, sampling, and results interpretation. With this approach, the company ensures exceptional support, promoting greater productivity and sustainability for its clients.

Additional information about this Report and about
Agro Amazônia is available at

www.agroamazonia.com

ASSOCIATIONS

GRI 2-28

Agro Amazônia is a member of several associations and advocacy groups that play a crucial role in strengthening the agribusiness sector and promoting responsible and sustainable practices. One of the highlights is its involvement in the Soy Working Group (GTS), an initiative that sets criteria for sustainable soy production in Brazil, promoting environmental protection and transparency throughout the production chain.

The company is also a member of the National Association of Agricultural and Veterinary Input Distributors (ANDAV), which represents agricultural input distributors in Brazil. Through its participation in ANDAV, Agro Amazônia contributes to the sector's development, the improvement of regulations, and the dissemination of best practices, reinforcing its role as a leader in agribusiness solutions.

Another example of its engagement is its participation in GEMTE (Mato Grosso Business Group in Evolution), which aims to promote educational development in the state of Mato Grosso. This initiative brings together entrepreneurs and private sector professionals to implement impactful educational projects and programs, with the goal of making Mato Grosso a national benchmark in education over the next 20 years.

As a member of CEARPA-MT (State Council of Agricultural Input Resellers' Associations of Mato Grosso), Agro Amazônia strengthens its presence in the sector by integrating into a network that fosters sustainable development and advocates for the interests of agricultural input resellers in the state.





GREAT ACHIEVEMENTS

Agro Amazônia's expansion is driven by a series of initiatives that have transformed the company and solidified its position as a leading name in the agricultural and livestock markets.

The company has completed the acquisition of 100% of Nativa Agromercado, one of the leading retail and agricultural input production companies in the Cerrado Mineiro region. With this strategic move, Agro Amazônia has taken full control of Nativa's operations, including the special fertilizers factory in Ibiá, the experimental station in Patos de Minas, and eight branches distributed throughout Minas Gerais. Since then, the company has expanded its presence in the state with the opening of five more units, bringing the total number of branches to 13, and incorporating a skilled team of more than 220 employees.

This integration enables the expansion of the company's know-how to crops such as coffee and potatoes, which are predominant in the region, and also strengthens the structure of support to producers, ensuring high-quality products and specialized technical assistance. The expertise of Nativa Agromercado, acquired over more than two decades, combined with the infrastructure and strategy of Agro Amazônia, creates a solid foundation to drive new projects and expand its market presence, delivering tangible benefits to farmers and reinforcing Agro Amazônia's leadership in providing solutions for Brazilian agribusiness.



DISTRIBUTION CENTER

Another milestone in this growth journey was the launch of a new Distribution Center. This facility was designed to increase storage capacity and streamline the distribution process, ensuring that products reach customers quickly and efficiently.

Agro Amazônia inaugurated the **new distribution center with 15,000 square meters** and began delivering inputs directly from the ports of Paranaguá and Santos to customers, reducing costs and enhancing competitiveness. In addition, the internal logistics structure includes differentiated storage and fractional deliveries, ensuring the integrity and quality of the products. The distribution center's operation covers reception, storage, quality control, and dispatch of crop protection products and seeds.

The infrastructure was designed to ensure the preservation of these products, ensuring optimal storage conditions and consistent product availability to meet demand. For seeds, a dedicated area of 6,000 m² is maintained with a controlled temperature of 10°C and relative humidity at 65%, in order to ensure product quality.

Inventory management is one of the pillars of this operation, enabling an efficient supply flow to customers and branches. Specialized transportation plays a key role in distribution, ensuring the integrity of the products throughout the journey. Road logistics have been structured to serve large producers and distributors in strategic regions of high productivity across Brazil.

Furthermore, the logistical support provided to branches ensures continuous restocking of inventory, optimizing product availability at points of sale. Relationships with carriers have been strengthened to expand delivery coverage, ensuring efficiency in critical areas and emerging markets. Changes in transportation routes have also been implemented, improving delivery efficiency and allowing for faster service to end customers.



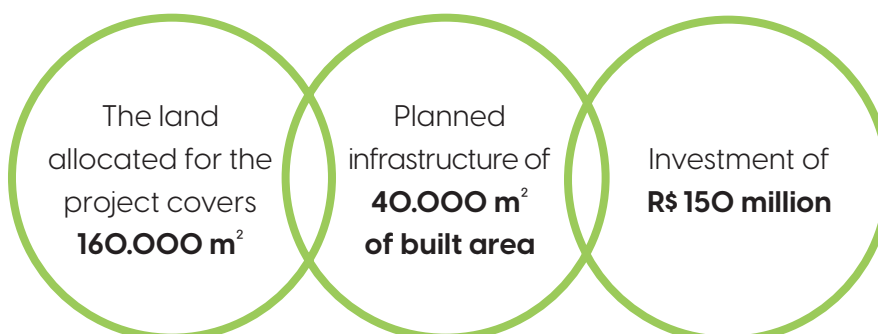


IBS

Agro Amazônia is expanding its presence in the seed sector with the construction of a new facility specialized in seed processing, ensuring the supply of high-quality products tailored to regional conditions and the specific needs of farmers. This industrial unit is primarily responsible for the reception, cleaning, drying, classification, standardization, and packaging of seeds sourced from registered soybean fields and soybean grains specifically produced for seeding purposes. It will also provide climate-controlled storage and industrial seed treatment, carried out safely and in compliance with the standards established by regulatory authorities.

Located in the region of Patos de Minas, in the state of Minas Gerais, the facility is strategically positioned in an area well-suited for soybean cultivation and production, its main raw material. The land allocated for the project covers 160,000 m², with a planned infrastructure of 40,000 m² of constructed area. The new factory represents a significant investment of approximately R\$ 150 million.

Currently under construction, operations are expected to begin in February 2026, with projected production ranging between 500,000 and 700,000 seed bags. Initiated in 2024, the site is currently in the implementation phase of both its infrastructure and production line and will therefore remain inactive during this stage.



CLASSE AA BENEFITS

PROGRAM LAUNCH

The Classe AA Benefits Program was launched in 2024 to strengthen the relationship with Agro Amazônia's clients by offering an unique experience through the accumulation of points from purchases, which can be converted into discounts on future transactions.

Aligned with sustainability practices, the program offers exclusive benefits such as extended point validity and access to specialized consulting services, reaffirming the company's commitment to innovation and the advancement of agribusiness.



Designed to enhance the purchasing power of farmers and ranchers, the Classe AA Benefits Program not only increases clients' competitiveness but also drives new business and supports the local economy. **With over 5,400 registered clients**, enrollment in the program continues to grow, driven by the active support of Agro Amazônia's commercial and administrative teams, who provide the guidance needed for clients to fully leverage the advantages offered.

The program's performance is monitored through real-time dashboards, which generate monthly reports on participation, campaigns, and purchasing behavior, allowing for strategic adjustments to optimize its benefits. With the goal of reaching 50% enrollment by the end of the 2024/2025 harvest season, Agro Amazônia reinforces its commitment to promoting sustainable practices, strengthening customer loyalty, and driving the growth of agribusiness through innovative solutions.





CLASS AA BENEFITS PROGRAM LAUNCH EVENT



BRANCHES

The opening of new branches in various regions during 2023 and 2024—including Jataí, Jardim, São Miguel do Guaporé, Xinguara, Capinópolis, Altamira, Luz, and Monte Carmelo—demonstrates Agro Amazônia's ongoing commitment to staying close to its clients and strengthening its presence in key agricultural zones.

DAGMA COTTON LAUNCH

In the cotton market, Agro Amazônia stands out by multiplying a licensed cultivar from TMG through an exclusive access model. This year, the company launched a cultivar specifically adapted for the second harvest season, with a growth cycle tailored to producers' needs and high fiber yield, ensuring both quality and efficiency.

In addition, Agro Amazônia offers cultivars from the industry's leading brands, solidifying its presence with innovative and sustainable solutions for agricultural management. For the coming year, the company will expand its portfolio with two new cultivars under the DAGMA brand, always aligned with the most advanced technological demands of the market.

With the goal of bringing the best in genetics and technology to the field, the company is enhancing its Industrial Seed Treatment (IST) base for cotton, ensuring even greater quality and competitiveness, keeping pace with the market's main players.



AWARDS

In 2024, Agro Amazônia established itself as a company recognized for its investment in human development and a healthy organizational environment. The efforts of the Human Resources department were crucial in achieving prominent positions in several national and regional rankings. Among the recognitions received this year, the following stand out:



**1st place in GPTW
in the Brazilian
Midwest**



**3rd place in GPTW
Agribusiness Brazil**



**48th position GPTW
among the 175 best
companies to work for
in Brazil**



**19th place among the
50 largest companies
in the North and
Midwest regions**



**234th place in the Valor
1000 ranking, listing
the largest companies
in Brazil**

Additionally, Agro Amazônia was featured in *Globo Rural* magazine's *Best in Agribusiness Yearbook*, solidifying its relevance in the sector:



**76th place among the
500 largest companies
in the sector in Brazil**



**9th place among
the giants of the
Midwest**



**4th place among the
largest companies in
the state of Mato Grosso**

These recognitions reinforce Agro Amazônia's position as a benchmark in Brazilian agribusiness, driving innovation, sustainability, and sector growth.



CORPORATE GOVERNANCE

GRI 2-11, 2-18, 2-9, 2-10

Agro Amazônia's corporate governance structure is designed to ensure effective and integrated strategic management, combining transparency and operational efficiency throughout the organization. At the top of this structure is Roberto Motta, who serves as President/CEO, acting as a vital link between corporate governance and executive management.

His leadership ensures that strategic decisions are consistently implemented, aligning organizational policies with practical operations. In addition to leading the development and execution of the organizational strategy, Motta oversees operational performance, policy compliance, and governance matters.

The company's governance framework is composed of an active executive board and a Board represented by the parent company, Sumitomo Corporation.



The executive board includes the Vice-President of Marketing, the Vice-President of Sales, the Chief Financial and ESG Officer, and the Planning Director. The President is appointed directly by the parent company, while the selection of Vice-Presidents and Directors is led by the President in collaboration with the Sumitomo Corporation.

BOARD OF DIRECTORS

GRI 2-19

Agro Amazônia's governance is structured around the active role of its Board of Directors, ensuring transparent and efficient management. The Board is composed of five members, responsible for setting the organization's strategic guidelines. There is no fixed term for board members, and the criteria for selection are based on strategic areas, such as marketing, finance, ESG, planning, and people management.

The current composition of the Board reflects the identity and trajectory of the company, with members of Japanese origin linked to the Sumitomo Corporation. This characteristic is aligned with the company's history and structure; however, there are opportunities to broaden diversity in other dimensions, such as incorporating different gender perspectives.

The evaluation processes of the Board and executive management are conducted annually by the Sumitomo Corporation, independently and confidentially. These evaluations include training, structured feedback, participation in calibration committees, and the development of Individual Development Plans (IDPs), ensuring the continuous improvement of members' competencies.

The composition of the Board of Directors is also determined by Sumitomo Corporation, prioritizing leaders from specific areas of Sumitomo Corporation Global (Americas and Japan), as outlined in the Internal Guidelines Manual (IGM). This criterion ensures that strategic decisions are aligned with the shareholder's interests and the organization's long-term plan.

The company's compensation policy for the highest governance body and executives is aligned with its strategic goals, combining fixed compensation in the form of a fixed fee and variable compensation based on profit sharing. The company does not offer signing bonuses or recruitment incentives for these positions. In case of termination, compensation is paid according to contract terms, with no clawback policy applied.

Among the benefits offered, there is an optional private pension plan. While there is no formal compensation policy directly linked to the management of economic, environmental, and social impacts, the annual variable compensation is linked to strategic performance. The established goals guide executives to promote sustainable practices and generate positive impacts in the communities where the company operates.

Fixed compensation is determined by the shareholder, based on individual performance and contractual terms. This model reinforces Agro Amazônia's commitment to governance focused on results, responsibility, and alignment with strategic priorities.

RISKS

GRI 2-25, 2-26, 2-27

Agro Amazônia adopts a structured approach to risk management. The identification, treatment, and mitigation and remediation of negative impacts are carried out efficiently. With environmental and legal advisory services from specialized firms, Agro Amazônia ensures compliance throughout its processes and is able to identify its operational risks in the procedures of storage, transportation, and disposal of agricultural pesticides. An impact associated with the company, such as the disposal of pesticide packaging, is mitigated by participating in Packaging Collection Centers in all the states where it operates, reinforcing its commitment to the responsible disposal of waste. Transparency and responsible governance are strengthened by initiatives such as Ethic Points, which provides a secure channel for anonymously reporting ethical concerns and inappropriate conduct.

The mechanisms for identifying and handling complaints are transparent and accessible to all stakeholders. Internally, employees can report concerns through the whistleblowing channel, including an anonymous online platform managed in partnership with the Sumitomo Corporation. Externally, the ombudsman serves suppliers, customers, and other interested parties, ensuring confidential and thorough handling of business issues. Regular audits, conducted by entities such as KPMG and Deloitte, in addition to inspections by government agencies, ensure the effectiveness of processes.

Product traceability is ensured by systems that track batch numbers and expiration dates, detailed in all issued invoices, providing a high level of control and safety. Agro Amazônia maintains active engagement with stakeholders, including environmental departments and federal agencies, participating in external training and organizing internal training for teams and clients. The internal advisory channel allows employees and partners to seek guidance on organizational policies and practices, ensuring responsible business conduct. Internal documents and guides available on the ConectAA platform offer additional support for the consistent application of corporate guidelines.

Branches are trained and prepared to act in emergency situations, such as chemical-related accidents, ensuring a quick and effective response to associated risks. With integrated strategies, Agro Amazônia maintains a risk management model based on sustainability, ethics, and compliance.





BUSINESS CONDUCT

GRI 2-15, 2-23, 2-24, 2-16, 201-1

Agro Amazônia conducts its operations in strict accordance with compliance and transparency policies, ensuring periodic audits, process reviews, and high standards of environmental and social compliance. The company seeks to mitigate negative impacts, such as environmental degradation and labor risks, while promoting job creation, market expansion, and improved living conditions in the communities where it operates.

Through an ethical and responsible approach, the company aligns its practices with globally recognized principles, complying with national legislation and sectoral agreements. Guidelines on integrity, anti-corruption, fair competition, and stakeholder engagement guide its operations, ensuring high standards of governance.

The Code of Conduct establishes clear guidelines for employees and managers to prevent misconduct such as corruption, bribery, and conflicts of interest. This commitment is reinforced through ongoing training, promoting an organizational culture rooted in integrity.

Oversight of ethical commitments is ensured by the Board of Directors, represented by the Sumitomo Corporation, and by senior management, with the Compliance and Internal Controls Manager leading the implementation of these guidelines. Internal audits and due diligence guarantee compliance, while financial, operational, environmental, and social risks are regularly monitored and reported to the Board and Executive Management through reports and strategic meetings. Weekly reports related to exposure, barter operations, and fertilizers ensure that critical issues are addressed at the highest level.

During the reporting period, audits identified specific issues such as expired products, which were addressed with suppliers for return or replacement; damaged or punctured packaging, with an assessment of proper segregation and disposal through certified companies; and risks in transport or handling that could compromise the safety of workers, the company, and the environment.

The Compliance and Internal Controls Department ensures that these processes are rigorously conducted, auditing inventories, environmental licenses, and safety equipment. **The annual goal of auditing 100% of online operations and 80% of branches in person is efficiently met, supported by remote solutions to overcome logistical challenges.** Transparency in business relations is a core principle, ensuring that information about products, benefits, risks, and environmental impacts is communicated clearly.

Regular supplier evaluations based on compliance and sustainability criteria help mitigate risks and ensure alignment with environmental standards and human rights. Responsibilities are clearly defined: senior management sets strategic guidelines, while the Finance and ESG Department leads sustainability actions.

The Marketing Department ensures ethical practices in relationships with clients and suppliers, and strengthens both internal and external communication about business and sustainability. Standard Operating Procedures (SOPs) ensure consistency in these practices, while continuous training reinforces topics such as compliance, health, safety, and social responsibility—integrating these values into daily operations.

The implementation of J-SOX Full, the Japanese counterpart to the rigorous U.S. Sarbanes-Oxley Act, reinforces the company's commitment to corporate integrity. This system strengthens internal controls, ensures the reliability of financial reporting, reduces operational risks, and increases investor and stakeholder confidence in the company's governance.

INDICATOR 201-1	2024
Direct economic value generated (revenue)	R\$ 4.232.529.962,70
Economic value distributed (operating costs, employee salaries and benefits, capital payments, government taxes, and community investments)	R\$ 4.434.215.833
Economic value retained	R\$ 201.685.870



SUSTAINABILITY

GRI 2-17, 2-13

Agro Amazônia is committed to sustainability, integrating solid environmental, social, and governance (ESG) practices across all its operations. Among the main initiatives in 2024 is the strengthening of its sustainability structure. The creation of a materiality matrix, in partnership with specialized consulting firms, helped the company identify and prioritize the most relevant topics for its operations. This process involved a detailed analysis of economic, social, and environmental impacts, aligning the company's goals with stakeholder expectations and international benchmarks.

Stakeholder input—especially from shareholders—remains a top priority in the decision-making process. However, Agro Amazônia has also incorporated input from its strategic stakeholders into sustainability decisions through the materiality process, identifying key themes to be developed over the coming years.

In addition, Agro Amazônia engages actively with key stakeholders through its governance body, including institutions such as ANDAV, CEAPRA, INPEV, suppliers, and clients. This interaction allows the company to identify trends, risks, and opportunities, as well as to conduct regular assessments that guide the definition of goals and strategic initiatives.

Sustainability is strategically managed by a dedicated team, with the early-stage formation of an ESG Committee—a group focused on ensuring that sustainable practices are disseminated and implemented across all company areas. The committee will act as the steward of ESG targets, promoting initiatives to achieve objectives and overseeing transparency in communicating results.



ENGAGEMENT PURPOSE

The company classifies its stakeholders based on the mutual impact between the company and its stakeholders as well as influence over the organization. The prioritized stakeholder categories include the financial, business, and local communities, government, civil society, employees, suppliers, and clients.

This strategic mapping guides initiatives to strengthen relationships, foster sustainable practices, and promote the co-creation of innovative solutions. Agro Amazônia aims to build trust and collaboration, promoting sustainability throughout the value chain. Practical examples include:



To promote a deeper understanding of sustainability, Agro Amazônia invests in continuous training initiatives. Thematic workshops exploring global trends in agricultural sustainability have been designed to engage and empower employees, reinforcing collective understanding and the practical application of these concepts across all areas of the company. This approach ensures that the commitment to sustainability is embraced throughout the entire organization.

SUSTAINABILITY GOVERNANCE

GRI 2-12

Sustainability governance at Agro Amazônia is led in an integrated and strategic manner by the Executive Board, which manages the organization's economic, environmental, and social impacts.

This responsibility is shared among all executives, including the President, the Vice-President of Marketing, the Vice-President of Sales, the Planning Director, and the Chief Financial and ESG Officer. They are responsible for approving ESG goals and guidelines that align with the company's strategic planning and ensure effective management of operational impacts. Although the ESG committee at Agro Amazônia is still in the process of being established, sustainability is already deeply embedded in the executives' roles, who assume direct responsibility for this agenda.

They foster an organizational culture focused on sustainable results, promoting the integration of these practices into the company's day-to-day operations. In addition, Agro Amazônia holds formal biannual meetings with its Board, led by the Sumitomo Corporation. During these meetings, results, processes, and initiatives for improvement are discussed to ensure the company's actions remain aligned with its values and sustainability commitments. These discussions evaluate processes outcomes to identify trends, risks, and opportunities.

The insights guide the definition of strategic goals and the allocation of resources to priority initiatives. They also support strategic decisions related to investments in sustainability programs, the strengthening of ESG policies, and the implementation of corrective actions to mitigate risks.

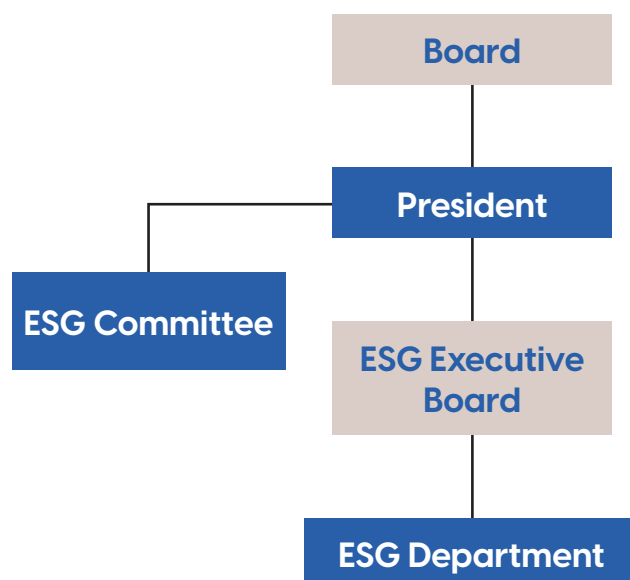
These practices exemplify Agro Amazônia's holistic approach to sustainability. By prioritizing both employee training and transparency in management, the company reaffirms its commitment to conducting its operations responsibly and in alignment with global best practices.





COMMITTEE

Agro Amazônia is in the process of establishing its ESG Committee, which will be responsible for overseeing the management of economic, environmental, and social impacts, reporting to the President and the Board through quarterly meetings. This approach ensures integrated oversight of operations and the formulation of policies that respond to sustainability and corporate governance demands.



MATERIALITY

GRI 2-29, 3-1, 3-2, 3-3

Agro Amazônia defined its materiality using a methodology aligned with stakeholder expectations, global ESG (Environmental, Social, and Governance) demands, and business impacts. The materiality process resulted from a thorough study that combined stakeholder consultation, business impact analysis, and research into frameworks and industry benchmarking.

An external consultancy led the entire process, analyzing internal documents and external peer companies to identify relevant trends and best practices. An ESG risk mapping was conducted to anticipate critical scenarios and identify material topics for the company. To engage stakeholders, targeted questionnaires were administered to employees, clients, and suppliers, ensuring broad coverage.

The consultancy also conducted five in-depth interviews with leaders from different areas and facilitated two collaborative workshops with stakeholders. Then, the identification and classification of stakeholders followed clear criteria, considering both the impact of the company's operations on these groups and the degree of influence they exert over the organization.

Twenty strategic topics were analyzed, of which nine were prioritized based on their relevance to stakeholders and to Agro Amazônia's business model. The resulting materiality thus reflects a strategic commitment to addressing stakeholder demands, strengthening corporate practices, and building a resilient business model aligned with future needs.

MATERIALITY PROCESS



40 DOCUMENTS

Analyzed from both internal sources at Agro Amazônia and external references.



5 COMPANIES

Evaluated through benchmarking.



424 ESG TOPICS

Identified based on internal and external sources.



AFTER CLASSIFICATION

A final list of 20 ESG topics was defined, comprising 267 subtopics.



64 RISKS

Mapped and associated with the ESG topics.



**5 INTERVIEWS
+ 2 WORKSHOPS**
Conducted with internal stakeholders.



28 RESPONSES

Collected through internal and external surveys.



9 TOPICS

Prioritized as the most strategic within the materiality matrix.

PRIORITIZED MATERIAL TOPICS

ENVIRONMENTAL	SOCIAL	GOVERNANCE
BIODIVERSITY	HUMAN RIGHTS	SERVICE MANAGEMENT (agricultural and livestock)
BIODIVERSITY CLIMATE CHANGE	HEALTH, SAFETY, AND WELL-BEING	BUSINESS CONDUCT (risk issue management, stakeholder engagement, communication, and ethical conduct)
ENVIRONMENTAL MANAGEMENT AND POLLUTION PREVENTION	SOCIAL RESPONSIBILITY IN THE VALUE CHAIN (suppliers, community, and customer focus)	
WASTE MANAGEMENT AND CIRCULAR ECONOMY		

AGRO AMAZÔNIA'S GOALS ALIGNED WITH THE SDGs



As an outcome of the materiality process, Agro Amazônia defined its priority goals in 2024 through collaborative workshops. These goals were aligned with the Sustainable Development Goals (SDGs) and served as a foundation for the development of strategies focused on the continuous improvement of performance. With this, the company reinforces its commitment to sustainable development and establishes a structured path for progress in the coming years.

The following goals were approved in a meeting with the highest governance body:

2 FOME ZERO E AGRICULTURA SUSTENTÁVEL 	Develop a training program for clients focused on sustainable agricultural practices. Expand the portfolio of biological products and biodiversity-preserving solutions.
4 EDUCAÇÃO DE QUALIDADE 	Create a social responsibility program aimed at advancing education in the company's priority regions.
8 TRABALHO DECENTE E CRESCIMENTO ECONÔMICO 	Launch a quality-of-life program to promote well-being in the workplace. Provide sustainability and ethics training for direct and indirect critical suppliers.
12 CONSUMO E PRODUÇÃO RESPONSÁVEIS 	Implement an environmental engagement program for 100% of employees. Reduce water, energy, and fuel consumption in operations and at agricultural fairs.
13 AÇÃO CONTRA A MUDANÇA GLOBAL DO CLIMA 	Cut direct (Scopes 1 and 2) and mitigate indirect (Scope 3) emissions by 2029, using 2025 as the baseline. Achieve 100% renewable energy use in all units by 2030.
17 PARCERIAS E MEIOS DE IMPLEMENTAÇÃO 	Train employees and suppliers on compliance topics, including ethics, harassment, transparency, human rights, fair competition, and anti-corruption.





MANAGEMENT OF AGRICULTURAL AND LIVESTOCK SERVICES

GRI 3-3, 304-2, 2-6

Agro Amazônia fosters strong and transparent relationship with its clients, prioritizing clear and effective communication supported by continuous training that ensures the commercial team is always equipped to offer the best solutions in management and technical support.

The knowledge gained throughout this process is embedded into the company's policies and operational procedures, while specialized training and educational materials provide clear and effective support to consultants and clients alike.

With the goal of enhancing team performance and strengthening client relationships, the company carried out several initiatives throughout 2024. Notable initiatives included the Sales Closing training and the Nutrition Sell-Out Rally both aimed at enhancing technical service levels. The Produce More Rally stood out as a large-scale knowledge competition that trained 439 employees, aiming to develop more strategic approaches to customer service.

In addition, specific customer service techniques were addressed in training sessions such as Counter Service Techniques and Techniques for Suggesting Solutions. Beyond training programs, thematic workshops were held to deepen technical and regulatory knowledge. The Livestock Workshop welcomed 108 participants, and the Soy Restriction Management gathered 416 professionals, supporting the dissemination of essential best practices in the sector.

The EvoluAA–Portfolio Management initiative trained employees to enhance client and business management, and the Successful Sales and Customer Focus program was designed to sharpen commercial skills and strengthen client engagement.





BIOLOGICALS STRATEGY

Agro Amazônia promotes both productivity and environmental stewardship by offering technological solutions to its clients. One of the company's strategies is to expand its portfolio of biological products to serve 100% of its clients, increasing the share of these products in its revenue. These goals align with the Sustainable Development Goals, emphasizing the sustainable use of resources and the implementation of low-impact production systems.

In 2024, the biologicals segment was consolidated as a strategic initiative, reflecting the company's commitment to sustainability. Its portfolio includes products from various suppliers, and the investment in training the commercial team ensures excellent technical support for clients.

The adoption of efficient inputs enhances productivity, drives the local economy, and generates jobs. Biological fertilizers and low-impact agrochemicals contribute to regenerative agriculture, promoting soil health and environmental protection. To mitigate risks and enhance benefits, Agro Amazônia adopts compliance measures and regular audits, ensuring alignment with environmental and social regulations.

Agro Amazônia shares best practices across the industry and with its clients, encouraging more sustainable business models. The integration of new technologies, the strengthening of biologicals, and the training of farmers are key elements for progress in the sector and environmental preservation.

The company has expanded its initiatives by structuring specific business strategies, providing commercial support, and improving purchasing management. Since its implementation, the biologicals segment has undergone significant transformations, with intense training for the commercial team, resulting in a marked increase in sales. These advances highlight the segment's potential to drive sustainability and innovation in Brazilian agriculture.

FAIRS AND EVENTS

JANUARY	MARCH	MARCH	APRIL	APRIL	MAY
					
DINETEC	FARM SHOW	SHOW SAFRA	PARECIS SUPER AGRO	NORTE SHOW	RONDÔNIA RURAL SHOW
ESTIMATED ATTENDANCE: 15K people	ESTIMATED ATTENDANCE: 97K people	ESTIMATED ATTENDANCE: 127K people	ESTIMATED ATTENDANCE: 24K people	ESTIMATED ATTENDANCE: 60K people	ESTIMATED ATTENDANCE: 276K people
DATES: January 15–17	DATES: March 18–21	DATES: March 24–28	DATES: April 8–11	DATES: April 14–17	DATES: May 26–31
LOCATION: Canarana-MT	LOCATION: Primavera do Leste-MT	LOCATION: Lucas do Rio Verde-MT	LOCATION: Campo novo do Parecis-MT	LOCATION: Sinop-MT	LOCATION: Ji-Paraná-RO

In addition to major fairs, Agro Amazônia also participated in exclusive events, such as the P.A. Consultoria Field Day in Tangará da Serra (MT), featuring lectures on climate challenges and management strategies. Agro Amazônia organizes ATAA Sudeste, in Patos de Minas (MG), focused on training employees and clients, strengthening its portfolio and own brands such as Dagma Sementes, in addition to presenting the sector's latest technological innovations, and LucrAA Barra do Garças, focused on pasture management.

Other noteworthy events included the launch of the Classe AA Benefits Program, in Cuiabá (MT), which brought together the company's Elite Clients, and Elas no Campo, an event dedicated to women in agribusiness. Additionally, the Arraial Solidário editions, held in Lucas do Rio Verde and Alta Floresta, reaffirmed Agro Amazônia's social commitment, promoting integration between producers and the local community.





EXPERIMENTAL STATION

Agro Amazônia's Experimental Research Station, located in Minas Gerais, plays a crucial role in advancing innovation and sustainability, developing agronomic solutions that enhance both performance and sustainability in the agricultural sector.

Its activities include conducting agronomic trials to evaluate product performance, with a stronger focus on fertilizers, plant nutrition, crop protection, and seeds. Among its key initiatives is the annual Inova Campo event in Patos de Minas, held at the Experimental Station. The event spans one week and includes two days of technical training for the team, one day dedicated to university students, and one day focused on clients.

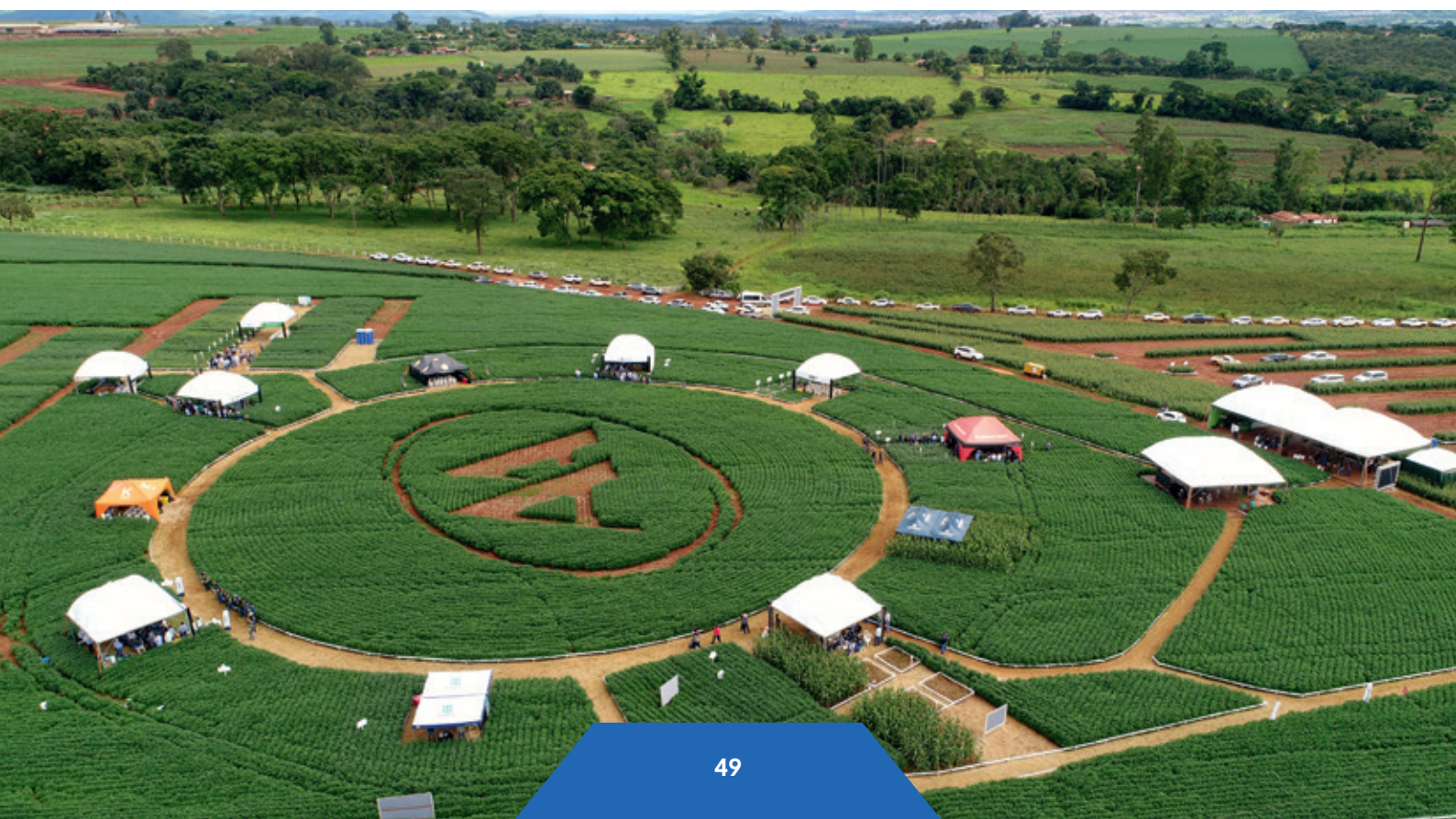
With an emphasis on portfolio, crop management, and comparisons between planted areas, the event fosters knowledge exchange among employees, suppliers, and other stakeholders. **In its latest edition, over 400 people participated, reinforcing the station's commitment to training professionals, disseminating knowledge, and presenting the results achieved throughout the year.**

The station also fosters ongoing development of agronomic research to assess the effectiveness and impact of products in the field. The active involvement of Agro Amazônia's commercial and marketing teams, alongside suppliers, ensures robust and aligned collaboration, maximizing the impact of developed solutions and delivering results tailored to market demands. As part of its expansion and innovation strategy, the Experimental Station is being structured to obtain accreditation from the Ministry of Agriculture, Livestock and Food Supply (MAPA).

This initiative seeks to transform the station into a revenue-generating center through the sale of trials to the industry, with the initial goal of reaching one thousand treatments per year after its fifth year of operation.

To this end, minimum infrastructure upgrades are being carried out, such as the construction of locker rooms, laboratories, and other facilities needed to meet MAPA requirements. Additionally, the station leads projects for the recovery of degraded areas, including the implementation of a coffee crop on degraded pastureland, reinforcing its commitment to sustainability and productive diversification.

This initiative demonstrates Agro Amazônia's ability to innovate and adopt sustainable and economically viable agricultural practices, aligning with the governance principles and sustainability that underpin its operations.



CUSTOMER RELATIONSHIP

The Classe AA Benefits Program was developed to strengthen the purchasing power of farmers and ranchers, allowing them to accumulate points that can be converted into discounts for future negotiations. This initiative not only contributes to the financial stability and competitiveness of clients but also drives new business and stimulates the local economy.

The program is accessible to all clients and will soon include specialized consultancy services, assisting them in improving their operations in a more efficient and sustainable way.

Customer support is enhanced through the active participation of the entire commercial and administrative team at Agro Amazônia, which is constantly kept updated and works to ensure client enrollment and the full use of the benefits offered by the Classe AA Benefits Program.

With over 5,400 clients already registered, the effectiveness of these measures is monitored through real-time dashboards, generating monthly reports on adhesion, campaigns, and purchasing behavior.



DEMAND GENERATION

At Agro Amazônia, Demand Generation represents one of the strategic pillars of the business, with a focus on promoting a close and consultative relationship with clients. In addition to being the focus of the entire commercial team, we have a specialized team composed of 19 promoters who aim to meet the specific needs of each client, offering technical guidance and personalized solutions. This work resulted, in 2024, in the acquisition of 184 new clients, covering a total of 8,289 hectares with more than 4,394 visits directly to the field.



The Demand Generation methodology not only boosts sales but also enhances the quality of the services provided. The process involves visiting clients, monitoring crops, and building relationships with farm teams, enabling them to learn about the products and varieties demonstrated through side-by-side fields, and present the benefits and differentiators in an assertive and consultative manner. This approach helps reduce operational errors, waste, and delays, promoting efficiency at all stages of the commercial cycle.

Furthermore, Agro Amazônia invests in market intelligence and data management to guide strategic actions. The detailed analysis of information enables the identification of opportunities, engages old clients, and presents customized solutions, optimizing results for both clients and the company.

**184 NEW
CLIENTS**

**8,289
HECTARES
SERVED**

**4,394
VISITS
MADE**



ENVIRONMENTAL MANAGEMENT

GRI 3-3, 303-2, 302-1

Agro Amazônia adopts a strategic approach to balance social and economic needs with environmental protection, preventing pollution and promoting the rational use of natural resources. Integrating sustainable solutions into operations is a commitment aligned with legal requirements and environmental standards, aiming to mitigate negative impacts and generate positive effects.

Energy consumption is one of the company's most significant environmental challenges. The use of fossil fuels in logistics operations contributes to greenhouse gas (GHG) emissions. To address this issue, Agro Amazônia is investing in renewable energy through the construction of 32 solar plants and the adoption of biofuels, which currently fuel 75.63% of its logistics fleet.

Non-Renewable Sources				Renewable Sources			
Total fuel consumption within the organization from non-renewable sources in joules or its multiples	2022	2023	2024	Total fuel consumption within the organization from renewable sources, in joules or its multiples	2022	2023	2024
Diesel	95,421 L	91,975 L	96,920 L	Ethanol	764,870 L	1,000,528 L	946,917 L
Gasoline	194,216 L	206,671 L	168,829 L	TOTAL	764,870 L	1,000,528 L	946,917 L
TOTAL	289,637 L	298,646 L	265,749 L				

One of Agro Amazônia's goals is the installation of solar power plants at its operational units, with the objective of transforming its energy matrix and reducing its environmental footprint. The broadening of sustainability training for employees, disseminating knowledge and encouraging engagement in sustainable practices throughout the organization, is also a development goal.

Agro Amazônia recognizes that climate change presents growing challenges, impacting operational and logistical costs, as well as affecting the production chain and demand for raw materials. Therefore, one of its objectives for the coming year is to monitor its emissions, by implementing of an annual inventory to identify and mitigate them.

It also intends to reduce water and energy consumption in its operations and events. These measures aim not only to mitigate environmental impacts but also to improve operational efficiency and financial sustainability.

Water consumption management receives focused attention. Agro Amazônia is currently working to monitor its consumption, understand its processes, and establish targets. The company is committed to the continuous improvement of these practices, to reduce waste and ensure operational efficiency without compromising its activities.

Effluent disposal from operations is carried out through the local sewage system, as permitted by local regulations. However, the company recognizes the importance of raising awareness regarding waste management, and therefore, promotes internal training through internal communication channels such as the ESG Minute program so that employees act responsibly regarding water use and understand the environmental impact of proper disposal practices.

Periodic audits ensure transparency and good environmental practices by Agro Amazônia are updated and maintained for continuous improvement reporting its environmental performance to the Sumitomo Corporation. In addition to environmental and operational benefits, food security is a central theme in discussions on sustainable development. Producing safe food in a sustainable manner is one of Agro Amazônia's commitments. Food safety is a central concern, driving the use of sustainable agricultural solutions that ensure productivity in a scenario of adverse climate change. Sustainability is at the heart of Agro Amazônia's strategy and serves as a reference for decision-making and creates opportunities for new business and partnerships in the low-carbon economy.

WASTE MANAGEMENT AND CIRCULAR ECONOMY

GRI 3-3

Agro Amazônia reinforces its commitment to sustainable waste management by ensuring compliance with environmental regulations and minimizing negative impacts on the environment, workers' health, and surrounding communities.

Reverse logistics of agrochemical packaging is carried out in accordance with current legislation, ensuring the proper disposal of these materials through active participation in the Campo Limpo System, in partnership with the National Institute for the Processing of Empty Packaging (INPEV).

Branches strengthen partnerships with CEARPA, which manages reception centers and collection points for empty packaging, facilitating reverse logistics and promoting awareness among employees and clients.

The company invests in recycling and reuse processes for packaging and waste generated in the factory, contributing to the circular economy and reducing operational costs—such as the implementation of ecobags for fertilizer bagging.

Agro Amazônia has initiated an internal movement to understand its major impacts in relation to waste and how the company can contribute to transforming its waste and minimize the impacts caused by its operations.






OUR PEOPLE

GRI 2-7, 2-8, 2-30, 401-1, 401-2, 401-3, 404-3

Over the past two years, Agro Amazônia has undergone significant expansion following the acquisition of a new company (Nativa). Given the current agribusiness landscape, many challenges have emerged—among them, the difficulty in retaining talent amid market competition. In 2024, the company placed a strong focus on leadership development and on strengthening its organizational culture, reinforcing its identity and values throughout this period of transformation. Agro Amazônia earned prominent positions in rankings of the best companies to work for, both in the Agribusiness sector and in general, at the regional level (Midwest) and nationwide, reflecting positive outcomes from the actions implemented by the company.



	2022	2023	2024
	719	793	779
	445	513	517
	1164	1306	1296

GRI 2-7

Total number of dismissals and employee turnover rate

Turnover (Brazil)	2023	2024
BY AGE GROUP	328	564
Under 30 years old	127	270
30 to 50 years old	193	281
Over 50 years old	8	13
BY GENDER	328	564
Men	212	346
Women	116	218
BY REGION	328	564
Midwest	262	390
Northeast	7	10
North	59	93
Southeast	0	71
South	0	0

GRI 401-1

Total number and rate of new hires

New hires (Brazil)	2023	2024
BY AGE GROUP	207	347
Under 30 years old	86	172
30 to 50 years old	117	169
Over 50 years old	4	6
BY GENDER	207	347
Men	121	222
Women	86	125
BY REGION	207	347
Midwest	131	209
Northeast	3	8
North	31	69
Southeast	42	61
South	0	0

GRI 401-1

For non-employee workers, the company considers service providers such as cleaning staff, kitchen assistants, building maintenance, and general services. It has outsourced employees across several of its units.

GRI 2-8

The Human Resources department is responsible for several critical areas, including talent acquisition, selection, onboarding, corporate education, internal communication, and organizational climate. It also oversees career and compensation management, including job descriptions, salary tables, variable compensation, and performance evaluations. With support from Business Partners, people management practices have been deployed at branch level, aligning local efforts with Agro Amazônia's central human development strategy. A noteworthy initiative is the launch of a Talent Book, providing a structured foundation for promotion policies and competency assessments.

PERFORMANCE EVALUATION



The Avance Program–Performance Cycle plays a key role in mapping and developing talent within Agro Amazônia, ensuring strategic allocation of intellectual capital and driving results through people. It focuses on competencies aligned with the company's Cultural Attributes, which are essential for achieving strategic goals, tracking individual performance, and results delivered, and assessing growth potential.



This report covers the 2023/2024 cycle, considering the initiatives and impacts generated to date. The 2024/2025 cycle will officially begin after the current cycle closes, which is scheduled for April 2025. The transition will ensure continuity in the evolution of performance and employee development. Despite the efforts to broaden participation, the program does not yet cover 100% of the operational group's employees.

PERFORMANCE EVALUATION

VPs, Directors, and Heads	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	12,00	0,00	12,00	13,00	0,00	13,00
Total number of employees evaluated	12,00	0,00	12,00	13,00	0,00	13,00
Managers	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	74,00	15,00	89,00	85,00	28,00	113,00
Total number of employees evaluated	74,00	15,00	89,00	85,00	28,00	113,00
Coordinators, Specialists, Supervisors	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	27,00	19,00	46,00	45,00	34,00	79,00
Total number of employees evaluated	27,00	19,00	46,00	45,00	34,00	79,00

PERFORMANCE EVALUATION

Analysts, Assistants, Technicians	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	83,00	141,00	224,00	192,00	177,00	269,00
Total number of employees evaluated	83,00	141,00	224,00	92,00	177,00	269,00
Consultants and Salespeople	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	235,00	52,00	287,00	284,00	73,00	357,00
Total number of employees evaluated	235,00	52,00	287,00	284,00	73,00	357,00
Assistants, Stock Clerks, Promoters, Operational Staff	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	110,00	105,00	215,00	167,00	109,00	276,00
Total number of employees evaluated	110,00	58,00	168,00	118,00	46,00	164,00
TOTAL	2022			2023		
	Men	Women	TOTAL	Men	Women	TOTAL
Total number of employees	541,0	332,0	873,0	686,0	686,0	1.107,0

GRI 404-3

*For non-employee workers, the company considers service providers such as cleaning staff, kitchen assistants, building maintenance, and general services. It has outsourced employees across several of its units.



BENEFITS

Agro Amazônia stands out for its commitment to creating a work environment that values employee well-being, development, and career trajectory. To this end, it offers a comprehensive range of benefits focused on improving quality of life and supporting professional growth for its full-time employees.

Key benefits include meal vouchers, health insurance, dental insurance, private pension plans, life insurance (mandatory and optional), culture vouchers, transportation vouchers, language and education scholarships, exchange programs, profit-sharing program (PPR), gym access, TotalPass, Auster, birth and wedding gifts, Meio Dia Feliz (half-day off), and Christmas gift.

The Auster and TotalPass platforms reinforce the company's commitment to promoting physical and mental health. Auster provides telemedicine services, discounts at pharmacies and for exams, as well as health and wellness content, ensuring employees have easy access to healthcare support.

TotalPass offers access to a wide network of gyms and studios across the country, encouraging physical activity with flexibility and exclusive discounts for employees and their dependents.

To support end-of-career transitions and employability, the company offers assistance programs related to end-of-career management, whether due to retirement or contract termination, including private pension plans as a benefit.

TRAINING AND DEVELOPMENT

GRI 404-1, 404-2

The company continuously invests in the training and development of its talent. Employees have access to professional training, undergraduate, graduate, and master's degree programs, with financial support for academic education. In addition, Agro Amazônia has its own internal corporate university, which offers courses and training focused on operational areas, as well as technical and behavioral workshops. The implementation of these initiatives reinforces the company's commitment to continuous learning and the professional development of its employees.

Average Training Hours per Employee by Gender

GENDER	2022			2023			2024		
	Number of employees	Training hours	Average hours per employee	Number of employees	Training hours	Average hours per employee	Number of employees	Training hours	Average hours per employee
Men	12,00	18558,23	37,64	722	14250	19,74	1109	15348,15	13,84
Women	12,00	6232,27	13,67	466	7695,3	16,51	730	5832,3	7,99
TOTAL	12,00	24.790,50	25,66	1.188,00	21.945,30	18,13	1.839,00	21.180,45	10,91

Average Training Hours per Employee by Job Category

	2022			2023			2024		
	Number of employees	Training hours	Average hours per employee	Number of employees	Training hours	Average hours per employee	Number of employees	Training hours	Average hours per employee
Executives	6	602,28	100,38	9	640	71,11	11	30	2,73
Managers	82	6537,19	79,72	124	8374,3	67,53	157	1883,15	11,99
Coordinators	48	1312,27	27,34	60	4780	79,67	80	830	10,38
Supervisors	9	0	0,00	9	0	0,00	9	34	10,38
Technical Sales Consultants	192	6404,4	33,36	285	2549,3	8,94	459	10761,3	23,45
Inside Salespeople	35	2474,32	70,69	67	1456	21,73	100	3376,3	33,76
Specialists	5	986,27	197,25	17	704	41,41	22	139	6,32
Analysts	93	1180,35	12,69	115	1511,3	13,14	171	781	4,57
Assistants	92	904,48	9,83	107	1382	12,92	221	731,3	3,31
Apprentices	23	–	0,00	34	1	0,03	99	126	1,27
TOTAL	585,00	20.401,56	53,13	827,00	21.397,90	31,65	1.329,00	18.692,05	10,15

GRI 404-1



In 2024, the reduction in total training hours was the result of a strategic reorientation in employee development, with a focus on more technical, personalized training programs tailored to the specific needs of each area. The adoption of digital and on-demand formats also contributed to this change, providing greater flexibility and accessibility, albeit with shorter average training time per employee.

Additionally, the company launched initiatives to foster peer-to-peer knowledge sharing, exemplified by the Focal Point program. This initiative was designed to empower selected employees with the responsibility of disseminating knowledge, clarifying doubts about processes, and sharing best practices and learning outcomes with their teams.

This approach reinforced Agro Amazônia's culture of continuous learning, promoted a collaborative environment, and highlighted the value of its intellectual capital. Despite the overall reduction in training hours, the company remains firmly committed to professional development and will continue to refine its training programs to ensure impactful, high-quality learning experiences.



YOUNG APPRENTICE AND INTERNSHIP PROGRAMS

In 2024, Agro Amazônia hired young talents through a partnership with the Euvaldo Lodi Institute (IEL), reinforcing its connection with academia and promoting access to the job market for students. The internship program is structured internally by the People Management department and validated by the Finance Board, offering both technical and behavioral development support. The goal for the coming years is to retain these interns as full-time employees upon completion of the program.

The Young Apprentice Program also plays a key role in providing first-job opportunities. In 2024, 45 apprentices were selected in collaboration with accredited institutions such as CIEE, Maria de Lourdes, and Renapsi.

Each apprentice is monitored by their department leader, who ensures the execution of assigned tasks and participation in the mandatory institutional courses. Based on individual performance, the company expresses interest in hiring these young professionals after the completion of their contracts.

INCLUIR PROGRAM

Inclusion and diversity are also values present at Agro Amazônia, which has a structured program for hiring persons with disabilities (PwDs). In 2024, 16 professionals were hired through a selective process conducted by the People Management team, which prioritizes accessibility and availability of job openings for this population.

The monitoring and development of these employees are carried out by the leadership and the People Management team, ensuring commitment to the growth of these professionals. In the coming years, the company aims to expand this group even further, strengthening the culture of diversity within the company.

MATERNITY LEAVE

Agro Amazônia complies with labor laws regarding maternity leave, maintaining the standard period established by Brazilian legislation. Paternity leave, which by law is five consecutive calendar days, is extended by the company to a total of ten days. Additionally, it offers a birth bonus equivalent to 20% of the national minimum wage. In branches with more than 30 active female employees, a monthly childcare allowance of R\$ 500 is provided for six months.

Guided by strong human values, Agro Amazônia welcomes mothers returning from maternity leave with care and sensitivity, ensuring a smooth and respectful reintegration process. Individualized performance reviews are conducted when needed, considering each employee's context and personal journey.

Meritocracy, a core principle of the company, is applied fairly and responsibly.

MATERNITY/PATERNITY LEAVE

	2022	2023	2024
	TOTAL	TOTAL	TOTAL
Total number of employees entitled to maternity/paternity leave	1008	1005	1296
Men	605	654	779
Women	403	451	517
Total number of employees who took maternity/paternity leave	12	8	25
Men	0	0	0
Women	12	8	25

TOTAL NUMBER AND RETENTION RATE AFTER MATERNITY/PATERNITY LEAVE

	2022	2022	2023	2023	2024	2024
	TOTAL	RETURN-TO-WORK RATE	TOTAL	RETURN-TO-WORK RATE	TOTAL	RETURN-TO-WORK RATE
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed	12	100%	0	100%	25	100%
Men	0	0	0	0	0	0%
Women	12	100%	8	100%	25	100%

TOTAL NUMBER AND RETURN-TO-WORK-RATE AFTER END OF LEAVE

	2022	2022	2023	2023	2024	2024
	TOTAL	RETURN-TO-WORK RATE	TOTAL	RETURN-TO-WORK RATE	TOTAL	RETURN-TO-WORK RATE
Total number of employees who returned to work after the end of maternity/paternity leave and remained employed twelve	6	50%	3	38%	0	0%
Men	0	0	0	0	0	0%
Women	6	50%	3	38%	0	0%

GRI 401-3





HEALTH, SAFETY, AND WELL-BEING

GRI 3-3, 403-6, 403-2, 403-3, 403-5, 403-7, 403-8, 403-1, 403-4

Agro Amazônia maintains a strong commitment to the health, safety, and well-being of its employees. The company adopts a preventive approach, offering regular training on the safe handling of agricultural inputs, proper use of PPE, and occupational health. These efforts are supported by monthly communications aimed at reinforcing awareness.

In addition to periodic audits to monitor safety practices, all workplace incidents are thoroughly investigated to identify root causes and implement corrective actions. The company also partners with technical experts to audit operations and recommend improvements that ensure safer working conditions.

Open and accessible communication channels enable both employees and local communities to report concerns or issues, facilitating prompt and effective responses. Agro Amazônia takes a comprehensive approach to occupational health and safety, with initiatives that include 24-hour monitoring, area-specific training, and the SAAbes+ program. Other actions include safety guardians in stores and a CIPA committee at headquarters, which support risk identification and mitigation.

The quality and accessibility of these services are ensured through in-person training sessions, themed live broadcasts, and actions led by the SAAbes+ Center, ensuring that employees across all units receive adequate support.

The organization strictly respects the privacy and confidentiality of employees' health data in compliance with the GDPR, processing sensitive data solely for specific, authorized purposes and with consent. Furthermore, medical information remains restricted to the employee and healthcare professionals, and is never used for discrimination or favoritism of any kind.

	2022	2023	2024
	NUMBER	NUMBER	NUMBER
Work-related fatalities	0,00	0,00	0,00
Serious work-related injuries (excluding fatalities)	1,00	0,00	1,00
Notifiable incidents	6,00	6,00	9,00

GRI 403-9

The results of these initiatives are noticeable at various levels. In the economic sphere, the improvement in working conditions reduces costs associated with leaves of absence, indemnities, and penalties, in addition to increasing productivity. In environmental terms, proper handling and disposal practices minimize the risk of soil and water contamination. For people, these measures provide a safer and healthier work environment, contributing to the physical and mental well-being of employees.

The company adopts initiatives to eliminate hazards and minimize the risk of occupational accidents through a hierarchy of controls, including training on the use of PPE and organization, as well as the prevention of occupational diseases. The commitment to safety is underscored by the milestone of zero fatalities, demonstrating the effectiveness of the actions implemented.



The Health and Safety department, in partnership with the People Management team and the Compliance area, carries out periodic evaluations of safety and health in the workplace, based on regulatory standards, internal policies, and local legislation. These processes cover all units, including branches, offices, distribution centers, logistics operations, and the experimental station. Continuous training is conducted to equip employees and service providers with the ability to identify hazards, properly use Personal Protective Equipment (PPE), and respond to risk situations, adapting to each employee's specific role.

The implementation of specific standards, such as the Occupational Safety Standard, the Safety Standard for the Transportation of Hazardous Materials, and the Agro Amazônia Code of Conduct, reflects the company's commitment to the physical and psychological integrity of its employees. These policies also promote practices that strengthen the organizational culture and value people.

Agro Amazônia's health and safety system was implemented based on legal requirements, including the Consolidation of Labor Laws (Law 6.514/77), which regulates chapters on occupational safety and health, and Regulatory Standards NR O1, which addresses occupational safety and health management, and NR O6, which covers the use of Personal Protective Equipment (PPE). In addition, the company adopts recognized risk management standards/guidelines, such as the Safety Standard for the Transportation of Hazardous Materials, the Occupational Safety Standard, and the Inventory Management Standard, as well as specific training programs related to the handling of hazardous cargo, in accordance with standards from the Brazilian Association of Technical Standards (ABNT).

The scope of the health and safety management system includes direct employees from various areas, such as administrative staff, sales teams, field technicians, logistics operators, heavy machinery operators, and production operators. It also covers outsourced or temporary workers involved in activities under the company's control, such as the transportation and storage of inputs, consultancy, and general services.

The activities covered include the handling, storage, and management of inputs in warehouses and storage units, technical support and field consultancy for rural producers, and administrative tasks carried out in offices, branches, distribution centers, and the fertilizer plant.

The Internal Week for the Prevention of Occupational Accidents (SIPAT) features educational talks and awareness-raising activities on health and safety. Specific training on safety when operating heavy machinery, in accordance with NR 11 and NR 12 standards, is also provided to ensure the reduction of operational risks. Additionally, the company promotes monthly safety dialogues addressing practices that reinforce health and safety in the workplace.

Risk management is a priority at Agro Amazônia. Risk assessments are compiled into reports that include identified hazards, related incidents, and root causes. Corrective and preventive actions are implemented accordingly, with updates to safety protocols and operational processes.

Branch-level safety leaders, together with external consultancy Engeserv, identify risks and support the implementation of control measures. The company encourages all employees to report hazards without fear of retaliation and offers an anonymous whistleblower channel.

Regarding coverage by occupational health and safety management systems, the company served 1,015 workers in 2022, 1,090 in 2023, and 1,051 in 2024, all based on legal requirements or recognized standards. All workers underwent internal audits, reflecting the organization's commitment to maintaining high standards of compliance and continuous improvement.

No workers were excluded from this context, and the data were compiled based on the company's internal records, ensuring the accuracy and transparency of the information.

In 2024, the company launched campaigns promoting mental health and quality of life, including lectures, nutrition initiatives, stress management strategies, and access to psychological support. Specific tools are available to support employees in mental health crises, such as referrals to psychiatrists and workload adjustments to prevent burnout. Looking ahead, the company aims to recover and strengthen actions related to quality of life, ensuring an increasingly safe and healthy environment for all.





SOCIAL RESPONSIBILITY IN THE VALUE CHAIN

GRI 3-3

COMMUNITY

GRI 3-3

Agro Amazônia has stood out for promoting social responsibility throughout its value chain, establishing strategic interactions with the communities where it operates. The company actively invests in initiatives that positively impact socio-environmental standards, always seeking to maximize its positive effects.

Job and income generation is one of the main reflections of its social commitment, with a strong focus on hiring local labor and supporting rural producers. Through the sale of products, training sessions, and technical qualification, Agro Amazônia indirectly boosts the economy of the cities where it operates, promoting the sustainable development of these regions.

Agro Amazônia holds a deep commitment to social inclusion and support for transformative initiatives. The company is directly involved in several social projects, not only through financial contributions, but also through the active participation of its employees, especially in volunteer work. The partnership with the Traditional Karate Project, from the Shotokan academy, highlights the voluntary work of employees in events and activities organized for over 1,200 children in vulnerable situations.

In addition to contributing to physical development, the project also promotes essential values such as discipline, respect, and citizenship, serving as an excellent opportunity for interaction with the local community of Agro Amazônia. On Children's Day and during the Solidarity Christmas at the Vó Cristina Daycare, Agro Amazônia goes beyond institutional support by carrying out direct actions, gift distribution, and celebration events. With this support, the company helps bring joy and hope to 50 children in vulnerable conditions, reinforcing the role of employees as volunteers in these celebrations, generating a strong emotional impact and building lasting bonds with the community.

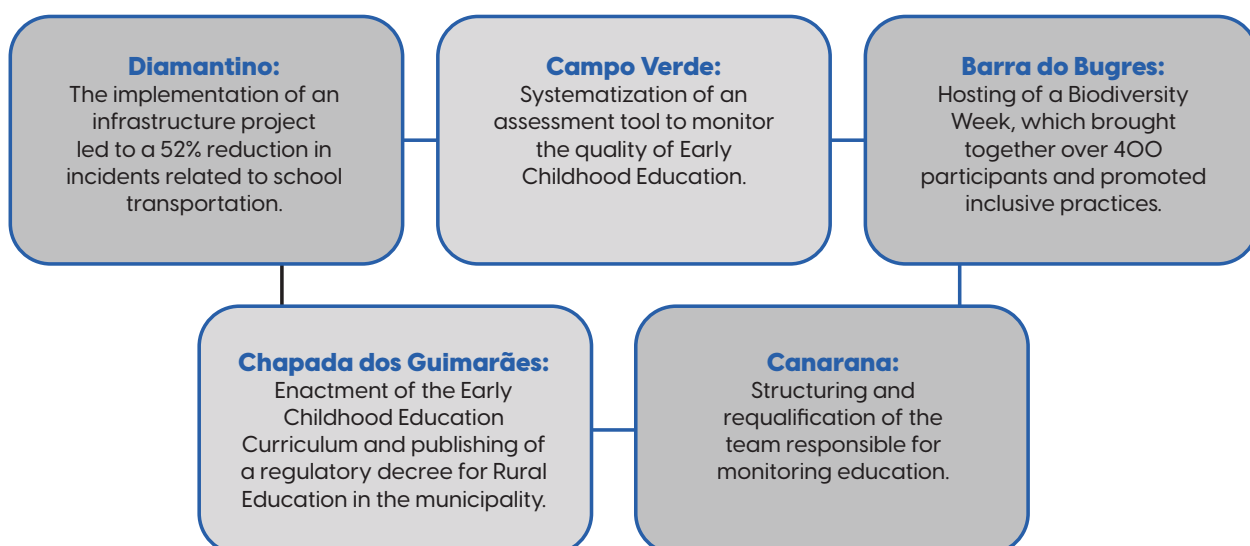


Since 2023, the partnership with the Instituto Flauta Mágica has also allowed Agro Amazônia to support ballet, singing, and recorder lessons for over 3,500 children and youth. The company actively participates in the initiatives carried out by the Institute, providing material support and promoting volunteer actions that foster the integral cultural development of the children served. In line with this commitment, the company adopts clear social responsibility policies and allocates 100% of tax incentives to community projects. By 2025, it aims to consolidate this program, aligning its actions with the prioritized Sustainable Development Goals (SDGs). This commitment reinforces Agro Amazônia's role as an active agent in promoting social well-being and strengthening local economies.

In addition, Agro Amazônia is a sponsor of the GEMTE Group, an initiative that brings together several companies committed to sustainable development, innovation, and social impact. Agro Amazônia's participation in this group further strengthens its efforts toward social development, connecting its volunteer and social responsibility actions to a network of companies engaged in positive transformation in the state of Mato Grosso.

The GEMTE Program has played a key role in the implementation and monitoring of 41 Strategic Projects in partnership with municipalities. With a focus on improving the management and planning of municipal departments, the program has strengthened the monitoring of indicators and encouraged the use of data for decision-making.

Among the general advancements, the implementation of Strategic Agendas in the five participating municipalities stands out, along with the improvement of administrative processes and the systematization of the Early Childhood Education Quality Assessment in three municipalities. As a result, four out of the five municipalities showed improvement in their IDEB (Basic Education Development Index) scores. Furthermore, the development of best practices booklets has contributed to the dissemination of successful experiences and the consolidation of the projects.



The GEMTE Program continues to drive educational and administrative development in the municipalities, strengthening public management and promoting significant improvements in the quality of education.

SUPPLIERS

GRI 3-3

In 2024, Agro Amazônia implemented an ESG diagnostic program focused on its suppliers, aiming to promote sustainability throughout the supply chain. As part of this initiative, 30 suppliers were invited to take part in the process, by completing questionnaires and submitting evidence of their practices. At the conclusion, each supplier received a diagnostic report accompanied by a tailored action plan to enhance their sustainability performance.

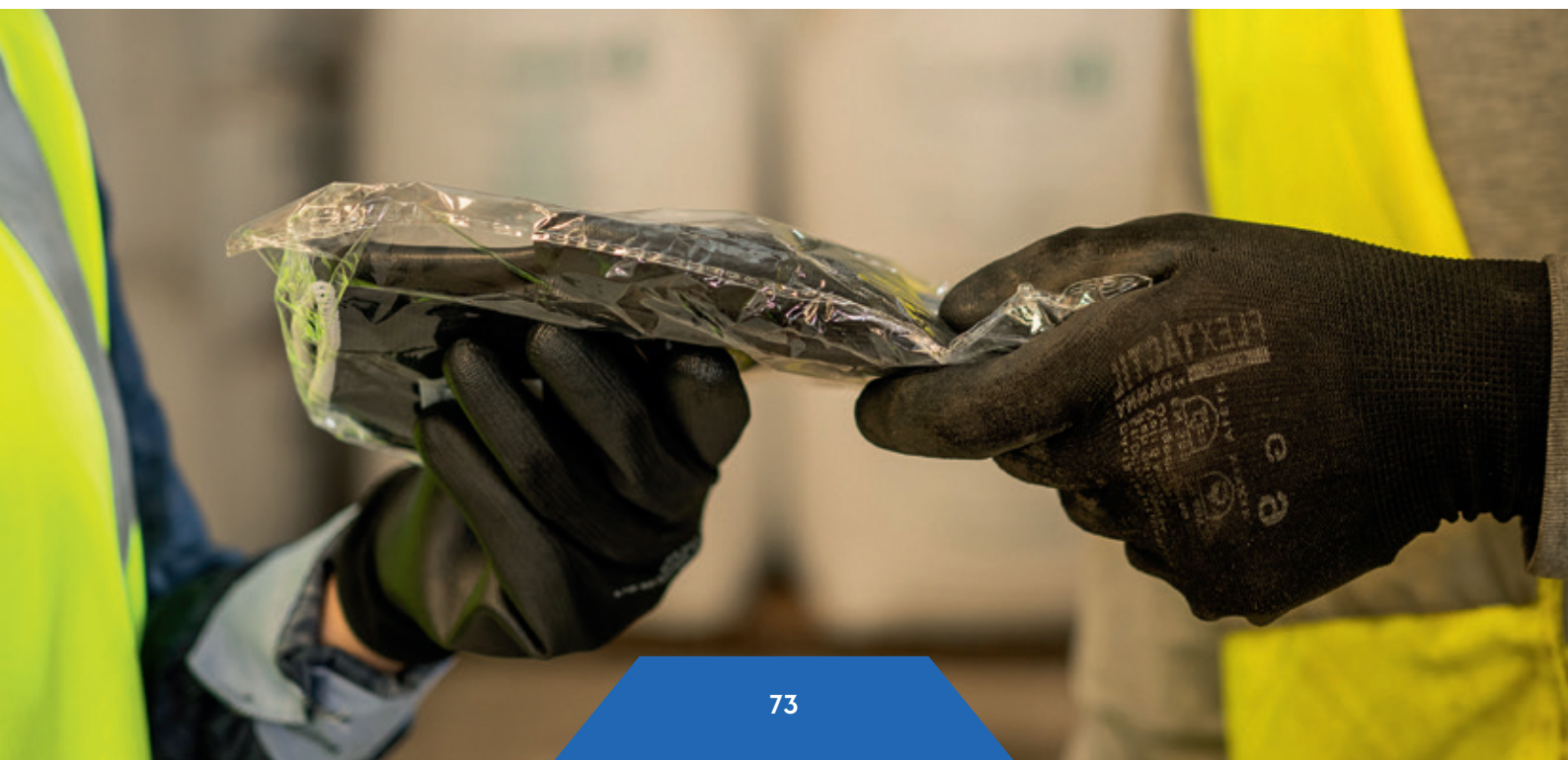
This initiative also allowed Agro Amazônia to gain deeper insight into its suppliers, understand their different levels of maturity, and establish a closer relationship to move forward toward sustainable development.

In terms of document management, Agro Amazônia adopts strict procedures for collecting and analyzing documents related to its suppliers. The construction management team is responsible for requesting the documents outlined in a checklist and forwarding them to the legal department via a designated employee. The legal analysis is fully conducted by the legal department, which guides the construction management team on the procedures to be followed.

This process applies to all contracts, including the drafting and review of contract templates. For large-scale contracts, such as significant structural renovations, the company also requests and reviews additional documentation from the construction company, such as Federal, State, and Labor Clearance Certificates (CNDs—Negative Debt Clearance Certificates).

Understanding that efficient supplier management is key for ensuring positive economic, environmental, and social impacts, Agro Amazônia strives to ensure compliance with safety and occupational health regulations. The company is committed to preventing risks that may expose workers to accidents and occupational diseases.

Transparency and sustainability within the supply chain are fundamental pillars of Agro Amazônia's operations, ensuring ethical and socially responsible business relationships while adding value to the industry and to its clients through more efficient and safer operations and more sustainable products.



HUMAN RIGHTS

GRI 3-3, 406-1, 408-1, 409-1, 407-1

Agro Amazônia reaffirms its commitment to social responsibility across its entire value chain, fostering strategic engagement with communities, consumers, suppliers, and clients to positively influence socio-environmental standards. The company enforces strict measures to ensure its values are upheld at all stages of the production chain, with a strong focus on human rights, decent working conditions, and workplace safety. This includes rigorous policies prohibiting child and forced labor and closely monitoring practices in sectors such as logistics, warehousing, cleaning, and security—areas often prone to labor vulnerabilities.

Particular attention is given to transportation and warehousing at distribution and logistics centers are closely monitored to mitigate risks associated with the use of third-party service providers. The same level of scrutiny applies to indirect services like security and cleaning—areas historically more susceptible to improper labor practices. Contracts include specific clauses that reinforce a commitment to labor rights and ethical conduct, in alignment with the company's Code of Conduct. The rights to freedom of association and collective bargaining are also ensured in all operations and business relationships.

Most supplier contracts include guidelines that safeguard these rights, helping to establish a safe and respectful working environment. Agro Amazônia maintains open communication channels, encouraging stakeholder feedback to continuously improve its practices and prevent negative impacts.





The company recognizes that unequal access to training can result in the exclusion of vulnerable groups and compromise workplace safety. It therefore promotes training programs that build skills, enhance inclusion and employability, and raise awareness of human rights and dignity. Clear non-discrimination policies foster equal opportunities and well-being. Effective collective bargaining ensures alignment between employer and employee interests, strengthening sustainability and ethical practices. Agro Amazônia also implements measures to manage positive impacts and mitigate negative ones. Ongoing training fosters a more conscious, diverse, and inclusive workforce, enhancing organizational outcomes.

Regular audits are conducted to ensure compliance with internal standards and policies, including those applicable to branches and suppliers. Accessible and secure whistleblowing channels are in place to ensure prompt and effective responses to any type of violation.

Agro Amazônia received no reports of discrimination during the reporting period, reflecting its commitment to a respectful, inclusive, and secure working environment. The company's commitments to human rights are supported by policies such as the Sustainability Policy, the Protocol Agreement related to the Profit-Sharing Program (PPR), and specific regulations concerning work hour control, promotion, recruitment and selection, transportation of hazardous materials, and anti-corruption.

Agro Amazônia also invests in awareness campaigns addressing harassment, discrimination, and inclusive workplace practices, ensuring that all employees are free to organize without fear of retaliation. When actual negative impacts are identified, the company revises training programs, supplier contracts, and labor conflict management processes to ensure fair and effective solutions are implemented.







OFFICE

Headquartered at Avenida Senador Metello, 556, Centro Sul, Cuiabá/MT, Brazil, **Agro Amazônia Produtos Agropecuários S.A** is a privately held corporation controlled by **Sumitomo Corporation and Sumitomo Corporation do Brasil S.A.**

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