



AMAGGI 

ESG Report **2025**



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Presentation

Beyond Commodities
the movements that
shaped the year

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A Message from Leadership

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≡ MENU

A Message from **Leadership** GRI 2-22

We closed 2025 aware that it was a challenging year for global agribusiness. It was a period marked by market volatility, geopolitical pressures, and climate uncertainties, which required responsible decisions, operational discipline, and a long-term vision. In scenarios like this, the ability to stay the course, make thoughtful decisions, and not give up our principles becomes even more important.

At AMAGGI, we navigated this context supported by an integrated, resilient business model structured as an interconnected system, built over decades, capable of absorbing external shocks and integrating climate and regulatory risks into strategic decisions, while maintaining discipline even in highly uncertain environments.

The **diversification** of operations, the **integration** of production, logistics, industry, and markets, and **disciplined management** were essential to preserving the **strength of the business**, ensuring predictability in an environment of constant change. This model extends beyond our internal operations, involving producers, partners, employees, and suppliers in the active construction of a more **responsible, traceable chain that is prepared for the challenges of the future**.

Regardless of the circumstances, we seek to make consistent decisions, aligned with the strategy and values that guide our work, such as strengthening our storage infrastructure, upgrading the river fleet, and advancing strategic assets that support long-term growth. In 2025, we took important steps to strengthen integrated logistics infrastructure, a central pillar of AMAGGI's strategy. In the country's Northern Region, we carried out operational tests on the Caracaraí waterway corridor, in the state of Roraima, and advanced in concluding the licensing process for the project, which expands the potential use of inland navigation as a more efficient and sustainable alternative to road transportation for grains. In the Southern Region, in partnership with another company in the sector, AMAGGI joined the winning consortium in the auction to

operate the PAR25 terminal, at the Port of Paranaguá (PR), held at B3. This achievement reinforces our presence in one of the country's main export corridors and expands our logistics capacity in a strategic region for Brazilian agribusiness. Together, these movements reflect the integration between logistics, key markets, and sustainability, increasing efficiency, reliability, and value creation throughout the chain.

In production, we made progress in consolidating a more sustainable agricultural base, with an investment of BRL 120 million in the construction of a bioinputs plant in Cuiabá (MT). The initiative strengthens integrated pest management and regenerative agriculture, expanding the use of biostimulants and biocontrol products and strengthening low-carbon agricultural production.

Sustainability remains a central element of our strategy.

For AMAGGI, the ESG agenda is not separate from the business, but part of the way we manage risks, create solutions, and make decisions, in addition to being a structural pillar for access to global markets and long-term value creation.

In 2025, this commitment received international validation with the approval of three greenhouse gas emissions reduction targets by the Science Based Targets initiative (SBTi), making AMAGGI the first grain and fiber producer and trader in Brazil to achieve this recognition. This is a milestone that reinforces the consistency of our climate strategy and the seriousness with which we address the transition to a low-carbon economy. We also advanced in implementing the **2030 ESG Goals**, which guide strategic decisions, investments, and operational priorities across the company. It is in this context that the Beyond Commodities positioning, launched at the end of the year, summarizes this journey and expresses how we see AMAGGI's future: as part of a more integrated, responsible agribusiness system prepared for global challenges, which require looking beyond the basics, with future gen-

erations in mind. This understanding is reflected in the company's institutional work in global forums.

During COP30 in Brazil, AMAGGI took part in a **historic moment for the country and for national agribusiness** by bringing the challenges and opportunities involved in consolidating sustainable practices in Brazilian agribusiness to the international conference.

At the event, we presented our decarbonization strategy and practices such as regenerative agriculture, developed under the Amaggi Regenera Program, contributing to the global debate on climate solutions anchored in responsible production, science, and innovation. The company's presence in this space reinforces its commitment to the climate agenda and Brazil's role as an active part of the solutions to global environmental challenges.

None of this would be possible without the engagement of the people who are part of AMAGGI. The commitment of our employees, partners, and producers is essential to turning strategy into practice and principles into results. To all of them, I extend my recognition and thanks. We remain confident that consistent decisions, strong governance, and the integration of the ESG agenda into strategy will continue to be key differentiators in facing the challenges ahead and capturing future opportunities.

With responsibility, discipline, and a long-term vision, we continue to expand value throughout the chain we help build.

Judiney Carvalho de Souza, CEO of AMAGGI



About this report

GRI 2-3; 2-14

This Sustainability Report presents AMAGGI's performance, practices, and main advances, addressing economic, social, environmental, and governance topics in an integrated manner. The content covers the company's operations from January 1, 2025 to December 31 of the same year and, whenever applicable, considers comparative information from previous years to contextualize the evolution of the business.

The structure and editorial approach adopted reflect the **maturity of reporting** over the years and the corporation's sustainability.

The report development process involved the company's senior management, leaders, and specialists from AMAGGI's different areas, ensuring the representativeness of the topics and the consistency of the information. Interviews with executives, technical contri-

butions from the responsible areas, and the analysis of corporate documents supported the preparation of the content, reinforcing the commitment to transparency, information quality, and an integrated view of the business. The consolidated content underwent a review process before publication, ensuring that the information presented was aligned with strategic guidelines and corporate commitments.

The information presented in this ESG Report covers all companies consolidated in the financial statements of the holding company André Maggi Participações S.A. Joint ventures and associated companies are not included in this report, since their results are not consolidated in AMAGGI's financial statements and, therefore, are not part of the scope of the information reported in this document. **GRI 2-2**



TCFD



RELIABILITY GRI 2-5

AMAGGI's 2025 ESG Report was developed in accordance with the Global Reporting Initiative (GRI) Standards, 2021 version, and considers the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the Taskforce on Nature-related Financial Disclosures (TNFD), in addition to other relevant frameworks, presented as complementary information in the content index. In keeping with its commitment to credibility, the document was submitted to independent assurance by the Brazilian Association of Technical Standards (ABNT). More information or suggestions may be sent by email to: sustentabilidade@amaggi.com.br.

2025 Highlights



USD 8.5 billion
in revenue



22.5 million
metric tons of grains and
fibers traded



Own production of more
than **1.9 million**
metric tons of soybeans,
cotton, and corn



100%
traceability in
the direct grain
supplier chain



9,857
employees



First grain and fiber producer to have near-term emissions reduction targets, Net Zero, and specific Forest, Land and Agriculture (FLAG) targets approved by the Science Based Targets initiative (SBTi).



1st place in the Forest 500 ranking in the soy sector and an "A-List" on the CDP Forests.



Investment of BRL 120 million in the construction of a bioinputs plant in Cuiabá (MT), strengthening low-carbon agricultural production.



Participation in the winning consortium for the concession to operate the PAR25 port terminal, at the Port of Paranaguá (PR).

Awards and recognition



12th place in the ranking (considering 2024 net revenue).



Overall ranking: 11th position among 500 companies;

“Soy and Oils Industry” Category, 3rd position in Total Assets and Net Revenue, 5th position in Asset Growth.



Overall ranking: 43rd position among 1,000 companies assessed;

Agribusiness Sector: 36th position among 67 companies.



Overall ranking: 111th position among 420 companies;

Agribusiness Segment: 1st position in the Socio-environmental ESG category and 6th position in Financial Performance.



Overall ranking: 35th position among 1,000 companies;

Agribusiness Category: 4th position;

Largest company in the Central-West and North regions.



Achievement of an A rating in CDP’s “Forests” assessment, a recognition granted to companies considered leaders in transparency and performance in managing environmental impacts associated with deforestation;

Maintenance of a B score in “Climate Change”;

B- score in the company’s first participation in “Water Security”.



1st position as a Brazilian soy producer and trader, for the fifth consecutive year;

6th position among the best-performing companies in the world in 2025, regarding commitments and actions to combat deforestation and conversion of native vegetation, strengthen human rights, and promote transparency, maintaining its position as the global leader in the soy sector.



First grain and fiber producer and trader in Brazil to have Greenhouse Gas (GHG) emissions reduction targets, including near-term targets, the Net Zero ambition, and specific Forest, Land and Agriculture (FLAG) targets approved by the Science Based Targets initiative (SBTi).



Achievement of the Good Agricultural Practices (BPA) Seal for the ORIGINS Field certification. The recognition granted by the Ministry of Agriculture and Livestock (MAPA) confirms the excellence and robustness of the ORIGINS Field standard, an AMAGGI initiative focused on ensuring the origin and traceability of grains throughout the production chain.



Recognition during the BRICS Business Forum, with the Amaggi Regenera Program.



Nereu Bavaresco, AMAGGI's People and Management Director, remains the Regional Highlight for the Central-West region.



The "Transparência que Transforma" (Transparency that Transforms) campaign earned the seal in recognition of efficient and dedicated internal auditing, aligned with global best practices.



Bronze Trophy in the large companies category at the 28th edition of the award, the country's most important and traditional award focused on promoting health, well-being, and quality of life at work.

About us

Identity,
operations, and
strategic drivers

IN THIS CHAPTER:

AMAGGI

Business model and value creation

ESG Strategy

≡ MENU





AMAGGI

GRI 2-1

Founded in 1977 as a family-owned company, AMAGGI is now one of Brazil's largest agribusiness companies and the largest in the grain and fiber chain. Headquartered in Cuiabá (MT), it is present in all regions of Brazil, with 75 units located in more than 50 municipalities across 11 states, in addition to maintaining operations and offices in 8 countries in South America, Europe, and Asia, reaching the main domestic and international markets.

Over nearly five decades, the company has consolidated a robust structure operating in several stages of the agribusiness chain, organized into four main business areas: Commodities, Agro, Logistics and Operations, and Energy. The company also operates in the financial segment through AL5 AMAGGI and in the ingredients segment through [Milhão Ingredientes](#), a company in which AMAGGI holds an equity interest. Today, AMAGGI produces more than 1.9 million metric tons of grains and fibers per year and trades approximately 22.5 million metric tons annually, operating at scale and with geographic diversification.

Moving beyond the production and trading of grains, **AMAGGI operates in an integrated way**, connecting economic performance, socio-environmental responsibility, and sustainable development, and is guided by the principles of **integrity, compliance, and a long-term vision.**



Agro

Agricultural production of soybeans, cotton, corn, and soybean seeds.



Logistics and operations

Waterway transportation (river fleet), operations at port terminals, and road transportation (truck fleet).



Ingredients

Ingredients for human food, obtained from grain processing and the extraction of vegetable oils.



Commodities

Grain processing and trading, origination, import and sale of agricultural inputs, and fertilizer production.



Energy

Generation and sale of electric power.

This set of operations is supported by a solid governance structure and by a team of more than **9,800 employees**, distributed across different regions, activities, and business areas.

In the social field, since 1997, the André and Lucia Maggi Foundation has complemented AMAGGI's work through private social investment in the territories where it operates.

Our history

1977–1984

Foundation and agricultural expansion in the Central-West region

- Foundation of AMAGGI in Southern Brazil
- Start of agricultural operations in the state of Mato Grosso
- Consolidation of the production base and territorial presence

1997–2003

Proprietary logistics and port infrastructure

- Implementation of the Northwest export corridor
- Start of port operations in Porto Velho (RO) and Itacoatiara (AM)
- Structuring of integrated logistics as a competitive advantage
- Start of the André and Lucia Maggi Foundation

2007–2011

Governance, international standards, and environmental management

- Adoption of RTRS (Round Table on Responsible Soy) standards
- Adoption of the GRI Standards for sustainability reporting
- ISO 14001 certification
- Advances in policies, management systems, and compliance
- Start of the company's internationalization
- Expansion and strengthening of the business through acquisitions
- ProTerra certification

2017–2019

New businesses and operational efficiency

- Expansion into new links of the chain (cotton, proprietary road logistics)
- Investments in joint ventures
- Consolidation of the integrated business model

2020–2021

Global commitments and sustainable finance

- Issuance of a Sustainability Bond
- Joining global climate initiatives (such as Race to Zero)
- Launch of the 2030 ESG Goals, structuring the company's long-term sustainability commitments
- Launch of ORIGINS by AMAGGI

2022–2025

Industrial and logistics expansion and new businesses

- Launch of the AMAGGI Regenera Program
- Expansion of bioinput and fertilizer production, including a new industrial plant
- Expansion of the use of biofuels in agricultural and logistics operations
- International recognition in climate and forest rankings
- First shipment through the Caracaraí (RR) waterway corridor
- Entry into a new business segment: Ingredients

Our essence

A purpose that goes beyond the commodity

For AMAGGI, creating value in agribusiness goes beyond the production and trading of commodities. This vision guides an integrated operating model that combines operational efficiency, innovation, and socio-environmental responsibility, focused on creating sustainable value over the long term. This understanding is reflected in the Beyond Commodities positioning, launched at the end of 2025, which expresses the way the company connects its businesses and capabilities in an increasingly complex global environment.

 [Watch our manifesto video here](#)



Mission

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



Vision

To be a leading company in sustainable development.



Values

Integrity

Be ethical, fair, and consistent in thought, speech and action.

Humility

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

Innovation and entrepreneurship

Retain creative, participatory, bold, talented, and enthusiastic people in the Company, who make a difference in the competitive market.

Respect for the environment

Be a benchmark in socio-environmental management

Participatory management

Encourage participation, promoting recognition and professional growth, and involve people in important company processes.

Respect for our partners

Cultivate good business relationships, maintaining our commitment to being a company admired and respected by all.

Simplicity

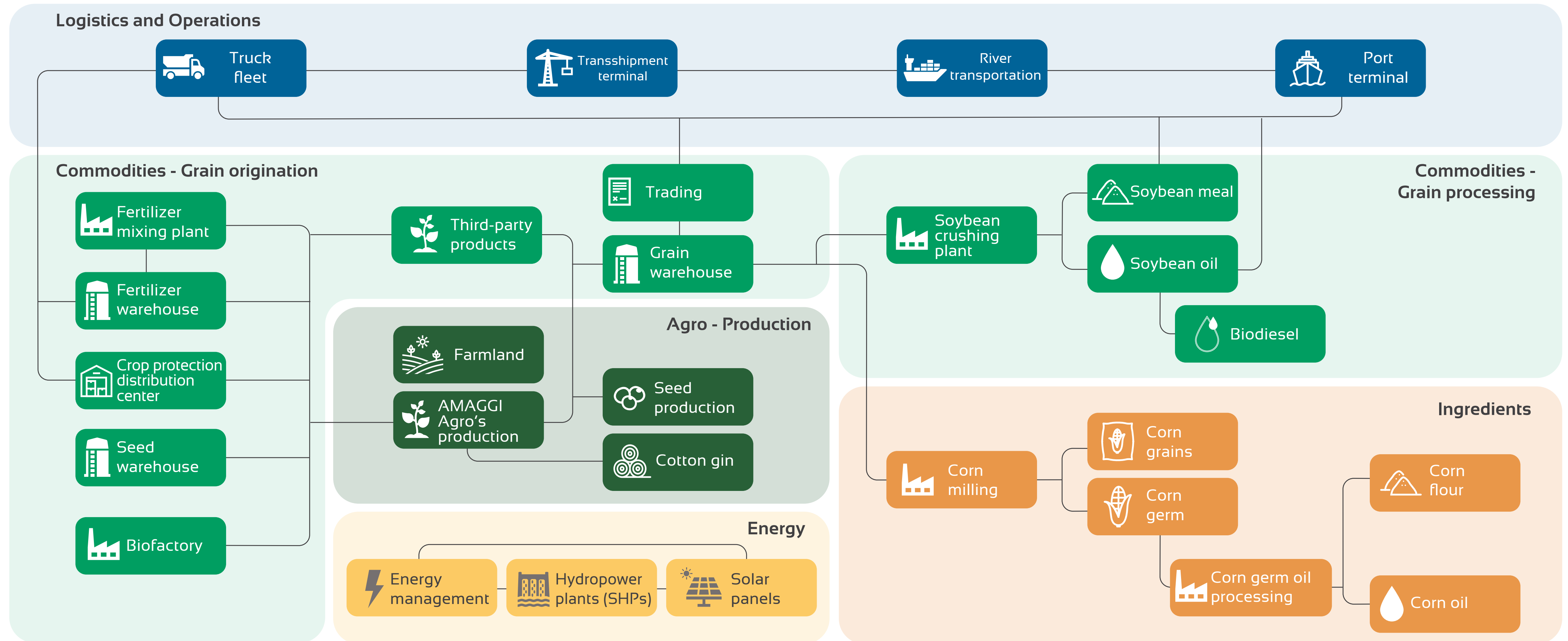
Focus on the essentials, encouraging agility and streamlining.

Commitment

"Fly the flag". Be passionate and proud of your work and strive for the company's success.

Business areas GRI 2-6

AMAGGI's business areas reflect an integrated model that combines agricultural production, origination and trading of grains, proprietary logistics, and power generation, operating in an integrated way throughout the chain and supporting consistent performance in domestic and international markets. This structure guides how the company organizes its operations, captures efficiency, and manages risks in its processes.



Business model and value creation

AMAGGI's value creation starts from the strength of its **work in the production and trading of commodities** and expands through the integration of businesses, operational efficiency, and a long-term strategic vision.

By combining production scale, industrial capacity, proprietary logistics infrastructure, and an integrated presence in Brazil and abroad, the company increases its ability to generate value through operational efficiency, revenue diversification, proximity to producers, and the development of solutions aligned with market demands.

This model is enabled by the integration among the different businesses, operational discipline, and the ability to turn technical knowledge into consistent decisions throughout the chain. This foundation ensures resilience, security, and readiness to operate in increasingly complex regulatory, operational, and market contexts. At the same time, AMAGGI aligns its strategy with the 2030 ESG Goals and Commitments ([learn more in ESG Strategy](#)), incorporating socio-environmental criteria into de-

cision-making and contributing to the development of the territories where it operates, to the strengthening of relationships of trust with producers, partners, and communities, and to the building of a resilient and responsible agri-industrial system.



RESILIENCE IN PRACTICE

AMAGGI's integration capacity proved especially relevant in 2025, amid a record harvest scenario combined with climate adversities in producing regions. Coordinated action among production, storage, and logistics corridors made it possible to absorb volume peaks, maintain operational flow, and ensure efficient crop outflow, even in contexts of greater operational complexity



Agro



AMAGGI Agro brings together the company's agricultural operations, focused on the production of soybeans, corn, cotton, and seeds, integrating with the other areas of activity throughout the agribusiness chain. Agricultural activity combines scale, technology, and rigorous management to ensure productivity, predictability, and sustainability in different climate and market contexts.

In 2025, amid a scenario of pressured margins and greater climate volatility, AMAGGI's agricultural strategy reinforced soil as its main production asset. Management began prioritizing the physical, chemical, and biological aspects of the soil, recognizing its central role in crop resilience, efficient input use, and the mitigation of risks associated with extreme climate events.

The company's agricultural operations are guided by solid **sustainability** principles. All company-owned farms expand agricultural production only in already open areas, preserve native vegetation areas, and maintain more than 183,000 hectares of protected areas, reinforcing the company's commitment to **biodiversity conservation** and **responsible land use**.

The operations follow internationally recognized socio-environmental standards, with certifications that ensure compliance, transparency, and good practices throughout the production process.

In the 2024/25 crop year, AMAGGI cultivated approximately 386,000 hectares (considering the first and second crop) in 13 units with own production, exceeding 1.9 million metric tons of grains and fibers, supported by a robust structure, with 470 tractors and 351 harvesters, in addition to advanced connectivity, monitoring, and traceability systems that increase operational control and production efficiency.

1.9 million
metric tons of own
production of grains
and fibers

386,000
hectares of
farmable area
(2024/2025
crop year) in own
operations

13 units with own
production

183,000
hectares of protected areas

Commodities



AMAGGI Commodities integrates origination, processing, and trading of grains, connecting AMAGGI’s agricultural production and that of partner producers to domestic and international markets. This work combines operational efficiency, market insight, and risk management while expanding commercial alternatives and strengthening the company’s positioning throughout agribusiness cycles. The area is also responsible for the import and sale of agricultural inputs (seeds, crop protection products, and fertilizers).

AMAGGI’s Commodities operations are guided by robust **socio-environmental criteria** throughout the supply chain.

AMAGGI maintains around 6,000 business relationships with rural producers, who go through structured processes for registration, verification, and monitoring of socio-environmental compliance, which ensures traceability and the responsible origin of the grains traded. This model contributes to aligning operations with global standards, strengthens customer trust, and expands access to markets that are increasingly demanding in terms of sustainability.

Its presence in global markets completes this integrated system. AMAGGI operates in more than 50 municipalities in Brazil and maintains operations and offices in strategic regions abroad, serving markets that demand high levels of quality, transparency, and compliance. This international presence expands commercial opportunities, reinforces the company’s reputation, and feeds the continuous evolution of practices, processes, and socio-environmental standards throughout the entire chain.

INDUSTRIAL ACTIVITIES

Industrial activities play a strategic role in this model. Grain processing (such as soybean crushing and the production of meal, oil, biofuels, and fertilizers) provides greater flexibility in the face of demand and price fluctuations, contributes to portfolio diversification, and reinforces business resilience. The structure includes 3 million metric tons of static storage capacity, distributed across 46 warehouses, in addition to 2 grain processing units, 1 biodiesel production unit, and 3 fertilizer mixing units.

3 million
metric tons of
static storage capacity

46 warehouses

3 fertilizer mixing
units

2 grain
processing
units

1 biodiesel
production
unit

Logistics and Operations



AMAGGI's logistics operations are guided by a structured multimodal strategy that combines road, waterway, and rail connections, respecting the characteristics and limitations of each corridor. More than a tactical choice, this integration is a strategic decision that ensures operational flexibility, risk mitigation, and the ability to respond to changes in market, climate, and demand.

Proprietary logistics and integrated infrastructure are central elements of AMAGGI's business model. The company operates and continuously invests in multimodal logistics corridors, combining road, waterway, and port transportation, focused on efficiency, reliability, and reducing environmental impacts.

The company operates with different modal compositions according to each route, adjusting proportions without giving up the complementarity between them, which ensures efficiency, predictability, and continuity of operations throughout the year.

The logistics structure includes 984 own trucks – of which 101 run on B100 biodiesel –, 311 barges and 26 pushers, and 9 port terminals, of which 3 are operated through joint ventures and 1 through a consortium. This set of assets positions AMAGGI's logistics as a structural competitive advantage, capable of reducing costs, mitigating bottlenecks, and increasing predictability in the outflow of production.

According to the GHG Protocol, replacing diesel with biodiesel can **reduce greenhouse gas emissions by up to 99%**.

Practical experience showed performance compatible with conventional diesel, both in consumption and operational reliability. At the same time, the company adopts a

responsible and gradual approach to expanding the use of B100, considering regulatory factors, market characteristics, supply security, and risk management, in alignment with its energy transition strategy and climate commitments.

In 2025, this logistics structure was put to the test in a context of high volumes and adverse weather conditions during the harvest period, especially in regions such as Mato Grosso and Rondônia. Logistics and operations responded with dynamic adjustments, expanded operational efforts, and intensive use of proprietary infrastructure, ensuring the support needed for the company's commercial performance and the maintenance of service levels.

In the South, AMAGGI won the concession for the PAR25 port terminal, at the Port of Paranaguá (PR), in partnership with another major company in the sector, and expects more than BRL 1 billion in investments over the concession period. Together, these initiatives reinforce the integration between waterway corridors, port infrastructure, and global markets, increasing the efficiency, scale, and sustainability of the production chain.

The prioritization of waterway and rail transportation reflects a strategic decision aligned with the company's climate agenda. These modes allow greater cargo concentration, lower energy consumption per metric ton transported, and a significant reduction in emissions associated with grain outflow, contributing directly to decarbonization commitments and to progress on AMAGGI's long-term climate targets.

984
trucks in its own fleet, of which 101 run on biodiesel

311
barges for river transportation of grains

26
pushers for vessel maneuvers

9
port terminals

Energy



In the energy segment, AMAGGI operates with a focus on efficiency, reliability, and energy transition, strengthening its operational autonomy and the alignment of its activities with the climate agenda.

Self-generation of power is conducted based on **strict socio-environmental criteria**, which guide everything from licensing and operation of the assets to continuous impact monitoring.

The SHPs operate with a focus on minimizing interference in local ecosystems, the responsible use of water resources, and compliance with environmental conditions. The photovoltaic plants, in turn, contribute to matrix diversification with low environmental impact.

These assets contribute to the security of supply for operations, the reduction of operating costs, and the mitigation of environmental impacts, reinforcing sustainability applied in practice to the business model. By integrating own renewable energy generation into the other areas, the company strengthens its operational resilience and the coherence between economic efficiency and environmental responsibility.

SELF-GENERATION OF ENERGY

AMAGGI's energy self-generation portfolio includes 6 Small Hydropower Plants (SHPs), with around 94 MW of installed capacity, in addition to 35 photovoltaic plants, totaling approximately 13.9 MW of installed capacity.

6 SHPs
(Small Hydropower
Plants)

94 MW
of installed capacity

35
photovoltaic plants

13.9 MW
of installed capacity

Ingredients



In line with its strategy to diversify its portfolio and operate in higher value-added segments, AMAGGI advanced in the special ingredients area by becoming a partner in [Milhão Ingredients](#), in which it holds a 50% stake. The company produces high-quality ingredients from corn processing, serving demanding markets in Brazil and abroad.

The operation comprises three industrial dry corn milling units in the state of Goiás, with total processing capacity of approximately 625,000 metric tons per year, in addition to a corn germ oil extraction plant, with annual capacity of approximately 129,000 metric tons. The portfolio includes around 45 finished products, developed for use in food, nutrition, and industrial applications.

The platform was strengthened with the incorporation of a new industrial unit in Rio Verde (GO) and the start of operations of the oil extraction plant, which expanded production capacity and portfolio diversification.

This work complements AMAGGI's grain and derivatives businesses, reinforcing the integrated business model between production, processing, and solutions for customers with specific technical demands.

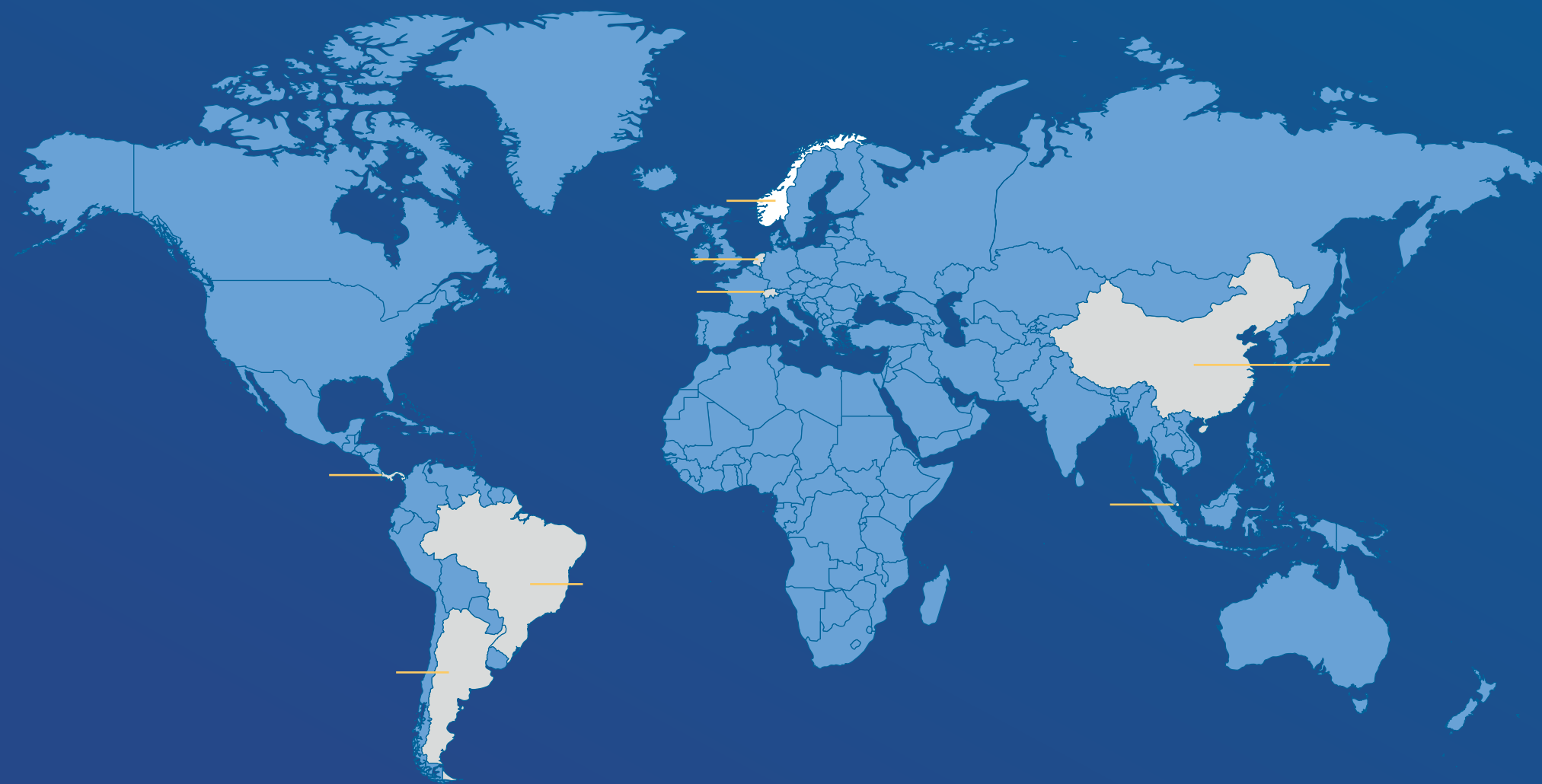
625,000
metric tons of dry
corn milling per year

129,000
metric tons of corn
germ per year

45
finished products

AMAGGI in **Brazil** and around the **world** GRI 2-1

AMAGGI operates in Brazil and abroad, with a presence in strategic agribusiness regions and operations connected to the main global markets.



ESG Strategy

AMAGGI's ESG strategy is integrated into its business model and guides strategic decisions, investments, and operational priorities. More than a set of commitments, sustainability is treated as a pillar of risk management, value creation, and strengthening the company's competitiveness, applied transversally across the operation in a global scenario that is in-

creasingly demanding in terms of transparency, traceability, and socio-environmental performance. This approach reflects the understanding that economic performance, socio-environmental responsibility, and the strength of corporate governance are inseparable dimensions of long-term value creation.

Materiality and priority topics

GRI 3-1; 3-3; TNFD – Governance (a), (b), and (c); TNFD – Strategy (a), Risk and Impact Management (a) and (c)

In 2025, AMAGGI's materiality process was reviewed. The document is treated as a dynamic tool to support decision-making and, in this update, formally adopted the Double Materiality approach, aligned with the European Sustainability Reporting Standards (ESRS). This expands the analysis to consider, in an integrated manner, the impacts of the company's activities on the environment and society, as well as the risks and opportunities that socio-environmental and governance topics represent for the economic and financial performance of the business. This approach made it possible to update the view of the most relevant topics for the company and its strategic stakeholders, in alignment with changes in the economic, regulatory, climate, and social context, which reinforces the importance of integrated action, in line with the Beyond Commodities positioning.

The use of **Double Materiality** also broadens the understanding of the company's dependencies on natural capital, recognizing that agricultural productivity, logistics

efficiency, and operational continuity are directly associated with ecosystem services such as climate stability, water regime, soil quality, and biodiversity integrity. This mapping strengthens the identification of nature-related impacts, risks, and opportunities and guides strategic decisions and long-term investments.

The process involved structured engagement with different stakeholders, including employees, banks, certifiers, customers, communities, suppliers, NGOs, producers, and government agencies, in addition to the analysis of global and sector trends. Prioritization considered the cross-assessment of actual and potential impacts, as well as risks and opportunities associated with AMAGGI's activities throughout its value chain. As a result, material topics were selected and organized within the three ESG pillars (Environmental, Social, and Governance), reflecting both today's challenges and strategic drivers for the future.



Material topics 2025 GRI 3-2



ENVIRONMENTAL

Reflects the company's ongoing search for solutions that reconcile productivity, innovation, and environmental conservation throughout the chain.

- Climate change
- Water use
- Use of agricultural pesticides
- Biodiversity and ecosystems
- Deforestation and conversion of native vegetation



SOCIAL

Prioritizes people, partners, and the communities with which the company relates and forms the basis of work guided by shared value creation in the territories where AMAGGI is present.

- Human rights
- Health, well-being, and safety
- Community relations and local development



GOVERNANCE

Supports robust governance practices, essential for strategic decision-making in a complex and constantly changing business environment.

- Ethics, integrity, and compliance
- Supply chain management, transparency, and traceability

STAKEHOLDER ENGAGEMENT GRI 2-29

Based on the current Materiality Matrix (2022–2025), the company structured a **Stakeholder Communication and Engagement Plan** that guides the periodic disclosure of content on relevant ESG topics in internal and external channels. In 2025, this plan continued to be implemented with a focus on improving the transparency of metrics and indicators and strengthening ongoing dialogue with strategic stakeholders. As an outcome of the materiality review, the preparation of a new plan covering 2026–2028 is planned for the next period.

Global Sustainability Positioning GRI 2-23

Since 2017, AMAGGI has adopted a Global Sustainability Positioning as a strategic guideline to integrate environmental, social, and governance (ESG) practices into all its operations. This positioning guides the company's actions throughout the value chain and supports the development of its Sustainability Plan, aligned with the Sustainable Development Goals (SDGs) of the United Nations (UN).

The incorporation of the global sustainability positioning into operations is ensured by a governance structure that involves senior leadership, collegiate bodies, and systematic monitoring processes. Periodic critical analyses make it possible to assess progress, identify challenges, and guide improvements, ensuring coherence among corporate strategy, commitments, and the company's long-term vision.

This strategic direction is operationalized through technical management tools, including the **Environmental Aspects and Impacts Spreadsheets (PAI)**, used sys-

tematically to identify, classify, and monitor socio-environmental impacts associated with operations. The tool makes it possible to assess risks throughout the production cycle, define specific controls, and monitor the effectiveness of the measures adopted, reinforcing the integration between strategy, compliance, and operational performance.



Principles that guide AMAGGI's work

1. Ensuring good governance and transparency of its operations, through legal compliance and risk management;
2. Be economically viable, add value to shareholders and employees, and share value with society, contributing to local development;
3. Be socio-environmentally responsible and promote the continuous improvement of socio-environmental management in its operations and value chain;
4. Promote respect for human rights and decent work in its operations and value chain;
5. Promote the personal and professional growth of its employees, valuing diversity and seeking continuous improvement of working conditions, health and safety;
6. Contribute to the promotion of food and nutrition security.

ESG Goals and **Global Actions 2030** GRI 2-23

The 2030 ESG Goals, established by AMAGGI in 2021, constitute the structural pillar of the company's sustainability strategy. **By defining clear and public long-term goals, AMAGGI seeks to provide predictability, transparency, and strategic direction to its stakeholders, strengthening responsible business management and accountability for its socio-environmental progress.**

The goals guide the definition of priorities, the allocation of investments, and the systematic monitoring of performance over time, and are fully integrated into AMAGGI's business model. The ESG strategy covers all operations – from agricultural production to industrial and logistics activities – and is aligned with internationally recognized initiatives and standards, such as the UN SDGs, Race to Zero, and the Science Based Targets initiative (SBTi).

The ESG Goals and Global Actions 2030 reinforce AMAGGI's long-term vision and the understanding that sustainability is a central part of the competitiveness, resilience, and longevity of the business.



Goals and commitments

ENVIRONMENTAL



SDG	AMAGGI GOAL	ACTIONS IN 2025	LEARN MORE IN
	<p>Offer innovative products and solutions for an ethical chain, zero deforestation and conversion of native, regenerative and low-carbon vegetation.</p>	<p>Expansion of the portfolio of sustainable and low-carbon solutions, with the start of the ALM carbon project, certification of CBIOs, offering of regenerative soybeans and cotton, and strengthening of socio-environmental certifications, including more than 145 certified farms.</p>	<ul style="list-style-type: none"> • Climate change adaptation.
	<p>Invest in renewable energy, remaining self-sufficient in its production versus consumption.</p>	<p>AMAGGI maintained its energy self-sufficiency strategy through self-generation of power from hydroelectric and solar assets, sustaining a mostly renewable matrix and contributing to the reduction of Scope 2 emissions under the market-based approach.</p>	<ul style="list-style-type: none"> • Climate change adaptation.
	<p>Have a 100% monitored and tracked grain supply chain, free from deforestation and conversion (Deforestation and Conversion Free – DCF) in agricultural production by 2025, considering all biomes, countries and regions where the company is present.</p>	<p>Strengthening of production chain traceability through the evolution of the Originar system, with comprehensive monitoring of direct suppliers in Brazil and progress in expanding monitoring to indirect suppliers. Preparation to meet international regulatory requirements and consolidation of socio-environmental certifications throughout the chain.</p>	<ul style="list-style-type: none"> • Supply chain management, transparency, and traceability.
	<p>Achieve net zero emissions by 2050 (NetZero emissions), through decarbonization strategies by 2032 and neutralization of eventual residual emissions, according to the Science-Based Targets initiative (SBTi), especially from the promotion of regenerative agriculture, low-carbon and capable of protecting biodiversity.</p>	<p>Progress on the Net Zero agenda, with revision of the emissions inventory aligned with SBTi targets, integration of the CO₂ footprint of corn, soybeans, and cotton into commercial solutions. Implementation of the AMAGGI Regenera Program at the Sete Lagoas, Carolinas, and Itamarati Farms. Structuring of a pilot project for a new alternative and seasonal waterway route for grain outflow, aiming to integrate the local road mode with the Caracaraí to Itacoatiara river corridor, reducing CO₂ emissions.</p>	<ul style="list-style-type: none"> • Climate change adaptation.
	<p>Maintain zero deforestation and conversion (DCF) for agricultural production on their own farms, ensuring expansion only in already cleared areas.</p>	<p>Maintenance of the DCF commitment on own farms, with strengthening of territorial integrity through continuous satellite monitoring, fire prevention, and structured management of conservation areas.</p>	<ul style="list-style-type: none"> • Climate change adaptation; • Natural resources, biodiversity, and land use.

Goals and commitments

SOCIAL

SDG	AMAGGI GOAL	ACTIONS IN 2025	LEARN MORE IN
	<p>Promote initiatives that strengthen agricultural productivity and the income of small food producers, especially rural women and family farmers.</p>	<p>Consolidation of social and productive inclusion as an axis of social action, with the integration of family farmers into the company's production chains and strengthening of access to sustainable markets.</p>	<ul style="list-style-type: none"> • Community relations and local development.
	<p>Ensuring and promoting the maintenance of a healthy environment that prioritizes the safety, quality of life and well-being of employees and third parties.</p>	<p>Structuring of the company's own Health and Safety Management program (GSSEG), with the organization and integration of existing practices, including operational tools and routines (critical procedures, planned inspections, audits, and action plans) and reinforcement of Health and Safety training.</p>	<ul style="list-style-type: none"> • Health, well-being, and safety.
	<p>Significantly increase the number of trainings offered to employees and third parties by AMAGGI University.</p>	<p>Strengthening of AMAGGI University, with the expansion of technical and leadership development tracks, the launch of a new learning platform (LXM), and the completion of 84 training missions, totaling more than 3,200 in-person and digital initiatives.</p>	<ul style="list-style-type: none"> • Our people.
	<p>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.</p>	<p>Progress in the digital transformation of critical Supplier Management and expansion of qualification and productive inclusion initiatives, with income generation and strengthening of employability in priority territories.</p>	<ul style="list-style-type: none"> • Supply chain management, transparency, and traceability; • Community relations and local development.
	<p>Evidencing the positive impacts generated in the communities where the company operates, prioritizing projects in the most strategic territories for businesses and publics with greater social, economic and environmental vulnerability.</p>	<p>Expansion and improvement of territorial action through FALM, with institutional strengthening of 32 civil society organizations, consolidation of the Velha Serpa Cultural Center, and mobilization of networks and partnerships to promote more resilient and inclusive communities.</p>	<ul style="list-style-type: none"> • Community relations and local development.
	<p>Ensuring action that respects and promotes Human Rights in all AMAGGI operations and value chain, especially with Indigenous Peoples and Traditional Communities.</p>	<p>Strengthening of the Human Rights agenda with the implementation of the Human Rights Policy and progress in the AMAGGI in the Community program in Corumbiara (RO), in addition to expansion to new strategic municipalities.</p>	<ul style="list-style-type: none"> • Community relations and local development; • Indigenous peoples and traditional communities; • Human rights.





Goals and commitments

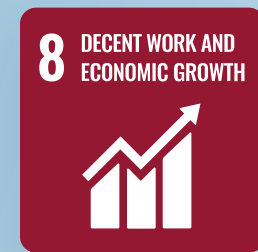
GOVERNANCE

SDG

AMAGGI GOAL

ACTIONS IN 2025

LEARN MORE IN



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



Maintenance and strengthening of the Confidential Channel and the Women's Channel, with ongoing communication and training actions to ensure confidentiality, non-retaliation, and expanded access for stakeholders.

• **Ethics, integrity, and compliance.**



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



Publication of the Inclusion and Diversity Policy and consolidation of the DE&I agenda, with training for 75% of leadership and strengthening of inclusion and support programs.

• **Diversity, equity, and inclusion.**



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



Consolidation of corporate governance and a culture of integrity, with strengthening of the Compliance Program, expansion of controls, and ongoing reinforcement of risk management and good business practices.

• **Ethics, integrity, and compliance;**
• **Supply chain management, transparency, and traceability.**



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



Progress in implementing the Stakeholder Communication and Engagement Plan, with improved transparency on ESG metrics and indicators and a structured review of the Materiality Matrix, strengthening dialogue with strategic stakeholders.

• **ESG Strategy.**

Connection with the **global agenda** and **strategic partnerships** GRI 2-28; 2-29

Institutional commitments and strategic initiatives

The implementation of the ESG strategy is strengthened by active participation in national and international forums, initiatives, and partnerships. AMAGGI participates in organizations and platforms that promote the advancement of sustainable practices in agribusiness, contributing to the development of collective solutions on topics such as climate, biodiversity, traceability, regenerative agriculture, and human rights. This work expands the capacity for dialogue with different stakeholders, strengthens institutional credibility, and contributes to the continuous evolution of practices, processes, and standards throughout the chain.



Agro Plus

AMAGGI actively collaborates with the Brazilian Association of Vegetable Oil Industries (Abiove). Within the scope of its sustainability programs, Agro Plus, formerly known as Soja Plus, provides guidance on good administrative practices, waste management on rural properties, environmental compliance, and workplace safety. In 2025, AMAGGI established a pioneering partnership in the state of Rondônia, supporting producers in adopting socio-environmental criteria and continuously improving property management.



FIEMT

In partnership with the Federation of Industries of the State of Mato Grosso (FIEMT), representative of the National Confederation of Industry (CNI) in the state, AMAGGI participates in strategic debates on environmental legislation and advances in sustainability in the industrial sector.



PCI Strategy - Produce, Conserve and Include

Launched in 2015 during the United Nations Climate Change Conference (COP 21) in Paris by the administration of the State of Mato Grosso, the PCI Strategy establishes guidelines for the sustainable expansion of agricultural, livestock, and forestry production, combining environmental conservation and recovery with the development of family farming by 2030. AMAGGI is a co-founder of the PCI Institute and in 2025-2026 supported, through technical support and financial investment, the implementation of a project in the Parecis region, aimed at improving regenerative agriculture with rural producers and strengthening family farming.

Institutional commitments and strategic initiatives



**Climate
High-Level
Champions**

SBTi (Science Based Targets initiative) and Race to Zero

In 2021, AMAGGI joined the SBTi through the Business Ambition for 1.5°C campaign, joined the global Race to Zero movement, and had its emissions reduction targets approved, becoming the first grain and fiber producer to achieve this recognition.



Business Pact against the Sexual Exploitation of Children and Adolescents on Brazilian Highways – On the Right Path Program

Since 2014, AMAGGI has supported the On the Right Path Program, an initiative by Childhood Brasil that mobilizes companies and entities to prevent and combat the sexual exploitation of children and adolescents on Brazilian highways, especially on strategic logistics routes.



Brazil Climate, Forests and Agriculture Coalition

The Coalition brings together companies, governments, NGOs, and civil society representatives with the objective of promoting a low-carbon economy. AMAGGI leads the Deforestation Forum and is part of the Coalition's Strategic Group (GE).



Round Table on Responsible Soy Association (RTRS)

AMAGGI has been a member of RTRS since its founding and currently sits on the Executive Board and the Brazil Task Force. Within the association, it participates in discussions on soy sustainability and the opportunities and risks in the different links of the production chain.



**Pacto Global
Rede Brasil**

UN Global Compact

A signatory of the Global Compact Network Brazil since 2009, AMAGGI promotes actions aligned with the initiative's ten principles in the areas of human rights, labor, environment, and anti-corruption. Created in 2000, the Global Compact is the world's largest corporate sustainability platform and encourages companies to integrate universal principles into their strategies and operations, contributing to the Sustainable Development Goals. Among several initiatives in which it participated, the company co-financed the *Entre Solos: Semeando Conexões* (Between Soils – Seeding Connections) initiative, aimed at strengthening dialogue on sustainability in the food and agriculture sector, with a focus on bringing the countryside and the city closer together and promoting science-based debates.

Institutional commitments and strategic initiatives



Business Pact for Integrity and Against Corruption

Having joined in 2009, AMAGGI is part of the pact coordinated by Ethos Institute, which brings together companies committed to promoting an honest and transparent business environment and includes the annual disclosure of progress in preventing bribery and corruption.



National Pact for the Eradication of Slave Labor (InPACTO)

A signatory since 2005, AMAGGI works to eradicate all forms of labor analogous to slavery in Brazil. The company annually submits monitoring reports to InPACTO, detailing the actions implemented in its production chain, and is part of the Institute's Deliberative Council.



Brazilian Business Council for Sustainable Development (CEBDS)

Through participation in thematic chambers, such as CTClima, CTBio, CT Sistemas Agroalimentares, and CTSocial, AMAGGI collaborates with other companies in the evolution of practices related to emissions management, biodiversity, water resources, sustainable agriculture, and local development, serving as co-leader in the Food Systems Chamber, in addition to co-financing a study focused on decarbonizing the sector presented at COP30.



Green Grain Protocol

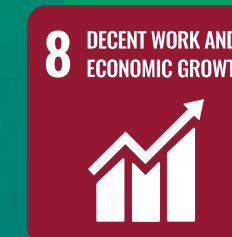
Created in 2014, the protocol establishes socio-environmental criteria for grain procurement in the state of Pará, ensuring legality and compliance with domestic and international markets. It is managed by the Government of the State of Pará, the Ministry of the Environment, and the Federal Public Prosecutor's Office of Pará, in collaboration with entities and companies in the sector. AMAGGI has been part of the protocol since the start of its operations in the state, in 2018.



Ethics, integrity, and transparency

Governance

IN THIS CHAPTER:



Organizational and governance structure

Ethics, integrity, and compliance

Integrated risk, data, and transparency management

Supply chain management, transparency, and traceability

≡ MENU

Organizational and governance **structure**

AMAGGI adopts an organizational structure supported by companies created to hold equity interests in André Maggi Participações S.A., the holding company that centralizes the group's interests. This model reflects the company's commitment to preserving the values of the founding family, transparency, ethics, and constant dialogue with stakeholders, ensuring alignment among strategy, decision-making, and the conduct of business over the long term.

Based on this organizational foundation, the corporate governance structure was designed to support responsible decisions, ensure transparency, and promote clarity of roles and responsibilities.

The company's governance model is composed of two central bodies: the Board of Directors, responsible for strategic direction and management oversight, and the Executive Board, responsible for conducting

operations and implementing approved strategies. This separation of functions reinforces the balance between setting guidelines and execution, favoring more robust collegiate decisions aligned with corporate strategy. In practice, this model strengthens decision-making discipline and shared responsibility among the Board of Directors, the Executive Board, and leadership, ensuring coherence between values, strategy, and execution, including in contexts of greater complexity or market pressure.

The performance of the Board of Directors is monitored continuously through strategic discussions and the monitoring of the activities of the advisory committees. During the reporting period, no formal and independent process was conducted to evaluate the Board's performance. **GRI 2-18**

In an increasingly complex and regulated business environment, **governance is understood as a strategic element** to preserve trust, ensure business continuity, and support value creation in a consistent and responsible manner.

Organizational and governance structure GRI 2-9; 2-10; 2-11; 2-12

Board of Directors GRI 2-12

Acts collegially, establishing guidelines, approving policies and strategic goals, and monitoring business performance, with attention to critical topics such as risk management, integrity, economic and financial performance, and sustainability.

- **Composition:** 9 members
- **Profile:** professionals with experience in strategy, management, finance, governance, and sustainability
- **Election:** carried out through a General Shareholders' Meeting
- **Term of office:** up to 3 years, according to the Bylaws
- **Independence:** presence of independent members on advisory committees
- **Separation of functions:** the position of Chair of the Board is not held concurrently with the position of Chief Executive Officer

Advisory Committees to the Board of Directors

- Audit, Risk and Compliance
- Innovation and ESG
- People
- Credit

Executive Board

Responsible for managing the company, operational planning, and achieving results, maintaining ongoing dialogue with the Board of Directors and ensuring integration among areas, strategy, execution, and performance. It is supported by executive forums that deepen the analysis of critical management and operational topics, contributing to more qualified decisions and risk prevention.

- **Composition:** Executive President and 11 executive officers
- **Profile:** executives with broad technical and administrative capacity
- **Shareholding relationship:** the members of the Executive Board are not company shareholders
- **Role:** executives based in Brazil, elected and removed by the Board of Directors

Executive committees supporting the Executive Board

- Tax
- Crisis Management
- Central Occupational Health and Safety (OHS)



Board composition GRI 405-1

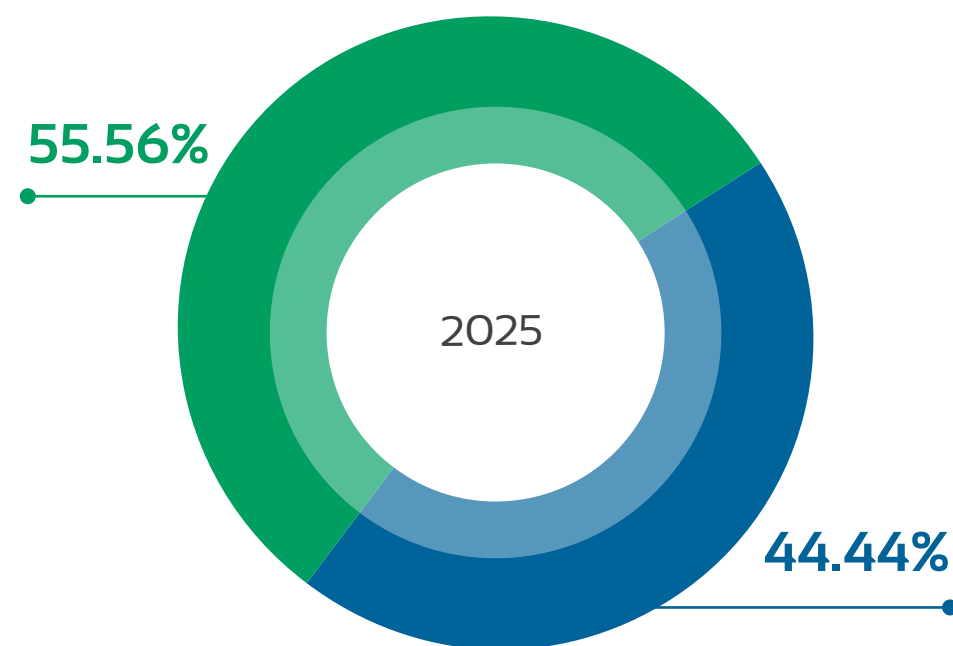
In addition to monitoring diversity in the workforce, AMAGGI also monitors the composition of its governance bodies. The data below present the profile of the Board of Directors in 2025, remaining stable compared to the previous two fiscal years (2023 and 2024). Monitoring these indicators contributes to transparency regarding the composition of the company's governance bodies and to tracking the evolution of the topic over time.

SENIOR MANAGEMENT REMUNERATION POLICY GRI 2-19

AMAGGI's senior management remuneration policy aligns executives' incentives with the company's strategic objectives and the creation of sustainable long-term value. Remuneration consists of a fixed portion and a variable component, the latter linked to the individual and collective performance of executives and the achievement of strategic goals defined in the business plan.

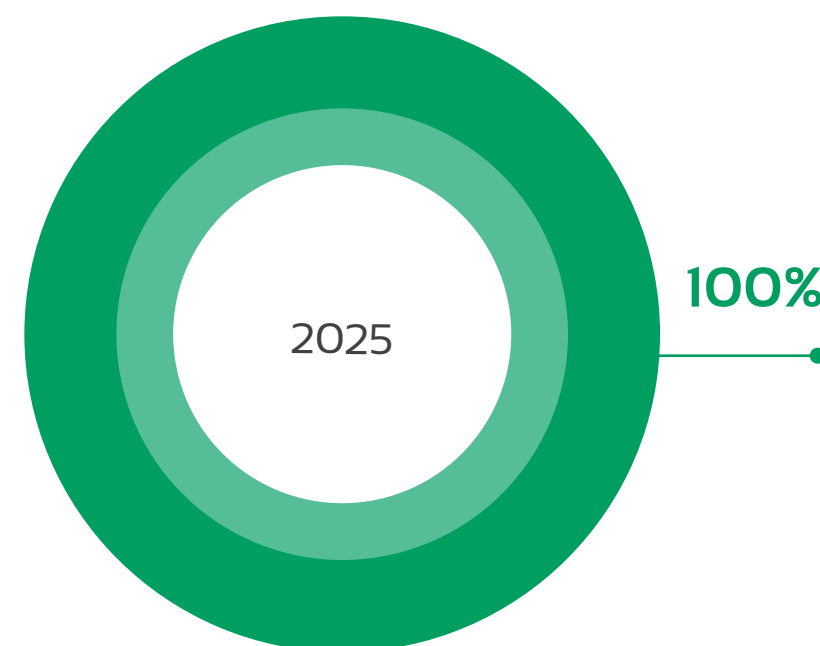
Among the indicators considered for variable remuneration are aspects related to economic and financial performance, risk management, integrity, sustainability, and people development and safety, reflecting the company's integrated approach to managing its economic, environmental, and social impacts.

Percentage of Board of Directors members by age group



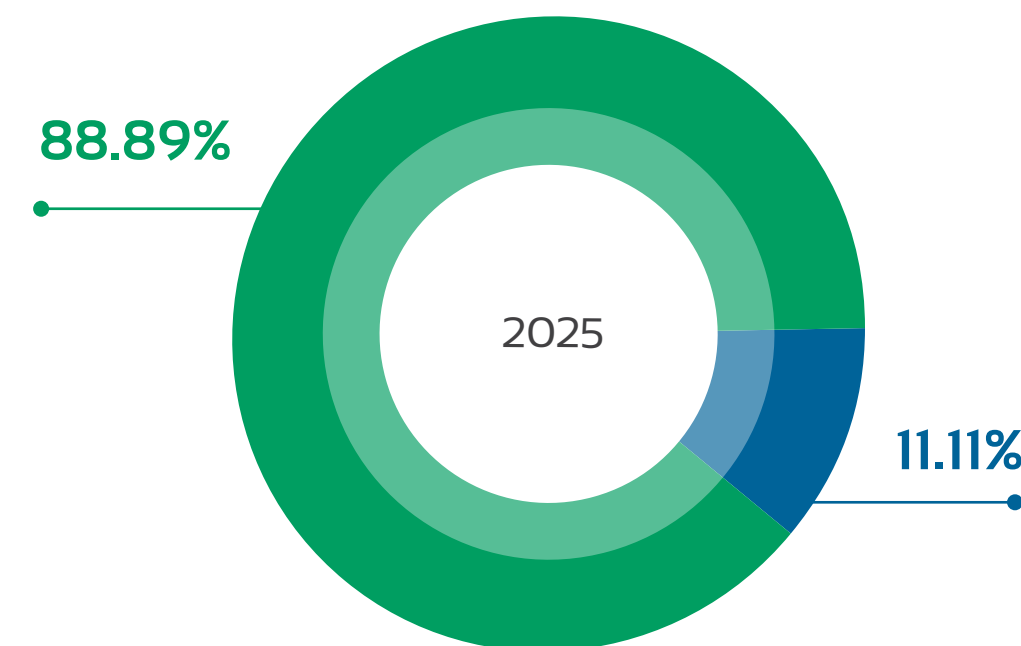
- 30-50 years old
- Over 50 years old

Percentage of Board of Directors members by gender



- Men

Percentage of Board of Directors members by race/color



- White
- Brown

PREVENTION OF CONFLICTS OF INTEREST

GRI 2-15

AMAGGI's governance structure was designed to prevent and mitigate potential conflicts of interest in the conduct of business. The company's capital is wholly held by five family holding companies that participate, in equal shares, in André Maggi Participações S.A., all of which are bound by a shareholders' agreement that establishes clear rules for the election of the Board of Directors, for shareholders' rights and duties, and for restrictions on the transfer of shares.

The Board of Directors is composed of members appointed by the family holding companies and external directors, ensuring diversity of perspectives and greater independence in strategic oversight. The Executive Board is made up of professional executives, and its members are elected by the Board of Directors. In addition, the positions of Chair of the Board of Directors and Chief Executive Officer (CEO) are held by different people, reinforcing the separation between oversight and management.

Related-party transactions are carried out under market conditions, ensuring transparency and fairness in business relationships.

ESG GOVERNANCE GRI 2-12; 2-17; TCFD – Governance (a) and (b), TNFD (a), (b), and (c)

STRATEGY

AMAGGI's corporate governance structures the way the company makes decisions, manages risks, and ensures the reliability of information throughout its entire value chain. By combining ethics and integrity, risk management, data, transparency, and supply chain traceability, governance supports strategy execution and contributes to dialogue and responses to the demands of markets, partners, and society. This integrated approach creates solid foundations for the responsible and sustainable conduct of the business.

RISKS

The oversight of topics related to climate change, as well as strategic socio-environmental risks and opportunities, is part of the Board of Directors' regular agenda in the context of its responsibility for strategy, risk management, and sustainability. The Executive Board monitors the incorporation of these risks and opportunities into corporate planning and investment decisions, ensuring alignment between long-term vision and operational execution. In addition, the company holds an annual **Socio-environmental Critical Analysis** meeting with Senior Leadership, dedicated to assessing the evolution of the sustainability strategy, defining priorities and goals for the following period, and deepening emerging topics such as climate change, the carbon market, and human rights.

SUSTAINABILITY

The Sustainability area coordinates the identification, assessment, and implementation of climate mitigation and adaptation actions, in an integrated manner with the business areas, which are responsible for incorporating energy efficiency, emissions reduction, and operational resilience criteria into their routines and projects. This structure ensures that climate-related decisions are incorporated into the company's governance and management model.



Ethics, integrity, and compliance

GRI 3-3 Material Topic: Ethics, integrity, and compliance

Ethics and integrity are central principles of AMAGGI's work and guide the way the company conducts its business, establishes partnerships, and makes decisions at all levels of the organization. This commitment is structured in an **integrated system of policies, standards, and practices**, presented alongside, which defines clear standards of conduct and reinforces individual and collective responsibility in all activities.



Integrated compliance structure

AMAGGI's compliance structure is integrated into its corporate governance and aims to prevent, identify, and address risks related to inappropriate conduct, ethical deviations, and legal non-compliance, acting as a structural element of management and not merely as a control mechanism.

At the end of 2025, the company improved its organizational structure, further strengthening the function's autonomy.

The Compliance area, which was previously linked to the ESG Office, began reporting directly to the CEO in 2026, reinforcing its independence, expanding strategic alignment with senior management, and consolidating its role as a central body in risk management and the promotion of a culture of integrity.

The area's work is guided by the Integrity Policy and complemented by normative instruments covering topics applicable to all operations and to the value chain, such as anti-corruption, unfair competition, manage-

ment of conflicts of interest, and respect for human rights. Throughout the period, the company maintained and strengthened its grievance and reporting channels, with ongoing actions for dissemination, training, and improvement of investigation flows, reinforcing their role as essential instruments of governance and the promotion of an ethical and safe environment.

AMAGGI's risk management process follows the guidelines of ISO 31000 and includes the periodic assessment of corruption-related risks in the organization's different processes; in the analyses carried out in 2025, no significant risks associated with this topic were identified. Anti-corruption policies and procedures are communicated to members of governance bodies, employees, and business partners through institutional channels, internal platforms, and periodic integrity training conducted throughout the year.

GRI 205-1; 205-2

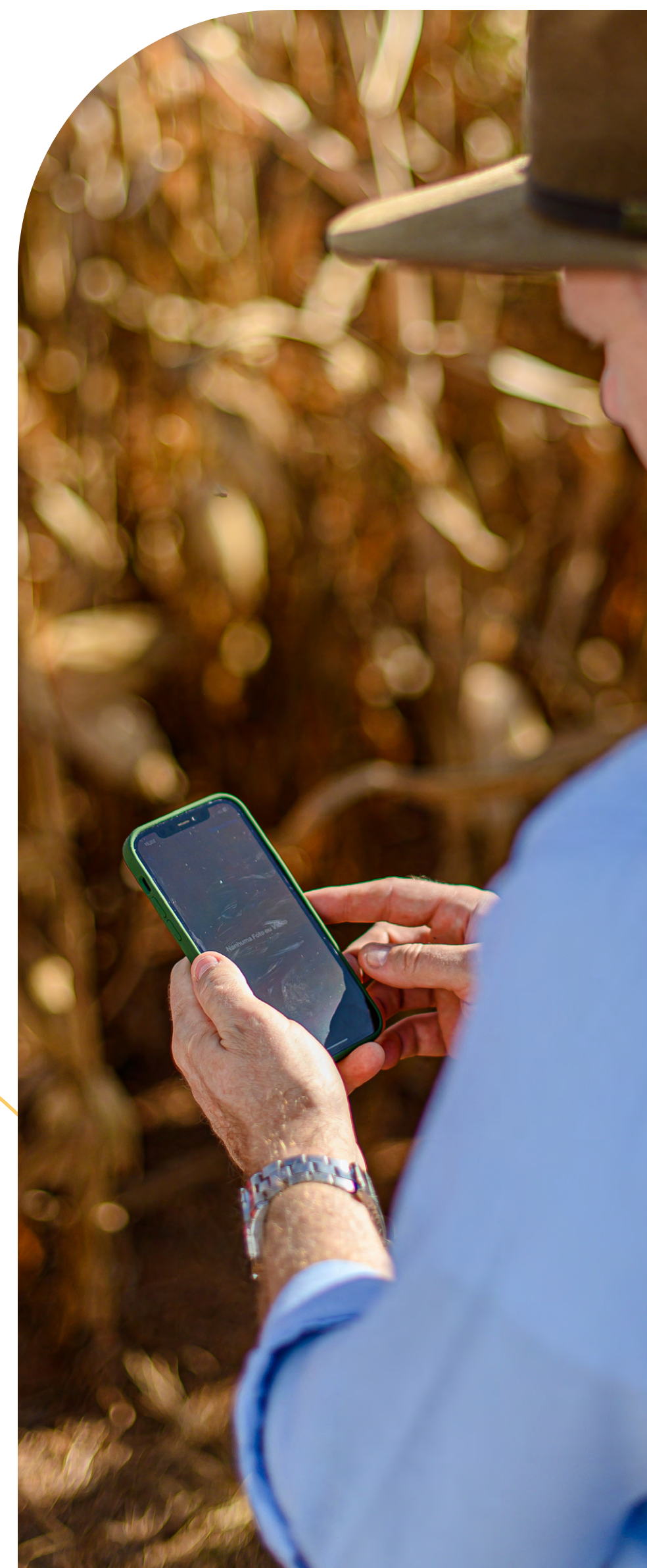


Preventive approach

AMAGGI also adopts a preventive approach that combines due diligence processes in integrity and human rights, especially in the relationship with suppliers and partners, with ongoing communication, training, and awareness-raising actions. These initiatives strengthen the organizational culture, increase people's engagement, and contribute to consolidating an environment guided by transparency, respect, and responsibility. In 2025, there were no confirmed cases of corruption involving AMAGGI or its employees. There were also no dismissals, disciplinary sanctions, or contract terminations with business partners due to corruption-related violations, nor any legal proceedings brought against the company or its professionals on this basis during the reporting period. **GRI 205-3**

Non-negotiable commitment

By strengthening its ethics, integrity, and compliance system, AMAGGI reaffirms its commitment to robust governance, capable of supporting relationships of trust, mitigating risks, and supporting the conduct of business in a responsible manner aligned with the highest national and international standards. These commitments are implemented through the application of corporate policies and procedures, ongoing training and awareness programs, and monitoring carried out through regular internal audits, which assess the compliance of operations with established guidelines and contribute to the continuous improvement of processes. **GRI 2-24**



CONFIDENTIAL CHANNEL **GRI 2-25; 2-26**

AMAGGI maintains a confidential channel that allows all its stakeholders to register grievances and reports regarding possible irregularities in a safe and, if desired, anonymous manner. Reports are handled with seriousness, impartiality, and confidentiality by a third-party company, following structured investigation flows and ensuring protection against possible retaliation.

In addition to the confidential channel, the company maintains the **Women's Channel**, a space dedicated to receiving and investigating reports related to harassment, discrimination, and other conduct incompatible with the Code of Ethics and Conduct. Both channels are widely publicized and integrated into Compliance Program training. They reinforce the principles of confidentiality, non-retaliation, and good-faith reporting.

www.amaggi.com.br/canal-confidencial/

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COMMUNICATION OF CRITICAL CONCERNS

GRI 2-16

The communication of critical concerns to the highest governance body takes place through the Audit, Risk and Compliance Committee (CARC), which advises the Board of Directors in monitoring topics related to integrity, risk management, audit, and compliance.

The committee receives and analyzes consolidated information on relevant company risks, audit results, the evolution of the Compliance Program, report investigations, and the effectiveness of internal controls, forwarding these analyses to the Board of Directors for awareness and deliberation when applicable.

During the reporting period, information related mainly to integrity topics was communicated to the Board, including reports received through the Confidential Channel and the Women's Channel, with emphasis on occurrences associated with harassment and conduct incompatible with the Code of Ethics and Conduct. These topics were also addressed in Compliance Program training, with the aim of strengthening a culture of integrity and encouraging the good-faith reporting of non-compliance.

AMAGGI Ethics, Integrity, and Compliance Structure GRI 2-23



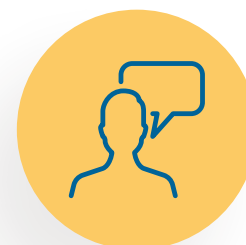
Code of Ethics and Conduct

- Establishes the expected standards of behavior for employees, administrators, and partners.



Due diligence in integrity and human rights

- Assessment of risks in operations and the value chain, including suppliers and partners.



Corporate policies

- Integrity Policy
- Anti-Bribery and Anti-Corruption
- Anti-Money Laundering Policy
- Antitrust and Competitor Relations
- Integrity Assessment Policy for Business Partners
- Compliance Policy for Trading with a Non-Restricted Person or Entity Established in a Sanctioned Jurisdiction
- Privacy Policy
- Socio-environmental Policy
- Human Rights Policy



Confidential channel for grievances and reports

- Available for registering reports safely and, if desired, anonymously.



Training, communication, and awareness-raising

- Ongoing training and campaigns to strengthen a culture of integrity.

Integrated risk, data, and transparency management

TNFD Risk and Impact Management (c)

Integrated risk management is one of the pillars of AMAGGI's governance and is directly connected to corporate strategy and long-term decision-making. The company adopts a structured and cross-cutting approach, guided by a **Corporate Risk Management Policy**, which establishes guidelines, processes, and responsibilities for the identification, assessment, treatment, and monitoring of risks throughout the organization. This approach considers strategic, operational, financial, socio-environmental, regulatory, and reputational risks, promotes an integrated view among the different areas of the business, and reflects the understanding that responsibility

for risk management is shared among strategic, executive, and operational bodies, strengthening the quality of decisions and the company's response capacity. The model adopted makes it possible to anticipate scenarios, support strategic decisions, and strengthen the company's operational resilience. To this end, AMAGGI continuously invests in technology, management support systems, monitoring tools, and training actions, in addition to relying on specialized teams that work in a coordinated way to identify, analyze, and report risks, disseminating an organizational culture guided by prevention and responsible management.



Reliable data

The reliability of data and information is an inseparable part of the company's management process, as it supports the correct assessment of risks, continuous monitoring, and the effectiveness of the decisions adopted. AMAGGI invests in systems, internal controls, and quality management practices that ensure the integrity, consistency, and traceability of the information used to monitor operations and support decision-making, strengthening governance and transparency.

Integrated approach

The integration of risks, data, and transparency expands the company's ability to respond consistently to operational, regulatory, and reputational challenges, while strengthening predictability, stakeholder trust, and management robustness. By consolidating this integrated approach, AMAGGI reinforces governance guided by responsibility, information reliability, and a long-term vision, which supports business resilience and value creation.

Responsibility for impact management **GRI 2-13**

The Board of Directors delegates to Senior Management, under the leadership of the Chief Executive Officer (CEO), responsibility for managing the company's economic, environmental, and social impacts. This responsibility is broken down among areas and leaders according to their competencies, with periodic monitoring and reporting to the Board. Board of Directors meetings take place ordinarily every quarter, at which time the President and Executive Officers present the evolution of AMAGGI's strategies, risks, and performance.

Climate risks in corporate management

TCFD – Risk Management (a), (b), and (c)

AMAGGI continuously identifies, assesses, and manages climate-related risks, considering both physical risks and transition risks. This process combines the analysis of internal and external information – such as climate history, regulatory scenarios, market requirements, and investor expectations – and

reflects the growing centrality of the topic in the company's strategic decisions.

The assessment takes place at different levels of the business and throughout the value chain, covering agricultural operations, logistics, asset acquisition, and relationships with suppliers. As a company in the agricultural sector, AMAGGI's performance is directly related to climate conditions, especially rainfall patterns, which influence productivity, the agricultural calendar, and operational efficiency.

Managing these risks includes preventive, adaptive, and strategic measures. These include strengthening socio-environmental traceability, improving production practices – such as regenerative agriculture –, using technologies to monitor own agricultural areas and partner producers, with monitoring of climate conditions, production performance, and socio-environmental compliance, as well as investments in energy efficiency, renewable energy, and lower-greenhouse gas emissions logistics solutions.

In addition to mitigation, the company works to capture opportunities associated with the

climate agenda, with initiatives to reduce emissions, develop carbon projects, and offer products with lower carbon intensity. Climate risks are incorporated into the corporate risk management system, assessed in terms of probability and potential short-, medium-, and long-term impact, and considered in strategic planning and decision-making processes.





Integrated Risk, Data, and Transparency Management at AMAGGI

Corporate Risk Management Policy

Establishes guidelines, processes, and responsibilities for the identification, assessment, treatment, and monitoring of risks across the organization.

Cross-functional and coordinated approach

Management conducted in an integrated manner among the different business areas, connecting strategy, operations, controls, and sustainability.

Risks monitored

- Strategic
- Operational
- Financial
- Socio-environmental
- Regulatory
- Reputational

Tools, people, and processes

- Support systems and technologies
 - Specialized teams
 - Continuous training and capacity building
- Strengthen risk prevention, analysis, and reporting.

Reliable data and transparency

Internal controls, information quality, and data traceability ensure more consistent decisions, predictability, and stakeholder trust.

Integration between risks, data, and transparency

- More consistent decisions
- Greater predictability
- Long-term resilience and sustainability

Supply chain management, transparency, and traceability

GRI 3-3 Material Topic: Supply chain management, transparency, and traceability

As an outcome of the governance structure and the **Corporate Risk Management Policy**, AMAGGI's supply chain management translates, in practice, the principles of prevention, monitoring, and mitigation adopted by the company. Guided by a set of corporate policies, this work establishes clear guidelines for responsible business conduct and reflects strategic decisions aligned with the organization's values. Beyond meeting regulatory and market requirements, this is an ongoing effort to monitor and qualify the chain, which is essential to sustain high levels of traceability in a dynamic context of growth, supplier diversification, and increasing demands for transparency.

The **Socio-environmental Policy**, in turn, establishes principles related to economic viability, environmental protection, and social responsibility, guiding work with suppliers, producers, and business partners. This

framework is complemented by the **Human Rights Policy**, the **Code of Ethics and Conduct**, and the **Supplier Code of Conduct**, which guide the processes for selecting, contracting, monitoring, and developing the value chain.

By deepening supply chain management, transparency, and traceability, AMAGGI strengthens its capacity to anticipate risks, meet the requirements of increasingly stringent markets, and consolidate a **business model aligned with socio-environmental responsibility, integrity, and a long-term vision.**



Structured **supplier** management and qualification

GRI 308-1; 308-2; 414-1; 414-2

With a current base of 12,780 active suppliers with transactions through procurement, AMAGGI adopts a structured supplier management process, which covers registration, approval, evaluation, and continuous monitoring. Suppliers considered critical undergo additional assessment procedures based on socio-environmental, legal, and integrity criteria before contracting.

In 2025, 405 suppliers were assessed for potential social impacts within the scope of the ASF, with restrictions identified in 9.85% of cases, mainly related to the absence or irregularity of environmental documentation, embargoes, or labor-related notices of violation. In these situations, monitoring and adjustment measures are adopted before contracting or continuing the business relationship.

The Compliance area works in alignment with supplier management, conducting **Integrity Due Diligence (DDI)** procedures, especially for partners and suppliers considered critical to the business. This process complements the socio-environmental assessment. In 2025, 1,328 procedures of this nature were carried out. **GRI 205-1**

In 2025, **640 Supplier Socio-environmental Assessments (ASF)** were carried out as part of the qualification process for critical procurement suppliers. As a result of these analyses, **90.16% of the suppliers assessed were approved**, while the others received restrictions or were blocked due to documentary or socio-environmental non-compliances identified in the process.



LOCAL SUPPLIERS GRI 204-1

In 2025, 14.41% of the procurement budget of operating units was allocated to suppliers contracted locally in the states of Mato Grosso, Rondônia, Roraima, and Amazonas. In addition, 100% of procurement suppliers that carried out transactions with the company during the period were analyzed, reinforcing the commitment to compliance, integrity, and socio-environmental responsibility criteria.



Transparency, traceability, and control of AMAGGI's **grain and fiber** chain

GRI 3-3 Material topic: Supply chain management, transparency, and traceability; 13.23.2

Traceability is one of the central pillars of AMAGGI's grain and fiber supply chain management. More than a control mechanism, it is a strategic tool that connects territorial integrity, governance, and access to increasingly demanding global markets. In a context of regulatory evolution and higher market expectations for agro-industrial chains, ensuring visibility over the origin of traded grains has become a structural condition of the company's business model.

Since 2024, **AMAGGI has maintained 100% traceability of direct grain suppliers in Brazil, in addition to 100% traceability of indirect suppliers at the first point of aggregation of the product.** This result reflects the consolidation of structured data governance, which combines geospatial monitoring, registration analysis, and socio-environmental criteria applied systematically in the purchasing process.

At farm level, the company reached 68% traceability of indirect suppliers in 2025 in the Amazon and Cerrado biomes, considered strategic regions with higher de-

forestation and conversion risk. In this context, traceability is not merely a coverage indicator, but an active management tool. It enables risk identification, territorial prioritization, targeted supplier engagement, and the application of proportionate measures in cases of non-compliance, strengthening the consistency of the DCF commitment throughout the entire chain. The robustness of this system is reinforced by independent audits and periodic socio-environmental verification processes, which assess data consistency, the application of blocking criteria, and the effectiveness of chain control mechanisms.



COMMITMENT TO A GRAIN CHAIN FREE FROM DEFORESTATION AND CONVERSION OF NATIVE VEGETATION (DCF)

AMAGGI reaffirms its commitment to a monitored and traceable grain supply chain, ensuring that the production traded by the company is free from deforestation and conversion of native vegetation (Deforestation and Conversion Free – DCF).



Learn more in AMAGGI's Progress Report at the link: www.amaggi.com.br/relatorio-e-prestacao-de-contas



Socio-environmental criteria and requirements for grain procurement

Regarding the process for acquiring grains from rural producers, it is the company's commitment to ensure an ethical supply chain. For this reason, AMAGGI has the following minimum socio-environmental criteria. Grains are not traded from productive areas that overlap with:

- IBAMA and state environmental agency embargoes;
- Indigenous lands and strict protection conservation units;
- Areas deforested after 01/01/2025, in accordance with our commitment toward a grain chain free from deforestation and conversion of native vegetation;
- Areas not in compliance with the Pará Green Grain Protocol;
- Slave Labor Dirty List.

In addition to restrictions on production and grain trading, AMAGGI is committed to promoting socio-environmental certifications, as well as responsible origin assurance solutions that connect responsibility and sustainability across all axes of the value chain.

In addition to control and monitoring mechanisms, AMAGGI invests in the engagement and development of its supply chain. The company promotes training, technical guidance, and communication actions aimed at suppliers and producers, with the objective of strengthening responsible practices, expanding understanding of socio-environmental requirements, and supporting the continuous improvement of chain performance.

Socio-environmental certifications and origin assurance programs

GRI 13.23.4

AMAGGI has been improving and strengthening its work in socio-environmental certifications and assurance programs, offering products aligned with market-recognized indicators and internally developed metrics, in line with the demands of customers committed to more responsible and sustainable production chains.

Currently, AMAGGI operates in compliance with widely recognized national and international certifications, such as RTRS, EURED, 2BSvs, ProTerra, ABR/BCI, RenovaBio, and ISO 14001, in addition to having its own certifications such as ACTS, Amaggi Regenera, and Origins, making available in its portfolio solutions that meet different markets, commodities, and regulatory requirements. This portfolio includes certifications for traceable grains, such as soybeans and corn and their byproducts, biodiesel, and cotton, which use specific socio-environmental requirements and compliance with applicable legislation as references. In this context, AMAGGI stands out as one of the global leaders in certified soy volume, in addition to actively participat-

By adopting globally recognized standards, AMAGGI expands access to markets, mitigates socio-environmental risks, and ensures that its products meet increasingly rigorous requirements for sustainability, integrity, and responsible origin.

ing in the Round Table on Responsible Soy (RTRS) and ProTerra technical discussions.

Within the scope of RTRS certification, the Company maintained a consistent growth trajectory, with an increase of approximately 55% between 2023 and 2024 and 32% between 2024 and 2025. A similar movement



was observed in the Origins certification, which recorded growth of around 85% between 2024 and 2025.

The ORIGINS Field module, recognized by the European Feed Manufacturers' Federation (FEFAC), meets the requirements of the European market, with a relevant presence in countries such as Germany, the Netherlands, Denmark, Greece, and Poland, in addition to supporting the strategy for ex-

pansion into new markets. At the same time, AMAGGI advanced in the development of modules focused on low-carbon grain traceability, supported by its own carbon footprint calculation tool, as well as in the creation of segregated routes for certified products. The initiatives strengthen support for compliance with the EUDR (European Union Deforestation Regulation) and reinforce the Company's commitment to innovation, transparency, and sustainability.

The pursuit of higher performance standards guides AMAGGI to meet not only legislation, but also **recognized national and international benchmarks.**

In this context, the socio-environmental and quality certifications presented below demonstrate the evolution of its governance, the continuous improvement of risk management, and the Company's commitment to increasingly robust, traceable, and reliable processes.

Socio-environmental certifications

A grid of ten logos for socio-environmental certifications. The logos are arranged in three rows: the first row has three logos (Round Table on Responsible Soy, ACTS, 2BS), the second row has three logos (ORIGINS, ABR, ISO 14001), and the third row has four logos (ProTerra, better cotton, amaggi regenera, RenovaBio).

Quality and Safety Certifications

A grid of five logos for quality and safety certifications. The logos are arranged in three rows: the first row has two logos (NÃO OGM, GMP+), the second row has two logos (CERTIFIED K KOSHER, ISO 9001:2015), and the third row has one logo (MAPA).

Society

People, producers,
and communities

IN THIS CHAPTER:

 2 ZERO HUNGER	 4 QUALITY EDUCATION	 11 SUSTAINABLE CITIES AND COMMUNITIES
 3 GOOD HEALTH AND WELL-BEING	 8 DECENT WORK AND ECONOMIC GROWTH	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Our people

Human rights and equal treatment

Health, well-being, and safety

Community relations and local development

≡ MENU





Our people GRI 2-7

AMAGGI recognizes that people management is decisive for the sustainability of the business and for the efficiency of an integrated operation present in different territories and production realities. As a company with a relevant presence in Brazilian and international agribusiness, this responsibility grows, deepening the conviction that training, engagement, and care for people are essential to resilience, adaptability, and sustainable long-term growth.

The people agenda advanced connected to corporate strategy, demonstrating the maturity of people and management practices, the strengthening of organizational culture, and the consolidation of policies and processes focused on the holistic development of employees.

In people management, this evolution reflects the Beyond Commodities vision, by valuing **knowledge, behavior, culture, and leadership** as central drivers of long-term value creation for the company and for the sector of which it is part.

Employee profile

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

At the end of 2025, AMAGGI's workforce consisted of **9,857 professionals**, representing an increase of 175 people compared to 2024, equivalent to growth of 1.8% in its own workforce. This evolution reflects the expansion and continuity of operations, as well as the strategic decision to strengthen internal teams as a basis to support growth, operational efficiency, and the long-term vision of the business.

Employees are distributed across different regions of Brazil, following AMAGGI's territorial presence in the agribusiness chain. **100% of employees were covered by collective bargaining agreements**, reaffirming the company's commitment to labor relations guided by dialogue, transparency, and fair conditions.

GRI 2-30

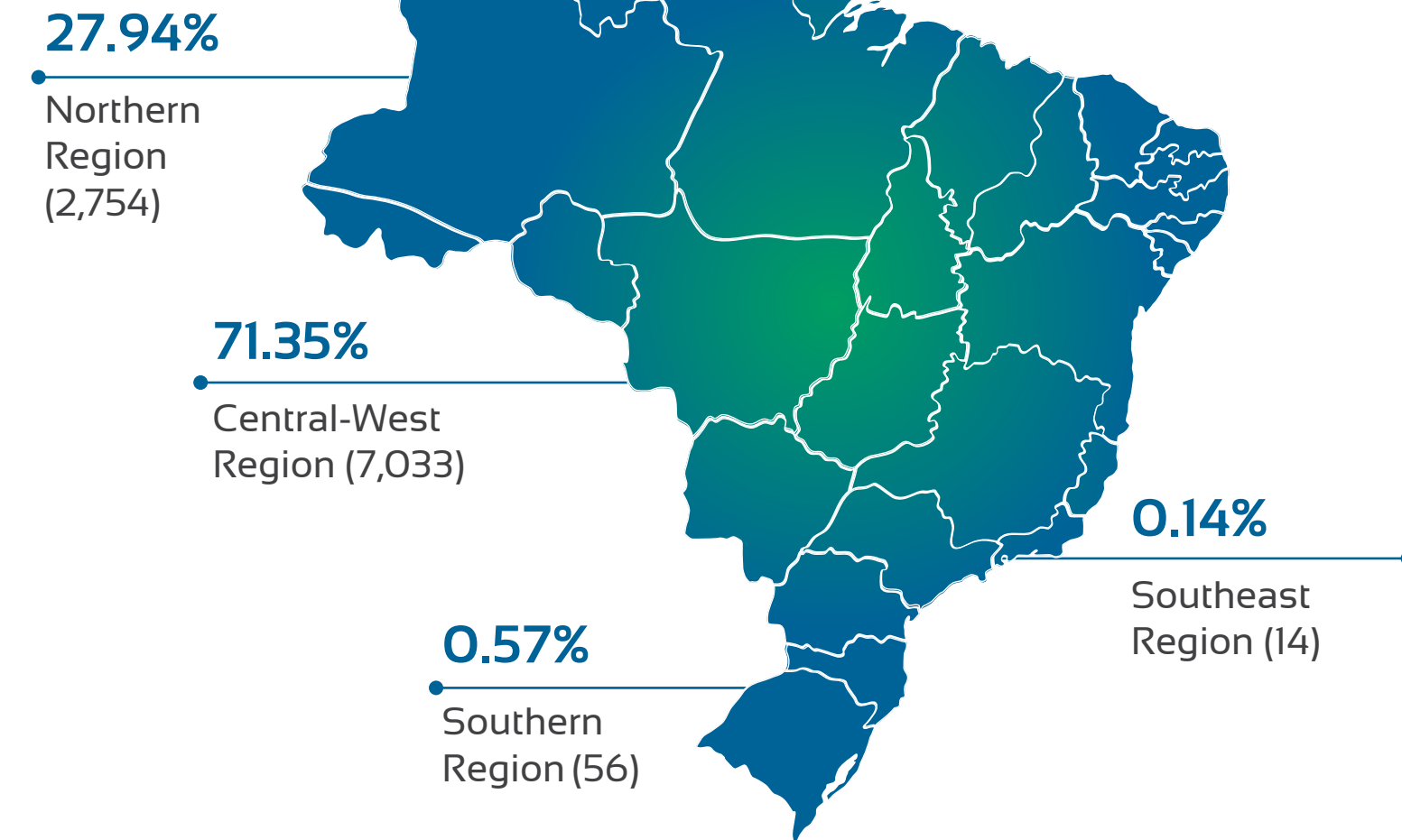
In addition to its own workforce, AMAGGI had **1,569 outsourced workers**, 26.5% fewer than in the previous year. This variation is mainly associated with the completion of specific works and projects, with third parties continuing to be used in activities such as civil construction, maintenance, property security, and support services. Criteria and practices focused on safety, respect for labor rights, and legal compliance are also equally adopted in the chain of service providers. Outsourced workers are not part of the company's payroll system. In 2025, AMAGGI advanced in the implementation of a tool intended for the control and monitoring of third parties, whose implementation is in the final stage.



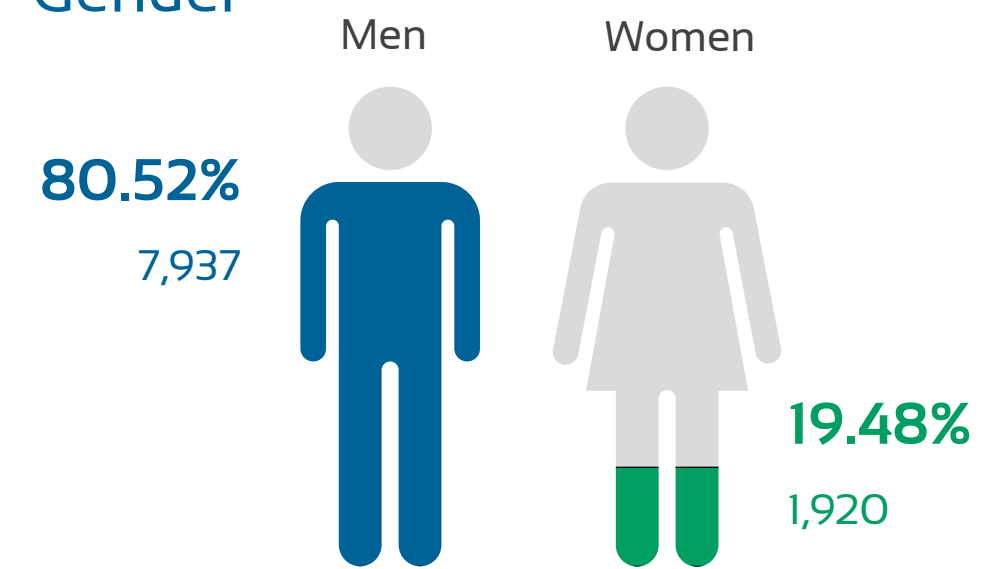
Employee growth



Region

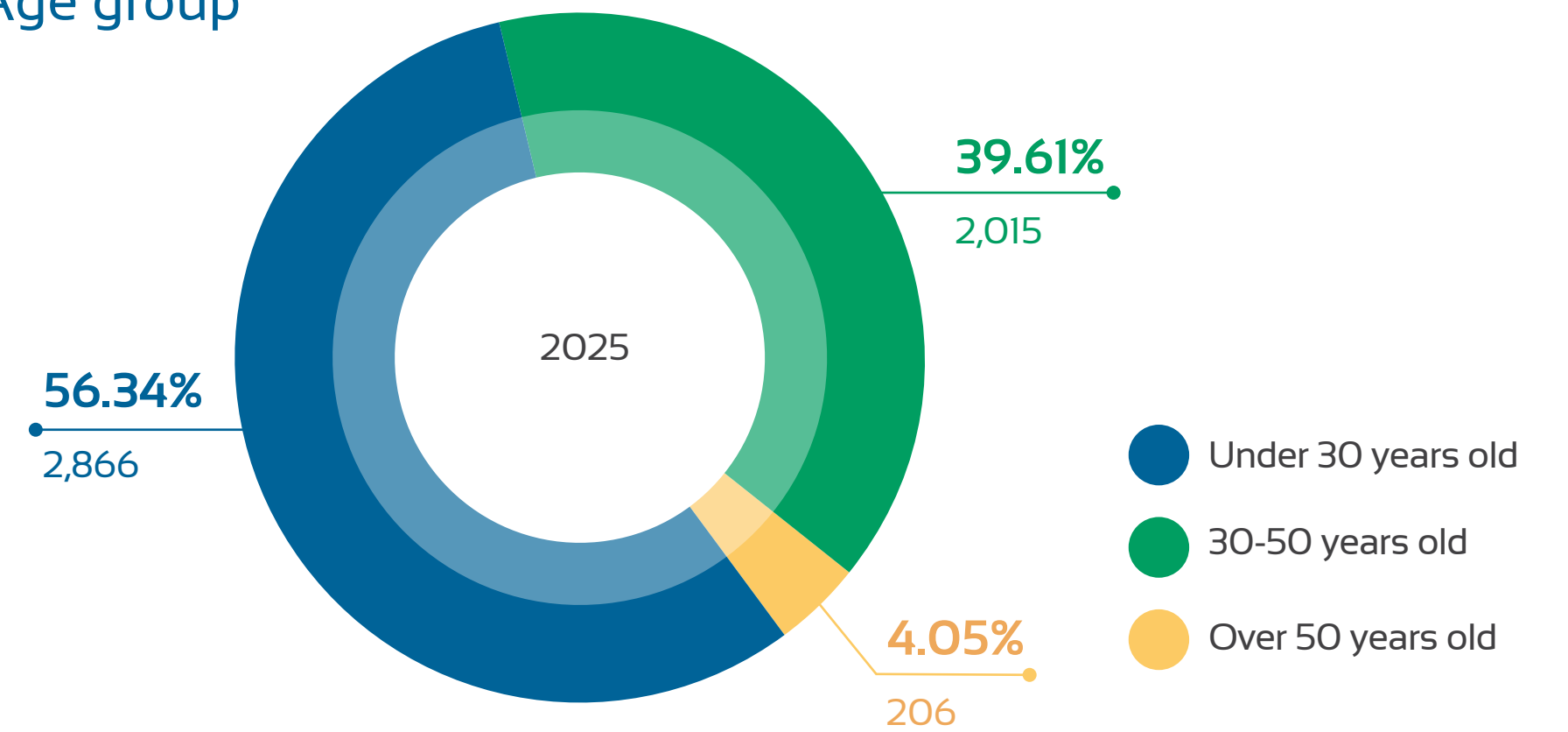


Gender

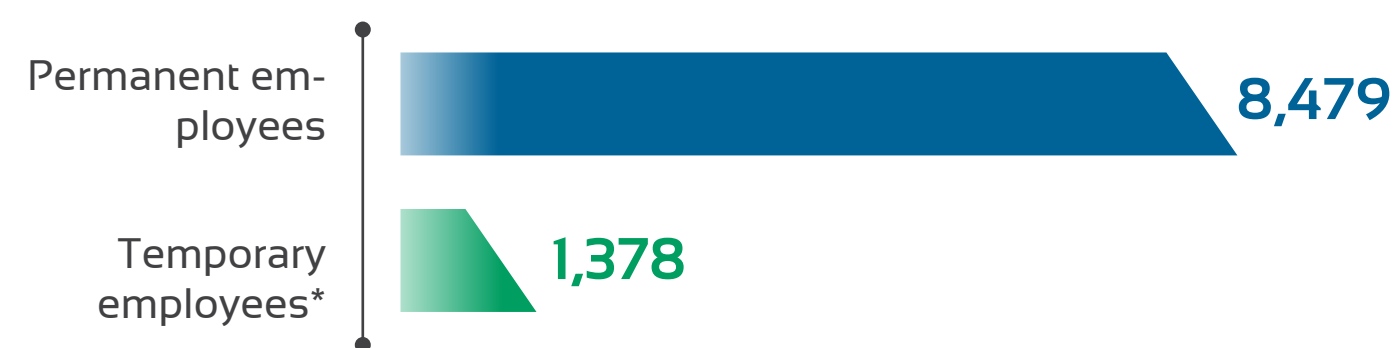


1,569
outsourced workers

Age group



Type of contract



**Temporary employees are professionals directly hired by the company for a fixed period or for specific activities, not including outsourced workers or service providers.*



Total number of employees by employment contract type and gender GRI 2-7

	2023			2024			2025		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Men	6,817	944	7,761	7,086	861	7,947	6,951	986	7,937
Women	1,398	301	1,699	1,446	289	1,735	1,528	392	1,920
Total	8,215	1,245	9,460	8,532	1,150	9,682	8,479	1,378	9,857

Total number of employees by working hours and gender GRI 2-7

	2023			2024			2025		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Men	7,641	120	7,761	7,768	179	7,947	7,779	158	7,937
Women	1,538	161	1,699	1,521	214	1,735	1,656	264	1,920
TOTAL	9,179	281	9,460	9,289	393	9,682	9,435	422	9,857

Total number of employees by employment contract type and region GRI 2-7

	2023			2024			2025		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
Central-West	6,294	1,173	8,097	7,220	1,098	8,318	5,805	1,228	7,033
North	1,251	71	1,322	1,264	49	1,313	2,610	144	2,754
Southeast	6	0	6	11	1	12	13	1	14
South	34	1	35	37	2	39	51	5	56
TOTAL	8,215	1,245	9,460	8,532	1,150	9,682	9,435	422	9,857

Total number of employees by working hours and region GRI 2-7

	2023			2024			2025		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
Central-West	7,867	230	8,097	7,981	337	8,318	6,744	289	7,033
North	1,274	48	1,322	1,264	49	1,313	2,629	125	2,754
Southeast	5	1	6	10	2	12	13	1	14
South	33	2	35	34	5	39	49	7	56
TOTAL	9,179	281	9,460	9,289	393	9,682	9,435	422	9,857

Talent attraction and development GRI 404-1, 404-2, 404-3

Talent attraction and the **continuous development of people** are central elements of AMAGGI's strategy and are among the company's main challenges, especially given its significant presence in inland regions of the country.

Operating in locations far from large urban centers requires specific solutions to attract qualified professionals while ensuring alignment with the organization's values, principles, and culture. In this context, AMAGGI recognizes that the challenge is not limited to the volume of candidates, but to building sustainable bonds based on technical and behavioral competencies and cultural alignment.

Of the total of 5,087 hires made in 2025, 2,866 were professionals under 30 years old, which highlights the strategic role of building a long-term talent pipeline. To support this strategy, AMAGGI maintains structured **Young Apprentice, Internship, and Trainee** programs, which function as fundamental entry points into the business. In 2025, these initiatives underwent relevant evolutions, with advances in standardization, monitoring, and the qualification of training experiences, increasing their effectiveness as attraction tools and as development mechanisms aligned with the organization's current and future needs.



5,087
hires in 2025



YOUNG APPRENTICE (ALÇAR PROGRAM)

One of AMAGGI's main training and productive inclusion actions, bringing together around 500 young people. In 2025, the program consolidated its transformation from an initiative mainly focused on legal compliance into an effective development tool, recognized by the company's areas as a space for training new talent. In addition to technical training and practical experience, the program includes ongoing monitoring and multidisciplinary support, considering that many young people enter the labor market while facing different social and emotional vulnerabilities.

INTERNSHIP PROGRAM

The company's internship policy was updated and standardized across all units. An integration agent responsible for contract management, coordination with educational institutions, and student monitoring was adopted. The initiative helped mitigate logistical challenges associated with the location of operations, strengthening internal flows, institutional integration by project, and a more consistent semiannual monitoring model, which increases the quality of training experiences.

TRAINEE PROGRAM 25/26

This edition of the program reinforced its strategic role as a lever for succession and leadership development. The program evolved with the incorporation of gamification, that is, practical challenges and progressive development phases, prioritizing the resolution of real business problems, integration among units, and the strengthening of technical and behavioral competencies. The relevance of this path is reflected in the presence of professionals and managers in key positions who joined the company as trainees, demonstrating its direct contribution to the sustainability of leadership in the long term.



VALUING INTERNAL TALENT

As a complement to external attraction, AMAGGI strengthens internal recruitment as a pillar of its people strategy. The company intends that between 80% and 90% of promotions come from internal talent, encouraging mobility, continuous development, and talent retention. In 2025, the improvement of digital tools, especially the expansion of visibility of opportunities through the **AMAGGI Play** platform, helped expand employees' access to available positions in different units, reinforcing the culture of internal growth and the use of existing human capital.

Hiring of employees by gender GRI 401-1

	2023		2024		2025	
	Number of hires	Rate	Number of hires	Rate	Number of hires	Rate
Men	4,520	85.56	4,032	86.62	4,138	81.34
Women	763	14.44	623	13.38	949	18.66
Total	5,283	100	4,655	100	5,087	100

Employee turnover by gender GRI 401-1

	2023		2024		2025	
	Number of terminations	Rate	Number of terminations	Rate	Number of terminations	Rate
Men	3,917	86.97	3,859	85.93	4,125	83.98
Women	587	13.03	632	13.07	787	16.02
Total	4,504	100	4,491	100	4,912	100

Hiring of employees by age group GRI 401-1

	2023		2024		2025	
	Number of hires	Rate	Number of hires	Rate	Number of hires	Rate
Under 30 years old	2,899	54.88	2,395	51.45	2,866	56.34
30-50 years old	2,191	41.47	2,057	44.19	2,015	39.61
Over 50 years old	193	3.75	203	4.36	206	4.05
Total	5,283	100	4,655	100	5,087	100

Employee turnover by age group GRI 401-1

	2023		2024		2025	
	Number of terminations	Rate	Number of terminations	Rate	Number of terminations	Rate
Under 30 years old	2,241	49.76	2,147	47.81	2,509	51.08
30-50 years old	2,027	45.00	2,096	46.67	2,169	44.16
Over 50 years old	236	5.24	248	5.52	234	4.76
Total	4,504	100	4,491	100	4,912	100

Hiring of employees by region GRI 401-1

	2023		2024		2025	
	Number of hires	Rate	Number of hires	Rate	Number of hires	Rate
Central-West	4,241	80.28	3,735	80.24	4,054	79.69
North	1,022	19.35	899	19.31	1,000	19.66
Southeast	2	0.03	6	0.03	6	0.12
South	18	0.34	15	0.32	27	0.53
Total	5,283	100	4,655	100	5,087	100

Employee turnover by region GRI 401-1

	2023		2024		2025	
	Number of terminations	Rate	Number of terminations	Rate	Number of terminations	Rate
Central-West	4,025	89.37	3,766	83.86	4,058	82.62
North	468	10.39	713	15.88	839	17.08
Southeast	0	0.00	0	0.00	3	0.06
South	11	0.24	12	0.26	12	0.24
Total	4,504	100	4,491	100	4,912	100

AMAGGI University

AMAGGI University plays a strategic role as an **integrating platform** for technical, behavioral, leadership, compliance, ESG, and culture training initiatives.

In 2025, the university's work was strengthened with the implementation of a new technological learning platform that made it possible to expand its reach. In this context, the average number of training hours recorded significant growth, increasing from 43.18 hours in 2024 to 63.75 hours in 2025 among men, and from 40.56 hours to 60.11 hours among women.

Structured to respond to the demands of the operation in an increasingly complex production environment, the university is organized into 12 thematic schools and structuring programs, designed to support the development of technical and behavioral competencies aligned with team challenges. Throughout its history, it has evolved from a model based on standardized content to a demand-driven logic, with leaders and areas activating the educational structure to build learning solutions connected to the real needs of the business.



AMAGGI University

Integrated educational ecosystem

- Corporate learning platform aligned with business strategy
- Structure designed to serve **corporate areas and different operational segments**
- Customized approach, connecting **learning, performance, and value creation**
- **New technological learning platform:**
 - **84 training missions**
 - **1,842 in-person classes**, including technical and behavioral training, conferences, and certifications
 - **1,421 online learning resources**

Thematic schools

Specialization aligned with operations

- Structure organized into 12 thematic schools:
 - Professional Axis Competencies
 - Self-Knowledge
 - Effective Communication of Our Talents
 - Integrate to Grow – Professional Axis
 - Emotional Intelligence – Talents
 - Managing Your Attention
 - The Next Leader Could Be You
 - Cultivating Innovation
 - Influential Professional
 - Leaders
 - Talents
 - Enabler
- Specialized centers for technical, behavioral, and strategic development
- Content aligned with the specific realities of each business area
- Focus on practical application and impact in the day-to-day business

Leadership and talent development

Development for complex environments

- Leaders School and Talents School as central axes
- Tracks that integrate technical and behavioral training
- Development of essential competencies, such as:
 - Self-leadership
 - Inspiring leadership
 - Emotional intelligence
 - Communication
 - Conflict management
 - Teamwork
 - Understanding behavioral profiles
- Recognition of different professional paths, including leadership and specialized technical careers

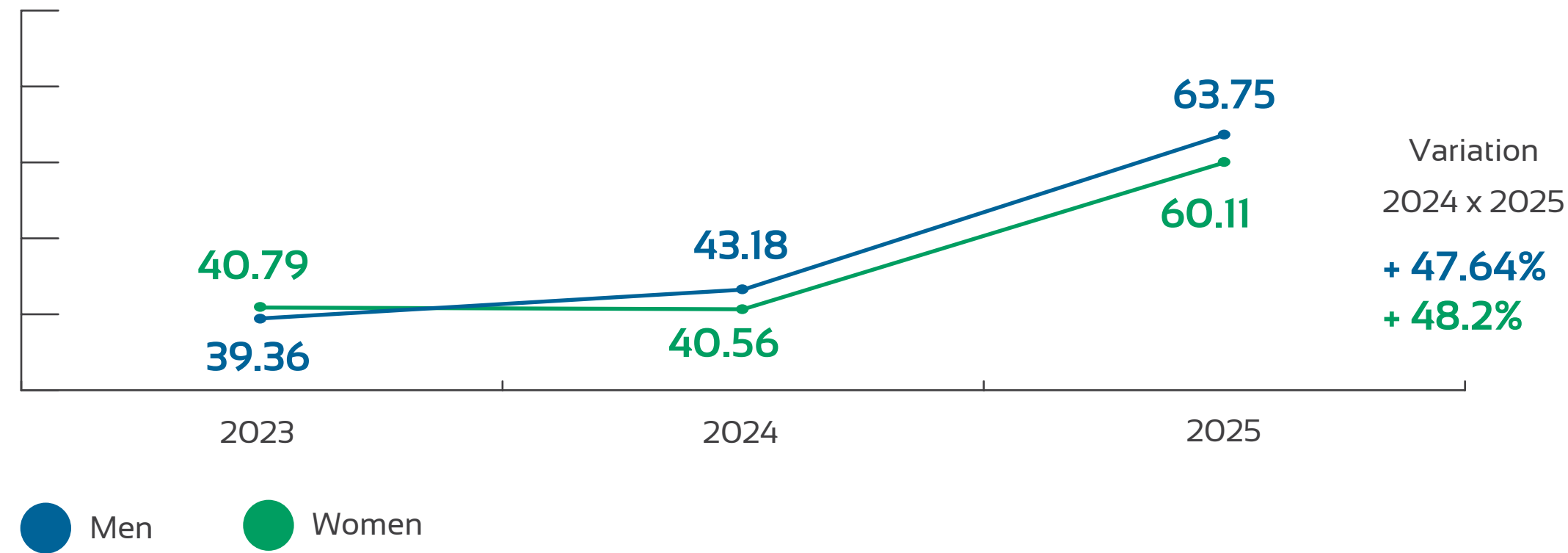
Technical and operational expansion

Training connected to business activities

- Specialized technical tracks, including:
 - Ground spraying
 - Soybean planting
 - Cotton harvesting
 - Training of agricultural drone pilots
 - River transportation
 - Seed quality for commercial teams
 - Defensive driving
 - Technical courses for warehouses
 - Professional qualification for pilots and mechanics
- Completion of around 20 masterclasses aligned with Individual Development Plans (IDPs)
- Expansion of reach through strategic partnerships
- 597 training sessions carried out in partnership with SENAR



Average employee training hours by gender GRI 404-1



Average employee training hours by functional category GRI 404-1

	2023	2024	2025	Variation 2024 x 2025
Directors	21.56	13.90	37.63	+ 170.72%
Managers	60.02	56.47	93.47	+ 65.52%
Administrative	33.38	38.20	54.23	+ 41.97%
Trainees	78.01	85.05	210.72	+ 147.76%
Operational	38.85	40.81	60.05	+ 47.14*
Technical	68.12	80.53	124.26	+ 54.30%

* In 2025, the company redefined the way learning is measured, considering each content made available as one learning unit.



ITAMARATI FARM MAINTENANCE SCHOOL

In 2025, AMAGGI University advanced in consolidating training solutions directly integrated into the operation, with emphasis on the implementation of the Maintenance School at the Itamarati Farm (MT). The initiative structured a learning environment that integrates classroom and technical laboratory into the workshop routine, enabling hands-on training of professionals such as mechanics, electricians, lubricators, and maintenance technicians. Developed in partnership with strategic suppliers, who contributed equipment and technical content, the school strengthens the training of specialized labor in the territory itself, increases operational autonomy, and creates concrete opportunities for professional development, reinforcing AMAGGI University's role as a catalyst for educational solutions connected to the real needs of the business.



CAREER, DEVELOPMENT, AND SUCCESSION GRI 2-18

Performance assessment and career development remain structuring practices of people management at AMAGGI. In 2025, 100% of eligible employees participated in the process, consolidating a culture of continuous feedback and structured learning. The process guides the construction and monitoring of the **Individual Development Plan (IDP)**, reinforcing employees' ownership in defining their professional paths.

In 2025, AMAGGI achieved **full coverage of the performance assessment and career development process**, consolidating the practice as a structuring pillar of people management.

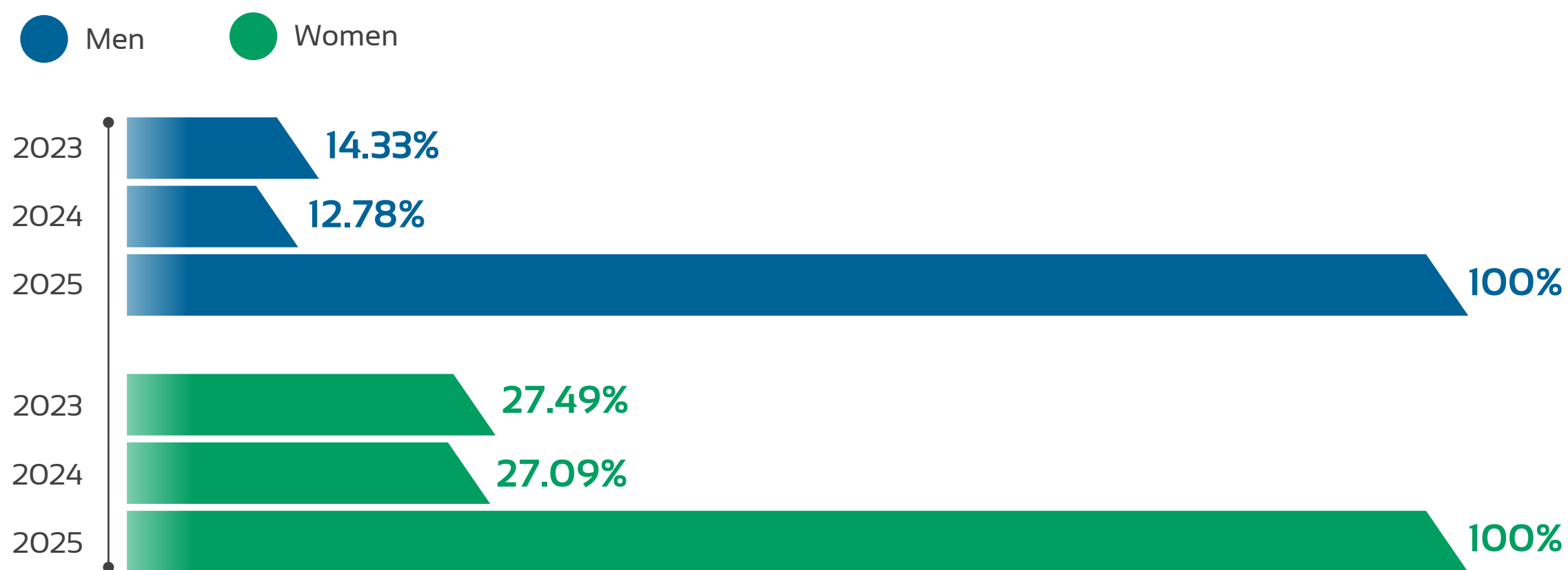
Beyond continuous training, the company takes a formal approach to career transitions, succession planning, and end-of-career support, integrating performance assessment, successor mapping, and individual development plans. The use of tools such as 9Box and analyses of talent loss risk supports strategic decisions on development and succession, contributing to business continuity, the appreciation of professional journeys, and responsible management of the full career cycle.

Leadership as a development axis

Leadership plays a central role as a reference for behavior, communication, and team development at AMAGGI. By continuously investing in the qualification of its leaders, the company reinforces its commitment to building safe, ethical, inclusive work environments guided by relationships of trust. In 2025, leadership development remained a priority in the people agenda, with initiatives focused on strengthening technical and behavioral competencies, team management, communication, decision-making, and leading people in diverse and geographically distributed contexts.

This investment recognizes the strategic role of leaders as the main link between the company and its employees. In an internal survey conducted in 2025, 89% of employees indicated that they prefer to receive institutional information through their immediate manager, highlighting the centrality of leadership in day-to-day communication, in aligning expectations, and in translating strategy into teams' realities.

Percentage of employees receiving regular performance and career development reviews by gender GRI 404-3





Human rights and equal treatment

Human rights

GRI 2-23, 3-3 Material Topic: Human Rights

Human Rights management at AMAGGI is integrated into the company's corporate strategy and sustainability agenda, and is treated as a material topic due to its potential impacts on people, communities, and the continuity of the business itself. Promoting safe, decent work environments grounded in respect is understood as an essential condition for long-term value creation.

In 2025, the implementation of the **Human Rights Policy** consolidated this direction, formally structuring the company's work on the topic. The policy guides risk identification, the

definition of responsibilities, and the adoption of preventive and corrective measures, incorporating due diligence processes focused on preventing, mitigating, and remediating adverse impacts, in addition to continuous monitoring and investigation mechanisms.

The approach adopted for reporting on the topic is aligned with the [UNGP Reporting Framework](#), ensuring transparency regarding governance, the identification of salient impacts, risk management, and remediation mechanisms.

PUBLIC COMMITMENT AND REFERENCE FRAMEWORKS

AMAGGI publicly reaffirms its commitment to respect and protect human rights in its operations and throughout the entire value chain, covering employees, small producers, family farmers, indigenous peoples, traditional communities, and other stakeholders.

Respect for Human Rights is a structuring principle of the company's work and guides its decisions, practices, and relationships.

This positioning is aligned with international reference instruments, including the Universal Declaration of Human Rights, the Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the UN Declaration on the Rights of Indigenous Peoples, and the principles of the Global Compact.

GOVERNANCE AND DUE DILIGENCE

This topic is integrated into corporate systems, policies, and processes through a structured human rights due diligence approach, which includes:

- **periodic identification and assessment of actual and potential impacts;**
- **prioritization of risks based on their severity and likelihood;**
- **definition of action plans with deadlines and responsible parties;**
- **continuous monitoring of the effectiveness of the measures adopted.**

Assessments are reviewed in three-year cycles — or earlier, if relevant changes occur in the operational or strategic context — which ensures the permanent updating of risk prioritization.

SALIENT ISSUES

In line with the Guiding Principles and the UNGP Reporting Framework, the company identifies the following topics as salient human rights issues:

- **labor rights and freedom of association;**
- **diversity, equity, and inclusion;**
- **rights of children and adolescents;**
- **rights of indigenous peoples, traditional communities, and inclusion of small producers;**
- **environmental protection and sustainable use of natural resources;**
- **local development;**
- **food security;**
- **anti-corruption.**

The identification of these risks is based on a systematic analysis of actual and potential impacts associated with agricultural, industrial, and logistics operations and the supply chain, including exposure to excessive working hours in critical operational activities, risks of inadequate working conditions in the

supply chain, and potential vulnerabilities related to forced or child labor. This preventive approach is designed to mitigate reputational, operational, and legal risks, ensure compliance with national and international standards, and promote decent working conditions in the value chain.

The socio-environmental risk analysis of the chain considers potential vulnerabilities associated with child labor, especially in activities such as waste collection and transportation, seedling supply, biomass production, and transportation of dangerous goods, which receive periodic monitoring and verification in the supplier assessment process. [GRI 408-1](#)

Among the activities assessed with greater attention regarding risks of forced labor or labor analogous to slavery are operations and suppliers associated with biomass supply, waste collection, seedling supply, barge manufacturing, and the supply of mineral products, segments that undergo socio-environmental due diligence, audits, and continuous monitoring processes.

[GRI 409-1](#)

ENGAGEMENT, LISTENING CHANNELS, AND PROTECTION AGAINST RETALIATION

AMAGGI's Human Rights governance is supported by a preventive approach that integrates training, monitoring, and formal listening mechanisms. The company maintains a formal procedure (PO-0383) to identify and engage stakeholders, with periodic consultations, active listening in licensing processes, and dedicated programs, such as AMAGGI in the Community.

The Confidential Channel is widely publicized and accessible to all stakeholders, constituting a legitimate, safe, and predictable mechanism for registering, investigating, and responding to potential violations. Reports involving allegations of violence or retaliation against human rights defenders receive priority treatment, with specific protocols for reception, analysis, and referral, in compliance with the effectiveness criteria provided in the United Nations Guiding Principles on Business and Human Rights. The company does not tolerate any form of retaliation against good-faith whistleblowers.

In 2025, mandatory training on Human Rights was maintained for employees from different areas and hierarchical levels, focusing on risk recognition, the promotion of respect, and the incorporation of these principles into business decisions. The guidelines of the Confidential Channel are periodically reinforced in presentations conducted by the Corporate Security and Compliance areas during SIPAT (Internal Week for the Prevention of Workplace Accidents) and in meetings with leaders. The analysis, possible remediation, and follow-up processes follow structured internal flows, under the supervision of the Ethics and Conduct Committee, ensuring appropriate handling of occurrences and the incorporation of lessons learned into management systems.

This set of measures strengthens an organizational culture based on human dignity, ethics, and responsibility, integrating prevention, qualified listening, and remediation into the company's day-to-day management. [Learn more in **Ethics, Integrity, and Compliance**.](#)

MONITORING AND REPORTING

The effectiveness of actions is monitored through qualitative and quantitative indicators, regular internal audits, and independent assessments. The results are reported transparently in this ESG Report, submitted to third-party verification. This monitoring and reporting structure is aligned with the UNGP Reporting Framework, which ensures coherence between public commitments, management practices, and performance disclosure.

REMEDIATION

When the company identifies that it has caused or contributed to adverse impacts, including situations involving violence, threats, or retaliation against rights defenders, the formal investigation and remediation process is triggered, in accordance with the Guidelines for Remediation of Adverse Human Rights Impacts. The objective is to ensure effective remedy for affected people, restore rights whenever possible, and incorporate lessons learned into management systems, strengthening preventive measures and promoting continuous improvement.



Diversity, Equity, and Inclusion

At AMAGGI, diversity, equity, and inclusion are **built in day-to-day** work relationships and reflected in concrete **management, care, and people development** decisions.

In 2025, the company continued its evolution with initiatives that reinforce the understanding that more diverse and inclusive environments require continuous preparation of leaders and teams, as well as active listening and support mechanisms. As a result, policies were strengthened and programs and campaigns aimed at promoting respect, equal opportunities, and equal treatment in different operational and regional contexts were implemented and/or expanded. The actions combined literacy, listening, and accountability. [See more in Main DE&I actions in 2025.](#)

For 2026, the implementation of mandatory online Diversity and Inclusion training at AMAGGI University and the launch of the "Respect and Work" campaign are planned, expanding the reach of training and cultural actions across the company.

Team diversity

AMAGGI's workforce is heterogeneous, composed of different profiles of gender, age group, race, and belonging to vulnerable groups, distributed across administrative, operational, technical, and leadership categories. This information supports the planning of affirmative actions and the monitoring of the evolution of diversity in the company, respecting the specificities of each area and operational reality.

ZERO TOLERANCE FOR DISCRIMINATION GRI 406-1

Regarding the prevention and handling of discrimination, three cases were recorded in 2025. All were formally analyzed through institutional channels and investigation processes conducted by the responsible areas, with the adoption of appropriate measures and awareness-raising actions during SIPAT. At the end of the reported period, there were no pending cases subject to corrective measures. The company maintains zero tolerance for discriminatory practices and continuously reinforces its prevention, listening, and accountability mechanisms.

PAY EQUITY GRI 405-2

Regarding pay **equity between genders**, AMAGGI systematically monitors the ratio between base salary and remuneration of women and men by functional category. In 2025, the data indicate **equivalence or proximity in the pay ratio** across different categories, reflecting the company's commitment to compensation practices based on technical criteria, responsibilities, and performance.



Ratio of the base salary and remuneration received by women and by men

	2023	2024	2025
Managers	0.93	0.94	0.91
Administrative	1.00	1.03	0.99
Trainees	1.10	1.00	1.05
Operational	0.99	1.05	0.91
Technical	1.05	1.02	1.07

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

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Directors	88.89%	11.11%	90.00%	10.00%	88.89%	11.11%
Managers	85.03%	14.97%	84.89%	15.11%	85.64%	14.36%
Administrative	58.82%	41.48%	48.34%	51.66%	45.69%	54.31%
Trainees	48.95%	51.05%	70.77%	29.23%	61.11%	38.89%
Operational	91.26%	8.74%	91.73%	8.27%	90.63%	9.37%
Technical	84.85%	15.15%	85.10%	14.90%	81.35%	18.65%

Percentage of employees by functional category and ethnicity GRI 405-1

	2023					2024					2025				
	Yellow	White	Indigenous	Brown	Black	Yellow	White	Indigenous	Brown	Black	Yellow	White	Indigenous	Brown	Black
Directors	-	33.33%	-	66.67%	-	-	40.00%	-	60.00%	-	-	33.33%	-	66.67%	-
Managers	0.89%	32.09%	0.53%	62.92%	3.57%	1.23%	32.34%	0.53%	61.86%	4.04%	1.58%	32.40%	0.53%	62.16%	3.33%
Administrative	-	41.18%	-	58.82%	-	0.56%	25.33%	0.10%	70.54%	3.47%	0.87%	26.86%	0.10%	68.22%	3.95%
Trainees	0.42%	26.10%	0.10%	70.13%	3.25%	1.54%	44.62%	-	46.15%	7.69%	5.56%	44.44%	-	50.00%	-
Operational	0.75%	8.29%	0.08%	84.70%	6.18%	1.30%	8.65%	0.10%	83.42%	6.53%	1.32%	9.94%	0.12%	81.63%	6.99%
Technical	0.30%	17.27%	-	79.40%	3.03%	0.33%	17.22%	-	80.46%	1.99%	0.96%	19.29%	0.64%	76.85%	2.26%

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

	2023			2024			2025		
	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old	Under 30 years old	30-50 years old	Over 50 years old
Directors	-	33.33%	66.67%	-	50.00%	50.00%	-	55.56%	44.44%
Managers	14.08%	72.91%	13.01%	11.95%	73.99%	14.06%	9.28%	76.36%	14.36%
Administrative	88.24%	11.76%	0.00%	58.96%	38.22%	2.82%	59.94%	36.74%	3.32%
Trainees	58.49%	38.78%	2.73%	95.38%	4.62%	-	88.89%	11.11%	-
Operational	37.11%	53.17%	9.72%	34.83%	54.71%	10.46%	33.82%	54.75%	11.43%
Technical	31.82%	59.39%	8.79%	25.83%	64.90%	9.27%	21.86%	66.88%	11.26%

Percentage of employees by vulnerable group GRI 405-1

	2023				2024				2025				
	Women	Black	Persons with disabilities	Indigenous	Women	Black	Persons with disabilities	Indigenous	Women	Black	Persons with disabilities	Indigenous	50+
Directors	11.11%	-	-	-	11.11%	-	-	-	11.11%	-	-	-	44.00%
Managers	14.36%	3.33%	4.73%	0.53%	14.36%	3.33%	4.73%	0.53%	14.36%	3.33%	4.73%	0.53%	14.36%
Administrative	54.31%	3.95%	5.10%	0.10%	54.31%	3.95%	5.10%	0.10%	54.31%	3.95%	5.10%	0.10%	3.32%
Trainees	38.89%	-	-	-	38.89%	-	-	-	38.89%	-	-	-	-
Operational	9.37%	6.99%	2.98%	0.12%	9.37%	6.99%	2.98%	0.12%	9.37%	6.99%	2.98%	0.12%	11.42%
Technical	18.65%	2.25%	12.82%	0.64%	18.65%	2.25%	12.82%	0.64%	18.65%	2.25%	12.82%	0.64%	11.25%



KEY DE&I ACTIONS IN 2025

INCLUSION AND DIVERSITY POLICY

The publication of the Inclusion and Diversity Policy consolidates AMAGGI's commitment to the topic and establishes guidelines for promoting inclusive environments, preventing discrimination, and addressing structural biases. The document guides the company's work on topics such as gender equity, inclusion of people with disabilities, generational, racial, and cultural diversity, as well as respect for different identities and forms of expression.

INCLUSIVE LEADERSHIP AND UNCONSCIOUS BIAS

Throughout the year, AMAGGI intensified leadership awareness-raising and development actions, recognizing the strategic role of this audience in building an inclusive culture. **Around 75% of leaders were trained on Inclusive Leadership and Unconscious Bias.** The training strengthened their ability to identify inequalities, make responsible decisions, and foster respectful, open work environments.

INCLUSION CENSUS

AMAGGI advanced in deepening the diagnosis on diversity by conducting the Inclusion Census, which had the **participation of 850 respondents** and made it possible to map perceptions, challenges, and opportunities for improvement. As an outcome of this process, 22 employees were identified in the Census as people with disabilities who required specific follow-up, guiding more targeted support, accessibility, and development actions.

INCLUIR AND ACOLHER PROGRAMS

In the field of structured support for people with disabilities, the Incluir Program maintained continuous activity in 2025, promoting qualified listening, guidance, and follow-up, with 233 employees with disabilities assisted during the year. The Acolher Program expanded specialized care, serving 106 people, including financial assistance for therapies for employees or dependents with Autism Spectrum Disorder (ASD). The program supports their well-being, retention, and inclusion in the workplace.

"RESPECT FOR ALL PEOPLE" CAMPAIGN

The promotion of a culture of respect throughout AMAGGI was reinforced with campaigns and educational actions. The "Respect for All People" campaign promoted ongoing and bimonthly dialogues on topics such as ageism, culture and religion, gender, and neurodiversity. In parallel, 19 lecture groups on moral and sexual harassment were held – with disclosure of the Women's Channel – reaching approximately **2,900 participants**, strengthening prevention and awareness, and encouraging the responsible use of reporting channels.



Learn more at:
amaggi.com.br

Health, well-being, and safety

GRI 3-3 Material Topic: Health, well-being, and safety

Occupational health and safety are treated by AMAGGI as inseparable dimensions of business management and care for people.

Spanning multiple regions – many of them remote and operationally complex areas – **the company adopts a structured, preventive, and integrated approach** aimed at anticipating risks, strengthening safe behaviors, and building increasingly protected and participatory work environments.

With a base of more than **25.3 million hours worked in 2025**, a level similar to the previous period, the company reinforces the consistency and comparability of occupational health and safety performance indicators. **GRI 403-9**

The commitment to these criteria is materialized through the **Occupational Health and Safety Management System (SGSSO)**, based on current Regulatory Standards and applicable to all company units. The system organizes and standardizes processes, responsibilities, and practices related to occupational health and safety, supporting legal compliance, mitigating occupational risks, and continuously building a culture of prevention. This approach reflects the understanding that safety must be incorporated into operational processes and routines, and not treated as an isolated function. In 2025, AMAGGI took an additional step by beginning the implementation of its own software, GSSEG - Occupational Health and Safety Management, in order to strengthen governance and the operational routine with systematized tools. This progress was accompanied by the implementation of oper-

ational tools and prevention routines, such as Critical Operating Procedures (POC), Planned Safety Inspections (IPS), adherence checks, formal PPE audits, and the Step-by-Step Safety methodology, reinforcing the safe execution of activities across different operational fronts. In the same period, the psychosocial risk assessment methodology within the scope of Occupational Risk Management was concluded, with application expected to begin in 2026.

GRI 403-1, 403-2 and 403-4

AMAGGI also establishes health and safety requirements for service providers that work at its units. These criteria are defined in Procedure PO-0551 (General Procedure for Service Provision), which guides compliance with occupational safety obligations, including the presentation of an Occupational Health Certificate (ASO), proof of mandatory training, and other applicable requirements before the start of activities. **GRI 403-7**



Occupational Health and Safety Management System in practice

- Risk identification
- Prior task analysis
- Definition of controls
- Training
- Behavioral monitoring
- Audits and continuous improvement

Behavioral safety as a central axis of the strategy

By recognizing that accident prevention depends not only on standards and equipment, but also on people's engagement and attitude in everyday life, AMAGGI advanced in reinforcing the role of leadership as a reference for safe behavior, encouraging dialogue, active listening, and co-responsibility within teams. The company assesses health and safety impacts in 100% of the significant categories of products and services traded. These assessments include structured hazard analysis and risk management systems, aimed at ensuring product quality, safety, and suitability throughout the stages of production, processing, and trading. [GRI 416-1](#)

Active employee participation is a pillar of this strategy. Through practices such as **Occupational Health and Safety Conversations, Mutual Alert, Behavioral Observation and Intervention**, and the work of the **Internal Accident Prevention Committees (CIPA)**, the company encourages open communication about risks, deviations, and opportunities for improvement – building a culture of trust and collective learning. Monthly CIPA meetings function as a structured channel for listening, debate, and dissemination of good practices, complemented by ongoing awareness-raising actions, such as the **Internal Week for the Prevention of Workplace Accidents (SIPAT)**.

[GRI 403-4](#)

Investment in employees' technical and behavioral training is continuous. In partnership with **AMAGGI University**, in-person, hybrid, and digital training sessions are offered, covering technical, legal, and operational topics, in addition to content focused on risk perception and behavior-based safety. In 2025, hybrid training sessions on **NR 12 (Safety in Machinery and Equipment)** and **NR 35 (Work at Height)** were highlights, reflecting the commitment to ongoing training and the protection of people. [GRI 403-5](#)

Incident and accident investigation processes follow a structured methodology, with communication, classification, cause analysis, and definition of corrective measures, ensuring organizational learning and the prevention of recurrence. Periodic internal audits complement this system, monitoring adherence to established guidelines and supporting the evolution of occupational health and safety performance. [GRI 403-8](#)

During the period covered by this report, no cases of non-compliance with impact on consumer health and safety related to the Company's products or services were recorded. [GRI 416-2](#)





OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

GRI 403-9; 403-10

In 2025, 93 recordable work-related injuries involving employees were recorded, representing a 6.9% increase compared to 2024. There was also growth in the number of accidents with serious injuries, which increased from 63 to 73 cases. These results reflect the complexity of the operations and guided the strengthening of risk analyses, training, and behavioral safety practices.

In the same period, there was a 50% reduction in the number of fatalities among employees compared to 2024, with the rate decreasing from 0.08 to 0.04. This indicator is treated as the highest priority by the organization and guides decisions, investments, and continuous prevention actions, reinforcing AMAGGI's commitment to protecting life and continuously improving health and safety performance.

Work-related injuries involving employees

	2023	2024	2025
Number of hours worked	24,188,020.00	25,352,188.00	25,361,127.00
Number of fatalities resulting from work-related injuries	1	2	1
Rate of fatalities resulting from work-related injuries	0.04	0.08	0.04
Number of high-consequence work-related injuries (excluding fatalities)	84	63	73
Rate of high-consequence work-related injuries (excluding fatalities)	3.47	2.48	2.88
Number of recordable work-related injuries recorded	113	87	93
Rate of recordable work-related injuries	4.67	3.43	3.67

¹ The main employee injuries presented in 2025 were: contusion; sprain; hematoma; cut; fracture; burn; pain, and other less frequent injuries.

² Rates calculated based on 1,000,000 hours worked, according to NBR 14.280.

Work-related injuries involving workers who are not employees

	2023	2024	2025
Number of hours worked	Not Available	Not Available	Not Available
Number of fatalities resulting from work-related injuries	1	1	2
Rate of fatalities resulting from work-related injuries	Not Available	Not Available	0.08
Number of high-consequence work-related injuries (excluding fatalities)	23	24	31
Rate of high-consequence work-related injuries (excluding fatalities)	Not Available	Not Available	1.22
Number of recordable work-related injuries recorded	24	25	34
Rate of recordable work-related injuries	Not Available	Not Available	1.34

¹ The main injuries to third parties presented in 2025 were: fracture; cut; sprain; burn; pain, and other less frequent injuries.

² Rates calculated based on 1,000,000 hours worked, according to NBR 14.280.

Health and Well-Being

Caring for people's health goes beyond preventing occupational risks. At AMAGGI, employee health is treated with a broad approach that integrates safety, well-being, and quality of life as complementary and inseparable dimensions of care. This perspective is reflected both in structured occupational health management and in the provision of programs, benefits, and initiatives that promote physical, emotional, and social balance in everyday life.

Occupational Health

The company conducts **Occupational Medical Exams** according to the risks associated with each role, following the guidelines of the **Occupational Health Medical Control Program (PCMSO)**. Digital systems support the monitoring of deadlines and the completion of exams, while the **Annual Analytical PCMSO Report** guides prevention and control actions. In 2025, two cases of recordable occupational diseases among employees were recorded, a 60% reduction compared to 2024, both accompanied by control and clinical monitoring measures. [GRI 403-3](#)

Health care journey

- Occupational exams (PCMSO)
- Digital monitoring
- Annual Analytical Report
- Preventive and educational actions

Health promotion and quality of life

Employees have access to a broad network of benefits and programs focused on promoting health and quality of life. The corporate health plan offers national coverage, with access to consultations, exams, and specialized treatments, including for dependents. With the intention of expanding the reach of care, especially in more remote regions, the company invests in **telemedicine solutions** to ensure 24-hour care and reduce geographic barriers to access to health.

Initiatives such as **Dr. AMAGGI**, a digital well-being platform, other multidisciplinary support platforms, and health guidance programs expand the possibilities for continuous care, offering medical, psychological, nutritional, sports, social, legal, and financial support. This care ecosystem reflects the understanding that timely access to health is decisive for the well-being of people and their families, especially in contexts of operations far from large urban centers. [GRI 403-6](#)



BENEFITS THAT EXPAND CARE FOR PEOPLE GRI 401-2

As part of its comprehensive care strategy, AMAGGI offers full-time employees a set of benefits focused on social protection, health, well-being, and financial security, applicable to all company units in Brazil. These resources contribute to increasing the quality of life of employees and their families, especially in contexts of operations in remote regions.

The main benefits include:

Group life insurance with 24-hour coverage, inside and outside the workplace, extended to spouse and children;

Extended maternity and paternity leave, supporting the strengthening of family bonds and care in the first months after birth;

Support and well-being programs focused on:

- Confidential specialized guidance and access to in-person and free care in psychological, legal, financial, and social areas, aiming at well-being and personal balance;
- Network of gyms and physical and mental health professionals;

Corporate health plan with national coverage, reduced waiting period, extension to dependents, and exemption from costs in high-complexity procedures;

Private pension plan offered for more than 15 years, as a tool for long-term planning and financial security;

Telemedicine and digital health app (Dr. AMAGGI), a medical care platform with more than 33 specialties (including psychotherapy and nutritional care), available at no cost to employees and dependents;

Disability and invalidity allowance, reinforcing protection in situations of greater vulnerability;

Acolher Program, with the provision of a monthly amount as assistance for employees and dependents diagnosed with Autism Spectrum Disorder (ASD).





MATERNITY AND PATERNITY LEAVE GRI 401-3

AMAGGI adopts policies that support relevant moments in employees' personal and family lives, such as extended **maternity and paternity leave**, in addition to initiatives focused on a structured and welcoming return to work. In 2025, **306 employees took maternity or paternity leave**, 247 men and 59 women. Of this total, **304 employees returned to work after the end of leave**, resulting in a **return-to-work rate of 99.35%**, which demonstrates the effectiveness of the company's monitoring and reintegration practices.

Regarding **retention after return**, the analysis considers leaves granted in 2024, the only comparable period so far, as it allows verification of the employment relationship after 12 months. Of the 343 employees who returned to work that year, 214 remained employed one year after returning, 179 men and 35 women, representing a retention rate of 62.4%.

	Gender	2023	2024	2025
Total employees entitled to maternity or paternity leave	Men	7,761	7,947	7,937
	Women	1,699	1,735	1,920
Employees who took leave during the period	Men	250	265	247
	Women	78	78	59
Employees who returned to work after the end of leave in the reporting period	Men	250	265	247
	Women	78	78	57
Employees who returned to work after leave and remained employed 12 months after returning to work	Men	175	160	179
	Women	31	37	35
Return rate	Men	100	100	100
	Women	100	100	96.61
Retention rate	Men	100	64.00	68.00
	Women	100	47.44	45.00

Note: For purposes of the GRI indicator, "eligible employees" are considered all employees entitled to parental leave under the company's policy, regardless of whether they became parents during the period. The following lines present, among those who effectively became entitled to leave during the period, how many took it and their respective return and retention indicators.

Community relations and local development

GRI 3-3 Material Topic: Community relations and local development



AMAGGI's presence in the territories where it operates is guided by the conviction that **business sustainability** is directly linked to the **quality of the relationships** built with **local communities**.

In practice, this vision reflects the belief that value creation goes beyond agricultural, logistics, energy, and commercial operations that make up the company's business model, and incorporates institutional strengthening, local development, and the building of long-term bonds.

Private Social Investment is one of the main paths for materializing this commitment. In 2025, initiatives were organized mainly through the **André and Lucia Maggi Foundation (FALM)**, responsible for structuring, executing, and monitoring projects focused on social and productive inclusion, access to economic and cultural opportunities, and strengthening capacities in the territories where the company operates.

In 2025, FALM deepened its work guided by efficiency and impact, allocating **82% of resources directly to the communities**

served, a percentage higher than the market average, estimated at 76% for corporate foundations. **The Foundation also advanced in improving its management and results assessment tools, including the consolidation of its methodology for assessing the institutional maturity of partner organizations.**

During this period, FALM was present in 19 municipalities where AMAGGI operates, in the states of Amazonas, Mato Grosso, Rondônia, and Roraima. The initiatives directly impacted 10,099 people through

actions in income generation, family farming, professional qualification, culture, and strengthening civil society organizations. Investments totaled BRL 6,065,324.87, including administrative expenses, payroll, and project execution. These resources supported work guided by planning, continuous monitoring of results, and alignment with the **2030 ESG Goals**.

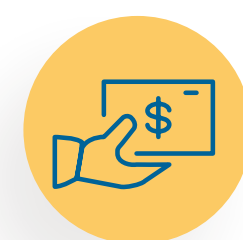


Learn more
about **FALM**

FALM in numbers – 2025



19 municipalities
with AMAGGI
operational
presence



BRL **6.06**
million invested



10,099
people directly impacted

Impact assessments and development programs focused on the local community GRI 413-1

AMAGGI maintains structured processes to identify, monitor, and manage socio-environmental impacts, as well as promote ongoing dialogue with local communities in the regions where it operates. In 2025, 100% of operations carried out social impact assessments – including analyses with a participatory approach and gender lens – and environmental impact assessments with continuous monitoring. The results of these assessments are publicly disclosed. All operations also have stakeholder engagement plans based on stakeholder mapping, formal mechanisms for receiving manifestations and grievances from local communities, and consultation processes that include

the participation of potentially vulnerable groups. Internally, works councils, health and safety committees, and other worker representative bodies contribute to the discussion and monitoring of impacts related to the company's activities.

Structured local development programs are implemented mainly through the André and Lucia Maggi Foundation (FALM). In 2025, the Foundation carried out initiatives – with financial support or direct execution, in person or remotely – in 29 municipalities. Of this total, 22 coincide with locations where AMAGGI maintains operations. This reach reinforces the connection between the Foundation's social work and the territories where the company is present, contributing to the strengthening of community relations and the promotion of local development.



Territorial action and community engagement

GRI 413-1

AMAGGI's territorial strategy is developed through ongoing dialogue, active listening, and engagement with local communities, considering the social, economic, and environmental specificities of each context.

In 2025, the company continued the actions of the **AMAGGI in the Community** program in the municipality of Corumbiara (RO), strengthening transparency, trust, and the continuous exchange of information on topics relevant to local development.

In the same period, progress was made in the initial stage of the program in the municipalities of Querência, Campo Novo do Parecis, and Sapezal (MT), with the completion of territorial diagnoses and stakeholder perception analyses regarding the impacts of the company's presence. These listening processes made it possible to identify expectations, risks, and opportunities, creating consistent foundations for defining future actions aligned with local priorities.

In parallel with territorial listening processes, FALM advanced in the consolidation of formal tools for assessing the institutional maturity of local partner organizations, strengthening capacities in governance, strategic planning, financial management, and communication. This movement helped increase the autonomy of supported institutions, which began to access new sources of financing and partnerships independent of the Foundation's direct support.

The management of actual and potential impacts associated with operations is integrat-

ed into the company's **Socio-environmental Management System** and includes continuous monitoring of aspects and impacts, definition of operational controls, and periodic internal audits. This process makes it possible to identify, prevent, and mitigate potential negative impacts on local communities, ensuring that any risks are addressed in a structured manner and monitored by the responsible areas. The results support specific performance and responsibility plans by unit, contributing to the continuous improvement of work in the territories. **GRI 413-2**

Indigenous peoples and traditional communities **GRI 411-1**

Among the groups that require specific attention in this context are indigenous peoples and traditional communities, whose rights and ways of life are considered in the company's socio-environmental management processes. AMAGGI's work in territories involving indigenous peoples and traditional communities is anchored in respect for Human Rights and compliance with Free, Prior

and Informed Consent (FPIC), in accordance with Convention No. 169 of the International Labour Organization (ILO) and Brazilian legislation. In 2025, no cases of violations involving these groups were recorded. In the case of the Jesuíta Small Hydropower Plant, located between the municipalities of Campos de Júlio and Sapezal (MT), the company maintained the implementation of environmental programs focused on impact management and relationships with potentially affected communities, including the execution of actions provided for in the Indigenous Environmental Program (PBAI) and the conduct of the approval process for the Permanent Compensation Program (PCP), in dialogue with the Enawenê-Nawê and Nhambiquara communities and with the National Foundation for Indigenous Peoples (FUNAI).

Currently, there are no pending issues or corrective measures in progress related to the project, whose guidelines are aligned with AMAGGI's Human Rights Policy.



Institutional strengthening of **territories** GRI 413-1

A relevant part of AMAGGI's Private Social Investment projects, carried out through FALM, is directed toward strengthening local capacities, productive inclusion, and expanding opportunities in the territories where the company is present. The initiative combines income generation, skills development, and support for local organizations, contributing to the construction of more resilient foundations for long-term development.

Since 2022, the **Growing with the Locality** program has consolidated itself as the main platform for this work. Structured around four complementary fronts – family farming; entrepreneurship; professional qualification and employability; and strengthening civil society organizations – the program connects economic development, technical training, and the strengthening of local organizations, with a focus on communities in situations of socioeconomic vulnerability. The main results achieved in 2025 are presented below.

In 2025, the alignment between the Foundation's work and AMAGGI's corporate strategy was reinforced, expanding the **integration between social impact and the business model**. This movement strengthened internal perception of the value creation associated with **social investment** and encouraged **greater engagement by operational areas** in territorial initiatives.

Family farming

Cultivating the Future Project

In 2025, FALM consolidated family farming as a core pillar of its productive inclusion strategy, promoting the integration of local enterprises into AMAGGI's chains and other institutional markets.

Through the Cultivating the Future project, the work combined income generation, organizational strengthening, and access to more predictable and sustainable markets, reaching **23 family farming organizations** in the states of **Amazonas** and **Mato Grosso**. Inclusive purchases from **nine enterprises** in **Itacoatiara (AM)** and **Vila Itamarati (MT)** were consolidated, with the sale of **50,200 kg of food**, involving **260 farming families** and generating **BRL 610,400 in revenue**.

In addition to entry into external markets, the strategy advanced in expanding purchases intended for internal supply. **In units such as Itacoatiara (AM), approximately 80% of the vegetables, fruits, and greens purchased for cafeterias began to come from local family farming.** The construction of these sales channels involved direct coordination among cooperatives, the Nutrition and Procurement areas of the units, FALM teams, and the company's operational areas,

respecting seasonality, production capacity, and viable logistics routes. The process required internal adjustments to purchasing flows, but resulted in the qualification of supply, reduction of intermediaries, and strengthening of local economies. The initiative contributed to regional income generation, strengthening the territorial economy, and valuing traditional food knowledge, while encouraging other areas to expand the participation of local suppliers.

Productive inclusion was preceded by **Participatory Rural Appraisals (PRA)**, which mapped challenges related to access to water, certifications, governance, and logistics. As an outcome, **14 cooperatives and associations** received financial support, totaling **BRL 499,000 invested**. Qualification took place through the **Foundation's Training Tracks**, with **519 hours of training** focused on management, production, and innovation. At the same time, four organizations began accessing the **Food Acquisition Program (PAA)**, which expanded the outflow of production and strengthened the role of family farming in supplying public food security facilities.



Entrepreneurship

Entre Linhas (Between the Threads) Project

The *Entre Linhas* (Between the Threads) project consolidated itself as a core initiative by connecting circular economy, professional qualification, and income generation to expand the financial autonomy of **73 women** facing socio-economic vulnerability. A total of **168 hours of training** were carried out, integrating technical training, productive organization, and market access. The **reuse of 1,630 corporate uniforms** resulted in the production of **1,032 corporate gifts**, generating **BRL 42,000 in sales**. In addition, **BRL 60,000 was allocated to improving sewing workshops**. In 2025, the project was expanded to Várzea Grande (MT).

Creative Economy Activation Project

The **Creative Economy Activation** project promoted employability and the strengthening of local networks through fairs, workshops, and mentoring carried out in **Itacoatiara (AM)** and **Campo Novo do Parecis (MT)**. In 2025, **5,751 people** participated in the activities. Among them, **37 entrepreneurs** sold **BRL 82,800** to an audience of more than **6,000 visitors**, consolidating the project's fairs as spaces for income generation, territorial connection, and stimulation of local entrepreneurship.



Professional qualification and employability

Agrocomputing and Farmday

The professional qualification strategy included partnerships with technical education institutions, universities, the 'S System' (Brazil's vocational training network), and companies, resulting in the granting of **six scholarships** for Agrocomputing students in Cuiabá and Rondonópolis (MT), totaling BRL 17,077.14 invested, in addition to **three field visits** (Farmday) that brought **105 students** closer to the reality and opportunities of the agricultural sector.

Impact potential

Institutional Development Journey

FALM continued the Institutional Development Journey, involving **32 civil society organizations** in **Mato Grosso, Rondônia, and Amazonas**. In 2025, **216 hours** of meetings, mentoring, exchanges, and follow-up of **Institutional Development Plans (IDPs)** were carried out, deepening topics such as governance, strategic planning, financial management, fundraising, and networking. The initiative reached **625 participants** through mentoring, workshops, conversation circles, and technical follow-up.

Communication and institutional relations

In 2025, strategic partnerships with **Fundação Uniselva** and the **Federal University of Mato Grosso (UFMT)** were consolidated, enabling technical studies, territorial diagnoses, and training actions focused on institutional development and family farming.

In coordination with the **State of Mato Grosso Secretariat for Family Farming (SEAF)**, the Foundation expanded access to structuring public policies, connecting training, technical assistance, and productive inclusion. Dialogue with the **Cuiabá Municipal Council for Social Assistance** ensured alignment of the Foundation's initiatives with social control instruments and the guidelines of public assistance policy. The partnership with the **Mato Grosso Court of Justice** contributed to the promotion of rights and the prevention of violence, strengthening interinstitutional action in the territories.

This set of connections consolidated the Foundation as a technical reference in the field of private social investment, expanding its presence in spaces for dialogue, dissemination of good practices, and construction of collaborative agendas with public and private actors.

Protection Network and guarantee of rights

Still within the scope of the Growing with the Locality program, the Foundation continued strengthening the **Protection Network in Itacoatiara (AM)**, with a focus on preventing and addressing violence against children and adolescents. The initiative connects public authorities, civil society organizations, and actors from the **Rights Guarantee System** and contributes to improving interinstitutional coordination and local response capacity. In 2025, coordination meetings were held with representatives of public authorities, civil society, and the Rights Guarantee System, involving **16 participants**.

Velha Serpa Cultural Center (CCVS)

In the field of culture and community co-existence, the Velha Serpa Cultural Center consolidated itself as a strategic cultural space in **Itacoatiara (AM)**. With **291 activities** carried out and the participation of **11,000 people**, the center expands access to culture, strengthens local identities, and promotes encounters among different audiences.

Mato Grosso Social Investors Network (RIS-MT)

The Foundation played an active role in the Mato Grosso Social Investors Network, especially through the holding of the **1st Training Cycle**, which brought together **26 companies, 242 participants, and 26 hours of training**. The content produced became part of **AMAGGI University's** collection, expanding the reach and dissemination of the knowledge generated.

Click for Good Project

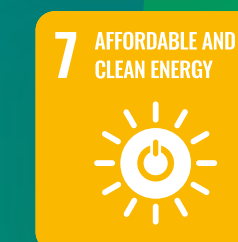
FALM strengthened social engagement and resource mobilization initiatives, such as the *Clique do Bem* (Click for Good) project, which mobilizes employees of AMAGGI, AL5 Bank, and the Foundation itself to allocate income tax to social funds. In 2025, the initiative recorded **70 sign-ups** and **BRL 20,945.00** allocated to the **Funds for Children, Adolescents, and the Elderly** in **Cuiabá and Confresa (MT)** and **Itacoatiara (AM)**.



Environment

Climate, transition,
and conservation

IN THIS CHAPTER:



Climate change
adaptation

Natural resources,
biodiversity, and land use

≡ MENU

Climate change adaptation

GRI 3-3 Material Topic: Adaptation and mitigation to climate change, 201-2

For an agricultural company, talking about climate is not talking about the distant future; it is talking about today. Rainfall variability, the gradual increase in average temperatures, and the greater frequency of extreme events directly impact crop planning, logistics, input availability, and production predictability.

It is in this context that **climate management gains strategic centrality at AMAGGI**. The topic is not merely reputational, but operational: adapting means ensuring production stability, and mitigating greenhouse gas emissions means ensuring competitiveness

in a market that is increasingly regulated and sensitive to the climate agenda.

To this end, the company adopts a strategy that integrates public long-term targets, technical data governance, operational efficiency, and the gradual transformation of the production base. Aligned with the **2030 ESG Goals**, the maintenance of energy self-sufficiency based on renewable sources, and the commitment to a deforestation- and conversion-free chain (DCF), this agenda guides operational decisions, investments, and the evolution of the production model.

By combining **emissions reductions** with **strengthened business model resilience**, AMAGGI builds a climate strategy that speaks both to the field and to the market, demonstrating that **production efficiency** and **environmental responsibility** are inseparable parts of value creation in agribusiness.



CLIMATE AND NATURE GOVERNANCE TCFD and TNFD – Strategy (a) and (b)

Governance and management of climate- and nature-related topics are integrated into AMAGGI's corporate strategy and follow recognized international references.

Climate (TCFD)

- Oversight by the Board of Directors and monitoring by the Executive Board;
- Integration of physical and transition risks into the corporate risk management system;
- Incorporation of climate factors into strategic and financial planning;
- Monitoring of GHG emissions (Scopes 1, 2, and 3) and targets validated by the SBTi.

Nature (TNFD)

- Application of the Double Materiality approach to identify priority topics;
- Geospatial monitoring and supply chain traceability;
- Commitment to a chain free from deforestation and conversion of native vegetation;
- Methodological evolution with progressive incorporation of elements of the LEAP approach, which involves locating, evaluating, assessing, and preparing strategic responses to environment-related risks, impacts, and opportunities.

STRATEGIC MANAGEMENT OF NATURE-RELATED RISKS AND OPPORTUNITIES

TNFD – Strategy (b) and (c), Risk Management and Metrics and Targets (a), (b), and (c).

AMAGGI's analysis of risks and opportunities highlights the direct relationship between the preservation of natural capital and business resilience. The company monitors physical risks associated with dependence on ecosystem services, such as climate stability and water availability, which may impact agricultural productivity and logistics efficiency. At the same time, transition risks are managed by anticipating national and international regulations, such as the European Union Deforestation Regulation (EUDR). Supply chain traceability and the DCF commitment therefore serve as key instruments for mitigating regulatory, reputational, and market access risks.

This approach drives strategic opportunities, such as increasing efficiency in resource use, advancing regenerative practices, and strengthening the Company's positioning in markets that demand sustainable supply chains. Transparency in natural capital management contributes to access to sustainable finance instruments and to the reduction of the cost of capital.

AMAGGI has a robust socio-environmental risk management structure, supported by geospatial monitoring systems, compliance criteria, and independent audits. As an evolution, the company is assessing how to progressively incorporate Double Materiality approaches – better integrating operational risks and natural capital dependencies to strengthen business resilience.

Climate strategy and public commitments

By joining the UN Race to Zero campaign, formalized in 2021, AMAGGI established the commitment to align its targets with climate science, with the objective of contributing to limiting global warming to 1.5°C. From this milestone, the company structured targets with 2022 as the base year, in order to reach net-zero emissions by 2050.

The target covers Scope 1, 2, and 3 emissions, with a short-term decarbonization pathway through 2035 and neutralization of residual emissions in the long term through 2050.

The inventory review conducted in 2025 focused on monitoring the targets validated by the SBTi and adapting to CDP reporting requirements, in order to strengthen the technical basis for monitoring emissions. This movement increases the robustness of climate governance and ensures the capacity to monitor the main emission drivers associated with operations and the production chain.

In the most recent CDP assessment cycle, AMAGGI maintained a **B score in Climate Change** and, for the first time, responded to the **Water Security** questionnaire, achieving **B-**. CDP's methodology, aligned with the TCFD recommendations and international reporting standards, assesses climate, forests, and water in an integrated manner, reinforcing the interdependence among these topics in corporate environmental management.

The results related to the Forests questionnaire, directly associated with chain traceability policies and the DCF (Deforestation and Conversion Free) commitment, are presented in [Land use](#) and [Commitment to a Grain Chain free from deforestation and conversion of native vegetation \(DCF\)](#).

In February 2025, AMAGGI's climate strategy was internationally recognized with the approval, by the SBTi, of three climate targets – **near-term, Net Zero, and FLAG (Forest, Land and Agriculture)**. The validation positions AMAGGI as the first grain and fiber producer and trader in Brazil to reach this level.



CLIMATE RESILIENCE AND LONG-TERM VISION

TCFD – Strategy (a), (b), and (c)

AMAGGI's climate strategy considers different time horizons, recognizing that the impacts of climate change appear differently over time and require gradual and structured responses.

Short term

Extreme events – such as prolonged droughts, heavy rainfall, or abrupt temperature variations – may directly impact agricultural productivity, storage, and the efficiency of strategic logistics corridors, especially those dependent on river navigability.

These factors are progressively incorporated into the company's strategic and financial planning, asset assessment, and prioritization of investments in energy efficiency, lower-emission logistics solutions, regenerative agriculture, and technological innovation, which strengthens the resilience of the business model in the face of different climate transition pathways.

Medium term

Gradual changes in rainfall patterns, rising average temperatures, and national and international regulatory developments may influence operating costs, market requirements, and investment decisions, requiring technological adaptation and continuous improvement of production practices.

Long term

The availability of natural resources, carbon pricing, and the advancement of global regulatory requirements tend to influence competitive positioning, market access, and capital attractiveness.



Emissions inventory and climate performance

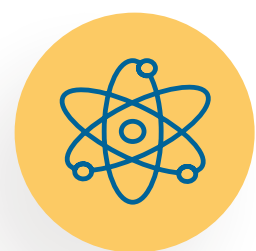
GRI 305-1; 305-2; 305-3; TCFD - Metrics and targets and TNFD - Metrics and targets (a), (b), and (c)

The risks and opportunities associated with climate change are monitored by AMAGGI through a set of climate metrics aligned with the science-based reduction targets approved by the Science Based Targets initiative (SBTi). The main indicators monitored include:

- **Greenhouse gas (GHG) emissions from Scopes 1, 2, and 3, reported annually in accordance with the GHG Protocol, which makes it possible to monitor the evolution of emissions over time and assess performance against the climate targets established;**
- **Efficiency and emissions reduction indicators, including the percentage reduction of emissions in the value chain and the evolution of revenue associated with low-carbon products and solutions.**

GHG emissions are monitored through the Emissions Inventory, which covers scopes 1, 2, and 3 and makes it possible to assess the company's exposure to physical and transition climate risks, while also supporting the identification of opportunities related to operational efficiency and the development of low-carbon solutions. Performance against these indicators is monitored in relation to the climate targets established by the company, including the emissions reduction commitments validated by the Science Based Targets initiative (SBTi) and the goal of reaching net-zero emissions (Net Zero) across the entire value chain by 2050.

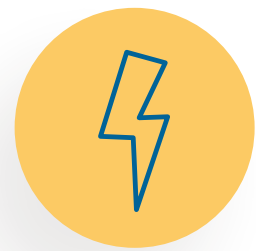
In 2025, AMAGGI's GHG emissions intensity was **0.0017 tCO₂e per revenue unit**, an indicator used to monitor the evolution of the carbon efficiency of operations over time. **GRI 305-4**



Scope 1:

+927,000 tCO₂e

predominantly associated with the use of nitrogen fertilizers and fuels in agricultural and logistics operations.



Scope 2 (location-based and market-based)

0.00 result of the company's energy self-sufficiency, with own generation from renewable sources.



Scope 3:

+1.5 million tCO₂e

related to the value chain, including input production, transportation, processing, and use of sold products.

The reduction in Scope 1 emissions between 2024 and 2025 is associated with the decrease in emissions from mobile combustion, agricultural activities, and land-use changes, resulting mainly from the adoption of biodiesel and ethanol in farm operations, the reduction in the use of inputs for soil correction, and the improvement in fighting accidental fires.

The maintenance of zero Scope 2 emissions, both under the location-based and market-based approaches, reflects the company's energy model, based on self-generation of energy from renewable sources, such as Small Hydropower Plants (SHPs) and solar photovoltaic systems, which eliminates dependence on net electricity purchases from third parties.

Scope 3 emissions account for the largest share of AMAGGI's carbon footprint and reflect the complexity and breadth of its value chain. The increase observed in 2025 is mainly associated with the methodological improvement of the inventory, with the expansion of the categories accounted for, in addition to operational variations in specific categories, resulting in a more complete representation of the company's indirect emissions.

This progress reinforces the dynamic nature of the emissions inventory and expands AMAGGI's capacity to identify reduction opportunities along the chain. In this context, biogenic emissions and removals remain relevant, highlighting the importance of the land, vegetation, and regenerative practices component in the company's climate strategy.

	2022	2023	2024	2025
Scope 1	1,184,985	1,163,376	1,801,778	927,133
Scope 2	21,675	15,269	-	-
Scope 2 – Market based	3,286	-	-	-
Scope 3	842,516	753,671	768,232	1,536,137
Biogenic emissions	1,190,269	628,672	379,581	658,997
Biogenic carbon removals	-341,643	-454,262	-454,262	361,279.10 tCO ₂ e

ADVANCES IN ENVIRONMENTAL MONITORING

In the most recent methodological improvement cycle, the company reviewed the classification criteria for the phytophysiognomies of its preserved areas based on high-resolution satellite images. The update increased the accuracy of estimates of natural carbon stocks associated with native vegetation and improved the calculation of reported biogenic removals, increasing the technical robustness of the climate information disclosed.



Renewable energy and self-sufficiency GRI 302-1; 305-2

The renewable energy matrix is a structural pillar of AMAGGI's mitigation strategy. The company maintains own generation through small **hydropower assets** and **solar assets**, in order to sustain a model of self-sufficiency between electricity generation and consumption.

This arrangement consistently reduces exposure to energy market fluctuations and contributes to the elimination of Scope 2 emissions under the market-based approach. The integration between renewable energy generation and industrial operations strengthens operational predictability and consolidates a concrete decarbonization base.

By internalizing clean energy generation, AMAGGI turns a critical input into a strategic advantage, aligning economic efficiency, operational resilience, and long-term climate commitment.

[Learn more in **Business model and value creation, Energy.**](#)

Low-carbon operations and logistics **innovation**

Reducing carbon emissions in the field does not depend only on long-term targets, but, above all, on the choices made in day-to-day operations. The reduction of carbon intensity in AMAGGI's operations is conducted through initiatives focused on energy efficiency, asset modernization, and logistics innovation. In a sector highly dependent on machinery, fuels, and transportation, operational management becomes a concrete mitigation lever in the short and medium term.





FLEET MODERNIZATION AND ENERGY EFFICIENCY

In 2025, the company consolidated the renewal of its agricultural and logistics fleet with the **acquisition of 65 new assets equipped with Tier 4/Proconve MAR-I engines**. The technology enables more efficient combustion, with lower emissions of air pollutants, reducing carbon intensity per hour worked and emissions associated with Scope 1.

The modernization was accompanied by a fleet standardization strategy by region and unit, structuring a more homogeneous operational ecosystem. The unification of interfaces and components accelerated

the learning curve for operators and maintenance teams, reduced operational failures, and allowed better control of fuel and input consumption.

In a complementary manner, **20% of the group's planting lines underwent electrification**, replacing mechanical components with high-precision electric motors. The system automatically compensates for speed variations, performs row-by-row shutoff in areas already worked, and reduces waste of seeds and biological inputs by up to 3%, combining economic efficiency and environmental gains.



CONNECTIVITY, DATA, AND PRECISION AGRICULTURE

Digital transformation in the field expanded real-time monitoring capacity for operations. **M2M (Machine-to-Machine)** technology integrated planting, crop treatment, spraying, and harvesting operations through 4G and satellite networks, eliminating low-connectivity zones in remote units. Autonomous communication between machines enables remote adjustments, instant transmission of application maps, and greater precision in fuel and input management.

GPS/RTK control reduces overlap between passes, minimizes soil compaction, and optimizes consumption per hectare operated. Connectivity also strengthens predictive

maintenance by anticipating failures and reducing machine downtime, a critical factor in agricultural windows.

The **use of sprayers with selective application supported by artificial intelligence** was expanded to seven equipped machines, reaching an average of 10,000 hectares treated per piece of equipment, which generates a reduction in the use of chemical pesticides. In addition to the economic gain, the measure reduces emissions associated with the production and application of inputs, connecting technological innovation to the climate agenda.



BIOFUELS AND ENERGY TRANSITION

The decarbonization strategy also advances with the **progressive replacement of fossil fuels**. Continuing the project started with the inauguration of its first biodiesel plant, in 2025 AMAGGI expanded the use of pure biodiesel (B100) in different fronts of the company's operations.

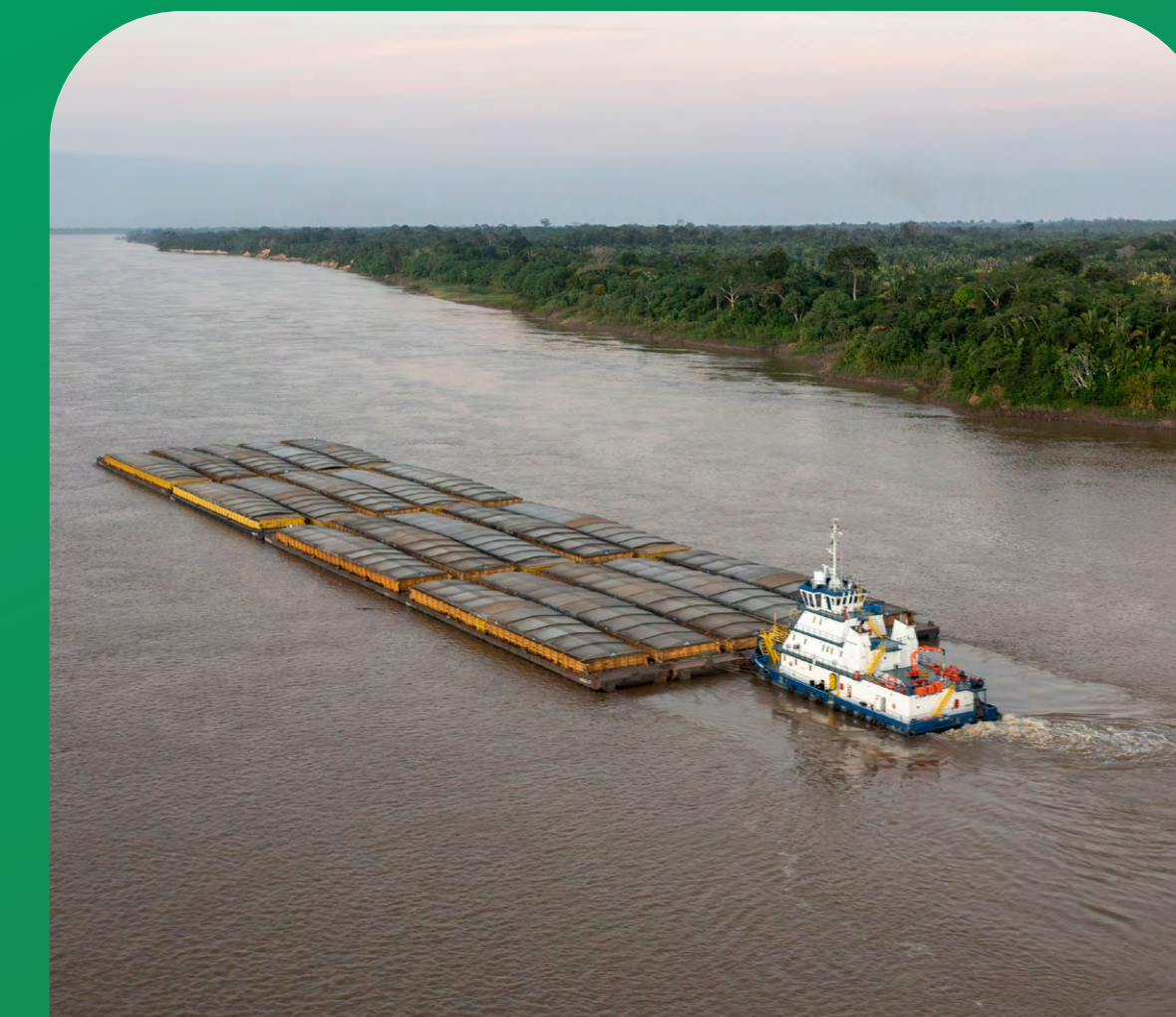
Produced from soybean oil by the company itself at its industrial plant in Lucas do Rio Verde (MT), B100 reinforces the integration between agricultural production, processing, and energy use within AMAGGI's production chain. Currently,

B100 is used in 101 trucks in the road fleet. In addition, the company operates the Sete Lagoas Farm with 100% biodiesel in agricultural and operational machinery. In waterway transportation, the company carried out its first test with B100 in a river vessel, which expands the potential for decarbonizing logistics operations.

According to estimates based on the GHG Protocol, replacing diesel with biodiesel can reduce greenhouse gas emissions by up to 99%. Practical experience

showed performance compatible with conventional diesel in terms of consumption and operational reliability.

At the same time, the company adopts a responsible and gradual approach to expanding the use of B100, considering regulatory and market factors, supply security, and risk management, in alignment with its energy transition strategy and climate commitments.



LOGISTICS INNOVATION AND MODAL INTEGRATION

In logistics, efficiency and sustainability go hand in hand. In 2025, AMAGGI structured a pilot project for an alternative and seasonal waterway route for grain outflow, integrating local road transportation with the Caracaraí–Itacoatiara river corridor. [Learn more in **Logistics and Operations**](#). By prioritizing lower-carbon-intensity modes and optimizing routes, the initiative reduces emissions associated with transportation and strengthens outflow resilience during critical periods.

Regenerative agriculture as an axis of the climate transition

GRI 101-1; 101-4; 305-3, 305-5



While operational efficiency contributes to reducing emissions in the short term, AMAGGI concentrates its greatest structural mitigation potential in the long term on transforming the production base.

Regenerative agriculture has ceased to be merely an agronomic practice and has become a **central axis** of the company's climate strategy, connecting **productivity, conservation, and competitive positioning** in increasingly demanding markets.

The **Amaggi Regenera Program** materializes this agenda. Developed in partnership with leading institutions such as Embrapa and IPAM (Amazon Environmental Research

Institute), with scientific support from the research station located at the Tanguro Farm, the program consolidates practices applied for more than a decade and intensified since 2020.

The initiative structures a low-carbon production model based on technological innovation, scientific validation, and proprietary certification protocols. The objective is clear: to demonstrate that it is possible to produce at scale while regenerating soil, protecting biodiversity, optimizing the use of agricultural inputs, and strengthening the climate resilience of agricultural areas. One of the central challenges of this agenda has been adapting global carbon measurement methodologies to the reality of tropical agriculture. By "tropicalizing" scientific parameters, AMAGGI works to ensure that practices already consolidated in the Brazilian field gain international recognition with the precision and credibility demanded by global markets.

Structured around four fronts – soil health and productivity improvement; mitigation of climate impacts; conservation of natural re-

sources; and dissemination of practices to producers in the chain – Regenera connects science, operations, and the market. This integration makes it possible to test solutions on own farms, validate results with technical rigor and, subsequently, expand adoption among partner producers, expanding climate impact along the value chain. By adopting this agenda at production scale, the company simultaneously strengthens its 2030 ESG Goals related to SDG 2 (Zero Hunger), 12 (Responsible Consumption and Production), 13 (Climate Action), and 15 (Life on Land), integrating climate traceability, regenerative management, and emissions management into a single systemic strategy.

In 2025, Regenera was implemented at the Sete Lagoas, Carolinas, and Itamarati Farms and began with three partner producers, which expanded the structured adoption of **regenerative practices in the company's production base** and strengthened the **decarbonization** pathway aligned with SBTi targets.



PROGRESS IN EMISSIONS MANAGEMENT

The year 2025 marked relevant progress by AMAGGI in emissions management with the integration of the carbon footprint of corn into product analyses. Measurement by crop increases transparency, strengthens climate traceability, and positions the company more competitively in markets that demand comparable data. In 2026, the integration of the CO₂ footprint of soybeans, cotton, and meal as product analysis for commercial solutions is planned.

CERTIFICATION AMAGGI REGENERA

During the reporting period, the company certified the first volumes of soybeans and cotton produced under the Amaggi Regenera standard. In addition, it is pursuing the Regenagri certification, which will expand its supply of commodities linked to regenerative and low-carbon practices.

ALM CARBON PROJECT AND CREDIT GENERATION

As part of its climate agenda, in 2025 AMAGGI advanced in structuring the ALM Carbon Project (Agricultural Land Management), an initiative focused on generating carbon credits in agricultural systems. The project, which is being developed at the Carolinas Farm, in Rondônia, covering approximately 25,000 hectares of farmable area, with potential future expansion to other units, will be certified by Verra under methodology VM0042, internationally recognized for measuring carbon sequestration in agricultural soils.

The initiative starts from a baseline composed of areas under conventional management and degraded pastures. As soon as AMAGGI acquires the farm, regener-

ative practices such as no-till farming, crop rotation, and use of cover crops are adopted. These techniques increase CO₂ capture through photosynthesis and its storage in the soil, increase organic matter, strengthen biodiversity, and improve crop fertility.

In 2025, the technical audit of the project began, an essential step for methodological validation and future issuance of credits. The experience at the Carolinas Farm is thus consolidated as the company's pilot project for generating agricultural carbon credits, connecting low-carbon agriculture practices, scientific rigor, and market instruments aligned with Net Zero targets and the climate ambitions validated by SBTi. **GRI 305-5**

The credits generated will be classified as Removals and based on Nature-Based Solutions. Quantification combines **physical collection of soil samples, advanced biogeochemical modeling, and continuous monitoring** through geoprocessing and remote sensing, ensuring traceability, environmental integrity, and transparency throughout the project cycle.



AMAGGI AT COP30: AGRICULTURE AS PART OF THE CLIMATE SOLUTION

In November 2025, during COP30, in Belém (PA), AMAGGI presented the Amaggi Regenera Program as one of its main decarbonization levers. The presentation took place at AgriZone, a space coordinated by Embrapa for sustainable agribusiness initiatives, bringing together researchers, representatives of the production sector, civil society, and public policymakers.

The participation reinforced the company's position regarding the importance of the climate agenda for Brazilian agribusiness, highlighting the importance of adequate emissions measurement in tropical systems and the need for methodologies adapted to the specific characteristics of Brazilian agriculture.

In addition to regenerative agriculture, AMAGGI brought discussions on traceability, renewable energy, climate finance, and solutions for soybean, corn, and cotton chains to COP30, reaffirming the strategic role of agribusiness in implementing Brazil's climate targets (NDC).

Agriculture Coalition for Decarbonization

At COP30, AMAGGI joined the Agriculture Coalition for Decarbonization, an initiative coordinated by the Brazilian Business Council for Sustainable Development (CEBDS), which brings together 43 companies and entities in the sector.

The study delivered to the presidency of the conference identified 15 concrete mitigation levers, five of which are responsible for up to 80% of the sector's emissions reduction potential by 2050, including no-till farming and soil cover, crop-livestock-forest integration (ILPF), expansion of high-vigor pastures, and increased livestock productivity.

The initiative reinforces that tropical agriculture has technically viable and economically competitive solutions to lead the climate transition, provided that they are accompanied by adequate instruments for financing and recognizing natural assets.

Technology applied to climate resilience

AMAGGI's climate strategy is translated into concrete instruments for **monitoring**, **anticipation**, and **response to risks**. In a scenario of greater frequency of extreme climate events and weather variability, adaptation ceases to be merely a strategic guideline and begins to materialize in **technological solutions**, territorial intelligence, and operational protocols focused on **protecting productivity** and operational **stability**.

Continuous monitoring of fires and territorial changes is carried out through high-resolution satellite images, updated daily. These data are integrated into Originar's geospatial modules, which began issuing periodic alerts on hotspots and signs of deforestation. The consolidation of these analytical layers strengthens preventive capacity and supports quick decisions at the operational and socio-environmental level.

In logistics, adaptation to climate variations is also materialized in the continuous monitoring of navigability conditions in the Madeira–Amazonas corridor, which is essential for production outflow. The company monitors river levels and flows, adjusting routes, sizing convoys, and planning integration with other modes according to hydrological conditions. This approach

strengthens the resilience of logistics operations in the face of extreme climate events and drought periods.

In the field, more specifically at the Tanguro Farm, the implementation of a tool based on high-resolution climate modeling, which increases the accuracy of weather forecasts by sending alerts to operational teams, shortened the time between forecast and action and reduced losses associated with sudden weather changes.

The internalization of image processing also represented relevant progress, as the company began internally processing orthomosaics generated by drones. In 2025, approximately 1 million hectares were processed for the remapping of roads, contour lines, drains, and agronomic analyses. The

use of drones with RTK bases (Real-Time Kinematic, high-precision positioning technology) increased autonomy at critical moments, reducing dependence on satellite images during sensitive agricultural windows. These images are integrated into artificial intelligence solutions, making it possible to identify nematode patches, weeds, and other agronomic variabilities with greater precision. Early detection capacity contributes to more localized interventions, reducing production losses and avoiding unnecessary applications.

Fire prevention is part of this adaptation strategy. Periodic inspections and maintenance of firebreaks are carried out around conservation areas and the perimeter of properties. The company maintains specialized, equipped, and trained brigades for

rapid action in fighting fires in crops and native areas, including support for neighboring properties when necessary.

GEOAMAGGI

To improve agricultural operational planning management, the company invested in the development of Geo AMAGGI. The software connects the agricultural budget to tactical operational planning, allowing flexible reprogramming of applications by plot according to climate and operational conditions. The platform, with implementation planned for 2026, increases response capacity to weather events and strengthens production predictability.



Natural resources, **biodiversity**, and land use

GRI Material topic 101-1; GRI 3-3 Material topic: Biodiversity and Ecosystems; TNFD Risk and Impact Management (b), Metrics and Targets

Natural resource management at AMAGGI is based on a simple principle: **producing and preserving go hand in hand.**

With operations mainly concentrated in the states of Mato Grosso, Rondônia, and Amazonas, located in strategic river basins such as the Amazon, Tocantins, and Paraná, AMAGGI operates in territories of high ecological relevance. This presence increases its responsibility regarding land use, ecosystem protection, and rigorous management of environmental impacts.

In 2025, the commitment to the responsible use of natural resources was structured around three central axes – territorial integrity, chain traceability, and active conservation – complemented by consistent practices in water management and control of operational impacts. Together, these fronts connect prevention (avoiding conversion and risks), control (traceability and socio-environmental diligence), and conservation (protection, restoration, and responsible management), strengthening the environmental resilience of the territories where AMAGGI operates and, consequently, the sustainability of the business itself.

Chain free from deforestation and conversion of native vegetation

GRI 3-3 Material Topic: Deforestation and conversion of native vegetation; 101-1

Territorial integrity is one of the pillars of AMAGGI's environmental agenda. With operations in areas of transition and influence of the Amazon and Cerrado biomes, the company operates in territories of high ecological relevance and socio-environmental sensitivity. This presence increases its responsibility for land use, the conservation of native vegetation, and the maintenance of ecosystem services that sustain agricultural production itself.

Accordingly, the company operates exclusively on previously converted land, keeping its production free from deforestation and conversion of native vegetation. This is a structuring principle that guides decisions on expansion, acquisition, and production management, and integrates environmental criteria into the strategic planning of the business.

Any movement of territorial expansion is preceded by structured socio-environmental due diligence processes, which include verification of legal compliance, assessment of environmental liabilities, analysis of overlap with protected areas, and mapping of associated

socio-environmental risks. This set of procedures increases legal predictability, reduces exposure to reputational risks, and ensures alignment with the public commitments assumed by the company.

This commitment extends to the grain supply chain, with progress toward a chain free from deforestation and conversion of native vegetation – DCF. The operational application of monitoring and control mechanisms in the chain is detailed in [Supply Chain Management, Transparency, and Traceability](#), a section that presents the systems and processes that support this commitment.

EXTERNAL RECOGNITION

In 2025, AMAGGI received an A score in the CDP "Forests" category, positioning itself among the top-performing 4% of companies globally among more than 20,000 organizations assessed. The classification

recognizes the maturity of the company's environmental governance, the depth of disclosures, and consistent advances in the management of risks and opportunities associated with deforestation, land use, and territorial integrity.



Responsible **grain** chain

GRI 13.23.2

In an increasingly rigorous regulatory environment regarding origin and territorial integrity, traceability ceases to be a differentiator and becomes a requirement. In this context, AMAGGI structured its geospatial system, ORIGINAR, which ensures the traceability of the company's supply chain, integrating risk management, socio-environmental monitoring, and commercial decisions into the same data architecture. AMAGGI's commercial system is integrated with Originar 2.0 and requires each transaction to be linked to the respective property of origin. Before formalizing the purchase, the platform performs an automatic socio-environmental compliance check, allowing the preventive blocking of transactions in cases of non-compliance.

In 2025, the **evolution of the system architecture**, with the restructuring of the main modules, performance gains, and expansion of the cross-checking between environmental and commercial data, **raised ORIGINAR to a new analytical level**. The platform began allowing more granular readings by customer, crop, and production area, with automated compliance signaling, identification of gaps, and systematic monitoring of key indicators.

The system supports the traceability of direct and indirect grain suppliers in Brazil ([learn more in **Supply Chain Management, Transparency, and Traceability**](#)) and is being adapted to be replicated in Argentina, ensuring the standardization of registration and geospatial data.

The new version of the Originar app, used in field visits, expanded integration with the web system, improved connectivity in remote areas, and strengthened supplier verification and data collection processes. This progress reflects the maturity of the Socio-environmental Analysis flow and confirms the company's readiness to meet regulatory requirements such as the EUDR. Originar

has become a central instrument of supply chain governance.

These advances also support AMAGGI's strategy of progressively expanding supply chain certification by internationally recognized standards. Based on the strengthening of traceability, geographic prioritization, and qualification of databases, the company intensifies supplier engagement for the adoption of socio-environmental certifications, such as RTRS, ProTerra, and ABR/BCI, contributing to the increase in the volume of certified products and alignment with the requirements of international markets.

GRI 13.23.4.

Chain efficiency and food loss

GRI 13.9

In 2025, AMAGGI did not record food losses in its operations, considering the main products traded (corn, soybeans, and cotton). Measurement is carried out based on the monitoring of storage, transportation, and trading stages, and assesses as loss any volume discarded or rendered unusable along the chain. The result reflects the efficiency of the company's logistics and operational processes and rigorous control over the movement and conservation of products.

Conservation, biodiversity, and protected areas

GRI 3-3 Material Topic: Biodiversity and ecosystems, 101-1; 101-2; 101-3; 101-5; 101-7

At AMAGGI, environmental protection goes beyond the absence of deforestation. It materializes in active conservation of forests, soil, and water resources, continuous monitoring of fauna and flora, and structured ecological restoration.

As a result of this set of practices, AMAGGI currently maintains **183,000 hectares of protected areas**, including Legal Reserves, Forest Assets, Permanent Preservation Areas (APPs), and spaces for environmental compensation. In these areas, native vegetation remains preserved and under continuous monitoring, supporting habitat connectivity, water resource protection, and biodiversity conservation in productive landscapes.

At the same time, the company conducts ecological restoration initiatives in degraded areas, especially in APPs. In 2025, around 340 hectares were undergoing environmental recovery at the Tanguro, Carolinas, Tucunaré, and Água Quente Farms.

Muvuca, a direct seeding technique using multiple native species, is used in a complementary manner both in the recovery of degraded areas and in the enrichment of areas in regeneration. Since 2021, the system has already been applied to 308 hectares of the company's areas, helping accelerate natural regeneration, increase plant diversity, and strengthen ecological functions. In addition to the environmental gain, this technique enhances social gains, with the sharing of value with seed collectors, mainly traditional and indigenous peoples, as well as family farmers. Restoration initiatives are conducted with technical monitoring and dialogue with environmental agencies and other relevant stakeholders.



183,000
hectares of
protected areas



340 hectares of
environmental recovery
in degraded APPs



presence in the
**Cerrado and
Amazon**
biomes



Permanent
monitoring of
**fauna and
flora**

Agricultural areas

AMAGGI's agricultural operations are concentrated mainly in the states of Mato Grosso and Rondônia, in the Cerrado and Amazon biomes. Operating units interact with areas of ecological relevance, which guides the adoption of territorial monitoring practices and responsible land-use management. [GRI 101-5; TNFD Strategy \(d\)](#)

The company maintains areas intended for conservation and environmental preservation on its properties, contributing to the protection of natural habitats, landscape connectivity, and the maintenance of carbon stocks. These areas also support microclimate stability and water resource conservation, reinforcing the resilience of production systems. The maintenance of natural areas contributes to the continuity of relevant ecosystem services, such as soil conservation, water regulation, erosion control, nutrient cycling, and carbon sequestration, with benefits that extend beyond the company's operations. [GRI 101-8](#)



BIODIVERSITY MONITORING AND PROTECTION

Systematic monitoring of fauna and flora expands knowledge of local environmental dynamics and contributes to a more balanced coexistence between agricultural production and conservation in areas of high socio-environmental sensitivity. Area management is supported by a structured forest fire **prevention and response system**. Periodic inspections and maintenance of fire-breaks around preservation areas and the perimeter of properties reduce the risk of fire spread. Specialized, equipped, and trained brigades act quickly to fight outbreaks of fire in crops and native areas. The use of high-resolution satellite images, updated daily, allows early identification of hotspots and other anomalies, enabling rapid responses and mitigating environmental impacts.



NATIVE FAUNA AND FLORA

AMAGGI's agricultural operations do not involve the exploitation of wild species for commercial purposes, and no collection or extraction of native fauna or flora was recorded in the operating units reported. **GRI 101-6**

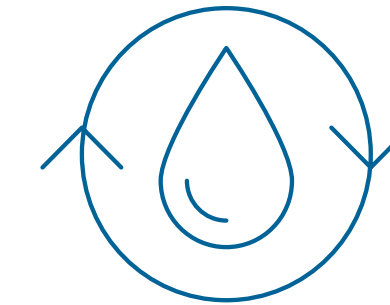
EVIDENCE-BASED APPROACH

The long-standing partnership with **IPAM (Amazon Environmental Research Institute)**, combined with scientific support from the Tanguro Station, consolidates an evidence-based approach in AMAGGI's environmental management. Applied studies developed on site support the assessment of environmental impacts, measurement of carbon stocks, and evolution of management practices, integrating applied science, conservation, and production performance.

Since 2004, the **Tanguro Research Station** has housed a long-term experiment dedicated to understanding the relationship between fire and the Amazon forest. In an area of approximately 150

hectares of forest, controlled and interval burn experiments allow the assessment of the impacts of fire on vegetation dynamics, the carbon cycle, and ecosystem regeneration processes. The results generated over two decades help expand scientific knowledge on forest resilience and support mitigation and adaptation strategies for climate change. The scientific production associated with this research has already resulted in **more than 180 high-impact scientific publications**, expanding the knowledge base on Amazon ecology, carbon dynamics, and the interaction between agricultural production and conservation.

Water as a shared resource and effluent management

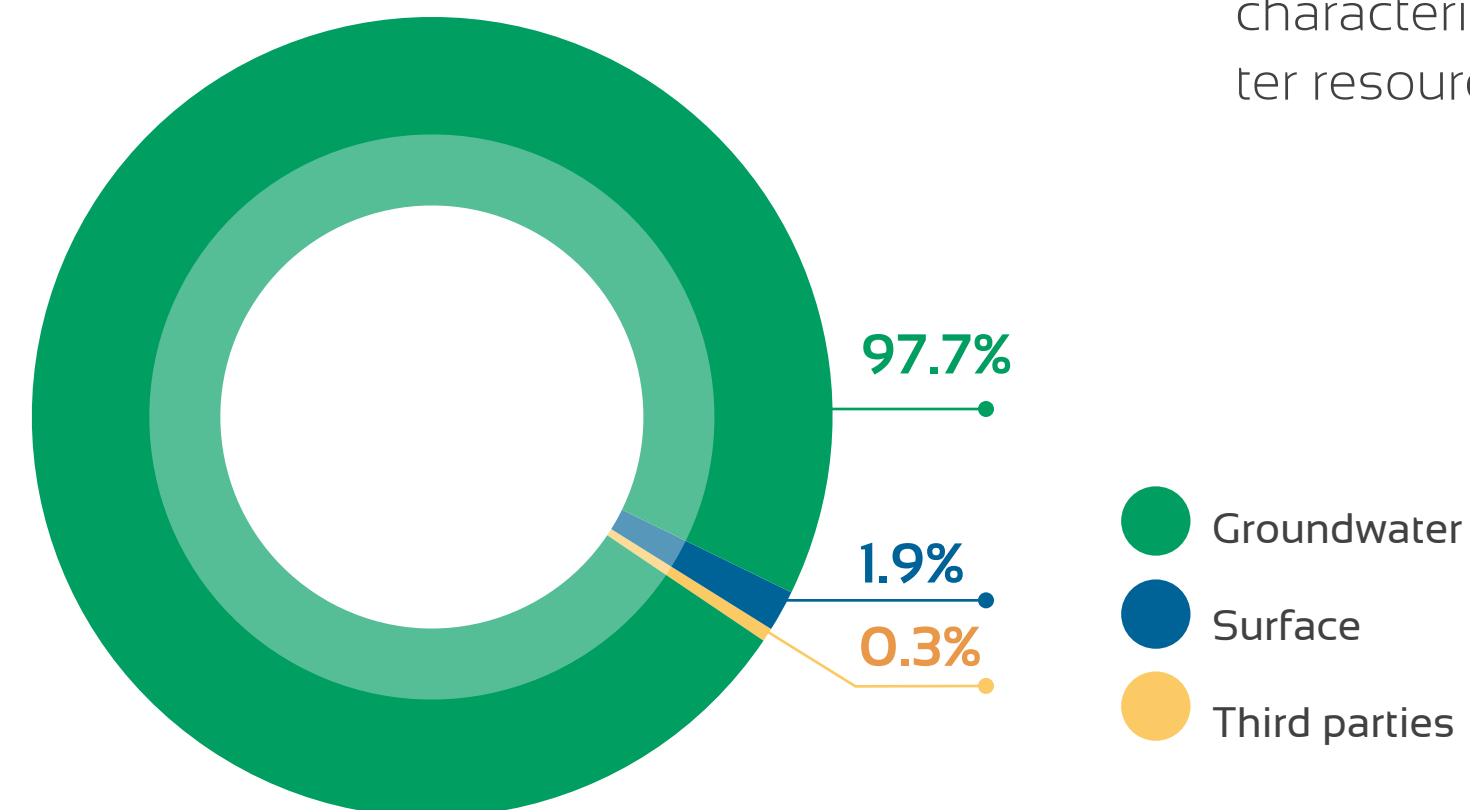


GRI 3-3 Material Topic: Water consumption and discharge, 303-1; 303-2; 303-3; 303-4; 303-5, TNFD Metrics and Targets

AMAGGI's water management is based on the recognition that water is a **shared and strategic resource**. Its availability is directly related to the balance between productive use, environmental conservation, and climate stability, factors that impact agricultural productivity, industrial processing, and territorial resilience.

Total water withdrawal (in 2025)

3,252.14
megaliters (ML)



In 2025, the company made a total water withdrawal of 3,252.14 ML, of which 3,233.59 ML were used in the company's operations during the year. Another 18.55 ML were discharged after proper treatment. None of AMAGGI's operations are located in areas classified as being under water stress, which reduces its structural exposure to scarcity risks.

In agricultural production, the company does not use center pivot irrigation, being mostly dependent on the natural rainfall regime. This characteristic reduces direct pressure on water resources and reinforces the importance

of soil and native vegetation conservation for maintaining the local hydrological cycle.

The identification and management of water-related impacts are conducted through the Environmental Aspects and Impacts Spreadsheets (PAI), a corporate socio-environmental management tool aligned with ISO 14001. The tool makes it possible to classify risks, prioritize controls, and monitor operational water performance indicators.

Effluent treatment is carried out according to the profile and complexity of each unit, including compact Effluent Treatment Plants (ETEs), treatment ponds, oil-water separators, and licensed septic systems. The parameters monitored include Biochemical Oxygen Demand (BOD), pH, dissolved solids, oils and greases, in compliance with CONAMA Resolution No. 430/2011. In 2025, no environmental non-compliances related to effluent management were recorded.



RESPONSIBLE WATER MANAGEMENT IN OPERATIONS GRI 303-1

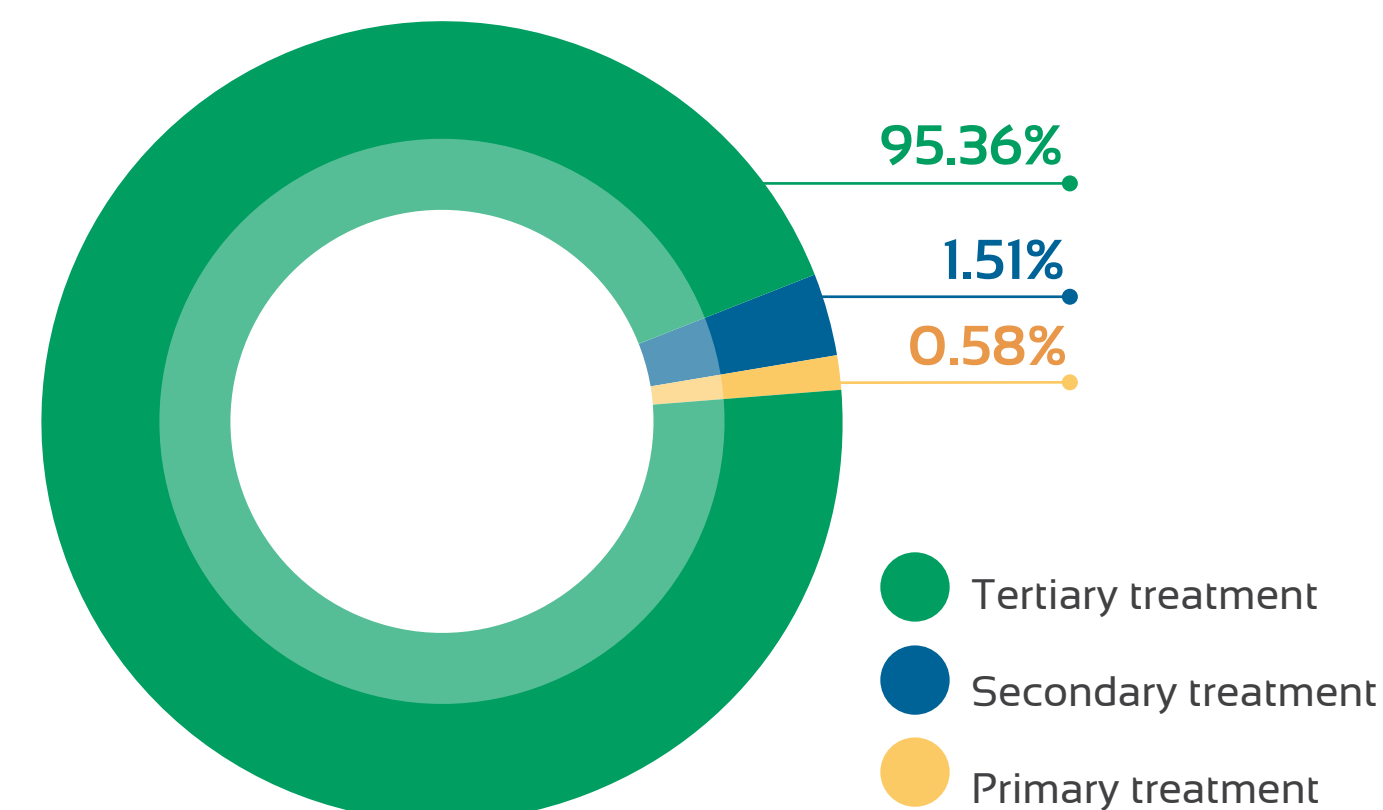
AMAGGI interacts with water resources in its agricultural, industrial, logistics, and energy operations. Withdrawal occurs from duly authorized sources, including groundwater, surface water, and public supply systems, and is intended for human consumption, industrial processes, cleaning, and operational support. In own agricultural areas, cultivation is mostly dependent on rainwater, and the center pivot irrigation system is not adopted. Effluent discharge into water bodies occurs exclusively at the Itacoatiara (AM) and Porto Velho (RO) units, through specific authorizations and registrations for insignificant use, with destination to the Amazon and Madeira rivers. Effluents undergo treatment in the company's own treatment plants (ETE) and/or oil-water separation systems, and are subject to periodic monitoring according to legal requirements.

In 2025, AMAGGI participated in CDP Water for the first time, reinforcing progress in structuring management and monitoring of the topic. Water resource management was also incorporated into the Socio-environmental Management Program (PGS), going beyond day-to-day operational control (PGS), with the objective of encouraging units to evaluate their processes and implement practical actions for efficient use. As part of this movement, the internal dynamic H2ON: Waters at Play was carried out, mobilizing teams throughout the year through activity tracks, including the recording of indicators, participation in training, awareness-raising actions, and the sharing of good practices, thus strengthening the culture of responsible water resource management in operations.

Total water discharge by treatment level*

GRI 303-4

In 2025, AMAGGI's water discharge occurred predominantly after tertiary treatment, which represented 17.69 megaliters, or 95.36% of the total volume discharged. Secondary treatment, carried out through compact Effluent Treatment Plants, corresponded to 0.28 megaliters (1.51%), while primary treatment, through oil-water separator systems, totaled 0.58 megaliters (3.13%). There was no discharge of untreated water during the period.



*The volumes of "Discharge into surface water" correspond to the sum of monthly discharges from the Itacoatiara – Plant (ETE), Port (CSAO), and Shipyard (CSAO and ETE) units, according to data reported in the SIS in 2025. In the "Third-party water" category, only the Headquarters and Shipyard units were considered, the only ones with consumption from a public utility. For calculating the discharge from the Headquarters unit, the total volume of water consumed (public supply + well), equivalent to 2,157.0 m³, was adopted, applying the 90% return factor, according to the utility's standard. For the Shipyard, the total volume of water consumed from public supply (2,298.0 m³) was considered, also applying the 90% return factor, according to the utility's standard.

Waste management and control of operational impacts

GRI 306-1; 306-2; 306-3; 306-4; 306-5

Waste management at AMAGGI is part of the agenda for preventing environmental impacts and promoting a circular economy, reflecting the diversity of the company's agricultural, industrial, logistics, and commercial operations. To address this context, AMAGGI maintains a comprehensive control system that ensures traceability, regulatory compliance, and environmentally sound final destination of the waste generated. The management of this waste is based on standardized procedures that cover:

- Segregation at source and classification according to the Solid Waste Control Plan (PCRS);
- Registration and monitoring in a corporate system;
- Issuance and control of Waste Transport Manifest (MTR) and Final Disposal Certificate (CDF);
- Documentary audit and socio-environmental assessment of suppliers responsible for final destination.

The operational governance adopted by AMAGGI requires mandatory documentation attached to the exit record, periodic reassessments of suppliers, and a formal technical opinion, reinforcing control over legal and environmental risks. Destination routes prioritize solutions compatible with the waste hierarchy: lubricating oils are sent for re-refining; tires are sent to reverse logistics; contaminated waste undergoes incineration or co-processing, according to technical and regulatory requirements. This structured system reduces the risk of soil and water contamination, expands operational traceability, and strengthens compliance with applicable environmental legislation, integrating impact control into the units' management routine.

Waste flow and generation GRI 306-1

Waste generation at AMAGGI is associated with the different stages of its operations, including agricultural activities, storage and handling of grains, logistics and transportation, port operations, and industrial processes.

The main waste generated in these activities includes agricultural input packaging, used lubricating oils, filters and absorbent materials, sweeping waste, metal scrap, and waste from equipment maintenance, in addition to sludge and residues generated in industrial processes. This waste is predominantly operational in origin and may represent environmental risks – such as soil and water contamination – if not properly managed, which is why the company adopts procedures for segregation, storage, transportation, and appropriate destination.

In 2025, **5,930 metric tons of waste were generated, 80.7% non-hazardous and 19.3% hazardous**. Among non-hazardous waste, organic waste (19.1%) and ferrous metal scrap (27.5%) stand out. In the hazardous waste group, the main volumes refer to used lubricating oil (4.8%) and industrial sludge (7%). All waste generated by the company receives an environmentally sound final destination, in compliance with current environmental legislation and with internal control and traceability procedures.

Waste management in 2025

Category	Volume
Non-hazardous waste generated	4,784
Hazardous waste generated	1,145.69
Total waste generated	5,930
Waste directed to final disposal	5,583.82

*In metric tons

Use of agricultural pesticides

GRI 3-3 Material Topic: Use of agricultural pesticides

Responsible management of agricultural inputs is a structuring part of AMAGGI's natural resource conservation agenda. The company adopts technical and operational protocols to ensure the judicious use of these inputs, aligned with good agronomic practices, regulatory requirements, and sustainability guidelines.

The use of inputs is preceded by continuous agronomic monitoring and careful analysis of the real need for intervention, following the principles of Integrated Pest

Management (IPM), which prioritizes control based on monitoring and maintaining pest populations below the economic injury level. Application and handling are carried out exclusively by trained and authorized professionals, with the use of appropriate Personal Protective Equipment (PPE) and in compliance with applicable safety standards, such as NR31. Treated areas are properly signposted, respecting safe reentry periods to protect teams.



The growing adoption of biological solutions, combined with selective spraying supported by artificial intelligence, has transformed the way crops are managed. In 2025, this technology made it possible to reduce, on average, **85% of the volume of pesticides applied in areas treated with selective spraying**, compared to conventional application methods.

AMAGGIPACK

The company continues to evolve its internal input control systems through AmaggiPack, a digital solution developed to record and monitor the movement of agricultural pesticide packaging through QR Code reading. The system allows control by batch and expiration date, with validations based on the First Expire, First Out (FEFO) criterion, strengthening traceability and preventive risk management. In 2025, the platform began incorporating RFID technology – improving tracking accuracy and the reliability of information throughout the use and storage cycle.

The combination of technological innovation and bioinputs reinforces a more efficient production model, with lower dependence on chemicals and less pressure on ecosystems. Within the scope of integrated management, the company progressively expands the use of biological products, such as microorganisms, plant extracts, and pheromones, contributing to the balance of the production system and to the gradual reduction of dependence on chemical inputs.

Periodic training reinforces good practices in dosage, storage, and disposal, increasing team safety and strengthening environmental protection. This set of practices contributes to the continuous improvement of agricultural management, combining production efficiency with the reduction of environmental impacts associated with input use.

BIOINPUTS AND REDUCTION IN THE USE OF CHEMICALS

As part of the strategy to strengthen regenerative agriculture, in 2025 AMAGGI announced an approximate investment of BRL 120 million in the construction of a bioinputs plant in Cuiabá (MT).

In the second half of 2025, the unit carried out the first operational test of the new bioinputs plant in Cuiabá (MT), according to the Test Authorization issued by SEMA/MT. After this stage, the Operating License was issued by the environmental agency in 2026, with maximum production capacity of 3.4 million liters per year. The biofactory will initially focus on meeting AMAGGI's internal demand, through the production of biostimulants and biocontrol products developed from living organisms, such as fungi and bacteria of environmental origin.

The initiative aims to gradually reduce the use of insecticides, nematicides, and synthetic fertilizers. The initiative improves soil health, increases plant nutritional efficiency, and reduces emissions associated with agricultural production. The verticalization of biological production increases technical control over formulation, quality, and traceability, strengthening the integration between science, operations, and sustainability.



Content index

≡ MENU



GRI content index

Statement of use

Amaggi has reported in accordance with the GRI Standards for the period from January 1, 2025 to December 31, 2025.

GRI 1 used

GRI 1: Foundation 2021

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021: The organization and its reporting practices	2-1 Organizational details		11, 22			
	Entities included in the organization's sustainability reporting		6			
	2-3 Reporting period, frequency and contact point		6			
	2-4 Restatements of information	There were no restatements of information in the report.	-			
	2-5 External assurance		6			
GRI 2: General Disclosures 2021: Activities and workers	2-6 Activities, value chain and other business relationships		15			
	2-7 Employees		51, 52, 54			
	2-8 Workers who are not employees		52			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition		35			
	2-10 Nomination and selection of the highest governance body		35			
	2-11 Chair of the highest governance body		35			
	2-12 Role of the highest governance body in overseeing the management of impacts		35, 37			
	2-13 Delegation of responsibility for managing impacts		42			
	2-14 Role of the highest governance body in sustainability reporting		6			
	2-15 Conflicts of interest		37			
	2-16 Communication of critical concerns		40			
	2-17 Collective knowledge of the highest governance body		37			
	2-18 Evaluation of the performance of the highest governance body		34, 61			

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-19 Remuneration policies		36			
	2-20 Process to determine remuneration		-	Confidentiality constraints	Privately held company	
	2-21 Annual total compensation ratio		-	Not applicable.		
	2-22 Statement on sustainable development strategy		4			
	2-23 Policy commitments		25, 26, 40, 45, 62			
	2-24 Embedding policy commitments		39			
	2-25 Processes to remediate negative impacts		39			
GRI 2: General Disclosures 2021: 4. Strategy, policies and practices	2-26 Mechanisms for seeking advice and raising concerns		39			
	2-27 Compliance with laws and regulations	During the reporting period, no significant cases of non-compliance with laws and regulations were recorded. Significant cases were considered those that create a risk of interruption of activities and operations, and/or involve amounts greater than BRL 1,000,000.00 (except tax matters).	-			
	2-28 Membership associations		30			
GRI 2: General Disclosures 2021: 5. Stakeholder engagement	2-29 Approach to stakeholder engagement		24, 30			
	2-30 Collective bargaining agreements		52			
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics		23			
	3-2 List of material topics		24			
Climate change adaptation and mitigation						
GRI 3: Material Topics 2021	3-3 Management of material topics		82			13.1.1, 13.2.1
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change		82			13.2.2

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas (GHG) emissions (including land-use change)		85			13.1.2
	305-2 Energy indirect (Scope 2) Greenhouse Gas (GHG) emissions from energy acquisition		85, 87			13.1.3
	305-3 Other indirect (Scope 3) Greenhouse Gas (GHG) emissions		85, 90			13.1.4
	305-4 Greenhouse Gas (GHG) emissions intensity		85			13.1.5
	305-5 Reduction of Greenhouse Gas (GHG) emissions		90, 91			13.1.6
GRI 2: General Disclosures 2021	305-6 Emissions of ozone-depleting substances (ODS)		-	Not applicable	AMAGGI does not measure ODS within its Greenhouse Gas - GHG Inventory, since the company does not have significant emissions of these products in its activities.	13.1.7
	305-7 NO _x , SO _x , and other significant air emissions		-	Not applicable	AMAGGI's air emissions are mostly associated with fuel combustion and are included in the GHG inventory prepared in accordance with the GHG Protocol. Pollutants such as NO _x , SO _x , and particulate matter are not monitored separately by the company.	13.1.8
Biodiversity and ecosystems						
GRI 3: Material Topics 2021	3-3 Management of material topics		94, 97			13.3.1
GRI 101: Biodiversity 2024	101-1: Policies to halt and reverse biodiversity loss		90, 94, 95, 97			13.3.4
	101-2: Management of impacts on biodiversity		97			
	101-3: Access and benefit-sharing		97			
	101-4: Identification of biodiversity impacts		90			13.3.3
	101-5: Locations with biodiversity impacts		97			13.3.2
	101-6: Direct drivers of biodiversity loss		98			13.3.5
	101-7: Changes to the state of biodiversity		97			
	101-8: Ecosystem services		97			

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
Water consumption and discharge						
GRI 3: Material Topics 2021	3-3 Management of material topics		99			13.7.1
	303-1: Interactions with water as a shared resource		99,100			13.7.2
	303-2: Management of water discharge-related impacts		99			13.7.3
GRI 303: Water and Effluents 2018	303-3: Water withdrawal		99			13.7.4
	303-4: Water discharge		99,100			13.7.5
	303-5: Water consumption		99			13.7.6
Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics		62			13.15.1, 13.14.1
GRI 406: Non-discrimination 2016	406-1: Incidents of discrimination and corrective actions taken		65			13.15.4
GRI 411: Rights of Indigenous Peoples 2016	411-1: Incidents of violations involving rights of indigenous peoples		76			13.14.2
Deforestation and conversion of native vegetation						
GRI 3: Material Topics 2021	3-3 Management of material topics		95			
Ethics, integrity, and compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics		38			13.26.1, 13.25.1
	205-1: Operations assessed for risks related to corruption		38			13.26.2
GRI 205: Anti-corruption 2016	205-2: Communication and training about anti-corruption policies and procedures		38			13.26.3
	205-3: Confirmed incidents of corruption and actions taken		39			13.26.4
GRI 206: Anti-competitive Behavior 2016	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2025, AMAGGI registered one legal action related to allegations of unfair competition, currently pending before the Cuiabá Court. There were no actions related to antitrust or monopoly practices.	-			13.25.2

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
Supply chain management, transparency, and traceability						
GRI 3: Material Topics 2021	3-3 Management of material topics		44, 46			13.17.1, 13.16.1, 13.23.1
GRI 204: Procurement Practices 2016	204-1: Proportion of spending on local suppliers		45			
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria		45			
	308-2: Negative environmental impacts in the supply chain and measures taken		45			
GRI 408: Child Labor 2016	408-1: Operations and suppliers at significant risk for incidents of child labor		63			13.17.2
GRI 409: Forced or Compulsory Labor 2016	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor		63			13.16.2
GRI 414: Supplier Social Assessment 2016	414-1: New suppliers that were screened using social criteria		45			
	414-2: Negative social impacts in the supply chain and actions taken		45			
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.23.2: Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or to a specific point of origin (such as farms, nurseries, hatcheries, and feed mills)		46, 96			13.23.2
	13.23.3: Report the percentage of sourced volume certified to internationally recognized standards that trace the pathway of products through the supply chain, with a breakdown by product, and list these standards		96			13.23.3
	13.23.4: Describe improvement projects to certify suppliers to internationally recognized standards that trace the pathway of products through the supply chain to ensure all sourced volume is certified.		48, 96			13.23.4
Community relations						
GRI 3: Material Topics 2021	3-3 Management of material topics		74			13.12.1
GRI 413: Local Communities 2016	413-1: Operations with local community engagement, impact assessments, and development programs		75-77			13.12.2
	413-2: Operations with significant actual and potential negative impacts on local communities		76			13.12.3

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD	
				REASON	EXPLANATION		
Health, well-being, and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics		68			13.19.1	
	403-1: Occupational health and safety management system		68			13.19.2	
	403-2: Hazard identification, risk assessment, and incident investigation		68			13.19.3	
	GRI 403: Occupational Health and Safety 2018	403-3: Occupational health services		71			13.19.4
		403-4: Worker participation, consultation, and communication on occupational health and safety		68, 69			13.19.5
		403-5: Worker training on occupational health and safety		69			13.19.6
		403-6: Promotion of worker health		71			13.19.7
GRI 403: Occupational Health and Safety 2018	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		68			13.19.8	
	403-8: Workers covered by an occupational health and safety management system		69			13.19.9	
	403-9 Work-related injuries		68, 70			13.19.10	
	403-10 Work-related ill health		70			13.19.11	
Use of agricultural pesticides							
GRI 3: Material Topics 2021	3-3 Management of material topics		102			13.6.1	
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	13.6.2: Report the volume and intensity of pesticides used by the following toxicity hazard levels	In 2025, AMAGGI used 279,985,170 kg/l of agrochemicals, mostly classified as slightly hazardous and moderately hazardous. The company adopts Integrated Pest Management (IPM) practices, preventive measures, and periodic training for employees involved in the activities.	=			13.6.2	
Relevant topics							
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts		101			13.8.2	
	306-2: Management of significant waste-related impacts		101			13.8.3	
	306-3: Waste generated		101			13.8.4	
	306-4: Waste diverted from disposal		101			13.8.5	
	306-5: Waste directed to disposal		101			13.8.6	

GENERAL DISCLOSURES	DISCLOSURE	INFORMATION	PAGES	OMISSION		REFERENCE NO. OF THE APPLICABLE SECTOR STANDARD
				REASON	EXPLANATION	
GRI 401: Employment 2016	401-1: New employee hires and employee turnover		57			
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees		72			
	401-3: Parental leave		73			
GRI 404: Training and Education 2016	404-1: Average hours of training per year per employee		55, 60			
	404-2: Programs for upgrading employee skills and transition assistance programs		55			
	404-3: Percentage of employees receiving regular performance and career development reviews		55, 61			
GRI 405: Diversity and Equal Opportunity 2016	405-1: Diversity of governance bodies and employees		36, 66			13.15.2
	405-2: Ratio of basic salary and remuneration of women to men		65			13.15.3
GRI 416: Customer Health and Safety 2016	416-1: Assessment of the health and safety impacts of product and service categories		69			13.10.2
	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services		69			13.10.3

TOPICS IN THE APPLICABLE GRI SECTOR STANDARDS DETERMINED AS NOT MATERIAL

TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.5: Soil health	"Soil health" is not a material topic for AMAGGI
13.9: Food security	Food security In 2025, AMAGGI did not record product losses in corn, soybean, and cotton operations.
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	Although it is not a material topic for AMAGGI, no non-compliances were identified in "Land and resource rights".
13.18 Freedom of association and collective bargaining	"Freedom of association and collective bargaining" is not a material topic for AMAGGI.
13.20: Employment practices	"Employment practices" is not a material topic for AMAGGI
13.21 Living income and living wage	"Living income and living wage" is not a material topic for AMAGGI
13.22 Economic inclusion	"Economic inclusion" is not a material topic for AMAGGI
13.24 Public policy	"Public policy" is not a material topic for AMAGGI

TCFD Indicator Booklet

TOPIC	PAGE	EXPLANATION
Governance: Disclose the organization's governance around climate-related risks and opportunities.		
a. Describe the board's oversight of climate-related risks and opportunities.	37	
b. Describe management's role in assessing and managing climate-related risks and opportunities.	37	
Strategy: Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.		
a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	82, 85	
b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	82, 85	
c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	85	
Risk Management: Disclose how the organization identifies, assesses, and manages climate-related risks.		
a. Describe the organization's processes for identifying and assessing climate-related risks.	42	
b. Describe the organization's processes for managing climate-related risks.	42	
c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	42	
Metrics and Targets: Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	85	
b. Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 Greenhouse Gas (GHG) emissions, and the related risks.	85	
c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	85	

TNFD Indicator Booklet

TOPIC	PAGES	EXPLANATION
Governance: Disclose the organization's governance of nature-related dependencies, impacts, risks, and opportunities.		
A. Describe the board's oversight of nature-related dependencies, impacts, risks, and opportunities.	37	
B. Describe management's role in assessing and managing nature-related dependencies, impacts, risks, and opportunities.	37	
C. Describe the organization's human rights policies and engagement activities, and oversight by the board and management, with respect to Indigenous Peoples, Local Communities, affected and other stakeholders, in the organization's assessment of, and response to, nature-related dependencies, impacts, risks, and opportunities.	37	
Strategy: Disclose the effects of nature-related dependencies, impacts, risks, and opportunities on the organization's business model, strategy, and financial planning where such information is material.		
A. Describe the nature-related dependencies, impacts, risks, and opportunities the organization has identified over the short, medium, and long term	82	
B. Describe the effect nature-related dependencies, impacts, risks, and opportunities have had on the organization's business model, value chain, strategy, and financial planning, as well as any transition plans or analyses in place.	82, 83	
C. Describe the resilience of the organization's strategy to nature-related risks and opportunities, taking into consideration different scenarios	83	
D. Disclose the locations of assets and/or activities in the organization's direct operations and, where possible, upstream and downstream value chains that meet the criteria for priority locations	22	
Risk and impact management: Describe the process used by the organization to identify, assess, prioritize, and monitor nature-related dependencies, impacts, risks, and opportunities.		
A. (i) Describe the organization's processes for identifying, assessing, and prioritizing nature-related dependencies, impacts, risks, and opportunities in its direct operations.	83, 94	
A. (ii) Describe the organization's processes for identifying, assessing, and prioritizing nature-related dependencies, impacts, risks, and opportunities in its upstream and downstream value chain(s)	83	
B. Describe the organization's processes for managing nature-related dependencies, impacts, risks, and opportunities	83	
C. Describe how processes for identifying, assessing, prioritizing, and monitoring nature-related risks are integrated into and inform the organization's overall risk management processes	83	
Metrics and targets: Disclose the metrics and targets used to assess and manage material nature-related dependencies, impacts, risks, and opportunities.		
A. Disclose the metrics used by the organization to assess and manage material nature-related risks and opportunities in line with its strategy and risk management process.	83, 85, 94	
B. Disclose the metrics used by the organization to assess and manage dependencies and impacts on nature.	83, 85, 94	
C. Describe the targets and goals used by the organization to manage nature-related dependencies, impacts, risks, and opportunities and its performance against these.	83, 85, 94	

Assurance Letter



DECLARAÇÃO DE CONFORMIDADE Conformity Declaration

INDEPENDENT ASSURANCE

No. 589.005/26

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

ANDRÉ MAGGI PARTICIPAÇÕES S.A.
CNPJ: 04.786.144/0001-76

Subject of the Statement:

The Sustainability Report referring to the accountability reporting for the period from **January 1 to December 31, 2025**.

Verification Team:

Fabiane Governatori – Lead Verifier

Level of Assurance Adopted:

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 the report structure against the applicable principles and requirements defined by the GRI 2021 Standards.

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

Methodology:

The verification began with the analysis of the preliminary version of the report, as well as the double materiality study carried out by the organization. The central pillars of the report – Governance, Social, and Environmental – were assessed, with a focus on the defined material topics, which served as the basis for selecting the audited indicators.

Statement of Conformity valid only when accompanied by pages 1 to 3

1-3

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The interviews with the responsible teams, the analysis of data and supporting documents, as well as the cross-check against GRI technical criteria, made it possible to assess compliance with the requirements for reporting “In accordance with the GRI Standards”, that is, with fulfillment and description of the 9 established requirements:

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

Statement of Independence and Impartiality:

ABNT is an independent conformity assessment company that adopts international principles and procedures that ensure the technical rigor, reliability, independence, and impartiality of the services provided.

We declare that an assessment was made of any conflict of interest between ABNT, its team, and AMAGGI that could prevent the service from being carried out.

The team that conducted this assurance for AMAGGI has extensive knowledge of the verification of information and systems involving environmental, social, health, safety, and ethics topics, which, together with the team's experience in these areas, gives us a clear understanding of the presentation and verification of corporate responsibility best practices.

Opinion on the sustainability report:

- 1- This report is the second sustainability report assured by an independent third party.
- 2- A broad materiality study was carried out to enable the identification of material topics, updated in December 2025 in the document “DOUBLE MATERIALITY OVERVIEW”. Topics are considered material if they are significant to the company in terms of financial materiality or impact materiality.
- 3- The organization's Sustainability Report clearly presents its environmental, social, and governance sustainability aspects and how the organization addresses them in its

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2-3

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operational and management processes, as well as in its institutional relationships and relationship with society. For example, innovation and internal stakeholder engagement processes are identified, demonstrating the organization's commitment to its policies.

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

Conclusion:

After all verification procedures were completed, nothing was identified that could indicate that the information contained in the Sustainability Report is not consistent and reliable. Likewise, nothing was found to indicate that AMAGGI has not established adequate systems for the collection, compilation, and analysis of quantitative and qualitative data used in preparing the Sustainability Report or that the report does not comply with the GRI Sustainability Reporting Standards' principles for defining content and quality.

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

Rio de Janeiro, May 14, 2026.

[Signature]
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 website: www.abnt.org.br. (CNPJ: 33.402.892/0001-06 - Phone: (21) 3974-2300).

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3-3

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Credits

General coordination AMAGGI

ESG and Communications Office

Executive coordination AMAGGI

Corporate Communications and Sustainability

Editorial project, writing, editing, and proofreading

Beon

Graphic design and layout

Beon

Indicator consulting

Beon

Photos

AMAGGI Collection

AMAGGI - Headquarters

Avenida André Antonio Maggi, 303 - Alvorada
Cuiabá (MT), Postal Code 78049-080 **GRI 2-1**

www.amaggi.com.br

Telephone: +55 (65) 3645-5000

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 <https://www.youtube.com/amaggi.br>

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We thank all employees and areas involved, whose dedication and commitment to transparency and information quality contributed to the preparation of this report.