VITTIA
DEFESA E NUTRIÇÃO

Sustainability
Report
2024

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VITTIA

OUR CULTURE IS TO TAKE CARE OF YOURS

ABOUT US

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Since our foundation in 1971, we at Vittia S.A. have put into practice the concept that our culture is to care for those cultivated by rural producers. We have followed a path marked by our commitment to bringing together research and development, method and practice, technology and respect for the environment, to bring innovative, timely solutions to the field, suited to the needs of farmers, ensuring good results. We stand out mainly for providing efficient biological alternatives in the Brazilian and expanding markets in South America, which is in line with our interest in simultaneously contributing to sustainable development.

Our portfolio includes lines of biological pesticides (macro and microorganisms), inoculants, foliar fertilizers, granular soil micronutrients, adjuvants, soil conditioners, organominerals and salts, and, since the end of 2024, atypical pesticides. Permanently evolving, our solutions provide alternatives for nutrition and protection, from planting to harvesting, for various crops, including soybeans, corn, citrus fruits, sugar cane, coffee, pastures, cotton, beans, fruit and vegetables, wheat and winter cereals. We also offer precision agriculture services, complementary to our products, such as the application of inputs via drones and technical support to rural producers.

We are committed to being close to rural producers and other sector players, offering personalized service and support. We have a team of approximately 90 Demand Generation Agents (AGDs), professionals with technical and commercial skills to interact with customers on their rural properties, and with resellers and cooperatives, streamlining access to our portfolio for those audiences. This team, which is constantly trained, is essential for sharing knowledge, conducting field demonstrations of our products and services and advising our customers on choosing

our solutions. We frequently update our internal structures, such as creating regional offices and teams specialized in specific crops, such as coffee, citrus and sugar cane, in order to respond to new demands and take advantage of opportunities. In addition to the AGDs, there are another 1,074 professionals, distributed across administrative, sales, market, production, distribution and Research & Development and Innovation (R&D&I) areas, in our various units.

As a public limited company, we are governed by our Bylaws, applicable legal provisions – in particular, the Corporations Law – and the Regulation of the Novo Mercado of B3 – Brasil, Bolsa, Balcão, in which we have been listed since 2021, as our governance practices exceed legal requirements. By the end of 2024, 32.9% of our shares, under the code (VITT3), were in free float. Another 63.6% were held by our controllers, 3.2% by administrators and 0.3% remained in Treasury.

PRINCIPLES

PURPOSE

Generate value for agribusiness, contributing quality food systems to society.

OUR MISSION

Contribute effectively to increasing customer profitability and improving the socio-environmental balance, through delivering excellence in our products and services.

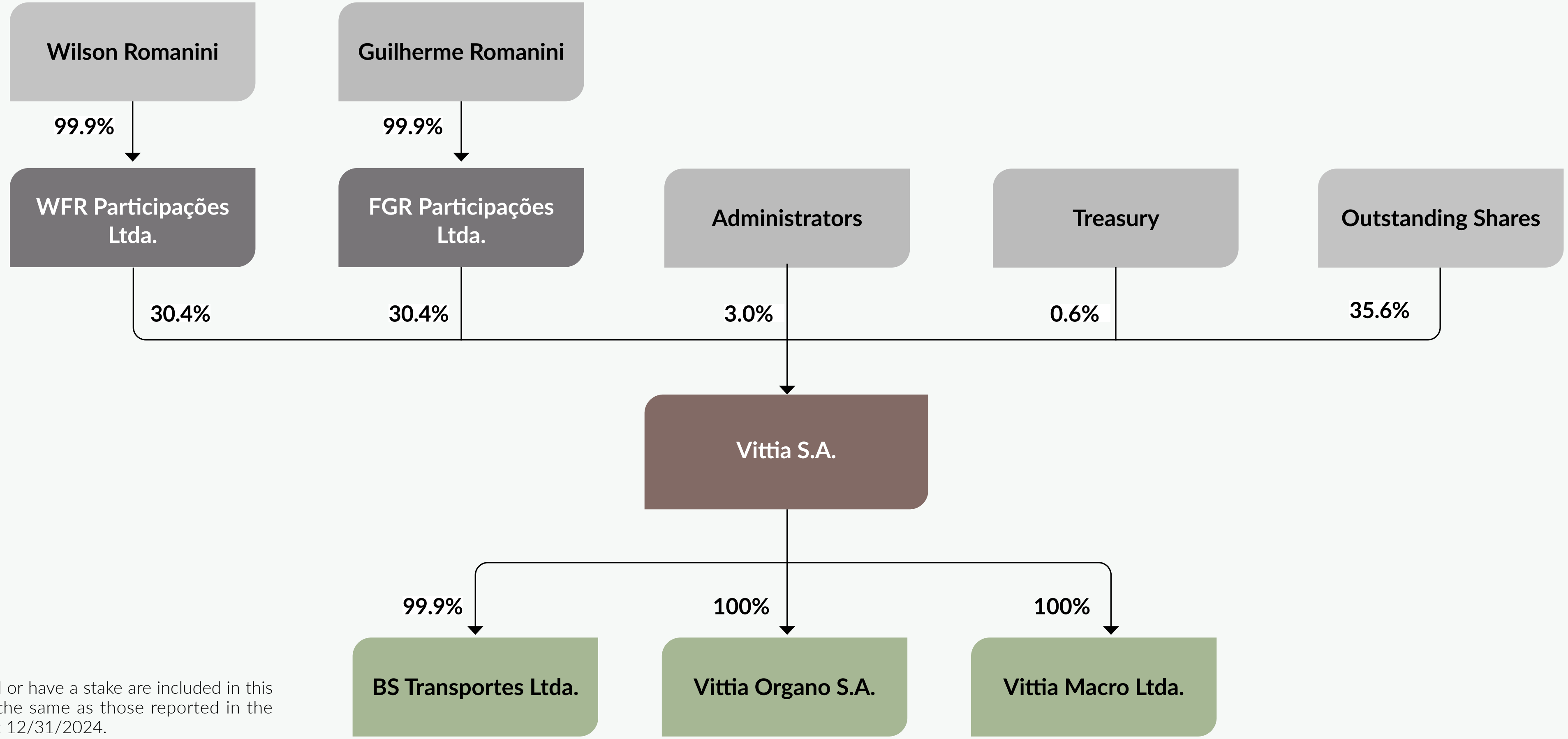
OUR VISION

Be the best and most innovative supplier of sustainable technologies for agribusiness, focused on customer service.

VALUES

Respect for human beings and the environment.
Commitment to ethics and morals.
Culture of innovation and results.
Integrated vision in systemic solutions.
Safe, healthy and participatory work.

ORGANIZATIONAL STRUCTURE* GRI 2-1 | 2-2



*All entities in which we control or have a stake are included in this Sustainability Report and are the same as those reported in the Financial Statements. Base date: 12/31/2024.

OUR LOCATION GRI 2-1 | 2-6

Based in São Joaquim da Barra (SP), the city where we were founded, we have built a privileged infrastructure that gives us the conditions to create, develop, manufacture, commercialize and distribute our solutions. In the location, we have a central office, a Research & Development and Innovation Center (R&D&I), a storage and shipping structure and our BS transport company, in addition to three factories, where we produce special fertilizers, inoculants and biological pesticides.

Still in the inner State of São Paulo, we operate production units in the municipalities of Artur Nogueira (special and macrobiological fertilizers), where a dedicated R&D&I Center is also based; Ituverava (soil micro); and Serrana (organomineral fertilizers). We also opened a new administrative office in early 2024 in Ribeirão Preto, which houses Marketing, Human Resources, Projects & Innovation teams, among others. In Minas Gerais there are two other factories, in Paraopeba (macrobiological pesticides) and Patos de Minas (organomineral fertilizers).

Our network of storage and distribution centers streamlines the delivery of products, in adequate quantities and at the right time, to customers throughout Brazil. They are located in Primavera do Leste (MT), Sorriso (MT), Jataí (GO), Araguaína (GO), Luís Eduardo Magalhães (BA) and Ijuí (RS). We also supply international markets, especially in South America, and, last year, we expanded to Mexico, where we opened an office in Cuauhtémoc, the metropolitan region of the capital.

Click on the municipalities and country for more information

São Joaquim da Barra (SP) | Artur Nogueira (SP) | Ituverava (SP) | Ribeirão Preto (SP) | Serrana (SP) | Patos de Minas (MG) | Coimbra (MG) | Primavera do Leste (MT) | Sorriso (MT) | Jataí (GO) | Araguaína (TO) | Luís Eduardo Magalhães (BA) | Ijuí (RS)

Mexico

Administrative headquarters

Research & Development Center

Storage and shipping center

Capacity
16.1 thousand positions
pallets and refrigerated storage)

Transports

BS Transportes – fleet of 6 vehicles

Factories

SJBB – Inoculants
Production capacity:
52 million doses

SJBF – Special fertilizers
Production capacity:
114 million L/Kg

SJBC – Microbiological pesticidesProduction capacity:
15 million L/Kg

HIGHLIGHTS OF THE YEAR

Almost **2 thousand hectares** with 100% BioVittia management in the last two years.

Proteção 100% BioVittia

Establishment of the **Strategic Growth Committee**, an advisory body to the Board of Directors.

Opening of a new office in Mexico.

Keeping, for the fifth consecutive year, of the Mais Integridade Seal, awarded by the Ministry of Agriculture and Livestock (Mapa), which recognizes companies in the sector that are authors of differentiated initiatives that focus on social responsibility, environmental sustainability, ethics and conduct.

Launch of the atypical multi-site Triunfe, which marked our entry into a large new market.

Launch of the Grão de Vittia program focused on coffee growing.

Details of risks associated with climate change.

Creation of a **specialized center** to serve the major players in the national coffee industry.

Establishment of another regional office to improve focus on customer service.

Opening of the Vittia Corporate University, UniVittia, with more than 100 courses.

MESSAGE FROM MANAGEMENT

GRI 2-22

Our choice for prudence and rationality in conducting business, even at times when euphoria takes hold of agricultural agents, made a huge difference in getting through the challenging year of 2024 with serenity and healthy operational and financial performance. We ended the year with gross and net revenues of BRL 886.1 million and BRL 786.6 million, respectively, 5.6% and 4.0% higher compared to the previous year, and adjusted EBITDA of BRL 133.3 million (a drop of 6%). We achieved these results amid pressure on commodity and input prices, extreme weather events that devastated fields and a high number of judicial recoveries in the sector.

The conditions that enabled us to perform well in this scenario were not created overnight, and reflect our goal of always keeping our 'homework' up to date. In other words, doing everything within our reach with excellence to manage well what affects us, but does not depend on us.

Our verticality is a differentiator, as it favors operational excellence, access to markets at the right times, diversification and better negotiations, the dissemination of knowledge and technologies in the field and proximity to our customers, which is evident in each cycle. Our Research & Development and Innovation (R&D&I) area stands out, allowing us to create, develop and deliver an increasingly robust and relevant portfolio to rural producers.

Our Marketing and Sales teams have also been strategic and accurate in their movements, providing qualified technical and commercial advice and the ability to demonstrate to producers that our solutions provide efficiency and profitability to crops and add environmentally advantageous attributes. These efforts are complemented by programs such as 100% BioVittia and Grão de Vittia, in which, through demonstration fields installed in partner areas and scientifically accurate results, we prove our ability to contribute to increased productivity and quality on properties. The growing demand for our biologicals is precisely due to the recognition of the excellence of our solutions.

"We ended the year with gross and net revenues of BRL 886.1 million and BRL 786.6 million, respectively, 5.6% and 4.0% higher compared to the previous year."

"The arrangements promoted throughout 2024 were important to ensure the maintenance of investments essential to achieving our strategic planning."

Our experience of over 50 years in agriculture was also important for us to anticipate internal measures and adjustments, including those dedicated to responsibly managing expenses. We were also cautious in granting and contracting credit, and we ended the year with a low level of default, with financial agreements under competitive conditions and a comfortable level of debt. We launched the 3rd and 4th share buyback programs, in order to protect our value and the interests of our shareholders, in a clear demonstration of how much we believe in what we do and where we can go.

At the same time, we increased efficiency in our factories and increased the sales volume of our products in the biological pesticides, foliar fertilizers, soil micros and industrial line segments. This progress is related to our team, which goes into the field and consolidates trusting relationships with producers, retailers and cooperatives. It also involves restructuring, such as establishing two directorates, one Commercial and one Marketing, which were previously unified, and opening a regional office to improve service to farmers from all locations, dedicated to the most varied crops. We decided to delve deeper, for example, into the fruit and vegetable market in northeastern Brazil, and we created a front to interact with the major players in the coffee sector. Our expectation is that this new center will achieve the same success as the other two previously created, to dialogue with sugarcane mills and large national citrus producers.

The arrangements promoted throughout 2024 were important to ensure the maintenance of investments essential to achieving our strategic planning. The R&D&I area received an investment equivalent to approximately 4% of our net revenue. We continued to seek efficiency gains in the production capacity of our factory in São Joaquim da Barra (SP) and with the qualification of activities in our most recent production unit, in Artur Nogueira (SP). Significant resources also allowed the completion of our new office in Ribeirão Preto (SP), which is strategically located for interacting with clients and recruiting new talent to our team.

Proud of their dedication and attitudes aligned with our corporate culture, we officially deliver UniVittia, our corporate university that provides opportunities for technical training and human development. We have started to implement a 360-degree performance management model among our leaders, which could be rolled out to other employees in the coming years. The format provides us with inputs to help professionals expand their knowledge and skills, and assists in the task of identifying potential internal successors and promoting personal development plans aligned with current and future corporate needs.

Most of our team members live in the communities surrounding our operational units, which we seek to support with sponsorships and/or donations, access to cultural and sporting events and other resources essential to well-being. Among these initiatives, the play "O que será?" (What will it be like?), shown to more than 1,700 people, and the inauguration of the computer room at the headquarters of the National Industrial Training Service in São Joaquim da Barra (SP), a space where students have access to educational and technological resources that contribute to their training, stand out.

We believe that we are doing good for society by ensuring the preservation of nature through our products, which help to prevent emissions and prevent risks of contamination of rivers, soil, animals and people. It also enables us to regenerate areas and increase efficiency in the field, reinforcing food security. We have also achieved environmental gains in our operations, promoting the reuse of solid waste and effluents.

To promote sustainable development, a company needs to have good cash flow, which is essential to finance the changes and improvements required to increase competitiveness. Thus, we remain committed to achieving excellence in everything we do, and to making our corporate vision and mission tangible. Thus, governance also undergoes assessments and reviews, and aligns with best market practices. In 2024, we created another advisory committee to our Board of Directors, dedicated to strategic growth, whose mission is to intensify the use of our potential and do justice to business opportunities in Brazil and abroad. One of the steps in this direction was our arrival in the Mexican market, where we have already set up an office and where we will increase product shipments. We arrived in the country convinced that it represents great possibilities, whether due to internal demand or because being present there facilitates our access to other markets, such as the United States and Central America. The work of the new Strategic Growth Committee is transversal to all internal areas and will certainly be reflected in our future indicators.

It fuels our ambition to grow substantially and responsibly in the short term, by adopting actions such as portfolio adjustment, delivery of differentiated products, programs and services, and offering complete sets of solutions to producers. **GRI 2-26**

We want to expand, but without giving up our identity, our essence. In everything we have done so far, we have tried to demonstrate our care for crops, land and people. We will continue to be a simple, efficient and agile company, which communicates openly with its audiences and is concerned with delivering increasingly better products. We are certain the recipe for sustainability includes thinking and acting wisely, and strengthening partnerships with employees, suppliers, customers, investors and shareholders who nurture and protect us, both in good times and in storms. Thank you all for that. We leave 2024 confident, firm and strong to continue on our journey.

Wilson Romanini
CEO of Vittia

COMPETITIVE DIFFERENTIALS

1. Protagonism in segments such as biological pesticides and special fertilizers in a promising and rapidly expanding market.

2. Portfolio with more than 300 highly efficient plant nutrition and protection solutions, mostly composed of biological items, which are not harmful and/or beneficial to the environment.

3. Modern industrial capacity to meet the growing demand for biological products.

4. Extensive experience in R&D&I, with a strain bank stocked with more than 7,100 varieties.

5. Integration of R&D&I, Market Development and Regulatory Affairs teams, providing greater efficiency and assertiveness in projects.

6. Infrastructure with eight production units in the states of São Paulo and Minas Gerais, and capacity to produce more than 335 million production units annually, encompassing kilos, liters or doses, in addition to specific volumes of biofactories, such as eggs and pupae, depending on the nature of each product line.

7. Robust commercial and technical structures and multichannel distribution to access all potential end consumers, of all profiles, with our solutions.

8. Storage and distribution centers strategically distributed throughout the country, for fast and quality delivery to rural producers.

ABOUT THE REPORT

GRI 2-3

We present, annually, for the ninth consecutive time, our Sustainability Report to stakeholders, highlighting our commitment to transparency and economic, environmental and social development, revealing how we continually improve our ways of deliberating and acting, and thus create and deliver value.

The content of this document was defined and prioritized considering the materiality process conducted in 2021. It includes, as in two previous editions, but in greater depth, quantitative data and qualitative descriptions regarding our operational, financial, human, governance, environmental and stakeholder relationship performances. The information was collected with the help of professionals from different areas and underwent internal validation by the Sustainability Committee and the Board of Directors, without being subject to third-party auditing, while the financial information was subject to external scrutiny by KPMG. The content of this publication refers to the period from January 1 to December 31, 2024, and covers all of our units in a consolidated manner – if any is not included, there will be information in the respective indicator –, considering the same period and the entities included.
GRI 2-2 | 2-5 | 2-14

In order to ensure comparability with previous versions and with similar publications from other organizations, we kept the Report in compliance with the Global Reporting Initiative (GRI), and we contemplate the guidelines of the Sustainability Accounting Standards Board (SASB), the Integrated Reporting assumptions proposed by the International Integrated Reporting Council (IIRC) and the guidelines of the Brazilian Securities and Exchange Commission (CVM).

This report was published in June 2025. Any questions, complaints, suggestions or compliments about this document can be sent to the email address sustentabilidade@vittia.com.br.

MATERIALITY

GRI 3-1 | 3-2

In 2021, through consultation with internal and external stakeholders, 13 topics were identified that deserve priority treatment due to the significant (positive or negative) economic, environmental and social impacts that our operations can cause.

1. **Innovation of sustainable products and solutions**
2. **Environmental management**
3. **Biodiversity**
4. **Management of human capital, diversity and inclusion**
5. **Health and safety**
6. **Engagement and relationship with stakeholders, communities and social investment**
7. **Customer and consumer relationships and satisfaction**
8. **Human rights**
9. **Risk and business opportunities management**
10. **Business ethics and integrity, transparency and governance, and legal compliance and regulatory frameworks**
11. **Sustainable value chain and purchasing practices**
12. **Economic performance, market presence and investments and financial assets**
13. **Technology and digital revolution**

Investors, executives, internal leaders, suppliers, customers and consumers (including resellers and cooperatives), scientists, public authorities and members of educational institutions, banks, the local community and civil society organizations participated in the process. The decision to mobilize these audiences considered guidelines from the AA 1000 AccountAbility Principles 2018 and AA 1000 AccountAbility Stakeholder Engagement Standard 2015 and the objective of generating opportunities and value for our business by identifying potential impacts. The construction of materiality included the following steps:

- **Mapping of strategic themes**, via internal documents and documents from national and international companies and entities dedicated to agribusiness and the theme of sustainability.
- **Prioritization of stakeholders**, based on their relevance to our operations and results.
- **Consultations with stakeholders and complementary research**, with 70 representatives of external stakeholders and more than 100 of our professionals. Analyses of content published in the press and by rating agencies, formal commitments from other companies to long-term objectives and goals, and information they make public about strategic and emerging risks, in addition to corporate policies.u
- **Prioritization of topics**, with measurement of the score given by the audiences consulted to 23 topics initially suggested.
- **Validation that our Sustainability, Communication, and Investor Relations areas,** aas well as the Sustainability Committee, Board of Directors, and the CEO, weighted the results and ratified them.

Monitoring challenges and achievements and proposing actions in relation to the material topics Human capital management, Diversity and inclusion, Risk and opportunity management and Innovation of sustainable products and solutions is the responsibility of internal Working Groups. As for the others, monitoring and activities are the responsibility of the Audit and Sustainability committees.

In line with the search for continuous improvement and active listening to our audiences, we will review, in 2025, our materiality process and definition of relevant topics.

COMMITMENT TO ETHICS AND MORALS

We are a company committed to ethics and we base our actions on integrity, honesty, respect and care in relationships. We recognize that trust and transparency are non-negotiable, and we strive to build and keep a healthy and sustainable relationship with all of our stakeholders.

CORPORATE GOVERNANCE

GRI 2-23 | 3-3 – Business ethics and integrity, transparency and governance, and legal compliance and regulatory frameworks | 3-3 – Economic performance, market presence, and investments and financial assets | 3-3 – Human rights

Corporate governance underpins our actions and strategy and makes our commitments to contributing to sustainable development more tangible. We invest in incorporating best practices and work to ensure that they are understood and experienced internally. We adopt the rules defined by regulatory bodies and by Brasil, Bolsa, Balcão – B3, the entity in which we have traded our shares (VITT3) since 2021, and we are part of the Novo Mercado, a segment that brings together shares of organizations that voluntarily adopt additional measures to the mandatory ones related to governance. With these practices, we reinforce our intention to establish frank, transparent and close relationships with our stakeholders, to whom we provide accurate and timely information about our performance and plans. Strong and credible governance is reflected in better-founded deliberations and decisions, which gives us the conditions to advance on our upward path.

GOVERNANCE STRUCTURE

GRI 2-9 | 2-10 | 2-12 | 2-13

Our management is carried out by the Board of Directors and the Executive Board, considering the powers conferred by legislation and our Bylaws. The composition of the Board of Directors is defined by the General Shareholders Meeting, a deliberative body that meets at least once a year and observes, in this process, the guidelines of our Nomination Policy. It points out that the choice of advisors must take into account the composition of a group with a diverse profile, capable of promoting effective debates of ideas and making technical, impartial and well-founded decisions. All members must meet basic requirements, such as alignment with corporate values and culture and the Code of Ethical Conduct, have an unblemished reputation and academic training compatible with the duties of the position, accumulate professional experience in diverse topics and be free from conflicts of interest – a topic that is addressed, as well as its control and mitigation mechanisms, in our Code of Ethical Conduct, in the Policy on Transactions with Stakeholders and in the Internal Regulations of the Board of Directors. At the end of 2024, the body was composed of five board members, with unified two-year terms and reelection permitted. Of this group, two are independent, in accordance with the Novo Mercado regulations. All members declared themselves to be of white ethnicity and, among them, there is one woman. In line with good practices, the chairman of our Board of Directors, Guilherme Romanini, does not hold an executive position in our Company. **GRI 2-11**

The Board's main responsibilities are to define policies and establish budgetary and business growth strategies. Therefore, the Board is responsible for assessing and managing risks and opportunities that may impact business, monitoring action plans drawn up within the scope of the Audit Committee. The body is also responsible for monitoring, through reporting from the Industrial Board and the Sustainability Committee, the progress of initiatives and projects focused on sustainability, as well as the achievement of the established objective (the list of all functions can be found in our Bylaws). In 2024, board member Gilmar Chbâne Bosso was replaced, whose resignation letter was submitted in January 2024, proactively, due to the possible emergence of a conflict of interest. Fabio Torreta, an agricultural engineer and postgraduate in Marketing, with almost four decades of experience in several agricultural organizations, in Brazil and abroad, was appointed in his place. Information on situations of conflict of interest (such as cross-participation in governance bodies, accumulation of positions and existence of majority shareholders) are disclosed to stakeholders periodically in our Reference Form. **GRI 2-15**

An important move during this period was the creation of the Strategic Growth Committee, which reports to the Board of Directors and focuses on boosting the mix of businesses and products to increase our profitability and size: the aim is to help us triple in size in the short term, always with financial discipline. By the end of 2024, the committee was composed of a member of the Board of Directors and the directors of the Marketing and Commercial areas. The group discusses and gathers input on aspects such as differentiation of supply (of products, programs, services), pricing (by package and appropriate mix), portfolio rationalization, internal and external incentives for teams dedicated to sales and expansion of the territorial area of our operations – analyzing market potential and ease of growth in regions in Brazil and abroad. The purpose is to establish possibilities to create and/or take advantage of our potential and scenarios favorable to our solutions in the agricultural sector.

After all, surveys conducted with rural producers on their satisfaction with the use of organic products, priority items for us, indicated high levels of satisfaction. Furthermore, in Brazil, this category of products is used in only 36% of cultivated areas, with great potential for growth.

Among the new measures already adopted based on the recommendation of the Strategic Growth Committee is making gross profit a central indicator in our discussions and assessments of commercial performance, and placing it as a priority topic for our AGDs (Demand Generation Agents), to whom we dedicate constant training initiatives and a new variable compensation policy. The agency works with information and market intelligence to select and prioritize cultures and regions in which we can stand out with our solutions. This practice led us to promote, in 2024, a reformulation in the structure of the regional offices, with an increase in presence in the Northeast; the creation of a team dedicated exclusively to relationships with large organizations linked to coffee culture; and the opening of an office in Mexico, which marks our arrival in North America and brings us closer to other important markets, such as the United States and Central American nations.

The committee has been working to contribute to the improvement and monitoring of the impacts of measures such as defining the best portfolio, in terms of efficiencies and added value, to be prioritized in our factories and commercial negotiations. It also studies the most promising offers structured by key crops, the creation of programs to demonstrate the performance of our products and the formatting of complete solution packages for customers, since the integrated management of our technologies allows for more consistent agronomic responses and productivity levels, in addition to simplifying input acquisition operations. At the same time, it studies the topic of key purchase factors that influence customer decisions.

The Strategic Growth Committee joins three other committees, structured in previous years, to advise the Board (they do not have a deliberative nature), which aim to help define the general strategy and issues involving people, ESG and innovation. To this end, reports are prepared and periodic and recurring updates are carried out between the Committees and the Council, according to the approved agenda.

4 advisory committees in 2024

- **Sustainability Committee:** assists in defining the overall business sustainability strategy related to issues involving people, ESG and innovation, and considers and recommends policies, practices and disclosures, in accordance with our strategy, values and mission. It meets monthly.

- **Audit Committee:** sits activities focus on the topics of internal controls, risk management, auditing (own and external), Financial Statements, quarterly information and interim statements, also including explanatory notes and the management report, when applicable. The committee is responsible for analyzing, together with the Independent Auditor, the accounting principles and criteria used in the financial statements; the way in which the main provisions are constituted; the risk assessment methods and the results of these analyses; the main risks; any changes in the scope of the independent audit work; and the effects of external factors (economic, regulatory, sectoral, social and environmental) on the financial reports and the audit process. The body contributes to better identification, assessment and monitoring of threats and definition of tolerance levels for exposure to them; analysis of internal policies, with suggestions regarding adjustments/updates; and improvement of income statements, ensuring alignment with legal provisions.

- **Ethics Committee:** its members periodically review and recommend changes to the Code of Ethical Conduct and other policies related to the topic, and organize forms of communication, training and practical application of its guidelines. They also keep and operate a channel to receive complaints and analyze cases to apply appropriate corrective and punitive measures, which may include warning, suspension, dismissal/termination, exclusion of the supplier or service provider and/or initiation of legal action. **GRI 3-3 – Human rights**

Check out the complete composition of our governance bodies in the GRI Annexes.

The board members are also responsible for defining the number of positions on the Executive Board, for appointing directors, who have two-year, renewable terms, and for the duties of executives. By 2024, 100% of the executive board of the manufacturing units had been hired from the local community. Our Bylaws establish the positions of Chief Executive Officer (CEO), Financial Director and Investor Relations Director, and allow for the possibility of installing up to four other directorates. In 2024, in addition to the mandatory directorates, the Marketing and R&D&I and Commercial directorates were established. All of them are responsible for planning and implementing actions that enable us to achieve objectives and/or goals expressed in our corporate strategy, in addition to reporting on the execution of the budget and on the results and priority projects that address our material issues. **GRI 202-2**

In November, we announced to the market that our former Industrial Director, Matheus Viotto Bezerra, had submitted his resignation letter. With his resignation, Wilson Romanini, our CEO, also took over that role. By the end of 2024, the new board structure had not yet been defined, but it will be announced at the appropriate time.

More information about the roles played by our governance bodies is available in our Reference Form.

MANAGEMENT COMPENSATION GRI 2-19 | 2-20

The annual global compensation of our directors is defined at the Annual General Meeting (AGM), based on the Management Proposal, without the involvement of external consultants, in line with best governance practices. In 2024, it was approved by a majority vote and, in a commitment to transparency, the voting map was made available in the minute of the AGM and the Management Proposal on our Investor Relations website.

Management compensation is aligned with our strategic objectives. The overall amounts paid are calculated and updated annually by the Broad National Consumer Price Index (IPCA). We also follow a calculation and adjustment methodology that takes into account the practices adopted by the market, as determined through research in companies in our sector. Therefore, the compensation of the members of the Board of Directors includes a fixed monthly amount, as a pro-labore, without direct and indirect benefits and variable compensation, unless they hold another position in our Company – when necessary, we reimburse expenses linked to the exercise of the position.

We have a Board Compensation Policy both for the statutory and non-statutory, approved by the Board of Directors and which aims, among other things, at equity and compatibility with the functions and risks of each job title, in addition to linking it to results, with medium and long-term goals related to the generation of sustainable economic value. The executives of the Statutory Board earn, in addition to fixed monthly compensation: food vouchers; health insurance; transport vouchers; private pension and life insurance. There are no post-employment benefits or other benefits motivated by the cessation of the exercise of the position.

ETHICS AND CONDUCT MANAGEMENT

GRI 2-25 | 2-26 | 3-3 – Human rights | 3-3 – Engagement and relationships with stakeholders, communities and social investment | 3-3 Business ethics and integrity, transparency and governance, and legal compliance and regulatory frameworks

Our Code of Ethical Conduct establishes what we expect, in terms of fair, honest and transparent behavior, from employees and other stakeholders. Respect for the document's guidelines is essential to keep bonds of trust and responsibility among everyone, ensuring respect for human rights.

The document undergoes periodic reviews to incorporate or update, whenever necessary, essential or prominent topics, and thus clarify and direct our position in relation to them. The publication deals with attitudes and procedures expected internally regarding aspects such as gifts and hospitality, donations and sponsorships, accounting and financial records, corruption, conflicts of interest, confidentiality and data processing.

Employees undergo mandatory training and sign a Commitment Agreement in which they ensure they understand the content and are committed to complying with it. To help them interpret the topics covered in the publication, we provide ongoing training (there is a space dedicated to detailing these in the onboarding activities for new professionals) which in 2024 totaled 120 hours. Administrators are trained on the contents of the document at the time of the election.

We also promote information campaigns through our internal, physical and digital channels, and encourage our leaders to work as multipliers of ethical conduct among their teams.

The preparation and updating of the code is the responsibility of the Ethics Committee, which is also responsible for investigating reports of illegal acts or acts that violate the provisions of the document and other internal and external policies, standards, regulations or laws. Its members investigate occurrences and deliberate on the penalties to be applied to each situation. They are also responsible for managing the Reporting Channel, our main tool for receiving communications about deviations, accessible 24 hours a day, on our website (https://portal.vittia.com.br/canal-de-denuncias). Complaints can also be sent by email (comiteetica@vittia.com.br).

In all situations, we guarantee non-retaliation and anonymity and, among others, penalties such as warnings, suspensions and dismissals may be applied. In 2024, we received 92 contacts regarding ethical misconduct, of which 66 complaints related to non-compliance with internal rules (seven), corruption (five)* and moral (47) and sexual (seven) harassment. After investigating the 66 complaints related to ethics and/or compliance, 14 were considered valid. Based on the investigations, the Ethics Committee opted for four dismissals and, in the remaining cases, as they were low-severity occurrences, verbal guidance or warnings were given. GRI 2-26

In 2024, we assessed our 13 operating units (100%) for corruption-related risks. The analysis was carried out corporately and within our mapped risk matrix, with unethical conduct and fraud being identified as significant risks. Also in 2024, and over the past two years, 100% of our governance body members, located in the Southeast Region of Brazil, were notified and trained in anti-corruption policies and procedures. Among employees, 100% were informed and trained on the topic. GRI 205-1 | 205-2

In cases where those involved in violations of codes and laws are external partners, such as suppliers or third-party service providers, we may suspend contracts or other agreements, or even terminate relationships. Those measures can be applied in situations ranging from non-compliance with contractual clauses to those dealing with service levels or delivery of raw materials in disagreement with labor and environmental laws, etc.

Ethics advice and reporting GRI 2-26

	2023	2024
Number of requests for advice and complaints received	47	92
Number of requests for advice and complaints that were responded	47	92
Percentage of requests for advice and complaints that were responded	100%	100%
Number of complaints considered valid for evaluation	22	66
Percentage of complaints considered valid (investigated)	47%	72%

*In the case classified as corruption, all the complaints were related to the same episode, in which the employee reported was from a third-party service provider. The case was forwarded to the company, which followed the appropriate procedures in accordance with the guidance of our Legal Department.

Furthermore, we do not admit and repudiate any manifestation of prejudice related to origin, gender, race, religion, social class, sexual orientation, physical disability or any other form of prejudice that may exist. Reinforcing all these principles, we publicly commit to fundamental values related to human and labor rights by, for example, becoming signatories to the Global Compact.

We treat crucial concerns related to our stakeholders as critical risks, with monitoring by governance bodies, such as the Audit Committee and the Board of Directors. Executives are free to communicate to the Board of Directors and advisory committees any issues they deem relevant, enabling the sharing and debate on potential impacts. Critical risks and related issues are reported to the Board of Directors by the Audit and Ethics committees and the Internal Controls area in periodic meetings. In 2024, there were no complaints from the Ethics Committee that needed to be taken to the Board of Directors, which reflects the effectiveness of the monitoring processes and our internal governance. During the year, there were also no significant cases of non-compliance with laws and regulations in our activities. GRI 2-16 | 2-27

We are signatories of the UN Global Compact and have made commitments related to the defense of human and labor rights.

Check the GRI Annexes for more information on compliance.

POLICIES AND REGULATIONS

GRI 2-23 | 2-24 | 3-3 – Human rights

In addition to the Code of Ethical Conduct, a set of documents, including our corporate policies, guide our serious and responsible actions. One of them, dedicated to the topics of Diversity, Equity and Inclusion, was launched in 2024, with guidelines and commitments to reinforce the appreciation of plurality and keep environments free from discrimination, which foster and value respect for all and equal opportunities (more details on page 59).

Another incorporation was the Securities Trading Policy to clarify rules dedicated to preventing and punishing the use of privileged information related to business for personal benefit by related persons, such as controlling shareholders, administrators, board members, managers, employees, service providers and other professionals or persons with access to relevant content by virtue of their position, role or function. We have also updated our policies on Disclosure of Relevant Acts or Facts and Compensation. The following documents are also added to this structure:

1. Internal regulations of the Board of Directors and the advisory committees to the body
2. Compensation Policy
3. Nomination Policy (for administration positions)
4. Risk Management Policy
5. Internal Audit Policy
6. Policy on Transactions with Stakeholders
7. Disclosure Policy
8. Confidentiality Policy (including guidelines related to Research & Development and innovation)
9. Information Security Policy
10. Innovation Policy
11. Occupational Health and Safety Policy
12. B3 Novo Mercado Regulation
13. United Nations' Global Compact

The policies that govern our relationship with all our stakeholders are approved by the Board of Directors, and their compliance is guaranteed through structures dedicated to internal controls and the Ethics Committee.

Our Code of Ethical Conduct and our Information Security Policy are applicable to our external partners. All public internal codes and policies are available on our Investor Relations website.

INVESTOR RELATIONS

GRI 2-29 | 3-3 – Economic performance, market presence and investments and financial assets

We are listed on the B3 Novo Mercado and are part of indexes such as the Differentiated Corporate Governance (IGC) index

Given the increasingly close relationship between investors' concerns and organizations' commitments to the ESG agenda, in 2024 we unified the teams responsible for dealing with these issues. The idea is to improve our ties with shareholders and other stakeholders, through accurate, transparent and agile disclosures in relation to all dimensions that arouse their interest, from financial to environmental. The unification enables us to have an even better structured and permanently open channel to answer questions and provide relevant or necessary data and content to our audiences.

Guided by these intentions, we also hold relationship events with shareholders, investors and other groups, such as Vittia Day, which has reached its third edition. The activity took place at B3 headquarters. Directors and members of the Board of Directors were present and presented facts and plans.

We also keep our doors open to receive stakeholders at our Site Visits events, which normally take place in the middle of the year. Data, communications, relevant facts, releases, notices and results presentations are available on our Investor Relations website, where policies, codes and regulations can also be consulted, as well as the nine editions of our Sustainability Report.

Since 2021, we have been listed on the Brazil, Bolsa Balcão – B3, under the code VITT3, integrating the Novo Mercado. Our shares are included in the Differentiated Corporate Governance (IGC), Corporate Governance – Novo Mercado (IGC-NM) and Differentiated Tag Along Shares (ITAG) indexes.

In 2024, the average daily financial volume traded was BRL 2.9 million, up from BRL 2.8 million in the previous year. The shares ended the period quoted at BRL 5.40, which means a market value of BRL 811.7 million, a reduction of 46.8% compared to the end of 2023. The number of shareholders also decreased, going from 4.7 to 4.1, in the same comparison. Until the end of the year, we distributed BRL 40.0* million in dividends, corresponding to Interest on Equity.

Considering the total of 150.3 million common shares (ON), 63.6% of them belonged to our controllers and 3.2% to the administrators, while another 0.3% were in treasury and 32.9% in free circulation. The indicators appoint fluctuations, respectively, of +2.9, +0.2, -0.3 and -2.8 percentage points compared to data from December 2023.

The changes reflect our share repurchases that aim to maximize shareholder value creation. In February, at the end of the second program with this purpose (started in 2023), we created a third, limited to the acquisition of 4.5 million shares, and absorbed 100% of them. In October, we announced the fourth edition of the buyback, along similar lines to the previous one, which will last for 12 months. If we again absorb 100% of the possible shares, the programs, together, will have represented the repurchase of a total of 11.8 million shares, equivalent to 7.8% of the total share capital and 23.8% of the free float assets on December 31, 2024. In addition to protecting and strengthening our value (and the interests of investors), the successive programs demonstrate our full confidence in the strategy and its execution in the short, medium and long terms.

BRL 2.9 million average daily financial volume traded in 2024

*Considers Interest on Equity paid in 2024 and not that accrued for the fiscal year.

RISK MANAGEMENT

GRI 2-25 | 3-3 – Managing Risks and Business Opportunities | 201-2 | SASB RT-CH-530a.1

Efficient risk management is essential to achieving strategic objectives and, consequently, sustainable development. It is integrated into our daily activities and permeates the ways we operate and conduct business.

We believe some intrinsic characteristics and attributes that we have consolidated over our more than five decades of activity give us unique conditions to manage some of the threats already identified. Our activities are directly linked to agricultural production and we are highly dependent on weather conditions – variations in the weather, such as droughts, floods, heat waves, frost, hail and excessive rainfall, can negatively impact the harvest, planted area and commodity prices, affecting operating results. In addition, we are subject to environmental regulations, requiring constant obtaining and renewal of licenses for installation and operation, and failure to comply with deadlines or environmental requirements may result in fines, legal sanctions and reputational damage, impacting cash flow and financial results. Another risk factor involves the handling and transportation of products, which is outsourced and carried out mainly by road. Logistical accidents can generate additional costs and damage our image.

In this scenario, the diversification of our solutions, combined with the service network, minimizes vulnerability to market variations, negative agribusiness cycles and/or crises in specific sectors of agriculture and livestock. Investments in Research & Development and Innovation for the creation, development and approval of products with strong sustainable and efficient attributes, with less negative impacts or regenerative effects on nature, protect us from a range of environmental risks and enable us to take advantage of the growing demand among producers and consumers for green alternatives.

Even in light of this perception, we conduct analysis, assessment, treatment, monitoring and communication of external and internal threats to our business, and we develop and apply mitigating plans and measures. These exercises also end up signaling opportunities in relation to topics such as management and safety in processes and products, health and well-being protection and climate change.

Regarding the latter, in 2024 we carried out work, supported by a specialized consultant, to detail the main dangers and positive possibilities linked to it. Phenomena such as floods and droughts, which are becoming increasingly frequent and intense, alarm us, as they pose risks to agricultural and livestock production and, consequently, can have a strong impact on the demand for our solutions.

The survey carried out considered guidelines from the Task Force on Climate-related Financial Disclosures (TCFD), an international working group dissolved in 2023, dedicated to creating recommendations for the disclosure of financial information related to the risks and opportunities arising from climate change. We segregated the topics into risks/opportunities: a) "transitional" risks associated with potential extensive changes in policies, laws, technology and markets to meet the requirements of mitigating and adapting to the environmental crisis, and b) "physical" risks, triggered by acute events or long-term, i.e. chronic, variations in weather patterns, such as direct damage to assets and/or indirect impacts resulting from supply chain disruption. The analysis considered particularities of our units and segments of activity, as well as the locations in which we operate. A total of eight risks (four physical and four transitional) and nine opportunities were listed, with each item being assessed and classified in relation to probability (high, medium or low), magnitude of impact (high, medium or low) and time horizon (short, medium or long term).

Opportunities

In addition to risks, we identify opportunities related to sustainability and regulatory trends. The ban on chemical pesticides and restrictions on conventional active ingredients favor the use of biological pesticides and biostimulants. Large companies and producers are demanding more sustainable fertilizers and pesticides to meet ESG standards, which represents a growing market for us.

Credit lines and tax incentives for sustainable products also increase the demand for bioinputs, and partnerships with cooperatives can facilitate the adoption of these products, reducing environmental impacts and improving the health of rural communities.

Check the GRI Annexes, for a description of risks and opportunities caused by climate change.

MANAGEMENT MODEL

GRI 3-3 – Management of risks and business opportunities

Our Risk Management model remains aligned with the guidelines of the Committee of Sponsoring Organizations of the Treadway Commission (Coso), the ABNT ISO 31000: 2009 standard, and the Guidance Guide on the subject of the Brazilian Institute of Corporate Governance (IBGC). Thus, we keep three active lines of defense.

1st line

The first line is made up of operational managers, responsible for implementing corrective actions necessary to resolve monitoring and process deficiencies. They must conduct daily risk-related procedures and keep effective internal controls, adopt internal policies and procedures and ensure the activities performed are in line with our corporate objectives.

2nd line

In the second line of defense, which must monitor threats and provide advice to members of the first, there are professionals from our Compliance, Internal Controls and Risk Management areas. Their duties include supporting management policies, defining roles and responsibilities and establishing goals in relation to hazards already mapped, in addition to identifying current and emerging issues to be considered, assisting in the development of processes and controls and guiding and promoting training on them. This group also checks compliance with internal rules and regulations; investigates potential illegal or unethical acts; identifies changes in our risk appetite; assesses the effectiveness of governance in mitigating threats; and reports to managers and board members.

3rd line

The third line is led by Internal Audit employees, who carry out structured risk assessments based on related events and consequences, independently and objectively. In a detective manner, it considers the status of governance and structured internal controls and how both impact our aspirations. The results of their work are communicated by the Internal Audit area to the main administrators.

Our Risk Management Policy establishes the processes to be adopted to protect ourselves from threats or anticipate them, in addition to reinforcing the purpose of developing, disseminating and practicing an internal culture related to the topic. Thus, it guides the process of identifying, analyzing, evaluating, treating, monitoring and communicating risks. The policy applies to all employees and, in 2024, we will carry out internal training on the topic, aiming at promoting greater adherence to the risk culture for our stakeholders. We also work, in partnership with external consultancy, focusing on the evolution of our Strategic Risk Map.

We categorize risks into five major blocks: strategic, operational, financial, regulatory and cyber. Each of the identified threats is subjected to analysis so that we can define which ones should be monitored and how. Depending on the circumstances, the analysis can be qualitative, semi-quantitative, quantitative or combined.

Threats are ranked as low risk, medium risk, high risk or extreme risk, according to the probability of occurrence, our vulnerabilities and the potential impacts they can cause.

Another stage of the process involves evaluating the issues mapped to define those that should be prioritized. Actions to address threats include: preventing them by choosing not to start or discontinue an activity; increasing the risk in an attempt to take advantage of an opportunity; reducing exposure through an action plan (continuous monitoring); sharing the danger with third party(ies); or retaining the risk through a conscious and well-founded decision.

For 2025, we plan to review our threat matrix, a process that involves the Board of Directors, CEO and other directors, Audit and Ethics committees and Compliance, Internal Controls and Risk Management areas. In meetings and interviews, these professionals contribute to the preparation of a diagnosis of the internal structure to deal with problems, identify threats and prioritize their treatment. Based on the results, we define the risk map and provide adjustments, if necessary, to our management strategy, as well as to human and financial resources. Our matrix is subject to change at any time (exclusion, modification and addition of risks and priorities), if changes are observed in our reality and/or contexts that justify them.

We keep well-structured policies and processes to ensure the effectiveness of our operations

Information security

GRI 3-3 – Technology and digital revolution

Keeping technical and administrative conditions for information security, with the protection of our systems and data, including those of partners and customers, is essential. It supports the smooth running of operations, the exploitation of opportunities, the protection of assets, industrial secrets and intellectual property rights, and assertive governance. Thus, we optimize infrastructures and software that increase our protection against hacker attacks and leaks – voluntary or involuntary – of strategic, sensitive or confidential content.

We have policies on Information Security, the purpose of which is to ensure the quality of services and products that deal with the subject; Incident Management, to be observed for problem management and restoration of operations in cases of violations, failures or damages; Secure Development Management, to protect information, in the most different formats, in any system development or acquisition activity; Backup and Restore Management, with procedures related to keeping backup copies, as well as performing tests and data recovery; Vulnerability Management, related to detection and remediation in cases of exposure of operating systems, applications, mobile devices, cloud resources and network devices; and Privacy, which details the types of information we collect when external audiences access our pages and profiles on the internet, and the users' right to update, manage or delete it, in accordance with the General Data Protection Law (LGPD).

In addition, we work on strategic projects to explore opportunities in related topics such as Industry 4.0, new technologies and intelligent data management.

CULTURE OF INNOVATION AND RESULTS

We seek to constantly improve and evolve. We never lose sight of the financial health and sustainable growth of our business and ecosystem, and we work tirelessly to ensure the sustainability of today’s and future results.

STRATEGY

GRI 2-23 | 2-24 | 3-3 – Business ethics and integrity, transparency and governance, and legal compliance and regulatory frameworks

We are well positioned and seek to continually update ourselves to be protagonists in Brazilian agribusiness. This condition is linked to our solid multichannel commercial platform, our strong brands that are recognized in the market and by our customers, and our broad portfolio of plant nutrition and protection solutions. We are still clear about our possibilities and probabilities of growth, and to achieve them we plan to continue with geographic expansion in Brazil and abroad. We also intend to expand the presence of our solutions on properties dedicated to crops with high commercial potential and to which we have not yet dedicated due focus. We see good opportunities to boost our organic growth by promoting cross-selling of our products and with continuous launches. We remain attentive to the possibilities of acquiring other players in the sector, a movement in which we have a lot of experience and which accelerates the expansion of our presence in markets and segments, our verticalization process, our client portfolio, our catalog and our industrial and technological skills.

To achieve these macro-objectives, in 2023 we created a strategic plan to be implemented over a five-year period. It is supported by five pillars, which value and reinforce our strengths and address ways to be more profitable, relevant and lasting. Each one is linked to programs and projects, all with leaders, co-responsible parties, teams, responsibilities, schedules, objectives and established goals, whose developments are monitored by a dedicated coordination team. It is about being aware of current scenarios and their demands in order to adapt quickly and make the most of our skills and/or add competencies. In 2024, major initiatives were underway to give strength to the strategic pillars:

MARKET: with the development of strategies to meet the uniqueness of each of our customers.
Projects: new business and portfolio optimization to reduce complexities.

OPERATIONAL EXCELLENCE: with modern and flexible actuation to serve the market.
Project: structuring the Integrated Business Planning (IBP) process .

INNOVATION AND TECHNOLOGY: with the strengthening of the culture of creativity and transformation, and investments in Research & Development and Innovation.
Projects: Culture of Innovation and Structuring intelligent data management.

PEOPLE: with the development of our employees.
Projects: Organizational Culture and Corporate University.

ESG: with sustainable solutions and solid management.
Project: Materiality Management.

Our practices related to the environment, society and governance consider the Vittia ESG Guidelines, a corporate positioning published at the end of 2023. In it, we detail guidelines related to each of the aspects, establish responsibilities on those topics both internally and externally and present the communication and engagement channels with stakeholders. Its construction was based on our organizational values and Code of Ethical Conduct and commitments to the United Nations (UN) Global Compact, of which we are signatories, as well as best corporate governance practices.

The document was distributed among our leaders and guides internal and external communication actions, to inform and raise awareness among all audiences with whom we interact. We work with the following ESG guidelines:

ESG guidelines GRI 3-3

E

Environmental

- **Use** natural resources efficiently and sustainably, through the adoption of techniques/methods aimed at protecting and preserving ecosystems, conscious consumption of water and energy, energy efficiency, reuse of materials, and reduction of effluents and waste.
- **Act** proactively on the climate agenda, seeking to reduce Greenhouse Gas emissions and monitoring risks and opportunities related to climate change.
- **Act** with act proactively to eliminate environmental risks.
- **Promote** the adoption of biological solutions in agribusiness to minimize environmental impacts.

S

Social

- Positively **impact** the local communities where we operate through dialogue and engagement and social investment programs.
- **Promote** a work environment based on respect for human rights and the values and ethical principles established in our Code of Ethical Conduct, with a commitment to promoting inclusion and equity at all levels, without discrimination based on race, color, gender, religion, sexual orientation, age, political opinion, region of origin, social status or any other aspect.
- **Curb** and make the best efforts to fight any practices of forced labor, child labor or labor in conditions similar to slavery and sexual exploitation of children and adolescents not only in our operations, but also in the value chain.
- **Promote** actions and programs to expand representation, respect for individuality, and the development of our employees, suppliers, communities and other stakeholders.
- **Develop** safe solutions for agribusiness and our customers.
- **Communicate** and engage through internal programs and institutional partnerships (such as the Brazilian Association of Plant Nutrition Technology Industries (Abisolo), Global Compact and the American Chamber of Commerce for Brazil (Amcham)).

G

Governance

- **Structure** and strengthen transparency and integrity mechanisms, ensuring the operation under the best governance practices.
- **Act** in compliance with legal standards and implement measures to fight illicit conduct practices.
- **Identify** relevant sustainability factors for long-term value creation, considering the interrelationship between the external impact on society or the environment and the internal impact on our value.
- Periodically **communicate** the performance of financial and non-financial indicators to internal and external audiences.
- **Promote** and protect human rights and fundamental freedom in all business relationships.
- **Disseminate** the use of the Ethics Channel to internal and external audiences to receive reports of illegal or unethical conduct.
- **Seek** continuous improvement in the areas of Regulatory Affairs and Internal Audit and maintain certification in the Mais Integridade Seal.
- **Ensure** participation and communication of progress to the Global Compact network as well as the achievement of targets from the 100% Transparency Movement:
  - **100% transparency** of the compliance and governance structure;
  - **100% transparency** regarding reporting channels;
  - **100% full compensation** for senior management;
  - **100% of the high-risk** value chain trained in integrity;
  - **100% transparency** in interactions with the Public Administration.

Our Governance and Compliance structure is publicly disclosed on our Investor Relations website, as well as in our Sustainability Reports. In addition, we annually disclose indicators related to our Reporting Channel (more details on page 20).

The other goals are under discussion, and we are organizing ourselves to meet them according to the schedule established by the 100% Transparency Movement.

PARTICIPATION AND CONTRIBUTION GRI 2-28

To contribute to the sustainable development of our business and our sector, we keep in contact with and/or participate in sector entities focused on promoting best corporate practices. In 2024, the following stood out:

UN Global Compact – We are signatories to the ten principles established by the institution, which derive from the Universal Declaration of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

100% Transparency Movement – The first and largest initiative to promote corporate transparency in Brazil, its goal is to encourage and enable companies to go beyond legal obligations, strengthening transparency and integrity mechanisms.

National Institute of Empty Packaging Processing (inPEV) - We are part of the non-profit entity created by pesticide manufacturers with the aim of promoting the correct disposal of empty product packaging.

The Brazilian Association of Plant Nutrition Technology Industries (Abisolo) - The entity represents and defends the interests of input producers focusing on collaborating to increase quality, productivity and sustainability in Brazilian agriculture. To that end, the entity actively participates in discussions with ministries and departments, environmental control and inspection bodies, research institutions, state and federal revenue, and among representative organizations. We are members of the executive committees for the Regulatory Framework, Foliar and Biofertilizers, and Organic, Organomineral Fertilizers and Soil Conditioners.

CropLife – Entity that brings together experts, institutions and companies dedicated to research and development of technologies in four essential areas for sustainable production in the field: germplasm (seedlings and seeds), biotechnology, chemical pesticides and biological inputs. Based on scientific data and information, the associates work towards the growth of Brazilian agribusiness and with increases in obtaining food, fiber and clean energy.

RESEARCH & DEVELOPMENT AND INNOVATION

GRI 3-3 – Innovation of sustainable products and solutions

Excellence in the performance of the Research & Development and Innovation (R&D&I) area supports the achievement of our objectives and the execution of strategic planning. The responsibilities of this area include creating, improving, testing and regularizing solutions, as well as reinforcing our efficiency and other differentials, such as the creation of products with positive environmental attributes. We keep a continuous flow of investments in infrastructure, technologies and human resources to remain at the forefront of all segments in which we operate, and so that the nutrition and plant protection alternatives created in our units are recognized for their quality. We also maintain a broad and qualified network of strategic R&D&I partnerships, made up of 107 institutions and 163 researchers.

In 2024, one of the priorities was to qualify project management. Guided by our Innovation Policy – also improved during the period –, we created and formatted processes and procedures to increase the quality and speed of opening and completing proposals. At the same time, we reviewed projects that were in progress and decided on their conclusions – with delivery of solutions to be worked on by the Marketing and Commercial teams –, termination or suspension, due to technical and/or economic unfeasibility.

Innovation for all

We improved the Innovation Policy, with the support and supervision of the Sustainability Committee, which details the stages of evaluation and validation of proposals and the areas and people involved in this process. It also defines the functioning and composition of the Innovation Committee, which is responsible, based on information and evidence, for determining whether or not an idea will proceed. For these decision-making processes, its members consider market needs, technological environment, value creation and sustainability aspects. In addition to qualifying the policy, we promote training – provided by the R&D&I area – for managers and the agronomic technical team to update them and motivate them to foster a culture of innovation internally. For 2025, we plan to provide training for the Market Development team and the continuous improvement and monitoring of the Innovation Policy, with approval and monitoring of projects after the start of sales.

In 2024 alone, 46 projects were completed (35 for target inclusion, three for new recommendations and eight for new products) by the R&D&I area, while another 59 were still in progress at the end of the period:

- **12 for target** inclusion;
- **2 new technical recommendations** for inoculants;
- **7 for new usage recommendations**
- **10 records of target** inclusion for biological pesticides.
- **40 for new products;**
- **1 multi-site** pesticide record;

13 Special Technical Registrations (RETs) for biodefensives, **five of which** are innovative microorganisms and **eight are new formulations**.

In the 12 months of the year, we achieved, in relation to the registration of biological pesticides, ten target inclusions and 13 Temporary Special Registrations (five related to innovative microorganisms and eight to new formulations). We also obtained two technical recommendations (Meli-X soybean soil and Biomax Azum corn foliar) for inoculants. Another achievement was the registration of the multi-site pesticide Triunfe, which combines an unprecedented combination of copper and sulfur, and inaugurated a category of products (read more on page 50).

We have indicators to monitor the percentage of the budget invested in R&D&I, which measures the financial commitment to innovation, the number of microorganisms suitable for product development up to the formulation level, and control of the number of dossiers for registration of new products developed. Our R&D&I vitality is fueled by resources that correspond, on average, to approximately 4% of our annual net revenue. They enable, among other practices, the maintenance of advanced infrastructure that comprises two large Research, Development & Innovation Centers (CPD&I) – José Plínio Romanini, with more than 1,500 m^2, in São Joaquim da Barra (SP), and Macrobiologicals, in Artur Nogueira (SP).

We also maintain, for impact management and project management organization, the Project Opening Term (TAP), a document that formalizes that the proposal for a new technology has been approved and its developments are monitored. Thus, the TAP must contain the main characterization information: description, objective and justification of the project, time, costs, benefits and risks, among others, which are approved by the Innovation Committee. To track processes, risk mitigation and prevention measures, as well as goals and commitments, there are indicators for projects, test development, new targets and products. We also seek to ensure and retain a qualified R&D&I team. It is made up of 62 professionals - technicians, graduates, postgraduates, masters, doctors and post-doctors in areas such as biotechnology, engineering, chemistry, biology, agronomy, and bioprocesses –, 37 of whom are exclusively dedicated.

62
professionals, with postgraduate degrees, masters, doctors and post-doctorates, in our R&D&I team

Bioprospecting: responsible for collecting and identifying microorganisms with the potential to produce economically viable biological products. We have one of the largest and most diverse strain banks in Brazil, stocked with more than 7,100 varieties, including fungi, bacteria and viruses – among which we have already identified at least 2,100. There are 39 stored microorganisms that could be new species. This living archive, essential to create solutions, is frequently expanded, as members of our team, our partner entities or contractors go into the field to carry out collections regularly. We have planned expeditions for 2025 to collect substrates in different regions and biomes of the country, some of them with specific objectives to meet our ongoing projects. In 2024, we saw a significant increase in efficiency in the isolation and identification of microorganisms, thanks to methods developed by the team and the qualification of professionals.

Bioprocesses: the sector is responsible for analyzing the production potential and genomic sequencing of microorganisms, verifying the nutrients required for their cultivation and approving materials with competent bodies and entities, among other aspects. It is also responsible for establishing the necessary conditions for large-scale production of efficient biological pesticides, inoculants and biofertilizers, in which microorganisms selected in the bioprospecting stage will be used. The Bioprocesses team works to detect possibilities for new recommendations for biological use/targets based on the characteristics evidenced in bioprocesses, such as formulation and metabolite profile. In 2024, the area was managed by a professional who is also responsible for Bioprospecting. The results of the change were positive, as it allowed improvements in the flow of information and the quality of projects.

Fertilizers: work to develop technologies related to application (adjuvants) and plant nutrition, such as special fertilizers, organominerals and biofertilizers – to which we dedicate more attention and most of our projects. We aim to define the formulation of products and improve those already launched, by replacing raw materials to add efficiency and make the solutions even more economically and/or environmentally advantageous.

Agronomic: its actions aim to validate the agronomic efficiency of new technologies/solutions through tests in entomology laboratories, greenhouses and demonstration fields - an important practice to identify the good results provided by our solutions. Year after year we strengthen partnerships to conduct and intensify these initiatives. In 2024, Agronomic R&D was awarded digital phenotyping equipment to be used in efficacy trials. The new technology allows for a more precise assessment of plant growth and health, and the identification of pests and diseases based on biological parameters. One of the purposes of the new technology is to minimize potential human errors in these analyses.

Macrobiological: engages in bioprospecting for new insects that act in the control of agricultural pests, through predation or parasitism, with the development or improvement of technologies and processes, technology transfer and scaling up of solutions. In 2024, efforts were directed especially towards efficiency gains in industrial processes to increase the origination of parasitoids and predators that are in our portfolio and are already registered with the Ministry of Agriculture and Livestock (Mapa). In parallel, innovation initiatives were carried out in relation to species not yet registered in Brazil.

Regulatory Affairs: the team works to ensure compliance with and/or fulfillment of current legislation and determinations of federal agencies – such as Mapa, the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama) and the National Health Surveillance Agency (Anvisa) – and to collect evidence and documents that validate our projects and products. Based on these actions, we seek the necessary registrations and/or authorizations to market our solutions. The efficiency of this action is evidenced by our number of approvals (see more details on page 34) and the fact that we are one of the organizations with the largest set of biological targets regulated by Mapa.

OPERATING RESULTS

We were not unscathed by the difficult scenario experienced in agribusiness in 2024, but our differentials allowed us to get through the year with satisfactory performance. In the face of falling commodity prices and negative climate influences, as well as rising interest rates, which resulted in a wave of requests for judicial recovery and negatively affected producers' decisions when purchasing inputs, our sales volumes remained stable or grew, which demonstrates the relevance of our solutions and the quality of our teams' performance.

Our diversified portfolio, which includes a range of crops and covers the nutrition and protection needs of plants at different stages of development, gives us the best conditions to face contingencies. We work hard to reinforce the positive attributes of our products and services among our customers, and we seek recognition from farmers for the performance and benefits added by these solutions. To this end, our employees are equipped with information based on science and proven in experimental fields and in the daily life of agribusiness. The focus on strengthening commercial relationships with rural producers, resellers and cooperatives is reflected in our consistent results.

Another important element for our good performance is the understanding of rural producers about the advantages and the need for increasingly sustainable development, which aligns with market and consumer demands for greener options. Biological solutions like ours provide productivity gains and benefit nature, reducing the impacts caused by chemical products, recovering or improving soil vitality and strengthening natural enemies of pests and diseases. Rural residents and workers also benefit from these features as our items reduce exposure to chemical molecules.

Strategically, based on deliberations from the Commercial, Marketing, Industrial and R&D&I areas, we revisited our catalog to define the solutions to be prioritized in negotiations with customers. The idea is to encourage the production and marketing of value-added options for businesses, but also for farmers and ranchers. We also format complete packages to be offered to customers, which include our various and complementary resources. We have evidence that adopting our solutions positively impacts the results in the cultivation of different crops, and we seek to facilitate the contracting of these pre-indicated sets by customers. Maximizing profitability in commercial transactions, without giving up the search for optimal agronomic performance, is important to face scenarios such as 2024, in which the prices of our products were pressured. We also have scientific evidence that our solutions increase the resilience of crops to climate stresses.

FACTORIES

Our production park comprises eight units, distributed across cities in São Paulo and Minas Gerais. Together, they have the capacity to produce more than 335 million production units per year, encompassing kilos, liters or doses, in addition to specific volumes of biofactories, such as eggs and pupae, depending on the nature of each product line. The combination of this infrastructure with experience and operational excellence places us among the main developers and manufacturers of biological products and among the most prominent originators of special fertilizers in terms of revenue in Brazil.

In all factories, we invest in human, material and technological resources, in the quality of what we produce and in the continuous improvement of our performance. Activities in the production units are carried out by 781 employees and supported by our research centers and laboratories (microbiology and molecular biology, where microorganisms are isolated, selected and identified), in addition to professionals from different sectors of the R&D&I area.

In 2024, we kept the long-term Manufacturing Operational Excellence Program active, which covers all production units. It promotes the application of internal audits to confirm our alignment with best practices in the industrial environment and identify possibilities for improvement in processes and solutions. Processes, Culture and People, Risk Vision, Information Systems and Standards and Procedures are assessed, which we define as “middle pillars”, reflected in four other major themes that are important to our operations and results (the “end pillars”): Costs, Customer satisfaction, ESG, and Organizational climate.

As for the most significant investments in the factories, they totaled BRL 32.8 million in the year, of which BRL 8.2 million were dedicated to the microbiological industry, in São Joaquim da Barra (SP), with a view to expanding its capacity to produce pesticides via liquid fermentation and, thus, providing greater operational flexibility, with optimization for the production of microorganisms. The first commissioning tests took place in June and, the following month, we already shipped batches.

Another BRL 6.8 million was allocated to the macrobiological pesticides unit in Artur Nogueira (SP), whose construction was completed in the first quarter of the year. It is one of the largest and most modern biofactories in Brazil, and has a dedicated R&D&I center. With the investment, we aim to improve cutting-edge technologies, which includes the use of Industry 4.0 tools, with automation, process optimization and traceability.

BRL 32.8 million in more significant investments in our factories

ECONOMIC AND FINANCIAL RESULTS

GRI 3-3 – Economic performance, market presence and investments and financial assets

We ended 2024 with net revenue of BRL 786.6 million (growth of 4% in 12 months) and net income of BRL 75.3 million (fluctuation of -22.6% in the same period). The indicators fell short of those initially projected for the period. However, they reflect the challenges faced by agribusiness in 2024 and the reduction in prices of our solutions due to market pressures, which reached 12%. However, this reduction was partially offset by the volumes and quality of sales in several segments. We monitor raw material costs and fluctuations in commodity prices, which can increase our production costs and, consequently, affect profits. In this context, our 2024 figures indicate good performance in relation to those of other agribusiness players.

The conditions for us to calmly navigate this difficult scenario were created, among other aspects, by our caution in managing resources and monitoring financial indicators such as the financial cost of debt, EBITDA, revenue and adherence to personnel costs and budget, among others, through our management tools and by managers, directors and the CEO. We have kept our financial discipline and solidity, and we remain committed to the task of controlling and/or minimizing selling, general and administrative expenses, achieving greater efficiency and maintaining efficient capital allocation. Our responsible stance once again made it possible to maintain investments and/or expenditures essential to the execution of our strategy, such as those dedicated to commercial structure and strength, human resources, information technology, factory expansion and research and development.

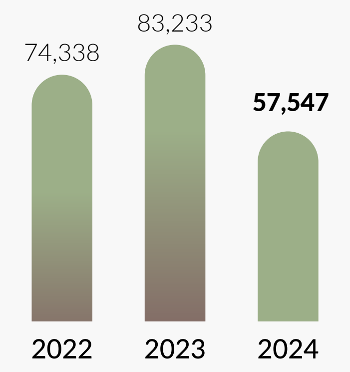
Amid a scenario with a record number of judicial recoveries in the segment, we demonstrated the strength and prudence of our financial management, with low leverage, taking advantage of advantageous fundraising opportunities. In negotiations concluded in 2024, we obtained very favorable spreads. We closed the year with net debt of BRL 145 million, a comfortable level of 1.09 times our accumulated adjusted EBITDA, even with the disbursement of BRL 38.2 million in dividend payments and BRL 39.6 million used in our share buyback program (more details on page 23).

Regarding the performance of each of our product segments, there was a 16.1% increase in adjusted gross revenue in the biological pesticides line. One of the factors that explains the result is the growing acceptance and demand for these solutions among rural producers, which justifies our strategy of prioritizing investments in this segment and leveraging the volume sold.

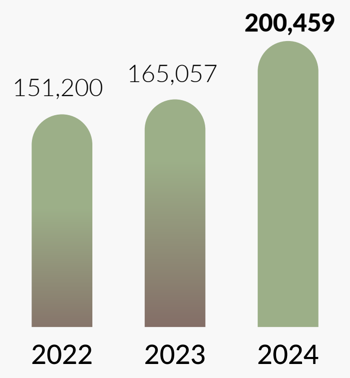
In inoculants, we had a 30.9% drop in revenue, which closed the period at BRL 57.5 thousand, due to the more competitive scenario and pressure on product prices. We work with the hypothesis that in 2024 there will have been a reduction in use by area.

Revenue from products designed for use-phase resource efficiency (in thousands of BRL) SASB RT-CH-410a.1

Inoculants



Biological pesticides



In the lines of foliar fertilizers, soil micros and industrial products, we recorded revenue increases of 8.7%, 6.1% and 34.8%, respectively, compared to the previous year.

Selling, general and administrative expenses totaled BRL 177.5 million (an increase of 0.8% compared to 2023), equivalent to 22.6% of net revenue, a negative variation of 0.7 percentage points compared to the previous year. The small variation is in line with our prioritization strategy of valuing the efficiency of our processes and rationalizing expenses without compromising structures or investments essential to sustaining our long-term growth.

With those results, we recorded adjusted EBITDA of BRL 133.3 million (negative variation of 6% compared to 2023), disregarding the adjustment to present value of accounts receivable and non-recurring events. The adjusted EBITDA margin was 16.9% (or 1.8 percentage points less compared to last year).

Our gross debt totaled BRL 199.5 million on December 31, 2024, an increase of 19%, and net debt was BRL 145 million (or 71.2% more than in 2023). The net debt/EBITDA ratio increased 0.49 times in the year, reaching 1.09, a change mainly driven by the reduction in adjusted EBITDA in the period and the increase in net debt.

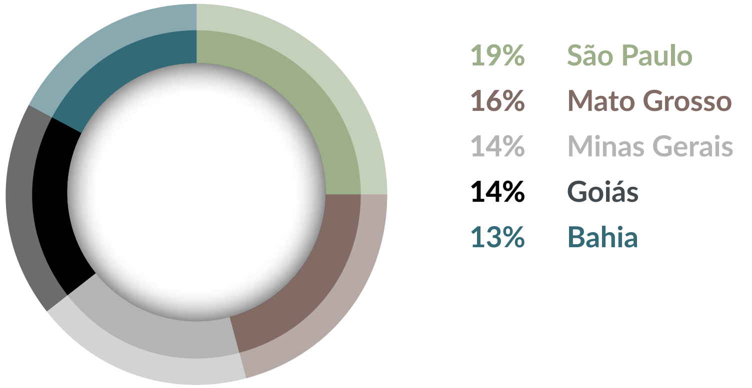
Distribution of net operating revenue by region (BRL million)

	2023	2024
Southeast	279	276
Central-West	259	262
Northeast	131	150
North	38	51
South	44	38
Abroad	5	10

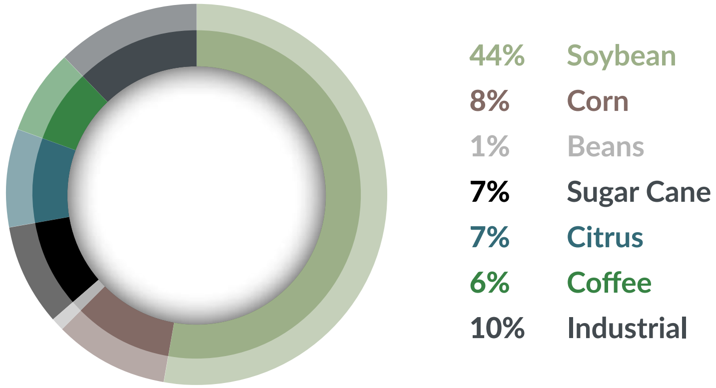
Net operating revenue by segment (BRL million)

	2023	2024
Foliar fertilizers and industrial products	351.3	388.5
Soil micros	140.4	151.2
Biological products	219.4	214.0
Soil conditioners and organominerals	45.0	32.9
Net revenue	756.1	786.6

Distribution of net operating revenue in the five most significant states (%)



Revenue distribution by crop (%)



Policies

To ensure compliance, transparency and adequacy of our economic and financial management, we keep the following corporate policies:

Financial Collection Policy

It aims to control the receivables account and ensure the integrity of good relationships with our customers.

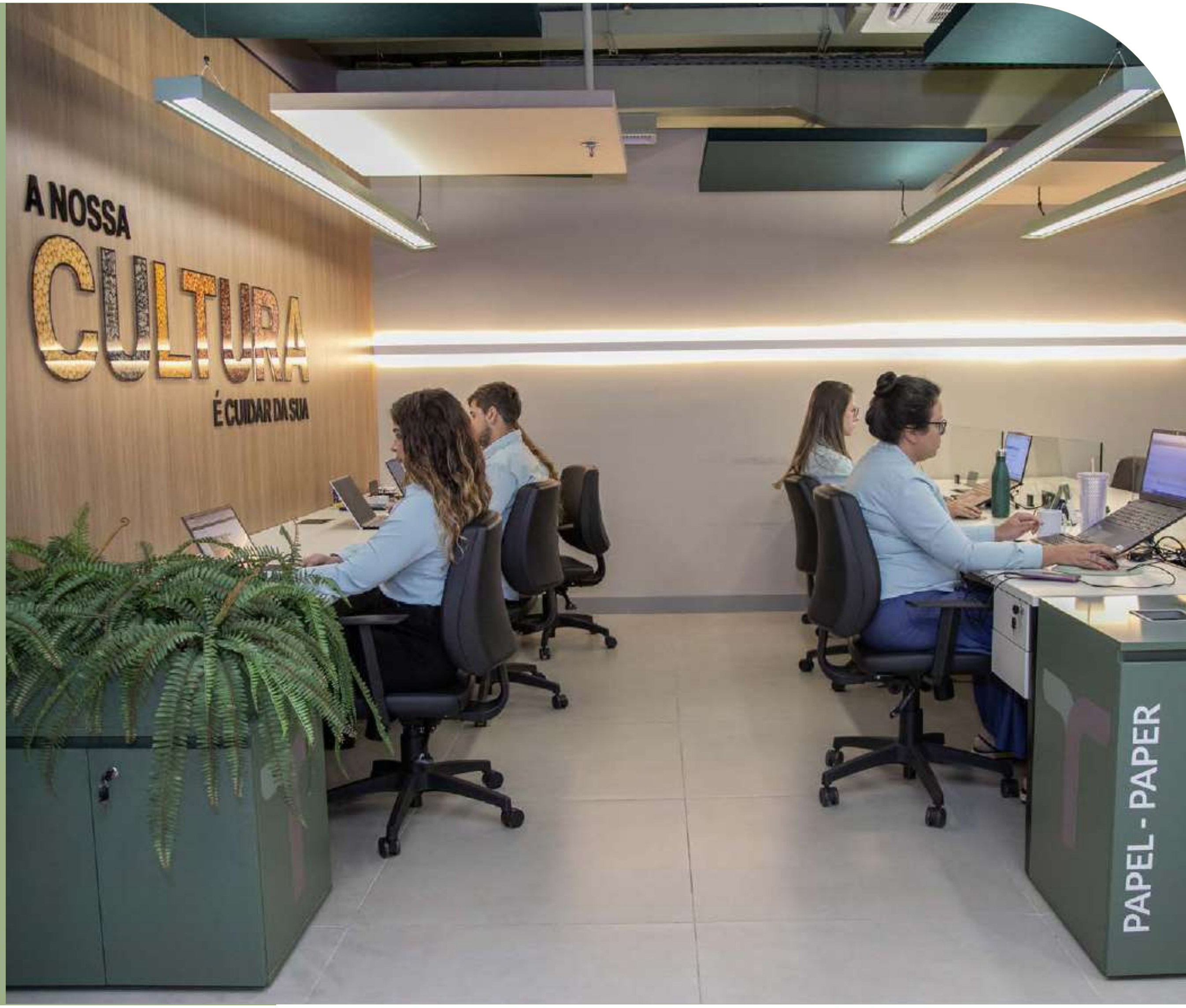
Credit Policy

It establishes the criteria and procedures to minimize the risk of default when granting credit to customers when selling our products.

Accounts Payable Policy

It defines criteria and procedures to process payments to suppliers and service providers, in order to ensure adequate cash flow management, timely compliance with obligations and our internal controls.

We also have a Fixed Asset Management Manual with the rules and procedures to be adopted in the accounting, control, movement and disposal of fixed assets.



INVESTMENTS

We monitor changes in agricultural production technology to remain competitive, and one of our priorities is to maintain the allocation of resources to R&D&I, the main area for creating value and differentiating our business. This disbursement reached BRL 28.7 million in the year, which represented 3.7% of our net revenue, in line with recent years. In monetary terms, there was therefore a 1.1% decline, which is justified by the overall business performance.

We invested another BRL 15 million in industrial units, especially in São Joaquim da Barra (SP) and Artur Nogueira (SP). In total, our Capex reached BRL 32.8 million. The amount was 34.7% lower compared to 2023, reflecting the conclusion of the most intense investment cycle. We keep a comfortable position regarding the production structure, which allows us to foresee a lower need for investment of resources in the coming years.

We own the largest producer of biological pesticides in Latin America, which has the capacity to expand to support our growth and market demand. Our investments must be directed especially towards opportunities for efficiency gains, through automation and process improvements.

During the year, BRL 4.3 million was spent on completing the second phase of the project for our new administrative office in Ribeirão Preto (SP). In January, we opened an area of approximately 500 m^2, out of a total of 1,000 m^2, where professionals from the areas of Marketing and Market Development, among others, work. With the completion of the second stage, in December, our Executive Board also began to operate in the new structure.

DISTRIBUTION OF VALUE ADDED (DVA) GRI 201-1

In 2024, we recorded a distributed economic value of BRL 802.3 million, 5.9% higher than the last period. The increase in investment in the community stands out, resulting from support in the structuring of a computer lab at Senai, in the city of São Joaquim da Barra.

Direct economic value generated, distributed and retained (thousands of BRL) GRI 201-1

	2022	2023	2024
Economic value generated	**918,671.00**	**818,796.00**	**862,586.00**
Distributed economic value	**814,553.58**	**757,433.50**	**802,298.30**
Operational costs	564,530.00	536,198.00	576,778.00
Employee salaries and benefits	109,646.00	121,623.00	134,894.00
Payments to capital providers	69,803.00	64,393.00	36,134.94
Payments to government	70,471.00	35,118.00	54,306.00
Community investments	103.58	101.50	185.35
Retained economic value	**104,117.42**	**57,720.50**	**60,287.70**

INTEGRATED VISION IN SYSTEMIC SOLUTIONS

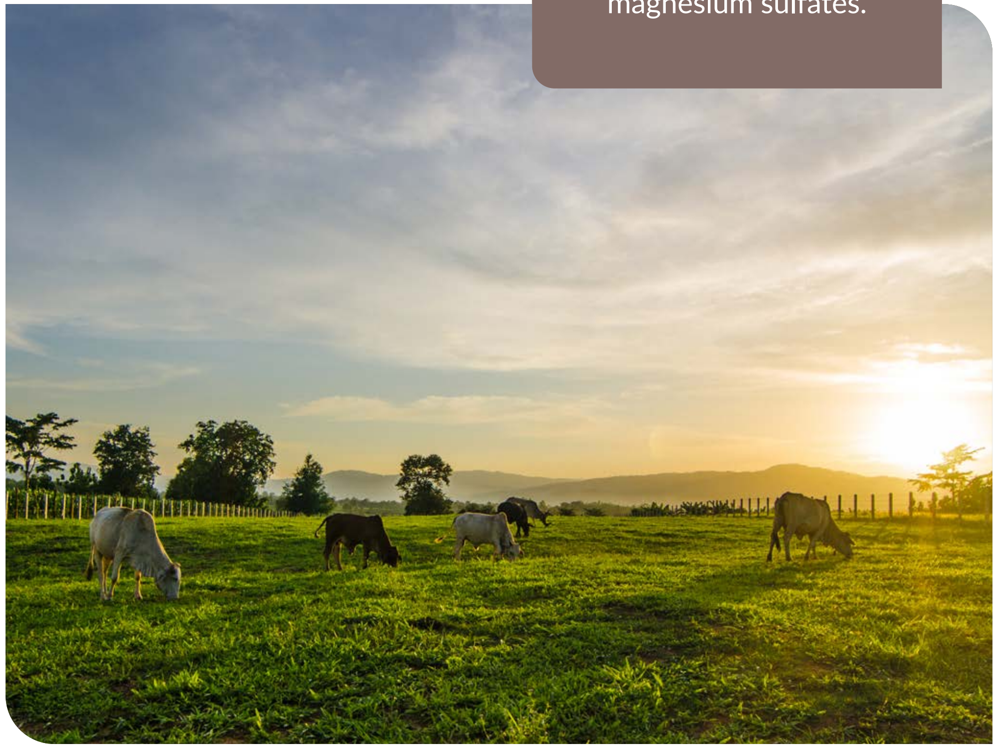
We are attentive when listening, careful when planning and agile when executing. We act in an integrated, simple, objective and committed way, and we are better as a team.

OUR PORTFOLIO

Click on the categories for more information.

SEGMENTS	CATEGORIES
Foliar fertilizers and industrial products	Foliar fertilizers
	Industrial products and others
Biological products	Inoculants (biological fertilizers)
	Biological pesticides
Soil conditioners and organominerals	Soil conditioners and organominerals
Soil micros	Soil micro (micronutrient-based soil fertilizers)

Include salts for animal nutrition, products distributed from third parties and byproducts of our industrial processes, sold for animal nutrition, such as manganese and magnesium sulfates.



PORTFOLIO

Our portfolio of efficient and complementary plant nutrition and protection solutions was created through a process of dialogue, made possible by our presence in the field, with producers and partners, to detect their needs and desires. To this practice we add investments in research, development and innovation, market intelligence, qualification of processes, services and products, and maintenance of a team with well-developed skills mainly to understand our customers and the demands of agriculture, in a broad sense. The idea is to contribute to boosting crops and livestock and making agriculture and livestock farming segments increasingly economically viable, socially fair and environmentally responsible.

Our commercial success is linked to the excellence in the performance of our commercial team, composed of AGDs (Demand Generation Agents), Sales Supervisors and Market Development Supervisors, who have fundamental technical and agronomic knowledge to support our customers. Over 56 thousand services were carried out in 2024, including around 26 thousand technical visits, 5 thousand visits to demonstration fields and 3 thousand training sessions or events, in addition to visits for commercial negotiation and technical deliveries of products. The proximity of AGDs to rural entrepreneurs results in accurate diagnoses of demands and deficiencies in plantations. Thus, they can provide guidance on management methods and how our solutions contribute to achieving productivity and socio-environmental gains. That interaction between AGDs and customers provides us with data to direct and prioritize our activities/solutions, with greater added value to businesses, especially those of farmers.

over 56 thousand services were carried out, including:

Around **26 thousand** technical visits

5 thousand visits to demonstration fields

3 thousand trainings or events

Considering the strategic role played by our field team, we care about their training, retention and motivation. In 2024, all professionals went through a week of in-person immersion in which they took courses and joined discussion groups on topics relevant to their performances. We also reviewed the variable compensation policies applied to them, which now have new indicators as a basis for calculation.

AGDs also manage our relationships with resellers and cooperatives, which account for approximately 55% of our revenue and complete our multichannel sales structure – the remaining 45% relates to direct sales to rural producers by agents.

The variety of ways we can contact customers and provide them with access to our solutions is important due to the diversity of forms of organization and procedures on properties, depending on the different regions of Brazil and crops developed. In the South Region, for example, there is a strong presence of cooperatives, and many negotiations take place through them. In the Central-West Region, the search for resellers for purchases is more common. Regarding third-party companies that sell our products, we prioritize those that have a history in the agricultural market, that is, those that actually live in and know the countryside, and keep strong ties with producers.

55%
of revenue comes from reseller and cooperative channels

To deliver products to our customers in the required time and quantities, we maintain a network of eight Storage and Distribution Centers (CADs), strategically distributed throughout Brazil. This structure enables solutions to be delivered quickly, often in as little as two days. Applied intelligence work helps us project demands in each area, according to the time of year and the crops grown, to manage stocks intelligently, which includes anticipating periods in which orders for one or more specific solutions intensify. This feature, which also contributes to factory planning, is advantageous for producers and provides greater turnover of goods and a reduction in stored items stored. In 2024, we started to involve division and regional managers more intensively in the management of CADs, as they are inserted in local contexts.

We also improved our performance by segmenting the Commercial area into three regions (there were two), specifically to give more attention to the peculiarities and opportunities they represent. Thus, we keep the South, North and Center regions, whose coverage is defined not only by cartographic issues, but by the types of crops and the profile of producers and properties. Our aim is to take advantage of the diversity of crops grown throughout the country and increase our market share in relation to many of them, since our portfolio is capable of helping to nourish and defend different types of crops. We have intensified our operations in states in the Brazilian Northeast, for example, where we see room to apply our solutions in the production of fruit and vegetables.

Another important decision of the year was to increase the number of units specialized in specific crops and to approach strategic players. That involves replicating our successful experience by establishing a center like that to strengthen relationships with sugarcane mills, which already has 12 professionals exclusively linked to it. We have another team with that profile to serve large national citrus producers. In 2024 we established a cell focused on coffee cultivation, to strengthen ties with large producers and exporters in Brazil. The interactions made possible by these specialized units are important to increase sales, as they provide an opportunity for a range of producers to learn about our portfolio and the differentiated performance it provides, becoming not just customers, but voluntary promoters of our solutions.

For years our products have reached other countries, especially South American countries, such as Uruguay, Chile, Bolivia, Argentina and Paraguay. In 2024, we took a bigger step and opened an office in Mexico, in Cuauthemóc, a metropolitan region of the capital. We identified great potential demand for items in our portfolio in that country, given that it is home to some of the most protected agricultural production in the world. We sent a first batch of solutions to the unit, but significant volumes should start to be sent in 2025. We also studied possible routes and ports for faster deliveries, and we understood our presence in Mexico favors our access to markets in Central America and the United States.

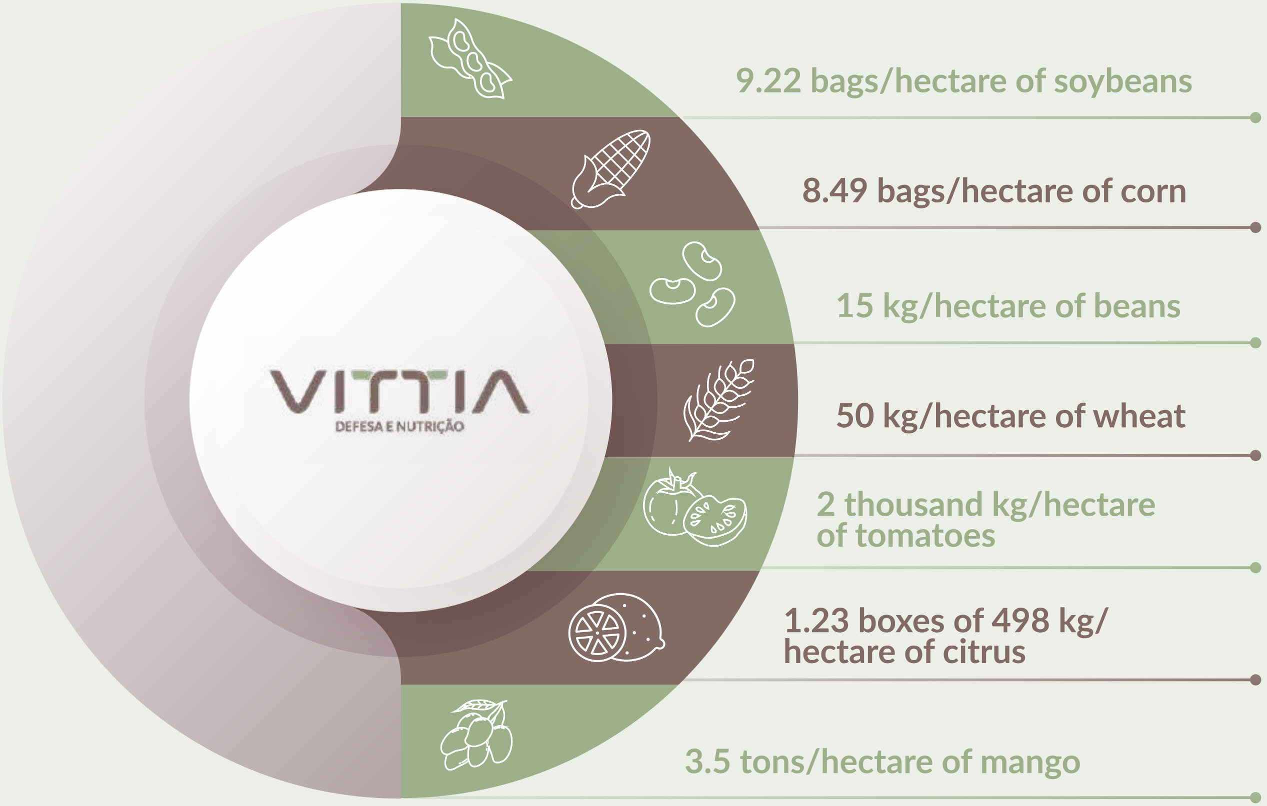
The recommendations made by our professionals are supported by studies and scientific evidence on the performance of our solutions, many of which were developed or collected in demonstration fields we keep in areas of influential rural producers, companies and teaching and research institutions. By the end of 2024, we recorded:

- **352 fields dedicated** to the Raiz Forte Program.
- **162 fields focused on the Bio-Imune microbiological fungicide and bactericide**.
- **131 fields focused on biofertilizers**.
- **126 fields focused** on general pest **control**.
- **36 fields combining Bio-Imune technology** with Metis fluid fertilizer.

The recommendations made by our professionals are supported by studies and scientific evidence

These works are mainly concentrated in soybean (35%), corn (19%), sugarcane (14%), coffee (5%) and wheat (2%) crops. The demonstration fields are technological showcases for our products, where we show that it is possible to manage large plantations of the most varied crops with our products, especially biological ones, with partial or even total reduction of chemical residues and high productivity. A large part of our portfolio is made up of green solutions. An example of this are inoculants, which provide a reduction in greenhouse gas emissions. They enable us to replace nitrogen fertilizers in the petrochemical chain, which release nitrous oxide (N2O), a gas that, in addition to remaining in the atmosphere for longer, is 310 times more harmful than CO2. Our organominerals and soil micros have residues from other industries in their composition.

In that regard, the 100% BioVittia project stands out, established in 12 Brazilian states, through which we manage 82 fields using only biological products for crop nutrition and protection. We thus demonstrate, in a practical way, the benefits provided in terms of increases in harvests and profitability of rural enterprises, and the positive impacts on plants and soils, with environmental gains and resilience to contingencies such as climate. Since 2022, the 100% BioVittia project has covered 1,878 hectares occupied by diverse crops, such as soybeans, corn, beans, peas, canola, barley, grapes, sugar cane, citrus, tomatoes, wheat, cassava, mango, oats and cotton, in addition to pastures. The results are impressive due to the reduction in the need to apply chemical products and the gains in productivity. We recorded, in 100% BioVittia fields, increases of:



The indicators are recorded and published in internal Technical Reports.

Grão de Vittia

100% BioVittia gave rise to another project with similar characteristics, but focused specifically on coffee cultivation, called Grão de Vittia. Through management using our biodefensives and biofertilizers, the objective is to produce high-quality fruits, greater profitability of agricultural activity, reduction of negative impacts on the environment and maintenance of natural enemies of pests in plantations. The initiative is underway in 22 experimental fields – approximately 125 hectares – in São Paulo, Minas Gerais and Bahia. By using our solutions at all stages of cultivation, we have achieved increased productivity, lower incidence of diseases and higher scores in sensory evaluation processes of the beverage quality. A success story is that of a farm in Ibiraci (MG), which recorded high incidence of rust. With the management proposed within the scope of Grão de Vittia, it fell 6% in relation to the farm standard (that is, in comparison with the fields in which our solutions are not used). Production, in turn, reached 45 bags/ha, while in other areas of the property it remained at 30 bags/ha. Regarding the sensory analysis of the beverage, carried out in accordance with the Specialty Coffee Association (SCA) protocol – which considers attributes such as fragrance/aroma, flavor, acidity, body and balance –, there was an increase of 2 points in the score given (which went from 83 to 85).

The breadth of our portfolio does not accommodate us, and each period we add new products to rural producers. At the end of 2024, we announced Triunfe, which represented our entry into the multi-site solutions category. Composed of mineral material, the product is compatible with our biological pesticides and enhances them. Its composition includes an unprecedented combination of copper and sulfur, with protective action against diseases that impede plant productivity. Furthermore, Triunfe is more efficient than other multisites available on the market and, because it is concentrated, it significantly reduces the dispersion of active ingredient in the environment. Other distinguishing features of the solution – whose market potential, we estimate, is BRL 3.6 billion in Brazil – are the stable formulation and the uniformity of particle size, made possible by our exclusive process. The risk of resistance to Triunfe is drastically reduced due to the diversity of sites of action and the triple function (preventive, curative and irradiating).

The product has high residual effect, with high and long-lasting fixation on the leaf surface, and is effective against Asian rust (soybean), ramularia spot (cotton), alternaria spot (tomato), citrus canker (citrus) and coffee rust (coffee).

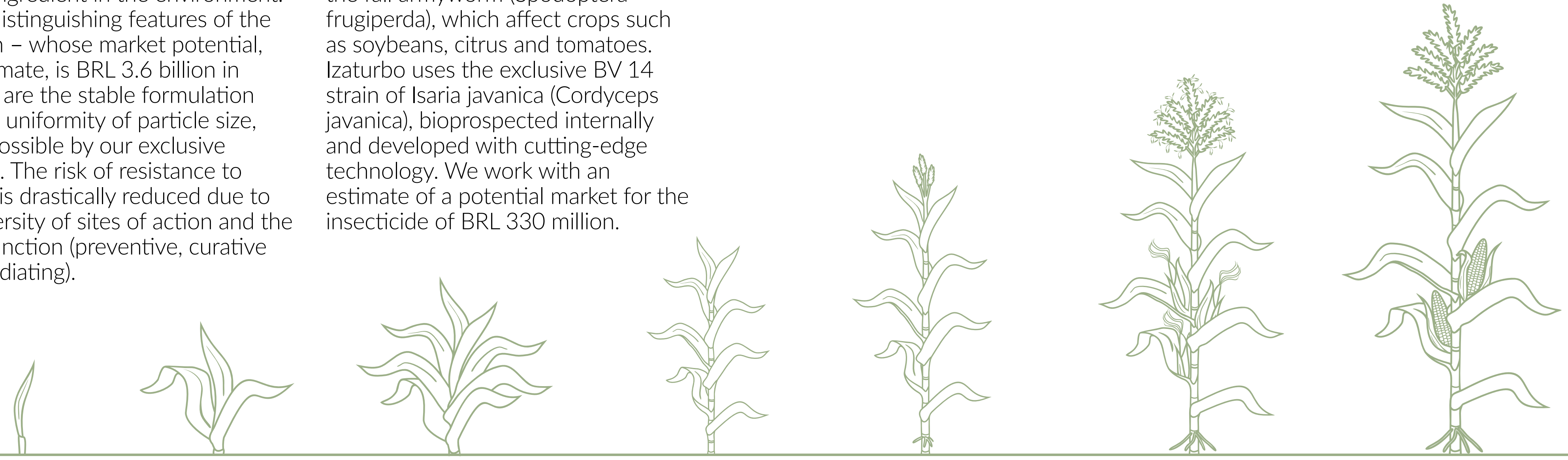
Another launch during the period was Izaturbo, dedicated to pest control with speed, residual effect and a broad spectrum of action. The product acts, for example, on the corn leafhopper, a pest that challenges producers, and has proven effectiveness in combating the whitefly (Bemisia tabaci), the citrus psyllid (Diaphorina citri) and the fall armyworm (Spodoptera frugiperda), which affect crops such as soybeans, citrus and tomatoes. Izaturbo uses the exclusive BV 14 strain of Isaria javanica (Cordyceps javanica), bioprospected internally and developed with cutting-edge technology. We work with an estimate of a potential market for the insecticide of BRL 330 million.

We also provide producers with a WP (wet powder) version of Meta-Turbo to combat the Root Leafhopper (Mahanarva fimbriolata), Pasture Leafhopper (Zulia entreriana) and Grass Leafhopper (Deois flavopicta). The new version offers the advantage of being easier to store compared to previous versions, as it does not need to be kept refrigerated to guarantee the viability and effectiveness of the Metarhizium anisopliae fungus. Aimed at applications in sugarcane fields and pastures, our estimates point to a potential revenue of BRL 87 million, thanks to the superior quality compared to similar products and the competitive price.

We have sought certifications for some of our products, to highlight their distinguishing characteristics. In 2024, Meta-Turbo itself, in its two versions, as well as Izaturbo and Bioenergy, won the IBD seal, which allows the use of biological pesticides in the cultivation of organic products sold to countries in the European Union, North America and Asia. At the end of the financial year, IBD held the products Biobaci, Bio-Imune, Bovéria-Turbo, Bovéria-Turbo sc, BT-Turbo Mas, No-nema, Rizo-Turbo and Tricho-Turbo.

Additionally, we conduct systematic assessments of the health and safety impacts of our products, ensuring that 100% of significant categories undergo this process. Therefore, we reinforce our commitment to continuous improvement and the safety of users of our products, ensuring that impacts on health and safety are systematically assessed and mitigated. **GRI 416-1***

*All product categories considered, covering the following reportable segments: inoculants, foliar fertilizers, soil micros, biological pesticides, soil conditioners, organominerals and industrial products and others.



During the year we launched Triunfe, in the atypical multi-site solutions category, and Izaturbo, for rapid pest control

SAFE, HEALTHY

AND PARTICIPATORY WORK

We value the dedication of our people and seek to create an inclusive, diverse, equitable environment that guarantees and produces well-being.

TALENT MANAGEMENT

GRI 2-29 | 3-3 – Management of human capital, diversity and inclusion

We care about the well-being and safety of our employees, encourage prevention, encourage active participation and promote a healthy and collaborative environment. It is through the achievements of each one that we gather the conditions to evolve – which is why the management of these talents is one of our strategic pillars.

Based on this conviction, in 2024 we restructured and strengthened the area dedicated to ensuring physical and mental well-being and offering opportunities for personal and professional development to our team. The adjustments and improvements made to Human Resources management included the creation of business partners, who interact continuously and closely with other areas to capture demands and opportunities.

The year also saw the launch of Momento RH, aiming at promoting communication and rapprochement between our Human Resources team and other employees to identify needs, answer questions and collect feedback. The first Momento RH meeting was held at the end of the year, under the theme Values, for all levels and employees.

Another achievement during the period was the presentation and operationalization of a 360-degree performance evaluation model, applied to leaders (coordinators, managers and directors), a group that totals 68 professionals.
The performance analysis was preceded by training and guidance on the correct application of the methodology, and was adhered to by 98% of the target audience. The cycle was heading towards its conclusion in early 2025, with the promotion of calibration meetings and the preparation of Individual Development Plans (IDPs).

Gradually, the new feature will be extended to other internal audiences. Until then, supervisors, leaders, inspectors, analysts, AGDs and researchers, a group of 180 professionals, continue to be

evaluated under the 180-degree model, with evaluation by the immediate leader, self-evaluation and feedback from the manager to the employee. The 90 assistants, helpers and apprentices participated in a 90-degree assessment. As a result of these actions, an annual training plan is created, whether mandatory or not.

After the performance cycle, development paths were also created at UniVittia, enabling employees to develop the skills that appeared most during the process.

Check the GRI Annexes for data on performance assessment.

For constant evolution and monitoring of people management, we monitor the effectiveness of our actions through turnover, absenteeism, recruitment and selection indicators, number of labor and health and safety lawsuits. In addition to our Human Resources area, which reports to our Executive Board, the topic is also monitored by the ESG, Innovation and People Committee, which reports to the Board of Directors.

By the end of 2024, our team was made up of 1,163 employees, 60% men and 40% women. The number is 12% lower than that recorded in 2023 due to the termination of temporary employee contracts, a common measure in periods of low demand or after the end of seasonal needs; the termination of apprentice contracts, scheduled for December; and the closing of the unit in Paraopeba (MG). All of our employees (100%) are covered by collective bargaining agreements (there was no violation of this right during the year, we comply with local regulations and promote a work environment in which such rights are respected). **GRI 2-7 | 2-30 | 407-1**

1,163 employees, of which 40% are female professionals

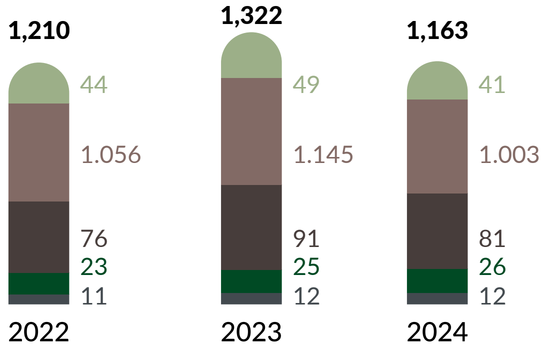
Number of employees per employment contract and working hours, by gender* GRI 2-7

	2022**			2023			2024		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Total number of employees	460	750	1,210	547	775	1,322	468	695	1,163
Number of permanent employees	402	678	1,080	457	691	1,148	437	647	1,084
Number of temporary employees	57	58	115	89	71	160	30	36	66
Number of employees with no guaranteed work hours**	1	14	15	1	13	14	1	12	13
Number of full-time employees	n/d	n/d	n/d	526	765	1,291	459	691	1,150
Number of part-time employees	n/d	n/d	n/d	21	10	31	9	4	13

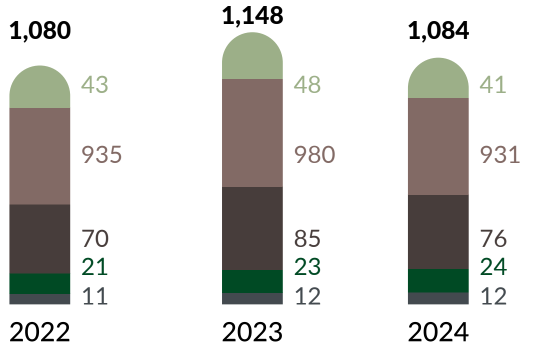
*The gender categories “not reported” and “other” categories are not available for this Report, but we conducted a self-reporting census and are committed to reporting next year.
**Data sorted by full-time and part-time hours began to be reported in 2024 and is unavailable for the year 2022.
***Contracts without guaranteed working hours refer to employees in the PJ category of self-employed professionals, and reflect flexibility to meet specific demands. In the past, we hired some salespeople in this modality, which is no longer the case, although there are still some active employees under this modality.

Number of employees per employment contract and working hours, by region GRI 2-7

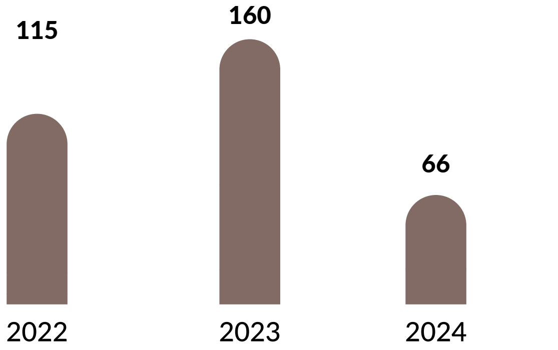
Total number of employees



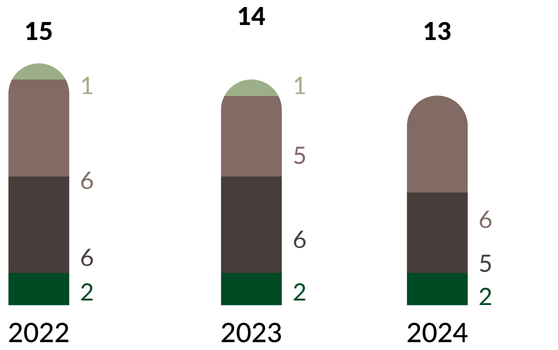
Number of permanent employees



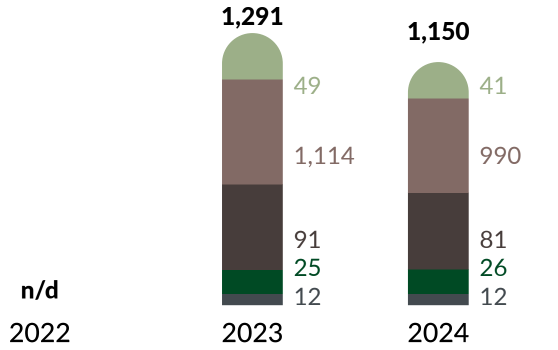
Number of temporary employees



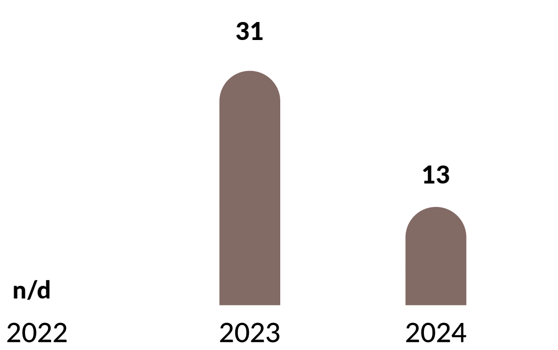
Number of employees with no guaranteed work hours

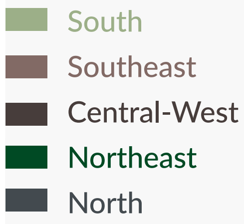


Number of full-time employees



Number of part-time employees





Percentage of employees by work category and gender GRI 405-1

Presidency & Executive Board (N-1)

Year	Men	Women
2022	89%	11%
2023	100%	
2024	100%	

Management (N-2)

Year	Men	Women
2022	74%	26%
2023	69%	31%
2024	74%	26%

Other leadership positions (N-3)

Year	Men	Women
2022	72%	28%
2023	67%	33%
2024	64%	36%

Technical and Administrative

Year	Men	Women
2022	49%	51%
2023	30%	70%
2024	46%	54%

Operational

Year	Men	Women
2022	73%	27%
2023	60%	40%
2024	62%	38%

Total employees by gender GRI 405-1

Year	Men	Women
2022	62%	38%
2023	59%	41%
2024	60%	40%

Men Women

TRAINING AND CAPACITY BUILDING

GRI 404-1 | 404-2

An important achievement in 2024 was the official launch of the Vittia Corporate University, UniVittia. The online platform, which will also monitor each professional's improvement trajectory, underwent its first test at the end of 2023, with an agronomic technical training module, which served for experiments and adaptations of use, and was launched on December 4, 2024. UniVittia provides more than 150 technical and/or behavioral training courses and, since its launch until December 31, 2024, it has registered around 500 accesses.

In addition to UniVittia, we continue to invest in face-to-face training. During the year, we offered around 22 hours of training on average per professional. The technical training developed internally for the Sales team stood out, with in-depth and renewed content, which also involved discussion groups. An external sales consultant participated, totaling six 8-hour meetings to discuss the topic with approximately 100 people. There was also a specific development program for AGDs, starting in 2024 and concluding in early 2025, with five meetings that addressed diverse topics such as assertive communication, negotiation and time management, benefiting around 80 AGDs. For our directors, we launched a mentoring program.

In 2024 we officially launched the Vittia Corporate University, our online training platform

Focusing on training, there was also participation in events such as the "4th Meeting of Buyers Ribeirão Preto and Region", the "S&OP/IBP Bootcamp", the "Corporate Governance Course" and the "Course for Remote Agricultural Application". In addition, we offer strategic employees outplacement programs through a specialized company. The benefit lasts an average of three to four months, with monitoring by our Human Resources team.

In 2024, we presented Sementes do Cuidado, a project that clarifies the importance of corporate culture and values for all our stakeholders. The initiatives were developed with the support of representatives from different areas, who participated in online and/or in-person training and the distribution of communication materials. One of the actions was the publication, throughout the year, on our social media profiles, of videos in which employees share inspiring stories about how they experience our purposes in their daily lives. The action was divided into online and in-person meetings in the manufacturing areas (Fertilizers and Biologicals), in which all operational audiences were informed of our values.

Check the GRI Annexes
for complete training data.

ATTRACTING AND RETAINING PROFESSIONALS

Being a company that is increasingly sought after by professionals and reducing turnover rates are among our challenges. To overcome them, in addition to providing conditions of well-being, support, improvement and appreciation for everyone, in 2024 we concluded a broad survey on positions and salaries, including comparing those we practice with those of companies of similar size and/or sector. Work contributes to maintaining our attractiveness and competitiveness in attracting and retaining talent.

Likewise, we created a version of the Compensation Policy, with rules and criteria for salaries, promotions, salary increases, transfers and other forms of employee movement. We also introduced changes to ensure that the idea of meritocracy is valued and perceived by professionals, which included reviewing criteria for variable compensation of the Sales team.

We adopt a Compensation Policy with criteria for salaries and promotions, among others

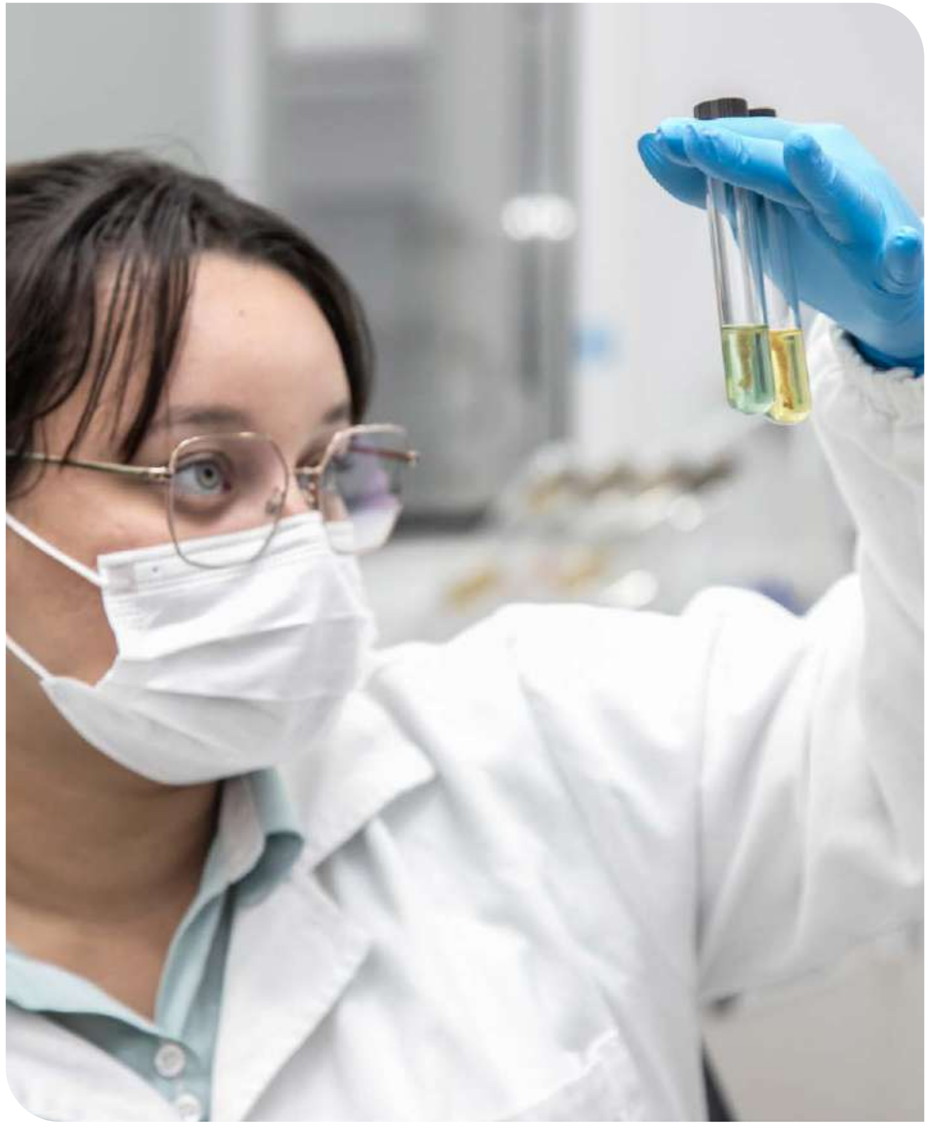
Proportion between the base salary and the compensation of men and women* GRI 405-2 | 13.15.5

Work category**	2024	
	Salary	Compensation
Management (N-2)	0.85	0.82
Other leadership positions (N-3)	0.93	0.72
Technical and Administrative	0.91	0.64
Operational	0.86	0.79
Total	**0.88**	**0.77**

*Calculation of compensation based on the payroll of 12/31/2024 considering overtime, intraday hours, on-call, night shift allowance, hazard pay, family allowance, commissions, campaign bonus, bonus, PLR. In addition to compensation, the calculation of the average salary also included benefits such as maternity leave, replacement salary, medical assistance, life insurance, dental insurance, private pension, food vouchers, meal vouchers and travel allowance. For the indicator, all units, reported in a consolidated manner, were considered relevant.
**There are no female employees in the Presidency and Executive Board (N1) category and, therefore, it is not applicable for the assessment of the salary ratio. We did not consider the category in the indicator.

We seek to evaluate and improve, whenever possible or necessary, the set of benefits that we extend to all employees – for example, we had an increase in the value of the food voucher. Our benefits package includes life insurance, health insurance, disability and invalidity assistance, maternity/paternity leave, private pension and dental plan, offered to all employees, whether full-time, part-time or on a temporary basis, in all operational units. Furthermore, the topic of turnover is a topic of discussion in the Sustainability Committee, aiming at situational analysis, as well as actions that guarantee talent retention. Employees without guaranteed working hours (hired as a Legal Entity) do not have benefits. The directors also have a share acquisition plan. GRI 401-2

Check the GRI Annexes for data on maternity/paternity leave.



Another initiative concerns the qualification of our selection processes. The team dedicated to recruitment was restructured and underwent training to ensure greater proximity to applicants and to ensure that they are excited about the possibility of joining our team. We have redesigned and standardized the onboarding program so that newcomers feel integrated from the first contact with us. They receive welcome kits and have access to training on roles and responsibilities, ethics, HR processes and human development. Subsequently, new hires are guided on specific technical training according to their functions, to be carried out through UniVittia.

New employees also go through an Experience Assessment process, being analyzed by the manager in the first 45 and 90 days. On these occasions, newcomers have the opportunity to better understand their development and adaptation, as well as the gaps that need to be addressed initially.

To identify potential flaws and opportunities for improvement in team management, we also conducted interviews with professionals who chose to voluntarily resign to seek challenges/ positions in other organizations.

Furthermore, we are moving forward with regard to a mapping for successions. In this task, resources such as the new 360-degree assessment model contribute by extracting data and content that favor the identification of people with the necessary skills to occupy leadership positions in the future. These subsidies allow us to prepare potential successors by offering specific training experiences. The mapping of critical positions and the introduction of a Talent Committee are expected to be completed by mid-2025.

We usually open our doors to young people who are taking their first professional steps. The new development in 2024 within the scope of the Young Apprentices program was a new partnership established with Senai, through which we hired 33 young people, who were accompanied by "godfathers" or "godmothers". Overall, since 2018, our Young Apprentice hiring rate has been 65.7%. For students, we also offer internships. Another measure that began to positively impact our management was the consolidation of the office in Ribeirão Preto (SP). This structure gives us the conditions to identify and attract talent, as the location concentrates educational units and is easier to access.

In 2024, our overall new hire rate was 0.26, with 301 new employees – 174 men and 127 women –, which represented 26% of our total workforce in the period. 607 professionals were laid off during the year, and our turnover rate was therefore 0.52. **GRI 401-1**

Check the GRI Annexes for complete data on new hires and turnover.

DIVERSITY AND INCLUSION GRI 13.15

We follow an equal opportunities policy, ensuring there is no discrimination in remuneration or hiring based on the nationality or immigration status of employees. All our employees therefore have access to the same working conditions, without any distinction, reinforcing our commitment to an inclusive, fair and discrimination-free environment. As in the previous year, we did not record any cases of discrimination, whether legal action or registered complaint. GRI 406-1

Como forma de valorização e As a way of valuing and encouraging plurality in our workforce, we launched our Corporate Diversity, Equity and Inclusion Policy this year. The document formalizes guidelines (strategic and specific) and commitments so that our actions, as well as those of our subsidiaries and affiliates, are guided by respect and appreciation of multiplicity. We reinforce in the policy our dedication to ensuring environments that foster equality, including opportunities, and we establish responsibilities and duties, reinforcing that we do not tolerate any discriminatory and embarrassing expression, attitude or behavior – which also includes such manifestations on social networks. Also to support our actions of respect for differences and inclusion, in 2024, through the UniVittia platform, we started a Diversity Census, which will be completed in 2025.

Although we do not have set goals regarding diversity and inclusion, we seek female participation in our staff. Women represented 40% of total hires and occupied 33% of leadership positions at the end of 2024. In some areas, they are already the majority, such as in Research & Development and Innovation, where their share is 75%.

Ratio between the lowest salary paid by Vittia and the minimum wage, by region* GRI 202-1

	2024	
	Female	Male
North	1.96	1.75
Northeast	2.46	1.83
Central-West	1.51	1.69
Southeast	1.19	1.47
South	1.91	1.83

*Indicator began to be reported in 2024 and the history is not available. The data were reported in a consolidated manner for all manufacturing units. The national minimum wage was considered for the calculation. We do not manage the salaries of service providers, which is the responsibility of a third party company.

We launched our Corporate Diversity, Equity and Inclusion Policy during the year

OCCUPATIONAL HEALTH AND SAFETY

GRI 3-3 – Health and safety

We are committed to disseminating, practicing and achieving the highest behavioral and operational standards related to occupational safety, which involves promoting a culture of care and providing tools for everyone to develop the skills and behaviors necessary to avoid and/or remedy harm to themselves and their colleagues. In 2024, after recording a worsening in accident indicators, we began adopting a series of measures focused on ensuring safety in the workplace.

As in the previous year, we did not record any deaths resulting from occupational diseases or cases of occupational diseases that required mandatory reporting by employees. GRI 403-10

We have an Occupational Health and Safety Policy focused on continually improving our performance and promoting safe and healthy behavior, ensuring that health and safety are non-negotiable assumptions in the planning, execution and decision-making of all activities. Thus, through this policy, we undertake the following commitments: to develop, implement and maintain a management system; to identify, analyze, reduce, mitigate and eliminate hazards and risks; and to ensure compliance with current legislation. We have an Occupational Health and Safety Management System to investigate work incidents, identify hazards and determine corrective actions. The investigation is recorded in a corporate management platform and uses tools such as the 5 Whys, brainstorming and the Ishikawa Diagram. Due to their relevance, all accident indicators are presented monthly to the Executive Board. GRI 403-2

Furthermore, through dialogue with representatives from different areas, we identified Special Service Authorizations (ASE) as one of the main sources of negative occurrences. They can be issued by members of the Security team, managers, coordinators and leaders who are aware of the internal processes and tasks to be performed. These professionals analyze the measures necessary to approve or not the performance of work in a risk area, to minimize the exposure of employees. Therefore, to qualify this activity, we involved everyone able to issue ASEs in a robust round of training.

Another relevant action was the start of a project to train our safety technicians in Regulatory Standards (NRs) that apply to our operations to make them instructors/multipliers of this knowledge. A specialized company designed and implemented the courses, which trained professionals capable of delivering specific training, considering the particularities of our operations.
In addition to specific training that considers the NRs, we offer health actions such as themed walks, health dialogues and lectures. There is also training on moral and sexual harassment for all employees, mainly focusing on leaders, and on mental health at work for leaders, aiming to promote a safe, respectful and healthy work environment. GRI 403-5

Health and Safety Risk Mapping and Management

GRI 403-2 | SASB RT-CH-320a.2

We have a Risk Management Program (RMP) for quantitative and qualitative surveys, annually and biannually, or when there are changes in processes and procedures, of chemical, physical, ergonomic, accident and biological risks (in 2024, no chemical risks were identified for hepatotoxins, nephrotoxins, neurotoxins, carcinogens, teratogens, mutagens and reprotoxins known or suspected). To this end, our PGR relies on professionals, both our own and third parties, such as occupational safety engineers, occupational safety technicians, doctors and occupational nurses. The analyses are prepared based on the documents of the PGR itself; Technical Report on Environmental Work Conditions (LTCAT); Technical Report on Unhealthiness and Danger (LTIP); and Ergonomic Work Analysis (AET). Based on the results, medical examinations are defined by function, within the scope of the Medical Control and Occupational Health Program, and work plans are generated to mitigate and eliminate the risks identified.

We also have a Hazard and Risk Control Spreadsheet (CPRs), prepared based on the activities and tasks mapped for each function, and a corporate procedure for Surveying Hazards and Safety Risks, in which all management and leadership of the operational units are trained and qualified. This survey is part of our Occupational Safety Program, which has been in place since 2022 and which, with the support of an external consultancy, considers the following hierarchy:

1. **Elimination of risk,** involving the complete removal of the source of danger, be it an activity or a process.
2. **Substitution,** as an option when elimination is not possible, involving changing the source of risk to a less dangerous one.
3. **Control at source,** adopted when elimination or replacement of the source of danger is not feasible, including measures aimed at modifying the process or operation to reduce the risk.
4. **Controlling the transmission medium,** an option when it is not possible to control the source, and which may involve, for example, measures such as installing physical barriers or adequate ventilation to reduce exposure to risk.
5. **Control at the receiver,** if the previous steps are not sufficient, control measures at the receiver are applied. This includes, for example, provision of Personal Protective Equipment (PPE) to minimize exposure to risk.

In 2024, progress was made in adopting proactive non-conformity management software. It allows recording any potential risk identified during regular inspections and, with the data, creates action plans – from training to structural works –, already assigning people in charge and deadlines. Information about threats and their treatments is shared via email with professionals linked to the areas in which non-conformities are identified, called "receivers", with unit managers and with evaluators, who validate or not the corrective actions.

We have Occupational Health and Safety policies, with "Rules for Life", Consequences for non-compliance with the main safety rules and a work refusal procedure.

During the year, a Safety Committee was also structured, involving all leaders, supervisors, coordinators and managers. It meets monthly to assess our compliance with Regulatory Standards (software supports monitoring) and incident indicators, and to propose actions that mitigate threats to the physical or mental integrity of employees. During the meetings, developments are assessed and good examples of management or actions in favor of workplace safety adopted in other organizations are discussed.

The year featured a new budget management method. We have structured an Investment Committee, made up of members of the security team and managers, dedicated to defining priorities in the application of financial resources to mitigate imminent or serious risks. In addition, there is a Corporate OHSMS Committee, with the participation of the SESMT, leaders, managers and Industrial Board. It follows an internal procedure that defines roles, responsibilities and organizational structure, drawn up in 2023.

As an evolution, in 2024 the meetings started to take place monthly, with attendance records, minutes and follow up on actions. All workers are duly represented on this committee, with the exception of outsourced employees. GRI 403-4

As planned for the year, we continued with the assessment of critical activities related to security. We elected those that should be treated as a priority and established goals and tasks and Risk Management Plans. Among the aspects already covered is the identification of all sources of electricity for appropriate signaling. Ergonomics training was also adopted, both for factory workers and for those in the Administrative area, a resource that will be available at UniVittia. We also produced guides for the 14 pillars that support our Occupational Safety Management Program (PGST). The documents detail what we need to achieve for management excellence.

The PGST itself is undergoing reformulation. We analyze and classify, according to their effectiveness, the actions in progress to select the most relevant ones and invest in other necessary ones. We decided to launch the Safety Leaders Academy in 2025 to train managers and coordinators, inspectors and supervisors. We want to build a program suited to our specific needs to get back on track towards zero incidents.

Along with all the advances, we kept consolidated practices, such as the Daily Safety Dialogues (DDSs), in which aspects related to the topic and linked to health and the environment are addressed. In four of our units – São Joaquim da Barra (SP), Artur Nogueira (SP), Ituverava (SP) and Patos de Minas (MG) – we have Internal Accident Prevention Committees (CIPAs), which have contributed to improving preventive and corrective measures. Improving safety indicators requires raising awareness among everyone, regardless of area or position.

All our own and third-party professionals are covered by our Occupational Health and Safety Management System, established to develop a culture of occupational health and safety in our units and to comply with current NR* legislation. In São Joaquim da Barra (SP), we maintain a team comprised of an occupational physician, occupational nurse and administrative assistant, who are responsible for carrying out exams and providing the necessary legal documentation, in addition to meeting the demands at the Occupational Health Clinic. We also count on service providers available at pre-determined times or on demand, such as an occupational physician, with daily availability; speech therapist responsible for the Hearing Conservation Program (PCA), who works in an external clinic; and a physical educator, who provides services three times a week. GRI 403-1 | 403-3 | 403-8

Check the GRI Annexes for health and safety rates and numbers.

Sipatma

One of the instruments to mobilize and reinforce the culture of health and safety is the Internal Week for the Prevention of Accidents at Work and the Environment (Sipatma), which, in 2024, was held between December 9 and 13, with the participation of around 420 employees on each day of the event.

The program featured external speakers known nationally and internationally for their guidance on safe practices and behaviors.

*There is no audit in this process.

Promoting health and well-being GRI 403-6

We also seek to create healthy environments for professionals, and encourage them to engage in practices that have positive impact on their well-being. We keep the Cuidar Program, which encourages healthy habits and offers facilities such as access to a platform for online psychological care, a platform for a gym and a course for pregnant women and future parents. Couples also receive shopping vouchers to purchase items for their babies. We offer health insurance to all our employees, with co-payments. It is also possible to sign up for a dental plan, for a symbolic monthly fee. Both are eligible for inclusion of dependents. Outsourced workers already have first aid care in emergency cases. We conduct educational and awareness campaigns linked to the color calendar used by the Ministry of Health, addressing breast cancer (Pink October) and prostate cancer (Blue November) and mental health (Yellow September). In addition, we provide information on physical, mental, women's and men's health and sexually transmitted infections through our internal communication channels. We also invite experts to give lectures on topics such as violence against women, prevention of moral and sexual harassment and financial stability.

With the Cuidar Program, we offer online psychological care and courses for pregnant women and future parents

Prevention and mitigation GRI 403-7

We adopt a proactive and effective approach to prevent and mitigate significant impacts on occupational health and safety, using the concepts of Active Surveillance and Passive Surveillance. Active Surveillance involves systematic preventive routines, based on periodic examinations carried out based on a survey of occupational risks focusing on the early detection of health problems. In addition, we collect data on signs and symptoms of occupational diseases, continuously monitoring the work environment and the health conditions of employees. Passive Surveillance occurs through spontaneous demand from employees, who seek occupational health services when they notice problems related to their health in the work environment.

RESPECT FOR HUMANS AND THE ENVIRONMENT

Aware of the impacts of our work on society and the environment, we act based on responsibility and care for our resources.

COMMUNITIES

GRI 3-3 – Engagement and relationship with stakeholders, communities and social investment | 13.22.1 | 413-1

Our ties with the communities that welcome us and give us a social license to operate are important and strengthened through support for projects and entities – to which we dedicated, in 2024, our own investment of BRL 85,351, in addition to BRL 83,370 via the São Paulo Cultural Action Program (Proac–ICMS).

The selection of initiatives to be sponsored considers our corporate values, prioritizing those that have the greatest potential to positively impact populations. In this choice, we rely on external consultancy, which maps social projects in our area of operation and opportunities to support them through municipal, state or federal incentive laws. This partnership includes monitoring the execution of supported actions and their results.

We also adopt processes and procedures to manage risks and opportunities related to the interests of the communities in which we operate (see table below), committing to respect current regulations, standards and licenses and meeting local needs and inspection requirements. Among the interests addressed, the generation of capital, the creation of jobs and the development of infrastructure stand out, which have a positive impact both on the cities where we have units and on the surrounding areas. We also pay special attention to the management of air and water emissions, waste management, traffic safety and workplace safety, ensuring that our operations minimize potential negative impacts on communities.

However, we still do not have a structured community engagement methodology that allows for an integrated and strategic vision for relationships with communities in all the regions in which we operate. We count on the support from an external consultancy firm to map social investment opportunities, especially via incentive laws, primarily in the cities where our administrative, production or distribution units are located. The same partner organization provided us with information about the timelines and results obtained in the supported actions, which allowed us to improve monitoring of their effective returns to society. We therefore work to improve processes and develop a more consolidated approach, aligned with the sector's best practices **SASB RT-CH-210a.1**

Percentage of operations with local community engagement, impact assessments, and development programs* GRI 413-1

Type of initiative	2022	2023	2024
Environmental impact assessments and ongo-ing monitoring	100%	100%	62%
Public disclosure of the results from environ-mental and social impact assessments	100%	100%	62%
Local development programs based on the needs of local communities	123%	13%	8%
Councils, health and safety committees to dis-cuss impacts	13%	13%	8%

*From 2024 onwards, we consider all manufacturing units and all distribution centers as operational units. In previous years, we only considered manufacturing units.

In 2024, our main investment was in the project “O Que Será?”, which promoted ten performances of the children’s play of the same name to an audience of 1,725 people, in the cities of São Joaquim da Barra and Ituverava, São Paulo. The plot is about the journey of two friends who participate in a game full of adventures and discoveries, and it varied with each performance, since in the show the protagonists roll a dice that randomly defines the directions they will follow, with three possibilities with each throw. The methodology adopted in the play allows working on themes from the school curriculum, with notions of mathematics and Portuguese language, playfully. The shows were followed by exhibitions of toys made from recyclable materials and games with the participation of the actors. With the project “O Que Será?” we promote creativity, sustainability – by highlighting the importance of waste recovery –, education and access to culture.

Also in São Joaquim da Barra (SP) we delivered to the community the new José Plínio Romanini computer room, installed in the local unit of the National Industrial Training Service (Senai), which will provide students with access to learning courses in various areas, building a solid base of technical and professional knowledge,which are essential for the future. We contributed approximately BRL 100,000 to adapt the infrastructure, purchase computers, furniture, air conditioning and other resources to carry out classes in three courses: Production lines, Machining mechanic and Maintenance mechanic. **GRI 203-1**

We also invested in various initiatives and institutions – such as local events, shelters for the elderly, residents’ associations, etc. – and continued to run a family support project, which provides psychological care to 30 families in Ituverava (SP), a city where we have kept ties with a residents’ association for years. This association has monthly meetings with a health professional, who acts as our focal point, reporting on activities and any support needs – in 2024, discussions on mental health were requested by mothers in the community and the scope of the meetings was adapted. This work is also checked by the Legal and Human Resources areas.

We also carried out a special collection campaign, among employees and other audiences, for cleaning materials, water and food, which were sent to Rio Grande do Sul, to help the population at the critical moment experienced due to the worst floods in the history of that state, in April and May.

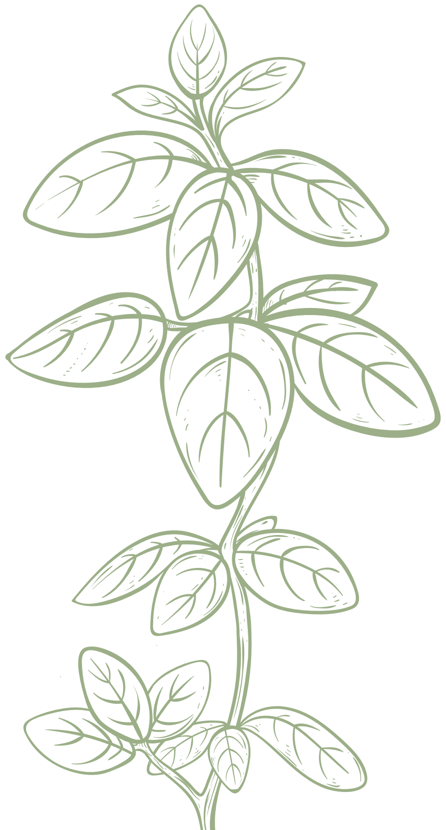
We also kept the agenda open for a “Visit to the Factory” in São Joaquim da Barra. Through our website, via a dedicated link, interested parties can request a guided tour of the largest biological pesticide unit in Latin America and learn about all the technology applied to our products.

We understand, however, that the most relevant ways of contributing to communities are the creating jobs, collecting taxes arising from our success and the strengthening of agricultural activity, which is strong in the regions of São Paulo and Minas Gerais, where we are located. Improved productivity in the field also tends to open up job opportunities in it. Our products, specifically, as they are mostly biological, help to reduce potential contamination of the environment and people by pesticides or other chemical products.

SUPPLIERS

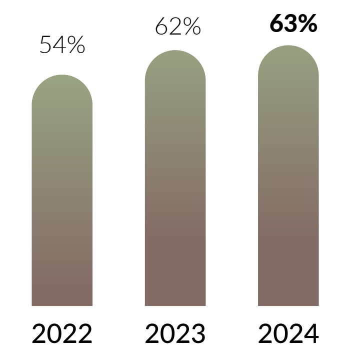
GRI 2-6 | 2-23 | 3-3 – Sustainable value chain and purchasing practices | 3-3 – Human rights

In 2024, we had over 1,600 suppliers, with a supply chain divided into two groups, raw materials and packaging, of which 98% are national organizations and 2% are international. We disbursed more than BRL 474 million to all of them in purchases and service contracts, a positive variation of 13% compared to the previous year. Local players absorbed 63% of this amount, while other national companies concentrated 12% and partners from other countries, 25%.

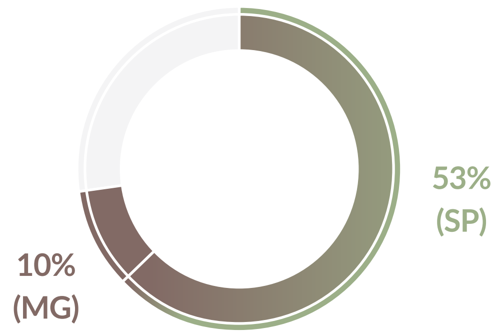


Percentage of budget spent on local suppliers (%) GRI 204-1

Percentage of expenses on local suppliers*



Composition of the 63% spent on local suppliers by State**



*Suppliers and service providers from the states where we have a manufacturing unit, therefore, São Paulo and Minas Gerais, are considered local.
**Data segregated by location began to be reported in the year 2024. Therefore, the history is not available.

These processes are supported by our Supply Policy, which establishes guidelines when purchasing direct materials (production inputs) and indirect materials (general materials and hiring a service provider). Additionally, we have an Emergency Purchase Policy and an Approval Authority Policy.

Purchases made from international suppliers are particularly concentrated on commodities, whose prices are linked to the market context. To receive products, we have two dry ports, one in Guará (SP) and another in Uberaba (MG), and partnerships with customs agents. The bonds of trust established with these professionals and the companies from whom we acquire inputs enable better negotiation conditions and flexibility in the agreements signed. Acquisitions from national suppliers take place through contract or spot methods. In the first case, agreements are normally concluded for a period of one year and relate to products with greater demand and that are more representative in our portfolio, in addition to items for maintenance, repairs and operations and PPE. Using the spot model, we acquire non-recurring materials or for issues/situations that do not require a contract or in which it is not possible to enter into longer contracts.

We expect ethical and responsible conduct from our suppliers – an expectation translated into clauses that reinforce the need to respect applicable laws and regulations, such as those relating to the non-use of slave or child labor and those related to environmental preservation. Before conducting any business, we demand proof of the suitability and quality of products/services, compliance with socio-environmental aspects and delivery capacity. This check is carried out even for non-recurring purchases. Our providers also receive a Code of Ethical Conduct, which they must adhere to, and all agreements provide for the possibility of unilateral termination in the event of violation of laws and regulations.

Partners must also fully comply with the conditions of our Service Provision Manual; committing not to offer, give, accept or grant any payment, donation, compensation or advantage (financial or otherwise) that constitutes an illegal or corrupt practice, whether directly or indirectly.

In accordance with our internal policy, partner registrations are reviewed periodically. In the near future, we plan to apply an in-depth questionnaire on environmental, social and governance aspects to suppliers. We have already requested responses from some partners on these topics, and we intend to structure a process to evaluate this feedback. We only carry out on-site audits in companies where we identify significant tax risks. Monitoring of management and possible associated risks occurs both through document analysis and through the Supplier Performance Assessment (APF) process, which considers delivery performance and quality. Failure to comply may result in a request for an action plan, technical visits and, in the event of recurrence, blocking of the system.

To monitor our supply needs and our suppliers' ability to serve us and anticipate scenarios, we have adopted a supply management model that presupposes close and coordinated action between the Supplier, Commercial and Industrial areas.

We have well-defined Sales and Operations Planning (S&OP) processes – to meet expected demand efficiently and profitably, with at least monthly assessment meetings – and Sales and Operations Execution (S&OE), for better resource management and agile responses to unforeseen events, with daily assessments. Our decisions are founded on demand analysis based on sales history and forecasts from the Commercial Planning teams, and on strong market intelligence work, which involves both analysis of reports and bulletins and conversations with business partners to anticipate potential problems and minimize the possibility of supply shortages.

We keep contractual clauses for ethical and responsible conduct in the supply chain

We adopt supply hazard mapping and categorize approved companies according to their level of criticality. Since 2023, we have also been running the Exclusive Supplier Program, which works on the assumption of identifying and offering three options of supplier organizations for each product that is crucial to our operations or that can supply us with alternative solutions to those we employ. This enables us to make quick decisions, in line with market scenarios, and ensures peace of mind for the continuity of our production. We have already registered three partnership possibilities for 85% of our essential needs, and we intend to reach 100% in 2025.

We will advance in 2025 in our supplier management, qualifying processes

This set of initiatives helped us to face the difficult access scenario to Sodium Borate (borax), a micronutrient used in some of the products that we import from Bolivia and Argentina. The challenging economic situation of the two neighboring nations and the competition in demand for the input (also used in the ceramics industry) made it difficult to supply our operations. In Bolivia, which provided 80% of our needs, the fuel crisis made transportation in that country unviable for parts of the year. In the Argentine case, almost all of the available micronutrients were contracted by other organizations. The situation was overcome thanks to our management and our maintenance of safety stocks, which allowed us to supply the factories during the most complicated months. To prevent similar occurrences, we signed borax supply contracts that substantially reduce our dependence on Bolivian suppliers, with an increase in the participation of Argentine companies (we went from an 80%/20% ratio to 50%/50%). In addition, we teamed up with a partner in Corumbá (MS) to create preventive stock.

Our supplier management should be even more qualified from 2025 onwards with the replacement of the Materials Requirements Planning (MRP) module by Advanced Planning and Scheduling (ASP). The initiative will give us even greater precision in analyses and actions related to production demands, resource availability, delivery times and costs.

Economic inclusion GRI 13.22.1

We recognize the importance of the economic inclusion of local farmers, and we are committed to providing knowledge and practices of biological and sustainable management, essential to strengthen the agricultural activities of our partners. These actions take place mainly through technical training and presentations, held not only during periodic technical visits, but also at regional events, expanding the scope of information and promoting the exchange of experiences among farmers.

However, we do not have projects specifically aimed at economic inclusion, keeping the focus on training actions and strengthening partnerships with producers. We have not yet implemented formal actions to identify or monitor negative impacts related to economic inclusion, although our suppliers are approved using a rigorous system. We are aware of the importance of establishing more detailed processes to identify and mitigate potential adverse impacts on farming communities, and we intend to continue improving our practices in alignment with the principles of sustainability and inclusion.

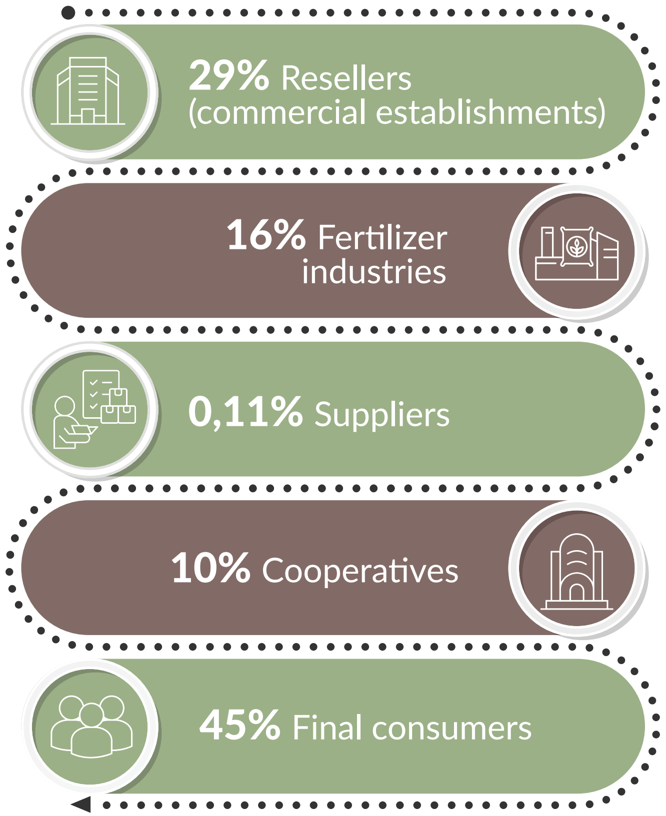
CUSTOMERS

GRI 2-6 | 2-29 | 3-3 – Customer and consumer relationships and satisfaction | SASB RT-CH-410b.2

We aspire to provide sustainable and value-added solutions for all customers, which is expressed in our motto and governs our ways of thinking and acting: "our culture is to take care of yours". We have the necessary conditions to meet all the needs for nutrition and protection of crops, of the most varied species, from planting to harvesting, whether on small or large properties, whether on more or less technological ones. Our verticalized structure, which encompasses research and development and innovation processes, industrial production, marketing and support, favors the maintenance of this scenario. Thus, we monitor market trends and demands, have more control over operational efficiency, the quality of the items sold, the capillarity to distribute our solutions, and keep close to producers to disseminate knowledge and technologies and deliver to them the best, safest and most ecological products.

Our customer portfolio in 2024 was divided into commercial establishments (29%); cooperatives (10%); end consumers, mostly rural producers (45%); fertilizer industries (16%); and suppliers (0.11%). Open dialogue and responsible relationships with them are led by our AGDs and other experts. Our professionals are prepared to assist you with technical guidance and close deals under advantageous conditions. We have more than 200 specialized employees dedicated to sales and technical support for our customers, spread across the five regions of Brazil. Therefore, and considering that the country has different climatic and soil conditions, we offer personalized service, also taking into account the type of crop and the challenges faced.

Customer breakdown



We provide customers with quick access to the supplies they need through our extensive network of storage and distribution centers, whose units are supplied based on criteria that consider regional realities and cultures and enable the delivery of orders in short times and in the contracted volumes. Our option to access the market through multiple sales channels favors the expansion of our geographic coverage, our capillarity and access to a growing number of producers with different profiles, dedicated to equally diverse crops.

We are also present at the main fairs, exhibitions and events in the agricultural sector in Brazil, to present our portfolio, structured considering the needs of farmers and ranchers and the opportunities that emerge in agribusiness. We promote and/or participate in a significant number of field days, lectures and demonstrations to interact with rural producers and business partners. Communication with customers also takes place through our social media profiles.

100%

of products with clear and accessible information on their packaging

We have adopted a customer relationship management system (VIT CRM) that enables us to capture, organize and store information related to them, manage our visits – we design a relationship path with producers, defining the frequency of contacts based on the profile of the properties and crops – and optimize our communication, which translates into increased productivity and efficiency for everyone. CRM is supplied with data on sales, buyer profiles, field results, among others, which support our decisions on investments, team direction and production and distribution priorities.

We also monitor cases of non-compliance to provide correct treatment and maintain high customer confidence and satisfaction. The management of these events is the responsibility of the Industrial and Commercial directorates, who analyze the root causes and deliberate on preventive and corrective solutions. If necessary, other areas may be called upon to contribute to resolving incidents.

We ensure all relevant information on the origin of components, content, safe use, disposal and environmental and social impacts presented in a clear and accessible manner on the labeling of 100% of our products, in their six different segments. For products classified as adjuvants and chemicals, information is provided in accordance with the guidelines of the Globally Harmonized System of Classification and Labeling of Chemicals (GHS), including pictograms, hazard and precautionary statements, ensuring transparency regarding environmental impacts and consumer safety.

Furthermore, in 2024, we carried out a complete review of all active products, due to the 2023 update of ABNT 14725. There was a change in the nomenclature: from Chemical Product Safety Information Sheet (FISPQ) to Safety Data Sheet (SDS). The review aims to ensure continued compliance with the new guidelines and improve transparency and security in labeling processes. All of our products have SDS in the Globally Harmonized System of Classification and Labeling of Chemicals (GHS) format, generated using software from a company specialized in health, safety and the environment, which automates the process to prepare and manage documents in Portuguese, English and Spanish. This same digital tool generates the label and the Emergency Form, allows real-time services and verification of aspects of chemical product management, in addition to containing integrated regulatory content libraries. **GRI 417-1**

The management of our solutions complies with regulatory standards – all relevant information on component origin, content, safe use, disposal and environmental and social impacts is presented clearly and accessibly on the labeling of 100% of products. **GRI 417-1**

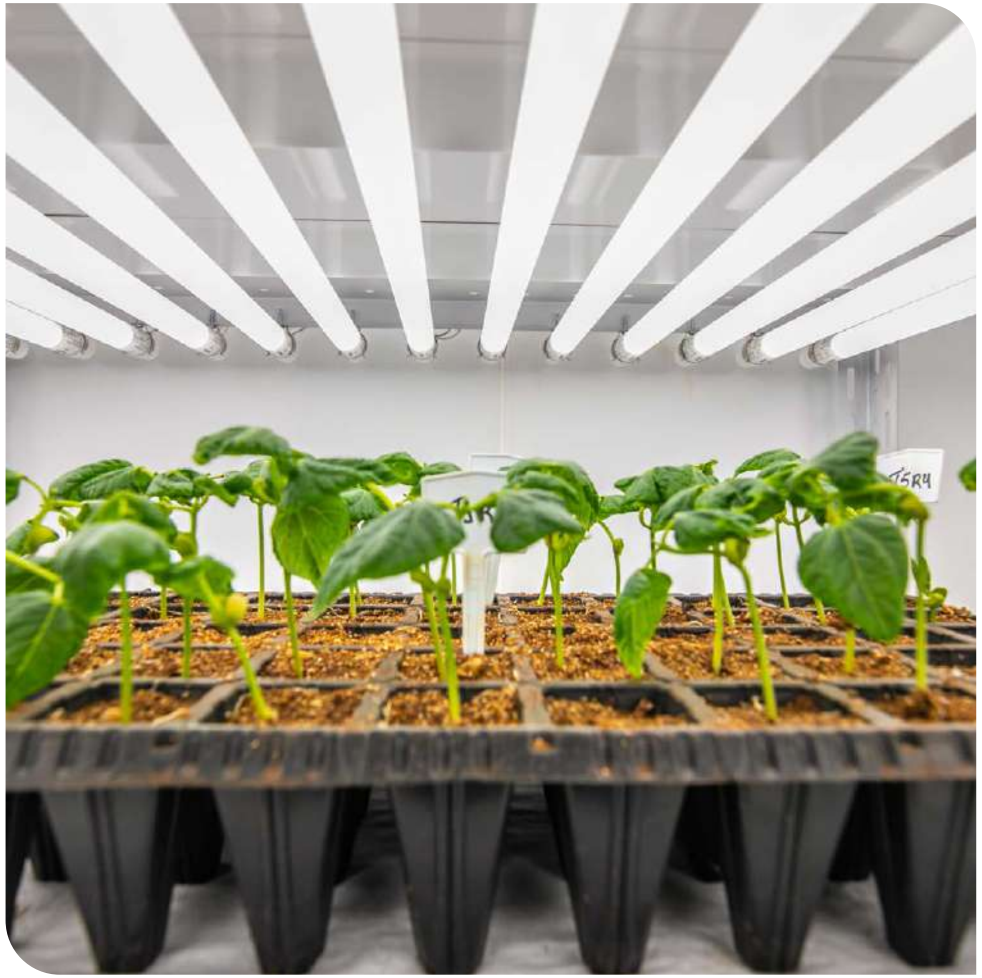
We also monitor our customers' satisfaction through Customer Request Processing (CRT) indicators, which allow us to identify areas for improvement in loyalty, negative impacts that affect financial results linked to product returns and complaints received – always focusing on improving the relationship and our products.

ACTIONS FOR NATURE

GRI 3-3 – Environmental management | 3-3 – Biodiversity

We are committed to helping preserve and regenerate natural resources through the creation, development and dissemination of our solutions and investments in efficient practices. The agricultural segment, which we serve, depends directly on nature to succeed and achieve food production in an increasingly efficient, safe and ecologically correct way. Reducing our ecological footprint, therefore, is an aspiration and a necessity to contribute to advances that enable us to slow down and/or reverse challenges such as climate change.

In our operations, we seek opportunities to improve the management of natural resources and waste, used and originated in our offices, our distribution centers and our factories. We also prevent potential environmental incidents, which include carrying out inspections and monthly meetings to analyze data and deliberate on the needs and/or urgency of investments. Although we do not have a formal policy related to biodiversity, we monitor indicators on the topic in client and partner areas where we have installed demonstration fields, which allows us to measure the positive results of our products for different species of animals and plants. We have software to monitor the legal requirements applicable to our operations and the conditional licenses, aiming at fully complying with them. Therefore, we have no record of Conduct Adjustment Terms (TAC) or fines for environmental impacts.



WASTE

GRI 301-2 | 306-1 | 306-2 | 306-3 | 306-4

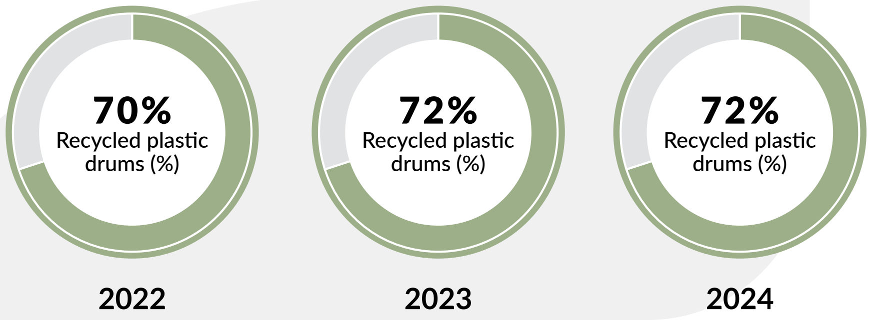
We are guided by mature Solid Waste Management in all our units, with increasing allocation of materials for reuse and recycling and, consequently, reduction in disposal in landfills. In 2024, we purchased more than 1,230 thousand tons of packaging (drums) made from recycled plastic, which corresponds to 72% of the total purchased in the year. .

With the volumes sent for reinsertion into production chains, we aim, in addition to the environmental benefit, to achieve financial gains: the sale of waste in 2024 resulted in revenue of BRL 207,196. We also took advantage of opportunities to reuse materials in our production processes. In some of our manufacturing lines there are highly nutritious residues, composed basically of zinc, manganese, copper and boron, which we use in the production of by-products such as Br Tech Salt Br, Zinc Tech Salt and Manganese Tech Salt, added to granular and crumbled fertilizers.

Our Solid Waste Management Plan is guided by the legislation applicable to our business, especially Law No. 12,305/2010 of the National Solid Waste Policy, and establishes adequate collection, storage, treatment and disposal processes for all volumes arising from our activities. Transport and correct disposal – monitored with the help of websites and online platforms – are the responsibility of specialized and duly licensed companies. The reverse logistics of plastic pesticide packaging takes place in partnership with the National Institute for Processing Empty Packaging (inpEV), a non-profit organization created by manufacturers of agricultural inputs and responsible for carrying out this task throughout the national territory.

In 2024, 1,471.1 tons of waste were generated. Waste destined for recovery operations amounted to 1,004.1 tons. The amount of Class I materials – considered hazardous and including waste contaminated with oil, used PPE, rubber, among others – was 127.1 tons, while Class II, non-hazardous, totaled 876.9 tons. Compared to 2023, there was a reduction in the total amount of hazardous waste of around 60%, reflecting the decrease in generation and disposal for blending/co-processing. The year was thus marked as having the lowest volume of recovered hazardous waste generated.

Percentage of drums made from recycled material* **GRI 301-2**



*The percentage of drum packaging made from recycled plastic is calculated based on the total number of drums purchased. Our current database does not enable to view the recycled materials used, only the packaging.

BRL 207,196
revenue obtained in 2024 from the sale of waste

In relation to non-hazardous waste, there was an increase in the allocation of materials for reuse, with the vast majority of pallets being destined for reuse in 2024 and no longer being recyclable.

Check the GRI Annexes for data on materials used, types of waste and their destinations.

WATER AND EFFLUENTS

GRI 303-1 | 303-2 | SASB RT-CH-140a.1 | SASB RT-CH-140a.3

In our activities and operations, water, from underground sources and public supply, is used in production, consumption, cleaning in sectors and for the personal hygiene of employees. Due to the relevance of the input, our concern for water resources also motivated new internal initiatives. We successfully expanded the Aguapé project, dedicated to reducing water consumption in all manufacturing units. To this end, we mobilize managers, especially those from factories that most demand the resource and generate effluents, to disseminate best practices. In Ituverava, we intensified rainwater collection, which was 8.9 ML in 2024. The volume is directed to the production of soil micros in the factory.

100%
water reuse and recycling in operations

Our total water consumption in 2024, of 148.0 ML, was equivalent to the capture, indicating a balance between withdrawal and use, with zero disposal of the input and a 100% rate of reuse and recycling of water in operations, as in previous years. **GRI 303-3 | 303-4 | 303-5**

We monitor the water withdrawal and consumption volume at our facilities daily and monthly, and also hold regular monthly meetings with all unit leaders, to identify deviations and propose improvements in consumption. Each unit monitors and manages withdrawal indicators, which have become more reliable since January 2019, when we optimized our processes. We also use the World Wildlife Fund (WWF) Water Risk Filter tool to detect water risks and risks from withdrawal and consumption activities in regions with high or extremely high water stress. We do not collect water or conduct disposal activities in these locations.

At the macrobiological factory in Artur Nogueira (SP), we have a closed effluent circuit that, after being stored in a reservoir, returns to the production process. In 2024, we highlighted the adoption of a similar solution at our unit in São Joaquim da Barra (SP), in the area dedicated to fertilizer origination. There, we keep an Industrial Effluent Treatment Plant (ETE) that treats effluents daily, removing dissolved solids and metals, ensuring environmentally appropriate disposal and reuse in the production process, contributing to the circularity and sustainability of water resources. The task in São Joaquim da Barra is more complex due to the diversity of products produced, but we already reuse the effluents in the production cycles. The effluent from the gas scrubber during the manufacture of manganese-based inputs is directly stored, without undergoing treatment at our plants – which was quite expensive –, and returns to the production line for formulations that require the mineral in their composition. This type of measure enabled savings of BRL 270 thousand at the factory by reducing the amount of water impregnated with minerals destined for treatment plants and the consumption of raw materials.

For sanitary effluents from bathrooms, the São Joaquim da Barra unit has an anaerobic sewage treatment system, in which biological sludge is generated and disposed of annually by a specialized company.

Check the GRI Annexes for data on water collection.

ENERGY

GRI 302-1 | SASB RT-CH-130a.1

Our electricity consumption increased from 58,695.7 GJ in 2023 to 67,866.3 GJ in 2024, as a result of the expansion of capacity at our manufacturing unit in São Joaquim da Barra (SP) and the start of operations at the Artur Nogueira (SP) unit. We have a supply contract via Mercado Livre for a volume of 67,428 GJ from renewable sources and certified with I-REC – the percentage of renewable energy increased from 40% in 2023 to 46% in 2024, representing an increase of 15%.

In a broader sense, energy consumption – also considering Liquefied Petroleum Gas (LPG), diesel, gasoline, acetylene, firewood, charcoal and hydrated ethanol in activities and operations – closed 2024 at 243,987.6 GJ, around 3% less than in 2023. We recorded a 7% increase in the consumption of renewable fuels during the period and a 15% reduction in non-renewable fuels, with the most significant drop being in relation to diesel, due to changes in the carrier's information management.

Total energy consumption (GJ)* GRI 302-1 | SASB RT-CH-130a.1

	2022	2023	2024
Consumption of non-renewable fuels			
LPG	102,798.00	118,701.86	106,286.77
Gasoline	13,745.00	21,433.73	19,617.42
Diesel	10,901.00	9,685.22	4,534.09
Acetylene	38.00	34.05	39.23
Subtotal	127,482.00	149,854.86	130,477.51
Consumption of renewable fuels			
Charcoal	18,992.00	17,156.05	19,249.69
Hydrous ethanol	3,139.00	5,785.74	5,544.22
Firewood	61,388.00	19,578.31	20,849.86
Subtotal	83,519.00	42,520.10	45,643.77
Electricity consumed			
Electricity	50,662.00	58,695.65	67,866.31
Total energy consumption within the organization			
Total energy consumption	**263,662.00**	**251,070.61**	**243,987.59**
% of renewable energy**	51%	40%	46%
% of grid electricity	19%	23%	28%

*Information from the Greenhouse Gas Inventory. prepared in accordance with the specifications of the Brazilian GHG Protocol Program. Standards. methodologies. assumptions and/or tools adopted in the calculation: National Energy Balance. Management tool: SaaS Climates.
**The percentage of renewable energy considered the total renewable fuels purchased and the total electrical energy purchased with a Renewable Energy certificate (I-REC). We do not have self-generated energy

7% increase in consumption of renewable fuels in 2024

Check out the GRI Annexes for more data on energy.

EMISSIONS

GRI 305-1 | 305-2 | 305-3 | SASB RT-CH-110a.2

of Greenhouse Gases (GHG), which were, in 2024, 19,499.65 tCO2e, approximately 9% higher than in the previous period. Since 2014, we have adopted the GHG Protocol method in our GHG inventory – audited by a third party since 2021 – and, in the measurement, we account for information from all production units, distribution centers and our transport company.

In 2023, we optimized our reduction strategy, even without formal goals, by partnering with an external consultant to develop a customized tool to analyze the marginal cost of abatement. This tool enables us to assess the cost-benefit of projects aimed at reducing CO2e emissions, providing a detailed view of the factors involved in the release of gases and enabling the projection of scenarios and investments according to the growth prospects of our operations. This way, we can identify and prioritize initiatives to promote energy efficiency, increase the use of renewable and low-carbon sources, and explore new process technologies with lower carbon intensity.

In 2024, progress was made with the development, by the same external consultant, of work to identify risks and opportunities linked to climate change.

In relation to the factories in São Joaquim da Barra (SP) and Ituverava (SP), we also monitor the volume of emissions of nitrogen oxides (NOx), particulate matter (MP), sulfur oxides (SOx) and fluorides, since we use a wood-fired boiler, bag filter, granulator and dryer there. Sampling analyses are conducted by accredited companies, in compliance with the Atmospheric Emissions Monitoring Plan (PMEA). Once again, we achieved satisfactory performance, i.e., emissions were in line with the standards permitted by environmental legislation. We also promoted atmospheric dispersion and isokinetic studies to understand their scope and develop strategies to reduce them. There are no emissions of volatile organic compounds (VOCs) or hazardous air pollutants (HAPs) in our operations. **SASB RT-CH-120a.1**

GHG emissions (tCO_2e) GRI 305-1 | 305-2 | 305-3

	2022	2023	2024
Total Scope 1 emissions	8,980.14	10,174.99	8,754.79
Total Scope 2 emissions	603.00	635.28	1,057.91
Total Scope 3 emissions	14,038.51	7,080.48	9,686.95
Total (Scope 1 + Scope 2 + Scope 3)	23,621.65	17,890.75	19,499.65

Percentage of emissions per operating unit (Scope 1 + Scope 2 + Scope 3)

41% SJBF
4% SJBB
15% SJBC
10% SERR
19% ITUV
3% ANOG
1% PMIF
6% Other*

*Includes emissions from distribution centers and corporate travel.

Check the GRI Annexes for more information on GHG emissions.

PERSPECTIVES

Agriculture, the sector to which we are dedicated, operates as an open-air industry and is significantly exposed to climate events that, due to changes in weather conditions recorded globally, are becoming increasingly frequent and extreme. Furthermore, crops and livestock are impacted by fluctuations in commodity and input prices, which, in addition to the aforementioned contingencies related to excessive rainfall, prolonged droughts (and resulting fires), affect the global geopolitical scenario. These factors make certainties a difficulty in agribusiness, even though there are perspectives that help to foresee scenarios.

For the year 2025, there are optimistic predictions for national agriculture. The Brazilian Agriculture and Livestock Confederation (CNA), for example, works with the expectation of growth of up to 5% in the sector's Gross Domestic Product, even in the face of challenging external and internal contexts, encompassing issues of fiscal policy, exchange rate, inflation and the Selic rate, variables that directly interfere in the possibilities and decisions of rural producers. The boost in agriculture, if confirmed, will result, according to the entity, from the increase in primary agricultural production. The highlight will be grains: the estimate is for a record harvest of 322.53 million tons, an increase of 8.2% in 12 months – as well as the growth of the input industry and the exporting agribusiness.

Our understanding is that the pressure on the prices of our products, which interfered with our economic performance in 2024, has stopped, that is, it should not increase in 2025. The optimistic analysis of the future made by CNA – corroborated by other organizations – is encouraging, but does not allow us to relax. We will continue to act with the main purpose of materializing our organizational mission, to "contribute effectively to increasing customer profitability and improving the socio-environmental balance, through delivering excellence in our products and services". Achieving that demands dedication on executing our strategic planning. To that end, the new Committee we have created dedicated to such planning will yield more and better results, as will the internal restructuring, which aims to ensure greater precision and focus on key areas, such as Industrial, Commercial and Marketing.

We will keep a responsible financial stance that characterizes our business. In agriculture, we know that cycles of highs and lows are expected, even if the recurrences are not exactly defined. We will continue to allocate resources (from human to financial) to Research & Development and Innovation; training, maintenance and qualification of our team; and infrastructure, from manufacturing to logistics, to remain able to deliver the most sustainable solutions to those who work in the field.

We will also expand programs such as 100% BioVittia and Grão de Vittia, to demonstrate to producers, in a practical and scientific way, the relevance of our solutions and their ability to help boost economic, social and environmental gains.

We are confident of the important return coming from our increasingly specialized service in relation to crops such as coffee, grapes and fruit and vegetables, among other segments, in which we see potential for production growth and in which our products can contribute. Likewise, we project that next year will allow us to deepen our recently opened presence in the Central and North American markets, which we will begin serving in 2024 by creating a unit in Mexico.

GRI AND SASB ANNEXES

GOVERNANCE STRUCTURE GRI 2-9

Board of Directors*		
Name of member	**Francisco Guilherme Romanini**	**Patrícia Amélia Bueno**
Executive or non-executive function	Non-executive. Chair-man	Non-executive. Independent Vice Chair of the Board of Direc-tors
Independence	No	Independent
Other positions	No	member of the Sustainability Committee
Gender	Male	Female
Underrepresented social groups	No	Women
Skills relevant to the Organization's impacts	At our Company since 1996, he was the director responsible for the Technical and Industrial areas. He currently works at Abisolo, having previ-ously presided over the association. Graduated in Chemical Engineering from the School of Engineering of USP in Lorena and postgraduate lato sensu in Soil Fertility and Plant Nutrition from the Federal Uni-versity of Lavras/MG.	A member of our Company's Board of Direc-tors since 2021, she has over 24 years of experi-ence in agribusi-ness and has worked for over 21 years in vari-ous areas of multinational companies. She is the founder and CEO of EasyHub Ltda and was the Director of Glob-al Innovation at Plant Impact, an English green inputs company. She was a global consultant for Arysta Lifesci-ence in the ESG area, in Cologne, Germany. He was head of the LATAM regulato-ry and steward-ship area at Arysta Lifesci-ence. She has a degree in Agri-cultural Engi-neering from Paulista Univer-sity – Unesp and a postgraduate degree in Mar-keting Manage-ment from the PUCCAMP. Graduated in the international Post-MBA, from the Saint Paul Business School for training Counselors, she also has execu-tive training from LSE – London School of Eco-nomics (UK) and Kaospilot Uni-versity (Den-mark).
Stakeholder representation	Controlling sharehold-ers	No

*All members were elected on 04/25/2024 for two-year terms.

Board of Directors*

Name of member	Ricardo Reisen de Pinho	Fabio Torreta	Wilson Fernando Romanini
Executive or non-executive function	Non-executive. In-dependent Member of the Board of Directors	Non-executive. Member of the Board of Directors	Executive. Chief Executive Officer
Independence	Independent	No	No
Other positions	Member of the Audit Committee	Member of the Strategic Growth Committee	CEO
Gender	Male	Male	Male
Underrepresented social groups	No	No	No
Skills relevant to the Organization's impacts	Advisor to our Com-pany since 2020, with extensive expe-rience in Boards of Directors: he is an independent member of the boards from Naturgy Brasil, In-vepar, Vittia, Brado Logística, Brades-par, Editora do Bra-sil and Light S.A. He was a member of the Boards of Directors of Light Sesa and Light Energia, Oi, Emgea, BR Insur-ance, Tupy, Itacaré Capital, Saraiva, Metalfrio and Banco Nossa Caixa. He was a Tax Advisor for Lojas Ameri-canas and Embratel, as well as on the Advisory Board of LABSSJ and a vol-unteer at AACD. He participates in Fi-nance, Audit, People and Governance, Strategy and Sus-tainability commit-tees in some of the companies men-tioned. He worked between 1985 and 2001 as an execu-tive in the areas of Corporate Finance, Investment Banking and Strategic Plan-ning at the banks Itaú, Garantia and ABN Amro Brasil. He also served as a senior researcher at Harvard Business School between 2002 and 2012. He has a degree in Mechanical Engi-neering, a master's degree in Production Engineering/ Finance, both from PUC-RJ, and a doctorate in administra-tion/ strategy from FGV EAESP, with a specialization in Administration from Wharton (AMP01) and Harvard (PMD99). He has been an IBGC certi-fied advisor since 2010 and has ex-tensive international publications in Har-vard Business Pub-lishing.	With almost four decades of expe-rience in agribusi-ness, he has held leadership posi-tions in several fertilizer, animal nutrition and crop protection organi-zations, having held the position of CEO for the last 13 years at Global COO NPP, CEO UPL Brazil, CEO Arysta LifeScience (Latam and Brazil) and CEO Arysta LifeScience Southern Africa. In addition, he was a member of the boards of directors of 3SB Farm and Sinagro-AG. He is an agricultural engineer graduat-ed from Luiz de Queiroz University (USP Piracicaba) and has a post-graduate degree in Marketing from FGV.	Advisor and CEO of our Company for 15 years, which he joined in 1992. He has 28 years of expe-rience in the fertilizer sec-tor. Before taking over as CEO, he was responsible for the Commer-cial, Adminis-trative and Financial are-as. Earlier, he worked at Banco do Brasil and Arthur Ander-sen. He has a degree in Eco-nomics from PUC Campi-nas.
Stakeholder representation	No	No	Controlling shareholders

*All members were elected on 04/25/2024 for two-year terms.

Audit Committee*

Name of member	Ricardo Reisen de Pinho	Ocimar da Silva	Paulo Reis
Executive or non-executive function	Coordinating Member of the Audit Committee	Member of the Audit Commit-tee	Member of the Audit Committee
Independence	Independent	No	No
Other positions	Independent Member of the Board of Directors	No	No
Gender	Male	Male	Male
Underrepresented social groups	No	No	No
Skills relevant to the Organization's impacts	Reported on the composition of the Board of Directors	Graduated in Accounting Sciences from the Moura Lacerda institution in 1992 and postgraduate in Econom-ic Analysis from the Founda-tion for Research and Devel-opment of Administration, Accounting and Economics FUNDACE-RP.	Graduated in Industrial Design from the University of Franca (Unifran) in 2008 and in Busi-ness Administration from Fac-uldades COC in 2014. He has a postgraduate degree in Engi-neering Management and In-dustrial Logistics from Unifran.
Stakeholder representation	No	No	No

*Members elected on 05/14/2024.

Sustainability Committee*			
Name of member	**Patricia Amélia Bueno**	**Alexandre Del Nero Frizzo**	**Francisco Guilherme Romanini**
Executive or non-executive function	Independent member of the Board of Directors	Member of the Sustaina-bility Committee	Member of the Sustainability Committee
Independence	Independent Vice Chair of the Board of Directors	No	No
Other positions	Member of the Board of Directors	Member of the Ethics Committee	Member of the Board of Directors
Gender	Female	Male	Male
Underrepresented social groups	Women	No	No
Skills relevant to the Organization's impacts	Reported on the composi-tion of the Board of Directors	Reported on the composi-tion of the Ethics Committee	Reported on the composition of the Board of Directors
Stakeholder representation	No	Executive Board	Parents

*Members elected on 05/14/2024.

Ethics Committee

Name of member	Alexandre Del Nero Frizzo	Lorena Goulart Amaral	Ana Paula de Oliveira
Executive or non-executive function	Member of the Ethics Commit-tee	Member of the Ethics Committee	Member of the Ethics Committee
Independence	No	No	No
Term of office	Elected on 05/14/2024 Start of the first term 03/03/2021	Elected on 08/28/2024	Elected on 05/14/2024 Start of the first term 12/20/2023
Número de outros cargos e compromissos, bem como a natureza dos compromissos	Financial, Administrative and Investor Relations Director	Internal Controls Supervisor	HR Executive Manager
Gender	Male	Female	Female
Underrepresented social groups	No	Female	Female
Skills relevant to the Organization's impacts	Reported on the composition of the Board of Directors.	Chemical Engineer with an MBA in Project Management, she holds the position of Internal Controls Supervisor at our Company, in addition to being an effective member of the Ethics Committee. Her career has been established with us for 6 years, having previously worked in the areas of Research and Development and Regulatory Affairs.	Administrator with an MBA in People Management and Human Capital Development, she holds the position of Executive Manager of Human Resources, in addition to being an effective member of the Ethics Committee. He has over 14 years of experience in organizational development and his strategic work encompasses several business areas, with experience in the Industrial, Agribusiness and Pharmaceutical sectors.
Stakeholder representation	Executive Board	Employees	Employees

ETHICS AND CONDUCT MANAGEMENT

Compliance with laws and regulations GRI 2-27

Total number of significant** cases of non-compliance with laws and regulations	2023	2024**
Number of significant cases where fines were applied	1	0
Total monetary value of fines for significant cases (BRL)	4,497,308.37	0.0
Number of significant cases where non-monetary sanctions were applied	0	0

*Significant cases are those identified in the Reference Form, the criterion for which is a value equal to or greater than BRL 2 million and/or that may negatively impact our image.

**There are four ongoing administrative proceedings that deal with tax matters in which we have presented a defense and are pending judgment by the regulatory body. Two of them began in 2022 and two others in 2023. In these cases, it is clear that the State of São Paulo has repeated its fines,whose subject matter is the indication of a simulated supplier company. In them, the State Secretariat points out that the invoices issued by these suppliers are unsuitable and, therefore, our use of tax credits generated by these transactions is undue. In our defense, a legal measure was filed demonstrating that the goods were acquired in good faith, since at the time of the transactions the supplier was in good standing (active Sintegra).

Total number and monetary value of fines for non-compliance with laws and regulations GRI 2-27

	2024
Total number of fines	2
Total monetary value of fines (BRL)*	15,746,503.00
Total number of fines paid in previous reports	0
Total monetary value of fines paid in previous re-ports (BRL)*	0.00

*The amounts were not paid as they are still being processed/appealed. The cases refer to a Sefaz (administrative sphere) infraction notice with a fine related to ICMS, of BRL 8,907,043.92; and an action filed in 2024 to discuss an ICMS tax infraction. The administrative process began in 2021 and continued until 2024, when it was ruled against us. Thus, in 2024, an action was filed to cancel the debt, which is currently in progress.

Number and percentage of employees who have been informed and trained on anti-corruption policies and procedures, by work category GRI 205-2

		2022		2023		2024	
		Informed	Trained	Informed	Trained	Informed	Trained
Presidency & Executive Board*	Employees informed/trained	n/d	n/d	n/d	n/d	5	5
	Percentage of employees notified/trained	n/d	n/d	n/d	n/d	100%	100%
Management	Employees informed/trained	47	47	40	40	42	42
	Percentage of employees notified/trained	100%	100%	100%	100%	100%	100%
Other positions of leadership	Employees informed/trained	153	153	228	228	197	197
	Percentage of employees notified/trained	100%	100%	100%	100%	100%	100%
Technical and Administration	Employees informed/trained	540	540	527	527	226	226
	Percentage of employees notified/trained	100%	100%	100%	100%	100%	100%
Operational	Employees informed/trained	461	461	522	0	692	692
	Percentage of employees notified/trained	100%	100%	100%	0%	100%	100%
Total	Employees informed/trained	**1,201**	**1,201**	**1,317**	**795**	**1,163**	**1,163**
	Percentage of employees notified/trained	**100%**	**100%**	**100%**	**60%**	**100%**	**100%**

*The Presidency and Executive Board category began to be included in the indicator in 2024 and, therefore, the history is not available.

Number and percentage of employees who have been informed and trained on anti-corruption policies and procedures, by region* GRI 205-2

		2024	
		Informed	Trained
North	Employees informed/trained	12	12
	Percentage of employees notified/trained	100%	100%
Northeast	Employees informed/trained	26	26
	Percentage of employees notified/trained	100%	100%
Central-West	Employees informed/trained	81	81
	Percentage of employees notified/trained	100%	100%
Southeast	Employees informed/trained	1,003	1,003
	Percentage of employees notified/trained	100%	100%
South	Employees informed/trained	41	41
	Percentage of employees notified/trained	100%	100%
Total	Employees informed/trained	**1,163**	**1,163**
	Percentage of employees notified/trained	**100%**	**100%**

*2024 is the first year in which we are reporting employee data by region and, therefore, the history is not available.

Confirmed cases of corruption and measures taken GRI 205-3**:** in 2024, one case of corruption was confirmed, identified through the Reporting Channel, which received five reports about the situation. The case involved an employee of a service provider company and was forwarded to the company itself, which adopted all necessary measures following the guidance of our Legal Department. In 2022 and 2023, there were no recorded cases of corruption.

RISK MANAGEMENT

Description of risks and opportunities driven by climate change with the potential to generate substantial changes in operations, revenues or expenses GRI 201-2

Risk or opportunity	Regulatory risk	Physical risk (chronic)	Market opportunity	Market opportunity	Resource efficiency opportunity
Description	New obligations due because of the Brazilian Emissions Trading System (SBCE).	Operational risk arising from periods of reduced and/or unavailable water – and consequent increase in production costs – or, in more restrictive scenarios, the production unfeasibility of our units.	Opportunity to expand the commercialization of products that contribute to the reduction of GHG emissions from agricultural crops in new markets/regions, as pressures for decarbonization of their agricultural chains increase.	Increased demand for biological prod-ucts to deal with new weather patterns in the field.	Access to resources for investment in low-carbon technologies.
Associated impact	Obligation to report GHG emissions in-formation for facilities with GHG emissions greater than 10,000 tCO_2 e/year.				
Financial implications of the risk or opportunity before action is taken	Low impact and mid-term.	According to future scenarios from the AdaptaBrasil platform, the municipality of São Joaquim da Barra (SP) has high risk (0.78) of drought threats for the present, very high risk (0.86) for the period up to 2030, and very high risk (0.90) for the time period of 2050. The financial impact arises from the need for additional expenses to meet the unit's water demand. More consolidated alternatives are supply by tanker trucks and the drilling of new collection wells (artesian wells). Much of this risk is the result of regional water vulnerability which, when managing the different demands for consumptive water use, attributes less urgency to meeting the demand for productive activities.	The decarbonization of production systems follows the principle of "common but differentiated responsibilities", requiring all countries to adjust their national targets (NDC) for a low-carbon future. Regional markets that are not yet pushing for decarbonization in the agricultural chain may start doing so soon, due to the revision of NDCs. Thus, new markets tend to demand agricultural inputs that reduce GHG emissions and have smaller carbon footprint, contributing to the sustainability of agricultural production.	Opportunity to increase revenue from the portfolio of biologicals and biostimulants due to the increase in demand for these products to apply in crops with persistent pests. In scenarios with changing climate patterns, biological products can increase the resilience of agricultural crops, reducing losses due to changes in climate patterns and/or making crops more resistant to specific or timespecific events.	Opportunity to reduce the cost of capital for investment in decarbonization projects for our operations.

Description of risks and opportunities driven by climate change with the potential to generate substantial changes in operations, revenues or expenses GRI 201-2

Risk or opportunity	Regulatory risk	Physical risk (chronic)	Market opportunity	Market opportunity	Resource efficiency opportunity
Methods used to manage risk or opportunity	Monitoring the levels of inclu-sion of facilities in the SBCE regulation, comparing these levels with the Scope 1 GHG emis-sion levels of the SJBF and ITUV units.	Analysis of the units' water supply systems, monitoring the need to expand the collection capacity if the potential is very close to the water demand and, in parallel, investing in water reuse systems to reduce water demand. Investment in rainwater collection systems, to be used in specific activities and to reduce the unit's water demand.	This opportunity is more latent for our portfolio of biological products, as an alternative with lower GHG emissions during the cultivation stage, and for the portfolio of nitrogen fertilizers, if they can demonstrate a smaller carbon footprint compared to their competitors.	Investment strategy and strengthening of biological product lines, presenting and positioning them in the market as a solution to increase the resilience of agricultural crops, even in scenarios with intensified climate change.	Definition of strategies to map decarbonization alternatives available to our units and map financing lines for decarbonization projects, as well as their requirements and conditions.

TALENT MANAGEMENT

Number of workers who are not employees and whose work is controlled by the organization* GRI 2-8

2022	2023	2024
81	95	68

*Outsourced workers work mainly in transportation, cafeterias, restaurants, concierges, cleaning and gardening. They are all employees of companies hired directly through a tender notice for the service to be provided and they all follow the supplier's schedule, dedicating themselves full-time to the services provided. The variation between 2024 and 2023 is due to the termination of some contracts with third-party companies and the internalization of activities, in addition to the reduction of people in the areas of cleaning, concierge and gardening.

Total number and rate of new hires, by age group GRI 401-1

	2022		2023		2024	
	Hiring	Rate	Hiring	Rate	Hiring	Rate
Less than 30 years old	380	31.40	363	0.62	191	0.38
From 30 to 50 years old	202	16.69	188	0.28	107	0.18
Over 50 years old	6	0.49	7	0.10	3	0.04
Total	**588**	**48.60**	**558**	**0.42**	**301**	**0.26**

*Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Total number and rate of new hires, by gender GRI 401-1

	2022		2023		2024	
	Hiring	Rate	Hiring	Rate	Hiring	Rate
Men	315	26.03	283	0.37	174	0.25
Female	273	22.56	275	0.50	127	0.27
Total	**588**	**48.60**	**558**	**0.42**	**301**	**0.26**

*Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Total number and rate of new hires, by region GRI 401-1

	2022		2023		2024	
	Hiring	Rate	Hiring	Rate	Hiring	Rate
North	6	0.50	6	0.50	3	0.25
Northeast	14	1.16	14	0.56	10	0.38
Central-West	42	3.47	53	0.58	27	0.33
Southeast	501	41.40	461	0.40	243	0.24
South	25	2.07	24	0.49	18	0.44
Total	**588**	**48.60**	**558**	**0.42**	**301**	**0.26**

*Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Turnover total number and rate, by age group GRI 401-1

	2022*	2023**		2024	
	Rate	Terminations	Rate	Terminations	Rate
Less than 30 years old	7.94	225	0.38	339	0.68
From 30 to 50 years old	8.90	189	0.28	249	0.42
Over 50 years old	1.08	13	0.19	19	0.26
Total	**17.92**	**427**	**0.32**	**607**	**0.52**

*The total number of employees who left the Company is not available for the year 2022.
**Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Turnover total number and rate, by gender GRI 401-1

	2022*	2023**		2024	
	Rate	Terminations	Rate	Terminations	Rate
Men	12.27	252	0.33	334	0.48
Female	5.65	175	0.32	273	0.58
Total	**17.92**	**427**	**0.32**	**607**	**0.52**

*The total number of employees who left the Company is not available for the year 2022.
**Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Turnover total number and rate, by region GRI 401-1

	2022*	2023**		2024	
	Rate	Terminations	Rate	Terminations	Rate
North	0.36	5	0.42	3	0.25
Northeast	0.48	10	0.40	11	0.42
Central-West	2.16	41	0.45	46	0.57
Southeast	14.07	356	0.31	522	0.52
South	0.84	15	0.31	25	0.61
Total	**17.92**	**427**	**0.32**	**607**	**0.52**

*The total number of employees who left the Company is not available for the year 2022.
**Starting in 2023, the way new hire and turnover rates are calculated has changed, considering the total number of employees in the reporting year as a basis.

Maternity/paternity leave GRI 401-3

Parental leave by gender		2023	2024
Employees who had the right to take leave	Female	10	24
	Male	20	15
Employees who took the leave	Female	10	24
	Male	20	15
Employees who returned to work, in the reporting period, af-ter the end of the leave	Female	10	24
	Male	20	15
Employees who returned to work after the leave and re-mained employed for 12 months after returning	Female	10	7
	Male	18	12
Return rate	Female	100%	100%
	Male	100%	100%
Retention rate*	Female	n/d	70%
	Male	n/d	60%

*Retention rate began to be reported in 2024 and history are not available.

Average training hours per employee, by work category and gender GRI 404-1

By gender	2022	2023*	2024**
Men	1.38	26.27	21.95
Female	1.28	24.45	20.92
Per work category			
Presidency & Executive Board (N-1)	0.50	0.60	0.00
Management (N-2)	10.82	60.37	15.21
Other Leadership Positions (N-3)	19	37.3	18.73
Technical and Administrative	37.58	27.99	43.12
Operational	26.98	15.45	15.85
Total	**1.93**	**25.52**	**21.53**

*In 2023 there was a significant increase in training hours due to the Academia de Líderes program, a trail developed for the professional growth of employees and excellence in leadership. The launch of our Corporate University also contributed to expansion.
**1,929.85 hours of training were carried out, which were not included in this indicator, as they refer to employees dismissed on the reference date of 12/31/2024.

Work-related accidents GRI 403-9 | SASB RT-CH-320a.1

Employees' health and safety rates and figures		2022	2023	2024**
Fatalities as a result of work-related injuries	Number	0	0	0
	Rate	0.00	0.00	0.00
High-consequence work-related injuries (excluding fatalities)	Number	25	17	24
	Rate	8.60	5.80	8.65
Reportable work-related injuries	Number	31	25	41
	Rate	10.70	8.50	14.70
Total recordable incident rate (TRIR)	Rate	2.14	1.71	n/d***

*Fees calculated based on 1,000,000 hours worked. In 2023, 2,929,547 hours were worked and, in 2024, 2,774,111 hours were worked.
**In 2024, the main types of work-related injuries that occurred were chemical burns, abrasions and cuts, responsible for causing or contributing to high-consequence injuries. There has been an increase in high-consequence and reportable injuries and one of the factors is explained by the high turnover of employees in the Biologicals sector, an issue that is being addressed in order to reduce turnover in the manufacturing area.
***In 2024, total recordable incident rate (TRI) data was not available due to management change.

Percentage of employees who received regular performance and career development reviews* GRI 404-3

	2022			2023			2024		
	Men	Female	Total	Men	Female	Total	Men	Female	Total
Presidency & Executive Board (N-1)	89%	11%	100%	100%	0%	100%	83%	n/a	83%
Management (N-2)	73%	27%	96%	90%	77%	86%	97%	100%	98%
Other Leadership Positions (N-3)	71%	29%	96%	77%	77%	77%	98%	99%	98%
Technical and Administrative	52%	48%	84%	150%	83%	103%	95%	95%	95%
Operational	73%	27%	99%	62%	42%	54%	91%	87%	89%
Total	**65%**	**35%**	**92%**	**70%**	**54%**	**63%**	**93%**	**91%**	**92%**

*Percentage calculated based on the total number of employees who were evaluated. In 2023 some cases exceed 100% because the assessments took place in the first quarter, but throughout the year there was restructuring of areas and layoffs. Employees who were not evaluated were on leave or had fixed-term contracts.

Percentage of Board of Directors members, by gender and age group* GRI 405-1

	2022	2023	2024
Gender			
Men	80%	80%	80%
Female	20%	20%	20%
Age group			
Less than 30 years old	0%	0%	0%
Between 31 and 50 years old	40%	0%	0%
Over 50 years old	60%	100%	100%
Total	**100%**	**100%**	**100%**

*All members of the Board of Directors declare themselves white and there are no People with Disabilities (PWDs).

Percentage of employees by work category and age group GRI 405-1

	2022			2023			2024		
	Less than 30 years old	Between 31 and 50 years old	Over 50 years old	Less than 30 years old	Between 31 and 50 years old	Over 50 years old	Less than 30 years old	Between 31 and 50 years old	Over 50 years old
Presidency & Executive Board (N-1)	0%	78%	22%	0%	83%	17%	0%	83%	17%
Management (N-2)	9%	83%	9%	2%	95%	2%	2%	93%	5%
Other Leadership Positions (N-3)	20%	73%	7%	26%	67%	7%	27%	67%	6%
Technical and Administrative	58%	40%	3%	45%	53%	3%	54%	44%	2%
Operational	37%	53%	10%	51%	42%	7%	46%	46%	8%
Total	**43%**	**51%**	**6%**	**44%**	**49%**	**7%**	**43%**	**51%**	**6%**

Percentage of employees by work category and diversity indicators GRI 405-1

	2024						
	Raça/etnia						People with disability
	Asian	White	Native	Black	Brown	Not in-formed	
Presidency & Executive Board (N-1)	0%	100%	0%	0%	0%	0%	0%
Management (N-2)	0%	86%	0%	0%	10%	5%	0%
Other Leadership Positions (N-3)	0%	72%	0%	4%	19%	6%	2%
Technical and Administrative	0%	80%	0%	6%	13%	0%	0%
Operational	0%	45%	0%	17%	37%	2%	1%
Total	**0%**	**58%**	**0%**	**12%**	**28%**	**2%**	**1%**

*Race/ethnicity reported as specified by contributors themselves. *Indicator began to be reported in 2024 and the history is not available.

SUPPLIERS

New suppliers selected based on environmental criteria GRI 308-1 | New suppliers selected based on social criteria GRI 414-1: not adopted structured processes to select new suppliers based on social and environmental criteria. However, we apply a checklist to suppliers of raw materials and packaging that covers issues related to the environment, health, safety and sustainability. In our formal approval process, we also do not adopt social performance criteria to determine whether or not to continue the relationship with a supplier. This is a point for improvement in the future, to integrate more rigorous social responsibility practices.

Negative environmental impacts in the supply chain and measures taken GRI 308-2 | Suppliers with negative social impacts GRI 414-2: we are in the process of defining a more robust strategy to assess impacts in the supply chain. We do not have a formal process for structured assessment of real or potential negative socio-environmental impacts caused by suppliers. We recognize the importance of adopting effective measures to mitigate any socio-environmental impact and we are committed to advancing this assessment in the coming periods.

Operations and suppliers with significant risk of child labor cases GRI 408-1 | Operations and suppliers with significant risk of forced or compulsory labor cases GRI 409-1: although there is no structured due diligence process, we are working to improve the supplier Performance Assessment process to systematize the assessment of risks of child labor, forced or compulsory labor and other human rights violations in the coming years. In 2024, no significant risk of child labor or exposure of young workers to hazardous working conditions and forced or compulsory labor was identified in our operations or in the supply chain.

ACTIONS FOR NATURE

Materials used by weight or volume GRI 301-1

		2022	2023*	2024
Non-renewable materials	Volume (t)	89,979	86,548	94,013
	Percentage (%)	65%	64%	66%
Renewable materials	Volume (t)	48,326	47,859	48,162
	Percentage (%)	35%	36%	34%
Total volume of materials	Volume (t)	138,305	134,407	142,175

*The 2023 figures have been updated in this Report due to a consolidation error in volumes in the previous report. GRI 2-4

Waste generated by composition (tons)* GRI 306-3 | SASB RT-CH-150a,1

	2022	2023	2024
Recovered waste	**878.07**	**1,173.56**	**1,004.07**
Non-hazardous	738.39	854.91	876.93
Hazardous	139.68	318.65	127.14
Waste destined for final disposal**	**454.12**	**521.54**	**467.46**
Non-hazardous	412.02	513.24	404.18
Hazardous	42.10	8.30	63.28
Total waste generated***	**1,332.19**	**1,695.10**	**1,471.53**
Non-hazardous	1,150.41	1,368.16	1,281.11
Hazardous	181.78	326.94	190.42

The data presented are taken from collection weighing tickets, invoices, MTRs and CDFs and estimates, regarding the generation of waste per employee hired in production units, where the calculation basis is (No. of employees 400 g per day worked).
**The increase in hazardous waste destined for disposal is related to the increase in waste destined for incineration at the SJBC/SJBF units and the disposal of waste at the ANOG unit to a class I landfill, due to the expansion of the Vittia Macro unit. In relation to non-hazardous waste, in 2024 there was a reduction in the disposal of waste to landfill, obtaining lower values than in 2023.
***The main waste generated was recyclable (mixed plastic, copper, iron, cardboard), raffia (big bag sacks), iron or plastic drums and milky packaging, organic material, coal mill, construction waste, wooden pallets, plastics without recyclable properties, sweepings, health waste, materials contaminated with oils and greases, contaminated solids, laboratory materials, pesticide packaging, lamps, batteries.

Waste sent to recovery operations (tons)* GRI 306-4 | SASB RT-CH-150a,1

	2022			2023			2024		
	Within the organization	Outside the organization	Total	Within the organization	Outside the organization	Total	Within the organization	Outside the organization	Total
Hazardous waste									
Prepara-tion for reuse	0.00	139.57	139.57	0.00	318.19	318.19	0.00	126.70	126.70
Recycling	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other recovery opera-tions	0.00	0.00	0.00	0.00	0.46	0.46	0.00	0.00	0.00
Subtotal	**0.00**	**139.57**	**139.57**	**0.00**	**318.65**	**318.65**	**0.00**	**126.70**	**126.70**
Non-hazardous waste									
Prepara-tion for reuse	0.00	0.00	0.00	135.72	0.00	135.72	0.00	301.83	301.83
Recycling	0.00	738.39	738.39	0.00	719.19	719.19	0.00	575.10	575.10
Other recovery opera-tions	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Subtotal	**0.00**	**738.39**	**738.39**	**135.72**	**719.19**	**854.91**	**0.00**	**876.93**	**876.93**
Total	**0.00**	**878.07**	**878.07**	**135.72**	**1,037.84**	**1,173.56**	**0.00**	**1,004.07**	**1,004.07**

*Data are monitored through indicators, considering the volumes allocated and the preparation of individual MTR for each collection,

Waste sent to final disposal* (in tons)* GRI 306-5

	2022	2023	2024
Hazardous waste			
Incineration (with energy recovery)	0.00	0.00	0.00
Incineration (without energy recovery)	12.90	5.91	10.30
Landfill containment	29.20	2.39	52.98
Subtotal	**42.10**	**8.30**	**63.28**
Non-hazardous waste			
Landfill containment	412.02	513.24	404.18
Subtotal	**412.02**	**513.24**	**404.18**
Total	**454.12**	**521.54**	**467.46**

*All final disposal operations are carried out outside the Organization. We do not dispose of non-hazardous waste for incineration. Data are monitored through indicators, considering the volumes allocated and the preparation of individual MTR for each collection.

Percentage of recycled and incinerated waste* SASB RT-CH-150a.1

	2022	2023**	2024
Percentage of recycled hazardous waste	77%	97%	67%
Percentage of hazardous waste incinerated	7%	2%	5%

*Recycled waste also includes reused waste or other recovery operations.
**The year 2023 was atypical, as a cleaning was carried out in our waste yard in São Joaquim da Barra, consequently resulting in a greater volume being disposed of.

Water abstraction by source (ML)* GRI 303-3 | SASB RT-CH-140a.1

	2022	2023	2024
Groundwater	127.76	127.76	145.58
Water from third parties	2.58	2.68	2.44
Total water collected	**130.44**	**132.58**	**148.02**

*All volume of water collected is fresh water: total dissolved solids ≤1,000 mg/L. We do not collect surface water, sea water and we do not produce water, and we do not collect water in regions with water stress. The recorded data were obtained through daily and monthly readings from water meters installed at groundwater collection points and monthly readings recorded on public water consumption bills. To detect water risks and activities that collect and consume water in places/regions with high (40%-80%) or extremely high water stress, we have adopted WWF's Water Risk Filter tool. Since 2020, we have implemented the Aguapé project, focusing on reducing water consumption in all manufacturing units.

Energy consumed outside the organization (GJ)* GRI 302-2

	2022	2023	2024**
Renewable and non-renewable fuels	18,630.00	20,660.32	14,907.42

*Some Scope 3 parameters were not completed this year, due to the loss of traceability of operational data because of employees who left the company. We are carrying out internal analyses to better understand this variation and ensure greater accuracy in monitoring and continuity of traceability. The data comes from the Greenhouse Gas Inventory, prepared in accordance with the guidelines of the Brazilian GHG Protocol Program. The information is collected and analyzed based on standards and methodologies of the National Energy Balance, using the SaaS Climas management tool, which allows the monitoring and control of emissions and energy consumption throughout the production chain.
**The variation between years is due to the 50% drop in air travel and the 11% reduction in gasoline consumption for mobile combustion.

Energy intensity * GR 302-3

Energy intensity rate (total energy consumption/net revenue)	2022	2023	2024
Energy intensity rate within the Organization	309.75	332.06	310.17
Energy intensity rate outside the Organization	21.89	27.32	18.95
Total energy intensity rate of the Organization	331.64	359.38	329.12

*Considers energy consumed within (fuel and electricity) and outside our Organization (fuels).

Direct Greenhouse Gas Emissions (Scope 1) by type (tCO_2e)*
GRI 305-1 | SASB RT-CH-110a.1

Total GHG emissions. by type of Scope 1 emissions (tCO_2 equivalent)	2022	2023	2024
Stationary combustion	6,365.76	7,118.63	5,968.44
Mobile combustion	1,837.51	2,348.49	2,265.40
Fugitive emissions	468.18	570.35	333.79
Industrial processes	154.25	106.72	157.59
Solid waste and liquid effluents	154.44	30.8	29.57
Total direct (Scope 1) GHG emissions	8,980.14	10,174.99	8,754.79
Biogenic emissions (tCO_2 equivalent)	**8,331.79**	**4,884.26**	**5,186.10**

*All gases (CO2. CH4. N2O. HFCs. PFCs. SF6. NF3) were included in the calculation. The base year chosen to calculate emissions was 2021. Total emissions in the base year were 7.897.09 tCO2. The inventory follows the guidelines of The Greenhouse Gas (GHG) Protocol – Corporate Accounting and Reporting Standard – Revised Edition from World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) – 2004 Revised Edition and the specifications of the Brazilian GHG Protocol Program: Accounting. Quantification and Publication of Corporate Greenhouse Gas Emissions Inventories – Second Edition and is verified by an external third party. The consolidation approach adopted for emissions was operational control.

Direct Greenhouse Gas Emissions (Scope 1) by type of gas (tCO_2e)*
GRI 305-1 | SASB RT-CH-110a.1

	2022	2023	2024
CO_2 (carbon dioxide)	8,132.73	9,423.19	8,242.60
CH_4 (methane)	241.55	90.88	99.73
N_2O (nitrous oxide)	138.99	92.00	79.31
HFCs (hydrofluorocarbons)	466.88	570.00	333.15
Total	**8,980.15**	**10,175.00**	**8,754.79**

*PFCs (perfluorocarbons), SF_6 (sulfur hexafluoride) and NF3 (nitrogen trifluoride) gases are not applicable to our operations.

Indirect greenhouse gas emissions (Scope 2) (tCO2e)* GRI 305-2

	2022	2023	2024**
Volume of GHG emissions, Scope 2 (tCO_2) – location-based	603.00	635.28	1.057.91
Volume of GHG emissions, Scope 2 (tCO_2) – market-based	9.03	0.00	6.86

*All gases (CO_2, CH_4, N_2O, HFCs, PFCs, SF_6, NF3) were included in this report. The base year chosen to calculate emissions was 2021. Total emissions in the base year were 1,703 tCO_2. The following were used as a source of emission factors and/or GWP potential rates: GHG Protocol; IPCC; and Ministry of Science and Technology (MCTI). The consolidation approach chosen for emissions was Operational Control. Standards, methodologies, assumptions and/or tools adopted in the calculations above: GHG Protocol; ISO 14064.
**There was a 67% increase in emissions compared to 2023 due to the increase in emissions at the SJBF Unit (fertilizer plant) of 38%; at the SJBC unit (biological pesticides) of 77% and SJBB of 88%. However, the average Emission Factors in 2023 of the SIN was 0.385 and in 2024 it was 0.05446, an increase of 41.4%, showing the effect of the Brazilian energy matrix on the indicator.

Indirect greenhouse gas emissions (Scope 3) by category (tCO_2e)* * GRI 305-3

Total GHG emissions. Scope 3	2022	2023	2024
Purchased Goods and Services	1,380.44	1,516.86	2,044.71
Transportation and distribution (upstream)	1,063.56	1,118.79	851.14
Waste generated in operations	601.18	1,603.80	1,126.35
Business trips	84.50	205.29	85.31
Employee displacement (home-work)	86.16	49.18	31.37
Use of goods and services sold	10,822.67	2,586.56	5,548.07
Total GHG emissions. Scope 3	**14,038.51**	**7,080.48**	**9,686.95**
Volume of biogenic emissions (tCO_2)	**206.00**	**252.81**	**222.06**

*All gases (CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3) were included in the report. Base year chosen was 2021. Total emissions in the base year were 18,193.23 tCO_2. The inventory is calculated based on the AR5 of the IPCC (The Intergovernmental Panel on Climate Change) and Ecoinvent. The inventory follows the guidelines of The Greenhouse Gas (GHG) Protocol – Corporate Accounting and Reporting Standard – Revised Edition from World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) – 2004 Revised Edition and the Specifications of the Brazilian GHG Protocol Program: Accounting, Quantification and Publication of Corporate Greenhouse Gas Emissions Inventories – Second Edition and is verified by an external third party. The report compilation requirements were met.

Intensity of GHG emissions* GRI 305-4

Emissions intensity index	2022	2023	2024
(tCO_2e/net revenue)	27.75	23.66	24.79

*Considers the reduction of scope 1, 2 and 3 emissions All gases were included in the calculation above.

GRI SUMMARY

Statement of use: Vittia reported in compliance with the GRI Standards for the period from January 1st to December 31st, 2024.
GRI 1 Used: GRI 1 Used: GRI 1 – 2021 Fundamentals
Applicable sectoral standards: GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI standard/ Other source	Disclosure	Location/Response	Omission			GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
			Omitted requirement(s)	Reason	Explanation		
GRI 2: General Disclosures 2021	2-1 Organization detailso	4, 6, 7				-	-
	2-2 Entities included in the organization's sustainability reporting	6, 14				-	-
	2-3 Reporting period, frequency and point of contact	14				-	-
	2-4 Restatements of information	94, 110				-	-
	2-5 External assurance	14				-	-
	2-6 Activities, value chain and other business relationships	4, 7, 67, 70				-	-
	2-7 Employees	53, 54	2-7a/b	Incomplete information	The gender categories "not reported" and "other" categories are not available for this Report, but we conducted a self-reporting census and are committed to reporting next year.	-	8.5, 10.3
	2-8 Workers who are not employees	88				-	8.5

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	17, 78				-	5.5, 16.7
	2-10 Nomination and selection of the highest governance body	17				-	5.5, 16.7
	2-11 Chair of the highest governance body	17				-	16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	17				-	16.7
	2-13 Delegation of responsibility for managing impacts	17				-	-
	2-14 Role of the highest governance body in sustainability reporting	14				-	-
	2-15 Conflicts of interest	17				-	16.6
	2-16 Communication of critical concerns	21				-	-
	2-17 Collective knowledge of the highest governance body		2-17 a	Information unavailable	There is no structured development or training program focused exclusively on sustainability for members of the Board of Directors.	-	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 2: General Disclosures 2021	2-18 Evaluation of the performance of the highest governance body		2-18 a/b/c	Information unavailable	We do not have a formal process to evaluate the Board of Directors, but we are analyzing the possibility. However, the individual evaluation of the Executive Board members takes place annually, with the results disclosed only to the respective person being evaluated.	-	-
	2-19 Remuneration policies	19				-	-
	2-20 Process to determinecremuneration	19				-	-
	2-21 Annual total compensation ratio		2-21 a/b/c	Confidentiality restrictions	We do not report this indicator, as it is confidential and sensitive information.	-	-
	2-22 Statement on sustainable development strategy	10				-	-
	2-23 Policy commitments	17, 22, 28, 67				-	16.3
	2-24 Embedding policy commitments	22, 28				-	-
	2-25 Processes to remediate negative impacts	20, 24				-	-
	2-26 Mechanisms for seeking advice and raising concerns	12, 20, 21				-	16.3
	2-27 Compliance with laws and regulations	21, 83				-	-
	2-28 Memberships associations	28				-	-
	2-29 Approach to stakeholder engagement	23, 52, 70				-	-
	2-30 Collective bargaining agreements	53				-	8.8

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
Material topics							
GRI 3: Temas Materiais 2021	3-1 Process to determine material topics	15				-	-
	3-2 List of material topics	15				-	-
Biodiversity							
GRI 3: Material topics 2021	3-3 Management of material topics	72				13.3.1	-
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We do not have owned, leased or managed operating units within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas.				13.3.2	6.6, 14.2, 15.1, 15.5
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	During the year 2024, no significant impacts of our operations related to biodiversity were identified in our operations				13.3.3	6.6, 14.2, 15.1, 15.5
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	We do not have operations in protected or restored areas.				13.3.4	6.6, 14.2, 15.1, 15.5
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our units are located in industrial districts and we have not identified species included in the IUCN Red List.				13.3.5	6.6, 14.2, 15.1, 15.5

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
Sustainable value chain and purchasing practices							
GRI 3: Material topics 2021	3-3 Management of material topics	67				13.23.1	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	93	308-1 a	Information unavailable	We do not have structured processes to select new suppliers based on environmental criteria.	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	93	308-2 a/b/c/d/e	Information unavailable	We do not have a formal process for structured assessment of environmental impacts.	-	-
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	93	414-1 a	Information unavailable	We do not have structured processes to select new suppliers based on social criteria.	-	5.2, 8.8, 16.1
	414-2 Negative social impacts in the supply chain and actions taken	93	414-2 a/b/c/d/e	Information unavailable	We do not have a formal process for structured assessment of social impacts.	-	5.2, 8.8, 16.1
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.23.2 Level of traceability in place for each product sourced		13.23.2	Information unavailable	We do not have a formally structured traceability program. However, we manage our suppliers on a local level.	13.23.2	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.23.3 Percentage of sourced volume certified to internationally recognized standards		13.23.3	Information unavailable	We do not manage information on the percentage of purchased volume certified by internationally recognized standards.	13.23.3	-
	13.23.4 Improvement projects to get suppliers certified to internationally recognized standards	In 2024, no improvement projects were carried out for supplier certification.				13.23.4	-
Economic performance, market presence and investments and financial assets							
GRI 3: Material topics 2021	3-3 Management of material topics	17, 23, 39				-	-
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	42				13.22.2	8.1, 8.2, 9.1, 9.4, 9.5
	201-2 Financial implications and other risks and opportunities due to climate change	24, 86, 87	201-2 a-v	Incomplete information	Financial costs of managing risk or opportunities are not available	13.2.2	13.1

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	66				13.22.3	5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts		203-2 a/b	Information unavailable	We do not carry out a structured assessment of the economic impact and indirect effects of our operations on the development of the cities in which we operate.	13.22.4	1.2, 1.4, 3.8, 8.2, 8.3, 8.5
Human rights							
"GRI 3: Material topics 2021"	3-3 Management of material topics	17, 19, 20, 22, 67				13.16.1 / 13.17.1	-
Engagement and relationship with stakeholders, communities and social investment							
GRI 3: Material topics 2021	3-3 Management of material topics	20, 65				13.12.1	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	65				13.12.2	-
	413-2 Operations with significant actual and potential negative impacts on local communities	We are reinforcing risk management and control actions to better systematize this information. However, there are still no structured actions to assess the vulnerability of communities regarding the level of socioeconomic development or the condition of the socioeconomic infrastructure. In the manufacturing units of Artur Nogueira, São Joaquim da Barra, Patos de Minas, Ituverava and Paraopeba, we identified risks related to inadequate waste storage, which could lead to contamination/ pollution of water and soil				13.12.3	1.4, 2.3
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.22.1 Actions taken to support the economic inclusion of farmers and fishers, and their communities	65, 69				13.22.1	
Business ethics and integrity, transparency and governance, and legal compliance and regulatory frameworks							
GRI 3: Material topics 2021	3-3 Management of material topics	17, 20, 28				13.25.1 / 13.26.1	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 205: Anticorruption 2016	205-1 Operations assessed for risks related to corruption	21				13.26.2	16.5
	205-2 Communication and training about anti-corruption policies and procedures	21, 84, 85				13.26.3	16.5
	205-3 Confirmed incidents of corruption and actions taken	85	205-3 a	Confidentiality restrictions	As this is a case that occurred in a third party company, we have chosen not to report details about the case as it is a sensitive and confidential topic of another company.	13.26.4	16.5
GRI 206: Anticompetitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	There were no cases of unfair competition, antitrust and monopoly practices in 2024, nor in 2023, the year in which the indicator began to be reported.				13.25.2	16.3
GRI 415: Public Policy 2016	415-1: Political contributions	There were no political contributions in 2024.				13.24.2	16.5
Environmental management							
GRI 3: Material topics 2021	3-3 Management of material topics	72				13.7.1 / 13.8.1	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	74				13.7.2	6.3, 6.4, 6A, 6B, 12.4
	303-2 Management of water discharge-related impacts	74				13.7.3	6.3
	303-3 Water withdrawal	74, 96				13.7.4	6.4
	303-4 Water discharge	74				13.7.5	6.3
	303-5 Water consumption	74				13.7.6	6.4
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	73				13.8.2	3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	73				13.8.3	3.9, 6.3, 8.4, 11.6, 12.4, 12.5
	306-3 Waste generated	73, 94				13.8.4	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	73, 94				13.8.5	3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	96				13.8.6	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
Management of human capital, diversity and inclusion							
GRI 3: Material topics 2021	3-3 Management of material topics	52				13.15.1 / 13.18.1 / 13.20.1	-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	58, 88, 89				-	5.1, 8.5, 8.6, 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	57				-	3.2, 5.4, 8.5
	401-3 Parental leave	90				-	5.1, 5.4, 8.5
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	56, 90				-	4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-3 Percentage of employees receiving regular performance and career development reviews	91				-	5.1, 8,5, 10.3
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	55, 91, 92				13.15.2	5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	57				13.15.3	5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	59				13.15.4	5.1, 8.8

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
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	53		Information unavailable	We do not have a structured due diligence process for suppliers, but we are working to improve the process and intend to systematize the assessment in the coming years.	13.18.2	8.8
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	93		Information unavailable		13.17.2	5.2, 8.7, 16.2
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	93		Information unavailable		13.16.2	5.2, 8.7
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.15.5 Employment terms and approach to compensation based on workers' nationality or migrant status	57				13.15.5	-
Risk and business opportunities management							
GRI 3: Material topics 2021	3-3 Management of material topics	24, 25					-

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
Innovation of sustainable products and solutions							
GRI 3: Material topics 2021	3-3 Management of material topics	33				13.1.1	-
GRI 301: Materials 2016	301-1 Materials used by weight or volume	94				-	8.4, 12.2
	301-2 Recycled input materials used	73				-	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	75				-	7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	96				-	7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity	97				-	7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	In 2024, we did not achieve a reduction in energy consumption obtained directly from structured projects. Data reported in the year 2023 has been revised to improve adherence to the Standard. The history is not available (GRI 2-4).				-	12.2, 13.1
GRI 305: 2016 Emissions	305-1 Direct (Scope 1) GHG emissions	76, 97				13.1.2	3.9, 12.4, 13.1, 14.3, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	76, 97				13.1.3	3.9, 12.4, 13.1, 14.3, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	76, 98				13.1.4	3.9, 12.4, 13.1, 14.3, 15.2

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.2.1 Reporting on climate adaptation and resilience		13.2.1	Information unavailable	We consider the topic relevant to operations, but we do not yet have a scenario analysis to report the indicator.	13.2.1	
Customer and consumer relationships and satisfaction							
GRI 3: Material topics 2021	3-3 Management of material topics	70				-	-
GRI 416: Saúde e segurança do consumidor 2016	416-1 Assessment of health and safety impacts of product and service categories	50				13.10.2	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2024, as in 2023, we did not register any lawsuits or penalties related to adverse impacts on health and safety caused by our products and services.				13.10.3	16.3
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	71				-	12.8
	417-2 Incidents of non-compliance concerning product and service information and labeling	In 2024 we went through inspection processes, but no incidents of non-compliance with laws and voluntary codes relating to product information and labeling were identified. In the previous period, there was a non-compliance related to inoculant labeling that is still appealing the judgment decision. In the last three years there have been no cases of non-compliance regarding information and labeling.				-	16.3

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 417: Marketing and Labeling 2016	417-3 Incidents of non-compliance concerning to marketing communications	No administrative or judicial proceedings related to marketing communications, advertising, promotion or sponsorship were identified in the last three years.				-	16.3
Health and safety							
GRI 3: Material topics 2021	3-3 Management of material topics	60				13.19.1	-
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	62				13.19.2	8.8
	403-2 Hazard identification, risk assessment, and incident investigation	60, 61				13.19.3	8.8
	403-3 Occupational health services	62				13.19.4	8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	62				13.19.5	8.8, 16.7
	403-5 Worker training on occupational health and safety	60				13.19.6	8.8
	403-6 Promotion of worker health	63				13.19.7	3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	63				13.19.8	8.8
	403-8 Workers covered by an occupational health and safety management system	62				13.19.9	8.8

GRI standard/ Other source	Disclosure	Location/Response	Omission: Omitted requirement(s)	Omission: Reason	Omission: Explanation	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	90	403-9 a	Information unavailable	Data for third-party workers is not available. We are structuring ourselves to evolve in management with service providers.	13.19.10	3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	60	403-10 b	Information unavailable		13.19.11	3.3, 3.4, 3.9, 8.8, 16.1
Technology and digital revolution							
GRI 3: Material topics 2021	3-3 Management of material topics	26				-	-

Other non-material indicators	Disclosure	Location/Response	GRI Sector Standard reference number	Sustainable Development Goals (SDGs)
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	59	-	1.2, 5.1, 8.5
	202-2 Proportion of senior management hired from the local community	19	-	8.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers 7 Glossary	67	-	8.3
GRI 305: Emissions 2016	305-4 GHG emissions intensity	98	13.1.5	3.9, 12.4, 13.1,14.3, 15.2
	305-5 Reduction of GHG emissions	In 2024, there were no specific emissions reduction projects.	13.1.6	13.1, 14.3, 15.2
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	56	-	8.2, 8.5
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints related to privacy violations in 2024.	-	5.2, 8.7

Applicable GRI Sector Standard topics defined as non-material	Explanation	Sustainable Development Goals (SDGs)
Theme 13.1: Emissions	Although the theme is not material to our operations, we partially disclose emissions indicators as we consider the topic to be relevant.	3, 7, 12, 13, 14, 15
Theme 13.4: Conversion of natural ecosystems	The theme is not material to our operations.	13, 14, 15
Theme 13.5 Soil health	The theme is not material to our operations.	2, 15
Theme 13.6 Use of pesticides	The theme is not material to our operations.	3, 6, 8, 12, 15
Theme 13.9 Food safety	The theme is not material to our operations.	2, 17
Theme 13.10 Food harmlessness	The theme is not material to our operations.	2, 3
Theme 13.11 Animal health and welfare	The theme is not material to our operations.	16
Theme 13.13 Rights to land and natural resources	The theme is not material to our operations.	1, 2, 10, 12, 15, 16
Theme 13.14 Rights of indigenous peoples	The theme is not material to our operations.	1, 2, 11, 13, 15, 16
heme 13.14 Rights of indigenous peoples	The theme is not material to our operations.	1, 2, 8, 10
Theme 13.23 Supply chain traceability	The theme is not material to our operations.	12, 14, 16
Theme 13.24 Public policy	The theme is not material to our operations.	2, 14, 15, 16

SASB Topic/Code	Reporting metric	Location	Omission
Greenhouse gas emissions			
RT-CH-110a.1	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	97	
RT-CH-110a.2	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	76	
Air quality			
RT-CH-120a.1	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	76	We monitor emissions through spot sampling, but actual values are not available.
Energy management			
RT-CH-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable and (4) total self-generated energy	76	Near miss frequency rate (NMFR) and data for third party workers are not available. The Safety Program is being implemented and should provide the necessary tools to report near misses.
Water management			
RT-CH-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	74, 96	
RT-CH-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	There were no incidents or violations associated with water quality permits, standards and regulations in 2024 and the last three years.	
RT-CH-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	74	
Hazardous waste management			
RT-CH-150a.1	(1) Amount of hazardous waste generated, (2) percentage recycled	94, 95, 96	
Community relations			
RT-CH-210a.1	Discussion of engagement processes to manage risks and opportunities associated with community interests	65	

SASB Topic/Code	Reporting metric	Location	Omission
Workforce health and safety			
RT-CH-320a.1	(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees	90	
RT-CH-320a.2	Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	61	
Product design for use-phase efficiency			
RT-CH-410a.1	Revenue from products designed for use-phase resource efficiency	39	
Safety and environmental stewardship of chemicals			
RT-CH-410b.1	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances, (2) percentage of such products that have undergone a hazard assessment	26% of our products contain substances that are hazardous to health and the environment from the Globally Harmonized System of Classification and Labeling of Chemicals (GHS), in categories 1 and 2. All (100%) of these products were subjected to hazard assessment.	
RT-CH-410b.2	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human or environmental impact	70	
Genetically modified organisms			
RT-CH-410c.1	Percentage of products by revenue that contain genetically modified organisms (GMOs)	We do not have products with Genetically Modified Organisms (GMOs) in our portfolio.	
Management of the legal and regulatory environment			
RT-CH-530a.1	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	24	
Operational safety, emergency preparedness and response			
RT-CH-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)		Data is not available. We have new management in the area that will structure the indicators for reporting in the next reports.
RT-CH-540a.2	Number of transport incidents		
Métricas de atividade			
RT-CH-000.A	Production by reportable segment		We do not disclose the volume produced for strategic reasons.

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