



2024/2025 Annual Report



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The Atvos Annual Report for the 2024/2025 Crop Year features the main progress made and challenges of the crop year, reaffirming our commitment to transparency with our stakeholders. Guided by our material topics (see [page 78](#)), we integrate economic, environmental, social and governance performance, reflecting a strategy that places sustainability and people at the core of our growth journey.

This edition also highlights the progress made in consolidating Atvos as a global low-carbon platform.

The report was prepared with reference to the Global Reporting Initiative (GRI) 2021 Standards—an international benchmark in sustainability reporting—and presents information covering the period from April 1, 2024 to March 31, 2025.

The content was validated by the Management Committee and included contributions from various areas of the company, ensuring integrity and representativeness.

**We hope this report helps broaden
your understanding of the
commitments driving us to lead
the energy transition in Brazil
and around the world.**

READ MORE

Please e-mail questions,
suggestions or comments to
sustentabilidade@atvos.com



Crop year highlights GRI 2-6

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Agro-industrial performance

Crushing of **25.8 million** tons of sugar cane.

1.961 billion liters of anhydrous and hydrous ethanol produced.

490,000 tons of VHP sugar processed.

More than **2,600 GWh** of clean energy generated.

More than **BRL 1.5 billion** invested in agriculture and industry.



Financial and market results

Net revenue of **BRL 7.7 billion**. **+5%** compared to the previous crop year.

BRL 3.5 billion in EBITDA. **+12%** compared to the previous crop year.

EBITDA margin of **45%**. Expansion of **3 percentage** points.

Increase in ethanol exports, covering Asia, Africa and the Middle East.

More than **1.9 billion** liters of ethanol (anhydrous and hydrated) sold.

More than **2.3 million** CBIO book-entry securities registered at B3.

Sale of **400,000** tons of sugarcane.



Regenerative agriculture and circularity

Expansion of the application of organic waste composting, reaching **31 percent** of the total planting area.

100 percent of our industrial waste, such as filter cake and vinasse, is used in 227,600 hectares of sugarcane fields.

Preparation of a project aimed at the production of biochar, with a strategy for capturing and reducing CO₂ emissions.

Development of a green ammonia production project focused on manufacturing fertilizers with a low carbon footprint.

Crop year highlights GRI 2-6

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Global low carbon platform

Beginning of construction of the first biomethane plant in Mato Grosso do Sul.

Advanced engineering underway for the installation of two corn ethanol plants.

Securing of the ISCC certificate in the EU, PLUS and CORSIA standards for all Atvos agro-industrial operations.



Operational efficiency and digital transformation

Evolution of the Cube project into an integrated business management platform, incorporating artificial intelligence resources and real-time analysis.

Strengthening the innovation ecosystem through strategic partnerships with platforms such as BemAgro and IBBX.



Organizational culture and diversity

Consolidation of the new Atvos Culture, with the integration of five Attitudes into our people management cycle.

100 percent digital inclusion of team members into Atvos' systems, platforms and tools.

Progress in gender equity, with **27.4 percent** of leadership positions held by women.



Message from the **leadership** GRI 2-22

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The 2024/2025 crop year consolidated a key milestone in Atvos' transformation journey. We delivered strong financial results and advanced in innovation, sustainability and people development—pillars that ensure the company's stability and lay the foundation for sustainable growth.

Even in the face of a challenging agricultural year, marked by adverse weather conditions, we kept sugarcane crushing at stable levels—a reflection of the maturity of our operation and the work of a highly skilled senior leadership team. With well-managed costs and ongoing investments in agro-industrial and digital transformation, we continue to reinforce the foundations that will enable us to reach 28 million tons crushed in the short term and 38 million in the medium term, with real productivity gains.

This vision of the future can only be sustained because we make valuing people and diversity a strategic

Sustainability not only guided, but drove Atvos through this cycle

commitment. The results are already evident, shown by improved safety indicators and a rise in female representation in leadership roles. Two years ago, only 8 percent of these positions used to be held by women; in this cycle, we have reached 27.4 percent. This is cultural transformation in motion.

Environmental sustainability not only guided, but drove our business in this cycle. We expanded our circular economy initiatives, most notably the implementation of our first biomethane plant, which will replace a significant share of the diesel used in our fleet, reducing both our carbon footprint and operating costs.

In diversifying our portfolio, we are advancing the engineering of corn ethanol and plan to build two plants





over the next two years. We have also taken strategic steps towards the production of Sustainable Aviation Fuel (SAF). We are prepared to operate in this new market. The challenge now is to make large-scale industrial production viable—an effort that depends on the advancement of public policies capable of making SAF economically competitive. To make this front and other structuring projects feasible, we plan to invest up to BRL 10 billion over the next few years, with responsibility and discipline in the allocation of capital.

This crop year also marked Atvos' consolidation as a major international player, with expanded sugarcane ethanol exports and new trading opportunities in Japan, Korea, Thailand, China, Africa and the Middle East. We supply a highly sustainable product to the world, with one of the lowest carbon footprints in the industry (15.9 gCO₂/MJ), reinforcing our position at the forefront of bioenergy. The global South is emerging as a strategic territory for expanding this agenda—a growing market with increasing demand for renewable and low-carbon solutions.

In the coming years, we intend to exploit the synergies between the different biofuels and increase our productivity, with emphasis on working together with more than 2,600 partners. Our vision is to export

This crop year marked Atvos' consolidation as a significant player in the international market

up to 20 percent of the volume of ethanol produced, consolidating Atvos' presence in the main international bioenergy markets.

With this direction, we proudly and responsibly reaffirm our role in the energy transition in Brazil and around the world—a journey built by people: our shareholders, team members, agricultural partners, business partners and the communities where we operate. I would like to thank each and every one of you who contributed to this crop year's results, joining forces to continue generating value with social inclusion.

Bruno Serapião
CEO of Atvos

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2.

We are Atvos



Our operating model GRI 2-1

Atvos is a Brazilian renewable energy company and a leading producer of biofuels. Since 2007, we have been transforming sugarcane into products and solutions that advance the energy transition in Brazil and around the world.

Our main products originate from this crop: ethanol (hydrous and anhydrous), VHP sugar, clean electricity generated from biomass, and Decarbonization Credits (CBIOs). The entire operation is guided by efficiency, innovation and sustainability—pillars that underpin our business model.

Our strategy focuses on consolidating a low-carbon energy mix by diversifying our portfolio and incorporating cutting-edge technologies. We currently have the installed capacity to produce around 3.3 billion liters of ethanol per crop year—enough to fuel more than 60 million compact vehicles. We are also capable of producing approximately 750,000 tons of VHP sugar and generating 4,200 GWh of clean electricity a year, with the potential to supply more than 18 million people.

As part of our climate plan, we have structured a decarbonization route with the aim of reducing the impacts of our operations and contributing to the global climate change mitigation agenda, in line with our ambition to lead the transition to a low-carbon economy.

As one of the main issuers of Decarbonization Credits (CBIOs) in Brazil, we booked more than 2.3 million units on B3 in the 2024/2025 crop year. Our eight units were also recertified by RenovaBio, underscoring our commitment to the national climate targets.

Our environmental practices are internationally recognized. The International Sustainability and Carbon Certification (ISCC), achieved in 2025, attests to our ability to deliver energy solutions aligned with the highest standards of low-carbon mobility.

As part of our bioenergy generation, we promote initiatives that contribute to the socio-economic development of the communities where we are present, through actions in the areas of education, sport, the environment and safety, building shared value with society.

Atvos is constantly transforming aiming to drive the energy transition.

With innovation and sustainability, we are advancing toward a new energy era for Brazil and the world

4,571
agricultural partners



Awards and recognition

13th Oscar Schubert Award

Atvos was awarded in the "Private Companies" category for its work in training People with Disabilities (PwDs) in São Paulo and Mato Grosso do Sul (find more details on [page 58](#)).

Establishment Friend of Learning Social Seal

The Morro Vermelho Unit was awarded the Seal by the Goiás Labor Prosecutor's Office (MPT-GO). The certification recognizes the professional qualification initiatives and the inclusion of young apprentices in Mineiros (GO).

2024 EMAS Trophy

Atvos was awarded the trophy in the "Largest Employment and Income Generator" category in the region, with the Morro Vermelho and Água Emendada units, located in Mineiros and Perolândia (GO), standing out. The award recognizes the role of companies in regional socio-economic development.



Our purpose

We lead the energy transition to move the world and transform lives.

Our attitudes

Learning and transforming

Everyone for the result






You are an example

Operating with excellence

Safety and compliance are the foundation of everything

a
t
v
o
s

Products that power the world GRI 2-6

Product	Application and benefits	Installed capacity
 Anhydrous ethanol	Blended with gasoline, this product enhances performance, reduces pollutant emissions and improves the energy efficiency of engines. Produced in our eight industrial units, it is essential for sustainable mobility.	3,3 billion liters
 Hydrous ethanol	This product is used directly in flex vehicles and as an input in other industries, such as hygiene, cosmetics, pharmaceuticals and green polyethylene. It has a higher octane rating and keeps vehicle engine components clean. Produced in Atvos' eight industrial units, it is up to 90 percent less polluting than fossil fuels and is part of a clean circular chain.	
 VHP sugar	VHP (Very High Polarization) is a type of raw sugar destined for export and used as a base for food-grade refining. Produced with efficiency, traceability and socio-environmental responsibility, it is exported to markets in Europe, Asia, Africa, and the Americas.	750,000 tons
 Electricity	Generated from sugarcane bagasse, this powers Atvos' industrial operations and surplus is exported to the National Interconnected System (SIN). It is a renewable solution and emits fewer pollutants than other thermoelectric energy sources. It contributes to the decarbonization of the national energy mix.	4,200 GWh
 CBIOs	Decarbonization credits issued by biofuel producers under the national RenovaBio program. Each CBIO issued is equivalent to a ton of carbon that is prevented from being released into the atmosphere. Traded on the Stock Exchange (B3), these credits drive the green economy and compliance with RenovaBio's climate targets.	4 million CBIOs

Our presence in Brazil

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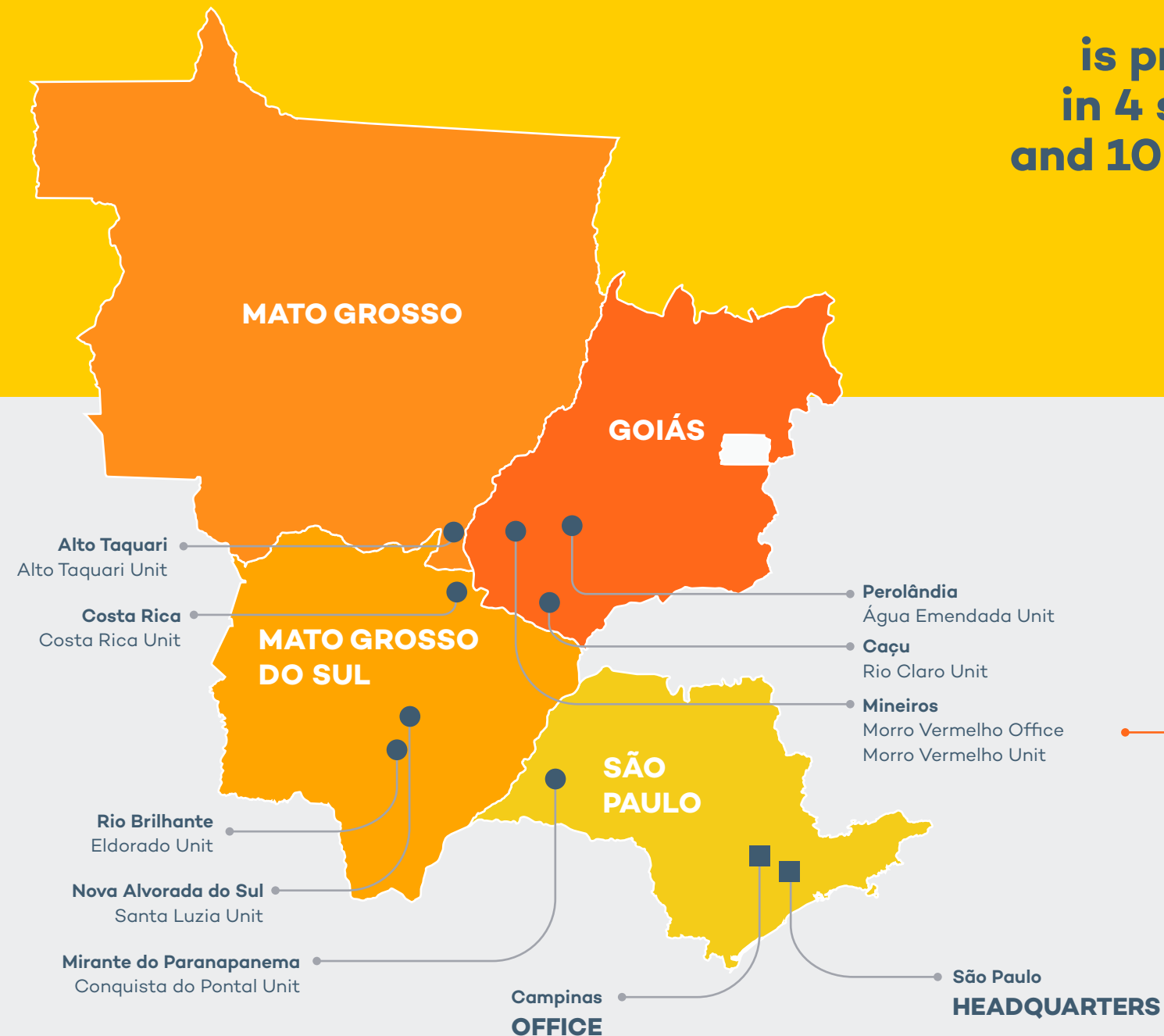
Atvos
is present
in 4 states
and 10 cities

8 agro-industrial
units in operation

3 corporate
offices

10,515
team members
and **4,736**
third parties

23
positively
impacted
cities



Atvos opened its office in Mineiros in early 2025, thus consolidating its presence in Goiás. The structure established strengthens the company's regional strategies, with a focus on expanding partnerships with local suppliers.



3.

**Our bioenergy
transforms the future**

Sustainability and business: a single strategy

At Atvos, sustainability is inseparable from the business and serves as a strategic enabler of our growth. This vision strengthens a circular and responsible ecosystem throughout the production chain, connecting the initiatives developed in an integrated manner.

In the 2024/2025 cycle, we made significant progress in leading the energy transition in Brazil and the world, with emphasis on international certifications for our operations, strengthening the Decarbonization Route, promoting diversity and developing strategic projects for new biofuels and low-carbon solutions.

Environmental

We produce bioenergy and renewable biofuels, helping to decarbonize energy matrices.

We use agricultural by-products to generate bioenergy, natural fertilizers and clean fuels, promoting a regenerative and low-impact chain.

We adopt sustainable technologies and practices to restore soils, reduce emissions and protect biomes.

[FIND OUT MORE ON PAGE 28](#)

Economic-Financial

We grow responsibly and solidly, investing in innovation and sustainability while fostering the development of our partners.

We boost regional socio-economic development by creating jobs, providing free training and valuing local partners.

[FIND OUT MORE ON PAGE 37](#)

Social

We strengthen community protagonism and ties with the territories.

We promote diversity, inclusion and equity through affirmative action, training and a welcoming organizational culture.

We develop initiatives in sport, education, culture, health and the environment with the participation of communities.

[FIND OUT MORE ON PAGES 56, 58 AND 71](#)



International leadership

We strengthened our presence in global debates on the role of biofuels in decarbonization, positioning ethanol as a strategic, low-cost solution with rapid implementation and high impact.

Noteworthy events include:

- [World Ethanol & Biofuels Conference 2024—Brussels, Belgium](#)
- [CITI ISO DATAGRO NY Sugar & Ethanol Conference—New York, USA](#)
- [DATAGRO International Conference on Sugar and Ethanol—São Paulo, SP](#)
- [National Bioenergy Congress \(UDOP\)—Araçatuba, SP](#)
- [Energy Summit Global—Rio de Janeiro, RJ](#)
- [Business Mission to Africa 2025](#)



É BOM PRA VOCÊ,
PRO CARRO,
PRO BRASIL E
PRO PLANETA

#VaiDeEtanol for Brazil, for people, for tomorrow

In 2024/2025, the national campaign called [#VaiDeEtanol](#) (Go with Ethanol) entered a new phase, focusing on consumer education and cultural transformation towards the use of renewable fuels.

The campaign combines information, awareness and consumer empowerment, reinforcing ethanol as the best choice for the pocketbook, the engine and the planet. The initiative is conducted in partnership with the Brazilian Sugarcane and Bioenergy Industry Association (UNICA) and other industry organizations. Journalist Tadeu Schmidt is the spokesperson for the campaign, translating technical issues into accessible and didactic language.

Atvos strengthens its global presence and highlights ethanol as a sustainable, fast and low-cost solution



Global **low-carbon** platform

Atvos is in the midst of a transformation to become one of the world's leading renewable and low-carbon bioenergy platforms. One of the milestones of the 2024/2025 cycle was securing four international certifications: **ISCC EU, ISCC Plus, ISCC CORSIA and ISCC CORSIA Plus**, which certify the socio-environmental compliance of the eight agro-industrial operations.

Securing these seals is the outcome of a rigorous auditing process conducted throughout 2024 at all of the company's agro-industrial operations.

The simultaneous certification of all eight units required the standardization of processes across different operational contexts, driving progress in areas such as document management, raw material origin control, traceability and regulatory compliance. Internally, it strengthened operational discipline, auditing systems and data governance; additionally, it drove alignment between technical, operational and strategic teams.

As a reflection of this commitment to best practices, Atvos also has an **above-average Energy and Environmental Efficiency Rating (NEEA) in RenovaBio and a low IC Score in ISCC CORSIA** — indicators that demonstrate its consistent performance in reducing the carbon footprint of biofuel compared to fossil fuels.

Another highlight was the renewal of the **Bonsucro** international certification by the Conquista do Pontal and Santa Luzia units, recognizing Atvos' compliance with the highest socio-environmental standards.

READ MORE

Learn more about all the certifications the agro-industrial operations have secured on Atvos' website.



New certifications

ISCC EU and ISCC Plus: accredit Atvos to export ethanol and its byproducts to regulated markets such as the European Union and Asian countries. The labels consider GHG reduction criteria in biofuel and electricity production.

ISCC CORSIA and ISCC CORSIA Plus: these certifications qualify the company to market its ethanol as a raw material for the production of SAF, and are recognized by the International Civil Aviation Organization (ICAO) as a solution to mitigate the growth of greenhouse gas (GHG) emissions in the aviation industry.

Toward carbon negative

Atvos' decarbonization strategy integrates actions to directly reduce CO₂ emissions with supporting carbon capture and sequestration solutions. The aim is to achieve a negative emissions balance. To this end, the company has been developing structuring initiatives, among which the following stand out:



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Direct reduction of CO₂ emissions

Biomethane

Replacing diesel with biomethane in the company's internal transportation. The goal is to replace up to 40 percent of current diesel consumption (find out more on [page 19](#)).

Increase in agricultural productivity

Increase in the TCH (Metric Tons of Cane per Hectare) indicator in the coming crop years, due to technological advances in the field, combined with the use of operational intelligence. This productivity gain will enable emission intensity reductions per ton produced, since the main emitting inputs—such as fertilizers and diesel—are distributed per cultivated area.

Substitution of fertilizers

Intensifying the transition from conventional nitrogen fertilizers to alternatives with lower GHG emissions, such as organic compounds and biofertilizers. Among the practices adopted are the localized use of vinasse, the reuse of agro-industrial waste and composting as a regenerative technique for soil nutrition (find out more on [page 25](#)).

Green Ammonia

In the 2024/2025 cycle, Atvos committed to developing a green aqueous ammonia plant—a zero-carbon fertilizer that will replace part of the fossil-based nitrogen used in crops. The plant will be built at the Morro Vermelho Unit, in Mineiros (GO), and will function as a distribution hub for the region's operations.

With an estimated capacity of 20,000 tons per year, production will be entirely for internal use, contributing to operational autonomy and security of supply. The project is currently in the engineering and licensing phase, with construction scheduled to begin in 2026. The total investment is estimated at BRL 70 million, with the potential to avoid the emission of around 11,000 tons of CO₂ per year.

**We invest in
biomethane,
biochar, green
ammonia and
BECCS to drive
decarbonization**

Carbon capture and sequestration

Biochar

The company's first pilot plant for producing biochar, a type of charcoal made from waste such as sugar cane straw and bagasse, is under development using a process that converts biomass into inert carbon. Once incorporated into the soil, this carbon can remain in place for centuries, making it an effective carbon sequestration tool. In addition, biochar acts as a substrate that supports the sugarcane growth cycle, improving both productivity and soil conditions.

BECCS (Bioenergy with Carbon Capture and Storage)

Currently in the feasibility analysis phase, the project envisages using Bioenergy with Carbon Capture and Storage (BECCS) technology to capture the high-purity CO₂ generated as a by-product of ethanol fermentation. Due to its characteristics, this CO₂ is especially suitable for deep and permanent geological storage.

The proposal involves injecting the gas into safe underground reservoirs, which have already been mapped out near Atvos' industrial units.



Atvos’ new energies

Atvos is investing in expanding its portfolio of biofuels, with a focus on low-carbon technologies and the efficient use of agro-industrial waste. These initiatives expand the processes of circularity in

production and maximize the use of sugarcane biomass. The following projects were advanced during the 2024/2025 crop year:

Biomethane

In 2025, we began construction of Atvos’ first biomethane plant—and the largest in the sugar-energy industry—after securing the Installation Permit issued by the Mato Grosso do Sul Environment Institute (Imasul). Located at the Santa Luzia Unit, in Nova Alvorada do Sul (MS), the plant will use vinasse and filter cake—waste from ethanol production—to generate up to 28.3 million cubic meters of biomethane per year, enabling the replacement up to 40 percent of the diesel used in the medium term. The rest will be traded on the regional market. In addition to reducing 40,000 to 50,000 tons of CO₂e per year, the process will also generate biofertilizers to be applied in the sugarcane fields, promoting environmental and economic gains within a circular economy model.

Total investment in the plant:
BRL 350 million.

Total area of the development:
320,000 m²

Biomethane installed production capacity: **28.3 million m³ per year.**

Origin of the raw materials:
vinasse and filter cake.

Estimated replacement of diesel in the fleet: up to **40%.**

Reduction of CO₂e emissions: up to **50,000 tons per year.**

Creation of approximately 300 jobs during the construction of the plant.

Corn ethanol

Atvos is gearing up to enter corn ethanol production through a model integrated with its agro-industrial operations. Currently in their engineering phase, the new units are scheduled to go onstream in 2028 and will exclusively use off-season corn—an alternative with a smaller carbon footprint. The plan calls for the construction of two dedicated plants, with an estimated investment of around BRL 1 billion each. Corn ethanol production will also generate high value-added co-products such as DDGs (dried distiller grains) and corn oil.

SAF

In the 2024/2025 crop year, Atvos continued the project started in the previous cycle to enable the production of Sustainable Aviation Fuel (SAF). The initiative includes the construction of an industrial plant with ethanol-to-jet (EtJ) technology, which will allow ethanol to be converted into a renewable biofuel for the air transportation industry. The stages developed during this crop year helped to mature the technical and strategic aspects of the venture.



Circularity

Atvos is building a new production model—regenerative, low-carbon and economical. In each area, the principle of circularity serves as the structuring axis, as shown in the infographic on page 21

Production process circularity*

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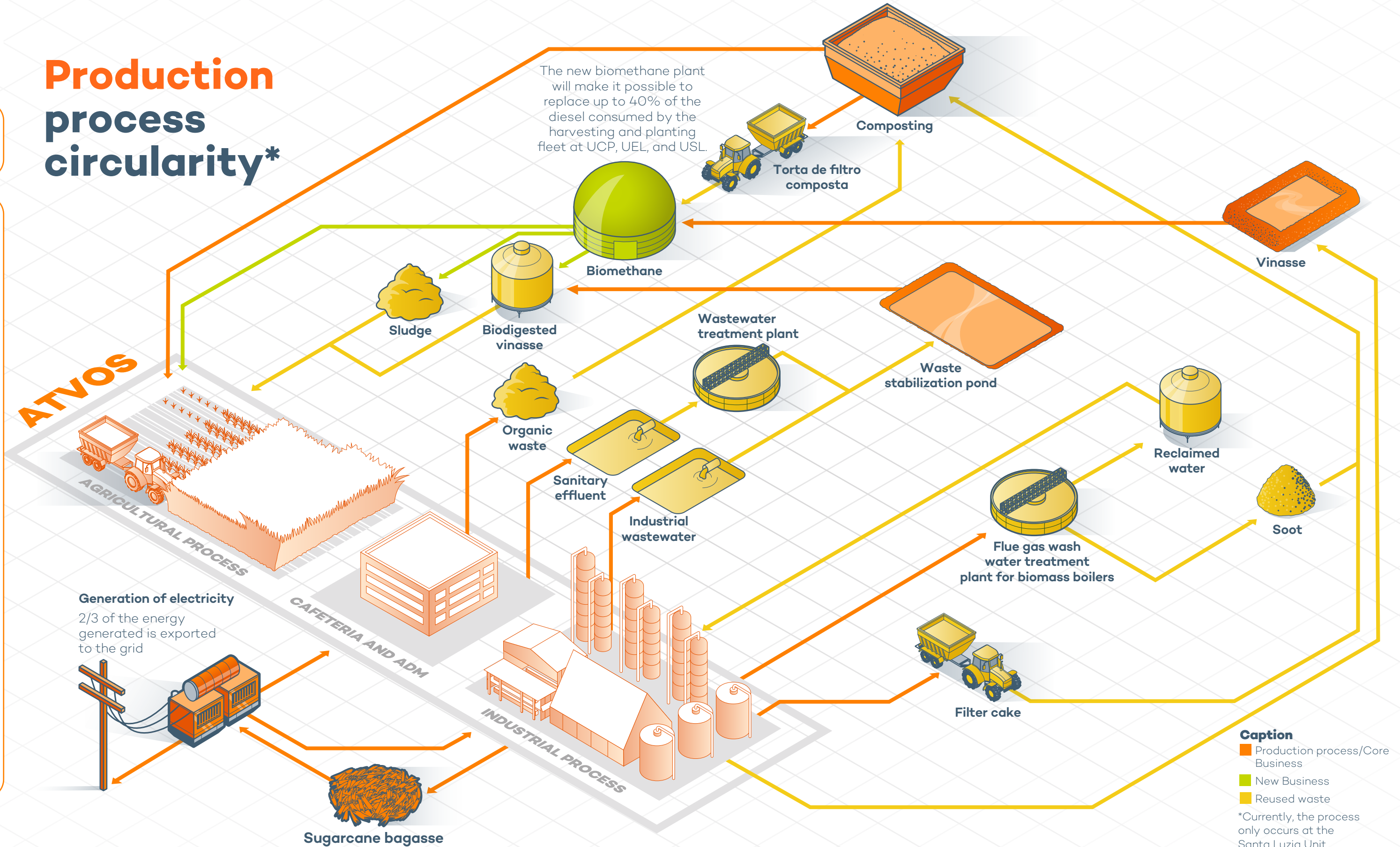
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Caption

- Production process/Core Business
- New Business
- Reused waste

*Currently, the process only occurs at the Santa Luzia Unit.

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We drive renewable energy

Industry context

In the Center-South, the 2024/2025 crop year recorded a nearly 5 percent reduction in sugarcane crushing compared to the previous cycle, totaling 622 million tons—still the second largest volume in history, according to Brazilian Sugarcane and Bioenergy Industry Association (UNICA) data. The drop resulted from water stress in the crops and wildfires. Despite the challenges, the average ATR grew by 1.33 percent, to 141.07 kg/t, favoring ethanol, which set a record of 34.96 billion liters (+4.06%). The domestic market absorbed 35.5 billion liters (+8.42%), avoiding the emission of 48.4 million tCO₂eq and generating savings of BRL 6 billion for owners of flex fuel vehicles.

These results reflect the resilience of the sugar-energy sector in the face of climatic and structural challenges. Even in an unfavorable agricultural scenario, Atvos achieved a solid performance, favored by its geographical diversification—a strategic advantage in times of water crisis, as it mitigates the risk of simultaneous impacts in all operating regions.



**Even in the face
of a challenging
crop year, Atvos
achieved a solid
performance**





Agro-industrial production

The agro-industrial performance of the 2024/2025 crop year reflects the effectiveness of Atvos' ongoing investments in expanding and renewing sugarcane fields, modernizing the agricultural fleet, and incorporating cutting-edge digital and biological technologies. Even in a crop year marked by adversity—below-average rainfall, significant wildfires in crops and the incidence of the Wilt Syndrome—the company reached 25.8 million tons of sugarcane crushed.

This result was also impacted by the completion of a retrofit at one of the company's industrial units, which required the temporary shutdown of operations.

More than BRL 1.5 billion were invested on the agricultural and industrial fronts, with emphasis on advanced technologies and the expansion of irrigation projects. We have intensified regenerative agriculture practices and the reuse of vinasse and filter cake within a circular economy model. At the end of the cycle, we also increased the planting volume by 9,000 hectares and totaled the crop year with more than 80,966 ha cultivated.

Industry

In the 2024/2025 crop year, the company completed an organizational restructuring that divided agro-industrial management into two hubs—North and South—each with its own agricultural and industrial leadership. The change seeks to bring the leadership closer to local operations, ensuring more agile decisions aligned with regional demands.

Among the highlights in the industrial area, the Santa Luzia Unit achieved its highest monthly figures since it began operations in 2009. In June 2024, the unit processed 822,500 tons of sugarcane and produced 27.94 million liters of anhydrous ethanol, surpassing the previous records set in 2023 and 2020, respectively.

In logistics, the Rio Claro Unit began the primarization of sugarcane transport, bringing greater control, safety, flexibility and autonomy to this strategic stage of the agro-industrial operation.

101,000+
hectares cultivated





Agricultural productivity

72.4 of TCH
(Tons of Cane per Hectare),
down 8 percent compared to
the previous harvest.

10.2 of TAH
(Tons of Sugar
per Hectare)

141.3 ATR
(Total Recoverable Sugar)

700.6
tons of sugar cane
harvested per machine
on an effective day

100%
of the filter cake generated
in Atvos' operations is
reused as an input for
agricultural composting



Industrial productivity

86.7%
General Industrial
Efficiency

96.6%
Industrial
Availability

96.9%
of Extraction Efficiency

90.4%
Fermentation Yield
of By-Products

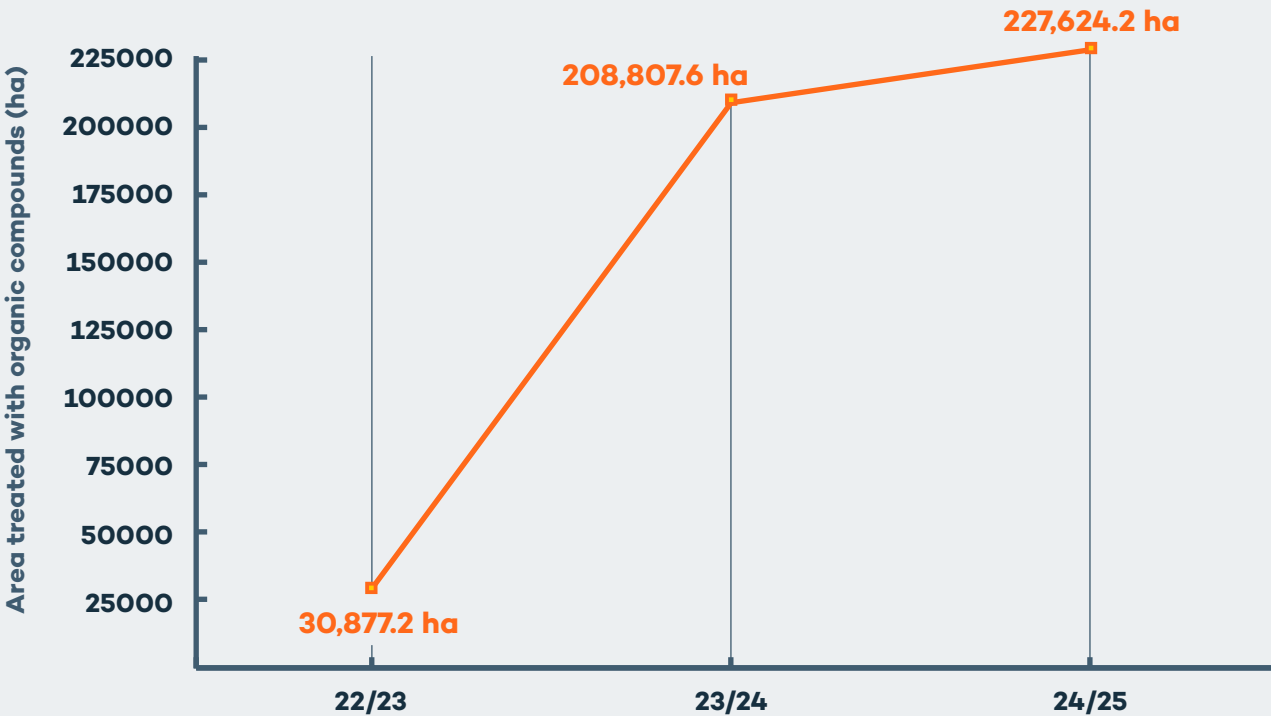
90.2%
Overall Distillery Yield

Regenerative agriculture

In the 2024/2025 crop year, Atvos intensified regenerative practices to improve the quality of the sugarcane fields and reduce their carbon footprint. Initiatives included:

- **Gradual expansion** of the use of organic compounds, with the goal of reaching 75 percent of planting by 2025/2026—more than double the amount used in this cycle. We have invested in composting yards, equipment and training, raising the technological standard of the units. The technology reuses sugarcane by-product waste to recover the soil, retain nutrients and increase carbon sequestration, integrating local farmers and strengthening the circular economy.
- **Direct application** of vinasse in the sugarcane row, optimizing the use of nutrients and reducing losses.
- **Progressive replacement** of chemical inputs with biological alternatives, including the near-total elimination of chemical nitrogen in planting and the use of biological technologies for pest control. This practice reduces costs, improves agricultural predictability and contributes to the generation of CBIOS by reducing the operations' carbon footprint.

Areas treated with regenerative techniques



Intelligence and the Internet in the field

Atvos reinforced its real-time decision-making structure and focused on improving the operational routine. The Cube project played a central role in this context. Originally focused on agricultural monitoring, the initiative has evolved into a business management tool covering all operations, and has concentrated its structure in the São Paulo office.

As part of the Cube, at the end of the 2024/2025 crop year the company began installing weather stations equipped with artificial intelligence, which are expected to provide real-time, region-specific climate data, enhancing the predictive capacity of agricultural management. It also implemented the UniSoma platform, which integrates information and tools such as the Agricultural Development Plan (PDA) to guide decisions based on productivity and profitability criteria, and included satellite image analysis combined with internal crop treatment data.

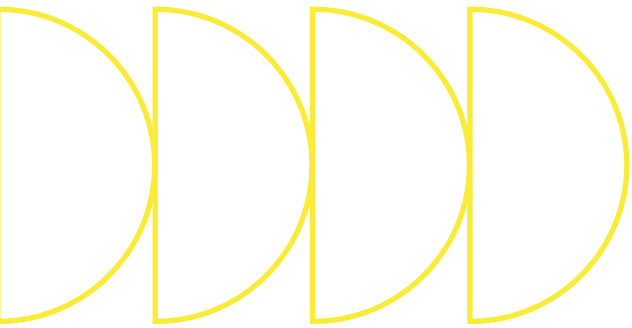
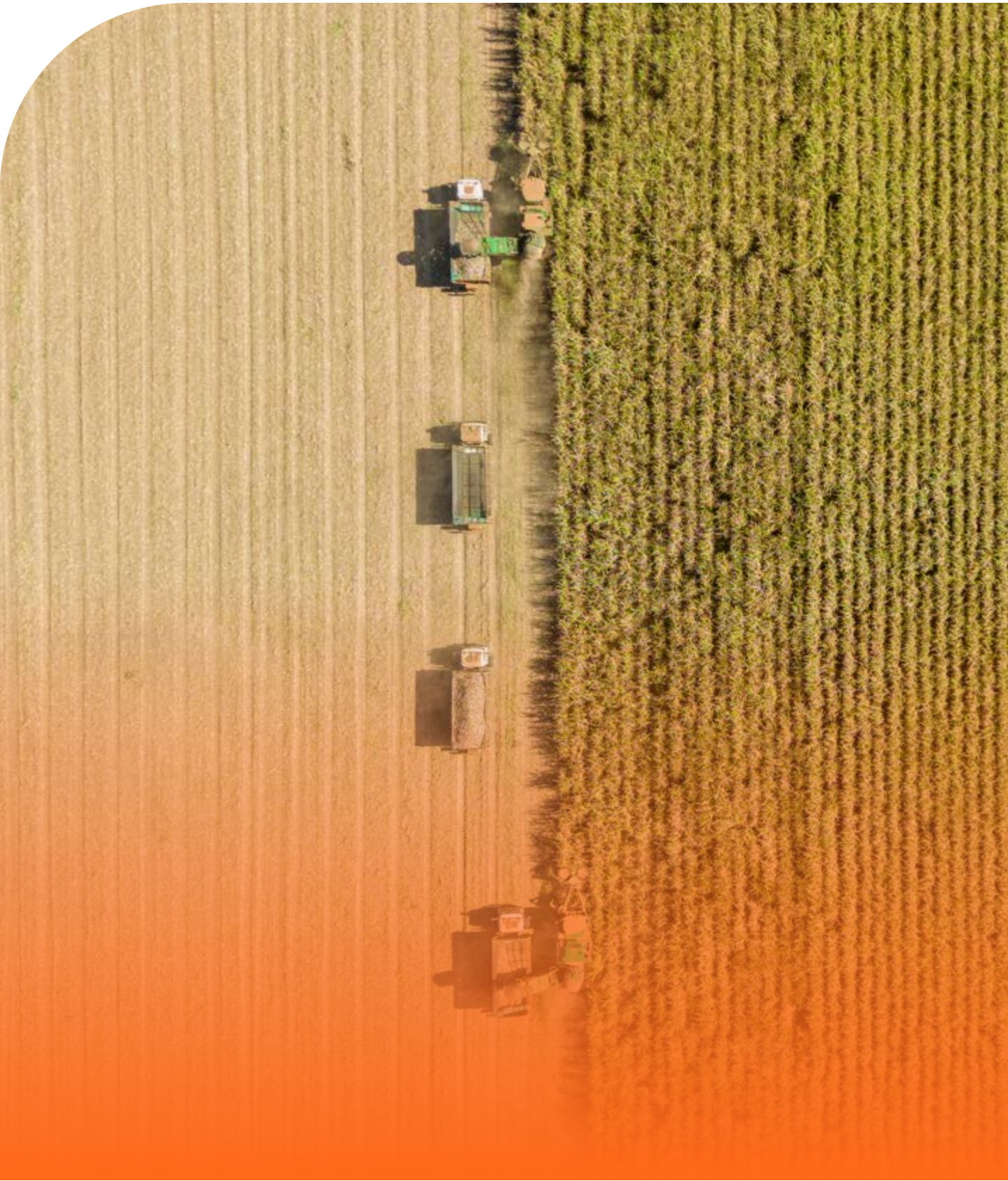
Connectivity

The Internet in the Field project expanded connectivity in agricultural areas, generating significant gains in operational efficiency. **The 4G signal reached 78 percent of the areas belonging to the company and to suppliers.** The results include:

- **Direct access** for operational teams to corporate systems and increased connectivity in communal areas, ensuring greater fluidity in agricultural routines;
- **More robust collection** of telemetry data, with increased real-time visibility of machines and activities;
- **Higher speed** in identifying deviations and correcting operational routes.



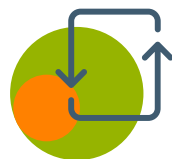
**In the 2024/2025
crop year, we focused
on improving the
operational routine**



Integrated planning

The implementation of integrated planning consolidated data-driven management, connecting agricultural, industrial, logistics and commercial planning into a single, synergistic structure. It has also enabled agro-industrial planning automation, generating multiple scenarios and analyzing financial impacts in real time, increasing performance predictability and the operation's ability to respond.

Even in the face of high climate variability, Atvos achieved **94 percent accuracy in monthly planning**. With this structure, a **gain of up to 16 percent in machine productivity is expected in the next crop year**.



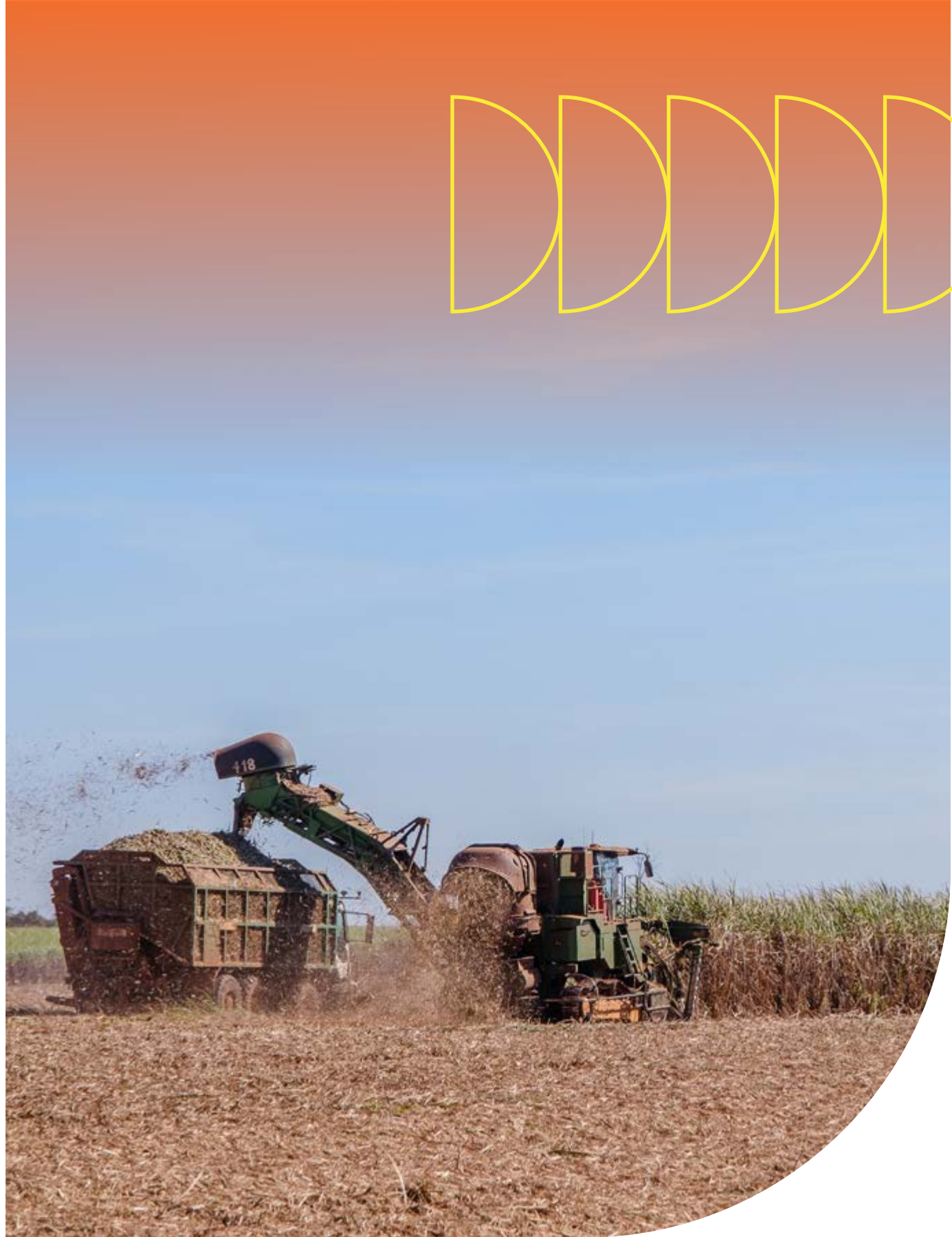
**Atvos projects gains
of up to 16% in
productivity with
integrated management**



Operational excellence and digitalization

The Operational Excellence program is a strategic pillar of Atvos to promote standardization, continuous agro-industrial improvement and establish integrated process management. It will also enable the identification of improvement opportunities across the operation and boost productivity. It also focuses on creating safety routines for leaders, with field assessments to ensure equipment and team member integrity, mitigating the risk of incidents.

Agronex, a digital solution that standardizes and centralizes checklists, routines and evaluations on a single platform, was implemented to support this transformation. The system enables real-time data collection, cross-checking with the Excellence Program, and the identification of systemic deviations, facilitating timely corrective action.



Environment and climate governance

The production of biofuels and clean energy is at the heart of Atvos' environmental strategy, helping to reduce greenhouse gas emissions and diversify the energy mix. In the 2024/2025 crop year, we made progress in consolidating an operating model aimed at decarbonization, with regenerative practices, actions to protect biodiversity and projects to reduce the use of diesel in operations.

Climate strategy

GRI 3-3, 13.2.2

Climate change represents both risks and opportunities for the agro-industrial sector. Adverse climate events such as rain, drought, extreme temperatures and natural disasters directly affect productivity. Meanwhile, the global need to reduce emissions is expanding the market for low-carbon solutions.

To mitigate risks and strengthen climate resilience, Atvos invests in decarbonization technologies and more efficient agricultural practices. Based on the analysis of climate and market scenarios, the company is developing a Decarbonization Route, prioritizing the reduction of emissions associated with fertilizers and the use of diesel.

Technical studies have been conducted for the 2024/2025 crop year and are expected to be completed in the next cycle. These include:

- **Life Cycle Assessment** (LCA) of ethanol from the Conquista do Pontal and Santa Luzia units.
- **Techno-economic analysis** of ethanol production to reduce carbon intensity.
- **Mapping** carbon capture and storage networks.
- **Structuring of the Decarbonization Route**, focusing on scope 1, 2 and 3 emissions. Regarding Scope 1, a study was also conducted on the potential to reduce emissions through the use of biomethane.

The company also secured the installation permit and started building its first biomethane plant (find out more on [page 19](#)).

The adoption of biomethane also represents a strategy for reducing operating costs, generating additional Decarbonization Credits (CBIOs) and improving the company's energy efficiency indicators.

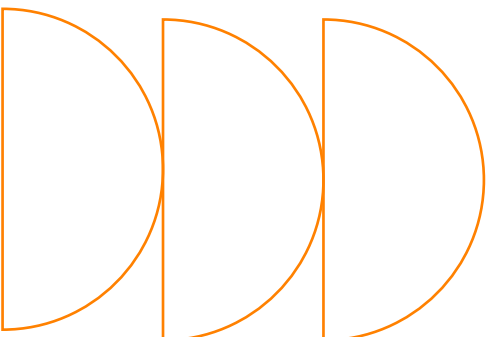
The company has also started replacing Diesel S500 with Diesel S10, a less polluting fuel, in all its agro-industrial operations. It also already has trucks running on biomethane and is testing, in partnership with John Deere and MWM, a prototype of an ethanol-powered harvester and tractors.

Complementing this approach, Atvos adopts risk mitigation strategies, such as prioritizing more resilient land, diversifying sugarcane varieties and investing in fertigation, as well as practices such as adjusting the average cutting age, crop rotation, soil conservation, the use of organic compounds and obtaining environmental certifications.

The effectiveness of these measures in terms of productivity and climate resilience is assessed by audits, impact studies and feedback from stakeholders.



Biomethane emits up to 90% less greenhouse gases than diesel, according to the Brazilian Biogas Association



RenovaBio

In this cycle, Atvos' eight agro-industrial operations were recertified under RenovaBio, the National Biofuels Policy. The certificates were issued after public consultation and evaluation by the Brazilian Oil, Natural Gas and Biofuels Agency (ANP), based on operational data for the years 2021 to 2023. The audit was conducted in October 2024, and the certificates are valid until March 2028.

As part of its continuous improvement process, Atvos also began a structured effort to primarize data from raw material suppliers for biofuel production, aiming to minimize CBIO generation and strengthen traceability across the entire production chain.

The average RenovaBio results showed slight variations compared to the previous cycle:

- The units' Environmental Energy Efficiency Rating (NEEA) was 63.21 gCO₂/MJ, up 2.59 percent;
- The average eligible volume was 93.38 percent, down 4.74 percent compared to the last certificate;
- The CBIO emission factor dropped an average of 2.47 percent.

CBIOs

Under the RenovaBio program, Atvos booked more than 2.3 million units of CBIOs on B3 in the 2024/2025 crop year, making it one of the main issuers in the country's sugar-energy industry. Each CBIO represents the avoidance of one ton of CO₂e emissions, contributing to national decarbonization and energy transition targets.

Emissions inventory

With the aim of continuously improving climate management, Atvos has been drawing up its Greenhouse Gas (GHG) Emissions Inventory for several cycles now. For the 2024 edition, the inventory underwent an in-depth methodological analysis, in line with the principles of the GHG Protocol, conducted in partnership with a specialized consulting firm.

The process involved a comprehensive review of emission sources and scopes, updating emission factors and improving data collection and consolidation practices—which allowed, among other advances, the inclusion of previously unmapped sources, such as fugitive emissions and non-road equipment, as well as structuring scope 3 and raising the level of reliability of the information reported. The inventory covers 100 percent of emissions from sources for which Atvos is directly responsible.

Direct (Scope 1) GHG emissions, segregated by category GRI 305-1*		
	2024	
	Total emissions (tCO ₂ e)	Biogenic emissions (tons)
Stationary combustion	119,927.43	6,045,429.02
Mobile combustion	106,235.41	20,631.90
Fugitive emissions	635.40	0.00
Industrial activities	0.00	1,639,007.97
Agricultural activities	272,609.23	0.00
Change of land use	0.00	95,677.09
Waste and effluents	79.35	0.80
TOTAL	499,486.82	7,800,746.78

Scope 2 emissions (tCO ₂ e) GRI 305-2*	
2024	1,522.45

Energy indirect (Scope 2) GHG emissions, segregated by category GRI 305-3*		
	2024	
	Total emissions (tCO ₂ e)	Biogenic emissions (tons)
Goods and services purchased	100,060.04	0.00
Fuel and energy-related activities	29,822.21	0.00
Upstream transportation and distribution	219,616.72	31,508.16
Waste generated in operations	197.22	100.01
Business trips	550.70	21.91
Employee transportation	7,910.40	1,167.64
Upstream transportation and distribution	158,390.68	11,268.41
Processing of products sold	0.00	0.00
Use of products sold	19,827.51	3,196,188.92
TOTAL	536,375.48	3,240,255.05

GHG emissions intensity GRI 305-4*	
2024	0.00023
Emissions intensity	Industrial production (product units)
Metric defined for the calculation	2,172,310,100
Value of the defined metric	Scopes 1 and 2
Scopes considered in the calculation	501,128.29
Total emissions in the scope(s) considered (tCO ₂ e)	

* Gases included in the calculation: CO₂, CH₄, N₂O, HFCs. Base year 2024, as this is the first year of the inventory. Standard adopted for calculation: GHG Protocol.

Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions GRI 305-7	
2024	
Substance	Amount (in kg)
NO _x	705.30

The methodological evolution in greenhouse gas measurement has improved our understanding of emissions, reinforcing Atvos’ commitment to advancing its environmental management.

Biodiversity and ecosystems
GRI 3-3, 304-2, 304-3

Atvos adopts conservation techniques in sugarcane cultivation, contributing to the maintenance and preservation of biodiversity in the areas where it operates. The fauna and water resources monitoring reports indicate that the company has no significant impact on biodiversity.

Even so, there may be risks arising from the operation, such as deforestation associated with agricultural expansion, uncontrolled fires and soil degradation. Also considered are the impacts on fauna and flora, water and soil contamination, the proliferation of pests and diseases and the reputational risks linked to agricultural activity.

The main operational preventive measures include:



**Own fleet and
firefighters reinforce
fire prevention and
rapid response**

- **100% mechanized harvesting**, eliminating the need for burning.
- **Fire prevention actions**, such as monitoring the temperature of harvesters, climate assessment and support from water trucks.
- **Own fleet** and specialized teams (fire departments, firefighters and first responders) for fire response.
- **Participation** of all units in the Mutual Emergency Assistance Plan (PAME), which integrates companies, government and communities.
- **Real-time monitoring** of field conditions, anticipating risk situations such as fires.

Atvos' sugarcane fields were planted in areas that had previously been converted to pasture or destined to agriculture, avoiding direct impacts on areas that had been used for pasture or other agricultural practices. In addition, permanent preservation areas, legal reserves and water sources are continuously monitored, alongside awareness campaigns for members and surrounding communities.



The company also recovers areas through reforestation, conducted by a specialized company, using techniques to enrich and guide natural regeneration. The positive results of the actions were validated by independent experts.

We have also evolved in environmental risk management. We have strengthened real-time monitoring of field conditions, anticipating risk situations such as fires and mitigating their impact on the environment and biodiversity.

Protection areas GRI 304-1

The areas surrounding our agro-industrial operations consist of terrestrial ecosystems of significant conservation value, included on official protection lists and subject to federal, state and municipal environmental regulations. These operations take place on owned or leased land, totaling approximately 90 km² of area around EPAs (Environmental Protection Areas) and parks.



• Conquista do Pontal Unit (UCP)

Sugarcane fields around the Morro do Diabo State Park and the Mico-Leão-Preto Ecological Station, both located in Teodoro Sampaio (SP).

• Eldorado Unit (UEL)

The unit owned sugarcane plantations in the Vacaria River APA, which was later withdrawn from public access and use.

• Santa Luzia Unit (USL)

The unit owned sugarcane fields in the Vacaria River and Anhanduí River EPAs, which have also been withdrawn from public access and use.

• Morro Vermelho Unit (UMV)

Sugarcane fields in the Emas National Park Buffer Zone, which covers Mineiros (GO), Chapadão do Céu (GO) and Costa Rica (MS).

• Costa Rica Unit (UCR)

Sugarcane field in the buffer zones of the Sucuriu River Headwaters EPA and the Salto do Rio Sucuriu Municipal Park, in Costa Rica (MS).

• Alto Taquari Unit (UAT)

Sugarcane fields in the buffer zones of the Córrego Sapo EPA, Ninho das Águas EPA, and Salto do Rio Sucuriu Municipal Park, in Alto Taquari (MT).



Fighting fires

With the worsening of extreme weather events and the advance of wildfires in the Brazilian territory, Atvos has reinforced its actions to protect biodiversity and preserve ecosystems by joining the campaign **#ZeroIncêndios (ZeroFires)**, developed by the National Bioenergy Union (UDOP), with the support of sector entities, the Fire Department and the Environmental Police. The initiative, which took place during the most critical period of the dry season—between July and October 2024—sought to raise awareness among communities, team members and partners about the risks and precautions for preventing and fighting fire outbreaks.

The initiatives included visits by fire brigades to public schools, mini-training and drill activities, campaigns on local radio stations and the distribution of educational materials. Internally, we promote awareness among our team members on a daily basis. The actions were conducted in the municipalities of Caçu, Mineiros and Perolândia (GO), Costa Rica, Nova Alvorada do Sul and Rio Brilhante (MS), Alto Taquari (MT), and Mirante do Paranapanema (SP).

Sport and clean energy

We strengthened our presence in sports—especially motor racing—as a strategy to elevate the Atvos brand and promote ethanol as an efficient and competitive fuel, with a focus on reaching new audiences. In the 2024/2025 crop year, we renewed our partnership with Mitsubishi Motors for the MIT Rallies—an event for which, since 2021, we have been responsible for offsetting 100 percent of the event's Scope 1 and 2 GHG emissions.

For the first time, we were present at the São Paulo Formula 1 Grand Prix, at the Interlagos Racetrack, with brand activation initiatives and welcoming strategic stakeholders to debate low-carbon mobility and the role of ethanol in the energy transition.

We are responsible
for offsetting 100%
of scope 1 and 2
GHG emissions

In addition, we reaffirm our support to sustainable sports through the following partnerships:

- **Sertões BRB 2024** Sponsorship of the Mitsubishi Motors team, led by Guiga Spinelli, with 100 percent of the team's GHG emissions neutralized, and support for Accert Competições through the supply of ethanol to the champion car in the Ultimate PRO category, driven by Cristiano Rocha and navigator Anderson Geraldi.
- **Brazilian Rally Championship** Support for the Octanas team, of drivers Leo Zettel and Fred Zettel, who compete with an ethanol-powered vehicle.
- **Mineiros Esporte Clube (GO)** Support for the team from the city where the Morro Vermelho Unit is located.
- **Emirados Árabes Run (Brasília/DF)** Sponsorship of the race promoted by the Embassy of the United Arab Emirates.
- **NASBIKE (Nova Alvorada do Sul/MS)** Encouraging cycling and sports in the region of the Santa Luzia Unit.

Energy Efficiency

GRI 3-3

Atvos' initiatives in energy efficiency generate benefits such as reduced operating costs, economic gains through the emission of carbon credits and a competitive advantage due to the lower carbon footprint of its products. At the same time, the company manages risks such as rising energy procurement costs, inefficient use of resources, competition for supply with other sectors, and potential increases in greenhouse gas emissions that may affect the climate and energy availability.

Regional relations

In the 2024/2025 cycle, we strengthened our connection with local communities by sponsoring and participating in regional events. These initiatives have helped to strengthen relationships with strategic audiences, increase brand visibility and publicize the benefits of Brazilian ethanol.

Energy consumption within the organization GRI 302-1

	22/23 crop year	23/24 crop year	24/25 crop year
Fossil fuels			
	Amount of energy (GJ)	Amount of energy (GJ)	Amount of energy (GJ)
Diesel	2,308,833.26	2,479,015.12	3,454,799.00
Total	2,308,833.26	2,308,833.26	3,454,799.00
Renewable fuels			
Sugarcane bagasse	50,591,672.91	63,101,407.61	60,624,073.00
Biodiesel	233,448.69	310,029.16	431,966.00
Ethanol	54,148.78	65,511.12	76,764.00
Total	50,879,270.38	63,476,947.89	61,132,803.00

All energy Atvos produces
comes from renewable sources

Energy consumption within the organization, by source GRI 302-1

Type of consumption	22/23 crop year		23/24 crop year		24/25 crop year	
	Amount (kWh)	Amount (GJ)	Amount (kWh)	Amount (GJ)	Amount (kWh)	Amount (GJ)
Electricity	34,164,544.44	122,992.36	32,436,683	116,772.06	26,232,457	94,436.85

Resource sold GRI 302-1

Type of consumption	22/23 crop year		23/24 crop year		24/25 crop year	
	Amount (kWh)	Amount (GJ)	Amount (kWh)	Amount (GJ)	Amount (kWh)	Amount (GJ)
Electricity	1,417,141,858.33	18,366.16	1,729,438,416	6,225,978.3	1,761,228,365.00	6,340,422.11

Energy consumption within the organization, in GJ GRI 302-1

Type of energy	22/23 crop year	23/24 crop year	24/25 crop year
	Amount (GJ)	Amount (GJ)	Amount (GJ)
Non-renewable fuels consumed	2,308,833.26	2,479,015.12	3,454,799.00
Renewable fuels consumed	50,879,270.38	63,476,947.89	61,132,803.00
Electricity, heating, cooling and steam purchased for consumption	122,992.36	116,772.06	94,436.85
Sale of surplus electricity, heating, cooling or self-generated steam	18,366.16	6,225,978.3	6,340,422.11
Total	53,292,729.84	59,846,756.77	58,341,616.74

Energy intensity GRI 302-3

Energy intensity	22/23 crop year	23/24 crop year	24/25 crop year
	2.16	2.16	2.26
Total energy consumption within the organization (GJ)	48,209,385.33	59,550,243.49	58,341,617.00
Metric (denominator) defined for the calculation	Ton of product manufactured/produced	Ton of product manufactured/produced	Ton of product manufactured/produced
Numeric value of the metric described above	22,356,033.91	27,537,776.05	25,798,132.00

Note: the types of energy included are fuel and electricity.

Water and effluent management **GRI 3-3, 303-1, 303-2, 303-4**

Atvos withdraws surface water in compliance with current environmental permits and adopts ecological indicators for each industrial unit, with consumption targets per ton of sugarcane crushed. Water is used for drinking supply, restrooms, garden and crop irrigation, industrial cooling, laboratory and research activities, cleaning and maintenance of facilities and equipment, fire-fighting systems, kitchens and cafeterias, and in product processing. In the industrial process, where the greatest consumption occurs, water is largely reused. The company has no operations in water-stressed areas.

As for disposal, no effluents are discharged into water bodies or the sewage system. The domestic effluent is treated in Effluent Treatment Plants (ETE) and incorporated, along with the wastewater, into the vinasse applied to the sugarcane plantation by fertigation, in accordance with the Vinasse Application Plan (PAV). Rainwater is directed to the areas external to the units.

The effectiveness of these measures is monitored by measurement systems and external audits for certifications. Targets are monitored daily with a focus on operational efficiency and cost reduction. In addition, Atvos continuously invests in best practices to reduce water consumption and increase the reuse rate.



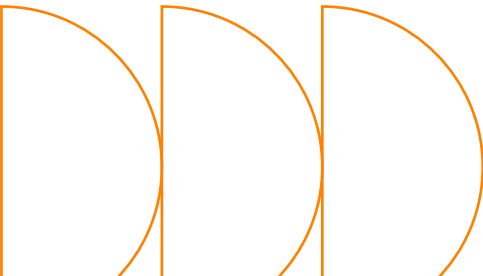
Water withdrawal by withdrawal source (ML) GRI 303-3			
	22/23 crop year	23/24 crop year	24/25 crop year
Surface water	27,040	30,584	29,358
Groundwater	56	69	0
Total	27,096	30,653	29,358

Note: Water withdrawal is recorded daily in Atvos units' PIMS-PI system. The industrial units have flow meters to monitor and record the volume of water withdrawn.

Water consumption (ML) GRI 303-5			
	22/23 crop year	23/24 crop year	24/25 crop year
Total water withdrawal	27,096	30,653	29,358
Total water disposal	0	0	0
Water consumption	27,096	30,653	29,358

Note: Water is withdrawn on demand and interrupted when not needed, keeping storage levels constant.

Atvos does not
operate in water-
stressed areas



Waste Management GRI 3-3, 306-1, 306-2

Atvos manages the waste generated in its operations and value chain in an integrated manner, in line with current legislation and the guidelines of the Solid Waste Management Plan (PGRS). The actions prioritize minimizing generation, segregation at the generating sources, proper identification, classification, packaging, temporary storage in waste centers, transport, treatment and final disposal, always carried out by licensed companies.

Management includes recycling, reuse and reverse logistics practices, as well as the use of organic by-products in sugarcane cultivation and ethanol production. Potential associated risks include contamination of soil and water by vinasse, filter cake, agrochemicals and packaging, fauna and flora degradation, reduced availability of materials for recycling or composting and an increase in the volume of waste for final disposal.

The operations comply with ABNT technical standards (NBR 10,004 for segregation, NBR 11,174/90 for class II waste and NBR 12,235/92 for class I waste).

Waste generated (t) GRI 306-3

	22/23 crop year	23/24 crop year	24/25 crop year
Class I waste	682.25	665.33	588.27
Class II waste	4,885.90	5,416.80	6,823.44
Total	5,568.15	6,082.13	7,411.71

Waste directed to disposal (t), per operation GRI 306-5

	22/23 crop year	23/24 crop year	24/25 crop year
Class I waste			
Incineration (with energy recovery)	121.44	117.98	177.56
Class II waste			
Incineration (with energy recovery)	563.68	498.77	1,009.05
Total (class I and II)	685.12	616.75	1,186.61

Materials used by weight or volume (t) GRI 301-1

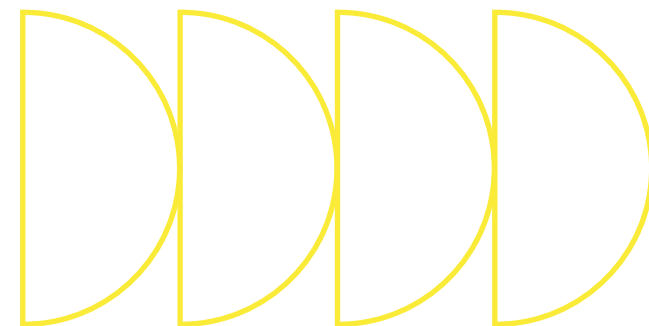
	22/23 crop year	23/24 crop year	24/25 crop year
Non-renewable			
	Weight	Weight	Weight
Soil amendments	286,925	322,454	334,901
Pesticides	211	338	411
Fungicides	106	71	55
Herbicides	3,377	3,591	2,909
Fertilizers	139,144	130,301	84,955
Other organic fertilizers	244,320	320,494	289,505
Lime	4,950	9,201	8,275
Sulphuric acid	5,452	9,249	7,568
Hydrochloric acid	157	180	115,000
Caustic soda	1,654	3,144	2,855
Antibiotics	521	832	1,148
Inorganic chemicals	1,082	1,348	1,173
Organic chemicals	403	656	597
Diesel	48,087	51,631	71,954
Total	736,389	853,490	806,421
Renewables			
Company-farmed sugarcane processed	12,347,774	15,737,609	15,231,239
Agricultural partner-farmed sugarcane processed	10,008,260	11,800,167	10,566,893
Biodiesel	5,512	2,422	10,199
Ethanol	2,002	7,320	2,838
Total	22,363,548	27,547,518	25,811,169
Total			
Subtotal non-renewable materials	736,389	853,490	806,421
Subtotal renewable materials	22,363,548	27,547,518	25,811,169
Total	23,099,937	28,401,008	26,617,590

Note: Data from direct measurements.

Economic and financial results

With resilience and efficiency, Atvos overcame the challenges of the 2024/2025 crop year—including prolonged drought and fires—and delivered solid results. The geographical diversification of the company's operations has reduced the risk of simultaneous impact from extreme weather events.

Sugarcane crushing totaled 25.8 million tons, below the projected 28 million tons. Even so, the company managed to mitigate the effects of the lower supply by increasing market prices—especially for sugar—driven by the downturn in global production. **Atvos also recorded a 36 percent increase in sales of anhydrous ethanol and a 4.2 percent increase in sales to higher value-added markets.**



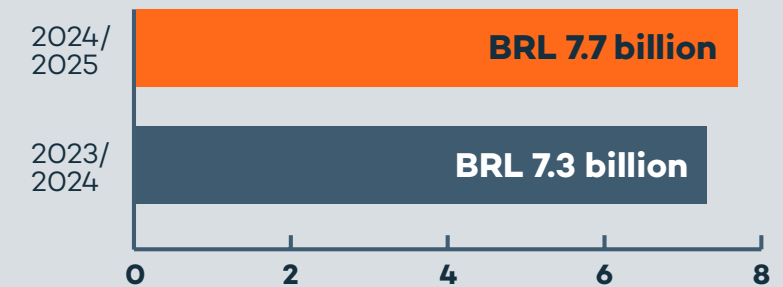
36% increase in anhydrous ethanol sales

The expansion of industrial ethanol exports also contributed to the crop year's financial results. To support this progress, we have structured an exclusive logistics corridor for exports, bringing more reliability and security to international operations. At the same time, we continue to make progress in building more competitive logistics, aimed at increasing sales in the CIF (Cost, Insurance and Freight) model.

The company has maintained its foreign exchange risk management policy, which has been effective in the face of high market volatility. It also stood out as one of the largest operators of ethanol futures contracts on B3 in the sugar-energy sector, which contributed to capturing better prices in the 24/25 cycle.

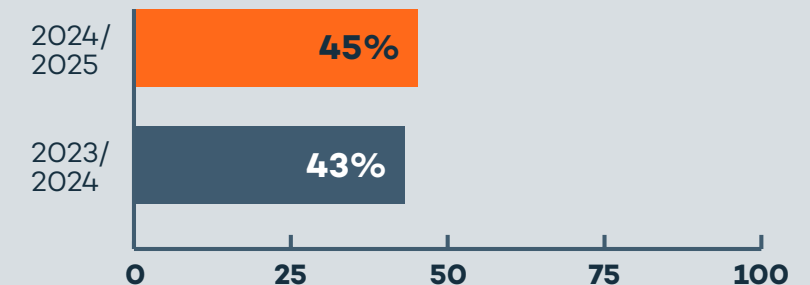
Total net revenue

Variation +5%



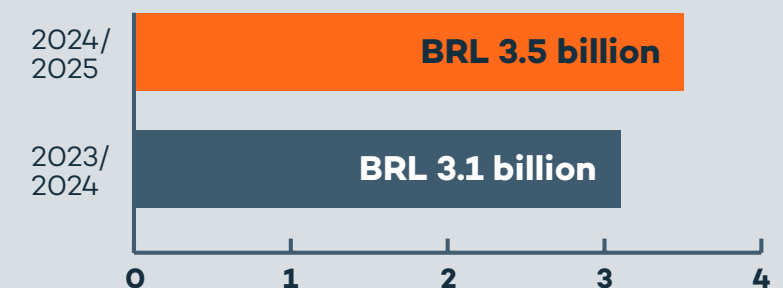
EBITDA margin

Variation 2 p.p



EBITDA

Variation +12%



Responsible growth

In the 2024/2025 crop year, Atvos continued to implement the Court-Supervised Reorganization Plan according to the established schedule. The plan approved in 2023 included an amendment that allowed the company's gross debt to be reduced by approximately 50 percent, as well as extending the deadline for payment of obligations until December 2042. With this strengthened base, the

company has been consolidating its liquidity and resuming investments in productivity, innovation and new business.

The company's leverage remained under control at approximately 1.7 times EBITDA, in line with the performance of the previous harvest. Debt also remained at healthy levels, preserving the financial parameters observed in 2023/2024.



Sustainable investment agenda

BRL 720 million
allocated to cropland formation, with a focus on renovating sugarcane fields

BRL 350 million
in the construction of the first biomethane plant

+BRL 200 million
for the renewal of the agricultural fleet

Support for sugar-cane suppliers through the Stronger Partners Program. This cycle marked the full implementation of the proprietary Receivables Investment Fund (FIDC), which operated throughout the harvest and enhanced liquidity for suppliers ([learn more on page 75](#)).

Direct economic value generated and distributed (BRL) GRI 201-1

	22/23 crop year	23/24 crop year	24/25 crop year
Income	2,386,227	6,057,173	3,232,147

Note: The system used to calculate the direct economic value generated and distributed (EVG&D) is the accrual system.

Direct economic value distributed (BRL) GRI 201-1

	22/23 crop year		23/24 crop year		24/25 crop year	
	Value (BRL)	Percentage	Value (BRL)	Percentage	Value (BRL)	Percentage
People and charges	929,196	38.94	1,051,448	17.36	1,139,556	35.26
Government and society (taxes, fees and contributions)	192,311	8.06	1,082,951	17.88	611,627	18.92
Transfer of tax losses (federal taxes)	0	0.00	0	0.00	0	0.00
Financiers (interest and leases)	1,905,408	79.85	1,754,735	28.97	1,643,671	50.85
Profit (loss) for the period	-640,688	-26.85	2,168,009	35.79	-162,707	-5.03
Total	2,386,227	124.16	6,057,143	73.93	3,232,147	100

Note 1: Gross operating revenue in the domestic market accounted for 82 percent of total revenue in the 2024/2025 crop year (compared to 81 percent in the 2023/2024 crop year), and the economic value distributed was also concentrated in the domestic market, the criterion used to define this relevance. Note 2: Until the 2022/2023 crop year, the data in this table referred to Atvos S.A., following the pattern of the economic and financial information in previous reports. From 2023/2024, with the incorporation of Atvos S.A. by Atvos Bioenergia on June 20, 2023, the data will be presented within the scope of Atvos Bioenergia, preserving comparability with the figures for the current crop year (2024/2025).

Innovation and digital transformation

Technology and innovation have become pillars of Atvos' sustainable growth. In the 2024/2025 cycle, highlights include the creation of the Digital Transformation Office, which drives operational gains and the adoption of 4.0 solutions in all areas, the expansion of connectivity in the field and the adoption of integrated systems that automate critical processes.

Progress in integrating technologies, processes and equipment into a unified model, connected to the concepts of Industry 4.0, has generated gains in efficiency, flexibility and safety throughout the value chain. We also enhanced our

portfolio of improvements and refined the engineering standards that will serve as the foundation for creating a digital "as built" model of our facilities in the next crop year.

Focusing on agility, compliance, and the intelligent use of data for decision-making, we invested in the digitalization of processes across key areas of the company, including supplies, people management, land management and agricultural contracts, compliance, infrastructure and connectivity, logistics, commercial operations, agricultural planning, and environmental sustainability.

We have reinforced three strategic axes:

- 1 **Integration between technology and business**
- 2 **Connection with the innovation ecosystem**
- 3 **Acceleration of solutions with high transformative potential**



Open innovation

We have evolved in building a culture focused on experimentation. Through the open innovation program, we have established partnerships with hubs, startups and universities, making the first investments in solutions aligned with our core business.

The solutions developed with invested startups such as BemAgro and IBBX are generating gains in productivity and cost reductions. Results include correcting planting faults and reducing trampling through AI-generated maps, as well as eliminating damage to harvesters with IoT devices that monitor temperature in real time.

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Governance and ethical culture

Model of responsible management

GRI 2-1

Atvos Agroindustrial Participações S.A., a privately-held, for-profit company, adopts a governance system in line with the best market practices. This model is made up of partners, the Board of Directors, the Audit and Compliance Committee, advisory committees, the executive board, governance areas, internal and external auditing, as well as the Ethics and Compliance Committee.

The Board of Directors is made up of six independent members who hold no executive functions in the company, elected for two-year terms. The Audit and Compliance Committee is statutory and supports the highest governance body. It is responsible for overseeing the main economic, environmental and social impacts of the business, analyzing the financial statements and monitoring audit and compliance processes.

In the 2024/2025 crop year, Atvos made progress in consolidating its governance, continuing the process begun with the shareholder restructuring of 2023/2024, when the FIP MC Green fund, affiliated to Mubadala Investment Company, began to act as the reference shareholder. In this cycle, efforts were directed to organizational stabilization and to training a senior leadership committed to the sustainable growth of the business.

In the financial sphere, the Investment Committee includes the CEO and the heads of the Operations and Finance areas. The Board is responsible for approving all company investments within the established limits, ensuring institutional alignment and transparency in resource allocation.



Global discussion on management and governance

Atvos established a partnership with the YPO Seminar of Presidents, a global event held in August 2024 in Campinas (SP). The event brought together business leaders from different industries to discuss the best management and governance practices. The YPO (Young Presidents' Organization) is a global community that connects chief executives committed to developing inspiring leaders.



Corporate macrostructure GRI 2-9

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Atvos adopts an organizational structure designed to drive the company’s organic, sustainable and continuous growth. This architecture allows for greater fluidity in interactions between the various stakeholders—from customers to shareholders—promoting agility, assertiveness and integration in decision-making.



Bruno Serapião
CEO

Atvos Bioenergia | Board of Directors:
Sérgio Carneiro (Chairman)
Renan Andrade (Deputy Chairman)
Giovanni Forace
Ricardo Knoepfelmacher
Thomas Tribone
Oscar Pekka Fahlgren



Andréa Ramos
Commercial & Logistics



Wilson Lucena
Agro-industrial Operations



Alexandre Maganhato
Technology & Innovation



Cristiana Gomes
People, Management & Sustainability



Flávio Serebrinic
Transformation,
Excellence & HSE



Amaro Silveiras
Supplies



Luiz Rossato
Legal, Gov. Rel. & GRC



Caio Dafico
New Business



Julio Varela
Finance

Ethics, integrity and compliance

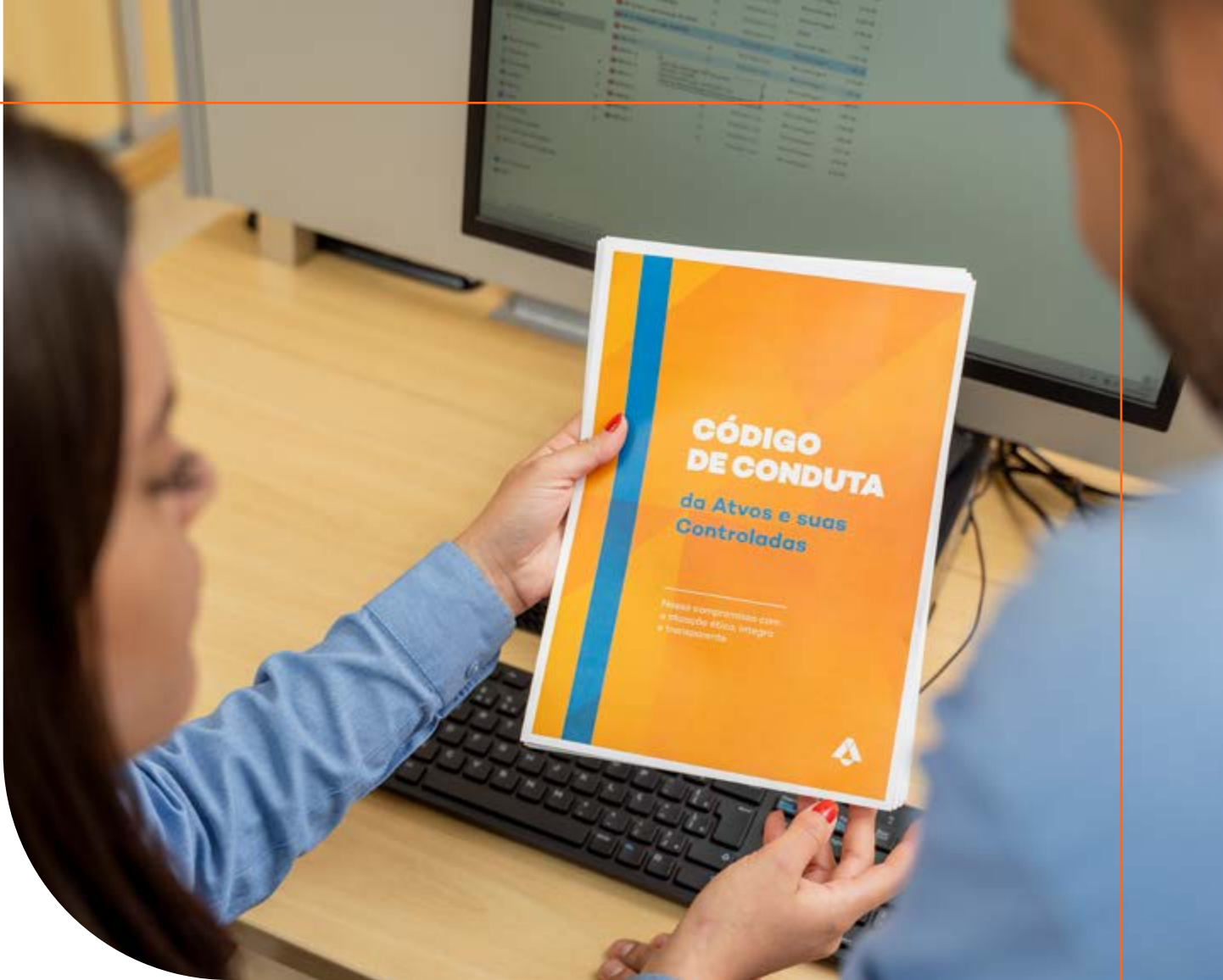
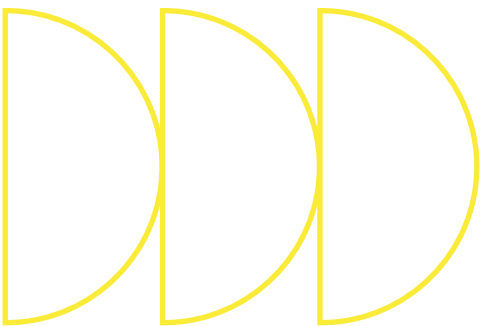
GRI 3-3, 2-23, 2-24, 2-26

Atvos operates based on non-negotiable commitments to ethics, integrity and transparency in all its relationships, ensuring compliance with labor legislation, alignment with global initiatives such as the Global Compact and transparency in accounting records and regulatory processes.

The effectiveness of the initiatives and the strengthening of the ethical culture are guided by targets that cover the total coverage of processes by policies and guidelines, the identification and treatment of irregularities through the reporting channel, the training of all teams in compliance issues, the adherence of all team members to the Code of Conduct and the communication of all issues related to the topic throughout the cycle. The progress of this agenda is monitored through indicators presented periodically to the Ethics Committee and the Board of Directors.

In terms of governance, the Board of Directors is responsible for approving and overseeing the incorporation of institutional policies at all levels of the organization, while guidelines and procedures are validated by the executive bodies.

These commitments follow international benchmarks and ISO 37001 and ISO 37301 certifications, providing for diligence, precaution and respect for human rights. They are incorporated into operations through targets, procedures, training, due diligence and monitoring, covering all activities and communicated to members, partners and other audiences through contractual clauses, supply platforms, invoices, the institutional website and the Third Party Code of Conduct.



Policies that guide responsible business conduct:



- Code of Conduct
- Compliance and Anti-Corruption Policy
- Directive on Gift and Courtesies
- Ethics Line Channel Guideline
- Conflict of Interest Management Guideline
- Integrity Due Diligence Guideline
- Disciplinary Measures Guideline
- Public Sector Relations Guideline
- Private Social Investment Guideline
- Sponsorship Guidelines

Guidelines for Ethical Performance

Atvos' Compliance and Anti-Corruption Policy sets out the guidelines for all its members to act ethically, with integrity and transparency, in line with the Brazilian and international legislation. The policy consolidates practices to mitigate the risks of corruption, money laundering and other irregularities, establishing rules for interactions with public officials and third parties, as well as for participation in processes involving the public administration. The company's Compliance System is supported by ten integrated measures:

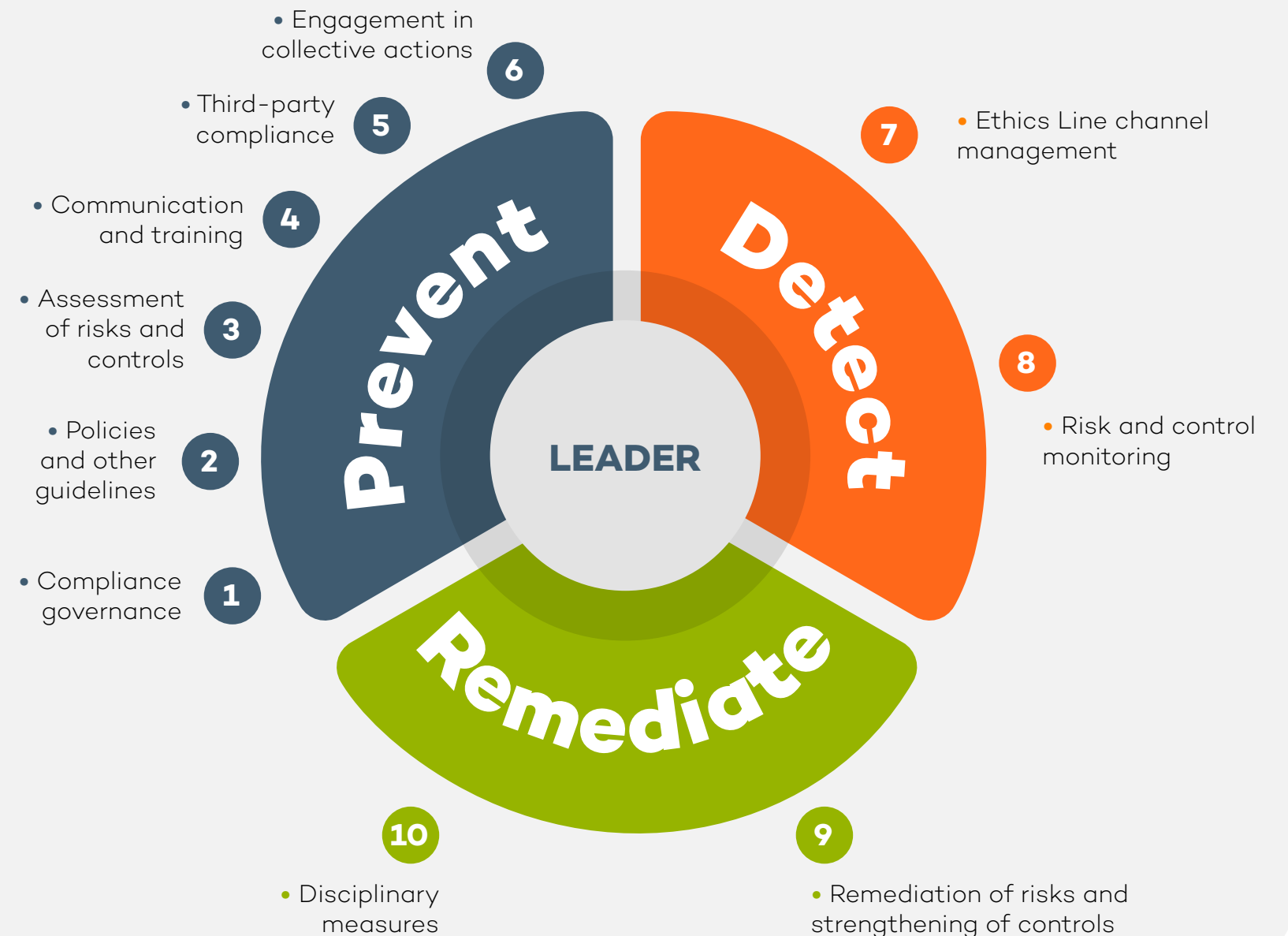
READ MORE

For more details, check out the [Code of Conduct](#) and the [Compliance and Anti-Corruption Policy](#).

Updated policies

Atvos revised guidelines that strengthen the application of its Code of Conduct. The updates cover the Compliance and Anti-Corruption Policy and the Guidelines for Managing Conflicts of Interest, Managing the Ethics Line Channel, Due Diligence and Gifts, Presents and Courtesies. The documents were made available on internal communication channels and widely disseminated to all team members.

Atvos Compliance System



Ethics Line

The company offers the Ethics Line as a secure, confidential channel managed by an independent company. All reports are investigated by a specialized team within the company, ensuring proper, impartial and responsible handling. The channel ensures protection against any form of retaliation for those who file complaints in good faith.

A highlight of this cycle is the launch of an exclusive channel for women connected to Atvos, integrated into the Ethics Line. Now, team members and partners have the option of being seen by female psychologists, in a welcoming listening environment for reporting sensitive situations.

The Ethics Line portal has also been updated, maintaining security standards. The main unique features include:

- **100 percent of the services provided by specialized psychologists.**
- **Exclusive telephone channel for women, available at 0800 721 8434.**
- **Reports can also be made via the “Contato Seguro” app and by WhatsApp, at (51) 3376-9353.**

In the 2024/2025 crop year, the Ethics Channel received 473 reports on issues such as conflicts of interest, harassment, discrimination, misappropriation of resources, people management, health, safety and the environment.

Of the total registered, 66 cases were considered well-founded or partially well-founded, 83 were classified as unfounded, 92 contained insufficient data for investigation, 18 were inconclusive and 5 remain under analysis. Another 209

reports were outside the scope of the Compliance area and were forwarded to the responsible areas for proper handling.

In all of cases concluded as upheld or partially upheld, disciplinary measures and/or corrective actions were applied.

The Ethics Line is available 24 hours a day, 7 days a week, and can be accessed by phone (0800 721 8434), [website](#), WhatsApp, or app, with service provided in Portuguese, English, and Spanish.



**We offer an
exclusive and
welcoming
channel for
women**



Impact reparation **GRI 2-25, GRI 2-27**

Atvos has specific mechanisms to remedy negative impacts related to safety, compliance, human rights, legislation and image. In addition to the Ethics Line, there is face-to-face assistance from the Compliance team and direct action from the local Health, Safety and Environment (HSE) and People, Management and Sustainability (GGS) teams. Complaints are reported quarterly to the Ethics Committee, made up of three vice presidents, and to the Audit and Compliance Committee, which advises the Board of Directors. The effectiveness of these mechanisms is monitored by indicators and periodic presentations, with feedback to stakeholders at the end of each calculation.

In the ethics survey conducted in February 2025 with 3,191 team members, 96 percent said they perceive Atvos as an ethical company, 90 percent trust leadership to uphold the Code of Conduct, 89 percent trust the investigations carried out through the Reporting Channel, and 87 percent consider the disciplinary measures applied to be fair and proportionate.

In the 2024/2025 crop year, Atvos recorded six fines for non-compliance with laws and regulations, with no non-monetary sanctions, compared to 24 in the previous cycle. The total amount of the fines was BRL 359,414.92, while BRL 1,237,290.90 refers to payments from previous periods.

One case considered significant¹ was due to the failure to comply with the environmental offsetting required by CETESB under the Environmental Recovery Commitment Agreement (TCRA) within the established deadline.

As a preventive objective, Atvos works to minimize fines, identifying recurrences of the same issue and adjusting conduct to avoid sanctions.

1. The organization deems any case involving the payment of a fine resulting from an infraction notice issued by the competent authorities to be significant.

Anti-corruption **GRI 205-1, 205-3**

The organization assesses corruption risks as part of the Corporate Risk Management methodology, considering the likelihood of occurrence and the potential impact. Among the main risks identified are practices to influence public officials, manipulation of information or processes to gain regulatory or bidding advantages, weaknesses in records and gaps in ethics and compliance training.

In December 2024, Atvos secured ISO 37001 certification (Anti-Bribery Management System), which includes the assessment of corruption risks. The analysis focused on the strategic processes with the highest exposure to this type of risk, as outlined in the company's corporate matrix.



96% of our team members consider Atvos an ethical company

Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region **GRI 205-2**

	22/23 crop year	23/24 crop year	24/25 crop year
	Trained	Trained	Trained
Total number of members in the year	5	6	6
Total number of members notified/trained	5	6	6
Percentage of members notified/trained (%)	100	100	100

Note: All members of the Board of Directors who make up senior governance are located in São Paulo.

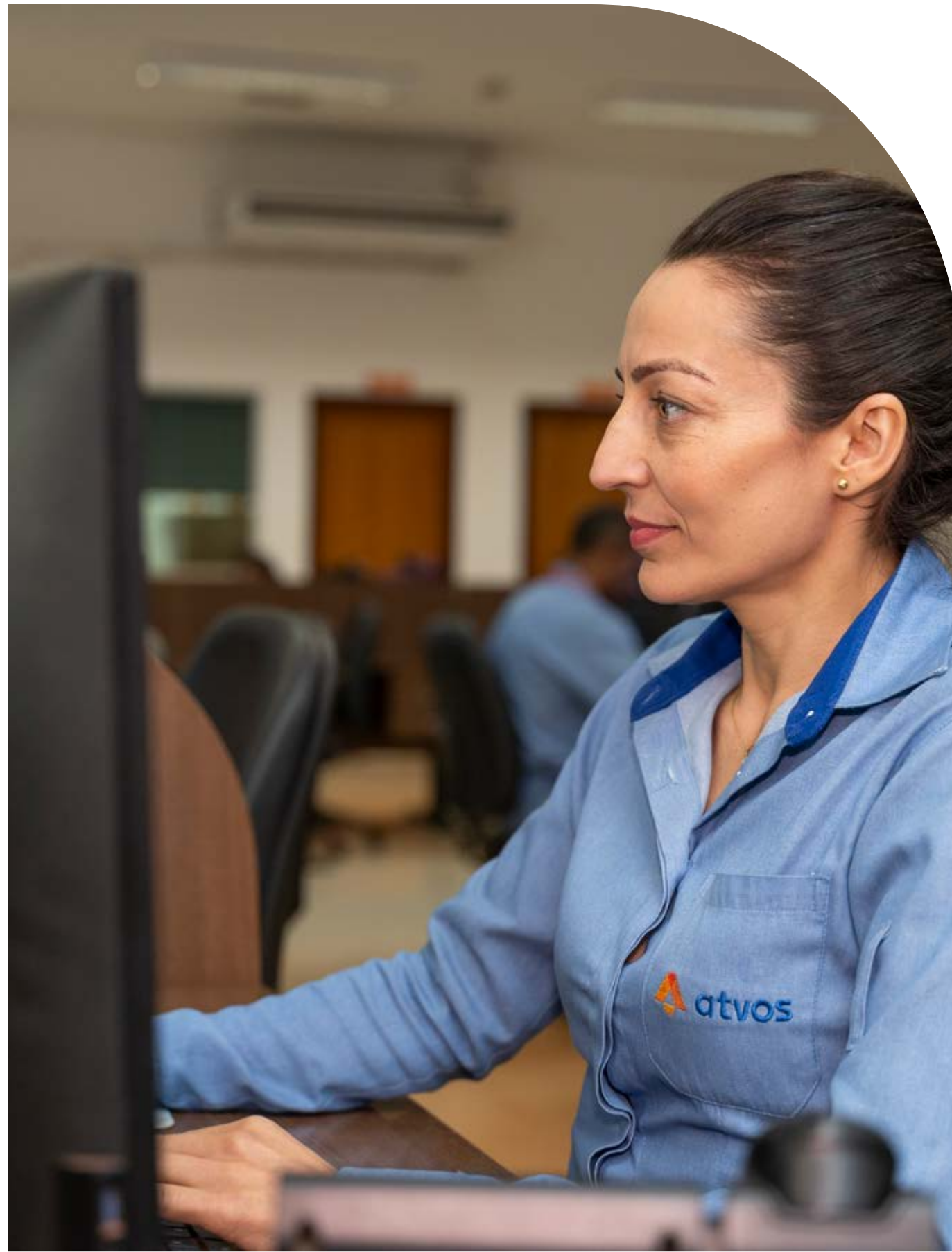
Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by region **GRI 205-2**

	23/24 crop year	24/25 crop year
	Trained	Trained
Mato Grosso		
Total number of team members in the year	1,015	1,067
Total number of team members notified/trained	276	186
Percentage of team members notified/trained (%)	27.19	17.43
Mato Grosso do Sul		
Total number of team members in the year	3,734	3,826
Total number of team members notified/trained	855	656
Percentage of team members notified/trained (%)	22.9	17.15
Goiás		
Total number of team members in the year	2,953	3,106
Total number of team members notified/trained	795	550
Percentage of team members notified/trained (%)	26.92	17.71
São Paulo		
Total number of team members in the year	1,848	1,917
Total number of team members notified/trained	751	640
Percentage of team members notified/trained (%)	40.64	33.39
Total		
Total number of team members in the year	9,550	9,916
Total number of team members notified/trained	2,677	2,032
Percentage of team members notified/trained (%)	28.03	20.49

Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category **GRI 205-2**

	22/23 crop year	23/24 crop year	24/25 crop year
	Trained	Trained	Trained
C-level			
Total number of employees	19	17	17
Total number of employees notified/trained	19	17	17
Percentage of employees notified/trained (%)	1000	100	100
Management/Coordination			
Total number of employees	216	223	223
Total number of employees notified/trained	216	223	223
Percentage of employees notified/trained (%)	100	100	100
Administration			
Total number of employees	1,018	1,029	1,395
Total number of employees notified/trained	1,018	1,029	1,395
Percentage of employees notified/trained (%)	100	100	100
Operational Leaders			
Total number of employees	578	614	614
Total number of employees notified/trained	578	614	614
Percentage of employees notified/trained (%)	100	100	100
Operational/Production			
Total number of employees	4,167	4,789	4,789
Total number of employees notified/trained	0	0	0
Percentage of employees notified/trained (%)	0	0	0
Technicians			
Total number of employees	422	445	445
Total number of employees notified/trained	422	445	445
Percentage of employees notified/trained (%)	100	100	100
Maintenance			
Total number of employees	2,282	2,433	2,433
Total number of employees notified/trained	0	0	0
Percentage of employees notified/trained (%)	0	0	0
Total			
Total number of employees	8,702	9,550	9,916
Total number of employees notified/trained	2,654	2,694	2,694
Percentage of employees notified/trained (%)	30.50	28.21	27.17

Note: C-level includes the president and vice-presidents of the company.



Conflicts of interest

GRI 2-15

To prevent and mitigate conflicts of interest, Atvos adopts a set of policies and procedures, which are reviewed periodically, in addition to ongoing education and training. Transparency is ensured by the work of an Ethics or Review Committee and by keeping records of all decisions. The company also promotes the isolation of people or parties involved in conflicts. Conflicts of interest are disclosed to **stakeholders** and cover cross-shareholding in other management bodies, cross-shareholding with suppliers and other **stakeholders**, the existence of controlling shareholders and related parties, their relationships, transactions and outstanding balances.

Crucial concerns **GRI 2-16**

Atvos ensures that crucial concerns reach the highest governance body through regular reporting and easy access to emergency information. The Audit and Compliance Committee (CAC) meets quarterly with the Board of Directors to present indicators, risk analyses, changes and other Compliance and Audit issues. This communication is complemented by formal board meetings, risk and

compliance reports, financial performance presentations, strategic analyses, legal reviews and sustainability reports. In the 2024/2025 crop year, no major concerns were registered.

Data protection

Based on the Brazilian General Data Protection Law (LGPD), Atvos' Privacy and Data Protection Policy regulates the gathering use, storage and sharing of information relating to individuals. The guideline is applied to all the company's units and members.

The governance of the issue involves multiple fronts: the Audit and Compliance Committee periodically reviews privacy practices, while the Data Protection Officer (DPO) acts as a link with the National Data Protection Authority. There is also a network of Data Protection Officers in the agro-industrial centers, responsible for supporting the implementation of the guidelines locally and for mitigating risks. The company also adopts continuous monitoring mechanisms, evaluating new projects, managing security incidents and internal audits.

Risk management



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The company's risk management supports the business by identifying, evaluating, prioritizing and defining strategies to prevent and mitigate risks that could affect the achievement of the company's objectives. The management methodology is approved by the Board of Directors, and governance is led by the Audit and Compliance Committee.

In the 2024/2025 period, Atvos mapped and assessed 60 risks, organized into five broad categories: Strategic (14), Financial (10), Operational (18), Regulatory (9) and Integrity (9). For prioritized risks, the business areas were responsible for defining prevention and mitigation actions, with support from the Risk area.

The governance of the risk management process enables continuous monitoring and timely action on critical issues such as climate change, market volatility, operational accidents, data privacy, bribery, harassment, and other factors that may affect the sustainability of the business.

In the financial area, Atvos applied its internal financial risk management policy diligently and successfully, and was not negatively impacted by the volatility of the foreign exchange market. To address climate risks, such as those experienced in the 2024/2025 crop year, the company has been investing heavily in technology solutions that increase the field's resilience (find out more on [page 28](#)).



**Risk management ensures
continuous monitoring and
timely action on critical
issues that impact the
sustainability of the business**



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People at the heart of transformation

Culture in motion

GRI 2-29



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We closed the 2024/2025 crop year with 10,515 members, expanding our team compared to the previous period. The cycle was marked by the consolidation of the new Atvos culture, updating our purpose and our Attitudes. The process was collaborative, ensuring that our teams were actively listened to in all the regions where we operate. The result is a living culture that reflects who we are today and who we want to be tomorrow.

The five Atvos Attitudes have been connected to the people management cycle, development programs and the way we communicate and relate throughout the company. Find out more on [page 11](#).

We made a consistent investment in communication to ensure understanding and engagement with the new culture at all levels of the organization. As a result of this process, the findings of two culture surveys revealed that our teams feel closer to their leaders and safer to express their opinions.

The 2024/2025 crop year was marked by the consolidation of the new Atvos culture

Digitization

We have developed a set of initiatives aimed at digitizing and streamlining processes, in line with the new Atvos culture. The main differentials include:

People Portal

In January 2025, we launched the People Portal—a digital platform designed to increase the autonomy, efficiency and agility of leaders and team members in all Atvos units and areas. The solution optimizes processes and facilitates access to services and benefits offered by the company.

Digital inclusion

We made significant progress in expanding the digitalization of internal communication, with the implementation of corporate e-mails for all operational teams. The initiative connected all of the team members to Atvos' systems, platforms and tools, promoting greater integration, agility and proximity between all areas of the company, including professionals in the field.

Somos Atvos (We are Atvos)

We made the *Somos Atvos* tool—a corporate WhatsApp channel—available to all our team members to facilitate access to institutional information, streamline communication, and strengthen engagement with internal audiences. The channel enables real-time communications on topics such as benefits, partnerships, training, and selection processes. By the end of the crop year, the tool had achieved 90 percent adherence among team members.



Total number of employees, broken down by region and gender GRI 2-7									
	22/23 crop year			23/24 crop year			24/25 crop year		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Mato Grosso	785	122	907	862	153	1,015	897	161	1,058
Mato Grosso do Sul	2,943	486	3,429	3,124	610	3,734	3,238	776	4,014
Goiás	2,216	337	2,553	2,533	420	2,953	2,701	569	3,270
São Paulo	1,494	319	1,813	1,505	343	1,848	1,678	495	2,173
Total	7,438	1,264	8,702	8,024	1,526	9,550	8,514	2,001	10,515

Note: Atvos has no employees without guaranteed working hours.

Total number of employees, broken down by type of contract and gender GRI 2-7									
	22/23 crop year			23/24 crop year			24/25 crop year		
	Indefinite term	Fixed term	Total	Indefinite term	Fixed term	Total	Indefinite term	Fixed term	Total
Men	7,360	78	7,438	7,948	76	8,024	8,363	151	8,514
Women	1,239	25	1,264	1,521	5	1,526	1,753	248	2,001
Total	8,599	103	8,702	9,469	81	9,550	10,116	399	10,515

Total number of employees, broken down by type of contract and region GRI 2-7									
	22/23 crop year			23/24 crop year			24/25 crop year		
	Indefinite term	Fixed term	Total	Indefinite term	Fixed term	Total	Indefinite term	Fixed term	Total
Mato Grosso	841	66	907	1,014	1	1,105	1,010	48	1,058
Mato Grosso do Sul	3,429	0	3,429	3,732	2	3,734	3,900	114	4,014
Goiás	2,539	14	2,553	2,880	73	2,953	3,119	151	3,270
São Paulo	1,790	23	1,813	1,843	5	1,848	2,087	86	2,173
Total	8,599	103	8,702	9,469	81	9,550	10,116	399	10,515

Total number of employees, broken down by type of job and gender GRI 2-7			
24/25 crop year			
	Full-time	Part-time	Total
Men	8,506	8	8,514
Women	1,996	5	2,001
Total	10,502	13	10,515

Total number of employees, broken down by type of job and region GRI 2-7			
24/25 crop year			
	Full-time	Part-time	Total
North	0	0	0
Northeast	0	0	0
Center-West	8,329	13	8,342
South	0	0	0
Southeast	2,173	0	2,173
Total	10,502	13	10,515

Workers who are not employees GRI 2-8			
	22/23 crop year	23/24 crop year	24/25 crop year
Trainee	26	49	66
Apprentice	375	317	303
Third-party	4,055	4,525	4,367
Total	4,456	4,891	4,736

Note: During the period in review, there were variations in the number of outsourced workers at Atvos units. In March/2025, there was an increase due to the regularization of contracted companies' registrations in the Atlas system and the hiring of drivers to transport sugarcane at the start of the 2025/2026 crop year. In February 2025, there was a temporary decrease because the report was generated using only the data available in Atlas, prior to the full migration of contractor records, resulting in underreporting. The figures refer only to contractors in the plants, and do not include the corporate environment, which does not have consolidated visibility in the GCA and Atlas systems. The information was consolidated from the companies' monthly spreadsheets and the simple average of the records was used to calculate the average figure for the crop year.



Total number and rate of new employee hires during the reporting period, by age group GRI 401-1															
22/23 crop year						23/24 crop year					24/25 crop year				
Age group	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate
Under 30 years old	2,119	1,244	58.71	789	47.97	2,436	1,741	71.47	949	55.21	3,001	1,307	43.55	1,127	40.55
30-50 years old	5,527	1,266	22.91	1,239	22.66	5,95	1,548	26.02	1,075	22.04	6,142	1,157	18.84	1,127	18.59
Over 50 years old	1,056	164	15.53	214	17.9	1,164	134	11.51	167	12.93	1,372	105	7.65	170	10.02
Total	8,702	2,674	30.73	2,242	28.25	9,550	3,423	35.84	2,191	29.39	10,515	2,569	24.43	2,424	23.74

Total number and rate of new employee hires during the reporting period, by gender GRI 401-1															
22/23 crop year						23/24 crop year					24/25 crop year				
Gender	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate
Men	7,438	2,101	28.25	1,780	26.09	8,024	2,643	32.94	1,687	26.98	8,514	1,853	21.76	1,886	21.96
Women	1,264	573	45.33	462	40.94	1,526	780	51.11	504	42.07	2,001	716	35.78	538	31.33
Total	8,702	2,674	30.73	2,242	28.25	9,550	3,423	35.84	2,191	29.39	10,515	2,569	24.43	2,424	23.74

Total number and rate of new employee hires during the reporting period, by region GRI 401-1															
22/23 crop year						23/24 crop year					24/25 crop year				
Region	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate	Total number of employees	Hires	Rate of new hires	Terminations	Turnover rate
Mato Grosso	907	656	72.33	487	63.01	1,015	852	83.94	543	68.72	1,058	237	22.4	281	24.48
Mato Grosso do Sul	3,429	751	21.9	540	18.82	3,734	741	19.84	550	17.29	4,014	912	22.72	894	22.5
Goiás	2,553	963	37.72	841	35.33	2,953	1,502	50.86	785	38.72	3,270	977	29.88	930	29.16
São Paulo	1,813	304	16.77	374	18.70	1,848	328	17.75	313	17.34	2,173	443	20.39	319	17.53
Total	907	2,674	30.73	2,242	28.25	9,550	3,423	35.84	2,191	29.39	10,515	2,569	24.43	2,424	23.74



Parental leave GRI 401-3

	22/23 crop year	23/24 crop year	24/25 crop year
Total number of employees that were entitled to parental leave			
Men	7,438	8,024	8,514
Women	1,264	1,526	2,001
Total number of employees that took parental leave			
Men	238	209	192
Women	59	57	42
Total number of employees expected to return in the current year			
Men	238	209	257
Women	59	57	63
Total number of employees that returned to work in the reporting period after parental leave ended			
Men	203	160	257
Women	25	18	61
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work			
Men	158	179	220
Women	14	34	55
Rate of return			
Men	85.29%	76.56%	100%
Women	42.37%	31.58%	96.83%
Retention rate			
Men	91.86%	87.32%	90.53%
Women	82.35%	85.00%	100%

Modelo Vivo de Aprendizagem
(Living Learning Model)



2024/2025
Annual Report

Introduction

We are Atvos

Our bioenergy
transforms
the future

We drive
renewable
energy

Governance
and culture
of ethics

People at
the heart of
transformation

Progress in the
ESG Agenda

GRI content
index

Credits

MOVA—*Modelo Vivo de Aprendizagem*, or *Living Learning Model*—is Atvos' corporate education platform, aimed at the personal and professional development of its team members and the communities surrounding its operations. The program directs all our qualification and training actions, connecting the needs of our stakeholders to the strategic demands of the business.

With a focus on continuous learning and preparing for the sector's challenges, MOVA is structured into Thematic Academies and offers learning pathways—known as Movements—that cover technical, behavioral, and strategic development.



In this last cycle

613,000
hours of training

7,000
team members and
2,265 residents of the
communities participated
in the program

Mova Community

MOVA Community, part of the MOVA program, is one of the main fronts for fostering socio-economic development in the regions where we are present. Through free courses, it democratizes education and expands access to the job market for residents of the communities near Atvos' agro-industrial units.

The training courses cater for different audiences, including affirmative vacancies for women, young apprentices and people with disabilities (PwDs), preparing them to work in the sugar-energy sector and agribusiness.

In the 2024/2025 crop year, MOVA Comunidade offered technical and operational courses such as Agricultural Machinery Operator, Electromechanical Technician, Tractor Operator, Agricultural Processes, Mechanical Maintenance and Industrial Electrics, as well as Heavy Vehicle Electrics. By the end of the crop year, 2,265 people had been trained, 65 percent of whom women.

Young Apprentices

In 2024, Atvos offered new classes for young apprentices in Mato Grosso do Sul, in partnership with leading institutions in the sector. In Dourados, 36 vacancies have been opened for the Administration Technician course, in partnership with SENAI/MS, aimed at people aged 14 to 23. We also promoted Industrial Apprenticeship training, with 37 vacancies for the Heavy Vehicle course in Nova Alvorada do Sul and 30 vacancies for Mechanical and Electrical Maintenance in Deodápolis, both aimed at young people aged 18 to 22. Together, the courses totaled 1,200 hours of training.

As part of our strategy for inclusion, we also trained two classes of young apprentices exclusively for people with disabilities (PwDs) (see more on [page 58](#)).

At the end of the courses, participants receive certificates and are prepared to work at Atvos itself, depending on the availability of vacancies, or in different market segments.

Diversity, equity and inclusion GRI 3-3

At Atvos, we believe that diversity drives innovation and transforms lives. Our diversity and inclusion agenda generates positive effects such as increased satisfaction and a sense of belonging among team members. It also makes the company more attractive to new professionals, strengthens community involvement in inclusive actions and encourages innovation and resilience by valuing different ideas, visions and life trajectories.

This commitment is explicit in our Code of Conduct, Diversity and Inclusion Policy and sustainability reports. The work of the Diversity Committee, created in 2022, puts these practices into action and aligns with the Women's Empowerment Principles (WEPs) of UN Women and the Global Compact. Together, these mechanisms strengthen an organizational culture based on respect, care, accessibility and fairness.

In 2024/2025, an area dedicated to Diversity and Inclusion was created to continue the work carried out by the Diversity Committee and community projects. This year's highlights include the implementation of a reporting channel exclusively for women (more details on [page 45](#)) and the development of a Diversity Census. Conducted in partnership with the PinPeople platform, the Census was responded to by 3,537 people, achieving an adherence rate of 34.4 percent. The topic of diversity and inclusion was rated with an eNPS of 63, with 72 percent of respondents declaring themselves to be promoters of the cause within the company.

Women in leadership

Gender equality is a priority in people management—especially with regard to increasing the presence of women in leadership, starting with supervisory positions. In the 2024/2025 cycle, 27.4 percent of these positions were filled by women, through internal promotions and external hires, representing an increase of 7.4 percentage points on the previous harvest. This performance corresponded to more than 90 percent of the target set for the period.



With 27.4% of positions held by women, Atvos reinforces its commitment to equity



Inclusion of People with Disabilities (PwDs)

Since 2022, Atvos has been offering training for classes exclusively for people with disabilities as part of its productive inclusion strategy, through **MOVA Community**. In 2024, we trained two classes of young apprentices for people with disabilities (PwDs) in the Administrative Assistant course, held in Rio Brilhante (MS). Each class had a workload of upwards of 800 hours, combining theoretical and practical lessons.

We also sponsored the 1st Núcleo Ttere Inclusive Race—Efficiency in Focus, in Presidente Prudente (SP), bringing together more than 500 athletes and residents to give visibility to the cause of people with disabilities.



1st class

10 students graduated

Partnership with FATEC SENAI/MS.

2nd class

16 students graduated

Partnership with SENAI/MS and support from Glória de Dourados City Hall.

Percentage of members of the organization's governance bodies, by gender **GRI 405-1**

	22/23 crop year			23/24 crop year			24/25 crop year		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Number of members of governance bodies	18	1	19	15	2	17	22	5	27
Percentage of members of governance bodies by gender	94.74	5.26	100	88.24	11.76	100	81.48	18.52	100

Note: There are no individuals belonging to underrepresented groups on the governance body. Governance positions considered: C-Level and directors.

Percentage of members of the organization's governance bodies, by age group **GRI 405-1**

	22/23 crop year		23/24 crop year		24/25 crop year	
	Number	Percentage	Number	Percentage	Number	Percentage
Under 30 years old	0	0	0	0	0	0
30-50 years old	9	47.37	11	64.71	18	66.67
Over 50 years old	10	52.63	6	35.29	9	33.33
Total	19	100	17	100	27.00	100

Note: Governance positions considered: C-Level and directors.

Female protagonismin the field

Through MOVA Community, we promote free training for women in the communities where we operate. According to the Brazilian Confederation of Agriculture and Livestock (CNA), although they represent 17 percent of our workforce, they only occupy 9.2 percent of the jobs in the sugar-energy industry. To change this scenario, Atvos offers practical training in administrative and operational areas, such as tractor, harvester and truck operation.

In the 2024/2025 crop year, more than 1,400 women attended the 116 courses held at the units in Goiás, São Paulo, Mato Grosso and Mato Grosso do Sul, with 51 percent of the graduates being hired by the company, in the positions of Full Agricultural Machinery Operator and Agricultural Assistants



Percentage of employees per employee category and gender GRI 405-1									
	22/23 crop year			23/24 crop year			24/25 crop year		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-level*									
Number	18	1	19	15	2	17	22	5	27
Percentage	94.74	5.26	100	88.24	11.76	100	81.48	18.52	100
Management/Coordination									
Number	184	32	216	177	46	223	178	66	244
Percentage	85.19	14.81	100	79.37	20.63	100	72.95	27.05	100
Administration									
Number	568	450	1,018	573	456	1,029	767	765	1,532
Percentage	55.8	44.2	100	55.69	44.31	100	50.07	49.93	100
Operational Leaders									
Number	551	27	578	573	41	614	592	53	645
Percentage	95.33	4.67	100	93.32	6.68	100	91.78	8.22	100
Operational/Production									
Number	3,657	510	4,167	4,094	695	4,789	4,126	837	4,963
Percentage	87.76	12.24	100	85.49	14.51	100	83.14	16.86	100
Technicians									
Number	292	130	422	303	142	445	315	135	450
Percentage	69.19	30.81	100	68.09	31.91	100	70.00	30.00	100
Maintenance									
Number	2,168	114	2,282	2,289	144	2,433	2,514	140	2,654
Percentage	95.00	5.00	100	94.08	5.92	100	94.72	5.28	100
Total									
Number	7,438	1,264	8,702	8,024	1,526	9,550	8,514	2,001	10,515
Percentage	85.47	14.53	100	84.02	15.98	100	80.97	19.03	100

*The C-level includes the president, vice-presidents and directors of the company.

Employees, by employee category and age group GRI 405-1						
	22/23 crop year		23/24 crop year		24/25 crop year	
	Number	Percentage	Number	Percentage	Number	Percentage
C-level*						
Under 30 years old	0	0	0	0	0	0
30-50 years old	9	47.37	11	64.71	18	66.67
Over 50 years old	10	52.63	6	35.29	9	33.33
Total	19	10	17	100	27	100
Management/Coordination						
Under 30 years old	0	0	5	2.24	10	4.1
30-50 years old	187	86.57	193	86.55	216	88.52
Over 50 years old	29	13.43	25	11.21	18	7.38
Total	216	100	223	100	244	100
Management						
Under 30 years old	338	33.2	333	33.43	804	52.48
30-50 years old	628	61.69	638	64.06	667	43.54
Over 50 years old	52	5.11	25	2.51	61	3.98
Total	1,018	100	996	100	1,532	100
Operational Leaders						
Under 30 years old	80	13.84	94	15.31	111	17.21
30-50 years old	436	75.43	459	74.76	482	74.73
Over 50 years old	52	10.73	61	9.93	52	8.06
Total	578	100	614	100	645	100
Operational						
Under 30 years old	1,239	29.73	1,508	31.49	1,506	30.34
30-50 years old	2,403	57.67	2,682	56.00	2,719	54.79
Over 50 years old	525	12.6	599	12.51	738	14.87
Total	4,167	100	4,789	100	4,963	100
Technicians						
Under 30 years old	94	22.27	100	100	119	26.44
30-50 years old	296	70.14	312	0	301	66.89
Over 50 years old	32	7.58	33	0	30	6.67
Total	422	100	445	100	450	100
Maintenance						
Under 30 years old	368	16.13	396	16.28	451	16.99
30-50 years old	1,568	68.71	1,655	68.02	1,739	65.52
Over 50 years old	346	15.16	382	15.70	464	17.48
Total	2,282	100	2,433	100	2,654	100
Total						
Under 30 years old	2,119	24.35	2,436	25.51	3,001	28.54
30-50 years old	5,527	63.51	5,950	62.30	6,142	58.41
Over 50 years old	1,056	12.14	1,164	12.19	1,372	13.05
Total	8,702	100	9,550	100	10,515	100

*The C-level includes the president, vice-presidents and directors of the company.

Percentage of employees from underrepresented and/or vulnerable groups, by employee category
GRI 405-1

	22/23 crop year		23/24 crop year		24/25 crop year	
	Number	Percentage	Number	Percentage	Number	Percentage
PwDs						
C-level*	0	0	0	0	0	0
Management/ Coordination	5	2.31	3	1.35	4	1.4
Management	27	2.65	27	2.62	45	15.73
Operational Leaders	14	2.42	16	2.61	19	6.64
Operational/Production	99	2.38	103	2.15	129	45.1
Technicians	8	1.90	9	2.02	12	4.2
Maintenance	51	2.23	48	1.97	77	26.92
Total	204	2.34	206	2.16	286	2.72

*The C-level includes the president, vice-presidents and directors of the company.

Ratio of basic salary and remuneration of women to men
GRI 405-2

	24/25 crop year	
	Basic salary (BRL)	Remuneration (BRL)
C-level*	0.80	0.80
Management/Coordination	0.90	0.90
Management	0.92	0.92
Operational Leaders	0.86	0.86
Operational/Production	0.86	0.86
Technicians	0.77	0.77
Maintenance	0.68	0.68

*The C-level includes the president, vice-presidents and directors of the company.

Respect for Human Rights and Decent Work
GRI 3-3, 408-1, 409-1

Atvos has zero tolerance for any violation of human or labor rights in its direct operations and throughout its value chain. Practices such as forced labor or labor in conditions analogous to slavery, child labor that does not comply with the law, sexual exploitation, human trafficking, psychological or sexual harassment, abuse of power and discrimination of any kind are expressly prohibited.

To prevent and mitigate these situations, the company has instruments such as the Code of Ethics and Conduct, the Compliance and Anti-Corruption Policy, the Due Diligence Integrity Guidelines, the Reporting Channel and Conflict of Interest Management, with the support of training, awareness campaigns, Daily Safety Dialogues (DDS) and processes for evaluating partners.

As for suppliers, the risks are mainly concentrated in the agricultural activities of planting, transportation and supply of raw materials, covering all the company's units. It is worth noting that the company does not allow minors to work in or near hazardous activities, such as distilleries or laboratories.

In this context, the company has adopted mechanisms such as zero tolerance statements, specific policies, document verification, due diligence processes, frequent monitoring and audits, visits to suppliers' operations, training for employees and third parties, reporting channels, collaboration with unions, and partnerships with NGOs.

Suppliers must adhere to the Supplier Code of Conduct. In this cycle, Atvos sought to increase the frequency and depth of supplier audits, improve the Code of Conduct and invest in automated monitoring tools, in addition to developing training programs on human rights and combating child labor and forced or compulsory labor, aimed at both internal teams and partners. There were no incidents recorded during the reporting period.

In the event of non-compliance, the company activates crisis management committees, applying disciplinary sanctions, corrective action plans, recommendations for compliance, communication to the public involved, legal measures and, where necessary, the definitive blocking of suppliers and partners.



Attraction, development and retention **GRI 3-3**

We are laying the foundations for the future by investing in the development of a talent pipeline aligned with our new organizational culture and the strategic challenges of the business. In this context, diversity, inclusion and equity were strengthened in the selection processes, with targets and affirmative actions that increased the presence of women, especially in leadership positions. Active listening, mental health and combating harassment practices were also improved.

Our large-scale recruitment prioritizes local labor and contributes to job creation and regional development, as well as valuing internal talent through development programs and career plans. Even so, the difficulty of attracting professionals to remote regions persists.

To strengthen people management, Atvos revised and standardized its selection processes, expanded digitalization with tools integrated into Human Resources processes, diversified the channels for advertising vacancies and conducted face-to-face actions in local communities. It also structured the people management cycle to give visibility to career possibilities, began to offer psychological support to members and adopted turnover indicator analyses based on exit interviews.

With the aim of attracting and retaining professionals in remote regions, partnerships were signed with schools to train local talent and attraction campaigns were launched with additional benefits. In addition, diversity targets were set and training programs for communities close to operations expanded. Development tracks and internal academies complement the technical and behavioral training of the teams.

**Our recruitment prioritizes
local labor and contributes
to job creation and
regional development**



Guidelines

Atvos' strategies and initiatives for attracting, developing and retaining talent are guided by the Recruitment and Selection Policy, the Leadership Development Program, the Succession and Internal Talent Development Plan, the Commitment to Continuous Development and the Code of Ethics and Conduct, aligned with the UN Global Compact.

The company monitors the effectiveness of its actions on these issues through indicators such as time to close vacancies, diversity, turnover and internal mobility. The stakeholders are engaged on different fronts, such as climate surveys, interviews, focus groups and partnerships with schools. The leaders took part in talent committees, and the results generated are reported to senior management. The feedback gathered guided adjustments to development paths, internal mobility strategies and initiatives aimed at mental health and psychological safety.

**Programs for new talent****Corporate Trainee Program**

To develop future leaders, we have launched the 2025 Corporate Trainee Program in partnership with Cia de Talentos. Lasting 15 months, the learning path combines practical experience in different areas, immersion in agro-industrial units, training, a learning path in socio-emotional skills and business concepts, mentoring with leaders and high-impact projects. The initiative received 12,723 applications and selected 15 professionals in this edition to join the Atvos team.

Geração Agro (Agro Generation) Program

We continued with *Geração Agro*, a program launched in 2024 to train talent in Operational Excellence at agro-industrial units. Developed with Cia de Talentos, it lasts 18 months and combines immersions in the business, mentoring and career talks, preparing professionals for their next career steps in different areas of the business. In this edition, 1,465 people applied for the 15 vacancies at the units in Goiás, Mato Grosso, Mato Grosso do Sul and São Paulo.

Corporate Internship

In 2024, Atvos launched a new edition of the Corporate Internship Program, in partnership with Cia de Talentos. The program includes university students from different areas, who go through an accelerated learning track, with immersion in different sectors of the business, and dialogue and mentoring with the company's leaders. This year's edition had 4,878 applicants, 42 of whom were hired as interns to work in the corporate offices located in São Paulo and Campinas.

We had 18 women participating, equivalent to 67 percent of the participants in the Corporate Trainee and Geração Agro Programs.



Continuous development and evaluation
GRI 404-2

Atvos invests in internal training, covering topics such as leadership, people management, technical and regulatory skills, as well as mandatory training in Safety and Compliance. In the 2024/2025 crop year, we increased investments in leadership development, with emphasis on initiatives to strengthen safety skills, aimed at supervisors, coordinators, managers and directors, as well as short and long-term courses and programs aimed at operational leadership.



We increased
investments
in leadership
development in the
2024/2025 cycle



Strategic partnerships

Atvos has a Manager Development Program (PDG), developed in partnership with Insper and Lumo. Over 12 months, 42 managers participated in a learning journey that combines the development of socio-emotional competencies with technical topics such as management, leadership, and business vision. The training is complemented by Applied Projects, in which participants propose solutions to actual company challenges.

We also have a collaboration with the Institute of Technology and Leadership (INTELI) to promote the training of technology professionals. In the 2024/2025 crop year, the initiative offered two undergraduate scholarships for students from Goiás, Mato Grosso, and Mato Grosso do Sul, as well as an exclusive Vacation Internship program that connects academic training with practical experience and brings new talent closer to the challenges of the energy transition.

The incentives also extend to external training, such as international courses for executives, specific training that has a direct impact on the areas in which they operate and financial support for obtaining a National Driver's License for operational members.

In the 2024/2025 crop year, with the integration of Atvos Attitudes into the people management cycle, we implemented goal management through the People Portal, as well as the generation of intentional feedback and the integration of Individual Development Plans (IDPs) into career management.

As part of the People Cycle, we reformulated the Behavioral Assessment to intensify the connection between the Atvos Culture and individual behaviors. The new model includes two different formats, depending on the level of the position. This multi-perspective approach supports development cycles that are more personalized and aligned with the organizational culture.

Percentage of employees receiving regular performance and career development reviews, by employee category GRI 404-3									
	22/23 crop year			23/24 crop year			24/25 crop year		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Executive Board									
Total number of employees	18	1	19	15	2	17	22	5	27
Number of employees assessed	18	1	19	15	2	17	21	5	26
Percentage	100	100	100	100	100	100	95.45	100	96.3
Management/Coordination									
Total number of employees	184	32	216	177	46	223	178	66	244
Number of employees assessed	184	32	216	177	46	223	172	60	232
Percentage	100	100	100	100	100	100	96.63	90.91	95.08
Administrative									
Total number of employees	568	450	1,018	573	456	1,029	767	765	1,532
Number of employees assessed	321	214	535	366	232	598	359	257	616
Percentage	56.51	47.56	52.55	63.87	50.88	42.93	46.81	33.59	40.21
Operational leadership									
Total number of employees	551	27	578	573	41	614	592	53	645
Number of employees assessed	246	8	254	246	15	261	556	48	604
Percentage	44.65	29.63	43.94	42.93	36.59	42.51	93.92	90.57	93.64
Operational/Production									
Total number of employees	3,657	510	4,167	4,094	695	4,789	4,126	837	4,963
Number of employees assessed	0	0	0	0	0	0	97	8	105
Percentage	0	0	0	0	0	0	2.35	0.96	2.12
Technicians									
Total number of employees	292	130	422	303	142	445	315	135	450
Number of employees assessed	0	0	0	0	0	0	0	0	0
Percentage	0	0	0	0	0	0	0	0	0
Maintenance									
Total number of employees	2,168	114	2,282	2,289	144	2,433	2,514	140	2,654
Number of employees assessed	0	0	0	0	0	0	141	1	142
Percentage	0	0	0	0	0	0	5.61	0.71	5.35
Total									
Total number of employees	7,438	1,264	7,948	8,024	2,099	9,142	8,514	2,001	10,515
Number of employees assessed	769	255	1,026	806	295	1,101	1,346	379	1,716
Percentage	10.34	20.17	12.88	10.02	31.49	16.02	15.81	18.94	18.25

Average hours of training that the organization's employees have undertaken during the reporting period, by gender GRI 404-1									
22/23 crop year				23/24 crop year			24/25 crop year		
Gender	Total number of employees	Hours of training	Average hours of training	Total number of employees	Hours of training	Average hours of training	Total number of employees	Hours of training	Average hours of training
Men	7,438	257,662.6	34.6	8,024	217,881.7	27.2	8,514	529,454.0	62.2
Women	1,264	30,106.9	23.8	1,526	57,818.6	37.9	2,001	84,181.0	42.1
Total	8,702	287,769.5	33.1	9,550	275,700.3	28.9	10,515	613,635.0	58.4

Average hours of training that the organization's employees have undertaken during the reporting period, by employee category GRI 404-1									
22/23 crop year				23/24 crop year			24/25 crop year		
Employee category	Total number of employees	Hours of training	Average hours of training	Total number of employees	Hours of training	Average hours of training	Total number of employees	Hours of training	Average hours of training
Executive Board	19	56.0	3	17	0.0	0.0	27	149.0	5
Management/Coordination	216	2,106.9	9.75	223	1,251.3	5.6	244	6,432.0	26.4
Administrative	422	15,770.6	37.37	445	16,295.7	36.6	1,532	30,787.0	20.1
Operational Leadership	1,018	14,601.5	14.3	1,029	37,731.3	36.7	645	58,308.0	90.4
Operational/Production	578	30,973.4	53.6	614	19,625.7	32	4,963	355,920.0	71.7
Technical	4,167	163,140.1	39.2	4,789	152,041.7	31.8	450	46,781.0	104
Maintenance	2,282	61,121.0	26.8	2,433	48,754.6	20.00	2,654	115,259.0	43.4
Total	8,702	287,769.5	33.06935	9,550	275,700.3	28.9	10,515	613,635.0	58.4



Benefits **GRI 201-3, 401-2**

Atvos' benefits portfolio includes life insurance, health and dental plans, wellness programs, a pregnancy program, financial education, private pension plans, and meal/food vouchers, ensuring broad coverage and nationwide reach.

The company also has a defined contribution retirement plan, with no provision for covering liabilities and no guarantee of full coverage. The program is voluntary, with a 12 percent contribution from the member and 50 percent from the company.



Care and
education for
team member kids

In early 2025, in partnership with Alicerce Educação, Atvos launched an educational project designed for team member kids, ensuring a safe space and access to quality education. Implemented in Cachoeira Alta (GO), Alto Taquari (MT) and Rio Brilhante (MS), the initiative benefits around 120 children.

The project runs after school, offering tutoring in subjects such as Portuguese and math, as well as promoting socio-emotional skills and broadening the cultural repertoire. The initiative also helps to improve the employability and permanence in the job market of mothers who are part of our teams.

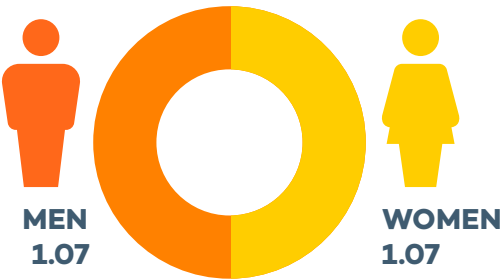
Remuneration policies **GRI 2-19, GRI 2-20**

Atvos' remuneration policy is formulated based on clear objectives and guidelines aligned with the company's strategy, market analysis, the structuring of compensation packages, performance evaluation, and periodic reviews and disclosures. The general shareholders' meeting oversees this process, which also involves the participation of remuneration consultants and direct dialogue with stakeholders, including shareholders.

The organization adopts a remuneration policy that guarantees a minimum wage higher than that established locally. Salary levels are defined based on the salary floor established in collective agreements or bargaining agreements signed with the unions, as well as on competitiveness analyses conducted through market surveys.

Ratios of standard entry level wage by gender compared to local minimum wage, by gender **GRI 202-1**

24/25 crop year



For the Board of Directors and senior management, the policy combines fixed components, defined by market surveys, and variable components, linked to governance, economic, social and environmental indicators. Market practices are followed in the event of terminations, such as outplacement support, bonuses, confidentiality and cooperation in the transition.



We offer a benefits
portfolio with
comprehensive coverage
for our members

Health, safety and well-being

GRI 3-3, 403-4

Safety is one of Atvos' strategic pillars and has received continuous investments since the 2023/2024 crop year. The focus is on reducing accidents, protecting life and promoting integral health. The guidelines are formalized in documents such as the Ethics, Integrity and Transparency Policy and the People Policy.

Measure effectiveness is monitored by internal and external checks and audits, with targets for reducing the accident severity rate, increasing coverage of high-risk exams and reducing absenteeism and sick leave. Monitoring takes place through meetings between executive and operational areas and senior management, who assess indicators and validate action plans to address possible deviations. The process also includes meetings of the Internal Accident Prevention Commission (CIPA), Daily Safety Dialogues (DDSs) and behavioral safety meetings.

Atvos undertakes risk mapping and assessment in all its activities

Management System

GRI 403-7, 403-1, 403-2

The company has an Occupational Health and Safety Management System (OHSMS) aligned with ISO 45001, the Regulatory Norms (NRs) and other legal requirements, covering all workers, activities and units. The system defines leadership responsibilities, integrates preventive and corrective actions and ensures organized and safe environments.

Risk mapping and assessment are conducted in routine and non-routine activities, using observations, inspections, interviews and data analysis. In critical operations, methodologies such as Critical Activity Requirements (CAR), Task Safety Analyses (TSA) and, for process safety, the HAZOP (Hazard and Operability Study) and Risk Management Program (RMP) tools are applied.

This process covers risks such as falls, accidents with vehicles and equipment, exposure to chemical and biological agents, burns, electric shocks, fires and explosions. Preventive measures include PPE and CPE, signage, training, preventive maintenance and emergency plans.

The results are reviewed weekly in leadership committees, ensuring continuous improvements. Any employee can report risk situations via the Ethics



Line or other channels, with protection against reprisals in accordance with the Code of Ethics. The Rules for Life initiative guarantees the right to refuse unsafe tasks.

The company also works to prevent and mitigate risks in activities conducted by partners and service providers, even when it does not have direct control over the operation. To do this, tools such as the Task Safety Analysis (TSA) and the Risk Management Program (RMP), drawn up in accordance with NR-1, are applied, as well as field assessments conducted by safety technicians and leaders. Mapped risks include noise, the storage of flammable and chemicals, vehicle operation, working at heights and in confined spaces, operating machinery and equipment, lifting loads, agricultural fires, and working near energized networks. This monitoring ensures that external activities maintain the standard of hazard control and health and safety protection adopted internally by the company.

Workers covered by an occupational health and safety management system GRI 403-8

	22/23 crop year		23/24 crop year		24/25 crop year	
	Employees	Workers*	Employees	Workers*	Employees	Workers*
Total number of individuals	8,445	3,902	9,550	4,474	10,515	-
Number of individuals covered by the system	8,445	3,902	9,550	4,474	10,515	-
Percentage of individuals covered by the system	100	100	100	100	100	-
Number of individuals covered by a system that has been audited internally	8,445	3,902	0	0	10,515	-
Percentage of individuals covered by the system that has been audited internally	100	100	0	0	100	-
Number of individuals covered by the system that has been certified by an independent third party	8,445	3,902	0	0	10,515	-
Percentage of individuals who are covered by this system that has been audited internally or certified by an external party	100	100	0	0	100	-

*Workers who are not employees.



The Rules for Life initiative guarantees the right of refusal to all our members

Worker training on occupational health and safety **GRI 403-5**

Atvos maintains a training matrix that ensures regular updating and retraining, strengthening the culture of prevention. The content includes training required by the NRs, RAC, safe driving and other specific topics, such as handling chemicals, pesticides, flammables and firefighting.

In the 2024/2025 crop year, we intensified internal and qualification training and launched the Rules for Life, which replaced the old Golden Rules, reinforcing essential attitudes for safety inside and outside the company. The specialist consultancy DSS DuPont, the company's partner in this area, has indicated a step change in Atvos' journey towards maturity in occupational safety.

As a result, there was a reduction in the frequency and severity of accidents during the season, a direct reflection of greater adherence to standards and safe behavior.

Technology

To accelerate progress in safety, the Agronex app now digitally records behavioral approaches made by leaders, allowing for immediate analyses and more effective corrective action. The system integrates routines such as *Rota da*

Segurança (Safety Route), *Abordagem Comportamental* (Behavioral Approach), *RAQ* (Quality Assessment) and *Bom Dia* (Good Morning)—a daily agro-industrial alignment meeting. This digitalization strengthens the prevention culture and contributes to the ongoing advancement of our safety maturity curve.



Work-related injuries **GRI 403-9**

	22/23 crop year		23/24 crop year		24/25 crop year	
Class	Employees	Workers*	Employees	Workers*	Employees	Workers*
Number of hours worked	17,636,356	9,890,617	19,092,301	9,663,777	21,627,578	9,697,201
Number of hours worked basis (200,000 or 1,000,000)	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000	1,000,000
Number of fatalities resulting from work-related injuries	0	0	3	0	0	0
Rate of fatalities resulting from accidents at work	0.00	0.00	0.16	0.00	0.00	0.00
Number of work-related injuries with serious consequences (except fatalities)	24	0	39	3	29	30
Rate of work-related injuries with serious consequences (except fatalities)	1.36	0.00	2.04	0.31	1.34	3.09
Number of compulsorily reportable accidents at work (including fatalities)	24	0	42	3	31	3
Rate of work-related injuries subject to mandatory reporting (including fatalities)	1.36	0.00	2.20	0.31	1.43	0.31

*Workers who are not employees.
Note: The work-related injuries recorded include typical accidents—such as falls, incidents involving machinery and equipment, chemical-related accidents, cuts, bruises, burns, and fractures—as well as commuting accidents, defined as those occurring during the usual commute between home and the workplace. All the injuries mentioned had previously been mapped and classified. To eliminate or minimize them, measures have been adopted such as replacing equipment and materials, engineering and administrative controls, and the use of PPE. No workers were excluded from the work-related injury data.

Occupational health
GRI 403-3, 403-6, 403-10

Atvos offers occupational health and care services, monitoring occupational illnesses, assessing exposure to risks and managing indicators such as absenteeism. Also conducted are preventive campaigns, mapping of risk groups and actions aimed at community diseases, encouraging regular check-ups, healthy habits and the best well-being practices.

To prevent situations such as exposure to heat on agricultural fronts and overload

of occupational care, thermal breaks, sleep hygiene programs, mental health actions, ergonomic reviews and gradual rehabilitation with a safe return to work have been implemented.

All workers are covered by hazard and risk management, monitored by the PCMSO, with admission, periodic and dismissal examinations, depending on the job.

Access to information is facilitated by electronic communication, health and safety dialogues and face-to-face consultations. All medical data is

protected in accordance with the LGPD, the Code of Medical Ethics and legal regulations, with secure storage and restricted access.

In the last three cycles, including 2024/2025, no occupational illnesses have been recorded.

We offer occupational health and well-being services to our team members

Wellness programs and campaigns

In 2024/2025, Atvos broadened its employee service portfolio with initiatives such as:

- **Grupo Fleury's Digital Emergency Room**—24-hour online medical consultations, free of charge.
- **Ativamente**—a free psychological care program, with confidential assistance.
- **Odontomóvel**—free dental care at the units.
- **De Bem com a Vida**—support for pregnant women and mothers with babies up to four months old, with telecare, conversation circles and psychological support.
- **Maternity Kit**—benefit for fathers and mothers with children born after 2025.
- **TotalPass**—integrated wellness platform with access to gyms, online training, psychological and nutritional guidance.
- **Prevention campaigns** such as Pink October and Blue November focused on the early diagnosis of cancer, with free exams for health insurance beneficiaries.





Development of the communities GRI 3-3

Aligned with our purpose, we foster local development in the regions where we operate by supporting initiatives that promote learning, employability, economic growth, and stronger community ties.

Our operating model is guided by the generation of shared value and a positive impact on the regions where we are present, promoting collaboration between the company, civil society, public authorities and local communities. This perspective helps to manage potential impacts such as weakened community relations, socio-economic challenges and cultural influences, as well as higher team member retention and safety costs. The company also has exclusive channels for community demands and representatives at each agro-industrial unit dedicated to managing these relationships.

We have a Code of Conduct, a Private Social Investment (PSI) Guideline and the Ethics Line channel, which guide our initiatives to prevent and mitigate these

impacts, as well as offering structured educational programs and complying with health and safety rules, such as the Rules for Life.

Private Social Investment (PSI)

In the 2024/2025 crop year, we made progress in structuring our Private Social Investment (PSI) model, with emphasis on updating the PSI Guideline, bringing greater conceptual evidence, defining roles and responsibilities and standardizing internal flows. In addition, we have improved the governance of the issue by implementing periodic agendas and creating a digital repository for information management, ensuring greater control, traceability and compliance with external audits.

In line with its new institutional direction, Atvos carried out 25 community support actions during the 2024/2025 crop year, benefiting 22 entities across 13 municipalities. The initiatives covered different categories of support—such as

donations of agricultural products and by-products, loans of machinery, charitable contributions and donations of materials—with purposes aimed at promoting health, education, safety, environmental preservation and local development.

The funds went to public bodies such as schools and hospitals, as well as community associations and urban and rural infrastructure projects. There was also support for environmental conservation initiatives, such as at the Morro do Diabo State Park (SP), which received firebreak maintenance services around the conservation unit, helping to prevent wildfires.

Community members may submit demands through an exclusive area available on the company's [website](#).

In addition, in partnership with Sebrae/MS, we are strengthening the sugar-energy production chain in the regions of Nova Alvorada do Sul and Costa Rica, encouraging the development of local small businesses. The initiative, conducted through the Cidade Empreendedora (Enterprising City) program, aims to identify potential suppliers and support them in the qualification process, preparing them to join the Atvos production chain.

107 people
were trained
by the project



Despertar (Awaken) Project

Conceived by the Local Development Program (LDP) Management Committee of Mirante do Paranapanema (SP), the *Despertar* Project was part of the MOVA Community program and focused on the professional qualification of strategic audiences. The initiative aimed to promote productive inclusion, expand income-generating opportunities and contribute to improving the socio-economic conditions of the community through courses offered by Atvos and taught by Sebrae.

Held over a five-month period in 2024, the project covered audiences such as municipal educators, entrepreneurs, members of the recycling cooperative, socially vulnerable women and members of rural settlements.

Atvos financed the initiative with an investment of more than BRL 80,000 and provided both technical and institutional support throughout its implementation.



Supply chain and farmers

GRI 3-3, 2-6, 2-29, 308-1, 308-2, 414-1

Atvos' supply chain and farmers are essential to the company's sustainable growth, supporting the ethanol, electricity, CBIOS and sugar segments. Ethanol production involves national and international suppliers—ranging from small to large—who provide products, services, inputs, and equipment, as well as intermediaries and contractors.

In renewable electricity, the chain is made up of medium and large-sized transmitters, distributors, equipment suppliers and traders, totaling around 20 direct suppliers and more than 100 indirect ones, who received payments worth BRL 125 million in this cycle.

Atvos encourages income generation throughout the supply chain with long-term contracts that guarantee stability for small suppliers, promotes social, environmental and labor regularity and offers support for partner development.

Integrity

GRI 407-1, 414-1, 414-2

To join the Atvos supply chain, suppliers must adhere to the Code of Ethics and Conduct for Third Parties, which sets out guidelines on human rights, working conditions, diversity, the environment, sustainability, corruption prevention, conflicts of interest, and data protection.

All new suppliers undergo an approval process that includes mandatory social criteria. In the 2024/2025 crop year, 813 new registrations were assessed, requiring documents that prove compliance with labor legislation, absence of relevant liabilities and respect for human rights, as well as checks against the use of child labor, forced labor or labor akin to slavery, through public databases such as the slave labor dirty list. In all, 2,644 suppliers were analyzed in terms of social impacts, without identifying those causing or potentially causing negative impacts.





The risks monitored include non-compliance with labor rights, excessive working hours, precarious conditions, health and safety risks, irregular outsourcing and violations such as child or forced labor. Suppliers with irregular documentation have their registration blocked until the situation is regularized. These criteria apply to suppliers who provide services on site. During the period, no contracts were terminated due to social impacts.

We adopt monitoring, audits and training to mitigate risks and guarantee human rights

Atvos recognizes risks in agricultural activities involving planting, transportation, and the supply of raw materials, and adopts contractual clauses, due diligence, monitoring, audits, training, reporting channels, and partnerships with unions and NGOs to mitigate them. Our focus is on expanding audits, improving the Code of Conduct, automating monitoring and investing in training on human rights and combating child and forced labor. In the event of non-compliance, action plans, sanctions, recommendations for compliance, legal measures and, when necessary, definitive blocking of the supplier are applied.

Annual checks are conducted among farmers in compliance with NR 31, including labor, health and safety aspects. The Health, Safety and Environment (HSE) team performs monthly assessments of critical items in operations. Inspections are done weekly in the case of manual planting.



Environmental Criteria

Atvos supplier selection and monitoring is based on evaluations of the candidates' operations and management, and annual checks are conducted after approval to ensure compliance with the standards. It is mandatory to present documents such as an operating license, IBAMA certification for transporting controlled or chemical products, and authorizations for activities subject to environmental inspection.

Companies that do not prove their regularity with the competent bodies remain blocked until they are duly regularized. In the case of sugarcane suppliers, legal compliance and waste management are also assessed, based on document analyses and verification of the practices adopted by the companies responsible for collection.

In the supply chain, the main environmental risks include deforestation, impacts on biodiversity, water pollution, abstraction in water-stressed areas and inadequate effluent disposal. Among sugarcane suppliers, the most significant impacts are associated with energy consumption from non-renewable sources, inadequate waste disposal and GHG emissions. So far, no contracts have been terminated due to environmental issues.

Stronger Partners

Atvos supports its agricultural partners through the Stronger Partners program, strengthening relationships with producers and land tenants, communities and unions. We ended the 2024/2025 crop year with 4,571 agricultural partners. Together with them, we conducted daily operational monitoring of the sugarcane fields and performance indicators, as well as technical visits focusing on sustainable practices.

The highlight of this harvest was the operation, throughout the cycle, of the proprietary Receivables Investment Fund (FICD), ensuring predictability and liquidity for the chain. The instrument enabled advances to be made for the cost of planting, allowing many partners to maintain their activities even in a challenging scenario. The total amount made available through the FIDC was BRL 19.6 million, directly benefiting 8 suppliers.

**We conduct annual
checks among
suppliers to
ensure compliance
with standards**



2,644
active suppliers in the
2024/2025 crop year

60,000
hectares+ of
sugar cane planted by
agricultural partners

100%
have undergone
documentary approval,
adhering to the
guidelines that ensure
their commitment to
sustainability²

2. Although 100 percent of the suppliers went through the documentary approval process during the approval cycle for the previous harvest, acceptance of the Code of Conduct was not yet a mandatory requirement for general approval. However, for suppliers with active contracts, such acceptance became mandatory and was duly recorded.



Institutional relations

GRI 2-28

Atvos participates in strategic associations and organizations at the international, national and state level, actively participating in the meetings organized by these entities’ thematic committees. This participation aims to

promote the development of the sugar-energy sector, strengthen the position of ethanol as a renewable fuel and contribute to the progress of the energy transition in Brazil and around the world. The main associations and organizations are:

International

- **WBA** World Bioenergy Association
- **ABFA** Advanced Biofuels Association
- **Biofuture Campaign**
- **Amcham** American Chamber of Commerce for Brazil

National

- **UNICA** Brazilian Sugarcane and Bioenergy Industry Association
- **ABiogás** Brazilian Biogas and Biomethane Association
- **COGEN** Brazilian Cogeneration Industry Association

State

- **SIAESP** São Paulo State Sugar Industry Union
- **SIFAESP** São Paulo State Alcohol Manufacturing Industry Union
- **BIOSUL** Association of Bioenergy Producers of Mato Grosso do Sul
- **SINDAL** Mato Grosso do Sul Alcohol Industry Union
- **SINDAÇÚCAR** Mato Grosso do Sul Sugar Industry Union
- **SINERGIA** Mato Grosso do Sul Small and Medium-Sized Electricity Generation Industry Union
- **SIFAEG** Union of Ethanol Manufacturing Industries of the State of Goiás
- **SIFAÇÚCAR** Union of Sugar Manufacturing Industries in the State of Goiás
- **BIOIND** Association of Bioenergy Industries of Mato Grosso

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We drive
renewable
energy

Governance
and culture
of ethics

People at
the heart of
transformation

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7.

Progress in the ESG Agenda

Materiality

GRI 3-3 | 3-2

Our sustainability management is aligned with the company’s material topics, defined in 2023 based on the double materiality approach. This methodology considers both the real and potential impacts of the business on society and the environment, as well as the risks and opportunities that these topics represent for generating value.

The priority topics were defined based on three axes of analysis: relevance for stakeholders, socio-environmental impact and financial impact for the business. The process involved interviews, online consultations and document reviews, covering own operations and the upstream chain, with the participation of shareholders, investors, costumers, members, suppliers, communities, government, third sector, the media, academia, top leadership, experts and associations.

Material topics that guide the ESG strategy:

ESG Pillar	Material topic	Related SDG
Environmental	Climate strategy	
	Biodiversity and ecosystems	 
	Circular Economy and Waste and Refuse Management	
Social	Health, safety and well-being	
	Respect for human and labor rights	
	Attracting, developing and retaining employees	 
Governance	Ethics, integrity and compliance	
	Supply Chain and Producer Management	

Progress in the ESG Agenda

Climate strategy	
Material topics	
Strategic objective	To reduce the impacts of our operations through continuous emissions reductions, energy efficiency, and the expansion of low-carbon solutions, enhancing resilience and supporting the energy transition.
Atvos Attitudes	To learn and transform To operate with excellence
Main highlights of the crop year	<div>- Construction of the biomethane plant</div> <div>- Advances in the corn ethanol project and studies on SAF production</div> <div>- Expansion of the use of biofertilizers and organic composts to replace chemical inputs.</div> <div>- Development of the green ammonia project for the production of zero carbon fertilizers.</div> <div>- Studies for BECCS, a technology for the capture and geological storage of CO₂.</div> <div>- Expansion of international ISCC certifications (and improvement in the GHG inventory).</div>
GRI standards	305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7
Biodiversity and ecosystems	
Strategic objective	To preserve and restore ecosystems through agricultural practices without burning or deforestation, continuous monitoring of fauna, flora and water resources, reforestation of degraded areas and integrated management of natural resources.
Atvos Attitudes	You are an example To operate with excellence
Main highlights of the crop year	<div>- Reforestation and recovery of degraded areas.</div> <div>- Strengthening of the fire prevention system.</div> <div>- Real-time environmental risk management.</div>
GRI standards	304-1, 304-2, 304-3, 304-4
Circular Economy and Waste Management	
Strategic objective	To increase the circularity of processes, evolving toward a closed circuit by maximizing the use of biomass, minimizing the generation of waste and ensuring environmentally responsible disposal.
Atvos Attitudes	Everyone for the result To operate with excellence
Main highlights of the crop year	<div>- Full reuse of waste.</div> <div>- Expansion of organic composting.</div> <div>- Localized application of vinasse in the cane row.</div> <div>- Improved soil health and greater agricultural resilience through the use of new technologies.</div>
GRI standards	301-1, 306-1, 306-2, 306-3, 306-5

Material topic		Health, safety and well-being
Strategic objective	To consolidate a health and safety culture in which preventive behaviors and practices are incorporated by all members, with a commitment to achieving zero accidents and guaranteeing safe and healthy working environments.	
Atvos Attitudes	Safety and compliance are the foundation of everything Everyone for the result You are an example	
Main highlights of the crop year	<ul style="list-style-type: none">- Reduction in accident frequency and severity rates.- Strengthening of the Occupational Health and Safety Management System (OHSMS), in line with ISO 45001, NRs and other legal requirements.- Digitization of security management with implementation of the Agronex app.- Implementation of new preventive methodologies and updating of the Rules for Life tool.- Expansion of well-being programs.- New actions to promote occupational health.	
GRI standards	403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	
Material topic		Respect for human and labor rights
Strategic objective	To ensure fair labor practices, prevent human rights violations with rigorous compliance and continuously train team members and the supply chain to promote responsible relations throughout the value chain.	
Atvos Attitudes	You are an example Safety and compliance are the foundation of everything	
Main highlights of the crop year	<ul style="list-style-type: none">- Increased frequency and depth of supplier audits.- Investment in automated monitoring tools.- Training in human rights and combating child labor and forced or compulsory labor.	
GRI standards	401-3, 410-1	
Material topic		Attracting, developing and retaining employees
Strategic objective	To promote an inclusive environment, with gender equity and equal development and career opportunities, ensuring diversity and encouraging innovation.	
Atvos Attitudes	Learn and transform Everyone for the result	
Main highlights of the crop year	<ul style="list-style-type: none">- Consolidation of strategic talent development programs.- Adoption of affirmative targets, increasing female participation in leadership positions to 27.4 percent.- Partnerships with Insper and Inteli for training in leadership, innovation and technology.- Review of the people management cycle, with new PDIs and multiperspective behavioral assessment.- Educational project for team members' children.	
GRI standards	201-3, 202-1, 401-1, 401-2, 404-1, 404-2, 404-3	

Material topic		Ethics, integrity and compliance
Strategic objective		To reinforce the ethical culture, ensuring integrity, transparency and regulatory compliance in all operations and in the production chain, preventing corruption and consolidating trust in relations with stakeholders.
Atvos Attitudes		You are an example Safety and compliance are the foundation of everything
Main highlights of the crop year		<ul style="list-style-type: none">- Updating of the Compliance and Anti-Corruption Policy and Conflicts of Interest guidelines, Ethics Line Channel, Due Diligence and Gifts.- Securing the ISO 37001 certification- Assessment of integrity risks in 10 percent of strategic operations.- New online learning track on the Compliance and Anti-Corruption Policy.- Updating of the Ethics Line portal with an exclusive channel for women, specialized services and new means of access- Ethics perception survey, with 96 percent claiming to trust the company's ethics.
GRI standards		201-1, 205-1, 205-2, 205-3, 206-1

Material topic		Supply Chain and Producer Management
Strategic objective		To ensure a responsible supply chain, evaluating and developing suppliers with socio-environmental and human rights criteria, preventing risks and promoting sustainable relationships in line with ESG best practices.
Atvos Attitudes		Everyone for the result To operate with excellence
Main highlights of the crop year		<ul style="list-style-type: none">- 813 new registrations evaluated using mandatory social criteria.- 100 percent of the suppliers approved with the required environmental licenses and permits.- Operation of the Proprietary FIDC throughout the crop year.
GRI standards		308-1, 308-2, 407-1, 408-1, 409-1, 414-1, 414-2

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Statement of use

Atvos reported the information cited in this GRI content index for the period from April 1, 2024 to March 31, 2025 with reference to the GRI Standards.

GRI 1 used:

GRI 1: Fundamentals 2021

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
General content			
General disclosures 2021	2-1 Organizational details	10	
	2-2 Entities included in the organization's sustainability reporting	Atvos holds a minority stake in CTC - Centro de Tecnologia Canavieira S.A., an entity not included in the financial statements or in the sustainability report. This stake does not affect the information reported, as there is no impact on material topics or on the disclosures resulting from mergers, acquisitions, or divestments involving this entity.	
	2-3 Reporting period, frequency and contact point	4 Regarding the frequency of financial reporting, the organization, as a privately held company and for confidentiality reasons, chooses not to disclose this information and emphasizes that its financial reports are not published.	
	2-4 Restatements of information	-	
	2-5 External assurance	-	
	2-6 Activities, value chain and other business relationships	12, 73 The organization does not sell prohibited or controversial products or services and serves both the domestic market (distributors) and the foreign market (international clients according to specifications).	
	2-7 Employees	52, 53	8, 10
	2-8 Workers who are not employees	53	8
	2-9 Governance structure and composition	42	5, 16
	2-11 Chair of the highest governance body	The chair of the highest governance body does not hold an executive position in the organization itself.	16
	2-14 Role of the highest governance body in sustainability reporting	4 Although the Board of Directors contributed to defining the material topics through an online consultation on financial impacts, the analysis and final approval of the topics were conducted exclusively by the Executive Board.	

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
	2-15 Conflicts of interest	48	16
	2-16 Communication of crucial concerns	48	
	2-19 Remuneration policies	66	
	2-20 Process to determine remuneration	66	
	2-22 Statement on sustainable development strategy	7	
	2-23 Policy commitments	43	16
	2-24 Embedding policy commitments	43	
	2-25 Processes to remediate negative impacts	46	
	2-26 Mechanisms for seeking advice and raising concerns	43	16
	2-27 Compliance with laws and regulations	46	
	2-28 Membership associations	76	
	2-29 Approach to stakeholder engagement	51, 73	
	2-30 Collective bargaining agreements	Atvos’ entire workforce is covered by collective bargaining agreements.	8
Material topics			
GRI 3: Material topics 2021	3-1 Process to determine material topics	78	
	3-2 List of material topics	78	
Climate strategy			
GRI 3: Material topics 2021	3-3 Management of material topics	28	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	30	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	30	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	30	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-4 GHG emissions intensity	30	13, 14, 15

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	As 2024 is the base year for establishing reduction targets, it is not yet possible to calculate GHG emission reductions for this cycle.	13, 14, 15
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	The Atvos 2023 inventory only considered refrigerant gas emissions from air conditioning systems. Ozone-depleting substances (ODS), such as CFC-11 equivalent, were not included in the scope, and therefore no specific methodologies were applied to assess them.	3, 12
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	30	3, 12, 14, 15
Biodiversity and ecosystems			
GRI 3: Material topics 2021	3-3 Management of material topics	31	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	32	6, 14, 15
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	31	6, 14, 15
GRI 304: Biodiversity 2016	304-3 Habitats protected or restored	31 The reforested and enriched areas follow methodologies approved by environmental agencies. At the UCP, the standards required by CETESB are met, while at the other units periodic reports are submitted to the respective state authorities. The areas have also been certified by CETESB at some farms in the Conquista do Pontal Unit. Restored areas include: Fazenda Primavera (UAE), in Perolândia (GO), with 1.16 km² in progress; Fazenda Invernada L D Água Emendada I and II, in Mineiros (GO), with 1.13 km² in progress; Fazenda HGW, in Alto Taquari (MT), with 0.03 km² completed; Fazenda Triunfo, in Costa Rica (MS), with 0.01 km² underway; and Unidade Conquista do Pontal (UCP), in Mirante do Paranapanema and Teodoro Sampaio (SP), with 2.3 km² underway.	6, 14, 15
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Atvos' operations do not affect species included on the IUCN Red List or other national conservation lists.	14, 15
Circular economy, waste and refuse management			
GRI 3: Material topics 2021	3-3 Management of material topics	36	

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
GRI 301: Materials 2016	301-1 Materials used, broken down by weight or volume	36	8, 12
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	36	3, 6, 11, 12
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	36	3, 6, 8, 11, 12
GRI 306: Waste 2020	306-3 Waste generated	36	3, 6, 11, 12
GRI 306: Waste 2020	306-5 Waste directed to disposal	36	3, 6, 11, 12, 15
Health, safety and well-being			
GRI 3: Material topics 2021	3-3 Management of material topics	67	
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	67	8
GRI 403: Occupational health and safety 2018	403-2 Hazard identification, risk assessment and incident investigation	67	8
GRI 403: Occupational health and safety 2018	403-3 Occupational health services	70	8
GRI 403: Occupational health and safety 2018	403-4 Worker participation, consultation and communication on occupational health and safety	67	8, 16
GRI 403: Occupational health and safety 2018	403-5 Training for workers on occupational health and safety	69	9
GRI 403: Occupational health and safety 2018	403-6 Health promotion	70	3
GRI 403: Occupational health and safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	67	8
GRI 403: Occupational health and safety 2018	403-8 Workers covered by an occupational health and safety management system	68	8

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	69	3, 8, 16
GRI 403: Occupational health and safety 2018	403-10 Work-related ill health	70	3, 8, 16
Attracting, developing and retaining employees			
GRI 3: Material topics 2021	3-3 Management of material topics	61	
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	66	
GRI 202: Market presence 2016	202-1 - Ratios of standard entry level wage by gender compared to local minimum wage	66	5, 8
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	54	4, 5, 8, 10
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	66	3, 5, 8
GRI 404: Training and education 2016	404-1 Average hours of training per year, per employee	65	4, 5, 8, 10
GRI 404: Training and education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	63	8
GRI 404: Training and education 2016	404-3 Percent of employees receiving regular performance and career development reviews	64	5, 8, 10
Respect for human and labor rights			
GRI 3: Material topics 2021	3-3 Management of material topics	60	
GRI 401: Employment 2016	401-3 Parental leave	55	5, 8
GRI 410: Security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Atvos' security staff has been completely changed and is made up exclusively of 40 unarmed loss prevention agents, who have not been trained in human rights.	16

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
Ethics, integrity and compliance			
GRI 3: Material topics 2021	3-3 Management of material topics	43	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	38	8, 9
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	46	16
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	46, 47	16
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and measures taken	46	16
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The organization did not register any pending or closed lawsuits for unfair competition, trust and monopoly practices in the 2022/2023, 2023/2024 and 2024/2025 crop years.	16
Supply chain management			
GRI 3: Material topics 2021	3-3 Management of material topics	73	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	73	
GRI 308: Supplier environmental assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	73	
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	73	8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	60	5, 8, 16
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	60	5, 8
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	73	5, 8, 16

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	73	5, 8, 16
Water and effluent management			
GRI 3: Material topics 2021	3-3 Management of material topics	35	
GRI 303: Water and Effluents 2018	303-1 Interaction with water as a shared resource	35	6, 12
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	35	6
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	35	6
GRI 303: Water and Effluents 2018	303-4 Water discharge	35	6
GRI 303: Water and Effluents 2018	303-5 Water consumption	35	6
Diversity, inclusion and equity			
GRI 3: Material topics 2021	3-3 Management of material topics	57	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	58, 59 ,60	5, 8
GRI 405: Diversity and equal opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	60	5, 8, 10
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No cases of discrimination were recorded in the last three cycles, including the 2024/2025 crop year.	5, 8
Energy efficiency			
GRI 3: Material topics 2021	3-3 Management of material topics	33	

GRI STANDARD/OTHER SOURCE	CONTENT	LOCATION	Sustainable Development Goals
GRI 302: Energy 2016	302-1 Energy consumption within the organization	33, 34	7, 8, 12, 13
GRI 302: Energy 2016	302-3 Energy intensity	34	7, 8, 12, 13
Local Development			
GRI 3: Material topics 2021	3-3 Management of material topics	71	
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No cases of violations of indigenous peoples' rights were recorded in the last three crop years.	2

Credits

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Luíza Guimarães Raso (Sustainability)

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