

# Sustainability Report

Crop Year 2024/25



**AUISA**

# Contents

## Foreword 03

## Message from the CEO 04

## We are Uisa 07

About us .....	08
Our portfolio of bioproducts .....	10
Where we are .....	10
Value chain .....	11
Innovation, technology, and digital transformation .....	12
Operational and financial performance .....	15
Quality and safety of our products .....	18

## Sustainable strategy 19

Materiality .....	20
ESG agenda .....	24

## Environment 33

Biodiversity conservation and preservation .....	34
Environmental initiatives in the community .....	40
Management of water and effluents .....	42
Regenerative agriculture .....	46
Supplier network .....	50
Waste generation and disposal and the circular economy .....	55
Climate change and greenhouse gas emissions .....	60
Financial sustainability and business diversity .....	66

## People 69

People management, professional development, and labor relations .....	70
Our employees .....	72
Development and training .....	82
Occupational health and safety .....	84
Supply chain .....	92
Relationship with and impacts on local communities .....	94

## Governance 97

Governance, ethical conduct, and integrated sustainability management .....	98
Governance structure .....	99
Corporate structure .....	109
Risk management .....	110
Compliance .....	112
Responsible business conduct .....	115

## GRI content index 121

## SASB content index 136

## Assurance Statement 139

## Credits 141

ALL ITEMS IN THE TABLE OF CONTENTS ARE HYPERLINKS. USE THEM TO ACCESS THE CONTENT.



WORDS UNDERLINED THROUGHOUT THIS REPORT CONTAIN ACCESS LINKS. CLICK ON THEM.





# Foreword

[GRI 2-1, 2-2, 2-3, 2-5, 2-14 | SASB FB-AG-000.B]

## Sustainability Report Crop Year 2024/25

With transparency and accountability, we present our Sustainability Report for the period from April 1, 2024 to March 31, 2025. This document provides a detailed overview of our business model, organizational culture, commitments, and performance in relation to environmental, social, and governance (ESG) issues, in line with the priorities identified in our updated 2024 materiality matrix.

Published on an annual basis, the report follows the same frequency as the company's financial reporting. This edition is in accordance with the 2021 Global Reporting Initiative (GRI) Standards and aligns with the principles of the UN Global Compact and the Sustainable Development Goals (SDGs) that guide our value chain. We have also incorporated introductory references to the Sustainability Accounting Standards Board (SASB) indicators as part of our process of evolving toward more robust reporting practices. The report was made available on our main communication channels on November 28, 2025.

The information on the 2024/25 crop year reported in the document refers to Uisa (Usinas Itamarati S.A.), a privately held corporation, and its subsidiaries included in the consolidation of the financial statements: Guanabara Agrícola Ltda., Itabens Administração de Bens Ltda., Feliz Terra Agrícola Ltda., Uisa Milho S.A., Guanabara Comércio de Produtos Alimentícios Ltda., and uisa Geo Biogás S.A. We are headquartered in Nova Olímpia in the state of Mato Grosso, MT, where we also concentrate our industrial operations. We also have a packaging and storage unit strategically located in Assari, MT. Our operations in Brazil include distribution centers in Barra do Bugres (MT), Manaus (AM), Santarém (PA), and Belém (PA), as well as a corporate office in the city of São Paulo (SP). We also operate in the international market, exporting sugar to Peru, Switzerland, and the United Arab Emirates.

Our report was evaluated and approved by the company's Executive Board, in line with the guidelines of the Board of Directors, ensuring the accuracy and reliability of the information disclosed. The content was also subjected to external assurance, based on the Global Reporting Initiative (GRI) standards, for non-financial information. This was conducted through independent limited assurance, as instructed by the Executive Board. The external assurance process was conducted by SGS. The relationship with SGS is commercial in nature and is established between the client and the accredited service provider, with complete independence. [Click here to view the Assurance Statement.](#)

If you have any questions or suggestions regarding the content of this report, please email us at [esg@uisa.com.br](mailto:esg@uisa.com.br).

## Message from the CEO [GRI 2-22]

Transforming raw materials into bioproducts and food, with a focus on sustainability, people, and the environment, is what guides our decisions every day. As a company, we fully understand our responsibility in the face of global challenges and economic, social, and environmental development. We take concrete actions in the present, which reaffirm our leadership role in the bioeconomy and demonstrate our commitment to sustainable and measurable results.

Our strategy is guided by the Sustainability Journey, which is structured around eight strategic focus areas aligned with the UN Sustainable Development Goals and best environmental, social, and governance (ESG) practices. This framework amplifies our positive impact and guides our decisions.

The 2024/25 crop year was marked by resilience. We faced an array of challenges, including adverse weather, prolonged droughts, high temperatures, and severe fires in our regions. Economic uncertainties and price volatility also posed significant challenges. We reassessed our routes, learned from obstacles, and remained steadfast in executing our strategic planning, with a special emphasis on commercial strategies and exports.

We remained committed to the Bioenergy with Carbon Capture and Storage (BECCS) market, having invested more than R\$12.5 million in geological studies. In collaboration with other institutions, we started using an artificial intelligence platform to quantify and monetize the carbon stored in soil. This is a strategic step toward our public commitment to achieve Net Zero status by 2035. We received the Gold Seal from the Brazilian GHG Protocol Program, which reinforces our commitment to transparent management of greenhouse gas emissions, and hold relevant certifications in animal nutrition and health, soybeans, and ethanol.

We also made progress in the areas of governance and integrity. We conducted policy reviews, improved our Compliance Program, and expanded due diligence processes to include business partners, suppliers, and senior management, thereby ensuring the integrity of the value chain. Through Florescer Ação Social, we benefited over 700 people with initiatives in education, culture, sports, and income generation in the communities where we operate.

Given the results achieved, we're now planning the next steps responsibly and with a vision for the future. In 2025, we celebrated 45 years of history. We continue to collectively build this future with skilled and engaged professionals, promoting dialogue and the inclusion of our stakeholders to achieve truly sustainable growth.

In the coming years, we will focus on expanding social investments, strengthening our diversity and inclusion agenda, improving governance, and accelerating circularity, decarbonization, and environmental management practices.

I invite you to explore this report to learn how we are promoting sustainability in the Brazilian sugar, ethanol, and bioenergy sector.

**José Fernando Mazuca Filho**  
Chief Executive Officer, Uisa



# Highlights

**44 years** of operation

**R\$1.8 billion**  
in net revenue

**6 million+**  
metric tons of  
sugarcane crushed

Production of **323,000**  
metric tons of sugar

Production of **274,000**  
m<sup>3</sup> of ethanol

**1,750+**  
industrial, retail, and  
wholesale customers

**4,547**  
employees and  
contractors

**105,000 hours**  
of technical, behavioral,  
corporate, and operational  
training

**98%** of employees received  
training on the Code of Ethics  
and Conduct

# Highlights

**R\$1 million+**

invested in the community  
700+ people attended training, educational, sports, and cultural courses

**25%** reduction in total GHG emissions compared to the previous crop year

Generation of **160,000 MWh** of clean and renewable electricity. 66% is used for our operations, and 34% is sold to the national grid

**100%** of our products' plastic packaging is recycled (offset), benefiting cooperatives in more than 12 states

**94%** of agricultural and industrial waste is recycled or reused

**100%** of our production areas are certified to international sustainability standards

**245** springs preserved in 31,000 hectares of native vegetation in our areas

**30%** reduction in water consumption in agricultural operations

1.

We are Uisa





# About us

## We transform sugarcane and its byproducts into sustainable solutions

Our company has a 44-year history and a business model that consolidates our position as one of the largest and most integrated biorefineries in the country. We transform renewable raw materials and their byproducts into food, biofuels, clean energy, yeast for animal nutrition and health, and bio-

fertilizers. We are based in the state of Mato Grosso, and our guiding principle is to maximize sustainability and reduce carbon emissions through biomass processing and regenerative agriculture practices.

Our operations cover all stages of the production chain, from sugarcane planting to trading, logistics, and product distribution, in Brazil's Midwest and North regions. With more than 4,000 employees and contractors and strategic partnerships, we are continuously expanding our portfolio, creating positive economic, social, and environmental impacts.

### Our purpose:

To provide effective solutions for sustainable biomass processing through a variety of bioproducts and renewable bioenergy, in harmony with and respecting our employees, customers, suppliers, community, environment, and shareholders.

### What we want:


To set the standard for excellence, innovation, and efficiency in biorefineries by offering the market complete, sustainable solutions in bioproducts and renewable bioenergy.

### What we believe in:

- Respecting the law with integrity and ethics
- Developing people, who are vital to our business, in an environment of safety and well-being, with respect for diversity
- Commitment to quality service
- Being an agent of change with a positive social impact on the communities in which we operate
- Seeking actions that respect the environment and contribute to the sustainability of the planet through our products and actions
- Maintaining our competitiveness through continuous innovation and high-quality optimization of our processes
- Creating value for our shareholders through the ongoing pursuit of high agro-industrial performance, with clear goals, objectivity, efficiency, and simplicity in execution.

# Our history

The company is established in Nova Olímpia, Mato Grosso, under the name Destilarias Itamarati. Since its inception, the company has been recognized as one of the major players in the Brazilian sugar, ethanol, and bioenergy sector.



USINAS ITAMARATI


1980

1983

The first crop year begins, with the cultivation of 7,000 hectares of sugarcane. A total of 25,000 metric tons were crushed, yielding 150,000 liters of ethanol. A team of 300 employees worked on the operation.

1992

Start of mechanized sugarcane harvesting, representing an advance in efficiency and sustainability.



1993

First industrial expansion, with the installation of the sugar mill and the initial generation of electricity from sugarcane biomass, making us self-sufficient during the crop season. This year, the company was renamed Usinas Itamarati S/A.

2001

The company begins selling surplus bioenergy, selling 8,126.8 MWh to the state utility company.



2006


Implementation of mechanized planting, reaching 58% of the planted area by the 2011/12 crop year. In that same year, we started trading carbon credits, reinforcing our commitment to the climate.

2007

Expansion of production capacity, keeping pace with the growth of the sector and demand for clean energy.

2011

We reached the milestone of 100% mechanized and green cane harvesting, thus eliminating burning and reducing emissions.



2012

We received the Seal in Recognition of the National Commitment to Improving Working Conditions in Sugarcane Fields.



2014

We received the Quality Award for Suppliers of Ingredients to Coca-Cola in recognition of the excellence and reliability of our products.

2017

New investors joined the company, marking the beginning of a new strategic phase.


2018

We achieved Bonsucro certification, the leading international benchmark for sustainability in the sugarcane supply chain.



2019

Institutional rebranding: we changed our name to Uisa and repositioned ourselves as a player in bioenergy, bioproducts, and food, with a presence in the state of Mato Grosso and in the northern region of the country, where we are leaders in the sugar market with the Açúcar Itamarati brand.




2020

We began trading CBIOs (Decarbonization Credits), expanding our operations in the environmental assets market.

2022

Achievement of the following certifications: I-REC, recognizing renewable energy production; Regenagri, which certifies our regenerative agriculture practices; and Halal, confirming that the Açúcar Itamarati sugar brand complies with Islamic production standards.



2025

We received GMP+FSA certification, guaranteeing the safety of our animal nutrition and health products. We also achieved ISCC-EU, ISCC-CORSIA, and ISCC-CORSIA-PLUS certifications, recognizing the sustainability of our biofuel production chain as compatible with the criteria for producing Sustainable Aviation Fuel (SAF).

## Our portfolio of bioproducts [GRI 2-6]

We operate in the sustainable products market, using sugarcane and its byproducts as our raw materials. Sugarcane products, such as ethanol, sugar, and bioenergy, offer a renewable, low-impact alternative. Our production process not only helps reduce greenhouse gas emissions but also generates clean energy and promotes the circular economy, reaffirming our commitment to a greener and more responsible future.



**Sugar** – Meeting the highest standards of quality and social and environmental responsibility, we are leaders in the North and Midwest regions of Brazil, where we sell different types of sugar under our own brand, Itamarati: sanded sugar, crushed sugar, granulated sugar, and demerara sugar.

**Biomass** – Waste from the processing of sugarcane, known as bagasse biomass, is reused as a clean, renewable source for generating biofuel for boilers and biodigesters. It is also used as compost to increase soil fertility and is sold as roughage for animal feed.

**CBIOs** – We have been eligible to trade Decarbonization Credits (CBIOs) in accordance with the National Biofuels Policy (RenovaBio Program) since 2020, thus contributing

to the global climate agenda through the sustainable production of biofuels. Each CBIO is equivalent to one metric ton of carbon dioxide equivalent (CO<sub>2</sub>eq) avoided, by replacing the use of fossil fuels with ethanol (biofuel) in transportation vehicles.

**Ethanol** – The company promotes a cleaner, more renewable energy mix by producing biofuels. Anhydrous ethanol is mixed with gasoline as an additive, while hydrous ethanol is used in its pure form in transportation vehicles. This reduces the emission of polluting gases and helps combat climate change.

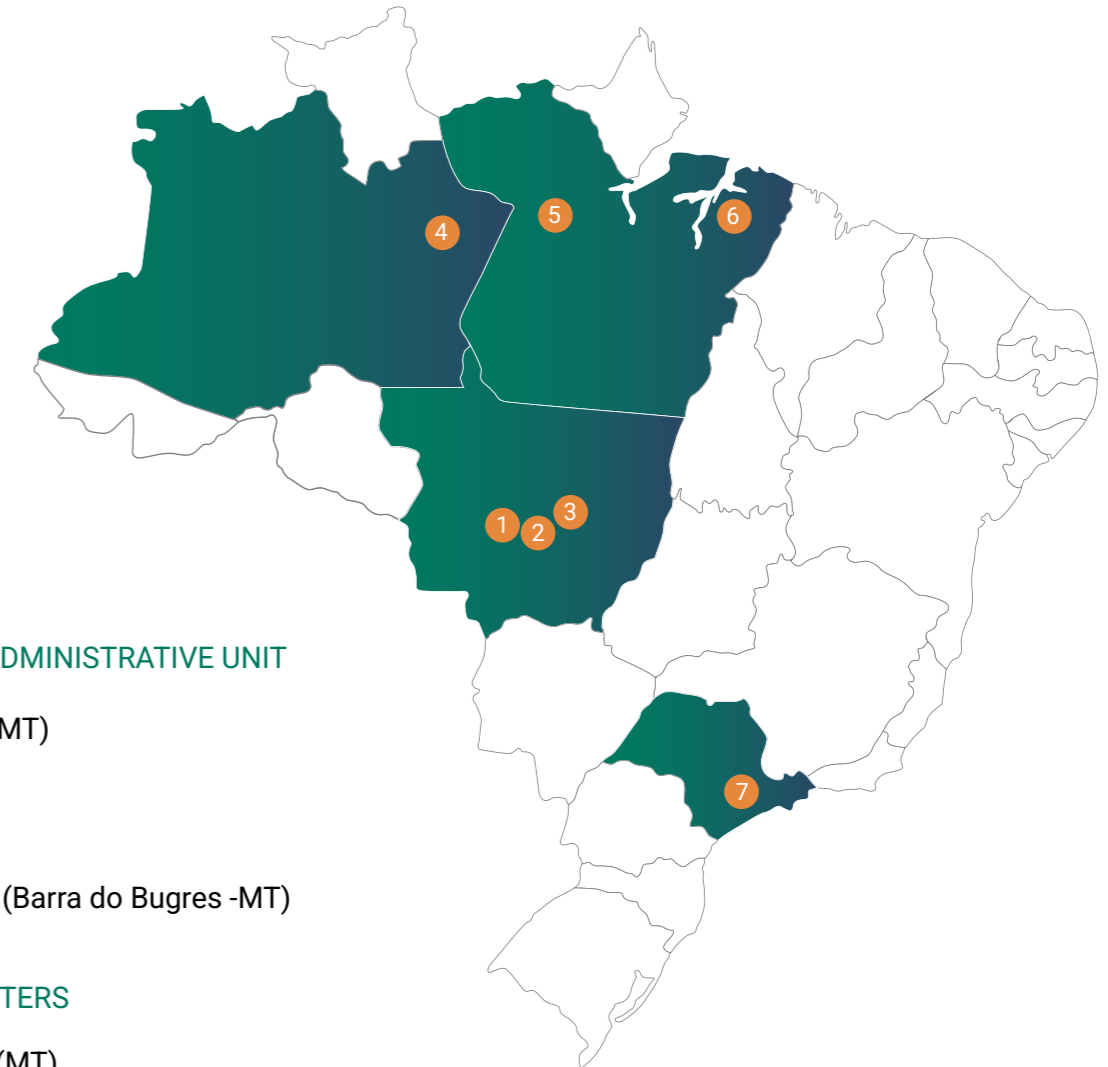
**Electricity** – The electricity (bioelectricity) that powers our operations is generated from sugarcane biomass, a 100% renewable source, a byproduct of the production of ethanol and sugar. Surplus energy is sold to utilities through the National Integrated System (SIN), thereby strengthening Brazil's energy mix.

**Yeast** – Circularity is an integral part of our operations. At uisa BioNutrition, we use waste from the ethanol production fermentation process, generating inactive dry, autolyzed, hydrolyzed, and cell wall yeast for animal nutrition and health.

**Soybeans** – We began producing and marketing soybeans in 2021 as part of our strategy to diversify production and promote the efficient use of land.

## Where we are

[GRI 2-1]



### INDUSTRIAL AND ADMINISTRATIVE UNIT

- 1 Nova Olímpia (MT)

### PACKAGING UNIT

- 2 Assari District (Barra do Bugres -MT)

### DISTRIBUTION CENTERS

- 3 Assari District (MT)

- 4 Manaus (AM)

- 5 Santarém (PA)

- 6 Belém (PA)

### CORPORATE OFFICE

- 7 São Paulo (SP)

# Value chain [GRI 2-6]

## 1 SUPPLIERS

1,674 direct suppliers of services, equipment, and machinery in crop year 2024/25

550 local suppliers

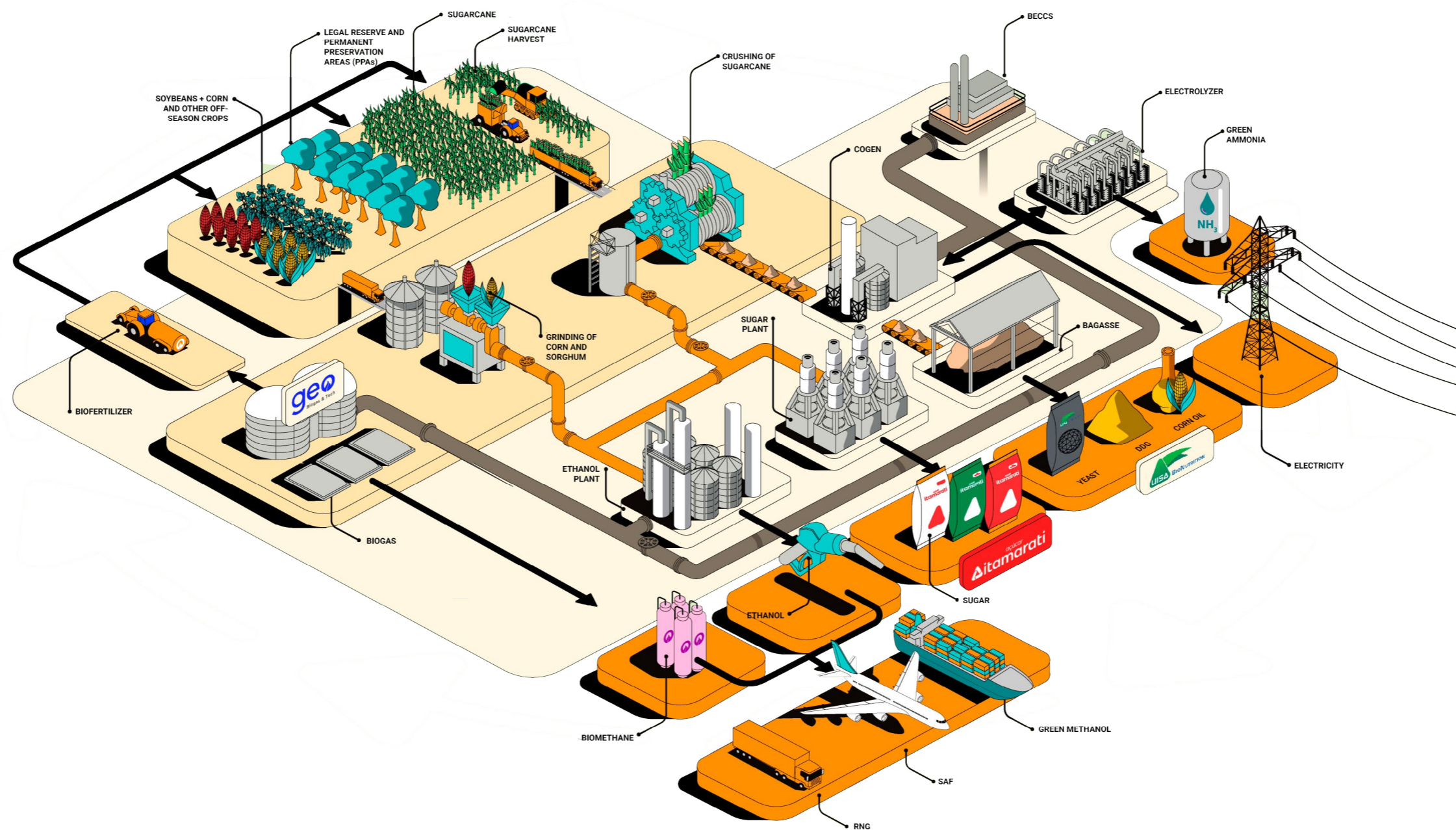
44 sugarcane suppliers (Nova Olímpia, Denise, Tangará da Serra, Barra do Bugres, and Arenópolis - MT)

Total payments made to suppliers: R\$1,45 billion

## 3 DISTRIBUTION

4 distribution centers: Assari District (MT), Manaus (AM), Belém and Santarém (PA)

Multimodal logistics (river and road)



The image above is a projection of Uisa's future, considering its potential as a biorefinery,

Note: During the reporting period, the company did not record any significant changes in its organizational structure, value chain, or main business relationships compared to the previous crop year,

## 2 UISA

4,547 employees\* (3,051 FTE | 1,496 contractors)

Bioproducts: sugar, energy, electricity, ethanol, biomass, CBIOs, yeast, soybeans

Sugarcane and soybean farming; bioproduct production and storage

Sectors of operation: agri-energy, food, decarbonization market, animal nutrition, and research

Investments (CapEx): R\$818,4 million

\* The term "employees" refers to full-time equivalent (FTE) employees.

## 4 CUSTOMERS

1,751 customers in the whole-sale, retail, food industry, electric power utilities, and biofuel distributors sectors, covering the Midwest and North regions of Brazil

Net revenue: R\$1,8 billion

## Innovation, technology, and digital transformation

### Focus area: Governance

[GRI 3-3, 418-1]

We use technologies such as artificial intelligence, algorithms, drones, and telemetry to increase efficiency, streamline decision-making processes, and develop solutions that have a smaller environmental impact and generate greater economic returns. These strategies strengthen our competitiveness and create value throughout the chain. The positive impact extends beyond the internal environment. For example, during the 2022/23 crop year, expanding connectivity in operational areas brought internet access to neighboring communities that previously had no coverage. It also improved the quality of service in areas with an existing signal, benefiting municipalities such as Nova Olímpia, Denise, and the Nova Fernandópolis and Assari districts in Barra do Bugres (MT). This initiative promoted digital inclusion, improved communication, facilitated access to information and education, boosted trade, and expanded income opportunities, thus contributing to local social and economic development.

To ensure information security, we have several measures in place, including continuous monitoring, investments in cybersecurity, training for employees and business partners, a crisis committee, encrypted backups, and protection against ransomware. Specific policies and procedures ensure identity management, segregation of duties, and proper data handling.

We invest in processes, technologies, and awareness campaigns to ensure the privacy and protection of personal data, in accordance with current legislation, especially the Brazilian General Data Protection Law (LGPD – Law No. 13,709/2018). Our Privacy Policy is widely disseminated,

and we have an exclusive channel, the [Privacy Portal](#), where data subjects can exercise their rights in a simple and transparent manner. During the 2024/25 crop year, no requests were received from data subjects through the portal, and no security incidents or personal data leaks were identified. [GRI 418-1]

The effectiveness of these actions is monitored through strategic indicators, independent audits, and continuous process reviews. Annual audits are also conducted to assess and improve maturity in technology and innovation. To date, no adverse effects have been identified in this regard. The company remains attentive to technological advancements and prioritizes responsible innovation, efficiency, and the creation of sustainable value in accordance with the best market practices.

**We invested R\$10 million in innovation and technology**

**A 41% increase compared to the previous crop year**



## Uisa Inova

To foster engagement and innovation, we developed the Uisa Inova program, which encourages employees to suggest ideas that provide solutions to the company's challenges. A committee reviews the proposals, and the ones that are selected are recognized and rewarded. This initiative recognizes creativity, accelerates Uisa's maturity, and contributes to short-term results, while also promoting sustainable long-term growth.



## Innovation and technological solutions

During the crop year, we allocated more than R\$10 million to digital transformation initiatives, including constructing the Uisa Technology Center (CTU), upgrading the industrial data center and load balancers, and implementing database encryption and a security system that complies with the US National Institute of Standards and Technology (NIST) framework.

Some of the initiatives include:

**Digitization of yeast processes:** We automated the entire yeast transfer and shipping process. This eliminated manual activities and ensured information integrity through systems integration. It also reduced downtime caused by operational errors.

**Expanded monitoring of critical assets:** We expanded real-time monitoring of the industrial plant, thus strengthening predictive maintenance. This initiative increased operational reliability and asset availability while accelerating data-driven decision-making.

**Construction of the Uisa Technology Center:** This new space houses the Industrial Operations Center (COI), the Agricultural Operations Center (COA), the Technology, Automation, and Innovation (TAI) department, and the Projects and Industrial Management teams. This centralization strengthens the integration of strategic areas, promotes efficiency, and drives innovation throughout the company.

**Revitalization of the Uisa Training Center:** This initiative created a more modern, functional, and welcoming space for institutional presentations and internal training.



## Highlights

1. **65%** of the system is already in the cloud, ensuring greater agility and security.
2. More than **100 automated processes**, optimizing operational efficiency at all stages.
3. **Blockchain technology** applied to traceability, ensuring the origin and transparency of Itamarati Demerara Sugar.
4. **Real-time** logistics monitoring with full control of movement and deliveries.
5. Agricultural areas are **100%** connected, integrating fields and technology.
6. **Real-time** industry and field data enable quick, strategic decision-making.

## Biotechnology applied to agricultural management

Our Biomass Biotechnology Center (CBB) is responsible for developing technologies applied to sugarcane and biomass management, with a focus on productivity and sustainability. We produce seed canes adapted to the Cerrado biome and perform biological pest control using agents such as *Cotesia flavipes* and *Metarizium anisopliae*, which are applied using drones. The use of macro and microorganisms, varietal adaptation, soil fertility management, and plant protection are among the actions taken by the CBB to improve management. In collaboration with recognized institutions, we have advanced research on bio-inputs and sustainable technologies, fostering greater innovation in the field.

## F5 TAI Uisa: connecting people and strategic innovation

The third edition of F5 TAI Uisa strengthened our commitment to human development and innovation. More than 80 employees and strategic business partners gathered at the event, which promoted immersion in Automation Technology, Innovation, Facilities, and Corporate Communication. The program included conversations with leading technology companies in Brazil and around the world, which shared the latest innovations in the global market, as well as a day dedicated to developing behavioral skills, strengthening connections, and stimulating the growth of our teams.

### THESE ARE CBB'S BUSINESS PARTNERS



## Awards



### Visão Agro Brasil 2024

We won the *Visão Agro Brasil* Award, in the Usina 4.0 category. This recognition reinforces our digital transformation journey, with continuous investments since 2019 in technologies that integrate industry and the agricultural sector, prioritizing efficiency, safety, and reliability.

### Pioneirismo Award

We received the *Pioneirismo* (Pioneering) Award at the Vision Tech Summit – Industry of Tomorrow for our project integrating a digital twin with Pentagro's PCP tool at the Uisa industrial plant. This initiative, in collaboration with the Pentagro platform, optimized crop planning, input management, and the development of the technical list for calculating production costs, resulting in more accurate, reliable, and efficient data.



100 +  
Inovadoras

### 100+ Inovadoras do Brasil

We were recognized as one of the top 100 innovators in the use of IT by IT Forum, the country's leading technology ecosystem. We received this recognition for our Uisa project, carried out in collaboration with *Tractian*, which implemented online monitoring using Artificial Intelligence (AI) in the biorefinery's industrial area. This solution increases asset availability, enables the early detection of potential failures, optimizes maintenance, and reduces operational risks.



## Operational and financial performance

[GRI 3-3 (Financial sustainability and business diversity), 13.22.2, 201-1 | SASB FB-AG-000.A]

In the 2024/25 crop year, we processed more than 6 million metric tons of sugarcane and harvested 321,000 bags of soybeans, a 221% increase over the previous crop year. Sugar production totaled 323,000 metric tons, up 1% from the 2023/24 cycle. Ethanol production reached 273,000 cubic meters. For this crop cycle, we discontinued the production of hand sanitizers and disinfectants to focus our efforts on products and processes that better align with the company's sustainability and innovation strategies.

Net revenue for the crop year was R\$1.806 billion, marking a 15% increase from the 2023/24 cycle, primarily driven by the performance of sugar and ethanol. Gross revenue reached R\$1.958 billion, also up 15%. Revenue from sugar increased by 17%, with exports surging by 90%, which offset slight declines in the domestic retail and industrial channels. Ethanol advanced 12%, with growth in both hydrous (+14%) and anhydrous (+8%) ethanol, reflecting the recovery in domestic demand. We also recorded significant growth in soybeans (+123%) and yeast (430%), strengthening our capacity for diversification and innovation in our portfolio. Revenues from energy sold (-31%) and biomass (-7%) decreased slightly due to lower surplus generation and operational adjustments. We allocated R\$818 million to maintenance, operational improvements, modernization, expansion, and strategic projects, marking a 23% increase compared to the previous crop year.

Uisa has a significant presence in the international market, reinforcing its role as an exporter in the sugar, ethanol, and bioenergy sector. During the reporting period, approximately 23% of the company's consolidated net revenue

came from export operations, totaling R\$415.3 million. This performance highlights the competitiveness of our biorefinery products on the global stage, particularly in the sugar segment, thus contributing to revenue diversification, generating foreign exchange for the country, and strengthening the company's financial and commercial sustainability.



### "Valor 1000" Award

In 2024, we were included in the Valor Econômico journal's "Valor 1000" ranking of the 1,000 largest companies in Brazil, coming in at 624th place. Our presence on this list reinforces our performance and relevance in the bioenergy sector. Sector analyses are performed by Valor Econômico in partnership with the São Paulo School of Business Administration, Fundação Getúlio Vargas, and Serasa Experian, considering accounting and financial criteria of companies that disclose their results.

### Production [GRI 2-6 | SASB FB-AG-000.A, RR-BI-000.A, RR-BI-000.B, RR-BI-000.C]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Processed sugarcane (t)	5,173,873	6,013,547	6,031,015
Sugarcane - own	3,050,864	3,771,124	3,958,063
Sugarcane - suppliers	2,123,009	2,242,424	2,072,952
Sugar (t)	283,314	320,578	323,475
Ethanol (m <sup>3</sup> )	233,251	272,334	273,995
Anhydrous	90,116	94,031	100,706
Hydrous	143,135	178,848	173,289
Energy sold (MWh)	43,552	68,620	54,647
Produced biomass (t)	1,353,571	1,540,119	1,622,218
Biomass available for sale (t)	363,495,00	89,483	158,529
Yeast (kg)	-	2,912,200	3,937,400
Hand sanitizers and disinfectants (boxes)	54,588	24,371	-
Soybeans (thousand bags)	139	100	321

Note: Uisa exclusively produces ethanol (renewable fuel). Our biofuel production capacity is 315,000 cubic meters per crop year. [RR-BI-000.B]



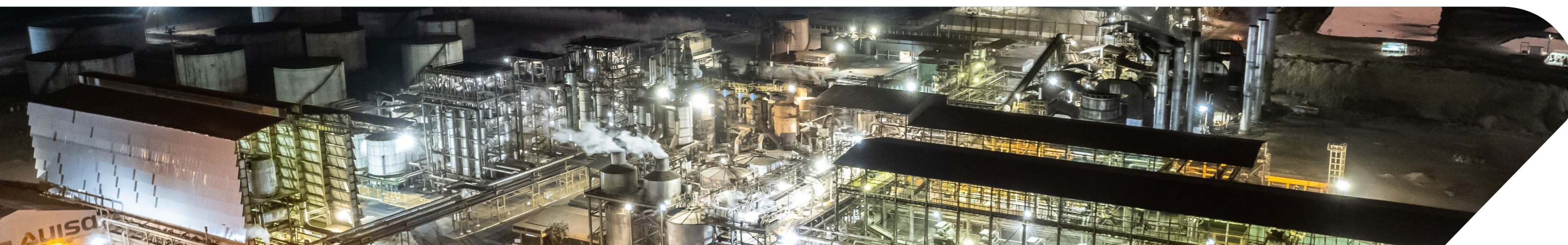
**Net revenue from our bioproducts (R\$ thousand)** [GRI 2-6 | SASB FB-AG-000.A]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
<b>Total net revenue</b>	<b>1,494,787</b>	<b>1,577,321</b>	<b>1,806,532</b>
<b>Sugar</b>	729,903	881,378	1,027,136
Retail	552,207	562,345	564,484
Industry	102,147	98,416	44,401
Exports	75,549	220,617	418,251
<b>Ethanol</b>	700,515	619,182	690,389
Anhydrous	290,465	241,729	261,723
Hydrous	410,050	377,453	428,666
<b>CBIOs</b>	21,761	30,949	21,530
<b>Biomass</b>	12,830	17,124	15,976
<b>Energy sold</b>	6,098	11,261	12,208
<b>Yeast</b>	-	2,287	12,114
<b>Hand sanitizers and disinfectants</b>	2,447	1,313	-
<b>Soybeans</b>	20,153	11,275	25,142
<b>Other</b>	1,080	4,839	2,037

**Direct economic value generated (R\$ thousand)** [GRI 13.22.2, 201-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
<b>Total revenue</b>	<b>1,603,921</b>	<b>1,761,600</b>	<b>1,958,272</b>
Gross sales of goods and products	1,597,560	1,730,405	1,951,433
Other revenues	6,361	31,195	6,839
Inputs acquired from third parties	-568,961	-583,413	-740,979
Cost of products and goods sold	-573,505	-565,599	-650,509
Materials, energy, third-party services, and other operating expenses	-94,497	-26,736	-63,932
Loss (Recovery) of asset values	99,537	-3,071	-3,386
Change in the value of biological assets	-496	11,993	-23,152
Gross value added	1,034,960	1,178,187	1,217,293
Depreciation and amortization	-222,809	-327,401	-389,675
Harvested biological assets	-91,483	-119,164	-139,837
Net value added produced by the entity	720,668	731,622	687,781
Value added received in transfer	218,198	54,135	71,446
Income from equity accounting	-253	-116	-339
Financial income	205,380	27,903	55,631
Other	13,071	26,348	16,154
Total value added for distribution	938,866	785,757	759,227
Distribution of value added			
Personnel and payroll charges	260,463	275,428	277,374
Taxes, fees, and contributions	-606,539	221,878	127,326
Funders	715,085	495,186	451,267
Retained profits in the period	569,857	-206,735	-96,740
Value added for distribution	938,866	785,757	759,227

Note: the amounts allocated to community projects and infrastructure are managed by Florescer Ação Social and recorded in the "Other" account. For more information on supported projects, see [page 95](#). [GRI 13.22.2, 203-1]



To learn more, access our [Financial Statements](#)

### Investments (CapEx, R\$ thousand)

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Maintenance	424,456	340,198	412,660
Crop development - planting	181,554	105,401	103,669
Off-season maintenance	119,718	134,993	117,384
Crop management practices	123,184	99,804	191,607
Operational improvement	130,613	63,431	156,500
Land / ESG - Regulatory Standards	8,500	-	61,604
Equipment/replacements	122,113	63,431	94,896
Modernization/expansion	130,708	261,674	249,253
Crop development - expansion	20,918	95,918	98,452
Projects	109,790	165,756	150,801
<b>Grand total</b>	<b>685,777</b>	<b>665,303</b>	<b>818,414</b>

Note<sup>1</sup>: these amounts refer only to investments made in Uisa's own operations. Contributions to community projects are made through Florescer Ação Social. The monetary values contributed are reported in GRI disclosure 201-1. For more information on supported projects, see [page 95](#).

Note<sup>2</sup>: the amounts have been reclassified according to the financial statements to provide greater clarity regarding recurring and non-recurring CapEx (capital expenditure).

### Amount of subsidies received through government programs (R\$ thousand)

[ GRI 201-4 | SASB RR-BI-530a.1 ]

TYPE OF ASSISTANCE	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Tax credits and benefits	84,044	60,950	28,730



## Quality and safety of our products

[GRI 13.9.1,13.9.2,13.10.1,13.10.2, 13.10.3,13.10.4,13.10.5, 416-1, 416-2 | SASB FB-AG-250a.1,FB-AG-250a.2, FB-AG-250a.3]

All of our products and services undergo strict health and safety impact assessments throughout their lifecycle. Since 2012, 100% of our sugar production has been certified according to the international **FSSC 22000** Food Safety standard. To comply with this certification, we implemented the Hazard Analysis and Critical Control Points (HACCP) system, which ensures the control and neutralization of potential food safety hazards.

uisa BioNutrition adopted the same system in the production of yeast for animal nutrition and obtained **GMP+FSA certification in 2025**. This certification guarantees the origin, safety, and traceability of all our animal feed products.

We also follow strict monitoring procedures to prevent the introduction of physical, chemical, biological, or radiological hazards at all stages of the production process.

When purchasing finished products from third parties, we ensure that all suppliers are FSSC 22000 certified, as required by our internal procedures and validated in audits.

There have been no cases of noncompliance related to product health and safety in the last three crop years (2022/23, 2023/24, and 2024/25), nor has there been a need for recalls during these periods. Products subject to recall pose a risk to food safety and are therefore collected, or notices are issued for their withdrawal from the market.

Products that do not meet consumption specifications are reused in fermentation for the production of ethanol or sold as non-food inputs for use in agricultural products, thus avoiding food waste.



### Non-conformance rates and corrective action taken by facilities in relation to food safety certification programs recognized by the Global Food Safety Initiative (GFSI) [SASB FB-AG-250a.1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of facilities audited	1	1	1
Number of minor non-conformances identified	1	3	2
Rate of minor non-conformances	1.00	3.00	2.00
Number of corrective actions applied for minor non-conformances	1	3	2
Rate of corrective actions for minor non-conformances	1.00	1.00	1.00

Note<sup>1</sup>: the rate of non-conformances and the rate of corrective actions are calculated by dividing the total number of non-conformances or corrective actions by the total number of facilities audited.

Note<sup>2</sup>: no major non-conformances were identified during the reporting period.

Note<sup>3</sup>: the audit performed complies with the requirements of FSSC 22000 v.6NC1.

2.

# Sustainable Strategy



# Materiality [GRI 3-1]

In 2024, we conducted a new materiality assessment to identify the primary environmental, social, and governance (ESG) impacts of our activities on the economy, environment, people and human rights. The process, which was conducted by a specialized and independent consulting firm, used the concept of double materiality that considers both the impacts (potential or actual) of the company's operations on society and the environment, as well as the financial impacts that could affect cash generation, economic and financial soundness, and business continuity. Uisa consulted more than 460 stakeholders, including board members, directors, shareholders, financial institutions, customers, employees (both internal and contractors), communities, Indigenous peoples (Umutina Indigenous

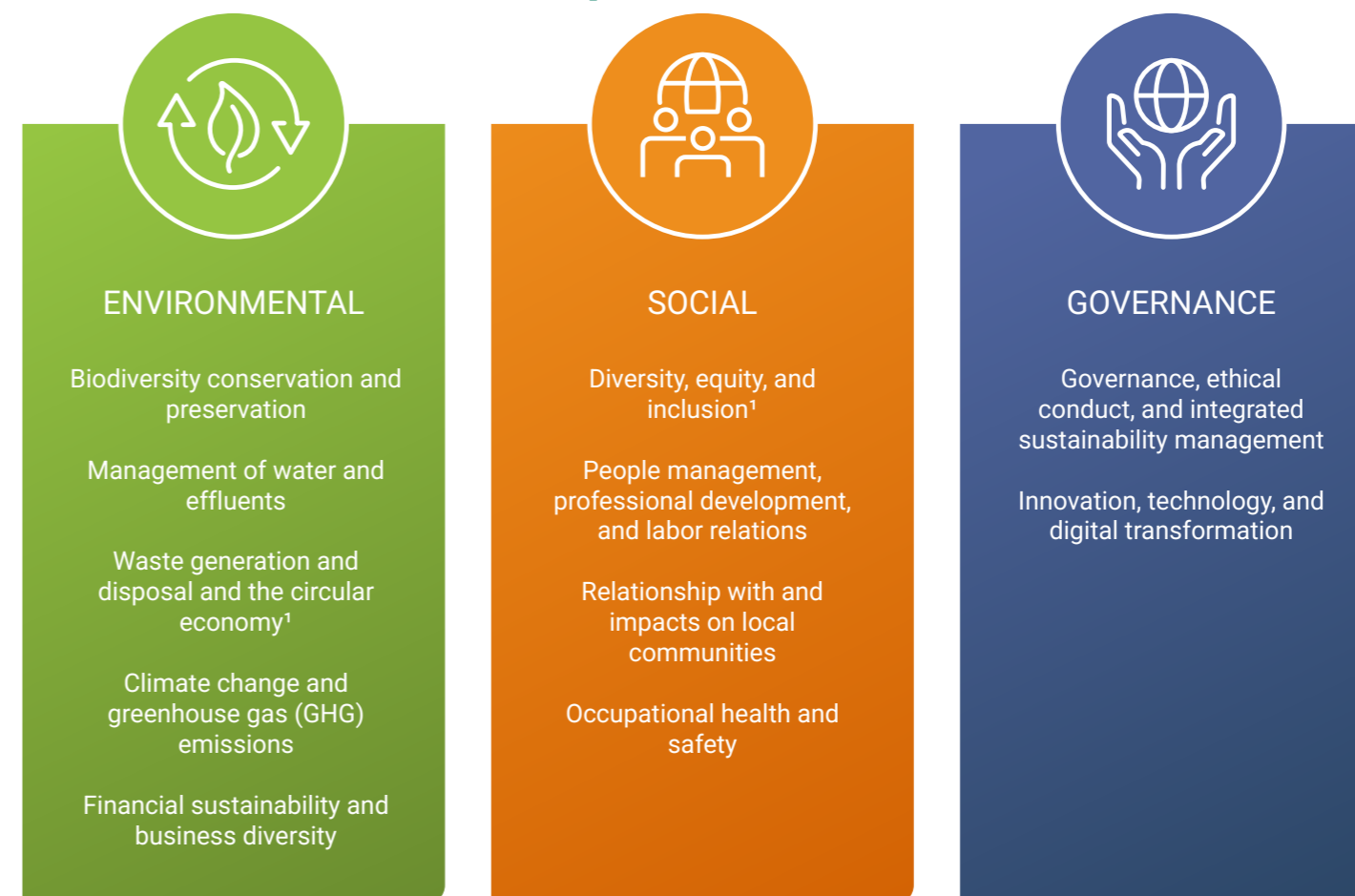
Territory), suppliers, industry associations, research centers, certification agencies, consumers, government agencies, and unions.

This assessment helps us define priority topics for Uisa, making sure we adhere to ESG principles and understand how we are perceived by our internal and external stakeholders. Although the material topics will not change significantly in the short and medium term, the company remains committed to conducting regular consultations with stakeholders to align their expectations with the organization's strategies. Double materiality was approved by the Executive Board.

## Double materiality process

1. Identification	2. Prioritization	3. Analysis	4. Validation
Mapping of stakeholders and impacts	Consultation of stakeholder perceptions	Definition of material topics	Approval of material topics

## Material and relevant topics [GRI 3-2]



*Note<sup>1</sup>: the topics waste generation and disposal and the circular economy, as well as diversity, equity, and inclusion were not classified as material topics in the materiality matrix; however, due to their significance, they are addressed by the company in a cross-cutting manner.*

## Material topics [GRI 3-2]

In relation to the most recent materiality process, topics related to the environment, climate, and the circular economy have now been broken down into specific topics considered relevant to the company's operations: Biodiversity conservation and preservation, management of water and effluents, and climate change and greenhouse gas (GHG) emissions. The topic responsibility and excellence in the production chain was not prioritized in the new double materiality matrix by the parties consulted. The company continues to treat this topic in a cross-cutting manner, considering its relevance to operations and impacts associated

with supply chain management, with ongoing attention to sustainability and the quality of the products it offers.

Although diversity, equity, and inclusion, waste generation and disposal and the circular economy were not identified as material topics by stakeholders, we have chosen to maintain them as cross-cutting topics, given their growing relevance in the market and society, as well as their importance to the company, which already incorporates them into its ESG approach.



[GRI 3-3]

### Biodiversity conservation and preservation

**Scope:**

It covers actions to protect and restore ecosystems, manage natural areas, conserve water resources, improve soil health, protect endangered wildlife and flora, and promote ecological connectivity.

**Related GRI:**

GRI 3-3, 13.3.1, 13.3.2, 13.3.3, 13.3.4, 13.3.5, 13.4.1, 13.4.2, 13.4.3, 13.4.4, 13.4.5, 13.5.1, 13.6.1, 13.6.2, 304-1, 304-2, 304-3, 304-4

**ESG focus area**

Regenerative Agriculture

**Impacts | Challenges:**

It contributes to ecosystem services by promoting regenerative soil management practices that minimize impacts on biodiversity, reinforce the sustainability of operations, and reduce long-term adverse environmental effects.



### Governance, ethical conduct, and integrated sustainability management

**Scope:**

It involves corporate governance practices and frameworks that ensure integrity, transparency, and accountability in conducting business in a more sustainable manner. It covers everything, from compliance policies and internal controls to combating corruption and fraud.

**Related GRI:**

GRI 3-3, 13.25.1, 13.25.5, 13.26.1, 13.26.2, 13.26.3, 13.26.4, 205-1, 205-2, 205-3, 206-1, 207-1, 207-2, 207-3

**ESG focus area**

Governance

**Impacts | Challenges:**

It ensures legal compliance, reduces reputational and operational risks, builds stakeholder trust, and drives sustainable value creation across the business.



### Management of water and effluents

**Scope:**

It covers water withdrawal, efficient use, treatment, reuse, and proper disposal of effluents, promoting a circular economy, with a focus on reducing environmental impacts, mitigating risks to water resources, and improving operational efficiency.

**Related GRI:**

GRI 3-3, 13.7.1, 13.7.2, 13.7.3, 13.7.4, 13.13.1, 13.7.5, 13.7.6, 13.16.1, 13.17.1, 13.18.1, 13.20.1, 13.21.1, 13.21.2, 13.21.3, 303-1, 303-2, 303-3, 303-4, 303-5

**ESG focus area**

Natural Capital

**Impacts | Challenges:**

Reduction of environmental impacts, such as contamination and excessive use of water; improvement of operational efficiency, and contribution to water security for neighboring communities.



### Relationship with and impacts on local communities

**Scope:**

It refers to initiatives and strategies for engagement, communication, and partnership with local communities, including management of social and environmental impacts arising from operations.

**Related GRI:**

GRI 3-3, 13.12.1, 13.12.2, 13.12.3, 13.13.2, 13.13.3, 13.14.1, 13.14.2, 13.14.3, 13.14.4, 13.15.5, 13.22.1, 13.22.3, 13.22.4, 202-1, 202-2, 203-1, 203-2, 411-1, 413-1, 413-2

**ESG focus area**

Our Atmosphere

**Impacts | Challenges:**

Promoting transparent and ongoing communication with the community, encouraging local development, mitigating negative social and environmental impacts, and ensuring social biodiversity.



[GRI 3-3]

## People management, professional development, and labor relations

### Scope:

It includes policies and practices related to attracting, retaining, training, and ensuring the well-being of employees, as well as promoting fair and equal labor relations that are in line with the organizational culture, with a focus on valuing people, complying with the law, and promoting a positive and balanced work environment.

### Related GRI:

GRI 3-3, 13.16.1, 13.17.1, 13.18.1, 13.18.2, 13.20.1, 13.21.1, 13.21.2, 13.21.3, 401-1, 401-2, 401-3, 402-1, 404-1, 404-2, 404-3, 407-1

### ESG focus area

Our People

### Impacts | Challenges:

It strengthens human relations in the workplace, promoting trust and a sense of belonging.



## Occupational health and safety

### Scope:

It involves policies, practices, and processes designed to prevent accidents, promote occupational health, and ensure safe working environments, in compliance with current laws and in line with the organizational culture.

### Related GRI:

GRI 3-3, 13.19.1, 13.19.2, 13.19.3, 13.9.4, 13.19.5, 13.19.6, 13.19.7, 13.19.8, 13.19.9, 13.19.10, 13.19.11, 13.20.1, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10

### ESG focus area

Well-being

### Impacts | Challenges:

It promotes the protection of employees' physical and mental integrity, reducing accidents and lost time, and strengthening organizational culture and legal compliance.



## Climate change and greenhouse gas (GHG) emissions

### Scope:

It covers identification, monitoring, and management of greenhouse gas emissions, as well as the development of strategies for climate change mitigation and resilience.

### Related GRI:

GRI 3-3, 13.1.1, 13.1.2, 13.1.3, 13.1.4, 13.1.5, 13.1.6, 13.1.7, 13.1.8, 13.2.1, 305-1, 305-2, 305-3, 305-4, 305-5, 305-6, 305-7

### ESG focus area

Climate Change

### Impacts | Challenges:

It contributes to reducing global environmental impacts, focusing on energy transition and the challenges of carbon neutralization, in line with national and international goals.



## Financial sustainability and business diversity

### Scope:

It considers efficient financial management with a focus on diversifying operations, including new products and bioproducts derived from sugarcane and its byproducts, prioritizing innovation and the expansion of sustainable businesses.

### Related GRI:

GRI 3-3, 13.2.2, 13.22.1, 13.22.2, 201-1, 201-2

### ESG focus area

Climate Change

### Impacts | Challenges:

It builds financial health and product diversification, promoting climate resilience in new businesses.



[GRI 3-3]

## Innovation, technology, and digital transformation

### Scope:

It encompasses the implementation of innovative technologies and secure digital strategies to optimize operations, promote digital transformation, and strengthen digital trust and organizational competitiveness.

### Related GRI:

GRI 3-3, 418-1

### ESG focus area

Governance

### Impacts | Challenges:

It enhances competitiveness, efficiency, and governance through innovative technologies and secure digital strategies. Ensures effective integration, continuous training, and adaptation to rapidly evolving technology.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



## Diversity, equity, and inclusion

### Scope:

It concerns policies, practices, and initiatives aimed at promoting a diverse, equitable, and inclusive work environment that values differences, ensures fair opportunities, and fosters representation at all levels of the organization.

### Related GRI:

GRI 3-3, 13.15.1, 13.15.2, 13.15.3, 13.15.4, 405-1, 405-2, 406-1

### ESG focus area

Our People

### Impacts | Challenges:

It contributes to a fairer, more innovative, and representative work environment, strengthening organizational culture, looking to ensure effective inclusion and equal opportunities.

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



## Waste generation and disposal and the circular economy

### Scope:

It involves the responsible management of generation, reuse, and disposal of waste, with a focus on reducing environmental impacts and adopting circular economy practices across the production cycle.

### Related GRI:

GRI 3-3, 13.8.1, 13.8.2, 13.8.3, 13.8.4, 13.8.5, 13.8.6, 306-1, 306-2, 306-3, 306-4, 306-5

### ESG focus area

Circular Economy

### Impacts | Challenges:

It reduces environmental impacts and strengthens circularity in order to integrate innovative solutions and expand the reuse of waste.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



# ESG Agenda: our commitments [GRI 3-3]

Our sustainable growth is based on creating value for all stakeholders. The ESG Pillars that govern the company’s sustainability strategies were defined based on a materiality assessment. Organized into eight focus areas, these Pillars guide actions, goals, and commitments related to the environment, society, and corporate governance. The initiatives are in line

with the UN Sustainable Development Goals (SDGs), demonstrating our commitment to addressing global challenges. The agenda is governed by Uisa’s Sustainability Committee.

ESG FOCUS AREAS	MATERIAL TOPICS	BASELINE	GOALS	ACTIONS (2024)	SDG
<p>CLIMATE CHANGE</p> <p><b>E</b></p>	Climate change and greenhouse gas (GHG) emissions	2022 base year: Project baseline	<p>Achieve Net Zero status by 2035.</p> <p>62%</p>	In the 2024/25 crop year, we reduced greenhouse gas (GHG) emissions by 25% compared to the previous crop year. The results of the GHG Emissions Inventory were submitted to the Mato Grosso (MT) State Environmental Department (SEMA), in accordance with the state’s Carbon Neutral Program. Uisa holds the GHG Protocol Gold Seal, attesting to the quality and traceability of the information reported.	
<p>CLIMATE CHANGE</p> <p><b>E</b></p>	Financial sustainability and business diversity	2022 base year: Project baseline	<p>Ensure that the sugarcane fleet is fueled with biomethane by 2028.</p> <p>24%</p>	In the 2024/25 crop year, this indicator stood at 24%, in preparation for the next stages of development of the biogas plant project.	
<p>NATURAL CAPITAL</p> <p><b>E</b></p>	Management of water and effluents	2022 base year: Project baseline	<p>Reduce industrial water withdrawal by 12% by 2025.</p> <p>100%</p>	In the 2023/24 crop year, we reduced water withdrawal for the industrial process by 12%, achieving the target set for 2025. In 2024/25, variations in sugarcane yield and increased demand for steam led to a momentary increase in water withdrawal. In line with its commitment, Uisa continues to adopt measures to reduce steam consumption, optimize the reuse of water and condensates, and make technical adjustments to the Gas Scrubber’s Water Treatment Plant	
<p>CIRCULAR ECONOMY</p> <p><b>E</b></p>	Waste generation and disposal and the circular economy	2022 base year: Project baseline	<p>Ensure that, by 2025, 100% of the company’s packaging placed on the market is recycled.</p> <p>100%</p>	In collaboration with the company eureciclo, in 2023 we reached our goal to recycle 100% of the plastic packaging placed on the market. This had a positive social and economic impact in more than 12 states in Brazil, benefiting recycling cooperatives and promoting income, social inclusion, and local development in the communities served.	
<p>REGENERATIVE AGRICULTURE</p> <p><b>E</b></p>	Biodiversity conservation and preservation	2022 base year: Project baseline	<p>Expand sustainability certification to 100% of sugarcane suppliers by 2025.</p> <p>70%</p>	Through the <i>Nossa Cana</i> (Our Sugarcane) program, the company has promoted sustainability among its sugarcane suppliers. Among the main actions, we highlight the development of Assovale’s sustainability policy and the assessment for the implementation of the Bonsucro certification. The certification audit will be conducted in the second half of 2025.	

ESG FOCUS AREAS	MATERIAL TOPICS	BASELINE	GOALS	ACTIONS (2024)	SDG	
OUR PEOPLE  S	Diversity, equity, and inclusion	2022 base year: Project baseline	14%	Increase the ratio of women in our operations to 30% by 2030.	At the end of the 2024/25 crop year, women accounted for 14% of Uisa's total workforce. We remain committed to the inclusion of women in our operations and the work of our Recruitment and Selection team to ensure that at least 15% of applicants in our selection processes are women. To this end, we have implemented an Affirmative Talent Pool for Women, available on our job site.	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
OUR PEOPLE  S	People management, professional development, and labor relations	2022 base year: Project baseline	32%	Achieve an organizational climate of excellence by 2026.	In the 2024/25 crop year, the biorefinery continued its program called <i>Pauta em Prosa</i> , an initiative that promotes open dialogue between employees and management. As a result of this more participatory and engaged environment, the voluntary turnover rate fell by 2% compared to the previous crop year.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES
OUR ATMOSPHERE  S	Relationship with and impacts on local communities	2022 base year: Project baseline	100%	Invest R\$1 million/year to boost social initiatives within the community.	In 2024, Uisa donated approximately R\$1 million to Florescer Ação Social. The funds benefited more than 700 people, including children, young adults, adults, and the elderly, in the municipalities of Nova Olímpia, Denise, and the district of Assari, in Barra do Bugres, state of Mato Grosso. Investments were directed toward initiatives in key areas such as education, sports, culture, professional training, and income generation.	4 QUALITY EDUCATION 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES
OUR ATMOSPHERE  S	Relationship with and impacts on local communities	2022 base year: Project baseline	100%	Make sure that none of our operations conflict with Indigenous peoples.	In the 2024/25 crop year, 100% of sugarcane suppliers were audited through the <i>Nossa Cana</i> program, ensuring their alignment with the required social and environmental standards. No conflicts with traditional peoples and communities were found during the reporting period.	4 QUALITY EDUCATION 10 REDUCED INEQUALITIES 11 SUSTAINABLE CITIES AND COMMUNITIES
WELL-BEING  S	Occupational health and safety	2022 base year: Project baseline	30%	Ensure that 100% of operations are certified to international occupational health and safety standards by 2028.	The improvement actions identified in the assessment are being progressively adopted into the company's management approach, processes, and operations. During the 2024/25 crop year, Uisa significantly reduced the severity rate from 165% to 74%.	3 GOOD HEALTH AND WELL-BEING 8 DECENT WORK AND ECONOMIC GROWTH
GOVERNANCE  G	Governance, ethical conduct, and integrated sustainability management.  Innovation, technology, and digital transformation	2022 base year: Project baseline	100%	Make sure that 100% of the actions across the value chain are based on transparency and ethical principles.	In the 2024/25 crop year, the company completed the implementation of all actions related to this commitment. It expanded integrity mechanisms, including the creation of the Risk and Internal Controls Committee. It also audited six processes, considering operational criticality factors, and the business areas advanced in the implementation of more than 200 Internal Control action plans, especially the review of regulatory documents and automation of controls. Starting in the 2025/26 crop year, continuous monitoring of practices will be reinforced through a new internal audit cycle, in addition to monitoring performance indicators in the areas of Governance, Risk, and Compliance.	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

## Our commitment to ESG initiatives [GRI 2-23, 2-28]



### UN Global Compact

Committed to adopting ESG practices throughout its value chain, Uisa is a signatory to the United Nations (UN) Global Compact, becoming part of Rede Brasil. This initiative promotes a positive agenda based on 10 universal principles in the areas of human rights, labor, the environment, and anti-corruption. We actively contribute to addressing major global challenges by aligning our actions with the 17 Sustainable Development Goals (SDGs) of the UN 2030 Agenda.



### Carbon Neutral Program – MT

In 2022, we took an important step in our sustainability journey by joining the Carbon Neutral Program, created by the Government of Mato Grosso. With this voluntary commitment, we assumed the goal of neutralizing our greenhouse gas emissions by 2035, actively contributing to the preservation of the environment and the fight against climate change. In the 2024/25 crop year, emissions were reduced by 25% compared to the previous crop year.



### Sepotuba River Watershed Committee

Since 2010, Uisa has been a member of the Sepotuba River Watershed Committee (CBH Sepotuba), created to promote shared and sustainable management of water resources in the region. The committee acts as a liaison between the various users of water resources, to discuss and deliberate on strategic actions for the use, conservation, and restoration of the watershed. The Sepotuba River Watershed covers eight municipalities in an area of 984,450.51 hectares (9,840 km<sup>2</sup>). The Committee is part of the National Water Resources Management System, contributing to environmental balance and local sustainable development.



### Child-Friendly Company Program (Programa Empresa Amiga da Criança)

Since 2001, Uisa has been recognized by the ABRINQ Foundation as a Child Friendly Company. This seal is awarded to companies committed to protecting the rights of children and adolescents. The company's actions include preventing and combating child labor, as well as investing in education, sports, and culture. These initiatives directly contribute to the healthy development of children and adolescents.



### Business Pact for Integrity and Against Corruption

In line with the best practices of corporate governance, Uisa is a signatory to the Business Pact for Integrity and Against Corruption, an initiative of the Ethos Institute. Adherence to these principles strengthens the pillars of ethics and integrity that guide our organizational culture, in addition to representing an important advance in our Compliance Program, reaffirming the company's position of not tolerating, under any circumstances, illegal or unethical practices.



### Friend of the Pantanal Biosphere Reserve Initiative Seal

Uisa was the first company in the sugar, ethanol, and bioenergy sector to obtain this seal in the state of Mato Grosso, in recognition of its sustainable development initiatives and efforts to promote the Pantanal. The certification is issued by the Pantanal Biosphere Reserve State Committee – MT and awarded by the State Environmental Department (SEMA-MT). The company has sustainable operations and carries out initiatives to preserve water resources and all biodiversity in its area of influence.



## Certifications

A producer of sugar, ethanol, yeast, and energy, Uisa has become a benchmark in sustainable, safe, and efficient industrial and agricultural practices, recognized through national and international high-standard certifications. The company's list of certifications shows its ongoing commitment to society, the environment, and the global market.



### RTRS (RoundTable on Responsible Soy), since 2025

SOYBEANS - the RTRS (Round Table on Responsible Soy) certification attests that the soybeans produced by Uisa meet international sustainability standards in the production chain. It covers good agricultural and traceability practices, free of deforestation and conversion, legal compliance, respect for commercial and labor relations, and good social and environmental practices.



### GMP+FSA, since 2025

YEAST - the GMP+FSA (Good Manufacturing Practices + Food Safety Assurance) certification recognizes that the yeast produced by Uisa BioNutrition meets the requirements for good manufacturing practices for raw materials for animal nutrition and health. The certification also validates the elements of HACCP (Hazard Analysis and Critical Control Points), ensuring that all steps, from production to marketing, are conducted in a safe and controlled manner.



### Halal, since 2023

SUGAR - this certifies that Itamarati sugar is produced in accordance with legal requirements and Islamic jurisprudence (Shariah) criteria, and is considered to be of reliable origin and suitable for the Muslim consumer market.



### I-REC Standard, since 2022

ENERGY - this international certification recognizes the clean and renewable origin of the energy generated by Uisa, reinforcing our commitment to decarbonization and responsible energy practices.



### ISCC EU, ISCC CORSIA, and ISCC CORSIA PLUS, since 2025

ETHANOL - we have obtained three certifications from the International Sustainability and Carbon Certification (ISCC) system, which allow us to supply ethanol for the production of Sustainable Aviation Fuel (SAF), contributing to the reduction of greenhouse gas emissions in the aviation sector. The certifications attest to the sustainability and traceability of production. ISCC-CORSIA is recognized by the International Civil Aviation Organization (ICAO) and ensures the traceability of the carbon footprint. ISCC-CORSIA PLUS expands on this standard by requiring the use of renewable biomass in the production of our biofuels, with environmental, social, and economic responsibility, protecting natural resources and biodiversity. ISCC-EU certifies that the entire production chain, from sugarcane cultivation to delivery to clients, complies with European Union sustainability standards, in accordance with the Renewable Energy Directive (RED II).



### Regenagri, since 2022

REGENERATIVE AGRICULTURE - Uisa is the first company in the Brazilian sugar, ethanol, and bioenergy sector to obtain the certification. It validates regenerative agriculture practices applied in sugarcane production, promoting soil health, biodiversity, and environmental resilience.



### LCFS-CARB, since 2021

ETHANOL - The California Air Resources Board's Low Carbon Fuel Standard program recognizes ethanol's compliance with California's Low Carbon Fuel Standard, enabling Uisa to export to the North American market.



#### RenovaBio, since 2020

ETHANOL - this certification represents compliance with the National Biofuels Policy, which aims to expand biofuel production in Brazil, with a focus on reducing CO2 emissions in the country's energy mix. It attests to Uisa's environmental efficiency and confirms its contribution to the global climate agenda.



#### FSSC 22000, since 2012

SUGAR - this is the most comprehensive Food Safety certification program in the world. FSSC 22000 guarantees that the products and foods produced and marketed by Uisa are safe for consumers.



#### Kosher, since 2001

SUGAR - this certification attests that we produce Itamarati sugar in accordance with Jewish principles. Products carrying this certification are commonly associated with a high standard of quality.



#### Bonsucro, since 2018

SUGARCANE/SUGAR - consolidates our legal, labor, and environmental compliance in the sustainable production of sugarcane and its products, ensuring efficiency and traceability throughout the chain.



#### ISO 14001, since 2006

SUGAR/ENERGY/ETHANOL - we are the first in the state of Mato Grosso to obtain this certification, which confirms the effective implementation of our Environmental Management System (EMS) in accordance with the principles of our environmental policy.



#### ISO 9001, since 2000

SUGAR/ENERGY/ETHANOL - this achievement demonstrates the implementation of an effective Quality Management System focused on operational efficiency and continuous improvement to ensure product quality, customer satisfaction, and compliance with applicable regulatory standards.

## Approach to stakeholder engagement [GRI 2-29]

Uisa maintains transparent, accessible, and continuous communication with its stakeholders through various channels. This practice reinforces the biorefinery's commitment to responsible and shared governance, encouraging stakeholder engagement and strengthening relationships. This interaction also helps reduce risks, increase business sustainability, and ensure effective communication. By monitoring the perceptions of different audiences, we reinforce our role as agents of change, committed to respect, ethics, and collective development.



### STAKEHOLDER

### ENGAGEMENT

### CHANNELS

Academia, specialists, (NGOs)



Bring together innovation and scientific updates, support social and environmental initiatives; establish channels for dialogue and collaboration with society, promoting transparency and the sharing of information with the various stakeholders.

Meetings, events, technical visits, joint projects, institutional website, and social media.

Trade associations



Promote debates and joint actions to defend interests and strengthen the sector. Expand our access to information and trends, and strengthen our presence and reputation in the market.

Forums, workshops, committees, institutional and product website and social media, conferences, meetings, and monthly newsletter "*Uisa na Comunidade*" ("*Uisa in the Community*"), distributed to representatives of trade associations.

B2B Clients



Establish lasting business relationships based on trust, credibility, and a solid market presence.

Customer Service Center – SAC (by phone or email); e-commerce platform, institutional and product website, social media, direct contact with sales representatives, visits, meetings, and trade marketing initiatives in retail chains.

Community



Build a relationship based on dialogue and transparency. Continuous engagement helps identify, address, and monitor risks and impacts that could arise from the interaction between our business, society, and the environment. It also allows us to understand local needs and promote mitigation and sustainable development projects and actions.

Institutional and product websites and social media, community interactions, such as the Traditional Peoples Appreciation Program and the Florescer Ação Social Program; local partnerships, dialogue with neighborhood representatives, local government, reporting channel, privacy portal, and monthly newsletter "*Uisa na Comunidade*" (*Uisa in the Community*), distributed to community representatives.

Consumers



Share institutional information about the company and our products, with the aim of building the organization's reputation, adding value to the business, and strengthening trust and loyalty to the brand.

Website, institutional and product social media, Customer Service Center (via phone or email), advertising campaigns, active listening at points of sale through actions and contact with sales representatives and sales promoters, and QR codes on product packaging, providing accurate information through product traceability.

Suppliers



Ensure the quality of our products, materials, services, and raw materials; align our suppliers with Uisa's strategies and policies on compliance, the environment, and human rights; base the relationship on transparency and ethics.

Institutional and product websites and social media, reporting channel, and supplier portal. Events for sharing technical and specific information for sugarcane suppliers, the *Nossa Cana* Program.

## STAKEHOLDER

## ENGAGEMENT

## CHANNELS

Employees

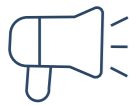
Align employee actions with company strategies, policies, and initiatives, increasing their commitment; promote a positive and healthy work environment; raise awareness about the development of activities with safety, respect for the environment, and people; and strengthen the relationship between Uisa's leadership and its teams.



Institutional and product website and social media, WhatsApp groups, intranet, programs to disseminate information, recognize new ideas, promote dialogue between employees, leaders, and management, among others. Daily Safety Dialogues (DSD), Working Groups (WG), reporting channel, collective bargaining with unions, regular institutional campaigns, bulletin boards, corporate TV, corporate email (sent to approximately 600 people), training and development programs, training platform, corporate events.

Press

Establish a transparent communication channel with society and build a solid institutional image.



Relationship with media outlets; respond to requests for interviews with executives; send press releases; company websites; social media.

Financial institutions

Maintain good relations with financial institutions, gain support for strategic projects, improve capital structure, strengthen our sustainability, growth, and competitiveness in the market, consolidating our short- and long-term stability.



Meetings, visits, institutional website, and monthly newsletters, reports.

Investors

Underscore our commitment to the company's financial performance and to creating value for shareholders; strengthen our relationship with investors to enable a greater understanding of our activities, actions, initiatives, and investment plans, while also promoting greater engagement.



Investor Relations (IR) website; disclosure of quarterly and annual reports, press releases, and material facts; customer service via email and telephone, meetings, assemblies, institutional committees, and visits.

Municipal, state, and federal public agencies

Foster open and transparent dialogue about our business. Identify and mitigate impacts, enter into partnerships on social and environmental projects and actions.






Institutional and product websites and social media, meetings, visits, and the monthly newsletter "Uisa na Comunidade" (Uisa in the Community), distributed to representatives of the public sector.



STAKEHOLDER

ENGAGEMENT

CHANNELS

<p>Public regulatory agencies</p> 	<p>Comply with Brazilian laws; establish ethical and transparent relationships.</p>	<p>Meetings, permitting platforms, reports, website, and institutional and product social media.</p>
<p>Business Partners</p> 	<p>Enter into agreements and partnerships with companies in the region to provide employees with numerous benefits. Strengthen local trade, build closer ties with small- and medium-sized companies and entrepreneurs.</p>	<p>Meetings, visits, invitations for companies to attend events, cooperation agreements, institutional website, and social media.</p>
<p>Unions</p> 	<p>Develop a close, open, and meaningful dialogue with industry trade unions. Mitigate potential conflicts, streamline mediations, improve the organizational climate, and ensure predictability in people management.</p>	<p>Meetings, visits, assemblies, emails, formal documents, institutional website, and monthly newsletter "Uisa na Comunidade" (Uisa in the Community), distributed to union representatives.</p>

## Institutional Channels

[www.uisa.com.br](http://www.uisa.com.br)  
[www.facebook.com/uisabiorrefinaria](https://www.facebook.com/uisabiorrefinaria)  
[www.instagram.com/uisabiorrefinaria](https://www.instagram.com/uisabiorrefinaria)  
[www.linkedin.com/company/uisa](https://www.linkedin.com/company/uisa)  
[www.tiktok.com/@uisabiorrefinaria](https://www.tiktok.com/@uisabiorrefinaria)

**Press Office:**  
[comunicacao@uisa.com.br](mailto:comunicacao@uisa.com.br)

**Reporting Channel:**  
[www.canalconfidencial.com.br/uisa](http://www.canalconfidencial.com.br/uisa) - 0800 882 1111

**Contact Us:**  
[www.uisa.com.br/contato](http://www.uisa.com.br/contato)

**Privacy Portal:**  
[www.privacidade.uisa.com.br](http://www.privacidade.uisa.com.br)

**Supplier Relationship Portal:**  
[www.uisa.com.br/fornecedores](http://www.uisa.com.br/fornecedores)

**Investor Relations:**  
[www.ri.uisa.com.br](http://www.ri.uisa.com.br)

**Customer Service (SAC):**  
 0800 704 4006 – [sac@uisa.com.br](mailto:sac@uisa.com.br)

**Work with Us:**  
[www.uisa.vagas.solides.com.br/](http://www.uisa.vagas.solides.com.br/)





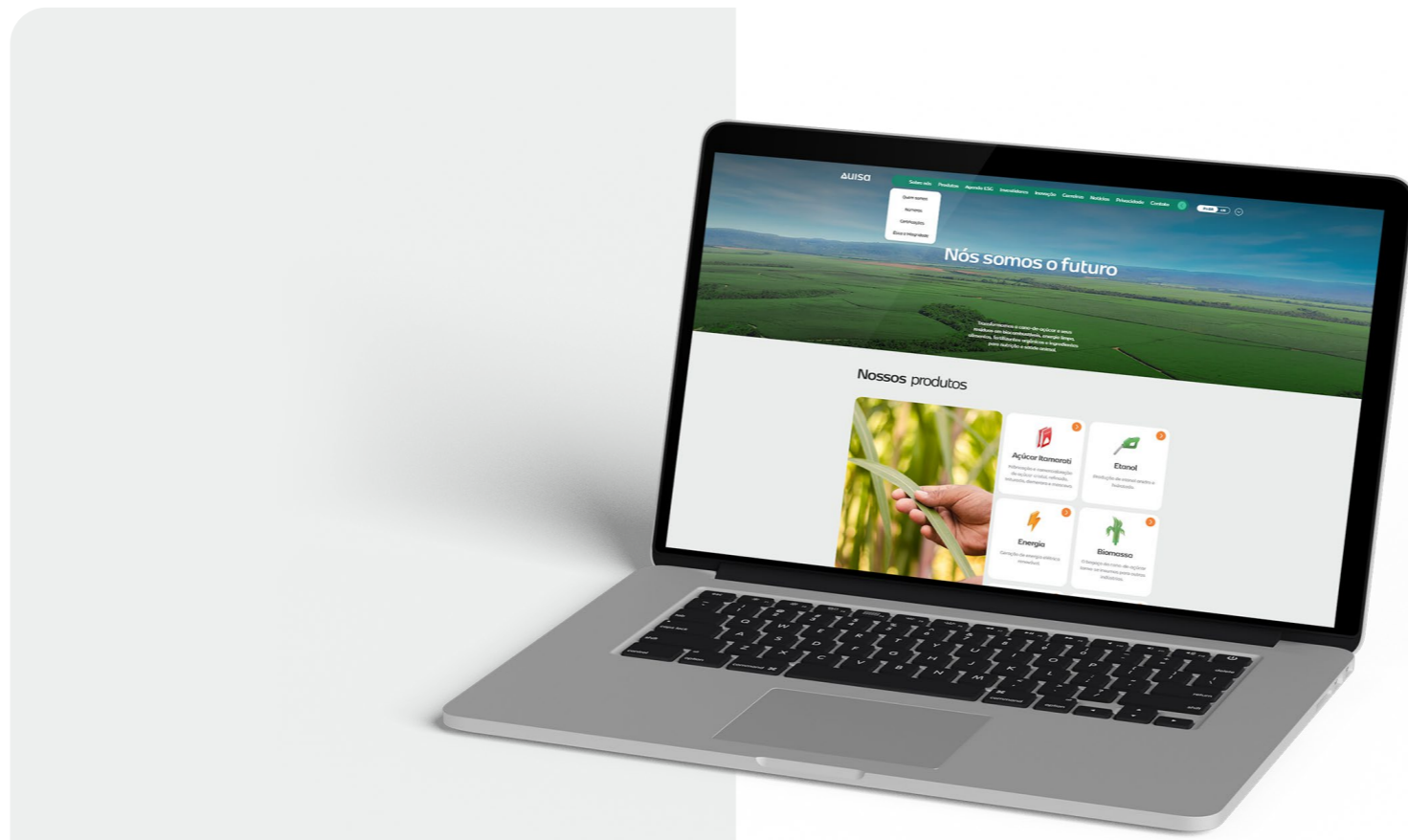
## What's new in communication with our stakeholders [GRI 2-29]

In the last crop year, we extended our dialogue with more social agents and established partnerships that guarantee benefits and discounts for our employees and their families in local communities. We also drew closer to trade associations, contributing to knowledge generation, strengthening the sector, and building networking and business opportunities.



### Uisa on TikTok: creative connection with our audience

Uisa is also on TikTok, exploring new ways to connect with a part of its stakeholders. TikTok has become a strategic tool for the biorefinery to communicate, in a casual and creative way, its daily activities, interesting facts, internal initiatives, and, of course, the faces behind our operations.



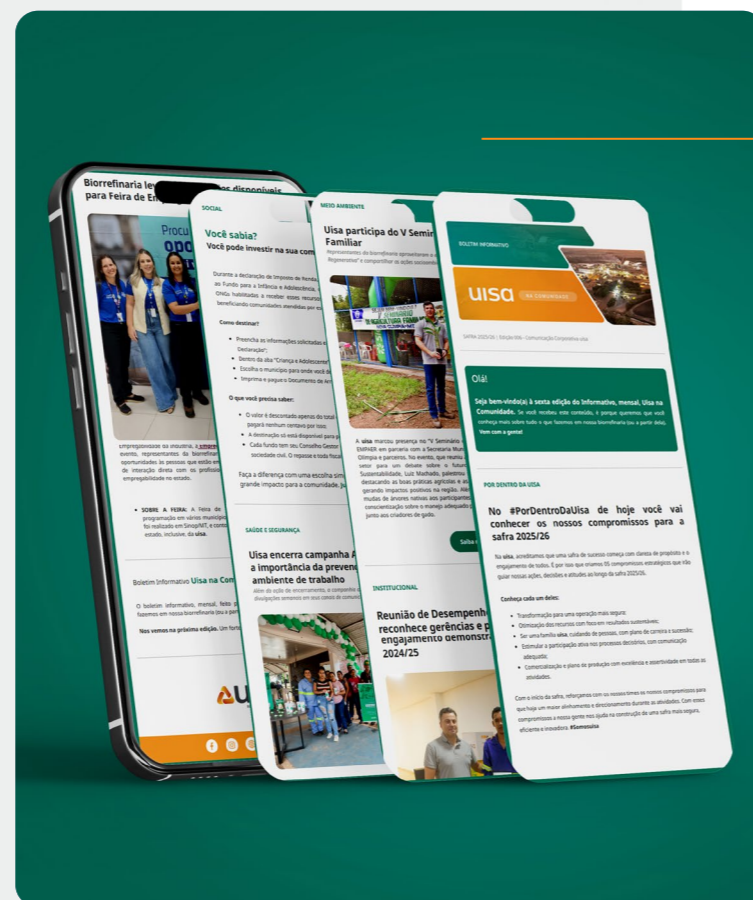
### New website up

We launched our new corporate website, which focuses on transparency, sustainability, and strengthening our brand as an employer. The new platform contains information about our products, certifications, social and environmental projects, ESG commitments, biodiversity initiatives, and much more.



### Influencers program

Employees who inspire! This initiative digitally engages employees to make our messages more personal and relatable. In its first edition, 10 influencers from different fields shared more than 50 posts about their daily lives at Uisa. Throughout the year, they also took part in offsite experiences to create content and strengthen our presence on social media.



### "Uisa na Comunidade" newsletter

This monthly publication contains information about the company's actions, events, projects, and programs, underscoring our commitment to social development and sustainability. Aimed at representatives from the public and private sectors, social institutions, and other stakeholders, the newsletter has become another channel for transparent communication, reinforcing Uisa's close relationship with the communities where we operate.

3.

# Environment



# Biodiversity conservation and preservation

**Focus area: Regenerative Agriculture**  
[GRI 3-3, 13.3.1, 13.4.1]

Our commitment to sustainability includes our entire operation, from the conservation of strategic biomes to our supply chain. Guided by the Strategic Sustainability Plan, which includes the Biodiversity Conservation Plan and the Water Management Plan, we are moving forward with actions to preserve the environment and push for social responsibility.

Among the actual and potential adverse impacts, we monitor and implement mitigation, conservation, and prevention measures for risks of wildlife roadkill, fires in sugarcane fields, and pollution. We ended the crop year with a 24% reduction in wildlife roadkills on our roads. We also recovered 13 hectares of areas affected by human activity by reintroducing some endangered or vulnerable species produced in our forest nursery. Analysis of vegetation dynamics between 2007 and 2024 shows a significant recovery of 1,030 hectares in plant cover, representing an increase of 7.68%.

We maintain more than 31,000 hectares of native vegetation, a conservation and restoration effort that has been underway over the years. The effectiveness of this preservation is clearly visible in the diversity of wild animals that inhabit our areas. Through the Water Management Plan, we protect 245 springs in these areas and ensure the responsible use of water in our industrial processes.

Through the *Nossa Cana* (Our Sugarcane) Program, we work in partnership with suppliers to ensure that sustainability is a shared practice. We have a publicly stated goal of certifying 100% of our sugarcane suppliers by 2025. During the reporting period, we achieved 70% of this goal, including the creation of Assovale's Sustainability Policy and the completion of the assessment for implementation of Bonsucro certification, with an audit scheduled for the second half of 2025.

We conduct environmental education initiatives and prioritize on-

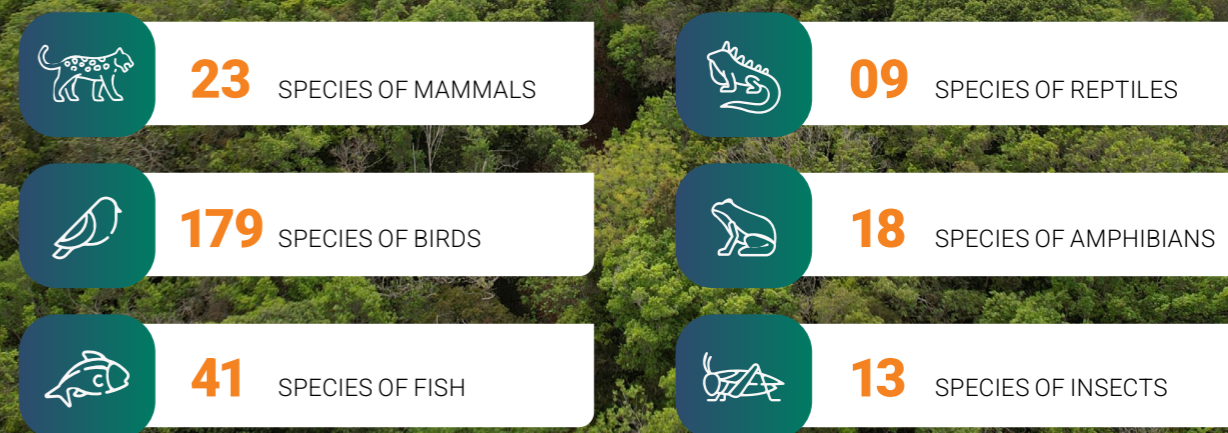
going dialogue with stakeholders to align our environmental practices and improve our Biodiversity Conservation Plan, ensuring positive impacts. During the reporting period, there were no complaints related to our environmental controls, demonstrating the effectiveness of the initiatives adopted.

**Our goal is to certify 100% of sugarcane suppliers with Bonsucro by 2025.**

## Wildlife monitoring and protection

**283** wild species identified in our areas

## We preserve



We coexist with nature every day and implement various measures to monitor and preserve the biodiversity that surrounds us. Our results are proof of a healthy and balanced environment.

We maintain wildlife corridors that connect habitats and facilitate the movement of animals in areas of vegetation. Our Wildlife Monitoring Program uses camera traps installed at strategic locations to record the presence and behavior of wildlife. Uisa employees, during their work routines, are engaged in the Wildlife Sighting Program, safely recording the presence of species such as jaguars, tapirs, and toucans. These initiatives allow for the mapping

of local wildlife and support decision-making aimed at preserving these species.

The 2021 Biodiversity Report, prepared by independent specialists, identified 283 species, including some classified as vulnerable or endangered. The presence of highly environmentally sensitive species indicates a healthy and preserved ecosystem, in which our production activities coexist with the region's rich biodiversity.



# Camera trap

Images from camera trap monitoring



Encounter between a puma (*Puma concolor*) and opossums (*Didelphis marsupialis*)



Royal heron (*Pilherodius pileatus*)



Giant anteater (*Myrmecophaga tridactyla*)



Tapir (*Tapirus terrestris*)



Jaguar (*Panthera onca*)

## Fire prevention

We use cutting-edge technology to prevent and fight wildfires. Cameras integrated with an artificial intelligence (AI) system monitor our planting areas in real time, automatically identifying sources of smoke. When a possible fire is detected, the system immediately alerts the Agri-industrial Operations Center, which dispatches the nearest emergency brigade. This rapid response reduces risks to sugarcane crops, animal and plant life, reinforcing our commitment to safety and environmental preservation. Our harvesting process is 100% mechanized, without the use of fire.



Environmental noise monitoring

## Evaluation of environmental aspects

2,716

ENVIRONMENTAL ASPECTS IDENTIFIED



1,670

IN AGRICULTURAL  
ACTIVITIES



1,046

IN INDUSTRIAL  
ACTIVITIES

To control and prevent environmental impacts, we conduct an Evaluation of Environmental Aspects (EEA). This methodology, led by the Sustainability team, allows us to identify potential sources of pollution, map the risks and impacts of our activities, and implement preventive actions. Our initiatives are externally audited to assess the effectiveness of environmental conservation actions.

In the 2024/25 crop year, we identified 2,716 environmental aspects, including 18 that were beneficial. This result reinforces the importance of our continuous monitoring. Our action plans include initiatives such as reverse logistics; regenerative agriculture; use of waste as biofertilizers and mulching. The introduction of invasive species or harmful organisms is not part of the scope of our operations.

All employees are trained to recognize and minimize negative impacts in the course of their duties. We established specific goals and indicators to monitor each process. The leading indicators include:

- **Control of vegetation dynamics:** to make sure the area of native vegetation stays at or above 13,398 hectares.
- **Reduction in wildlife roadkill:** target reduction of 10% compared to the previous crop year.

# Management and mitigation of impacts on biodiversity

[GRI 13.3.3, 304-2]

We work to preserve biodiversity through actions aimed at preventing, monitoring, and mitigating environmental impacts. When building new structures, we use the Environmental Control Plan (ECP), which combines protection and monitoring measures to ensure compliance with environmental standards and reduce impacts. We also conduct an Evaluation of Environmental Aspects (EEA), a tool that identifies and manages potential sources of pollution arising from our activities.

We promote the recovery of areas affected by human activity and the regeneration of ecosystems through responsible reforestation practices. Furthermore, when planning our operations, we seek to minimize the conversion of habitats, prioritizing the preservation of areas of high biodiversity value, in accordance with the Bonsucro standard.

We have in place programs dedicated to local wildlife. The Wildlife Monitoring Program uses camera traps to record species and behavior of these wild animals in our area of influence. We also encourage our employees to participate in the Wildlife Sighting Program, which involves compiling an inventory of photographic records taken during their work routines. These initiatives raise environmental awareness, reduce roadkill on the company's internal roads, and promote the preservation of habitats.

Changes in environmental processes outside the natural range of variation, such as changes in salinity, water table levels, or the introduction of invasive species, harmful organisms, and pathogens, are not related to our operations.

The assessment of impacts on biodiversity takes into ac-

count both the positive and negative effects of operations. Some of our impacts are classified as irreversible, such as the alteration of natural ecosystems resulting from the construction of new facilities and greenhouse gas emissions, which the company has been reducing with each crop cycle. Another impact are roadkill incidents involving species such as tapirs, monkeys, capybaras, anteaters, snakes, and armadillos. The extent of the impacted areas encompasses all regions where there are roads connecting sugarcane plantations and natural vegetation. Wildlife roadkill is generally considered an irreversible impact, especially when involving vulnerable, endangered, or slow-breeding species.

For all the environmental aspects identified, we have mitigation, control, and compensation measures in place, in line with our Sustainability Policy.

## We reduced roadkill incidents involving wild animals by

# 24%

**To protect local wildlife, we maintain signage on roads and suspension bridges that connect forest areas, ensuring the safe passage of small animals that inhabit the treetops.**



## Ecosystems: protected or restored habitats

[GRI 13.3.4, 13.3.5, 304-3, 304-4]

We protect more than 31,000 hectares of native vegetation in the state of Mato Grosso, promoting biodiversity conservation and preservation. This area is home to a rich diversity of plants, with more than 163 tree species identified, including 13 endangered species, according to data from Brazil's Ministry of the Environment (MMA). Among the species, the most notable are cedar, Mezilaurus itauba, purple ipê, red peroba, and apuleia. There are no records of critically endangered species.

The areas undergoing restoration are being assessed by the State Environmental Department (SEMA-MT), according to information from the Rural Environmental Registry (CAR), and are continuously monitored to ensure their preservation.

All restoration and conservation work was carried out by Uisa, without the involvement of third parties. The practices adopted comply with current environmental standards and use specific methodologies for the restoration of native vegetation, focusing on the protection and balance of biomes.

## Protected habitats (hectares)

[GRI 304-3]

**31,618** hectares



## Advancement in vegetation recovery

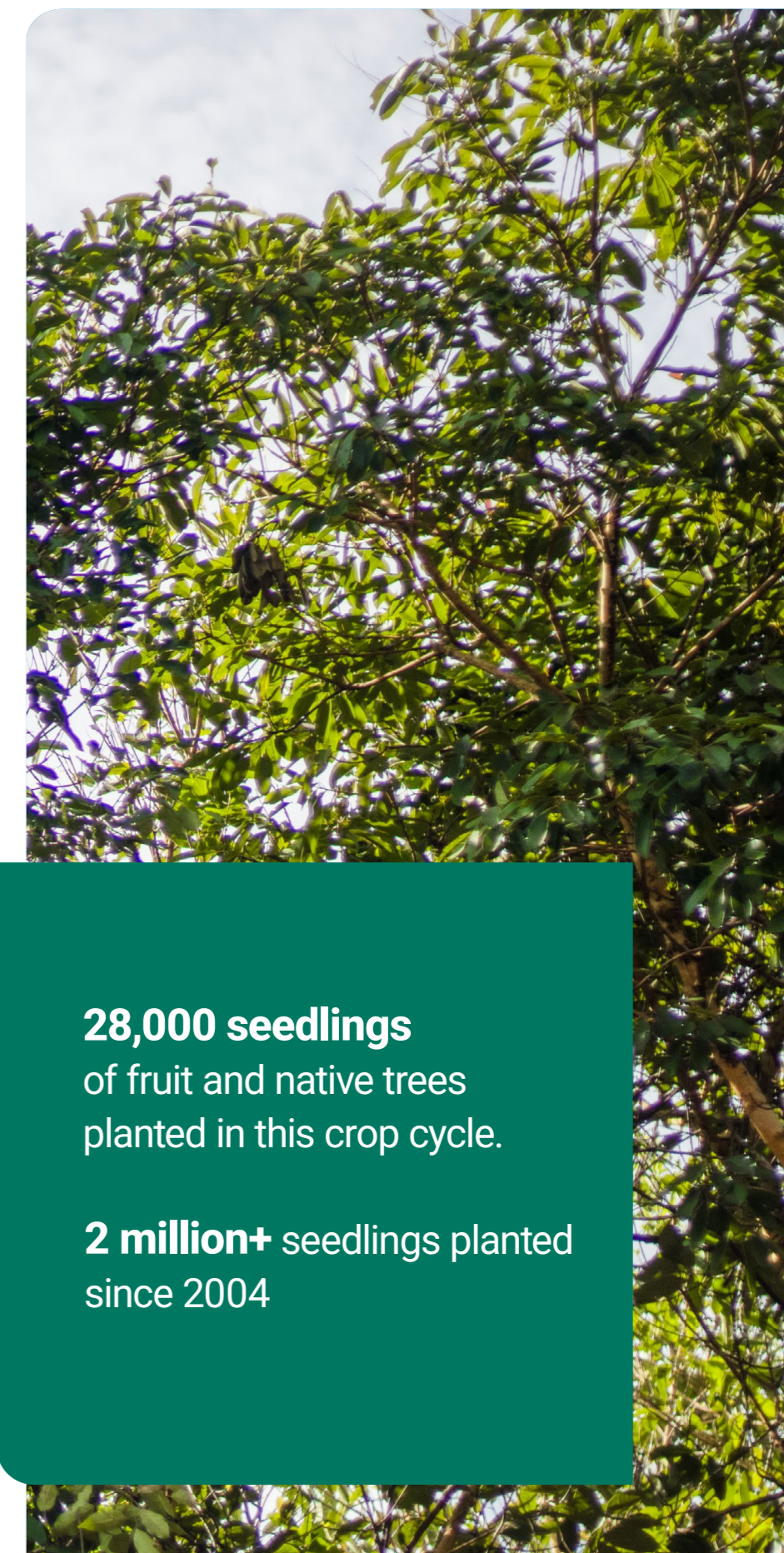
[GRI 304-3]

Between 2007 and 2024, an analysis of vegetation dynamics indicated a significant recovery in plant cover. The area planted with vegetation increased from 13,398 hectares to 14,428 hectares, representing an increase of 1,030 hectares, or 8%. This increase brings important benefits, such as strengthening biodiversity, stabilizing the soil, regulating the microclimate, and contributing to climate change mitigation through carbon sequestration.

The recovery was conducted based on environmental standards and adopted two main approaches:

- **Active restoration:** involves planting native species cultivated in our forest nursery, including endangered tree species such as purple ipê and black sucupira.
- **Management of natural regeneration:** promotes the spontaneous growth of native species in monitored areas, reducing costs and providing a more natural restoration.

The process also includes controlling invasive species, thus ensuring the healthy development of native vegetation. This crop year, we planted 28,000 seedlings of fruit and native trees on 13 hectares.



**28,000 seedlings**  
of fruit and native trees  
planted in this crop cycle.

**2 million+** seedlings planted  
since 2004



## High Conservation Value Areas (HCVA)

[GRI 13.3.2,304-1]

We do not operate in officially designated protected areas. However, we maintain High Conservation Value Areas (HCVAs) identified according to the Bonsucro standard. These areas, located within or surrounding sugarcane fields, are environmentally, socially, or culturally significant. Our HCVAs include species diversity (HCV 1), ecosystem services (HCV 4), and local community needs (HCV 5).

## Areas within or adjacent to protected areas or areas of high biodiversity value

[GRI 13.3.2, 304-1]

Properties on these areas	Fazenda Guanabara
Geographic location	14°46'15,60"S 57°9'42,05"W
Position relative to protected area	Within the farm
Type of operation	Sugarcane crop
Size of the operating unit (km <sup>2</sup> )	144.7
Biodiversity value	Land ecosystem, freshwater, Indigenous community
Biodiversity value characterized pursuant to a list of protection statuses	HCV 1 - Species diversity (Bonsucro Standard) HCV 4 - Ecosystem services (Bonsucro Standard) HCV 5 - Community needs (Bonsucro Standard)

# Environmental initiatives in the community

## Pensamos Verde Project reinforces positive environmental impacts



Own forest nursery since 1998

Through the *Pensamos Verde* (We Think Green) project, we promote initiatives that focus on environmental recovery and sustainable development within communities. During the crop year, we donated more than 80,000 seedlings of native and fruit species from the Cerrado and Amazon regions produced in the company's forest nursery.

The seedlings were given to communities, institutions, schools, family farmers, Indigenous peoples, and sugarcane suppliers in 15 municipalities in the state of Mato Grosso. The donations were used to restore springs, degraded areas, Permanent Preservation Areas (PPAs), and for tree planting initiatives in rural and urban areas.

The project also included environmental education activities with children and adolescents from schools and institutions in the region, addressing topics such as forest conservation, conscious use of water, fire prevention, and encouraging responsible planting.

With a focus on ecological restoration and community engagement, *Pensamos Verde* reinforces Uisa's commitment to preserving natural resources and ensuring a sustainable future in the regions where it operates. The company's forest nursery produces more than 40 species from the Brazilian flora, including aroeira, vilca, cedar, yellow ipê, courbaril, baru, jenipap tree, tamarind, sugar apple, pomegranate, acerola, and others.



Environmental education activities in regional schools

**80,000+**  
seedlings donated in  
the 2024/25 crop year

## Muda Mundo Project encourages recycling and preservation

Close to 1,000 students from municipal schools in Denise, state of Mato Grosso, participated in the PET bottle collection campaign organized by the Muda Mundo (Change the World) Project, promoted by Uisa. The initiative covers topics such as sorting plastic packaging, waste generation and reuse, and the adoption of sustainable habits for the preservation of the environment.

The three participating schools collected a total of 3,203 PET soft drink, water, and juice bottles. This edition of the project received support from the Municipal Board of Education, Sports, Culture, and Leisure, as well as local companies, rewarding participating schools and encouraging the adoption of sustainable practices.

Promoted by Uisa since 2008, the project, which encourages the circular economy and environmental preservation, has already sent thousands of PET bottles for recycling and distributed more than 20,000 seedlings of fruit and native species, used in urban afforestation and the recovery of springs and degraded areas.



## Arbor Day with a theater play

In celebration of Arbor Day (September 21), we held a week of educational and recreational activities focused on environmental awareness, with the participation of approximately 450 students from municipal schools in Nova Olímpia, MT.

The program included a performance of the play '*Isso não é problema meu*' (That's Not My Problem), staged by the Perebas theater group. In a playful and interactive way, the play demonstrated the importance of trees in maintaining air quality, balancing the planet's temperature and preserving biodiversity. It also highlighted the detrimental effects of deforestation, burning and improper waste disposal.

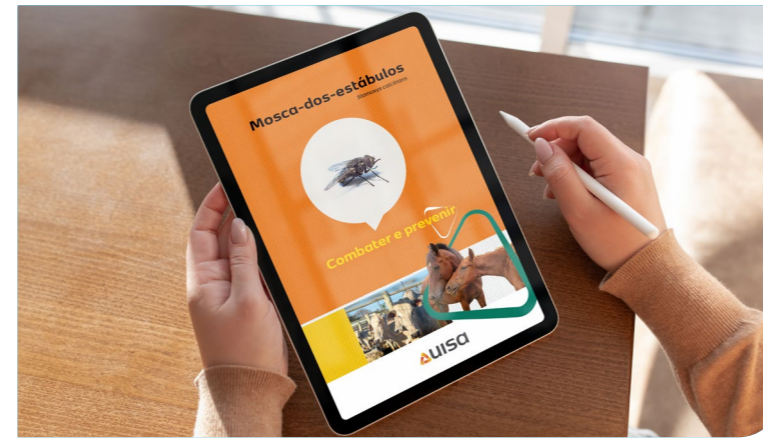
Students also visited our forest nursery, where they learned about the process of producing native and fruit seedlings, planted seeds, and took seedlings home.

Another initiative was the donation of 1,500 seedlings for environmental education and planting activities promoted by public entities and agencies in the municipalities of Arenópolis, Denise, and Nova Olímpia, MT.

### Talks in schools

Through the Environmental Education Program, we held educational talks in public schools in the municipalities of Nova Olímpia, Denise, and the district of Assari (Barra do Bugres), with the aim of raising awareness about the importance of environmental preservation.

As part of the activities, we promoted an exhibition of native seeds and distributed seedlings of native and fruit species, reinforcing the value of planting trees as an important strategy for protecting the local environment. The initiative encourages and contributes to the development of citizens who are more aware of and committed to sustainability.



### Campaign to control the stable fly

We promote environmental education initiatives aimed at rural producers in the municipalities of Nova Olímpia, Denise, and Barra do Bugres, MT, looking to provide guidance on good management practices for the prevention and control of stable flies (*Stomoxys calcitrans*) on properties with cattle and horse breeding. The stable fly affects various animals, such as cattle, horses, pigs, poultry, and even house pets and people. Their painful bites can lead to stress and lower productivity, impairing milk production, weight gain, and herd fertility. The stable fly can also transmit various pathogens, including bacteria, viruses, fungi, and parasites.

The work includes dissemination activities on communication channels (radio, websites, and social media), practical guidance for producers, distribution of an informational booklet ([available here](#)), and coordination with trade associations, with the aim of expanding the reach of actions to control and combat breeding sites of this insect, which develops in moist organic matter.

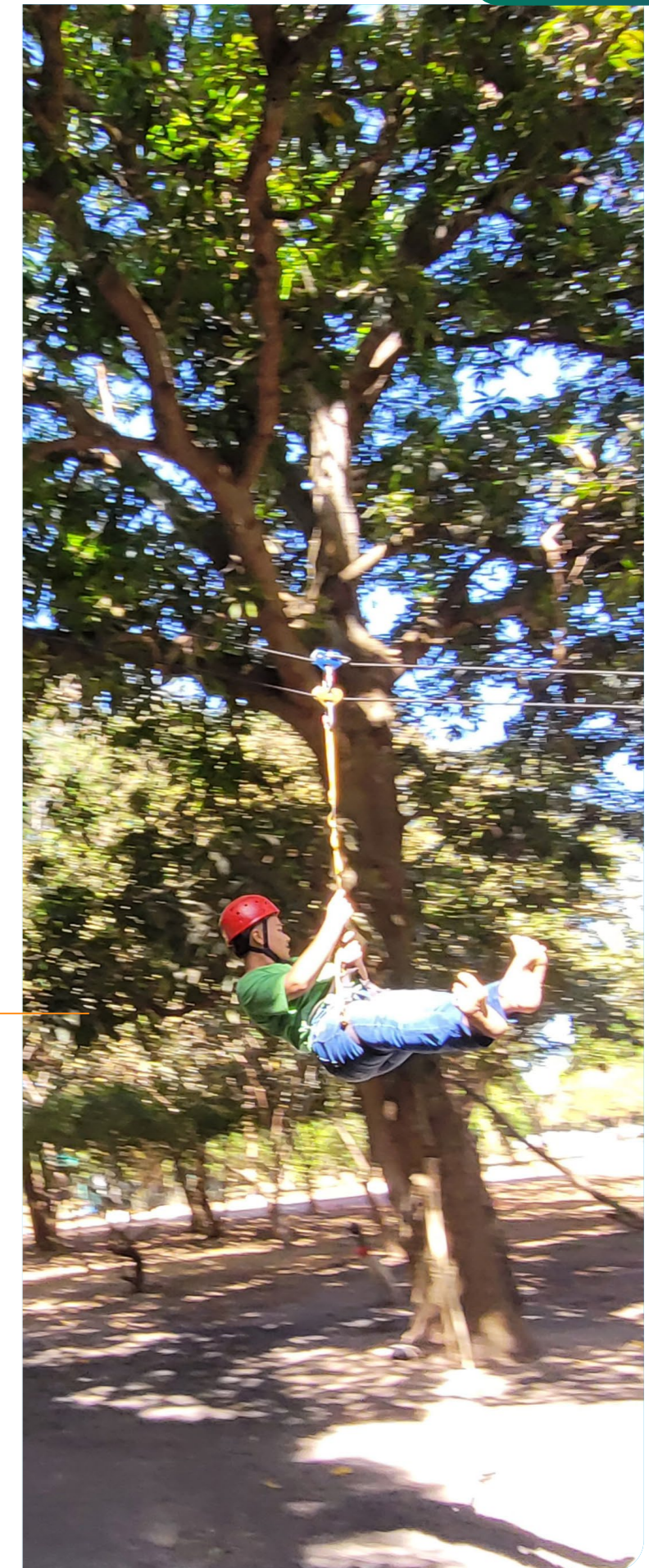
In our operations, we adopt strict practices during fertigation with vinasse to prevent the proliferation of stable flies. The application is carried out uniformly, with constant cleaning of channels, elimination of open channels, and the use of lime in areas with accumulation of organic matter, preventing the formation of breeding sites. In addition, we monitor the fly population in fertigated areas using traps installed in strategic locations, which allows for early identification of outbreaks and control of possible infestations.



### Raising awareness of and preventing urban and rural wild-fires

In partnership with the 3rd Independent Military Fire Brigade in Tangará da Serra (3rd CIBM), we promoted a day of fire awareness and prevention. The event was attended by children and adolescents from Florescer Ação Social, from the municipalities of Nova Olímpia and Denise (MT).

The activities included a lecture on the impacts of fires on health and the environment, as well as practical drills that taught safety techniques, the correct use of fire extinguishers, and preventive measures in urban and rural areas. The goal was to reinforce the precautions that children and adults should take in order to act safely and effectively in situations of risk. At the end, participants enjoyed themselves on a zip line set up and operated by firefighters especially for the occasion.



# Management of water and effluents

## Focus area: Natural Capital

[GRI 3-3, 13.7.1, 13.7.2, 13.13.1, 303-1, 303-3,303-5 | SASB FB-AG-140a.2, RR-BI-140a.2]

**In the previous crop year, we reduced industrial water withdrawal by 12%, achieving our goal ahead of schedule**

We maintain strict control over water withdrawal, in accordance with regulatory requirements and the highest standards of environmental governance. Surface and groundwater is withdrawn in accordance with legislation, with state concessions ensuring the responsible use of water resources. Our Water Management Plan sets goals and guidelines for water sustainability, with continuous monitoring and monthly analysis using key performance indicators (KPIs) to identify and remediate potential impacts. The indicators are defined together with senior management, in line with legal requirements and targets for reducing water withdrawal.

The water we use is withdrawn from the Angelim, São Lourenço, Açaizinho, and Bracinho rivers, as well as from underground wells in our sites in Nova Olímpia and the Assari district in Barra do Bugres, MT. The volume of water withdrawn follows the parameters defined in the concession and usage regulations. We monitor water consumption in real time through the Agri-industrial Operations Center, whi-

ch allows us to make adjustments and optimize the use of water. Our teams responsible for water use management record daily water withdrawal in spreadsheets, following the environmental agency's template, ensuring data traceability and accuracy, which are audited monthly. Regular reviews are also conducted in all areas of Uisa's influence. Withdrawal points are assessed using the Water Quality Index (WQI), which monitors the availability and quality of water resources through sampling.

As a potential risk, we perform monitoring to prevent the leakage of vinasse, a byproduct of ethanol production. On the other hand, its use as a biofertilizer contributes to soil nutrition and waste reduction, following the Vinasse Application Plan and emergency drills in accordance with environmental and agricultural standards.

We assess water stress in our operating areas on an annual basis. According to the most recent assessment, conducted using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool, the regions where we operate are classified as having low water stress.

## Impact management [GRI 13.7.3, 303-2, 303-4]

To mitigate the risks associated with water resource management, we have developed initiatives for preserving water and optimizing its use. Among the actions, we can mention the Guanabara Waters Program, responsible for the revitalization of 245 springs, and the use of the Gas Scrubber’s Water Treatment Plant, which allows water to be reused in industrial processes. Uisa also participates in regional water management as a member of the Sepotuba River Watershed Committee.

In the 2023/24 crop year, we reduced water withdrawal for the industrial process by 12%, ahead of the target set for 2025. In the 2024/25 crop year, however, consumption increased due to low levels of Total Recoverable Sugars (TRS) in sugarcane, which required greater steam generation and, consequently, higher water consumption in the industry.

In agricultural operations, our water consumption reduced by nearly 30%, demonstrating the efficiency of the irrigation plan, which has been optimizing the use of water in the field. All industrial water is used in a closed circuit, and wastewater is incorporated into the vinasse used in sugarcane fertigation. The company does not discharge effluents into bodies of water.

The Water Management Plan is updated based on active listening to stakeholders to ensure that the actions implemented meet the needs of the ecosystem and society. In the last crop year, no complaints were recorded regarding environmental controls, which reinforces the effectiveness of the initiatives in place.

## Total water withdrawal and consumption in all areas by source in megaliters (ML) [GRI 13.7.4, 13.7.6, 303-3, 303-5]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Total water withdrawn	Total areas with water stress	Total water withdrawn	Total areas with water stress	Total water withdrawn	Total areas with water stress
Surface water	8,368	-	8,864	-	9,622	-
Groundwater	7	-	7	-	6	-
<b>Total</b>	<b>8,375</b>	<b>-</b>	<b>8,871</b>	<b>-</b>	<b>9,628</b>	<b>-</b>

*Note<sup>1</sup>: Uisa does not withdraw other types of water (total dissolved solids >1,000 mg/L) nor does it withdraw seawater, produced water, or third-party water. Uisa does not withdraw water from areas with water stress.*  
*Note<sup>2</sup>: there is no water discharge into water sources, so at Uisa, water withdrawal is equal to water consumption.*  
*Note<sup>3</sup>: the assessment of areas with and without water stress follows the Aqueduct Water Risk Atlas tool from the World Resources Institute (WRI).*

## Water consumption by type of operation (ML)

	CROP YEAR 2023/24	CROP YEAR 2024/25
Industry	5,755	7,447
Agriculture	3,115	2,181

## Percentage of water withdrawn in locations with high or extremely high baseline water stress

[SASB FB-AG-140a.1, RR-BI-140a.1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
	0%	0%	0%





## Water quality [SASB RR-BI-140a.3]

We monitor the quality of surface and groundwater in our area of influence by analyzing chemical, physical, and biological parameters.

To compile these indicators, we took samples at withdrawal points, rivers, streams, and monitoring wells, with the aim of assessing possible impacts of operations on bodies of water.

The results, evaluated by the Water Quality Index (WQI), indicate that our water resources are of good quality. This data is regularly reported to the State Environmental Department (SEMA-MT).

In the last three crop years, there have been no incidents of non-compliance related to water quality permits, standards, or regulations.

### Water Quality Index (WQI)

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
72.5	73.4	72.2
GOOD	GOOD	GOOD

*Note: 51 < WQI ≤ 79 = good*

## Gas Scrubber's Water Treatment Plant (ETALG) - Efficient water use



We invested R\$26.5 million in the implementation of the Gas Scrubber Water Treatment Plant (ETALG), an important advance towards optimizing the use of water. The technology allows the water used in boiler gas scrubbers to be recovered, completely removing solid particles and enabling it to be recirculated within the system itself. With a capacity of 1,900 m<sup>3</sup>/h, ETALG reduces the need to withdraw new water resources, reinforcing operational efficiency and our commitment to circularity and sustainability. Previously, this water was stored in settling tanks and used as vinasse in the fields for fertigation.

## Guanabara Waters Program: more than 20 years caring for water springs

For over two decades, the Guanabara Waters Program has been working to protect and revitalize springs in our areas, directly contributing to water security and environmental preservation. The actions are concentrated in the Upper Paraguay River Basin, a strategic region that supplies several rivers and streams and is essential for the conservation of biodiversity, especially in the Pantanal region, one of the richest and most important biomes on the planet.

By planting more than 1 million native tree seedlings and maintaining 31,000 hectares of Permanent Preservation Areas (PPAs), 245 springs have already been revitalized, including seven that had completely dried up and are now producing water again. The effectiveness of the initiatives was

confirmed by an independent study, which used remote sensing, geoprocessing, official data from the National Water and Basic Sanitation Agency (ANA) and the Rural Environmental Registry System (SICAR), among other tools to map and validate the protected springs. The results demonstrate the positive impact of Uisa's conservation practices, such as reforestation and protection of native areas, which are essential for the conservation of water resources.

**245**  
springs  
protected



# Regenerative agriculture: sustainability in the fields

[GRI 13.4.1, 13.4.2, 13.5.1, 13.6.1]

Our production model is based on regenerative agriculture, regeneration of the soil, conservation of natural resources, and making agriculture a vector of positive impact. The Regenerative Agriculture Plan, which is limited to internal audiences, provides guidance on everything from planting to transporting sugarcane, with practices that prioritize soil health, biodiversity, efficient water use, carbon sequestration, and reducing emissions and the use of agrochemicals.

Our practices are recognized by certifications such as Regenagri, a forerunner in the Brazilian sugar, ethanol, and bio-energy sector, and Bonsucro, in addition to contributing to the improvement of the Energy-Environmental Efficiency Rating in RenovaBio, adding value to Decarbonization Credits (CBIOs).

In sugarcane cultivation, the main threats to soil health include loss of organic matter, intensive use of chemical inputs, compaction and erosion, as well as contamination by agrochemicals and reduced biodiversity. To prevent and mitigate potential impacts, we invest in genetic improvement, developing more productive and resistant varieties of sugarcane. We use byproducts from sugarcane processing, such as trash, filter cake, ash, and vinasse, as natural biofertilizers. We reduced the use of chemicals by adopting biological inputs (fungi, bacteria, and parasitoid wasps) in the management of sugarcane fields. Harvesting is 100% mechanized and planting uses autopilot, which prevents soil compaction and helps root development.

We promote crop rotation and intercropping, such as soybeans and crotalaria, which promote soil regeneration and nitrogen fixation. We control erosion, maintain mulching, and make corrections based on laboratory analyses. These prac-

tices make our agricultural system more resilient, productive, and sustainable.

In the 2024/25 crop year, we processed 3.96 million metric tons of our own sugarcane, 55.5% of which was grown on our own land and 44.5% on partnership areas, all free from deforestation or conversion of native vegetation, according to vegetation dynamics analysis. From 2007 to 2024, areas with plant cover increased by 8%, from 13,398 to 14,428 hectares. All areas leased and managed by Uisa are subject to review by the Rural Environmental Registry and are verified for compliance with the absence of deforestation or land conversion, as established in contract. [GRI 13.4.2].



## Total land area under active production (hectares)

[SASB FB-AG-000.C]

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
33,498	39,883	46,413

Note: the 16% variation in area between crop years is due to expansion of the area.

## Cost of agricultural products sourced externally (R\$ thousand)

[SASB FB-AG-000.D]

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
346,913	362,394	331,300

Note: agricultural products are defined as ingredients for food, animal feed, and biofuels obtained for use in Uisa's operations. The scope of externally sourced agricultural products does not include agricultural products grown on land owned or operated by the company.

**Sugarcane cultivated area (hectares)**

	CROP YEAR 2023/24	CROP YEAR 2024/25
Own land	24,016	24,693
Leased land	15,868	21,721
<b>Total</b>	<b>39,883</b>	<b>46,413</b>

**Expansion and renewal of sugarcane fields (hectares)**

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Expansion	3,680	5,961	4,086
Renewal	8,586	7,396	8,063
<b>Total</b>	<b>12,266</b>	<b>13,357</b>	<b>12,149</b>

## Biomass Biotechnology Center (CBB)

The Biomass Biotechnology Center (CBB), created by Uisa, develops sustainable solutions for agricultural management. This unit operates on several fronts, such as the genetic improvement of sugarcane, selecting more productive varieties that are resistant and adapted to the local soil and climate, and the production of healthy seed cane with varietal purity.

CBB also invests in practices that increase soil fertility, plant nutrition, and biological control of pests and diseases through the application of natural agents such as fungi, bacteria, and parasitoid wasps, reducing the use of chemical pesticides. Another highlight is the reuse of byproducts from indus-

trial operations, such as vinasse and filter cake, which are transformed into sources of nutrients for agricultural use.

In the 2024/25 crop year, CBB conducted experiments with microorganisms that stimulate plant growth and improve nutrient absorption, and conducted tests with biopesticides (fungi and bacteria) to reduce the use of chemical pesticides. The unit has also advanced in replacing external inputs with yeasts produced in-house. The solutions developed at CBB, in partnership with research institutions, are applied both in our sugarcane fields and shared with our sugarcane suppliers, expanding the sustainable impact on the production chain.

## Use of seed canes to increase agricultural productivity and resilience

Approximately 2.8 million seed canes were produced in our biofactory's nursery and planted on 207 hectares intended for the renewal of sugarcane fields this crop season. The seed cane nursery plays a strategic role in the sustainability of sugarcane cultivation by enabling the selection of more productive, healthier varieties adapted to local soil and climate conditions. This technology contributes to greater efficiency in controlling pests, diseases, and weeds, in addition to promoting varietal diversification, an essential factor for agricultural resilience in the face of climatic and biotic stresses.

We maintain a network of partnerships with institutions such as the Interuniversity Network for the Development of the Sugar, Ethanol, and Bioenergy Sector (RIDESA), the Cam-

pinas Agricultural Institute (IAC), the Sugarcane Technology Center (CTC), and Nufarm, focusing on research, development, and technology transfer related to sugarcane.

**2.8 million**  
seed canes renew  
sugarcane fields in the crop  
season



## Fertigation: biofertilizers made using sugarcane byproducts

In our sugarcane fields, we utilize biofertilizers derived from the byproducts of sugarcane processing. These inputs are rich in organic matter and essential nutrients, which strengthen the soil's microbiota, increase its fertility, and improve its physical, chemical, and biological characteristics, significantly reducing the need for chemical fertilizers.

One of the main byproducts used is vinasse, a liquid waste generated during the production of ethanol, with a high concentration of organic matter and minerals such as potassium, nitrogen, calcium, and magnesium. During the previous crop year, fertigation was conducted on 22,618 hectares, utilizing approximately 7.7 million m<sup>3</sup> of vinasse with wastewater. This contributed to increased agricultural productivity (metric tons of sugarcane per hectare - TCH), promoted sprouting, conserved soil moisture, and was especially important during periods of drought.

In addition to vinasse, we reused other sugarcane byproducts as natural fertilizers. Filter cake, which is rich in phosphorus, nitrogen, and calcium, and ash from energy cogeneration were incorporated into the soil, totaling 255,000 metric tons of filter cake and ash applied in the agricultural cycle. Sugarcane trash, left on the soil, serves as mulch, helping to retain moisture, reduce erosion, and promote soil regeneration.

**7.7 million**  
m<sup>3</sup> of vinasse

Area with fertigation (hectares)

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
23,180	25,233	22,618

Tons of sugarcane per hectare (TCH)

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
91.1	94.6	85.3

**255,000**  
metric tons of filter cake and ash

### Controlled irrigation

In the 2024/25 crop year, we expanded our irrigated area by 19%, increasing from 262.48 hectares in the previous crop year to 312.34 hectares. The center-pivot and drip irrigation system ensures optimal moisture levels for sugarcane cultivation, promoting greater efficiency in water use and increased productivity. These technologies enable more precise and sustainable water management, reducing waste and contributing to crop resilience in the face of climate variations.

Drip and pivot irrigation (hectares)

CROP YEAR 2023/24	CROP YEAR 2024/25
262	312

## Crop rotation

Our agricultural practices include the rotation of crops with species that promote soil regeneration, in combination with a no-till farming system that utilizes sugarcane trash. This combination enhances soil fertility and improves its physical, chemical, and biological structure, while also reducing environmental impacts.

This crop year, we cultivated 12,149 hectares of sugarcane. Of this total, 4,086 hectares correspond to the expansion of areas and 8,063 hectares to the renewal of sugarcane fields. In the areas being renewed, we applied crop rotation techniques, using no-till farming to plant 3,037 hectares of soybeans and 1,721 hectares of seed mix. These techniques promote biological nitrogen fixation and reduce dependence on chemical fertilizers.

No-till farming protects against erosion and compaction, reduces the use of herbicides, retains moisture, reduces weeds, and contributes to lower carbon emissions and greater nutrient fixation.

Sugarcane trash left on the ground after harvest acts as a protective cover that enriches the soil with organic matter and promotes soil microbiota. We also continuously monitor soil health with regular physical and chemical analyses to assess the effectiveness of management practices. In areas undergoing renewal, we also adopt intercropping practices, which intensify the rational use of natural resources and promotes greater biodiversity.



**Crop rotation in sugarcane renewal areas (hectares)**

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Soybeans	2,090	2,514	3,037
Crotalaria	1,017	1,024	-
Corn	-	111	-
Seed mix	-	719	1,721

**Total area under no-till farming (hectares)**

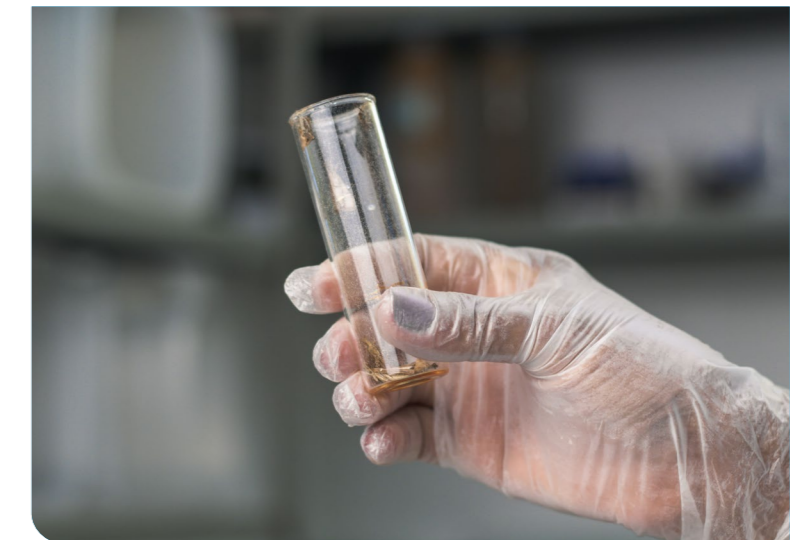
CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
1,500	2,000	2,500

**Biological pest control**

We invest in biological solutions as an alternative to chemical pesticides for controlling the main sugarcane pests. During the 2024/25 crop year, we reproduced 215,000 tubes of the *Cotesia flavipes* wasp and applied them to approximately 26,000 hectares. The wasps were released by drones, a technology that provides greater precision and efficiency in the field ([watch here](#)). *Cotesia*, which is multiplied at our Biomass Biotechnology Center (CBB), acts on the caterpillar stage of the sugarcane borer (*Diatraea saccharalis*), thereby helping to mitigate the damage caused by this pest.

To control the sugarcane spittlebug, we use the *Metarhizium anisopliae* fungus, sourced from external providers. We also conduct tests with the micro-wasp *Trichogramma galloi*, which acts on the egg stage of the borer, complementing

the action of the *Cotesia*. Pests are monitored using specific traps, enabling proactive and effective measures in agricultural management.



**Management of major pests by planted area (hectares)**

Description	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
<i>Cotesia flavipes</i>	32,975	28,962	24,393
<i>Metarhizium anisopliae</i>	27,145	31,245	44,087

**Management of major pests by type of input, 2024/25 crop year (hectares)**

Total sugarcane area at Uisa	Application of chemical inputs	Application of biological inputs
59,774	59,774	59,774



# Awards

## Variedades Modernas Award

Promoted by the Campinas Agricultural Institute (IAC), this award recognizes the innovative agricultural practices implemented by Uisa. This award underscores our dedication to implementing best agricultural practices and enhancing efficiency in the field.



## Benchmark “Best Transshipment Driver” Award

Solinftec certified our employee, Marivan Aparecido da Silva Barros, as the second best transshipment operator in recognition of his operational efficiency. This award recognizes the company’s operational efficiency results and indicators in agriculture.



## Award 2024 & MasterCana Brasil Award

Uisa was featured in the Automotive and Agricultural Logistics – Management category. This award recognizes managers in the Agri-industrial and Agricultural Planning and Control sectors for their commitment to continuous improvement.



# Supplier network

## Nossa Cana Program [GRI 3-3, 13.23.4, 308-1, 414-1]

The *Nossa Cana* (Our Sugarcane) Program, implemented in 2021 in partnership with the Association of Sugarcane Suppliers of the Paraguay River Valley (Assovale), promotes good environmental, social, and governance (ESG) practices in the sugarcane supply chain. Sugarcane is our main raw material for the production of ethanol, sugar, biomass, and other renewable products. Aligned with RenovaBio (National Biofuels Policy) criteria and Bonsucro standards, the program accelerates and strengthens sustainable development in the sector.

During the 2024/25 crop year, Assovale supplied approximately 2.1 million metric tons of sugarcane, accounting for 34.4% of the total crushed by Uisa. Approximately 1.94 million metric tons of this total were sourced from suppliers who voluntarily joined the program, corresponding to 94%.

*Nossa Cana* assists suppliers in adopting sustainable agricultural practices, using new technologies, and complying with legal requirements based on RenovaBio and Bonsucro guidelines. Some of the advancements in this crop year include the creation of Assovale’s Sustainability Policy and completion of the Bonsucro certification assessment, with an audit scheduled for 2025. Uisa’s objective is to have 100% of its suppliers certified by the end of the next cycle.

Compared to the previous crop year, the suppliers’ average performance score improved by 10%. The goal for the 2025/26 crop year is to increase the volume of sugarcane eligible for RenovaBio and improve indicators such as diesel, energy, herbicide, and pesticide consumption. In addition to providing technical guidance, the program offers financial incentives. Suppliers receive decarbonization credits (CBIOS) based on the volume of eligible sugarcane and on the score obtained in the audits conducted by Uisa.

### Audits

Supplier audits assess sustainability criteria according to RenovaBio and Bonsucro guidelines, as well as the company’s internal standards. Some of the aspects checked include

1. Rural Environmental Registry (CAR)
2. Provisional Operating Permit (APF)
3. Human and labor rights
4. Water management
5. Organization and cleanliness
6. Waste management
7. Control of chemicals
8. Effluent control
9. Air emissions
10. Agricultural practices

This evaluation model strengthens the continuous improvement of suppliers, drives sustainability throughout the production chain, and contributes to the country’s decarbonization and energy transition goals.



Uisa met with suppliers to present the results of the audits conducted during the 2024/25 crop year as part of the *Nossa Cana* Program. Participants received financial assets from RenovaBio (decarbonization credits - CBIOS) based on their performance and delivery of eligible sugarcane. This reinforced their commitment to the sustainability and decarbonization of the Brazilian energy mix.

### Processed sugarcane (metric tons)

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Own	3,050,864	3,771,124	3,958,063
Suppliers	2,123,009	2,242,424	2,072,952
<b>Total</b>	<b>5,173,873</b>	<b>6,013,547</b>	<b>6,031,015</b>

## Environmental compliance and risk management

[GRI 308-1, 414-1 | SASB FB-AG-440a.2, FB-AG-430a.3]

The company's supplier management policy requires strict adherence to internal policies, applicable laws and regulations. All suppliers must adhere to the Code of Conduct for Business Partners and Suppliers and demonstrate fiscal and legal compliance. Suppliers are also assessed based on social and environmental criteria according to their registered activity. The Compliance team analyzes suppliers' registrations to ensure compliance with Uisa's internal policies and the Code of Conduct for Business Partners and Suppliers, as well as the absence of conflicts of interest. Specific environmental permits, statements, and programs are also required. The following departments are responsible for approval: Procurement, Sustainability, Legal, Compliance, and Corporate Governance. Of the 10,779 registered suppliers, 863 are considered critical due to their greater potential impact. During the reporting period, 384 new critical suppliers were registered. [GRI 308-1]

Following initial approval, suppliers are periodically reassessed by the Procurement department, allowing for the monitoring and mitigation of environmental risks in the supply chain. The Integrated Patrols program carries out monthly inspections to verify compliance with supplier management procedures. All environmental control documentation is kept on file to ensure traceability and compliance. Potential negative impacts include failing to meet environmental requirements, accidents in the supply chain, air emissions, improper disposal of waste and effluents, illegal removal of vegetation, embargoes, and notices of violation.

All suppliers are screened and assessed using social, labor, and integrity criteria. Contractors working on our premises must submit labor and health and safety documentation. Suppliers are also required to sign a contract that holds them responsible for the working conditions and safety of their employees. Our legal team uses a management system to control and verify the documentation, which includes a list of employees and their employment contracts, a checklist of the personal protective equipment (PPE) provided, and other evidence ensuring decent working conditions and the absence of child labor. The frequency of these evaluations is determined by the risk profile of the supplier. Critical suppliers are assessed on a regular basis, while non-critical suppliers undergo quarterly evaluations via the Supplier Relationship Portal. [GRI 414-1]

In the event of identified non-conformances, a corrective action plan must be implemented. Failure to comply with this plan may result in disqualification of the supplier. During the reporting period, no critical suppliers were disqualified. However, social and environmental audits of three suppliers identified non-conformances, which were addressed through corrective actions.

These initiatives are also part of managing the social and environmental risks associated with contract growing and supplying commodities in our agricultural practices and throughout the supply chain. We also provide support to suppliers through the *Nossa Cana* Program, encouraging the efficient use of fertilizers, Integrated Pest Management (IPM), and soil and water conservation. [SASB FB-AG-430a.3]

The company does not source agricultural products from regions with high or extremely high water stress. [SASB FB-AG-440a.2]

### New suppliers that were screened using environmental criteria [GRI 308-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of new suppliers during the reporting period	596	836	465
Number of suppliers that were screened using environmental criteria	538	836	385
<b>Percentage (%)</b>	<b>90%</b>	<b>100%</b>	<b>73%</b>

### Suppliers assessed for environmental impacts [GRI 308-2]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of registered suppliers	12,644	7,979	10,779
Critical suppliers	748	479	863
<b>Percentage (%)</b>	<b>6%</b>	<b>6%</b>	<b>9%</b>

*Note<sup>1</sup>: critical suppliers are those that provide controlled items for procurement, such as inputs, raw materials, and fixed services, which have the potential to cause negative environmental impacts, as well as impacts on product capacity and quality, process performance, equipment safety and integrity, and employee health and safety. This number represents all critical suppliers, all of which undergo an approval process.*

## Suppliers' social and environmental responsibility audit

[SASB FB-AG-430a.2]

We regularly audit our service providers to evaluate the potential social and environmental impacts based on our questionnaire. This questionnaire incorporates applicable environmental, labor, and health legislation at the municipal and state levels. These assessments cover operational controls and procedures, training and awareness programs, waste and effluent management, and the adequacy of suppliers' social and environmental policies.

During the previous crop season, we audited three service providers. We selected one critical supplier for food, one for the environment, and one that was significant in both areas. This resulted in the identification of 10 non-conformances. The areas with deviations were: Legal Compliance (1), Controls of Sanitary Requirements Applicable to the Business (1), Organization and Cleanliness (2), Management of Materials and Services (2), Management and Rational Use of Natural Resources (2), Effluent Management (1), and Control of Air Emissions (1).

Uisa defines audit requirements internally, taking into account the specific environmental risks and impacts of each supplier's activity.

At the end of each audit, suppliers receive a detailed report with evidence of the deviations identified and their quality score. This score is recorded and serves as a criterion for future negotiations. Suppliers with a score below 5.0 are required to submit an action plan. Uisa conducts an annual revisit to verify the remediation of deviations and update the supplier's quality score.

### Non-conformance rates and associated corrective action rate taken by suppliers in accordance with external social and environmental audit standards or supplier codes of conduct, [SASB FB-AG-430a.2]

CROP YEAR 2024/25

Total number of suppliers audited	3
<b>MAJOR NON-CONFORMANCES</b>	
Number of major non-conformances identified at suppliers	-
Rate of major non-conformances	-
Number of corrective actions applied for major non-conformances	-
Rate of corrective actions for major non-conformances	-
<b>MINOR NON-CONFORMANCES</b>	
Number of minor non-conformances identified at suppliers	10
Rate of minor non-conformances	3.33
Number of corrective actions applied for minor non-conformances	10
Rate of corrective actions for minor non-conformances	1.00

Note: the rate of non-conformances and the rate of corrective actions are calculated by dividing the total number of non-conformances or corrective actions by the total number of suppliers audited. We began reporting this indicator in the 2024/25 crop year; therefore, there is no data from previous years.



Audit of a sugarcane supplier

## Volume and intensity of pesticide use according to toxicity levels

[GRI 13.6.2]

In the 2024/25 crop year, we used pesticides based on technical and regulatory criteria in compliance with the toxicity levels defined by the relevant authorities. The following table shows the products used in the production process, as well as their toxicity levels and the volume applied.

Group	Toxicity Level	Level	Color	Unit	Volume
Biological	-	-	-	dose	22,832
Biological	-	-	-	kg	72,744
Biological	-	-	-	L	19,436
Biological	-	-	-	unit	478,819
Fungicide	5	3	Blue	L	45
Herbicide	1	2	Blue	L	18,820
Herbicide	2	2	Yellow	L	17,985
Herbicide	4	2	Blue	kg	46,975
Herbicide	4	2	Blue	L	326,594
Herbicide	4	3	Blue	kg	6,005
Herbicide	4	3	Blue	L	15,737
Herbicide	5	2	Blue	kg	19,070
Herbicide	5	2	Blue	L	73,487
Herbicide	5	3	Blue	kg	8,428
Herbicide	5	3	Blue	L	99,418
Herbicide	5	4	Blue	kg	69,212
Herbicide	5	4	Blue	L	3,000
Herbicide	Not classified	2	Green	kg	650
Herbicide	Not classified	2	Green	L	5,277

Group	Toxicity Level	Level	Color	Unit	Volume
Herbicide	Not classified	3	Green	kg	3
Herbicide	Not classified	3	Green	L	2,836
Inhibitor	2	3	-	L	9,110
Insecticide	2	2	Red	L	3,225
Insecticide	3	1	Yellow	kg	16,917
Insecticide	3	1	Yellow	L	86,118
Insecticide	4	1	Blue	L	76,616
Insecticide	4	2	Blue	L	267
Insecticide	4	3	Blue	kg	4,662
Insecticide	5	1	Blue	L	17,600
Insecticide	5	2	Blue	L	27,797
Insecticide	5	3	Blue	kg	8,601
Insecticide	5	3	Blue	L	20,567
Insecticide	Not classified	2	Green	kg	2,596
Insecticide	Not classified	3	Green	L	220
Insecticide	Not classified	4	White	L	84
Insecticide	Not classified	4	Green	L	575
Ripener	5	2	Blue	kg	199
Ripener	5	3	Blue	L	20,605

Note<sup>1</sup>: as biological pesticides are not classified as toxic, the categories are not applicable.

Note<sup>2</sup>: Brazilian legislation on the toxicity levels of chemicals, including pesticides and related products, is based on ANVISA resolutions and specific laws on this subject, such as Law No. 7,802/1989 and Decree No. 4,074/2002.



## Sourced products and traceability

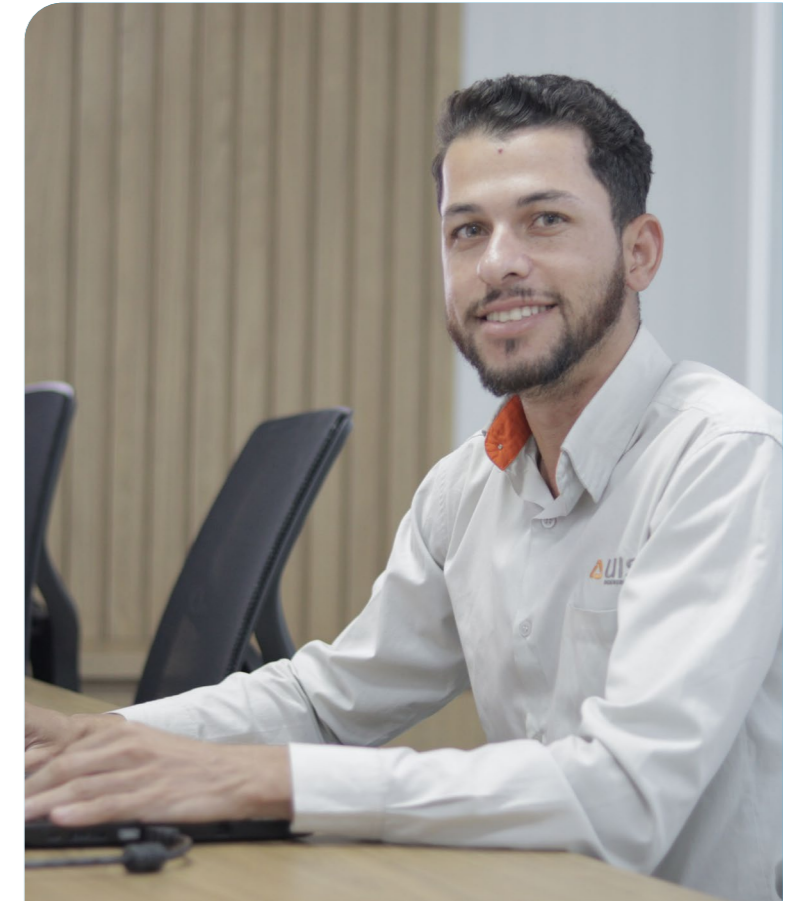
[GRI 13.4.3, 13.23.1, 13.23.2]

To ensure social and environmental responsibility within our supply chain, we have a robust system in place for qualifying suppliers of agricultural and industrial inputs and wood products. This system is composed of a digital platform where suppliers upload their licenses and other required documents. Our procurement team periodically audits business partners' operations to verify compliance with environmental and labor standards, ensuring regulatory compliance and traceability.

We maintain traceability at the national, regional, and local levels for critical and strategic inputs, including agricultural and industrial inputs, chemicals, fuel, and packaging. In the case of sugarcane, all of our suppliers are members of Assovale, a producer association that is certified in accordance with legal and environmental requirements, ensuring traceability of raw materials at the regional level. Traceability of other inputs occurs at the national level, always in accordance with legislation and ensuring that our business partners apply the same requirements in their supply chains.

Regarding wood products (pallets), 100% are sourced from qualified companies with Environmental Permitting, which proves the wood's legal and non-predatory origin. Traceability is ensured by the same qualification system applied to other suppliers.

Uisa is audited annually according to rigorous standards such as FSSC 22000, Halal, Kosher, GMP+FSA, Bonsucro, ISCC, and RTRS, among others, which verify the effectiveness of our control systems and the traceability of our raw materials and inputs.



## Percentage of sourced volume certified to internationally recognized standards

[GRI 13.23.3 | SASB FB-AG-430a.1]

Our primary raw material is sugarcane, which we produce on our own land using sustainable agricultural practices that aim to reduce environmental impact, optimize the use of natural resources, and ensure productivity. All of our cultivation areas comply with legal requirements and land use restrictions. Additionally, 100% of our sugarcane is certified according to national and international standards, including ISO 14001, RenovaBio, Bonsucro, ISCC, and Regenagri.

We also process sugarcane sourced from suppliers. All of these suppliers are members of Assovale, a cooperative that meets the same legal and environmental requirements as Uisa. Through the *Nossa Cana* Program, these suppliers undergo annual audits that include document analysis (CAR, APF, permits), technical visits, and assessments of labor, health, environmental, and agricultural practices. Currently, the Association is implementing Bonsucro certification. Approximately 70% of the process has been completed, and preparations are underway for the certification audit scheduled for the second half of 2025, which will increase traceability.

Regarding industrial inputs, all suppliers are qualified according to their intended use. One hundred percent of suppliers of inputs for the processing of table sugar are in compliance with established standards, including Halal, Kosher, and FSSC 22000. Additionally, Uisa shares quality assessments with its business partners, encouraging continuous improvement and strengthening the supply chain.

# Waste generation and disposal and the circular economy

Focus area: Natural Capital  
[GRI 3-3]

At Uisa, we apply the principles of the circular economy, ensuring that sugarcane is fully utilized. Circularity begins in the field where a portion of the sugarcane trash is left in the soil to retain moisture, reduce erosion, and promote nitrogen fixation and carbon sequestration. In the industry, sugarcane is transformed into ethanol, sugar, and bioelectricity. Byproducts such as vinasse, filter cake, and ash are converted into biofertilizers, reducing the use of synthetic inputs. We sell biomass (bagasse and trash) for animal feed and use it to generate 100% renewable electricity. Bioelectricity ensures our operations are energy self-sufficient, and any surplus can be sold to utilities, strengthening Brazil's energy mix.

At uisa BioNutrition, we use yeast, a byproduct of ethanol production, as a raw material to generate inputs for animal health and nutrition. Our investments in technology and innovation continue to expand the possibilities for using sugarcane. The uisa Geo Biogás project, currently under development, aims to transform industrial waste, such as vinasse and filter cake, into biogas and biomethane, strengthening the energy transition and low-carbon agriculture.

In collaboration with [eureciclo](#), we have achieved our goal of recycling 100% of the plastic packaging of the products sold by the company. For each metric ton of plastic we place on the market, we guarantee the recycling of an equivalent amount of material. Furthermore, 94% of agricultural and industrial waste is reused or recycled, adding value to the production chain and promoting sustainable practices that integrate economic efficiency with environmental responsibility.



Vinasse, a byproduct of industrial processes, is used as a biofertilizer.

We have already achieved our commitment to recycle 100% of our plastic packaging.

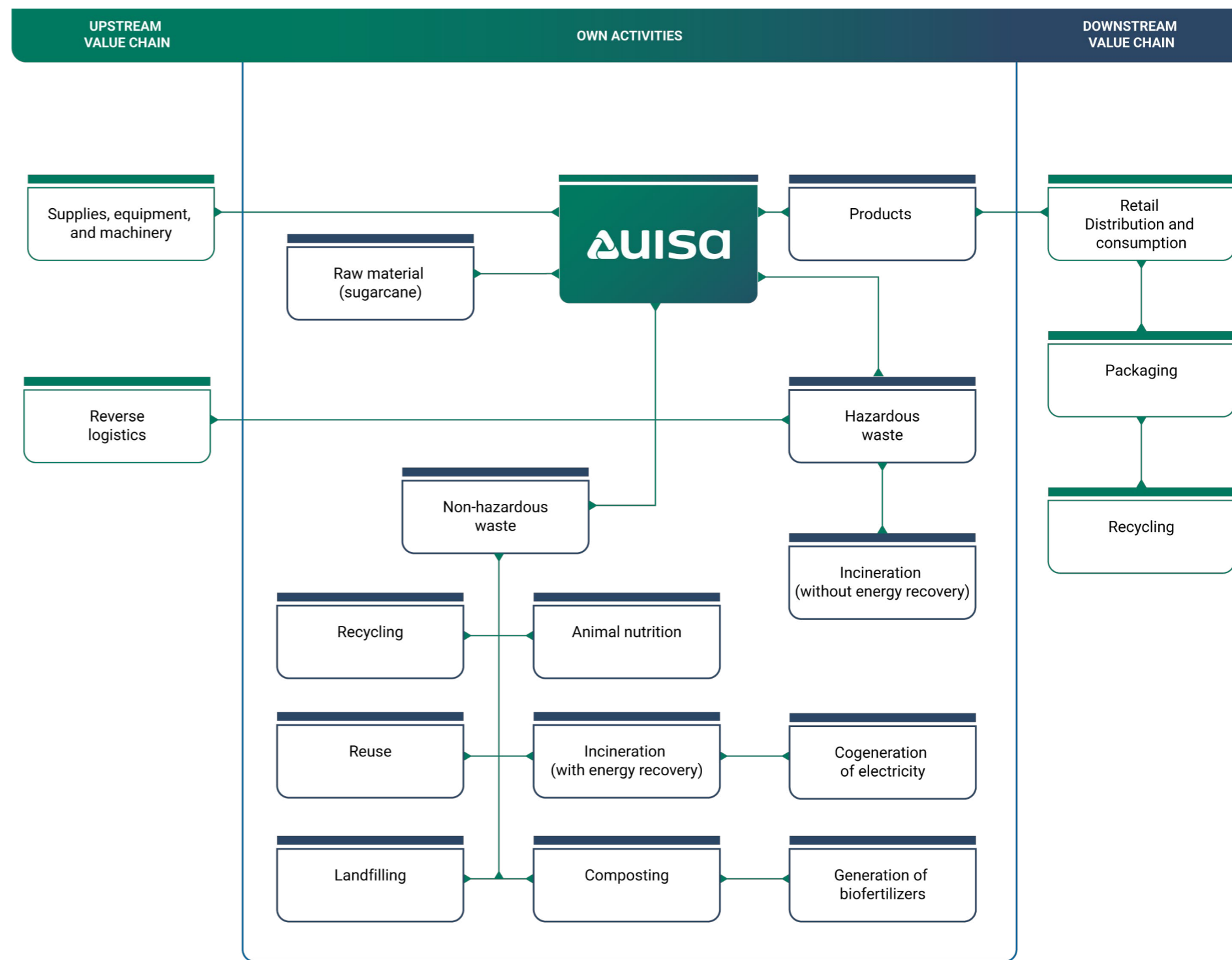
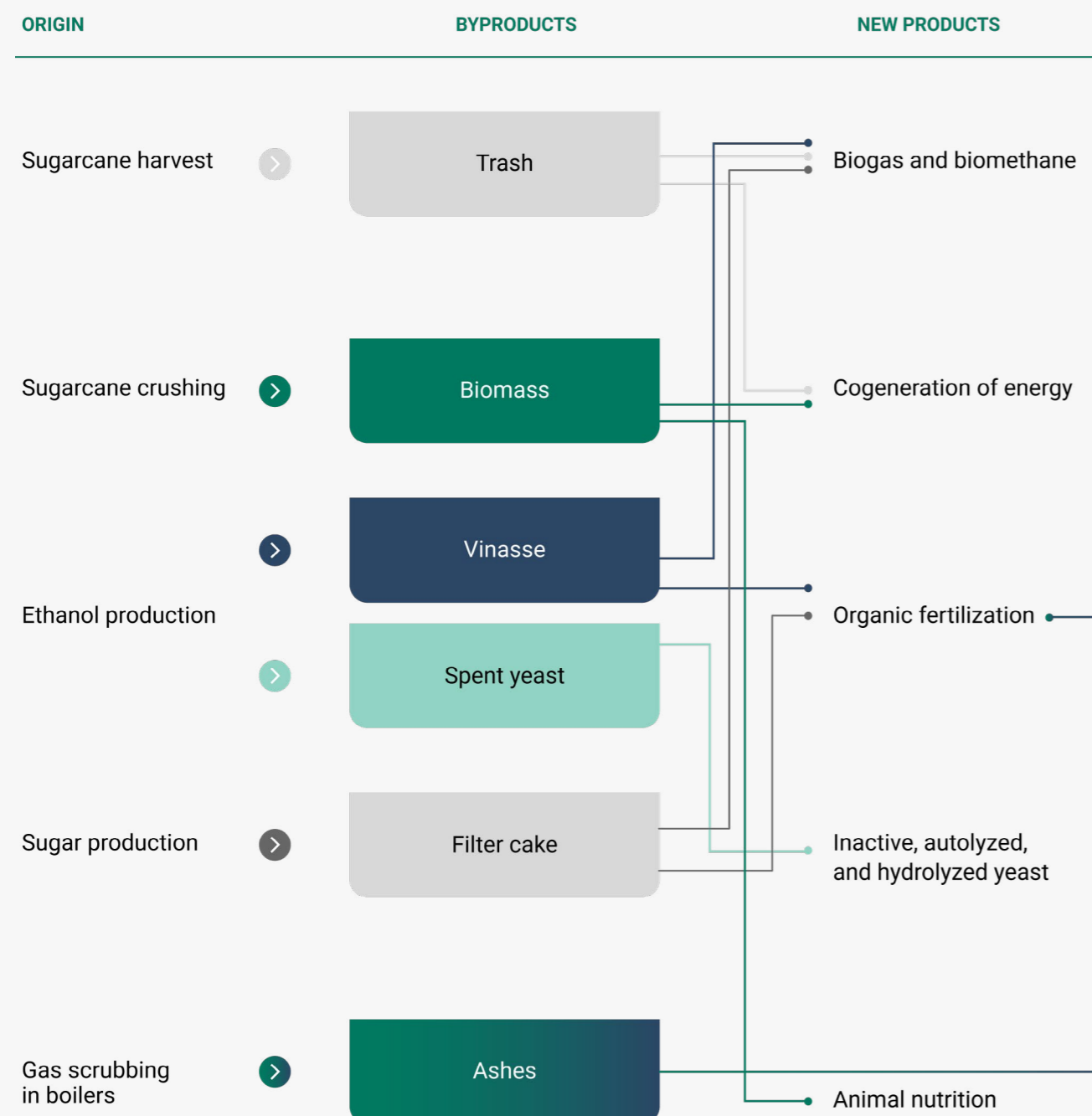
## Sugarcane byproducts and their circularity

Byproducts	Use	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Biomass (metric ton)	Animal nutrition and bioenergy	1,353,571	1,540,119	1,622,218
Filter cake (metric tons)	Biofertilizer	129,419	162,039	147,903
Ash (metric tons)	Biofertilizer	31,162	36,220	107,534
Vinasse and wastewater (cubic meters)	Biofertilizer	5,133,418	7,501,384	7,683,827

# Byproducts in the value chain

## Process flow of inputs, activities, and outputs related to waste management

[GRI 13.8.2, 306-1]



Note: downstream: suppliers of sugarcane, equipment, services, and machinery; Activities: the company grows most of its raw material, sugarcane. Internally, Uisa produces anhydrous and hydrous ethanol, sugar, and yeast. The byproducts we produce at Uisa are used to generate bioenergy and as biofertilizers; Upstream: One hundred percent of our product packaging is recycled.

## Impact management

[GRI 13.8.3 , 306-2]

Our Solid Waste Management Plan includes several measures to reduce waste generation. These involve the implementation of more efficient processes to reduce material usage and the adoption of circular economy practices, such as reuse and recycling.

Management also includes efficient practices for waste sorting, storage, and final disposal to ensure all materials are treated according to environmental standards. As part of these initiatives, we operate a recycling center where waste is sorted and sent to qualified companies. The center's team continuously monitors the waste received using detailed checklists, ensuring that all materials are properly identified and recorded. This activity generates a waste control report that provides accurate monitoring of the volume and type of waste generated. We also use the SINIR platform to manage data and ensure that information complies with legal and environmental requirements. The company provides training to raise employee awareness about proper waste management and reduction at all stages of operation.

**94%** of our waste is recycled or reused



Bagasse, filter cake, and ash from the industrial process.

## Recycling: 100% of packaging offset

[GRI 306-2]

Through a partnership with eureciclo, a startup that connects companies with certified recycling cooperatives, we offset 100% of our products' plastic packaging. For every ton of plastic we place on the market, we purchase certificates that guarantee the recycling of the same amount of material with full traceability via blockchain technology.

This model ensures compliance with the National Solid Waste Policy (PNRS) and strengthens the recycling chain in more than 12 states. Investments go to cooperatives, generating income, jobs, and better working conditions for waste pickers.

We were the first to include the eureciclo seal on sugar packaging in the Midwest and Northern regions of Brazil, reaffirming our commitment to the circular economy and social development through waste recovery.



## Waste generated



### Waste generated (in metric tons) [GRI 13.8.4, 306-3]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25	Final disposal
Plastic	148	167	143	Recycling
Paper/Cardboard	43	51	50	Recycling
Glass	0.38	0.30	0.13	Recycling
Scrap metal	642	988	1,198	Recycling
Used light bulbs	0.18	-	-	Decontamination
Tires	125	73	225	Recycling
Automotive battery	0,69	22	25	Reverse Logistics
Batteries	-	-	4	Reverse Logistics
Pesticide packaging	51	63	46	Reverse Logistics
Plastic, metal drums	12	11	1	Reverse Logistics
Contaminated waste	116	59	67	Incineration (with energy recovery)
Used or contaminated oil	46	77	58	Re-refining
Healthcare waste	0.01	0.16	0.02	Incineration (without energy recovery)
Construction waste	12	15	56	Reused in-house
General waste	62	41	73	Landfilling
Electronic waste	-	0.45	0.01	Recycling
Filter cake	129,419	162,039	147,903	Reused in-house
Bagasse	1,353,571	1,540,119	1,622,218	Incineration (with energy recovery)
Ashes	31,162	36,220	107,534	Reused in-house
<b>Total</b>	<b>1,515,411</b>	<b>1,739,946</b>	<b>1,879,601</b>	

Note: starting in the 2024/25 crop year, data referring to ashes was recorded more accurately, resulting in an increase in reported waste volume. In previous years, this data was estimated. This information is extracted from the monthly waste report.

**Waste diverted from disposal, by recovery operation (metric tons)** [GRI 13.8.5, 306-4]

	CROP YEARS 2022/23		CROP YEARS 2023/24		CROP YEARS 2024/25		
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
<b>Hazardous waste</b>	Reverse logistics	-	52	-	86	-	75
	Re-refining	-	46	-	77	-	58
	Decontamination	-	0.18	-	-	-	-
	<b>Total hazardous</b>	-	<b>98</b>	-	<b>163</b>	-	<b>133</b>
<b>Non-hazardous waste</b>	Recycling	-	959	-	1,309	-	1,616
	Reverse logistics	-	12	-	11	-	1
	Reused in-house	1,353,571	-	1,540,119	-	1,622,218	-
<b>Total non-hazardous</b>	<b>1,353,571</b>	<b>971</b>	<b>1,540,119</b>	<b>1,320</b>	<b>1,622,218</b>	<b>1,617</b>	
<b>Total recovered</b>	<b>1,353,571</b>	<b>1,068</b>	<b>1,540,119</b>	<b>1,483</b>	<b>1,622,218</b>	<b>1,750</b>	

Note: starting in the 2024/25 crop year, data referring to ashes was recorded more accurately, resulting in an increase in reported waste volume. In previous years, this data was estimated. This information is extracted from the monthly waste report.

**Waste directed to disposal (metric tons)** [GRI 13.8.6, 306-5]

We have efficient waste sorting and disposal practices in place, prioritizing waste minimization and reuse. We comply with regulations such as the National Solid Waste Policy (Law No. 12,305/2010) and technical standards such as ABNT NBR 10.004 for the proper management of waste and reduction of environmental impacts.

	CROP YEARS 2022/23		CROP YEARS 2023/24		CROP YEARS 2024/25		
	Onsite	Offsite	Onsite	Offsite	Onsite	Offsite	
<b>Hazardous waste</b>	Incineration (with energy recovery)	-	116	-	59	-	67
	Incineration (without energy recovery)	-	0.01	-	0.16	-	0.02
	<b>Total hazardous</b>	-	<b>116</b>	-	<b>59</b>	-	<b>67</b>
<b>Non-hazardous waste</b>	Incineration (with energy recovery)	1,353,571	-	1,540,119	-	1,622,218	-
	Landfilling	-	62	-	41	-	73
<b>Total non-hazardous</b>	<b>1,353,571</b>	<b>62</b>	<b>1,540,119</b>	<b>41</b>	<b>1,622,218</b>	<b>73</b>	
<b>Total recovered</b>	<b>1,353,571</b>	<b>178</b>	<b>1,540,119</b>	<b>100</b>	<b>1,622,218</b>	<b>141</b>	

Note: the data reported comes from the waste report, which is monitored monthly.



# Climate change and greenhouse gas emissions

**Focus area: Climate Change**  
[GRI 3-3 | SASB FB-AG-110a.2]

Uisa remains committed to reducing greenhouse gas (GHG) emissions and strengthening climate resilience in its operations through energy transition strategies, sustainable innovation, and a sustainability policy that guides environmental, social, and governance (ESG) practices.

Our Climate Change Plan sets out principles and guidelines for reducing GHG emissions and adapting our operations to new global climate requirements, looking to reduce emissions by 80% by 2030 and achieving carbon neutrality by 2035. This is a voluntary commitment made by Uisa under the **Carbon Neutral Program** (SEMA-MT). Our strategy for achieving this goal includes climate resilience management, optimization of operations, reduced consumption of fossil fuels, substitution of inputs, and CO<sub>2</sub> capture.

To ensure transparency and effectiveness, we prepare annual GHG inventories, which allow us to monitor emissions and identify opportunities for reduction. Our initiatives include carbon removal, with the production of native seedlings for reforestation and the recovery of areas affected by human activity. We focus our efforts on reducing emissions in our agricultural operations by adopting 100% biological inputs and expanding the use of organic and green fertilizers.

Among the advances made in the 2024/25 crop year, we reduced diesel consumption by optimizing fleet logistics and replacing combustion equipment with electric equipment.

We seek innovative solutions to accelerate decarbonization. In the long term, we are implementing a CO<sub>2</sub> capture and geological storage project (BECCS – Bioenergy with Carbon Capture and Storage) to enable the production of ethanol

with negative emissions. We use artificial intelligence and LIBS technology to measure and monetize carbon in the soil, optimize agricultural management, and validate regenerative practices, in partnership with Agorrobótica.

We are advancing on new fronts for biofuels. In partnership with Geo bio gas&carbon, we are developing the uisa Biogás project. The plant will produce biogas and biomethane from sugarcane byproducts, such as vinasse and filter cake, helping us reach our goal of fueling our entire sugarcane fleet with biomethane.

Our commitment to sustainability is reinforced by various **certifications**, such as LCFS-CARB, ISCC, I-REC, RenovaBio, and Bonsucro.

**We reduced our emissions by 25% in the 2024/25 crop year. Our goal is to achieve Net Zero status by 2035**

## Greenhouse gas (GHG) emissions inventory

**Our inventory received Gold Seal certification from the GHG Protocol for the second consecutive year.**



Since 2020, we have been conducting a Greenhouse Gas (GHG) Emissions Inventory as part of our climate management strategy. The inventory is prepared internally and follows the criteria set out in the Brazilian GHG Protocol Program and ISO 14064-1, taking into account the operational control approach.

In 2023 and 2024, we achieved the Gold Seal, the highest level of qualification in the Brazilian GHG Protocol Program, awarded by FGV, which recognizes the excellence, transparency, and independent verification of our data. The inventory covers Scopes 1, 2, and 3 emissions, ensuring the integrity and comprehensiveness of the emissions reported.

This recognition underscores our commitment to decarbonization and the global climate agenda, in line with our adherence to the UN Global Compact. Click [here](#) to see the complete inventory.



# Greenhouse gas (GHG) emissions and reduction

[GRI 13.1.2, 13.1.4, 13.1.6, 305-1, 305-2; 305-3, 305-5 | SASB FB-AG-110a.1]

In the 2024/25 crop year, our Scope 1 GHG emissions totaled 102,450 tCO<sub>2</sub>eq (own fleet, boilers, agri-industrial processes), a 28% reduction compared to the previous crop year. The result reflects the increased use of biological and organic inputs, reduced use of limestone, crop rotation, lower diesel consumption, and optimization of the transport operations. As for Scope 1 biogenic emissions, we recorded a 43% reduction, driven by improved boiler performance.

No changes in land use were made in our operations. All production areas remain dedicated to sugarcane cultivation. No new areas of vegetation were cleared, nor were any ecosystems or crops converted. [GRI 13.1.2]

Scope 2 CO<sub>2</sub> emissions (electricity) were fully offset through the generation of renewable energy. We are self-sufficient in the production of electricity and do not rely on external sources to power our operations. All energy used is offset by production by burning sugarcane bagasse, which is then fed into the local utility grid. In 2024, our renewable power generation reached 158,960 MWh (572,255 GJ), of which 66% was used in our operations and 34% was sold. Only 6% (6,616 MWh) was purchased from the grid during specific maintenance periods or the off-season. This record is kept through energy bills. I-REC certification attests to our generation and distribution of clean energy.

Indirect Scope 3 emissions (value chain/suppliers) in the crop year fell by 7%, mainly influenced by the use of ethanol-

-powered vehicles, a fuel with a lower environmental impact. On the other hand, this same factor resulted in a 13% increase in biogenic emissions associated with Scope 3.

Emissions are calculated according to the factors and methodology laid out in the Brazilian GHG Protocol Program and the ISO 14064-1 guidelines.



## Total Direct (Scope 1) GHG emissions<sup>1</sup> (tCO<sub>2</sub>eq)

[GRI 305-1 | SASB FB-AG-110a.1]

	2022	2023	2024
Power generation, heating, cooling, or steam <sup>2</sup>	100,247	24,478	12,966
Transportation of materials, products, waste, employees, and passengers	26,462	29,226	20,521
Fugitive emissions <sup>3</sup>	22	588	3,703
Emissions from agriculture <sup>4</sup>	156,822	87,090	65,269
<b>Total</b>	<b>283,553</b>	<b>141,381</b>	<b>102,458</b>

Note<sup>1</sup>: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HFC gas emissions were quantified. There are no emissions from physical-chemical processing. Note<sup>2</sup>: Scope 1 emissions in 2022 were higher due to the use of diesel generators to supply energy until in-house generation was resumed. In 2023 and 2024, there was a reduction as a result of the optimization of operations and control of diesel consumption in upstream transportation (movement of inputs and resources prior to the industrial phase).

Note<sup>3</sup>: the increase in fugitive emissions is due to the expansion of the reporting scope in 2024 to include all refrigerants with a greater impact for emissions of refrigerants in automotive air conditioning, which had not been previously considered.

Note<sup>4</sup>: in 2023, we revised the calculation method for agricultural emissions; however, the data reported for 2022 has not been restated according to the same criteria for comparison purposes. In 2023 and 2024, emissions from agricultural processes were reduced due to lower use of limestone, 100% biological inputs in planting, and greater accuracy of operational data.

## Total Direct (Scope 1) GHG emissions<sup>1</sup> and gross emissions (tCO<sub>2</sub>eq)

[GRI 305-1 | SASB FB-AG-110a.1]

	2022	2023	2024
Carbon dioxide (CO <sub>2</sub> )	98,141	70,870	58,656
Methane (CH <sub>4</sub> )	88,150	10,714	5,674
Nitrous oxide (N <sub>2</sub> O)	97,241	59,211	34,427
Hydrofluorocarbons (HFCs)	21	587	3,702

Note: we do not emit perfluorocarbons (PFCs), sulfur hexafluoride (SF<sub>6</sub>), or nitrogen trifluoride (NF<sub>3</sub>) in our operations.

**Total biogenic emissions, Scope 1 (tCO<sub>2</sub>eq)**

[GRI 305-1 | SASB FB-AG-110a.1]

	2022	2023	2024
Biogenic emissions (Scope 1)	1,271,065	1,526,664	877,552

**Energy indirect (Scope 2) GHG emissions (tCO<sub>2</sub>eq)**

[GRI 13.1.3, 305-2]

	2022	2023	2024
Indirect (Scope 2) emissions	248	-	-

Note: includes CO<sub>2</sub> emissions, and the baseline year used in the calculation was 2020 (248 tCO<sub>2</sub>eq), adopting a location-based approach.

**Other indirect (Scope 3) GHG emissions (tCO<sub>2</sub>eq)**

[GRI 305-3]

	2022	2023	2024
Upstream transportation and distribution	15,926	13,196	12,048
Waste generated in operations	54	14	26
Business travel (private flights)	-	18	16
Employee commuting	-	1,122	1,201
	<b>15,979</b>	<b>14,350</b>	<b>13,292</b>

Note<sup>1</sup>: only CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O were included in the calculations. Data from activities began to be reported in the 2024/25 crop year, and are not available for the time series. Emissions from downstream transportation (transportation after the product leaves the plant) are not considered.

**Total biogenic emissions, Scope 3 (tCO<sub>2</sub>eq)**

[GRI 305-3]

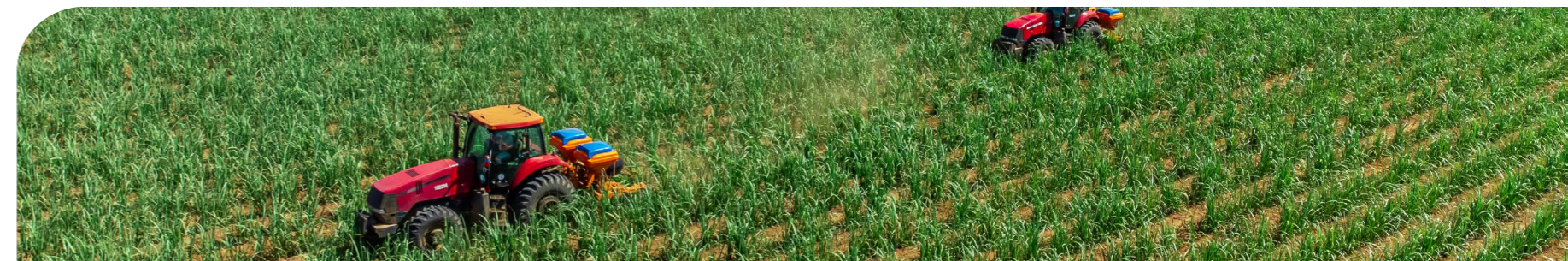
	2022	2023	2024
Biogenic emissions	1,607	1,710	1,933

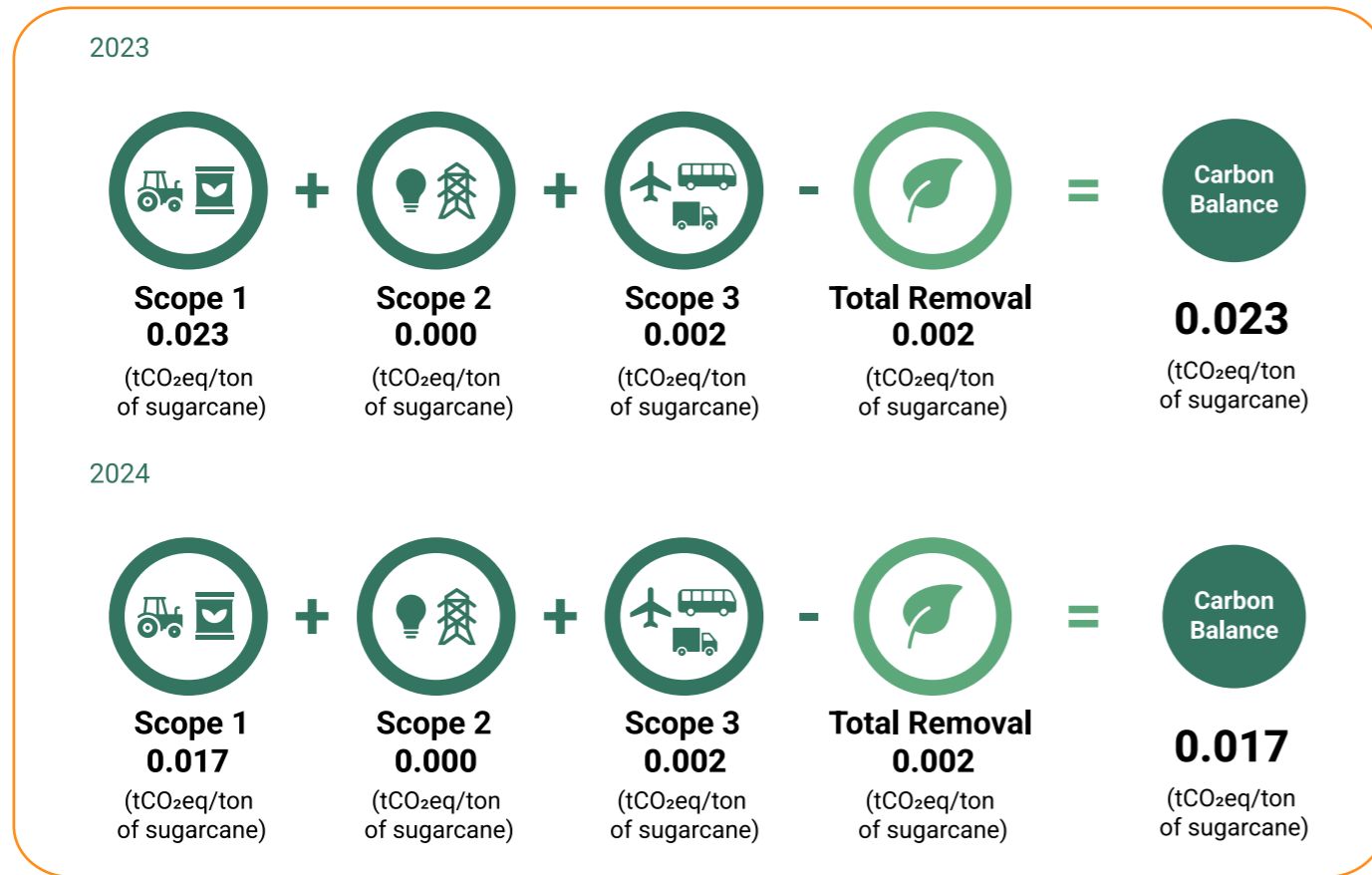
**GHG emissions intensity in tCO<sub>2</sub>eq/ton of sugarcane crushed**

[GRI 13.1.5, 305-4]

	2023	2024
GHG emissions intensity (Scope 1)	0.023	0.017
GHG emissions intensity (Scope 2)	0.000	0.000
GHG emissions intensity (Scope 3)	0.002	0.002
Total GHG emissions intensity (Scopes 1 + 2 + 3)	0.025	0.019
<b>Specific metric (tons)</b>		
Total sugarcane crushed	6,013,547	6,031,015

Note: includes CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, and HCFC emissions. Scope 2 and 3 emissions intensity indices began to be reported in the 2023/24 crop year and are not available for 2022.





**Total GHG emissions reduction (tCO<sub>2</sub>eq)** [GRI 13.1.6, 305-5]

	2022	2023	2024
Use of biological products in 100% of sugarcane cultivation and replacement of dolomitic limestone (Scope 1)	156,822	87,090	65,270
Self-sufficiency in electric energy (Scope 2)	248	-	-
Diesel reduction (Scope 1)	26,462	29,216	20,512
<b>Total</b>	<b>183,534</b>	<b>116,306</b>	<b>85,782</b>

Note<sup>1</sup>: includes CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O, gas emissions. There are no emissions from physical-chemical processing.  
 Note<sup>2</sup>: in 2023, we revised the calculation method for agricultural emissions; however, the data reported for 2022 has not been restated according to the same criteria for comparison purposes.  
 Note<sup>3</sup>: in 2023 and 2024, emissions from agricultural processes were reduced due to lower use of limestone, 100% biological inputs in planting, and greater accuracy of operational data.

**Control of air emissions from our boilers** [GRI 13.1.8,305-7 | SASB RR-BI-120a.1]

In the 2024/25 crop year, we recorded a 53% reduction in nitrogen oxide (NOx) emissions as a result of operational improvements implemented to optimize the performance and efficiency of equipment, including boilers.

Emissions from the six boilers in the industry, responsible for generating steam and electricity, are monitored on a regular basis, in accordance with current environmental legislation. To control air emissions, especially particulate matter and NOx, we use gas scrubbers—systems that filter and neutralize pollutants before they are released into the air. Water from the scrubbers is treated and reused in the system.

Significant air emissions (metric tons)	2022	2023	2024
NOx	267	209	98
Particulate Matter (PM)	78	166	179

Note: the calculations of NOx and particulate matter are taken directly to determine the intensity of boiler emissions. We follow the standards and methods for determining emission parameters in accordance with the methodology proposed by CETESB, which are equivalent to those set by ABNT (Brazilian Association of Technical Standards) and USEPA (US Environmental Protection Agency). We do not monitor SOx, POP, VOC, and HAP emissions.

**Renewable fuel consumption by the fleet (GJ)** [SASB FB-AG-110a.3]

	CROP YEARS 2022/23	CROP YEARS 2023/24	CROP YEARS 2024/25
Total fuel consumption by fleet vehicles (GJ)	415,554	458,181	490,248
Renewable fuel consumption by fleet vehicles	13,202	3,871	13,054
Fleet fuel consumed, percentage renewable	3%	3%	3%

Note: the volume of renewable fuel refers to ethanol, in the light-duty fleet.

# Clean and renewable energy

**30+ years**  
generating clean and renewable energy

We have been self-sufficient in electricity generation since 1993, using sugarcane biomass as a renewable source. With a current capacity to sell up to 100,000 MWh/year of energy, we meet our own consumption needs and have been selling the surplus energy since 2001 to utility grids, integrating the National Interconnected System (SIN). In the 2024/25 crop year, 94% of our energy consumption came from clean, renewable sources generated in-house. Only 6% of the energy consumed was acquired from the power grid at specific times during maintenance periods or during the off-season. Of the total energy we generated, 34% was sold, reinforcing the role we play in Brazil's energy mix.



## Energy consumption within Uisa [GRI 302-1, 302-4]

In the 2024/25 crop year, we consumed 729,512 gigajoules (GJ) of energy, 55% of which was electricity (94% self-generated), 43% non-renewable fuels (diesel), and 2% renewable fuels (ethanol). We had a 19% reduction compared with the previous harvest. This decrease is due to the installation of new electrical equipment at the industrial unit, such as cooling towers, and the expansion of crushing capacity, which increased energy efficiency. The most significant reduction was in diesel consumption, resulting from the control employed by the agricultural team to optimize the use of fuel, also generating savings in field operating costs.

Energy consumption in gigajoules (GJ) [GRI 302-1 | SASB FB-AG-130a.1]

	CROP YEARS 2022/23	CROP YEARS 2023/24	CROP YEARS 2024/25
<b>Non-renewable fuels</b>	<b>394,711</b>	<b>511,678</b>	<b>315,180</b>
Diesel	394,711	511,678	315,180
<b>Renewable fuels</b>	<b>13,202</b>	<b>13,871</b>	<b>13,054</b>
Ethanol	13,202	13,871	13,054
<b>Electricity consumption</b>	<b>311,478</b>	<b>370,776</b>	<b>401,277</b>
Self-generated	264,650	349,701	377,461
Acquired from the grid	46,828	21,075	23,817
<b>Total energy consumption</b>	<b>719,391</b>	<b>896,325</b>	<b>729,511</b>
<b>Total energy sold</b>	<b>156,787</b>	<b>232,545</b>	<b>194,795</b>

Note<sup>1</sup>: we used the 2024 National Energy Balance as a conversion factor to calculate the data reported in this indicator in GJ. We have monthly control spreadsheets available to monitor and manage data.  
Note<sup>2</sup>: The energy sold is self-generated electricity, which, as it is not included in "energy consumed," is reported separately.

Total operational energy consumed, less fleet vehicles (GJ), percentage grid electricity, percentage renewable [SASB FB-AG-130a.1]

	CROP YEARS 2022/23	CROP YEARS 2023/24	CROP YEARS 2024/25
<b>Total operational energy consumed (less fleet vehicles)</b>			
<b>Percentage grid electricity</b>	<b>15%</b>	<b>6%</b>	<b>6%</b>
<b>Percentage renewable</b>	<b>85%</b>	<b>94%</b>	<b>94%</b>

Note<sup>1</sup>: in 2022, due to a fire caused by an electrical discharge in our power generation unit, more electricity had to be sourced from the grid, which is why consumption in the 2022/23 crop year was higher than in other years. With regard to the latter two, the variation was due to an increase in production capacity and an expansion of operations, involving a greater number of pieces of equipment.  
Note<sup>2</sup>: we hold I-REC certification for all self-generated electricity, which attests to the sustainability of our energy mix.

## Energy consumption outside Uisa

[GRI 302-2, 302-4]

External energy consumption totaled 187,240 GJ, a 19% decrease driven by incentives for sugarcane suppliers to improve the sustainability of their operations through the *Nos-sa Cana* Program.



### Energy consumption outside Uisa in gigajoules (GJ)

[GRI 302-2]

CROP YEARS 2022/23	CROP YEARS 2023/24	CROP YEARS 2024/25
217,194	230,750	187,240

Note<sup>1</sup>: energy consumption takes into account energy used in up-stream transportation and distribution, which includes consumption from harvesting operations and transportation of biomass by Uisa's suppliers.

Note<sup>2</sup>: annually, the quantification of diesel consumption by suppliers is compiled to prepare the GHG emissions report submitted to the GHG Protocol Program. Data is collected from the Enterprise Resource Planning (ERP) system used to record and control operations.

Note<sup>3</sup>: the conversion factor used to convert diesel consumption from m<sup>3</sup> to GJ was changed in the 2024/25 crop year, which also contributed to the reduction in energy intensity compared to the previous crop year. The standard factor used was 35.5 GJ/m<sup>3</sup> according to Table VIII.7 of Annex VIII of the 2024 national energy balance.



## Energy intensity

[GRI 302-3 | SASB FB-AG-130a.1]

We reduced our energy intensity by 18% compared to the previous crop year, from 0.18 to 0.15. This improvement reflects a drop in internal and external energy consumption, resulting from advances in industrial processes, more efficient use of resources, and greater productivity.

### Ratio and intensity rate inside and outside Uisa (GJ/t) [GRI 302-3]

	CROP YEARS 2022/23	CROP YEARS 2023/24	CROP YEARS 2024/25
Energy intensity within the organization	0.14	0.14	0.12
Energy intensity outside the organization	0.04	0.04	0.03
Total energy intensity for the organization	0.18	0.18	0.15
<b>Specific metric (denominator) chosen for calculating energy intensity</b>			
Sugarcane crushing during the crop year	5,173,873	6,013,547	6,031,015
Energy intensity ratio within/ outside the organization	2.59	2.66	2.73

Note: fuel consumption, electricity, and other sources of emissions from combustion are included in the calculation.

# Financial sustainability and business diversity

**Focus area: Climate Change**  
[GRI 3-3, 13.22.1]

Uisa bases its investment decisions on a two-fold assessment: economic feasibility and sustainability of projects, whether new or existing. This approach ensures that investments consider not only business diversity, but also the efficient use of natural resources and mitigation of social and environmental risks.

The materiality process conducted in 2024, in which our stakeholders participated, identified the following positive impacts: diversification of the portfolio with products that are more resilient to climate change, contributing to the decarbonization of the economy and the energy sector; responsible management of waste and effluents, preventing contamination; preservation of biodiversity through regenerative agriculture practices and optimized use of land; and the creation of direct and indirect jobs across the value chain. Among the challenges, we identified the potential increase in leverage due to the investments required for decarbonization and production optimization projects, as well as the potential additional use of chemical inputs and machinery in construction, which may cause occasional emissions of air pollutants.

Monitoring is done by engaging with teams and stakeholders and tracking financial indicators, such as internal rate of return and net present value, and environmental indicators, such as carbon intensity, emissions of particulate matter, water and energy consumption. Decisions are guided by the Board of Directors, Executive Board, shareholders, and financial institutions, reflecting the relevance of this topic.

Although we have not yet fully measured the effectiveness

of management, since the projects are ongoing, we have already incorporated the practice of approving investments only after initial feasibility has been proven. As part of this topic, we have a public commitment to fuel the entire sugarcane fleet with biomethane. To this end, we are developing the project of the uisa Geo Biogás industrial plant in partnership with Geo bio gas&carbon. The project will transform agricultural and industrial waste into biogas and biomethane.

► **Our goal is to fuel 100% of the sugarcane fleet with biomethane**



## Investments in new businesses

### BECCS: carbon capture and underground storage

We have advanced our studies for the implementation of BECCS (Bioenergy with Carbon Capture and Storage) technology, which will enable the capture and permanent underground storage of carbon. The project aims to prevent biogenic CO<sub>2</sub> captured by sugarcane in the field from returning to the atmosphere during the ethanol fermentation process.

With BECCS, CO<sub>2</sub> will be separated and permanently stored in deep saline aquifers, resulting in effective CO<sub>2</sub> removals and contributing to climate change mitigation.

We acquired 312 km of 2D seismic data for a geological assessment and identification of the ideal storage area. The next step will be to drill a stratigraphic test well to confirm the storage potential.

To date, R\$12.5 million has been invested in studies and data collection, with R\$8 million invested in this crop year alone. Once operational, the project will have the capacity to remove up to 600,000 metric tons of CO<sub>2</sub> from the atmosphere per year, positioning Uisa among the pioneers in the production of negative-emission ethanol in Brazil.

## Artificial intelligence platform quantifies and monetizes carbon stored in the soil



Uisa uses an artificial intelligence platform to quantify and monetize the carbon stored in the soil of sugarcane fields. The technology uses LIBS (Laser-Induced Breakdown Spectroscopy), the same method used by NASA to analyze Martian soil. In addition to measuring the carbon and nutrients in the soil, the platform generates digital recommendations for optimizing the use of soil amendments, fertilizers, cover crops, and soil management practices.

In partnership with Agrorobótica, this initiative also quanti-

fies reductions in greenhouse gas (GHG) emissions and removals of organic carbon from the soil, validating the results of regenerative agriculture practices applied by Uisa.

## Uisa Geo Biogás

Uisa Geo Biogas is a joint initiative between Uisa and Geo bio gas&carbon, with the objective of producing biogas and biomethane from agricultural and industrial waste materials, including vinasse, filter cake, and sugarcane trash.

The objective of the initiative is to generate 5 MW of electricity and approximately 11 million Nm<sup>3</sup> (normal cubic meters) of biomethane per year. A portion of the biomethane will be used in our operations to replace diesel in our fleet, and the surplus will be sold.

The project may also include the production of liquefied natural gas (LNG), which can be sold to other regions of Brazil and international markets.



## Corn ethanol

As part of our strategy to diversify and create value, we have initiated the development of a new business: corn ethanol. The conceptual and preliminary design of the processing plant is already at an ad-



vanced stage and includes the construction of two industrial modules, with a total grinding capacity of between 1,500 and 3,000 tons of corn per day.

The project involves the production of high-value-added co-products, including DDGS (Dried Distillers Grains with Solubles) and corn oil, which will strengthen the portfolio of uisa BioNutrition, a brand dedicated to animal nutrition and health.

## SAF: ethanol for aviation

Uisa has the capacity to supply ethanol for the production of Sustainable Aviation Fuel (SAF), thereby helping to reduce emissions in the aviation sector. This became possible after achieving the ISCC-EU, ISCC-CORSIA, and ISCC-CORSIA PLUS **certifications**, which attest to the sustainability, traceability, and compliance of our production chain with global standards. This initiative establishes the company as a strategic supplier in an emerging clean energy chain, paving the way for new markets and actively contributing to the energy transition.



# Management of environmental risks in raw material production

[GRI 13.2.2, 201-2] SASB RR-BI-430a.1, FB-AG-440a.1, RR-BI-530a.2]

We monitor and manage climate risks and their potential impact on our business. Since 2023, we have followed the IFRS S2 guidelines, which align with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). These risks are incorporated into the company's risk matrix and are assessed on a regular basis.



## Climate risks

We periodically analyze the risks and opportunities that could affect the business using a SWOT (strengths, weaknesses, opportunities, and threats) matrix. We then implement action plans to mitigate negative impacts and neutralize relevant operational risks. One of the main climate risks we have identified is variation in rainfall volume and distribution. The production of sugar, ethanol, and bioenergy depends on favorable weather conditions and adequate water levels for the proper growth of sugarcane, our main raw material. Prolonged droughts can lower the sucrose content of the plant, which directly affects agricultural productivity and industrial efficiency.

To mitigate this physical risk, we adopt more resilient agricultural practices, such as selecting sugarcane varieties adapted to the climate. We have also invested R\$19 million in irrigation systems over the past two crop years. Our goal is to gradually expand the irrigated area, with a special focus on critical periods in the Midwest region of the country (Au-

gust and September). Irrigation has been essential not only to reduce the effects of water shortages, but also to increase productivity rates. All water withdrawal points used in the irrigation process are duly authorized and licensed by state environmental agencies, ensuring legal compliance and environmental responsibility. Cultivation areas comply with legal and environmental criteria, respecting areas with restrictions on use and water stress in accordance with the World Resources Institute's (WRI) Aqueduct Water Risk Atlas tool.

Another risk we have identified is fires in crop areas, which occur more frequently during the dry season (May to October). To mitigate this risk, we conduct constant surveillance and use real-time monitoring systems that can quickly identify fires. All work fronts have emergency vehicles strategically positioned to ensure a rapid response whenever necessary. Uisa does not utilize raw materials or inputs derived from genetically modified organisms (GMOs), thereby eliminating any potential risks associated with this technology.

Sugarcane production, both on our own land and on that of our suppliers, follows strict sustainable agricultural practices. Business partners undergo an approval process and are audited annually by the [Nossa Cana Program](#). We take a strategic approach to addressing challenges related to raw materials, including long-term planning, supplier diversification, and using technologies to increase productivity and environmental responsibility. [SASB RR-BI-430a.1]

## Regulatory opportunities

Among the main opportunities stemming from the regulatory framework, we highlight the National Biofuels Policy (RenovaBio). This initiative sets decarbonization goals for fuel distributors, encouraging the offsetting of emissions by purchasing Decarbonization Credits (CBIOs). Certified bio-refineries receive an Energy and Environmental Efficiency Rating (NEEA) upon proving the sustainability of their production processes, making them eligible to issue credits that can be traded on the stock exchange (B3). In 2024, we generated R\$21.5 million from the sale of CBIOs, establishing this operation as the company's fourth-largest source of revenue. Each CBIO generated is equivalent to one ton of CO<sub>2</sub> avoided.

In addition to RenovaBio certification, we generate decarbonization credits from other internationally recognized systems, such as the global system that certifies renewable electricity production (I-REC) and the Low Carbon Fuel Standard (LCFS-CARB), focused on the production of low-carbon biofuels.



4.

# People





## People management, professional development, and labor relations

**Focus area: Our People**

[GRI 3-3, 13.20.1]

At the end of the 2024/25 crop year, the company's workforce totaled 4,547 direct employees and contractors (partners). Our commitment to professional development and well-being in the workplace is reflected in our actions, which include valuing diversity, promoting health, safety, fair compensation, competitive benefits, and labor relations based on transparency, dialogue with unions, and respect for legislation.

Initiatives such as the *Pauta em Prosa* program enhance direct communication between management and operational teams, fostering an environment of active listening. Consequently, we achieved a 2% reduction in voluntary turnover compared to the previous crop year. Our goal is to establish an organizational climate of excellence by 2026. This crop year, we completed 32% of the initiatives necessary to achieve this goal. We continue to evolve with a focus on human development, building a sustainable, inclusive, and resilient ecosystem.

We monitor the social impacts of our operations and maintain close relationships with local stakeholders by participating in meetings and liaising with unions and public authorities. Some positive effects include a more skilled workforce, higher average local wages, lower turnover, and more efficient internal communication.

One challenge is the potential increase in housing costs in Nova Olímpia (MT) due to the retention of professionals in the short term. To mitigate this impact, we prioritize hiring

local professionals. We also invest in technical training programs in partnership with institutions, as well as in the behavioral development of leaders. We continue to create social value in the regions where we operate, always through dialogue, active listening, and actions with positive impacts.



**4,547 employees**

(FTE and contractors)

3,979 Male



568 Female



**Our goal is to achieve excellence in organizational climate by 2026**

At Uisa, recruitment follows the guidelines set forth in the Code of Ethics and Conduct, Brazil's General Data Protection Law (LGPD), and internal regulations, which govern all selection processes and labor relations. We have made a public commitment to increase the percentage of women in our operations to 30% by 2030. We have adopted a remuneration policy that rewards both individual and collective performance. Our remuneration structure consists of a fixed salary (in accordance with the law and collective bargaining agreements), variable pay based on targets and indicators, production-based pay for operational roles, and a profit-sharing plan. Payments are deposited directly into a bank account, eliminating the need for cash transactions and ensuring security and traceability. [GRI 13.20.1]

All deductions are made in accordance with the law (Social Security, IRS, Union fees) as well as voluntary deductions (health insurance, pharmacy assistance, on-site meals, payroll loans, union/welfare contributions). The company does not charge recruitment fees or retain documents such as ID cards or passports. We require ethical and legal compliance from service providers and employment agencies, in line with our practices, through evaluation processes conducted by the Procurement, Contracts, Compliance, and Legal Departments. When hiring foreign nationals, we ensure that contracts are prepared in a language they can understand. Our hiring process does not involve the undue retention of documents.

Suppliers of sugarcane, goods, and services are required by contract to comply with the General Conditions of Supply and the Code of Conduct for Business Partners and Suppliers, which demand full compliance with labor laws, and are subject to audits. In the event of non-compliance, suppliers are notified and, if the issue is not resolved, their contracts may be suspended indefinitely. In addition to the contractual guarantee of compliance, Uisa conducts regular inspections of work sites and staff quarters. For third-party employees working at our facilities, our Contract Management Department monitors the payment of labor

and social security charges on a monthly basis, ensuring social protection and preventing irregular employment relations. [GRI 13.20.1]

## Diversity, equity, and inclusion [GRI 3-3]

We have been working to gradually and consistently increase diversity among our employees. We value diversity in terms of experiences, cultures, genders, races, and sexual orientation, understanding that this strengthens our organization. In the 2024/25 crop year, we advanced our diversity, equity, and inclusion agenda. We created an Affirmative Talent Pool for Women, available on our talent attraction and selection website and guaranteed at least 15% female candidates in our selection processes. By the end of the reporting period, women comprised 14% of our total workforce.

To promote an inclusive environment, we have several policies in place, including a Culture of Diversity and Inclusion Policy, an Anti-Harassment and Discrimination Policy, a Code of Ethics and Conduct, and a Code of Conduct for Business Partners and Suppliers, all aligned with our values of respect and inclusion.

**Our goal is to increase the number of women in our operations by 30% by 2030**

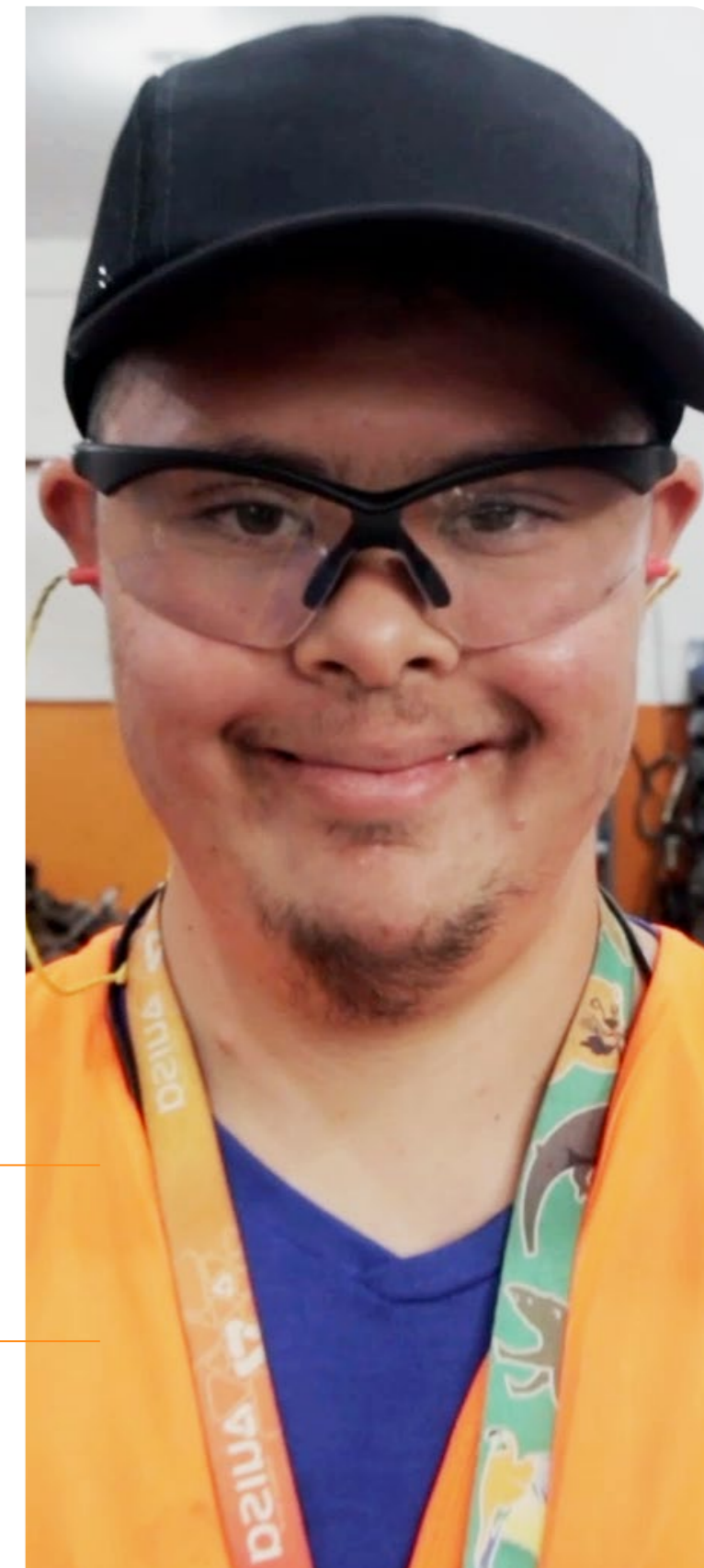
## +Possibilidades Program: inclusion and training

### 48 PwDs hired

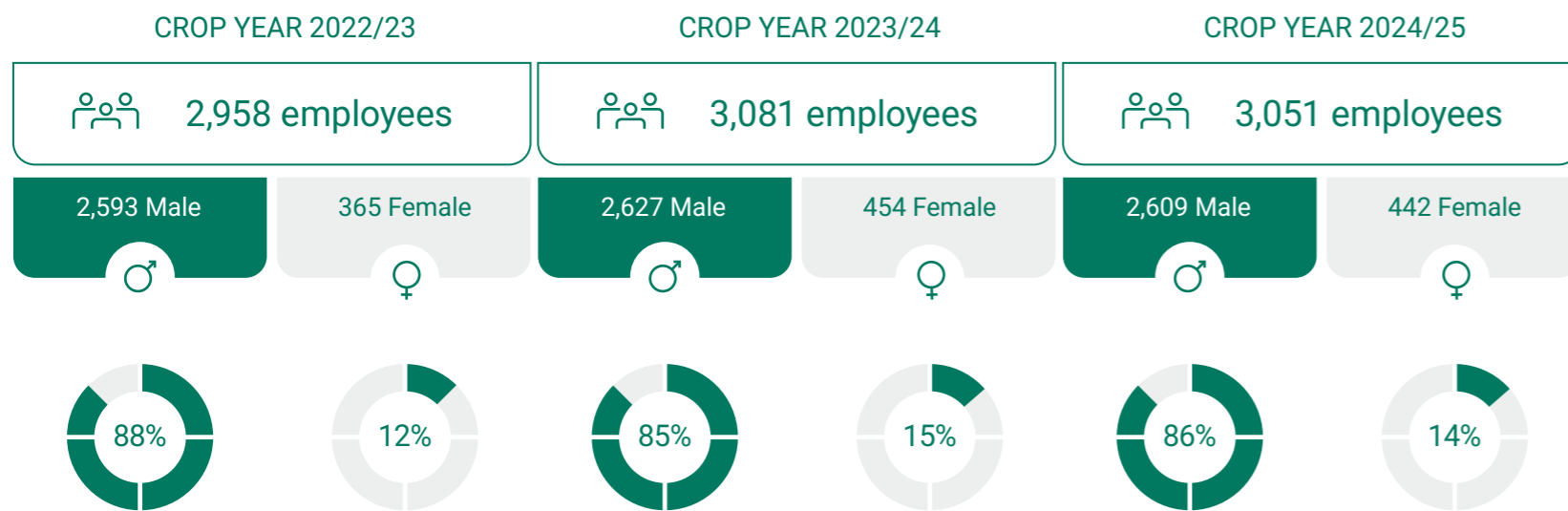
Since 2023, Uisa's *+Possibilidades* Program has promoted the inclusion of persons with disabilities in the job market by providing training in management and logistics. Developed in partnership with Senai-MT and Bioind-MT, the initiative has already involved 113 PwDs. In 2024 alone, 48 participants were hired to work in various sectors of the company. The program reinforces Uisa's commitment to diversity, inclusion, and professional development, creating real and transformative opportunities.

[Click here](#) to view the **Culture of Diversity and Inclusion Policy**.

[Click here](#) to view the **Anti-Harassment and Discrimination Policy**.



# Our employees



Number of employees by employment contract and gender [GRI 2-7]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Permanent employees	Temporary employees	Permanent employees	Temporary employees	Permanent employees	Temporary employees
Male	2,411	182	2,426	201	2,427	182
Female	321	44	398	56	371	71
<b>Total</b>	<b>2,732</b>	<b>226</b>	<b>2,824</b>	<b>257</b>	<b>2,798</b>	<b>253</b>

Note: the figures refer to the end of the crop year, on March 31, 2025. All of Uisa's employees are full-time equivalents hired under the Brazilian Labor Code (CLT). The company does not have part-time employees or those with non-guaranteed hours.

Percentage of employees per employee category and race [GRI 13.15.2, 405-1]

	CROP YEAR 2023/24					CROP YEAR 2024/25				
	Asian	White	Indigenous	Black	Brown	Asian	White	Indigenous	Black	Brown
Directors	0%	20%	0%	0%	80%	0%	20%	0%	0%	80%
Executive managers	0%	50%	0%	0%	50%	0%	40%	0%	0%	60%
Manager	4%	50%	0%	4%	42%	6%	75%	0%	0%	19%
Coordinators	2%	37%	0%	6%	55%	2%	35%	0%	4%	58%
Supervisors	0%	14%	2%	16%	67%	0%	13%	0%	17%	71%
Specialists	2%	30%	0%	6%	62%	5%	28%	0%	9%	58%
Analyst/ technician	1%	17%	0%	12%	69%	1%	19%	0%	13%	66%
Operational	1%	10%	0%	11%	78%	1%	10%	0%	11%	77%
<b>Total</b>	<b>1%</b>	<b>11%</b>	<b>0%</b>	<b>11%</b>	<b>77%</b>	<b>1%</b>	<b>12%</b>	<b>0%</b>	<b>11%</b>	<b>75%</b>

Percentage of employees by employee category who are persons with disabilities (PwD) [GRI 13.15.2, 405-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Supervisors	0%	2%	2%
Specialists	0%	4%	5%
Operational	0%	1%	2%
<b>Total</b>	<b>0%</b>	<b>7%</b>	<b>9%</b>

Note: the PwD staff currently does not hold positions in other categories.

### Number of employees by employment contract type and region [GRI 2-7]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Permanent employees	Temporary employees	Permanent employees	Temporary employees	Permanent employees	Temporary employees
North	20	-	39	2	20	3
Northeast	-	-	19	11	7	1
Midwest	2,706	226	2,700	232	2,733	247
Southeast	6	-	62	11	36	1
South	-	-	4	1	2	1
<b>Total</b>	<b>2,732</b>	<b>226</b>	<b>2,824</b>	<b>257</b>	<b>2,798</b>	<b>253</b>

Note<sup>1</sup>: employees hired under the Brazilian Labor Code (CLT) regime. The data was compiled based on the total number of employees at the end of the reporting period on March 31, 2025.

Note<sup>2</sup>: data by region was obtained from the address registered in the payroll system, which employees provided upon admission or subsequent updates.

### Number of employees over the months (fluctuation)

	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
<b>CROP YEAR 2023/24</b>	2,973	3,028	3,040	3,070	3,032	3,009	3,101	3,130	3,175	3,056	3,070	3,081
<b>CROP YEAR 2024/25</b>	3,034	3,057	3,005	3,046	3,046	2,953	2,931	3,013	2,986	2,921	3,047	3,051

Note: employees hired under the Brazilian Labor Code (CLT) regime.

### Percentage of employees by employee category and gender (%) [GRI 13.15.2, 405-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Male	Female	Male	Female	Male	Female
Directors	100%	0%	100%	0%	100%	0%
Executive managers	50%	50%	50%	50%	80%	20%
Managers	77%	23%	92%	8%	88%	13%
Coordinators	89%	11%	88%	12%	83%	17%
Supervisors	90%	10%	90%	10%	94%	6%
Specialists	82%	18%	85%	15%	84%	16%
Analysts/ technicians	71%	29%	69%	31%	65%	35%
Operational	89%	11%	87%	13%	87%	13%
<b>Total</b>	<b>81%</b>	<b>19%</b>	<b>85%</b>	<b>15%</b>	<b>86%</b>	<b>14%</b>

Note: employees hired under the Brazilian Labor Code (CLT) regime. The data was compiled based on the total number of employees at the end of the reporting period on March 31, 2025.



### Percentage of employees by employee category and age group (%) [GRI 13.15.2, 405-1]

	CROP YEAR 2022/23			CROP YEAR 2023/24			CROP YEAR 2024/25		
	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Directors	0%	100%	0%	0%	80%	20%	0%	60%	40%
Executive managers	0%	50%	50%	0%	100%	0%	0%	80%	20%
Managers	0%	81%	19%	0%	73%	27%	0%	63%	38%
Coordinators	2%	78%	20%	2%	78%	20%	4%	79%	17%
Supervisors	0%	69%	31%	8%	69%	22%	6%	71%	23%
Specialists	3%	85%	12%	25%	66%	9%	16%	74%	9%
Analysts/technicians	41%	53%	6%	45%	52%	3%	42%	54%	4%
Operational	30%	50%	21%	35%	49%	16%	36%	47%	17%
<b>Total</b>	<b>10%</b>	<b>71%</b>	<b>20%</b>	<b>34%</b>	<b>51%</b>	<b>15%</b>	<b>35%</b>	<b>49%</b>	<b>16%</b>

Note: employees hired under the Brazilian Labor Code (CLT) regime. The data was compiled based on the total number of employees at the end of the reporting period on March 31, 2025.

## Internal actions

### *Pauta em Prosa*

We regularly bring senior management and employees together for an afternoon of conversation and integration through an initiative called *Pauta em Prosa*. During these meetings, ideas are shared, projects are presented, and questions about various company topics are answered. The goal is to strengthen the connection between business strategies and employee expectations, valuing relationships and communication between all parties. This initiative strengthens employees' sense of belonging and engagement.



## Women's Day

In celebration of International Women's Day, we brought together over 200 female employees from the agri-industrial, administrative, and logistics divisions for a special program focused on self-esteem, mental health, sharing experiences, and lots of fun.



## Uisa Tour

Launched to strengthen employee integration, sense of belonging, and knowledge, the Uisa Tour offers guided tours of our operations. During the two editions held throughout the year, 30 participants learned firsthand about the industrial, packaging, research, and distribution areas, as well as administrative and agricultural routines.



## Uisa Tour Kids

In celebration of Children's Day, we held the first edition of Uisa Tour Kids, which welcomed 50 employees' children for a guided tour of the company. During the tour, the children observed our operations up close and participated in various recreational activities, which made the day even more special.



## Our Legacy Makes a Difference

We held the first edition of this event with all of the employees from the packaging and distribution unit located in the Assari district in Barra do Bugres, Mato Grosso. The initiative aimed to recognize each professional, acknowledge talent, promote teamwork, and foster integration and alignment between the operational and administrative areas.



## Uisa Connection

The project aims to cultivate a sense of belonging among new employees as they join the company. In 2024, we held two editions of the program, which involved approximately 100 employees. The third edition, held in March 2025, drew nearly 40 participants. In addition to facilitating onboarding, the event reinforces Uisa's welcoming culture by emphasizing the value we place on our employees and their families.



## Conectada Mente Workshop – connecting people, nurturing talent

We brought the entire People and Culture team together for a self-awareness, integration, and synergy-focused experience. Through practical activities and thought-provoking discussions, we reinforced the role of each individual as a lead player and agent of change.



## Uisa's Christmas Synergy

During the Christmas Synergy event, which was held in Nova Olímpia, Denise, and Tangará da Serra, we delivered close to 3,000 Christmas kits to employees. With over 4,000 participants and the support of 100 volunteers, the initiative reinforces Uisa's Way of Being and our commitment to strengthening the organizational climate and sense of belonging. The remaining kits were donated to social institutions in the three municipalities.



## Turnover rate

### Total number and rate of new employee hires, by gender [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires
Male	695	29%	800	31%	858	33%
Female	148	23%	172	21%	187	42%
<b>Total</b>	<b>843</b>	<b>29%</b>	<b>972</b>	<b>32%</b>	<b>1,045</b>	<b>34%</b>

### Total number and rate of new employee hires, by age group [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires
Under 30	379	135%	510	48%	522	49%
30 to 50	412	20%	400	26%	441	30%
Over 50	52	9%	62	13%	82	17%
<b>Total</b>	<b>843</b>	<b>29%</b>	<b>972</b>	<b>32%</b>	<b>1,045</b>	<b>34%</b>

### Total number and rate of new employee hires, by region [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires	Number of employees hired	Rate of new employee hires
North	2	10%	14	34%	7	30%
Northeast	-	0%	25	2500%	32	400%
Midwest	841	29%	907	31%	980	33%
Southeast	-	0%	24	33%	25	68%
South	-	0%	2	40%	1	33%
<b>Total</b>	<b>843</b>	<b>29%</b>	<b>972</b>	<b>32%</b>	<b>1,045</b>	<b>34%</b>

Note: in the 2024/25 crop year, hiring fell by 50% in the North and South regions due to the restructuring of distribution centers in the North and the marketing area in 2023.

### Total number and rate of employee turnover, by gender [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees terminated	Turnover rate	Number of employees terminated	Turnover rate	Number of employees terminated	Turnover rate
Male	606	2%	668	2%	816	2%
Female	93	0.4%	93	0.4%	165	0.5%
<b>Total</b>	<b>699</b>	<b>2%</b>	<b>761</b>	<b>2%</b>	<b>981</b>	<b>3%</b>

Note: the rate of new hires is calculated as follows: number of employees hired during the period / number of employees at the end of the reporting period. Employees hired under the Brazilian Labor Code (CLT) regime.

### Total number and rate of employee turnover, by age group [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees terminated	Turnover rate	Number of employees terminated	Turnover rate	Number of employees terminated	Turnover rate
Under 30	298	1%	292	1%	405	1%
30 to 50	343	1%	380	1%	479	1%
Over 50	71	0.2%	89	0.2%	97	0.2%
<b>Total</b>	<b>712</b>	<b>2%</b>	<b>761</b>	<b>2%</b>	<b>981</b>	<b>3%</b>

### Total number and rate of employee turnover, by region [GRI 401-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Number of employees terminated	Turnover rate	Number of employees terminated	Turnover rate	Number of employees terminated	Rate of new employee hires
North	1	0%	16	0%	9	0%
Northeast	-	0%	11	0.1%	47	0.1%
Midwest	710	2%	698	2%	887	3%
Southeast	1	0%	33	0.1%	37	0.1%
South	-	0%	3	0%	1	0%
<b>Total</b>	<b>712</b>	<b>2%</b>	<b>761</b>	<b>2%</b>	<b>981</b>	<b>3%</b>

Note: employees hired under the Brazilian Labor Code (CLT) regime. Employees who left the company voluntarily or due to termination, retirement, or death. We changed the way the turnover rate is calculated, since we felt that the previous method did not accurately reflect reality. Turnover rates for previous years have been recalculated to reflect the same parameters used in this reporting period. The new formula is calculated as follows:  $((\text{total number of employees hired during the reporting period (April 2024 to March 2025)} + (\text{total number of employees terminated during the reporting period (April 2024 to March 2025)}) / 2) / \text{total number of active employees during the 12-month reporting period}))$ . [GRI 2-4]



## Contractor profile

[GRI 2-8]

By the end of the 2024/25 crop year, 1,496 contractors (1,370 male and 126 female) were working in various operational areas. Their services range from agricultural activities, such as soil preparation, cultivation, and harvesting sugarcane, to technical and logistical support positions. These include industrial and agricultural maintenance, property security, transportation, corporate catering, cleaning and disinfecting environments, providing technical assistance, installing machinery in industrial plants, and offering occupational health consultations.

The number of contractors typically increases during the off-season, from December to April, when there are more maintenance activities and preparations for the new cycle. Contractors primarily worked in sugarcane cultivation, as drivers transporting workers to and from work sites, as metal workers and assistants, as general helpers, and as construction workers.

**1,496**  
contractors

## Contract management

All employees of contracted companies working on company premises are subject to the same standards of conduct, safety, and health as those that apply to Uisa's direct employees. To ensure compliance with legal obligations, the Contract Management Department conducts monthly checks on labor and social security contributions of service providers. In the event of any irregularities, contractors receive out-of-court notification until the situation is rectified.

### Number of contractors over the months (fluctuation)

	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR
CROP YEAR 2023/24	328	224	107	111	160	117	110	197	322	280	316	280
CROP YEAR 2024/25	144	118	114	126	159	209	324	475	690	980	1,337	1,496

*Note<sup>1</sup>: Uisa has a workforce that includes non-direct employees, whose contractual relationships are established through the outsourcing of services and/or labor. The assumption used is based on the absolute number of full-time workers who are not company employees.*

*Note<sup>2</sup>: data fluctuations between crop years are due to the counting methodology used. For previous crop years, we considered the number of contractors integrated in a given month. For the 2024/25 crop year, however, we presented the total number of active contractors for each month, regardless of their integration date.*

## Performance review [GRI 404-3]

Monitoring employee performance is essential to ensure alignment between individual results and the company's strategic objectives. We conduct periodic performance reviews, beginning at the specialist level, to evaluate the fulfillment of individual goals that align with Uisa's guidelines. The results of these reviews inform decisions regarding employee remuneration, recognition, and professional development.

## Number of contractors at the end of the crop years

[GRI 2-8]

CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
430	280	1,496

### Percentage of total employees by gender and by employee category who received a regular performance and career development review [GRI 404-3]

	CROP YEAR 2022/23			CROP YEAR 2023/24			CROP YEAR 2024/25		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Directors	80%	0%	80%	80%	0%	80%	80%	0%	80%
Executive managers	100%	100%	100%	100%	100%	100%	100%	100%	100%
Managers	100%	100%	100%	100%	100%	100%	114%	100%	113%
Coordinators	100%	100%	100%	100%	100%	100%	103%	100%	102%
Supervisors	100%	100%	100%	100%	100%	100%	104%	100%	104%
Specialists	100%	100%	100%	100%	100%	100%	111%	114%	112%
Analysts/technicians	0%	0%	0%	0%	0%	0%	0%	0%	0%
Operational	0%	0%	0%	0%	0%	0%	0%	0%	0%
<b>Total</b>	<b>4%</b>	<b>6%</b>	<b>4%</b>	<b>6%</b>	<b>5%</b>	<b>5%</b>	<b>6%</b>	<b>5%</b>	<b>6%</b>

Note 1: this indicator includes all company employees, as reported in GRI 2-7. In some cases, employees were evaluated throughout the crop year, but may have been terminated, resulting in some percentages exceeding 10%. This indicator is not applicable since there are no women in the 'Director' employee category.

Note 2: for performance review purposes, employees must have worked a minimum of 90 days during the crop year. The discrepancy between the total number of employees and the total number who received performance reviews is due to the fact that some employees did not meet the eligibility criteria and are not included among those reviewed.

Note 3: data from previous years was revised after inconsistencies were found in the formulas. [GRI 2-4]

## Remuneration [GRI 13.21.1, 13.21.3, 202-1]

We adopt fair and transparent remuneration practices that comply with current legislation, collective agreements, and company strategies. Since there is no state or municipal minimum wage in the region where we operate, the reference salary used in all operating units is either the minimum wage negotiated with the relevant union or the national minimum wage, whichever is more beneficial to the employee. The company routinely conducts wage surveys in collaboration with specialized consulting firms to ensure fair remuneration that aligns with industry standards. However, the company does not have metrics to assess income or fair wages among its service providers or in its area of influence. There is no gender pay gap, and only seniority is taken into account.

Uisa is committed to doing business with business partners and service providers who share our commitment to ethical business practices. Therefore, our service providers must remunerate their employees in accordance with applicable labor laws and collective bargaining agreements. We conduct audits and monthly verifications to ensure that contracted companies comply with labor and social security obligations. This process includes reviewing contractors' pay stubs and payment receipts, enabling us to confirm that workers are receiving at least the current minimum wage.

Our operating units encompass administrative, industrial, agricultural, packaging, and distribution sites located in Nova Olímpia, Denise, and the district of Assari (Barra do Bugres, Mato Grosso), in addition to distribution centers in Belém and Santarém (Pará), and Manaus (Amazonas).



### Ratios of standard entry level wage by gender compared to local minimum wage (R\$), by gender [GRI 202-1]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Male	Female	Male	Female	Male	Female
Entry level wage paid by Uisa	1,319	1,319	1,412	1,412	1,518	1,518
Minimum wage determined by legislation or union	1,319	1,319	1,412	1,412	1,518	1,518
<b>Ratio</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>	<b>1.0</b>

### Annual total compensation ratio [GRI 2-21]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	89	37	41
Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	18	-18	-23

Note: when calculating the ratio, we considered all compensation received by active employees during the reporting period, excluding those on leave, those who are self-employed, and contractors.

## Benefits

We offer benefits to all employees, whether temporary or permanent, as described below:

### Benefits provided to employees, by employment type [GRI 401-2]

	Permanent employees	Temporary employees
Health plan	Yes	Yes
Dental plan	Yes	Yes
Housing assistance <sup>4</sup>	Yes	Yes
Breastfeeding/daycare assistance <sup>2</sup>	Yes	Yes
Prescription glass assistance	Yes	Yes
Pharmacy card	Yes	Yes
Car (managers and directors only)	No	No
Payroll-deduction loans	Yes	No
Profit-sharing plan	Yes	No
Life insurance	Yes	Yes
Transportation allowance	Yes	Yes
Food/meal voucher	Yes	Yes
Transportation allowance	Yes	Yes
Parental leave	Yes	Yes

Note<sup>1</sup>: employees hired under the Brazilian Labor Code (CLT) regime.

Note<sup>2</sup>: breastfeeding/daycare assistance offered to mothers applies to those with children aged 0 to 6 months.

Note<sup>3</sup>: transportation allowance is offered exclusively to corporate office employees in São Paulo and distribution center employees.

Note<sup>4</sup>: housing assistance applies to specific job positions.

Note<sup>5</sup>: Uisa does not offer disability and invalidity benefits, private pension plans, or stock option plans.

## Parental leave [GRI 401-3]

During the 2024/25 crop year, all of our employees who took parental leave returned to work, with a 70% retention rate for women and 82% for men. We are committed to respecting individual rights and complying with all relevant legislation, providing legal guarantees for all our employees.

### Parental leave by gender [GRI 401-3]

	CROP YEAR 2023/24		CROP YEAR 2024/25	
	Male	Female	Male	Female
Number of employees that were entitled to parental leave	98	25	97	30
Number of employees that took parental leave	98	25	97	30
Total number of employees that returned to work in the reporting period after parental leave ended	98	25	97	30
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	79	01	80	21
<b>Return to work rate (%)</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>Retention rate (%)</b>	-	-	<b>82%</b>	<b>70%</b>



### Canguru Project

The *Canguru* Project is an initiative focused on the care and well-being of our female employees during the postpartum period. It includes a home visit to check on the mother's recovery and the baby's health. We also provide a personalized kit containing hygiene and health items, clothing, diapers, and a Uisa badge for the baby, which is a symbolic gesture that strengthens the bond between the family and the company.

## Collective bargaining agreements [GRI 2-30]

All of our employees are covered by collective bargaining agreements, with the exception of interns and apprentices, who are subject to specific legislation. We guarantee the labor rights provided for in the Federal Constitution, the Brazilian Labor Code (CLT), and Social Security (INSS).

We recognize unions as legal representatives and value and respect freedom of association. We comply with collective agreements, including the basic salary for each category. This commitment is described in our Code of Ethics and Conduct and reinforced in the training offered to employees.

We also guarantee unions free access to our facilities to promote their union campaigns and make contacts. We support and disseminate union communications whenever requested, promoting open and transparent dialogue. Our employees are represented by regional unions, including the Nova Olímpia Rural Workers' Union, the Denise Rural

Workers' Union, and the Nova Olímpia Ethanol Industry Workers' Union, all in the state of Mato Grosso



## Development and training [GRI 404-1, 404-2]

The People and Culture Department at Uisa conducts an annual Training Needs Assessment (TNA). They work with other departments to define training programs that ensure employee skill development, compliance with standards, and opportunities for internal growth. We also have a succession planning program that identifies and develops successors for strategic positions, thereby avoiding operational disruptions in the event of staff changes.

We invest in infrastructure, such as the Uisa Academy, which offers technical training in person and online, as well as workshops and talks throughout the year. Additionally, our Talent Development Department provides guidance on important topics such as sustainability, diversity, inclusion, anti-harassment and anti-discrimination policies, and human rights. These topics are covered in our Code of Ethics and Conduct. The content is shared with all employees upon hiring, followed by annual refresher training and whenever the document is updated, and also applies to senior management and the board of directors. When necessary, we offer an outplacement process to provide support for reemployment in the job market. The transition from the 2023/24 to the 2024/25 crop year resulted in updated mandatory training and refresher courses for the entire company. Additionally, we held another edition of the Leadership School for managers, coordinators, supervisors, and leaders, and we implemented a school of English as a second language for strategic positions, such as coordinators, managers, and directors. These initiatives resulted in an average course load that was 41 hours longer than in the previous crop year. Regarding end-of-career management, the company does not yet have a support program in place.

### Average hours of employee training, by employee category [GRI 404-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Directors	8	-	49
Executive managers	4	4	17
Managers	10	4	34
Coordinators	15	8	35
Supervisors	28	35	21
Specialists	20	32	31
Analysts/technicians	22	33	34
Operational	34	23	29
<b>Total</b>	<b>32</b>	<b>26</b>	<b>29</b>

Note: the average number of training hours for the president category was considered together with the average for the director category.

### Average hours of employee training, by gender [GRI 404-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Female	17	17	21
Male	34	24	31

## Uisa 360°: synergy that transforms

The third edition of the Uisa 360° Leaders Meeting focused on integration between departments, with the theme "Synergy that Transforms Our Business." The program included the Synergy 360 project, which aims to strengthen collaborative work and the systemic view of internal processes. We also held two Design Thinking workshops. Our leaders visited different areas of the company to understand the challenges and propose improvements, putting themselves in others' shoes with regard to their processes. This initiative generated solutions and projects focused on economy, sustainability, and agility, among other topics, sparking a sense of ownership.

In the fourth edition, more than 70 leaders participated in debates on strategies for the 2025/26 crop year, ethics, personal and professional development, individual and collective goals with the theme "Attitude and Leadership: the Result in our Hands," considering pillars of integration and empowerment. Uisa 360° also holds quarterly accountability meetings and an annual agenda focused on developing coordinators, managers, and directors, promoting strategic alignment and commitment to results.





## Leadership school

### 220 leaders in development

With a focus on preparing leaders for today's challenges, we promote the Leadership School Program. Since November 2024, managers, coordinators, supervisors, and other leaders have participated in a development program. In addition to developing individual skills, the program reinforces the importance of leadership for employee engagement, talent retention, and business results. The program is scheduled to conclude in August 2025.

## Training during the 2024/25 crop year

During the 2024/25 crop year, we provided technical, behavioral, corporate, and operational training to all employees in the administrative, industrial, agricultural, packaging, and distribution areas. Topics covered include: The Code of Ethics and Conduct; English courses; programs focused on excellence and leadership; the Emergency Response Plan; and mandatory training in accordance with regulatory standards based on role.

We also conducted practical training in operating truck-mounted cranes, scissor lifts, fire brigades, and safety procedures for operating agricultural machinery. All initiatives comply with current legislation and reinforce our culture of safety, ethics, and continuous employee development.



## Young Apprentice Program

### 12 students hired

To promote employability and train the local workforce, we started Process Operator courses in the Sugar, Ethanol, Bioenergy and Electromechanical Industry in Nova Olímpia, Mato Grosso, as well as Diesel Engine Maintenance Mechanic and Industrial Machine Maintenance courses in Denise, Mato Grosso. The training courses are attended by 90 students aged between 17 and 22, preparing them to be qualified professionals ready to enter the job market. The technical class for the 2023/24 crop year, including the Heavy Machinery Maintenance course, ended in 2025. As a result of our commitment to developing and including new talent, Uisa hired 12 students in their areas of expertise. This program is a partnership with the National Service for Rural Training (SENAR-MT) and the National Service for Industrial Training (SENAI-MT).



## Occupational health and safety

### Focus area: Well-being

[GRI 13.19.2, 403-1]

We have ongoing training programs focused on identifying, preventing, and mitigating risks to promote increasingly safe work environments. We periodically inspect our facilities to detect and remedy any hazards and ensure the physical integrity and well-being of all employees.

We monitor performance indicators related to reducing workplace injuries and illnesses based on accident frequency and severity rates. This allows us to assess the effectiveness of our preventive actions and make adjustments when necessary.

We also verify this effectiveness by analyzing accident causes, implementing action plans, and conducting regular internal audits. Our employees actively participate in this process within their areas of responsibility, contributing to the continuous improvement of occupational health and safety. Their participation includes conducting inspections, monitoring risks, and collecting feedback from teams on implemented improvements.

We have strengthened our commitment to occupational health and safety. Our goal is to certify 100% of our operations according to international standards by 2028. In the 2024/25 crop year, we made progress toward this goal, achieving 30% of our plan. We are gradually incorporating the improvement actions identified during the diagnosis into our management, processes, and operations. As a result, we reduced the severity rate from 165% to 74% during the reporting period.

A strong safety culture promotes a better quality of life and well-being by protecting human rights and providing a safe working environment. We recognize that inadequate planning and protocols can result in negative impacts from our activities, including occupational diseases, accidental injuries, and environmental damage, such as air, water, and soil pollution with long-term consequences. Failure to implement preventive measures can also increase operating costs, lead to more accidents, compromise employee health, and expose the company to potential penalties and legal proceedings.

Therefore, Uisa reaffirms its commitment to responsible occupational health and safety management integrated into its sustainability strategy, ensuring that the company's growth goes hand in hand with respect for people and the environment.

**Our guidelines align with our commitment to implementing ISO 45001 by 2028**



## Occupational health and safety management system [GRI 403-1]

Our Occupational Health and Safety Management System (OHS) establishes guidelines aimed at preventing losses and promoting a culture of health and safety. Our goal is to achieve zero accidents. Uisa promotes safe and proactive attitudes in its operations and encourages employees to take a responsible and educational approach in the workplace to prevent accidents and occupational illnesses, ensuring their physical and mental health.

This approach complies with federal and state legal and regulatory requirements, preparing the biorefinery for ISO 45001 certification. The scope covers not only our employees, but also service providers, reinforcing our commitment to the health and safety of everyone involved.

**100%** of employees and contractors are covered by the OHS Management System.

### OHS guidelines applied

1. Leadership and employee responsibility
2. Compliance with legal requirements and commitments
3. Risk and impact management
4. Reporting of deviations, incidents, and accidents
5. Occupational Health and Safety (OHS) system standards and procedures
6. Management, use, and control of chemicals
7. OHS training and education management
8. OHS behavioral and cultural development
9. OHS management for service providers
10. Change, project, and investment management
11. Management of facility and equipment reliability and integrity
12. Crisis and emergency management

### Workers covered by the OHS management system [GRI 13.19.9, 403-8]

	CROP YEAR 2022/23		CROP YEAR 2023/24		CROP YEAR 2024/25	
	Total number	%	Total number	%	Total number	%
Direct employees covered	2,958	100%	3,081	100%	3,051	100%
Contractors covered	430	100%	172	100%	1,496	100%
Uisa's departments covered by OHS (%)	100%		100%		100%	
Departments in which the OHS system is audited internally (%)	100%		100%		100%	
Departments in which OHS undergoes external audit (%)	100%		100%		100%	

Note: all direct employees and contractors are included in the scope. The term "direct employees" refers to employees hired under the Brazilian Labor Code (CLT) regime.



## Risk assessment and investigation [GRI 13.19.3, 403-2]

In our routine, we use preventive and proactive tools to identify, assess, and control occupational health and safety risks. These tools include Preliminary Risk Analysis (PRA), Safety Operating Instructions (SOI), the Alert Card, planned inspections, risk control, the 5 Golden Rules, Work Permits (WP), and actions by the Internal Commission for Accident Prevention and Harassment (CIPA) and the Internal Commission for Accident Prevention and Harassment in Rural Work (CIPATR), as well as awareness campaigns.

We also hold regular meetings at all organizational levels to discuss indicators, propose improvements, and define strategic actions aimed at the well-being, health, and integrity of employees. Our senior management is continuously trained and prepared to proactively identify, assess, control, and review risks. Additionally, we have a procedure for communicating, analyzing, and investigating all safety events (accidents or near misses), identifying the root cause, and implementing corrective actions to prevent recurrence. In addition, we address violations of the Golden Rules. Both occurrences and violations are accompanied by action plans and consequence management.

We use the Alert Card, a tool for identifying and correcting operational deviations, and we have a work refusal procedure through which employees can refuse to perform an unsafe activity. They must report the reason for the refusal, which is considered a positive example. Our employees undergo periodic medical examinations in accordance with current regulations and use personal and collective protective equipment (PPE, CPE) appropriate to their duties. The Occupational Health and Safety (OHS) team consists of qualified professionals with active registration with their respective professional associations. They ensure the correct application of health and safety standards and procedures in the corporate environment. These initiatives are part of Uisa's OHS guidelines.

### Drills

To strengthen our safety and accident prevention practices, we periodically carry out various emergency preparedness and response initiatives. These initiatives include drills conducted in different areas of the company. These



exercises allow us to test the efficiency of our operational response, evaluate the performance of our equipment, and identify flaws in our processes, thereby contributing to an increasingly safe work environment.

### Rescue from run-over accidents

Prepare for emergencies involving victims, material damage or environmental damage, taking action to stop or minimize the damage.

### Chemical spills with victims

Containment and rescue practices for chemical emergencies.

### Electrical shocks

Respond immediately to electrical accidents, focusing on rescue and damage control.

### First aid for victims exposed to chemicals

Conduct emergency response drills to provide quick and safe assistance to victims exposed to chemicals.

### Rescue at heights and in confined spaces

Response to risk scenarios involving heights and confined spaces.

### Fire in distilleries

Firefighting with a focus on protecting life, the environment, and industrial facilities.

### Fire in the ethanol tank area

Practice evacuating areas and controlling risks in emergencies involving flammables to ensure team safety.

### Firefighting in sugarcane fields

Control fires and evacuate agricultural areas.

### Evacuation of general areas

Instruct employees to evacuate the premises safely and efficiently in case of an emergency.





Drill

## Occupational health services

[GRI 13.9.4, 13.19.7, 403-3, 403-6]

We have an occupational health service with adequate infrastructure that has been approved by regulatory agencies. Our facilities include a phlebotomy room, a doctor's office, an emergency room, a waiting area, and administrative offices.

We comply with current legislation related to worker health. Our main pillar is Regulatory Standard 7 (Medical Control Program for Occupational Health – PCMSO), which guides the identification of workplace risks and the monitoring of employee health. These measures allow us to adopt effective preventive strategies and reduce occupational diseases.

As part of our commitment to health and well-being, we promote educational campaigns, daily safety dialogues, and bulletins through internal channels. We also act in an integrated manner with other regulatory standards, such as Regulatory Standard 5 (Internal Commission for Accident Prevention and Harassment – CIPA), Regulatory Standard 9 (Assessment and Control of Exposure to Physical, Chemical, and Biological Agents), and Regulatory Standard 17 (Ergonomics).

We also provide first aid services with vehicles equipped for fast and effective care. All employee health information is recorded in individual medical records, and medical and nursing confidentiality is assured. These documents are stored in the occupational health administrative sector with restricted access in accordance with current legislation.

We offer health and dental plans to our employees. We monitor chronic diseases such as hypertension and diabetes and oversee immunization (vaccine) programs. We also promote health campaigns that address healthy eating,

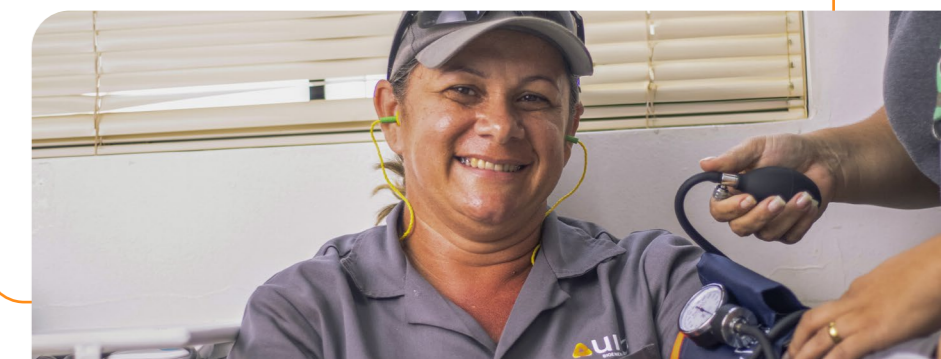
mental health, and the prevention of alcohol and drug use.

All employees and contractors participate in these campaigns, and their families are covered through Florescer Ação Social and national initiatives.

### Our OHS structure

We have an Occupational Health Center and three emergency vehicles to assist our employees and contractors. Our team exceeds the number required by law. These professionals are trained in health and safety and are registered with their respective professional associations. Our team includes three doctors, two speech therapists, one nurse, three occupational nursing technicians, 12 safety technicians, one firefighter, one safety analyst, one administrative assistant, one safety specialist, one health and safety manager, and one safety coordinator.

This structure reinforces our commitment to promoting health, preventing accidents, and ensuring the well-being of all professionals involved in our operations.



## Care for people, health, and well-being

[GRI 13.19.7, 403-6]

During the 2024/25 crop year, our Occupational Health team implemented various initiatives to promote the health of our employees and contractors. These initiatives were supported by internal departments and external partners, including Unimed Vale do Sepotuba, Florescer Ação Social, and regional public agencies. The campaigns aimed to disseminate relevant information, encourage disease prevention, and raise awareness of essential health issues among employees and their families.

Main initiatives:

**Vaccination campaigns:** Administration of vaccines against tetanus, yellow fever, MMR, hepatitis, influenza, and COVID-19.

**Alcohol and drug awareness:** Educational activities aimed at preventing substance abuse and promoting healthy habits.

**Promotion of healthy eating:** Encouraging balanced food choices and providing nutrition guidance to improve health and well-being.

**Pink October:** Activities for the prevention and early diagnosis of breast and cervical cancer.

**Blue November:** Actions for the prevention and early diagnosis of prostate cancer.

**Caminhos Saudáveis (Healthy Roads):** A program that promotes the physical and mental health and quality of life of truck drivers.



Vaccination campaigns



Alcohol and drug awareness



Pink October



Blue November

## Worker participation [GRI 13.19.4, 13.19.5, 13.19.6, 403-4, 403-5]

Two formally constituted commissions have been established within our organization, as outlined in Regulatory Standards 5 and 31: the Internal Commission for Accident Prevention and Harassment (CIPA) and the Internal Commission for Accident Prevention and Harassment in Rural Work (CIPATR). These commissions play a key role in representing employees in matters related to Occupational Health and Safety, actively collaborating with management in the development and implementation of preventive and corrective actions.

CIPA and CIPATR convene monthly meetings, during which CIPA members, elected by the workers, engage in active discussions with Uisa representatives. At these meetings, both parties are guaranteed the right to freely express themselves, respecting workers' rights and ensuring freedom of expression without the risk of retaliation.

In addition to these commissions, we hold weekly meetings for Critical OHS Analysis. During these meetings, we evaluate indicators such as accident frequency and severity rates, action plans, risk conditions, legal requirements, and other relevant topics. These meetings are deliberative in nature, with a focus on improvements and accident prevention. At one of these agendas, the OHS team meets with the executive board and agri-industrial management. At the others, the team meets with operational areas, involving coordinators, supervisors, specialists, and leaders from agricultural and industrial areas in separate meetings.

Our employees undergo operational training related to Uisa's regulations and management programs, complemented by internal campaigns. After completing training, we conduct assessments to measure employee performance, setting a minimum passing score of 70%.

## Prevention and mitigation of occupational health and safety impacts [GRI 13.19.8, 403-7]

Safety is a non-negotiable value at Uisa. This commitment is reinforced annually during the Internal Week for the Prevention of Workplace Accidents (SIPAT/SIPATR). The company believes that all accidents can be prevented and strives for zero accidents in its operations. Preventing accidents and occupational diseases, promoting employee health, and strictly complying with safety standards are principles incorporated into Uisa's routine.

This commitment extends to all professionals in our work environment, including contractors, who adhere to the same safety guidelines and protocols as our direct employees. Everyone undergoes an onboarding process in which they receive guidance on the risks inherent to their jobs, preventive measures, and emergency procedures, ensuring a safe, healthy work environment that complies with current legislation.

## 20th SIPAT/SIPATR

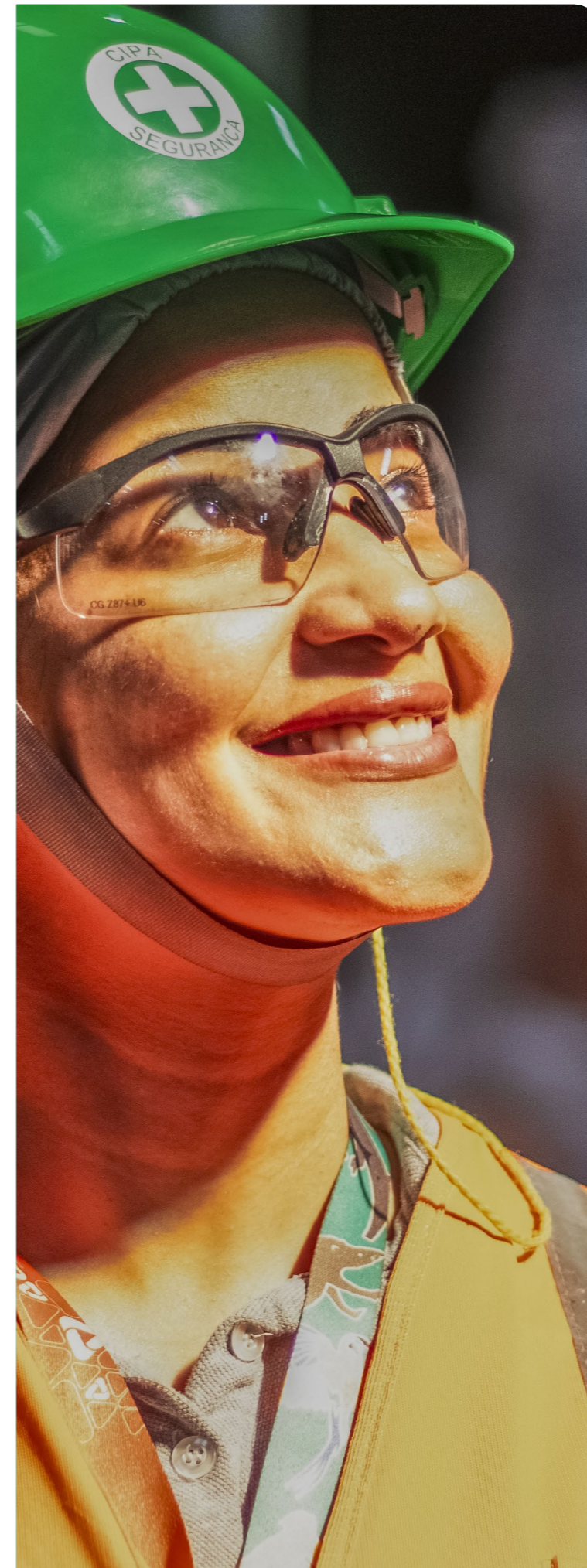
The theme of the 20th edition of SIPAT/SIPATR was "Safe Behavior is the Best Example!" and it mobilized employees and partners from the industrial, administrative, agricultural, and packaging areas. The program included theatrical performances, talks, practical safety demonstrations, and the traditional parody contest, which concluded the week in a relaxed and integrated atmosphere. This initiative aimed to educate and guide participants on essential topics for promoting a safe, healthy, and respectful work environment, including fire prevention, risk perception, combating moral and sexual harassment, hearing health, mental health, and care for venomous animals, among other topics.



### Emergency Brigade

Uisa has an Emergency Response Plan (ERP) in place that covers emergency brigade actions on three fronts: Guanabara Farm (including the agricultural and administrative areas, as well as the fuel station), industrial areas, and the packaging unit.

All brigade members receive regular training based on the NTCB 34 standard of the state of Mato Grosso, covering fire-fighting, rescue, and lifesaving techniques. Periodic drills are conducted to assess the response time and preparedness of brigade members in critical situations, ensuring the effectiveness of these actions.



## Preventing work-related injuries

[GRI 13.19.10, 403-9 | SASB-FB-AG-320a.1]

We have developed a preventive approach to ensure workplace safety. We identify hazards and risks through field inspections, preliminary risk analyses, operational safety instructions, planned inspections, and the application of the 5 Golden Rules, all of which are in accordance with regulatory standards.

The main hazards that pose a high risk of high-consequence work-related injuries include working at heights, in confined spaces, with hazardous energies, in excavations, driving vehicles, in hot conditions, in classified areas, handling chemicals, hoisting loads, and working with rotating equipment and moving parts.

Preventive actions include campaigns such as the Internal Week for the Prevention of Workplace Accidents (SIPAT) and the Internal Week for the Prevention of Rural Workplace Accidents (SIPATR), as well as other initiatives to raise employee awareness.

To control and mitigate risks, we implement measures in accordance with the hierarchy of substitution and engineering controls. These measures include improvements and adjustments to machinery and equipment to ensure a safe environment for employees. Other practices include mapping classified areas, restricting and controlling access, enclosing areas, replacing equipment, applying the Point-by-Point Lesson tool, and using the Alert Card and personal protective equipment (PPE). The results of health and safety indicators are presented weekly to the Safety Working Group. In the 2024/25 crop year, there were no fatalities or high-consequence work-related injuries.

**Work-related injuries - direct employees<sup>1</sup>** [GRI 403-9 | SASB FB-AG-320a.1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of hours worked	6,072,965	6,072,965	6,858,739
Number of fatalities as a result of work-related injury	-	-	-
Rate of fatalities as a result of work-related injury	-	-	-
Number of high-consequence work-related injuries <sup>2</sup>	-	-	-
Rate of high-consequence work-related injuries	-	-	-
Number of recordable work-related injuries	16	34	35
Rate of recordable work-related injuries	3	6	5
Total number of recordable work-related injuries and illnesses	-	-	-
Total rate of recordable work-related injuries and illnesses (TRIR)	-	-	-
Number of near misses	-	-	-
Rate of near misses (NMFR)	-	-	-

Note<sup>1</sup>: all employees were included in the scope. Rates were calculated based on 1,000,000 hours worked. There was a 9% reduction in lost-time injuries compared to the previous crop year (2023/24). The main types of accidents were commuting accidents, which resulted in both lost and non-lost time. The term "direct employees" refers to employees hired under the Brazilian Labor Code (CLT) regime.

Note<sup>2</sup>: high-consequence work-related injuries are considered to be accidents/incidents resulting in permanent injury, which have not occurred at the company for six years. Consequently, the rate of high-consequence work-related injuries was zero. [GRI 2-4]

**Work-related injuries - contractors<sup>1</sup>** [GRI 403-9 | SASB FB-AG-320a.1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of hours worked	598,828	1,941,280	1,357,840
Number of fatalities as a result of work-related injury	-	-	-
Rate of fatalities as a result of work-related injury	-	-	-
Number of high-consequence work-related injuries <sup>2</sup>	-	-	-
Rate of high-consequence work-related injuries	-	-	-
Number of recordable work-related injuries	7	7	2
Rate of recordable work-related injuries	11.69	4	1
Total number of recordable work-related injuries and illnesses	-	-	-
Total rate of recordable work-related injuries and illnesses (TRIR)	-	-	-
Number of near misses	-	-	-
Rate of near misses (NMFR)	-	-	-

Note<sup>1</sup>: all contractors were included in the scope. Rates were calculated based on 1,000,000 hours worked. The main types of accidents were commuting accidents, which resulted in both lost and non-lost time.

Note<sup>2</sup>: high-consequence work-related injuries are considered to be accidents/incidents resulting in permanent injury, which have not occurred at the company for six years. Consequently, the rate of high-consequence work-related injuries was zero. [GRI 2-4]

## Promoting a culture of safety

During the 2024/25 crop year, the Occupational Safety Department collaborated with CIPA and CIPATR to promote several initiatives aimed at raising awareness and preventing accidents. These initiatives involved employees from the agricultural, industrial, and packaging units, as well as partner companies. The main initiatives included:

**Green April:** to prevent accidents and occupational diseases.



Green April

**Yellow May:** to raise awareness to reduce traffic accidents.



Yellow May

**Safety in industrial and agricultural vehicles:** to reinforce safety rules and measures for operating these vehicles.

**Driver's Day:** recognized our own drivers and partner drivers for safe driving.



Driver's Day

**Safety in machinery and equipment:** to raise awareness of risks and prevent accidents, focusing on energy isolation and safety systems.

**Fire prevention and fighting:** to reinforce the importance of preventive actions during the dry season.

**Preventing and combating moral and sexual harassment in the workplace:** to provide guidance on the topic, prevent, and promote respect in the workplace.

**Safety in the off-season:** campaigns focused on safety during critical activities, such as hoisting cargo, working at heights and in confined spaces.

**Hand protection:** to raise awareness about the importance of correctly using PPE to prevent hand injuries.



Hand Protection

# Supply chain

## Partnership and economic growth

[GRI 13.22.3, 13.22.4, 203-1, 203-2]

Although the 2024/25 crop year was challenging due to the climate, we surpassed our economic, financial, and production targets. We generated 3,051 direct jobs and strengthened our value chain with 1,674 suppliers of essential materials and services.

Through the *Nossa Cana* Program, we continue to promote the development of our sugarcane suppliers by offering technical guidance and encouraging responsible social and environmental practices. All business partners who joined the initiative received certification from RenovaBio (the National Biofuels Policy) and began receiving financial incentives based on audits and performance.

Investing in local suppliers creates new jobs, increases purchasing power, and improves living conditions in the region. This movement also strengthens the local economies of small business owners, driving sustainable development.

This crop year, uisa BioNutrition, which opened in 2023, produced 3,937 tons of yeast for use in animal nutrition and health. We are also developing the uisa Geo Biogás project, which focuses on producing biogas and biomethane. These initiatives generate new jobs and increase demand for suppliers, thereby strengthening our value chain.

## Ethical labor practices and protection of human rights

[GRI 13.16.1,13.16.2, 13.17.1, 13.17.2, 13.18.2, 407-1, 408-1, 409-1]

The Code of Ethics and Conduct, as well as the Code of Conduct for Business Partners and Suppliers, establish principles for transparent and ethical relationships that respect the environment, diversity, inclusion, and human rights.

Uisa and our suppliers are committed to complying with labor laws, prohibiting child labor and forced or compulsory labor, and ensuring freedom of association and the right to collective bargaining. There have been no reports of these rights being violated in the last three crop years. [GRI 407-1]

There were no cases of child labor or of young people exposed to hazardous activities in our operations. We strictly comply with current legislation and do not hire individuals under the legally permitted minimum age. We also have programs aimed at young people aged 16 and over, such as the Social Digital Inclusion and Young Apprentice programs, which do not involve hazardous activities.

The main risks associated with child or forced labor are concentrated in the provision of rural services by outsourced companies, particularly during the planting, harvesting, and supply stages of sugarcane production. To mitigate these risks, we have a dedicated Contract Management Department that is responsible for integrating and controlling business partners operating in the agri-industrial sector. We review the labor costs of outsourced companies monthly and include integrity clauses in supply and service contracts that require compliance with legal and regulatory obligations.

**Total number of suppliers that could pose a significant risk of child labor, hazardous work for young workers, or forced or compulsory labor.**

Type of operation	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Planting and harvesting	3	4	3
Sugarcane suppliers	46	42	44

*Note: suppliers that could pose the aforementioned risks are located in Brazil's Midwest region.*

### Local sourcing and regional development (2024/25 crop year)

Partnership this crop year with <b>1,674 suppliers</b> of services, equipment, and machinery	<b>550</b> local suppliers	<b>44</b> sugarcane suppliers
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The Occupational Health and Safety Department conducts periodic inspections to ensure compliance with safety standards for workplaces and staff quarters. [GRI 408-1, 409-1]

In reaffirming our commitment to sustainability and appreciation for the communities in which we operate, we prioritize local suppliers whenever possible. This practice strengthens the regional economy, reduces greenhouse gas emissions associated with transportation, and contributes to the socio-economic development of areas near our operations. Purchases were concentrated primarily in the cities of Tangará da Serra, Nova Olímpia, Denise, and Barra do Bugres in the state of Mato Grosso. These cities accounted for 43% of the total volume of purchases within the state, totaling R\$237

million. The increase in payments made to suppliers in the state in the 2024/25 crop year is due to increased purchases of agricultural inputs and diesel fuel, which had a positive impact.

## Spending on local suppliers

### Proportion of spending on local suppliers of services, machinery, and equipment [GRI 204-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Percentage of budget spent	29%	37%	49%

Note: local suppliers are those operating in the state of Mato Grosso.

### Proportion of spending on local sugarcane suppliers [GRI 204-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Percentage of budget spent	100%	100%	96%

Note: sugarcane suppliers are located in the municipalities near Uisa: Nova Olímpia, Denise, Tangará da Serra, Barra do Bugres, and Arenópolis (MT).

## Suppliers by region

### Total number of suppliers of services, machinery, and equipment by region [GRI 2-6]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Midwest	572	588	597
Northeast	12	21	22
North	12	41	76
Southeast	756	830	865
South	108	119	114
<b>Total</b>	<b>1,460</b>	<b>1,599</b>	<b>1,674</b>



### Tax Reform Workshop - Challenges and Opportunities

We held a workshop to clarify the main changes in tax reform and its impact on the daily lives of Uisa, its suppliers, and rural producers. Approximately 180 people attended the event in person and online. The workshop was organized in partnership with Garcia & Moreno Consultoria Corporativa.





## Relationship with and impacts on local communities

**Focus area: Our Atmosphere**  
[GRI 3-3, 13.12.1, 13.14.1, 13.14.3, 13.22.1, 413-1, 413-2]

Our activities are associated with job creation, local economic development, and improving the quality of life for the communities in our area of influence. To ensure transparency and effective monitoring of our operations, we have the following mechanisms in place: periodic external audits to assess our relationship with and impact on the community; communication and reporting channels to address all demands quickly and efficiently; the Traditional Peoples Appreciation Program to promote respect for and inclusion of traditional communities. Our partnership with Florescer Ação Social also promotes dialogue and facilitates understanding of the impacts, needs, and expectations of the local population.

One challenge we have identified is the increase in the number of people migrating to Nova Olímpia, Mato Grosso, during the off-season, which can overload local public services. We monitor this impact and maintain an ongoing dialogue with the community and public authorities. Our management model is based on actively listening to our stakeholders, allowing us to improve our actions to increase positive impacts and reduce any negative effects, adjusting our actions to community expectations.

As part of our commitment to social responsibility, through Florescer Ação Social, we invest over R\$1 million each year in initiatives focused on education, sports, culture, professional training, and income generation. Through partnerships with other institutions, we offer training courses such

as Heavy Machinery Maintenance and Agricultural Tractor Operator.

We are committed to ensuring that all of our operations are free from conflicts with indigenous peoples, respecting traditional communities and preserving the environment and local culture. To this end, we continuously map our operations through community consultations, geographic surveys, and identification of areas of traditional use, which include community spaces, religious sites, public roads, and natural resources. Our goal is to promote regenerative agriculture practices that respect these spaces of customary use.

Although our operations are 21.1 km from the Umutina Indigenous Land, we closely monitor areas where our sugarcane suppliers operate closest to the buffer zone. In the 2024/25 crop year, all of our suppliers underwent rigorous audits by the *Nossa Cana* Program to ensure compliance with social and environmental standards. We engage in ongoing communication with local leaders and closely monitor potential incidents in collaboration with FUNAI (the National Indigenous Peoples Foundation). During the reporting period, there were no conflicts with indigenous peoples or traditional communities, nor were there any complaints related to the company's environmental controls. This reinforces the effectiveness of the measures adopted and our commitment to sustainability and social development.

**Operations 100% free of conflicts with indigenous peoples and traditional communities**

## Florescer Social Action – a commitment that transforms lives

[GRI 13.22.3, 203-1]



We are committed to the economic and social development of the communities in which we operate. In 2024, we reinforced this commitment by continuing to support Florescer Ação Social, an organization that provides free social and educational programs centered on citizenship and community development.

The organization operates in Nova Olímpia, Denise, and the Assari district in Barra do Bugres, Mato Grosso, and had 744 participants in 2024, including children, adolescents, young adults, adults, and seniors. The activities included workshops in education, culture, sports, professional training, and income generation—all of which foster social inclusion and real opportunities for transformation.

Since 2006, Florescer Ação Social has impacted more than 37,000 people by promoting citizenship and significant changes through initiatives organized around four main focus areas.

**Our goal remains to invest R\$1 million per year to strengthen social initiatives in the community**



### SEMEIA (SOW)

A new look at learning:

- Informal school support (recreational activities)
- Basic computer skills
- English as a second language
- Baking – gastronomy as an educational tool

### SEMENTE (SEED)

The power of inclusion, discipline, and overcoming challenges:

- Football 7
- Futsal
- Judo
- Beach tennis
- Capoeira
- Volleyball

### GERAR (GENERATE)

Skills training and income generation promoting social transformation:

- Creative Sewing
- Lines of Inspiration (reuse of uniforms)
- Crochet
- Electromechanics/Industrial Mechanics
- Baking (training for first job)
- ResinArt (art using resins)
- Flor&Ser Studio (cuticle care, haircuts, and hairstyling)
- Advanced computer science (front-end development)

### FLORESCE (FLOURISH)

Appreciation of art and cultural expression through workshops on:

- Singing and choir
- Guitar
- Dance
- Artistic drawing

### Cross-cutting project: Citizenship Calendar

This interdisciplinary project integrates all workshops and involves beneficiaries and their families. Through roundtable discussions and talks, the initiative promotes citizenship and social leadership. The educational coordination team defines social and educational topics based on the Social Assistance Calendar and the demands of the participants.

## Uisa in the community

[GRI 13.22.2, 203-1]

**Marajá 6K Race:** We supported the Marajá 6K Race, an initiative that encourages sports and promotes quality of life and well-being. Organized by Refrigerantes Marajá, the race took place in Várzea Grande, Mato Grosso, and brought together more than 1,500 participants, including amateurs and professionals, as well as Uisa's employees.



**Meligeni Open Tennis Tournament:** Sports, discipline, and lots of energy! We sponsored the Meligeni Open Tennis Tournament, which took place in Tangará da Serra, Mato Grosso. World-renowned tennis player Fernando Meligeni participated in the event and held clinics with some tennis players, including two Uisa employees who were selected in an internal drawing.



**2nd Agri Tennis Cup:** The 2nd Agri Tennis Cup, the largest tournament of its kind in the state of Mato Grosso and promoted by the Tangará Tennis Club (TTC), received our support. The event had the participation of amateur athletes and nationally and internationally renowned professionals.



**Uisa Bike Fest:** We supported the second edition of the Uisa Bike Fest in Nova Olímpia, Mato Grosso. Around 360 athletes from 35 Brazilian municipalities attended the event, including participants from the states of Mato Grosso, São Paulo, Sergipe, and Rondônia. Competitions took place in the 'Mountain Bike' and 'Trail Run' categories, placing the festival among one of the region's premier sporting events.

**Master Cana Social Award:** In recognition of our internal actions focused on health and breast cancer prevention, we received the 2024 'Master Cana Social' Award in the 'Communities' category for our "You Can Help Too!" campaign. During the Pink October campaign in 2023, the initiative mobilized employees to donate hair in partnership with salons in Nova Olímpia, Denise, and Tangará da Serra. The donations were sent to the Mato Grosso Cancer Hospital in the city of Cuiabá, contributing to the self-esteem of many people.



5.

# Governance



# Governance, ethical conduct, and integrated sustainability management

## Focus area: Governance

[GRI 2-25, 3-3, 13.25.1, 13.26.1]

[Click here](#) to view our policies.

We have implemented a strategic and well-defined management approach for our governance, ethical conduct, and integrated sustainability management. Through our materiality process, we assess the main impacts associated with this topic, including the need for continuous improvement in the governance structure, transparent communication of information, and risk assessments, particularly social and environmental risks.

Using legal mechanisms and the precautionary principle, we map, identify, and assess the risks associated with our activities, supply chain, and business relationships to mitigate impacts. When adverse situations are identified, we take the most appropriate measures based on the nature of the impact. Actions may include financial settlements, environmental restoration, rehabilitation of affected areas, adjustments to internal processes, or corrective actions with suppliers, prioritizing solutions agreed upon with the affected parties, whenever feasible.

In this context, we establish corporate policies that clearly express the organization's commitments and incorporate them into management systems. The Risk Management Policy is particularly notable, as it defines guidelines for identifying, quantifying, qualifying, and treating risks, as well as managing actual and potential positive impacts.

We cultivate a culture of integrity and compliance, supported by policies and codes that guide our daily activities and relationships. These principles guide the ethical conduct that every professional in the company must adopt in order to improve the quality of operations and strengthen Uisa's performance in society. Our internal Code of Ethics and Conduct, as well as our Code of Conduct for Business Partners and Suppliers, are widely disseminated and guide the actions of our employees,

service providers, suppliers, and business partners. All members of senior management, employees, and third parties regularly participate in training to ensure understanding and application of integrity guidelines. The company requires its suppliers and partners to sign a term of adherence to the Code of Conduct, as well as to the anti-corruption and anti-bribery policies, and to complete a self-declaration of conflicts of interest. More sensitive cases undergo Due Diligence Integrity checks. These measures demonstrate our commitment to ethics, integrity, and combating corruption, reinforcing the trust of our stakeholders and contributing to a fairer and more sustainable business environment.

Our governance structure is supported by an internal audit department that is responsible for evaluating the adequacy of processes and internal controls and the effectiveness of risk management. This information is shared with stakeholders, thereby reinforcing transparency and trust. An independent external auditor also reviews the company's financial statements, ensuring greater soundness and credibility in the process. Both audits evaluate the impact, criticality, and exposure to risk and offer recommendations for improvement.

We have established a [reporting channel](#) that is accessible to all stakeholders and promotes active listening and ethical accountability. Corrective actions are taken based on the findings from audits and complaints received, and improvements are incorporated into policies and procedures.

## Goals and objectives of the Governance and Compliance area

INDICATOR	OBJECTIVE	GOAL
Training on the Code of Ethics and Conduct	Train all employees and third parties.	Ensure that all employees and third parties comply with the Code of Ethics and Conduct.
Reporting channel	Ensure that the reporting channel is efficient, secure, and accessible.	Communicate about the reporting channel and keep the whistleblower informed about the progress.
Corporate risk management	Reduce exposure to operational and reputational risks.	Implement mitigation plans for all risks classified as "high" and "very high."
Internal audit	Reinforce internal controls and transparency.	Execute the Annual Audit Plan.

Management is continuously evaluated using specific performance indicators established by the Governance and Compliance area. We implement initiatives to track and evaluate the effectiveness of the measures we have put in place, thereby ensuring responsible and ethical management aligned with sustainability principles.

# Governance Structure

[GRI 2-9]

Our corporate governance structure is designed to ensure responsible, transparent, and sustainable management at all levels of the company. Its main objectives are to promote business efficiency and transparency, and to ensure that decisions are made based on ethical and strategic criteria.

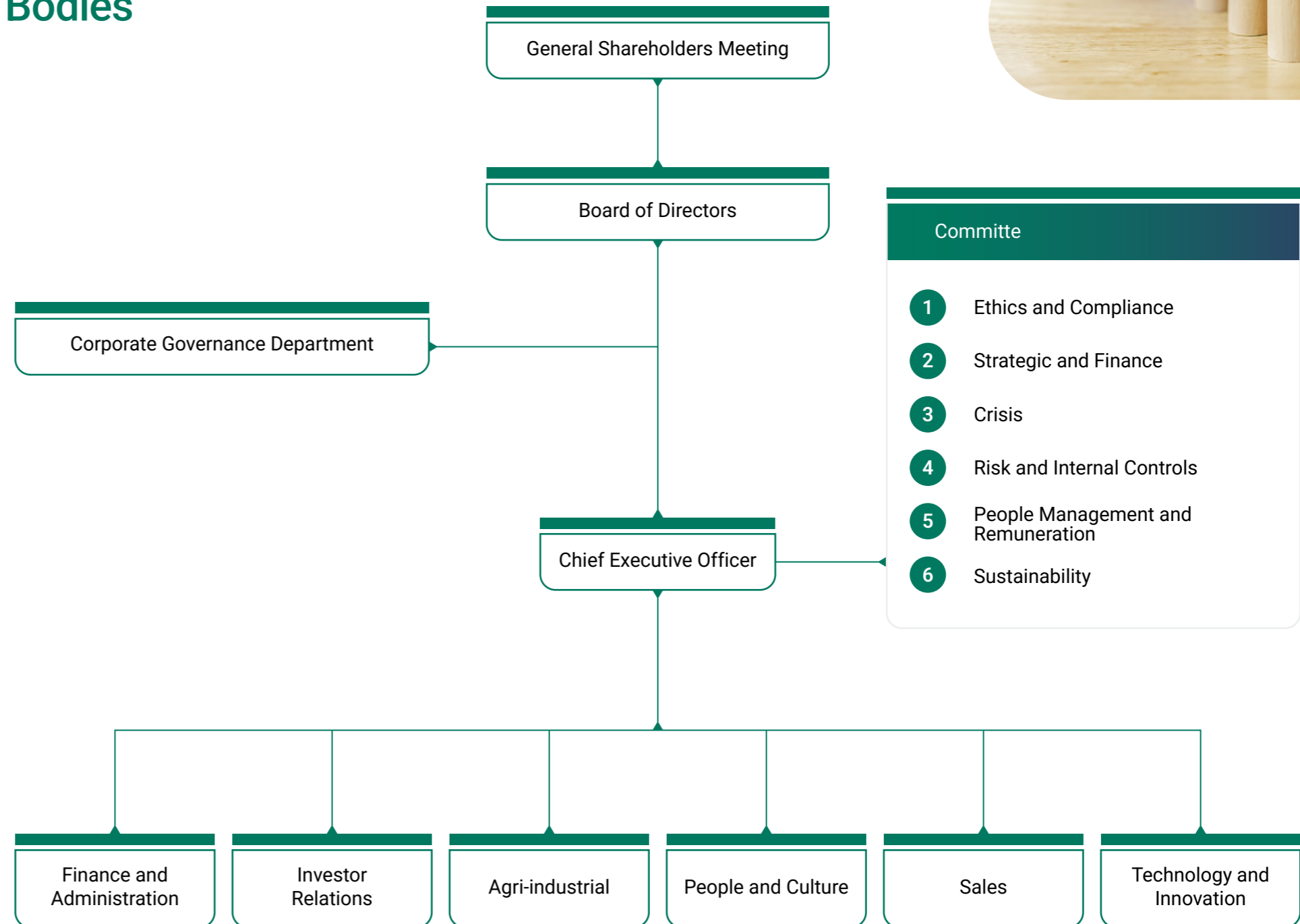
The board of directors is the company's highest governance body. It is responsible for establishing strategic guidelines and overseeing executive management. The executive board, led by the CEO, consists of six directors who work in the following areas: Finance and Administration, Investor Relations, Agri-industry, People and Culture, Sales, and Technology and Innovation.

This group is responsible for the organization's operational management, in accordance with the policies and guidelines defined by the board.

To support governance and strengthen decision-making, Uisa has six advisory committees, composed of members with technical and strategic knowledge. They are: Ethics and Compliance, Sustainability, Crisis, Risks and Internal Controls, Strategic and Finance, and People Management and Remuneration.

These committees are responsible for advising the CEO and the executive board on critical and strategic matters, promoting greater diligence, accountability, and alignment with good corporate governance practices and ESG guidelines. They are composed of members of the board of directors, the executive board, and, when necessary, independent experts with technical knowledge in the corresponding areas. This composition reinforces the quality of decision-making and ensures alignment with best market practices and corporate governance principles.

## Governing Bodies [GRI 2-9]



## Composition of the Committees

COMMITTEE	NAME	POSITION AT UISA	EXECUTIVE / NON-EXECUTIVE POSITION	INDEPENDENCE	POSITION AND OTHER COMMITMENTS AT UISA	STAKEHOLDER REPRESENTATION
Ethics and Compliance Committee	Jacyr da Silva Costa Filho	Chairman of the Board of Directors	Non-executive	Independent	1	Shareholder
	José de Arimatéa de Angelo Calsaverini	Board member	Non-executive	Independent	4	Shareholder
	Paulo Piratiny Abbott Caldeira	Board member	Non-executive	Not Independent	4	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Marco Aurélio Mendonça Seraphim	Director of People and Culture	Executive	Not Independent	4	Employees
	Aline Mello Brandão Feltrin	Executive Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees
	José Luiz Queiroz da Costa	Secretary-Coordinator of Internal Controls and Compliance	Executive	Not Independent	3	Employees
Sustainability Committee	Paulo Piratiny Abbott Caldeira	Board member	Non-executive	Not Independent	4	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Marco Aurélio Mendonça Seraphim	Director of People and Culture	Executive	Not Independent	4	Employees
	Caetano Henrique Grossi	Sustainability Manager	Executive	Not Independent	1	Employees
	Eduardo Gerscovich	Financial Structuring and Investor Relations Manager	Executive	Not Independent	1	Employees
	Aline Mello Brandão Feltrin	Executive Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees
	José Luiz Queiroz da Costa	Coordinator of Internal Controls and Compliance	Executive	Not Independent	3	Employees
	Bernardo Guimarães Mendes	Communications Coordinator	Executive	Not Independent	1	Employees
	Luiz Carlos Machado Filho	Secretary-Coordinator of Sustainability	Executive	Not Independent	1	Employees

COMMITTEE	NAME	POSITION AT UISA	EXECUTIVE / NON-EXECUTIVE POSITION	INDEPENDENCE	POSITION AND OTHER COMMITMENTS AT UISA	STAKEHOLDER REPRESENTATION
Crisis Committee	José Arimatéa de Angelo Calsaverini	Board member	Non-executive	Independent	4	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Marco Aurélio Mendonça Seraphim	Director of People and Culture	Executive	Not Independent	4	Employees
	Aline Mello Brandão Feltrin	Executive Secretary-Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees
Risk and Internal Controls Committee	Sergio Spinelli Silva Junior	Board member	Non-executive	Not Independent	3	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Aline Mello Brandão Feltrin	Executive Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees
	Everson Zaczuk Bassinello	Independent member	Non-executive	Independent	-	Shareholder
	José Luiz Queiroz da Costa	Secretary-Coordinator of Internal Controls and Compliance	Executive	Not Independent	3	Employees
Strategic and Finance Committee	Sergio Spinelli Silva Junior	Board member	Non-executive	Not Independent	3	Shareholder
	Bernardo Parnes	Board member	Non-executive	Not Independent	2	Shareholder
	Paulo Piratiny Abbott Caldeira	Board member	Non-executive	Not Independent	4	Shareholder
	José Arimatéa de Angelo Calsaverini	Board member	Non-executive	Independent	4	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Aline Mello Brandão Feltrin	Executive Secretary-Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees

COMMITTEE	NAME	POSITION AT UISA	EXECUTIVE / NON-EXECUTIVE POSITION	INDEPENDENCE	POSITION AND OTHER COMMITMENTS AT UISA	STAKEHOLDER REPRESENTATION
People Management and Remuneration Committee	José Arimatéa de Angelo Calsaverini	Board member	Non-executive	Independent	4	Shareholder
	Bernardo Parnes	Board member	Non-executive	Not Independent	2	Shareholder
	Sergio Spinelli Silva Junior	Board member	Non-executive	Not Independent	3	Shareholder
	Paulo Piratiny Abbott Caldeira	Board member	Non-executive	Not Independent	4	Shareholder
	José Fernando Mazuca Filho	Chief Executive Officer/Chief Financial and Administrative Officer/Chief Investor Relations Officer	Executive	Not Independent	6	Employees
	Marco Aurélio Mendonça Seraphim	Director of People and Culture	Executive	Not Independent	4	Employees
	Aline Mello Brandão Feltrin	Executive Secretary-Manager Legal, Compliance, and Corporate Governance	Executive	Not Independent	6	Employees

Note: advisory committee members serve for an indefinite term. "Other positions" were considered to be only those held on Uisa committees, and did not include positions held in other organizations.



#### Composition of committees by gender [GRI 2-9]

COMMITTEE	MALE	FEMALE	TOTAL
Ethics and Compliance Committee	6	1	7
Sustainability Committee	8	1	9
Crisis Committee	3	1	4
Risk and Internal Controls Committee	4	1	5
Strategic and Finance Committee	5	1	6
People Management and Remuneration Committee	6	1	7

## Board of Directors [GRI 2-9]

### Composition in the 2024/25 crop year

POSITION	NAME	EXECUTIVE / NON-EXECUTIVE POSITION	INDEPENDENCE	POSITIONS AND OTHER COMMITMENTS AT UISA
Chairman of the Board of Directors	Jacyr da Silva Costa Filho	Non-executive	Independent	1
Board member	Bernardo Parnes	Non-executive	Not Independent	2
Board member	Paulo Piratiny Abbot Caldeira	Non-executive	Not Independent	4
Board member	Sergio Spinelli Silva Junior	Non-executive	Not Independent	3
Board member	José de Arimatéa de Angelo Calsaverini	Non-executive	Independent	4
Board member	José Roberto Mendonça de Barros	Non-executive	Independent	-
Board member	Marcelo Reschini Abud	Non-executive	Independent	-
Board member	Vitor Montenegro Wanderley Junior	Non-executive	Independent	-

Note: none of the board members represent underrepresented social groups; they are all representatives of shareholders. Members of the board of directors were elected on July 31, 2024, with a term of office ending on July 30, 2026. "Other positions" were considered to be only those held on Uisa committees, and did not include positions held in other organizations.

## Diversity [GRI 13.15.2, 405-1]

### Composition of the board of directors, by age group (%) [GRI 405-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
30 to 50	13%	13%	13%
Over 50	88%	88%	88%

### Percentage of board members, by race [GRI 13.15.2, 405-1]

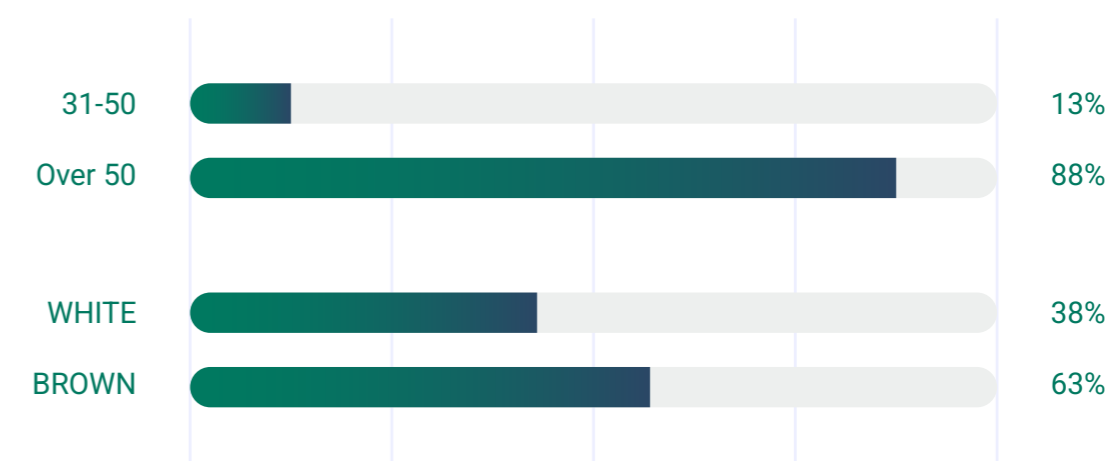
	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
White	38%	38%	38%
Brown	63%	63%	63%

Note<sup>1</sup>: no member of the board of directors self-identifies as a Person with Disability (PwD).

Note<sup>2</sup>: no member of the board self-identifies as Asian, Indigenous, or Black.

Note<sup>3</sup>: all board members are male.

Note<sup>4</sup>: Uisa does not establish specific criteria, such as diversity or inclusion of underrepresented groups, for the selection of board members. [GRI 2-10]



## Duties of board members

Our board members are professionals who work in the market in which the company operates or in related segments, keeping themselves up to date on issues related to sustainable development. When necessary, specialists are invited to share their knowledge on relevant matters in this area. [GRI 2-17]

When determining the composition of the board of directors, we consider skills such as previous experience in advisory or executive positions, knowledge of the company's areas of operation, and expertise in finance, economics, strategy, governance, compliance, ESG, and people and risk management. The board consists of eight members, five of whom are independent, including the chairman. [GRI 2-9, 2-10]

Additionally, the roles of chairman of the board of directors and chief executive officer at Uisa are held by different individuals, in accordance with the best corporate governance practices. [GRI 2-11]

Uisa does not have a formal process in place for evaluating the performance of its board of directors. However, at the end of the two-year term in the 2024/25 crop year, shareholder representatives re-evaluated the members, considering their performance and contribution throughout their first term in overseeing how the company manages its impact on the economy, the environment, and people, as well as their skills and knowledge demonstrated during that period. Based on these results, the board members were reappointed for a new term. A formal process for evaluating the board of directors will be implemented in a structured and regular manner in the 2025/26 crop year.



## Board member experience

### Jacyr da Silva Costa Filho

Costa Filho holds degrees in Civil Engineering and Business Administration, with a specialization in Marketing, from the International Institute for Management Development (IMD) in Lausanne, Switzerland. He has over 40 years of experience in the sugar, ethanol, and bioenergy sector, having managed companies such as Açúcar Guarani, Brasil Álcool, and the trading company SCA. He was a member of the Global Executive Committee of the Tereos Group, where he was responsible for Brazilian operations for 15 years. He is currently a partner at AgroAdvice, a consulting firm specializing in agribusiness, and acts as an advisor to several companies. Costa Filho is an active participant in several industry organizations. He is currently the president of the Higher Council of Agribusiness (COSAG) of the Federation of Industries of the State of São Paulo (FIESP), the coordinator of the Agri-Energy Committee of the Brazilian Agribusiness Association (ABAG), a member of the Agribusiness Council of the São Paulo Commercial Association (ACSP) and the National Industry Confederation (CNI), and a member of the Advisory Council of the São Paulo State Department of Agriculture and Supply. He was recently appointed member of Embrapa Territorial's External Advisory Council (EAB).

*He is a member of Uisa's Ethics and Compliance Committee.*

### Bernardo Parnes

Bernardo Parnes is the founding partner of Investment One Partners and has 40 years of experience leading national and international financial institutions. He was the CEO of Deutsche Bank Latin America and Deutsche Bank Brazil from 2008 to 2016. From 2006 to 2008, he served as the CEO of Banco Bradesco BBIS.A., and prior to that, he held the same position at JSI Investimentos Ltda., which is part of Grupo Safra. He was the president of Banco Merrill Lynch S.A. in Brazil for 14 years and worked at Citigroup in Brazil for seven years. Currently, he sits on the boards of Albert Einstein Hospital, Raízen-Geo Biogás S.A., uisa Geo Biogás S.A., Usinas Itamarati S.A., and Geo Energética Participações S.A.

*He is a member of the following committees at Uisa: Strategic and Finance, People Management and Remuneration.*

### Paulo Piratiny Abbott Caldeira

Caldeira is General Partner at Campo Verde Capital Partners (CVCP), a private equity fund operating in agribusiness, financial services, and fintech. His professional background includes serving as Managing Director of the Citigroup Venture Capital Investment (CVCIB) funds and as Senior Partner of the Citigroup Venture Capital International Growth I and II funds. He was a partner at Citigroup Venture Capital Technology Investment Fund in the U.S., head of the Consumer & Corporate M&A Division in Latin America, and director of Citigroup Strategy & Business Development. He also worked at Philips N.V. in the U.S. and Europe and, previously, at Petrobras in Brazil. He has held various positions on boards of directors in companies in emerging markets. He holds an MBA from Columbia University and a Ph.D. in Electrical Engineering & Computer Science from the University of Wisconsin-Madison.

*He is a member of the following committees at Uisa: Ethics and Compliance, Sustainability, Strategic and Finance, and People Management and Remuneration.*

### Sergio Spinelli Silva Júnior

Silva Júnior is a founding partner of Spinelli Advogados, with experience in providing legal counsel to publicly traded companies, investment funds, financial institutions, and institutional investors in the areas of capital market, banking, and corporate law. His professional experience in Brazil and abroad includes initial public offerings, structured finance transactions, private equity transactions, and mergers and acquisitions. He holds a bachelor's degree in law from Pontifícia Universidade Católica de São Paulo (PUC-SP), was an independent member of the Mergers and Acquisitions Committee (CAF), and is currently a member of the board of directors of Fundo Garantidor de Créditos (FGC) and a member of the deliberative council of the São Paulo Museum of Art (MASP).

*He is a member of the following committees at Uisa: Strategic and Finance, People Management and Remuneration, Risks and Internal Controls.*

### José Arimatéa de Angelo Calsaverini

Calsaverini holds a degree in marketing from Escola Superior de Propaganda e Marketing (ESPM-SP) and a postgraduate degree from the Brazilian School of Economics and Finance at Fundação Getúlio Vargas (EPGE-FGV). He served as the CEO of the company from October 2016 to March 2021. During his tenure, he initiated the financial restructuring process and the Agricultural and Industrial Turnaround Plan. These changes brought the company to the highest levels of excellence and corporate transparency. He has managed companies in the agribusiness sector, including Cooperativa Agroindustrial (Coplana) and Santal Equipamentos. He has also worked for several healthcare and equipment companies. He began his career in the fuel sector while working at Cia. Atlantic de Petróleo. Currently, he is the administrative director of the Mato Grosso Bioenergy Industry Union (Bioind-MT) and the Mato Grosso Industry Federation (FIEMT). He is also a member of the Higher Council of Agribusiness (COSAG).

*He is a member of the following committees at Uisa: Ethics and Compliance, Crisis, Strategic and Finance, and People Management and Remuneration.*

### Marcelo Reschini Abud

Current CEO of Citrosuco, Abud has extensive professional experience and has served as a director at companies such as Lavoro Holding (Patria Portfolio), Ambev, and Anheuser-Busch InBev. He has also held board positions at Beer Canada and The Beer Store. Abud holds a degree in business administration from Fundação Getúlio Vargas and an MBA from Business School São Paulo (BSP).

### José Roberto Mendonça de Barros

Mendonça de Barros is the founding partner of MB Associados, an economics consulting firm. He is a member of the Scotiabank Advisory Committee and the board of directors of SciCrop, an agribusiness solutions company specializing in analytics and data integration. He was the CEO of Fundação Adib Jatene. He has served on several boards of directors and advisory committees, including FEBRABAN, BM&F BOVESPA, Frigorífico Minerva, Banco Santander (Brazil), Grupo O Estado de São Paulo, Pão de Açúcar, and Fosfertil/Ultrafertil. He was also a member of the Strategic Committee of the company Vale do Rio Doce. Mendonça de Barros also developed and structured the Novo Mercado project for the São Paulo Exchange (BOVESPA). In 2019, he received the Ney Bittencourt de Araújo Award – Agribusiness Personality. In 1998, he received the Economist of the Year award. He is a columnist for the newspaper O Estado de São Paulo and a commentator on the radio stations BandNews and Eldorado. He holds a bachelor's degree and a Ph.D. in economics from the University of São Paulo (USP) and a postdoctoral degree from the Economic Growth Center at Yale University in the United States. From 1967 to 2002, he was a professor of economics at the University of São Paulo. From 1995 to 1998, he served as Secretary of Economic Policy at the Ministry of Finance.

### Vitor Montenegro Wanderley Junior

Wanderley Junior is responsible for the overall assembly of Camaçari Agroindustrial. He is the president of the Association of Sugar and Ethanol Producers of the State of Alagoas. Currently, he is an advisor and shareholder at Usina Coruripe Açúcar e Alcool; a director at Coruripe Holding; a director at GTW; and a managing partner at MGV Participações e Empreendimentos Ltda and MGV Agroindustrial Ltda. He holds a bachelor's degree in Economics from Faculdade de Ciências Econômicas do Sul de Minas – Itajubá (MG) and a degree in Mechanical Engineering from Escola Federal de Engenharia de Itajubá (MG).

## Nomination and selection [GRI 2-10]

The company's shareholders are responsible for appointing candidates to the board of directors, in accordance with Uisa's articles of incorporation, applicable laws, and regulations. The selection process takes into account the opinion of shareholders, skills relevant to the company's activities, and the criterion of independence. Nominees are subject to approval by the company's General Meeting. Skills include previous experience in advisory or executive positions, knowledge of the company's areas of operation, as well as knowledge of finance, economics, strategy, governance, compliance, ESG, people and risk management. However, criteria have not yet been established for diversity or underrepresented groups. The process also includes conducting Integrity Due Diligence to assess reputational risk.

## Remuneration policy [GRI 2-19, 2-20]

The Remuneration Policy applicable to members of the board of directors and executive board is designed to align the interests of leadership with the organization's strategic objectives, including responsible management of economic, environmental, and social impacts.

The remuneration of the board of directors and executive board follows the guidelines of the company's Articles of Incorporation and the Executive Remuneration Policy (DGC.NP-003). The People and Culture Department conducts regular assessments to verify that this Policy is in line with market practices, identifying possible discrepancies in relation to similar companies through industry surveys and, when necessary, with the support of independent consultants. Based on these results, it proposes revisions and adjustments to the board of directors. The total annual remuneration for the board of directors and executive board is approved by the General Shareholders' Meeting, and the board of directors determines how the approved amounts are to be distributed.

Members of the board of directors do not receive variable pay. Their salaries are not linked to the company's performance or results, but are defined based on criteria such as time dedicated to their duties, technical skills, professional reputation, and market value of the services provided. Remuneration is paid on a monthly or per-meeting basis, as agreed upon individually. The internal policy does not provide for retirement benefits for board members.

Directors receive a fixed monthly remuneration, defined annually by the board of directors, based on individual negotiations. The benefits offered are consistent with market practices and aim to recognize and value the individual contribution of executives, ensuring security and focus

on the performance of their duties. The executive board is also entitled to a variable pay model, aligned with the company's medium- and long-term goals. This remuneration can include bonuses, profit sharing, or special bonuses, granted at Uisa's discretion in accordance with the guidelines established in internal policies approved by the board of directors.

For directors, part of the variable pay is tied to the achievement of sustainability goals, incorporating financial indicators and ESG (Environmental, Social, and Governance) performance criteria. This approach reinforces the organization's commitment to creating long-term value and mitigating the potential adverse impacts of its operations. This methodology is reviewed annually to ensure it complies with the guidelines of the Remuneration Policy.

The current Remuneration Policy does not provide for the payment of signing bonuses, recruitment incentives, or severance pay to members of the highest governance body and senior executives. However, such clauses may be included in contracts, provided that internally defined limits are respected and in accordance with applicable legislation. The company's contractual terms do not include the recovery of amounts paid as bonuses and incentives. The Employee Remuneration Policy provides that the company may, at its sole discretion, offer a supplementary pension plan. However, this benefit was not applicable during the reporting period. [GRI 201-3]



## Conflict of interest

[GRI 2-15]

Uisa has specific policies in place to identify and manage potential conflicts of interest involving its administrators. The company’s Conflict of Interest Policy establishes that it is the responsibility of the members of the board of directors to monitor and report any situation that could constitute a conflict. If any board member has a particular interest in or conflict of interest with the company in a given decision, they must immediately disclose this fact and abstain, including physically, from participating in discussions and decisions, with their abstention being recorded in the minutes. Conflicts of interest are disclosed to stakeholders only when required by law. When a potential conflict is identified, the Compliance Department prepares a proposal for negotiation, which is submitted for review by the Ethics and Compliance Committee. During the 2024/25 crop year, there were no reported cases of conflicts of interest involving the board of directors.

**For more information, refer to our Conflict of Interest Policy.**  
[Click here](#)

## Executive Board

[GRI 2-9]

The executive board is composed of the CEO and six directors who lead the areas of Finance and Administration, Investor Relations, Agri-industry, People and Culture, Sales, and Technology and Innovation.

The executive board follows the strategic guidelines established by the board of directors, ensuring alignment between management and the company’s objectives. Directors are elected by the board of directors for three-year terms, with the possibility of reelection.

Candidates undergo an Integrity Due Diligence process to verify reputational risk prior to hiring.



### Executive board members by age group (%) [GRI 13.15.2, 405-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
30 to 50	100%	60%	60%
Over 50	0%	40%	40%

### Percentage of executive board members hired from the local community<sup>1</sup>

[GRI 202-2]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Hired locally	33%	40%	40%

### Percentage of executive board members by race [GRI 13.15.2, 405-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
White	33%	20%	20%
Brown	67%	80%	80%

*Note<sup>1</sup>: the executive board is elected by the board of directors to manage the company in accordance with the duties defined in the articles of incorporation. The category includes directors and the CEO.*

*Note<sup>2</sup>: no member of the executive board self-identifies as a person with disability (PwD).*

*Note<sup>3</sup>: no member of the executive board self-identifies as Asian, Indigenous, or Black.*

*Note<sup>4</sup>: all members of the executive board are male.*

*Note<sup>5</sup>: the production units considered in this indicator are: industry, agricultural and packaging activities, located in the cities of Nova Olímpia, Mato Grosso, and the district of Assari, in Barra do Bugres, Mato Grosso. Uisa considers as local the municipalities where the company is located and the areas surrounding its units.*

## Duties of the members of the executive board

[GRI 2-9]



José Fernando  
Mazuca Filho

**Chief Executive Officer**  
**Chief Financial and Administrative Officer**  
**Chief Investor Relations Officer**

Mazuca Filho has over 15 years of experience in the sugar and ethanol industry. He was a partner at Datagro consulting, where he participated in and led the development of cogeneration, biodigestion, brownfield, greenfield, and new technology projects. He has also coordinated and led interim management processes aimed at operational improvements and turnarounds of mills in Brazil and abroad. In addition, he has acted as an advisor (buy side) in the operational due diligence of more than 30 mills and has advised several Brazilian and international groups on debt structuring at national and international development banks and mergers and acquisitions. Mazuca Filho holds a degree in Business Administration from Fundação Getúlio Vargas School of Business Administration in São Paulo (EAESP-FGV).

**Agri-industrial Director**

Jari de Souza has built up years of experience in the sugar, ethanol, and bioenergy sector. He started his career at the former Usinas Itamarati and held a position at Bunge from 2008 to 2011, where he had the opportunity to lead a greenfield project on an agricultural frontier in the state of Tocantins. He holds a degree in Agriculture from Universidade Federal de Mato Grosso (UFMT) in Cuiabá and is currently pursuing a postgraduate degree in Agribusiness at the School of Agriculture of the University of São Paulo (ESALQ-USP).



Jari de Souza



Marco Aurélio  
Mendonça Seraphim

**Director of People and Culture**

Seraphim holds a degree in Business Administration from Centro Universitário Newton Paiva, a postgraduate degree in People Management from Centro Universitário Una, and an MBA in Strategic Business Management from Fundação Getúlio Vargas (FGV). He has over 36 years of professional experience working for national and multinational companies and is highly experienced in Human Resources, including recruitment and selection, training and development, career and succession planning, personnel movements and records, labor liabilities, union relations, occupational health and safety, property security, and services.



Rodrigo Ribeiro  
Gonçalves

**Director of Technology and Innovation**

Ribeiro Gonçalves has over 18 years of experience in managing technology and innovation at large national and multinational agribusiness companies, including Cofco, Veracel, and others. He holds a degree in Information Systems, as well as an MBA in Project Management and an MTA in Technology Management. In his current position, he leads the Technology, Innovation, Automation, Instrumentation, Facilities, and Communication teams. He was shortlisted for the IT Executive of the Year Award in the 'Agribusiness' category, granted by IT-MÍDIA in 2020. He won the Executive of the Year Award in the 'Productivity' category in 2022 and the Notabile Award for Most Innovative Personality in Information Technology (IT) in 2023.

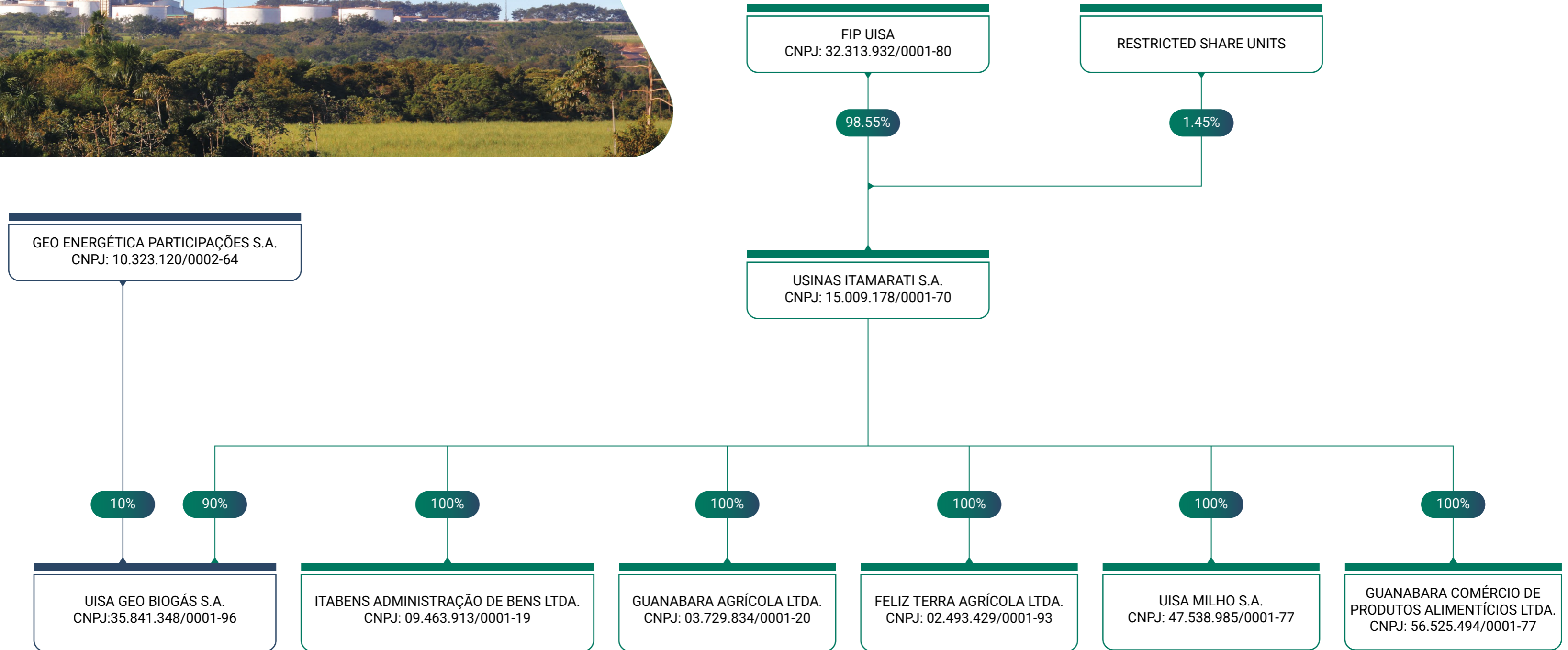


Paulo César Leite

**Sales Director**

César Leite has been responsible for the company's sales area since 2010. He began his career as an intern at Uisa in 1995 and has since held numerous positions. He holds a bachelor's degree in Economics from Faculdade de Ciências Econômicas do Triângulo Mineiro in Minas Gerais.

# Corporate structure [GRI 2-1]



# Risk management

[GRI 2-16]

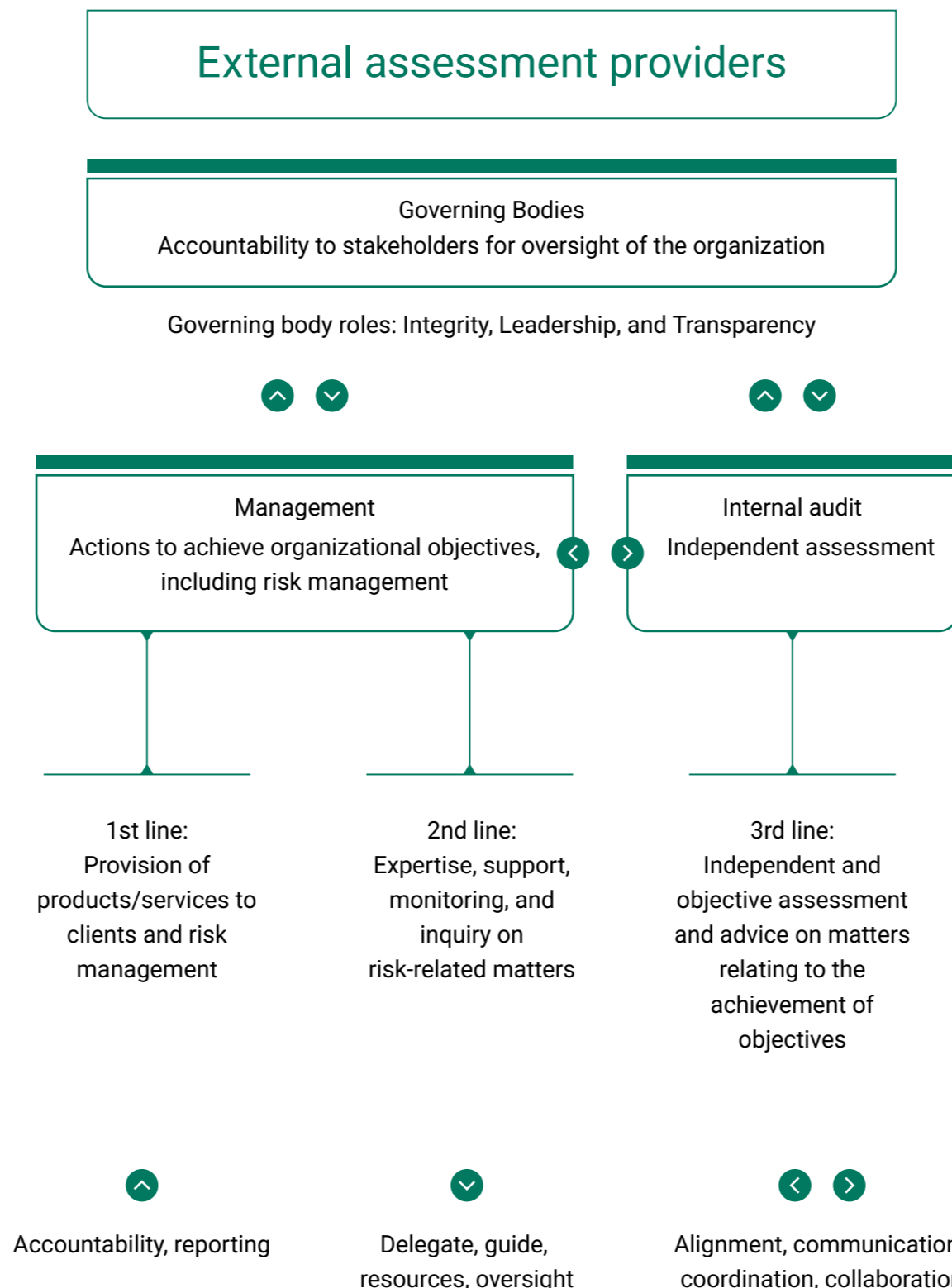
Uisa's Risk Management Policy, which has been approved by the board of directors, details the responsibilities, principles, and guidelines for identifying, assessing, and addressing risks associated with our activities and sector.

Strategically, the policy prepares the company to face adversity and ensure business continuity. It also seeks to ensure compliance with business objectives and environmental, social, and governance (ESG) commitments.

The primary risks to which Uisa is exposed are regularly classified and assessed. Detailed risk management guidelines and practices are set out in the company's Risk Management Policy.

The methodology is based on internationally recognized standards and frameworks, in line with ISO 31000:2018 – Principles and Guidelines for Risk Management, and the COSO (Committee of Sponsoring Organizations of the Treadway Commission) model. This approach uses qualitative and quantitative criteria to evaluate the likelihood and potential impact of events, enabling us to measure the company's exposure to identified risks and define suitable treatment and mitigation strategies.

The company has formal procedures in place for addressing reports of negative impacts, whether potential or actual, submitted by stakeholders through the reporting channel or other forms of communication. Incidents reported to be in violation of rules and regulations are submitted to the Compliance Department. Reports of an operational nature or from the community are forwarded to the Sustainability Committee or the executive board, depending on the subject. More relevant issues may be escalated to the board of directors for deliberation. During the 2024/25 crop year, there were no cases that required referral to the board of directors.



The IIA's Three Lines Model 2020

Uisa's risk management process follows the three lines of defense model, as defined by the Institute of Internal Auditors (IIA):

<p><b>First Line</b></p>	<p>This line is represented by the company's business areas and is responsible for implementing internal controls, identifying risks, and taking measures to mitigate them.</p>
<p><b>Second line</b></p>	<p>Composed of the risk management, internal controls, compliance, and information security areas. These areas monitor and oversee the implementation of policies to ensure that policies and procedures are in place.</p>
<p><b>Third line</b></p>	<p>The Internal Audit Department is responsible for providing an independent assessment of the company's risk management, controls, and governance. Internal audits seek to identify opportunities for improvement and ensure the effectiveness of controls.</p>



## Classification of managed risks

The main risks to which Uisa is exposed are organized into specific categories, which are assessed regularly to ensure effective management. The categories include:

### Strategic risks

Resulting from unfavorable shifts in the business environment or the application of incorrect assumptions in decision-making processes.

### Operational risks

Associated with the possibility of losses (in production, assets, clients, revenues) resulting from failures, deficiencies, or inadequacies in internal processes, people, and systems.

### Financial and/or market risks

These are associated with the exposure of the organization's financial operations and are broken down into the following categories:

- **Price:** arises from the possibility of fluctuations in market prices of the products sold. The company mitigates this risk by constantly monitoring the market to anticipate price shifts.

- **Exchange rate:** associated with market volatility and may affect the company when its assets or liabilities are linked to foreign currencies. The company uses derivative transactions to manage cash flow risks denominated in U.S. dollars, net of other cash flows and cash equivalents.

- **Interest rates:** this risk is also associated with market volatility. The company may occasionally contract debts and derivatives pegged to fixed or floating interest rates. How-

ever, changes in market participants' risk perceptions can generate volatility in interest rate curves, thus increasing the company's financial expenses.

- **Credit:** this risk is associated with the company's counterparties, which may eventually fail to honor their commitments and obligations. Credit risk on cash and cash equivalents is mitigated through the conservative distribution of investment funds and bank deposits (BDs), which comprise this item. The distribution follows strict criteria for allocation and exposure to counterparties, which are the main national and international banks considered, for the most part, to be Investment Grade by international rating agencies.

- **Liquidity:** as part of the process to manage liquidity, management prepares business plans and monitors their execution. They discuss positive and negative cash flow risks and assess the availability of financial resources to support operations, investments, and refinancing needs.

### Social, environmental, and climate risks

These risks are associated with financial, operational, or reputational losses or impacts on strategy resulting from damage to society or the environment. Examples include pollution, harm to human health and safety, lack of transparency, impacts on communities, and threats to biodiversity.

### Legal and compliance risks

Associated with exposure to noncompliance with laws and regulations issued by central and local governments, regulatory bodies, and internal regulations. These risks are associated with money laundering prevention, integrity, etc.

### Reputational risk

The potential for adverse perceptions of the company by clients, business partners, suppliers, shareholders, subsidiaries, the media, social influencers, investors, regulators, etc.

### Information security risks

These include loss, misuse, unauthorized access to, or disclosure of personal information or data belonging to internal or external stakeholders, which could potentially threaten the business or damage the company's image.



## Impact management

[GRI 2-12, 2-13]

The board of directors is responsible for defining and guiding the company's business practices. It establishes the strategic plan, defines short-, medium-, and long-term objectives, and approves the statement of values, policies, and goals related to the organization's sustainability. We continuously monitor our strategies by reviewing reports from the executive board and following up on initiatives aimed at achieving the established objectives.

The company has a Risk Management Policy and a dedicated Risk Management Department, which is responsible for analyzing, planning, and coordinating actions to identify, mitigate, or neutralize threats that could compromise strategic objectives.

The Risk and Internal Controls Committee includes a member of the board of directors, thereby enhancing governance in this process. The executive board and the board of direc-

tors evaluate risks based on the potential impact and probability of occurrence. Critical or highly relevant risks are prioritized and subjected to continuous monitoring to mitigate them and prepare the company for any eventualities.

The executive board is responsible for managing Uisa's economic, social, and environmental impacts, as per the guidelines of the board of directors. Additionally, some board members actively participate in advisory committees that regularly convene to support strategic decision-making.

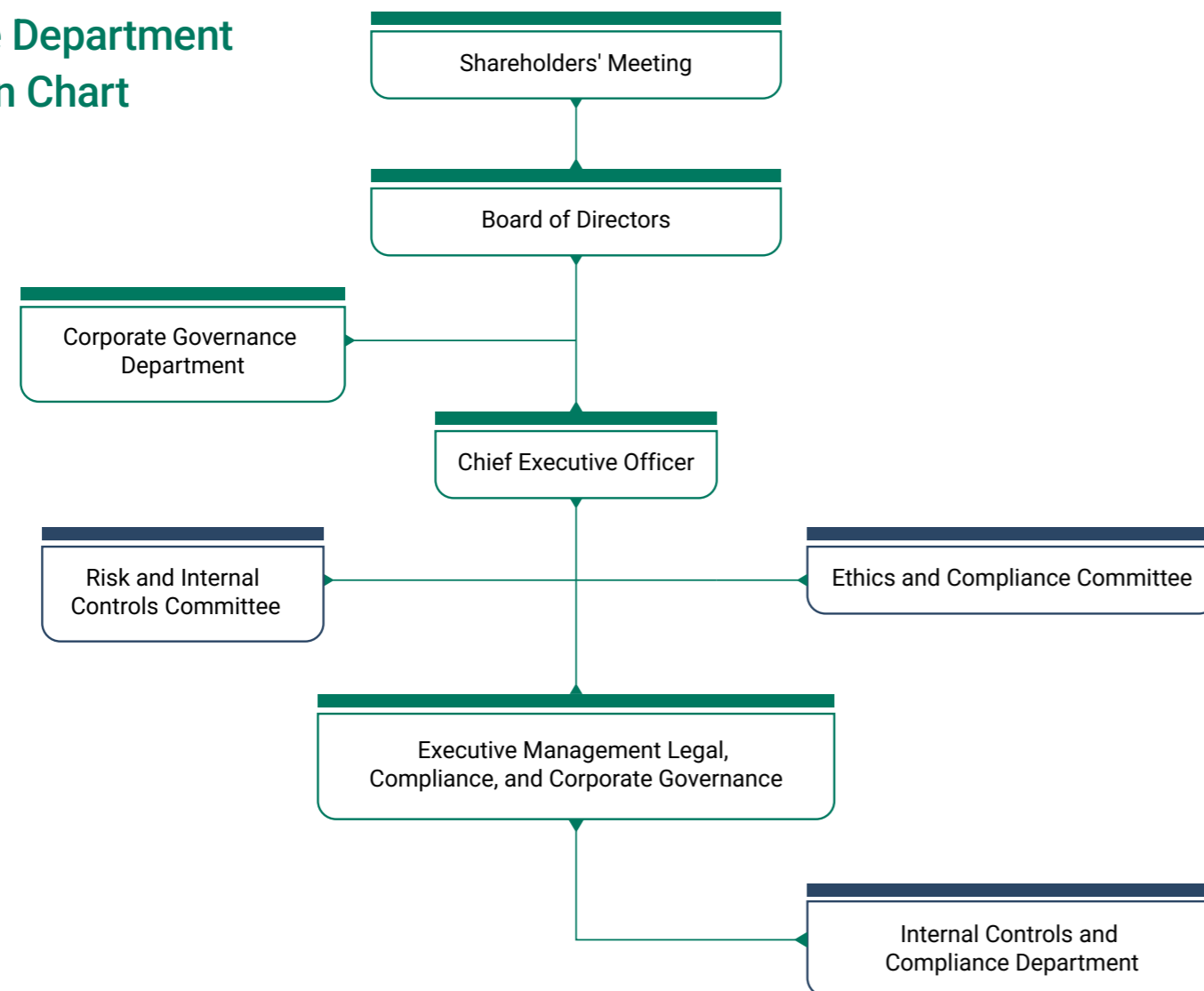
The board of directors holds regular quarterly meetings, as well as extraordinary meetings whenever necessary, as established in the company's articles of incorporation.

# Compliance

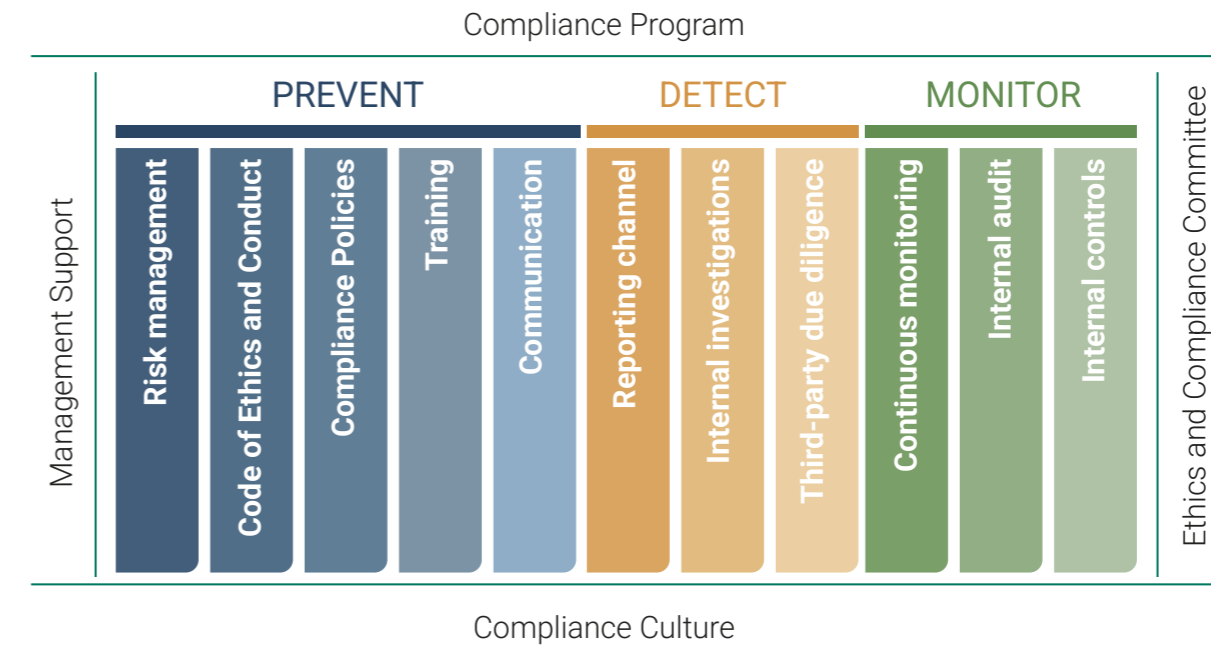
Its purpose is to prevent, detect, mitigate, and remedy misconduct and harmful acts against the company. The initiative includes mechanisms that ensure compliance with laws, regulations, and ethical standards. Managed by the executive management team of the Legal, Compliance, and Corporate Governance Departments, it is supported by the Ethics and Compliance Committee together with other areas of the organization.

The Compliance Program reinforces Uisa’s commitment to integrity, ethics, and compliance in all business relationships.

## Compliance Department Organization Chart



## Compliance Program Structure



### PREVENT

This involves conducting risk assessments and updating policies and standards based on the Code of Ethics and Conduct. It also involves providing training and conducting campaigns to promote a culture of compliance among all stakeholders.

### DETECT

Relies on a reporting channel to receive reports of irregularities. These reports are analyzed and may result in investigations and disciplinary action. Due diligence is also included when hiring leaders and partners.

### MONITOR

Through audits and internal controls, it constantly checks for and identifies new risks, adjusting the program as needed.

## Reporting Channel [GRI 2-25, 2-26]

Uisa provides a reporting channel to allow its stakeholders, including employees, business partners, suppliers, and communities, to report concerns or ask questions about inappropriate conduct or negative impacts related to the company and its operations. Such reports may involve violations of the Code of Ethics and Conduct, noncompliance with internal policies and standards, and legal or regulatory violations.

The reporting channel can be accessed through the company's website or by calling a toll-free number. The channel is promoted internally through the corporate intranet, as well as through informational materials posted on buses, bulletin boards, and in cafeterias. An independent specialized company operates the channel, ensuring anonymity, confidentiality, and protection against retaliation if the whistleblower so desires. Each report generates a tracking number for follow-up.

The Compliance Department is responsible for investigating these incidents and advising those involved about the company's internal policies. Incidents involving operational issues or impacts on the community are reported to the Sustainability Committee or the executive board, which evaluates and approves corrective and preventive action plans. If the impacts are significant, the board of directors is formally informed and deliberates on the strategic measures to be adopted.

Although we do not yet have a formal user satisfaction metric in place, the channel is widely used. For the next crop year, we plan to redesign the system and add a tool to assess the level of trust users have in the channel.

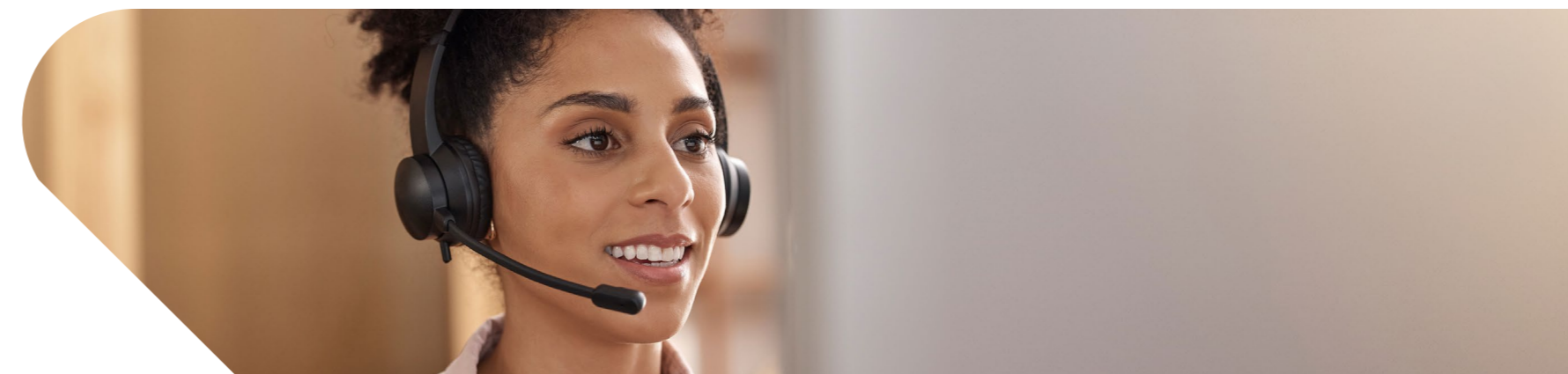
### REPORTING CHANNEL

Phone	0800 882 1111
Online Channel	<a href="http://www.canalconfidencial.com.br/uisa">www.canalconfidencial.com.br/uisa</a>
Service hours	Available 24/7
Assistance from a representative of the Compliance Department	Business days, 8:30 a.m. to 5:30 p.m. For additional information regarding the reporting channel or Compliance Program, email us at <a href="mailto:compliance@uisa.com.br">compliance@uisa.com.br</a>

## Cases reported through Uisa's reporting channel [GRI 2-26]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Reports received	128	135	139
Web	107	98	115
Toll-free number	18	32	20
In-person	3	5	4
Operational reports	10	19	13
Reports under investigation	10	07	10
Reports concluded	118	109	116
Inconclusive	26	32	31
Unsubstantiated	51	36	41
Partially substantiated	8	3	4
Substantiated	33	38	40
Concerns that were addressed, resolved, or found to be unsubstantiated (%)	100%	100%	93%

Note: concerns or reports included behavioral issues and violations of the Code of Ethics and Conduct and the Code of Conduct for Business Partners and Suppliers.



### Requests for advice and concerns [GRI 2-26]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Number of requests for advice received	13	19	13
Number of requests for advice addressed	13	19	13
Requests for advice addressed (%)	100%	100%	100%

Note: requests for advice included questions related to overtime and the profit-sharing program, among others.

### Incidents of discrimination and corrective actions taken [GRI 13.15.4, 406-1]

	CROP YEAR 2022/23	CROP YEAR 2023/24	CROP YEAR 2024/25
Total number of reports received	-	3	6
Total number of reports reviewed	-	3	6
Number of reports with an active remediation plan	-	-	-
Number of reports no longer subject to action	-	2	2
Number of unsubstantiated reports	-	1	4

Note: in the 2024/25 crop year, the reporting channel received six reports of discrimination. Following a thorough review, two cases were confirmed, both pertaining to allegations of gender discrimination. As a corrective measure, disciplinary warnings were issued, and those involved are under continuous observation. The variation between crop years can be attributed to the training and communication efforts promoted by the Compliance area.

## Processes to remediate negative impacts

[GRI 2-25]

Uisa identifies, assesses, and manages the risks of its activities, supply chain, and business relationships based on the precautionary principle. We use tools such as the materiality and risk and control matrices to map negative impacts and define action plans to mitigate them. These impacts are continuously monitored to prevent new risks.

The company has established policies, including the Social and Environmental Policy and the Risk Management Policy, which are integrated into the management system to ensure and clarify its commitments.

Remedial measures are applied according to the type of impact and may include financial compensation, environmental restoration, rehabilitation of affected areas, corrective actions with suppliers, or adjustments to internal processes. When feasible, these measures are developed in collaboration with the affected parties.

Uisa engages in dialogue with local communities, traditional peoples, rural workers, and other relevant groups, ensuring their participation in identifying impacts and defining solutions, respecting the right to Free, Prior, and Informed Consent (FPIC) when applicable. Uisa also provides a reporting channel for reporting negative impacts and violations. The effectiveness of remediation processes is periodically evaluated, and lessons learned are incorporated into risk management and operational planning.





## Responsible business conduct

### Uisa conducts its operations based on ethics, sustainability, and respect for human rights

Responsible business conduct consists of complying with laws, adhering to international standards, and considering the impact of company activities on society. This commit-

ment involves ethical conduct, respect for human, labor, and consumer rights, environmental protection, and fighting corruption.

Uisa incorporates these principles into its management through transparent corporate governance, thereby contributing to sustainable development and inclusive growth in the regions where it operates.

### Our policy commitments [GRI 2-23]

Uisa values respect for human rights among employees, suppliers, and communities. Our commitments include protecting against human rights violations, promoting freedom of association and collective bargaining, eradicating slave and child labor, eliminating employment discrimination, preventing environmental challenges, promoting environmental responsibility, encouraging the use of sustainable technologies, and combating corruption.

These principles are reflected in our management policies and systems in accordance with the Federal Constitution, the United Nations Universal Declaration of Human Rights, and the International Labour Organization Declaration. Additionally, the company is a signatory to the UN Global Compact and joined the Ethos Institute's Business Pact for Integrity and Against Corruption, further strengthening its commitment to human and labor rights, environmental protection, and anti-corruption efforts.

Human rights guidelines are outlined in the Code of Ethics and Conduct, the Code of Conduct for Business Partners and Suppliers, and the Culture of Diversity and Inclusion Policy. All company policies have been reviewed and approved by the executive board and the board of directors and apply to all operations and subsidiaries. These policies are available for consultation on the [Investor Relations](#) website.

Uisa also conducts due diligence on senior management, suppliers, and business partners, requiring ethical conduct in line with the company's commitments. This includes mapping, identifying, and assessing the risks inherent in its activities, supply chain, and business relationships. The company also uses legal means to mitigate the impacts of these risks, focusing on the precautionary principle.

## Communication and training on our commitments

[GRI 2-23, 2-24]

To strengthen our organizational culture and promote our values, Uisa invests in fostering engagement around ethical principles and integrity. All company employees participate in mandatory in-person or online training on the Code of Ethics and Conduct, regardless of their position. This training is updated annually or whenever the document is revised.

Contractors are also trained and must adhere to the guidelines of the Code of Conduct for Business Partners and Suppliers. Business partners adhere to the Code of Conduct for Business Partners and Suppliers during registration on the Supplier Relationship Portal. This document outlines Uisa's values and establishes anti-bribery and anti-corruption guidelines.

Internal and external communications are issued through Uisa's institutional channels and social media to foster a culture of compliance and integrity among our stakeholders. This

content reinforces the company's principles and values, promoting awareness of its integrity policies and practices and contributing to the consolidation of an ethical, transparent, and responsible organizational culture.

All property security professionals working at Uisa are hired by specialized third-party companies. As part of the onboarding and continuous development process, these professionals participate in mandatory training based on the Code of Conduct for Business Partners and Suppliers. The program includes specific training on human rights, emphasizing respect, prevention of violations, and ethical behavior in interpersonal and professional relationships. [GRI 410-1]

## Embedding policy commitments

[GRI 2-24]

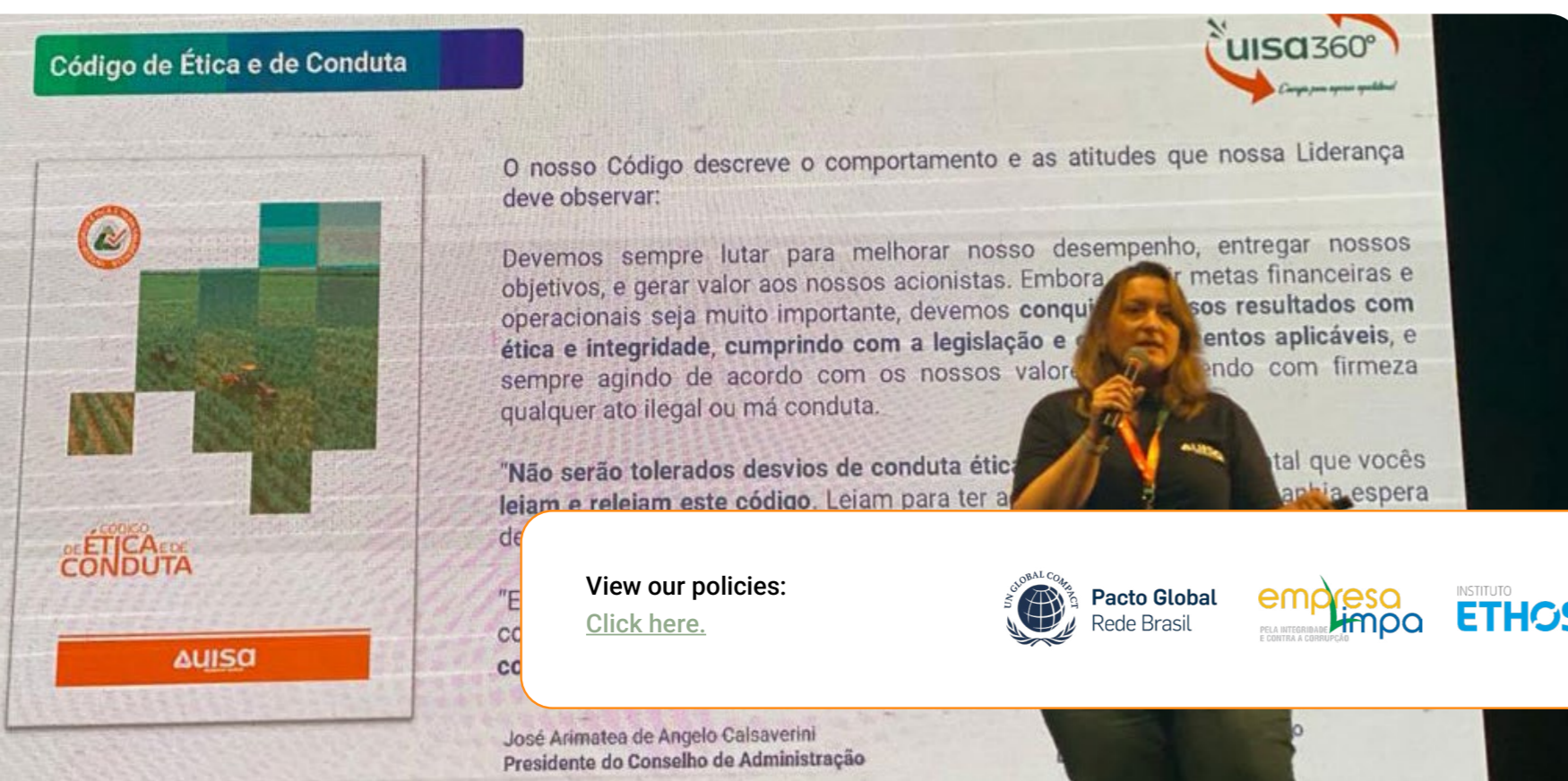
The board of directors evaluates and approves corporate policies, supporting their implementation by the executive board, which is responsible for executing the policies and ensuring compliance with the defined principles, guidelines, and processes.

Responsible conduct practices are regularly discussed at board, executive board, and advisory committee meetings. Topics such as environmental preservation, sustainable development, fair competition, and corruption prevention are frequently addressed as priorities at these meetings.

All employees, including third parties and executives, share responsibility for applying policies and operating procedures. Managers, supervisors, coordinators, and leaders play a key role in promoting awareness, engagement, and participation among their teams, encouraging an organizational culture based on ethical and sustainable conduct.

To align policy commitments with risk management practices, we have implemented a Risk Management Policy under the supervision of senior management. This policy establishes the principles, guidelines, and responsibilities that guide the identification, assessment, and mitigation of risks related to Uisa's operations and sector. This strategic policy contributes to organizational resilience in the face of potential adversity while reinforcing compliance with business objectives and commitments in environmental, social, and governance (ESG) spheres. Uisa relies on internal audits, internal controls, and the reporting channel to monitor compliance with policy commitments.

Regarding business relationships, the company formalizes its commitment to integrity through documents such as the Code of Conduct for Business Partners and Suppliers, as well as policies on Conflict of Interest, Anti-corruption, and Anti-Bribery, among other compliance guidelines.



View our policies:

[Click here.](#)



Pacto Global  
Rede Brasil

empresa  
limpa  
PELA INTEGRIDADE  
E CONTRA A CORRUPÇÃO

INSTITUTO  
ETHOS

## Membership associations

[GRI 2-28]

To strengthen institutional representation and contribute to the development of the sector, Uisa is a member of the following organizations: The Brazilian Biogas Association (ABiogás), the Brazilian Association of Publicly-held Companies (ABRASCA), the Bioenergy Industry Union of Mato Grosso (Bioind-MT), the National Bioenergy Union (UDOP), and the Sugarcane and Bioenergy Industry Union (UNICA).

Uisa's senior management holds relevant positions in these organizations. José Arimatea de Angelo Calsaverini, a member of Uisa's board of directors, serves as the administrative director of Bioind-MT. Uisa's CEO, José Fernando Mazuca Filho, serves as an alternate member of the UDOP supervisory board.

BIOIND<sup>MT</sup>  
Indústrias de Bioenergia do Mato Grosso

udop | União Nacional  
da Bioenergia

abrasca

UNICA

ABiogás  
Associação Brasileira do Biogás

## Communication and training about anti-corruption policies and procedures

[GRI 13.26.3, 205-2]

All employees and governing bodies receive training on our anti-corruption policy upon joining the company, followed by annual refresher courses. This training is offered alongside training in the company's Code of Ethics and Conduct. Business partners are communicated with during the approval process, and their employees are trained during onboarding and validated annually. The goal is to ensure that everyone understands their duties, can identify risky situations, and knows how to act in accordance with the organization's ethical principles.

In the 2024/25 crop year, 98% of active employees, 100% of approved suppliers, and 100% of business partners working at Uisa's facilities received training.

### Members of the board of directors who have received communication and training on anti-corruption procedures and policies.

[GRI 205-2]

CROP YEAR 2023/24		CROP YEAR 2024/25	
Total number	Received communication and training	Total number	Received communication and training
8	8	8	8

### Employees who have received communication and training on anti-corruption procedures and policies, broken down by employee category

[GRI 205-2]

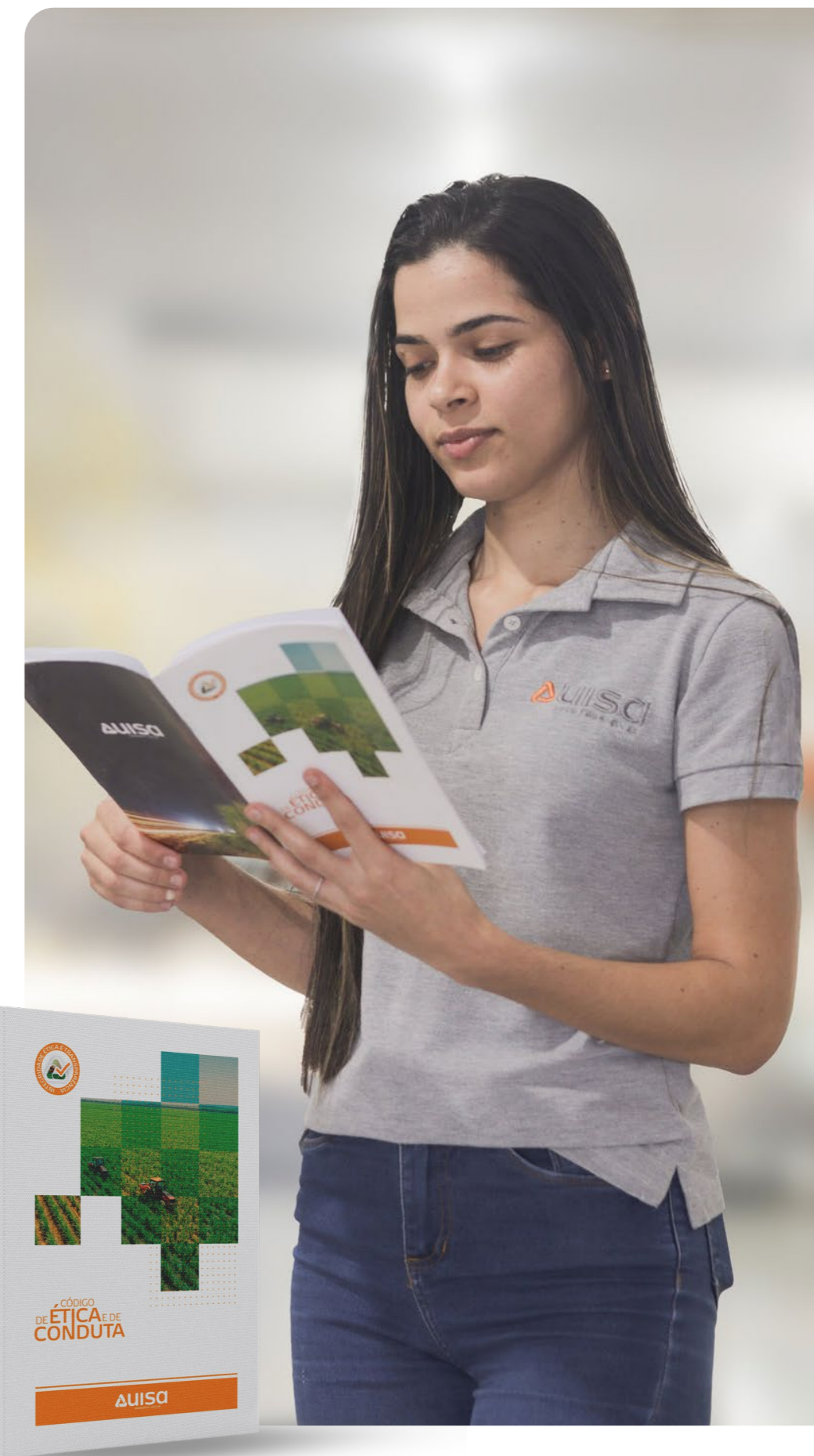
CROP YEAR 2023/24						CROP YEAR 2024/25				
Employee Category	Total number	Received communication	Received communication (%)	Received training	Received training (%)	Total number	Received communication	Received communication (%)	Received training	Received training (%)
Directors	5	5	100%	5	100%	5	5	100%	5	100%
Executive managers	1	1	100%	1	100%	5	5	100%	5	100%
Managers	18	18	100%	18	100%	16	16	100%	14	88%
Coordinators	45	45	100%	45	100%	48	48	100%	48	100%
Supervisors	50	50	100%	50	100%	48	48	100%	47	98%
Specialists	50	50	100%	50	100%	43	43	100%	43	100%
Analysts/ technicians	412	412	100%	412	100%	255	255	100%	249	98%
Operational	2,551	2,367	93%	2,367	93%	2,631	2,631	100%	2,566	98%
<b>Total number of employees</b>			<b>3,132</b>						<b>3,051</b>	
<b>Total number of employees who received communication</b>			2,948						3,051	
<b>Total number of employees who received training</b>			2,948						2,977	
<b>Received communication (%)</b>			<b>94%</b>						<b>100%</b>	
<b>Received training (%)</b>			<b>94%</b>						<b>98%</b>	

Note: all members of the board of directors are located in the southeastern region of Brazil.

**Employees who have received communication and training on anti-corruption procedures and policies, broken down by region**

[GRI 205-2]

CROP YEAR 2023/24						CROP YEAR 2024/25				
	Total number	Received communication	Received communication (%)	Received training	Received training (%)	Total number	Received communication	Received communication (%)	Received training	Received training (%)
North	17	17	100%	17	100%	23	23	100%	23	100%
Midwest	3,057	2,930	96%	2,930	96%	3,021	3,021	100%	2,947	98%
Southeast	7	7	100%	-	-	7	7	100%	7	100%
Total number of employees			3,081	Total number of employees			3,051			
Total number of employees who received communication			2,954	Total number of employees who received communication			3,051			
Total number of employees who received training			2,947	Total number of employees who received training			2,977			
Received communication (%)			96%	Received communication (%)			100%			
Received training (%)			96%	Received training (%)			98%			



**Business partners who have received communication on anti-corruption procedures and policies, broken down by region**

[GRI 205-2]

CROP YEAR 2023/24			CROP YEAR 2024/25			
	Total number	Received communication (%)	Total number	Received communication (%)	Received communication (%)	
North	47	47	100%	18	18	100%
Northeast	12	12	100%	5	5	100%
Midwest	365	365	100%	159	159	100%
Southeast	338	338	100%	242	242	100%
South	74	74	100%	40	40	100%
Total number of business partners		836			465	
Total number of business partners who received communication		836			465	
Received communication (%)		100%			100%	

Note: "business partners" refers to Uisa's suppliers.

Business partners who register on the Supplier Relationship Portal adhere to the Code of Conduct for Business Partners and Suppliers and the Anti-Corruption and Anti-Bribery Policy. These documents establish Uisa's values and provide guidelines for ethical practices. Institutional communications are regularly issued to reinforce these principles.



**Corruption risk assessment**

[GRI 13.26.2, 205-1]

We assess all our operations for corruption-related risks, including our agri-industrial units, distribution centers, and administrative offices. The main risks identified through this assessment are reputational risks and could result in the loss of business partnerships and opportunities, as well as fines and penalties.

Image for illustrative purposes only

# Tax management

## Approach to tax

[GRI 207-1]

Uisa's tax strategy includes tax planning, compliance, transparency, and risk management and is reviewed and approved at Tax Working Group meetings. These meetings are scheduled as needed to address issues that require senior management's attention. Shareholders, managers, directors, and lawyers responsible for litigation participate in the meetings, and detailed minutes are generated with the topics discussed.

We ensure regulatory compliance through continuous monitoring of tax legislation, with the support of specialized consultants and updates to the enterprise resource planning (ERP) system. In addition to securely storing tax data, we promote process automation, provide legal support for risk management, and train teams on compliance practices. We also maintain an open and collaborative dialogue with tax authorities.

Our tax approach is linked to our business and sustainability strategies. It ensures financial efficiency and ethical compliance with tax obligations while contributing to socioeconomic and environmental goals. It also strengthens our competitiveness, reduces costs through responsible tax planning, and leverages tax incentives to promote sustainable projects.



## Tax governance, control, and risk management

[GRI 207-2]

Responsibility for the governance and control of tax compliance is shared by the executive management of the Controllershship and the Legal, Compliance, and Corporate Governance Departments. Both teams collaborate to ensure alignment with the company's tax strategy.

The tax strategy is disseminated internally through training for key employees, incentives for those responsible for implementing tax practices, and participation in tax transparency initiatives that promote best practices in the sector, training stakeholders in tax issues.

The Tax Department is responsible for identifying tax risks, with the support of an outsourced law firm responsible for company litigations. The risks detected are analyzed at Tax Committee meetings, where strategic decisions are made. These decisions may involve maintaining the risk, when deemed reasonable and compatible with the impact on cash outflow, or eliminating the risk through adjustments to processes based on technical analyses and legal recommendations.

Compliance with the company's tax governance and control structure is ensured through independent audit processes conducted periodically and in accordance with best market practices. This monitoring includes quarterly interim audits and a comprehensive final audit at the end of the fiscal year to ensure the reliability and accuracy of the financial and fiscal information reported. Our audited financial statements are available at the [Results Center for Investors](#).

## Stakeholder engagement

[GRI 207-2, 207-3]

We engage with tax authorities through sector-specific representatives, such as the Bioenergy Industry Union of Mato Grosso (Bioind-MT) and the National Bioenergy Union (UDOP) in São Paulo. With the support of the sector's union, we also work on public policies related to taxes specific to our segment. We develop strategies and engage in dialogues to contribute to the creation, revision, or application of tax regulations, with a focus on ethics and transparency. Our goal is to promote fairer and more balanced tax policies aligned with economic, social, and sustainable development.

We have a [reporting channel](#) to address stakeholder concerns related to corporate conduct, the company's integrity, and compliance with tax obligations.



8.

# Content Index

## GRI | SASB

# GRI Content Index

Statement of use: Uisa reported in accordance with GRI standards for the period from April 1, 2024, to March 31, 2025 | GRI used: Foundation 2021. Sector standard applicable: GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION		REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
General disclosures							
GRI 2: General disclosures 2021	2-1 Organizational details	Pages: 3, 10, 109	-	-	-	-	-
	2-2 Entities included in the organization's sustainability reporting	Page: 3	-	-	-	-	-
	2-3 Reporting period, frequency and contact point	Pages: 3, 139	-	-	-	-	-
	2-4 Restatements of information	Throughout this document, data that has been restated in relation to previous years is indicated in footnotes. Pages: 77, 79, 90	-	-	-	-	-
	2-5 External assurance	Page: 3, 139	-	-	-	-	-
	2-6 Activities, value chain and other business relationships	Pages: 10, 11, 15, 16, 93	-	-	-	-	-
	2-7 Employees	Pages: 72, 73	-	-	-	-	8.5, 10.3
	2-8 Workers who are not employees	Pages: 78, 79	-	-	-	-	8.5, 10.3
	2-9 Governance structure and composition	Pages: 99, 102, 103, 104, 107, 108	-	-	-	-	5.5, 16.7
	2-10 Nomination and selection of the highest governance body	Pages: 103, 104, 105	-	-	-	-	5.5, 16.7
	2-11 Chair of the highest governance body	Page: 104	-	-	-	-	16.6
	2-12 Role of the highest governance body in overseeing the management of impacts	Page: 111	-	-	-	-	16.7
	2-13 Delegation of responsibility for managing impacts	Page: 111	-	-	-	-	-
	2-14 Role of the highest governance body in sustainability reporting	Page: 3	-	-	-	-	-
	2-25 Conflicts of Interest	Page: 107	-	-	-	-	16.6
	2-16 Communication of critical concerns	Page: 110	-	-	-	-	-

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION		REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
General disclosures							
GRI 2: General disclosures 2021	2-17 Collective knowledge of the highest governance body	Page: 104	-	-	-	-	-
	2-28 Evaluation of the performance of the highest governance body	-	-	2-18 a,b,c	Information not available	Currently, Uisa does not have a formal process in place for evaluating the performance of the board of directors. However, a structured and periodic process will be implemented in the 2025/26 crop year.	-
	2-19 Remuneration policies	Page: 106	-	-	-	-	-
	2-20 Process to determine remuneration	Page: 106	-	-	-	-	5, 8, 10, 16.7
	2-21 Annual total compensation ratio	Page: 80	-	-	-	-	-
	2-22 Statement on sustainable development strategy	Page: 4	-	-	-	-	-
	2-23 Policy commitments	Pages: 26, 115, 116	-	-	-	-	16.3
	2-24 Embedding policy commitments	Page: 116	-	-	-	-	16.3
	2-25 Processes to remediate negative impacts	Pages: 98, 113, 114	-	-	-	-	-
	2-26 Mechanisms for seeking advice and raising concerns	Pages: 113, 114	-	-	-	-	16.3
	2-27 Compliance with laws and regulations	Over the past three crop years, the company has not received any fines or penalties, monetary or otherwise. Additionally, we have not identified any significant noncompliance issues during this period. A significant event is one involving a material penalty or one that could compromise the continuity of operations, negatively affect the company's reputation, or harm its relationship with stakeholders.	-	-	-	-	16.3, 16.5, 16.6
	2-28 Membership associations	Pages: 26, 116	-	-	-	-	-
	2-29 Approach to stakeholder engagement	Pages: 29, 32	-	-	-	-	-
2-30 Collective bargaining agreements	Page: 81	-	-	-	-	8.8	

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page: 20	-	-	-	-	-
	3-2 List of material topics	Page: 20	-	-	-	-	-
Material topic: Biodiversity conservation and preservation							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 21, 24, 46	13.3.1; 13.4.1; 13.5.1; 13.6.1	-	-	-	12, 15
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	Page: 39	13.3.2	-	-	-	5.1, 6.6, 15.5
	304-2 Significant impacts of activities, products, and services on biodiversity	Page: 37	13.3.3	-	-	-	6.6, 15.1, 15.5
	304-3 Habitats protected or restored	Page: 38	13.3.4	-	-	-	6.6, 15.1, 15.5
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by the organization's operations	Page: 38	13.3.5	-	-	-	6.6, 15.1, 15.5
GRI 13: Sector Standard for Agriculture, Aquaculture, and Fishing	13.3.6 For each species of aquatic organisms produced	-	-	13.3.6	Information not applicable	We do not engage in activities involving aquatic organisms.	2.6, 12, 15
	13.3.7 For each species of aquatic organisms caught or harvested	-	-	13.3.7	Information not applicable	We do not engage in activities involving aquatic organisms.	2.6, 12, 15
	13.4.2 Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and describe the assessment methods used	Page: 46	-	-	-	-	13, 15

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Biodiversity conservation and preservation							
GRI 13: Sector Standard for Agriculture, Aquaculture, and Fishing	13.4.3 For products sourced by the organization, report the percentage of sourced volume determined to be deforestation- or conversion-free and the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion-free	Page: 54	-	-	-	-	13, 15
	13.4.4 Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date on land owned, leased, or managed by the organization	We did not convert any land during the 2024/25 crop year. The company's conversions took place before the 2000s.	-	-	-	-	13, 15
	13.4.5 Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations	-	-	13.4.5	Information not available	Uisa partially monitors this information, and, starting in the 2025/26 crop year, audits by the <i>Nossa Cana</i> Program will provide complete data.	13, 15
	13.6.2 Report the volume and intensity of pesticides used by the following toxicity hazard levels	Page: 52	-	-	-	-	5, 8
Material topic: Diversity, equity, and inclusion							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 23, 25, 71	13.15.1	-	-	-	5, 8, 10
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages: 72, 73, 74, 103, 107	13.15.2	-	-	-	5.1, 5.5, 8.5
	405-2 Ratio of basic salary and remuneration of women to men	The ratio of the basic salary of women to men in the 2023/24 and 2024/25 crop years was 53%, while the ratio of remuneration was 54% in 2023/24 and 52% in 2024/25.	13.15.3	405-2 a	Confidentiality restrictions	We report the ratio of the basic salary and remuneration in a consolidated and corporate manner; we do not break it down by employee category, major operating unit, or third parties.	5.1, 8.5, 10.3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Page: 114	13.15.4	-	-	-	5.1, 8.8

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: People management, professional development, and labor relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 22, 25, 70, 79, 92	13.16.1, 13.17.1, 13.18.1, 13.20.1, 13.21.1	-	-	3, 8
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans <sup>1</sup>	Page: 106	-	-	-	-
	201-4 Financial assistance received from government	Page: 17	-	-	-	-
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages: 76, 77	-	-	-	5.1, 8.5, 8.6, 10.3
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page: 80	-	-	-	3.2, 5.4, 8.5
	401-3 Parental leave	Page: 81	-	-	-	5.1, 5.4, 8.5
GRI 402: Labor Relations 2016	402-1 Minimum notice periods regarding operational changes	Uisa undertakes to inform employees and their representatives of significant operational changes at the earliest opportunity. In exceptional cases where faster implementation is required, we seek to minimize the impact and ensure that all those affected are informed as far in advance as possible. Additionally, we always involve employee representatives in the discussion process and look for alternatives to facilitate adaptation to the changes. Notice periods and provisions on consultation and negotiation are not specified in collective agreements.	-	-	-	-
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page: 82	-	-	-	4.3, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3
	404-2 Programs for upgrading employee skills and transition assistance programs	Page: 82	-	-	-	8.2, 8.5
	404-3 Percentage of employees receiving regular performance and career development reviews	Pages: 78, 79	-	-	-	5.1, 8.5, 10.3

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: People management, professional development, and labor relations							
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	Page: 92	13.18.2	-	-	-	8.8
GRI 13: Agriculture, Aquaculture, and Fishing 2022	13.21.2 Report the percentage of employees and workers who are not employees and whose work is controlled by the organization and covered by collective bargaining agreements	-	-	13.21.2	Information not available	Monitoring of non-employee workers covered by collective agreements will be implemented starting in the 2026/27 crop year.	1, 2, 8,10
	13.21.2 Report the percentage of employees and workers who are not employees and whose work is controlled by the organization and who are paid above a living wage	Page: 79	-	13.21.3	Information not available	Uisa does not conduct income or living wage assessments at its locations.	1, 2, 8,10
Material topic: Management of water and effluents							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 21, 24, 42	13.7.1; 13.13.1	-	-	-	6
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Page: 42	13.7.2	-	-	-	6.3, 6.4, 6.A, 6.B, 12.4
	303-2 Management of water discharge-related impacts	Page: 43	13.7.3	-	-	-	6.3
	303-3 Water withdrawal	Pages: 42, 43	13.7.4	-	-	-	6.4
	303-4 Water discharge	No water or effluents are discharged into bodies of water.	13.7.5	-	-	-	6.3
	303-5 Water consumption	Pages: 42, 43	13.7.6	-	-	-	6.4

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Governance, ethical conduct, and integrated sustainability management							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 21, 25, 50, 98	13.25.1; 13.26.1	-	-	-	9, 12
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page: 119	13.26.2	-	-	-	16.5
	205-2 Communication and training about anti-corruption policies and procedures	Pages: 117, 118, 119	13.26.3	-	-	-	16.5
	205-3 Confirmed incidents of corruption and actions taken	Over the past three crop years, there have been no incidents of corruption, nor are there any public legal proceedings related to corruption against the organization or our employees.	13.26.4	-	-	-	16.5
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There have been no legal actions related to anti-competitive behavior, anti-trust, or monopoly practices in the last three crop years.	13.25.2	-	-	-	16.3
GRI 207: Tax 2019	207-1 Approach to tax	Page: 120	-	-	-	-	1.1, 1.3, 10.4
	207-2 Tax governance, control, and risk management	Page: 120	-	-	-	-	1.1, 1.3, 10.4
	207-3 Stakeholder engagement and management of concerns related to tax	Page: 120	-	-	-	-	1.1, 1.3, 10.4
	207-4 Country-by-country reporting	-	-	207-4 a,b,c	Not applicable	This indicator was not deemed material, as Uisa's operations are exclusively based in Brazil.	-
GRI 415: Public Policy 2016	415-1 Political contributions	As stated in the Donations and Sponsorships Policy, Uisa does not make political contributions. For more information, check the policy on the company's website: <a href="https://ri.uisa.com.br/governanca-corporativa/comites-e-politicas/">https://ri.uisa.com.br/governanca-corporativa/comites-e-politicas/</a>	13.24.2	-	-	-	16.5

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Innovation, technology, and digital transformation						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 23, 25	-	-	-	9
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page: 12	-	-	-	-
Material topic: Climate change and greenhouse gas (GHG) emissions						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 22, 24, 60	13.1.1; 13.2.1	-	-	13, 15
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Pages: 64, 65	-	-	-	7.2, 7.3, 8.4, 12.2, 13.1
	302-2 Energy consumption outside of the organization	Page: 65	-	-	-	7.2, 7.3, 8.4, 12.2, 13.1
	302-3 Energy intensity	Page: 65	-	-	-	7.3, 8.4, 12.2, 13.1
	302-4 Reduction of energy consumption	Pages: 64, 65	-	-	-	7.3, 8.4, 12.2, 13.1
	302-5 Reductions in energy requirements of products and services	The class of products supplied by Uisa does not consume energy directly during their use phase.	-	302-5 b,c	Not applicable	The class of products supplied by Uisa does not consume energy directly during their use phase.
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Pages: 61, 62	13.1.2	-	-	3.9, 12.4, 13.1, 15.2
	305-2 Energy indirect (Scope 2) GHG emissions	Pages: 61, 62	13.1.3	-	-	3.9, 12.4, 13.1, 15.2
	305-3 Other indirect (Scope 3) GHG emissions	Pages: 61, 62	13.1.4	13.1.4	Information not available	Changes in land use in supplier activities are not under Uisa's operational control; therefore, the company does not yet manage this data. However, through the <i>Nossa Cana</i> program, Uisa began collecting this data from its feedstock suppliers in 2025. Starting with the next inventory, it will be possible to measure emissions and removals from these activities.

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Climate change and greenhouse gas (GHG) emissions							
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Page: 62	13.1.5	-	-	-	13.1, 15.2
	305-5 Reduction of GHG emissions	Page: 61, 63	13.1.6	-	-	-	13.1, 15.2
	305-6 Emissions of ozone-depleting substances (ODS)	Uisa's activities do not produce ODS. CFC and HCFC emissions occur only during the recharging of refrigeration and air conditioning (RAC) equipment, such as air conditioning units, water coolers, and vehicle air conditioners, and these emissions are not considered significant. Fugitive emissions from these activities are quantified in the Greenhouse Gas (GHG) inventory, as reported on Page 61.	13.1.7	-	-	-	3.9, 7, 12, 13, 15
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Page: 63	13.1.8	-	-	-	3.9, 12.4, 15.2
Material topic: Relationship with and impacts on local communities							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 21, 25, 94	13.12.1; 13.14.1; 13.22.1	-	-	-	10, 11
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Pages: 79, 80	-	-	-	-	1.2, 5.1, 8.5
	202-2 Proportion of senior management hired from the local community	Page: 107	-	-	-	-	8.5
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Pages: 16, 92, 95, 96	13.22.3	-	-	-	5.4, 9.1, 9.4, 11.2
	203-2 Significant indirect economic impacts	Page: 92	13.22.4	-	-	-	1.2, 1.4, 3.8, 8.2, 8.3, 8.5
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page: 93	-	-	-	-	8.3
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	No incidents of violations of the rights of indigenous peoples were identified during the reporting period.	13.14.2	-	-	-	2.3

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION		REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Relationship with and impacts on local communities							
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Page: 94	13.12.2	13.12.2, 413-1 a	Incomplete information	Uisa has not yet formally engaged with surrounding communities, conducted social impact assessments, or implemented territorial development programs. The company is currently evaluating the inclusion of these practices in its management strategy in the 2025/26 crop year.	-
	413-2 Operations with significant actual and potential negative impacts on local communities	Page: 94	13.12.3	13.12.2, 413-2 a	Incomplete information	Uisa has not yet formally engaged with surrounding communities, conducted social impact assessments, or implemented territorial development programs. The company is currently evaluating the inclusion of these practices in its management strategy in the 2025/26 crop year.	1.4, 2.3
GRI 13: Sector Standard for Agriculture, Aquaculture, and Fishing	13.13.2 List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization's operations	There were no violations of land or natural resource rights resulting from impacts arising from the operation.	-	-	-	-	1, 2, 10, 12, 15, 16
	13.13.3 Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rights holders affected	There were no violations of land or natural resource rights resulting from impacts arising from the operation.	-	-	-	-	1, 2, 10, 12, 15, 16
	13.14.3 List the locations of operations where indigenous peoples are present or affected by activities of the organization	Page: 94	-	-	-	-	1, 2, 11, 13, 15, 16
	13.14.4 Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities	The company did not have any process for obtaining free, prior, and informed consent (FPIC) from indigenous peoples in the 2024/25 crop year.	-	-	-	-	1, 2, 11, 13, 15, 16
	13.15.5 Describe any differences in employment terms and approach to compensation based on workers' nationality or migrant status, by location of operations	The company does not differentiate employment contracts or compensation based on employees' nationality or migrant status. All employees are hired in accordance with local legislation and receive market-competitive compensation for their role, regardless of their origin.	-	-	-	-	-

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	SECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Occupational health and safety							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 22, 25, 84	13.19.1; 13.20.1	3-3 a/b/c	Information not available	Currently, we do not have a specific record of Uisa's impacts on health and safety.	3
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Page: 85	13.19.2	-	-	-	8.8
	403-2 Hazard identification, risk assessment, and incident investigation	Page: 86	13.19.3	-	-	-	8.8
	403-3 Occupational health services	Page: 87	13.19.4	-	-	-	8.8
	403-4 Worker participation, consultation, and communication on occupational health and safety	Page: 88	13.19.5	-	-	-	8.8, 16.7
	403-5 Worker training on occupational health and safety	Page: 88	13.19.6	-	-	-	8.8
	403-6 Promotion of worker health	Pages: 87, 88	13.19.7	-	-	-	3.3, 3.5, 3.7, 3.8
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page: 88	13.19.8	-	-	-	8.8
	403-8 Workers covered by an occupational health and safety management system	Page: 85	13.19.9	-	-	-	8.8
	403-9 Work-related injuries	Pages: 89, 90	13.19.10	-	-	-	3.6, 3.9, 8.8, 16.1
	403-10 Work-related ill health	As in the last two crop years, there were no cases of occupational diseases at the company in the 2024/25 crop year. Uisa also did not receive any Work Accident Reports related to third-party occupational diseases.	13.19.11	-	-	-	3.3, 3.4, 3.9, 8.8, 16.1
Material topic: Financial sustainability and business diversity							
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 23, 24, 66	13.22.1	-	-	-	9, 13

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
Material topic: Financial sustainability and business diversity						
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Pages: 15, 16	13.22.2	-	-	8.1, 8.2, 9.1, 9.4, 9.5
	201-2 Financial implications and other risks and opportunities due to climate change	Page: 68	13.2.2	-	-	13.1
Material topic: Waste generation and disposal and the circular economy						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages: 23, 24, 55	13.8.1	-	-	9, 13
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page: 56	13.8.2	-	-	3.9, 6.3, 6.6, 11.6, 12.4, 12.5
	306-2 Management of significant waste-related impacts	Page: 57	13.8.3	-	-	-
	306-3 Waste generated	Page: 58	13.8.4	-	-	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
	306-4 Waste diverted from disposal	Page: 59	13.8.5	-	-	3.9, 11.6, 12.4, 12.5
	306-5 Waste directed to disposal	Page: 59	13.8.6	-	-	3.9, 6.6, 11.6, 12.4, 12.5, 15.1
Other content without a related material topic						
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Pages: 50, 51	-	-	-	-
	308-2 Negative environmental impacts in the supply chain and actions taken	Page: 51	-	-	-	5.2, 8.8, 16.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Page: 92	13.17.1, 13.17.2	-	-	5.2, 8.7, 16.2

# GRI Content Index

TSECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION	TSECTOR STANDARD REF. NO. GRI 13: AGRICULTURE, AQUACULTURE, AND FISHING 2022	REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
No related material topic							
GRI 409: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Page: 92	13.16.1, 13.16.2	-	-	-	5.2, 8.7
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	Page: 116	-	-	-	-	16.1
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pages: 50, 51	-	-	-	-	5.2, 8.8, 16.1
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Page: 18	13.10.2	-	-	-	-
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Page: 18	13.10.3	-	-	-	16.3
GRI 13: Sector Standard for Agriculture, Aquaculture, and Fishing	13.9.1 Management of material topics: Food safety	Page: 18	-	-	-	-	-
	13.9.2 Total weight of food loss in metric tons and the food loss percentage, by the organization's main products or product category	Page: 18	-	-	-	-	-
	13.10.1 Management of material topics: Food safety	Page: 18	13.10.1	13.10.1	Partial information	Food safety has not been defined as a material topic for Uisa. However, we manage this topic because we consider it to be important.	2, 3
	13.10.4 Percentage of production volume from sites certified to internationally recognized food safety standards, and list these standards	Page: 18	-	-	-	-	-

# GRI Content Index

SECTOR STANDARD  
REF. NO. GRI 13:  
AGRICULTURE,  
AQUACULTURE, AND  
FISHING 2022

OMISSION

GRI STANDARD	DISCLOSURE	LOCATION		REQUIREMENT(S) OMITTED	REASON	EXPLANATION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
No related material topic							
GRI 13: Sector Standard for Agriculture, Aquaculture, and Fishing	13.10.5 Number of recalls issued for food safety reasons and the total volume of products recalled	Page: 18	-	-	-	-	-
	13.11 Animal health and welfare	We do not engage in activities involving animals.	-	13.11.1,13.11.2,13.11.3	Not applicable	Uisa does not conduct any operations or offer any products or services involving the use of animals. Therefore, this topic is not considered material to the company.	-
	13.23.1 Management of material topics: Supply chain traceability	Page: 54	-	-	-	-	-
	13.23.2 Level of traceability in place for each product sourced	Page: 54	-	-	-	-	-
	13.23.3 Percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain	Page: 54	-	-	-	-	-
	13.23.4 Improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified	Page: 50	-	-	-	-	-

# SASB Content Index

TOPIC	CODE	ACCOUNTING METRIC	PDF PAGE / DIRECT RESPONSE	OMISSION
Accounting topics and metrics for sustainability disclosure   Sector: FOOD & BEVERAGE   Industry: Agricultural Products				
GRI 3: Material Topics 2021	FB-AG-110a.1	Gross global Scope 1 emissions	Pages: 61, 62	-
	FB-AG-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Page: 60	-
	FB-AG-110a.3	Fleet fuel consumed, percentage renewable	Page: 63	-
Energy Management	FB-AG-130a.1	(1) Operational energy consumed, (2) percentage grid electricity and (3) percentage renewable	Pages: 64, 65	-
Water Management	FB-AG-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	Page: 43	-
	FB-AG-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page: 42	-
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There have been no incidents of non-compliance with water quality permits, standards or regulations in the last three crop years, including violations of standards.	-
Food safety	FB-AG-250a.1	Global Food Safety Initiative (GFSI) audit (1) non-conformance rates and (2) associated corrective action rates for (a) major and (b) minor non-conformances	Page: 18	-
	FB-AG-250a.2	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification programme	Uisa does not source any agricultural products from Tier 1 supplier farms and/or facilities that are certified to a Global Food Safety Initiative (GFSI) recognized food safety certification program.	-
	FB-AG-250a.3	(1) Number of recalls issued and (2) total amount of food product recalled	No recalls were issued in the 2022/23, 2023/24 or 2024/25 crop years.	-
Workforce Health & Safety	FB-AG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Pages: 89, 90	-
Environmental & Social Impacts of Ingredient Supply Chain	FB-AG-430a.1	(1) Percentage of agricultural products sourced that are certified to a third-party environmental or social standard, and (2) percentages by standard	Page: 54	-

# SASB Content Index

TOPIC	CODE	ACCOUNTING METRIC	PDF PAGE / DIRECT RESPONSE	OMISSION
Accounting topics and metrics for sustainability disclosure   Sector: FOOD & BEVERAGE   Industry: Agricultural Products				
Environmental & Social Impacts of Ingredient Supply Chain	FB-AG-430a.2	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	Page: 52	-
	FB-AG-430a.3	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	Page: 51	-
GMO Management	FB-AG-430b.1	Discussion of strategies to manage the use of genetically modified organisms (GMOs)	Uisa does not use genetically modified organisms (GMOs) in its production processes and has no intention of adopting GMOs in its operations. Therefore, this topic is not applicable to the company.	-
Ingredient Sourcing	FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change	Page: 68	-
	FB-AG-440a.2	Percentage of agricultural products sourced from regions with high or extremely high baseline water stress	Uisa does not source agricultural products from regions with high or extremely high baseline water stress.	-
Activity metrics	FB-AG-000.A	Production by principal crop	Pages: 15, 16	-
	FB-AG-000.B	Number of processing facilities	Uisa has two processing facilities. Page: 3	-
	FB-AG-000.C	Total land area under active production	Page: 46	-
	FB-AG-000.D	Cost of agricultural products sourced externally	Page: 46	-
Accounting topics and metrics for sustainability disclosure   Sector: Renewable Resources & Alternative Energy   Industry: Biofuels				
Air quality	RR-BI-120a.1	Air emissions for the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), (4) particulate matter (PM10), and (5) hazardous air pollutants (HAPs)	Page: 63	-
	RR-BI-120a.2	Number of incidents of non-compliance associated with air quality permits, standards, and regulations	There have been no incidents of non-compliance with air quality permits, standards or regulations in the last three crop years, including violations of standards.	-
Water Management in Manufacturing	RR-BI-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	Page: 43	-
	RR-BI-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Page: 42	-

# SASB Content Index

TOPIC	CODE	ACCOUNTING METRIC	PDF PAGE / DIRECT RESPONSE	OMISSION
Accounting topics and metrics for sustainability disclosure   Sector: Renewable Resources & Alternative Energy   Industry: Biofuels				
Water Management in Manufacturing	RR-BI-140a.3	Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There have been no incidents of non-compliance with water quality permits, standards or regulations in the last three crop years, including violations of standards.	-
Lifecycle Emissions Balance	RR-BI-410a.1	Lifecycle greenhouse gas (GHG) emissions, by biofuel type	We are certified to various sustainability standards, each of which establishes a different methodology for calculating this indicator. However, these standards only consider emissions related to ethanol production and do not take into account other bioproducts generated at our facility. We are currently developing a standardized internal methodology in accordance with the annual greenhouse gas inventory, which is due for implementation in 2026.	Information not available. Uisa has not yet established an internal methodology for balancing lifecycle emissions.
Sourcing & Environmental Impacts of Feedstock Production	RR-BI-430a.1	Discussion of strategy to manage risks associated with environmental impacts of feedstock production	Page: 68	-
	RR-BI-430a.2	Percentage of biofuel production third-party certified to an environmental sustainability standard	There was no third-party certification of fuel production. In 2025, however, Uisa obtained ISCC-EU, ISCC-CORSIA, and ISCC-CORSIA-PLUS certifications. These certifications comprise sustainability standards for producing biofuel from renewable biomass. They consider criteria related to land use, sustainable agricultural practices, management of emissions, and social responsibility. Nevertheless, we have not yet initiated certified production.	-
Management of the Legal & Regulatory Environment	RR-BI-530a.1	Amount of subsidies received through government programs	Page: 17	-
	RR-BI-530a.2	Discussion of corporate positions related to government regulations or policy proposals that address environmental and social factors affecting the industry	Page: 68	-
Operational Safety, Emergency Preparedness & Response	RR-BI-540a.1	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR), and Process Safety Incident Severity Rate (PSISR)	-	Information not available. Due to the operations performed by the company, we do not have a department dedicated to process safety management (PSM).
Activity metrics	RR-BI-000.A	Biofuel production capacity	Page: 15	-
	RR-BI-000.B	Production of: (1) renewable fuel, (2) advanced biofuel, (3) biodiesel, and (4) cellulosic biofuel	Page: 15	-
	RR-BI-000.C	Amount of feedstock consumed in production	Page: 15	-

# SGS Assurance Statement

## STATEMENT FROM SGS DO BRASIL LTDA. (SGS) ABOUT SUSTAINABILITY ACTIVITIES IN THE “SUSTAINABILITY REPORT – 2024/25 HARVEST” OF USINAS ITAMARATI S/A

### Nature and Scope of the Assurance

SGS was hired by Usinas Itamarati S/A to conduct independent assurance, with limited scope, of the Sustainability Report – 2024/25 Harvest, prepared in accordance with the GRI 2021 Standards, including Universal Standards, Topic Standards (GRI 200, 300 and 400) and the GRI 13 Sector Standard: Agriculture, Aquaculture and Fisheries 2022. The information regarding compliance with the IFRS-SASB standard presented in the report has not been audited or verified by SGS, and therefore remains outside the scope of this assurance. The responsibility for the information presented in the report is entirely of Usinas Itamarati S/A. SGS did not participate in the preparation of the content.

SGS was responsible for expressing an opinion on the text, data, charts and statements within the scope of the guarantee, which are detailed below with the intention of informing the stakeholders of Usinas Itamarati S/A. The SGS Group has developed a set of sustainability reporting assurance protocols based on the best practices presented in the GRI Sustainability Reporting Standards guide, in its most updated version from 2021, and in the warranty standard ISAE3000. These protocols offer different assurance level options, depending on the context and capacity of the reporting organization.

This report was ensured through our protocols for evaluating the veracity of the content and its alignment with the requirements aspects of the GRI 2021 Sustainability Reporting Standards - Universal Standards (GRI 1\_ Founda-

tion 2021, GRI 2\_ General Disclosures 2021, GRI 3\_ Material Topics 2021), with the requirements of the Topic Standards (GRI 200, GRI 300 and GRI 400) and, with the Sectoral Standard - GRI 13: Agriculture, Aquaculture and Fisheries 2022, according to the material issues identified by Usinas Itamarati S/A throughout the process described in the report. The assurance process was carried out remotely, with (i) interviews with strategic employees, involved in the process of compiling and preparing the report, where the disclosures, data and processes related to sustainability management and the collection of disclosures were reviewed, (ii) review of the documentation presented and presented by Usinas Itamarati S/A, comparison with the information entered by the company in the report, (iii) evaluation of the versions of this report for alignment with the standards and (iv) analysis of the participation activities of stakeholders and evaluation of how the material issues were defined and inserted in the context of sustainability within the organization and in the content of this sustainability report. Financial information and GHG inventory were not part of this assurance, as they were subject to specific independent audits.

### Statement of Independence and Competence

The SGS group of companies is a global leader in inspections, analysis and verification, with operations in more than 140 countries and services that include management system certification, audits and training in the areas of quality, environmental, social and ethics, sustainability reporting assurance and greenhouse gas verification. SGS

asserts its independence from Usinas Itamarati S/A and has no conflicts of interest with the organization, its subsidiaries and stakeholders. The assurance team was formed based on the knowledge, experience and qualifications for this service, and was composed of: A lead sustainability reporting assurance auditor.

### Assurance Opinion

Regarding the verification carried out on the methodology, processes and data presented by Usinas Itamarati S/A, we are confident that the information and data contained in the Sustainability Report – 2024/25 Harvest are reliable and represent in a balanced manner the sustainability activities carried out by Usinas Itamarati S/A. SGS is of the opinion that the report can be used by the company's stakeholders as part of the company's evaluation processes. Based on the verification carried out on the methodology adopted, the processes applied and the data reported by Usinas Itamarati S/A, we conclude that the information presented in the Sustainability Report – 2024/25 Harvest is consistent, consistent with the management practices analyzed, and presented in a balanced manner, adequately reflecting the sustainability performance of Usinas Itamarati S/A in the period evaluated.

SGS understands that the report meets transparency requirements and can be used by stakeholders as a valid benchmark for the analysis of the organization's ESG performance. In our opinion, considering the sample presented and the documents presented, the content of the report is in accordance with the principles of the Global Reporting Initiative (GRI), which are: apply the reporting principles, report the contents GRI 2: General Disclosures 2021, determine material topics, report the contents GRI 3: Material Topics 2021, report content of the standards for material topics and industry standard, provide reasons for omission of content and requirements that the organization has not complied with, publish a GRI index, provide a statement of use, and upon publication, notify the GRI.

### Limitations

GRI 13.21.1 / 13.21.3 – Living income and living wage – No technical study or formal implementation and monitoring plan was reported in the period analyzed, remaining uninsured and outside the scope of the final conclusion of the assurance. It is recommended to develop a methodology and plan for future compliance with the requirement.

2. GRI 405-2 – Proportion of base salary and remuneration between women and men - Reported only on a consolidated basis, without the breakdown by functional category required by the GRI. Due to this limitation, the indicator was considered partially compliant and excluded from the final assurance conclusion. It is recommended to ensure segmentation as a GRI requirement, so that it can provide transparency and comparability.

3. GRI 308-2 - Negative environmental impacts of the supply chain and measures taken - Insufficient evidence was presented on the methodology used to identify and monitor negative environmental impacts in the supply chain. Thus, the indicator could not be assured and remains outside the scope of this conclusion. It is recommended to formalize criteria and procedures for environmental assessment of suppliers, ensuring traceability for future cycles.

## Recommendations, Findings, and Conclusions of Assurance

The Usinas Itamarati S/A Report is aligned with the requirements defined by the GRI 2021 Sustainability Reporting Standards - Universal Standards (GRI 1\_ Foundation 2021, GRI 2\_ General Disclosures 2021, GRI 3\_ Material Topics 2021), with the requirements of the Topic Standards (GRI 200, GRI 300 and GRI 400) and with the Sectoral Standard - GRI 13: Agriculture, Aquaculture and Fisheries 2022 for the material topics identified: Conservation and preservation of biodiversity, Governance, ethical conduct and integrated management of sustainability, Management of water resources and effluents, Relationship and impacts on the local community, People management, professional development and labor relations, Occupational health and safety, Climate change and greenhouse gas (GHG) emissions, Financial sustainability and business diversity, Innovation, technology and digital transformation, Diversity, equity and inclusion, Waste generation and disposal and circular economy.

Finally, SGS recognizes Usinas Itamarati S/A's commitment to transparency and recommends continuing to improve management and reporting processes to strengthen the maturity of sustainability information.

November 18, 2025.

Signed by and on behalf of SGS



**Gustavo Venda**

Business Manager - Sustainability



**Elis Conde**

Lead Auditor - Assurance of Sustainability Reports



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Gotcha! Idiomas

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If you have any questions or suggestions regarding the content of this report, please email us at [esg@uisa.com.br](mailto:esg@uisa.com.br).

*We would like to thank everyone involved in preparing Uisa's Sustainability Report for the 2024/25 crop year.*