

2023 ESG Report

AMAGGI 



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A year of challenges and resilience

At the heart of the successful track record of AMAGGI lies a firm commitment to sustainable growth and innovation. Over the years, the company has challenged its limits and, consequently, has experienced significant growth. At present, AMAGGI sells almost 20 million tons of grain and fibers worldwide, in addition to producing a further 1,5 million tons of soybean, cotton and corn on its own farms.

More than a commodities company, AMAGGI defines itself by its operations in the field of origination. This distinction reflects its strategic approach and the incessant search for excellence in every aspect of its business. Over the last 10 years, the company has sustained significant annual average Capex of R\$ 1.2 billion (US\$ 230 million), amounting to R\$ 12 billion in investments. This continued financial commitment has driven its growth and consolidated its prominent position in sectors like farm production, industrial processing, logistics, exports, energy, and financial services among several others within the agribusiness ecosystem.

AMAGGI's stability and growth are the product of a strategic plan drawn up and reviewed at least every three years. Currently, all operations are mapped and under management, providing a solid base for the company, its employees and its stakeholders to continue growing together.

In the food production area, AMAGGI acknowledges the challenges that shape and sustain its business. That is why it is committed to regenerative farming, adopts clean energy sources such as solar power, and strives to enhance the efficiency of Brazil's exports. It also values the preservation of native areas and is accelerating the adoption of emerging technologies.

In 2023, AMAGGI posted exceptional financial results by overcoming significant commercialization challenges while handling record volumes of soybean corn and inputs.





The company also inaugurated two plants, one of them a fertilizer mixing plant and a biodiesel unit and expanded its fleet to include trucks exclusively powered by this renewable fuel. It made further technological progress by launching its e-commerce platform AMAGGI On, as well as Amaggi Regenera, its regenerative farming program, as part of its commitment to sustainability. The company plans to expand these good practices to the suppliers within its value chain, aiming to achieve the target of net zero carbon emissions by 2050 through decarbonization strategies by 2035. In addition, an important milestone in the sustainability chain was having achieved 100% traceability of the direct grain suppliers in every biome in which AMAGGI engages in origination in Brazil

The training and development of almost 10,000 employees remain a priority, with important investments of over R\$ 7 million in the AMAGGI University which today consists of 14 schools.

Furthermore, AMAGGI and Fundação André e Lucia Maggi (FALM) have over the years put efforts into aligning and setting out the strategies for action in those areas where the operations are to be found. The projects have already had a positive impact on over 4 million people over recent years.

As it prepares for the future, the company is reiterating its commitment to sustainable growth and robust governance, with the aim of being a benchmark in sustainable development.

The present and future for AMAGGI look promising, and the company is committed to building a more sustainable and prosperous way forward for everyone.

Enjoy your read!!

Judiney Carvalho
CEO of AMAGGI

The year's highlights



The year's highlights



100% of direct grain suppliers in Brazil are monitored and tracked



More than 5 million partner producers in the grain chain



Around 40 hours of training per employee



US\$ 9 billion in invoicing



9,460 employees



Launch of *Amaggi Regenera*



R\$ 8 million earmarked for communities under the social program financing activities of FALM



The pilot project for the energy transition from diesel to **B100 biodiesel** of the fleet of 100 trucks

AMAGGI





Institutional profile GRI 2-1

AMAGGI commenced its activities in 1977 when Sementes Maggi was inaugurated focused on multiplying productive varieties. As it consolidated its position in grain production, it invested heavily in logistics, clearing the way for exports using the North-Northeastern corridors and extending its operation in the commodities markets, agribusiness and energy production. Over the years, it has been breaking new ground in investments in logistics for exporting grain, strengthening agribusiness of the Center-West region on a global scale.

Maintaining its head offices in Cuiabá (MT), the company also expanded its logistics operations to the southeastern and southern ports, expanding its truck fleet and creating strategic partnerships. It participated actively in the creation of the Guarujá Bulk Terminal (SP), bolstering the integration between the railroad modal and maritime shipping at Santos (SP).

This involvement in logistics has driven the verticalization of the business, raising the company to a prominent position in agribusiness. With soybean crushing plants, fertilizer mixing plants and a modern biodiesel industry, AMAGGI has consolidated its presence in this sector.

Over the last ten years, AMAGGI has seen the global reach of its business expand, setting up offices of origin in Southern America, Europe and Asia. This expansion reached its zenith in the sustainable expansion project announced in 2021, the same year when the company. Rolled out its “Embrace the Future” strategy, consolidating its ESG commitments and targets by 2050.

At present, with an annual production of over 650,000 tons of soybean and a sales volume of 15 million tons of commodities, the company is strengthening its competitive position with its own fleet of 1,000 trucks and a solid logistics, industrial and port structure, as well as continuing to write its success story that aligns economic growth with sustainable and responsible practices, building a promising future on the global stage.

Business areas [GRI 2-6]

Over recent decades, AMAGGI has firmly established a sustainable operating model founded on four strategic areas of activity: agribusiness, commodities, energy and logistics and operations. These business areas are interconnected, providing synergy-based integration within the agribusiness chain that is constantly expanding in Brazil.



AMAGGI: sustainable model, operating in Agribusiness, Commodities, Energy and Logistics

Agribusiness

Responsible for the production of soybean, cotton, corn and soybean seeds, AMAGGI Agro bases its practices on the principles of respect for the environment, valuing people and the adoption of ground-breaking technology. The company is committed to developing precision farming, carefully regulating the use of agricultural inputs to foster the careful use of fertilizers and agrochemicals in order to progressively reduce environmental impacts.

All AMAGGI's own farms have been deforestation-free since 2008 and are certified to internationally recognized social and environmental standards. The company maintains 177,000 hectares of protected areas, evidencing its commitment to environmental conservation.

AMAGGI is also continually investing in technologies that foster sustainable farm production . An example of its responsible activity is the expanded use of biological control, not only rendering the business efficient, but also significantly reducing social and environmental impacts.

Commodities

The Commodities area of AMAGGI is widely active on the global market, trading increasing volumes of grains like soybean and corn, as well as farm inputs. The origination team guarantees the sustainable origin of these grains by maintaining a strong relationship with around 6,000 producers that are subject to a rigorous registration process and have their activities verified.

Active in Brazil, Argentina and Paraguay, as well as other countries in Europa and Asia, the commodities area is recognized for the institutional commitments, in addition to its own social and environmental criteria for acquiring grains and fibers.

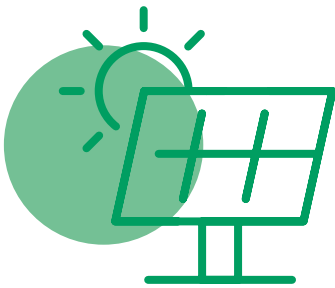
Aware of the challenges of global warming, and committed to the responsible expansion of agribusiness, AMAGGI takes a long-term view. The company strives to meet the highest standards of the global market, positioning itself as a prime mover in this process and acknowledging the importance of transparency when disclosing the results effectively achieved.



Energy

The energy area of AMAGGI encompasses six small hydroelectric plants(PCHs) located in Mato Grosso, with a total installed capacity of 9.7 MW. The expansion of energy production capacity includes implementing photovoltaic plants to capture solar energy on farms and areas adjacent to warehouses. In 2023, AMAGGI reached the milestone of 35 plants with a total of 33,674 solar energy panels and an installed capacity of 14 MW.

With the aim of remaining self-sufficient in energy while contributing to the target of net zero carbon emissions, the small hydroelectric plants and solar panels generate significantly more energy than AMAGGI’s total demand.



33.7 million
solar panels



44
storage units

Logistics and operations

AMAGGI structures its logistics in an extensive manner to enable the efficient outflow of production and the handling of the commodities it sells. Strategically deployed across Brazil, they consist of 44 storage units with a total capacity of up to 3.1 million tons. The innovative multimodal structure includes trucks, river vessels and port terminals. The industrial operations, consisting of fertilizer mixing plants, soybean crushing, and biodiesel production are also part of this extensive area of activity.

The logistics and operations area strategically explores the diversity of modals to ensure the most efficient route for grain and fiber outflow at all times. This structure benefits the entire agribusiness production chain, especially in the Center-West regions. AMAGGI’s investments generate competitiveness gains, assuring the continuous expansion of production.

In 2023, the company completed the construction of its third fertilizer mixer located at the Porto Chuêlo terminal complex in the rural area of Porto Velho (RO). With an annual production capacity of 200,000 tons and having created 55 direct job positions, the facility has substantially beefed up the industrial infrastructure in that state. Total investment for undertaking this project was R\$ 102 million, with manufacturing due to begin in 2024.



AMAGGI: expansion in solar energy and strengthened logistics in 2023

Key figures



Agribusiness

- **13 farms** with their own production
- **1.5 million tons** of own grain production
- **372 hectares of farm production** (2022/2023 crop year - 1st and 2nd crop years) on farms run by AMAGGI itself



Commodities

- **44 warehouses**
- **3 million tons** of static storage capacity
- **2** grain processing
- **3** fertilizer mixing plants



Energy

- **92 MW** of installed capacity
- **6 PCHs** - Small Hydroelectric Plants
- **35** photovoltaic plants



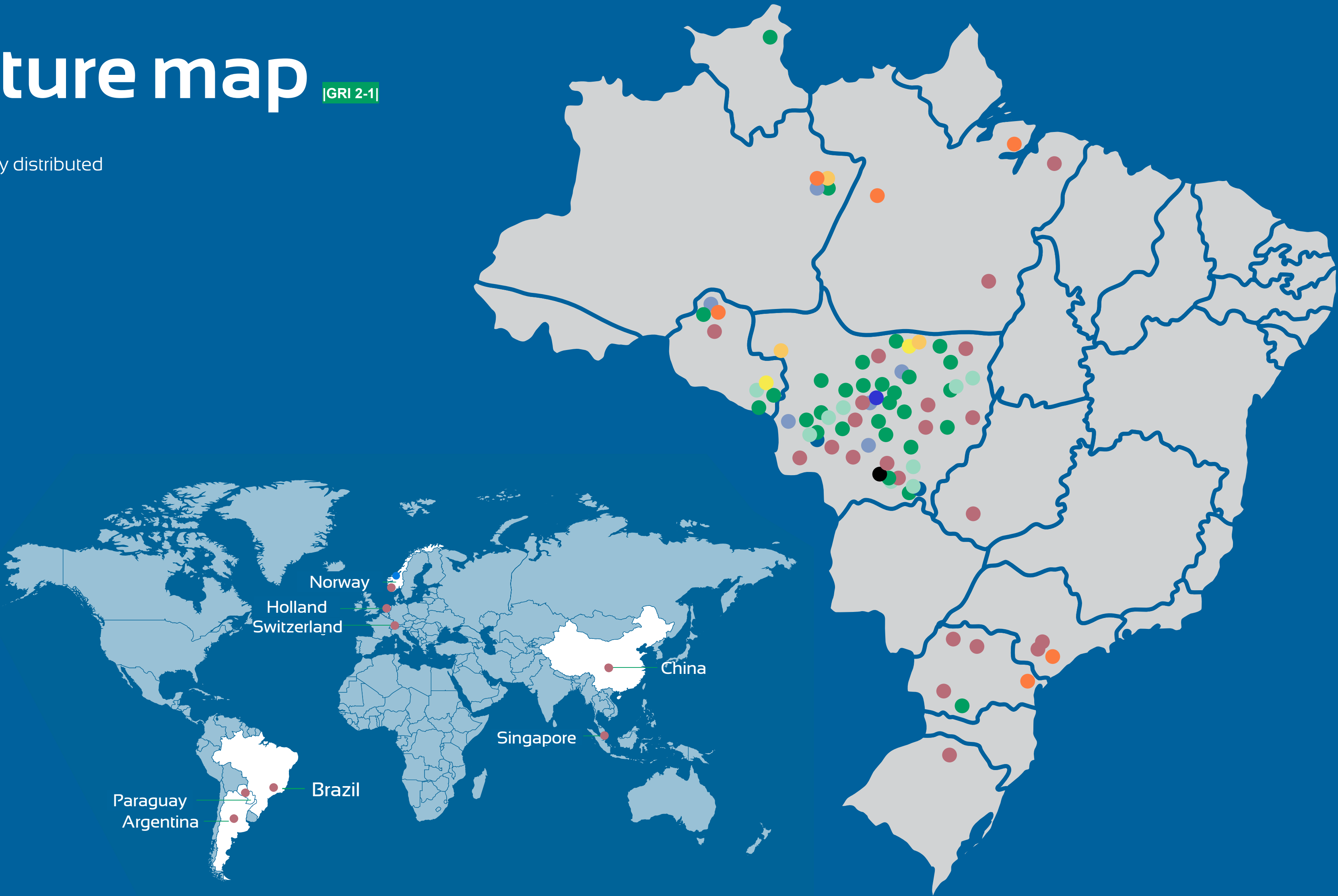
Logistics

- **1,000 trucks**
- **7 port terminals**
- **191 container barges** for river transport of grain
- **21 pushers** for vessel maneuvers

Operating structure map [GRI 2-1]

To expand its operations globally, AMAGGI has units strategically distributed both in Brazil and overseas.

- Head Office
- Sales Offices
- Industrial Units
- Warehouses
- Farms
- Port Terminals
- Shipyard
- Small HEP Plants
- Biodiesel Plant
- Own Fleet





Mission

To contribute to the development of agribusiness by adding value, respecting the environment and improving the lives of the communities.



Vision

To be a benchmark company in sustainable development.



Values

Integrity

To be ethical, fair and coherent in what we think, say and do.

Humility

To show respect for everyone, taking a common sense approach to professional and personal relationships.

Innovation and entrepreneurship

To retain in the company people who are creative, participative, courageous, talented and enthusiastic and who make the difference in the competitive market.

Participatory management

To encourage participation, promoting recognition and professional advancement while involving people in the company's most important processes.

Mission, Vision and Values

Respect for the environment

To be the benchmark in social and environmental management.

Respect for our partners

To cultivate good business relations while maintaining the commitment to be a company that everyone admires and respects.

Simplicity

To concentrate on the essential, encouraging agility and deburocratization.

Commitment

"Wear the colors". Be passionate and proud of the work we do and to strive for the company's success.

Awards and acknowledgements



Valor 1000

Elected Brazil’s 4th agribusiness company and the country’s 26th largest company, according to data from the 23rd edition of the “Valor 1000” handbook. The company is the only Center-West representative among the five largest listed in the publication. AMAGGI was ranked 31st in the previous edition.



Agribusiness Yearbook

Acknowledged in the 19th Agribusiness Yearbook of the Globo Rural magazine, standing out in 1st place in the Center-West region, the 4th best among 500 agribusiness companies, and 2nd place among companies with 100% Brazilian capital and the 3rd largest in the ranking of soybean and (vegetable) oil industries. This recognition showcases the company’s excellence and commitment to quality and sustainability in its business sector.



Época 360° Yearbook

Classified as the 5th largest company in the Center-West region and the 8th best in innovation in the in the Época 360° Yearbook. This position of prominence is proof of the company’s leadership and excellence in its region, as well as its continuous commitment to innovation in its business activity.



Biggest and Best

AMAGGI took 32nd position in the Biggest and Best ranking of the magazine Exame. This recognition is further proof of the company’s prominent position in the Brazilian business landscape.



Forbes Agro 100

AMAGGI achieved a prominent position on the Forbes Agro 100 list, ranking as the 12th largest company in Brazil’s agricultural sector.



The Best of “Dinheiro” magazine

The company achieved a prominent position in the ranking of the “The Best of “Dinheiro” magazine, standing out as a leader in innovation and quality. Moreover, it was ranked in 2nd place in the Social Responsibility category and took 3rd place in corporate governance. These results reflect AMAGGI’s commitment to management excellence.



Forest 500

For the third consecutive year, AMAGGI was to the fore in the Forest 500, a world ranking of the Global Canopy organization, for its actions against deforestation. In all, 350 companies and 150 financial institutions were evaluated in respect of their commitments against deforestation and the conversion of native vegetation and in pro-human rights criteria, as well as transparency of the actions. The company took 1st place in the soybean segment and 2nd position in the global ranking.

Best in HR in the Center-West region

AMAGGI's People Management area was recognized for the Best HR Platform and by the Center for Communication Studies (CECOM) for having the Best HR in the Center-West region.

Global Child Forum

AMAGGI was recognized as the 2nd best company in Brazil in its (Food, Beverage and Personal Care) category at the Global Child Forum.

CDP

AMAGGI rose to a prominent position on the global list of the Carbon Disclosure Program (CDP) in the Forests category, achieving a leadership evaluation. As the sole producer and trader of soybean to attain this rating in the ranking, this reflects the company's proactive strategies and actions on the path to sustainability. This edition of the list, which evaluated over 23,000 companies, awarded AMAGGI an (A-) grade, exceeding the average for the farming sector in South America (B-) and the CDP global average (C). Also worthy of note is the fact that the company was the only one in Latin America to receive an A- grade in the Forests category. The CDP, a not-for-profit program, acknowledges worldwide initiatives for reducing carbon emissions and the mitigation of climate change, as well as the best practices associated with environmental leadership.



17th Annual "Na Mão Certa" Meeting

At the 17th Annual "Na Mão Certa" (In the Right Direction) Meeting, AMAGGI was acknowledged for its continuing commitment in the struggle against the exploitation and sexual abuse of children and teenagers. This acknowledgment highlights the company's proactive role in raising awareness and implementing effective measures to prevent and counter this serious social problem.



Strategy and management

ESG Strategy

AMAGGI maintains a series of initiatives, projects, commitments and partnerships that comprise its Global Positioning on Sustainability launched in 2017. This approach takes into account the opinion of stakeholders where the company's ESG strategy is concerned.

At every opportunity, the company reiterates the directives of its Global Positioning on Sustainability which include:



Governance and transparency

Commitment to good governance and transparency in all operations, ensuring legal compliance and effective risk management.

Economic feasibility and shared value

Constant search for economic feasibility, adding value for shareholders and employees, while at the same time sharing value with society to contribute to local development.

Personal and professional development

Incentivizing the employees' personal and professional development, valuing diversity and continuously working to improve occupational health and safety conditions.

Respect for human rights and decent work

Promoting respect for human rights and decent work in all operations and in the value chain.

Social and environmental responsibility

Dedication to being socially and environmentally responsible, fostering continuous improvements in its operations and across the entire value chain.

Contributing to food safety

Promotion of food and dietary safety, recognizing the importance of this aspect for society.



AMAGGI reiterates its Global Sustainability Positioning, launched in 2017, focusing on governance, economic feasibility, social and environmental responsibility, human rights, employee development and food safety.

AMAGGI is reiterating its commitment to sustainable and responsible practices, integrating the ESG dimension in every area where it operates with the aim of not only the success of the business, but also the generation of shared values in environmental, social and governance aspects.



Institutional commitments

Over recent decades, AMAGGI has signed up to several institutional initiatives and commitments:



UN Global Compact

AMAGGI has been a signatory to the Global Compact since 2009, a prominent active participant in what is the world's largest corporate sustainability initiative. Aligned with the universal principles of human rights, labor, the environment and anticorruption, the company engages with its stakeholders in promoting the Sustainable Development Goals (SDG). In addition to operating on platforms like Action for Agribusiness Sustainability and Action against Corruption, it encourages advances in the environmental sustainability and governance of the sector.

Sustainable Development Goals (SDGs)

Since 2015, AMAGGI has actively contributed to advances in 12 of the 17 SDGs of the UN. It is currently concentrating its efforts on specific targets involving six social, five environmental and four governance SDGs.

SBTi and Net Zero Carbon

Member of the Science Based Targets Initiative (SBTi) since 2021, AMAGGI adhered to the Business Ambition for 1.5°C campaign, aligning itself with the UN's global Race to Zero movement that aims to zero carbon emissions by 2050 through several initiatives.

Na Mão Certa Program

Active since 2014 in the Business Pact against Sexual Exploitation of Children and Teenagers on Brazilian Highways - Na Mão Certa Program, AMAGGI is actively collaborating with Childhood Brasil to raise awareness and engage truck drivers in the fight against sexual exploitation of children and teenagers, encouraging them to take an active role in tackling the problem, both within the industry and in their communities.



Amiga da Criança Company

Committed since 2009 to protecting the rights of children and teenagers, AMAGGI renewed its title of *Empresa Amiga da Criança* - Friend of Children company in 2022, granted by Fundação Abrinq, a child protection advocacy.



National Pact for the Eradication of Forced or Compulsory Labor (InPacto)

AMAGGI's initiatives for eradicating forced or compulsory labor in Brazil are reviewed annually by InPACTO, an organization, responsible for managing the National Pact for the Eradication of Forced or Compulsory Labor. Since 2005, the company has been a signatory to the Pact, playing an active role in the collaboration to eliminate all forms of forced or hard labor in Brazil.



Pact for Integrity and Against Corruption

AMAGGI joined in 2009 the Business Pact for Integrity and Against Corruption promoted by Instituto Ethos. This initiative encourages companies to adopt processes, management tools and market compliance practices, contributing to building an honest and ethical business environment.



Soybean Moratorium

In an on-going effort to preserve the Amazon biome, AMAGGI is a signatory to the Soybean Moratorium, a commitment created in 2006 by the companies affiliated to the Brazilian Association of Plant Oil Companies (Abiove) and the National Association of Cereal Exporters (Anec). This commitment implies that the signatory companies undertake not to trade in soybeans originating in deforested areas of this biome after 2008.



The Pará Green Grain Protocol

Since 2018, AMAGGI has been a signatory to the Green Grain Protocol, an initiative designed to ensure social and environmental responsibility in grain production in the State of Pará. Under this protocol, the company embargoes the movement of grains produced in illegally deforested areas or that have a history of forced or hard labor in the state. This important action is the outcome of a partnership between the Office of the Federal Prosecutor, the state government of Pará, the Ministry of the Environment, the Secretary of State for the Environment and Sustainability and private sector companies.

Strategic partnerships and initiatives [GRI 2-29]

AMAGGI is engaged in a series of partnerships to expand the impacts of its sustainability initiatives. Over the last decade, it has consolidated a robust list of allies, strengthening its social and environmental commitments that have been extended until 2030. These partnerships include agribusiness organizations, environmental conservation entities and international institutions.



Soybean Working Group (GTS)

The company collaborates with the GTS, in partnership with Abiove. This group, which involves civil society organizations and companies, is focused on combating deforestation. The GTS plays a fundamental role in implementing the Soybean Moratorium.

Agro Plus

AMAGGI actively collaborates with the Brazilian Association of Vegetable Oil Industries (Abiove). Worthy of note among the sustainability programs promoted by Abiove is Agro Plus. This program aims to provide guidance on good farming practices, waste management on farms, environmental compliance and worker safety.

[GRI 2-28]

Strategy MT - Produce, Conserve and Include (PCI)

Launched in Paris during the 21st Conference of the Parties to the United Nations Framework Convention on Climate Change (COP21), in 2015, by the governor of Mato Grosso, the Strategy MT – Produce, Conserve and Include (PCI) aims to draw up the roadmap for the sustainable expansion of agriculture and forestry production. In addition, the strategy contemplates environmental conservation and recovery targets as well as the development of family farming by 2030. Engaged since 2015, AMAGGI is cofounder of Instituto PCI.

Industries Federation of the State of Mato Grosso (FIEMT)

AMAGGI sits on the thematic commission on the environment of the FIEMT, a unit of the National Industry Confederation (CNI) in the State of Mato Grosso. The company contributes to pertinent discussions, including issues like environmental legislation and the industries’ advances in sustainability.



Sea Cargo Charter

AMAGGI SA, located in Switzerland, is part of the Sea Cargo Charter initiative and contributes by analyzing the emissions from its maritime activities in the search for ways to reduce them.

Agriculture Sector Roadmap to 1.5°C

AMAGGI entered a commitment with major agricultural commodities traders to develop a roadmap with the aim of accelerating the fight against climate change by eliminating deforestation and the removal of native vegetation in soybean areas, in line with the path to limiting the increase in global temperature to 1.5°C.

Brazilian Coalition on Climate, Forests and Agriculture

AMAGGI plays a leadership role in the Deforestation Forum and is part of the Executive Group of the Brazilian Coalition on Climate, Forests and Agriculture. This coalition brings together companies, governments, NGOs and civil society in favor of advocating for a low-carbon economy.

Brazilian Agricultural Research Corporation (Embrapa)

AMAGGI is engaged in the sustainable expansion of agriculture, supporting and implementing on its farms Embrapa's research into the soil quality and sustainability.



Caminhos da Semente initiative

AMAGGI is playing a prominent role in environmental restoration through the groundbreaking practice of direct seeding, also known as muvuca (seed mixture). The company is a member of the Caminhos da Semente initiative consisting of more than 160 organizations and counting on the expertise of 40 specialists. The approach involves direct sowing of native seeds in urban and rural environments with the main objective of revitalizing the flora in degraded areas in the Amazon and Cerrado (savanna) biomes, while also generating income for traditional communities, native peoples and family farmers.

Brazilian Initiative for the Voluntary Carbon Market (BR VCM)

Coordinated by McKinsey & Company, the initiative represents the union of companies and institutions from various sectors in Brazil, counting on the active participation of AMAGGI. Its main objective is to structure strategic actions for developing the voluntary carbon market in Brazil with the aim of contributing to the global high integrity carbon credits market.



Environmental Research Institute of the Amazon (IPAM)

In a partnership stretching over almost two decades, AMAGGI has provided support for the research work carried out by the IPAM. In this context, researchers investigate the integration of forests and agricultural areas on the Fazenda Tanguro farm located at Querência (MT) and monitor the biodiversity on the company's main farms located in the state of Mato Grosso.

Round Table on Responsible Soy Association (RTRS)

As a member of the international association, RTRS, AMAGGI plays a vital role in promoting the sustainable cultivation of soybeans. The company is part of the Brazil Task Force, a group consisting of producers, traders and processors of grain, financial institutions and other stakeholders involved in the discussions surrounding financing and the impacts associated with the various links of the soybean production chain.

The Nature Conservancy (TNC)

In collaboration with the TNC, AMAGGI launches projects focused on engagement with producers to foster sustainable practices in soybean production. These initiatives include the recovery of degraded areas, the responsible use of agricultural inputs and the protection of natural areas.



São Paulo School of Business Administration of Fundação Getúlio Vargas (FGV EAESP)

In partnership with the FGV EAESP, AMAGGI makes use of the Public Records Platform of the GHG Protocol, of the FGV Center for Sustainability Studies to calculate its greenhouse gas (GHG) emissions inventory sustainability.

Brazilian Business Council for Sustainable Development (CEBDS)

AMAGGI has joined other companies in the search for continuous improvement and sustainable development of business, discussing topics that include the challenges and opportunities involving climate, biodiversity, food and agriculture, in addition to finance and social issues.

ESG 2030 targets and commitments

As the leading grain and fiber company with Brazilian capital, AMAGGI has prioritized social and environmental commitments throughout its history. The ESG strategy is an integral part of the business model, promoting sustainability from farm production to industrial activities using exemplary practices and measures aligned with collective interests.

In 2023, the company remained constantly focused on attention to environmental issues and the traceability of production both in its operations and the involvement with agribusiness producers and partners. In addition, it is strengthening its commitments to social development by supporting the professional advancement of its employees and promoting inclusive businesses. In parallel, it is intensifying its governance efforts by adhering to and disseminating good compliance practices.



Progress towards targets

With clearly defined sustainability targets, AMAGGI has embarked on a series of actions that have resulted in significant progress in environmental, social and governance areas. The progress achieved throughout 2023 reflects the company’s commitments and highlights the efforts dedicated to meeting society’s expectations on its journey of sustainable growth.

AMAGGI’s ESG targets and commitments: ENVIRONMENTAL



TARGET

To achieve net zero emissions by 2050, in line with the Science Based Targets Initiative (SBTi). This target will be reached using decarbonization strategies by 2035 and neutralization of any residual emissions. The emphasis will be on promoting low-carbon regenerative agriculture capable of protecting biodiversity, as well as the energy transition to more sustainable sources.

ACTIONS

In 2023, AMAGGI made progress in drawing up the decarbonization target for 2035 by revising in detail its greenhouse gas (GHG) inventory to maintain 2022 as the base year for the reduction of emissions. The base line of the AMAGGI Regenera regenerative farming program was also defined based on indicators and practices of the Fazenda Itamarati farm; and an energy transition pilot project was undertaken to substitute diesel with 100% biodiesel (B100) in 100 trucks of its own road haulage fleet.



TARGET

To remain Deforestation and Conversion Free – DCF since 2008 in agricultural production on its own farms. Committed to environmental conservation, the company assures that its expansion will only take place on previously cleared areas.

ACTIONS

In addition to maintaining the commitment to zero deforestation and conversion for agriculture purposes on all its farms, AMAGGI is taking action to prevent forest fires. These measures include retaining partners around the conservation areas and the perimeters of the properties, as well as equipment and fire teams trained in fighting forest and crop fires. The areas under the company’s management are monitored by the Originar System that issues fire and deforestation alerts in the event of incidents on the farms. These daily and monthly alerts are part of the territorial and social and environmental management of the properties. Additionally, there is satellite monitoring using high resolution images, updated daily, to foresee problems in crop plantations and identify outbreaks of fire in remote forest areas, generating a rapid response to such situations that could take days to detect using field observations alone.

AMAGGI's ESG targets and commitments: ENVIRONMENTAL



TARGET

To have a supply chain of grains and fibers fully tracked and free from environmental restrictions by 2025, assuring that it is completely deforestation and conversion free -DCF for farm production. This target covers all biomes, countries and regions where is present.

ACTIONS

During the year, a dashboard was developed for monitoring the progress of the traceability target. This dashboard exhibits the direct and indirect traceability data identifying the branches with the greatest difficulty and the soybean suppliers involved. Based on this information, action plans are drawn up to convert untracked indirect suppliers to tracked suppliers, if necessary..

In 2023, AMAGGI continued monitoring 100% of its grain suppliers in Brazil, and moved ahead in the case of indirect suppliers, taking into account the first instance where products are added, achieving 52% traceability in the company's priority jurisdictions, the Amazon and Cerrado (Savana) biomes

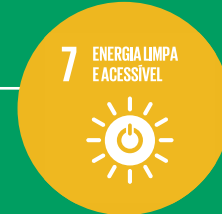


TARGET

To provide innovative products and services to an ethical chain, free of deforestation and conversion of native vegetation and with low carbon emissions.

ACTIONS

During 2023, AMAGGI engaged in a series of actions, such as the creation of the decarbonization and sustainable finance area focused on developing new solutions for regenerative farming with low carbon emission. In addition, the company's own standard of guarantee of origin, Origins Field, was updated with new chain-of-custody models and recognition by the European Feed Manufacturers' Federation (FEFAC) for two consecutive years. Improvement to the Originar geospatial monitoring system were also concluded. Other important initiatives included the launch of the company's own regenerative farming program, Amaggi Regenera, and the initial work to convert it to a certification. The market also expanded with the initial certification of the biodiesel production at the Lucas do Rio Verde plant under the RenovaBio program, and the submission if the request to transfer the carbon credits projects of the small hydroelectric plants (PCHs) Divisa, Segredo and Ilha Comprida from the Clean Development Mechanism (CDM) to the Sustainable Development Mechanism (SDM).



TARGET

To invest in renewable energy to attain self-sufficiency in production in relation to consumption.

ACTIONS

In 2023, the Jesuíta PCH came on stream, operationalizing an installed hydraulic capacity of 22.3 MW. 35 photovoltaic solar energy plants also came on stream, with a total installed capacity of 13.4 MW



AMAGGI's ESG targets and commitments: SOCIAL



TARGET

To exhibit the positive impacts generated within the communities where the company is active, prioritizing projects in those areas strategic to the company's business while channeling efforts to stakeholders in situations of greater social, economic and environmental vulnerability.

ACTIONS

In 2023, Fundação André e Lucia Maggi (FALM) launched the subprogram for Strengthening of Civil Society Organizations (OSCs), Social and Collective Movements with the aim of developing capabilities and skills, in addition to encouraging these agents of transformation to play a leading role. Two call notices were published, resulting in 515 partnership requests (236 for capabilities and 278 for projects), covering 17 states and 69 municipalities. The Capabilities Call Notice approved 40 partnerships encompassing 11 municipalities in the states of Amazonas, Mato Grosso and Rondônia. In turn, the Projects Call Notice saw 16 partnerships approved in 9 municipalities of those states. The partnerships will become operational during 2024.



TARGET

To significantly increase the number of capacity building sessions offered to the employees and third parties through the AMAGGI University.

ACTIONS

Universidade AMAGGI consists of 14 schools providing personalized service to all business and corporate areas, including the School of Leaders, the School of Talent, The School of Culture and the School of Compliance, among others. The university currently offers 454 learning solutions via an on-line platform, as well as 78 in-class solutions for the employees' professional and personal development, making a total of 532 solutions. In 2023 alone, 213 new virtual and 73 in-class training courses were registered, amounting to 286 courses representing 116% of the total training courses available at the university, which demonstrates significant growth. In the case of third parties, a flow model was developed in 2023, whereby around 91 third parties currently enjoy access to all the content available on the Universidade AMAGGI platform.



TARGET

To invest in actions intended for developing critical suppliers in its chain, striving to contribute to the vocational qualification of vulnerable people so that they have access to decent work.

ACTIONS

In the case of family farming in the Sapezal and Campo Novo do Parecis region, the company has drawn up the first guidelines document on responsible procurement. In addition, it has implemented a project for re-use of textiles/waste by using employee uniforms. AMAGGI, through FALM, is also supporting the setting up of local entrepreneurship actions intended to develop the regional economy.

On the vocational qualification and employability front, several initiatives have been taken, including the qualification of 44 people on four courses focused on the farming sector, interpersonal development workshops for 14 women at Vila ItaNorth, field visits for 78 high school pupils to local farms, scholarships and financial assistance for eight young people on the Agrocomputing Technologist course offered by the FATEC SENAI; training in digital competencies for 17 child education professionals of the Itamarati North early childhood education school, as well as the participation of 412 people at the Forum on Accessibility and Inclusion for Persons with Disabilities (FaiPWD), in partnership with the Federal University of Mato Grosso. These actions reflect the commitment of AMAGGI to fostering sustainable development and social inclusion in its operations.

AMAGGI's ESG targets and commitments: SOCIAL



TARGET

To drive initiatives that strengthen farm productivity and the income of small food producers, paying special attention to rural women and family farmers.

ACTIONS

AMAGGI, through FALM, is engaged in pushing ahead with initiative such as the “Planting the Future” program that seeks to strengthen family farming by promoting productive inclusion in more wide-reaching markets such as the value chain of AMAGGI and other private markets. In 2023, the program expanded its activities to two regions: Itacoatiara (AM) and the Parecis region(MT). At Itacoatiara, financial resources were made available for four developments to make improvements to their structures, in addition to holding an organizational governance workshop for 43 participants, the result of which was that the organizations became stronger and more mature. In the Parecis region, the family agriculture situation was mapped to evaluate food supply to the refectory of the Fazenda Itamarati farm owned by the company, resulting in the first contract to purchase supplies from family agriculture. Furthermore, processes were initiated to facilitate access to new markets based on local demands. The “Farmers of the Future” project also plays a key role by jointly assessing and mapping the Baixada Cuiabana region with Embrapa and Empaer, providing socioeconomic information and identifying the key investment requirements for family agriculture in the region. These actions reflect the commitment of AMAGGI to fostering sustainable development and social inclusion in the agriculture sector



TARGET

To ensure activities that respect and promote human rights across its operations and value chain, especially where the indigenous peoples and traditional communities are involved.

ACTIONS

In 2023, AMAGGI advanced its agenda by establishing governance dedicated to the topic of human rights. Within this context, a specific policy on human rights was developed along with general guidelines on relationships with traditional communities.



TARGET

To guarantee and promote the maintenance of a healthy environment that prioritizes the safety, quality of life and well-being of the employees and third parties.

ACTIONS

In the case of occupational health and safety, a series of significant improvements and advances was implemented. Worthy of note are measures like the incentive and engagement of the units in the behavioral safety program, demonstrating sound commitment and continuous dedication to safety. AMAGGI has also computerized its accident management system, resulting in a more efficient and traceable process.

AMAGGI's ESG targets and commitments: GOVERNANCE



TARGET

To implement improvements in the communication process involving ESG issues, making these more relevant to stakeholders by enhancing metrics indicators, form and content.

ACTIONS

In 2023, AMAGGI made significant progress by creating and systematizing new indicators, in addition to integrating systems to automate the key data referring to the scope 1 of its emissions inventory. This initiative has afforded greater security and traceability to the document preparation process.

A Stakeholder Communication and Engagement Plan has also been drawn up for the 2023-2024 period, which includes fortnightly publications about ESG topics on the company's main communication channels, in addition to the launch of the monthly podcast on sustainability available to all stakeholders.



TARGET

To implement, by 2025, a diversity program focused on fostering social inclusion for everyone.

ACTIONS

The company organized an extensive range of initiatives to foster diversity and inclusion in its work environment. This included holding a round of conversation with the board on the topic of diversity, as well as sessions on diversity and inclusion awareness for the management teams of the units. An inclusion census was also undertaken to better understand the employees' needs and perspectives, followed by dialogs on diversity and inclusion with operations teams to build a more inclusive and welcoming work environment. At the same time, a human rights working group was set up and charged with developing and implementing policies and practices that promote human rights throughout the entire organization. Furthermore, through FALM the company supported the Forum on Accessibility and Inclusion of Persons with Disabilities, underscoring its commitment to the inclusion of persons with disabilities. November 2023, the subject of "racial literacy" was discussed, demonstrating the company's continuous engagement with diversity and inclusion issues.



TARGET

To ensure continuous improvement of the company's corporate governance by strengthening the relationships with all stakeholders and fostering a culture of integrity, ethics, responsibility, risk management and good business practices.

ACTIONS

The company increased by 19% the scope of integrity due diligence (IDD) compared with the previous year, in addition to recording a 21% increase in the analysis of strategy for limits and authority levels.

There was a substantial increase of 56% in the number of people trained in the Compliance Program, together with a 55% increase in the communications for para acculturation of this program.

To optimize the processes, 30 improvement actions were carried out, including 21 automation processes.

AMAGGI strengthened its commitment to disclosing good compliance practices, with more than 45 communiques through its communication tools, while also actively participating in important and public events like panels, podcasts and internal campaigns.

Furthermore, the company has been a signatory since 2009 of the Business Pact for Integrity and Against Corruption, demonstrating its continuous commitment to ethics in business.

AMAGGI's ESG targets and commitments: GOVERNANCE



TARGET

To keep open the Whistleblower Channel for stakeholders, as well as the Women's Channel intended for investigating incidents of non-compliance with the AMAGGI Code of Conduct and Ethics.

ACTIONS

Two internal campaigns were run in 2023: one to encourage use of the Whistleblower Channel and the other to bolster disclosure of the Women's Channel. Moreover, issues involving harassment, the Whistleblower Channel and the Women's Channel were incorporated into all training sessions of the Compliance Program to strengthen the culture of reporting non-conformities in an ethical manner. The company recorded a significant increase of 43% in reports received in comparison with the previous year, indicating a more heightened awareness and trust in the communication channels available. Alterations were also made to the content and review of the Internal Rules and Regulations of the Ethics and Conduct Committee to ensure it is effective and aligned with best practices. [\[GRI 2-16, 2-26\]](#)





Materiality [GRI 3-1]

The materiality for the Global Reporting Initiative (GRI) refers to the relevance and importance of an organization’s economic, environmental and social aspects both for itself and for its stakeholders. Identifying and prioritizing these aspects is crucial if the company is to be able to direct actions that really matter to its stakeholders, thereby guaranteeing a more effective and transparent approach where sustainability is concerned.

In 2022, AMAGGI undertook a double materiality process and considered the new sectorial notebook of the 2022 GRI for Farming, Fishing and Aquaculture. This survey involved representatives of social organizations, communities, clients, suppliers, capital providers, agribusiness specialists, employees and rural producers. The purpose was to align the company’s sustainability priorities and projects

with the expectations and needs of its various stakeholders, thereby guaranteeing a more comprehensive approach aligned with best corporate responsibility practices.

The 13 material topics identified referring to the ESG strategy, the SDGs of the UNO and the GRI content guide and AMAGGI’s actions and are dealt with in this ESG Report. The company remains continuously engaged with stakeholders, taking into account the expectations of society and complying with regulations. The Stakeholder Engagement Plan reflects the priorities identified, while the corporate sustainability area promotes updates and pertinent initiatives. Identification and prioritization involve managers from different areas and are validated by the senior management. [GRI 2-14]

Material topics and ESG agenda [GRI 3-2]



GOVERNANCE

- Ethics, integrity and compliance
- Emergency management
- Products and services quality and safety management
- Management, transparency and traceability of the supplier chain



SOCIAL

- Attraction and development of employees
- Health, well-being and safety
- Diversity, inclusion and equity
- Community relationships and local development



ENVIRONMENTAL

- Biodiversity and ecosystems
- Deforestation and conversion of local native vegetation
- Innovation, technology and good farming practices
- Use of agricultural chemicals
- Climate change

Below, we present how we manage each of these three pillars that guide our approach to ensure that our practices and policies are aligned with the highest standards of corporate responsibility and sustainability. Using proactive and effective management in each of these areas, we strive to make a positive impact on all stakeholders while continuing to advance in the direction of our business objectives and sustainability targets.

Governance pillar



Corporate Governance

[GRI 2-1]

AMAGGI incorporates governance practices that extend beyond the immediate needs of the business, extending them to shareholders, investors and other stakeholders. The company values transparency and seeks to align with the expectations and aspirations of its various stakeholders. With a modern corporate structure, sound policies and institutional tools, AMAGGI advocates engagement and the adoption of ethical criteria. Constant enhancement in transparency and compliance strengthens its ethical relations with employees and members of the value chain. The company sustains its growth through a robust organizational structure, achieving solid financial results and continually enhancing its processes. This trajectory mirrors the aspirations of society in terms of social advancement and environmental conservation.

Moreover, the company is founded on a structure of companies created for the purpose of taking equity stakes in André Maggi Participações S.A., the holding company that holds all the group's equity stakes. This reflects a commitment to the continuity of the business and the preservation of the fundamental values of the founding family, such as transparency, ethics and dialog with stakeholders. Guided by these principles, AMAGGI is fostering the sustainable expansion of its business by constantly involving stakeholders in exemplary practices and high standards of transparency. Internally, the continuous enhancement bolsters the vision of expanding in agribusiness, ensuring the company aware of and prepared to overcome the challenges facing the sector, from production to logistics and global supply.

Governance structure

[GRI 2-9]

AMAGGI has established a governance structure that favors efficient and transparent administration. The main governance bodies, the Board of Directors and the Executive Board, are supported by eight committees, strengthening assertive and effective decision making.

Board of Directors (CA)

The Board of Directors of AMAGGI plays a fundamental role in defining and guiding the business strategy, including the targets for the Executive Board. This governance body, consisting of nine members, sets out the management directives and monitors the performance of AMAGGI. The directors, with a term of office of up to three years, renewable annually in response to the resolutions of the shareholders and the possibility of reelection, are chosen based on experience and recognition. The meetings, usually held every three months or exceptionally as the case may be, follow collegiate decisions taken by the majority of the directors. [GRI 2-10, 2-12]

The board also approves the makeup of the committees and their respective bylaws, and is advised by five of them:

- **The Audit, Risks and Compliance Committee:** ensures compliance with the laws, regulations and compliance policies; analyzes and debates the Corporate Risk Matrix; oversees the structure, quality and efficacy of the internal control systems; evaluates and monitors the Internal Audit Plan, as well as the quality, integrity and independence of the processes; and tracks the results and the action plan drawn up by the external auditors.
- **Ethics and Conduct Committee:** analyzes the results of investigations of the complaints received so as to evaluate the measures aligned with the consequences management policy; as well as clarifying doubts regarding the interpretation of the Code of Conduct and Ethics. [GRI 2-16, 2-26]
- **People Committee:** ensures compliance with the rules of the company's compensation policy at all levels. Furthermore, the committee deliberates on the succession process of the CEO and each member of the Executive Board. Its role includes monitoring the processes intended for identifying, developing and retaining talent. Consisting of six full and guest members, the committee has the Chairman of the Board of Directors as a member and there is the possibility of inviting participants to meetings according to the agenda under discussion. [GRI 2-18]
- **Innovation and ESG Committee:** constantly evaluates the innovation and ESG objectives and strategies of AMAGGI across its various business lines, ensuring compliance with the sustainable development directives adopted by the company. [GRI 2-17]
- **Credit Committee:** evaluates and deliberates on credit proposals according to the approval of the Board of Directors and in accordance with the credit risk analysis procedure.

AMAGGI is strengthening governance through strategic boards and committees.

Executive Board

The Executive Board of AMAGGI is charged with managing and planning, and with achieving financial and operating results. At regular meetings with the Board of Directors, the body receives updates and aligns strategies. Actively monitoring sustainability, it holds an annual meeting dedicated to presenting advances and proposals from the department of ESG, Communication and Compliance, discussing topics of relevance to its stakeholders. [\[GRI 2-13, 2-17\]](#)

The composition of the body includes the CEO, the head of the Institutional Relations area and eight executive officers. These executive officers, non-shareholders of the company, reside in Brazil and are recognized for their technical and administrative capabilities. They are all subject to election and removal from office by the Board of Directors. At AMAGGI, the position of Chairman of the Board of Directors and that of CEO are not jointly held by the same individual. [\[GRI 2-11\]](#)

The actions of the Executive Board are supported by the following strategic committees:

- **Tax and Fiscal Committee:** provides guidance to the Executive Board on decisions involving tax regulations and issues. Its purpose is to ensure compliance with the laws and regulations, promoting efficiency in the company’s fiscal and taxation operations. The committee consists of the managers of the Tax Planning, Tax Law, and Accounting areas, by the controller of the AMAGGI Division and the supervisor of the Shared Services Center (Fiscal SSC), while also counting on the participation of specialist employees in specific cases. In situations requiring a more specific understanding, other employees may be called upon. The internal bylaws stipulate that the group contributes to the transparency of the information from senior management to the shareholders and stakeholders.
- **Crisis Management Committee:** works on identifying, monitoring and the analysis of emergent and imminent risks. Furthermore, it validates actions and recommendations during crisis management, advocating a proactive approach to identify possible critical events. The committee collaborates closely with the Corporate Communication Department, developing strategic stances to protect the company’s reputation during times when its image is at risk. Its activities are founded on the AMAGGI Crisis Management Policy. The committee’s composition can be adjusted in accordance with the context, risk, the type of business affected, and the extent and location of the incident.
- **Central Committee for Occupational Health and Safety (OHS):** systematically monitors the health and safety indicators of the operations. Verifies the adoption of good practices and predefined procedures at every unit of the company. The committee consists of the CEO, the Business and People executive officers, in addition to the corporate OHS manager, together with the regional business managers and their respective departments. By taking a preventive approach, the central Committee for OHS collaborates with the committees of all company business units to identify and come up with improvements in the operations, fostering best practices and an integrated and participatory management approach at every unit of the company.



Ethics, integrity and compliance

[GRI 2-23, 2-4, 3-3 Ethics, integrity and compliance]

The activities and relations at AMAGGI are guided by strict principles of compliance and transparency and are disclosed using procedures and initiatives that seek stakeholder involvement.

The Compliance area sets out policies and procedures guaranteeing the promotion of ethical values and integrity in the day-to-day running of the company. Training sessions, events and communication actions are set in motion to ensure that employees and partners understand and adhere to these.

Under a robust Integrity Policy, the company defends the organizational directives that serve as a reference for employees, partners and communities. This policy establishes the procedures and measures in cases of non-compliance, inhibiting practices such as bribery, graft, extortion and acts construed as corruption.

The Integrity Policy is supplemented by other reference documents like the Policy on Donations and Sponsorships, the Information Management and Security Policy, the Social and environmental Policy, the Corporate Communication Policy, the Policy on Use of the Brand, the Quality Policy, the Occupational Health and Safety Policy and the Procurement Policy. In 2023, AMAGGI took an important step forward with the publication of its Human Rights Policy, which enshrines the company's commitment to respect for human

rights at all its operations, from the supply chain to relations with local communities. The document is based on the UN Guiding Principles on Business and Human Rights that recognize the responsibility of businesses for preventing, mitigating and remediating the adverse impacts on human rights.

To ensure that the policy is effective, the company has also implemented a Human Rights Due Diligence Process that consists of a series of measures to identify, evaluate and manage the risks of human rights violations in its business activities. Suppliers are periodically evaluated to verify, for example, whether they are in compliance with the human rights standards of AMAGGI.

The AMAGGI Code of Conduct and Ethics also plays a fundamental role as an anticorruption instrument within the company and in its external relations. As a priority, it establishes rules of behavior for employees and members of the governance bodies. The members of the company, understanding the content and its practical application, sign the Term of Responsibility that commits them to abide by the directives.

The company's anticorruption commitment is also manifested in its external actions. The company participates in Action against Corruption and has been a signatory since 2009 of the Business Pact for Integrity and Against Corruption, an initiative of Instituto Ethos that promotes honest and ethical business, publishing annually the results in the eradication of bribery and corruption of the platform of the pact.

At AMAGGI, everyone is encouraged to participate actively in the training sessions of the Compliance and Anticorruption Practices Program. The company values employee training and involvement at all hierarchical levels, including members of the governance bodies, promoting efforts for the absorption of knowledge. Besides the training sessions, e-mail communiques, campaigns, murals, talks and live broadcasts also take place, among other initiatives. The focus lies in understanding that compliance is not only a corporate agenda, rather the individual responsibility of each employee. Each individual is inspired to assume the commitment to identify situations that are not aligned with the company's fundamental values. This change of mentality at all company levels has resulted in the compliance indicators of AMAGGI at Instituto Ethos rising from a score of 7.8 to 9.8 in the ranking from 0 to 10, in 2023. [GRI 205-2]

The company provides a 24/7 Whistleblower Channel, open to all stakeholders using a 0800 number; employees can also access the channel via the link available on AMAGGI Play, the internal social network. The service is provided by an independent company in Portuguese, Spanish and English, enabling confidential complaints that are forwarded to the Ethics and Behavior Committee and the Corporate Security Area for analysis and verification. [GRI 2-26]



AMAGGI boosts ethics and integrity with a robust policy and training



Conflicts of interest [GRI 2-15]

AMAGGI takes a strict approach to managing conflicts of interests among its employees, ensuring that activities and decisions reflect the company's interests, thereby avoiding potential damage or loss.

Conflict of interest is identified when an employee uses their influence or takes decisions that seek to benefit personal interests that could conflict with the company's. This includes a ban on any corporate relationship with suppliers or competitors, especially if the position occupied by the employee allows access to privileged information or influence in transactions.

In addition, holding of positions at external entities by employees is evaluated in advance in regard to conflicts of interest. To guarantee transparency and avoid conflicts, the employees must notify the area head in writing about acts or facts that could be construed as a conflict of interest. Only after authorization by the area head can the employee continue their participation. In case of doubt, both the employee and the area head can reach out to the Ethics and Conduct Committee for guidance.

AMAGGI also sets out clear directives for hiring, transferring or promoting people who are related to the same area or directly connected areas. These decisions must be advised to the Human Resources area and the immediate superior and subsequently approved by the area head, the CEO or the chairman of the board, depending on the hierarchical level of the opening in question. Once again, in case of doubt one can refer to the Ethics and Conduct Committee for clarification.

Risk Management

AMAGGI takes a proactive approach, not only in mitigating risks and impacts, but also positions itself as a creator of market solutions and market opportunities. The company understands the importance of being ready for future trends, understanding market demands and getting ahead of the discussions. Accepting that actual demands can arise years after the initial discussions, the company emphasizes the ability to offer differentiated products and to promptly meet customers’ needs as determining factors for success in the market.

Under its Global Risk Management Policy, AMAGGI acts proactively in mitigating financial, strategic, operating and regulatory risks in its international presence. This transverse policy guides procedures at various stages of the organization’s business.

The Compliance area, set up in 2017, carries out integrated analyses of strategic and business risks, guaranteeing compliance with the rules and regulations, laws and standards of governance. The risk management process, consisting of identifying, assessing, mitigating, monitoring and reviewing risks is transparent and objective, encompassing various areas of the company. In 2023, processes were mapped in 15 different areas in which no potential risks of bribery or corruption were identified, as well as those mapped as inherent to the functioning of the operations. [\[GRI 205-1\]](#)

Moreover, the company invests in technology and training to build employee skills in effective risk management, counting on a dedicated team and clear policies to ensure the awareness of everyone’s responsibility.





Institutional relations

GRI 2-28, 2-29

AMAGGI, on its journey to sustainability and corporate responsibility, has created close ties with several governmental institutions not only to comply with regulations, but also to foster initiatives that drive positive transformation in the sectors where it operates.

The company has played a fundamental role in carrying out the project for use of 100% biodiesel, seeking to promote the adoption of cleaner, sustainable energy sources in the road transport sector. To achieve this objective, AMAGGI has interacted and collaborated with the National Oil Agency (ANP) in the search to obtain the approvals necessary to run its entire road transport fleet on biodiesel.

The company has also been an advocate of mixing biodiesel with diesel, recognizing the environmental and economic benefits of doing so. Besides contributing to sustainability and improving the conditions of fuel emissions, this effort drives the biodiesel market and renders AMAGGI's business viable, the company having participated actively in the discussions about the mandate for mixing in collaboration with ABEEÓlica, leading to positive advances at the close of 2023.

The Barra North project represented another substantial effort during 2023 for overcoming the navigation restrictions at the mouth of the Amazon River, a crucial region for the company's logistics operations. To do this, AMAGGI stayed in close contact with the ANP, the Brazilian Navy and the Association of Private Port Terminals (ATP), collaborating on an extensive hydrographic

survey. This initiative not only contributed to better conditions in the region, but also strengthened the company's institutional connections with important nautical agencies.

The year was also one of monitoring waterway concession projects, the highlight being the General Concessions Program (PGO) prioritizing the Madeira River waterway, one of the key routes exploited by AMAGGI in its logistics operations.

In addition to waterways, the company was involved in investments in other modals such as highways and railroads, as well as highway maintenance and the concession of the BR 163, contributing to the development of Brazil's logistics infrastructure.

AMAGGI also closely monitored the drafting of the new European directive (EUDR) that will take effect as of 2025. This measure throws up significant challenges for the company, which is committed to adopting sustainable and responsible practices in its operations.

In short, AMAGGI's institutional relations play a key role in fostering sustainable practices and in the search for innovative solutions to the challenges the agroindustrial sector is facing. Dialog and collaboration with governmental entities are essential for moving in the direction of a greener, more inclusive economy.



Relationships with stakeholders GRI 2-29

AMAGGI takes a proactive approach to stakeholder engagement, using a variety of tools, methodologies and interactive channels. This approach enables opinions to be heard, promoting two-way communication as a fundamental feature.

In addition, the company takes into consideration the expectations of society, ensuring compliance with the laws and regulations referring to specific issues. Society is represented by groups that advocate for social and environmental causes or act on behalf of specific stakeholders, provided they enjoy credibility and are endorsed by the stakeholders they represent. These claims may not necessarily involve legal rights or financial demands, but they may be related to the right to be heard or taken into account in the company's decisions.

The Stakeholder Engagement Plan, prepared based on the outcome of the Materiality process (find out more [here](#)), defines specific actions for each priority audience and the desired level of engagement for future years.

Responsibility for planning, operationalizing and managing the engagement actions rests with the corporate sustainability area in collaboration with other pertinent areas. This team provides guidance for the company's units in implementing, registering and evaluating the results of the engagement initiatives.

The stakeholders of AMAGGI are jointly identified and prioritized with the managers of the company's various areas at meetings and group dynamic sessions, then validated by the senior management to ensure that the engagement strategies are aligned with the organization's objectives.

AMAGGI promotes proactive engagement and two-way communication.

Social and environmental management GRI 2-24, 2-25

Social and environmental policy and social and environmental management at AMAGGI (GSA) guide the company to economically viable actions. These instruments are fundamental in the requisites of NBR 16001:2012, in ISO standard 14001:2015, as well as in the parameters of the RTRS (Round Table on Responsible Soy), ProTerra, ABR/BCI (Algodão Brasileiro Responsável/ Better Cotton Initiative), 2BSvs and ORIGINS certifications.

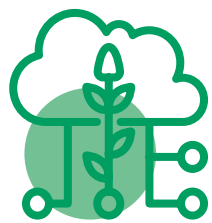
A Social and Environmental Policy outlines the practices related to commitments to sustainability, transparency and good governance. It covers the protection of natural resources, minimization of social and environmental risks and takes into account the positions of stakeholders .

The GSA, operationalized by the Corporate Sustainability area together with the company's units, consists of a set of activities that aim to prevent and minimize possible negative social and environmental impacts involving operations, products and services. At the same time, it seeks to maximize the positive impacts through actions and programs.

The directives of the social and environmental policy are:



To meet the applicable legal requisites and other requisites subscribed to by the organization referring to their social and environmental aspects.



To enhance the processes with the aim of preventing pollution, managing greenhouse gas emissions and continuous improvement of the social and environmental performance in the operations and in the value chain.



To adopt social and environmental practices to minimize accidents and adverse impacts and to generate shared value.



To promote engagement with business partners and key stakeholders in social and environmental responsibility.



To promote respect for human rights and decent work in all operations and in the value chain.



AMAGGI is one of the world's leading suppliers of soybean and corn certified free of deforestation and conversion of native vegetation (DCF). In 2023, 14% of the global volume of RTRS soybean (that is, 1.4 million tons from 78 production units), were certified by the company. A further 459,000 tons of the oilseed received ProTerra certification. The volume with 2BSvs certification stood at around 95,000 tons of soybean and 344,000 tons of corn last year. GRI 13.23.3

Social and environmental certifications and guarantee-of-origin programs

RTRS - Round Table on Responsible Soy | AMAGGI was the world's first RTRS-certified company. It actively participates in the Brazil Task Force, a group dedicated to enhancing the soybean market and certification process in the country.

ProTerra | AMAGGI is a member of the Stakeholder Council of the ProTerra Standard. The seal guarantee that the certified products meet the rigorous environmental and social requisites, as well as being free of genetically modified organisms (GMOs).

2BSvs | This social and environmental certification for soybean and corn means the company complies with the European Union directives on biofuels. 2BSvs assures that production complies with the sustainability criteria established by European Directive 2018/2001 (RED II), including greenhouse gas (GHG) emissions accounting.

ISO 14001 | Several AMAGGI facilities, from farms to plants, ports, shipyards and head office hold ISO 14001 certification. Even at the non-certified units, the company maintains the social and environmental management system with the same criteria and internal audits for verifying compliance.

ORIGINS | AMAGGI offers the market the ORIGINS certification, an exclusive initiative of the company to guarantee the sustainable origin of the grain, meeting the strictest requirements on the global scenario. This program ensures an origin free from deforestation and conversion of native vegetation, providing traceability and third-party verification. As a highly scalable digital solution, ORIGINS not only traces, but also evaluates the forests and native vegetation areas, including their carbon inventories. Obtaining ORIGINS certification requires the production units to meet the standards demanded by the European Feed Manufacturers' Federation (FEFAC).

ACTS (Amaggi Cotton Traceability and Sustainability Program) | known as ACTS, the objective of the program is to provide full transparency on cotton production. Using advanced tracking technology, the program provides cotton purchasers and other intervening parties in the value chain with rapid and detailed access to the origin of the cotton, including the location and data on production, sustainable practices adopted, production methods and much more.

Amaggi Regenera | AMAGGI's regenerative farming program developed to coordinate and prioritize efforts towards a low-carbon farming system. The aim of the program is to restore soil health and foster biodiversity, while at the same time encouraging producers to adopt innovative and sustainable farming practices.

ABR/BCI | AMAGGI holds Algodão Brasileiro Responsável (ABR) /Better Cotton Initiative (BCI) certification for all cotton grown on its own farms. Initially certified for the planting process only, in 2023 the company achieved certification for all its cotton operations, including the processing stages, at its three cotton mills.



Emergency management

[GRI 2-25, 3-3 Emergency management]

Emergency management is an essential component of AMAGGI's management system, encompassing procedures for identifying and managing specific situations, including social and environmental and food safety-related events. Trained teams proactively prevent and, when necessary, ensure effective responses in adverse situations, with a special focus on managing the social and environmental consequences.

Each unit of the company has an Emergency Brigade or Team in accordance with the prevailing legislation. These teams are made up of employees that participate voluntarily without adversely affecting their normal activities, in the areas of prevention, combat or management of emergencies. They receive extensive training that includes firefighting, dealing with product leakages and the prevention and care of human injuries, among other eventualities.

During the training sessions, the employees acquire the competencies required for identifying and responding to the scenarios set out in the Individual Emergency Plans (IEP) of their respective units. Regular incident simulations ensure that the teams are capable of acting efficiently. An internal system is used to record simulations and actual incidents.

Each unit's IEP describes in detail the scenarios of social and environmental, and occupational health and safety (OHS) emergencies, together with the emergency response procedures. Elements like escape routes, meeting points and communication channels are carefully outlined.

The extent of the emergency response and service structures depends on the size and the specific activities of each unit. This guarantees the presence of emergency brigades or teams, as well as the availability of resources like water trucks, audible alarms, extinguishers, hydrants, emergency lighting, contention kits, absorbent barriers and first aid kits, whenever necessary.

Impact control

[GRI 2-25, 413-2]

For all medium and large-scale activities at AMAGGI there is a Social and environmental Aspects and Impacts (SAI) Spreadsheet that also factors in the risks inherent to the operations. In the case of those activities that could lead to significant impacts, specific operational controls are put in place. Both internal and external audits are carried out annually to verify the company's compliance with its commitments and standards, in addition to evaluating the effectiveness of the controls implemented.

Each unit is subject to internal audits that cover the social and environmental management requisites of AMAGGI (GSA). This assessment includes the financial results distributed to the managers of AMAGGI units, encouraging strict adherence to sustainable and risk management practices.

Products and services quality and safety management

GRI 2-24, 3-3 Products and services quality and safety management

AMAGGI implements strict procedures to guarantee the quality and safety of its products and services, with special attention to protecting consumer health at every stage of production. These processes include certification of the origin of the grain, providing precise information to both domestic and international markets, thereby ensuring total transparency in the production chain.

Conscious of the complexity involved grain production and its byproducts, the company adopts a strict approach and closely monitors the planting, harvest and manufacturing stages. Compliance with well-established practices is attested through processes and certification essential for sustaining the expansion of the business.

Not only does AMAGGI comply with domestic and international legislation concerning agricultural pesticide residues, but also exclusively exports products accepted and approved in the countries of destination.

From production to commercialization, the company abides by the GMP+FSA directives that include, production processes, storage, transport, personnel and sales. Specific procedures involving the production of animal feed are carefully outlined, including risk management that takes into account each stage of the production chain.

To promote health and safety at every stage of the products and services, the company implements its Food Quality and Safety Management System Policy. This document includes the directives and guidance of the Food Safety Management Systems (FSSC 22000), ensuring effective management of the responsibilities of the safety and quality of food for both animal and human consumption.

GMO-free grains are treated according to the Food Chain Non-GMO Global Standard, a management system that preserves the identity of non-genetically modified products in the agriculture production chain. In addition to predefined procedures, the standard is maintained through continuous training of the production teams.

All batches of soybeans, corn, soybean meal, degummed soybean oil and soybean husks (ground and pelletized) are evaluated and 100% monitored to guarantee product quality and safety.

AMAGGI also regularly monitors chemical waste, managing the risks to the quality of the soybean, corn, meal and oil in accordance with the regulations of the importing countries regarding the Maximum Residue Limit of agricultural chemicals

Under the Salmonella Program, the biosafety of AMAGGI products is assured, specifying requisites for offering products free from any pathogenic microorganism, promoting the reduced use of antibiotics in animal production.

The Food Defense and Food Fraud programs are employed to prevent deliberate contamination whether through sabotage, terrorism or tampering for economic gain.

In the case of products and services interned for the international market, AMAGGI's structure incorporates practices defined in contracts, agreements and commitments to ensure a sustainable approach supported by working groups, institutional pacts and scientific fundamentals.

AMAGGI ensures quality and safety at every phase of production, with certifications, strict compliance and continuous monitoring

Product quality and safety certifications

[GRI 13.10.4, 13.10.5]

Food Safety Management Systems (FSSC 22000) | providing a structure centered on food safety for human consumption, this certification meets the requisites of ISO 22000, guaranteeing high standards in every process.

Foodchain ID Non-GMO | creating an identity for genetically modified component-free products, this certification emphasizes the company’s commitment to the genetic wholeness of its products.

Good Manufacturing Practices (GMP+FSA) | focused on food safety and quality, especially in the production of raw materials for animal feed, strengthening the company’s strict standards in its manufacturing practices.

Kosher | this certification certifies that the products comply with the specific standards governing Jewish dietary rules, demonstrating the company’s respect for the specific dietary practices of this community.

Percentage of production volume of operating units certified by recognized food safety standards		
Total volume of meal produced (t)	1,040,618.00	Percentage by certification
Total volume of GMP+FSA certified meal	1,040,618.00	100%
Total volume of Kosher certified meal	798,413.00	72%
Total volume of oil produced (t)	333,527.00	Percentage by certification
Total volume of GMP+FSA-certified oil	333,527.00	100%
Total volume of Kosher-certified oil	266,582.00	79.93%
Total volume of FSSC 22000-certified oil	266,582.00	79.93%
Total volume of conventional soybean exported (t)	343,323.00	Percentage by certification
Total volume of Foodchain ID Non-GMO- certified conventional soybean	343,323.00	100%
Total recalls in 2023		0

Actions to guarantee product quality and safety

AMAGGI is committed to guaranteeing the quality and safety of its products by means of various actions and programs implemented by its Food Quality and Safety Management System (SQGSA).

The GMP+FSA 2020 certification directives are followed to the letter, covering every stage of production, storage, transport and commercialization of feed (animal feed) products, in addition to including risk management throughout the entire production chain.

The company regularly monitors chemical residues in the products it commercializes, like corn, soybean grain, soybean meal and oil, ensuring compliance with the requisites of customers and domestic and international regulations. Furthermore, the Salmonella Program has been implemented with soybean crushing companies with the aim of reducing pathogenic microorganisms in the products.

According to the FSSC 2020 directives, AMAGGI operates programs dedicated to preventing fraud and to food defense. The Food Defense Program focuses on preventing deliberate contamination due to sabotage, or terrorism, while the Food Fraud Program seeks to avoid food tampering for economic gain. These measures ensure that AMAGGI's products meet the highest standards of quality and safety for both animal and human consumption.

Certifications like GMP+FSA 2020 and FSSC 2020 guarantee AMAGGI's high standards of quality



Management, transparency and traceability of the supplier chain

[GRI 2-6, 2-24, 3-3 Management, transparency and traceability of the supplier chain]

AMAGGI prioritizes the management, transparency and traceability within its supplier chain, guaranteeing the quality and the availability of the products commercialized. Suppliers are selected according to a meticulous process of continuous verification in which critical suppliers are subjected to strict internal procedures, while non-critical suppliers are analyzed annually and are also subject to ethical criteria and an assessment of compliance with the prevailing laws and regulations.

The company also invests in regular training sessions for its employees to ensure that they understand the importance of truth and ethics in business, as well as fully understanding the internal policies and procedures. The contracts include the commitment of the suppliers to abide by the Code of Conduct and Ethics, as well as the company’s directives.

Worthy or note is the inclusion of local suppliers representing 59.42% of the procurement volumes of the operating units in the States of Mato Grosso, Rondônia e Amazonas. [GRI 204-II]

Supplier management

[GRI 2-25]

The supplier management process at AMAGGI is wide-reaching and seeks to guarantee the quality, efficiency and reliability of the supply of materials and services. Beginning with the selection based on a detailed analysis of the supplier and involving the continuous monitoring of the performance of strategic suppliers, the company maintains strict control at every stage of the supplier relationship.

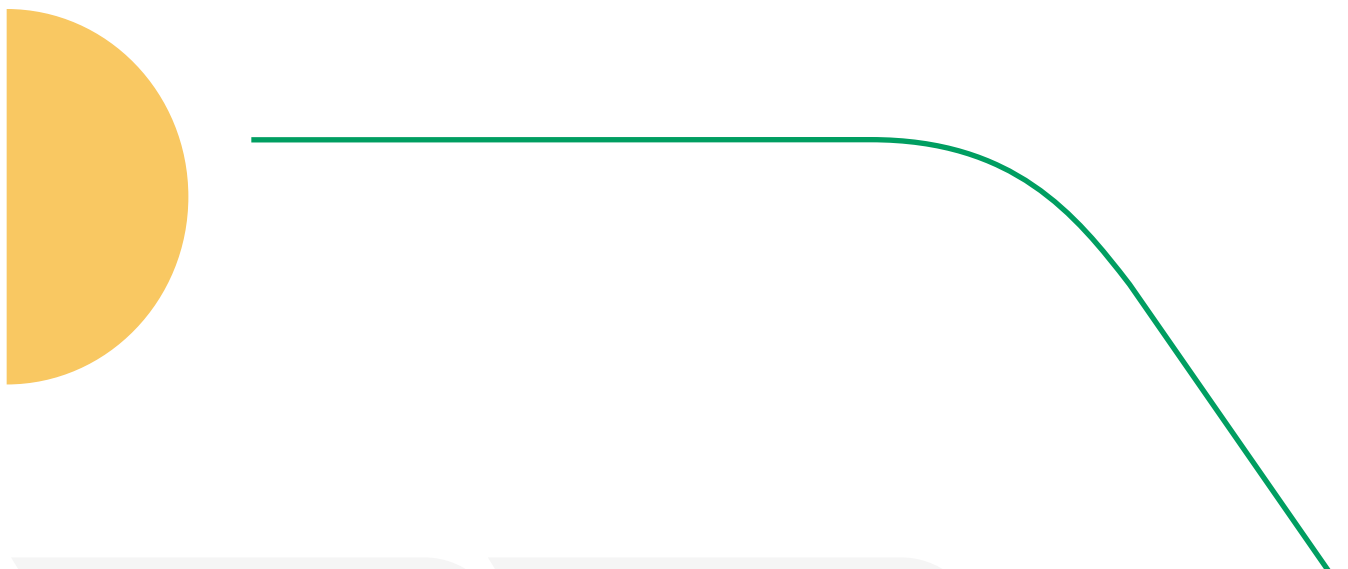
Supply vendors receive an invitation from the buyer to initiate the registration process on the E-procurement platform, which requires acceptance of the Term of Supplier Ethical Behavior as a fundamental phase for concluding the registration. AMAGGI reserves the right to validate its critical suppliers using standardized and transparent procedures, guaranteeing that only those suitable and ethical are selected. In 2023, 223 companies were analyzed of whom 93,27% were considered suitable to be hired, while 6.73% were subject to restrictions due to the absence or irregularity of documents. Approximately 1.34% of those companies were identified as responsible for environmental impacts, resulting in the termination of the agreements with 0.45% of them. [GRI 308-1, 308-2, 414-1, 414-2]

To guarantee ethics and compliance in its operations, AMAGGI implements Integrity Due Diligence (DDI), an investigation process and risk analysis at critical suppliers. This includes risk mapping, detailed assessments of third parties and compliance with domestic and international regulations. Suppliers classified as socially and environmentally critical are subject to a Social and environmental Evaluation that evaluates aspects like environmental documents and history of embargoes.

The strategic supplier performance evaluation process is fundamental for monitoring and dealing with suppliers with a lower-than-expected performance. In addition to affording transparency in relation to the market, it provides information for procurements aligned with the needs of the business. It also establishes a standard for monitoring and dealing with deviations using action plans, thereby guaranteeing effective contract management.

The supplier development program, in turn, aims to guarantee the ideal quality and quantity of suppliers, whether via new acquisitions or improvements to existing ones. This contributes to cost reductions, responsiveness, innovation and value creation. The support from the strategic areas aims to reduce supply chain risks while obtaining competitive advantage through excellence in supply.

Thus, AMAGGI ensures efficient and responsible supply chain management in line with the highest ethical, legal and integrity standards.





Traceability of the grain chain

GRI 13.23.2, 13.23.4

AMAGGI has a commitment to sell products originating from a grain supply chain that is fully monitored and traced, free of deforestation and the conversion of native vegetation (Deforestation and Conversion Free - DCF) for agricultural production by 2025, encompassing every biome, country and region where it operates.

In 2023, the traceability of the direct grain supplier chain in Brazil remained at 100%, a crucial milestone for AMAGGI to fulfill its commitment to achieving 100% traceability across its entire supply chain, including indirect suppliers, by 2025. This commitment was reasserted in 2021 during the rollout of the company’s “Embrace the Future” strategy.

Purchases involving grain suppliers are subject to a rigorous evaluation by AMAGGI, while each production area is obligated to meet the social and environmental criteria established by the company for grain sales. These criteria include:

- Absence of deforestation-related embargos by Ibama and state environmental bodies.
- Absence of incidents on Indigenous Lands and Fully Protected Conservation Units.
- Non-involvement in deforestation areas after 2008 in the Amazon biome that are not in compliance with the Soybean Moratorium.
- Fulfillment of the requisites of the State of Pará Green Grain Protocol.
- Absence of personal or corporate tax ID numbers on the blacklist of forced or hard labor.

The Originar 2.0 platform is responsible for the entire AMAGGI process of grain supply chain traceability and monitoring. The first phase involves identifying, locating and registering the properties of origin of the grain, including the exact demarcation of the corresponding polygon. This phase is carried out by the commercial team of the AMAGGI units consisting of professionals familiar with the region and who have direct contact with the grain suppliers.

Following conclusion of the registration process, the system continuously monitors the property, carrying out social and environmental cross-checks to identify shortcomings, as the case may be. This process uses public and private data, in addition to updated satellite imagery.

Integrating AMAGGI’s grain sales system with Originar 2.0 enables immediate verification of grain purchase contracts at the time of the transaction. Confirmation is only granted to contracts that fully meet the minimum commercialization criteria stipulated by AMAGGI. In the event of any non-conformity, such as environmental restrictions, the system automatically blocks the purchase. The sustainability team evaluates the risk and determines whether the purchase meets the company’s social and environmental requisites.

In the case of all direct grain suppliers in Brazil, it is mandatory to link each purchase to its farm of origin. The system, integrated into the Originar 2.0 platform, registers the property of origin of the grain. If the farm of origin is not linked, the system automatically blocks the purchase until identification occurs, thereby completing the purchase traceability process.

In the case of indirect suppliers, AMAGGI has enhanced its tracking process maintaining 100% identification, taking into account the first product aggregation point. The company has also refined traceability and monitoring of indirect suppliers concerning the identification of the farm of origin by following a similar process to the one used to track direct suppliers.

The system undergoes constant enhancements in response to the needs of the origination and sustainability teams. Worthy of note is the improvement in the fire outbreak alert system, with daily notifications and monthly alerts of deforestation. Additionally, traceability has become mandatory for all direct suppliers on the grain purchase system, automatically blocking transactions where no farm is linked to the process.

Social pillar



People management

GRI 2-29

AMAGGI takes a strategic and comprehensive approach to people management, emphasizing internal recruitment and investment in continuous development of its employees using a range of strategies, including Universidade AMAGGI. By prioritizing the capacity building among leaders and talent, the company focuses on fostering self-awareness, the development of soft skills and emotional intelligences through regular training sessions for employees at all levels.

Committed to capacity building and onboarding of new talent, the company is strengthening its apprenticeship, internship and trainee programs and is collaborating with Fundação André e Lucia Maggi (FALM) in efforts to recruit and train talent in the local communities.

AMAGGI is extending its initiatives to promote diversity and inclusion by taking on specific challenges, like the inclusion of persons with disabilities while raising awareness among leaders to ensure a truly inclusive work environment. Recently, emphasis has also been placed on recognizing the importance of employee well-being. In 2023, actions were implemented for leaders, such as training sessions in emotional intelligence to assist with managing emotions, as well as the “Pausar” program designed to promote leadership self-care. Furthermore, the company has supported the Forum for Accessibility and Inclusion for Persons with Disabilities (FAIPCD) in partnership with the Federal University of Mato Grosso and FALM, contributing to an extensive discussion about the real challenges and opportunities for the training and employability of people with disabilities. The intention is to extend initiatives like these to all employees in 2024.



Employee profiles

[GRI 2-7]

AMAGGI ended the year with 9,460 employees, of whom 7,761 were women and 1,699 men. Concerning regional distribution, 85.59% are located in Brazil’s Center-West region, 13.97% in the North, while the remainder (0.43%) is distributed between the southern and southeastern regions. All employees are covered by collective bargaining agreements. [GRI 2-30]

During the year, the company stepped up its investments in apprenticeship programs, creating more opportunities for young people to begin their careers with the company.

In addition to direct employees, AMAGGI had 1,816 outsourced employees at its units during 2023, an increase of 56.7% in relation to the 1,159 outsourced employees of 2022. This group predominantly consists of professionals engaged in civil construction, property security, and maintenance of machinery and equipment, as well as cafeteria services. [GRI 2-8]

Employees by type of contract of employment and gender

Contract type	2022			2023		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Men	6,570	594	7,164	6,817	944	7,761
Women	1,313	204	1,517	1,398	301	1,699
Total	7,883	798	8,681	8,215	1,245	9,460

Employees by type of contract of employment and gender

Contract type	2022			2023		
	Permanent	Temporary	Total	Permanent	Temporary	Total
Center-West	6,541	727	7,268	6,924	1,173	8,097
North	1,311	71	1,382	1,251	71	1,322
Southeast	3	0	3	6	0	6
South	28	0	28	34	1	35
Total	7,783	798	8,681	8,215	1,245	9,460

Employees by working day and gender

Contract type	2022			2023		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Men	7,048	116	7,164	7,641	120	7,761
Women	1,390	127	1,517	1,538	161	1,699
Total	8,438	243	8,681	9,179	281	9,460

Employees by working day and region

Contract type	2022			2023		
	Full-time	Part-time	Total	Full-time	Part-time	Total
Center-West	7,076	192	7,268	7,867	230	8,097
North	1,333	49	1,382	1,274	48	1,322
Southeast	3	0	3	5	1	6
South	26	2	28	33	2	35
Total	8,438	243	8,681	9,179	281	9,460



Talent attraction and development

[GRI 3-3 Attracting and developing employees, 401-1, 404-1, 404-2, 404-3]

In recent years, AMAGGI has embarked on a journey of transforming its employer brand, focusing its activities on different agribusiness chains and its presence in six countries, besides Brazil.

To achieve its objectives, the company actively participates in events and forums that are important for the sector, including the participation of former trainees and managers in dealing with diversity in its operations. It also offers a range of vocational development programs that open doors for different profiles and experiences. The internship programs have been extended by taking advantage of the flexibility of distance learning. This expansion enables the company to reach a wider audience and prepares young people for the challenges of the labor market. Also, the trainee strategy has changed its focus, striving to identify promising talent in different areas. This change has resulted in a significantly higher retention rate that now exceeds 80%. The programs offer projects of 12 to 24 months, with task rotation, providing a wide-ranging experience and investing in the development of the professionals. In 2023, 116 young apprentices and 32 interns were hired across the entire company. Of these, 20 young apprentices and 11 interns were offered permanent positions, with four apprentices and five interns at head office and the others at the units. The trainee program held seven sessions totaling 31 opportunities and 24 hires.

In 2023, the Attraction & Selection area, through a robust employer branding strategy, held 30 physical and on-line events reaching around 3,750 students. Promotional materials were developed to strengthen the presence of the brand in the various cities where the company is active, with the aim of positioning it as a relevant employer brand.

During these events, besides presenting technical information about the areas where the company operates, details were shared about the experience of working at AMAGGI via AMAGGIverso, a virtual experience that enables the company's key business areas: agribusiness, commodities, energy, logistics and operations. Work was also done to boost employment opportunities and the company's image on the social media of a consultancy specializing in connecting students to the labor market.

Moreover, a partnership began with two consulting companies specializing in building employee experiences and employer brands with the aim of developing strategies for 2024. The aim of these initiatives is not only to attract talent, but also to build a solid reputation with the prominent employer.

AMAGGI also invests in in-house recruitment where priority is given to developing and promoting existing talent before searching for outside candidates. Whenever a vacancy arises, AMAGGI initiates a search for internal candidates as a first option. Last year, 346 employees took part in the internal recruitment process that resulted in 169 vacancies being filled. As a result, internal promotions are a common practice in the company, regularly occurring at all levels of the organizational pyramid, facilitated by internal knowledge of the culture and the peculiarities of working at the company.

Hiring of employees by age group

	2022		2023	
	Number of hires	Rate	Number of hires	Rate
Under 30 y/o	2,774	50.82	2,899	54.88
Between 30 and 50 y/o	2,417	44.28	2,191	41.47
Over 50 y/o	267	4.90	193	3.75
Total	5,458	100	5,283	100

Hiring of employees by gender

	2022		2023	
	Number of hires	Rate	Number of hires	Rate
Men	4,678	85.71	4,520	85.56
Women	780	14.29	763	14.44
Total	5,458	100	5,283	100

Hiring of employees by region

	2022		2023	
	Number of hires	Rate	Number of hires	Rate
Center-West	5,002	91.65	4,241	80.28
North	445	8.15	1,022	19.35
Southeast	2	0.04	2	0.03
South	9	0.16	18	0.34
Total	5,458	100	5,283	100

Employee turnover by age group

	2022		2023	
	Number of people dismissed	Rate	Number of people dismissed	Rate
Under 30 y/o	2,132	45.88	2,241	49.76
Between 30 and 50 y/o	2,261	48.66	2,027	45.00
Over 50 y/o	254	5.46	236	5.24
Total	4,647	100	4,504	100

Employee turnover by gender

	2022		2023	
	Number of people dismissed	Rate	Number of people dismissed	Rate
Men	4,114	88.53	3,917	86.97
Women	533	11.47	587	13.03
Total	4,647	100	4,504	100

Employee turnover by region

	2022		2023	
	Number of people dismissed	Rate	Number of people dismissed	Rate
Center-West	4,313	92.81	4,025	89.37
North	325	6.99	468	10.39
Southeast	0	0.00	0	0.00
South	9	0.20	11	0.24
Total	4,647	100	4,504	100

AMAGGI invests in in-house talent and strengthens its employer brand.

Average hours of employee training, by gender

	2022	2023
Men	40.08	39.36
Women	42.85	40.79

Average hours of employee training, by functional category

	2022 ¹	2023
Management	106.89	21.56
Heads of Department	234.66	60.02
Back Office	190.62	33.38
Trainees	123.57	78.01
Operations	102.02	38.85
Technical	47.16	68.12

1 The calculation does not factor in total headcount, a premise that was amended beginning in 2023.
[GRI 2-4]



Focused on people development, Universidade AMAGGI offers a variety of mandatory and development training sessions amounting to 532 courses. The content is developed in close collaboration with the business areas. This enables the creation of personalized solutions and greater agility in anticipating changes, resulting in greater adherence and commitment of the employees.

AMAGGI recognizes the importance of talent and leadership development for the company’s success. Therefore, it invests in two schools that specialize in enhancing skills and competencies: the School of Leaders and the School of Talent.

The School of Leaders provides specific training courses designed for developing the seven essential competencies for being a high-performance leader at AMAGGI. One example is a competence “Leaders that Inspire and Engage” intended for leadership capacity building, encouraging trust and committed to the development of their subordinates.

The School of Talent, in turn, identifies and develops all professionals. The school offers training courses covering the six essential competencies for an AMAGGI professional.

Both schools are aligned with the competencies of AMAGGI, with the emphasis on each employee’s individualized development. The focus extends beyond technical skills to also encompass the behavioral competencies essential for a successful leader, such as self-awareness, communication, emotional intelligence, conflict resolution and teamwork.

The focus of **Universidade AMAGGI** is on development, including 532 courses and schools.





In addition to all these actions, AMAGGI also evaluates its employees’ competencies. This annual performance appraisal takes in a variety of positions ranging from analysts and technicians to specialists and leaders. The performance appraisal process is managed by the organizational human development team together with the employees, to analyze performances and develop their careers. This process takes into account both the result of the competency evaluation and the results of the company’s target program. These data serve for building the 9Box Matrix that evaluates the performance of the employees and monitors their development trajectory. The process is concluded at a meeting that discusses the challenges of the area, employee performance, risk mapping and the impact on the employees, as well as succession-related issue. **[GRI 404-3]**

Percentage of employees receiving regular performance and career development reviews, by gender

	2023
Men	14.33%
Women	27.49%
Total	41.82%

Percentage of employees receiving regular performance and career development reviews, by functional category

	2023
Management	100%
Heads of Department	100%
Back Office	30.66%
Trainees	100%
Operations	02.86%

AMAGGI carries out annual employee competency and performance valuations

Diversity equity and inclusion

[GRI 3-3 Diversity, inclusion and equity, 405-1]

AMAGGI understands the challenges that come with diversity, inclusion and equity, and increases its efforts to promote substantial progress in these areas. It does so by constantly monitoring the evolution of indicators, and it is in the process of implementing a diversity process whose construction and implementation are part of the priority targets within the company’s ESG objectives to be fulfilled by 2025.

The commitment to diversity, equity and inclusion also guides the company’s attraction, selection and development initiatives. AMAGGI is an active visitor to universities and participates in forums and congresses to strengthen its practices.

Striving for a consistent and sustainable approach in everything it does, AMAGGI undertook a diversity and inclusion survey at all its units and fostered leadership awareness as to the importance of the issue, especially through the School of Leaders at Universidade AMAGGI.

The strategy is also extended to include persons with disabilities (PWD) within the company. Although meeting PwD targets is a challenge for many companies, AMAGGI aims to go beyond hiring to foster an ambience where people can thrive professionally.

In 2023, one of the key issues dealt with was functional diversity, in dialog sessions with corporate leaders, units, HR and OSH to raise awareness and promote the inclusion of persons with disabilities throughout the entire company. The challenge is to organically integrate functional diversity to make it a natural part of the company’s routine and culture. This topic will be revisited in 2024 using new internal campaigns.

Percentage of executives on governance bodies, by age group

	2022	2023
Under 30 y/o	0,00%	0.00%
Between 30 and 50 y/o	25%	55.56%
Over 50 y/o	75%	44.44%

Percentage of executives on governance bodies, by gender

	2022	2023
Men	87.50%	100%
Women	12.50%	0,00%

AMAGGI fosters diversity and inclusion using ESG targets and programs.



Percentage of employees, by functional category and ethnicity

	2022					2023				
	Yellow	White	Indigenous	Brown	Black	Yellow	White	Indigenous	Brown	Black
Management	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%
Heads of Department	1.08%	31.46%	0.55%	63.47%	3.44%	0.89%	32.09%	0.53%	62.92%	3.57%
Trainees	0.00%	32.35%	0.00%	63.24%	4.41%	0.00%	41.18%	0.00%	58.82%	0.00%
Back Office	0.17%	29.34%	0.13%	66.82%	3.54%	0.42%	26.10%	0.10%	70.13%	3.25%
Operations	0.81%	8.85%	0.10%	84.52%	5.72%	0.75%	8.29%	0.08%	84.70%	6.18%
Technical	0.63%	19.24%	0.00%	77.29%	2.84%	0.30%	17.27%	0.00%	79.40%	3.03%

Percentage of employees, by functional category and age group

	2022			2023		
	Under 30 y/o	Between 30 and 50 y/o	Over 50 y/o	Under 30 y/o	Between 30 and 50 y/o	Over 50 y/o
Management	0.00%	22.22%	77.78%	0.00%	33.33%	66.67%
Heads of Department	16.82%	71.25%	11.93%	14.08%	72.91%	13.01%
Trainees	97.06%	2.94%	0.00%	88.24%	11.76%	0.00%
Back Office	57.93%	39.86%	2.21%	58.49%	38.78%	2.73%
Operations	36.82%	53.18%	10.00%	37.11%	53.17%	9.72%
Technical	28.08%	62.78%	9.14%	31.82%	59.39%	8.79%

Percentage of employees, by functional category and gender

	2022		2023	
	Men	Women	Men	Women
Management	88.89%	11.11%	88.89%	11.11%
Heads of Department	84.81%	15.19%	85.03%	14.97%
Trainees	58.82%	41.18%	58.82%	41.18%
Back Office	49.97%	50.03%	48.95%	51.05%
Operations	91.57%	8.43%	91.26%	8.74%
Technical	88.64%	11.36%	84.85%	15.15%

Ratio of basic wage and compensation received by women to those received by men GRI 405-2

	2022	2023
Heads of Department	0.92	0.93
Trainees	1.00	1.00
Back Office	1.04	1.10
Operations	0.94	0.99
Technical	1.06	1.05



Health, well-being and safety

[GRI 3-3 Health, well-being and safety, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8]

AMAGGI, reflecting its preventive approach, devotes continuous effort to developing a safe and healthy work environment. This is an essential approach for raising maturity in occupational health and safety in all its operating instances. In order to consolidate these principles, the company has adopted a series of guidelines that pervade its organizational culture.

One of the fundamental pillars is operational discipline, which advocates carrying out activities according to specific procedures, ensuring the correct execution at every stage. Each employee is encouraged to act like an “owner” of their area of activity, taking on responsibility for safety and health at work. Within this context, the leadership plays a crucial role by adopting safe practices that serve as an example for their teams.

In addition, responsibility for safety and health is attributed to the area heads, with the occupational health and safety area considered as technical support. This integrated approach stresses the importance of incorporating safety into the day-to-day processes, instead of treating it as an isolated function.

AMAGGI seeks not only to reduce the accident rate, but also to promote a culture of prevention among its employees. That is why it has implemented an occupational health and safety management system (SGSSO). This system standardizes the activities and serves as the basis for developing the culture of occupational health and safety.

Several tools are applied within the environment of this system, such as the Risk Management Program (PGR) that identifies in advance the dangers of a given task, analyzes the risks and stipulates the necessary control measures.



In addition, the SGSSO incorporates several methodologies designed for ensuring the health of the employees and the safe execution of the activities.

AMAGGI also puts strong emphasis on employee capacity building by offering an extensive range of courses and training, both on-site and online. The aim of these initiatives is not only to ensure compliance with the rules and regulations, but also to engender a culture of safety and accident prevention.

Furthermore, the company informs its service providers about the requirements concerning occupational health and safety, ensuring that they meet the stipulated requisites. There are regular internal audits to check compliance with the actions stipulated in the SGSSO and to ensure the efficacy of the practices adopted.

Work accidents involving employees¹ **GRI 403-9**

	2022	2023
Number of hours worked	22,373,682	24,188,020
Number of deaths resulting from work-related injuries	1	1
Rate of fatalities resulting from work-related injuries ²	0.04	0.04
Number of serious work-related injuries (excluding deaths)	78	84
Rate of serious work-related injuries (excludes deaths) ²	3.49	3.47
Number of recorded work-related injuries that are mandatory to report	107	112
Rate of mandatory reporting of work-related injuries ²	4.78	4.63

1 The main injuries were contusions, conjunctival/ocular injury, fractures, sprains and strains, dislocations, cuts, perforations, burns and others of less frequent occurrence.
2 Rates calculated based on 1,000,000 hours worked, in accordance with Brazilian Standard NBR 14.280.

Work-related illnesses¹ **GRI 403-10**

	2022	2023
Number of deaths from occupational diseases	0	0
Number of cases of notifiable occupational diseases (including deaths)	3	11 ²

1 The main types of work-related illnesses refer to intoxication by chemical products, contact dermatitis and musculoskeletal illnesses.
2 The variance over the previous year arose from a one-off condition that affected one of the company's units. This condition has already been properly resolved and no longer significantly affects the company's performance or operations.



AMAGGI is focused on risk management and occupational safety training.

Life Insurance	Healthcare Plan	Psychological and legal support	Private pension scheme
Extended parental leave	Ante-natal monitoring, parental leave guidance, welcoming gifts for the baby and reimbursement for ant-natal tests and appointments (“Sementinha” (little seed) program).	Dental care	Childcare allowance
Meal tickets	Supermarket tickets	Executive check-up	GymPass
Knowledge kit	Appreciation (recognition for length of service)	Provisions for retirement	Sick/pension leave management

Parental leave GRI 401-3

	Gender	2022	2023
Employees who were entitled to take leave	Men	7,299	7,761
	Women	1,467	1,699
Employees who took leave	Men	288	250
	Women	43	78
Employees who returned to work, in the reporting period, after their leave had ended	Men	288	250
	Women	43	78
Employees who returned to work after leave and remained employed 12 months after returning to work	Men	372	175
	Women	75	31
Return rate	Men	100	100
	Women	100	100
Retention rate	Men	76.20	100
	Women	61.00	100

Community relationships and local development

[GRI 2-29, 3-3 Community relationships and local development]

AMAGGI's commitment to fostering the development of local communities is intrinsically linked to its mission. The company's sustainable growth is founded on continuous investment in actions and projects that seek to strengthen the communities, especially those located in regions where the company operates.

AMAGGI establishes specific targets for evidencing the positive impacts generated in the communities, with a special emphasis on attending to those who are most socially, economically and environmentally vulnerable.

Percentage of operations that implemented engagement, impact assessments and/or development programs intended for the local community, per initiative [GRI 413-1]

	2022	2023
Social impact assessments, including gender impact assessments, based on participatory processes	100%	100%
Environmental impact assessments and ongoing monitoring	100%	100%
Public disclosure of the results of environmental and social impact assessments	80%	100%
Local development programs based on the needs of local communities	40%	62,22%
Stakeholder engagement plans based on stakeholder mapping	100%	100%
Committees and processes for broad consultation with the local community, including vulnerable groups	10%	100%
Labor councils, occupational health and safety committees and other entities representing workers to discuss impacts	100%	100%
Formal complaints processes by local communities	100%	100%

AMAGGI is investing in the sustainable development and strengthening of communities.

Private Social Investment

The commitment of AMAGGI to private social investment reflects its understanding that business really only expands when the community also derives benefits. Each investment is evaluated to minimize risks and take advantage of the opportunities associated with these investments.

Over the last three years, the company embarked on mapping vulnerable communities in close proximity to its plants, gathering local data on social, economic and environmental indicators. This in-depth analysis helps identify more vulnerable regions and provides guidance on social and environmental actions and investments. The plan that was put in place aims to expand the positive aspects by 2030.

AMAGGI channel a large portion of its investments to these communities through Fundação André e Lucia Maggi (FALM). In 2023, around R\$ 8 million were earmarked for communities under the social program financing activities of FALM, a non-profit social institution, has for 27 years played the role of managing the private social investment actions of AMAGGI, with three unites strategically located in Cuiabá (MT), Rondonópolis (MT) and Itacoatiara (AM).

The highlight of FALM’s activities since 2023 has been the “*Crescendo com o Local*” (Growing with the Community) program, an initiative strategically planned to generate positive impacts and effective results in communities in situations of social and environmental vulnerability. The program encompasses four key fronts:



Family Agriculture: Significant progress has been made in its mission to strengthen and integrate family agriculture in the regions, seeking greater penetration in private markets, capacity building within the projects regarding their sustainability, and valuing family agriculture with the support of partners. An example of these projects is “*Cultivando o Futuro*” (Planting the Future) in Itacoatiara (AM). FALM carried out a Rapid Participatory Diagnosis with four social organizations of family agriculture in the region, an essential tool for assessing and understanding the levels of organizational governance, people management, financial management, social and environmental management, and production and sales management of these organizations. The conclusions led to specific actions of the project, including workshops and training activities aligned with the needs of the organizations. Worthy of special mention is the workshop on organizational governance involving 43 participants, which resulted in the organizations involved defining their mission, vision and values. The Foundation also invested financial resources amounting to R\$ 240,000.00 in organizational strengthening as a contribution for procuring essential goods and services.



Entrepreneurship: Its efforts are focused on promoting productive inclusion and in generating work and income for people and groups in situations of social and environmental vulnerability. In the regions covered by the *Crescendo com o Local* program, the company identified an unexploited potential for providing basic services and other activities connected with the agribusiness chain and other private markets. This scenario presents a valuable opportunity for creating self-employment and higher incomes, especially for those in situations of social and environmental vulnerability. Last year saw the start of the pilot project “*Transformação de Resíduos Têxteis*” (transformation of waste fabric) whose purpose is to strengthen social organizations and generate income for women in situations of social and environmental vulnerability by reusing discarded materials like AMAGGI uniforms. In partnership with two civil society organizations in the cities of Sapezal and Campo Novo do Parecis, in the state of Mato Grosso, which are already engaged in local women’s empowerment initiatives, FALM is drawing up a production cycle for converting this waste to new products that are given a new purpose.

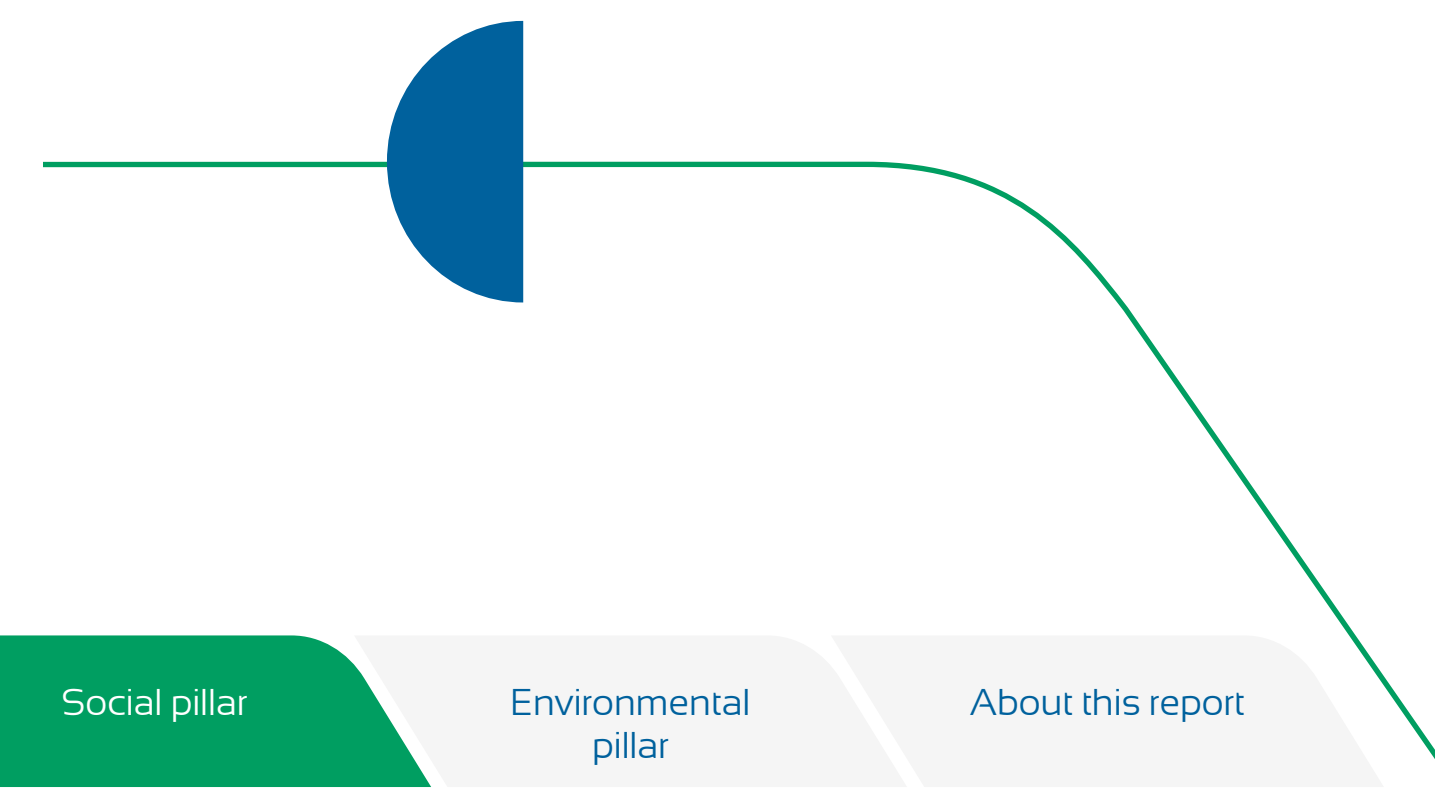


Vocational Qualification and Employability: During 2023, strategic partnerships were set up with a range of organizations that include schools, universities, social organizations, the 'S' system and businesses. This result of this collaboration was concrete initiatives to prepare and place individuals in the labor market. FALM collaborated with local companies, adjusting its recruitment, selection and hiring processes to reflect the realities of the communities served. This not only created job opportunities, but also trained people to enter and remain in the labor market in a more sustainable manner. In all, 296 hours of vocational training were provided in four courses focused on the agribusiness sector, with emphasis on operating farm machinery and the mechanics and maintenance of farm machinery. It is worth mentioning that 44 people qualified, the significant fact being that 57% of them are women.



Strengthening civil society organizations (OSCs): The emphasis here is on building capacity in new knowledge and skills at OSCs, fostering institutional development while incentivizing enhancements. During the strengthening process, FALM convenes meetings for the OSCs in the municipalities where they operate, offering a journey that includes diagnosing institutional maturity, drawing up development plans, training and mentoring. The culmination of this is that sustainability plans are drawn up for the OSCs which receive incentives and financial support to strengthen themselves institutionally and carry out their activities.

In addition to the initiatives offered within the scope of the "Crescendo com o Local" program, FALM plays a crucial role in countering the sexual abuse and exploitation of children and teenagers in the municipality of Itacoatiara (AM). During 2023, a series of activities took place that included drawing up the Municipal Combat Plan in partnership with Childhood Brasil, socio-educational actions in schools, courses about special testimony for professionals of the justice system, on-site training sessions and get-togethers for presenting results and future proposals. Participation in these actions involved AMAGGI employees, municipal secretariats, the justice system and social organizations. Significant results were achieved with the signing of a Cooperation Agreement between FALM, Childhood Brasil, the Municipal Council for the rights of Children and Teenagers (CMDCA) and the local City Hall, a successful offering of courses and training sessions, recognitions and awards, in addition to significant progress in the Municipal Plan for Combatting Violence against Children and Teenagers (PMEVCA). The active involvement of the Municipal Committee members, the implementation of non-revictimization initiatives and the consolidation of the partnerships highlight the efficacy and the commitment of FALM to the initiative. In all, there were 184 hours of activities, consolidating the engagement and success of the action in support of the Protection Network in Itacoatiara (AM).





Environmental pillar



Respect for the environment is one of AMAGGI's pillars of development, ranging from responsibility for the Earth to the control of carbon emissions. The company is a benchmark in social and environmental management, recognizing the importance of conserving natural resources both for the economy and for life on Earth.

The company demonstrates that environmental protection and agribusiness go hand-in-hand. Environmental conservation for AMAGGI is a sine qua non condition for the sector's existence. On its farms, soil conservation, the efficient use of inputs and fuel and proper management of farm chemical recipients are part and parcel of environmental programs aimed at the equilibrium essential for production, as well as the restoration of nature.

Furthermore, AMAGGI sets ambitious environmental targets by offering innovative products and solutions, pledging itself to zero deforestation and conversion of native vegetation, as well as low carbon emissions. The company invests in renewable energy sources that exceed its consumption, continuously working to achieve net zero carbon emissions by 2050.

Biodiversity and ecosystems

[GRI 3-3 Biodiversity and ecosystems, 304-1, 304-3, 13.4.1, 13.4.2]

On the AMAGGI farms there are 177,000 hectares of protected areas, which include Legal Reserves (RL), Forest Assets, Areas of Permanent Preservation (APP) and spaces intended for environmental offset. In particular, the APPs encompass riverbanks, streams, lakes or springs, with a band varying from 30 to 100 meters depending on the features of the water body.

AMAGGI is presently intensifying its efforts at restoring degraded environments, with special attention to the conservation of riparian forests. These areas play an essential role in preventing the silting up of rivers and in promoting biodiversity. AMAGGI's specialists are continually engaged in recovering these areas using natural regeneration techniques and enrichment with native seeds using the technique of seed swarming.

To prevent forest fires, a AMAGGI adheres to practices like the construction and maintenance of firebreaks, open corridors that surround conservation areas of the perimeters of properties to prevent the fire outbreaks from spreading. In addition, the farms are equipped with devices and trained firefighting teams. In certain situations, the teams collaborate in bringing fires on neighboring farms under control.

AMAGGI is committed to preserving biodiversity and adopting sustainable practices to protect the environment. Its initiatives include conservation of forest reserves, environmental monitoring and ecosystem restoration.

In looking after natural reserves, the company is devoted to areas of permanent preservation, legal reserves and environmental protection areas located on its properties. It creates partnerships with research institutions and NGOs to keep tabs on and evaluate biodiversity in its operations.

The habit of the sustainable use of natural resources involves strategies like integrated pest management, the adoption of direct planting techniques and the reduced use of agricultural chemicals and fertilizers. These measures contribute to conserving soil and water quality and the local biological diversity.

The company also runs programs for restoring degraded ecosystems, such as recovering springs, replanting of degraded areas and the restoration of riparian forests.

The environmental monitoring programs, including soil and water quality analysis, the monitoring of fauna and flora and the proactive recovery of degraded areas, allows the company to constantly evaluate the impact of its operations on the biodiversity. Based on scientific data, AMAGGI takes preventive measures to minimize any adverse impacts, balancing economic development and environmental conservation.

In partnership with the Environmental Research Institute of the Amazon (IPAM), AMAGGI is carrying out a study to monitor the potential impacts of farming activities on the biodiversity. This work is focused on the company's areas of preservation and planting, with special attention for the cotton plantations on four of its farms: Tucunaré, Água Quente, Itamarati and Tanguro. The key objective of the study is to monitor in minute detail the impact on the fauna and flora on farming landscapes. In the Fazenda Tanguro farm region, hundreds of species have been identified, including 60 species of mammals, 258 birds, 353 plants and 170 bees.

In 2023, IPAM and AMAGGI entered into a financial offset agreement to maintain 2,200 hectares of native vegetation on Fazenda Itamarati at Campo Novo do Parecis (MT) under the CONSERV project. This private mechanism rewards rural producers for preserving native vegetation as well as legal reserve area by offering a financial alternative for environmental conservation. Launched in 2020, CONSERV operates in Mato Grosso and Pará, acknowledging the crucial role of the producers in preserving nature and proposing a model that integrates conservation and development.



AMAGGI protects **biodiversity** using sustainable practices and prevention.

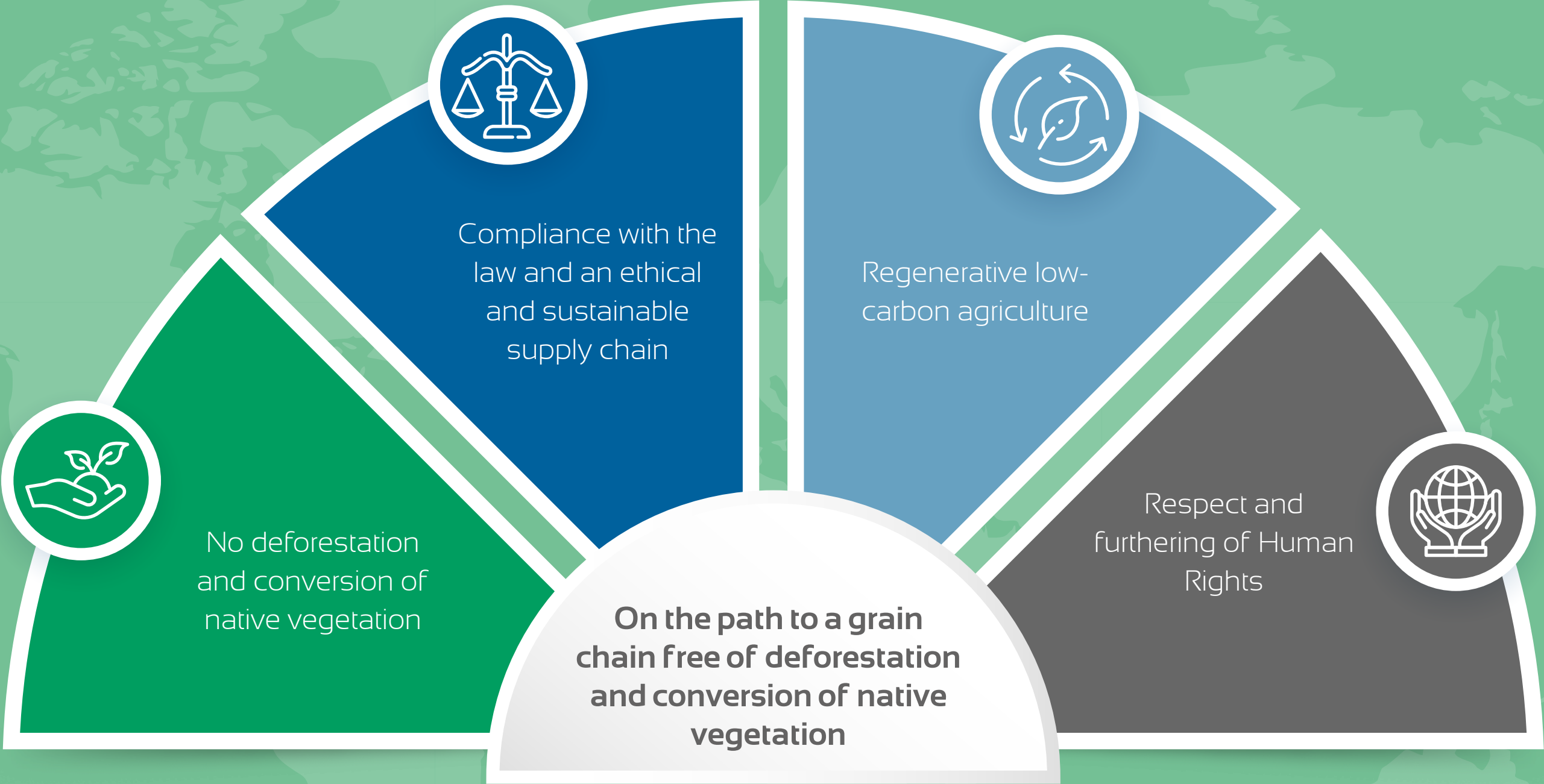
Zero deforestation and conversion of native vegetation

[GRI 3-3 Deforestation and conversion of local native vegetation, 304-2, 13.4.3]

AMAGGI has a commitment to achieve by 2025 a grain supply chain fully monitored and traced, free of deforestation and the conversion of native vegetation (Deforestation and Conversion Free - DCF) encompassing every biome, country and region where it operates.

In 2017, as part of its Global Positioning on Sustainability, the company launched the initiative “On the path to a chain free of deforestation and conversion of native vegetation”, which was upgraded in 2021 to encompass farm production, grain origination and financing, including direct, intermediate and indirect suppliers.

Furthermore, the company is committed to maintain all sectorial agreements intended for protecting forests and native vegetation, including the Soybean Moratorium and the Pará Green Grain Protocol. AMAGGI is also seeking to support the continuous improvement of its processes for the benefit of environmental sustainability.



Read the full text of AMAGGI’s commitment to a deforestation and conversion-free chain.

And to become familiar with the specific annual report for this commitment of AMAGGI, the Progress Report, **[click here](#)**.

Innovation, technology and good farming practices

[GRI 3-3 Innovation, technology and good farming practices]

AMAGGI is at the forefront of innovation, technology and the adoption of good farming practices for driving increasingly sustainable agriculture. The company continually invests in practices intended to reduce the social and environmental impacts of its planting and harvesting operations, driving gains in efficiency and productivity.

Among the actions taken for low-carbon, regenerative agriculture, the highlights are direct planting, crop-livestock farming integration, soil quality control, efficient use of inputs, crop rotation, modernization of machinery, irrigation-free cultivation and biological control of pests. In addition AMAGGI uses renewable energy sources and incorporates technologies such as:

- **Agricultural Weather Radar:** the first weather radar dedicated exclusively to agriculture in Mato Grosso, in the Fazenda Tucunaré farm. Covering a radius of 100 kilometers, the radar monitors the microclimate in real time, providing crucial information for taking decisions in farming operations susceptible to climate variations.
- **Telemeclima:** uses a precision farming to monitor and automate the soybean planting, cultivation and harvesting process to enhance productivity and reduce the use of inputs and greenhouse gas emissions. The company monitors its planted areas in real time, 24 hours a day.
- **Connectivity:** the company has set up a 4G network on the units and has added 200 new automated weather stations. This enables the machines to access real-time remote sensing information, providing greater assertiveness in decision-making in the field.

In addition, in 2023 the company rolled out its regenerative farming program, *Amaggi Regenera*, intended to create a low-carbon farming system that restores soil health and biodiversity, while at the same time encouraging an entire generation of family producers and farmers to produce in a more sustainable manner. The collaboration covers the implementation of regenerative practices, impact measurement and the creation of a central model farm.

As part of this collaboration, solutions for resilient and low-carbon production solutions are being tested, aligning AMAGGI with the search for more sustainable and innovative farming practices. Focusing on three pillars (soil, biodiversity and people), the aim of the project is to contribute to economic and climatic resilience by fostering more sustainable production. The purpose is to extend the program to AMAGGI's production chain and family farmers.

Pillars of AMAGGI Regenera

- **Soil:** AMAGGI fosters practices like direct planting of cover vegetation, precision farming and conscientious use of water and biodefense agents seeking continuous restoration of the soil and reducing the use of chemical inputs.
- **Biodiversity:** AMAGGI contributes through biological control of diseases, integrated pest management and conservation of native vegetation areas, facilitating the transport of living creatures and e micro-organisms in the areas under cultivation.
- **People:** *Amaggi Regenera* fosters the dissemination of knowledge and the positive influence on rural producers and family farmers so that everyone contributes to the longevity of the soil and life.

Click [here](#) to find out more about *Amaggi Regenera*.

Use of agricultural chemicals

[GRI 3-3 Use of agricultural chemicals, 304-2, 13.6.2]

AMAGGI abides by strict practices regarding the use of agricultural chemicals to comply with safety and sustainability protocols. Committed to minimizing environmental impacts and protecting human health, the company embraces responsible and efficient practices, including:

- **Integrated pest management:** Careful selection of agricultural chemicals with a lower environmental impact, prioritizing biological products. The application is scheduled according to the degree of infestation determined using integrated pest monitoring (MIP).
- **Biological control:** Investment in a biopesticide plant and research for developing biological methods for controlling pests and diseases, reducing dependence on chemical pesticides.

- **Monitoring and evaluation:** Frequent checks of the crop areas to determine the need for applications, avoiding the unnecessary use of pesticides.
- **Training and education:** Providing regular training courses for employees covering the responsible use of agricultural chemicals, including proper dosage, correct application, secure storage and proper disposal.
- **Certifications:** Obtention of certifications, like the Round Table on Responsible Soy (RTRS) Responsible Brazilian Cotton (ABR-BCI) attesting to compliance with food safety and environmental standards, reinforcing the commitment to responsible use of pesticides

Furthermore, the company implements specific measures for avoiding adverse effects, such as limiting the use of pesticides only when necessary, prohibiting their application in sensitive areas and actions to prevent contamination of water bodies.





Climate change

[GRI 3-3 Climate change, 201-2, 305-1, 305-2, 305-3, 305-5]

AMAGGI aims to contribute to reducing climate change by aligning its practices and ambitious targets intended for sustainable expansion in the environmental, social and economic spheres.

The company signed up to the Science-Based Targets Initiative (SBTi) in 2021, aiming to set targets aligned with science for reducing and neutralizing greenhouse gas (GHG) emissions. AMAGGI’s commitment is to achieve emission neutrality by 2050.

Within the Brazilian context, the company is part of the Race to Zero, an initiative that aims to mobilize a cross-section of industry to achieve net zero emissions by 2050 as part of the “Business Ambition for 1.5°C” campaign. In the farming sector, the targets include emission reduction, the adoption of sustainable and resilient farming practices, such as integrated production systems, low-carbon technologies, efficient waste management and preservation of biodiversity.

In a show of transparency, the company discloses its annual GHG emissions report on the Public Register of Emissions of the Brazilian GHG

Protocol Program, collaborating with entities like the FGVces, WRI, the Ministry of the Environment, the CEBDS and the WBCSD to promote sustainable development.

In 2023, AMAGGI participated for the first time at the CDP Climate Change. This is a fundamental initiative for promoting additional transparency and accountability in regard to climate change.

Greenhouse gas emissions (tCO₂e)

	2020 ¹	2021	2022	2023
Scope 1	484,483	648,873	1,184,985	1,163,376
Scope 2	24,550	24,511	21,675	15,269
Scope 2 - Market-based	20,220	4,203	3,286	0,000 ²
Scope 3	575,255	684,067	842,516	753,671
Biogenic emissions	294,133	317,210	1,190,269	628,673
Biogenic carbon removals	-376,999	-432,10	-341,643	-454,262

¹The emissions values for 2020 have been recalculated, due to the change in the heating potential of the gases under IPCC AW6.

²For the year 2023, emissions have been zeroed, because they have all been abated by the self-production output of the small hydroelectric power plants.



DIRECT (SCOPE 1) GREENHOUSE GAS (GHG) EMISSIONS

Scope 1 emissions are direct emissions related to mobile combustion, stationary combustion, fugitive emissions, agricultural activities and changes in land use. In 2023, there was 2% reduction in relation to the previous inventory, due in the main to the reduction of accidental wildfires and less use of nitrogenous fertilizers and soil conditioning agents.

The source of farming-derived emissions is a determining factor for the variances in our Scope 1. The year 2023 saw a reduction in the emissions emanating from this source. The main reason for this decline was the optimized use of fertilizers (maintenance and reform) and soil preparation in farming areas.

Where wildfires are concerned, AMAGGI is committed to mitigating the impact of the changes in land use, and puts strict measures in place to reduce the risks of forest fires. As a consequence of this commitment, the emissions emanating from this source declined by 26%, thus providing clear evidence of the company's engagement.

INDIRECT (SCOPE 2) GREENHOUSE GAS (GHG) EMISSIONS FROM THE ACQUISITION OF ENERGY

Scope 2 refers to indirect emissions of greenhouse gases arising from using electricity purchased by the company for its own use. This covers all atmospheric greenhouse gases arising from electricity consumption.

The company uses two approaches to deal with these emissions:

- **The location-based approach** aims to quantify the Scope 2 emissions using as a reference the average emissions from generating electricity in a given electrical system.
- **Procurement choice-based approach** suggests quantifying Scope 2 GHG emissions using the specific emission factor associated with each type of electricity generating source that the organization has chosen for procurement and consumption. In this method, the emission factor is directly related to the origin of the electricity generated, requiring proof.

In the location-based approach, there was a significant reduction of 30%. This is due to the fact that the units that had previously been connected to the Amazonas Grid System (whose emission factor is greater due to the use of fossil fuels to generate electricity) are now connected to the National Grid (SIN) System.

In the context of the choice-of-procurement context, the company is self-sufficient, with the remaining consumption in MWh offset by the power emanating from the small hydroelectric plants. This commitment to investing in energy matrix diversification, with the increasing emphasis on renewable energy sources, has been driven by the installation and modernization of small hydroelectric plants (PCHs) and photovoltaic plants.

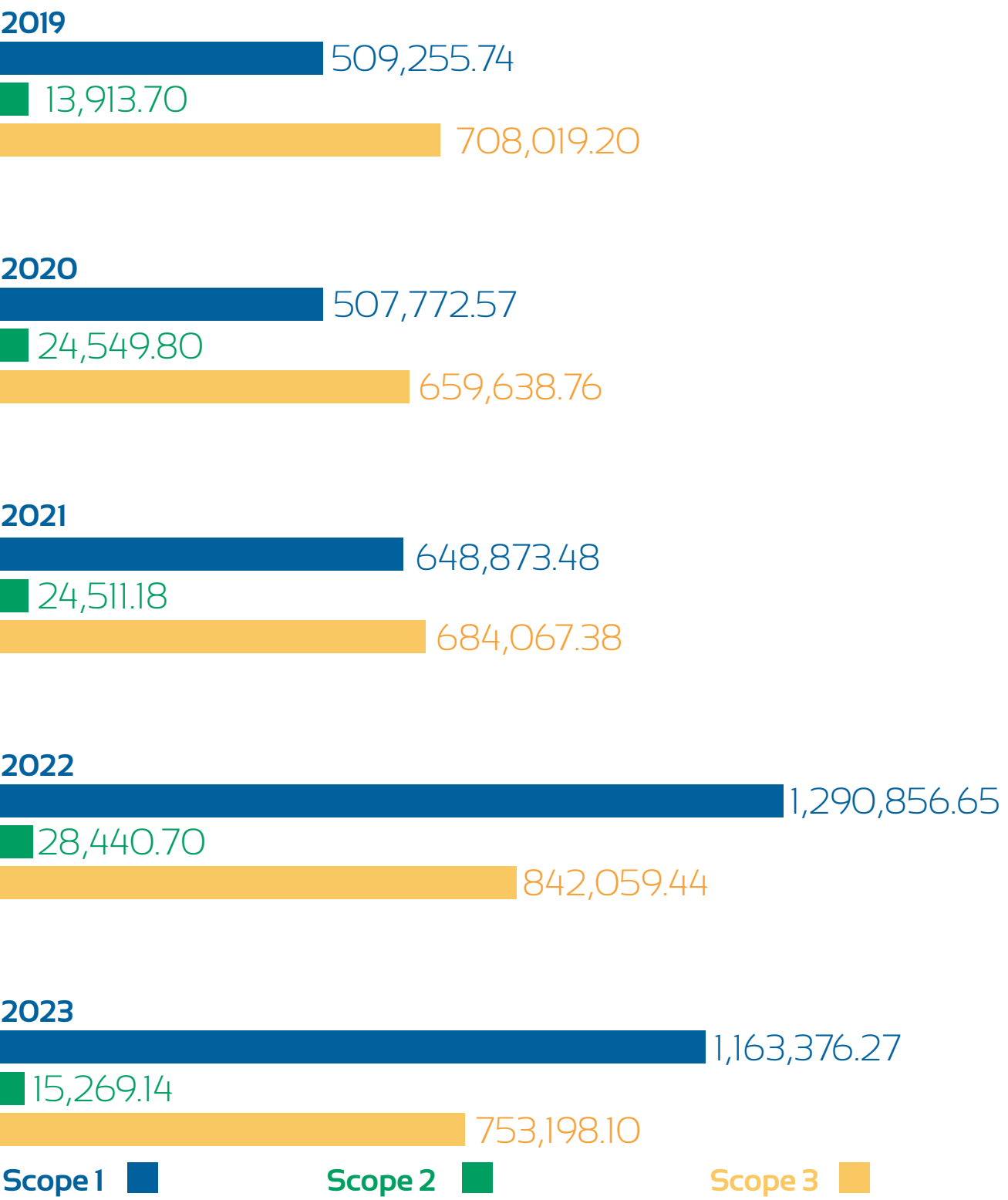
OTHER INDIRECT (SCOPE 3) GREENHOUSE GAS (GHG) EMISSIONS

As part of its governance, AMAGGI continues to monitor its value chain-related emissions. Scope 3 emissions are indirect, in other words, they are associated with operations not under the company’s direct control. The Scope 3 emissions factored into the inventory were as follows:

- **Category 1** - Goods and services procured
- **Category 6** - Business travel
- **Category 9** - Downstream transport and distribution
- **Category 13** - Leased assets (the organization as the lessor)

It is important to point out that AMAGGI is already implementing engagement and management actions involving suppliers and partners with the aim of divulging and providing guidance on the best social and environmental practices, including climate issues.

EMISSIONS HISTORY FOR THE LAST FIVE YEARS



Biodiesel for reducing transport emissions

As part of its commitment to eliminate its carbon footprint by 2050, AMAGGI is adopting biodiesel on various fronts of its operations. In 2023, the company inaugurated its first plant for processing soybean to biodiesel. With an annual production capacity of 360,000 tons of biodiesel and processing around 1,2 million tons of grain a year, the plant represents an investment of R\$ 75 million, announced in 2018, and set up alongside the company's soybean crushing plant at Lucas do Rio Verde (MT).

During the year, AMAGGI began using the biofuel in its farm machinery and in its truck fleet and carried out successful tests with tractors, a loading shovel and a grader fueled exclusively with B100 biodiesel.

In December, in line with the global challenge for a more sustainable energy transition, the Fazenda Sete Lagoas farm, located about 200 kilometers from Lucas do Rio Verde, took on the commitment to be the world's first farm to exclusively adopt B100 in its farm machinery, replacing diesel. The target is that in 2024, all machinery on the farm will

move to using B100. Covering 3,600 hectares, the farm at Sete Lagoas is a key element in evaluating the results and will determine the extension of the operation with 100% biodiesel to other properties.

To complete the plan, the company's own fleet of 100 trucks will also move to B100. If this is successful, use of the biofuel may be extended to other trucks in the company's fleet, currently totaling 700 trucks, and could reach 1100 by the end of 2024.

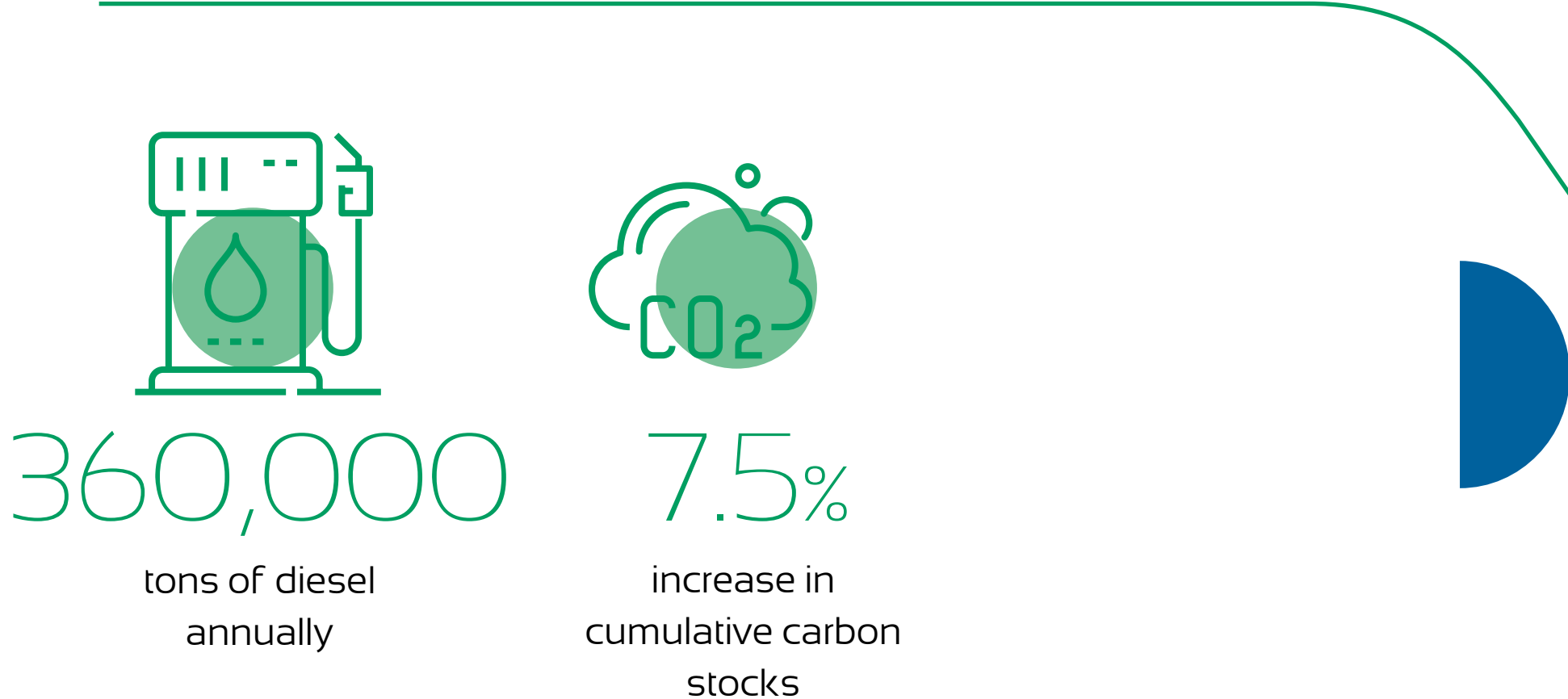
Where shipping is concerned, tests will be begin with AMAGGI's barges on a trip along the Madeira River waterway to the port of Itacoatiara in the Amazon, transporting soybean using B100 biodiesel.

Carbon inventory

The carbon inventory is a valuable environmental asset represented by the carbon accumulated in the biomass of native vegetation. AMAGGI, reflecting its environmental approach, has expanded its carbon reserves by acquiring new areas.

In 2023, AMAGGI's accumulated carbon inventory grew significantly, exceeding 7.5%. This increase, which elevated the reserves from approximately 74 million to 79 million of tCO2e, can be attributed to the acquisition of the Fazenda Carolinas farm that added to the group 68,000 hectares of native vegetation. It is important to point out that the capacity of the vegetation to store carbon varies according to the physical features and the biome where it is found.

The gains in conservation areas and, consequently, in the carbon inventories, reflect the practice of responsible agriculture and the commitment not to convert native vegetation areas to arable farming. Furthermore, preserving these areas contributes to maintaining the biodiversity, regulating the climate and protecting soil and water resources, thereby helping to mitigate climate change.



About this report

[GRI 2-1, 2-2, 2-3]

AMAGGI Importação e Exportação Ltda published its annual ESG Report highlighting its operations in line with openly assumed commitments and targets for a fairer, more prosperous and more sustainable future.

Using the information based on interviews with members of the executive board and data carefully collated and analyzed in accordance with the criteria of the Global Reporting Initiative (GRI), 2021 version, this edition of the document emphasizes the company's performance between January 1 and December 31, 2023, including its efforts to implement new technologies and innovative practices that not only benefit producers, the environment and society, but also drive the company's results. [GRI 2-14]

Moreover, the report highlights the progress made, especially in regard to private social investment, corporate governance and dealing with climate change. These elements underscore AMAGGI's continuing commitment to being a driving force for generating shared value.

In case of doubts and/or suggestions, get in contact via the e-mail: sustentabilidade@amaggi.com.br

GRI Content Index



CONTENT INDEX
ADVANCED SERVICE

2024

Declaration of use	AMAGGI has reported in accordance with GRI Standards for the period from January 1 to December 31, 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sectorial Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
GRI 2: General disclosures 2021	2-1 Organizational details	Pages 9, 13, 34 and 76.				
	2-2 Entities included in the organization’s sustainability reporting	Page 76.				
	2-3 Reporting period, frequency and contact point	Page 76.				
	2-4 Restatements of information	None.				
	2-5 External assurance	None.				
	2-6 Activities, value chain and other business relations	Pages 10 and 48.				
	2-7 Employees	Page 52.				
	2-8 Workers who are not employees	Page 52.				
	2-9 Governance structure and composition	Page 35.				
	2-10: Nominating and selecting the highest governance body	Page 35.				
	2-11 Chair of the highest governance body	Page 36.				
	2-12 Role performed by the highest governance body in overseeing the impact management	Page 35.				
	2-13 Delegation of responsibility for managing impacts	Page 36.				



GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
GRI 2: General disclosures 2021	2-14 Highest governance body’s role in sustainability reporting	Pages 31 and 76.				
	2.15. Conflicts of interest	Pages 38.				
	2-16 Communication of critical concerns	Pages 30 and 35.				
	2-17 Collective knowledge of the highest governance body	Pages 35 and 36.				
	2-18 Performance appraisal of the highest governance body	Page 35.				
	2-19 Compensation policies	Executive Compensation is linked to their performance, both individual and collective, according to strategic targets aligned with the principles of governance, sustainability and continuity of the business. For the executives, these individual targets also encompass topics like ESG, audits, compliance, regulatory affairs, development, health and safety of personnel, among others.	a.ii., a.iii., a.iv., a.v.	Not applicable.	AMAGGI does not have such policies.	
	2-20 Process to determine compensation		All	Confidentiality constraints	For strategic reasons, the company does not disclose Compensation data.	
	2-21 Annual total compensation ratio		All	Confidentiality constraints.	For strategic reasons, the company does not disclose Compensation data.	
	2-22 Statement about the sustainable development strategy	Page 3.				
	2-23 Policy commitments	Page 37.				
	2-24 Embedding policy commitments	Pages 42, 45 and 48.				
	2-25 Processes to remediate negative impacts	Pages 42, 44 and 48.				
	2-26 Mechanisms for seeking advice and raising concerns	Pages 30, 35 and 37.				

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
GRI 2: General disclosures 2021	2-27 Compliance with laws and regulations	During the reporting period, no significant cases of non-compliance with laws and regulations were identified, nor were fines imposed referring to this type of non-compliance. Defining significant cases too into account situations that resulted in stoppages or interdiction of operational activities, or which led to fines exceeding R\$ 1,000,000.00.				
	2-28 Membership associations	Pages 21 and 40.				
	2-29 Approach to stakeholder engagement	Pages 21, 40, 41, 51 and 62.				
	2-30 Collective bargaining agreements	Page 52.				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 31.				
	3-2 List of material topics	Page 32.				
Material topic: Attraction and development of employees						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 53.				13.20.1
GRI 40I: Employment 2016	40I-1 New hires and employee turnover	Page 53.				
	40I-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	Page 61.				
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	Page 53.				
	404-2 Programs for improving employee skills and career transition assistance	Page 53.				
	404-3 Percentage of employees receiving regular performance and career development reviews	Pages 53 and 56.				

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Biodiversity and ecosystems						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 67.				13.3.1
GRI 304: Biodiversity 2016	304-1 Owned, leased or managed operations within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Page 67.				13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity	Pages 69 and 71.				13.3.3
	304-3 Habitats protected or restored	Page 67.				13.3.4
	304-4 Species included in the IUCN Red List and in national conservation lists with habitats in areas affected by the organization's operations		All	Not applicable.	There are no species on conservation lists in the areas where AMAGGI operates.	13.3.5

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Deforestation and conversion of local native vegetation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 69.				13.4.1
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Report the percentage of production volume from land owned, leased or managed by the organization defined as free from deforestation or conversion, broken down by product, and describe the evaluation methods used	Page 67.				13.4.2
	For products purchased by the organization, report the following per product: - percentage of purchased volume defined as deforestation-free or conversion-free, and describe the evaluation methods used; - percentage of purchased volume for which the origins are not known in order to define whether they are deforestation-free or conversion-free, and describe the measures taken to improve traceability.	Page 69.				13.4.3
	Report the size in hectares, location and type of natural ecosystems converted since the deadline on land owned, leased or managed by the organization.		All	Not applicable.	There was no conversion of native forest during this reporting period.	13.4.4
	Report the size in hectares, location and type of natural ecosystems converted since the deadline on land owned, leased or managed by the organization.		All	Not applicable.	There was no conversion of native forest during this reporting period.	13.4.5

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Diversity, inclusion and equity						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 57.				13.15.1
GRI 401: Employment 2016	401-3 Parental leave	Page 61.				
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees	Page 57.				13.15.2
	405-2 Ratio between the basic salary and remuneration received by women and those received by men	Page 58.				13.15.3
GRI 406: Non-discrimination 2016	406-1 Cases of discrimination and corrective measures taken	In 2023, eight cases were registered through the Whistleblower Channel, all of which were submitted to the Ethics and Conduct Committee and have already been resolved. A sanction was defined in accordance with the company's consequences policy.				13.15.4
Material topic: Ethics, integrity and compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 37.				13.25.1, 13.26.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 39.				13.26.2
	205-2 Communication and training on anti-corruption policies and procedures	Page 37.				13.26.3
	205-3 Confirmed cases of corruption and measures taken	There were no cases of corruption in the period covered by this report				13.26.4
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for unfair competition, trust and monopoly practices	There were no lawsuits for unfair competition, trust or monopoly practices in the period covered by this report.				13.25.2
Material topic: Emergency management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44.				13.9.1

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Management, transparency and traceability of the supplier chain						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 48.				13.23.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	Page 48.				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected based on environmental criteria	Page 48.				
	308-2 Negative environmental impacts of the supply chain and measures taken	Page 48.				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers selected based on social criteria	Page 48.				
	414-2 Negative social impacts of the supply chain and measures taken	Page 48.				
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Describe the level of traceability in place for each product purchased, for example, whether the product can be traced back to the national, regional or local level, or to a specific point of origin (such as farms, nurseries, hatcheries and feed mills).	Pages 42 and 49.				13.23.2
	Report the percentage of purchased volume certified by internationally recognized standards that trace the path taken by products along the supply chain, with a breakdown by product, and list these standards.	Pages 42 and 49.				13.23.3
	Describe the improvement projects to certify suppliers by internationally recognized standards that trace the path taken by products along the supply chain to ensure that the entire volume purchased is certified.	Pages 42 and 49.				13.23.4
Material topic: Innovation, technology and good farming practices						
GRI 3: Material Topics 2021	Management of material topics	Page 70.				13.5.1

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 72.				13.1.1, 13.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Page 72.				13.2.2
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Page 72.				13.1.2
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions resulting from energy purchases	Page 72.				13.1.3
	305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions (GEE)	Page 72.				13.1.4
	305-4 Intensity of greenhouse gas (GHG) emissions	Page 72.	All	Information unavailable.	All information related to content 305-4 has been omitted due to a review of the calculation methodology for this indicator. Updated results will be presented in the next report, reflecting the newly adopted approach.	13.1.5
	305-5 Reduction of greenhouse gas (GHG) emissions	Page 72.				13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)		All	Information unavailable.	AMAGGI does not include measurements of Ozone-Depleting Substances (ODS) in its Greenhouse Gas (GHG) Inventory. This decision arises from the fact that the company does not incur significant emissions of these products in its operations	13.1.7
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		All	Information unavailable	AMAGGI does not include measurements of Ozone-Depleting Substances (ODS) in its Greenhouse Gas (GHG) Inventory. This methodological decision arises from the fact that the company does not incur significant emissions of these products in its operations	13.1.8

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Products and services quality and safety management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 45.				13.10.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by categories of products and services	At AMAGGI, 100% of the significant categories of products and services are evaluated in relation to health and safety impacts in search of improvements.				13.10.2
	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	In 2023, AMAGGI was inspected by MAPA at its Itacoatiara (AM) unit, where some non-conformities with Normative Instruction 04/2007 were identified. Corrective measures were promptly applied and approved by MAPA. No non-conformities were recorded that required the withdrawal of products available on the market.				13.10.3
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Report the percentage of the production volume of operations units certified by recognized food safety standards and list these standards.	Page 46.				13.10.4
	Report the number of recalls carried out for reasons related to food safety and the total volume of products withdrawn from the market.	Page 46.				13.10.5
Material topic: Community relations and local development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 62.				13.12.1
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	Page 62.				13.12.2
	413-2 Operations with significant actual or potential negative impacts on local communities	Page 44.				13.12.3

GRI STANDARD	CONTENT	RESPONSE	OMISSION			REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
			REQUISITE(S) OMITTED	REASON	JUSTIFICATION	
Material topic: Health, well-being and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 59.				13.19.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page 59.				13.19.2
	403-2 Hazard identification, risk assessment and incident investigation	Page 59.				13.19.3
	403-3 Occupational healthcare services	Page 59.				13.19.4
	403-4 Worker participation, consultation and communication with workers regarding health and safety at work	Page 59.				13.19.5
	403-5 Training workers in occupational health and safety	Page 59.				13.19.6
	403-6 Promoting worker health	Page 61.				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relations	Page 59.				13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page 59.				13.19.9
	403-9 Accidents at work	Page 60.				13.19.10
	403-10 Occupational diseases	Page 60.				13.19.11
Material topic: Use of agricultural chemicals						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 71.				13.6.1
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Report the volume and intensity of pesticides used according to the following toxicity levels	Page 71.				13.6.2

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL	
TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.7 Water and effluents	"Water and effluents" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results.
13.8 Waste	"Waste" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results.
13.11 Animal health and welfare	"Animal health and welfare" is not a material topic for AMAGGI because it does not apply to the company's operations.
13.13 Land and resource rights	" Land and resource rights " is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results.
13.14 Rights of indigenous peoples	"Rights of indigenous peoples" is not a material topic for AMAGGI because 100% of the company's own operations comply with the Forest Code and are located outside Conservation Units and Indigenous Lands; additionally, grain purchases from suppliers adhere to criteria that include the absence of impact on Indigenous Lands and Strict Protection Conservation Units.
13.16 Forced or compulsory labor	"Forced or compulsory labor" is not a material topic for AMAGGI. In addition to rejecting this practice in its own operations, the company ensures that grain purchases from suppliers meet criteria that include the absence of suppliers listed on the blacklist of forced or hard labor.
13.17 Child labor	"Child labor" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and a thorough analysis of the results. Since 2009, the company has been committed to defending children's and adolescents' rights and renewed its title as a Child-Friendly Company in 2022, awarded by the Abrinq Foundation, among other recognitions.
13.18 Freedom of association and collective bargaining	"Freedom of association and collective bargaining" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and a thorough analysis of the results. All company employees are covered by collective bargaining agreements, and the company respects the right to collective bargaining for its suppliers.
13.21 Living income and living wage	"Living income and living wage" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results.
13.22 Economic inclusion	"Economic inclusion" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results. However, AMAGGI establishes specific targets for evidencing the positive impacts generated in the communities, with a special emphasis on attending to those who are most socially, economically and environmentally vulnerable. Learn more on page 62.
13.24 Public policy	" Public policy " is not a material topic for AMAGGI because it was not identified as one of the 13 material topics aligned with the company's ESG strategy during the 2022 materiality assessment, which involved extensive consultation with various stakeholders and thorough analysis of the results. However, the company has created close ties with several governmental institutions not only to comply with regulations, but also to foster initiatives that drive positive transformation in the sectors where it operates. Learn more on page 40.

Production

Overall coordination | AMAGGI (ESG, Communication and Compliance Management)

Executive coordination | AMAGGI (Corporate Communication Department and Social and environmental Affairs Department)

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