

2024 SUSTAINABILITY Report



**FERTGROW**



Welcome

Fertgrow is proud to share its first Annual Sustainability Report, highlighting the company's activities throughout 2024. This report reflects the company's decision to communicate to all its stakeholders that sustainable principles and practices have increasingly guided its strategies in recent years, a commitment that intensified in 2024 and for which even more ambitious goals have been set for 2025.

Through this Report, Fertgrow reaffirms its commitment to sustainability, aligned with ESG (Environmental, Social and Governance) principles and guided by the GRI 2021 Universal Standards (Global Reporting Initiative) and SASB (Sustainability Accounting Standard). This represents another step in strengthening the company's market reputation, which is built on delivering tailored agricultural solutions, generating results for Customers and shareholders, supporting employees' well-being, and fostering local economic and community development.

Enjoy your reading!

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Introduction



Message from the CEO

GRI 2-22

I am pleased to share Fertgrow's inaugural Sustainability Report, a significant milestone in our path of growth and in our commitment to building a more sustainable future.

Throughout the past year, we have reinforced our mission to provide high-quality fertilizer solutions, aligned with sustainable practices and efficient logistics, with the goal of supporting our Customers' success and establishing strong, lasting partnerships.

Fertgrow is currently undergoing a phase of significant growth and transformation. In 2024, we established ambitious targets and delivered significant outcomes, reaching close to 1 million tons shipped, reflecting our ongoing commitment to operational efficiency and the strengthening of our relationships.

We successfully navigated complex challenges, particularly in market expansion, supply chain, and logistics, continually pursuing innovative solutions to stay competitive and meet the demands of a dynamic market.

Our dedication to ESG (Environmental, Social and Governance) stands as a core pillar of our Governance framework and Fertgrow's business model. Since the outset, our operations have been grounded in the values of Relationship, Efficiency, Compliance, Results Orientation, Sustainability, and Safety. These principles steer all our decisions and serve as the foundation for maintaining transparent and responsible

management that respects and advances the interests of all company stakeholders, including shareholders, employees, partners, and customers.

Sustainability is more than just a concept within our company. It represents a practical, everyday commitment. Our target is to expand production capacity by 2034, positioning Fertgrow as the primary fertilizer supplier in the Brazilian Northern Arc region. To achieve this ambition, we are making significant investments in innovation, logistics, and environmental practices that ensure our competitiveness and foster a positive impact on society.

The publication of this Sustainability Report reaffirms our commitment to maintaining a transparent and constructive dialogue with all stakeholders, while also reflecting the strength of our Governance and Compliance practices, which are already backed by our Annual Audit Report. This Report also celebrates the positive social and environmental impacts we have already achieved and serves as an invitation to move forward together on this journey of continuous improvement.

I extend my gratitude to everyone who is part of Fertgrow – our employees, partners, and Customers – for joining us in the



pursuit of a more promising future. I invite you to read through this Report and take part in our ongoing mission to foster more efficient and sustainable agriculture.

Silvestre Arcanjo da Silva Neto
Fertgrow CEO

About this Report

GRI 2-2 | 2-3 | 2-14

This is Fertgrow’s first report focused on its sustainability management practices. In this publication, the company outlines its approach to environmental, social, and governance matters, with a view to long-term operational continuity and the impact on people’s everyday lives. We adhere to the 2021 Universal Standards of the Global Reporting Initiative (GRI), the industry-specific requirements of the Sustainability Accounting Standards Board (SASB) for the chemical processing sector, and we align our efforts with the Sustainable Development Goals (SDGs).

Our aim is to provide transparent accountability, enabling stakeholders to understand how we manage our operations, the practical solutions we implement, and the consistency of our performance. This report covers data and information from January 1 to December 31, 2024, with the same level of accuracy as our financial disclosures.

The Board of Directors, with support from the Sustainability department, recognizes its responsibility for ensuring the integrity of the information presented. The content addresses a range of topics that reflect the company’s business model and external environment, including corporate profile, production activities, risk management, and corporate governance.

The Fertgrow 2024 Report was prepared in alignment with the GRI Standards and global best practices:



It provides disclosures on best practices, management approaches, risk and opportunity handling, core values, and governance structure, in accordance with the Global Reporting Initiative’s Sustainability Reporting Standards.



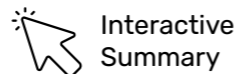
Sector-specific reporting standards were followed, as guided by the Sustainability Accounting Standards Board (SASB).



The content of this report is aligned with the 2030 Agenda, the Sustainable Development Goals (SDGs), and the principles of the United Nations Global Compact.



How to read this report



Interactive Summary



back to main summary



Interactive infographic



external link

We encourage employees, suppliers, investors, Customers, surrounding communities, and all stakeholders to share their comments and suggestions. Your input helps us uphold our commitment to transparency and reinforces our pursuit of a more human-centered approach to management. You can contact us by sending a message to: comite.esg@fertgrow.com.br

Stakeholder Engagement

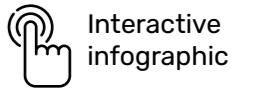
GRI 2-6 | 2-16 | 2-25 | 2-29

Fertgrow’s engagement with stakeholders is grounded in ethical principles, core values, and transparency, in accordance with the company’s Code of Conduct and Ethics and its corporate policies. The company views this stance as fundamental to sustaining credibility and building trust with its Customers, shareholders, employees, suppliers, local communities, and society as a whole. This is why sustainability management is considered an ongoing strategic priority.

Fertgrow’s relationship with its stakeholders is generally maintained through frequent interactions across internal departments. A range of communication channels is used to promote transparency and identify stakeholder needs, as shown in the stakeholder engagement diagram.

Stakeholder engagement is part of the strategic sustainability plan promoted by the Sustainability, Human Resources, and Communication departments, based on principles of value creation, ethics and conduct, and the set of policies that support the company’s operations.

Stakeholder Engagement Channels



Materiality

GRI 3-1

Recognizing the company's main stakeholders and how the business impacts them is a crucial step for ensuring transparent and effective strategic management. The methodology applied throughout this process highlighted how important it is to promote cross-functional collaboration and to explore critical topics that support Fertgrow's sustainable growth.

Initially, the process focused on relevant issues for the chemical transformation sector. A group session was held with executives from the company's key administrative and operational departments, brought together to ensure that internal leadership was actively involved in drafting the sustainability report. Each team member was encouraged to share the challenges they face and to reflect on the main ESG pillars: environmental responsibility, people management, social impact, and corporate governance.

Key insights from this process included the strong emphasis on responsible use of natural resources, innovation through processes and technology with a focus on sustainability, and transparent governance practices.

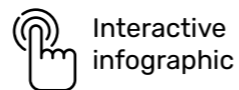


Material Topics Overview

GRI 3-2

To ensure transparency and stakeholder involvement, we used a structured methodology to identify key business impacts and generate meaningful input for this report. As a result, 60 relevant topics were submitted to public consultation and grouped into 7 material topics: Transparency and Business Practices, People Management in Operations, Market Reputation and Trust, Social Responsibility, Efficient Use of Natural Resources, Waste Management, and Environmental Compliance.

These material topics are shown in the chart along with their alignment to the Governance, Social, and Environmental pillars. It presents the material topics, an overview of each one, and, more specifically, their respective performance indicators.





About Fertgrow

Who We **Are**

GRI 2-1 | 2-6

Fertgrow is a privately held corporation headquartered in São Luís, in the state of Maranhão, Brazil. Operating in the chemical industry focused on fertilizers, the company provides a broad range of tailored solutions designed to support agricultural producers, enhance productivity, and foster sustainable development in rural areas.



Mission, Vision, Values, and **Purpose**



Mission

Deliver high-quality fertilizer solutions through sustainable practices, operational excellence, and efficient logistics, enabling customer success and fostering long-term strategic partnerships.



Vision

To lead in operational efficiency within the fertilizer market in Brazil's Arco Norte region, driven by agile logistics, strong governance, social responsibility, human development, and best-in-class management practices.



Ambition

Achieve an annual production capacity of 2.4 million tons by 2034, strengthening our role as the leading fertilizer supplier in the Arco Norte region through innovation, logistical efficiency, and a strong sustainability focus.



Values

Customer focus - We build strong, long-term relationships, creating closeness and long-term connections with all stakeholders.

Efficiency - Innovation in processes and systems is in our DNA. This ensures operational and logistical efficiency, from procuring raw materials to delivering the final product to our customers.

Results Orientation - We fulfill our commitments with the highest quality standards, delivering strong outcomes for the company, our customers, and our partners.

Compliance - We promote compliance within and outside the company to build fair and transparent relationships with our stakeholders.

Sustainability - We integrate environmental, social, and economic sustainability into our governance model to secure lasting partnerships from shareholders to farmers.

Safety - We prioritize safety in all activities and processes by following structured protocols that ensure the wellbeing of our employees.

Business Model

GRI 2-6



Fertgrow operates under a just-in-time business model, acquiring raw materials in alignment with confirmed customer orders. This approach integrates transportation and production planning, ensuring efficiency and synchronization. The process is supported by the integrated efforts of the Commercial (responsible for demand capture), Finance, Procurement, Logistics, and Production teams.

Fertgrow sources most of its raw materials from international suppliers, with shipments arriving via the Port of Itaqui in Maranhão, Brazil. These raw materials are acquired through purchase and sale agreements with suppliers located in Europe, Asia, and Africa; a smaller portion is sourced from domestic suppliers.

In 2024, the company adopted new import strategies focused on cost efficiency. One key measure was the use of Panamax-class vessels, designed for high-volume cargo transport. This approach led to two significant milestones at the Port of Itaqui: Fertgrow handled the largest vessel ever received at the port, with a capacity of 70,000 tons, and achieved the highest volume delivered by a single importer. Over the year, Fertgrow moved cargo volumes that exceeded the levels projected by the port authority for importers.

Its raw materials are sold either as individual components or customized formulas, tailored to meet specific customer requirements. Production includes nitrogen, phosphate, and potassium-based fertilizers, available in bulk or big bag packaging. Logistics for final product delivery may be managed by either Fertgrow or the customer, as negotiated during the sales process. Most deliveries are made via road transportation.

To support its just-in-time model, Fertgrow fosters a strong organizational culture built on sustainability, financial discipline, operational efficiency, and team engagement focused on cost control, competitiveness, timely delivery, and safety.

The model's effectiveness lies in each area operating with a comprehensive view of the business, consistently aiming to generate value for shareholders and ensure customer satisfaction by delivering quality, competitive pricing, and reliable service.

Fertgrow's performance results stem from the integrated and just-in-time coordination across its business units, as illustrated in the flowchart below:



1

Commercial

Fertgrow's business consultant works closely with the producer to identify product solutions that offer the best technical and financial fit for their specific needs.



2

Supplies

Raw material purchases are made based on confirmed customer orders, with most sourced from international suppliers. The team manages the full procurement cycle, including purchase, shipping, transportation, unloading, and storage at Fertgrow facilities.



3

Logistics

Fertgrow operates a modern logistics yard to streamline cargo and truck handling and collaborates with local transport companies to ensure timely delivery of fertilizers to customers.



4

Shipping

The shipping department uses integrated systems to schedule loading, control raw material and finished product weights, issue invoices, finalize production orders, and process billing.



5

Production

The production unit is responsible for fulfilling signed customer agreements. It operates with advanced technology and equipment to support an annual capacity of 1.2 million tons.

Products and markets

GRI 2-1 | 2-6 | 201-1

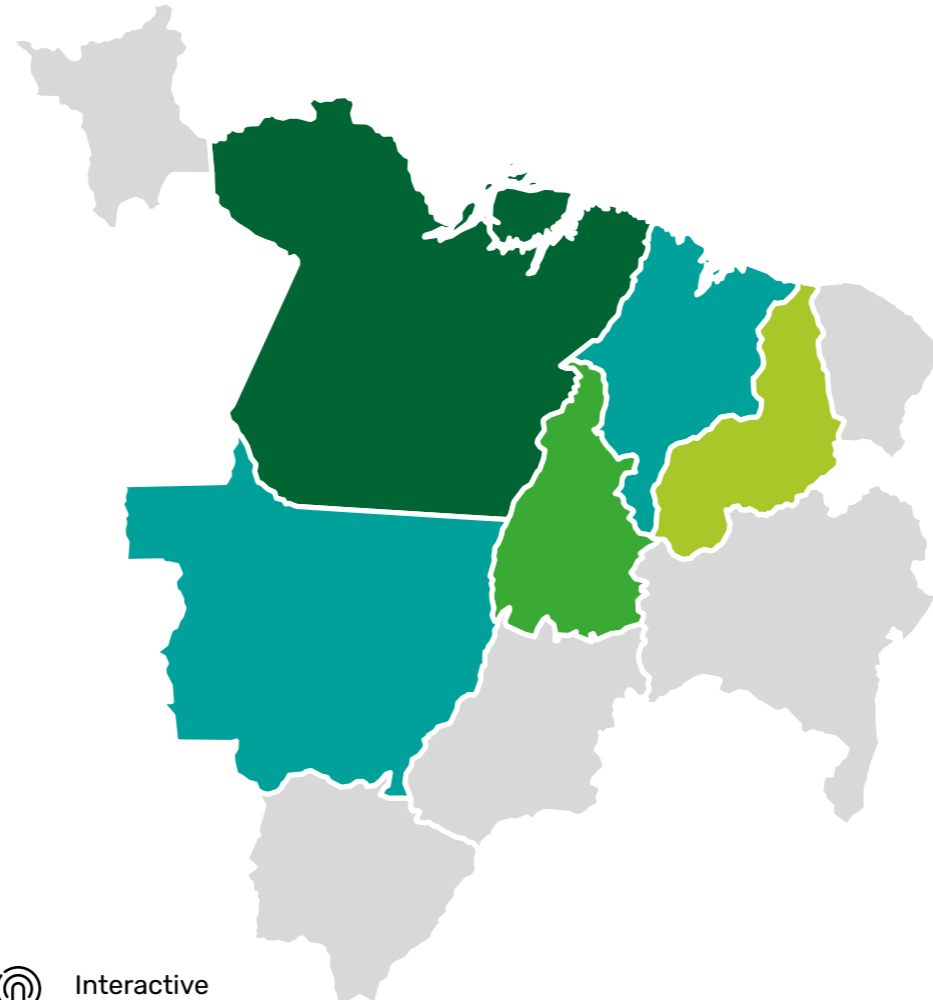
Fertgrow is active in the regional fertilizer market of the MATOPI area, which comprises the Cerrado biome in the states of Maranhão, Tocantins, and Piauí. The company also maintains a strong footprint in Mato Grosso and Pará and serves additional markets in Ceará, Amapá, and Roraima.


It produces a wide range of fertilizer formulations tailored to various crops, primarily soybeans (65%) and corn (30%). Other significant applications include cotton, sunflower, pastureland, and forest restoration.

Other significant applications include cotton, sunflower, pastures, and reforestation. The company holds a regional market share of 20% to 35%, depending on the location. Products are primarily delivered in two formats: in 1-ton big bags (90% of deliveries) and in bulk.

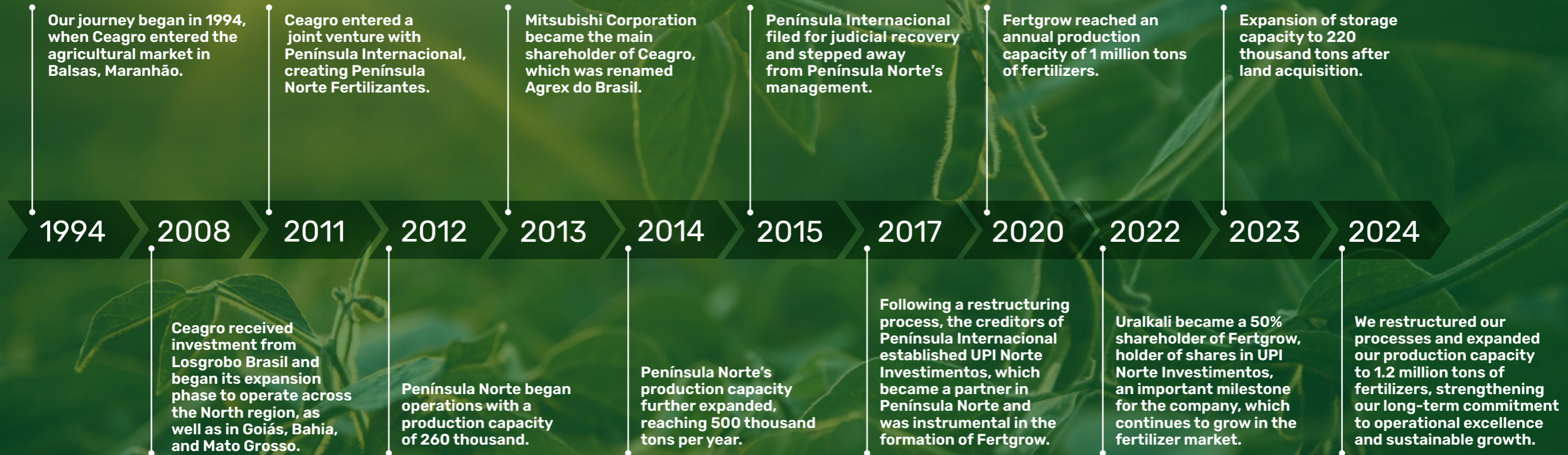
In late 2024, Fertgrow launched a ten-year strategic plan focused on expanding its operations to new regions and crop markets. This growth strategy includes the addition of three new logistics hubs: the ports of Santarém (Pará), Aratu (Salvador), and Recife. Fertgrow's current production capacity stands at 1.2 million tons per year.

Market figures



 Interactive infographic

Timeline



2024 Highlights

BRL **1.89** billion
in sales
+ 2,4%

BRL **1.88** billion
in net revenue
+ 2.6%



Energy
100%
renewable



1 million tons
of fertilizers
produced in 2024

BRL **140** million
in operating profit

+ 2.6%

Jobs

122 direct  **recorde**

249 indirect

Strategic Planning

2024 – 2034 Growth Pillars



ESG

Implementation of a performance-oriented ESG agenda. This first Sustainability Report reflects our commitment to this strategy.



Strategic Vision

Structured ten-year planning (2024–2034) designed to identify growth drivers, define priorities, and guide long-term resource allocation at Fertgrow.



Innovation and Technology

Implementation of a market intelligence and operational efficiency solution at Fertgrow, through the effective integration of AI data.



Team Building and Consolidation

Promotion of motivation and training policies for employees, strengthening the positive atmosphere of a GPTW-certified company and improving results.



Continuous Improvement

Implementation of advanced methods to streamline production, raise operational efficiency, and ensure high product quality.



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Governance

Transparency and Best Practices

GRI 3-3 (material topic)

At Fertgrow, Governance is a fundamental pillar of long-term business sustainability, making the material topic of Transparency and Best Practices especially significant. This theme encompasses Governance strategies, Ethics and Integrity policies, Compliance practices, Health and Safety standards, and Emergency Response readiness. This is a culture that permeates all processes, relationships, and procedures within the company, from leadership to operational teams, who work in an integrated manner to generate and share value, ensuring the company's longevity in the market.

Board of Directors

GRI 2-9 | 2-10 | 2-17

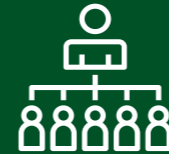
The Board of Directors (BoD) is composed of four members appointed by the shareholders and elected at the General Meeting, with a two-year term. Board members may or may not be shareholders. Selection is based on technical qualifications, prior experience, and alignment with the company's core values.

The BoD is responsible for selecting the members of the Executive Board. The CEO and CFO are elected for two-year terms, with the possibility of reappointment, while the CCO is employed under Brazil's Consolidation of Labor Laws (CLT) framework.

The Board is responsible for approving strategies, goals, and business-related investments, in addition to

overseeing the management of the Executive Board, particularly with regard to the management of adverse business impacts. The Board of Directors assigns annual performance targets to the CEO, with a focus on the company's financial outcomes.

Sustainability-related initiatives are reviewed and approved by the Board after being validated by the Executive Team, which is committed to fostering shared understanding of ESG issues. The release of this first Sustainability Report and the participation of executive leaders in ESG-related events throughout 2024 reflect this commitment to transparency and engagement.

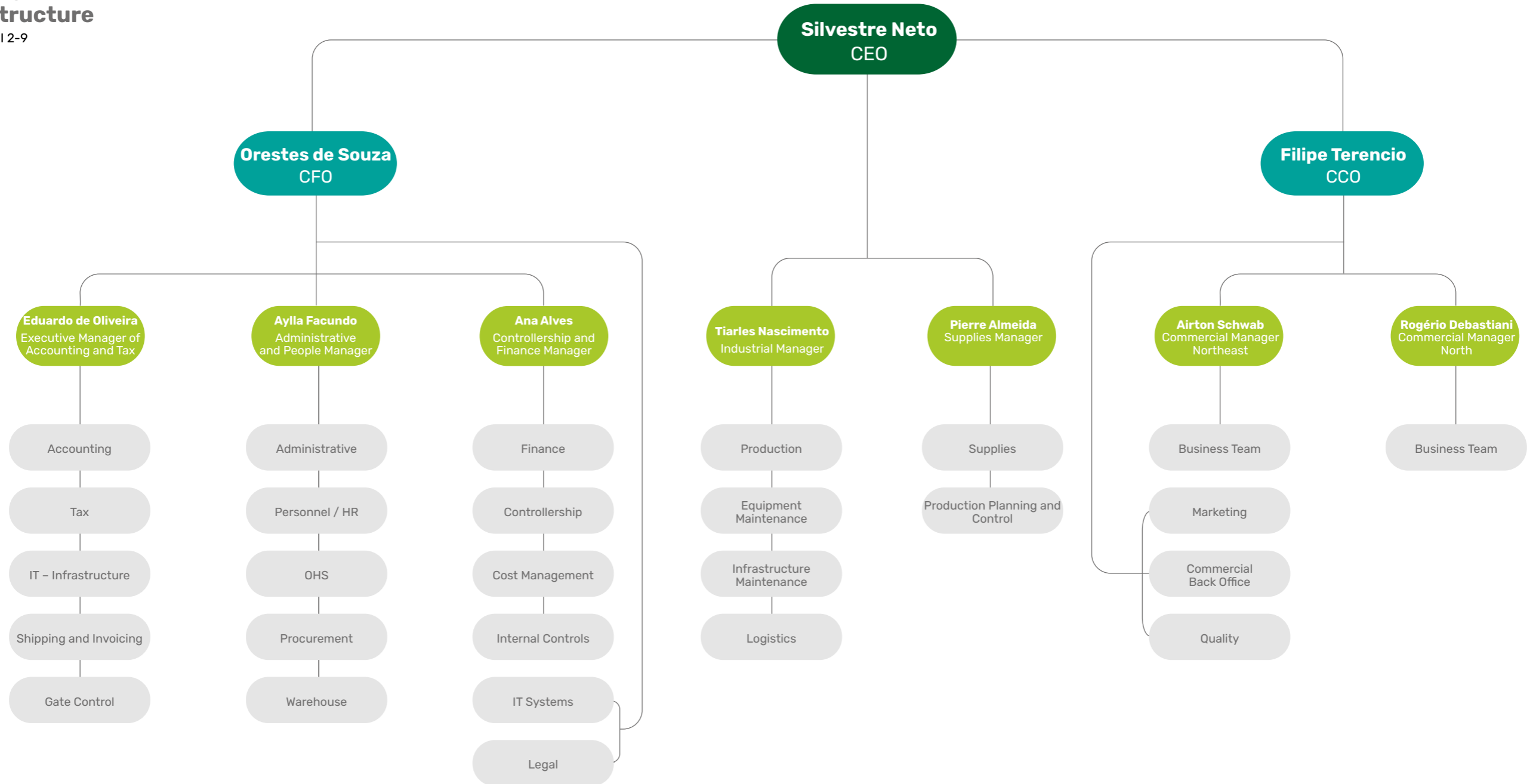


Structure and Composition

Fertgrow is governed by a Board of Directors (BoD) representing its shareholders, and by an Executive Board composed of the CEO (Chief Executive Officer), CFO (Chief Financial Officer), and CCO (Chief Commercial Officer). The CFO and CCO report directly to the CEO, who also oversees the Supply and Operations departments.

Organizational Structure

GRI 2-9



Management Board

GRI 2-11 | 202-2

The Executive Board is responsible for the company’s overall management, including strategy definition, operational oversight, and ensuring compliance with the Board of Directors’ decisions, the Company’s Bylaws, and corporate policies. The CEO, as the organization’s top executive, oversees the CFO and CCO, in addition to the Operations and Supply departments. He also plays a strategic role in the procurement of raw materials.

In November 2024, the executive structure was reorganized to align the company’s leadership with its updated strategic direction and goals.

Fertgrow focuses on hiring local executives, supporting regional economic development and fostering talent growth in the area. In 2024, all executive board members were selected from within the local community, reinforcing the company’s ties with the community.

Impact Management

GRI 2-12 | 2-13 | SASB RT-CH 210a.1

The Executive Board is responsible for managing potential operational risks, including risk mapping, defining mitigation strategies, and submitting them to the Board of Directors. These submissions are made in three forums: during General Meetings, throughout the fiscal year, and at year-end, via the Management Report and the Independent Auditor’s Report.

Throughout the year, Fertgrow’s top executive leadership conducts regular reviews of impact management processes in meetings with the Management Committee and department heads. This ensures a fast and direct flow of communication regarding impact-related issues. A scheduled calendar of committee and board meetings is maintained to support these evaluations, whether during strategic planning reviews or in response to emerging needs.

Advisory Bodies Supporting Leadership

GRI 2-9

Fertgrow’s main advisory body supporting Senior Governance is the Management Committee, responsible for monitoring the execution of strategic decisions. The committee meets monthly to review and supervise the strategic plan and assess the economic, environmental, and social impacts of the company’s operations.

The current Management Committee includes members of the Executive Board and department managers.

The following committees are also active:

- Compliance Committee;
- Data Privacy Committee;
- Credit Committee;
- ESG Committee.



Evaluation Processes

GRI 2-18 | 404-3

The Executive Board is subject to two key evaluation processes. The CEO's performance is monitored monthly by the Controllership team, based on the annual targets established by the Board of Directors. Quarterly results are reported to the Board, and the final performance review is validated at the end of the fiscal cycle.

In addition, the evaluation process is included in the scope of Fertgrow's independent external audit, reinforcing transparency and strong governance standards.

Other executives are evaluated annually, based on technical performance and alignment with the company's culture. Their goals are defined by the CEO and assessed by the Controllership.

Compensation Policy

GRI 2-19 | 2-20 | 2-21

Fertgrow's compensation policy for Senior Management is aligned with individual performance targets, role complexity, and exposure to risk. The executives receive a fixed salary, travel and accommodation allowances for business-related activities, and performance-based bonuses tied to predefined goals. Additionally, the company provides a Private Pension Plan, offering supplementary retirement contributions.

An annual compensation review is conducted with support from external consultants, involving the following steps:

- **Internal assessment:** Review of the organizational structure, current roles, responsibilities, and required competencies for each position;
- **Market benchmarking:** Compensation survey to compare remuneration levels with those practiced by peers in the same industry or region;
- **Financial diagnosis:** Review of the company's ability to absorb the costs of a new compensation policy, subject to approval by the Executive Board.

In 2024, the ratio of the highest executive compensation to the company's average employee salary was 13.48%. No salary increase was granted to Fertgrow's highest-paid executive, while the average effective salary adjustment for employees was 24.0%.



13.5%

ratio between the top executive's compensation and the company's average employee salary



24.0%

effective overall salary adjustment*

*The highest-paid executive did not receive a salary increase.

Code of Conduct and Governance

GRI 2-15 | 2-24

As outlined at the beginning of this chapter, ethics, integrity, and compliance are core components of the Company's governance model, closely aligned with corporate policies, occupational health and safety, and emergency preparedness.

To formalize and promote these values, the Company has adopted a Code of Conduct and Ethics, approved by the Executive Board, that reinforces its organizational culture. The Code outlines clear principles to prevent conflicts of interest, manage risks, ensure integrity across operations, and enhance process efficiency and responsiveness.

The principles established in the Code of Conduct and Ethics apply across all areas of the business, covering employees, suppliers, and customers. As part of the onboarding process, all new employees receive the document and sign an acknowledgment of receipt and understanding. For suppliers and customers, contracts include specific clauses requiring compliance with the company's ethical standards and conduct expectations.

Ethics and Integrity

GRI 2-23 | 406-1

Beyond its Code of Conduct and Ethics, the company has implemented a series of policies to guide employee conduct and ensure strong standards of integrity, ethics, and regulatory compliance. Fertgrow is committed to complying with Brazilian legislation, including labor, tax, rural, health, and environmental laws, reinforcing its accountability and responsible business practices.

The company has zero tolerance for discrimination and has established a dedicated Internal Controls function to oversee matters related to ethics and integrity.

Principles defined in the Code of Conduct and Ethics include:

- The company maintains a zero-tolerance policy for discrimination and promotes respect and equal opportunity, regardless of a person's origin, color, age, race, religion, social background, gender, mobility, disability, or any other condition.
- Employees are free to assert their rights under their employment contract at any time, directly with the company, without fear of penalties or retaliation.



Reporting Channel

GRI 2-16 | 2-25 | 2-26 | SASB RT-CH 210a.1

Employees are encouraged to raise concerns or seek guidance directly with the Executive Board, given the close relationship between leadership and their teams. However, the company also offers an external Reporting Channel, where complaints, suggestions, and reports can be submitted. The channel also functions as a communication gateway for external stakeholders, including customers.

It was established in late 2022 through a partnership with a specialized third-party provider. Since its implementation, the Channel has not received any reports of harassment or other violations of the Code of Conduct and Ethics or company policies.

If a complaint is confirmed, two processes may follow: complaints involving an Executive Board member are reviewed by the Board of Directors, while other cases are handled by the Company's Compliance Committee, which evaluates the issue and takes necessary measures.

Reports are anonymous and can be made by email or phone.

 [click here to contact the Reporting Channel](#)

Compliance with laws and regulations

GRI 2-24 | 2-27

Compliance with laws and regulations is a key foundation for Fertgrow's commitment to ethics, transparency, and sustainability. In 2024, the company was only indirectly involved in labor claims related to third-party contractors. A total of 28 cases were recorded, with 20 still active and 8 closed during this reporting period.

Fertgrow has been strengthening its partner hiring controls and is developing a Contract Management Policy focused on these service providers to reduce risks of future issues across various company sectors, including labor matters.

In civil matters, the company is involved in 17 cases concerning the enforcement of contractual penalties for canceled purchase and sale agreements, along with infraction notices related to freight charges and cargo weight. In tax matters, there are 35 ongoing cases, two judicial and 33 administrative, all dealing with tax compensation.



Conflict of interest

GRI 2-15 | 2-16

Fertgrow's operations are guided by its Bylaws, the Code of Conduct and Ethics, and corporate policies, all of which help prevent, among other things, conflicts of interest in the company's activities. Among the most relevant policies are the Contract Management Policy, Corporate Risk and Internal Controls Policy, and the Related Parties Policy.

To ensure transparency, the company engages independent auditors to validate such operations. No conflict of interest cases involving shareholders have been reported in the medium term.

Key concerns are typically shared via email and, more recently, have been added to the regular agenda of the monthly Management Committee meetings. This approach helps ensure that the Committee is consistently updated on relevant issues.

Policy and Compliance Commitments

GRI 2-23 | 2-24 | 2-27 | 205-1 | 205-2 | 205-3 | 206-1 | SASB RT-CH-530a.1

During the reporting period, Fertgrow had 16 internal corporate policies in place, with additional ones being developed, updated, or mapped. These policies aim to enhance control mechanisms across key departments, including Finance, Sales, Procurement, Accounting, Controllership, Legal, Supply Chain, Logistics, Operations, Tax, Internal Controls, Human Resources, Occupational Health and Safety, Marketing, IT, and Environmental Management.

As part of the ongoing efforts to review, implement, or map internal policies, the following have been key focus areas:

- Contract Management
- ESG (Environmental, Social and Governance)
- Data Protection (in line with the LGPD – Brazilian data protection law)
- Corporate Risk and Internal Control Management
- Related Parties
- Marketing and Communication

These policies aim to enhance internal controls, including adjustments to the ESG policy to prevent doing business with customers involved in improper environmental or social practices. The Contract Management Policy requires supplier approval, a process currently underway, based on background checks and

their historical relationship with the company. A key supplier selection criterion adopted by the company is that they align with its Integrity principles.

At Fertgrow, the development of corporate policies is guided by the risk management needs identified across different areas throughout the year. All policies incorporate Compliance-related guidelines and procedures.

Fertgrow's Compliance team is currently mapping risks, assigning weight to each one so that, after being reviewed by the company's leadership, a Standard Risk Matrix can be validated. This final matrix will serve as the foundation for the company's Risk Management Policy, set for development in 2025 and implementation in 2026.

In the meantime, the company already operates with robust internal controls, such as:

- Mandatory daily double-checks of payments and contracts;
- Preliminary legal review of all contracts;
- Continuous process alignment across departments;
- Annual audits requiring departments to submit documentation of their yearly activities.

Fertgrow's Compliance area is also responsible for receiving and addressing reports of non-compliance from both internal and external stakeholders.

In 2024, no non-compliance reports were received. Since 2015, the company has not recorded any corruption cases related to its operations. There were also no reports of harmful market practices, including unfair competition or violations of antitrust and anti-monopoly legislation.

All internal policies are made available to employees, who can access them freely for reference. When a policy is updated or a new one is implemented, Fertgrow conducts internal training to ensure employees and key partners are properly informed. These communications are also typically addressed in the company's Daily Safety Dialogues (DDS). To further improve access to internal policies, the company is rolling out an intranet platform.

Environmental Impact Mitigation Measures

GRI 2-25 | 304-3 | 413-2 | SASB RT-CH-530a.1

Fertgrow is committed to identifying, preventing, and addressing any potential environmental impacts of its operations through corrective actions and environmental compensation or restoration initiatives.

The company currently maintains a reforestation and land recovery project in a one-thousand-square-meter degraded area in São Luís (Maranhão), as part of the environmental offset for a factory expansion carried out in 2023.

No environmental incidents associated with the company's operations have been recorded to date. Fertgrow remains in full compliance with applicable environmental legislation and the regulations set forth by the Maranhão State Department of the Environment and Natural Resources (SEMA). A waste management program is planned for launch in 2025.



Operational Safety and Emergency

GRI 413-2

Safety and Efficiency in Industrial Operations

To strengthen its safety and operational performance, Fertgrow established a Maintenance Planning and Control Team, formed by qualified professionals responsible for ensuring more accurate and reliable management of industrial activities. The team's main objective is to ensure that equipment operates in compliance with applicable safety standards and international best practices. The initiative is designed to enhance operational oversight, reduce risks, and optimize the factory's performance.



Factory Maintenance Program

As part of its efforts to improve operations, Fertgrow introduced a structured Maintenance Program to streamline internal processes and enhance both efficiency and safety. Supported by a specialized consulting firm, the program follows a strict calendar of daily, monthly, and annual tasks, aligned with the plant's specific operational needs. The program also includes scheduled maintenance shutdowns for technical adjustments and ongoing equipment assessments, guided by detailed inspection checklists.

In addition to these efforts, the company has strengthened both individual and collective safety measures to ensure a safer and more efficient work environment. Internal procedures have been updated, and operational teams have received targeted training to improve their readiness in managing potential risks. An Emergency Response Plan (PAE) is in place to ensure a prompt and coordinated reaction to any incidents, underscoring Fertgrow's ongoing commitment to safety and operational integrity.

Outlook for 2025

With operations running 24/7, the plant's 2025 agenda includes a new operational assessment, supported by a specialized consulting firm, to further enhance its processes. Key priorities will include reinforcing safety protocols, improving asset management, and driving continuous improvements in operational performance.

The plan also foresees investments in equipment modernization to increase energy efficiency and minimize environmental impacts. By adopting advanced monitoring technologies, the company aims to enhance operational control, reduce risks, and improve industrial efficiency.

Alongside structural improvements, Fertgrow will expand workforce training programs focused on safety and asset management. The initiative strengthens a culture of prevention and maintenance, promoting the continuous integration of best practices into daily operations.

Fertgrow's Path to High Performance

The indicators reviewed in 2024 confirm Fertgrow's strong standards of reliability and operational efficiency, both in plant maintenance and production performance. The company has surpassed key strategic goals related to equipment availability and execution of maintenance plans, reflecting robust planning and effective management.

Nonetheless, areas such as repair time reduction and oversight of unplanned activities, which affect resource use and operating costs, still present opportunities for improvement. Ongoing efforts to optimize these aspects will enhance Fertgrow's competitiveness and drive more efficient and sustainable operations.

Maintenance Performance Indicators

Maintenance of Fertgrow's production equipment plays a key role in ensuring operational reliability and efficiency. A review of core indicators shows strong performance, while also pointing to areas for ongoing improvement.

- **Reliability and Repair Time** An MTBF (Mean Time Between Failures) of 476.76 hours reflects a high level of equipment reliability, with infrequent failures helping to minimize disruptions to production. Despite the high reliability, the MTTR (Mean Time to Repair) of 91.61 hours indicates extended repair durations, suggesting that the complexity of maintenance tasks may delay the return to normal operations.
- An availability rate of 85.51%, falling short of the 95% target, reflects the negative impact of unplanned activities on operational performance. Such unscheduled events reduce equipment uptime and need to be addressed to improve manufacturing efficiency.
- Fuel consumption per ton produced reached 0.23 L/T, exceeding the 0.19 L/T target and reflecting the impact of unplanned activities on energy efficiency. Maintenance costs per ton totaled BRL 1.48/T, slightly above the target of BRL 1.18/T, indicating the need for tighter controls on repair activities and resource usage.
- **Maintenance Management Efficiency** Despite these challenges, 93.8% of scheduled maintenance plans were completed, surpassing the 90% target and demonstrating strong planning and disciplined execution of preventive actions.

Factory Maintenance Indicators



476,76 hours
MTBF (Mean Time Between Failures)

85.5%
availability
in performance



0.23 liters
fuel consumption
per ton produced

93.8%
maintenance
plan compliance



Operational Efficiency of the Production Plant

Fertgrow's production plant has shown strong operational performance, with indicators pointing to high levels of reliability, efficiency, and cost management.

Reliability and Repair Time

An MTBF of 57.71 hours indicates solid system reliability, with infrequent disruptions. Meanwhile, an MTTR of just 0.56 hours reflects the team's ability to respond swiftly to issues, minimizing downtime and maintaining production flow.

High Availability and Operational Performance

The plant's availability reached 98.08%, surpassing the 90% target and indicating efficient and well-managed operations. Maintenance tasks were carried out with 97.9% compliance to the scheduled plan, reinforcing disciplined execution. Production adherence reached 96.9%, exceeding the target of 80%, demonstrating consistency in delivering on planned activities.

Cost Control and Efficiency

Maintenance costs per ton produced reached BRL 10.47/T, outperforming the target of BRL 11.92/T, reflecting effective cost control.

Through continuous improvements in management practices and performance indicators, the company has reinforced its position as a reference in operational excellence, combining innovation, productivity, and a strong focus on quality throughout the production chain.

Factory Maintenance Indicators



57,71 hours
MTBF (Mean Time Between Failures)

98.1%
availability
in performance



BRL 10.47
per ton produced

96.9%
maintenance
plan compliance



Infrastructure Investments

GRI 203-1 | 403-1 | 403-6

One of the key operational safety initiatives in 2024 was Fertgrow’s investment in its facilities. The company installed a new emergency and fire alarm system to upgrade equipment safety. In terms of building infrastructure, nine projects were contracted, and some of the construction works are already underway. These improvements are designed not only to strengthen safety standards but also to enhance workplace quality of life.

Key Projects Include:

Contractor Support Center – A new facility built to support outsourced teams, featuring male and female locker rooms, a cafeteria, offices for service providers, and storage areas. With a total built area of 210.86 m², the center is being delivered fully equipped with office furniture, industrial water cooler, air conditioning and television units, stove, cabinets, seating, shelving, and workbenches. Total investment: BRL 1.3 million.

Safe Path Program – Upgrades to internal access routes for employees and visitors across both the administrative and industrial areas. Enhanced signage and covered walkways were implemented to improve safety and comfort.

Shipping Area Expansion and Loading Dock Improvements – These upgrades were designed to enhance working conditions and provide better protection for transported goods.

BRL 1.3 million
Were invested
in the Support
Center for Third-
Party Workers



Reputation and Market Credibility

GRI 3-3 [material topic]

Fertgrow recognizes that reputation and credibility are key to long-term business success, grounded in transparency, ethics, and innovation. The company has built a solid market image, earning the trust of stakeholders and reinforcing the strength of its business model.

Aligned with its Governance strategy, this commitment supports sustainable growth and creates value for shareholders, employees, customers, and surrounding communities. By doing so, Fertgrow reaffirms its social and economic responsibility, sustaining its path of continuous improvement.

Expansion and Growth

GRI 201-1

In 2024, Fertgrow produced and delivered approximately 1 million tons of fertilizers to farmers in the Cerrado region and other areas where it operates. This milestone is especially significant considering the unfavorable economic scenario faced by the sector in the country at the beginning of the decade, driven by geopolitical issues and the drop in commodity prices in the international market.

To navigate these macroeconomic challenges, Fertgrow focused on enhancing its competitiveness, positioning itself ahead of industry peers. The company's strategy emphasized operational efficiency and ongoing cost reduction, driven by process improvements.

In 2024, Fertgrow increased its production by 16.31% year-over-year, while sales grew by 2.43%. This performance reflects the

recovery of Brazilian agribusiness, supported by projections of a record soybean harvest in the 2024/2025 season.

In this favorable context, the Company generated nearly BRL 1.9 billion in annual revenue and recorded approximately BRL 140 million in operating profit. More than BRL 20 million were allocated to salaries and benefits, and BRL 17 million were paid in taxes.

Building on this positive momentum, the Company launched a strategic growth plan in late 2024, outlining goals through 2034 to strengthen its market share in existing regions and expand into new crops and markets.



+16%
increase in production
compared to 2023

BRL 1.89 bi
approximate
annual revenue



Tax Compliance

GRI 207-1 | 207-2 | 207-3 | SASB RT-CH-530a.1

Fertgrow has formal procedures in place that outline its tax operations and processes to ensure full compliance with applicable laws at the federal, state, and municipal levels.

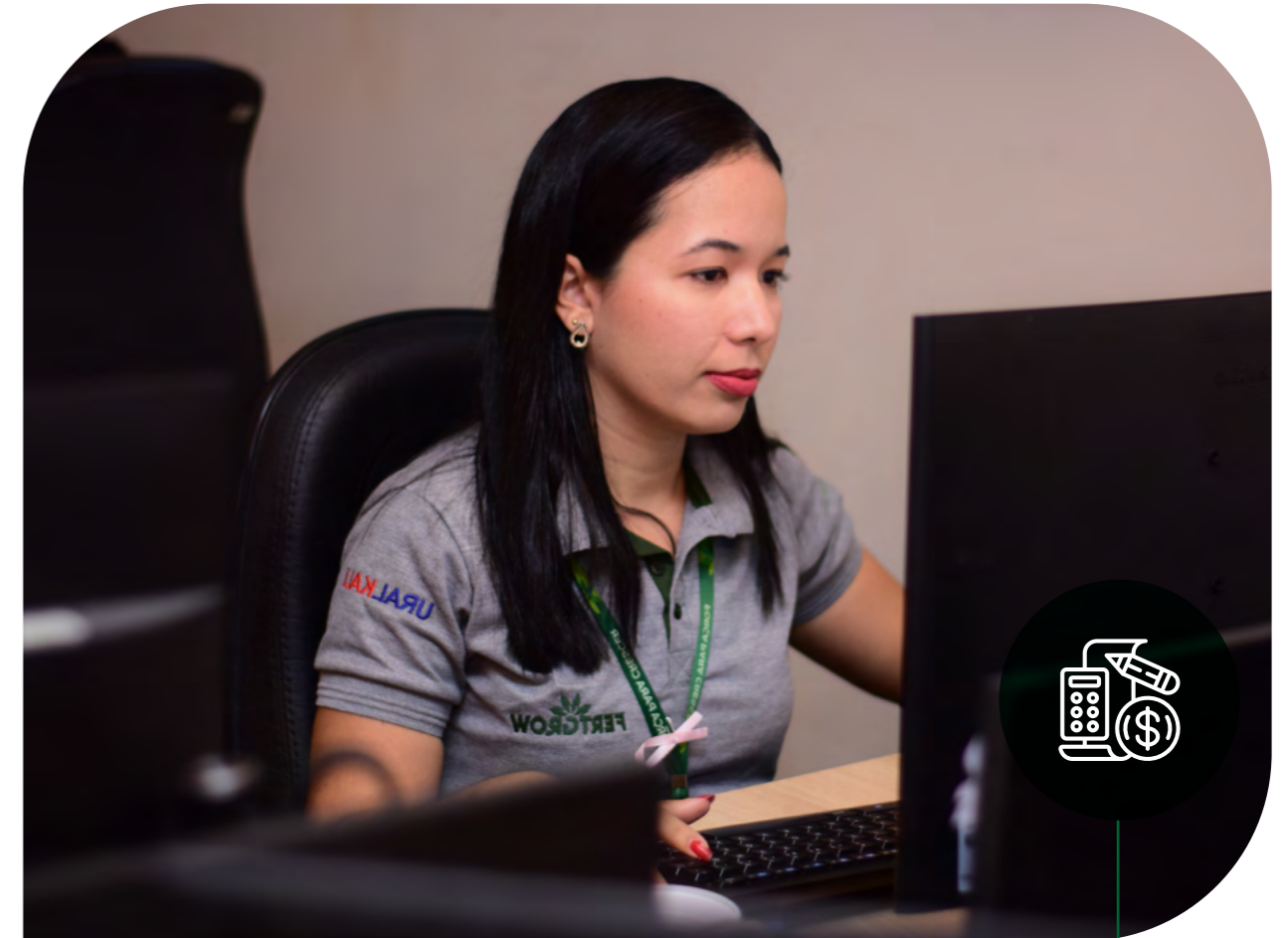
The company adheres to relevant legal frameworks, including ICMS Agreements CV 100/97 and CV 26/2021 issued by Confaz, the Maranhão State ICMS Regulation (RICMS/MA), and Law No. 9.121/2010 under the PROMARANHÃO program, which supports industrial and technological activities in the state of Maranhão. The control procedures are for internal use only and are not disclosed to external audiences.

Fertgrow applies a structured and consistent approach to maintain regulatory compliance in its tax obligations. Tax compliance

processes undergo regular review by department managers.

The Tax Department carries out daily and monthly validation routines to ensure adherence to procedures. At the strategic level, the company engages external consultants for quarterly assessments and submits its annual financial statements for external audit.

This framework also encompasses the payment of social obligations tied to the renewal of tax benefits.



Fertgrow maintains a structured compliance model to ensure adherence to regulatory requirements.



Fertgrow benefits from its close proximity to the Port of Itaquí

Contribution to Agricultural Productivity

GRI 2-6 | 203-2

Fertilizers play a vital role in nearly half of the world’s food production. They support soil correction, improve root efficiency in absorbing nutrients and water, enhance crop resistance to adverse weather conditions, and foster plant growth cycles.

These factors drive consistent productivity improvements, contributing to higher yields, cost reductions, and greater food security. For instance, soybean productivity is expected to grow by around 10%, with a nearly 13% increase in grain output projected for the 2024/2025 harvest.

Fertgrow plays a strategic role in this value chain, operating as a key agribusiness player in Brazil’s Central-West, North, and parts of the Northeast, especially in the Cerrado region. Thanks to its proximity to the Port of Itaquí, Fertgrow also contributes to positioning the area as one of Brazil’s major logistics hubs.

The Port of Itaquí is responsible for handling around 80% of the soybean and corn produced in the Cerrado and is also the main entry point for fertilizers used in the region. Fertgrow is one of the port’s key partners and, in 2024, set a record for the highest volume of raw materials received by a single ship.

By driving the agribusiness supply chain, the company supports multiple sectors of the economy and generates positive impacts locally, regionally, and nationally. Its strategic position contributes to sustainable growth, job creation, and economic development, underscoring its importance in the market.

Development and Innovation

GRI 404-2

Innovation is a key priority for the company and plays a central role in process optimization, cost reduction, and improved market competitiveness. It is also a strategic Governance tool that enables greater operational efficiency – a highlight being the company’s just-in-time business model, which ensures precise execution across the entire value chain, from raw material purchasing and logistics to fertilizer production and final delivery to the customer.

To reach this level of efficiency, the company continuously invests in training, development, and the improvement of its teams and leadership. The company is also committed to expanding its sustainability practices, recognizing their importance not only for its long-term resilience but also for the future of agribusiness.

In April 2024, Fertgrow’s CEO, Silvestre Neto, shared the company’s sustainability-driven investments with the Maranhão business community during an ESG Panel held in São Luís (MA).

Innovation also includes investments in digital technologies and, more recently, in Artificial Intelligence (AI), which have become essential tools for modernizing processes. These resources are essential to the innovation of internal processes. The systems are customized based on the company’s needs and incorporate recent changes in management practices, such as the new Asset Maintenance Program implemented at the factory in 2024.



Silvestre Neto, attending an ESG panel



Team members participating in the 1st Generative AI Learning Workshop.

Commitments to Stakeholders

GRI 2-29 | 2-30

Fertgrow maintains ethical, transparent, and value-driven relationships with its stakeholders, in line with its Code of Conduct and Ethics and corporate governance policies. This stance helps build credibility and strengthen trust among shareholders, employees, suppliers, local communities, and society at large.

For direct employees, Fertgrow ensures fair and structured labor practices, with employment contracts governed by Brazil's Consolidation of Labor Laws (CLT) and aligned with collective bargaining agreements. This guarantees legal compliance, recognition of professional value, and respect for workers' rights – reinforcing the company's commitment to integrity and employee well-being.

Key Stakeholder Commitments



Interactive infographic



Product Quality Commitment

GRI 416-1 | 416-2 | 417-1 | SASB RT-CH-530a.1

Fertgrow ensures rigorous quality control across the entire fertilizer value chain, from international certification at the origin and upon arrival of raw materials to physical and/or chemical analyses conducted by the company on both input batches and finished fertilizers delivered to customers.

Quality control follows four main stages: vessel unloading (sometimes also at loading), delivery of raw materials to the plant, daily production monitoring, and final product inspection.

A dedicated in-house team oversees this process. Upon receiving raw materials, the company performs physical tests to assess granule size and strength, supporting estimates of durability and guiding potential process adjustments.

Samples are also submitted for external chemical analysis, in line with legal requirements. Throughout the production process, each shift conducts quality checks, with trained personnel analyzing particle distribution and making adjustments as needed to maintain product standards.

To ensure traceability, a sample of each batch of finished product is collected and stored internally for one year. This archive allows reanalysis if a customer complaint is received.

Each control stage is documented daily and integrated into a quality dashboard that tracks complaints and service response follow-up.

Fertgrow's quality assurance process aligns with industry regulations, including Normative Instruction IN 39/2018 and other guidelines issued by the Ministry of Agriculture and Livestock.

Raw material testing – both at point of shipment and upon arrival – is handled by a global partner with over a century of expertise in testing, inspection, and product certification.

In cases of identified non-conformities in raw materials, Fertgrow's Procurement team issues a formal protest letter to the supplier, seeking appropriate remediation or compensation.



**Physical testing
performed on
raw material**

Climate Change Statement

GRI 201-2 | 413-2

Fertgrow’s ESG-driven sustainability practices demonstrate its commitment to addressing climate change – both by mitigating the environmental impact of its activities and by ensuring business resilience.

The company adopts sustainable alternatives where operationally viable, such as purchasing electricity exclusively from renewable sources in the open market. It has also implemented measures to reduce waste, minimize particulate emissions, and improve the efficient use of natural resources.

Internally, Fertgrow promotes conscious consumption by encouraging the reduction of disposable materials and paper, advocating for responsible energy use, and ensuring full compliance with environmental regulations.

Its raw materials are covered with tarpaulins during transportation and stored in facilities with concrete flooring and/or inflatable structures, also protected to prevent dust dispersion. When needed, the company applies anti-dusting additives. After processing, the fertilizer can also be delivered protected in big bags made from recycled material – an innovation introduced in 2024 that also helped reduce

costs. The company has automated its shipment processes to reduce the use of printed paper. Other environmental practices, including an ongoing reforestation initiative and support for community projects.

Regarding the potential impacts of climate change on its business, the company actively monitors weather patterns like El Niño and La Niña and works to implement effective mitigation strategies. These climate events tend to alter rainfall patterns in Brazil, which in turn impact soil fertility and crop yields, prompting farmers to adjust the timing of their fertilizer purchases. Fertgrow considers this type of scenario in its strategic planning, and such events have not caused significant impacts on its financial performance. The El Niño and La Niña phenomena have not affected the company’s main crop—soybeans—or its business expansion plans.



Fertgrow is a participant in the Floresta Viva Program, an initiative focused on the recovery of degraded ecosystems.



FERTGROW

People

People Management in Operations

GRI 3-3 [material topic]

Recognized as a critical issue for Fertgrow's operations, People Management is grounded in a strong organizational culture, seen as essential to ensuring the company's long-term business sustainability. Fertgrow fosters employee engagement and accountability by providing development opportunities, competitive compensation, and clear paths for career advancement. All employment contracts include an extensive benefits package, structured under the Viva Bem Fertgrow Program, which supports a safe and healthy workplace.

The Viva Bem Fertgrow Program provides a comprehensive set of benefits to all employees



Workforce Profile: Employment, Diversity and Inclusion

GRI 2-7 | 2-8 | 2-30 | 401-1 | 403-5 | 405-1 | 406-1



Fertgrow’s operations rely on a committed workforce, composed of both direct employees and third-party service providers. The company’s Human Resources practices are aligned with its core values, ensuring the promotion of equal opportunities, diversity, and respect for human rights.

Throughout 2024, there were no recorded incidents of discrimination or breaches of the Code of Conduct and Ethics involving either direct employees or outsourced workers. Fertgrow upholds freedom of association and collective bargaining, granting union representatives access to its facilities and

supporting open dialogue with all workers, regardless of employment status. The company is not aware of any violations of these rights by its service providers in 2024.

All individuals starting their activities with Fertgrow—whether employees or contractors—take part in a structured onboarding process, which covers the company’s values as well as health and safety compliance requirements. In 2024, Fertgrow expanded its direct workforce to 122 employees. Outsourced teams accounted for 249 workers. Due to the nature of the company’s activities, the workforce continues to be predominantly male. The company recorded a turnover rate of 10.90%, representing a significant improvement compared to the 18.22% observed in 2023.



All employees take part in a structured onboarding process, where they are introduced to the company’s values and receive guidance on Occupational Health and Safety

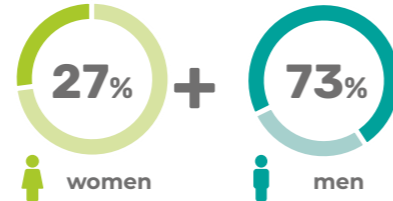
Our people

GRI 2-7 | 2-8

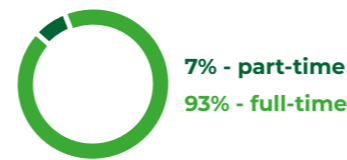
371
employees

122
Direct employees

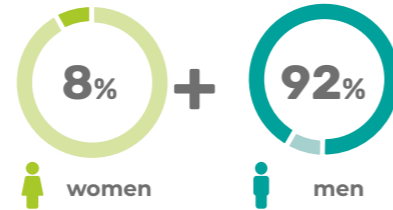
By gender | GRI 405-1



By working time arrangement



249
Indirect employees

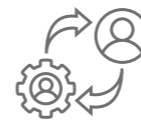


Parental leave | GRI 401-3



100%

is the return-to-work and retention rate of employees who took parental leave



11%

was the turnover rate, compared to **18%** in 2023

New hires and turnover | GRI 401-1

By age group

	hires	terminations	turnover
Under to 30	+ 12	- 6	5%
30 to 50	+ 15	- 5	4%
Over 50		- 1	1%
Total	+ 27	- 12	11%

By gender

	hires	terminations	turnover
women	+ 20	- 9	3%
men	+ 7	- 3	8%
Total	+ 27	- 12	11%

Organizational Culture and Values

Fertgrow's recognition as a GPTW (Great Place to Work) company for the second year in a row in 2024 highlights its strong workplace culture, which reflects alignment with the expectations of shareholders, executive leadership, and employees. This culture shapes the company's people management strategy, aimed at translating its mission, vision, values, and long-term goals into practice.

A key element of this organizational culture is creating an environment that drives employee engagement – supported by talent development and retention, clear career advancement paths, and a comprehensive benefits program.

As part of the HR strategic planning defined in March 2024, Fertgrow introduced a new benefit: a Private Pension Plan. This optional plan features matched contributions from the company and employees, with deductions based on salary levels. The goal of this strategic plan is to reach satisfaction level 7 within the company by the end of the first half of 2025.

Among the initiatives designed to strengthen organizational culture, Fertgrow maintains a calendar of engagement events, including celebrations for culturally significant dates (such as the São João Festival), year-end gatherings with employee families, and a results celebration marking the company's achievements.

The HR roadmap also includes initiatives to enhance benefits and improve working conditions for outsourced staff.

Fertgrow was named a Great Place to Work for the second consecutive year.



Our team celebrating the successful completion of the 2023/2024 business cycle.

Continuous Learning

GRI 404-2 | 404-3

Talent development and retention are central to Fertgrow’s long-term sustainability strategy, enabling internal career growth and strengthening the company’s capabilities. To support this, Fertgrow runs the Individual Development Program (IDP), which provides employees with access to internal training and offers partial or full financial support for external courses – including technical certifications and MBA (Master of Business Administration) programs.

The annual training calendar is designed based on two main inputs: the Training Needs Assessment

(TNA) conducted by department and feedback from employee performance reviews. This ensures that the program is tailored annually to meet evolving business and individual development needs.

In 2024, Fertgrow conducted 75 training initiatives on a range of topics including Artificial Intelligence (AI), Power BI, Regulatory Labor Standards (NR-06 and NR-20), Rural Credit, as well as an ESG seminar and a commercial workshop.

Throughout 2024, Fertgrow also delivered 75 training programs focused on business-related topics and employee personal growth



Performance Evaluation

GRI 404-3

Fertgrow conducts performance evaluations using a specialized market platform with a dashboard that tracks a wide range of development indicators for all employees. Career progression is based not only on evaluation outcomes but also on meritocratic criteria, ensuring transparency and fairness in promotions and compensation. This set of indicators and insights influences both promotions and compensation.

In 2024, the company advanced the rollout of its new Job and Compensation Policy, which includes a performance-based variable pay component. Depending on individual results, bonuses can represent up to 70% of an employee’s total earnings. All direct employees are included in performance evaluations and benefit from personalized career development plans.

Occupational Health and Safety

GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8

Fertgrow has established a Health and Safety Management System aligned with applicable legislation and recognized industry standards and guidelines. This system is continuously reviewed and updated to ensure that all workers – whether directly employed or third-party – are protected by effective occupational safety practices.

To prevent or minimize potential risks to occupational health and safety, Fertgrow adopts a comprehensive set of practices, including:

- Full compliance with applicable regulations, such as Brazil's Regulatory Norms (NR-01, NR-07, NR-09), and SESI Good Practice Guidelines aligned with eSocial;;
- Continuous employee training and technical updates;
- Onboarding and safety integration for all new workers (including third parties);
- Risk awareness and perception training;
- Daily Safety Dialogues (DSD);
- Use of collective and personal protective equipment (CPE and PPE);
- Preliminary Risk Assessments (PRA) prior to any critical or non-routine task;
- Mandatory Work Permits (WP) issued before performing high-risk or non-routine activities;
- Safety reporting tools and open communication channels to report unsafe conditions;
- Distribution of certified Personal Protective Equipment (PPE) when elimination or mitigation of risks is not otherwise possible;
- Periodic review of procedures: based on collected safety data and feedback. Safety reports also support decisions for new infrastructure and training investments, fostering a culture of continuous improvement.

Wearing appropriate Personal and Collective Protective Equipment (PPE and CPE), in line with safety regulations, is both a right and a responsibility of all employees



One of the core elements of Fertgrow’s safety program is the Daily Safety Dialogue (DSD), conducted in two sessions: at 7:00 a.m. for production teams and at 7:30 a.m. for maintenance and administrative teams. These sessions reinforce awareness around tasks with potential safety risks. Work is only authorized after confirming that all environmental and facility conditions are safe and that activities are approved by the Occupational Safety team.

All safety-related information is documented in a daily log, completed at the end of each shift regardless of whether incidents occurred. If a potential risk is identified, it is recorded in the Maintenance Report and immediately referred to the appropriate teams. The area in question remains isolated until the issue is fully resolved.

To ensure a prompt response to potential incidents, Fertgrow has partnered with a medical emergency service provider to deliver first aid and, when needed, hospital referrals.

The company maintains an up-to-date LTCAT (Technical Report on Environmental Working Conditions) and is fully compliant with the FISQP standard (Safety Data Sheet for Chemical Products). The Internal Commission for Accident and Harassment Prevention (CIPA) holds monthly meetings to review and communicate the specific risks associated with

each area or role. Leaders and managers work jointly to continuously implement measures that prevent incidents, including updated procedures covering both facility access and internal operations.

In 2024, the team focused on completing training goals and updating regulatory documentation, including the ASO Task Force (Occupational Health Certificate), conducted in partnership with Sesi Maranhão. For 2025, the department is targeting zero workplace accidents. An awareness campaign focused on this goal was carried out during the last two months of 2024



Daily Safety Dialogues continue to play a key role in reinforcing awareness around high-risk activities

Prevention and Employee Training

GRI 403-4 | 403-5 | SASB RT-CH-320a.2

Fertgrow’s occupational health and safety training programs are designed to ensure compliance with regulatory standards, especially for high-risk activities such as electrical work, working at heights, and operations in confined spaces.

The company also holds an annual Internal Week for the Prevention of Occupational Accidents (SIPAT), aimed at promoting awareness and engagement around safety practices. Fertgrow continuously maintains all legally required programs, including:

- **PCMSO (Occupational Health Medical Monitoring Program)**- In line with NR-07, this program promotes and preserves employee health through routine medical examinations and continuous health monitoring;
- **PGR (Risk Management Program)** - Regulated under NR-01, this replaced the previous PPRA (NR-09) as of 2021. PGR aims to manage occupational risks, with a focus on preventive and control measures;
- **PPP (Social Security Work Profile)** - A legally required document that records environmental working conditions and supports eligibility for special retirement;
- **PCA (Hearing Conservation Program)**- Established under NR-07 to prevent occupational hearing loss due to noise exposure;
- **PPR (Respiratory Protection Program)** - Regulated by Fundacentro, this program outlines guidelines for the correct use of respiratory protection equipment in environments with potential exposure to harmful substances.

Third-Party Safety and Compliance

GRI: 2-6 | 403-1 | 403-5 | 403-7 | SASB RT-CH-320a.2

All third-party teams are subject to mandatory Occupational Health and Safety programs, whose implementation is the responsibility of the service providers. Fertgrow requires documentation proving the implementation of these programs and full compliance with labor regulations.

These workers may be permanent or temporary employees of the contracted companies, with most assigned to Fertgrow’s production line.

Before any contracts are signed, Fertgrow mandates that companies comply with a checklist covering required documents and procedures, including the training defined by Brazil’s Regulatory Standards (NRs) and the provision of certified Personal Protective Equipment (PPE). Outsourced workers are only granted access to the company after their documentation is submitted and validated by the occupational safety technical team. They also take part in Fertgrow’s onboarding process, participate in the Daily Safety Dialogues, and have a record sheet for the delivery and use of PPE.



Before signing any contracts, Fertgrow requires companies to meet a checklist of required documents and compliance procedures



Incident Monitoring

GRI 403-10 | SASB RT-CH-320a.1

In 2024, only one case classified as an occupational illness was recorded. A third-party worker had an allergic reaction and was referred to a hospital by the service provider. Medical tests confirmed an allergy to fertilizers and construction materials.

Medical assessments for outsourced personnel are the responsibility of the contracted service providers, including any resulting health outcomes. For its direct employees, Fertgrow maintains a partnership with SESI Maranhão, which conducts medical checkups as well as risk and hazardous condition assessments.

Incident records and reports of non-compliance are monitored daily. Incident Reports and Corrective Action Plans resulting from this monitoring are forwarded to each area responsible for the reported activity, so that the appropriate measures can be taken when a case is identified.

Well-being and Quality of Life

GRI 401-2 | 403-6 | SASB RT-CH-320a.2

All initiatives and benefits provided by the Human Resources department to direct employees are part of the Viva Bem

Fertgrow Program. Key benefits include:

- Performance-based Bonus Program;
- Health and Dental Coverage;
- Wellhub;
- Private Retirement Plan;
- Life Insurance;
- Education Support;
- Food Support Benefit;
- Commuting Assistance;
- Nutritional, Mental Health, and Wellness Services;
- Pharmacy Discounts;
- Meal Allowance.

Benefits for outsourced workers are defined in the contracts established with the service providers. These agreements include meal allowances, attendance incentives, and night transportation, provided by the company managing the largest group of workers. Outsourced staff are also covered by the company's emergency care system. Some smaller teams are provided lunch by Fertgrow. In terms of infrastructure, outsourced teams currently have a rest area, and a larger, fully equipped break space with modern locker rooms and a cafeteria is planned, among other facilities.

Beyond these benefits, Fertgrow runs an annual calendar of Health Campaigns to raise awareness about physical and mental health prevention among all employees.

Health Awareness Calendar

<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 1 January </div>	<p>White. White January: focused on promoting mental health awareness;</p>	<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 8 August </div>	<p>Lilac. Lilac August: promotes the prevention of gender-based violence;</p>
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 2 February </div>	<p>Purple and Orange. Purple February: dedicated to raising awareness about chronic conditions such as lupus, fibromyalgia, and Alzheimer's disease. Orange February: highlights leukemia awareness and prevention;</p>	<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 9 September </div>	<p>Green, Red, and Yellow. Green September: promotes awareness about organ donation and colorectal cancer prevention. Red September: emphasizes the importance of cardiovascular health. Yellow September: the company's most widely adopted initiative, focused on suicide prevention and mental health support;</p>
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 3 March </div>	<p>Women's Day Campaign: includes initiatives for the prevention and early detection of cervical cancer;</p>	<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 10 October </div>	<p>Pink. Pink October: Dedicated to raising awareness about breast cancer and the importance of early detection;</p>
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 4 April </div>	<p>Green April: Campaign aimed at preventing occupational illnesses and work-related accidents;</p>	<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 11 November </div>	<p>Blue and Gold. Blue November: encourages prevention of prostate cancer and diabetes through regular screenings and healthy habits. Gold November: focuses on awareness and early diagnosis of childhood and adolescent cancer;</p>
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 5 May </div>	<p>Yellow. Yellow May: Part of global efforts to reduce traffic-related accidents and promote road safety;</p>	<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 12 December </div>	<p>Orange and Red. Red December: reinforces the importance of AIDS prevention and responsible sexual health practices. Orange December: brings attention to skin cancer prevention, especially in high-exposure environments.</p>
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 6 June </div>	<p>Green and Red. Red June: encourages voluntary blood donation. Green June: marks Environment Month;</p>		
<div style="background-color: #4a5558; color: white; border-radius: 15px; padding: 10px; display: inline-block; margin-bottom: 10px;"> 7 July </div>	<p>Yellow. Yellow July: campaign focused on the prevention of hepatitis;</p>		

Social Responsibility

GRI 3-3 [material topic]

Fertgrow is firmly committed to fostering human development and supporting the economic growth of its employees, customers, suppliers, and the communities it engages with. As such, Social Responsibility is considered a core pillar of the company's corporate practices. Its efforts are guided by transparency and a continuous pursuit of excellence, aiming to generate positive and lasting impacts on society through responsible stakeholder engagement.

Employees: Market Presence

GRI 202-1

Fertgrow understands that its workforce plays a critical role in driving the company's growth and long-term market positioning. To ensure competitive and equitable compensation, the company is currently developing a new Job and Compensation Policy aligned with leading industry benchmarks. Today, the total compensation package—which includes salaries and benefits—is already positioned among the most competitive in the market, surpassing the national minimum wage. The company also prioritizes the hiring of local talent, a practice shared by its suppliers, who favor workers from nearby communities.

This approach supports regional economic development and fosters positive social outcomes. To further expand opportunities for professional inclusion, Fertgrow maintains a strategic partnership with SESI Maranhão, encouraging employment access programs that directly benefit these communities.

Whenever feasible, local candidates are given priority in the hiring process



Customers

GRI 2-27 | 417-1 | 417-2 | 417-3

Fertgrow ensures compliance with quality standards based on labeling and marketing communication regulations issued by the Ministry of Agriculture and Livestock. In line with this commitment, the company reported no instances of non-compliance with applicable laws or voluntary codes in this area, including in 2024



North Commercial Team at the Fertgrow Connect event, held in Confresa/MT



Customer Privacy

GRI 418-1

In 2024, the Legal and Internal Controls teams developed updated privacy guidelines, with a focus on compliance with the LGPD (Brazilian Data Protection Law). These new measures will take effect in 2025, supported by the reactivation of the company's Privacy Committee. Throughout the reporting period, there were no recorded complaints related to privacy breaches, no reports submitted to the regulatory authority, and no incidents of customer data leakage.

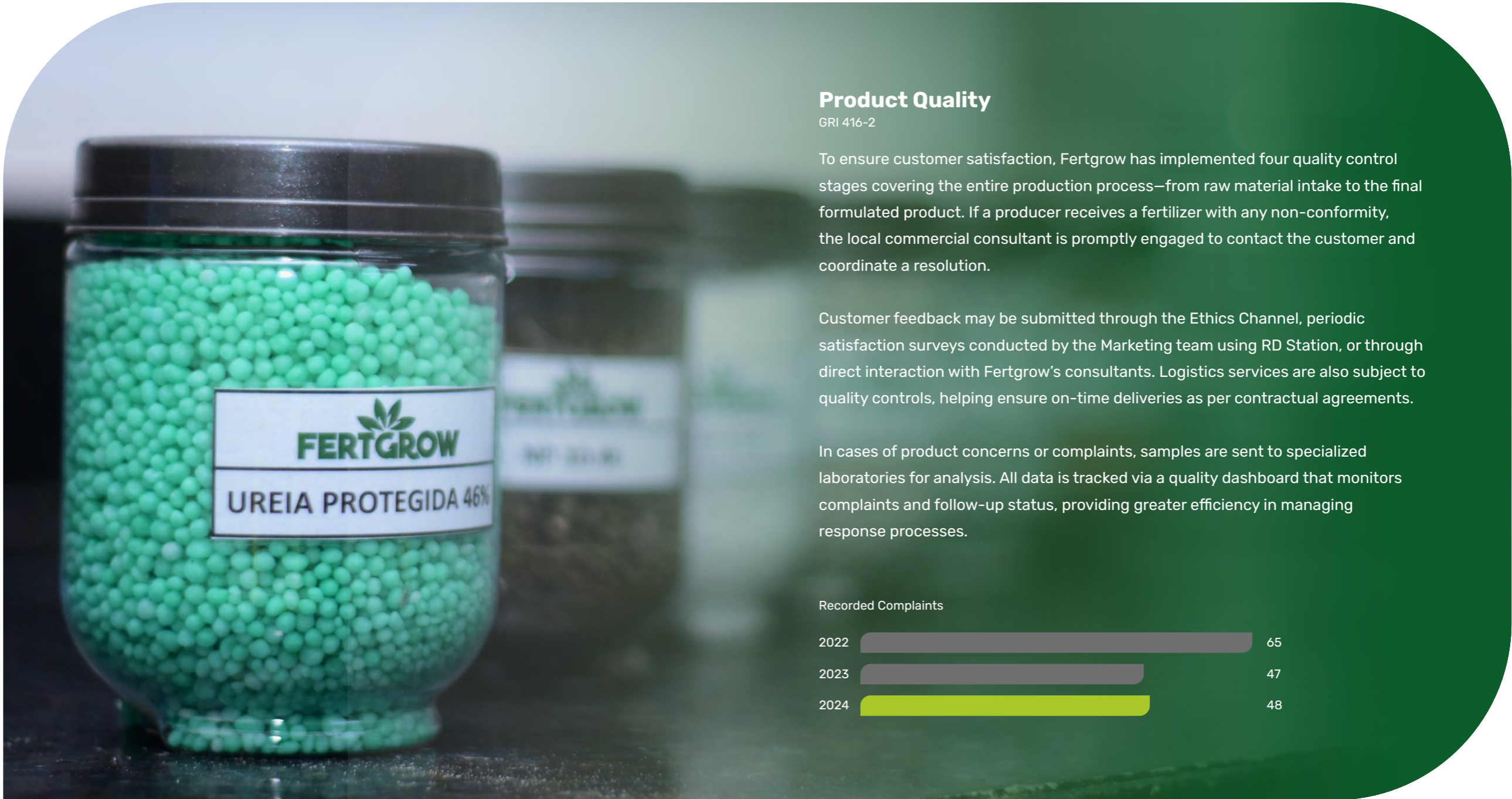
Support for Sustainable Agricultural Practices

As part of its commercial strategy, Fertgrow maintains a team of agronomists who work closely with customers to understand their needs and recommend the most suitable fertilizer solutions from the company's portfolio. This front-line team includes eight field consultants and two managers, who serve as the first point of contact for new business opportunities.

Their work is grounded in technical expertise, respectful engagement, and ethical business practices, helping build strong customer relationships and long-term loyalty. Technical

proficiency also ensures effective communication with customers. During each negotiation, Fertgrow consultants assess the producer's background and crop profile to provide tailored recommendations for product selection and application. All product packaging includes instructions for use and safe storage.

To strengthen its presence in the market, the Commercial team launched the Fertgrow Connect series in 2024, eight networking events designed for producers and key players in the agribusiness sector. The round will conclude in 2025.



Product Quality

GRI 416-2

To ensure customer satisfaction, Fertgrow has implemented four quality control stages covering the entire production process—from raw material intake to the final formulated product. If a producer receives a fertilizer with any non-conformity, the local commercial consultant is promptly engaged to contact the customer and coordinate a resolution.

Customer feedback may be submitted through the Ethics Channel, periodic satisfaction surveys conducted by the Marketing team using RD Station, or through direct interaction with Fertgrow’s consultants. Logistics services are also subject to quality controls, helping ensure on-time deliveries as per contractual agreements.

In cases of product concerns or complaints, samples are sent to specialized laboratories for analysis. All data is tracked via a quality dashboard that monitors complaints and follow-up status, providing greater efficiency in managing response processes.

Recorded Complaints



Suppliers

GRI 2-6 | 204-1

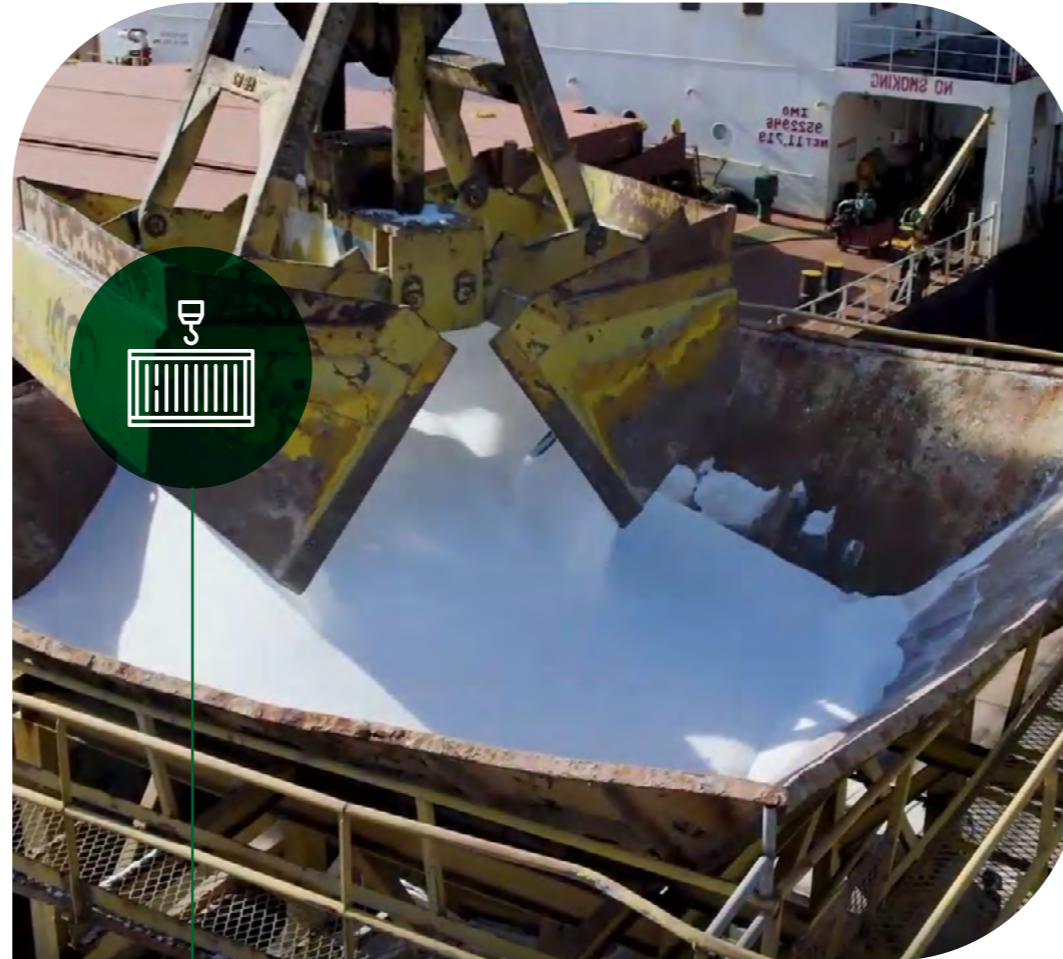
Purchasing Practices

Fertgrow maintains strategic relationships with suppliers focused on the acquisition of raw materials and contracting of support services for logistics, administration, and production.

The company is currently developing a new Contract Management Policy, with a particular focus on transport providers. As part of this effort, access control procedures were reinforced at the end of the year through targeted training and the distribution of a Visitor Handbook. This policy includes a supplier pre-qualification process, which began in 2024.

In line with its environmental sustainability commitments, Fertgrow has opted to purchase renewable energy through the free market and has incorporated big bag packaging made from recycled materials.

Fertgrow sources nearly all of its raw materials from the international market, selecting long-standing partners from China, Russia, and other supplier countries. In 2024, 99.80% of these materials were imported from international partners, with only 0.20% sourced locally.



Most of these shipments arrive through the Port of Itaqui, primarily from Russia and China.



Visitor Handbook

GRI 403-5 | 403-7 | SASB RT-CH 320a.2

Released in 2024, the Fertgrow Visitor Handbook underscores the company's commitment to ensuring the safety of its operations, people, and facilities. The publication outlines internal procedures and safety protocols designed to protect employees, visitors, company assets, and the environment. It also shares key information on the Emergency Response Plan (PAE), including general access and onsite conduct guidelines, with specific instructions tailored to truck drivers.



Social Criteria in Supplier Selection

GRI 408-1 | 409-1

In 2024, Fertgrow did not yet adopt a systematic approach to applying social and environmental criteria when selecting suppliers, such as assessing risks related to child or forced labor. Nonetheless, the company remains fully committed to complying with Brazilian labor laws and includes specific clauses in contracts with suppliers, customers, and service providers prohibiting any form of forced labor or slavery-like conditions.

As part of its new Contract Management Policy currently under development, Fertgrow will require that new agreements are signed only with service providers that have no record of significant negative environmental or social impacts, including the use of child or forced labor.

Local Suppliers

GRI 204-1

Fertgrow demonstrates its social responsibility by giving preference to service providers from nearby communities, both for internal outsourced activities and logistics support. The company favors local partnerships to reinforce regional engagement. Currently, approximately six service providers and 17 freight companies support these operations.

To strengthen engagement and foster long-term partnerships, Fertgrow promotes concrete initiatives, including an annual award granted by the Logistics team to the top three

transportation partners based on performance. When it comes to international suppliers, selection is based on strict criteria, including quality assurance, logistical efficiency, and cost-benefit analysis. At the same time, the company continues to explore opportunities to strengthen its local supplier base, acknowledging the importance of supporting regional economic development.

This strategic approach helps maintain competitiveness while reducing risks related to dependence on international suppliers, including currency volatility and potential supply chain disruptions.



Carrier Meeting, an event that brings together partner logistics providers for the company's annual recognition awards.

Strengthening Communities

GRI 203-1 | 413-1 | SASB RT-CH-210a.1

Fertgrow is committed to addressing local needs and promoting sustainable development—social, educational, and economic—through partnerships with public programs led by the Government of Maranhão, as well as with NGOs, community associations, among others.

Recicla Folia Program

A result of the partnership with the State Department of the Environment (SEMA), this program enabled the company to support the work of waste collectors operating during the Carnival festivities in São Luís (MA). The initiative also included awareness campaigns to educate the public on the importance of proper waste disposal. All collected materials were delivered to local cooperatives for sorting and recycling, generating income for collectors and contributing to environmental preservation



Recicla Siô Campaign

As part of its continued partnership with the Maranhão State Department of the Environment (SEMA), Fertgrow supported the “Recicla Siô” campaign in June, aimed at promoting selective collection and the proper disposal of solid waste. The initiative provided support to seven waste picker cooperatives in São Luís (MA): COORESSOMA (Solid Waste Cooperative of Maranhão); ASCAMR (Recyclable

Materials Collectors Association of São José de Ribamar); ASCAMAR (Recyclable Materials Collectors Association); COOPRESL (Recyclable Materials Collectors Cooperative of São Luís); COOPECARE (Recyclable Materials Collectors Cooperative of Paço do Lumiar); ASCAMARCO (Recyclable Materials Collectors Association); COOPEOURO (D’Ouro Recyclable Materials Collectors Cooperative).

Rua Digna Program / Trabalho com Dignidade Program

Fertgrow contributed to an initiative that combined two public programs: Trabalho com Dignidade (Work with Dignity), led by the Maranhão State Departments of Penitentiary Administration (SEAP) and Industry and Trade (SEINC), which promotes income generation, social reintegration, and professional training for the incarcerated population; and Rua Digna, a program aimed at improving urban mobility. As part of the initiative, Fertgrow donated 3,000 bags of cement to the Pedrinhas Penitentiary Complex, enabling inmates to produce concrete blocks used in paving public roads. The project benefitted both urban and underserved communities.



Voluntary Support for Unifertil

Following the severe flooding that struck Rio Grande do Sul state in May 2024, Fertgrow extended voluntary support to Unifertil Fertilizantes, headquartered in the heavily impacted city of Canoas.

Children's Day Volunteering

In October 2024, a group of Fertgrow volunteers participated in Children's Day activities at Unidade de Educação Básica Gomes de Sousa, a leading public school in the rural area of São Luís (MA). The initiative benefitted over 80 children of various ages through gift distribution and educational games, reinforcing the company's engagement with the local community.

Repurposing of Big Bags

Fertgrow donates unused big bags to the State Department of the Environment, which either distributes them to local communities or reuses them in environmental awareness campaigns.

Ecosystem Conservation and Protection

GRI 304-1 | 304-2 | 304-3 | 304-4 | 413-1 | 413-2 | SASB RT-CH 210a.1

In 2024, Fertgrow maintained two key programs focused on mitigating environmental risks and enhancing ecosystem quality. One initiative was carried out in an Environmental Protection Area (APA) in São Luís, while the other was part of the Floresta Viva Program, in São Bento (MA).

Floresta Viva Program

Developed in partnership with the Maranhão State Government and coordinated by the Secretariat of Environment and Natural Resources (SEMA), the program supports a nursery located in São Bento (MA), with the capacity to produce up to 1 million seedlings annually. It aims to benefit 100 families by promoting the cultivation of native species and providing income-generating opportunities in rural areas. Additionally, the initiative supports reforestation of degraded areas and encourages sustainable forest practices and biodiversity preservation.



Reforestation Project

Fertgrow is located near the Maracanã Environmental Protection Area (APA Maracanã), in São Luís (MA), a region with native vegetation such as juçara palm (source of açai) and babaçu, a protected species whose removal is restricted by law. During its facility expansion between 2022 and 2023, the company was granted authorization to clear part of the vegetation— including some babaçu trees— in accordance with an environmental compensation agreement established with the state environmental authority (SEMA). The compensatory measure led to the creation of a Degraded Area Recovery Plan, which includes the restoration of a 1,000 m² area within the Maracanã EPA, through the following activities:

- Planting of 104 native seedlings (76 babaçu, 10 cashew trees, 9 tucuns, and 9 ipês);
- Implementation of soil conservation techniques;
- Preservation of native plant species originally impacted;
- Landscape restoration and post-planting care;
- Replacement of dead seedlings and maintenance in the first years to suppress competing plants;
- Top-dressing fertilization;
- Irrigation when required;
- Ongoing ecological monitoring to track natural succession.



To ensure the effectiveness of this process, Fertgrow engaged a specialized external consultancy to manage and execute the activities. It is important to highlight that babaçu is listed as a stable species with no extinction risk, according to the International Union for Conservation of Nature (IUCN). More broadly, Fertgrow's plant operations and expansion works have not affected, and do not affect, species listed on the IUCN Red List of Threatened Species.

Environment



Efficient Use of **Natural Resources**

GRI 3-3 [material topic]

Fertgrow’s environmental strategy emphasizes the efficient use of natural resources, encompassing a variety of activities with potential impacts on ecological balance. To mitigate these impacts, the company implements sustainable practices focused on prevention and reduction of environmental harm. For more than three years, Fertgrow has sourced 100% of its electricity from renewable sources and has fostered internal initiatives to optimize the consumption of energy, water, paper, and other materials. These efforts have led to measurable environmental gains, particularly in the reduction of greenhouse gas (GHG) emissions.

In 2024, the company was awarded a Renewable Energy Certificate, recognizing a reduction of 65 tCO₂ equivalent in GHG emissions, as reported in October 2024 for the year 2023.



Water and Effluents

GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5 | SASB RT-CH-140a.3

Fertgrow sources all the water required for its operations from two licensed groundwater wells. The abstraction rights were granted following an aquifer study, which established a maximum withdrawal limit of 60 m³/day to safeguard the well's sustainability. Actual consumption remains well below this threshold, averaging just 20 m³/day.

Water from Well 1 is used for sanitary facilities and sinks, while Well 2 supplies irrigation for outdoor vegetation. Drinking water is sourced externally from certified suppliers. Importantly, the company's core production processes do not require water.

Daily monitoring ensures accurate tracking of withdrawal volumes. Any deviation from expected levels triggers corrective measures to minimize potential environmental impacts.

Water quality analyses are currently carried out every six months, but from July 2025 onward, the frequency will increase to bimonthly, reinforcing compliance with legal potability standards. Fertgrow performs annual flow testing, well cleaning, and internal video inspections to monitor the condition of its wells and the underlying aquifer. Wastewater and sewage generated by operations are directed to a septic tank system, which is periodically emptied by a certified waste management provider. The company's operating license defines specific discharge parameters and thresholds in line with current

environmental regulations. Fertgrow complies fully with these requirements and does not release any hazardous substances through its operations.

The area where the company is located lacks access to a public potable water supply and sewage treatment infrastructure. As such, wastewater is stored in septic tanks and managed through regular collection.

All water used in Fertgrow's operations is sourced from two licensed groundwater wells. While the daily licensed withdrawal limit is 60 m³, actual consumption remains under 20 m³/day.



Energy

GRI 302-1 | 302-3 | 302-4 | SASB RT-CH-130a.1

Fertgrow powers its operations entirely with electricity from renewable sources – including wind, biomass, small hydro (PCH), and solar – all characterized by low environmental impact. This approach directly supports the company’s commitment to reducing greenhouse gas (GHG) emissions.

Electricity consumption is restricted to on-site operations and saw a 17% increase between 2023 and 2024, reflecting business growth and a higher number of employees. Energy consumption is monitored by Smart Energia, along with regular oversight through monthly utility bills.

In 2024, Fertgrow recorded a total production of 948,366.34 tons of fertilizers. Electricity consumption during the period reached 2.2 GWh. Based on these figures, the company’s energy intensity was calculated at 2.32 kWh per ton of fertilizer produced.



100%
of the energy used at
Fertgrow’s facilities
comes from renewable
sources

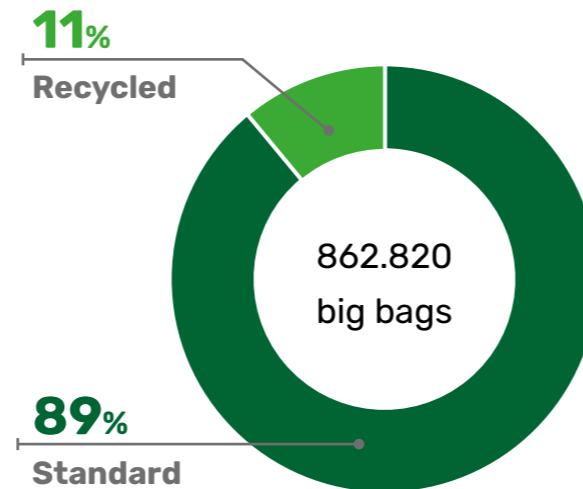
Materials

GRI 301-1 | 301-2 | 301-3

Fertgrow’s operations primarily rely on two key materials: mineral-based raw materials used in production and big bag packaging for storage and transport.

As of September 2024, Fertgrow began using big bags made from recycled materials, which accounted for 11% of all units used by year-end:

Total de big bags utilizadas em 2024



Only around 0.2% of the total big bags used during the year were found to be damaged—approximately 100 units per month—and were repurposed by other departments for solid waste storage.

Emissions

GRI 305-2 | SASB RT-CH-110a.2 | RT-CH-120a.1

By using 100% renewable energy, Fertgrow reduced its Scope 2 greenhouse gas (GHG) emissions by 65 tCO₂e in 2023, as certified by Smart Energia in October 2024. Emissions data for 2024 will be published in October 2025.

This reduction is equivalent to:

- Driving a mid-size car for 3,260.509 km (roughly 6.5 times around the Earth at the Equator);
- Growing 1,076 trees for a decade;
- Recycling 23 tons of waste;
- Avoiding the use of 27,897 liters of gasoline;
- Charging 7.9 million mobile phones.

The emissions reduction estimate follows international methodologies established by the GHG Protocol Corporate Standard and the Intergovernmental Panel on Climate Change (IPCC).

However, Fertgrow has not yet implemented a comprehensive inventory of its total greenhouse gas (GHG) emissions across Scopes 1, 2, and 3.

Waste Management

GRI 3-3 [material topic]

Fertgrow is set to implement a new Waste Management Policy in 2025, developed throughout 2024, following the company’s decision to prioritize waste management as a key aspect of responsible operations.

The policy covers industrial waste management, support for social initiatives focused on selective waste collection that benefit waste pickers and recycling cooperatives, and ongoing internal awareness campaigns to promote proper waste disposal practices.

The main waste streams generated by Fertgrow’s operations include:

Wood

From pallets used to store big bags, which are sent to the factory’s waste yard after use;

Plastic

Primarily from discarded packaging and damaged big bags, representing a significant share of the waste volume;

General waste

Including materials from administrative areas, restrooms, and kitchen facilities;

Iron

Mainly iron, generated during maintenance of equipment and infrastructure;

Construction waste

From facility expansion and maintenance activities.

The majority of the waste is generated directly by the factory’s operations, such as maintenance, production, and administrative activities.



100% of wood, iron, and oily waste is either recycled or reused

Proper Waste Management

GRI 306-1 | 306-2 | SASB RT-CH-150a.1

Fertgrow follows a structured waste management process, starting with segregation based on material type and classification, followed by appropriate disposal measures. After segregation, the following steps take place:

Weighing

All waste is weighed upon departure to ensure precise tracking;

Issuance of MTR (Waste Transportation Manifest)

Registered through the National Solid Waste Management Information System (SINIR) to ensure legal compliance during transport and disposal;

Internal tracking

All data related to waste generation, weighing, and transport is compiled and monitored through detailed control spreadsheets.

Each waste type is sent to a defined destination:

- Pallets from big bag deliveries are donated for reuse;
- Scrap metal and part of the plastic waste are directed to recycling partners;
- Contaminated oil is sent for re-refining, an industrial process that converts used lubricating oil into high-quality base oil;
- General waste is taken to sanitary landfills.

In addition, Fertgrow regularly runs internal awareness campaigns to reduce the use of disposable items among employees.

Final Waste Disposal | in tons

GRI 306-3 | 306-4 | 306-5

Type of waste	Amount generated	Final disposal
Wood	142.38	Reuse
Plastic	11.00	Recycling
Plastic	35.13	Landfill
Iron	34.51	Recycling
General waste	9.75	Landfill
Oily waste	2.53	Re-refining
Total	235,30	

100% of the waste was sent for final disposal in accordance with regulatory standards.

Soil, Water, and Air Pollution Control

SASB RT-CH 110a.1

The company applies an anti-dust additive to the raw material, using an oil bath process to reduce particulate emissions into the atmosphere. This measure is implemented when there is a high concentration of fine particles in the stored material. Additional efforts include protecting both the raw material and the finished product. For raw materials, transportation is done with the use of protective tarpaulins, and storage takes place in inflatable warehouses. The finished product is protected by big bag packaging.

Environmental Regulatory Compliance

GRI 3-3 [material topic] | SASB RT-CH-410b.2 | RT-CH-530a.1

Brazilian legislation, along with both national and international standards for fertilizer production and commercialization, provides a mandatory framework for Fertgrow's operations. Environmental regulatory compliance reinforces the company's key ESG priorities and underscores its commitment to product safety and responsible chemical management.

Standards and Licenses

GRI 2-27

Compliance with regulatory standards and licenses covers full adherence to environmental regulations and the fulfillment of all government permits required for the company's operations. Fertgrow applies strict quality controls to ensure that both raw materials and finished products meet all sector-specific regulatory requirements. Monitoring follows Normative Instruction IN 39/2018 and other guidelines set by the Ministry of Agriculture and Livestock. In 2024, the company reported zero instances of non-compliance related to environmental or sanitary control across its operations.

Fertgrow also maintains continuous oversight of the validity of all operational licenses, water usage permits, and other required authorizations, with renewal periods ranging from three months to five years. Among them are:

- Environmental Performance Assessment Report (RADA) – Maranhão State Environment Department;
- Certificate of Environmental Compliance (CR) – Ibama (Brazilian Institute of Environment and Renewable Natural Resources);
- Solid Waste Management Plan;
- Business Operation License and Permit;
- Well Water Quality Report – Plant Site;
- Well Water Quality Report – Lot 1;
- Environmental Compliance Report – Operating Permit (Plant Site);
- Environmental Compliance Report – Operating Permit (Lot 1);
- Operating License;
- Water Use Permit – Lot 1;
- Water Use Permit – Plant Site.



This report offers a comprehensive overview of Fertgrow, showcasing our operations, business model, and the values that shape our journey. Guided by the CEO's strategic vision, we reaffirm our commitment to transparency, the relevance of the information disclosed, and the continuous advancement of our practices.

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The year 2024 was defined by important milestones. We made progress in people management, expanded our market presence, and enhanced operational efficiency, strengthening Fertgrow's position as a company ready to face future challenges. Sustainability remains a core priority, reflected in our environmental responsibility, efficient use of natural resources, and waste management practices that comply with current regulations.

Transparency is a cornerstone of our management approach, supported by governance practices and performance indicators that ensure alignment with the highest market standards. Backed by the trust we have earned, we remain focused on generating positive impact for society. We conclude this report by reaffirming our dedication to innovation, social responsibility, and sustainability. Fertgrow is not just growing, it is continuously evolving to meet the demands of a more responsible and balanced future.

Fertgrow ESG Team



Annexes



Appendices

Economic Performance Indicators

Direct Economic Value Generated and Distributed

GRI 201-1

Direct Economic Value Generated	
Net Revenue	1,880,019,000
Other Revenues	13,125
Economic Value Distributed	
Operating Expenses:	1,652,386,000
Employee Salaries and Benefits	20,381,000
Payments to Capital Providers	21,532,000
Taxes and Government	17,311,089
Investments in the Community	92,973
Economic Value Retained	
Total	235.30

Social Indicators

New Employee Hires and Turnover – by Age Group

GRI 401-1

Age group	2023			2024		
	Hires	Terminations	Turnover	Hires	Terminations	Turnover
Under to 30	18	2	2.00%	12	6	5.45%
30 - 50	21	15	15.20%	15	5	4.54%
Over 50	0	1	1.01%	0	1	0.90%
Total	39	18	18.00%	27	12	10.89%

New Employee Hires and Turnover – by Gender

GRI 401-1

Gender	2023			2024		
	Hires	Terminations	Turnover	Hires	Terminations	Turnover
Men	29	12	12.12%	20	9	8.18%
Women	10	6	6.10%	7	3	2.72%
Total	39	18	18.22%	27	12	10.90%

Parental Leave

GRI 401-3

	Men	Women	Men	Women
Employees Eligible for Leave	1	0	2	1
Employees Who Used Their Leave	1	0	2	1
Employees Who Returned to Work After Their Leave	1	0	2	1
Employees Who Returned to Work After Leave and Stayed with the Company for at Least 12 Months	2	0	2	1
Return-to-Work Rate	100%	100%	100%	100%
Retention Rate	100%	100%	100%	100%

Board Diversity (Executive Board) | %

GRI 405-1

Age group	2023			2024		
	Under to 30	Between 30 and 50	Over 50	Under to 30	Between 30 and 50	Over 50
Men	0	67	33	0	67	33
Women	0	0	0	0	0	0

New Hires by Gender | %

GRI 405-1

Category	Location	2023		2024	
		Men	Women	Men	Women
Permanent Employees	Factory	49.00	18.00	56.00	18.50
	Office	26.00	8.00	19.00	7.40
Interns	Factory	15.40	30.70	50.00	0.00
	Office	30.70	23.00	16.70	33.40
Apprentices	Factory	66.70	33.40	0.00	0.00
	Office	0.00	0.00	0.00	0.00

New Hires by Age Group | %

GRI 405-1

Category	Location	2023			2024		
		Under to 30	Between 30 and 50	Over 50	Under to 30	Between 30 and 50	Over 50
Permanent Employees	Factory	30.80	36.00	0.00	33.00	41.00	0.00
	Office	15.40	18.00	0.00	11.00	15.00	0.00
Interns	Factory	42.00	17.00	0.00	50.00	17.00	0.00
	Office	41.60	0.00	0.00	33.30	0.00	0.00
Apprentices	Factory	100.00	0.00	0.00	0.00	0.00	0.00
	Office	0.00	0.00	0.00	0.00	0.00	0.00

Minority Groups and Job Category

GRI 405-1

	2023		2024	
	Amount	%	Amount	%
Black and Brown				
Permanent Employees	29	74.40%	24	88.90%
Interns	12	66.70%	12	41.70%
Apprentices	3	66.60%	0	0.00%
People with Disabilities (PwD)				
Across all job categories	0	0.00%	0	0.00%

Environmental Indicators

Water consumption within the organization | in megaliters

GRI 303-5

Location	2022	2023	2024
Factory	3.96	7.60	6.82
Lot 1	-	-	9.25
Total	3.96	7.60	16.07

GRI Content Index

Global Reporting Initiative

STATEMENT OF USE: GRI 1- Foundation 2021. FERTGROW’S Sustainability Report was prepared based on the GRI Standards for the period from January 1 to December 31, 2024.

GRI Standard	Disclosure	Location	Omission / Reason
GRI 2 2021: General Disclosures 2021	2-1 Organizational details	11, 15	
	2-2 Entities included in the organization’s sustainability reporting	6	
	2-3 Reporting period, frequency and contact point	6	
	2-4 Restatements of information		There are no reformulations. This is the first Sustainability Report.
	2-5 External assurance		For this edition, the company opted not to conduct external verification.
	2-6 Activities, value chain and other business relationships	7, 11, 13, 15	
	2-7 Employees	41, 42	
	2-8 Workers who are not employees	41, 42	
	2-9 Governance structure and composition	20, 21, 22	
	2-10 Nomination and selection of the highest governance body	20	
	2-11 Chair of the highest governance body	22	
	2-12 Role of the highest governance body in overseeing the management of impacts	22	
	2-13 Delegation of responsibility for managing impacts	22	

GRI Standard	Disclosure	Location	Omission / Reason
GRI 2 2021: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	6	
	2-15 Conflicts of interest	24, 25	
	2-16 Communication of critical concerns	7, 25	
	2-17 Collective knowledge of the highest governance body	20	
	2-18 Evaluation of the performance of the highest governance body	23	
	2-19 Remuneration policies	23	
	2-20 Process to determine remuneration	23	
	2-21 Annual total compensation ratio	23	
	2-22 Statement on sustainable development strategy	5	
	2-23 Policy commitments	24, 26	
	2-24 Embedding policy commitments	24, 25, 26	
	2-25 Processes to remediate negative impacts	7, 25, 27	
	2-26 Mechanisms for seeking advice and raising concerns	25	
	2-27 Compliance with laws and regulations	25, 26, 63	
	2-28 Membership associations		The National Association for Fertilizer Diffusion (ANDA), a leading representative organization in Brazil's fertilizer sector, reinforces the company's commitment to industry best practices, sustainability, and innovation in agribusiness.

GRI Standard	Disclosure	Location	Omission / Reason
GRI 2 2021: Conteúdos Gerais	2-29 Approach to stakeholder engagement	7, 36	
	2-30 Collective bargaining agreements	36, 41	
MATERIAL TOPICS			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8	
	3-2 List of material topics	9	
TRANSPARENCY AND GOOD PRACTICES			
GRI 3: Material Topics 2021	3-3 Management of material topics	20	
GRI 205: Combate a Corrupção 2016	205-1 Operations evaluated for corruption risks	26	
	205-2 Communication and training about anti-corruption policies and procedures	26	
	205-3 Confirmed incidents of corruption and actions taken	26	
GRI 206: Concorrência Desleal 2016	206-1 Legal actions for unfair competition, trust and monopoly practices	26	
GRI 207: Tributos 2019	207-1 Approach to tax	33	
	207-2 Tax governance, control, and risk management	33	
	207-3 Stakeholder engagement and management of their tax-related concerns	33	
GRI 406: Não Discriminação 2016	406-1 Incidents of discrimination and corrective actions taken	24, 41	
GRI 408: Trabalho Infantil 2016	408-1 Operations and suppliers with significant risk of child labor cases	53	

GRI Standard	Disclosure	Location	Omission / Reason
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53	
PEOPLE MANAGEMENT IN OPERATIONS			
GRI 3: Material Topics 2021	3-3 Management of material topics	40	
GRI 401: Emprego 2016	401-1 New employee hires and employee turnover	41, 42, 66	
	401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	48	
	401-3 Parental leave	42, 67	
GRI 403: Saúde e Segurança do Trabalho 2018	403-1 Occupational Health and Safety Management System	31, 45, 47	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	45	
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	403-4 Worker participation, consultation, and communication on occupational health and safety	45, 46	
	403-5 Employee training in occupational health and safety	41, 45, 46, 47, 52	
	403-6 Promotion of worker health	31, 45, 48	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	45, 47, 52	
	403-8 Workers covered by an occupational health and safety management system	45	
403-10 Work-related ill health	47		

GRI Standard	Disclosure	Location	Omission / Reason
	404-2 Programs for upgrading employee skills and transition assistance programs	35, 44	
	404-3 Percentage of employees receiving regular performance and career development reviews	23, 44	
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