



2026

SUSTAINABILITY REPORT

BASE YEAR: 2025



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AGRO AMAZÔNIA

1 Introduction

About this report

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

For the second consecutive year, Agro Amazônia Produtos Agropecuários S.A. publishes its Sustainability Report, reaffirming its commitment to the continuous improvement of its governance, social, and environmental practices. This initiative reflects the understanding that transparent communication regarding the conduct of its business is an essential part of the Company's relationship with its various stakeholders.

This document, published on March 30, 2026, presents the performance of all Agro Amazônia operations from January 1 to December 31, 2025 – the same scope as the financial statements. This content is the result of a collaborative process involving data collection by different areas of the Company, with the support of specialized external consulting and review by the Executive Board.

In line with best practices in accountability, this document was prepared based on the Global Reporting Initiative (GRI) Standards, one of the main international frameworks for sustainability reporting. GRI establishes guidelines that guide organizations in reporting their economic, social, and environmental impacts, in line with society's expectations.

Questions, suggestions, or comments regarding this report may be sent to juridico@agromazonia.com. Agro Amazônia values dialogue and considers feedback from its stakeholders an important element for the continuous improvement of its communication processes.

Material Topics

GRI 2-14, 3-1

Material topics are those that represent direct or indirect impacts on an organization's ability to generate and preserve value for the business itself, its stakeholders, and society as a whole. Emphasizing what is material guides decision-making and the allocation of resources to the most relevant issues, contributing to more focused management aligned with stakeholders' expectations.

Agro Amazônia defined its material topics in 2024 through a structured process, conducted with the support of specialized consulting. The work began with the analysis of internal and external sources, including policies, standards, reports, and sector studies. In total, 40 documents were reviewed, complemented by benchmarking against five peer companies, which made it possible to compare practices, identify trends, and broaden the understanding of the sector's main challenges. As a result, 20 topics were identified, comprising 267 subtopics, which were subsequently submitted for prioritization by stakeholders. This stage included five interviews with leadership, two workshops with internal areas, and the collection of 28 responses through questionnaires applied to

strategic audiences, ensuring the incorporation of different perspectives in the assessment of topic relevance.

In parallel, 64 risks associated with the analyzed topics were mapped based on internal and external sources. This analysis sought to understand both the likelihood of occurrence of these risks and their potential impacts on the Company, reinforcing the integration between the sustainability agenda and business risk management.

Finally, in the consolidation stage, the topics were assessed according to criteria such as relevance to the business, importance to stakeholders, alignment with corporate strategy, public commitments undertaken, and risk analysis. Thus, nine topics were classified as the most strategic and began to guide the development of the Company's actions and initiatives over the coming years. The result of this materiality process was also submitted for approval by Agro Amazônia's senior management.

Material Topics

GRI 3-2

Topic	Related GRI Indicators	Related Sustainable Development Goals (SDGs)
Environmental		
 Biodiversity	101-1, 101-2, 101-3, 101-4, 101-5, 101,7 and 101-8	  
 Climate change	201-2, 302-1 and 305-5	  
 Environmental management and pollution prevention	303-1, 303-2, 305-6 and 305-7	  
 Waste management and circular economy	306-2	 
Social		
 Human Rights	401-1, 401-2, 404-1, 404-3, 406-1, 407-1, 408-1, 409-1 and 411-1	 
 Health, safety and well-being	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9 and 403-10	 
 Social responsibility in the value chain	201-1 and 203-2	  
Governance		
 Business conduct	205-3 and 206-1	 
 Agricultural and livestock services management	None.	 

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Message from the President

GRI 2-22

The year 2025 was marked by one of the most challenging cycles ever faced by Brazilian agribusiness. After an extremely favorable period between 2019 and 2022, the sector began operating, as of 2023, in a completely different environment. The combination of falling agricultural prices, high interest rates, reduced credit availability, and severe climate events had a profound impact on the entire agribusiness value chain.

In this context, the financial strength provided by Sumitomo Corporation, our sole shareholder since 2019, has been a decisive differentiator. Continuous access to capital, a scarce resource in agribusiness during periods of instability, ensured the Company's liquidity preservation and the continuity of strategic investments. This support enabled the strengthening of operational discipline and the improvement of internal processes, allowing for more consistent decision-making, even in a highly volatile scenario.

Throughout the year, we made significant progress in risk management. We adjusted our credit policy, enhanced customer analysis, and expanded our *barter* operations – a modality that improves collateral, reduces default, and supports producers in a context of restricted credit. These learnings strengthened our ability to operate with greater responsibility and predictability.

Our strategy remains structured around consistent pillars. Strengthening the seed business continues to be a central axis, with relevant investments such as the new processing facility in Minas Gerais. We continue to advance in expanding *barter* operations, developing and retaining talent, responsibly expanding our portfolio, and consolidating our presence across the nine states where we operate. Our priority is to grow with quality, strengthening existing operations and maintaining close relationships with producers.

We have directed special attention to higher value-added products, particularly in the areas of plant nutrition and biologicals. These solutions contribute to more efficient production systems and are aligned with an increasingly environmentally responsible approach to agriculture. This movement is part of the natural evolution of our portfolio and of how we understand the future of agribusiness.

ESG, the acronym that encompasses environmental, social, and governance aspects, is not a concept separate from the business, but rather part of our philosophy. We guide producers in adopting good practices in the field,



addressing topics such as proper rural working conditions, compliance with the Forest Code, and responsible farm management. We believe that productivity, profitability, and sustainability go hand in hand. Our role as distributors and technical advisors is to support producers so that their businesses are economically viable, socially fair, and environmentally sound.

This vision is also reflected within the Company. Our values, mission, and cultural attributes guide our decisions and practices. We invest in training, strengthen our governance, advance in the use of renewable energy, and expand social and educational initiatives, especially in the regions where we operate.

Looking ahead, the expectation is for the continuation of a challenging environment, although with signs of slight improvement compared to 2025. The projected reduction in the Selic rate may ease part of the pressure on credit. Even so, we remain cautious. Our priority will be to consolidate the established strategy: strengthen risk management, develop people, improve processes, advance sustainable solutions, and grow responsibly within the existing structure.

We remain confident that discipline, continuous learning, and commitment to our values are the paths to navigating difficult cycles and building a solid and lasting business. I would like to thank our employees, clients, partners, and Sumitomo Corporation for their trust and for the joint work throughout this year. It is on this foundation that we move forward prepared for the upcoming challenges of Brazilian agribusiness.

**Roberto Motta, President/CEO
of Agro Amazônia**



3 Message from the Shareholders

As Agro Amazônia completes a decade since its integration into Sumitomo Corporation, it is possible to look at this trajectory with the conviction that Agro Amazônia has established itself as one of the leading agribusiness distributors in Brazil, consistently expanding its scale, structure, and strategic relevance within Sumitomo Corporation's portfolio.

This evolution is the result of building a management model that balances Sumitomo Corporation's global knowledge and corporate experience with the strong local presence of the Brazilian team. From the start, we believed that the success of this integration would depend on mutual respect between cultures, the appreciation of local knowledge, and collaboration with the founders and teams who built Agro Amazônia's history. This relationship of trust made it possible to advance the professionalization of the business without losing proximity to the market, customers, and the reality of the Brazilian countryside.

For Sumitomo Corporation, agribusiness is one of its global strategic focuses, and Brazil holds a central position in this context, both due to its relevance to global food security and its potential for sustainable production of food, fiber, and energy. In this scenario, Agro Amazônia plays a fundamental role as a platform for growth and for the implementation of solutions that support farmers and livestock producers in a technical, efficient, and responsible manner.

The mission of contributing to the sustainable development of Brazilian agribusiness guides the Company's decisions and investments. Initiatives focused on precision agriculture, the use of biological products, and the development of new solutions in partnership with innovative companies are part of this effort. We understand

that many of these initiatives require time to generate measurable results, but we believe that Agro Amazônia is prepared to scale these practices in the field.

Looking ahead, we maintain a positive view of the potential of Brazilian agribusiness, while acknowledging the challenges related to climate, price volatility, and the regulatory environment. We reaffirm our confidence in Agro Amazônia and in its ability to continue contributing to the advancement of Brazilian agribusiness, supporting producers, strengthening value chains, and generating long-term value for society.

Sumitomo Corporation

Ten years after the integration, Agro Amazônia has established itself as one of the leading agribusiness distributors in Brazil and as a strategic platform for sustainable growth for Sumitomo Corporation in the country.

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Institutional Profile

Agro Amazônia

GRI 2-1, 2-6

Agro Amazônia is a Brazilian company headquartered in Cuiabá (MT), serving rural producers, farmers, livestock producers, and companies in the agribusiness sector, including medium- and large-scale producers, agricultural groups, and commercial partners primarily linked to grain production. Its activities are concentrated in the regions where it operates, across nine states, particularly in the Central-West, Southeast, South, and North of the country, with a strong presence in Mato Grosso, Pará, Minas Gerais, and Goiás, as well as in adjacent areas.

Since 2015, Agro Amazônia has been a subsidiary of Sumitomo Corporation, a Japanese multinational operating globally across various sectors. This integration has strengthened the Company's organizational structure, preserving local knowledge while expanding access

to management practices with a long-term strategic perspective.

Agro Amazônia's operations are focused on the distribution of agricultural inputs and the provision of integrated solutions for agricultural and livestock production, taking into account the different production systems, crops, and technological demands of each region. Its main activities include the commercialization, logistics, storage, and technical support related to seeds, crop protection products, fertilizers, plant nutrition solutions, biological products, and livestock inputs, in addition to administrative, commercial, and rural producer support routines. The Company also develops technical advisory and customer relationship initiatives, encouraging the adoption of good production and socio-environmental practices aligned with local conditions.



Propósito

Ser reconhecido como o principal parceiro do agronegócio nacional, oferecendo aos produtores rurais das principais regiões agrícolas do país um amplo portfólio de produtos e serviços de alta qualidade. A Companhia trabalha sempre com as melhores marcas, atendimento próximo e uma assistência técnica diferenciada.

Missão

Trabalhar para o desenvolvimento sustentável do agronegócio. Conciliar os interesses econômicos, sociais e ambientais, buscando harmonia das aspirações de todas as partes envolvidas com o agronegócio, visando garantir a sua sustentabilidade.

Vision

Ser o melhor e maior distribuidor de insumos agropecuários do Brasil. Buscar incessantemente a melhoria contínua da gestão, a fim de tornar-se referencial de excelência nas práticas adotadas na administração de pessoas, na aplicação dos recursos financeiros, na superação das expectativas de colaboradores, clientes, fornecedores e no relacionamento com a sociedade.

Values

SUSTAINABILITY

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

INTEGRITY

Conduct actions and decisions with ethics, respect, and integrity, focusing on maintaining a fair, respectful, and inclusive environment.

CUSTOMER FOCUS

Align all areas of the Company to deliver the best experience to its customers.

PASSION

Promote engagement by fostering the feeling that drives, motivates, and inspires people to care for, protect, support, and commit to the Company's success.

SIMPLICITY

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

Promote and maintain a safe working environment, thereby protecting people, their data, assets, and the environment.

Operations

GRI 2-6, 3-3 (Agricultural and livestock services management)

Commercialization of inputs

Agro Amazônia, through its extensive network of 67 branches distributed across Brazil's main agricultural regions, commercializes inputs for both agriculture and livestock, combining product offerings with technical support and solutions that contribute to rural producers' operations.

In the agriculture segment, the Company offers seeds, crop protection products, fertilizers, plant nutrition solutions, and biological products. The seed portfolio includes soybean, corn, cotton, and sorghum varieties, as well as fresh produce – marketed exclusively in Minas Gerais, where potato and coffee producers are also served. For plant nutrition and biologicals, Agro Amazônia establishes partnerships with recognized suppliers, expanding the diversity of options available to clients and meeting the demand for alternatives aligned with more sustainable management practices. The crop protection portfolio includes fungicides, insecticides, herbicides, and seed treatments, primarily for soybean, corn, and cotton crops, which represent a large share of input demand in the country.

In the livestock segment, the Company offers a range of inputs that support animal management and production, including herbicides, seeds, and fertilizers for pastures, animal health solutions, animal nutrition, wire, and equipment used in livestock operations. These products meet the needs of livestock producers, contributing to the development of more efficient production systems suited to the characteristics of each property.

The commercialization of inputs is supported by a dedicated logistics structure, which includes the Logistics Distribution Center inaugurated

in 2024. With an area of 15,000 m², this unit integrates the receipt, storage, quality control, and dispatch operations of crop protection products and seeds, and also enables direct deliveries from the ports of Paranaguá (PR) and Santos (SP), reducing transportation costs and enhancing the Company's competitiveness in serving producers. Internal logistics operations include differentiated storage and split deliveries, ensuring the integrity and quality of the distributed products. For seeds, the Center features a 6,000 m² area with temperature controlled at 10°C and relative humidity maintained at 65%, conditions that preserve product quality until delivery. Inventory management and road logistics have been structured to serve large producers and distributors in strategic high-productivity regions, as well as to ensure continuous replenishment of branches and optimize product availability at points of sale.

In addition to the physical supply of inputs, Agro Amazônia has expanded the integration of technology in the field, offering digital solutions and tools that support rural producers in managing their properties. Through technological platforms and applications developed for the sector, farmers can access technical information, climate data, and agronomic recommendations that optimize the planning and execution of production activities. These tools bring together content on management practices, appropriate timing for input application, and variables related to climate and soil, contributing to more informed and efficient decision-making in the field.

Fertilizer Plant

In the fertilizer segment, Agro Amazônia operates in the formulation of products developed from the careful selection of raw materials, considering the specific needs of farmers, the characteristics of production systems, and the edaphoclimatic particularities of the regions served. This approach contributes to more efficient use of inputs, promoting improved agronomic performance, resource optimization, and waste reduction throughout the production chain.

Industrial operations involve the receipt, technical analysis, selection, and processing of raw materials, ensuring high standards of quality, control, and traceability. Customized formulation enables the delivery of solutions better suited to local realities, supporting more efficient and economically sustainable agricultural practices.

Logistics efficiency is a strategic component of this operational model. Proximity to the main agricultural hubs, along with integrated planning of supply, storage, and distribution, contributes to reduced transportation distances, load optimization, and greater predictability in customer service. This model allows for reduced operating costs, faster delivery, and lower environmental impact associated with transportation.

In the 2024/25 crop season, production reached 100 thousand tons of fertilizers, mainly destined for Alto Paranaíba and Triângulo Mineiro – strategic regions for Brazilian agribusiness, recognized for their crop diversity and high production potential. By serving these agricultural hubs, the Company contributes to strengthening regional value chains, generating value in the field, and supporting the socioeconomic development of the communities where it operates.

Innovation is a strategic pillar. The Company continuously seeks new technologies and solutions in fertilizers with greater agronomic efficiency, including products with improved nutrient utilization and enhanced field performance. This movement reinforces the commitment to increasing productivity in a responsible manner, contributing to the more rational use of natural resources and to the sustainability of agricultural systems.



Seed Development

Agro Amazônia invests in seed development through its own brand, Dagma Sementes, focused on offering cultivars adapted to different climate and soil conditions. The brand results from a partnership with GDM, an international group specialized in plant genetics, which ensures access to high-performance genetic materials. This partnership contributes to positioning Dagma Sementes as a reference in soybean seeds suited to the conditions of the Brazilian Cerrado.

Its operations in the soybean segment include the multiplication of the DONMARIO and Brasmax brands under a licensing model, as well as a proprietary portfolio of thirteen exclusive Dagma cultivars, developed to meet different conditions of climate, management, and productivity. Agro Amazônia's operations in this segment also include the supply of cotton seeds, expanding its presence in the seed value chain and meeting the technical and operational demands of farmers.



Dagma Sementes' operations cover all stages of the supply chain, from the production of licensed seeds to delivery to the end customer. Production takes place in nine Brazilian states through a network of partner growers responsible for planting, harvesting, drying, and processing. Quality control accompanies the entire process, including storage and transportation stages, with the support of two laboratories located in different states.

Distribution logistics are carried out by approximately eight third-party carriers, responsible for transporting production to all Agro Amazônia points of sale, in addition to its own distribution centers in Cuiabá and outsourced facilities in other locations. This logistics structure enables the Company to serve different agricultural regions in an organized manner, ensuring seed availability in accordance with the agricultural calendar and producers' needs.

100 thousand tons of fertilizers in the 2024/25 crop season and a proprietary portfolio of 13 cultivars reinforce efficiency, innovation, and strategic presence in agribusiness.





Expansion in the Seed Segment

In 2025, Agro Amazônia began expanding its operations in the seed segment with the start of construction of a facility dedicated to seed processing in Patos de Minas (MG), representing an investment of approximately BRL 160 million. The unit will begin operating at initial capacity as of February 2026 and is expected to process 1 million bags of soybeans in its first year, with the possibility of expansion as demand evolves.

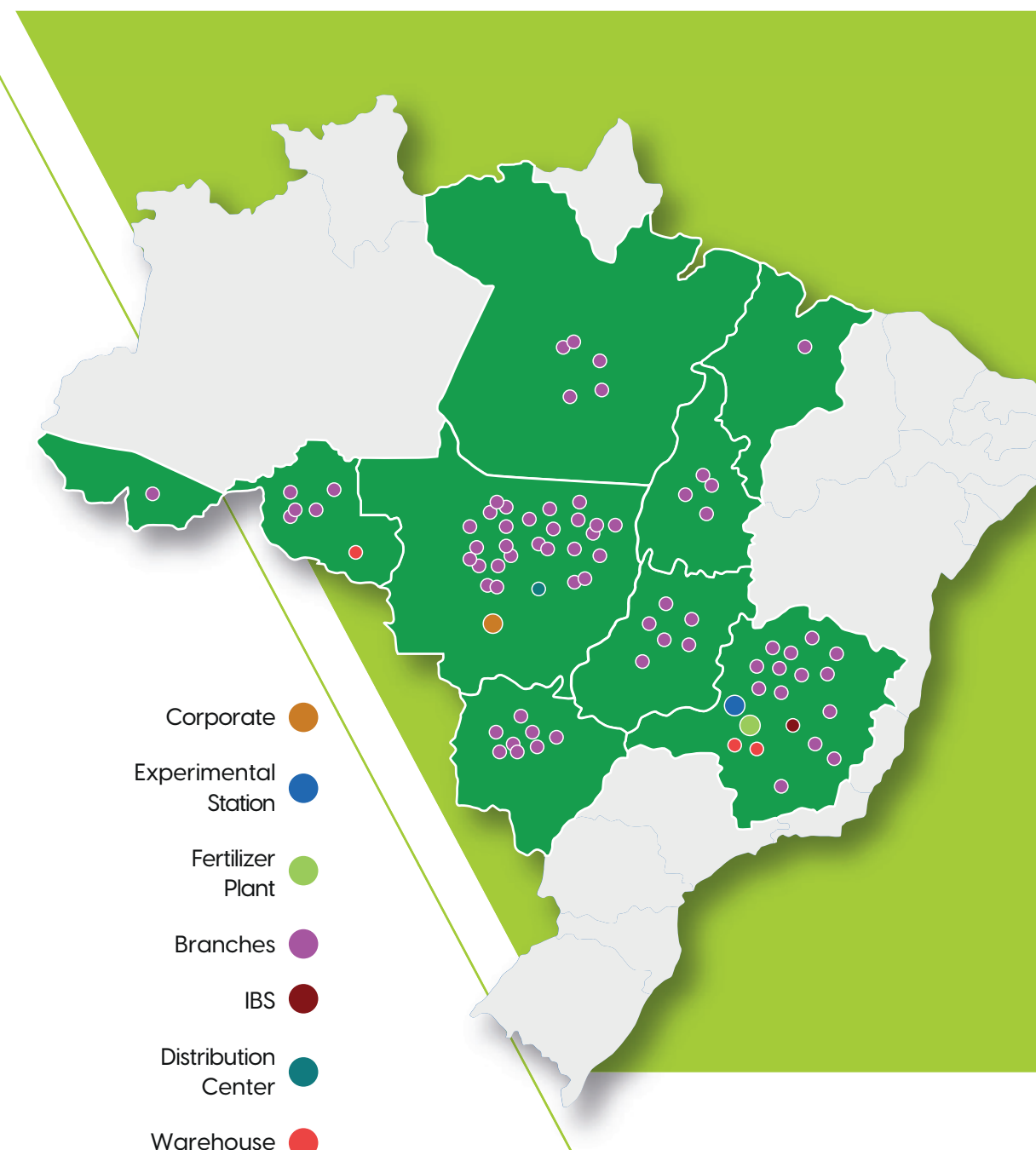
Designed with a high level of technology, the facility was developed to ensure greater control over production processes and to raise standards of seed quality and traceability. Operations include the receipt of seeds from registered fields specifically cultivated for seed production, as well as the stages of cleaning, drying, grading, standardization, and packaging. The unit also features infrastructure for climate-controlled storage and for industrial seed treatment (IST), ensuring that products reach farmers ready for planting and in compliance with regulatory requirements.

The location in Patos de Minas was strategically defined, considering the agricultural potential of the region and its relevance in soybean production, the main raw material of the operation. With this structure, Agro Amazônia strengthens its presence in the seed value chain, enhances operational efficiency, and advances its strategy to consolidate itself as the second-largest seed producer in the country, reinforcing its commitment to quality, process standardization, and the safety of products delivered to farmers.

Location of Operations

GRI 2-6

Agro Amazônia's territorial presence enables it to efficiently meet the demands of regional markets, considering characteristics such as climate, soil, and production profile. By operating in strategic states for Brazilian agribusiness, the Company strengthens its connection with the sector's challenges and opportunities, contributing to the development of agricultural and livestock activities in the regions where it operates.





Awards and Recognition

In 2025, Agro Amazônia was recognized by major national institutions, reinforcing the strength of its management, its commitment to people, and the consistency of its sustainable growth strategy.

In the **Great Place to Work (GPTW)** ranking, the Company achieved prominent positions:

- **2nd place in the Central-West category;**
- **3rd place in the Agribusiness category;** and
- **84th place in the National Ranking.**



These results reflect the strengthening of organizational culture, trust in internal relationships, and continuous investment in employee development.

During the period, Agro Amazônia also achieved **1st place in the IEL Talent Award**, in the Regional **Innovative Internship** category, a recognition that highlights its commitment to developing new professionals and promoting innovation in the corporate environment. The award is granted by the Instituto Euvaldo Lodi (IEL), part of the Sistema Indústria.

The Company was also recognized in the **EXAME Award in People Management 2025**, ranking among the top three companies in Brazil in the Large Companies category. The recognition by Exame magazine reinforces the maturity of Agro Amazônia's people management practices, aligned with its long-term strategy and the appreciation of human capital.

The recognitions achieved throughout the year reaffirm Agro Amazônia's positioning as an organization committed to operational excellence, responsible governance, and sustainable development, strengthening its reputation among employees, clients, partners, and society.

2nd place

in GPTW Central-West highlights the strength of the organizational culture.

1st place

in the IEL Talent Award highlights the focus on innovation.

Top 3

in EXAME 2025 consolidates excellence in people management.

5

Strategy and Management

Corporate Strategy

Agro Amazônia's strategy is guided by the purpose of being recognized as the leading partner in Brazilian agribusiness, offering producers in the country's main agricultural regions a broad portfolio of products and services, combined with qualified technical support and solutions aligned with the demands of the field.

This portfolio is expanded responsibly, with a focus on solutions that add value to producers' businesses. In this context, the Company has directed efforts toward higher value-added products, particularly in the areas of plant nutrition and biologicals, meeting the growing demand for more efficient agricultural practices aligned with sustainable production. This expansion is carried out in an integrated manner with the other product lines, maintaining consistency with regional needs.

The strategy is supported by pillars that guide decision-making and Agro Amazônia's actions in the short, medium, and long term. One of the key pillars is the strengthening of the seed business, considered strategic for the Company's differentiation in the market. In this context, investments that expand control over processes, quality, and traceability stand out.

Another relevant pillar is the expansion of barter operations, a model in which inputs are exchanged for grains, enabling greater operational security, improving risk

management, and strengthening relationships with producers. This approach contributes to the financial balance of operations, especially in a context of greater credit constraints in the sector.

The training, development, and retention of talent also play a central role in the strategy. The Company invests in the development of its teams, recognizing that qualified and engaged people are essential to process efficiency and the quality of customer service.

Operational presence completes this set of strategic drivers. Agro Amazônia operates in a consolidated manner across nine Brazilian states, through its branches, prioritizing the strengthening of existing operations. This territorial presence enables proximity to producers, understanding of local particularities, and greater operational agility.

Transversally, the Company's strategy incorporates aspects related to governance, risk management, and sustainability. Agro Amazônia continuously seeks to improve its processes, strengthen control mechanisms, and adopt practices that promote a business that is economically viable, socially responsible, and environmentally sound, aligning its operations with stakeholders' expectations and the challenges of Brazilian agribusiness.

A focus on seeds, plant nutrition, and barter underpins the strategy of responsible growth and differentiation in agribusiness.

Governance Structure

GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-16, 2-17, 2-25

Agro Amazônia is a privately held corporation and, since 2015, has been part of the Sumitomo Corporation Group, a Japanese multinational with more than four centuries of history and diversified global operations, recognized for its strong discipline in governance, risk management, and long-term vision. Over a decade of integration, the Company has undergone a consistent process of growth and organizational maturity, consolidating itself as one of the leading agribusiness distributors in Brazil and expanding its strategic relevance within Sumitomo Corporation's global portfolio.

This period has been marked by the structuring of a management model that combines Sumitomo Corporation's global corporate expertise – particularly in areas such as finance, internal controls, and risk management – with the strong local presence and deep market knowledge of the Brazilian team. The integration of cultures, processes, and ways of working has been based on respect for Agro Amazônia's history and on the appreciation of local knowledge.

With the diversification of Agro Amazônia's operations, including the expansion of the seed business and the operation of the fertilizer plant, corporate governance and risk management have gained even greater relevance within the management model, resulting in robust control structures capable of supporting this growth.

Agro Amazônia's governance structure has the Board of Directors as its highest body, composed of six members responsible for defining strategic guidelines. There is no fixed term for Board members, and their selection considers competencies aligned with areas such as *marketing*, finance, ESG, planning, and people management. The composition of the Board is determined by Sumitomo Corporation, in accordance with the rules established in its Internal Guidelines Manual (IGM), prioritizing leaders from the organization's global operations in the Americas and Japan. The Chairman of the Board does not hold an executive role. This model ensures that strategic decisions are aligned with the interests of the controlling shareholder.

In addition to the activities of the Board of Directors, and with the aim of progressively strengthening the integration of environmental, social, and governance topics into the business strategy, Agro Amazônia formally established, in 2025, the ESG Committee. The committee was structured as a governance support body, with the purpose of promoting alignment between ESG guidelines and the Company's strategic priorities. Its activities are currently in a consolidation phase, focusing on defining workflows, responsibilities, and regular agendas, with the aim of gradually expanding its contribution to the analysis of socio-environmental risks and opportunities and to the monitoring of sustainability-related initiatives.

Executive management, in turn, is led by the Executive Board, headed by Roberto Motta, who serves as President/CEO and is responsible for translating the strategic guidelines defined by the Board into concrete actions in the day-to-day operations. As one of Agro Amazônia's founders, Motta represents an important link between the Company's history and its current stage of consolidation. His leadership ensures the implementation of the strategy, the supervision of operational performance, compliance with internal policies, and the monitoring of *compliance* and risk management practices. In addition to the President, the Executive

Since joining the Sumitomo Corporation Group in 2015, Agro Amazônia has strengthened its governance, established an ESG Committee, and consolidated an integrated management and risk model.



Board is composed of the Executive Vice President of Corporate Planning and Business Transformation, the Vice President of Marketing, the Vice President of Sales, the Chief Financial and ESG Officer, and the Director of Planning and Organizational Transformation. The appointment of the President is carried out entirely by Sumitomo Corporation, while the Vice President and Director-level positions are defined through a process jointly conducted by Agro Amazônia's President and the controlling shareholder.

The management of economic, environmental, and social impacts is conducted collectively by the Executive Board, which acts as the highest level of governance responsible for integrating these topics into the Company's strategy and business decisions. This model reinforces the cross-functional approach adopted by the Company, in which these responsibilities are not assigned exclusively to a single area. Instead, impact-related topics are shared across different areas of operation, according to their respective responsibilities, ensuring strategic alignment, consistency in decision-making, and integration into operations. Information on the progress

of this agenda, including critical concerns, is formally communicated to the Board of Directors in periodic meetings, held twice a year or whenever necessary, in which strategic topics, operational performance, ESG initiatives, and people-related aspects are discussed.

Additionally, the Company promotes structured initiatives for the development and continuous updating of senior management's knowledge. These initiatives include internal training, participation in external events and forums, and the sharing of sector studies and analyses. Training sessions are held at least once a year and may be conducted more frequently whenever there are relevant updates, regulatory changes, or strategic topics that require further in-depth analysis.

Ethics and Compliance

GRI 2-23, 2-24, 2-25, 2-26, 3-3 (Business Conduct), 3-3 (Human Rights)

Executive Compensation

GRI 2-19, 2-20

The compensation policy for members of the highest governance body and the Executive Board of Agro Amazônia is aligned with the Company's strategic objectives and operational performance. The model combines a fixed component and a variable component, seeking a balance between predictability and incentives for achieving results. The current compensation structure was originally developed with the support of a specialized consulting firm and is periodically updated based on market salary surveys, in order to maintain competitiveness and alignment with industry practices.

Fixed compensation is established by the shareholder and defined as a pro labore arrangement, considering criteria such as individual performance and the conditions set forth in the contract. Variable compensation consists of profit-sharing, linked to the Company's strategic performance throughout the fiscal year. Although there is no formal compensation policy directly tied to the management of economic, environmental, and social impacts, variable compensation considers the Company's strategic performance, which includes responsible business conduct and alignment with its long-term priorities.

Among the benefits offered to executives is an optional private pension plan. In cases of termination, any amounts due follow strictly what is set forth in the contract, without the application of bonus or incentive clawback mechanisms.

Agro Amazônia conducts its activities based on principles of ethics, integrity, and transparency, recognizing that these elements are essential to the sustainability of the business and to building trust with employees, clients, suppliers, communities, and shareholders. The Company maintains policies and procedures that guide responsible decision-making, ensure compliance with legislation, and promote high standards of corporate governance.

The commitment to ethical conduct is formalized in the Code of Conduct, a document that establishes clear guidelines on expected behaviors, prevention of corruption, bribery, conflicts of interest, and anti-competitive practices. The Code applies to all employees, managers, and executives, guiding the Company's internal and external relationships and reinforcing respect for human rights, diversity, and fair competition. This set of guidelines is disseminated through periodic training sessions, which strengthen an organizational culture based on integrity and individual and collective responsibility.

Agro Amazônia's ethical and responsible conduct is overseen by the Board of Directors and senior executive leadership. The implementation and monitoring of compliance guidelines are carried out by the Compliance and Internal Controls Department, which is responsible for reviewing processes, conducting internal audits, performing risk analyses, and supporting business areas in complying with internal and external standards, ensuring legal compliance.

As part of strengthening its internal controls, Agro Amazônia implements J-SOX Full, a control framework inspired by Japanese legislation. This system aims to ensure the reliability of financial information, strengthen operational controls, reduce risks, and increase process transparency, enhancing the confidence of investors and other stakeholders in the Company's governance.

In its relationships with business partners, Agro Amazônia prioritizes transparency and responsibility. Periodic supplier assessments

consider compliance criteria, environmental compliance, respect for human rights, and adherence to legal standards, reducing risks across the value chain. Clear communication regarding the characteristics, benefits, risks, and environmental impacts of the products marketed is an essential part of this commitment, ensuring ethical and balanced business relationships.

The Company also provides formal, accessible, and secure communication and reporting channels for employees, suppliers, clients, and other external stakeholders. Through these channels, it is possible to submit questions, suggestions, complaints, or report conduct that may violate the Code of Conduct, legislation, or internal policies, with guaranteed confidentiality and the option of anonymity. Reports may be submitted to managers, the People Management Department, the Ethics Committee, or through the independent EthicsPoint platform, available 24 hours a day. All reports are reviewed by the appropriate bodies, which ensure proper, impartial, and transparent handling, as well as protection against any form of retaliation against whistleblowers. This process reinforces the Company's commitment to integrity, active listening, and accountability, contributing to an ethical organizational environment aligned with the guidelines set forth in its Code of Conduct.

With its Code of Conduct, J-SOX Full, and a 24-hour EthicsPoint channel, Agro Amazônia reinforces integrity, transparency, and control in its governance.

Prevention and Management of Conflicts of Interest

GRI 2-15

The management of conflicts of interest at Agro Amazônia is guided by the Code of Conduct, which establishes ethical standards and clear guidelines to prevent situations that may compromise impartiality in decision-making. Adherence to these guidelines is mandatory for all members of the Executive Board and employees, ensuring that professional relationships are conducted with transparency, integrity, and responsibility.

Members of the Executive Board must declare potential conflicts of interest in meetings or decision-making processes that may affect their impartiality. When a conflict is identified, the professional involved must refrain from participating in discussions and deliberations related to the matter. As an additional layer of control, internal audit operates independently in assessing risks and verifying compliance with anti-corruption and governance policies.

more precise recommendations for producers, reducing operational risks and promoting more efficient use of inputs.

The Experimental Station's operating model is characterized by the active involvement of different areas of Agro Amazônia, including commercial and marketing teams, as well as supplier partners. This integration fosters knowledge exchange and the joint development of solutions, expanding the impact of the research conducted and ensuring that the results are aligned with market demands and customer expectations. In addition to its focus on productivity and technical innovation, the Experimental Station leads projects aimed at the restoration of degraded areas, reinforcing the Company's commitment to sustainability.

Among the ongoing initiatives, the Planta Viva Project stands out, a regeneration initiative for a degraded area at Agro Amazônia's Experimental Station, aimed at restoring previously degraded land through the planting of native species. This initiative contributes to the restoration of local vegetation, the strengthening of biodiversity, and the improvement of ecosystem services, such as soil protection, microclimate regulation, and the enhancement of environmental quality in the region.

The initiative is aligned with the Company's commitment to sustainability and to the adoption

of practices that reconcile agricultural production with environmental conservation. By prioritizing the use of native species, the project supports the ecological restoration of the area and promotes the development of a more resilient and balanced environment.

As part of the initiative, each visitor to the Experimental Station is invited to plant a tree, becoming an active agent in the environmental regeneration process. This participatory approach expands the reach of the initiative, transforming the technical experience into a moment of awareness and shared responsibility.

In addition to its positive environmental impact, the Planta Viva Project has a strong educational and awareness-raising component, reinforcing a culture of sustainability and promoting the engagement of employees, clients, partners, and communities in environmental conservation practices. The initiative thus represents a concrete example of how Agro Amazônia integrates purpose, environmental education, and practical action into its sustainable development strategy.



Research and Innovation

Research and innovation are foundational elements of Agro Amazônia's strategy and serve as enablers in the pursuit of increasingly efficient, responsible solutions aligned with the needs of the field. By investing in the generation of applied knowledge, the Company strengthens its ability to support rural producers with consistent technical recommendations, adapted to regional realities and the challenges of Brazilian agribusiness. In this context, Agro Amazônia's Experimental Research Station, located in Minas Gerais, plays a central role in advancing innovation and sustainability.

The unit is dedicated to the development and validation of agronomic solutions that contribute to improving productive performance and to the adoption of more sustainable agricultural practices. Its activities include conducting agronomic trials aimed at evaluating product performance, with a focus on fertilizers, plant nutrition solutions, crop protection, and seeds. The Experimental Station maintains a continuous agronomic research program that assesses the effectiveness, technical feasibility, and impacts of the solutions tested under real field conditions. This work contributes to improving the Company's portfolio and to developing





Sustainability

GRI 2-23, 2-24

Sustainability is another central element of Agro Amazônia's management model and is directly related to its ability to balance the economic, social, and environmental aspects of its operations, ensuring the strength and longevity of the business. This understanding guides how the Company plans its activities, makes decisions, and engages with its audiences.

Sustainability management is strategically led by a dedicated area, responsible for integrating the topic into corporate practices and supporting other areas in implementing initiatives aligned with the Company's priorities. This work is being progressively strengthened by the establishment of the ESG Committee, formalized in 2025, which is currently in the process of structuring and consolidating its agenda. The Committee was designed as a coordination and governance support body, with the objective of promoting the gradual incorporation of environmental, social, and governance practices within Agro Amazônia and of strengthening, in a structured manner, the alignment of sustainability with its operations.

In 2024, Agro Amazônia publicly disclosed, for the first time, its priority ESG targets for 2030, reaffirming its commitment to the sustainable development of Brazilian agribusiness. These targets were defined through a participatory materiality process that considered the most relevant economic, social, and environmental impacts for the business, as well as stakeholders' expectations. For more information on this process, see page 6 of this report.

The ESG targets express Agro Amazônia's commitment to transparency, socio-environmental responsibility, and the expansion of the positive impacts of its activities. These commitments are aligned with the Sustainable Development Goals (SDGs), a global agenda of the United Nations (UN) comprising 17 goals aimed at promoting economic development, social inclusion, and environmental protection by 2030. By establishing this connection, the Company seeks to contribute in a concrete manner to global challenges, while directing its actions toward strategic issues within its operational context.



ESG Targets

Target for 2030

Contributions to the SDGs

Develop a training program for clients, promoting sustainable practices in agribusiness.



Expand the portfolio of products and services with a focus on biological inputs and biodiversity preservation, encouraging a balanced production model.



Establish a social responsibility program focused on advancing education, with investments in priority regions for the Company.



Implement a quality of life program for employees, promoting health, well-being, and balance in the work environment.



Develop training programs for critical direct and indirect suppliers, encouraging sustainable, safe, and ethical practices throughout the supply chain.



Implement an environmental engagement program for 100% of employees, strengthening the sustainability culture internally.



Reduce water, energy, and fuel consumption in operations and events, with a focus on agricultural fairs and commercial activities.



Reduce direct emissions (Scopes 1 and 2) and mitigate indirect emissions (Scope 3).



Achieve 100% use of energy from renewable sources across our units.



Train employees and suppliers on compliance-related topics, including ethics, conduct, human rights, harassment prevention, fair competition, and anti-corruption.



6 Valuing People

Employee Profile

GRI 2-7, 2-8, 2-29, 2-30

Agro Amazônia closed 2025 with 1,196 employees, of whom 60.45% were men and 39.55% were women. Of this total, 100% were covered by collective bargaining agreements, reflecting the Company's operations in compliance with labor legislation and its ongoing dialogue with representative entities. The workforce also includes 40 apprentices and 14 interns, allocated to corporate areas. These professionals contribute to the functioning of operations and to the Company's administrative routine, in compliance with applicable contracts and legal requirements.

1,196
employees

40
apprentices

14
interns



Total number of employees by gender and region¹ GRI 2-7

	2023			2024			2025		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
North	101	64	165	114	75	190	106	69	175
Northeast	10	8	18	11	10	21	10	9	19
Central-West	405	280	684	458	329	787	425	301	726
South	0	0	0	0	0	0	0	0	0
Southeast	0	0	0	196	103	299	182	94	276
Total	515	352	867	779	517	1296	723	473	1196

¹ All employees work under indefinite-term contracts and full-time schedules. As the Company does not depend on seasonal fluctuations in its operations, its workforce was not significantly affected throughout the reporting period.

People management at Agro Amazônia is guided by a corporate culture that influences both recruitment processes and the development of talent throughout the professional journey. This culture seeks to align behaviors, decisions, and day-to-day practices with the challenges of agribusiness and the expectations of clients, employees, and other stakeholders. Its main attributes are:



Customer-inspired: understanding the business, needs, and challenges of rural producers in order to contribute to their long-term success.



Changing for the better: promoting continuous improvement and innovation as part of daily work, striving for constant progress.



Driven by performance: acting with a focus on results, engagement, and accountability, recognizing that the Company's performance is directly linked to the success of its customers.



Acting with urgency: valuing agility in decision-making and execution, with simpler processes and quick responses to market demands.



Working together: fostering collaborative and integrated work across areas and hierarchical levels.



Ownership mindset: caring for the Company's resources, assets, and reputation with responsibility and a sense of ownership.



Doing it the right way: acting with integrity, without shortcuts, respecting rules, procedures, and ethical principles.



Balanced life: valuing initiatives that promote balance between work, health, and family life, recognizing the importance of physical and mental well-being.

Agro Amazônia maintains entry-level initiatives aimed at training and integrating new talent into the job market, with a focus on professional development, inclusion, and diversity. One of these programs is the **Young Apprentice Program**, which aims to promote the inclusion of adolescents and young people aged 14 to 24 in the corporate environment. The selection of participants is conducted by the People Management team, in partnership with accredited institutions. During the program, apprentices are supported by the leaders of their respective areas, who assist with the completion of practical activities and ensure participation in the mandatory courses offered by the training institutions.

The Company also promotes Novos Talentos AA, an initiative aimed at attracting and developing young professionals with recent academic backgrounds. The program offers specific opportunities for recent graduates in Agronomy, as well as technical training related to agribusiness. Its purpose is to support these professionals' transition into the job market

by combining practical learning, technical guidance, and integration into Agro Amazônia's organizational culture.

In the area of diversity and inclusion, the Company develops the Incluir Program, focused on hiring persons with disabilities. In 2025, seven professionals were hired through recruitment processes conducted by the People Management team. These employees are supported through an integrated approach between leadership and the People Management area, focusing on workplace adaptation, professional development, and the creation of an inclusive environment. For the coming years, Agro Amazônia remains committed to expanding this group, strengthening diversity and inclusion within its teams.



Talent Development

Agro Amazônia continuously invests in the training and development of its talent, recognizing that people are central to executing its strategy and delivering results. Development initiatives are structured to support the technical and behavioral growth of employees, aligning individual performance with organizational objectives and the Company's cultural attributes.

In this context, the Company maintains the Agro Amazônia Academy, a corporate education platform designed to develop technical skills and strengthen a consultative approach across the entire value chain. Its purpose is to transform knowledge into performance, ensuring alignment between research, portfolio, commercial strategy, and customer relationships.

The Academy offers Agronomic Technical Training programs, focused on crop management (soybean, corn, and integrated systems), plant

nutrition and soil fertility, crop protection and resistance management, as well as the technical positioning of seeds and portfolio technologies. It also includes learning paths focused on consultative sales training and employee integration. Training is delivered in digital and hybrid formats, expanding reach and standardizing knowledge across different regions of operation. The main partner in the development and delivery of content is Agro Advance, which contributes to the technical quality and continuous updating of educational materials. In addition, the Academy maintains active collaboration with strategic suppliers and with the seed department, which participate in technical events and meetings held on Saturdays, with specific approaches related to their areas of expertise. These partnerships strengthen technological updates and ensure that teams remain aligned with sector innovations.

As a complement, Agro Amazônia provides financial support for employees to access training courses, language courses, undergraduate and graduate programs, and

master's degrees, expanding their academic and professional development opportunities. In 2025, 81 employees were granted scholarships. These initiatives reinforce the Company's commitment to continuous learning and to building career paths aligned with business needs and individual interests.

Another relevant initiative is Focal Points, a learning track designed to facilitate employees' access to content that clarifies Agro Amazônia's processes and routines, enabling them to refresh their knowledge. The program brings together videos and explanatory materials that can be accessed at any time and provide guidance on procedures both at the corporate level and in branches. This track provides a direct channel for addressing questions, standardizing information, and supporting the understanding of day-to-day activities, reinforcing a culture of continuous learning and alignment across areas. In 2025, 63 employees completed this track.

Talent development is also supported by the Avance Program, which focuses on the structured management of performance, competencies, and professional development. The initiative considers competencies aligned with the Company's cultural attributes and strategic objectives, enabling an integrated view of employees' performance and potential. The program is structured in stages that include talent mapping and the identification of competency gaps, team development planning, understanding career expectations and aspirations, and conducting structured and corrective feedback. This process contributes to course adjustments, improvement in deliverables, and the definition of development plans more aligned with individual and organizational objectives. Complementing these structured development initiatives, Agro Amazônia also invests in ongoing internal communication practices aimed at strengthening culture and strategic alignment.

81 scholarships awarded in 2025, along with structured programs such as the Agro Amazônia Academy and Avance, reinforce the focus on continuous development.

In this context, the Vozes AA Project stands out, an initiative developed to strengthen organizational culture, promote transparency, and expand communication channels between leadership and employees. The project is carried out in the format of monthly live sessions and is part of the Company's governance and people management practices.

The live sessions are led by Agro Amazônia's leadership and address corporate strategies, operational results, strategic guidelines, real-life stories, and cultural initiatives. The format includes structured moments of interaction and active listening, allowing employees to submit questions, comments, and suggestions. These meetings serve as a monthly channel for participatory communication, contributing to the alignment of different teams with the Company's strategies and guidelines, as well as fostering engagement and a sense of belonging in the workplace.

Through these initiatives, Agro Amazônia seeks to create an environment that encourages continuous learning, professional development, and knowledge sharing, strengthening its teams and supporting the consistent execution of its long-term strategy.





10 days of paternity leave and a BRL 500 childcare allowance reinforce the Company's commitment to well-being and support for parenthood.

Benefits

GRI 401-2

Agro Amazônia offers a comprehensive range of benefits, taking into account different stages of employees' professional and personal lives. This structure aims to support quality of life, strengthen engagement, and contribute to a balanced and inclusive work environment.

Among the main benefits provided are meal allowance, transportation allowance, health insurance, dental plan, private pension, life insurance (both mandatory and optional), cultural allowance, language scholarships, educational scholarships, profit sharing (PPR), gym membership, wedding gift, birth gift, Christmas allowance, and the "Happy Half-Day" benefit, which grants employees time off.

With regard to parenthood, Agro Amazônia follows the applicable labor legislation for maternity leave, as provided for in the

Consolidation of Labor Laws (CLT). Paternity leave, which legally corresponds to five consecutive calendar days, is extended by the Company to a total of ten days. In addition, a birth gift equivalent to 20% of the current minimum wage is offered. At units with more than 30 active female employees, the Company provides a childcare allowance of BRL 500 for a period of six months. Agro Amazônia also adopts practices aimed at supporting employees' return after maternity leave, promoting a respectful reintegration process that takes into account individual needs and is aligned with the Company's values of care and balance between work, health, and family life.

Occupational Safety

GRI 3-3 (Health, Safety and Well-being), 403-1, 403-2, 403-3, 403-4, 403-5, 403-7

Agro Amazônia maintains a structured management system guided by risk prevention and the protection of the physical and mental integrity of all direct employees. This system is implemented in compliance with Brazilian legislation, particularly the Consolidation of Labor Laws (CLT – Law No. 6,514/1977), which establishes guidelines on occupational health and safety, as well as the Regulatory Standards (NRs) of the Ministry of Labor. Technical standards from the Brazilian Technical Standards Association (ABNT) and risk management guidelines are also observed, including specific standards for the safe transport of hazardous products, occupational safety, and inventory management. This set of standards and procedures contributes to the standardization of practices and to risk mitigation across different operational areas.

The Company adopts a preventive approach, with ongoing training focused on hazard identification, the proper use of Personal Protective Equipment (PPE), the safe handling of agricultural inputs, and the promotion of occupational health. The content is tailored to the roles performed by each group of employees and service providers and is complemented by monthly communications that reinforce awareness of workplace safety.

The Health and Safety area works in an integrated manner with the Personnel Department and the Compliance area, adopting a risk-based approach to the prevention and mitigation of occupational health and safety impacts. This approach involves the continuous identification of hazards and the systematic assessment of risks associated with the activities performed. As part of this process, Agro Amazônia implements and maintains a Risk Management Program (PGR), in compliance with NR 01 (Risk Management), ensuring the periodic updating of hazard assessments and the definition of appropriate control measures.

Based on these analyses, Agro Amazônia has strengthened defensive driving training and formal guidance on travel safety, intensified periodic inspections of facilities, improved internal signage, and reviewed cleaning and floor maintenance procedures. In addition, the employees involved were supported until their full recovery, ensuring adequate assistance throughout the process of returning to work.





No workers were excluded from the data presented. The consolidated information covers both direct employees and workers under the Company's operational control, ensuring comprehensiveness and transparency in the management of health and safety indicators.

The assessments cover all Agro Amazônia units, including branches, offices, distribution centers, the fertilizer plant, logistics operations, and the experimental station. The results are consolidated in reports that record identified hazards, incidents, and their causes, supporting the definition of corrective and preventive actions. Among the initiatives supporting risk management are the Safety Guardians in the branches, who act in identifying risk situations and reinforcing good practices on a daily basis, and the Internal Commission for Accident Prevention (CIPA) at the headquarters, which promotes dialogue between employees and management on health and safety topics. Open and accessible communication channels allow employees, service providers, and local communities to report risk situations or safety-related concerns, enabling prompt responses and corrective actions when necessary.

During the reporting period, 10 occupational accidents were recorded, of which 7 were classified as severe. These occurrences were mainly related to traffic accidents involving motor vehicles and motorcycles during work-related travel, highlighting exposure to road risks arising from external activities and customer

service. Falls within the Company's facilities were also recorded, associated with slipping on surfaces susceptible to moisture, resulting in cuts and fractures. All cases were duly recorded and handled in accordance with internal Occupational Health and Safety procedures, with the issuance of Work Accident Reports (CAT), when applicable, in compliance with current legislation. The investigations conducted made it possible to identify road traffic conditions on highways and urban roads, vehicle operation in different operational contexts, and internal environmental factors that may contribute to same-level falls as relevant hazards.

Occupational Accidents

	2024 NUMBER	2025 NUMBER
Fatalities resulting from work-related injuries	0	0
Work-related injuries with serious consequences (excluding fatalities)	2	7
Work-related injuries subject to mandatory reporting	4	10



Health and Well-being

GRI 3-3 (Health, Safety and Well-being), 401-2, 403-6

The promotion of employee health and well-being is directly connected to the balanced life attribute, which is part of Agro Amazônia's corporate culture. This principle recognizes the importance of balancing work, physical health, mental health, and personal life, contributing to healthier work environments and to the sustainability of professional relationships in the long term.

To support this commitment, the Company provides health insurance to employees, ensuring access to medical care and health support services, including psychological support. This initiative expands comprehensive care for well-being, promoting structured access to physical and emotional support and reinforcing the importance of mental health. The Company also offers TotalPass, which provides access to a wide network of gyms and studios across the

country, with special conditions for employees and their dependents, encouraging regular physical activity in line with individual routines and preferences.

In addition, awareness campaigns are promoted through the Mental Health Program, including educational lectures, discussion groups, and initiatives focused on healthy eating, stress management, and the development of more balanced habits. These initiatives aim to expand dialogue on these topics, reduce stigma, and strengthen a culture of care, in which employee well-being is a fundamental part of how Agro Amazônia operates.



7

Social Responsibility in the Value Chain

Suppliers

GRI 2-6, 2-29, 3-3 (Human Rights), 3-3 (Social Responsibility in the Value Chain)

Agro Amazônia's supplier chain is broad and diversified, consisting primarily of manufacturers of fertilizers, crop protection products, biological products, and seeds, as well as companies that supply raw materials and industrial inputs used in the formulation and commercialization of these products. This chain also includes providers of logistics, transportation, and storage services, as well as suppliers of administrative, technological, financial, and operational support solutions. Most are national and multinational companies in the agro-industrial sector, operating under regulatory frameworks and subject to applicable environmental, labor, and sanitary legislation. Relationships with these partners are guided by commercial, legal, and socio-environmental criteria, including compliance analyses and risk assessments, particularly in credit granting processes and commercial relationships.

To ensure legal compliance and reduce risks, Agro Amazônia adopts structured procedures for the collection, analysis, and validation of documents related to its suppliers. The Legal Department is responsible for drafting, reviewing, and validating all executed contracts. This process applies to 100% of procurements, regardless of their size or nature, ensuring alignment with legal requirements and internal policies.

For contracts of greater complexity or impact, such as structural renovations, additional documents are required, including state, federal, and labor debt clearance certificates (CND), which certify the tax and labor compliance of contracted companies. In these cases, the construction management team requests the documents based on a previously defined checklist and submits the materials to the Legal Department.



Customers

GRI 2-29, 3-3 (Social Responsibility in the Value Chain)



Agro Amazônia continuously invests in customer engagement initiatives as a central part of its operating strategy. Its purpose of being a partner to producers guides all initiatives, with a focus on understanding field realities and offering solutions that contribute to safer, more productive, and more sustainable decision-making. This proximity is reflected in a consultative approach, in which specialized technical teams work alongside farmers and livestock producers, monitoring crops, providing nutritional recommendations, controlling pests and diseases, conducting product compatibility tests, and interpreting field evaluations and agronomic results.

Customer relationships are strengthened through training sessions, field days, and participation in agricultural fairs and strategic events throughout the year, such as Dinetec, Farm Show MT, Show Safra, Parecis SuperAgro, Norte Show, and Rondônia Rural Show. The Company also organizes Inova Campo, an event that brings together hundreds of producers for the exchange of technical knowledge and the presentation of new technologies. These

initiatives expand dialogue with the agricultural and livestock markets and contribute to Agro Amazônia's presence in the regions where it operates.

Another relevant pillar in customer relationships is the Classe AA Benefits Program, launched in 2024. The initiative was developed to strengthen the purchasing power of farmers and livestock producers through a points accumulation system, which can be redeemed for discounts and services in future transactions. The program is accessible to the entire customer base and includes, in addition to commercial benefits, specialized consulting services that support improvements in management and production practices. Since its launch, 9,675 customers have been registered, and results are monitored through real-time dashboards, with monthly reports on enrollment, campaigns, and purchasing behavior, enabling continuous strategic adjustments. The program has also generated significant gains in repeat purchases, increased average ticket size, and strengthened relationships with partner suppliers, who participate in promotional and technical initiatives associated with the program.

Complementing its relationship channels, Agro Amazônia has launched its e-commerce

platform, expanding contact opportunities with customers who seek convenience, agility, or a purchasing model less dependent on in-person visits. Still in its early stages, the digital platform represents an additional point of connection with producers who already trust the Company, reinforcing its omnichannel strategy and expanding forms of interaction throughout the production cycle. Beyond its contact channels, Agro Amazônia structures its field operations based on a technical demand generation model that connects agronomic validation, responsible recommendations, and the development of long-term relationships.

Demand generation is one of the strategic pillars of Agro Amazônia's operations, representing the direct connection between portfolio, technical positioning, and results in the field. More than a commercial initiative, it is a structured model that integrates agronomic validation, responsible recommendations, and the development of long-term relationships with rural producers.

The strategy is based on the practical demonstration of technologies through demonstration plots, comparative trials, and regional positioning conducted under real cultivation conditions. This approach enables the validation of agronomic performance and economic viability, tailoring recommendations to different production realities, reducing operational risks, and enhancing technical accuracy.

The program strengthens the consultative approach of technical and commercial teams, promoting in-depth knowledge of the portfolio and encouraging the efficient and sustainable use of inputs. The process involves structured planning, strategic definition of areas, and continuous technical monitoring, ensuring the responsible application of technologies and a focus on sustainable productivity.

In 2025, the Company continued the Novos Talentos Project, an initiative carried out in partnership with strategic suppliers, with a team dedicated to prospecting new customers and

positioning priority products from the industry, expanding technical and commercial reach.

9,675

customers enrolled in the Classe AA Benefits Program strengthen repeat purchases, average ticket, and customer loyalty.

Hundreds

of producers brought together at Inova Campo enhance technical exchange and connection with the market.

2025

marked the advancement of e-commerce, expanding the omnichannel strategy and convenience for producers.

Demonstration plots and comparative trials reinforce demand generation through agronomic validation and a focus on sustainable productivity.

The Agronomy Department also leads and monitors the work of seed technical promoters, a team dedicated to market development for the proprietary brand and licensed materials. Throughout the year, 281 side-by-side soybean trial plots were installed and monitored, strengthening the strategy of technical validation and building credibility with producers.

In an integrated manner, the demand generation program involves the entire Agro Amazônia commercial team. During the period, 3,098 demonstration plots were implemented, covering soybean, corn, plant nutrition, biologicals, pastures, and agrochemicals across more than 1,700 customers, demonstrating the reach, technical breadth of operations, and commitment to recommendations based on practical results.

The strengthening of technical presence in the field is supported by an operational structure that ensures agile and standardized support to teams. Efficiency is enhanced through the Service Center, implemented on the ServiceNow

platform, a digital system used globally for service request management. The tool centralizes and automates internal requests, ensuring greater control, standardization, traceability, and responsiveness, while also generating reports that support decision-making and continuous process improvement. This structure indirectly contributes to the quality of customer service by strengthening support for commercial and technical teams.

Taken together, these initiatives reflect Agro Amazônia's strategy of maintaining an active presence in the field, investing in technical knowledge, technology, and data, and building long-term relationships based on trust, proximity, and the delivery of solutions aligned with customers' real needs.



Communities

GRI 2-29, 3-3 (Social Responsibility in the Value Chain), 203-2

Agro Amazônia's presence in the regions where it operates generates impacts that go beyond its direct operations. By maintaining branches, a distribution center, and technical teams in different locations, the Company contributes to job and income generation, prioritizing local hiring and strengthening regional economies. This impact extends to ongoing support for rural producers, which drives agricultural and livestock activities, mobilizes local value chains, and contributes to the economic development of communities.

The Company also allocates 100% of taxes eligible for fiscal incentives to social impact initiatives, reinforcing its commitment to strengthening the territories where it operates. This engagement goes beyond financial support:

employees are encouraged to participate in supported initiatives through corporate volunteering activities, expanding the reach and effectiveness of the projects.

An example of this approach is the support for the Flauta Mágica Project, a cultural and educational initiative focused on the musical training of children and youth, using music as a tool for social inclusion, cognitive development, and the strengthening of community bonds. The Company actively participates in these initiatives, providing institutional support and promoting employee engagement in volunteer activities. The initiative benefits children and youth in vulnerable situations, contributing to their educational, cultural, and social development.



Agro Amazônia also supports the Grupo Empresarial Mato-grossense em Evolução (GEMTE), an initiative that brings together companies committed to strengthening entrepreneurship, business management, and regional economic development in Mato Grosso. The group promotes the exchange of experiences, capacity building, and coordination among companies, local leaders, and public authorities, creating a collaborative network aimed at the positive transformation of territories.

Within the scope of the GEMTE Program, more than 40 strategic projects have been implemented and monitored in partnership with municipalities, focusing on strengthening public management. These initiatives aim to improve planning and management within municipal departments, expand the use of indicators and data in decision-making, and contribute to improvements in public administration and the quality of education.

The supported initiatives are primarily developed in the state of Mato Grosso. The definition of these initiatives is guided by dialogue with the organizations responsible for the projects and by an understanding of local needs, taking into account the social relevance of the initiatives, their alignment with the Company's values, and their potential to contribute to local development.

Agro Amazônia also reinforces its commitment to promoting a balanced life by supporting sports, sponsoring teams such as Cuiabá Esporte Clube and Jataiense. By supporting regional football, the Company contributes to strengthening sports as a tool for social integration, health promotion, and the encouragement of healthier lifestyles. This initiative aligns with the appreciation of physical and emotional well-being, recognizing sports as a tool for discipline, resilience, and collective development, while also strengthening ties with the communities where it operates.

In addition to football, Agro Amazônia supports the Shotokan Karate Project, an initiative focused on the development of children and adolescents through sports practice. The project goes beyond physical training, promoting values such as respect, discipline, self-control, and perseverance. By encouraging sports as a tool for social transformation, the Company contributes to the holistic development of participants, strengthening opportunities and expanding access to activities that promote balance, health, and citizenship.

Industry Participation

GRI 2-28, 2-29

Agro Amazônia actively participates in associations, forums, and working groups that contribute to strengthening the agribusiness sector and promoting responsible practices throughout the value chain. This engagement enables the Company to follow strategic discussions, contribute to the improvement of sector regulations and policies, and collaborate on initiatives aimed at the sustainable development of Brazilian agribusiness.

- **National Association of Agricultural and Veterinary Input Distributors (Andav):** Participation in Andav allows the Company to contribute to discussions on the development of the agricultural input distribution sector in Brazil. Its involvement in this space supports alignment with good practices, the improvement of technical and regulatory standards, and the dissemination of knowledge among distributors, strengthening the professionalization and representation of the segment.
- **Mato Grosso State Council of Agricultural Input Retailers' Associations (CEARPA-MT):** As a member of CEARPA-MT, the Company strengthens its engagement with a network that represents and supports agricultural input retailers in the state. This participation contributes to sector dialogue, the sharing of good practices, and the promotion of operating models aligned with the sustainable development of regional agribusiness.

100% of incentivized taxes allocated to social projects and more than 40 GEMTE initiatives reinforce Agro Amazônia's commitment to regional development, education, sports, and social inclusion.



8

Environmental Management

Biodiversity

GRI 3-3 (Biodiversity), 3-3 (Environmental Management and Pollution Prevention), 101-1, 101-2, 101-3, 101-4, 101-5, 101-7, 101-8

Agro Amazônia understands biodiversity as a fundamental pillar for the sustainability of production systems and for the long-term resilience of agribusiness. Given the nature of its operations, the Company acts predominantly in an indirect manner in environmental conservation, exercising its influence through the provision of solutions, specialized technical support, and the encouragement of responsible practices among customers and partners.

The Company's physical infrastructure has a low degree of direct impact on fauna and flora, as most of its units are located in established urban areas, dedicated to administrative, commercial, and logistics activities. These units operate in already anthropized environments, without direct contact with conservation areas. The exception is the Experimental Station, a proprietary unit dedicated to applied research, technology validation, and technical demonstration. Operating under strict agronomic protocols, this facility serves as a hub for innovation and learning, focused on productive efficiency and the mitigation of environmental impacts.

Agro Amazônia does not conduct direct exploration of genetic resources nor use associated traditional knowledge in its internal processes. Its operations are focused on the distribution of products developed by third parties. Consequently, responsibility for research, development, registration, and regulatory compliance lies with these manufacturers and patent holders.

Given this profile, which does not involve the conversion of natural areas or intensive land use, formal assessments of direct impacts on biodiversity by unit have not been required to date. For the same reason, the Company does not directly carry out ecological restoration actions or mechanisms for offsetting residual impacts. However, a set of corporate guidelines is currently under development to progressively integrate this topic into the risk management strategy and decision-making processes, while respecting the Company's business model as a distributor.

The strategy integrates training, biological inputs, and socio-environmental criteria to reduce risks and strengthen biodiversity in agribusiness.

The Company's most significant impacts on biodiversity stem from its commercial and consultative activities. Agro Amazônia acts as a driving agent, promoting the use of biological inputs and technologies with a lower environmental footprint. In addition to technical guidance, socio-environmental analyses are incorporated into commercial processes, including credit granting. To manage risks arising from potential inadequate practices in the field, the Company invests in training and monitoring, aligning its value chain, from suppliers to producers, with its corporate commitments, in line with the Targets for 2030 of the Kunming-Montreal Global Biodiversity Framework (CBD/UN):

Performance in these areas is monitored through management indicators, such as the share of biological inputs in sales and the tracking of sustainability projects. These metrics are subject to continuous improvement, reflecting the maturation of the corporate strategy in favor of a strengthened relationship between society, production, and nature.

TRAINING: Reach 20% of the customer base with sustainable practices programs by 2026.

PORTFOLIO: Provide biological inputs and low-impact solutions to 100% of customers by 2027, increasing the share of these product lines in revenue.



Water Resources Management

GRI 3-3 (Environmental Management and Pollution Prevention), 303-1, 303-2

Agro Amazônia uses water exclusively from public supply networks operated by local utilities, without direct abstraction from water bodies such as rivers, lakes, or aquifers, nor from artesian wells. Water use is concentrated in administrative and support activities, such as facility cleaning, sanitary use, and human consumption, characterizing a low-impact demand. Even at its fertilizer manufacturing unit, consumption is occasional and limited to operational support activities, without involving water-intensive industrial processes.

Water consumption is systematically monitored, enabling the identification of opportunities for efficiency improvements and the prevention of waste. Based on this monitoring, actions are planned in alignment with the specific characteristics of each unit, in compliance with local sanitation conditions and applicable legal requirements. These practices aim to

ensure responsible use of the resource without compromising the continuity and safety of operations.

After use, water is discharged through the public sewage system, in accordance with the infrastructure available in each municipality and applicable regulations. Considering the nature of its activities, Agro Amazônia does not generate industrial effluents, eliminating the need for specific treatment systems and for the definition of internal technical indicators, such as pH or temperature limits, for discharged effluents.

Due to its low potential to interfere with local water systems and the absence of conflicts with other users, the Company does not conduct specific technical studies or audits dedicated exclusively to this topic. For the same reason, no contractual requirements, environmental audits, or joint projects with suppliers and customers focused exclusively on water management have been established, nor does the Company currently participate in formal collective initiatives related to shared water management.

Nevertheless, Agro Amazônia promotes regular training to raise employee awareness regarding the responsible use of water and the prevention of impacts associated with improper disposal. These actions reinforce environmental responsibility in day-to-day operations and contribute to the adoption of more sustainable practices.

Exclusive use of public water supply and the absence of industrial effluents reinforce the low water impact of operations.



Energy Efficiency

GRI 3-3 (Climate Change), 3-3 (Environmental Management and Pollution Prevention)

Agro Amazônia recognizes that energy consumption is one of the main environmental challenges associated with its operations, especially in logistics activities that depend on the use of fossil fuels. This consumption is directly related to greenhouse gas (GHG) emissions, which contribute to climate change and require actions aimed at reducing environmental impacts.

In order to mitigate these effects, the Company has directed investments toward diversifying its energy matrix and adopting renewable energy sources. In logistics, part of the fleet uses biofuels, which partially replace fossil fuels and contribute to reducing emissions associated with the transportation of inputs and products. Currently, 76% of the logistics fleet operates using this type of fuel, reinforcing the Company's commitment to lower-impact alternatives.

In addition to transport-related initiatives, Agro Amazônia develops structured energy

efficiency actions, focusing on optimizing consumption at operational units, adopting best practices in energy management, and continuously improving the efficiency of systems and equipment. Additionally, the Company has been implementing solar photovoltaic energy generation systems at selected units, with the aim of reducing electricity consumption from the conventional grid and, consequently, indirect emissions associated with purchased electricity (Scope 2), as well as contributing to lower operating costs. Another relevant initiative is the evaluation of a gradual migration to the free energy market, where applicable, aiming to increase cost predictability, reduce exposure to tariff fluctuations, and strengthen the Company's financial resilience. These initiatives are supported by periodic planning and review processes, focused on the continuous improvement of adopted practices and on enhancing adaptive capacity in the face of more unstable climate scenarios.

Energy Consumption within the Organization¹ (GJ) GRI 302-1

	2024	2025
Non-renewable fuels		
Gasoline	5,740.19	12,860.81
Diesel	3,489.12	5,054.87
TOTAL NON-RENEWABLE FUELS	9,229.31	17,915.68
Renewable fuel		
Ethanol	20,832.17	36,122.37
TOTAL RENEWABLE FUELS	20,832.17	36,122.37
Electricity and cooling		
Electricity	1,522.64	1,750.00
Cooling	0.60	0
TOTAL ELECTRICITY AND COOLING	1,523.25	1,750.00
TOTAL ENERGY CONSUMPTION	31,584.73	55,788.05

¹ For energy conversion, the following average factors were adopted: 1 L of gasoline = 0.034 GJ; diesel = 0.036 GJ/L; ethanol (average) = 0.022 GJ/L; and electricity = 1 kWh = 0.0036 GJ. The values are based on average energy content and standardized physical factors, in line with methodologies used in energy balances.



Climate Change

GRI 3-3 (Climate Change), 3-3 (Environmental Management and Pollution Prevention), 201- 2

Agro Amazônia recognizes that climate change represents one of the main drivers of transformation in agribusiness, with direct and indirect effects on value chains, business models, operating costs, and market dynamics. Considering the nature of its activities, the most relevant impacts for the Company do not arise from direct emissions or carbon-intensive operations, but primarily from indirect exposure to climate-related risks affecting its customers, suppliers, and the logistics infrastructure that supports its operations.

Among the main risks associated with this context are **physical risks** related to extreme weather events, such as prolonged droughts, heavy rainfall, and floods. These events may disrupt logistics, affect the operation of facilities, and, most importantly, compromise customers' production capacity, with impacts on sales volume, revenue predictability, and exposure to credit risks. These are also accompanied by **regulatory and legal risks** associated with environmental and climate regulations, which require adjustments in processes, products, credit

criteria, and commercial relationship practices. The Company is also exposed to **market risks** arising from changes in demand for products and solutions, with increasing pressure for lower-impact inputs and greater socio-environmental traceability. There are also **indirect financial risks** related to default or reduced financial capacity of customers affected by adverse climate events, as well as operational risks such as increased costs of energy, fuels, and logistics inputs.

These factors may result in significant financial impacts, including increased operating costs, particularly related to energy, transportation, insurance, and regulatory compliance; greater volatility or reduction in revenues due to customers' production losses or contraction in certain markets; the need for new investments aimed at operational adaptation, energy efficiency, and risk management; as well as increased exposure to credit risk if extreme events compromise customers' ability to meet their payment obligations. The trend is for these risks to intensify over the medium and long term, as climate projections indicate greater



Key Risks

PHYSICAL RISKS

Prolonged droughts
Heavy rainfall
Floods

REGULATORY AND LEGAL RISKS

Environmental and climate regulations

MARKET RISKS

Changes in demand
Pressure for lower-impact inputs
Increased socio-environmental traceability

INDIRECT FINANCIAL RISKS

Default
Reduced financial capacity of customers

OPERATIONAL RISKS

Increased energy costs
Fuels
Logistics inputs

instability and the regulatory environment evolves, reinforcing the need to integrate climate management with financial risk management and decision-making processes.

In this context, Agro Amazônia adopts measures aimed at mitigating, managing, and adapting to climate risks, consistent with the nature of its operations and its business model. Among these initiatives are the socio-environmental assessment of customers in credit granting and commercial relationship processes, focusing on the identification of environmental, climate, and financial risks; the expansion of the portfolio of more sustainable products and solutions, including biological inputs and lower-impact technologies; and the strengthening of integrated risk management, involving the financial, legal, commercial, and ESG areas.

In addition to challenges, Agro Amazônia recognizes that climate change also creates strategic opportunities. These include the expansion of sustainable products and services,

including lower-impact solutions; access to new markets and customers that demand practices and products aligned with ESG criteria; long-term cost reductions through gains in energy efficiency and more efficient use of resources; and the strengthening of competitiveness and reputation by supporting customers in adapting to climate change and regulatory requirements.

Initiatives for managing climate-related risks and opportunities involve costs and investments, particularly related to energy efficiency and renewable energy generation projects; operational and regulatory adjustments; the structuring of internal processes, management systems, and socio-environmental assessments; and the development and expansion of the sustainable solutions portfolio. These investments are evaluated considering the balance between risk mitigation, operational efficiency, and long-term value creation.

Waste Management and Circular Economy

GRI 3-3 (Waste Management and Circular Economy), 3-3 (Environmental Management and Pollution Prevention), 306-2

Agro Amazônia adopts practices aimed at the responsible management of waste, focusing on compliance with environmental regulations and on reducing impacts on the environment, workers' health, and the communities where it operates. The Company seeks to integrate these practices into its operational routines, promoting the proper disposal of generated waste and encouraging the more efficient use of resources throughout its processes.

In the case of agrochemical packaging, Agro Amazônia carries out reverse logistics in compliance with applicable legislation. This process ensures that empty packaging returns to the production cycle in an environmentally appropriate manner through participation in the Campo Limpo System, an initiative coordinated by the National Institute for Processing Empty Packages (Inpev). Joint action with this system ensures the collection, transportation, and proper disposal of materials, contributing to the reduction of environmental risks and to the safety of those involved.

Branches also maintain a partnership with the Mato Grosso State Council of Agricultural Input Retailers' Associations (CEARPA-MT), the entity responsible for managing receiving centers and collection points for empty packaging. This structure facilitates producers' access to drop-off points, strengthens reverse logistics, and expands awareness initiatives for employees and customers regarding the proper handling and return of packaging.

At the fertilizer plant, for example, solutions that support the circular economy are adopted, such as the use of ecobags for product packaging. This measure reduces the use of disposable packaging, contributes to waste reduction, and generates gains in operational efficiency.

Through these actions, the Company seeks to integrate waste management into its sustainability strategy, promoting the responsible use of materials, resource recovery, and the strengthening of a circular approach in its operations.

Reverse logistics through the Campo Limpo System and the use of ecobags at the plant reinforce responsible waste management and the circular economy.

9 Annexes

Additional Indicators

Distribution of Value Added (BRL thousand) **GRI 201-1**

	2024	2025
1) REVENUES	4,084,475	4,150,383
1.1) Sales of goods, products and services	4,482,884	4,585,420
1.2) Sales returns (-)	398,409	435,037
2) INPUTS ACQUIRED FROM THIRD PARTIES (Including taxes – ICMS, IPI, PIS, COFINS)	3,728,210	3,725,154
2.1) Costs of products, goods and services sold	3,577,334	3,612,365
2.2) Materials, energy, third-party services, and others	150,876	112,789
3) GROSS VALUE ADDED (1-2)	356,265	425,229
4) DEPRECIATION AND AMORTIZATION	53,061	60,081
5) NET VALUE ADDED (3-4)	303,204	365,148
6) VALUE ADDED RECEIVED IN TRANSFER	721,432	778,993
6.1) Financial income	721,432	778,993
7) TOTAL VALUE ADDED TO BE DISTRIBUTED (5+6)	1,024,636	1,144,141
8) DISTRIBUTION OF VALUE ADDED	1,024,636	1,144,141
8.1) Personnel	258,035	264,912
8.2) Tax, fees, and contributions	137,591	32,277
8.3) Remuneration of third-party capital	890,950	965,164
8.4) Remuneration of equity	261,940	118,212

Total number and hiring rate GRI 401-1

	2023		2024		2025	
	TOTAL NUMBER	RATE	TOTAL NUMBER	RATE	TOTAL NUMBER	RATE
By age						
Less than 30 years old	86	42%	172	50%	187	41%
Between 30 and 50 years old	117	57%	169	49%	248	54%
Over 50 years old	4	2%	6	2%	26	6%
By gender						
Men	121	58%	222	64%	283	61%
Women	86	42%	125	36%	178	39%
By region						
North	31	15%	69	20%	42	9%
Northeast	3	1%	8	2%	9	2%
Central-West	131	63%	209	60%	312	68%
South	0	0%	0	0%	0	0%
Southeast	42	20%	61	18%	98	21%

Total number and turnover rate GRI 401-1

	2023		2024		2025	
	TOTAL NUMBER	RATE	TOTAL NUMBER	RATE	TOTAL NUMBER	RATE
By age						
Less than 30 years old	127	39%	270	48%	223	41%
Between 30 and 50 years old	193	59%	281	50%	294	54%
Over 50 years old	8	2%	13	2%	28	5%
By gender						
Men	212	65%	346	61%	339	62%
Women	116	35%	218	39%	206	38%
By region						
North	59	18%	93	16%	64	12%
Northeast	7	2%	10	2%	9	2%
Central-West	262	80%	390	69%	361	66%
South	0	0%	0	0%	0	0%
Southeast	0	0%	71	13%	111	20%

Average training hours per employee GRI 404-1

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Directors	640.00	0.00	640.00	0.00	0.00	0.00
Managers	5,108.32	3,265.98	8,374.30	1,148.72	734.43	1,883.15
Coordinators	2,915.80	1,864.20	4,780.00	506.30	323.70	830.00
Supervisors	0.00	0.00	0.00	20.74	13.26	34.00
Technical Sales Consultants	1,555.07	994.23	2,549.30	6,564.39	4,196.91	10,761.30
Inside Sales Representatives	888.16	567.84	1,456.00	2,059.54	1,316.76	3,376.30
Specialists	429.44	274.56	704.00	84.79	54.21	139.00
Analysts	921.89	589.41	1,511.30	476.41	304.59	781.00
Assistants	843.02	538.98	1,382.00	446.09	285.21	731.30
Apprentices	0.61	0.39	1.00	76.86	49.14	126.00
TOTAL	13,052.72	8,345.18	21,397.90	11,402.15	7,289.90	18,692.05

Percentage of employees receiving regular performance and career development reviews, by gender and job category (%) GRI 404-3

	2023		2024		2025	
	MEN	WOMEN	MEN	WOMEN	MEN	WOMEN
Directors	100%	-	100%	-	-	-
Managers	100%	100%	100%	100%	100%	100%
Coordinators	100%	100%	100%	100%	100%	100%
Supervisors	-	-	-	-	-	-
Technical Sales Consultants	100%	100%	100%	100%	100%	100%
Inside Sales Representatives	100%	100%	100%	100%	100%	100%
Specialists	100%	100%	100%	100%	100%	100%
Analysts	100%	100%	100%	100%	100%	100%
Assistants	100%	100%	100%	100%	100%	100%
Apprentices	0%	0%	0%	0%	0%	0%

GRI Content Index

STATEMENT OF USE	Agro Amazônia has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2025.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARD(S)	None

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE	OMISSION		
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 5, 13, 24.			
	2-2 Entities included in the organization's sustainability report	Page 5.			
	2-3 Reporting period, frequency, and contact point	Page 5.			
	2-4 Restatements of information	There were none.			
	2-5 External assurance	There were none.			
	2-6 Activities, value chain, and other business relationships	Pages 13, 15, 19, and 43.			
	2-7 Employees	Page 33.			
	2-8 Workers who are not employees	Page 33.			
	2-9 Governance structure and composition	Page 24.			
	2-10 Nomination and selection of the highest governance body	Page 24.			
	2-11 Chair of the highest governance body	Page 24.			
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 24.			
	2-13 Delegation of responsibility for managing impacts	Page 24.			
	2-14 Role of the highest governance body in sustainability reporting	Pages 5 and 6.			
	2-15 Conflicts of interest	Page 28.			
	2-16 Communication of critical concerns	Page 24.			

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE	OMISSION		
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION
	2-17 Collective knowledge of the highest governance body	Page 24.			
	2-18 Performance assessment of the top governance body		All.	Information unavailable.	Currently, the Company does not conduct a formal and structured evaluation of the performance of the Board of Directors, a practice specifically required for publicly traded companies listed in the Novo Mercado segment of B3 and not applicable to its structure as a privately held company. In addition, the concentration of ownership in a single shareholder and the close and integrated relationship between the Board, the controlling shareholder, and the Executive Board reduce the need for additional formal mechanisms. Nevertheless, the topic is continuously monitored by the Board itself, in line with good governance practices.
	2-19 Remuneration policies	Page 26.			
	2-20 Process to determine remuneration	Page 26.			
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio				During the period, the total annual compensation of the highest-paid individual was 19.6 times higher than the average of the other employees. The calculation considered both fixed and variable components of all active employees, excluding this highest salary and employees with less than 12 months of tenure. In terms of change, this compensation increased by 2.3%, while the average for other employees increased by 13% (ratio of 0.17). To ensure comparability, the calculation was based on individual compensation changes and mitigated distortions arising from the start-up of a new manufacturing unit and the integration of branches, both in transition and in their first cycle of variable compensation.
	2-22 Statement on sustainable development strategy	Page 8.			
	2-23 Policy commitments	Pages 27 and 30.			

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE	OMISSION		
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-24 Incorporation of policy commitments	Pages 27 and 30.			
	2-25 Processes to remediate negative impacts	Pages 24 and 27.			
	2-26 Mechanisms for seeking advice and raising concerns	Page 27.			
	2-27 Compliance with laws and regulations	There were none.			
	2-28 Participation in associations	Page 49.			
	2-29 Approach to stakeholder engagement	Pages 33, 43, 44, 47 and 49			
	2-30 Collective bargaining agreements	Page 33.			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 6.			
	3-2 List of material topics	Page 7.			
Material Topic: Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 26.			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Page 51.			
	101-2 Managing impacts on biodiversity	Page 51.			
	101-3 Access and fair and equitable benefit-sharing	Page 51.			
	101-4 Identification of biodiversity impacts	Page 51.			
	101-5 Locations with biodiversity impacts	Page 51.			
	101-7 Changes in the state of biodiversity	Page 51.			
	101-8 Ecosystem services	Page 51.			
Material Topic: Climate Change					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 54 and 56.			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities arising from climate change	Page 56.			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 55.			
GRI 305: Emissions 2016	305-5 Reduction of greenhouse gas emissions (GHG)		All.	Information unavailable.	Despite the initiatives described on page 54 of this report, reductions have not yet been quantified. The Company is in the planning and structuring phase of its first emissions inventory, in accordance with the GHG Protocol Corporate Standard.

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE	OMISSION		
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION
Material Topic: Environmental Management and Pollution Prevention					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 51, 53, 54, 56 and 58			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page 53.			
	303-2 Management of impacts related to water disposal	Page 53.			
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	There were none.			
	305-7 Emissions of NOX, SOX, and other significant atmospheric emissions	There were none.			
Material Topic: Waste Management and Circular Economy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 58.			
GRI 306: Waste 2020	306-2 Management of significant impacts related to waste	Page 58.			
Material Topic: Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 27 and 43.			
GRI 401: Employment 2016	401-1 New hires and employee turnover	Page 62.			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Pages 38 and 41.			
GRI 404: Training and Education 2016	404-1 Average number of training hours per year per employee	Page 63.			
	404-3 Percentage of employees who receive regular performance and career development reviews	Page 63.			
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were none.			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There were none.			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	There were none.			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	There were none.			
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were none.			
Material Topic: Health, Safety, and Well-Being					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 39 and 41.			

GRI STANDARD	DISCLOSURE	LOCATION/RESPONSE	OMISSION		
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 39.			
	403-2 Hazard identification, risk assessment, and incident investigation	Page 39.			
	403-3 Occupational health services	Page 39.			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 39.			
	403-5 Worker training on occupational health and safety	Page 39.			
	403-6 Promotion of worker health	Page 41.			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 39.			
	403-8 Workers covered by an occupational health and safety management system	Page 39.	All.	Information unavailable.	The scope of the Company's occupational safety management does not cover third-party workers, whose guidelines are the responsibility of their respective service providers.
	403-9 Work-related injuries	Page 40.			
	403-10 Work-related ill health	There were none.			
Material Topic: Social Responsibility in the Value Chain					
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 43, 44, and 47.			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 61.			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Page 47.			
Material Topic: Business Conduct					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 27.			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	There were none.			
GRI 206: Anti-competitive Behavior 2016	206-1 Lawsuits for anti-competitive behavior, trust and monopoly practices	There were none.			
Material Topic: Agricultural and Livestock Services Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 15.			



AGRO AMAZÔNIA

Credits

Coordination | Agro Amazônia

Content writing and consulting | Ravi Comunicação
para Sustentabilidade

Graphic design and layout | Alastra, Comunica