

Lavoro Agro Group Integrity Program

Sustainability and ESG Policy

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1. Purpose

This Sustainability and ESG Policy establishes the principles and guidelines required for guiding Sustainability governance in operations and transactions conducted by Grupo Lavoro Agro Holding S.A. (hereinafter referred to as "Lavoro Group"), from the strategic to the practical scope, and for guiding the company's relations with interested parties with respect to social-environmental and ESG governance matters.

Through this policy, Lavoro Group executes its commitments with collaborators, customers, investors, partners, suppliers and other business partners material to the risk management and furtherance of opportunities guided by social-environmental and governance responsibilities inherent to its activities. It also communicates its material and priority matters to all stakeholders, including partners, stockholders and investors committed with an ethical and beneficial operation to the business, the people, and the environment.

This policy is a document that reinforces and supplements the obligation to comply with social-environmental rules, laws and regulations within the federal, state and/or municipal scope, and plays the role to be a guiding document to the company's best ESG performance, contributing to the management of its non-financial risks.

This Policy was established with principles and guidelines aligned with the Principles of the UN Global Pact, which it is signatory of, and Principles of Responsible Investment, which the parent company, Pátria Investimentos, is committed with.

2. Definitions

"Agrochemicals" – With such terms, we summarize, for the purposes of this policy, the set of insecticides, fungicides, herbicides, chemical fertilizers and other agrochemicals.

"Agrobiological Agents" – They are the agricultural inputs having biological nature aimed at performing the function of agrochemicals necessary for the agricultural production.

"Administrator(s)" – It refers to the Chief Officers included in the Bylaws and to the members of the Board of Directors of Lavoro Agro, along with the other companies controlled thereby and/or affiliated thereto currently belonging or to belong, in the future, to the same economic group it is part of.

"Openness Channel" – Informed in Chapter XVII of the Code of Ethics and Conduct, it has the purpose to serve as a channel for Collaborators and Third Parties to communicate their concerns and denouncements connected with this Policy, and to request the clarification of doubts.

"Collaborator(s)" – It means Lavoro Agro internal public, that is, Employees of the companies belonging to Lavoro Agro, including its Administrators, interns and apprentices, considering all of its business segments, brands and divisions.



“Illegal Deforestation” – Suppression of vegetation in a non-permitted area or in a non-regulated manner.

“Human rights” – They are rules that acknowledge and protect the dignity of all human beings, preaching equality and non-discrimination, the right to social participation and inclusion, regardless of gender, race, sexual orientation, religion, origin or culture, it being a responsibility of the State to safekeep such rights.

“Clean energy” – From renewable source, such as wind, solar, and hydroelectric ones in regions without water shortage.

“ESG”– The abbreviation, in English, for environmental, social and governance, which may be identified as ASG, in Portuguese. It is an abbreviation that summarizes the assessment agents of the financial market – analysts, fund managers, banks and investors make of the risk and the environmental, social and governance performance of companies. For each industry or type of company, different ESG benchmarks are used, within such three fields, according to whatever is proper of each economic activity.

“Lavoro Group” or **“Lavoro Agro”**– It means Lavoro Agro Holding S.A. along with all other companies controlled thereby and/or affiliated thereto, which belong, or shall integrate in the future, the same economic group it belongs to.

“Package reverse logistics” – Obligatory return of agrochemical product packages.

“Climate Changing”– Alteration, from man-made activities, of the climate of Earth, causing extreme alterations in rain and heat cycles, biodiversity, and oceans, and the increase of the planet's temperature.

“Related Person(s)”– It refers to any individuals having family bonds, whether descendant or ancestors or collateral relatives up to the third degree, who, for any reason whatsoever, has (have) connections with a Public Agent.

“Product(s)”– Any goods, items, products traded by Lavoro Agro Group.

“Recycled Item” – Material reintegrated to the productive cycle through the recycling of post consumer products.

“Recyclable” – Item, product, object made out of materials with potential to be recycled so as to reintegrate the productive cycle as raw material for another use.

“Sustainability”– Aligned with the definition of sustainable development, which provides for the use of resources for meeting the current needs without jeopardizing the needs of future generations. Sustainability initiatives, programs and projects are always those aiming at



causing a positive impact, or preventing and mitigating negative impacts, going beyond Compliance.

“Third Party(ies)”– All of the external public of Lavoro Group, without employment or statutory relationship, such as suppliers of goods and/or services (including, but not limited to, companies providing general services and agency companies), customers, attorneys-in-fact, consultants in general, and others currently maintaining or who intend to maintain a relationship with Lavoro Group.

“Safe use of inputs” – It is that strictly following all application, dosage and frequency rules provided according to the instructions given by the manufacturer and agronomist in charge.

3. Applicability

This Policy is indistinctively and irrespectively applicable to all Collaborators and Third Parties, regardless of the business area they are connected with, in a neutral and impartial manner, within Lavoro Group's commitment to conduct its business in an ethical manner, with integrity, and in compliance with the laws in force.

Therefore, it is to be considered by all areas of Lavoro's companies, indistinctively, in the planning, creation and development of strategies, planning, processes, products and routines. It is, therefore, a guiding instrument to the administrative, operating, commercial, and financial activities, and to the corporate areas. It is also extended to suppliers, customers, institutional partners.

This regulatory document supplements, without any substitutive nature:

- a)** The Code of Conduct and Ethics of Lavoro Group, with emphasis on its chapter VI –
- b)** Commitment to the Environment and Rational Use of Natural Resources and Section
- c)** VII. 5 Relationship with Suppliers;
- d)** The General Conditions for Contracting;
- e)** Suppliers' and Customers' Code of Conduct;
- f)** Consequence Management Policy.
- g)** Risk Management Policy.
- h)** Due Diligence Policy.

4. Effectiveness, Alterations and Updates

This Policy shall be effective for indefinite term, and its updates and alterations shall only be valid if approved by the ESG Committee and the Board of Directors of Lavoro Group.

The contents of this document is only and sole property of Lavoro Group, so it may not be copied, whether partially or as a whole, edited, altered, reinterpreted, under any circumstance whatsoever. Its review, alteration, complementation, are a responsibility of the Sustainability Management, upon deliberation of Lavoro Group's ESG Committee.

5. General Guidelines and Rules

The Sustainability and ESG Policy gives support to the Sustainability and ESG strategy of Lavoro Group, which is guided by its material matters, that is, matters the risks and positive and negative impacts of which are a priority for the business management. The priority matters are divided into Environmental, Social and Governance ones. Thus, within the Sustainability scope, Lavoro Group has the following principles:

- a)** To act in an ethical manner in businesses, without harming people and the environment, in all communities it is present on and in all operations conducted thereby.
- b)** To identify and manage risks and external events with responsibility, aiming at generating positive impacts and avoiding negative impacts to people and the environment, and, whenever necessary, to mitigate such impacts arising out of its activities.
- c)** To assure that the operations, corporate, commercial, marketing and financial activities are strictly compliant with the laws within the federal, state and municipal scopes, and that they are inducing agents for development, increase of productivity and profitability for rural producers, entrepreneurs and agribusiness workers.
- d)** To be an agent for the sustainable agriculture, through a varied quality and efficient portfolio, meeting the traditional agriculture needs in any scale, whether organic, agro-ecological or family one, carrying out an honest and continued partnership with producers so as to disseminate the best technical information for safe use, in the correct dosage and frequency, for agricultural inputs.
- e)** To pursue excellence for Lavoro Group's operating, productive, administrative, commercial, marketing and financial activities to achieve its strategic purposes, making a rational use of natural resources, continually seeking to reduce such use, avoiding all sort of waste and aiming at the social furtherance in the communities we actuate on.
- f)** To assure, to collaborators, administrators, third parties, and customers, a safe, inclusive environment, aimed at a continued development, providing equal opportunities and fighting against any kind of discrimination.



g) When employing the company's financial resources, to preferably make choices amicable to the people, the environment and communities, letting a positive legacy.

h) To orientate the areas not to finance operations, extend credit or do business with suppliers, customers, or other agents involved with legal breaches within the social environmental scope, as set forth in item 7.2.1. of Lavoro Group Due Diligence Policy.

5.1. Priority matters:

Environmental	Social	Governance
Sustainable Agriculture	Customer Relationship	Competitiveness and market consolidation
Climate Changing	People and Community	Ethics and Integrity in businesses
Quality and Safety of the product use	Health and Operating Safety	Anti-Corruption Practices
Rational use of natural resources – water and energy	Inclusive work environment	Responsible purchases
Proper waste management	Human Resources and decent work in value chain	Responsible credit policy

5.2. Guidelines:

It is recommended that investments, projects, processes and attitudes and strategic and routine activities reflect, through decisions and behaviors, the principles of this policy.

On the environmental aspect, the corporate, economic and operating activities performed by Lavoro Group and third parties designed thereby, to the extent applicable to each activity, shall always praise for:

a) Observing the practices and being an ally to the producer for adopting sustainable Agriculture and compliance premises with all environmental laws.

b) Being an ally to customers and other stakeholders in practices aiming at mitigating climate changing effects.

c) Observing the needs for systematic reduction in the emissions of greenhouse gases in our direct, corporate or operating and logistic chain activities, with the replacing of the energetic and fuel matrix.

d) Offering quality and proper products, proper and accurate communication of the safe usage of the products, in a diligent way.



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- e) Adopting practices and making choices causing the reduction of the demand or consumption of power and water, even when expanding our activities, preferably adopting clean, renewable and friendly sources of such resources.
- f) Properly managing of solid, hazardous wastes and effluents, aiming at not only complying with the applicable laws, but at reducing the production of wastes aiming at the recyclability, reverse logistic, reuse and trade of recyclables.
- g) To systematically avoid any kind of waste.

In the social aspect, it is expected of all collaborators of Lavoro Group and third parties designated thereby to establish relations based on ethics, respect and plurality, in the whole chain, starting with the internal public, but also with customers, suppliers, other business and institutional partners, and interlocutors in the communities we actuate with. It is expected that:

- a) The health and safety of people are placed first in operations and in any activity carried out by collaborators and third parties in behalf of Lavoro Group.
- b) Collaborators of direct operations of Lavoro Group's companies are trained and praise for the application and correct handling of agrochemicals, guided by agronomist or agricultural technician, directions and technical rules and laws provided for, aiming at the total safety of people, crops, environment and communities.
- c) The corporate, operating, commercial, marketing and financial activities praise for the respect to all people, including fair work relations, local and inclusive contracting in direct operations and in the value chain.
- d) The corporate, operating, commercial, marketing and financial activities assure the compliance with the Constitution's rights of vulnerable groups and do not jeopardize the rights of women, black people, LGBTQIA+, traditional communities, river people, Afro-Brazilian *quilombo* residents and native Brazilians.

5.1.2. As for the Governance aspect, this policy reinforces the following guidelines:

- a) The customer relations shall always be grounded on its best interest, with a close, ethical treatment, so as to provide the best technical directions for commercial and contractual performances with respect to the social-environmental principles defended by this policy.
- b) Collaborators of Lavoro Group or those designated thereby shall be agents for the dissemination of ethical, integrity and anticorruption practices.
- c) To comply with the criteria set forth in the Lavoro Group Due Diligence Policy concerning the social-environmental evaluation in the credit extension process, avoiding to further and



contribute to eradicate slave or slave-like work, child labor, illegal deforestation, agricultural and livestock production in breach of the laws in force, the conduction of unpermitted economic activity in environmental protection areas, full preservation areas, conservation unit or Indians' territory.

6. Breaches and Penalties

In the event of breaches related to this Policy or any document of the Lavoro Group Integrity Program, the Collaborator shall be subject to the disciplinary actions provided for in the Lavoro Group Consequence Management Policy and/or the applicable rules.

7. Conflicts, Exceptions and Clarifications

Any exception to the determinations in this Policy shall be asked for upon request addressed to Lavoro Group's Ethics Committee (through the Openness Chanel informed in [item 8](#)) with the description of the request, justifications and criteria used for the request.

No exception can be made at variance of the Integrity Program, the laws in force, and without the prior and written approval of the Board of Directors, which shall vote based on the opinion submitted by the Ethics Committee.

Any doubts and conflicts detected with other rules shall be forwarded to the Openness Chanel for necessary clarifications.

8. Openness Chanel

Lavoro Group encourages all its Collaborators and Third Parties to denounce when suspecting or detecting breaches.

All those having connections with Lavoro Group shall inform breaches or possible breaches of the guidelines in this Policy and other rules set forth by Lavoro Group Integrity Program through the Openness Channel, which can be accessed at:

<https://contatoseguro.com.br/lavoro>

The denouncer may provide anonymous reports should it prefer not to be identified.

All situations reported shall be analyzed and due handling shall be conducted within the strictest confidentiality, justice, soundness, timeliness, respect and reasonableness, allowed external specialized technical support.

**Every denouncement may be anonymously made.
Confidentiality is assured to all people in the situations reported.**