

# 2024 ESG Report

AMAGGI. 





# SUMMARY





# 01

## MESSAGE FROM THE PRESIDENT



# Message from the President

GRI 2-22

2024 brought a combination of challenges and opportunities in an unstable global scenario. The El Niño phenomenon, exacerbated by climate change, caused atypical droughts, especially in the state of Mato Grosso, at the beginning of the harvest, impacting our agricultural production. This situation required us to adapt quickly and effectively to deal with adverse weather conditions, which reduced our productivity compared to the previous year, which was a record year. Despite these challenges, we managed to maintain a solid trajectory and continue to generate positive financial and operational results, demonstrating the resilience of our strategy and business portfolio.

Over the past ten years, we have made continuous investments, with an average annual Capex of USD 220 million. This strategy has been fundamental to strengthening our position in Brazilian agribusiness and allows us to continue to grow, even in a challenging environment.

Our strategic planning is the foundation that supports our growth, and in 2024 we continue to advance with agility and focus on key areas, such as regenerative agriculture, renewable energy, logistics efficiency in ports and the use of technologies in the field. In an important step towards diversifying our portfolio, we became partners with 'Milhão Ingredientes', expanding our operations in the ingredients sector, serving an increasingly demanding market, both in Brazil and abroad.

In addition, we continue to evolve in our decarbonization strategy. The operation of our first biodiesel plant, which began in 2023 in Lucas do Rio Verde (MT), and the adoption of biofuels in part of our agricultural machinery, in the road fleet and testing on our river vessels are important milestones in our commitment to carbon neutrality by 2050. The implementation of B100 biodiesel, which began with our fleet of trucks and will be extended to our vessels, represents a significant advance towards more sustainable operations.

Our Global Sustainability Positioning and 2023 ESG Targets guide the integration of environmental, social and governance (ESG) practices across our operations.

I would like to express my deep gratitude to our employees, whose dedication has been essential to achieving our goals. We also thank our shareholders and board members for their trust, and we reaffirm our commitment to all our stakeholders to continue generating shared value for all.

Together, we will continue to build a more prosperous and sustainable future.

**Judiney Carvalho de Souza,**  
CEO at AMAGGI





# 02

## 2024 OVERVIEW





# Operational and financial highlights

9,682  
employees



AMAGGI Regenera Program 100% implemented in the Itamarati Farm's operation and launch of the **AMAGGI certification standard for regenerative agriculture** of partner producers



Use of B100 in truck fleets and agricultural machinery, in addition to testing on river vessels, significantly advancing towards the decarbonization of operations



688 courses at AMAGGI University, an increase of approximately 30% compared to 2023





# Operational and financial highlights

# 100%

traceability in the direct  
grain supply chain in  
Brazil

US\$ **7.5** billion  
in Revenue

Circa  
US\$ **220** milhões

Average annual Capex invested in the last ten years



# Awards and recognitions



## CDP AWARDS

For the fifth consecutive year, AMAGGI has achieved a leadership rating in the Carbon Disclosure Program (CDP) global ranking in the Forestry category. The company was the only soybean producer and trading company to achieve this rating. With an A- rating, it surpassed the average for the agricultural sector in South America (B-) and the global CDP average (C). For the first time, AMAGGI was also evaluated in the CDP Climate Change category, achieving a B rating, above average for the agricultural sector (C) and equal to the regional average for South America.



## VEJA NEGÓCIOS

AMAGGI was selected as one of the 100 most influential companies in Brazil, according to the Veja Negócios magazine ranking. This recognition took into account criteria such as revenue, profitability, reputation, innovation, pioneering spirit, leadership and ESG policies. The company also stood out among the 60 reference companies in the market and leaders in their respective sectors in Brazil.



## ÉPOCA NEGÓCIOS 360° YEARBOOK

AMAGGI won 1st place in "Socio-Environmental ESG" in the Agribusiness segment of the Época Negócios Yearbook. It also ranked 5th in "ESG - Governance" and 6th in "Financial Performance" in the same segment.



## BRAZIL'S MOST ADMIRED HR AWARD

AMAGGI's Human Capital area was recognized as a regional highlight in the Midwest, demonstrating its commitment to people management and organizational development.





BEST OF AGRIBUSINESS

AMAGGI ranked 6th in the “500 Largest Agribusiness Companies” ranking by Globo Rural magazine, and 1st as the largest company in Mato Grosso and the Midwest region. In the “Soybean and Oil Industry” category, the company reached 3rd place, based on net revenue.



VALOR 1000

AMAGGI ranked 26th in the overall ranking of the 1,000 largest companies in Brazil. In the Agribusiness category, it ranked 4th among the companies with the highest net revenue in the agricultural sector, in addition to being the largest company in the North and Midwest regions.



MORE INTEGRITY SEAL

AMAGGI received the More Integrity Seal, granted by the Ministry of Agriculture and Livestock (Mapa), in recognition of its commitments to good integrity and governance practices, reaffirming its commitment to the highest standards of responsibility and ethics.



FOREST 500

For the 4th consecutive year, AMAGGI was highlighted in the Forest 500 global ranking, prepared by the non-profit organization Global Canopy. The company was among the global leaders in the assessment of commitments and actions against deforestation and the conversion of native vegetation. In the soybean segment, AMAGGI reached 1st place, and in the global ranking it came in 2nd place, reaffirming its leading role in sustainability. The survey analyzed, between May and September 2023, 350 companies and 150 financial institutions. AMAGGI stood out for the consistency of its practices, aligned with high standards of socio-environmental responsibility.



IIA MAY BRASIL 2024

AMAGGI received the IIA May Brasil 2024 seal from the Brazilian Institute of Internal Auditors (IIA), in recognition of the excellence and alignment of its internal audit with global best practices.



BEST AND BIGGEST

AMAGGI ranked 31st among the largest companies in the country, in terms of net revenue.



FORBES AGRO100

AMAGGI ranked 9th in the ranking of the 100 largest companies in the agricultural sector, based on net revenue in 2023.



A photograph of an industrial facility, likely a refinery or chemical plant. In the foreground, there is a green lawn. Behind it, a paved area contains a white tanker truck with a green logo. Several large, white, cylindrical storage tanks are visible in the background. One tank has a yellow band and is labeled 'TQ-6602-1'. Another tank has an orange band and is labeled 'TQ 6601-3' and 'GLICERINA VOL. 645 m³'. A yellow walkway or platform structure is in the middle ground. The sky is blue with some clouds.

# OS

# CORPORATE PROFILE



# AMAGGI

GRI 2-1

AMAGGI is a Brazilian company, headquartered in Cuiabá (MT), a reference in national and international agribusiness. Over the course of almost five decades, the company has diversified its business and consolidated its presence throughout the agribusiness chain. Initially standing out in grain production, it invested in logistics, pioneering the construction of export corridors through ports in the North of Brazil. With this same strategic vision, it also expanded its operations to ports in the Southeast and South.

An important milestone was its participation in developing the Guarujá Bulk Terminal (SP), integrating rail and sea transport for export. These logistical advances allowed the verticalization of the business, leading AMAGGI to invest in soybean crushing units, fertilizer mixers and a modern biodiesel industry.

Over the past decade, the company has expanded its global presence with offices in South America, Europe, and Asia. This movement culminated in 2021 with the launch of the “Embrace the Future” strategy, which defines ESG commitments and goals until 2030.

Currently, AMAGGI is the largest Brazilian company in the grain and fiber chain, producing more than 1.3 million tons of grains annually and selling around 19 million tons of commodities. With a fleet of one thousand of its own trucks and a robust infrastructure, the company strengthens its competitiveness while combining economic growth with sustainable practices.

Since 1997, the André and Lucia Maggi Foundation has complemented this business model, promoting human and sustainable development in the communities where the company operates. Consequently, AMAGGI continues to build a promising future, connecting production, logistics, and sustainable development.



# Mission, Vision and Values

## MISSION

Contribute to the development of agribusiness, adding value, respecting the environment and improving the lives of communities.

## VISION

To be a reference company in sustainable development.

## VALORES

**INTEGRITY:** To be ethical, fair, and consistent with what we think, say and do.

**SIMPLICITY:** Focus on the essentials, encouraging agility and reducing bureaucracy.

**RESPECT FOR THE ENVIRONMENT:** To be a reference in socio-environmental management.

**INNOVATION AND ENTREPRENEURSHIP:** Keep creative, participative, bold, talented and enthusiastic people in the company, who make a difference in the competitive market.

**PARTICIPATIVE MANAGEMENT:** Encourage participation, promoting recognition and professional growth, and involving people in important company processes.

**RESPECT FOR STAKEHOLDERS:** Cultivate good business relationships, maintaining the commitment to be a company admired and respected by all.

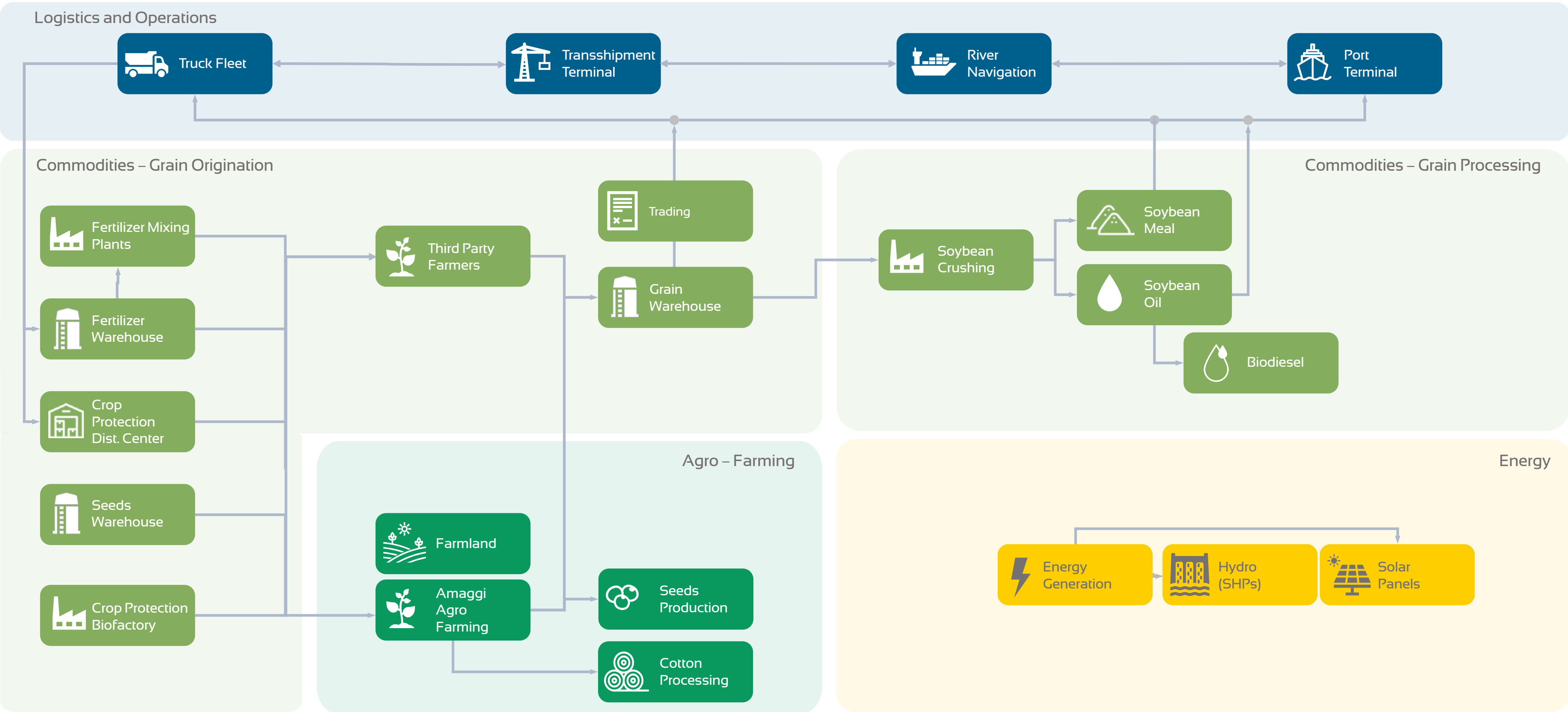
**HUMILITY:** Demonstrate respect for all people, maintaining common sense in professional and personal relationships.

**COMMITMENT:** "Fly the Flag": Have passion and pride in one's work and strive for the success of the company.



# Business Areas GRI 2-6

Over the past few decades, AMAGGI has structured a sustainable and integrated business model based on four strategic areas: Agro, Commodities, Energy and Logistics and Operations. These areas operate in an interconnected manner, creating a synergistic and efficient value chain that drives Brazilian agribusiness on the global stage.





## Agro

AMAGGI Agro is responsible for the production of soybeans, corn, cotton and soybean seeds, consolidating its position as a reference in the Brazilian agricultural sector. With a productive area of 390 thousand hectares, including first and second harvests, the company achieved a production of 1.3 million tons of grains and fibers. In addition, AMAGGI has invested in the diversification of its production, through pulses, with emphasis on sesame planting, with 19.3 thousand hectares cultivated in the 2023/24 harvest.

The operations are guided by solid principles, such as respect for the environment, valuing people and the use of cutting-edge technology. All AMAGGI owned farms are zero deforestation and conversion and hold certifications in internationally recognized socio-environmental standards, reaffirming AMAGGI's commitment to environmental preservation. In addition, the

company maintains 177 thousand hectares of protected areas, reinforcing its dedication to the conservation of biodiversity.

AMAGGI continually invests in developing precision agriculture, regulating the use of agricultural inputs to ensure the rational application of fertilizers and pesticides. This approach contributes to the progressive reduction of environmental impacts, while improving production efficiency. An example of the company's commitment to sustainability is the expansion of biological control use, which combines technological innovation with responsible practices to minimize socio-environmental impacts and strengthen regenerative agriculture, promoting soil health, biodiversity and a more balanced agricultural production.

**13 units**  
with AMAGGI production

**1.3 million**  
tons of grains produced  
by AMAGGI

**186 thousand  
hectares**  
of cultivable land (2023/2024  
harvest) by AMAGGI





44 warehouses

3 units  
of fertilizer mixers

2 units  
of grain processing

1 unit  
of biodiesel production

3 million  
tons of static storage capacity

## Commodities

AMAGGI Commodities is responsible for the purchase and sale of grains (soybeans and corn) and importing and selling agricultural inputs. With a presence in Brazil, Argentina, Paraguay, the Netherlands, Switzerland, China and Singapore, the area negotiates an average of 19 million tons of grains globally every year, reaffirming its relevance in international agribusiness.

AMAGGI maintains a strong relationship with approximately 6,000 partner rural producers, who undergo a rigorous process of registration and verification of socio-environmental practices. This approach ensures the sustainable origin of the grains sold, aligning the business with the highest global standards and strengthening trust in its supply chain.


Committed to a long-term vision, the company stands out for adopting rigorous socio-environmental criteria in its acquisitions and for continually seeking transparency in its operations. By meeting the growing demands of the global market in a responsible manner, it reinforces its commitment to sustainability and quality supply.



## Logistics and operations

AMAGGI's Logistics and Operations area plays a strategic role in integrating the agribusiness production chain, ensuring efficient transportation and storage of grains and inputs. The company uses a multimodal structure that combines waterway, road and rail transportation to transport grains from its own production. AMAGGI's river fleet, consisting of 197 barges and 21 pushers, stands out as one of the pillars of this logistics structure, especially for transporting production from the North and Midwest regions. AMAGGI also manages 44 storage units strategically distributed throughout Brazil, with a total capacity of 3 million tons, in addition to port terminals that facilitate the flow of commodities traded globally.

The logistics operations are complemented by industrial plants, including soybean crushing plants in Brazil and Norway, in addition to three fertilizer mixing plants located in Comodoro and Sinop, in Mato Grosso; and in Porto Velho, in Rondônia. As part of its commitment to sustainability and transportation decarbonization, the company has invested in the use of B100 biodiesel in its operations, including tests with its river fleet. By exploring mode diversity and continually investing in infrastructure, AMAGGI ensures gains in competitiveness and efficiency for the entire production chain, in addition to strengthening its operations.

An aerial photograph of a wide river, likely the Amazon, with a dense green forest on the right bank. A long barge loaded with dark, rounded objects (possibly grain or coal) is being pushed by a tugboat with a white and blue cabin. The water is a muddy brown color.

**1 thousand**  
trucks in AMAGGI's  
fleet, of which 101 are  
powered by biodiesel.

**7 port terminals**  
4 of which operated by  
joint ventures.

**197 container  
barges**  
for river transport of grains

**21 pushers**  
for vessel  
maneuvering



**94 MW**  
of installed  
capacity in SHPs

**6 SHPs**  
- Small Hydroelectric  
Plants

**35 Power Plants**  
Photovoltaic

**13,9 MV**  
of installed power in  
photovoltaic plants

## Energy

AMAGGI invests in a diversified energy generation matrix, which includes Small Hydroelectric Power Plants (SHPs) and Photovoltaic Power Plants (Solar). This structure enables the company to produce its own energy in quantities greater than the demand for its operations, ensuring self-sufficiency and contributing to the goal of achieving net zero carbon emissions. However, in 2024, the sale of surplus energy was lower compared to the previous year, as the lack of rainfall affected reservoir levels. To sell the surplus, the company takes part in the Free Energy Market, known as the Free Contracting Environment (ACL), in which consumers are free to negotiate directly with generators and traders.



## Portfolio diversification

In 2024, AMAGGI took another important step in its growth and diversification strategy by partnering with **Milhão Ingredients**, a leading company in the production of high-quality specialty ingredients. The company, which already operates in the ingredients and animal nutrition areas, selling corn and soybean grains, as well as products derived from soybean crushing, such as degummed oil and bran, expanded its portfolio with this partnership, thus further consolidating itself as a complete and diversified supplier.

Milhão Ingredients' experience in serving the most demanding markets, both in Brazil and abroad, reinforces the alignment between the companies. Milhão's production of high-quality ingredients complements AMAGGI's efforts to offer innovative and sustainable solutions to its customers, strengthening its presence in strategic and high-value-added segments.





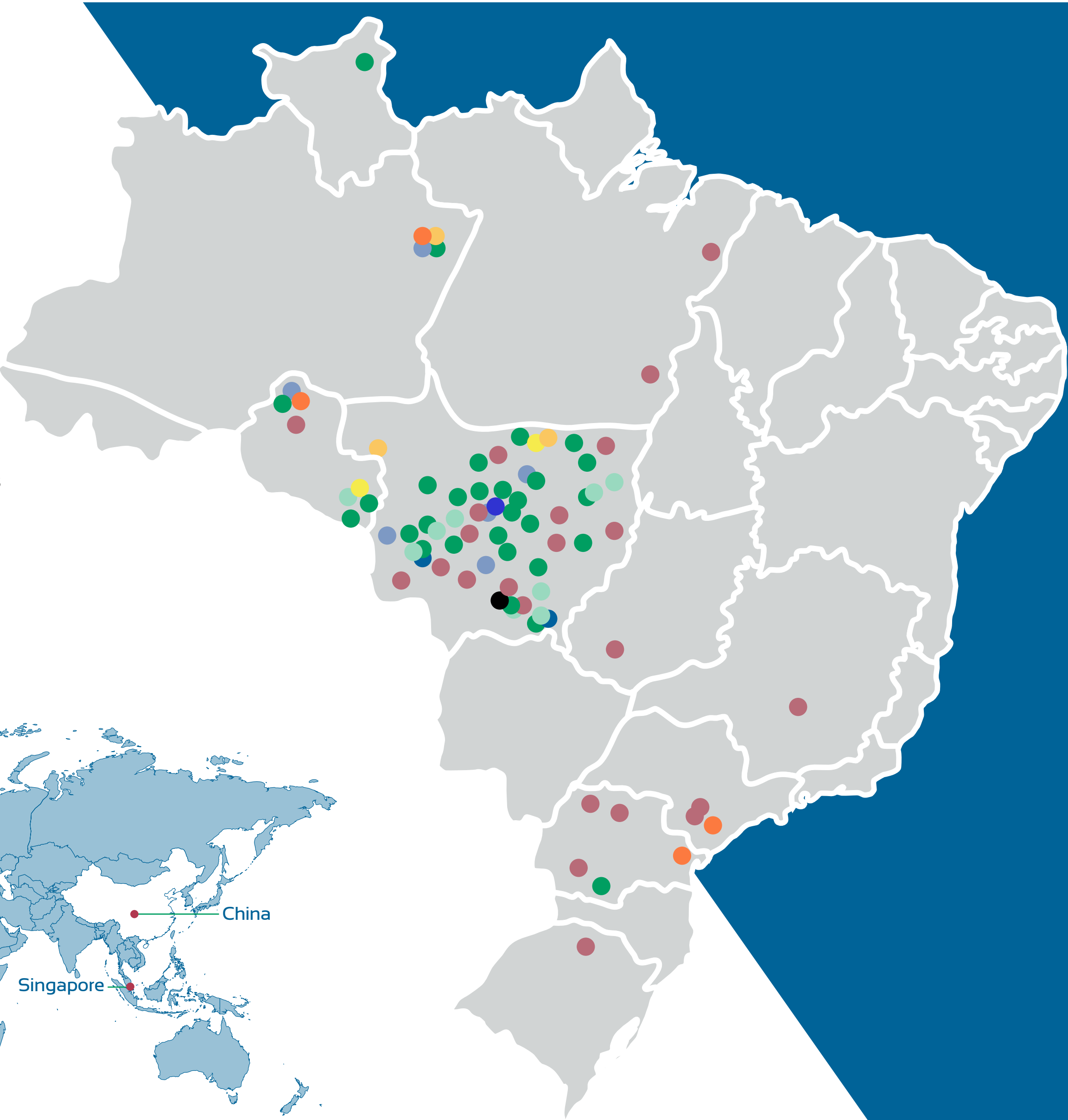
# Operations map

GRI 2-1

For the global expansion of its operations, AMAGGI has strategically distributed units, both in Brazil and abroad.

- Headquarters
- Commercial Offices
- Industrial Unit
- Warehouse
- Farm
- Port Terminal
- Shipyard
- Small Hydroelectric Plants
- Biodiesel Factory
- AMAGGI Fleet

## AMAGGI IN THE WORLD



### GOIÁS

Rio Verde

### MATO GROSSO

Água Boa  
Alta Floresta  
Brasnorte  
Campo Novo do Parecis  
Campo Verde  
Campos de Júlio  
Canarana  
Comodoro  
Confresa  
Corumbiara  
Cuiabá  
Diamantino  
Ipiranga do North  
Itiquira  
Lucas do Rio Verde  
Matupá  
Nova Mutum  
Nova Ubiratã  
Paranatinga  
Pedra Preta  
Pontes and Lacerda  
Primavera do Leste  
Querência  
Rondonópolis  
Santa Rita do Trivelato  
Santo Antônio do Leste  
São Félix do Araguaia  
São José do Rio Claro  
São José do Xingu  
Sapezal  
Sinop  
Sorriso  
Tangará da Serra  
Tapurah  
Vera

### AMAZONAS

Itacoatiara  
Manaus

### PARÁ

Paragominas  
Redenção

### RONDÔNIA

Ariquemes  
Cerejeiras  
Corumbiara  
Porto Velho  
Vilhena

### RORAIMA

Boa Vista

### MINAS GERAIS

Uberlândia

### SÃO PAULO

Itapetininga

### PARANÁ

Maringá  
Paranaguá  
Pato Branco

### SANTA CATARINA

São Francisco do South

### RIO GRANDE DO SOUTH

Passo Fundo



# 04







## ESG STRATEGY





# Global sustainability positioning GRI 2-23

Since 2017, AMAGGI has adopted its Global Sustainability Positioning as a strategic guide to integrate environmental, social and governance (ESG) practices into all of its operations. This positioning reflects the company’s vision of generating shared value, ensuring not only business success but also concrete benefits for society and the environment.

<b>THE GLOBAL SUSTAINABILITY POSITIONING WAS DESIGNED BASED ON CLEAR PRINCIPLES THAT GUIDE AMAGGI’S ACTIONS:</b>	<div><b>Governance and transparency</b> Commitment to transparency in all operations, ensuring legal compliance and effective risk management.</div>	<div><b>Economic viability and shared value</b> Constant search for economic viability, adding value to shareholders and employees, while sharing value with society to contribute to local development.</div>	<div><b>Professional and personal development</b> Encourage employees’ personal and professional growth, valuing diversity and continually working to improve working conditions, health and safety.</div>
	<div><b>Respect for Human Rights and decent work</b> Promote respect for human rights and decent work in all operations and the value chain.</div>	<div><b>Socio-environmental responsibility</b> Dedication to being socially and environmentally responsible, promoting continuous improvements in its operations and throughout the value chain.</div>	<div><b>Contribution to food security</b> Promote food and nutritional security, recognizing the importance of this aspect for society.</div>



Based on this positioning, AMAGGI has developed a Sustainability Plan that aligns its actions and strategies with the United Nations's (UN) Sustainable Development Goals (SDGs). This commitment is maintained in partnership with various stakeholders, such as non-governmental organizations, suppliers, customers and governments, reinforcing the importance of dialogue and collaboration to achieve positive results.

Through the diligent work of the ESG, Communications and Compliance Directorate, the main sustainability topics, projects and initiatives are presented to Directors and Shareholders during the Board Meetings, and Innovation and ESG Committee meetings. This process aims to ensure that all levels of leadership are aware of and aligned with the company's sustainability objectives. In addition, an annual meeting is held with Senior Management dedicated to the Critical Socio-Environmental Analysis. This meeting presents a comprehensive review

of the progress made in implementing the sustainability strategy over the previous year, in addition to outlining the prospects for improvement for the following year. **GRI 2-17**











To ensure that the commitments made are duly incorporated into operations, AMAGGI establishes detailed operational procedures and work instructions, ensuring that all activities are aligned with corporate guidelines. Compliance with these procedures is reinforced through specialized training sessions, held regularly, with the aim of qualifying teams in the practical application of institutional guidelines. In addition, a specialized internal audit team conducts annual audits to review and confirm compliance with all established procedures. This audit aims to identify opportunities for improvement and ensure that corporate standards are maintained, strengthening AMAGGI's governance and commitment to sustainability and operational excellence. **GRI 2-24**





# Institutional commitments

Over the decades, AMAGGI has consolidated its commitment to a series of initiatives and institutional agreements that reinforce its ethical, responsible and sustainable performance. Among its main adhesions, the following stand out:

<div><div><b>Pacto Global</b> Rede Brasil</div></div> <div><b>UN Global Compact</b><p>Since 2009, AMAGGI has been a signatory to the Global Compact, the largest corporate sustainability initiative in the world. The company follows principles related to human rights, labor, the environment and combating corruption, engaging its stakeholders. It also works on platforms such as Action for Sustainable Agriculture and Action against Corruption, contributing to advances in environmental sustainability and governance in the sector.</p></div>	<div><div><b>OBJETIVOS</b> DE DESENVOLVIMENTO SUSTENTÁVEL</div></div> <div><b>Sustainable Development Goals (SDG)</b><p>AMAGGI has been integrating the UN SDGs into its strategy since 2015. The company is currently directing its efforts towards specific goals linked to 6 social SDGs, 5 environmental SDGs and 4 governance SDGs, promoting positive impact on several fronts.</p></div>	<div><div><b>PROGRAMA</b> <b>NA MÃO</b> <b>CERTA</b></div></div> <div><b>In the Right Path Program</b><p>Since 2014, AMAGGI has collaborated with Childhood Brasil's In the Right Path Program to combat the sexual exploitation of children and adolescents on Brazilian highways. Through this partnership, the company promotes awareness-raising and engagement actions among truck drivers, encouraging them to act as agents of change in their communities.</p></div>	<div><div><b>InPACTO</b></div></div> <div><b>National Pact for the Eradication of Slave Labor</b><p>A signatory to the National Pact for the Eradication of Slave Labor since 2005, AMAGGI collaborates with InPACTO to eliminate slave-like practices in Brazil. Its initiatives are evaluated annually, highlighting the company's commitment to respecting human rights.</p></div>	<div><div><b>PORTAL DA</b> <b>Moratória da Soja</b></div></div> <div><b>Soy Moratorium</b><p>Committed to preserving the Amazon biome, AMAGGI joined the Soy Moratorium in 2006. Through this pact, the company undertakes not to purchase soybeans grown in areas of the biome deforested after 2008.</p></div>
<div><div><b>Pacto Global</b> Rede Brasil</div></div> <div><b>Business Principles for Food and Agriculture (PEAA)</b><p>AMAGGI was the only Brazilian company invited to join this Global Compact initiative, when it was launched in 2014, with the aim of collaborating in the development of practical and efficient solutions to improve food security and promote sustainability in agriculture.</p></div>	<div><div><b>SCIENCE</b> <b>BASED</b> <b>TARGETS</b></div><div><small>DRIVING AMBITIOUS CORPORATE CLIMATE ACTION</small></div></div> <div><b>SBTi and Net Zero Carbon</b><p>A signatory of the Science Based Targets Initiative (SBTi) since 2021, AMAGGI takes part in the global Business Ambition for 1.5°C campaign and the Race to Zero movement. The company is committed to achieving carbon neutrality by 2050, aligning its initiatives with global climate change mitigation goals.</p></div>	<div><div><b>FUNDAÇÃO</b> <b>ABRINQ</b></div><div><b>EMPRESA</b> <b>AMIGA DA</b> <b>CRIANÇA</b></div><div><small>RECONHECE</small></div></div> <div><b>Child Friendly Company</b><p>AMAGGI has been recognized by the Abrinq Foundation as a Child-Friendly Company since 2009. This commitment reinforces its dedication to protecting and promoting the rights of children and adolescents in Brazil.</p></div>	<div><div><b>empresa</b> <b>limpa</b></div><div><small>PELA INTEGRIDADE E CONTRA A CORRUPÇÃO</small></div></div> <div><b>Pact for Integrity and Combating Corruption</b><p>Since 2009, AMAGGI has been a member of the Business Pact for Integrity and Combating Corruption, promoted by the Ethos Institute. The Company adopts compliance practices and management tools to strengthen ethics in the corporate environment and contribute to a more honest market.</p></div>	<div><div><b>Verde</b> <b>dos</b> <b>grãos</b></div><div><small>PROTOCOLO</small></div></div> <div><b>Green Grain Protocol</b><p>Since 2018, AMAGGI has been a signatory to the Green Grain Protocol, an initiative that promotes socio-environmental responsibility in grain production in the state of Pará. The company ensures that its production chain is free from illegal deforestation and slave labor, reinforcing its commitment to sustainable and ethical practices.</p></div>



# Partnerships and strategic initiatives

GRI 2-28, 2-29

AMAGGI collaborates with several organizations to increase the impact of its sustainability actions. Over the years, it has consolidated strategic alliances that reinforce its socio-environmental commitment and contribute to global sustainability goals by 2030.

<b>Soybean Working Group (GTS)</b> <p>AMAGGI collaborates with the Soybean Working Group (GTS), in partnership with the Brazilian Association of Vegetable Oil Industries (Abiove). Formed by companies and civil society organizations, the GTS's main objective is to combat deforestation and ensure the implementation of the Soy Moratorium.</p>	<b>Agro Plus</b> <p>AMAGGI actively supports Abiove and its sustainability programs. One of the highlights is Agro Plus, which provides guidance to producers on responsible agricultural practices, proper waste management on their properties, compliance with environmental standards and workplace safety.</p>	<b>MT Strategy - Produce, Conserve and Include (PCI)</b> <p>Co-founder of the PCI Institute, AMAGGI supports the Produce, Conserve and Include Strategy, launched by the government of Mato Grosso at COP21. The initiative aims to expand sustainable agricultural production, conserve natural resources and promote family farming by 2030.</p>
<b>Federation of Industries of the State of Mato Grosso (FIEMT)</b> <p>As a member of the environmental committee of the Federation of Industries of the State of Mato Grosso (FIEMT), AMAGGI contributes to debates on environmental legislation and sustainable industrial practices.</p>	<b>Sea Cargo Charter</b> <p>Switzerland-based AMAGGI SA participates in the Sea Cargo Charter, assessing and seeking ways to reduce carbon emissions from its maritime operations.</p>	<b>Agriculture Sector Roadmap to 1.5°C</b> <p>AMAGGI is working with major agricultural companies to develop a roadmap to eliminate deforestation and align their operations with the global goal of limiting warming to 1.5°C.</p>
<b>Brazil Climate, Forests and Agriculture Coalition</b> <p>The company is part of the Strategic Group of the Brazil Coalition and co-leads the Task Force to Combat Deforestation, actively participating in the Deforestation Forum. This coalition brings together actors from different sectors to promote a low-carbon economy.</p>	<b>Empresa Brasileira de Pesquisa Agropecuária (Embrapa)</b> <p>In partnership with Embrapa, AMAGGI implements research on its farms, focused on soil quality and agricultural sustainability, aiming for an increasingly regenerative agriculture.</p>	<b>Seed Pathways</b> <p>As part of the 'Seed Pathway' initiative, AMAGGI uses direct seeding techniques to restore degraded areas in the Amazon and Cerrado biomes. The project also generates income for local communities through seed collection.</p>





### Brazilian Initiative for the Voluntary Carbon Market (BR VCM)

AMAGGI is part of this initiative coordinated by McKinsey & Company, which seeks to develop the voluntary carbon market in Brazil and promote high integrity credits.



### Amazon Environmental Research Institute (IPAM)

For almost 20 years, AMAGGI has supported IPAM in research on forest integration and biodiversity on its properties, such as at the Tanguro farm, in Mato Grosso.



### Round Table on Responsible Soy Association (RTRS)

At RTRS, AMAGGI is part of the Institution's Executive Board, encouraging sustainable soybean production and discussions with various stakeholders about financing and impacts on the production chain.



### The Nature Conservancy (TNC)

Together with TNC, AMAGGI develops projects to engage producers in sustainable agricultural practices, such as the recovery of degraded areas and the protection of native vegetation.



### Sao Paulo School of Business Administration of the Getulio Vargas Foundation (FGV EAESP)

In partnership with FGV EAESP, AMAGGI uses the Public GHG Protocol Registration Platform, from FGV's Center for Sustainability Studies, to calculate its greenhouse gas emissions inventory (GHG).



### Brazilian Business Council for Sustainable Development (CEBDS)

AMAGGI is co-leader of the CEBDS Agri-food Systems Technical Chamber, in addition to actively participating in the discussion of challenges and opportunities related to climate, biodiversity, agriculture, society and finance, always focusing on sustainable development.



# ESG 2030 goals and commitments GRI 2-23

In 2021, AMAGGI updated its ESG strategy, aiming to provide greater clarity on its commitments and goals until 2030. The company publicly assumed its goals, with the commitment to provide its stakeholders with an annual transparent view of the progress in achieving its objectives. As the leading grain and fiber company with Brazilian capital, AMAGGI has a long history of prioritizing socio-environmental commitments, which are now even more integrated into its business model.

This ESG strategy encompasses all of its operations, from agricultural production to industrial activities. AMAGGI adopts sustainable practices and measures that aim at the collective good, promoting social and environmental development, in addition to strengthening governance. In 2024, the company maintained its focus on production traceability and attention to environmental issues, both in its operations and in its relations with producers and agribusiness partners. It also intensified its work focused on social development, with initiatives that support its employees' professional development and encourage inclusive businesses. In addition, it continued its efforts to strengthen corporate governance, disseminating good compliance practices

With clearly established sustainability goals, AMAGGI has implemented a series of actions that have generated important advances in the environmental, social and governance areas. The progress achieved in 2024 is in line with the commitments made and demonstrates the ongoing efforts to meet society's expectations on its journey of sustainable growth.



## Environmental goals and commitments

Reach Net Zero emissions by 2050, committed to the Science Based Targets Initiative (SBTi), through decarbonization strategies by 2035 and neutralization of any residual emissions, especially through the promotion of regenerative, low-carbon agriculture capable of protecting biodiversity.



### Advances in 2024:

To strengthen its decarbonization efforts, AMAGGI has implemented two main programs: 'Amaggi Regenera', its regenerative agriculture strategy, and the B-100 Program, which aims to stimulate the energy transition by replacing diesel with pure biodiesel in its logistics modalities. In 2024, the 'Amaggi Regenera' program was expanded to more farms and evolved into a certification that will cover the company's entire grain and fiber chain. AMAGGI is also evaluating opportunities in the carbon market, both for its operations and for its partner producers, encouraging sustainable agriculture and remuneration for additional practices and investments in sustainability. In February 2025, AMAGGI had its greenhouse gas (GHG) emissions reduction targets approved by the Science Based Targets Initiative (SBTi), both for the short and long terms. Additionally, the company has been advancing in agricultural operations with decarbonization criteria, with the aim of meeting its goals. The energy transition, with the use of biodiesel, continues to expand, including tests on river pushers and financial incentives, such as BNDES financing. The Sete Lagoas farm already operates with all its machinery with Biodiesel, and the road fleet has 101 B100 trucks. In addition, the analysis of opportunities for the development of ALM projects (credit generation from agricultural management) on the company's farms has been completed.

Remain free from deforestation and conversion of native vegetation (Deforestation and Conversion Free- DCF) in agricultural production on its own farms, ensuring that expansion occurs only in already open areas.



### Advances in 2024:

AMAGGI has reinforced its commitment to responsible production by ensuring that its expansion has occurred exclusively in areas that are already open. On 1 January 2025, the company will consolidate the delivery of its DCF commitment throughout the production chain and on its own farms, in addition to maintaining its institutional and sectoral commitments. AMAGGI reaffirms its policy of zero deforestation for agricultural purposes on all its farms, intensifying actions to prevent forest fires. To this end, it invests in modern equipment and preventive practices to protect conservation areas and property perimeters; and uses the 'Originar System' to monitor its areas, issuing alerts for fires and deforestation. With high-resolution satellite monitoring technology, it identifies problems in crops and fire outbreaks in remote areas, speeding up the response. In 2024, the company continued to expand its agricultural operations responsibly, advancing only in areas that are already open and investing in recovering degraded areas. This approach ensures that no new conversions of native vegetation for agriculture are carried out. Before acquiring new properties, rigorous due diligence processes are carried out, in addition to technical studies and assessments of social and environmental impacts, ensuring compliance with socio-environmental commitments and the sustainability of operations. **GRI 304-2**



## Environmental goals and commitments

Offer innovative products and solutions for an ethical chain, zero deforestation and conversion of native vegetation, regenerative and with low carbon emissions.



### Advances in 2024:

AMAGGI has been strengthening its portfolio of products and solutions for the market. Solutions range from offering products certified by the most recognized international seals to customized solutions that meet specific customer demands. In 2024, AMAGGI advanced its regenerative and low-carbon agriculture agenda, now offering certification of best practices and results to its customers through the 'Amaggi Regenera' program. In addition, the company promoted the 'AMAGGI Certifies' event to reward and recognize producers who participate in the company's socio-environmental certification program, which expands every year. Among AMAGGI's own programs, the company launched the Amaggi EUDR protocol and the segregated Origins certification to meet the new EUDR demand. Finally, AMAGGI obtained the RenovaBio certification, entering the biofuels market through the commercialization of CBIOs.

Invest in renewable energy, remaining self-sufficient in its production versus consumption.



### Advances in 2024:

The company is self-sufficient in electricity, and this commitment to diversifying its energy mix, with an emphasis on renewable sources, is driven by the installation and modernization of Small Hydroelectric Power Plants (SHPs) and photovoltaic (solar) plants. AMAGGI's main challenge is to remain self-sufficient, generating more renewable energy than it consumes. Another important strategy to stimulate the energy transition, not only in its operations, but also in its value chain, was the use of B100 in its own operations, made possible by the operation of its first biodiesel plant in Lucas do Rio Verde (MT). In an innovative and pioneering project, AMAGGI already uses B100 (pure biodiesel) in 101 trucks in its road fleet, in addition to operating the Sete Lagoas farm with 100% biodiesel in agricultural and operational machinery. In its waterway fleet, the company conducted its first test of B100 in a river vessel, obtaining very satisfactory results for an initial test. Replacing diesel with biodiesel can result in approximately a 99% reduction in CO2 emissions, according to the GHG Protocol.



# Environmental goals and commitments

Have a grain supply chain 100% monitored and traced, free of deforestation and conversion (DCF) for agricultural production by 2025, considering all biomes, countries and regions where it is present.



**Advances in 2024:**

AMAGGI has a dashboard to monitor the progress of its traceability goal, displaying direct and indirect traceability data in detail, in addition to identifying the branches with the greatest challenges and the soybean suppliers involved. With this information, the company develops action plans so that untraceable indirect suppliers become traceable suppliers. In the latest progress report released in 2024, AMAGGI maintained 100% monitoring and traceability of its grain suppliers in Brazil and made significant progress in relation to indirect suppliers. Considering the first point of product aggregation, the company achieved 100% traceability of indirect suppliers; at the farm level, it achieved 52% traceability and monitoring of indirect suppliers located in the Amazon and Cerrado biomes, the priority jurisdictions for AMAGGI's operations. For the other biomes in which the company operates, AMAGGI continues to seek technological and sectoral solutions that promote increasingly effective results. In collaboration with other trading companies, a proposal for indirect supplier traceability at a farm level was developed, and it is now

necessary to define the implementation strategy. To this end, the sector is carrying out a mapping that will support the company's decisions in 2025. In addition, the company is implementing a traceability action plan for Argentina and Paraguay, with an ongoing assessment of the deforestation risk of the municipalities, aiming to advance traceability in these countries. As part of the 'Originar' program, in 2024, the company continued to restructure the system's main modules to increase its performance, began developing new functionalities and improved the cross-referencing of environmental and commercial data to comply with the new European legislation EUDR (Regulation on Deforestation-free Products). The company also launched a new version of the 'Originar' application, focusing on field visits, promoting greater integration and connectivity with the web system, improving the collection of data from suppliers and the application of checklists for the certified product chain. **GRI 13.23.2, 13.23.3**



# Social goals and commitments

Highlight the positive impacts generated in the communities where the company operates, prioritizing projects in the most strategic territories for businesses and audiences with greater social, economic and environmental vulnerability.



## Advances in 2024:

In 2024, AMAGGI made significant progress in its agenda of positive impact on communities, focusing on reducing social, economic and environmental vulnerabilities. Actions such as the strengthening of 38 Civil Society Organizations (CSOs) stood out, with the holding of workshops and mentoring sessions, in addition to a financial contribution of BRL 685,000.00 for the implementation of institutional development plans. The company also invested BRL 1.4 million in 16 CSOs, benefiting communities in Amazonas, Mato Grosso and Rondônia, with technical support and visits to projects. In the creative economy, fairs held in several regions generated BRL 43,000 in sales and attracted 7,000 visitors, promoting integration and income generation. The “Field Days” project impacted 148 students from public schools, offering practical learning about the agroindustrial sector and qualification opportunities. AMAGGI also supported professional qualification with scholarships in Agrocomputing for young people in Mato Grosso. Other projects, such as “Velha Serpa Cultural Center” and “Cultivating the Future”, promoted cultural appreciation and access to sustainable solutions, with the construction of cisterns and ecological pits, directly benefiting 78 people and contributing to SDG 11 of sustainable cities and communities.. [Learn more here.](#)

Significantly increase the number of training courses offered to employees and third parties through AMAGGI University.



## Advances in 2024:

With the goal of making the learning solutions offered to employees increasingly aligned with business strategy, AMAGGI University’s mission is to transform people through meaningful learning experiences to continuously support business strategies, results, and innovation through education, connecting organizational purposes to individual ones. In 2023, AMAGGI University had 532 learning solutions, including online and in-person training. In 2024, 156 more training courses were included - an increase of approximately 30%. In 2025, AMAGGI University will continue to expand its portfolio of technical training and increase the solutions catalog according to business demand and needs.



# Social goals and commitments

Invest in actions aimed at developing critical suppliers in its chain, as well as contributing to the professional qualification of vulnerable people to access decent work.



## Advances in 2024:

In 2024, AMAGGI, through the Foundation and the 'Growing with the Locality' program, made significant progress in developing critical suppliers and promoting professional qualification, focusing on vulnerable people. The company monitored the socio-environmental risks of strategic suppliers and implemented three Performance Assessment cycles, in addition to creating action plans for low-performing and high-risk suppliers. Support for the Foundation projects strengthened the local economy, with emphasis on the Cultivating the Future project, which included products from 6 family farming associations, generating BRL 300,000 in sales and benefiting 115 families. The Between the Threads project, focused on training women in vulnerable situations, trained 21 women in Mato Grosso, generating BRL 45,000 in revenue with the production of 1,055 corporate gifts. In addition, AMAGGI continued its implementation of sustainability and social inclusion practices, promoting the circular economy and the generation of jobs and income in a fair and sustainable manner. The company also made the ESG questionnaire available in its supplier registration process, strengthening its commitment to good socio-environmental practices.

Promote initiatives that strengthen agricultural productivity and the income of small food producers, especially rural women and family farmers.



## Advances in 2024:

In 2024, AMAGGI, through the Foundation and the 'Cultivating the Future' project, took important steps to strengthen family farming and promote productive inclusion. The project trained family farmers in sustainable practices, facilitating access to fair and safe markets, and encouraged the appreciation of sociobiodiversity. Six Family Farming associations from Mato Grosso and Amazonas sold 20 tons of food to AMAGGI's cafeterias, generating BRL 300,000 in revenue and directly benefiting 115 families. The Foundation also implemented several training programs, such as workshops on economic viability, good practices in horticulture, and comprehensive use of food. In addition, it held permaculture workshops to help communities adapt to climate change and face the challenges of drought, resulting in the construction of three cisterns and ecological pits to support the sustainable management of water resources. These actions contributed to strengthening communities, food security and the sustainability of family farming, aligning with the SDG 2 targets of eradicating hunger and promoting sustainable agriculture.



# Social goals and commitments

Ensure actions that respect and promote Human Rights in all of its operations and value chain, especially with Indigenous Peoples and Traditional Communities.



## Advances in 2024:

AMAGGI reaffirms its commitment to human rights throughout its operations and value chain, with special attention to indigenous peoples and traditional communities. The company has implemented a Human Rights Policy, which includes mandatory training and a comprehensive action plan to mitigate risks of violations in its activities and supply chain. These initiatives seek to ensure ethical and responsible practices, aligned with the highest international standards. The company also conducts periodic assessments of its suppliers to ensure that they comply with established human rights standards. The acquisition of grains follows strict socio-environmental criteria, including the absence of environmental embargoes, respect for indigenous lands and conservation units, compliance with the Soy Moratorium in the Amazon biome, adherence to the Pará Green Grain Protocol, and non-attachment to the 'Dirty List' of Slave Labor. In addition, AMAGGI has initiated the pilot of the "AMAGGI in the Community" program in the Corumbiara region of Rondônia. The main objective is to strengthen engagement with local communities, promoting transparency and the continuous exchange of information on the company's social, environmental and governance initiatives. Through this action, AMAGGI seeks not only to promote open dialogue, but also to foster the social, economic and environmental development of the regions where it operates, always respecting local needs. With this, AMAGGI reinforces its commitment to being a responsible and sustainable company, creating shared value and actively contributing to a more prosperous and harmonious future for the communities around it.

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



## Advances in 2024:

AMAGGI has made significant improvements in the area of occupational health and safety, with emphasis on the expansion of the behavioral safety program at the Fleet units (Vilhena and Matupá), at Carolinas farm and at the Comodoro Factory. The company has also begun developing a system to organize occupational health and safety processes that were not yet computerized. One of the initiatives implemented was the SPP (Safety Step by Step) tool, which presents in a simple and objective manner the main steps of critical activities to be followed to ensure the safe execution of tasks, preserving the health and physical integrity of the employees involved. In addition, AMAGGI continued to carry out awareness campaigns on workplace safety, well-being and mental health programs, and regular training, with a focus on the ongoing development of employees, always prioritizing a healthy and safe environment.



## Governance goals and commitments

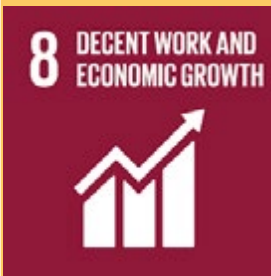
Implement improvements in the process of communicating relevant ESG issues to stakeholders, in relation to metrics, indicators, form and content.



**Advances in 2024:**

AMAGGI continued to implement its Communication and Stakeholder Engagement Plan, covering the period from 2023 to 2024. In this sense, biweekly publications on ESG topics were launched on the company’s main communication channels, in addition to the launch of a monthly podcast on sustainability, available to all audiences.

Keep the Confidential Channel available to all stakeholders and the Women’s Channel to investigate non-compliance with the AMAGGI Code of Ethics and Conduct.



**Advances in 2024:**

AMAGGI keeps the Confidential Channel accessible to all stakeholders, ensuring that employees, partners and the community in general have a safe and reliable means to report any concerns or violations. In 2024, two internal campaigns were carried out: one to encourage the use of the Confidential Channel and another to reinforce the dissemination of the Women’s Channel. In addition, the topic of Harassment, Confidential Channel and Women’s Channel was addressed in all Compliance Program training sessions, with the aim of strengthening the culture of integrity and transparency. For 2025, the company plans to expand the dissemination of these channels in communities, reaffirming its commitment to integrity and transparency in all its operations.



## Governance goals and commitments

Ensure the continuous improvement of the company’s corporate governance and relationships with all stakeholders, ensuring a culture of integrity and ethics, responsibility, risk management and good business practices.



**Advances in 2024:**

In 2024, AMAGGI expanded the scope of Integrity Due Diligence (DDI) by 35% compared to the previous year and recorded a 24% increase in conflict of interest analyses, in addition to a 4% increase in strategy analysis for limits and jurisdictions. More than 16,000 employees (100% of the team) were trained in the Compliance Program, accompanied by a 38% growth in communications aimed at acculturation to this program. In addition, 242 internal procedures were analyzed to ensure compliance with the General Data Protection Law (GDPR). To optimize processes, several improvement actions were implemented, including automation that further improved the efficiency of the program. In 2024, the company also strengthened its advisory committees to the Board of Directors by hiring independent members. The Audit, Risk and Compliance Committee and the Innovation and ESG Committee are now coordinated by new members, and the frequency of meetings has been adjusted to at least every two months. Since 2009, the company has been a signatory to the Business Pact for Integrity and against Corruption, reaffirming its commitment to business ethics. Furthermore, it participates in several initiatives and working groups, which allows it to listen to the demands of its various stakeholders.

By 2025, implement a diversity program, aiming at the social inclusion of all.



**Advances in 2024:**

AMAGGI continued to promote a wide range of initiatives for diversity and inclusion in the workplace. Among the actions, it is worth highlighting the holding of a new Discussion Group with the Board on Diversity and Awareness-raising sessions on Diversity and Inclusion for unit managers. The company also maintained the Human Rights Working Group, responsible for developing and implementing policies and practices that promote human rights in all of the company’s operations. Reinforcing this commitment, AMAGGI made available a page for registering resumes for People with Disabilities (PWDs), expanding opportunities for inclusion in the job market. In 2024, the company conducted the Inclusion Census to map the presence of PWDs and improve inclusion actions. In addition, a Diversity and Inclusion (DEI) literacy program was launched for leaders, with the aim of raising awareness and training managers to lead in an inclusive manner. AMAGGI also provided Accessibility Training for the Engineering team, ensuring that the company’s infrastructure meets accessibility needs. The ‘I make a difference’ campaign was implemented to engage employees in promoting a more inclusive environment. Finally, the ‘Embrace’ project was launched, focusing on serving people with Autism Spectrum Disorder (ASD), creating a more welcoming and adapted environment for this segment of the population.





# 05

GOVERNANCE:  
ACT WITH ETHICS AND INTEGRITY



A photograph of a man from the back, wearing a brown fedora-style hat and a light blue button-down shirt. He is holding a black smartphone in his right hand. The background is a field of tall, dry grass or reeds, slightly out of focus.

# Corporate Governance

GRI 2-1

Committed to sustainability and focused on the future, AMAGGI aims to establish a relationship of trust with shareholders, employees, customers, suppliers, the communities surrounding its operations and other stakeholders. Its structure, combined with robust policies and effective tools, ensures that all decisions are made with a long-term focus and aligned with its growth strategy and institutional commitments. This approach allows AMAGGI to achieve solid financial results while contributing to society's sustainable development.

AMAGGI's organizational structure is supported by companies created to participate in the André Maggi Participações S.A. shared capital, a holding company that centralizes the group's holdings. This model reflects the company's commitment to preserving the founding family's values: transparency, ethics and constant dialogue with stakeholders.

Based on these principles, AMAGGI promotes the **sustainable expansion of its business**, involving its stakeholders in its processes and maintaining high governance standards.



Governance structure **GRI 2-9, 2-12, 2-13, 2-16**

AMAGGI has adopted a robust governance structure focused on promoting efficient and transparent management, aligned with ethical principles and corporate responsibility. The governance model is composed of two main bodies: the Board of Directors and the Executive Board. To support strategic decision-making, these bodies are supported by committees, which ensure the effective execution of processes.

The **Board of Directors** defines AMAGGI’s business guidelines and strategies, establishing goals and guiding the Executive Board. Composed of nine members, it establishes management guidelines, monitors business performance and approves the creation of committees and their regulations. These regulations address the company’s operations, duties, compensation and procedures, in addition to other matters. Furthermore, the Board periodically reviews the company’s financial reports, ensuring

transparency and compliance with ethical standards. These documents provide relevant information on AMAGGI’s performance, allowing detailed monitoring of activities and results. The Board’s decisions are made jointly, through deliberation and a majority vote of the board members, following Corporate Governance practices. The Board is also responsible for reviewing and approving the company’s mission, vision and values, ensuring alignment with the interests of shareholders and other stakeholders. The Board assesses the company’s ability to adapt to market changes and innovations. The response to new challenges impacts process efficiency. It also monitors operations compliance with regulations and ethical standards, preventing legal risks and protecting AMAGGI’s reputation. Meetings are held every three months, with the possibility of additional meetings being called as needed.. **GRI 2-10**

**The Board is advised by five committees, which perform essential functions for AMAGGI’s governance.** Through these committees, it oversees the identification, assessment and management of risks related to the company’s practices. This includes factors that may impact the economy, such as regulatory issues, governance and other external aspects.



**Audit, Risk and Compliance Committee:**  
Responsible for ensuring compliance with laws and regulations, in addition to monitoring the effectiveness of internal control systems and external auditing, also supervising the Corporate Risk Matrix. In 2024, an independent member joined the committee, reinforcing the company’s commitment to best governance practices.



**Ethics and Conduct Committee:**  
It acts in the analysis of investigations into complaints and ensures compliance with the Code of Ethics and Conduct, in addition to clarifying doubts about its interpretation..



**People Committee:**  
Focused on people management, it ensures compliance with remuneration and succession policies, in addition to monitoring talent identification, development and retention processes.



**ESG and innovation committee::**  
In 2024, the committee gained new strength with the inclusion of an independent member, expanding the diversity of perspectives and strengthening governance on these strategic topics..



**Credit Committee::**  
Evaluates and deliberates on credit proposals, in accordance with the guidelines established by the Board of Directors and the Credit Risk Analysis Procedure..



The **Executive Board** plays a key role in conducting day-to-day activities, being responsible for managing, planning and achieving financial and operational results. The Executive Board meets periodically with the Board of Directors to present updates and align strategies, promoting continuous and effective communication between the two bodies. The position of Chairman of the Board of Directors is not concurrent with the position of Chief Executive Officer, which ensures the separation between strategic oversight and management of operations.

The Executive Board is composed of the Chief Executive Officer and nine executive directors, all with extensive technical and administrative capabilities, and who are not AMAGGI shareholders. These directors reside in Brazil and are chosen based on their knowledge and experience in the market. The election and dismissal of members of the Executive Board are carried out by the Board of Directors.

Three committees contribute to the Executive Board in decision-making on specific topics. The **Tax and Fiscal Committee** provides guidance on tax and fiscal issues, ensuring compliance with current legislation and promoting efficiency in tax operations. The **Crisis Management Committee** has the mission of identifying and monitoring emerging and imminent risks, developing proactive actions to protect the company's image and reputation in critical moments. Finally, the **Central Occupational Health and Safety Committee (OHS)** is responsible for monitoring health and safety indicators in operations, promoting a safe environment for employees.

With this governance structure, AMAGGI ensures management that prioritizes transparency, ethics and corporate responsibility, seeking excellence in financial results and operational performance, while maintaining its commitment to sustainability and the generation of shared value with its stakeholders.





A woman with curly hair, wearing a light blue blazer and jeans, is shaking hands with a man with a beard, wearing a blue button-down shirt and jeans. They are standing in front of a glass wall, smiling at each other.

# Ethics, integrity and compliance

GRI 3-3 Ethics, integrity and compliance, 2-16, 2-23

AMAGGI conducts its activities and establishes its relationships based on solid principles of ethics, integrity and transparency, ensuring that all processes and interactions are aligned with these values. The Compliance area is responsible for developing and implementing policies and procedures that guide the conduct of employees and partners, promoting an ethical corporate environment. To ensure that these principles are understood and followed, AMAGGI offers training, holds events and promotes communication actions that involve all stakeholders, encouraging adherence to compliance practices.

The company has a robust Integrity Policy, which defines organizational guidelines and serves as a reference for everyone involved with the company. This policy covers actions in cases of non-compliance and combats illegal practices such as bribery, kickbacks, extortion and corruption. It is complemented by a series of other internal policies, such as the Human Rights Policy, the Donations

and Sponsorship Policy, the Information Management and Security Policy, among others. These policies ensure that the principles of integrity and social responsibility are observed in all spheres of activity.

AMAGGI's Code of Ethics and Conduct also plays an important role in strengthening ethical principles, both internally and in external relations. This document establishes clear standards of behavior for employees and members of governance bodies. All AMAGGI members, upon learning of the Code's guidelines, sign a Term of Responsibility, committing themselves to follow the established standards.

AMAGGI also adopts a Human Rights Due Diligence Process, which involves measures to identify, assess and manage risks of human rights violations in its activities. The company conducts periodic assessments of its suppliers to ensure that they meet human rights standards.



In the anti-corruption field, AMAGGI takes an active position, having been a signatory of the Business Pact for Integrity and Against Corruption since 2009 – an initiative of the Ethos Institute. This pact aims to promote honest business practices and the eradication of bribery and corruption.

To encourage engagement among its employees, the company provides ongoing training on compliance and anti-corruption practices. All employees, including members of governance bodies, are encouraged to actively participate in these trainings, receiving information that strengthens the ethical culture in day-to-day operations. These trainings are complemented by various communication tools, such as emails, campaigns, bulletin boards and live broadcasts, to reinforce commitment to integrity. By 2024, 100% of employees and members of governance bodies were trained and informed about policies and practices related to ethics and compliance. **GRI 205-2**

The company emphasizes that compliance is a shared responsibility for everyone, from senior management to each employee, and that everyone is encouraged to identify and report situations that are not in line with the company's institutional values. To facilitate complaints' reporting, AMAGGI provides the Confidential Channel, a service accessible 24 hours a day, seven days a week, which can be used by any stakeholder, either by telephone or through a link available on the internal social network amaggiplay and on the institutional website. The channel is operated by an independent company, which guarantees confidentiality and provides services in Portuguese, Spanish and English. Complaints are forwarded to the Ethics and Conduct Committee and the Corporate Security area, which analyze and verify the cases, ensuring that all situations are treated seriously and responsibly. **GRI 2-26**

## CONFLICTS OF INTEREST MANAGEMENT **GRI 2-15**



Conflicts of interest arise when an employee uses their position or influence to benefit personal interests, to the detriment of the company's interests. AMAGGI adopts a rigorous approach to managing conflicts of interest, with the aim of ensuring that all decisions and activities are aligned with its interests and values, avoiding any risk of harm.

The company prohibits any partnership with suppliers or competitors, especially if the employee holds a position that allows them to access confidential information or influence transaction decisions. In addition, participation in positions in external entities is carefully evaluated to identify possible conflicts.

To maintain transparency and avoid conflict situations, AMAGGI requires its employees to inform, in writing, the director of their area about any act or circumstance that may constitute a conflict of interest. Only after the director's authorization can the employee continue with their participation or action. In case of doubts about any situation, the Ethics and Conduct Committee should be consulted.

In addition, AMAGGI has clear guidelines for hiring, transferring or promoting employees with close kinship within the same area or in directly related areas. These decisions must be reported to the Human Capital area and the immediate manager, and are subsequently approved by the area director or, depending on the hierarchical level of the vacancy, by the Chief Executive Officer or Chairman of the Board. When necessary, the Ethics and Conduct Committee is also available to clarify doubts about possible conflicts of interest.



# Risk management

AMAGGI takes a strategic and proactive approach to risk management, aiming not only to mitigate threats but also to identify and exploit business opportunities. The company recognizes that the market is dynamic and subject to constant change, and therefore, being ahead of trends and offering innovative solutions is essential to ensure long-term success.

AMAGGI's Global Risk Management Policy establishes a clear and comprehensive framework for identifying, assessing, treating and monitoring financial, strategic, operational and regulatory risks. This

process involves several areas of the company, which allows for an integrated analysis and an efficient response to the challenges that arise in the business environment.

The company continually invests in technology and training, with the aim of training its employees in effective risk management. It also has a specialized team, in addition to clear policies that promote awareness among all employees about the importance of identifying and reporting risks efficiently.

# Human rights

Reinforcing its commitment to social responsibility, AMAGGI published, in 2023, a specific policy aimed at protecting and respecting Human Rights in all its operations and business relationships. This document was prepared based on the company's potential impacts, mapped in the Human Rights Due Diligence process. Its structure is aligned with the United Nations Guiding Principles for Business and Human Rights and follows the guidelines of the Due Diligence Guides of the Organization for Economic Cooperation and Development (OECD). The most important milestones

of 2024 were the preparation of the action plan for preventing and/or mitigating the potential impacts mapped in the due diligence, in addition to the implementation of a training program on Human Rights, mandatory for all employees. The objective is to empower professionals to recognize, respect and promote Human Rights in their daily activities and business operations, ensuring that the organizational culture complies with international best practices and the fundamental principles of respect and human dignity.





# Socio-environmental management GRI 2-24, 2-25, 413-2

## The socio-environmental policy guidelines are:

-  Meet applicable legal requirements and other requirements subscribed to by the organization related to its socio-environmental aspects
-  Improve processes, aiming at pollution prevention, greenhouse gas (GHG) emissions management and continuous improvement of socio-environmental performance in operations and in the value chain
-  Adopt good socio-environmental practices to minimize accidents, negative impacts and generate shared value
-  Promote the engagement of business partners and key stakeholders in socioenvironmental responsibility.
-  Promote respect for human rights and decent work in operations and the value chain.

AMAGGI adopts a socio-environmental management approach that aims to promote sustainability, ensuring that its activities are conducted in an economically viable, environmentally correct and socially responsible manner. The company’s Socio-Environmental Policy, guided by the standards NBR 16001:2012 and ISO 14001:2015, in addition to certifications such as RTRS, ProTerra, ABR/BCI, 2BSvs and ORIGINS, defines guidelines for protecting natural resources, minimizing socio-environmental risks and engaging the needs of stakeholders.

AMAGGI’s Socio-Environmental Management (GSA) is operated by the Corporate Sustainability area in conjunction with the company’s units. Its main objective is to identify, prevent and reduce the negative socio-environmental impacts of operations, products and services, while seeking to maximize positive impacts through programs and actions focused on sustainability.

Each AMAGGI operation is systematically monitored using the Socio-Environmental Aspects and Impacts Spreadsheet (PAI). This tool is essential for identifying

and assessing significant socio-environmental impacts and risks related to the company’s activities and value chain. The PAI not only establishes clear controls for such impacts and risks, but also ensures that the company operates ethically and responsibly, respecting the institutions and communities with which it interacts. For each impact considered significant, strict operational controls are established, which are essential to ensure that the measures established for minimization or mitigation are effectively applied. Furthermore, to monitor whether these controls are being implemented appropriately and to verify compliance with other components of AMAGGI’s socio-environmental management system, all units are subject to an annual Internal Audit. The result of this audit forms part of the Performance and Responsibility Plan (PPR), allowing a detailed analysis of the procedures adopted and ensuring the continuous and sustainable improvement of socio-environmental practices. As a result, the audit not only validates the effectiveness of the controls, but also identifies opportunities for progress, ensuring excellence in corporate socio-environmental management.



## Emergency management

Each unit's Individual Emergency Plan (PEI) details possible scenarios, such as socio-environmental and occupational health and safety (OHS) emergencies. These plans include escape routes, meeting points and communication channels, always adapted to the characteristics of each unit. The teams are constantly prepared through regular simulations and trained to act quickly and safely.

According to the Fire Department Technical Standards (NTCB), Emergency Brigades or Teams are formed in the units where this need applies. These brigades and teams are made up of volunteer employees who undergo specific training, including firefighting, handling product leaks, first aid, among other situations. This training ensures that the teams can respond effectively to emergencies.

This integrated and proactive approach ensures that the company acts responsibly and sustainably, thus minimizing impacts and maximizing benefits for communities and the environment. As a result, AMAGGI reaffirms its commitment to promoting sustainable and socially responsible business practices, aligned with its long-term strategic objectives.





SOCIOENVIRONMENTAL CERTIFICATIONS AND  
ORIGIN GUARANTEE PROGRAMS

AMAGGI is recognized for its commitment to sustainable and socio-environmental practices, evidenced by the certifications and programs it adopts to guarantee the responsible origin of its products and compliance with rigorous global standards.



RTRS (Round Table on Responsible Soy)

AMAGGI was a pioneer in the world in obtaining RTRS certification, which ensures responsible soybean production. The company is part of the institution’s Steering Committee and also actively participates in the Brazil Task Force, contributing to strengthening the market and improving certification processes in the country.



ProTerra

By joining the ProTerra Standard Stakeholder Council, AMAGGI demonstrates its commitment to producing grains free from genetically modified organisms (GMOs) and that meet high environmental and social standards.



2BSvs

With this certification, AMAGGI meets the European Union’s requirements for biofuels, ensuring that the soybeans and corn produced are aligned with the sustainability criteria established in the European Directive 2018/2001 (RED II). This certification includes accounting for greenhouse gas (GHG) emissions, reinforcing the company’s focus on mitigating environmental impacts.



ISO 14001

AMAGGI holds ISO 14001 certification for several of its operations, including farms, factories, ports, shipyards and the headquarters. Even in non-certified units, the company adopts socio-environmental management systems aligned with the same criteria, complemented by internal audits that ensure compliance with its practices.



ABR/BCI (Responsible Brazilian Cotton/Better Cotton Initiative)

AMAGGI has maintained the ABR/BCI certification for its entire cotton production chain for years. Initially obtained only at the planting stage, the company expanded the certification to the processing stages, covering all of its operations, including cotton mills.



RenovaBio

Brazilian government program that encourages the production of biofuels, aiming to reduce greenhouse gas emissions in the transportation sector. Certified companies generate Emissions Reduction Certificates (CBIOS), encouraging sustainable practices.



ACTS (Amaggi Cotton Traceability and Sustainability Program)

Using advanced technology, the program allows buyers to access detailed information about the origin of AMAGGI cotton, including sustainable practices and production methods.



Amaggi Regenera

A regenerative agriculture program that promotes low-carbon agricultural practices, prioritizing the restoration of soil health, biodiversity and the dissemination of knowledge on the subject for rural producers and farmers. The initiative seeks to encourage the adoption of innovative and sustainable methods by producers, reinforcing AMAGGI’s commitment to sustainability and decarbonization in agribusiness.



ORIGINS

Developed by AMAGGI, the program ensures traceability of grains origin, meeting international requirements in a more personalized format. This certification guarantees that production is free from deforestation and conversion of native vegetation, in addition to incorporating scalable digital solutions to monitor carbon stocks and vegetation areas. The certification also complies with the European Feed Manufacturers’ Federation (FEFAC) standards.



# Quality and safety of products and services

GRI 3-3 Quality and safety of products and services, 13.10.4, 13.10.5

AMAGGI has implemented a Quality and Food Safety Management System aligned with ISO 9001:2015 and GMP+FSA 2020 guidelines, focusing on customer satisfaction. The company complies not only with national and international legislation and guidelines, but also with internal standards, with management and investments throughout the chain. It adopts a disciplined approach, monitoring the stages of fertilizer manufacturing, grain and fiber planting, harvesting, storage, production (soybean meal, degummed oil, biodiesel and by-products), transshipment,

transportation and marketing. It regularly monitors chemical residues to manage the risk of marketed products (corn, soybean grain, soybean meal and oil), in accordance with customer requirements and national and international regulations on the Maximum Residual Limit (LMR) of agricultural pesticides.

AMAGGI also implemented the Salmonella Program for soybean crushers, aiming to mitigate the risk of this pathogenic microorganism in products.

AMAGGI is dedicated to **rigorous monitoring and control** to guarantee the identity, traceability and safety of products sold.

**Food security is essential** for economic prosperity and sustainable development.

## ALGUMAS DAS CERTIFICAÇÕES DE QUALIDADE AND SEGURANÇA CONQUISTADAS INCLUEM:



**Food Chain ID Non-GMO Global Standard** | Based on risk management, traceability, sampling and testing to verify compliance and preserve product identity in the production chain.



**GMP+FSA** | Combines good practices with risk management to ensure safety in animal feed, covering all stages of the process from production to marketing.



**Kosher Certificate** | Validates that manufactured products follow the norms of the Orthodox Jewish diet.



**ISO 9001:2015** | Ensures a work environment that allows for the standardized execution of processes and the achievement of compliance, with clear quality management guidelines.



**IN 29 (MAPA Normative Instruction)** | Establishes procedures for modernizing the storage and conservation activities of agricultural products, including rules for storage structures.





# Supply chain management, transparency and traceability

GRI 2-6, 2-23, 2-24, 2-29, GRI 3-3 Supply chain management, transparency and

## traceability

AMAGGI carefully selects and continuously monitors its suppliers, paying special attention to those considered critical, which undergo more rigorous internal procedures. Non-critical suppliers are analyzed annually and assessed based on ethical criteria and compliance with current legislations. In 2024, 284 companies underwent the Critical Suppliers Socio-Environmental Assessment (ASF). Of these, 80.63% were qualified for contracting, while 19.37% were classified as restricted due to the absence or irregularity in documents, which prevented their contracting at that time. Corrective actions and improvements were agreed with these companies to mitigate the identified impacts.

Furthermore, of the total of suppliers that transacted with AMAGGI in 2024, most were contracted locally, representing 57.04% of the purchasing budget of the operational units in the states of Mato Grosso,

Rondônia, Roraima and Amazonas.. **GRI 204-1, 308-1, 308-2, 414-1, 414-2**

In order to strengthen integrity and ethics practices in its supply chain, AMAGGI provides training to its suppliers' employees who regularly provide services at its facilities. These actions help ensure that everyone fully understands the policies, internal procedures and the importance of ethical business conduct.

All contracts signed by AMAGGI include clauses that reinforce the suppliers' commitment to adhere to AMAGGI's Supplier Ethical Conduct Agreement, in addition to respecting the guidelines established in this agreement. This approach contributes to the construction of responsible partnerships aligned with the company's values.



## Supply vendor management

AMAGGI conducts comprehensive and structured supplier management, focusing on quality, efficiency and reliability in the supply of materials and services. From the selection stage, the company maintains strict control at all stages of the relationship with its strategic partners, ensuring high standards of performance and compliance. The process begins with inviting suppliers to register on the E-procurement platform, a step that requires acceptance of the Supplier Ethical Conduct Agreement as an essential requirement.

Through its Compliance area, AMAGGI adopts strict procedures for seeking and analyzing information about business partners belonging to eligible categories. Before formalizing any contracts, the company conducts Integrity Due Diligence (DDI), ensuring protection against risks that may arise from commercial relations. The assessment is conducted based on specific parameters established in Art. 57 of Decree 11.129/22, regulating Law 12.846/13, in CGU Ordinance 909/15 and in Interministerial

Ordinance 2.279/15. In addition, the process follows criteria defined in the document "Integrity Program: Guidelines for Private Companies" and, when applicable, in the "Integrity for Small Businesses" booklet, both guided by the Union Comptroller General (CGU), as well as the best integrity practices adopted in the national and international markets.

AMAGGI applies Integrity Due Diligence to specific business partners categories with potential significant environmental, social and commercial impact. These categories include environmentally critical suppliers, brokers, consultants, sales representatives and associates, as well as customs clearance service providers. In addition to this process, the company maintains a robust integrity policy, guided by its Code of Ethics and Conduct, its Socio-Environmental Policy, Human Rights Policy and its commitments to a grain chain free from deforestation and conversion. The strategic suppliers' performance is monitored through specific assessments,

which allow deviations to be identified and addressed. This process ensures that contracts are managed effectively, with corrective action plans being implemented whenever necessary. At the same time, the supplier development program seeks to expand and improve the partner base, promoting innovation, responsiveness and cost reduction.

With the support of strategic areas, AMAGGI seeks not only to mitigate risks in its supply chain, but also to **create value and gain competitive advantage** through excellence in supply.



## Grain chain traceability GRI 13.23.2, 13.23.3

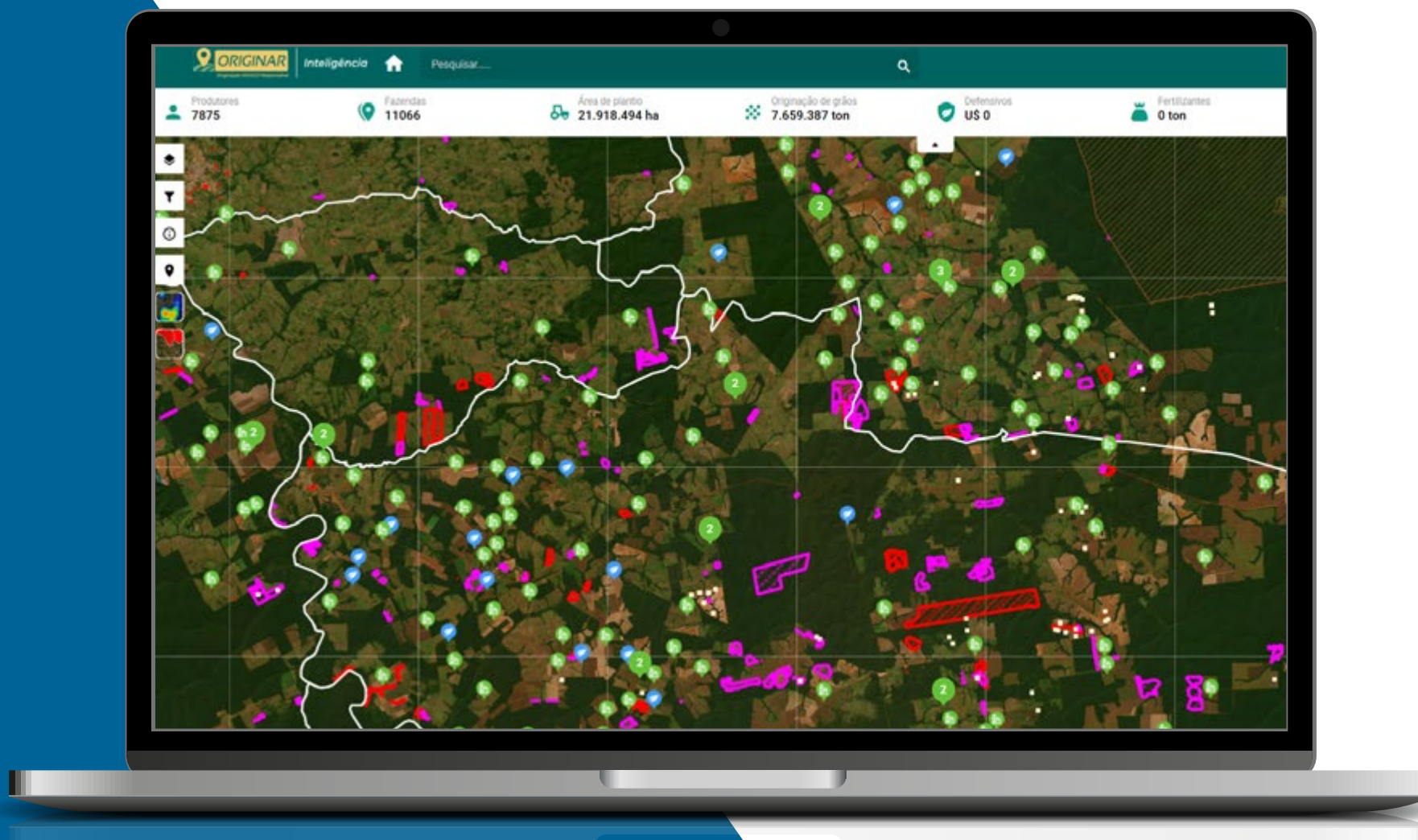
AMAGGI reaffirms its commitment to a monitored and traceable grain supply chain, ensuring that its production is free from deforestation and conversion of native vegetation (Deforestation and Conversion Free - DCF) by 2025. This commitment covers all biomes, countries, and regions in which the company operates. In the data published in its 2024 Progress Report, AMAGGI maintained 100% traceability in the direct grain supply chain in Brazil and made progress in relation to its indirect suppliers. Considering the first point of product aggregation, the company achieved 100% traceability of indirect suppliers. At the farm level, AMAGGI achieved 52% traceability and monitoring of indirect suppliers located in the Amazon and Cerrado biomes, the priority jurisdictions for the company's operations. For the other biomes in which it operates, AMAGGI continues to seek technological and sectoral solutions that promote increasingly effective results.

The acquisition of grains by AMAGGI follows strict socio-environmental criteria. Among the requirements are the absence of environmental embargoes on production due to deforestation, respect for indigenous lands and conservation units, compliance with the Soy Moratorium in the Amazon biome, adherence to the Pará Green Grain Protocol and the non-incidence on the 'Dirty List' of Slave Labor.

The Originar 2.0 system is the basis for the grain chain traceability and monitoring process. The first step is to

identify, locate and register the properties where the grains originate, including the precise delimitation of the production area polygon. This registration is carried out by the sales team, made up of professionals who maintain direct contact with suppliers. After registration, the system continuously monitors properties, cross-referencing socio-environmental data with public and private information, as well as updated satellite images. In 2024, the company continued to restructure the system's main modules to increase its performance, began developing new features and cross-referencing environmental and commercial data to comply with the new European legislation, EUDR (European Union Regulation on Deforestation-free Products), and launched a new version of the 'Originar' application for field visits, aiming at greater integration and connectivity with the web system, improving data collection from suppliers and the application of checklists for the certified product chain.

The integration of Originar 2.0 into the sales system allowed for immediate verification of grain purchase contracts at the time of the transaction. Only contracts that fully meet AMAGGI's socio-environmental criteria are approved. If there are non-conformities, such as environmental restrictions, the system automatically blocks the purchase. The Sustainability team then analyzes the risks and determines whether the acquisition complies with the established requirements.





# 06

SOCIETY:  
CARING FOR PEOPLE  
AND DEVELOPING LOCAL  
COMMUNITIES







# People management

GRI 2-29

AMAGGI, as a leader in the agribusiness sector, stands out for its people management, which focuses on the comprehensive development of its employees. The company promotes a positive and productive work environment, in which each employee feels valued, engaged and motivated to achieve their best performance. To this end, the company invests in training and development programs, offering several opportunities for its employees to improve their skills and expand their knowledge.

AMAGGI is also dedicated to training leaders who know how to inspire and motivate their teams, promoting a culture of collaboration and teamwork. Recognizing employees' contributions is a fundamental part of management, and is carried out through incentive programs, constructive feedback and celebrating achievements.



## Staff profile

In 2024, AMAGGI ended the year with 9,682 employees, of which 7,947 were men and 1,735 were women. These professionals are distributed across several regions of Brazil, with 85.91% located in the Midwest, 13.56% in the North and the remainder in the South and Southeast regions. The company ensures that all employees are covered by collective bargaining agreements, reaffirming its commitment to fair and transparent working. **GRI 2-7, 2-30**

In addition, in 2024, AMAGGI had the collaboration of 2,135 outsourced workers in its units. Most of these professionals have fixed contracts and work in activities such as civil construction, including works and renovations, property security, machinery and equipment maintenance, as well as services in cafeterias, contributing directly to the efficient operation and good functioning of all units. **GRI 2-8**





EMPLOYEES BY TYPE OF EMPLOYMENT  
CONTRACT AND GENDER GRI 2-7

	2022			2023			2024		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Male	6,570	594	7,164	6,817	944	7,761	7,086	861	7,947
Female	1,313	204	1,517	1,398	301	1,699	1,446	289	1,735
Total	7,883	798	8,681	8,215	1,245	9,460	8,532	1,150	9,682

EMPLOYEES BY WORKING HOURS AND GENDER GRI 2-7

	2022			2023			2024		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Male	7,048	116	7,164	7,641	120	7,761	7,768	179	7,947
Female	1,390	127	1,517	1,538	161	1,699	1,521	214	1,735
Total	8,438	243	8,681	9,179	281	9,460	9,289	393	9,682

EMPLOYEES BY TYPE OF EMPLOYMENT  
CONTRACT AND REGION GRI 2-7

	2022			2023			2024		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Midwest	7,076	192	7,268	7,867	230	8,097	7,981	337	8,318
North	1,333	49	1,382	1,274	48	1,322	1,264	49	1,313
Southeast	3	0	3	5	1	6	10	2	12
South	26	2	28	33	2	35	34	5	39
Total	8,438	243	8,681	9,179	281	9,460	9,289	393	9,682

EMPLOYEES BY WORKING HOURS AND REGION GRI 2-7

	2022			2023			2024		
	Permanente	Temporary	Total	Permanente	Temporary	Total	Permanente	Temporary	Total
Midwest	6,541	727	7,268	6,924	1,173	8,097	7,220	1,098	8,318
North	1,311	71	1,382	1,251	71	1,322	1,264	49	1,313
Southeast	3	0	3	6	0	6	11	1	12
South	28	0	28	34	1	35	37	2	39
Total	7,783	798	8,681	8,215	1,245	9,460	8,532	1,150	9,682



## Talent attraction and development

GRI 3-3 Atracção and desenvolvimento de colaboradores, 404-2

In 2024, AMAGGI hired 4,655 people, of which 2,595 were local workers, representing 55.75% of the total. However, on farms, a significant number of external hires are still observed due to the difficulty of finding labor in nearby regions. This demonstrates the company's effort to prioritize local hiring, but also the need to resort to professionals from other areas to meet operational demands.

AMAGGI is continually dedicated to developing and attracting talent, which is essential to sustaining its strategic objectives. Throughout the year, the company held lectures at 58 educational institutions, reaching 4,327 students. As a result, 40 new interns and 58 trainees were hired for various areas, such as agronomy, engineering and administration, in addition to 38 apprentices. These programs offer young talent the opportunity to experience the day-to-day operations, develop technical and behavioral skills, and build a solid network of contacts.

### INTERNAL RECRUITMENT



In addition to attracting new talent, AMAGGI values internal recruitment, prioritizing the development and promotion of those employees already hired before looking for external candidates. When a vacancy becomes available, the search for internal candidates is the first option, resulting in regular promotions at all levels of the organizational pyramid. In 2024, 409 employees participated in the internal recruitment process, filling 152 vacancies and demonstrating the effectiveness of this practice.





HIRING EMPLOYEES BY GENDER GRI 401-1

2022			2023		2024	
	Hires	%	Hires	%	Hires	%
Male	4,678	85,71	4,520	85,56	4,032	86,62
Female	780	14,29	763	14,44	623	13,38
Total	5,458	100	5,283	100	4,655	100

HIRING EMPLOYEES BY AGE GROUP GRI 401-1

2022			2023		2024	
	Hires	%	Hires	%	Hires	%
Under 30	2,774	50,82	2,899	54,88	2,395	51,45
Between 30 and 50	2,417	44,28	2,191	41,47	2,057	44,19
Over 50	267	4,90	193	3,75	203	4,36
Total	5,458	100	5,283	100	4,655	100

HIRING EMPLOYEES BY REGION GRI 401-1

2022			2023		2024	
	Hires	%	Hires	%	Hires	%
Midwest	5,002	91,65	4,241	80,28	3,735	80,24
North	445	81,15	1,022	19,35	899	19,31
Southeast	2	0,04	2	0,03	6	0,13
South	9	0,16	18	0,34	15	0,32
Total	5,458	100	5,283	100	4,655	100

EMPLOYEE TURNOVER BY GENDER GRI 401-1

2022			2023		2024	
	Dismissals	%	Dismissals	%	Dismissals	%
Male	4,114	88,53	3,917	86,97	3,859	85,93
Female	533	11,47	587	13,03	632	14,07
Total	4,647	100	4,504	100	4,491	100

EMPLOYEE TURNOVER BY AGE GROUP GRI 401-1

2022			2023		2024	
	Dismissals	%	Dismissals	%	Dismissals	%
Under 30	2,132	45,88	2,241	49,76	2,147	47,81
Between 30 and 50	2,261	48,66	2,027	45,00	2,096	46,67
Over 50	254	5,46	236	5,24	248	5,52
Total	4,647	100	4,504	100	4,491	100

EMPLOYEE TURNOVER BY REGION GRI 401-1

2022			2023		2024	
	Dismissals	%	Dismissals	%	Dismissals	%
Midwest	4,313	92,81	4,025	89,37	3,766	83,86
North	325	6,99	468	10,39	713	15,88
Southeast	0	0,00	0	0,00	0	0,00
South	9	0,20	11	0,24	12	0,26
Total	4,647	100	4,504	100	4,491	100



AMAGGI University plays a fundamental role in training people, offering a variety of mandatory training and improvement programs, totaling 688 courses.

The content of these training courses is developed in close collaboration with the business areas, allowing the creation of personalized solutions that anticipate changes and generate greater employee engagement.

To further strengthen the preparation of leaders and talents, AMAGGI invests in two specialized schools: the School of Leaders and the School of Talents. The School of Leaders offers training focused on improving the seven essential skills for a high-performance leader in the company, such as leadership and engagement skills. The School of Talents covers the qualification of all professionals, exploring the six fundamental skills to work at AMAGGI. Both schools prioritize individualized learning, combining technical and behavioral improvement, with topics such as self-

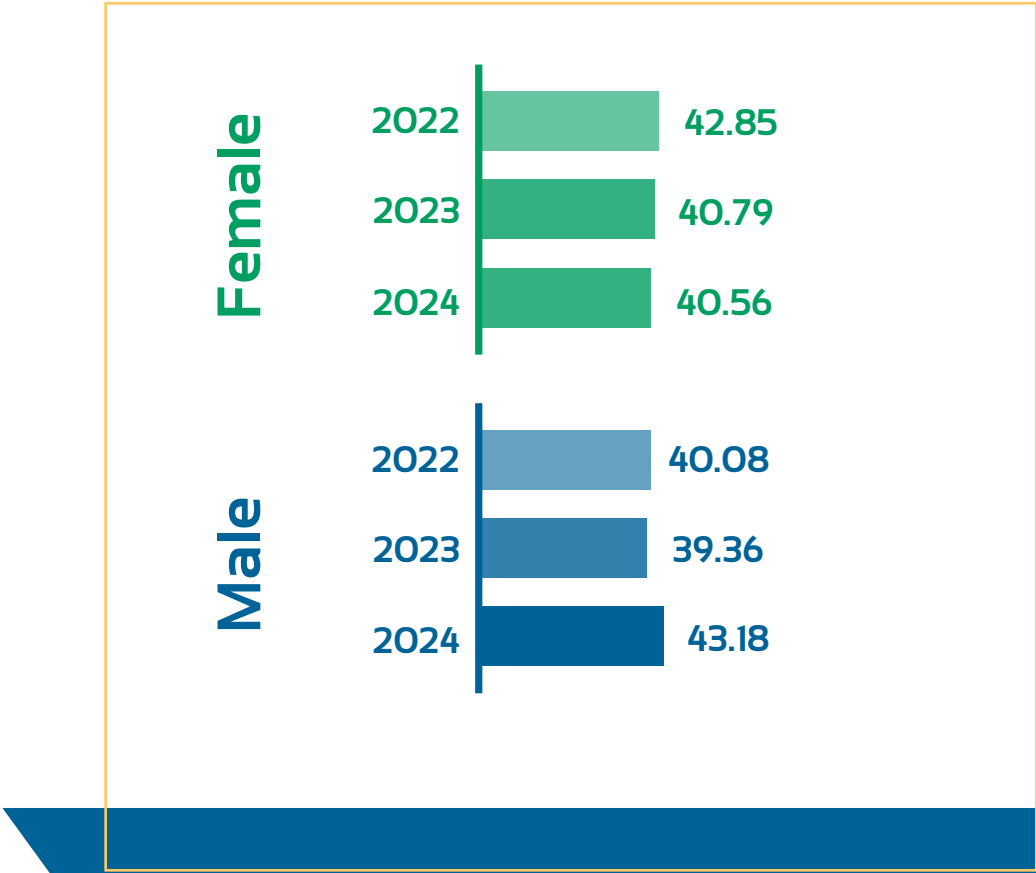
knowledge, communication, emotional intelligence, conflict resolution and teamwork.

In addition, AMAGGI’s Individual Development Program (PDI) is an initiative aimed at all employees, conducted in a personalized manner, with a focus on the continuous improvement of technical and behavioral skills. Aligned with the company’s demands, the program provides structured learning and guidance moments, both individual and collective, in which key topics and skills are addressed. This approach allows the connection of organizational needs to employee professional aspirations, ensuring that each employee has clarity about their role in the development of their own career within AMAGGI.

The “Engage + University” initiative has been essential to increasing employee engagement in the continuous learning culture. One of the highlights of this program was the awareness campaign on the importance of emotional intelligence, which resulted in a significant increase in employee participation in training related to this topic. In 2025, the company will continue this project, taking advantage of its positive results.

In addition to training and qualifications, AMAGGI conducts competency assessments for its employees, covering a variety of positions, from analysts and technicians to specialists and Senior Leadership. This process is coordinated by the Organizational Human Development area, which integrates the competency assessment, the results of the goals program and career development, aligning them with the company’s strategic objectives.

AVERAGE HOURS OF EMPLOYEE TRAINING BY GENDER GRI 404-1



By cross-referencing this data, it is possible to build the 9Box Matrix, which is used to evaluate the performance of all employees and monitor their development path and contributions. At the end of the evaluation cycle, AMAGGI holds calibration meetings, with the objective of reviewing individual and collective performances, discussing the main challenges faced and the contribution of each person to achieving the objectives. During this phase, the risk of losing talent and succession strategies are also assessed, with a focus on business continuity.

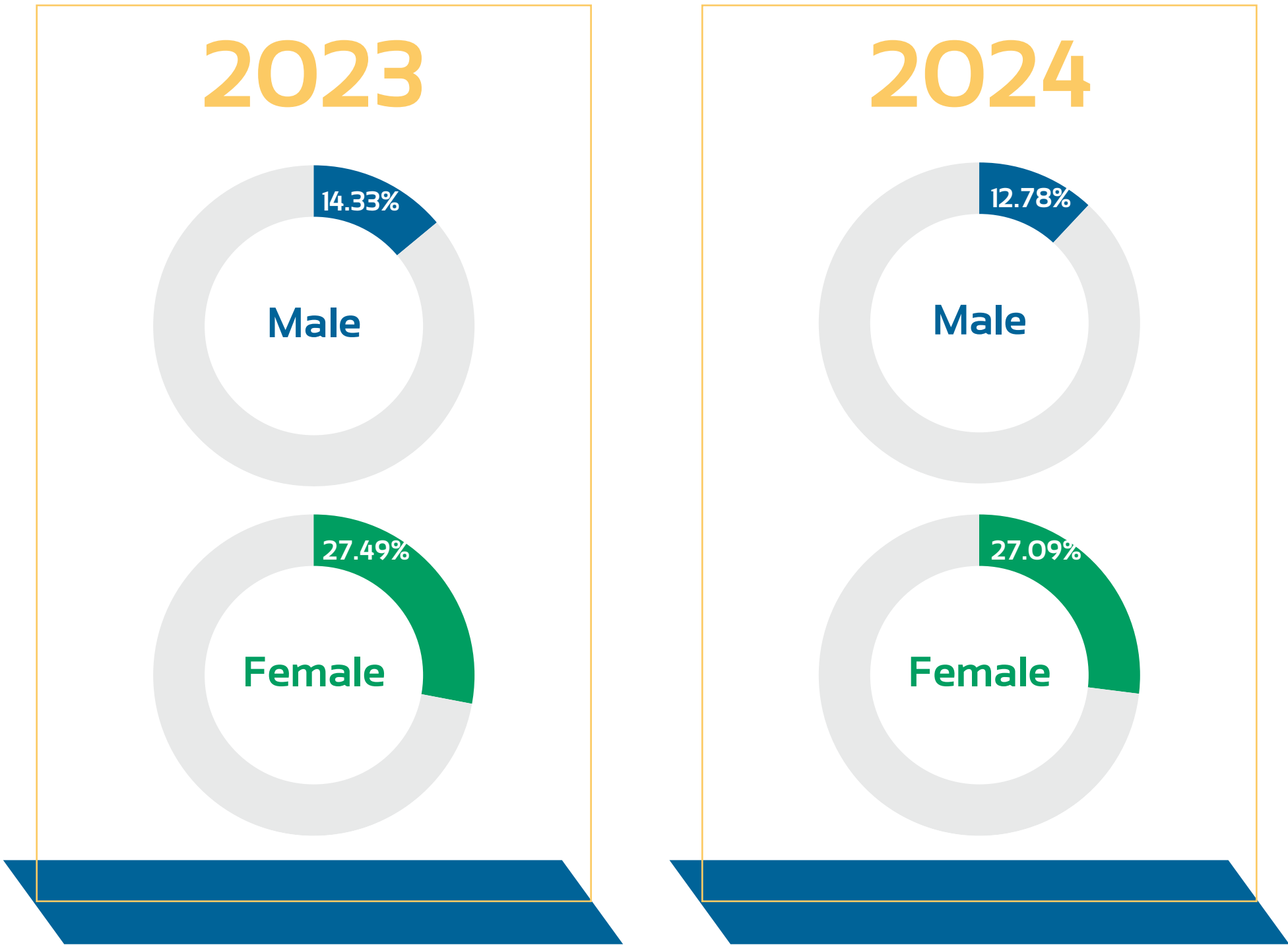
AVERAGE HOURS OF EMPLOYEE TRAINING BY FUNCTIONAL CATEGORY GRI 404-1

	2022	2023	2024¹
Directors	106.89	21.56	13.90
Managers	234.66	60.02	56.47
Administration	190.62	33.38	38.20
Trainees	123.57	78.01	85.05
Operations	102.02	38.85	40.81
Technicians	47.16	68.12	80.53

¹ The reduction in leadership training hours in 2024 was due to the allocation of efforts to internal restructuring projects. However, AMAGGI remains committed to developing its leaders, prioritizing more assertive, specific, and practical actions. In the other categories, there was an increase in training hours, due to the greater availability of content at the Corporate University



PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER GRI 404-3



PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY EMPLOYMENT CATEGORY GRI 404-3

	2023	2024
Directors	100%	100%
Managers	100%	100%
Administration	30.66%	33.43%
Trainees <sup>1</sup>	100%	15.38%
Operations	2.86%	1.30%
Technicians	-	61.59%

<sup>1</sup> The reduction in the Trainee category reflects a review of the eligibility criteria and the performance evaluation period. Previously, the categories were grouped into Operational and Administrative, but with an increase in eligibility criteria, it was necessary to separate them into Operational and Technical. This distinction aims to provide a more accurate evaluation aligned with the different skills required for each role at AMAGGI.

AMAGGI adopts a structured approach to support the **career transition** of its employees, focusing on ensuring continued employability and responsible management of the later stages of their career.

Within the scope of performance assessment and people development, successors’ mapping stands out, which aims to identify and prepare internal talent

for strategic and leadership positions. This process contributes directly to the proactive management of succession in key positions, in addition to supporting the career transition planning of employees who are approaching the end of their professional careers at the company. For employees eligible for the succession process, AMAGGI offers external coaching and an accelerated individual development plan. Using tools to improve leadership and change management skills, the plan prepares these employees for new responsibilities, inside or outside the company. Development is personalized, considering the employee’s skills, their goals and the future position requirements.



Diversity, equity and inclusion GRI 3-3 Diversity, inclusion and equity

AMAGGI understands the challenges related to diversity, equity and inclusion. Therefore, it has intensified its efforts to promote substantial advances in these areas. With a close eye on the evolution of indicators, the company is in the process of implementing a Diversity program, the construction and implementation of which are priority goals of its ESG objectives for 2025.

**In 2024, AMAGGI intensified its actions in favor of diversity and inclusion, with emphasis on the Functional Diversity Literacy program.**

This program has trained 751 leaders, fostering a deeper understanding of the needs and challenges of people with disabilities. Through interactive workshops and expert discussions, participants have developed skills to create a more inclusive and welcoming workplace.

Another initiative is the 'Seedling' program, which offers support to pregnant employees, ensuring specialized medical care, exclusive benefits and a more flexible work environment.

This action has contributed significantly to talent retention and to building an organizational culture that values family and well-being.

To map diversity in the workforce and identify opportunities for improvement, AMAGGI conducted a People with Disabilities Census. The results revealed 42 dependents and five employees with Autism Spectrum Disorder (ASD), guiding the implementation of more targeted actions. The 'Embrace' program stood out in this context, offering assistance in therapies for employees with ASD.

Campaigns such as "At AMAGGI, your difference makes a difference" were important in raising awareness among employees and promoting a culture of inclusion throughout the year. The campaign on neurodiversity, for example, helped to demystify the topic and promote the appreciation of different ways of thinking and learning.

**AMAGGI recognizes that the journey towards diversity and inclusion is ongoing and requires a close look to the future.**

The next steps include expanding initiatives, adapting them to the different realities of each operation, and intensifying actions to promote gender equality at all hierarchical levels. Ensuring that all employees have access to the digital tools necessary for professional development is also a priority.

**PERCENTAGE OF BOARD EXECUTIVES BY GENDER** GRI 405-1

	2022	2023	2024
Male	87.5%	100%	100%
Female	12.5%	0%	0%



RATIO BETWEEN BASE SALARY AND COMPENSATION RECEIVED BY WOMEN AND THOSE RECEIVED BY MEN GRI 405-2

	2022	2023	2024
Managers	0.92	0.93	0.94
Administrative	1.00	1.00	1.03
<i>Trainees</i>	1.04	1.10	1.00
Operations	0.94	0.99	1.05
Technicians	1.06	1.05	1.02

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND GENDER GRI 405-1

	2022		2023		2024	
	Male	Female	Male	Female	Male	Female
Directors	88.89%	11.11%	88.89%	11.11%	90.00%	10.00%
Managers	84.81%	15.19%	85.03%	14.97%	84.89%	15.11%
Administrative	58.82%	41.18%	58.82%	41.18%	48.34%	51.66%
<i>Trainees</i>	49.97%	50.03%	48.95%	51.05%	70.77%	29.23%
Operations	91.57%	8.43%	91.26%	8.74%	91.73%	8.27%
Technicians	88.64%	11.36%	84.85%	15.15%	85.10%	14.90%

PERCENTAGE OF BOARD EXECUTIVES BY AGE GROUP GRI 405-1

	2022	2023	2024
Under 30	0.00%	0.00%	0.00%
Between 30 and 50	25%	55.56%	55.56%
Over 50	75%	44.44%	44.44%

PERCENTAGE OF EMPLOYEES BY JOB CATEGORY AND AGE GROUP GRI 405-1

	2022			2023			2024		
	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50	Under 30	Between 30 and 50	Over 50
Directors	0.00%	22.22%	77.78%	0.00%	33.33%	66.67%	0.00%	50.00%	50.00%
Managers	16.82%	71.25%	11.93%	14.08%	72.91%	13.01%	11.95%	73.99%	14.06%
Administrative	97.06%	2.94%	0.00%	88.24%	11.76%	0.00%	58.96%	38.22%	2.82%
<i>Trainees</i>	57.93%	39.86%	2.21%	58.49%	38.78%	2.73%	95.38%	4.62%	0.00%
Operations	36.82%	53.18%	10.00%	37.11%	53.17%	9.72%	34.83%	54.71%	10.46%
Technicians	28.08%	62.78%	9.14%	31.82%	59.39%	8.79%	25.83%	64.90%	9.27%

PERCENTAGE OF EMPLOYEES BY EMPLOYMENT CATEGORY AND ETHNICITY GRI 405-1

	2022					2023					2024				
	Asian	White	Indigenous	Mixed	Black	Asian	White	Indigenous	Mixed	Black	Asian	White	Indigenous	Mixed	Black
Directors	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	33.33%	0.00%	66.67%	0.00%	0.00%	40.00%	0.00%	60.00%	0.00%
Managers	1.08%	31.46%	0.55%	63.47%	3.44%	0.89%	32.09%	0.53%	62.92%	3.57%	1.23%	32.34%	0.53%	61.86%	4.04%
Administrative	0.00%	32.35%	0.00%	63.24%	4.41%	0.00%	41.18%	0.00%	58.82%	0.00%	0.56%	25.33%	0.10%	70.54%	3.47%
<i>Trainees</i>	0.17%	29.34%	0.13%	66.82%	3.54%	0.42%	26.10%	0.10%	70.13%	3.25%	1.54%	44.62%	0.00%	46.15%	7.69%
Operations	0.81%	8.85%	0.10%	84.52%	3.72%	0.75%	8.29%	0.08%	84.70%	6.18%	1.30%	8.65%	0.10%	83.42%	6.53%
Technicians	0.63%	19.24%	0.00%	77.29%	2.84%	0.30%	17.27%	0.00%	79.40%	3.03%	0.33%	17.22%	0.00%	80.46%	1.99%



## Occupational Health and Safety GRI 3-3 Health, well-being and safety

AMAGGI dedicates its efforts to developing a safe and healthy work environment in all of its operations. To consolidate these principles, the company adopts a series of guidelines that permeate its organizational culture and guide activities performance according to specific procedures, ensuring correct execution at all stages.

Each employee is encouraged to act as an "owner" in their area of expertise, taking responsibility for safety and health at work. In this context, leadership plays an essential role, adopting safe practices and setting an example for their teams. Responsibility for safety and health is assigned to the leaders of each area, while the Occupational Health and Safety area acts as technical support. This integrated approach emphasizes the importance of incorporating safety into daily processes, rather than treating it as an isolated function.

With the aim of promoting a preventive culture and reducing the accident rate, AMAGGI implements an Occupational Health and Safety Management System (SGSSO), applicable to all its units. This

system establishes a structured organization of actions related to health and safety, ensuring the standardization of activities and serving as a basis for developing a solid culture in these areas. All management procedures and tools applied follow the guidelines of the Regulatory Standards, which establish general provisions on health and safety at work, requirements for managing occupational risks and prevention measures. **GRI 403-1, 403-8**

The SGSSO consists of 25 tools that ensure a safer and healthier work environment. Among them, the Central Occupational Health and Safety Committee stands out, which fosters a prevention-oriented culture within the company. Risk management is carried out through methodologies such as the Risk Management Program (RMP), which identifies hazards in different activities, analyzes the risks and defines control measures. In compliance with the RMP, the company also implements mechanisms to consult workers about their perception of occupational risks, promoting a safer and more participatory environment.

The Internal Accident and Harassment Prevention Committee (CIHA), present and active in the company's units, also serves as a channel for safety-related communications, reinforcing collaboration culture to build an increasingly safe work environment. To strengthen this role, regular monthly meetings are held with CIHA members, in which measures aimed at promoting health and safety at work are discussed, ensuring the continuity of improvements and the adoption of good practices in the operational routine. Another important tool for identifying hazards is the Task Risk Analysis (ART), allowing the adoption of preventive measures before the execution of activities. Accident control is reinforced by the Work Accident Management process, which establishes guidelines for communication, classification, investigation, analysis and reporting, ensuring effective incident management. In addition, AMAGGI has an internal audit system that monitors compliance with the actions implemented to mitigate risks. **GRI 403-2, 403-4**





A capacitação contínua dos empregados da AMAGGI é estruturada com base em aspectos técnicos and legais, considerando os riscos inerentes ao ambiente de trabalho and ao desenvolvimento de suas atividades. Com o apoio da Universidade AMAGGI, são desenvolvidos treinamentos cada vez mais atrativos, combinando modalidades presenciais and Contents digitais em uma plataforma de cursos *on-line*. Além disso, são promovidas ações de sensibilização, como o Diálogo de Saúde and Segurança Ocupacional, que realiza reuniões periódicas sobre o tema, and a Observação and Abordagem Comportamental, que incentiva a liderança a reforçar comportamentos seguros no dia a dia. Para garantir que os mesmos padrões sejam seguidos por todos os envolvidos em suas operações, a AMAGGI também orienta seus prestadores de serviços sobre as exigências relacionadas à saúde and segurança ocupacional. **GRI 403-5, 403-7**

The Occupational Health and Safety Governance System formalizes management structures, and through Monitoring Meetings, involves leadership in process evaluation. There are also initiatives such as ‘Safety Hour’, in which managers visit operational areas to identify possible improvements; and ‘Mutual Alert’, which encourages communication among workers to prevent accidents. The

Safe Practice Index measures the evolution of the safety culture in the units, while Good Occupational Health and Safety Practices promote constant improvements in the work environment. To ensure the effective implementation of all these initiatives, the Verification of Adherence to Behavioral Practices regularly assesses compliance with safety guidelines.

Through these initiatives, AMAGGI reaffirms its commitment to promoting a safe and healthy work environment, maintaining the well-being of its employees as one of its values.

NUMBER OF OCCUPATIONAL DISEASES IN EMPLOYEES<sup>1</sup> **GRI 403-10**

	2023	2024
Number of deaths resulting from occupational diseases	0	0
Number of cases of occupational diseases requiring mandatory reporting (includes deaths)	11 <sup>2</sup>	5

<sup>1</sup> The company does not have data on workers who are not employees.

<sup>2</sup> The variation in relation to the previous year is due to a specific condition that affected one of the company’s units. This condition has already been duly resolved and no longer significantly affects the company’s performance or operations.

WORKPLACE ACCIDENTS WITH EMPLOYEES<sup>1</sup> **GRI 403-9**

	2023	2024
Number of hours worked	24,188,020.00	25,352,188.00
Number of deaths resulting from work-related injuries	1	2
Fatality rate resulting from work-related injuries <sup>2</sup>	0.04	0.08
Number of serious work-related injuries (excluding fatalities)	84	63
Rate of serious work-related injuries (excludes fatalities) <sup>2</sup>	3.47	2.48
Number of reported work-related injuries requiring mandatory reporting	113	87
Work-related injury rate requiring mandatory reporting <sup>2</sup>	4.67	3.43

<sup>1</sup> The main injuries were bruises, conjunctival/ocular injuries, fractures, strains, sprains, dislocations, cuts, punctures, burns and others of lesser frequency.

<sup>2</sup> Rates calculated based on 1,000,000 hours worked, in accordance with NBR 14.280.

WORKPLACE ACCIDENTS WITH WORKERS WHO ARE NOT EMPLOYEES<sup>1</sup> **GRI 403-9**

	2023	2024
Number of hours worked <sup>2</sup>	ND	ND
Number of deaths resulting from work-related injuries	1	1
Fatality rate resulting from work-related injuries <sup>2</sup>	ND	ND
Number of serious work-related injuries (excluding fatalities)	23	24
Rate of serious work-related injuries (excludes fatalities) <sup>2</sup>	ND	ND
Number of reported work-related injuries requiring mandatory reporting	24	25
Work-related injury rate requiring mandatory reporting <sup>2</sup>	ND	ND

<sup>1</sup> The main injuries were bruises, conjunctival/ocular injuries, fractures, strains, sprains, dislocations, cuts, punctures, burns and others of lesser frequency.

<sup>2</sup> Essential information, as the company is reviewing the third-party management system to enable the collection of this data.



Promoting health and well-being

AMAGGI’s employees’ health care is guaranteed through Occupational Medical Exams, carried out according to exposure to risks in the work environment in the Occupational Health Medical Control Program (PCMSO). To ensure the effectiveness and efficiency of this process, the company uses software that allows it to monitor and ensure compliance with the deadlines established for carrying out occupational exams and consultations. As part of this commitment, the coordinating physician responsible for the PCMSO prepares the program’s Analytical Report annually, which guides control and prevention measures, contributing to the promotion and care of workers’ health.

GRI 403-3

In addition, the company offers a wide range of benefits that improve quality of life and professional activity. Highlights include the corporate health plan, which offers reduced costs, extension to dependents (spouse and children), national coverage and reduced waiting period, in addition to waiving the costs of surgeries, catheterization, chemotherapy, radiotherapy, hemodialysis and dialysis. For greater peace of mind for employees and their families, the company

offers group insurance with 24-hour service, coverage inside and outside the company, and protection for spouses and children.

AMAGGI also offers extended maternity and paternity leave, aimed at strengthening family ties. The private pension plan, offered for 15 years, guarantees a more peaceful retirement, maintaining employee standard of living in their prime. The ‘Support Pass’ program provides confidential and free specialized guidance through a call center, while the WellHub provides access to a network of gyms and professionals

specialized in physical and mental health, nutrition and financial education. Additionally, the ‘Embrace’ program reimburses a fixed co-participation amount for employees and dependents diagnosed with autism, reinforcing the company’s commitment to the well-being of all. Lectures on health topics, such as breast cancer prevention and care for hypertensive and diabetic patients, complement AMAGGI’s initiatives focused on the well-being of its employees. GRI 401-2, 403-6

MATERNITY/PATERNITY LEAVE GRI 401-3

	Gender	2022	2023	2024
Employees who were entitled to take leave	Male	7,299	7,761	7,947
	Female	1,467	1,699	1,735
Employees who took leave	Male	288	250	265
	Female	43	78	78
Employees who returned to work, in the reporting period, after the end of leave	Male	288	250	265
	Female	43	78	78
Employees who returned to work after leave and remained employed 12 months after returning to work	Male	372	175	160
	Female	75	31	37
Return rate	Male	100	100	100
	Female	100	100	100
Retention rate	Male	76.20	100	64.00
	Female	61.00	100	47.44





# Community relations and local development

GRI 2-29, 3-3 Relationships with communities and local development

AMAGGI's commitment to the development of local communities is a direct reflection of its mission to promote sustainable growth across all fronts of its operations. Aware of its social responsibility, the company continually invests in actions and projects aimed at strengthening communities, with special attention to locations where it is present. This effort seeks to create a lasting positive impact, strengthening ties and generating shared value.

To ensure that its investments truly meet local needs, AMAGGI adopts a strategic approach that includes setting specific goals for community development, which allow it to measure and demonstrate the positive impacts achieved, with a careful focus on the most vulnerable groups. The company pays attention to social, economic and environmental issues, ensuring that its operations contribute to communities' development.

Through its initiatives, AMAGGI reaffirms its commitment to the sustainable growth of communities, promoting improvements in quality of life and driving local development in a responsible, inclusive manner, aligned with best sustainability practices.





PERCENTAGE OF OPERATIONS THAT IMPLEMENTED COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS AND/OR DEVELOPMENT PROGRAMS BY INITIATIVE GRI 413-1

	2022	2023	2024
Social impact assessments, including gender impact, based on participatory processes	100%	100%	100%
Environmental impact assessments and ongoing monitoring	100%	100%	100%
Public disclosure of the environmental and social impact assessments results	80%	100%	100%
Local development programs based on the needs of local communities	40%	62.22%	51.00%
Stakeholder engagement plans based on stakeholder mappings	100%	100%	100%
Committees and processes for broad consultation with the local community, including vulnerable groups	10%	100%	100%
Work councils, occupational health and safety committees and other worker representative bodies to discuss impacts	100%	100%	100%
Formal complaints processes by local communities	100%	100%	100%

AMAGGI IN THE COMMUNITY



In 2024, the company launched the AMAGGI in the Community program with the aim of strengthening its relationship with the communities where it operates, promoting open and transparent communication. The initiative aims to support the social, economic and environmental development of these communities, always respecting the needs and characteristics of each region. Initially, the program is being implemented as a pilot in the region of Corumbiara, Rondônia, but in 2025, it will be expanded to the municipalities of Querência, Sapezal and Campo Novo do Parecis, in the state of Mato Grosso, expanding its impact and reaffirming the company’s commitment to human rights and an increasingly prosperous future.







## Private Social Investment GRI 413-1

AMAGGI has been stepping up its Private Social Investment efforts as part of its commitment to the sustainable development of the communities where it operates. For over three years, the company has been mapping vulnerable communities near its units, analyzing social, economic and environmental indicators to identify areas that require more attention. These indicators are updated with the most recent published data, such as the 2022 Demographic Census, ensuring that the company's actions are always aligned with the current reality of the communities. This assessment has guided socio-environmental actions and investments, allowing for strategic allocation of resources, with an established plan to increase positive impacts by 2030.

A large part of these investments is channeled through the André and Lucia Maggi Foundation, a non-profit social organization that has been developing programs focused on education, professional training, entrepreneurship, and social inclusion for almost three decades. In 2024, approximately BRL 9 million was allocated to the Foundation. Headquartered

in Cuiabá (MT) and with branches in Rondonópolis (MT) and Itacoatiara (AM), the Foundation is expanding its operations to several regions where AMAGGI is present, expanding the reach and benefits of its actions. Throughout the year, the Foundation implemented a series of initiatives that covered 27 municipalities spread across three Brazilian states, in specific locations where AMAGGI operates. These actions were planned to boost the socioeconomic and environmental development of communities, promoting sustainable improvements in different areas.

Since 2022, "Growing with the Locality" has been the main highlight of the Foundation's activities. The program seeks to promote positive impacts and concrete results in communities in situations of socioeconomic vulnerability. Composed of four key fronts – Family Farming, Entrepreneurship, Professional Qualification and Employability, and Strengthening of Civil Society Organizations (CSOs) – "Growing with the Locality" is an example of AMAGGI's commitment to promoting significant and lasting changes.





## Family Agriculture

With partners' support, the Family Farming subprogram seeks to value family farmers, promoting improvements in working conditions and quality of life. In 2024, goals were set to train cooperatives and their members in business management, expand and diversify the delivery of products to private markets, and expand social impact through institutional partnerships. Collaborations were established with nine cooperatives and associations in Itacoatiara (AM) and five in the Parecis region (MT). Innovative regenerative agriculture techniques were implemented, and a partnership with the Brazilian Micro and Small Business Support Service (Sebrae) in Itacoatiara enabled the training of local community members in business management and digital marketing. As a result, the trained communities began supplying high-quality products to AMAGGI in the second quarter of the year. Currently, approximately 54% of the produce consumed in AMAGGI's cafeteria in Itacoatiara, for example, comes from these supported cooperatives and associations.



## Entrepreneurship

In 2024, the Entrepreneurship subprogram aimed to promote productive inclusion and generate job and income opportunities for people in situations of socioeconomic vulnerability. Focused on training specific groups, such as women and young people, the subprogram sought to strengthen partnerships with institutions and encourage the creation of business spaces, both urban and rural, to foster a support network and local innovation. One of the highlights was the launch of the Between the Threads project, which trained 44 women in cutting and sewing, transforming unusable AMAGGI uniforms into new products such as corporate gifts. These training sessions took place in Campo Novo do Parecis (25 women) and in Aldeia Caititu, in Sapezal (19 women). Six editions of the Creative Economy Fairs were also held, attracting around 3,000 visitors, with the number of exhibitors increasing from 18 to an average of 25 per event. The financials exceeded BRL 30,000, boosting the local economy. Exhibitors were also offered training courses on topics such as entrepreneurship, financial management, communication and product design.







Professional qualification and employability

In 2024, the Professional Qualification and Employability subprogram aimed to promote the technical and behavioral qualification of low-income young people and adults to facilitate their insertion in the job market. In partnership with technical education institutions, universities and companies, opportunities for practical learning, internships and trainee programs were created, in addition to scholarships and educational subsidies. Among the main actions, the implementation of the School Extension Center (NEX) at the Argeu Augusto de Moraes State School, in Vila Itanorte (MT), stands out, to develop socioemotional skills and prepare youngsters for the challenges of the job market. The first immersion of the program had the participation of 43 young people. In addition, four qualification workshops were held in partnership with the National Rural Learning Service (Senar), totaling 136 hours of training and benefiting 54 young people. The partnership with FATEC allowed the continuation of professional qualification scholarships, resulting in the graduation of two scholarship holders from the Agrocomputing course and the granting of six new scholarships to students from Cuiabá and Rondonópolis. Four Agrocomputing students completed practical internships at AMAGGI farms.



Strengthening civil society organizations (CSOs)

The Strengthening of CSOs, Social Movements and Collectives subprogram aims to empower initiatives to overcome local challenges, stimulate social innovation and expand citizen participation. In 2024, public calls and institutional maturity diagnoses were held, resulting in specific development plans that included training, mentoring and technical support. Among the main results, two social movements decided to formalize their structures, 34 of the 40 initiatives registered a 70% attendance at the meetings of the day, and the average evaluation of the initiatives was 4.89 on a scale of 5.0. The Institutional Capacity Development project selected 40 initiatives, distributed in the states of Amazonas, Rondônia and Mato Grosso, and involved 73 representatives in its initial meetings. The Institutional Development Evaluation Matrix guided the first individual mentoring sessions, identifying challenges and outlining paths for institutional strengthening. In financial terms, BRL 1,116,266.00 were allocated to 16 projects selected by the Impact Projects Call, directly benefiting 2,532 people and indirectly impacting another 8,181. Monitoring and evaluation visits were also carried out, as well as training workshops such as “Simplifying Accountability” and “Partnerships and Collaboration Networks”. These actions aimed to ensure safety and efficiency in the execution of the projects.







In addition to the initiatives promoted under the “Growing with the Locality” program, **the Foundation has been working to strengthen the protection network in Itacoatiara (AM), with a focus on combating the sexual abuse and exploitation of children and adolescents.**

Since 2020, the Foundation has contributed to the implementation of Law 13,431/2017, which establishes specialized listening and the centralization of information on victim assistance. This effort aims to ensure that children and adolescents in vulnerable situations receive the necessary support in an organized and effective manner. Throughout 2024, in partnership with Childhood Brasil, the City Hall and the Municipal Council for the Rights of Children and Adolescents (CMDCA) from Itacoatiara (AM), workshops were held that addressed topics such as special testimonies and specialized listening. As a result, the Integrated Service Flows booklet and the Comprehensive Care Protocol for the protection of children and adolescents, victims or witnesses of violence, were prepared and launched. Coordination visits were also carried out with professionals working in the Rights Guarantee System, made up of the

health and social assistance areas and the Municipal Council for the Rights of Children and Adolescents (CMDCA) from Campo Novo do Parecis (MT), to carry out a Rapid Local Diagnosis (DRL), in partnership with Childhood Brasil, with the objective of providing an in-depth understanding of the reality of the municipality in relation to caring for children and adolescents who are victims/witnesses of violence, serving as a basis for the elaboration of an action plan aimed at implementing the Support Action for the local Protection Network.

The Mato Grosso Social Investors Network (RIS-MT) represents another significant initiative led by the Foundation in collaboration with the Group of Institutes, Foundations and Companies (GIFE) and other institutions. In 2024, the network focused on strengthening its governance and expanding the social investors network. Two planning meetings, held with the Management Group, brought together representatives of the Foundation and four other important institutions: Bom Futuro, Federation of Industries of Mato Grosso (FIEMT), Sicoob Institute and Association for Human Development – SPERO. These meetings were essential to align strategic objectives, define responsibilities and establish clear goals to strengthen joint actions. One of the main goals of RIS-MT is to attract new companies to join the network, which will further expand its capacity to generate positive changes in the state.



In Itacoatiara (AM), the Velha Serpa Cultural Center (CCVS), managed by the Foundation since 2009, continues to be an essential space for promoting local culture. In 2024, several cultural and educational activities were carried out, contributing to the construction of a more inclusive, safe and sustainable community. Nine workshops on clowning, Afro braiding, hip hop and stop motion trained 130 people from the community, valuing local cultural expressions and encouraging the creative economy. A highlight of the year was the first edition of the Velha Serpa Cultural Festival, which featured seven local artistic presentations and circus shows. In addition to the events, the CCVS promoted three guided visits for the community and schools, providing a space for learning and cultural interaction for 217 people.

Strategic partnerships were established with local associations and community groups throughout the year, through the provision of space for sporadic and regular activities, reinforcing the role of the CCVS as an accessible and democratic cultural facility. Another highlight was the holding of active listening and participatory planning meetings with cultural producers and local agents, allowing for the joint construction of actions and strengthening the protagonism of communities in the sustainable development of the territory. In addition, the CCVS was officially included in the Museums National Register (CNM) by the Brazilian Institute of Museums (IBRAM), an achievement that gives even more visibility to the center and the municipality.







The internal campaign “Click for Good”, carried out by the Foundation and AMAGGI since 2021, seeks to promote donations among employees through income tax, with a deduction from their payroll. In 2024, the campaign was expanded to four cities: Cuiabá (MT), Itacoatiara (AM), Confresa (MT) and São Leopoldo (RS). This expansion was also driven by the need generated by the floods and inundations in Rio Grande do Sul, which affected 2.3 million people. The Foundation contacted the municipal councils for the Defense of the Rights of Children and Adolescents and the Elderly in São Leopoldo, with the intention of directing campaign resources to the victims of the tragedy and expanding its impact in the region.

Another highlight is the Cultivating the Future project. In 2024, in line with SDG 11 (Sustainable Cities and Communities), actions were undertaken to promote resilient infrastructure, socio-productive inclusion, and sustainability. One example was the construction of three cisterns for rainwater collection and ecological pits, two for associations in

Itacoatiara (AM) and one in a settlement in Diamantino (MT). The solutions, which benefited the lives of 78 people, ensure safe access to water, reduce the impacts of climate change – such as drought, which increased from four to six months in the last five years – and strengthen community resilience in the face of water scarcity and inadequate sanitation. By implementing sustainable social technologies, Cultivating the Future reaffirms the Foundation’s commitment to solutions with a positive impact, promoting socio-productive inclusion and improvements in quality of life.



## LEARN MORE

For more information on these and other actions, see the Foundation’s 2024 Activity Report (available [here](#)), which provides additional details on all projects, partnerships and results achieved.



An aerial photograph of a tropical river winding through a dense, lush forest. The river's water is a vibrant turquoise color, contrasting with the deep greens of the surrounding vegetation. The forest appears to be a mix of tropical trees and palms, with some taller trees standing out against the canopy. The river flows from the upper left towards the lower right of the frame.

# 07

## ENVIRONMENT:

DECARBONIZE OPERATIONS,  
REGENERATE SOIL AND  
CONSERVE FORESTS



# Biodiversity and ecosystems

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

AMAGGI is committed to preserving biodiversity and adopting sustainable practices that ensure environmental protection. Its initiatives include the conservation of forest reserves, environmental monitoring, the sustainable use of natural resources and the restoration of ecosystems.

The company has **177 thousand hectares of protected areas**, including Legal Reserves, Forest Assets, Permanent Preservation Areas (APPs) and spaces for environmental compensation.

The APPs play an important role in preserving the banks of any rivers, streams, lakes and springs, with protection strips that vary from 30 to 100 meters, depending on the characteristics of the water body. In these areas, 58 species of fauna and flora present in the IUCN Red List and national conservation lists were identified. Among them, six are classified as vulnerable, such as the jaguar, the tapir and the giant anteater, and four are near threatened, such as the maned wolf and the pampas deer. It is important to highlight that no threatened or critically endangered species were identified in the areas affected by the operations. Another 48 species, such as macaws, caimans, snakes and various birds, are considered to be of least concern in terms of risk of extinction. **GRI 304-4**







The restoration of degraded ecosystems is another area of activity for the company, which implements programs aimed at recovering springs, revegetating degraded areas and restoring riparian forests. These forests, in particular, are important for preventing river silting and promoting biodiversity. Through techniques such as natural regeneration and enrichment with native seeds, using the seed muvuca method, AMAGGI specialists intensify annual efforts to increase the number of hectares that use this technique for area recovery. In 2023, 96 hectares were restored and, in 2024, another 154 hectares were restored using the muvuca method.

### Since 2021, AMAGGI restored **284,5 hectares** using the Muvuca technique.

In addition, environmental monitoring programs are carried out to assess soil and water quality, monitor fauna and flora, and enable the proactive recovery of degraded areas. Based on scientific data, AMAGGI adopts preventive measures to minimize

negative impacts, balancing economic development with environmental preservation.

An example of this commitment is the partnership with the Amazon Environmental Research Institute (IPAM). Together, they conduct studies to monitor the potential impacts of agricultural activities on biodiversity, with special attention to the company's preservation and cultivation areas. The studies cover cotton plantations on four farms – Tucunaré, Água Quente, Itamarati and Tanguro – and support the monitoring of impacts and the implementation of actions that ensure the coexistence of agricultural production and environmental conservation. In June 2024, the Tanguro Research Station's 20th Anniversary Symposium was held in Brasília, which discussed climate change and the role of agriculture in environmental conservation. This event reflected the Research Station's ongoing work, which has accumulated over 180 scientific publications on the interaction between the environment and agricultural practices.



# Free from deforestation and conversion of native vegetation

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

AMAGGI is committed to achieving a fully monitored, traceable, and free from deforestation and conversion (DCF) grain supply chain by 2025. This commitment covers all biomes, countries, and regions where the company operates.

In 2017, as part of its Global Sustainability Positioning, AMAGGI launched the initiative “Towards a chain free from deforestation and conversion of native vegetation”. In addition, the company maintains its alignment with sectoral agreements aimed at protecting forests and native vegetation, such as the Soy Moratorium and the Pará Green Grain Protocol.

The commitment to the conservation of native vegetation is also reflected in AMAGGI’s actions to prevent forest fires, protecting conservation areas under its management. The company adopts practices such as the construction and maintenance of firebreaks — open corridors that surround the preserved areas and the perimeters of the properties —to prevent the spread of fires. All farms are equipped with appropriate devices and have teams trained to fight fires. On some occasions, the company’s brigades collaborate in controlling fires on neighboring properties, increasing the positive impact of these preventive actions.

Technology plays a central role in AMAGGI’s territorial and socio-environmental management. Its properties are monitored using the ‘Originar’ System, which uses high-resolution satellite images updated daily, allowing fire outbreaks in remote forest areas to be identified and any crop problems to be predicted. This approach ensures a rapid response, minimizing environmental impacts and protecting natural resources.

TOWARDS A GRAIN CHAIN FREE FROM DEFORESTATION AND CONVERSION OF NATIVE VEGETATION	 No deforestation and conversion of native vegetation	 Low carbon regenerative agriculture
	 Legal compliance and ethical and sustainable supply chain	 Respect and promotion of Human Rights

 **LEARN MORE**

More information about AMAGGI’s efforts and commitments regarding the commitment to a chain free of deforestation and conversion of native vegetation is available [here](#). Also, it is possible to access, [here](#), the company’s Progress Report, which details the advances achieved in relation to this commitment.



# Innovation, technology and good agricultural practices GRI 3-3

## Innovation, technology and good agricultural practices

AMAGGI continually invests in innovation, technology and good agricultural practices to reduce the socio-environmental impacts of its operations and, at the same time, promote efficiency and productivity gains. The company adopts a low-carbon and regenerative agriculture approach, consolidating practices such as direct planting, crop-livestock integration, soil quality control, efficient use of inputs, crop succession, machinery modernization, irrigation-free cultivation and biological pest control. These efforts are complemented by the use of renewable energy sources and the incorporation of advanced technologies that strengthen the sustainability of its operations.

Among the technological innovations employed, the Meteorological Radar for Agriculture stands out, the first in the state of Mato Grosso dedicated exclusively to the agricultural sector. Located at the Tucunaré farm, the radar monitors the microclimate in real time within a radius of 100 kilometers,

providing accurate information for decision-making in agricultural operations that depend on favorable weather conditions. Another initiative is Teleclima, which uses precision agriculture tools to monitor and automate the processes of planting, growing and harvesting soybeans. This technology helps to increase productivity, reduce the use of inputs and mitigate greenhouse gas emissions, by monitoring planting areas operating 24 hours a day.

To enhance connectivity in the field, AMAGGI has a 4G network in its units and around 200 automated weather stations. This infrastructure allows machines to access remote sensing data in real time, increasing decision-making accuracy and assertiveness in the field.







## AMAGGI REGENERA

In 2024, the Amaggi Regenera program made significant progress, consolidating itself as AMAGGI's own certification and reflecting the company's commitment to regenerative agriculture. The program aims to establish a low-carbon agricultural system that restores soil health and promotes biodiversity, engaging producers and family farmers in more sustainable practices. Structured around three pillars—soil, biodiversity and people—Amaggi Regenera adopts innovative practices to promote the regeneration of agricultural ecosystems.

The **Soil pillar** monitors and evaluates regenerative agricultural practices, such as no-till farming with cover crops, precision agriculture and the conscious use of water and biodefensives, with the aim of restoring the soil and reducing the use of chemical inputs.

The **Biodiversity pillar** focuses on biological disease control, integrated pest management and the conservation of native vegetation areas, creating an environment conducive to the transport of living beings and microorganisms in agricultural areas.

The **People pillar** focuses on disseminating knowledge, positively influencing rural producers and family farmers, and encouraging practices that ensure soil sustainability and environmental preservation.

In this context, the Amaggi Regenera seal emerges as a certification, verified by a third party, which aims to recognize producers and family farmers who adopt regenerative practices aligned with the pillars of the program. The certification will measure the impact of actions carried out in the pillars of soil, biodiversity and people, with criteria that assess the effectiveness of practices in restoring soil, promoting biodiversity and strengthening local communities.

Furthermore, the seal will serve as an instrument to ensure that producers are contributing to the reduction of carbon emissions, increasing the resilience of agricultural ecosystems and promoting more sustainable agriculture.

The seal not only recognizes the producers' efforts, but also creates market opportunities for those who successfully implement regenerative practices, strengthening relationships with consumers and encouraging the adoption of more conscious agricultural solutions. AMAGGI will continue to provide ongoing support through training and technical resources, ensuring that program participants can further advance toward agricultural practices that benefit both the environment and society.





# Use of agricultural pesticides

GRI 3-3 Use of pesticides, 13.6.2

**AMAGGI follows strict safety and sustainability protocols in the use of agricultural pesticides, reinforcing its commitment to environmental protection and human health.**

To minimize socio-environmental impacts and ensure efficiency in managing its agricultural operations, the company adopts responsible strategies that combine technology, research and education. Among the practices implemented, integrated pest management (IPM) stands out, which involves a careful selection of pesticides with a lower environmental impact, prioritizing the use of biological products. The application of these products is carried out in a scheduled manner, based on continuous monitoring that assesses the level of infestation in cultivation areas, ensuring that pesticides are used only when really necessary.

AMAGGI invests heavily in biological control as an alternative to using chemical

pesticides, with the aim of promoting more sustainable practices in the field. In December 2024, the company confirmed its investment in a new biological pesticide plant, an important milestone in advancing its environmental initiatives. Biodefensives act in a specific and natural way to control pests and diseases, without harming local ecosystems. These biological products, which use living organisms to combat crop enemies, allow for a significant reduction in the dependence on chemical products and contribute to soil health and the preservation of biodiversity. AMAGGI's new biodefensive plant will therefore be an innovation center that promotes the sustainability and regeneration of agricultural ecosystems.

Frequent monitoring of crop areas is an essential practice adopted by AMAGGI to ensure the responsible application of pesticides. This continuous monitoring allows the company to determine the real need for using these products and consequently limit their use to specific and local applications. The company also adopts other measures to ensure the responsible use of pesticides, such as prohibiting aerial application of pesticides in sensitive areas

and strict control to prevent contamination of water bodies. In addition, AMAGGI is committed to not using pesticides that are prohibited by the Stockholm and Rotterdam international conventions, an important criterion aligned with the principles of the Round Table on Responsible Soy (RTRS), reinforcing its commitment to responsible agricultural practices and the preservation of ecosystems.

Additionally, regular training is provided to employees, covering topics such as proper dosage, application techniques, safe storage and correct disposal of pesticides. These initiatives ensure that everyone involved in the process has the necessary knowledge to adopt safe and responsible practices.

Obtaining certifications, such as the Round Table on Responsible Soy (RTRS) and the Responsible Brazilian Cotton (ABR-BCI), also reinforces the company's commitment to food and environmental safety standards. These certifications attest to the compliance of operations with the highest standards of responsibility in the use of agricultural pesticides.



# Climate change

GRI 3-3 Climate changes, 201-2

AMAGGI aims to contribute to the mitigation of climate change by aligning its practices with ambitious goals for sustainable expansion in the environmental, social and economic spheres. The company is part of the "Race to Zero", an initiative that seeks to mobilize various sectors to achieve net zero emissions by 2050, and is a member of the "Business Ambition for 1.5°C" campaign. In the agricultural sector, its goals include reducing emissions through the adoption of sustainable and resilient agricultural practices, such as integrated production systems, low-carbon technologies, efficient waste management and biodiversity preservation.

In 2021, AMAGGI joined the Science Based Target Initiative (SBTi), with the aim of establishing science-aligned targets for the reduction and neutralization of Greenhouse Gas (GHG) emissions. In 2025, the company will become the first grain and fiber producer and trader in Brazil to have three targets approved by the SBTi. In the short term, the

goal is to reduce scope 1 and 2 emissions by 50.4%, in addition to Scope 3 emissions by 30% by 2032, based on the year 2022. AMAGGI's long-term goal is to achieve, by 2050, a 90% reduction in scope 1, 2 and 3 emissions, reaching the same level of emissions as in the base year, 2022.

AMAGGI has also set climate targets under the FLAG initiative (Forests, Agriculture and Land Use), with 2022 as base year. In the short term, the goal is to reduce absolute GHG emissions from scopes 1 and 3 by 17% by 2032. Additionally, the company proposes to reduce scope 3 emissions associated with purchased soybeans by 42%, per ton of fresh weight, and absolute emissions from the remaining scopes 1 and 3 by 36.4%. The long-term target calls for a 72% reduction in absolute scope 1 and 3 GHG emissions by 2050.





Since 2014, AMAGGI has demonstrated transparency by annually publishing its GHG emissions report in the Public Emissions Registry of the Brazilian GHG Protocol Program. In addition, it collaborates with entities such as the Getulio Vargas Foundation (FGV), the World Resources Institute (WRI), the Brazilian Business Council for Sustainable Development (CEBDS) and the World Business Council for Sustainable Development (WBCSD) to promote sustainable development.

GREENHOUSE GAS EMISSIONS (TCO<sub>2</sub>E) GR GRI 305-1, 305-2, 305-3

			2020	2021	2022	2023	2024	
Scope 1	<div></div>	1,801,778.41	Scope 1	484,483	648,873	1,184,985	1,163,376	1,801,778
			Scope 2	24,550	24,511	21,675	15,269	00.00
Scope 2	<div></div>		Scope 2 – Market-based	20,220	4,203	3,286	0.000*	0.000
			Scope 3	575,255	684,067	842,516	753,671	768,232
Escopo 3	<div></div>	768,232.74	Biogenic emissions	294,133	317,210	1,190,269	628,672	379,581
			Biogenic carbon removals	-376,999	-432,10	-341,643	-454,262	-454,262





Committed to its climate goals since 2021, the company is improving information management to achieve its objectives. This includes data integration to facilitate the collection of operational information and standardization of the collection system for greater efficiency and analysis, ensuring transparency and reliability in the process.

In 2023, AMAGGI participated for the first time in CDP Climate Change, obtaining a B-rating on the climate agenda. The following year, it reported again, obtaining the same rating. This initiative reinforces the company's commitment to transparency and responsibility in relation to climate change.

#### **Direct (Scope 1) greenhouse gas (GHG) emissions GRI 305-1**

Scope 1 emissions are direct emissions and are related to mobile and stationary combustion, fugitive emissions, agricultural activities and land use change. For 2024, we had a 23% increase compared to the last inventory, mainly due to the increase in the consumption of nitrogen fertilizers, diesel and burning. The source of emissions from agricultural activity is a determining factor for

variations in our Scope 1. In 2024, there was an increase in emissions from this source, due to the growth in the use of nitrogen fertilizers, aimed at improving soil fertility and increasing agricultural production.

AMAGGI is committed to mitigating the impact of land use changes and implementing rigorous measures to reduce the risks of forest fires. The company uses its own software to monitor and control fires on its properties. In 2024, there was an increase in emissions from fires due to adverse weather conditions and low air humidity. Prolonged drought and high temperatures have contributed significantly to the increase in fire outbreaks.

#### **Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchases GRI 305-2**

Scope 2 refers to indirect greenhouse gas emissions from the use of electricity purchased by the company. This encompasses all greenhouse gas emissions resulting from electricity consumption.

In the company, these emissions are divided into two selection approaches:







The location-based approach proposes the quantification of Scope 2 GHG emissions using the average emissions for electricity generation in a given electrical system (grid) as a reference; and the purchase choice-based approach suggests the quantification of Scope 2 GHG emissions using the specific emission factor associated with each type of electricity generation source that the company has purchased and consumed. In this method, the emission factor is directly related to the origin of the electricity generation, requiring its proof.

In the location-based approach, there was a 13% increase. This result is mainly due to adverse weather conditions, which affected hydroelectric power production. This fact led to an increase in the emission factor (EF) of the national interconnected system. In the context of the purchase choice approach, AMAGGI is self-sufficient in electricity generation. In 2024, it produced a total of 494 thousand MWh and consumed 131 thousand MWh. This is the company’s commitment to investing in the diversification of the energy matrix, with a growing emphasis on renewable energy sources, driven by the installation and modernization of Small Hydroelectric Power Plants (SHPs) and photovoltaic plants.

Other indirect (Scope 3) greenhouse gas (GHG) emissions **GRI 305-3**

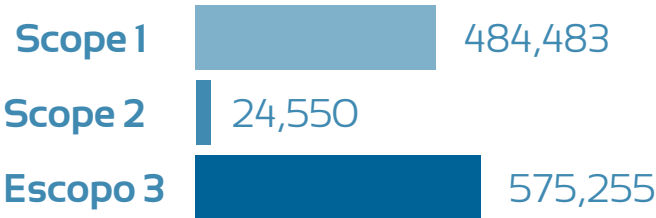
As part of its governance, AMAGGI continues to monitor its emissions linked to its value chain. Scope 3 emissions are indirect emissions, that is, emissions that are associated with operations but are not under operational control. In 2024, the company expanded the reported categories of Scope 3, including category 5 “Waste generated in operations”, referring to waste emitted. Monitoring emissions from waste involves implementing management practices that aim to reduce, reuse and recycle materials, minimizing environmental impact.

It is important to highlight that AMAGGI already carries out actions to engage and manage suppliers and partners that aim to disseminate and provide guidance on best socio-environmental practices, including climate issues.

AMAGGI’s emissions history is presented below.

HISTORICO DE EMISSOES DOS ÚLTIMOS 5 ANOS.

2020



2021



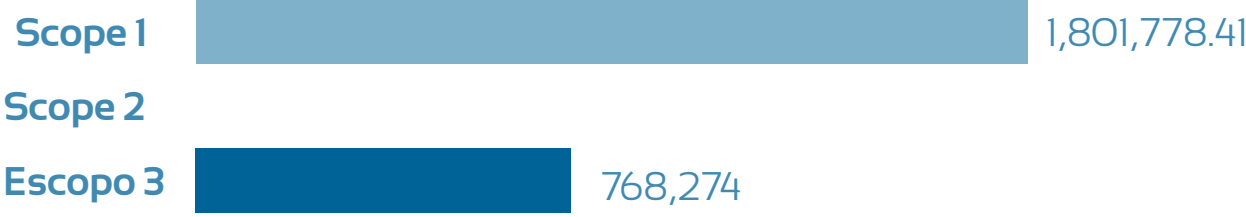
2022



2023



2024







## Biodiesel to reduce emissions in transportation

As part of its commitment to eliminate its carbon footprint by 2050, AMAGGI is adopting biodiesel in several areas of its operations. In 2023, the company opened its first plant for processing soybeans into biodiesel. With the capacity to produce 360,000 tons of biodiesel per year and process around 1.2 million tons of grains per year, the plant was the result of an investment of BRL 75 million, announced in 2018 and carried out with the company's soybean crusher in Lucas do Rio Verde (MT).

Throughout 2024, AMAGGI implemented biofuel on its farms and road fleet, carrying out successful tests with tractors, wheel loaders and motor graders fueled exclusively with B100 biodiesel. This year marked the implementation of B100 in some of our operations. At the Sete Lagoas farm, all agricultural machinery began using B100. With 3,600 hectares, Sete Lagoas plays a fundamental role in evaluating the results, and its performance will determine the expansion of the operation with 100% biodiesel to other properties. As part of the plan, 101 Scania trucks and five Volvo trucks from the company's fleet also began using B100. In total, AMAGGI now operates its own fleet of 1,101 trucks. The acquisition of these 100% biodiesel trucks resulted in a reduction of 25,983 tCO<sub>2</sub>e, with emphasis on the Sete Lagoas farm,

where the reduction was 1.225 tCO<sub>2</sub>e. In the shipping sector, a test was carried out with AMAGGI's barge pusher, which sailed along the Madeira River waterway to the port of Itacoatiara (AM), transporting soybeans with B100 biodiesel. On this trip, replacing marine diesel with B100 resulted in a reduction of 315.48 tCO<sub>2</sub>e in emissions.

## Carbon stock

Carbon stock is a valuable environmental asset, represented by the accumulation of carbon in the biomass of native vegetation. In line with its environmental vision, AMAGGI has expanded its carbon reserve through the acquisition of new areas. The company currently conserves a total of 177,00 hectares, distributed between the Amazon and Cerrado biomes.

Committed to the continuous review of its processes, AMAGGI identified the need to reclassify the phytophysionomies in areas of native vegetation and improve satellite images to identify these areas. With this correction, our carbon stock in native vegetation now stands at 43 million tCO<sub>2</sub>e. In 2023, the calculated carbon stock was 79 million tCO<sub>2</sub>e. The 46% change in carbon stock is mainly due to the reclassification of the phytophysionomies of the areas, since vegetation stores more or less carbon depending on this classification.



## TOWARDS CARBON NEUTRALITY



One of AMAGGI's main strategies to achieve carbon neutrality by 2050 is the adoption of biodiesel in several operational areas. In 2024, AMAGGI took another important step with its factory certification in the RenovaBio program, which allows the company to issue Emissions Reduction Certificates (CBIOs) and contribute to the decarbonization of the transportation sector.

Biodiesel, produced from renewable sources, is biodegradable and sustainable, and its use is associated with a significant reduction in greenhouse gas (GHG) emissions compared to fossil fuels, such as diesel and gasoline. In

2024, AMAGGI began implementing biofuel in agricultural machinery and in the company's road fleet, strengthening its decarbonization strategy.

**As part of these actions, AMAGGI acquired 101 new trucks to operate exclusively with B100 biodiesel.** These vehicles, which comply with the latest pollutant emission reduction standards, consolidate the company as one of the largest operators of agricultural trucks fueled with B100 in Brazil.

AMAGGI has also started testing the use of B100 in its river fleet. For the first time in the country, a vessel was

powered entirely by B100 biodiesel, marking a significant advance in the decarbonization of logistics operations. According to the GHG Protocol, replacing marine diesel with biodiesel can reduce CO<sub>2</sub> emissions by approximately 99%. This operation was authorized by the National Petroleum Agency (ANP) and is another milestone in the company's ESG trajectory.

Furthermore, the Sete Lagoas Farm, located in Diamantino (MT) and owned by AMAGGI, became the first farm in the world to operate its entire fleet of agricultural and operational machinery with pure biodiesel (B100). This milestone was possible thanks to an innovative partnership with

the manufacturer, which demonstrated the viability of replacing diesel with biodiesel, proving the potential of this solution for sustainability in the field.

In October, AMAGGI's B100 Project was highlighted as an example of innovation in the sector during the sanctioning ceremony of the Future Fuel Law, which took place in Brasília and brought together the country's leading companies in the biofuels, gas and electric energy sectors. The initiative was recognized for its significant contribution to the energy transition and sustainability in Brazil, by demonstrating the viability and benefits of using pure biodiesel in various sectors, such as agriculture and logistics.





# 08

## ABOUT THE REPORT

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





André Maggi Participações presents its annual ESG Report, highlighting the initiatives that reinforce **its commitment to a fairer, more prosperous and sustainable future.**

In this edition, the document reflects the actions and results of operations between 1 January and 31 December 2024. Among the topics covered, the highlights are advances in private social investment, the strengthening of corporate governance and strategic actions aimed at tackling climate change. These initiatives reinforce the company's potential to generate and share value, positively impacting all the audiences with which it interacts.

The preparation of this report began with a process of listening to the directors, including the CEO. This methodology provides a diversity of insights and a comprehensive understanding of AMAGGI's strategic guidelines. After organizing the information gathered in the interviews and the additional data collected by different areas, the content is reviewed by the interviewees, ensuring that it is adequately presented. **GRI 2-14**

In order to ensure the quality of the information, this report was prepared in accordance with the Global Reporting Initiative (GRI) Standards, version 2021, and was submitted for independent assurance by the Brazilian Association of Technical Standards (ABNT). For more information or suggestions, please contact us by e-mail [sustentabilidade@amaggi.com.br](mailto:sustentabilidade@amaggi.com.br). **GRI 2-5**





# Materiality GRI 3-1

According to the Global Reporting Initiative (GRI), materiality refers to the economic, environmental and social impacts caused by an organization. These impacts can be positive or negative, real or potential. Identifying and prioritizing these aspects is essential to ensure that the company’s actions are directed effectively, aligned with the expectations and needs of its stakeholders, and that the organization can act with greater transparency and responsibility.

In 2022, AMAGGI conducted a double materiality process, also considering the GRI sector notebook for Agriculture, Aquaculture and Fishing. This work involved the participation of representatives from various groups, such as social organizations, communities, customers, suppliers, capital providers, agribusiness specialists, employees and rural producers. The objective was to align AMAGGI’s sustainability priorities and projects with the expectations and needs of its stakeholders.

Senior Management was not only consulted, but also validated the result, which includes 13 material topics directly related to AMAGGI’s ESG strategy, the United Nations (UN) Sustainable Development Goals (SDGs) and GRI content. These topics guide the company’s actions and were addressed throughout this ESG Report. GRI 2-14

In this reporting cycle, AMAGGI maintained the materiality of the previous cycle, ensuring continuity of the narrative on the topics covered. Throughout 2025, the company will review its material topics, as part of the constant improvement of its reporting practices. The approach to dual materiality will be deepened, reflecting the interdependence between the company’s impacts on society and the environment and the effects of these issues on business. This review aims to reinforce AMAGGI’s commitment to transparency, accountability and continuous alignment with the expectations of its stakeholders, ensuring that its practices evolve to generate a positive and lasting impact.

<div>MATERIAL THEMES</div> <div>GRI 3-2</div>		<div></div> <div>Governance</div> <div>Ethics, integrity and compliance</div> <div>Emergency management</div> <div>Quality and safety management of products and services</div> <div>Supply chain management, transparency and traceability</div>
<div></div> <div>SOCIAL</div> <div>Attracting and developing employees</div> <div>Health, well-being and safety</div> <div>Diversity, inclusion and equity</div> <div>Community relations and local development</div>	<div></div> <div>ENVIRONMENTAL</div> <div>Biodiversity and ecosystems</div> <div>Deforestation and conversion of local native vegetation</div> <div>Innovation, technology and good agricultural practices</div> <div>Use of agricultural pesticides</div> <div>Climate change</div>	



09

GRI CONTENT  
SUMMARY



# GRI Content Summary



Declaration of use	AMAGGI reported in accordance with GRI Standards for the period 1 January to 31 December 2024.
GRI usada	GRI I: Fundamentals 2021
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
GRI 2: General Disclosures 2021	2-1 Organizational details	Pages 11, 19, 36 and 83.				
	2-2 Entities included in the organization’s sustainability reporting	Page 83.				
	2-3 Reporting period, frequency and contact point	Page 87.				
	2-4 Restatements of information	None				
	2-5 External assurance	Pages 84 and 96.				
	2-6 Activities, value chain and other business relationships	Pages 13 and 46.				
	2-7 Employees	Pages 51 and 52.				
	2-8 Workers who are not employees	Page 51.				
	2-9 Governance structure and its composition	Page 37.				
	2-10 Nomination and selection to the highest governance body	Page 37.				
	2-11 Chair of the highest governance body	Page 38.				
	2-12 Role of the highest governance body in overseeing the management of impacts	Page 37.				
	2-13 Delegation of responsibility for managing impacts	Page 37.				
	2-14 Role of the highest governance body in sustainability reporting	Pages 84 and 85.				





GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
GRI 2: General Disclosures 2021	2-15 Conflicts of interest	Page 40.				
	2-16 Communication of critical concerns	Pages 37 and 39.				
	2-17 Collective knowledge of the highest governance body	Page 22.				
	2-18 Evaluation of the performance of the highest governance body	Page 55.				
	2-19 Remuneration policies	Executive compensation is linked to their individual and collective performance, following strategic goals aligned with the principles of governance, sustainability and business continuity. For executives, these individual goals also encompass topics such as ESG, auditing, compliance, regulatory affairs, development, health and safety of people, among others.	a.ii., a.iii., a.iv., a.v.	n/a.	AMAGGI does not have such policies.	
	2-20 Process to determine remuneration		All.	Confidentiality restrictions.	For strategic reasons, AMAGGI does not disclose remuneration data.	
	2-21 Annual total compensation ratio		All.	Confidentiality restrictions.	For strategic reasons, AMAGGI does not disclose remuneration data.	
	2-22 Statement on sustainable development strategy	Page 4.				
	2-23 Policy commitments	Pages 21, 23, 26, 39 and 46.				
	2-24 Embedding policy commitments	Pages 22, 42 and 46.				
	2-25 Processes to remediate negative impacts	Page 42.				
	2-26 Mechanisms for seeking advice and raising concerns	Page 40.				
	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 any fines applied in connection with this type of non-compliance. To define significant cases, situations that resulted in the suspension or interdiction of operational activities, or that entailed penalties exceeding BRL 1,000,000.00 were considered.				






	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
GRI 2: General Disclosures 2021	2-28 Membership associations	Page 24.				
	2-29 Approach to stakeholder engagement	Pages 24, 46, 50 and 62.				
	2-30 Collective bargaining agreements	Page 51.				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 85.				
	3-2 List of material topics	Page 85.				
 <b>Material theme: Employee attraction and development</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 53.				13.20.1
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Page 54.				
	401-2 Benefits provided to full-time employees that are not provided 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 55.				
	404-2 Programs for upgrading employee skills and transition assistance programs	Page 53.				
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 56.				
<b>Material theme: Biodiversity and ecosystems</b>						
 GRI 3: Material Topics 2021	3-3 Management of material topics	Page 71.				13.3.1
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Page 71.				13.3.2
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	Pages 27 and 73.				13.3.3
	304-3 Habitat protected or restored	Page 71.				13.3.4
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Page 71.				13.3.5





GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
 <b>Material theme: Deforestation and conversion of local native vegetation</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page73.				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 that is defined as free from deforestation or conversion, broken down by product, and describe the assessment methods used	Page 71.				13.4.2
	For products purchased by the organization, report the following by product: - percentage of purchased volume defined as deforestation-free or conversion-free, and describe the assessment methods used; - percentage of purchased volume for which the origins are not known to determine whether they are deforestation-free or conversion-free, and describe the measures taken to improve traceability	Page 71.				13.4.3
	Report the size in hectares, location and type of natural ecosystems converted since the cut-off date on lands owned, leased or managed by the organization		All..	n/a.	There was no conversion of native forest during the period of this report.	13.4.4
	Report the size in hectares, location and type of natural ecosystems converted since the cut-off date by suppliers or where agricultural commodities are produced		All.	n/a.	There was no conversion of native forest during the period of this report.	13.4.5
 <b>Material theme: Diversity, inclusion and equity</b>						
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 Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 57 and 58.				13.15.2
	405-2 Ratio of basic salary and remuneration of women to men	Page 58.				13.15.3
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	In 2024, five cases were recorded, for which corrective measures were applied in accordance with the recommendations of the Ethics and Conduct Committee.				13.15.4



GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
 <b>Material theme: Ethics, integrity and compliance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 39.				13.25.1, 13.26.1
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The risk management process follows the ISO 31000 guidelines, including the identification of risks by listing and defining the risks inherent to the operations of the processes assessed. In 2024, no risks related to corruption were identified.				13.26.2
	205-2 Communication and training about anti-corruption policies and procedures	Page 40.				13.26.3
	205-3 Confirmed incidents of corruption and actions taken	None	All.	n/a.	There was no conversion of native forest during the period of this report.	13.26.4
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None				13.25.2
 <b>Material theme: Emergency management</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43.				13.9.1
 <b>Material theme: Management, transparency and traceability of the supply chain</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 46.				13.23.1
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 46.				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Page 46.				
	308-2 Negative environmental impacts in the supply chain and actions	Page 46.				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Page 46.				
	414-2 Negative social impacts in the supply chain and actions taken	Page 46.				






GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
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 a national, regional or local level, or to a specific point of origin (such as farms, nurseries, hatcheries and feed mills).	Pages 29 and 48.				13.23.2
	Report the percentage of purchased volume certified to internationally recognized standards that track the path products take through the supply chain, broken down by product, and list these standards.	Pages 29 and 48.				13.23.3
	Describe improvement projects to certify suppliers to internationally recognized standards that track the path products take through the supply chain to ensure that all purchased volume is certified.	None				13.23.4
 Theme material: Inovação, tecnologia and boas práticas agrícolas						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 74.				13.5.1
 Material theme: Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 77.				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 77.				13.2.2




GRI 305: Emissions 2016	305-3 Direct (Scope 1) GHG emissions	Pages 78 and 79.				13.1.2
	305-3 Energy indirect (Scope 2) GHG emissions	Pages 78 and 79.				13.1.3
	305-3 Other indirect (Scope 3) GHG emissions	Pages 78 and 80.				13.1.4
	305-4 GHG emissions intensity		All.	Information unavailable.	All information relating to content 305-4 has been omitted due to the process of reviewing the calculation methodology for such indicator.	13.1.5
	305-5 Reduction of GHG emissions	None				13.1.6
	305-6 Emissions of ozone-depleting substances (ODS)		All.	Information unavailable.	AMAGGI does not include the measurement of Ozone Depleting Substances (ODS) in its Greenhouse Gas (GHG) Inventory. This decision is due to the fact that the company does not have 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 the measurement of these emissions in its Greenhouse Gas Inventory. This methodological decision was made because the company does not generate significant emissions of these substances in its operations.	13.1.8



GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
 <b>Quality and safety of products and services</b>						
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 the health and safety impacts of product and service categories	100% of significant product and service categories are assessed for health and safety impacts and improvements are made.				13.10.2
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None				13.10.3
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	Report the percentage of production volume from operating units certified by recognized food safety standards and list these standards.	Page45.				13.10.4
	Report the number of recalls issued for reasons related to food safety and the total volume of products withdrawn from the market.	Page 45.				13.10.5
 <b>Material topic: Community relations and local development</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 63.				13.12.1
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessment, and development programs	Pages 63 and 64.				13.12.2
	413-2 Operations with significant actual and potential negative impacts on local communities	Page 42.				13.12.3
 <b>Material theme: Health, well-being and safety</b>						
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 health services	Page 61.				13.19.4
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 59.				13.19.5



GRI Standard	Content	Answer	Omission			Reference number of the applicable sectoral standard
			Omitted Requirement(s)	Motive	Justification	
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Page 60.				13.19.6
	403-6 Promotion of worker health	Page 61.				13.19.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 60.				13.19.8
	403-8 Workers covered by an occupational health and safety management system	Page 59.				13.19.9
	403-9 Work-related injuries	Page 60.				13.19.10
	403-10 Work-related ill health	Page 60.				13.19.11
<div> <b>Material topic: Use of agricultural pesticides</b></div>						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 76.				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 76.				13.6.2

APPLICABLE GRI SECTOR STANDARD TOPICS DETERMINED AS NON-MATERIAL

Theme	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 correlated to the ESG strategy, during the materiality process carried out in 2022, which involved consultation with several stakeholders and careful 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 correlated to the ESG strategy, during the materiality process carried out in 2022, which involved consultation with several stakeholders and careful 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 correlated to the ESG strategy, during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful analysis of the results.
13.14 Rights of indigenous peoples	“Rights of indigenous peoples” is not a material issue for AMAGGI because 100% of the company’s operations are in compliance with the Forestry Code, outside the boundaries of Conservation Units and Indigenous Lands; and acquisitions related to grain suppliers follow, among other criteria, the absence of incidence on Indigenous Lands and Full Protection Conservation Units.
13.16 Forced or compulsory labor	“Forced or slave-like labor” is not a material issue for AMAGGI. In addition to repudiating this practice in its own operations, the company adopts, among other criteria for acquisitions related to grain suppliers, the absence of suppliers linked to the ‘Dirty List’ of Slave Labor.



Theme	Explanation
13.17 Child labor	"Child labor" is not a material issue for AMAGGI because it was not identified as one of the 13 material issues related to the ESG strategy during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful analysis of the results. Since 2009, the company has been committed to actions to defend the rights of children and adolescents and renewed its Child-Friendly Company title in 2022, granted 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 related to the ESG strategy during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful analysis of the results. All of the company's employees are covered by collective bargaining agreements, and the company respects the collective bargaining rights of 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 correlated to the ESG strategy, during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful 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 related to the ESG strategy during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful analysis of the results. However, AMAGGI establishes specific goals to highlight the positive impacts generated in communities, with a special emphasis on attention to the most socially, economically and environmentally vulnerable groups.
13.24 Public policies	"Public policies" is not a material topic for AMAGGI because it was not identified as one of the 13 material topics correlated to the ESG strategy during the materiality process carried out in 2022, which involved consultation with various stakeholders and careful analysis of the results. However, the company has established close ties with several government institutions, aiming not only at complying with regulations, but also at promoting initiatives that drive positive transformation in the sectors in which it operates.





# 10

## LETTER OF ASSURANCE





# DECLARAÇÃO DE CONFORMIDADE

## Conformity Declaration

### INDEPENDENT ASSURANCE

**No. 589.003/24**

To Senior Management members and other stakeholders, this **Assurance Statement** documents that ABNT has carried out independent assurance activities in accordance with the standards and principles of the Global Reporting Initiative (GRI) and PE-493 – Procedure for Verifying GRI Sustainability Reports:

**ANDRÉ MAGGI PARTICIPAÇÕES S.A.**

**CNPJ: 04.786.144/0001-76**

***Purpose of the Declaration:***

This Declaration refers to the Sustainability Report covering the period from **January 1st to December 31st, 2024.**

***Verifier Team:***

Thiago Ernani Guinancio Milagres – Lead Verifier

***Level of assurance:***

Limited

***Introduction:***

AMAGGI was responsible for preparing the Sustainability Report, including the collection of data and information related to the environmental, social and governance dimensions. ABNT was responsible for verifying the evidence and structure of the report in relation to the applicable principles and requirements defined by the GRI 2021 standards.

The information published in the report is the sole responsibility of AMAGGI management.

***Methodology:***

The independent assurance began with the analysis of the preliminary version of the Report and the records of the materiality study carried out by the organization. The central pillars of the report – Governance, Social and Environmental – were assessed, focusing on the defined material topics, which served as a basis for the selection of the audited indicators.







# DECLARAÇÃO DE CONFORMIDADE

## Conformity Declaration

Interviews with the responsible teams, analysis of data and supporting documents, as well as cross-referencing with GRI technical criteria, allowed to assess compliance with the requirements for a report “In Compliance with GRI Standards”, that is, with compliance with and description of the 9 established requirements:

1. Apply the reporting principles;
2. Report the disclosures in GRI 2: General Disclosures 2021;
3. Determine material topics (based on the 2022 materiality matrix);
4. Report the disclosures of GRI Standard 3: Material Topics 2021;
5. Reporting disclosures of GRI Topic Standards for each material topic;
6. Presentation of reasons for omissions;
7. Publish a GRI content summary;
8. Provide a statement of use;
9. Communication to GRI.

### ***Declaration of Independence and Impartiality:***

ABNT is an independent conformity assessment association that adopts international principles and procedures that guarantee technical accuracy, reliability, independence, and impartiality of the services provided.

We declare that an assessment was previously made, and we certify that no conflict of interest exists between ABNT, its team and AMAGGI of any nature, especially ones that would prevent the performance of the service.

The team that carried out this verification for AMAGGI has extensive knowledge in verifying information and systems that involve environmental, social, health, safety, ethics and governance issues, which, combined with experience in these areas, allows us to have a clear understanding of the presentation and verification of good corporate responsibility practices.

### ***Opinion on the sustainability report:***

- 1- This report is the first sustainability report to receive independent third-party assurance.
- 2- A comprehensive materiality study was conducted to enable the identification of material topics. Initially, the stakeholders involved in Amaggi 's activities and business relationships were identified. A survey was conducted with these stakeholders to map the material topics. The following material topics were identified: Ethics, integrity and transparency, Worker







# DECLARAÇÃO DE CONFORMIDADE

## Conformity Declaration

health and safety, Sustainable agriculture, Training, education and career, Soil management and conservation, and Service quality and customer satisfaction. These material topics were related to the organization's priority topics, which served as a basis for organizing the report, making it easy to interpret and facilitating the traceability of material topics in the report structure.

3- The organization's Sustainability Report clearly identifies its aspects related to environmental, social and governance sustainability and how the organization deals with them in its operational, management and institutional and social relations processes. For example, innovation and engagement processes with internal stakeholders are highlighted, demonstrating the organization's commitment to its policies.

c4- During the Verification, compliance with the requirements of the GRI standards and principles was assessed, and opportunities for improvement related to the clarity of information were identified. These opportunities for improvement were promptly addressed by the organization.

### **Conclusion:**

After carrying out all the verification procedures nothing was identified that could indicate that the information contained in the Sustainability Report is not consistent and reliable. Likewise, there was nothing found that indicates that AMAGGI has not established adequate systems for collecting, compiling and analyzing quantitative and qualitative data used in preparing the Sustainability Report and that the does not comply with the Principles for defining content and quality of the GRI standard for sustainability reports.

It is also declared that the report is IN ACCORDANCE with the nine requirements of section 3 of the Global Reporting Initiative (GRI) Universal Standard GRI 1: Foundation 2021. The report clearly and adequately describes these principles in its structure and content.

Rio de Janeiro, April 7<sup>th</sup>, 2025.



**Guy Ladvocat**  
Systems Certification Manager

This verification statement is supported by a contract for compliance with ABNT standards and procedures and is valid only with the signature of the Systems Certification Manager. Its validity can be confirmed at the following electronic address: [www.abnt.org.br](http://www.abnt.org.br). (CNPJ: 33.402.892/0001-06 – Tel.: (21) 3974-2300).





## CREDITS

**General coordination** | AMAGGI  
(Directorate of ESG, Communications  
and Compliance)

**Executive coordination** | AMAGGI  
(Corporate Communications  
Management and Socio-Environmental  
Management)

**Writing and consultancy of GRI  
Indicators** | Ravi Comunicação para  
Sustentabilidade

**Graphic Design and Layout** | Alastra,  
Comunica

**Acknowledgements** | Our special  
thanks to all of AMAGGI's and  
the Foundations employees and  
departments for their contribution with  
the data and indicators in this report