



Sustainability Report

Harvest year

2023-2024



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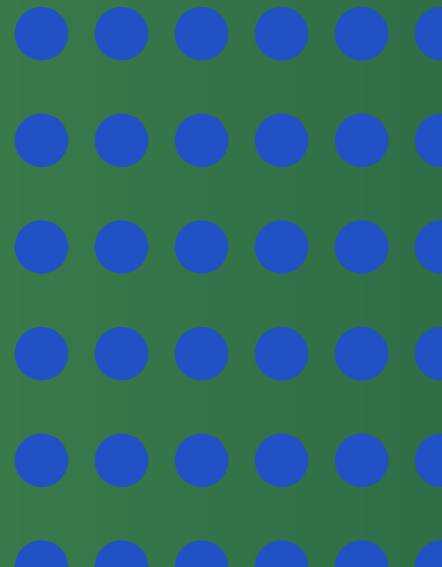
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About the report

GRI 2-2, 2-3

The 2023/ 2024 Sustainability Report, outlining the related activities of BrasilAgro – Companhia Brasileira de Propriedades Agrícolas, brings together information that reflects and explains our commitment to the solid, sustainable and responsible generation of value in the agricultural sector. We are guided by strong governance, working with a diverse portfolio of properties and crops to advance innovation in the field, whilst remaining focused on being the leading company in land investment and development.

In this report, we present our investments, actions, performance and socio-environmental impacts over the course of the harvest year covering the period stretching from July 1, 2023 to June 30, 2024. Published annually, our Sustainability Report is developed in compliance with the Standards and principles of the **Global Reporting Initiative** (GRI) and the **Sustainability Accounting Standards Board** (SASB), thereby ensuring its transparency and compliance with international communication standards in corporate sustainability management. It is published with the same frequency as the organization's financial report, providing information on the performance of all BrasilAgro's business units.

Guided by our materiality matrix, which was updated in 2022, the approach taken prioritizes themes that reflect the impacts of our activities conducted both within the Company and outside its physical boundaries, covering the operations of all our owned and leased farms in Brazil, Paraguay and Bolivia, as well as the offices and administrative units.

We take the same approach to consolidate the information of all the entities, meaning they have not been altered to take minority shareholdings into account. Any reframing or restatements of information are duly noted and explained in the footnotes of the standards, wherever applicable.

(GRI 2- 4)

This report highlights the ongoing efforts made to improve our operations. These take the form of investments in innovation, technology and connectivity in the field, in the development of personnel and social responsibility, and the strengthening of governance. These are the foundations for the sustainable development pursued by BrasilAgro, allowing for the mitigation of risks and ensuring the generation of value for our investors and for society as a whole.



For more information on the report and the organization's ESG strategy, please write to ri@brasil-agro.com



A message from the management

GRI 2-22

This report not only provides a detailed outline of our figures and achievements in the 2023-2024 harvest year, but also celebrates the determination, innovation and commitment of the entire BrasilAgro team to transform challenges into opportunities. Our work is guided by the objective of responsibly producing nutritious foods whilst striving for sustainable growth.

During the cycle that has just been concluded, we reaffirmed the efficiency of our business model in combining agricultural operational results with real-estate gains. Despite our initial concerns over price reductions and lower liquidity in the purchase and sale of farms, we managed to surpass expectations, demonstrating the solidity and resilience of our business model.

Confirming that the combination of our real-estate activities can generate significant results, in the most recent harvest year, we finalized the sale of 12,335 hectares of the Chaparral Farm, located in Correntina, in Bahia, for the sum of R\$ 364.5 million. The operation represented the first sale of a portion of the farm, which had been acquired in 2007, with an investment of R\$ 125 million in the acquisition and development of the property.

Along with the management of the challenges imposed by the most recent harvest year, we also

invested in innovation and expansion of the business, which will most certainly have an impact on the Company's value creation. Amongst these advances, we should make special mention of the investment made as a means of entering the sugar market, with the leasing of 7,000 hectares in Brotas, in upstate São Paulo. By means of this operation, we will begin operating with a sugar and ethanol mix, thus ensuring greater security and predictability.

Another investment which is having an enormous impact has been the leasing of 4,767 hectares in the state of Mato Grosso, one of the country's most important regions in terms of agricultural production, of which 670 hectares are irrigated, meaning the land is suitable for the harvest and off-season production of grains and cotton.

In Bahia, we have set the stage for the expansion of our irrigation system through the emission of debentures in the sum of R\$ 165 million. This operation will allow for the irrigation of more than 4,000 hectares at the Arrojadinho Farm, located in the municipality of Jaborandi. As well as reducing the risks associated with climate change, this irrigation will lay the groundwork for increased productivity, thus reducing the need for new lands.

Connected to the the results, our commitment to environmental, social and governance (“ESG”) practices has remained a fundamental pillar of our operations. As well as firm governance practices, we have adopted best agricultural practices, including direct planting, crop rotation, the planting of a *mix* of covering vegetation, integrated pest management, Integrated Crop-Livestock-Forestry (ICLF) systems, and the use of biological inputs. We have also entered into partnerships aimed at promoting regenerative agriculture, with a view to low carbon production, and the use of modern and connected technology, which increases efficiency, reduces climate risk, and preserves natural resources. As a result of these efforts, we have been awarded the RTRS certification at the São Jose Farm, in Maranhão, attesting to the operation’s best environmental, social and governance practices.

As well as other initiatives focused on the conservation of natural resources, we have continued to monitor our greenhouse gas emissions, constantly looking for ways to minimize the impact of our activities on climate change. These actions not only help to protect the environment, but also guarantee the long-term sustainability of the operations, thus aligning our business objectives with environment preservation.

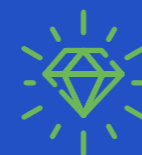
Another highlight of the year was the success in the FINCON Awards 2024, in the Agriculture, Sugar & Ethanol category. This award recognizes best financial communication practices amongst publicly held companies. We were highlighted for our transparency, excellence in corporate governance and strong engagement with investors. This achievement reaffirms our commitment to effective communication and the development of trust amongst our stakeholders.

We are committed to maintaining an open and transparent dialog with society, showing the importance of responsible agribusiness and its positive impact on the economy and the environment. Focused on promoting the development of the communities in which we operate, in 2023, through the efforts of the BrasilAgro Institute, we implemented another ten projects, having a positive impact on more than 16,000 people.

We ended this cycle firm in the belief that, together, we can build a future that is even more prosperous and sustainable for everyone. I would like to thank each and every employee for their dedication and commitment, and all of our shareholders and partners for the trust they have shown. We will continue to work passionately and responsibly, always striving for exceptional results.

We invite you all to read our Sustainability Report.

André Guillaumon
CEO of BrasilAgro



The efficiency of the business model and investment in innovations impact our **value creation**



Highlights of the harvest year

Financial



R\$ 165 million

worth of debentures issued for the irrigation of 4,000 hectares in Bahia



Revenue of R\$ 2.65 million

in decarbonization credits (CBIOS) originating from the supply of sugarcane to partner mills



R\$ 1.1 billion in net revenue

Real Estate



4,767 hectares

leased in Mato Grosso



12,335 hectares

of the Chaparral Farm (BA) commercialized for R\$ 364.5 million



Entry into the sugar market

with the leasing of more than 7,000 hectares in Brotas (SP), to supply sugarcane for the production of sugar and ethanol

Highlights of the harvest year

Commitment and Recognition



Winning of the
FINCON Awards 2024
in the Agriculture, Sugar & Ethanol category



Renewal of the BrasilAgro Institute as a
signatory to the UN's Global Compact through until 2026

Innovation and Technology



22,000+ hectares

with 4G coverage, the result of investments in connectivity at the Chaparral (BA) and Rio do Meio (BA) farms



Implementation of
two new bio-factories
at the São José (MA) and Xingu (MT) farms

Certification



Receipt of the
Round Table on Responsible Soy
(RTRS) certification at the São José Farm (MA), in partnership with Bunge



Receipt of the
ABR certification and BCI license
for the Arrojadinho Farm (BA)

Materiality

GRI 3-1, 3-2

Our materiality matrix was developed from the perspective of double materiality, or in other words, it takes into consideration BrasilAgro's impacts on the environment and on society, whilst at the same time evaluating how the surrounding areas impact our performance. This process covers both the Company's activities and the downstream activities, focusing on identifying impacts in the economic, environmental and social spheres.

Our material topics are supervised so that our materiality matrix is frequently updated, in order to ensure that BrasilAgro has a positive impact on our internal and external stakeholders, through the renewal of our commitments and actions.

In 2022, with support from an external consultancy, we undertook a process designed to fully update our materiality. This study, which resulted in 18 topics, involved the following stages:

1. Consultation of global, domestic and sectoral documents relating to sustainability and their relationship to the organization's internal and external scenarios.
2. A study of the SASB (Sustainability Accounting Standards Board) materiality in relation to the agricultural products sector.
3. Benchmarking against other companies in the sector.
4. Conducting of 16 qualitative interviews with stakeholders selected from amongst the company's leaders, communities, suppliers and clients.
5. Administration of an online questionnaire, expanding the survey to another 469 stakeholders (shareholders and investors, employees, suppliers, the third sector, clients and consumers, local communities and public authorities).
6. Consolidation and prioritization of the collected data, organizing them using the important aspects of "influence on the business" and "impact on the stakeholders".

Of these topics, eight were considered material: health and safety at work; innovation, technology and productivity; development of people; GHG emissions and climate change; ethics and compliance; management of water resources; community relations; and biodiversity.

8 topics

make up our double materiality matrix

Pillars

Material topics¹

Impact on the economy, environment and society

GHG emissions and Climate Change

SDGs 6 14 15

Management of Water Resources

6 12

Biodiversity

3 7 8 12 13 14 15

Impact on value creation

Ethics and Compliance

16

Community Relations

1 2 4 5 8 10 11 19

Financial impact

Health and Safety at Work

3 8 12 16

Innovation, Technology and Productivity

Development of People

4 5 8 10

¹ The matrix is aligned with our strategic positioning, having been updated in 2022 to reflect changes in the priority and/or scale of the topics over time. There were no changes in relation to the list of material topics compared to the previous report.



BrasilAgro

About us

GRI 2-1, 2-6

We are one of Brazil's biggest companies in terms of the quantity of arable lands. We work with the acquisition, development, transformation and commercialization of rural properties suitable for farming, with operations in Brazil and overseas.

We generate value by transforming rural properties by means of the development of productive farming activities, investing in infrastructure and technology, the implementation of modern agricultural techniques, and a wide range of profitable crops.

We produce soybean, corn, beans, cotton and sugarcane, whilst we also breed cattle (livestock), with a significant presence in Brazil (in six states in the Center-West, Northeast and Southeast regions), Paraguay and Bolivia.

In the domestic and overseas markets, we supply products to large-scale players in the agribusiness segment. The majority our soybean and cotton production is sent for exportation, as is the corn produced in the state of Mato Grosso. The majority of the corn produced in the states located in the Northeastern Region is sold on the domestic market. The sugarcane produced goes to supply three ethanol and/or sugar plants.

Balancing the risks involved, our business model combines operational and real-estate results, focusing on efficiency in the sales of assets depending upon the fluctuations in the market. We have also established important strategic partnerships, including collaborations with civil society organizations, and public authorities and entities. There have not been any significant changes in these arrangements or in the operation of the company compared to the previously reported period.

We focus on sustainably maximizing the return on investment, by combining the increased productivity of the properties with their real-estate appreciation, thereby enabling significant capital gains. With a diverse geographical and productive portfolio, we have worked to mitigate climate risks in our operations. Dedicated to good ESG practices, we are guided by solid governance, obtaining important certifications in our field of business whilst having a positive social impact in the communities where we operate.



We invest in infrastructure and technology to transform rural properties and supply products to the domestic and overseas markets



Mission

To create value by acquiring, developing and operating land in a sustainable, innovative and distinctive manner.



Vision

To be the **leading platform** for land investment and development.



Purpose

To produce food **responsibly**.



Values

Results driven

The assumption of responsibilities at all levels of the organization, with delivery of the promised results.

Ethics

Integrity, transparency and reciprocity with internal and external stakeholders through broad and effective communication.

Meritocracy

The attraction and development of people at an organization with little hierarchy and where talent is recognized.

Environmental and social sustainability

Full compliance with labor and environmental laws whilst working actively with governmental and non-governmental organizations to expand the positive impacts in the regions where we operate.

Innovation

The ongoing pursuit and creation of innovative methods for every component of our business model: acquisition/sale, transformation and operation, and administrative and financial management.

Our work

To generate value, we combine real-estate returns (investment and development of rural properties) with operational returns (responsible food production). Our leading actions for maximizing the return on our investments are:



Value creation combines **real-estate returns** and the **responsible production of food**



Identifying, acquiring and developing rural properties that we believe to have great potential for appreciation.

We are focused on purchasing under-used or non-productive properties at attractive prices, as well as those which offer appreciation opportunities through investments in infrastructure and technology. To decide upon which properties to purchase, we evaluate each of them from a variety of different angles, including: productivity, location, relief of the land, climate, and compliance in relation to environmental and land legislation. Based upon the analyses, we define the investment strategy and administration of the portfolio of properties, allocating capital for acquisitions and investments to ensure an increase in production.

Optimizing the yield and productivity of the rural properties through the implementation of top-quality technologies and agricultural techniques.

Following the acquisition of the rural properties, we work to implement crops with high added value. Our actions are in line with the recommendations of the Good Agricultural Practices published by the United Nations' Food and Agriculture Organization (FAO) and include the ongoing improvement of processes, from governance to day-to-day operations. During the 2023-2024 harvest year, we invested especially in irrigation, direct planting, crop rotation and diversity, improvements to soil structure and nutrition, the use of bio-pesticides and connectivity on our properties. These actions add value to our real-estate portfolio whilst at the same time maximizing agricultural production.

Actively diversifying and managing the portfolio

In order to minimize climate risks, our portfolio of rural properties includes a wide range of regions and crops. We work with lands offering different levels of maturity to control the operational needs of development and production. As such, we are able to reduce the volatility of the cash flow, in both the operations and the sales of the properties. By means of active and constant market analyses, we assess the best time to negotiate, resulting in capital gains. The BrasilAgro portfolio is based upon the following premises:

Combined return on property and operations;

Diversification of climate and crop risks;

Efficient allocation of capital in investment and acquisition;

Achievement of capital gains based upon the sale of selected rural properties that have undergone development.

Property portfolio

GRI 2-6, SASB FB-AG-000.C



22 properties

including: 12 owned properties and 10 agricultural partnerships



271,016

hectares
(including arable and protected areas)¹



200,924

hectares
of land available for production¹

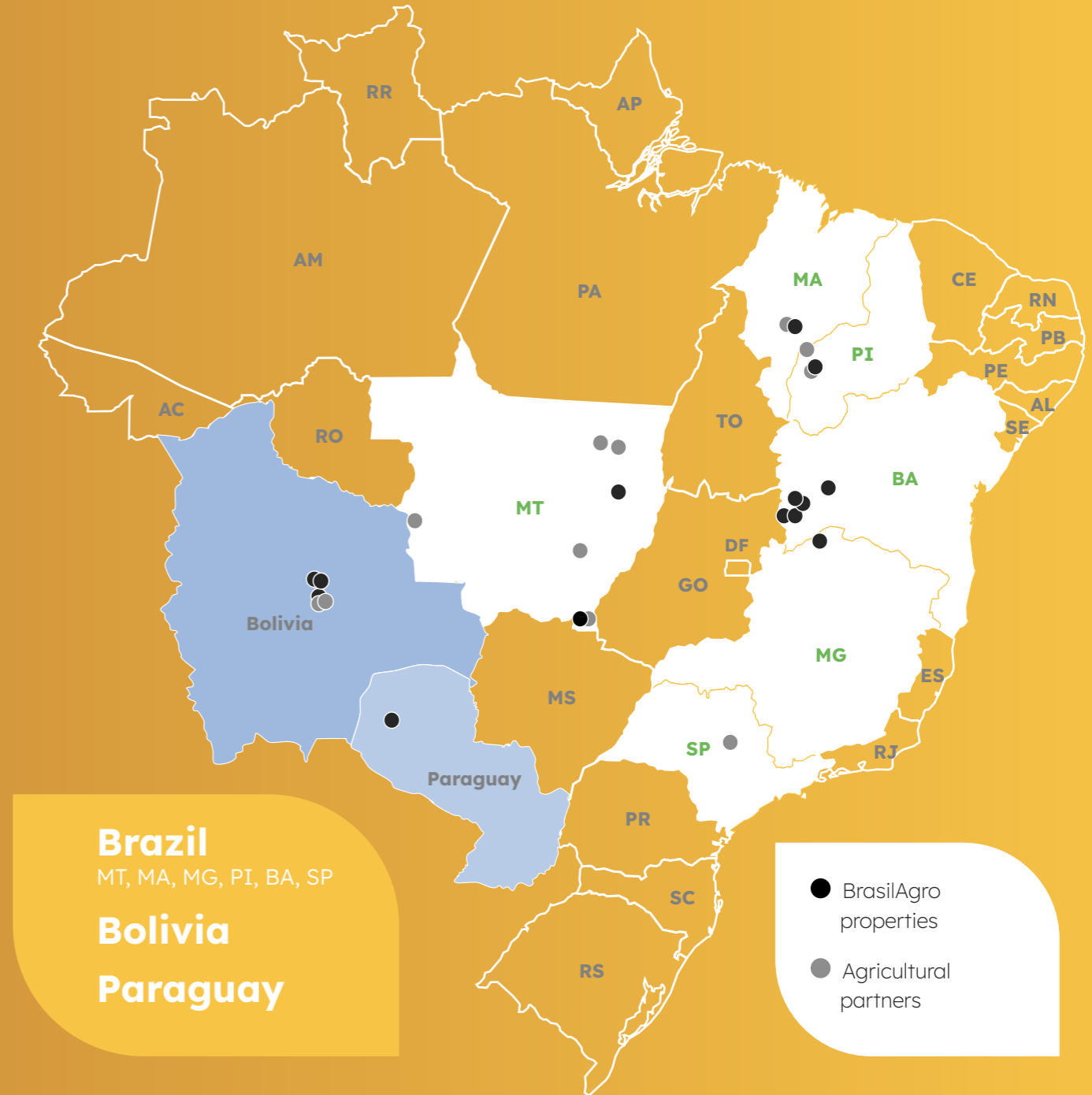


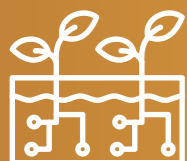
R\$ 2.9 billion

in market value in the portfolio²

¹ Compared to the previous year, the Company recorded the sale of 12,000 hectares of the Chaparral Farm (BA) and added around 5,000 and 4,767 hectares through the Alto da Serra (SP) and Novo Horizonte (MT) agricultural partnerships respectively.

² Internal evaluation of the market value of our farms on June 30, 2024, taking into consideration, for each of the properties: (i) their level of development; (ii) the quality and maturity of the soil; and (iii) the agricultural suitability and potential.





During the 2023-2024 harvest year, we increased the implementation of biofactories, with **new units** at the São José (MA) and Xingu (MT) farms

Innovation and technology

GRI 3-3: Innovation, technology and productivity

We are constantly investing in both innovation and technology to increase the efficiency and sustainability of our operations. As such, during the 2023-2024 harvest year, 6% of the farming areas were focused on research and development (R&D), involving more than 50 companies operating in different sectors, as well as startups and universities.

We have increased our efforts to implement irrigation systems, aiming to improve the productive stability and resilience in the face of the challenges posed by weather conditions. The irrigation project raised R\$ 165 million through the issuance of debentures, with these funds being invested to increase the number of irrigated hectares at the Arrojadinho Farm, in the municipality of Jaborandi (BA), from 970 to 4,000. The advantages of these debentures include the attractive rates, since they involve long-term investments in infrastructure projects which are strategic for national development.

The advances made in the use of bio-inputs are another highlight of the efforts we have made. All our farms use bio-pesticides that are produced and/or expanded on site. This practice not only reduces the environmental impacts, but also allows for the more efficient management of pests and diseases, thereby increasing the productivity and quality of the farming process. We are also evolving in the use of bio-fertilizers as a means of reducing the use of nitrogenous fertilizers and, consequently, our carbon footprint. During the 2023-2024 harvest year, we invested R\$ 9.3 million in biological products, a sum which is 50% more than in the 2022/2023 harvest year, and 80% more than in the 2021-2022 harvest year, thus demonstrating the increased investment in sustainable practices.

A study conducted by the Chaparral Farm revealed that the on-farm biological management reduced the volume of insecticides used in pest control by 42% compared to conventional management techniques conducted using chemical products.

With the intention of identifying the real needs of each productive area, we have intensified our efforts relating to the expansion of the precision farming system, which, in addition to improving the knowledge of the production environments, allows for a better use of inputs. This, in turn, results in greater productivity, economy of resources and a lower environmental impact.

This approach is accompanied by investments in connectivity in the field in the form of telemetry, which helps to increase the speed by means of which data are transmitted, thus allowing greater agility in the diagnosis and implementation of solutions. This increases the precision of the operations, avoiding wastefulness in relation to resources such as inputs and diesel, reducing the emissions associated with the activities, streamlining processes, reducing costs, and increasing productivity. During the past harvest year, we increased 4G coverage over a region of 22,000 hectares, allowing us to monitor our machines in real time and efficiently control the activities on the Chaparral and Rio do Meio farms.

During the 2023-2024 cycle, we began the implementation of a new farm management platform that allows for the mapping, management and integration of data for more strategic decisions.

The system means that climate data, such as rain, temperature and humidity, can be monitored, whilst also providing geo-referencing on pests and diseases, and information on the development of crops by means of satellite images (NDVI, NDRE and MTVI). Working as part of the financial control, the system allows for end-to-end tracking and auditing. As such, the consolidated information guarantees faster and more precise decision-making. In the long-term, it is hoped that, through the use of recorded management data, the system will be able to create simulations of productive models, integrating this information with data that is updated in real time.



22,000+ hectares
with 4G coverage



Optical technology allowing selective crop dusting

At the Morotí Farm, in Paraguay, we have adopted a selective crop dusting system that involves advanced optical technology, capable of identifying and eliminating weeds based upon their color shading. This system applies the exact amount of herbicide only where it is required, resulting in significant savings on chemical products and reductions in environmental impacts. In the 2023-2024 harvest year, the technology was employed on an area of 3,000 hectares, with a 70% reduction in the use of herbicides.

70%
reduction in the use
of herbicides



Value creation

GRI 3-3 Economic performance

The results of the 2023-2024 harvest year demonstrate the efficiency of our business model for the generation of value and return for our shareholders. The combination of the agricultural and real-estate results was extremely positive. Our resilience, the solid governance processes, and the expertise in diversifying products and areas of agricultural investment, led to good results in the 2023-2024 harvest year, a period that was notable for both successes and challenges.

The drop and instability in the prices of commodities, the rise in the exchange rate of the dollar and the interest rate, together with the geo-political situation, greatly affected the price of inputs. These factors negatively impacted our financial results. With the drop in the price of corn, we took the proactive step of altering the mix of products, reducing the planted area in relation to the amount initially planned, altering the commercial strategy, and intensifying our hedge positions. These measures were extremely important in terms of mitigating any adverse effects and strengthening our financial position.

R\$ 1.1 bi
in net revenue

The return on our real-estate activities was a collaborating factor in determining our positive result: in March 2024, we finalized the sale of 12,335 hectares of the Chaparral Farm, located in Correntina, Bahia. This operation was the first sale of a portion of this farm, which was acquired in 2007. The nominal value of the operation was R\$ 364.5 million, with a projected IRR in Brazilian Reais of 15.0%.

In line with our diversification strategy, we announced the leasing of more than 7,000 hectares in the state of São Paulo for the production of sugarcane, thereby opening up the path for our entry into the sugar market. We also acquired the Companhia Agrícola Novo Horizonte S.A., which included a lease agreement for 4,767 usable hectares in the municipality of Novo São Joaquim, in the region of Primavera do Leste, in the state of Mato Grosso, one of the country's leading agricultural regions.

We ended the 2023-2024 harvest year with a net income of R\$ 226.9 million and an adjusted Ebitda of R\$ 279.8 million, reflecting a net revenue of R\$ 1.1 billion, the result of R\$ 294.5 million in revenue from the sale of farms and R\$ 771.1 million from sales of agricultural products.



R\$ 279,8 million
in adjusted Ebitda

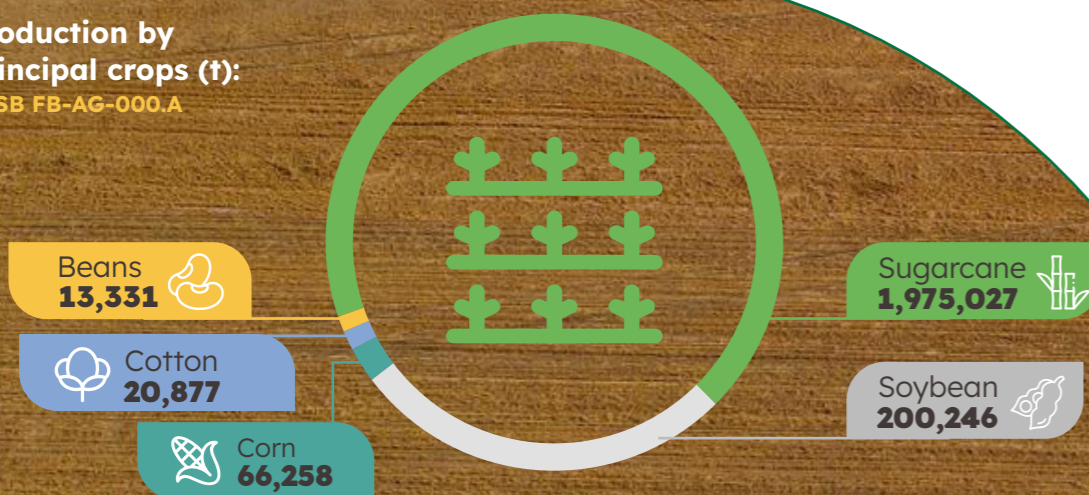
With regard to the operational results, we suffered a relevant impact in relation to the initial forecasts, which can be explained principally:

- **by the reduction in the planted area** – such area being that planted with corn, a crop that was reduced due to the fall in prices and unfavorable weather conditions during the planting window in certain regions; and
- **by the fall in the prices of the principal commodities**, resulting in a reduction in the margins relating to all the crops. This impact was mitigated by the result from derivatives, where we achieved a price that was higher than the market average, as

demonstrated by the current hedge position, and by our commercial strategy of deferring the sale of the soy production, due to the negative premium prices at the beginning of the harvest. This proved to be the correct strategy to employ, since the premium prices have recently risen.

We also faced a negative impact in the operational result of one of our properties in Bolivia, due to it having been encroached upon, a situation which arose due to its proximity to areas of agricultural land dispute in the region of Guarayos, in the district of Santa Cruz. We are employing all legal recourses available and necessary to reestablish the regular operation of our activities on this property.

Production by principal crops (t):
SASB FB-AG-000.A



Direct economic value generated and distributed (R\$ thousands) GRI 201-1

	2021/2022	2022/2023	2023/2024	Variation ¹
Net Operating Revenue	1,168,137	903,372	771,126	-15%
Net Revenue from Real-Estate Operations	316,174	445,429	294,525	-34%
Net Revenue	1,484,311	1,348,801	1,065,651	-20%
Variation of the fair value of the biological assets	498,942	308,530	39,408	29%
Total Net Revenue	1,983,253	1,379,331	1,105,059	-20%
Adjusted Operational Ebitda	437,602	187,664	31,442	-84%
Operating Ebitda Margin (%)	37%	21%	4%	-18 p.p.
Total Adjusted Ebitda	689,136	533,729	279,817	-48%
Total Adjusted Ebitda Margin (%)	35%	39%	25%	-14 p.p.
Net Operational Income/Loss	268,566	-77,529	-21,508	-72%
Net Operating Margin (%)	23%	-9%	-3%	6 p.p.
Total Net Income/Loss	520,100	268,536	226,867	-16%
Total Net Margin (%)	26%	19%	21%	2 p.p.

¹ Yearly variation in relation to the 2022/2023 harvest year.

Double generation of value

Our business model generates **return in both the real-estate and operational areas**

1 Acquisition of properties
We have adopted market methodologies to identify and acquire properties with great potential for appreciation in value.

2 Development and transformation
We invest in infrastructure, technology, personnel training and best agricultural practices, focused on a wide range of profitable crops:

Legal reserve

Irrigation

Connectivity

Support structures

3 Commercialization of highly mature farms
We sell assets in a manner which is extremely efficient, depending upon the development of the properties and fluctuations of the market.

271,016

hectares in the property portfolio

2023/2024 harvest year

4,767+

hectares leased in the state of Mato Grosso

7,000+

hectares leased in the state of São Paulo

171,000+
hectares of planted areas

300,000+
tons of soy, corn, beans and cotton produced

1,9 million+
tons of sugarcane

R\$ 364.5 million
in sales from more than 12,000 hectares in Bahia



The virtuous cycle provides **capital gains** for the Company and **creates value** for the shareholders



Corporate Governance

GRI 2-1, 2-9



Governance structure

We have a sophisticated corporate governance structure, guided by the principles of transparency, ethics and accountability, in which the strategic decisions are taken based upon the alignment of our objectives and the impact for our stakeholders - shareholders, investors, employees, clients, suppliers and the community as a whole. With head offices in São Paulo, we are a publicly-traded joint-stock company, with a high level of shareholder dispersion, whilst we are pioneers in the Brazilian agriculture sector in the listing of our shares on the B3 (São Paulo Stock Exchange) ‘Novo Mercado’, and the NYSE (New York Stock Exchange)², via American Depositary Receipts (ADRs), thus strengthening our commitment to transparent corporate governance practices.

We have a pioneering and bold business model, supported by the pillars of governance, people and sustainability. We are committed to having a positive impact on the environments in which we operate, at the same time as generating value for our shareholders.

Our governance structure is made up of the General Shareholders’ Meeting, the Board of Directors and its advisory committees, the Executive Board and the permanent Fiscal Council, the latter being a supervisory board which reports directly to the shareholders at the General Shareholders’ Meetings.

Our innovative model meets our commitment to generate value for society and our shareholders

Shareholder Structure ¹		
Shareholders	Shares	Share
Cresud S.A.C.I.F y A	35,138,225	34.22%
Charles River Capital	10,281,388	10.01%
Elie Horn	6,098,269	5.93%
Treasury	3,067,987	2.98%
Others	48,097,575	46.84%
Total	102,683,444	100.00%

¹ Updated: February 27, 2024

¹ We are in compliance with all the demands required of companies listed on the Novo Mercado, including the highest level of corporate governance, high standards of transparency, full shareholder rights, independent board members, the non-accumulation of the roles of CEO and Chairperson, inspection structures, and control structured in the form of policies, as well as reports published in both Portuguese and English.

² We are in compliance with all the demands set forth by the Securities and Exchange Commission (SEC) and the Sarbanes-Oxley Law (SOX).



Highlights of the 2023/2024 harvest year

- Approval of the 3rd Long-term Share Incentive Plan, aimed at engaging our leaders in pursuing the Company's long-term strategic objectives;
- Approval of the Company's Clawback Policy;
- Review of the internal regulation of the Board of Directors.

Board of Directors

GRI 2-10, 2-12, 2-13

Composed of up to nine effective members, of which a minimum of 20% are independent, in accordance with the regulations of the Novo Mercado, the Board of Directors is our highest governing body. It is responsible for guiding strategies and making business decisions aligned with our organizational objective, guaranteeing compliance with, and promotion of, an ethical

culture that is centered on organizational principles and values, creating long-term sustainable value and balancing the stakeholders' demands. Furthermore, its responsibilities are established in Law 6404/76 (LSA), as adjusted, in our Bylaws, in the Board of Directors' Internal Regulations, and in our policies.

As well as the responsibilities relating to the definition and approval of the budget, general guidance and business planning, expansion projects and investment programs, the Board of Directors monitors and decides upon ESG practices, ethics, compliance, information security, and other aspects of importance to the Company. Through the Audit Committee, the Board of Directors also supervises the processes related to risk management, internal controls, information security, related-party transactions, ethics and compliance with legal, accounting and regulatory norms - all of which are topics of importance to the entire organization.

The business and sustainability strategies, evaluation of risks and opportunities, promotions, and engagement of stakeholders, are delegated to the respective responsible boards, with all initiatives and actions taken by such being reported to the Board of Directors and its committees, along with any evaluations of their effectiveness.

Selection GRI 2-19

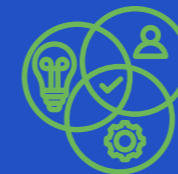
The nomination and election of the members of the Board of Directors, the Committees and the Executive Board are guided by the eligibility criteria outlined in our Nominations Policy. The nomination and selection process is based upon rigorous criteria including a skills profile, evaluation of candidates, independence, dedication to the position, and clean reputation, as well as legal criteria, such as being free from any legal disqualification that would make them ineligible, and not holding positions in more than five companies at the same time. The Board Members are elected by the General Assembly of Shareholders to perform the role for a period of two years (with reelection being permitted). The members of the Board of Directors currently only receive a fixed remuneration, based upon their responsibilities, the time spent performing their functions, professional skills, and reputation, amongst other criteria outlined in our Remuneration Policy.

Knowledge GRI 2-17

In the 2023-2024 harvest year, members of the Board of Directors took part in congresses and events concerning agribusiness and sustainability, discussed company-related matters at ordinary board meetings, performed *in loco* visits to the farms to directly observe the sustainable practices that are in place, and held executive meetings focused on sustainability, innovation and technology. These actions demonstrate an active and well-informed Board of Directors that is fully capable of integrating the principles of sustainability into the Company's strategic decisions.

Evaluation GRI 2-18

To improve the performance of the Board, evaluations of the individual members are also performed at the end of each mandate. These evaluations are conducted internally by the Chairperson of the Board of Directors, who uses the results of the self-evaluations conducted by each member and their comments on the work of the board members to implement improvements to the organizational practices. The aim is to meet the board members' needs and consider their feedback, develop more synergy between each of them, and strengthen their alignment with the strategic objectives of BrasilAgro.












The shaping of the Board of Directors, the Committees and the Executive Board follows criteria based upon a **skills profile, independence, dedication to the position and reputation**



Composition of the Board of Directors GRI 2-9

Members of the Board of Directors, elected at the General Assembly of Shareholders held on 24-Oct-2023, for a mandate of two years:

Name	Position	Independence	End of the Current Mandate	Executive Role	Connection	First Election	Time in the Role
 Eduardo S. C. Coelho Chairman of the BD (does not perform an executive role within the organization GRI 2-11)	Chairman of the Board of Directors Member of the Executive Committee	No	October 22, 2025	No	Reference Shareholder	October 24, 2005	19 years
 Alejandro G. Elsztain Vice-Chairman of the BD	Vice-Chairman of the Board of Directors Member of the Remuneration Committee Member of the Financial Committee Member of the Executive Committee	No	October 22, 2025	No	Reference Shareholder	October 24, 2005	19 years
 Saul Zang Effective Board Member	Member of the Board of Directors Member of the Executive Committee	No	October 22, 2025	No	Reference Shareholder	October 24, 2005	19 years
 Matias Gaivironsky Effective Board Member	Member of the Board of Directors	No	October 22, 2025	No	Reference Shareholder	44/ 10/2023	1 year
 Alejandro Gustavo Casaretto Effective Board Member	Member of the Board of Directors	No	October 22, 2025	No	Reference Shareholder	October 2, 2017	7 years
 Efraim Horn Effective and Independent Board Member	Member of the Board of Directors Member of the Audit Committee	Yes	October 22, 2025	No	-	October 27, 2021	3 years
 Isaac Selim Sutton Effective and Independent Board Member	Member of the Board of Directors Member of the Financial Committee Member of the Audit Committee	Yes	October 22, 2025	No	-	October 4, 2010	14 years
 Eliane Aleixo Effective and Independent Board Member	Member of the Board of Directors Member of the Financial Committee	Yes	October 22, 2025	No	-	October 27, 2021	3 years
 Isabella Saboya Effective and Independent Board Member	Member of the Board of Directors Member of the Remuneration Committee	Yes	October 22, 2025	No	-	October 27, 2021	3 years



22.22%
women



66.66%
underrepresented
social groups



Our governance, guided by the principles of **transparency, ethics** and **accountability**, ensures strategic decisions aligned with the performance of the businesses and the impact generated for the shareholders, investors, employees, clients, suppliers and community.

Committees

The Board of Directors is supported by four specialist committees:



Executive Committee

Statutory and made up of three members, all of whom are board members, the Executive Committee advises the Company's Board of Directors, periodically commenting upon, reviewing and supervising matters related to the Company's business plan, strategic projects, annual and multi-annual budgets, and operating finances.



Audit Committee

Statutory and made up of three members, two independent board members and one external member, the Audit Committee advises the Board of Directors on the supervision of the internal and independent audits, internal controls, managed risks, related-party transactions, and the Company's processes and policies, with the aim of ensuring the reliability and integrity of the information to safeguard and improve the governance.



Remuneration Committee

Statutory and made up of three members, all of whom are board members, the Remuneration Committee advises the Board of Directors in its strategic decisions related to remuneration and other benefits aimed at the employees and managers, the strategic personnel management, and the succession process involved in the Company's senior management positions.



Financial Committee

Non-statutory, and made up of four members, one of whom is an effective board member, two are independent board members, and one an external member, the Financial Committee advises the Board of Directors in its strategic decisions related to finance, the capitals market, exchange operations, commodities, pricing, securitization, investment plans, the budget, indebtedness, exposure to financial risks, and other financially-related matters.



Fiscal Council

The permanently operating Fiscal Council, made up of three members elected by the General Assembly of Shareholders, supervises and verifies the actions of the Managers and the fulfillment of their legal and statutory responsibilities, aiming to ensure the best organizational performance, based upon the principles of transparency, equity and accountability, in line with currently-applicable Brazilian legislation and the terms of BrasilAgro's Bylaws and Internal Regulations.

Executive Board

The senior executives perform a key role in the development and updating of the sustainability guidelines, integrating environmental, economic and social practices into all their activities.

The Executive Board is also responsible for approving the Sustainability Report and the materiality contained in the document, reporting directly to the Board of Directors, in line with its fiduciary responsibilities and best governance practices.

GRI 2-4, 2-14



André Guillaumon (Statutory)
CEO



Gustavo Javier Lopez (Statutory)
Chief Financial Officer and Director of Investor Relations (CFO)



Mariana Rezende (Executive)
Chief Legal, Compliance and Sustainability Officer



Wender Vinhadelli (Executive)
Chief Operations Officer



Read more about the members of the Board of Directors and the Executive Board at this [link](#) to the Investor Relations [website](#).

GRI 2-9

Ethics and compliance

GRI 3-3: Ethics and Compliance 2-23, 2-24, 2-26, 2-29

We have adopted policies that express ethical and responsible commitments, such as the **Code of Ethics and Conduct** and the **Integrated Health, Safety, Environment and Social Responsibility Policy**, which apply to all our employees, partners and suppliers. Our commitments are to be found in the strategies and policies we adopt, as a means of ensuring the alignment of our ethical values, at all levels of the organization, and the construction of a culture of transparency and shared responsibility. To achieve this, periodic training sessions focusing on the environment, corporate ethics and compliance, amongst other topics, are our primary means of ensuring that our values reach everyone, throughout the organization and beyond.

Our Code of Ethics and Conduct is a fundamental pillar in ensuring the integrity of all our operations. It defines how the principles and values of honesty, integrity, transparency and reciprocity should guide the behavior of all our employees, partners and suppliers. The Code, as well as establishing clear guidelines for ethical behavior, also reinforces the commitment to legal and regulatory compliance. With regard to this, we are constantly hosting training sessions for the further development of the organizational culture and alignment of corporate values.

Should any infringement to our Code of Conduct or policies be detected, they are immediately reported to the **Ethics Committee**, which is made up of executive directors and members of the Board of Directors, and is responsible for evaluating both reports relating to unethical behavior and the training processes and implementation of the guidelines set forth by the Code of Conduct, thus ensuring corporate integrity and ethics. All reports filed are forwarded directly to the Audit Committee. Any violations of the Code of Conduct are subject to disciplinary measures, depending upon the seriousness of the offense.

Our Integrated Health, Safety, Environment and Social Responsibility Policy guides the Company's

commitment to sustainable development and preservation of natural resources, principally in the regions in which we operate. We therefore pay all due respect to the environmental regulations when undertaking our work and operations as a means of ensuring that the health and safety of our employees and the communities involved are protected, as well as guaranteeing sustainable and responsible practices, such as the rational use of natural resources and reduction of environmental impacts. This Policy reflects the constant focus on improving our processes to ensure safety in the workplace and integrate actions that benefit society, thereby contributing to a more sustainable and ethical means of development.

In the management of our business relations, our commitments are implemented following the careful selection of partners, specific contractual clauses, audits, evaluation programs and training sessions. The criteria involved in our partner selection involves a rigorous 'Know Your Customer' (KYC) and 'Know Your Partner' (KYP) process, aimed at minimizing the risks associated with commercial relations and potential cases of corruption. By performing a detailed check on the clients' and commercial partners' information, we ensure compliance with the established ethical and legal standards. **GRI 205-1**



Our **Code of Ethics and Conduct** defines the principles and values that guide the behavior of our employees, partners and suppliers



Access the [Code of Ethics and Conduct](#) and the [Integrated Health, Safety, Environment and Social Responsibility Policy](#)

Compliance Hotline GRI 2-25

In order to record any infractions of the Code of Ethics and Conduct and any other complaints, we provide a fully independent and anonymous Compliance Hotline. This channel allows employees, clients, partners and service providers to report any suspicions of irregularity. It can be accessed via the **website** or by telephone in **Brazil:** 0-800-891-4636, **Paraguay:** 009-800-521-0056, **Bolivia:** 800100605 (operating hours: 8am to 10pm).

In the 2023-2024 harvest year, we implemented a more sophisticated tool that allows for an initial filter on the reports, made by telephone or in writing (via the website), to be performed by an operator trained to respond in Portuguese and Spanish. As such, the correct information necessary for the ini-

tial evaluations can be collected, whilst the investigations can then be performed independently. The flow of the investigation of complaints has also been improved. The alterations were approved by the Board of Directors and the complaints examined by the Company's Ethics Committee.

Over the course of the reported period, nine complaints were filed, all of which were analyzed by the Ethics Committee, with support from the Compliance Department. The disciplinary measures, where applicable, were applied in accordance with the guidelines set forth in our Code of Ethics. Furthermore, all the complaints and results of the investigations were duly communicated to the Audit Committee. **GRI 2-16**

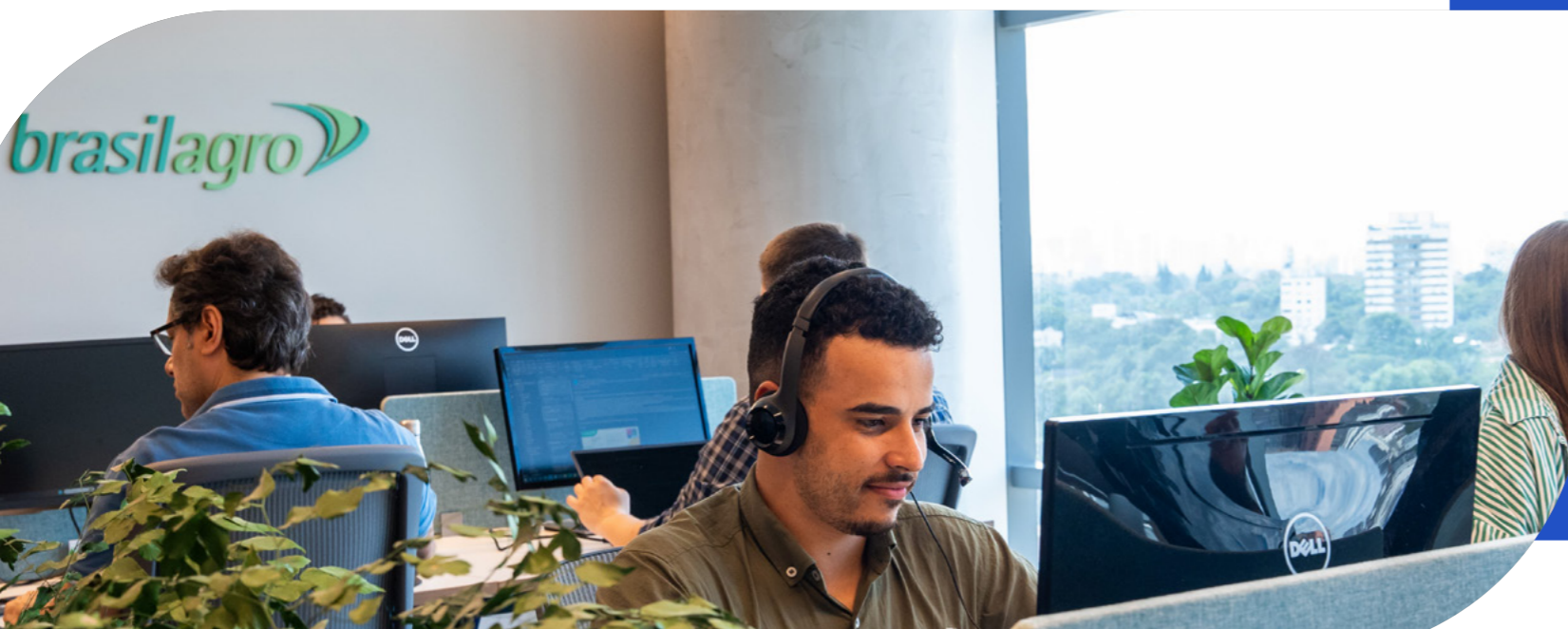


Conflict of interest GRI 2-15

Our commitment to the transparency and impartiality of our decisions is set forth in our [Related-Party Transactions Policy](#), thereby ensuring that decisions involving operations with related parties and situations of conflict of interest are addressed impartially, in line with the best interests of the Company and all our shareholders, thus following best governance and transparency practices.

According to the policy, in situations of conflict (actual or potential), those involved should declare themselves to be conflicted, withdrawing from all negotiations and votes in order to protect the interests of the Company. Failure to voluntarily make such a declaration is seen as a violation of the principles of good governance, and should be reported to the Ethics Committee for corrective actions.

The policy aims to ensure transparency for the stakeholders, with information on cross-participation in different administrations, cross-shareholding with suppliers, shareholders, and related parties, including transactions and outstanding balances.



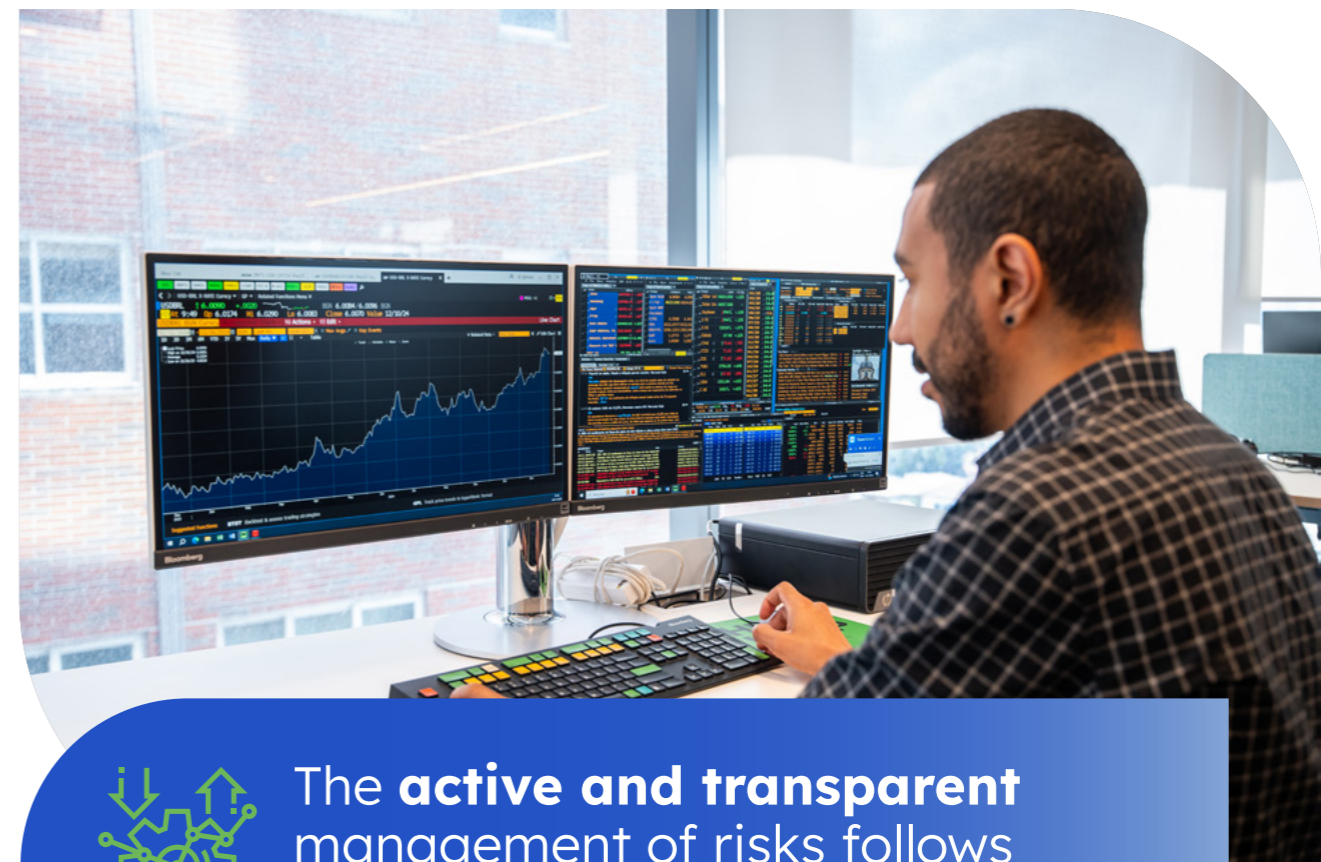
Risk Management

Our Risk Management is closely aligned with best international practices, being implemented by our **Risk Management Policy**. Taking a preventive and strategic approach, this Policy aims to guarantee the identification, evaluation, prioritization, handling, monitoring and communication of events that could negatively impact the strategic objectives, value creation and perpetuity of the organization. All this should be done in accordance with and within the limits of the Company's established appetite for risk, whilst still protecting the assets and maintaining the organization's credibility in the market. As such, we are continually seeking alignment between the different levels of the organization to ensure a coordinated and cohesive approach to the identification of risks and implementation of the management strategy; understanding at all levels of the organization of the role of each individual in the identification and management of risks, promoting a culture of shared responsibility and organizational strength; and construction of an environment that appreciates the identification and management of risks, and in which the transparent communication of risks is encouraged without fear of reprisal.

We classify our risks as being financial, socio-environmental, operational, reputational, regulatory, technological and strategic, and we adopt the 'Three Lines of Defense Methodology'¹, with the aim of guaranteeing an integrated and coordinated approach to the process of risk management. Our policy involves a risk matrix which is based upon the potential impact of the risks to the Company and the likelihood of the risk becoming a reality in the business environment, as well as qualitative and quantitative criteria which are used by the administration when taking decisions upon whether to minimize, transfer, eliminate and/or assume the risks in the business environment, depending upon the risk appetite. Our Policy aims to ensure the prioritization and creation of action plans designed to handle risk with a clear definition of the responsibilities and their roles in the risk management.

The Board of Directors and Executive Board are responsible for defining the Company's risk appetite. They are also tasked with approving the Policy and its revisions, as well as implementing the system of internal controls such as policies and regulations, training sessions and audits, etc.

We aim to manage risk in a manner that is active, transparent, and guided by the best practices in corporate governance. Our approach to risk and the management model employed in this area allows for the establishment of a balance between sustainable growth, financial stability and asset protection, whilst seeking opportunities and facing threats in the business environment.



The **active and transparent** management of risks follows the best practices of corporate governance

¹ The Three Lines of Defense adopted involve working: (i) in the business and operational areas as the 1st Line of Defense, identifying, gauging, evaluating and mitigating the business risks, by maintaining efficient internal controls and implementing corrective actions; (ii) in the area of Compliance, as the 2nd Line of Defense, monitoring and ensuring that the Risks are correctly identified, evaluated and reported by the business areas; and (iii) on the Internal Audit, as the 3rd Line of Defense, systematically reviewing the effectiveness of the Risk Management controls and processes, regardless of the activities performed in the first two lines of defense.



Commitment to our team and **society**



Social responsibility GRI 2-29



We are committed to sustainability throughout the farming chain and to the mitigation of negative environmental impacts, based upon a transparent relationship with all our stakeholders and rigorously complying with the environmental and safety at work legislation. **GRI 2-12**

To achieve this, we aim to construct solid and long-lasting relationships, understand the expectations and demands of each group, manage any possible risks or conflicts, and strengthen the reputation of BrasilAgro. As such we maintain an active engagement with a wide range of stakeholders, including civil organizations, clients, employees, public authorities, local communities, NGOs, shareholders, investors, suppliers and unions.

We ensure that the engagement is truly effective by actively listening to all those involved and closely monitoring and evaluating the relationships, thus guaranteeing productive and beneficial interactions for all.

We also actively participate in the following associations:

GRI 2-28

Associação Baiana dos Produtores de Algodão (Bahia Cotton Producers Association) (Abapa)

Associação Brasileira do Agronegócio (Brazilian Agribusiness Association) (Abag)

Associação Brasileira dos Produtores de Algodão (Brazilian Cotton Producers Association) (Abrapa)

Associação dos Fornecedores de Cana da Região de Orindiúva (Orindiúva Region Sugarcane Suppliers Association) (Oricana)

Associação dos Produtores de Soja e Milho do Estado de Mato Grosso (Mato Grosso State Soybean and Corn Producers Association) (Aprosoja-MT)

Associação dos Produtores Rurais da Chapada do Rio Pratudão (Chapada do Rio Pratudão Farmers Association) (Aprup)

Instituto Brasileiro de Direito Imobiliário (Brazilian Institute of Real Estate Law) (Ibradim)

Sociedade Rural Brasileira (Brazilian Rural Society) (SRB)



Improvement in the selection and monitoring of partners reduces the risks of non-compliance and creates a service providers training program

Management of suppliers GRI 3-3: Community Relations - 2-6, 408-1, 409-1, 2-29

In relation to suppliers, we collaborate directly with more than 1,000 companies, including suppliers of agricultural inputs and, principally, service providers, basing our choice of these partners on their market reputation and integrity.

To mitigate the risks of child labor, and forced or compulsory labor, we strictly prohibit the hiring of anyone under 18 years of age, include mitigating clauses in all our service provision agreements, and adopt rigorous control measures. These measures include the requirement and revision of labor and health and safety at work documents, before and during the performance of the services, in order that they can be checked for compliance and so that regular audits and inspections can be performed. A robust system of control in the field ensures that all the outsourced workers are properly accommodated and protected, with HR and Safety at Work teams closely monitoring the working conditions.

The evaluation criteria applied to the service providers were revised during the 2023-2024 cycle with the aim of improving the process used to verify compliance with aspects relating to safety at work, administration and the quality and productivity of the operation, as well as the living conditions, organization and hygiene of the accommodation and working areas. In relation to this, we are constructing a service provider training program, aimed at continually improving the quality of our partners in relation to these matters.

Despite the advances made, we still face a number of challenges in our management of the service providers, especially in Paraguay and Bolivia, due to cultural factors. As such, aiming to develop and improve our partners in these countries, in the 2023-2024 harvest year, we launched our already widely-recognized Service Providers Evaluation System in Paraguay and Bolivia. By means of this system, we believe that, over the next few years, we will achieve more precise standards and improve the management and quality of our partners, especially in these regions.

Our people

GRI 3-3: Development of People 2-29

Encouraging engagement, as well as the productivity and competitiveness of the organization, our approach to personnel management performs a strategic role in our Company. We ended the 2023-2024 cycle with a total of 582 employees, as well as around 1,525 outsourced workers, meaning a total workforce of 2,107 people. **GRI 2-7, 2-8**

Meeting the specific needs of our employees is both a priority and a challenge, given the geographical and cultural enormity, and variety of our properties. We have HR teams strategically distributed across each of the regions in which we operate, dedicated to the personal development, quality of life and wellbeing of the employees. These teams perform a fundamental role in providing guidance and direct support to the managers and employees on matters such as personnel management, hiring and selection, skills and development evaluations, and development of leadership and training. Within this context, we are committed to transforming lives, driving results and creating a working environment in which every employee feels valued, empowered and motivated. To achieve this, our Human Resources department is divided into four areas:



1 Training and development

This area manages the educational encouragement program, including language courses, training programs, the 'Radio Raiz' podcast and a Corporate University. Training is offered on the '*Raiz do Saber*' platform, in the form of courses and digital content for technical, professional and personal development.



2 Organizational development

This area concerns the alignment of the objectives of the business plan through the employment of strategies focused on people. It strengthens the organizational culture amongst the employees through the use of tools such as the Leadership Program, Skills and Performance Evaluation, Climate Management, Diagnoses, Surveys, Action Plans and Programs.



3 Personnel Department

This area is responsible for remuneration, management of benefits, union management, and career and remuneration planning, amongst other matters concerning the hiring of employees.



4 Internal HR consultation

This area works with personnel management directly on the farms, strengthening the relationship with the professionals within the operation and guaranteeing that the corporate guidelines are followed. It is also responsible for safeguarding BrasilAgro's organizational culture in the field.



DNA BrasilAgro

In the previous harvest year, we created the ‘DNA BrasilAgro’ initiative, developed jointly by the leaders from the three countries where we operate (Brazil, Bolivia and Paraguay), to establish the business’ 11 responsibilities. This harvest year we revised these responsibilities and trained the whole team to be able to understand and evaluate each of them.

1. Respect each individual
2. Lead with modesty
3. Truth above harmony
4. Involve people in the decisions which affect them

Seven general responsibilities for all our employees, including the managers:



1. Innovation
“We are innovators”



2. Responsibility
“We are a responsible team”



3. Resilience
“We are resilient”



4. Interpersonal relationships
“We are partners”



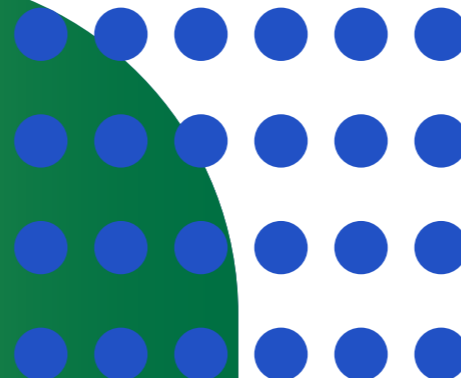
5. Integrity
“We are upstanding”



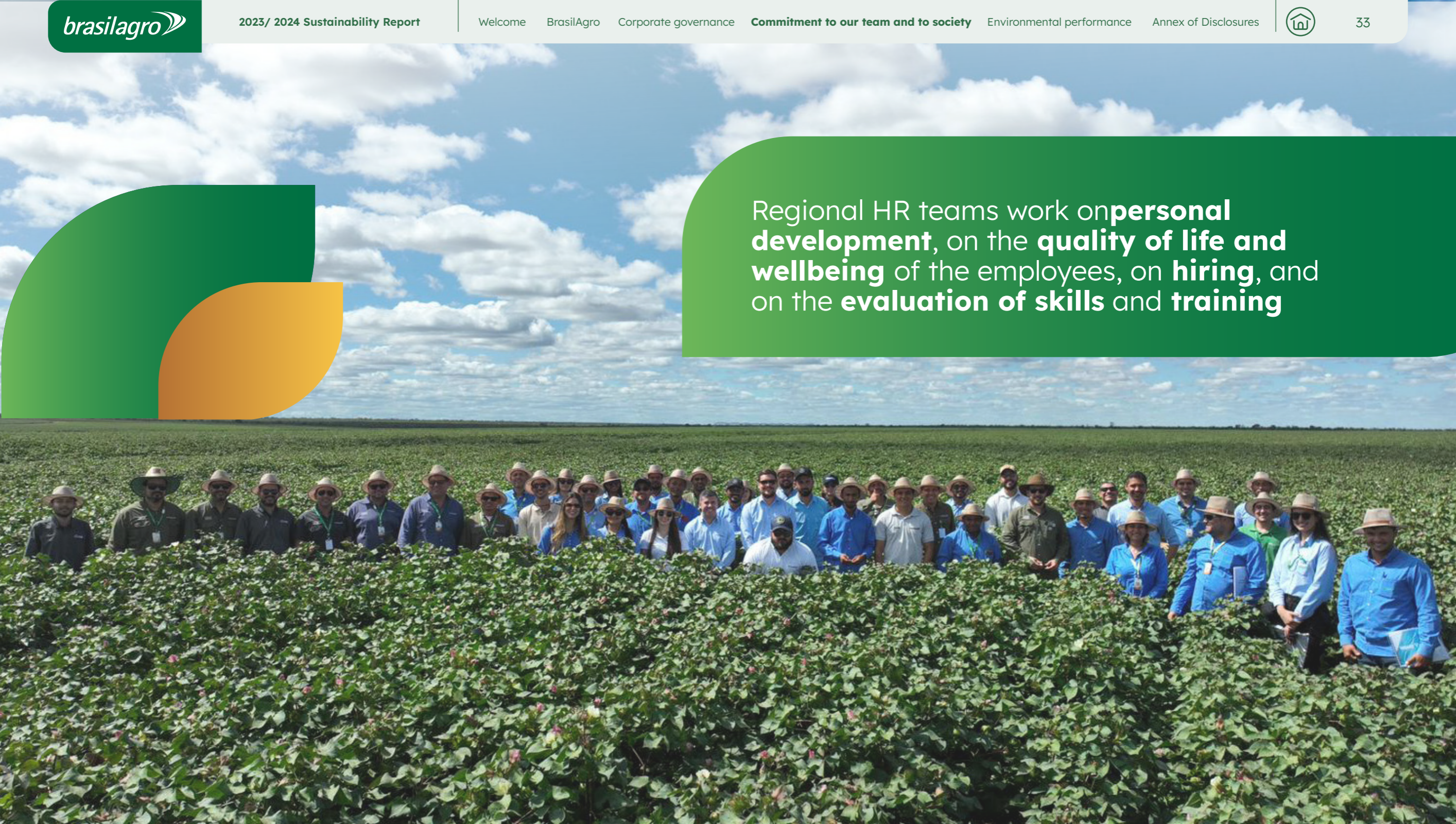
6. Team work
“Together we are better”



7. Leadership
“We are leaders”



Regional HR teams work on **personal development**, on the **quality of life and wellbeing** of the employees, on **hiring**, and on the **evaluation of skills** and **training**



Development of People GRI 3-3, 404-2, 2-29

With the aim of training, engaging and retaining our employees, we offer **study scholarships** for technical, specialist and higher education courses, as well as in-company **courses in Portuguese and Spanish**, organized in line with the criteria established in the Educational Encouragement Policy. A total of 45 new study scholarships were granted, in addition to the language courses, in which 59 employees were enrolled to study Portuguese and Spanish, with nine students graduating this year.

Still under development in the 2023-2024 harvest year, the second edition of the **'Leadership Journey'** trained nine senior employees in matters essential to personnel management, including emotional intelligence, strategic leadership and agile methodologies. The program lasts 12 months and aims to prepare the participants for leadership positions. In parallel to this, we also offer 'Administrative Meetings', which bring together employees from the farms to update their knowledge and discuss the role of innovation in their jobs, thus improving the standardization of procedures at all the units.

We also offer the **'Leader Development Program' (PDL)**, involving 88 managers, with the aim of raising the level and recycling the participants' understanding of self-awareness, communica-

tion tools, feedback, dispute management and emotional intelligence. This year, the program was offered in-person, thus ensuring greater engagement and proximity between HR and the managers, whilst also allowing an exchange of ideas and experiences between the participants, making it a much richer experience for all.

Another new development in the 2023-2024 harvest year was the **'Development Trail'**, by means of which we trained all the staff on the use of personnel management tools, with the aim of ensuring transparency and encouraging leadership in each individual. The program looked at **skills evaluation** tools and '9box', a tool that evaluates the employees' performance, their contributions, interactions with different areas, progress and areas that could be improved. For the next harvest year, we will be working to understand and develop the Individual Development Plans (IDP), thus ensuring a clear path towards professional growth and development.

Also as part of the Development Trail, we offered the employees online and in-person talks on leadership, encouraging them to assume an active role in their careers and lives, focusing on their ability to reflect on their personal dreams and goals and how we can align our lives and careers so that we can achieve our objectives and grow professionally.



Skills evaluation and the '9box' tool offer paths for the construction of **Individual Development Plans**



This harvest year, we hosted the second edition of the 'Ideas Competition', aimed at boosting the culture of innovation within the company and empowering our employees as creative individuals. This year we received 55 ideas, of which five made it to the final. Covering a period of five months, the competition included initiatives that encouraged innovation and the unlocking of creativity, such as online talks and knowledge pills on our platform and within our communication channels, mentoring activities focused on studying the viability and development of projects, as well as specific guidance for the invited leaders to evaluate the ideas submitted.

Finally, we offered **Regional In-person Training Sessions**, which aimed to improve the proximity between each group and meet their specific needs, with the planning of investments in in-person training sessions at the farms, organized by geographical region.

Technology in training and evaluation

We are constantly searching for innovations that facilitate and streamline our processes. We currently have platforms such as the **Raiz do Saber**, for training sessions, and the **SAP SuccessFactors** for the evaluation of skills. The **Raiz do Saber** digital education platform offers technical training sessions and personal and professional development courses, whilst also combining all the company's policies, processes, manuals and formulas. We ended the most recent harvest year with more than 137 published courses, 4,809 certificates awarded and an average engagement of 27%. With the intention of increasing engagement and strengthening the employees' contributions and autonomy in relation to the tool, in 2024, we launched the 'Raiz do Saber Challenge', encouraging self-development by means of podcasts, films and courses, as well as the exchange of knowledge between the employees.

Through the **Authorship Program**, we launched a pilot program for training in certain areas, aiming to enable them to create educational content through the offering of technical training sessions. This provides freedom and autonomy

for these areas to develop specialist content. The project has already launched nine technical courses and is to be expanded to involve all the areas of the company.

Also on the platform we have the **Ra-dio Raiz** podcast, which already has 49 episodes that are released each month, having been recorded in Brazil, Paraguay and Bolivia, addressing technical and self-development issues. In 2024, the radio show launched the "Inspire me to inspire you" series, with three episodes already having been released, presenting interviews with employees in which they share their experiences as a way of inspiring the listeners to work on their own personal and professional growth. In total, the radio show has received more than 4,500 listens with an average of 86 plays per episode.

With the aim of achieving greater agility and strengthening our identity, this year we brought the management of the SAP SuccessFactors platform to HR in Brazil, where we have redesigned the page, improved the Skills Evaluation tool and revised the process, dividing the app into three stages: self-evaluation, evaluation by a manager, and feedback involving an action plan. We have also trained all the employees on the importance of evaluating teams and managers.



+ 4,500 plays of Raiz Radio



137+ courses published



4,809 certificates awarded





Diversity and inclusion

GRI 3-3, 2-29

We understand that diversity and inclusion are indispensable if the business is to achieve positive results. With a diverse team, we can see an increase in innovation and improvement in the policies and practices, whilst it also provides a variety of perspectives that enrich our understanding and approach to the business. We are still, however, facing challenges regarding the inclusion of women, members of the LGBTQIA+ community, and people with disabilities. Some are related to the need to adapt infrastructures, and the distances from urban centers and certain essential services. As such, we understand that we still have some way to go on this topic within the Company.

Despite these difficulties, our selection processes are based solely upon technical and behavioral skills and we provide our workforce with continual training in the form of awareness-raising talks as a way of developing a more inclusive working environment.

We have a whistleblower channel and a committee focused on evaluating accusations of discrimination or harassment, or, indeed, so that any other violation of human rights can be duly addressed, thus reinforcing our commitment to equity in the

workplace. Internal communication also performs a crucial role, spreading information and educating our employees on the importance of diversity.

In relation to diversity and inclusion programs, since the 2021/2022 harvest year, we have made special efforts to recognize where change is necessary and plan actions designed to improve our indicators. Internally, quantitative and qualitative studies are contributing to this process.

The **‘More Women Program’** was created to promote gender equity, especially on the farms where the company operates. With 17% of the fixed workforce made up of women, the program involves three groups: women, leaders and employees. We host talks on women’s empowerment, covering issues such as Motherhood and Careers, The Multiple Roles of Women, and Gender Violence. We have begun providing obligatory training for all employees on Moral and Sexual Harassment, seeking to raise awareness and provide guidelines on how to act in the event of incidents, whether the individual is a victim or witness. This training also includes guidance for the leaders on how to promote a healthy working environment.

Health and safety

GRI 3-3: Occupational health and safety 403-1, 403-29

At BrasilAgro, one of our chief concerns involves taking care of people, which is why we invest in initiatives designed to promote the health and safety of our employees. Over recent years, we have developed a program aimed at transforming the culture of safety, which has been expanded each year to train both leaders and employees: the Safety at Work Management program covers all of our units in Brazil, Paraguay and Bolivia, involving 100% of the direct and outsourced employees.

The processes covered by the health and safety management system meet a range of different legal and regulatory requirements, including labor laws, collective agreements, licenses, authorizations and requirements established by the Ministry of Labor's Prosecutions Department, whilst also being aligned with the regulatory norms (NRs) of the Ministry of Labor and Employment. For third parties, the legal documentation necessary for meeting the labor requirements is also rigorously controlled together with the contracted companies.

In Brazil, during the 2023-2024 harvest year, we have been using a specific form of software to manage and forward information on occupational risks, medical examinations, Personal Protective Equipment (PPE), technical reports, training sessions and other information relating to the safety

of the employees to the 'eSocial' federal government portal. The documentation helps with the monitoring and renewal of technical reports such as Occupational Health Certificates (ASOs) and the Ministry of Labor's Risk Management Program (PGR).

To reinforce practices and monitor the day-to-day operations in the field, a safety professional is assigned to each farm, along with supervisors and coordinators with extensive experience for each region, these being measures that go beyond the legal requirements and disseminate our culture of safety.

Taking an active part in this area, the employees have direct access to the Safety at Work team and to the Safety at Work Culture Program, which has been progressively implemented at all the units in Brazil, Paraguay and Bolivia. This program emphasizes individual responsibility and empowerment in relation to safety, involving the Behavioral Observation tool to report unsafe conditions. **GRI 403-4**



100%

of the direct and outsourced employees are covered by the Safety at Work Management program

External OHS audits

To guarantee and demonstrate compliance with the health and safety requirements, as well as help us to identify any possible irregularities, this harvest year we contracted an external audit, which performed *in loco* checks, based upon legal norms, especially the NR 31, on the operations and documentation of each unit in Brazil, including outsourced operations, whilst also addressing matters such as organization and hygiene. The results of the audits led to an action plan designed to make alterations to each unit, with the results of the audits also being tied to the targets established for the units' safety managers and teams, thereby ensuring that all the alterations are undertaken.



The results of audits **suggest alterations** for the achievement of targets



Golden Rules GRI 403-2, 403-4, 403-7

During the previous harvest year, we implemented the Golden Rules and Progressive Motivation Program, under which the intentional ignoring of regulations can lead to dismissal or, in the event of impasse, the situation being analyzed by the Disciplinary Evaluation Committee (CAD). In the 2023-2024 harvest year, there were eight cases of non-compliance, five of which resulted in dismissals, one in suspension, one receiving a written warning and one a verbal warning.



1. Stop! One should refuse to perform activities in unsafe conditions.



2. Never work or operate vehicles whilst under the effects of drugs or alcohol.



3. Risk activities should always be performed by a certified professional with the proper PPE.



4. Always respect the rules of the road.



5. Working with energy should always be performed with blocking and signing.



6. Safety belts should always be used on hoists when people are in the vicinity.



7. The safety lock should always be used when performing maintenance on machines, equipment and their implements.



8. Never perform maneuvers when machines or equipment have their implements raised, lowered or near to an electrical source.

Another tool used to spread the culture of safety is the Internal Rural Work Accident Prevention Week (SIPATR), held annually at all the units, with a range of different awareness-raising and safety campaigns also being conducted in parallel. The Internal Rural Accident Prevention Commission (CIPATR) is active at a number of units, holding bi-monthly meetings to address safety matters and receive feedback from the employees.

There are also safety committees at each unit that hold monthly meetings to address incidents and day-to-day issues, whilst the Central Committee meets on a bi-monthly basis to discuss and plan strategic safety actions at the corporate level, with all of the Company's leaders taking part.





Analyses of events, using methodologies such as the “five whys” and Ishikawa, determine the causes and define corrective actions

Risk matrix

In addition to the Integrated Health, Safety, Environment and Social Responsibility Policy, the company also has a Health and Safety Risk Matrix. This tool evaluates the risks associated with each position, taking into consideration the severity, frequency and extent of the activities, thus allowing for the identification, evaluation and control of the risks that could compromise the physical and/or mental integrity of the workers.

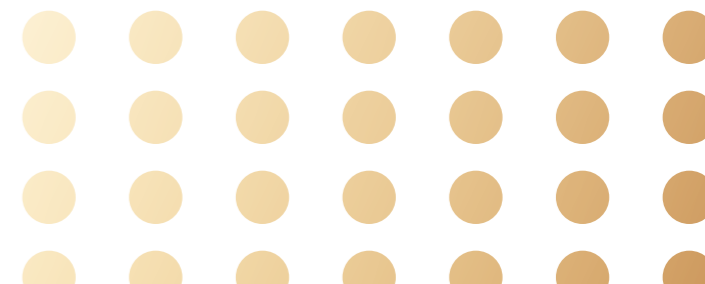


Access the [Integrated Health, Safety, Environment and Social Responsibility Policy](#).

Investigation of OHS events

All incidents, accidents and near-accidents are investigated. Following the Advance Communication of an Event (CPO) and initial medical attention, if necessary, an investigation committee is created to investigate what occurred, using methodologies, such as the “five whys” and Ishikawa, to determine the root causes and establish corrective actions. The conclusions are distributed as “lessons learned” to avoid recurrences.

In the 2023-2024 harvest year, the safety investigations resulted in 60 actions, of which 75% have been concluded and 25% are still underway. During this cycle, there was a rise in the rate of frequency and severity of the accidents within the Company. This could be connected to different factors, such as the new activities being performed at the farms or higher rates of turnover at some of the units. The increase in the number of accidents suggests the need for a review of the safety strategies, with the matter being returned to the safety committees for discussion and any necessary adjustments in relation to the approaches taken to prevention.



Safety training GRI 403-5

Also in response to the higher number of accident indicators, we are improving and reinforcing the safety at work training sessions. We have developed a training matrix that identifies the risks associated with each position and defines the necessary training, including that which is required by law and that established internally. This matrix currently includes more than 1,141 training sessions, with support for such being provided by partnerships with institutions such as Senar (**‘Serviço Nacional de Aprendizagem Rural’** / ‘National Rural Learning Service’) and Senai (**‘Serviço Nacional de Aprendizagem Industrial’** / ‘National Industrial Learning Service’), external consultation firms, and internal courses conducted by our OHS team. In addition to these measures, the **‘Raiz do Saber’** online platform offers courses such as ‘HSE Integration’, which covers the basic rules of health, safety and the environment, ‘PASE’, which focuses on environmental emergencies; and specific training for machine operators.



The matrix brings together

1,141
safety training sessions

¹ BrasilAgro works mostly with outsourced workers, who are not directly trained by the company due to the specific nature of their activities. However, whenever training is required for our internal team, we include the outsourced workers. In other circumstances, the outsourced companies are responsible for ensuring that their employees are properly trained and prepared to perform their jobs.



Annual Occupational Health Program

GRI 403-3, 403-6

Our annual occupational health program, which evaluates the working conditions and risks of exposure to danger, demonstrates how we prioritize the wellbeing of our employees. The Occupational Health Medical Control Program (PCMSO) is based upon medical evaluations that define the necessary medical exams, recorded in the Occupational Health Certificate (ASO) depending upon the job performed by each employee and the risk involved. The Company also offers life insurance and ensures the confidentiality of the employees’ healthcare information.

Our employees can also rely upon psychological support, health and dental plans, luncheon vouchers, and membership of gyms at some of the farms, as well as access to sports and leisure facilities, as a means of promoting their physical and mental health. We run annual vaccination and healthcare awareness-raising campaigns, covering themes such as mental, sexual and general health, as well as cancer prevention initiatives, such as Pink October and Blue November.



'Hands On' project

Community Relations

GRI 3-3: Community Relations - 2-2, 408-1, 409-1, 2-29

Our relationship with the neighboring communities is one of the Company's material topics. In July 2020, we founded the [BrasilAgro Institute](#) to co-ordinate all our social actions. This is a non-profit organization, operating as our social branch, that believes in education as a means of transforming people's futures.

The Institute's initiatives are developed according to the need to enhance and improve the conditions of regions that are disadvantaged due to the economic, social and weather conditions they face. The strategies are developed together with the communities in the regions to ensure that the actions have a positive impact. Amongst these positive impacts special mention should be made of the professional training and qualification in the area of agribusiness and the generation of income, with local professionals being hired for a range of different projects, depending upon their areas of expertise. Educational practices which explain the importance of caring for the land are also developed, with the additional benefit of ensuring access to education from early childhood, promoting educational equality regardless of race, color or social situation, whilst also guaranteeing the inclusion of disabled persons.

In our Donations Policy, we have formally established a donation of up to 2% of the company's net income to social actions, every year. Our mission is to promote and implement social actions that enable opportunities for the responsible development of low-income vulnerable communities through education. The Institute is committed to maintaining transparency in its administrative processes and decision-making through participative management, ensuring that the employees are able to take full advantage of the services and contribute with their variety of different skills. All the policies and activities form part of an educational model that begins with the diagnosis and analysis of the regions, always taking into consideration the need to improve those subject matters focused on education and access to a decent standard of living, as set forth in legislative frameworks and the Universal Declaration of Human Rights.

The Institute has been a signatory to the UN's Global Compact since 2022, and in 2024 this was renewed through until 2026, demonstrating our commitment to the Sustainable Development Goals (SDGs) and the ten principles of the Global Compact. Our initiatives are aligned with the

SDGs, especially SDG 4 - Quality Education. The BrasilAgro Institute has worked with 14 of the existing 17 SDGs since it was founded.

We believe that, by means of strategies focused on strengthening educational policies and community development, it is possible to facilitate more integrated and aware communities. These regions, meanwhile, can sustainably optimize their own initiatives in such a way that leads to positive environmental impacts.



The BrasilAgro Institute **has renewed its commitment to the UN's Global Compact until 2026**



Engagement and integration GRI 413-1

Since it was founded, the BrasilAgro Institute has worked actively to develop plans and activities that integrate the workers on the farms and the local communities, promoting the exchange of knowledge and greater connection between the two. In 2023, we mapped and established strategic partnerships focused on voluntary work to strengthen the planned initiatives. This includes a study of the profile of the volunteers and their work preferences with the Institute, with the aim of making the contribution as fruitful as possible. In collaboration with the Company's HR Department, we aim to encourage the volunteer culture and promote connections, such as those developed during Pink October. We develop internal challenges, including a quiz with questions and fascinating facts about the Institute, amongst other activities.

The Institute is also dedicated to spreading the word on the approved projects, the activities undertaken and the agenda of community actions, with the aim of engaging everyone that much more in the proposed activities. This work has allowed for the creation of plans that support truly participative management, involving ongoing dialog with the communities and the teams involved, guaranteeing that the actions are aligned with the local needs and can rely upon collective support.

Donations for Rio Grande do Sul

As a means of providing support for the people affected by the floods in 2024, the BrasilAgro Institute organized internal and external mobilization actions designed to collect donations to minimize the natural disaster that affected numerous towns and cities in the South of the country. The campaign, that was promoted inside and outside the company, involved more than ten volunteers from the Company and involved the collection of food, water, hygiene products, clothes and shoes, as well as financial donations by direct bank transfer.

Blood donation campaign

In 2024, we undertook a blood donation campaign at the head office and farms in Bahia, which, aside from supplying the region's health centers, focused on raising the employees' awareness of the benefits of donations, whilst also demystifying issues concerning restrictions on donors. The campaign resulted in more than 30 bags

of blood being donated, with many of the employees who took part in the campaign becoming regularly returning donors.





The Objectives of the BrasilAgro Institute



To make field visits in the communities near to the BrasilAgro farms to encourage greater integration and understanding of the local needs.



To hold regular team meetings to ensure continual improvement of the Institute's management processes.



To strengthen the partnership established with the local authorities to ensure support and alignment on common initiatives.



To improve the existing channels as a means of facilitating dialog and exchanging information with the communities and the Institute's strategic partners.

Projects of note GRI 203-1, 203-2

We employ different methods as a means of monitoring the effectiveness of the measures implemented as part of the BrasilAgro Institute's projects, including semi-structured questionnaires, call lists, photographic records and videos of the activities, as well as institutional visits and monitoring meetings. Approval of the projects depends upon a detailed proposal that ensures that the partners monitor the targets, with support provided in the form of narrative reports, and financial and results spreadsheets.



10+
actions and projects



10+
regions
impacted



16,000+
people
benefited

(9,000 impacted directly)

In 2023, we highlighted the following initiatives:

- **Open Doors** – A partnership with ASID Brasil, operating in two regions: Querência (MT) and Correntina (BA). This project aimed to train young people in elementary school (2nd cycle) and/or high school to improve their chances of moving into the work market and strengthen the culture of diversity, thereby reducing socioeconomic barriers. This project also encouraged the students to develop their self-knowledge and, at the end, based upon what they had learned, they presented solutions for inclusion in their schools and communities. In total, 15 inclusive solutions were received involving the 172 beneficiaries of the project. During the period the project was underway, a workshop was held involving different professionals who explained their day-to-day activities, whilst a partnership with Senac was established, with the best students being offered the opportunity of participating in a free computer course.
- **Entrepreneur Journey** – An educational initiative supported by the 'Neurônio Ativação de Negócios e Causas' agency which worked to have a positive impact on the development of students in São Félix do Araguaia (MT). This was the first entrepreneur project in the municipality, training young people to develop entrepreneurial powers, skills and attitudes. As well as the theoretical aspect, the project included

practical activities that were developed by the students themselves and implemented very successfully. Two volunteers from BrasilAgro also took part in the project, providing their technical knowledge in the class on 'Environmental Education'.

- **More Education** – Conducted by ASID Brasil, the aim of this project was to further the theme of Inclusive Education in the municipality of São Raimundo das Mangabeiras (MA). Involving 18 municipal schools, it included training for the teaching staff, pedagogical planning workshops, and provision of a pedagogical plan, with monitoring of its implementation and a meeting with the families being held at the end of the project. During the period of the project, two new Special Education classrooms were opened in partnership with the municipality. In 2023, 230 teachers were trained, 124 disabled students were enrolled in schools and 15 families attended the meetings.
- **Leiturinhas** – Creation of ideal spaces for encouraging reading, with the donation of books and furniture. Extra lessons were also provided at the reading rooms for the students taking part in the project.



To find out more about the activities of the BrasilAgro Institute, read the reports found in this [link](#).



Environmental **Performance**

Certifications

The seals, awards and certifications we hold are valuable to the business strategy. They attest to the quality and origin of the products, with benefits for the entire production chain, and increase the awareness of both consumers and products, promoting top-quality consumption. The awarding of these seals and certifications demonstrates the integrity and solidity of our sustainability initiatives in the environmental, social and governance spheres. Furthermore, the results of the audits help us in improving the production processes, leading to important benefits for the sustainability of the properties.

In the 2023-2024 harvest year, we received the **Round Table on Responsible Soy (RTRS) certification** for the first time, at the São José Farm (MA), in partnership with Bunge. This achievement proved the sustainability present in each stage of the farm's soybean production. Through this evaluation, which involved more than one hundred indicators, including environmental, health, safety and labor issues, we reaffirmed our commitment

to excellence and responsibility in our operations. The certification process also meant the firm establishment of improvements to the property's environmental management system.

In relation to the cotton crop, we renewed our certification under the **Responsible Brazilian Cotton (ABR)** protocol and the **Better Cotton Initiative (BCI)** at the Chaparral Farm (BA). The Arrojadinho Farm, in Jaborandi (BA), was also awarded the ABR certification and BCI license for the first time. The ABR certification is internationally recognized and contributes to the transparency and sustainability of the cotton chain in Brazil. As well as managing the control and tracking of the cotton, their requirements confirm good socio-environmental practices with respect to the crop, ensuring the farm is free from forced or child labor, and degrading or indecent conditions. This milestone reinforces our commitment to responsible and sustainable farming practices.

The Preferência Farm (BA) renewed its '**Onça-Pintada**' ('Jaguar') certification, which is awarded to farmers operating in regions where this species is found and whose sustainable practices contribute to its conservation. The initiative aims to promote peaceful coexistence between rural properties and jaguars inhabiting the region. To obtain this certificate, the farm needs to be in compliance with environmental legislation and demonstrate that it is operating in accordance with the Environmental Management System Certificate, involving requirements relating to conservation of the species, its habitats and natural prey.

In Bolivia, the '**Triple Sello da Unagro**' certificate was renewed at the Unagro mill, to which we supply sugarcane. This seal certifies that our production is in compliance with Bolivian regulations, ensuring that is free from forced or child labor and discrimination.



In Jaborandi (BA), the Arrojadinho Farm was awarded the **ABR certification** and the **BCI license**

Climate change

GRI 3-3: GHG Emissions and Climate Change 201-2 | SASB FB-AG-440a.1, FB-AG-110a.2

We depend directly upon natural resources, such as soil and water, to be able to responsibly produce food. As such, monitoring, mitigating and promoting adaptations to climate change is a fundamental part of the sustainability of our Company, the environment and people. As such, we are sensitive to this issue from two perspectives: from that which involves keeping a careful eye on the climate risks to which we are exposed, and from another, involving the evaluation of the impacts of our activities on the environment.

The climate risks, involving both the irregularity of the weather systems and severe events such as droughts, floods, frosts and extreme temperatures, can significantly affect our operations. To mitigate these risks, we have diversified our portfolio in different regions of Brazil, specifically choosing crops and strains that are best suited to the conditions experienced at each of our properties. In recently-incorporated areas, we temporarily employ livestock farming to enrich the soil and mitigate climate risks during the first grain harvests. We have increased our irrigated areas as a means of mitigating the risks involved in irregular rainfalls in certain regions. We have invested in connectivity and new technologies, adopted best

conservation practices and, through our approach to governance, we work in compliance with the established regulations.

In relation to regulatory risks, we actively participate in decision-making forums and maintain a close relationship with those of our clients which trade the products we produce on the farms, in order to meet their demands and restrictions.

In partnership with Cargill, we have begun recovery work on a damaged area of the Panamby Farm (MT), which we have recently incorporated into our portfolio of properties. We receive a financial subsidy and the expertise of the partner company in the reforestation process. In the 2023-2024 harvest year, the first steps were taken in this project, including technical visits and physical-financial planning for the implementation of the work.

We are focusing on the conversion of damaged pastureland, adjusting the business models to the context of climate change. As part of this, we have developed partnerships to enable the implementation of regenerative practices, as we strive to establish low carbon farming and improve our environmental performance.



Regenerative agriculture

We pursue an investment strategy based upon the environmentally sustainable development of our agricultural activities. **We have adopted best agricultural practices, including direct planting, crop rotation, the planting of a mix of covering vegetation, integrated pest management, Crop-Livestock-Forestry (ICLF) systems, and the use of biological inputs.** We also use modern and connected agricultural technology that contributes to the efficiency of our agricultural production, mitigation of climate risks, and conservation of environmental resources, thereby strengthening our position in the sector.

Sustainable and low carbon practices

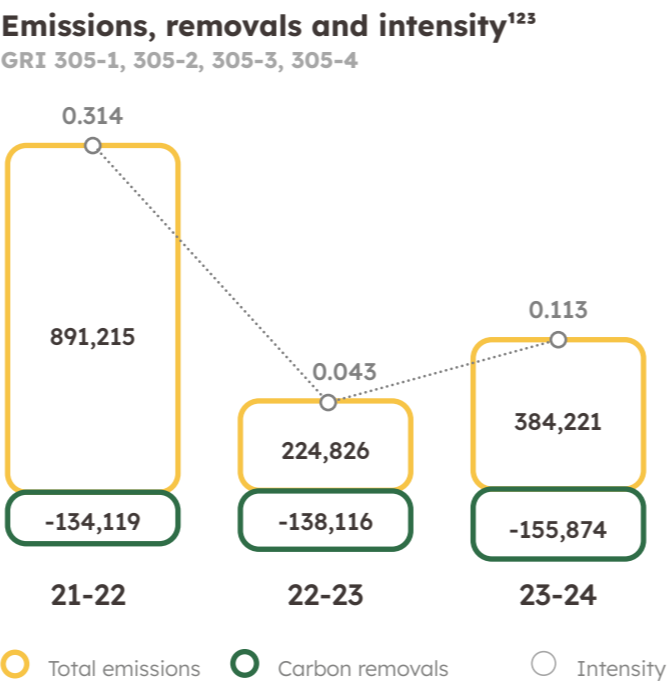
We have established a partnership with Embrapa allowing the Avarandado (PI) and Panamby (MT) farms to participate in the Low Carbon Soy Project (SBC). The objective of the Program is to develop and validate a certification protocol to add value to the soy produced using sustainable practices, with special focus on reducing Greenhouse Gas (GHG) emissions, through the use of an internally developed methodology, based upon internationally-recognized, science-based protocols.

For the 2024/2025 harvest year, we have assumed a commitment to develop the Regenerative Agriculture Project at the Xingu (MT) and São Jose (MA) farms. The program uses the collection of data by in-person systems and audits to evaluate socio-environmental and agronomic practices, with the aim of promoting regenerative agricultural practices designed to improve the health of the soil, thereby increasing the biodiversity and sequestering carbon, whilst adding to the resilience of the agricultural ecosystems.



Emissions and removals

Under this material topic, we see our starting point as being the information drawn from the greenhouse gas (GHG) emissions inventory relating to the 2021/2022 harvest year, published in the 2022/2023 harvest year. Based upon the results of the inventory relating to the 2022/2023 harvest year, we analyzed the adjustments to the methodology that are needed to be able to make a more precise assessment, as well as ways of capitalizing on carbon removals and the stocks existing in the soil. The 2023-2024 harvest year witnessed the third cycle of our emissions inventories. We follow the guidelines of the Brazilian GHG Protocol Program and use a specific software that automatically calculates the GHG emissions inventory, based upon operational data, in accordance with international, national and agro-sector specific standards.



¹ Rate calculated by means of Emissions (Kyoto+Biogenics) - Removals / ton of product

² Due to the corrections in the calculations of GHG emissions, some data from the 2021/2022 and 2022/2023 cycles have been altered for this Report, with alterations also being made to the total sums **(GRI 2-4)**

³ Scopes 1 and 2 were considered for this indicator

Carbon balance GRI 305-1, 305-2, 305-3 | SASB FB-AG-110a.1

Direct emissions of Scope 1 greenhouse gases (tCO ₂ e) ^{1 2 3 4 5 6}	2021/2022	2022/2023	2023/2024
Total Scope 1 emissions	338,517	202,361	155,910
Total Scope 2 emissions	561	209	191
Total Scope 3 emissions	15,861	16,088	19,399
Carbon removals	-134,119	-138,116	-155,874
Balance	220,821	80,541	19,625
Biogenic emissions	552,269	22,424	228,359

² Due to the corrections in the calculations of GHG emissions, some data from the 2021/2022 and 2022/2023 cycles have been altered for this Report, with alterations also being made to the total sums. **(GRI 2-4)**

² Scope 1 emissions: emissions arising from agricultural activities, stationary and mobile combustion, changes in land use, solid waste and generated liquid effluents.

³ Scope 2 emissions: emissions arising from the acquisition of electricity.

⁴ Scope 3 emissions: emissions originating from commodities and services purchased.

⁵ Carbon removals: removals performed through agricultural activities and changes in land use.

⁶ Biogenic Emissions: Scope 1: emissions originating from agricultural activities, stationary and mobile combustion and changes in land use. Scope 3: purchased goods and services.





In our emissions balance, we calculate the removals originating from green manure, from changes in management and from the conservation of the native vegetation on our protected lands. This harvest year we achieved a 13% increase in our removals compared to the previous cycle, influenced principally by the expansion of the areas with plant cover.

Emissions controlled by the Company:



Scope 1

Change in land use, and use of nitrogenous fertilizers, enteric fermentation, and mobile combustion, amongst others.



Scope 2

Electricity consumption.



Scope 3

Production of agricultural inputs used, such as herbicides, fungicides and insecticides.

We are working hard to improve the calculation of the emissions involved in our operations. During the most recent cycle, we implemented two significant changes in our Scope 1 emissions calculation methods. First, we improved the calculation of the carbon emitted due to the decomposition of the post-harvest plant residues (straw). We updated the Emission Factor for this criteria, replacing the

IPCC and MCTI benchmarks with the GHG Protocol methodology adapted to agriculture, thereby allowing us to more precisely report our operational situation. The presence of the straw on the soil provides significant benefits, greatly improving its structure and fertility. As well as increasing the organic matter of the soil, this practice helps to mitigate the climate risks by reducing the effects of sunlight, the temperature range and the evaporation of water, with a resulting increase in productivity.

Furthermore, considering that changes in the soil use occur mostly in areas of regeneration, we have reclassified these emissions as originating from secondary vegetation, classified as biogenic emissions (which, different to Kyoto emissions, do not remain concentrated in the carbon in the long-term).

In Scope 3, emissions related to the use of fuels and energy which cannot be classified as Scopes 1 or 2 have been removed until we are able to map this category in more detail. The leading Scope 3 emissions currently arise from the use of agricultural pesticides.

Despite the advances and improvements made, we still face a number of challenges, such as the implementation and improvement of the same level of control in the operations outside Brazil; analysis of the materiality of the Scope 3; and improvements to the data collection as a means of reducing the risks of irregularities. With regard to removals, we are looking to expand the areas with plant cover, with the intention of increasing

the carbon sequestering. We are continuing our studies and implementing the best methodologies, in order that the results will more faithfully represent the reality of our operations, meaning that our practices will become increasingly more aligned with the established standards of sustainability and efficiency.

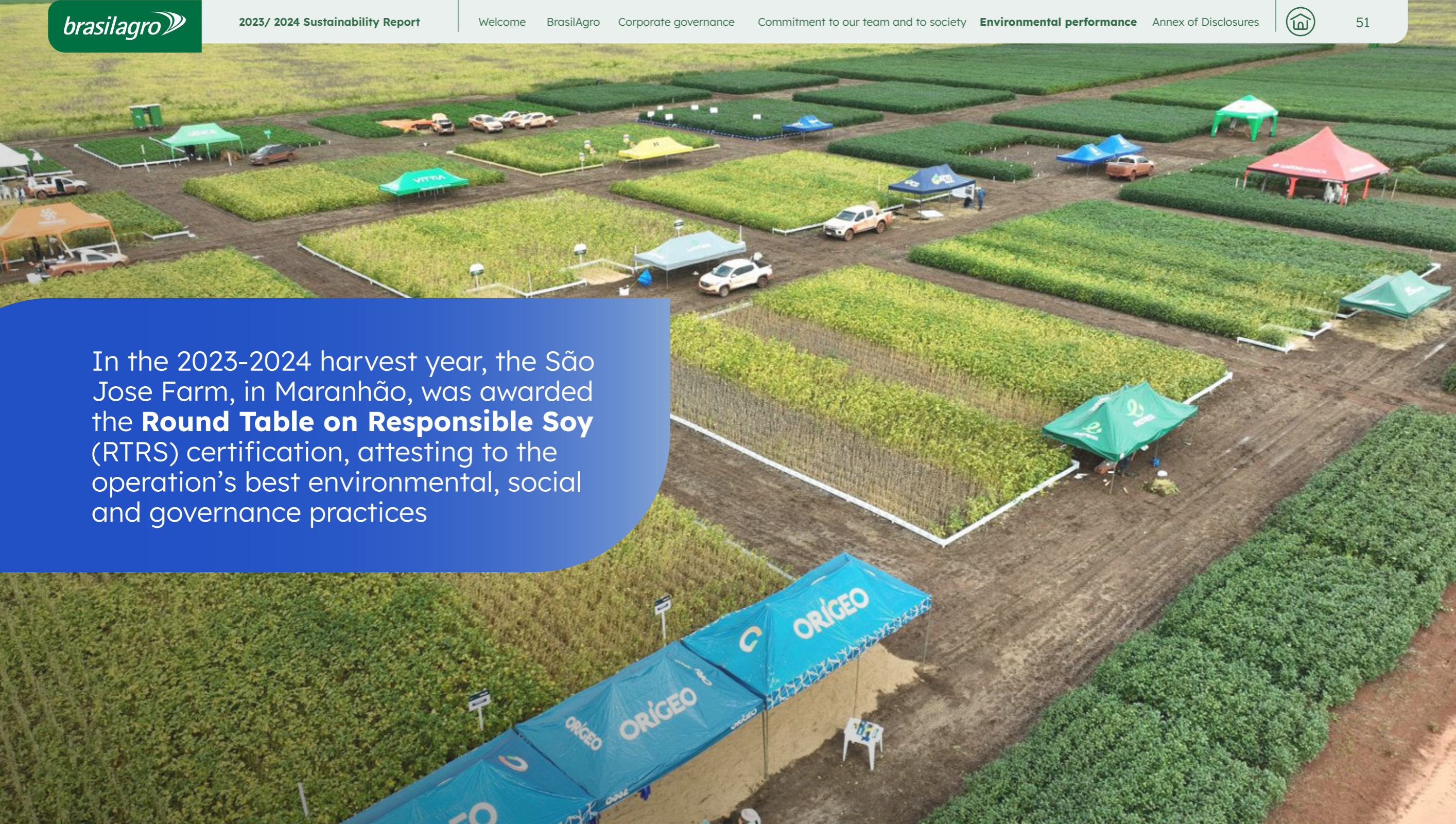


Low-carbon economy

By supplying sugarcane to our partner power plants, we are contributing to the issuance of decarbonization credits (CBIOs) as part of the RenovaBio program, which promotes sustainable fuel production. In 2024, we achieved a revenue of R\$ 2.65 million, having a positive impact on the reduction of greenhouse gas emissions and supporting the low-carbon economy.



In the 2023-2024 harvest year, the São Jose Farm, in Maranhão, was awarded the **Round Table on Responsible Soy** (RTRS) certification, attesting to the operation's best environmental, social and governance practices



Biodiversity

GRI 3-3 Biodiversity 2-29

Preservation of biodiversity is one of our material topics as well as one of the pillars of our business strategy. Forming part of this approach, our compliance with environmental legislation resulted in the receipt and/or renewal of 68 licenses during the 2023/2024 fiscal year; we employ best practices in our management of waste, water and energy; we actively work to prevent illegal activities; we operate in partnership with a wide range of entities and companies; we work to earn certifications that foster the improvement and excellence of our processes; and we are consistently hard at work to ensure the highest standards of governance and compliance.

The protected areas are managed as part of the property acquisition phase, being declared in the Rural Environmental Register (CAR), through georeferenced mapping, and submitted to the environmental licensing authorities. We have a total of 69,083 hectares of protected lands, which is equal to the size of the municipality of Goiânia. These lands include legal reserves, permanent preservation areas, ecological corridors and other areas commitment to environmental preservation. To ensure that the native vegetation is maintained in the preservation areas, we perform periodic remote analyses, using satellite images, and undertake technical visits which involve patrolling the entire length of the perimeters of the farms that can be reached by road.

In Paraguay, we work together with the Moisés Bertoni Foundation (FMB), a private, non-profit entity that

leads the way in sustainable development in this neighboring country. The Protected Productive Landscape Program (PPP) is in the process of developing a study on the biodiversity and carbon footprint of the productive areas in the region of Chaco Paraguayo, where one of our properties is located. The study includes monitoring of the fauna and a forest inventory cataloging 870 individual trees with a DBH > 10cm, distributed across 27 species. We also have 13 hidden cameras distributed around the farm to record animals, with 24 species already having been sighted.

We run the 'Jogo do Bicho' environmental education program for our employees, a competition that aims to promote sustainability and environmental education on our farms. The participants are encouraged to fill in a form whenever they sight a wild animal on the company's property. Those employees who get most involved in the program receive awards at the end of the competition. The aim is to collect data on the local biodiversity and encourage preservation of the fauna in the regions where we operate. Staged between October 2023 and July 2024, the first cycle of the program recorded 636 sightings (with 2,093 animals belonging to around 200 species being observed), with the three employees who made the greatest contributions receiving awards, as did the Avarandado Farm, which came first amongst the properties. There are plans for the recording of sightings to continue, making it an integral part of the corporate culture.



13 cameras

record the presence of animals on a farm in Paraguay



Seeds in the Cerrado

During the 2023-2024 harvest year, we also implemented a program aiming to collect seeds native to the Cerrado region, as part of the Environmental Offsetting Terms of Commitment (TCCA) nº 014/2021, entered into with the Environmental Department (Sema) of the State of Bahia, with mediation provided by the Bahia Environment and Water Resources Institute. This socio-environmental project benefits the rural communities of the Environmental Protection Area of the Rio de Janeiro Water Basin, in the municipality of Jaborandi (BA) (APA BRJ), with the aim of providing local families with a stable form of income. The program involves workshops focused on the identification, collection, storage, processing and commercialization of species of seeds native to the Cerrado region, as well as the ecological restoration and management of a community seed collection network, with viability analyses and expert assistance for its implementation.

Fire prevention and fighting

Fire is a matter that we manage with a great deal of care. We have developed a platform designed to integrate satellite and radar images, allowing us to be able to monitor wildfires in all the regions where in operate in real time. Launched in 2023 and updated annually, this platform offers the farms a form of autonomy, allowing an immediate and quick response, thereby reducing the risk of the fire spreading and, consequently, damage to the natural vegetation and crops. In the most recent harvest year, we reduced the burned area on our properties by 22.5% and by 60% on the farmed areas in relation to the 2022/2023 harvest year.

As a means of fighting fires, we have a well-trained team of firefighters, as well as fire trucks and firefighting systems fitted to some smaller trucks which provide vital assistance when immediate action is needed. We use Foam Generator Liquid (FGL), a concentrated synthetic foam that acts as a form of cleansing agent in fighting fires alongside conventional firefighting equipment.

We began operations as members of the Araraquara and Region Emergencies Mutual Assistance Plan (PAME) at the Alto da Serra Farm (SP). The main objective of the PAME is to coordinate the region's biggest sugarcane producers in order to prevent and tackle fires as well as discuss the issue at monthly meetings.



22.5% reduction
in **total burned area**
60% reduction
of burnings on **farmland**

In the 2023-2024 harvest year, we worked together with the Chico Mendes Institute of Conservation and Biodiversity (ICMBio) in training more than 100 firefighters. We also donated firefighting equipment to the Fire-Free Maranhão Program, an initiative developed in partnership with the state government and the Fire Department, consolidating the joint efforts that had begun the previous year. We also conducted annual awareness-raising campaigns concerning the risks of fire and reinforced the communication with the local communities through the Compliance Hotline.

Water resources

GRI 3-3: Management of Water Resources 303-1, SASB FB-AG-140a.2

The management of water resources is essential to the farming activities since, in addition to water being vital in all stages of the development of the crops we grow, we manage this important resource responsibly to ensure its availability for future generations.

All the surface and ground water used on our properties is licensed by the relevant environmental authorities, which possess information on the resource's regional availability and demand, ensuring responsible access to water by all those who require it.

Our irrigation especially maximizes the positive economic impacts by optimizing the use of the soil and minimizing the risks associated with climate variations, thus guaranteeing food security. Furthermore, the adoption of irrigation practices increases production in relation to rainfed areas and, consequently, reduces the pressure caused by new suppressions of vegetation. To reinforce the responsible use of water, we offer talks and training sessions, and we are also implementing an automatic warning system at units that consume large volumes of water, such as São José, Arrojadinho and Rio do Meio, to highlight the moment when consumption is reaching the authorized limit.



Irrigation optimizes **land use**, minimizes **climate risks** and increases **productivity**





Withdrawal, consumption and disposal

In its withdrawal of water, be it surface or ground, the Company ensures that demand is in line with availability. In order to mitigate impacts on the quality of the water resources, the maintenance activities are conducted safely, in compliance with the requirements of NR 13 and the water is treated prior to final disposal.

The water necessary for consumption by the employees and animals on the farms, as well as for firefighting and crop spraying, is mostly drawn from deep artesian wells, only being drilled once permission has been granted by the competent authorities and with respect for the correct distances established for the safe use of water.

At the Brazil and Bolivia units, we have implemented a system for the management of the wells' hydrometers and hour meters, which allows consumption data to be posted on a monthly basis by means of an app. This information is analyzed and managed by the environmental team, which also reports the consumption to the environmental organs whenever necessary.

Considering that the greatest volumes of water are used during the irrigation activities, the Company has continued investing in the efficiency of this activity. In the 2023-2024 harvest year, we improved our consumption control system via

telemetry to guarantee the rational management of water, respecting the volume authorized under the environmental licenses and the operational efficiency, in order to prevent wastefulness.

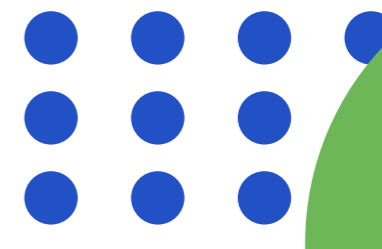
At the Arrojadinho and Rio do Meio units, the management and telemetry systems monitor the operation and provide immediate information on shutdowns, position and ideal depth of water for each situation. Furthermore, the meteorological stations provide weather data that contribute to the optimization of the use of water in the company's irrigation projects, combining multiple sources of information for better management of water resources. At the São Jose Farm (MA), an automated system controls the fixed pivots and a fully-automated system, that includes mobile pivots, is being investigated.

We operate in different locations classified at different levels of water stress by the Aqueduct platform managed by the World Resources Institute. The units classified as being Low-Medium include Avarandado, Serra Grande (company owned and in partnership), Panamby, Regalito, São José (company owned and in partnership) and Xingu. The units classified as Medium-High include Alto Taquari, São Domingos, and the operations in Paraguay and Bolivia (company owned and in partnership). Those classified as High are the Arrojadinho, Chaparral, Jatobá, Preferência and Rio do Meio farms.

According to the environmental organ, BrasilAgro's operations do not waste a significant volume of water, nor do they create waste that could pose a potential impact to the environment. The wastewater produced at the company's installations is sent to septic tanks and biodigestors, which treat it to the proper environmental standards prior to returning it for infiltration into the soil. **GRI 303-2, SASB FB-AG-140a.3**

37%

reduction in water consumption



Energy

At BrasilAgro, diesel is the source of our biggest energy consumption, being used in agricultural machinery, followed by electricity, which is acquired from the local concession operators and consumed in administrative activities, storage silos and electric irrigation pumps.



Energy consumption within the organization

GRI 302-1 | SASB FB-AG-130a.1

Energy consumption within the organization (GJ) ^{1 2}	2021/2022	2022/2023	2023/2024
Fuels from renewable sources			
Hydrous ethanol	96	38	151
Industrial Waste / Construction and Demolition / Wood (PBGHGP) ³	9,592	15,321	7,282
Subtotal	9,688	15,359	7,433
Fuels from non-renewable sources			
Gasoline	6,741	7,608	5,406
Diesel ³	310,982	313,052	321,882
Acetylene ⁴	3	5	5
Subtotal	317,726	320,665	327,293
Acquired electricity			
Electricity	20,127	18,195	17,924
TOTAL	347,541	354,218	352,650

¹ The historic data were updated to include the Paraguay unit. The do not include Bolivia, due to the lack of fuel and electricity consumption management. **(GRI 2-4)**

² The conversion factors used are drawn from the National Energy Balance (BEN).

³ There was an increase in the consumption of diesel during the 2023-2024 cycle, due to the incorporation of the Alto da Serra Farm, whilst on the other hand there was a reduction in the use of wood in silos due to the removal of the Araucária Farm from the portfolio.

⁴ Previously, the data concerning acetylene and kerosene were reported as a consolidated figure. As of this reported period, we have corrected this methodology to only report the data relating to acetylene. As a result of this alteration, the historical data have been revised and corrected. **(GRI 2- 4)**





Annex of **Disclosures**



PROFILE AND GOVERNANCE DISCLOSURES

Employees ^{1 2} GRI 2-7

Employees by type of employment contract, region and country, and gender, in 2023-2024 ^{3 4}			
By location	Permanent	Temporary	Total
Northeast	194	125	319
Center-West	97	22	119
Southeast	87	7	94
Paraguay	34	0	34
Bolivia	16	0	16
Total	428	154	582
By gender	Permanent	Temporary	Total
Men	341	140	481
Women	87	14	101
Total	428	154	582

³ There are no employees in the Northern and Southern regions of Brazil.

⁴ All employees are hired under the full-time system.

¹ The data are compiled by means of reports created by the payroll and employee registration system. The data are calculated at the end of the reported period.

² The methodology used for publication of the data was adjusted to ensure better adherence to the regulation, which prevented the direct comparison with previous cycles. We also included the units located outside Brazil in this cycle. (GRI 2- 4)

Employees without guaranteed working hours, by gender, and region and country ⁵	
By gender	2023-2024
Men	74
Women	15
Total	89
By location	2023-2024
Northeast	33
Center-West	17
Southeast	31
Paraguay	3
Bolivia	5
Total	89

⁵ ‘Employees without guaranteed working hours’ means those occupying management positions and who are not subject to clocking in and out of work.

Remuneration policies and processes

GRI 2-19, GRI 2-20

The General Assembly of Shareholders is responsible for approving the overall sum designated for remuneration of the administrators. Based upon the recommendation made by the Remuneration Committee, the Board of Directors develops a proposal for this sum at the end of each fiscal year, which is then submitted to the General Assembly for approval. Once approved, the Board of Directors, using the expert report provided by the Remuneration Committee and the Remuneration Policy as a base, is responsible for defining the individual sums to be paid to each member of the Key-Personnel in the Administration.

The remuneration attributed reflects the individual’s responsibilities, time dedicated to the functions, skills, and professional reputation, as well as the value of their services in the market and, whenever applicable, performance evaluations. The Board should ensure that the remuneration is aligned with the best market practices, aiming not only to retain qualified talents, but also to attract new professionals whenever necessary. To assist in this process, the Board may contract a specialist firm to perform salary surveys.

The senior management receives a remuneration that combines fixed and variable components, whilst the remuneration paid to the Board of Directors is strictly fixed. The attraction bonus or hiring incentive payments, as well as rescission payments, are decided using criteria established by the Board of Directors.

These payments may include post-employment sums and benefits due, such as life insurance, health plans and non-competition clauses. It is important to stress that no retirement or ESG-target benefits are tied in with the remuneration.

Furthermore, the organization has implemented a clawback policy, which allows the company to recover the sums connected to Variable Remuneration based upon those incentives effectively received which exceed the amount of the Variable Remuneration if the incentive paid does not reflect the sustainable performance of the company. This includes adjustments for any taxes paid.

Annual total compensation ratio ¹ GRI 2-21	2023/2024 harvest year
Ratio between the annual total compensation of the highest paid individual in the organization and the the median annual total compensation for all employees (excluding the highest-paid individual)	46.83
Ratio between the percentage increase on the total annual remuneration of the highest paid individual in the organization and the average percentage increase on the total annual remuneration of all the employees (excluding the highest paid individual)	1.00

¹The calculation was performed in compliance with the requirements set forth in the norm, including the calculation of alterations based upon collective bargaining agreements.

Ratio of basic salary and remuneration received by women and that received by men GRI 405-2

Ratio of basic salary and remuneration received by women and that received by men, by employment category ^{1 2}	2023/2024	
	Basic-salary (R\$)	Remuneration (R\$)
Executive Board		
Women x men salary ratio	0.79	0.80
Managers		
Women x men salary ratio	1.14	1.25
Coordinators		
Women x men salary ratio	0.97	0.98
Administrative Staff		
Women x men salary ratio	1.10	1.01
Operational Employees		
Women x men salary ratio	1.12	1.15

¹ We included all the operational units in Brazil in the calculation.
² The methodology used for publication of the data was adjusted to ensure better adherence to the regulation, which prevented the direct comparison with previous cycles. (GRI 2- 4)

Number and percentage of employees that the organization’s anti-corruption policies and procedures have been communicated to and trained on, in the 2023-2024 harvest year ^{1 2} GRI 205-2

By employment category		Communicated	Trained
Executive Board	Number	4	4
	Percentage	100%	100%
Managers	Number	16	16
	Percentage	100%	100%
Coordinators	Number	59	59
	Percentage	100%	100%
Administrative Staff	Number	138	138
	Percentage	100%	100%
Operational Employees	Number	315	315
	Percentage	100%	100%
Total	Number	532	532
	Percentage	100%	100%
By Region ³		Communicated	Trained
Northeast	Number	319	319
	Percentage	100%	100%
Center-West	Number	119	119
	Percentage	100%	100%
Southeast	Number	94	94
	Percentage	100%	100%
Total	Number	532	532
	Percentage	100%	100%

¹ The employees of the subsidiaries in Paraguay and Bolivia were not included.

² The methodology used for publication of the data was adjusted to ensure better adherence to the regulation, which prevented the direct comparison with previous cycles. **GRI 2-4**

³ There are no employees in the Northern and Southern regions of Brazil.

SOCIAL DISCLOSURES

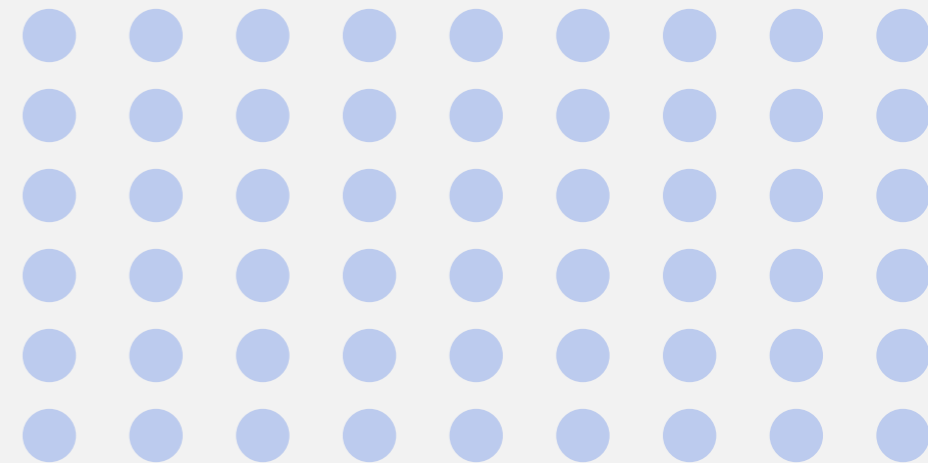
Workers covered by occupational health and safety management system ^{1 2} GRI 403-8

2023/2022 harvest year ³	Employees	Workers (seasonal and migrant)
Number of individuals who are covered by the system	582	1,525
Percentage of individuals who are covered by the system	100%	100%

¹ There are no employees or workers who are covered by this system who have been audited internally or certified by an external party.

² The data were compiled by means of inspections, evaluations and occupational health information, following the guidelines of Regulatory Norms NR 31, NR 15 and NR 16.

³ In the 2022/2023 harvest year, the data presented had been consolidated, including 100% of the individuals in the health and safety management system. For the 2023-2024 harvest year, the data were divided between employees and workers to keep them more in line with the regulatory requirements, making a direct comparison between the cycles impossible. **GRI 2-4**



Work-related Accidents and Ill health GRI 403-9, 403-10, SASB FB-AG-320a.1 1,2,3,4,5						
	2021/2022		2022/2023		2023/2024	
	Employees	Workers	Employees	Workers	Employees	Workers
Number of hours worked	728.42	2,286,240	1,018,600	2,175,580	1,114,520	2,366,320
Number of fatalities as a result of work-related injury	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Number of high-consequence work-related injuries (excluding fatalities)	0	0	0	0	0	0
Rate of high-consequence work-related injuries (excluding fatalities)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Number of recorded work-related injuries (including fatalities)	12	15	9	18	21	22
Rate of recorded work-related injuries (including fatalities)	16.47%	16.56%	8.84%	8.27%	18.84	9.30
Number of cases of recordable work-related ill health	0	0	0	0	0	0
Rate of cases of recordable work-related ill health	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Near miss frequency rate	-	-	3.93%	10.11%	9.87%	5.92%

¹ For the ‘High-consequence work-related injuries (excluding fatalities)’ category, high-consequence accidents were considered as being those resulting in time off work of 180 days or more.

² The calculation base used is 1,000,000 man-hours worked.

³ The rate of frequency of near-accidents was not calculated until the 2022/2023 harvest year, meaning there are no records.

⁴ The principal types of work-related accidents that occurred at the company included musculoskeletal injuries, accidents involving vehicles, exposure to chemical substances, and trauma. During the reported period, the high-consequence accidents were mostly caused by vehicles and trauma-related accidents.

⁵ We do not monitor accidents involving the service providers responsible for the transportation of commodities, inputs or grains, nor do we manage the data relating to partners or the leaseholders of our properties.

Diversity of governance bodies and employees ^{1 2} GRI 405-1				
By gender		2021/2022	2022/2023	2023/2024
Male	Number	13	11	11
	Percentage	81%	82%	85%
Female	Number	3	2	2
	Percentage	19%	15%	15%
Total	Number	16	13	13
	Percentage	100%	100%	100%
By age group		2021/2022	2022/2023	2023/2024
Under 30	Number	0	0	0
	Percentage	0%	0%	0%
From 30 to 50	Number	4	4	6
	Percentage	33%	31%	46%
Over 50 years of age	Number	8	9	7
	Percentage	67%	69%	54%
Total	Number	12	13	13
	Percentage	100%	100%	100%

¹ Representatives of minority and/or vulnerable groups, such as the elderly, women and Jewish people are included in the governing bodies.

² The Board of Directors and Fiscal Council were included.

Diversity of employees GRI 405-1							
By employee category and gender		2021/2022		2022/2023		2023/2024	
		Male	Female	Male	Female	Male	Female
Executive Board	Number	3	1	3	1	3	1
	Percentage	75%	25%	75%	25%	75%	25%
Managers	Number	13	2	11	2	18	2
	Percentage	86%	14%	85%	15%	90%	10%
Coordinators	Number	21	4	25	5	53	10
	Percentage	84%	16%	83%	17%	84%	16%
Administrative Staff	Number	67	44	77	53	91	65
	Percentage	60%	40%	59%	41%	58%	42%
Operational Employees	Number	151	8	206	18	316	23
	Percentage	95%	5%	92%	8%	93%	7%
Total	Number	255	59	322	79	481	101
	Percentage	81%	19%	80%	20%	83%	17%

By employment category and age group		2021/2022			2022/2023			2023/2024		
		Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50	Under 30	30 to 50	Over 50
Executive Board	Number	0	3	1	0	3	1	0	3	1
	Percentage	0%	75%	25%	0%	75%	25%	0%	75%	25%
Managers	Number	1	13	1	0	11	2	0	16	4
	Percentage	6%	87%	7%	0%	85%	15%	0%	80%	20%
Coordinators	Number	1	23	1	0	24	1	3	56	4
	Percentage	4%	92%	4%	0%	96%	4%	5%	89%	6%
Administrative Staff	Number	36	72	3	38	87	5	65	90	1
	Percentage	32%	65%	3%	29%	67%	4%	42%	58%	1%
Operational Employees	Number	66	85	8	84	133	7	149	178	12
	Percentage	42%	53%	5%	38%	59%	3%	44%	53%	3%
Total	Number	104	196	14	122	258	16	217	343	22
	Percentage	33%	62%	4%	31%	65%	4%	37%	59%	4%

Percentage of employees from minority and/or vulnerable groups, broken down by employment category ¹ ² GRI 405-1

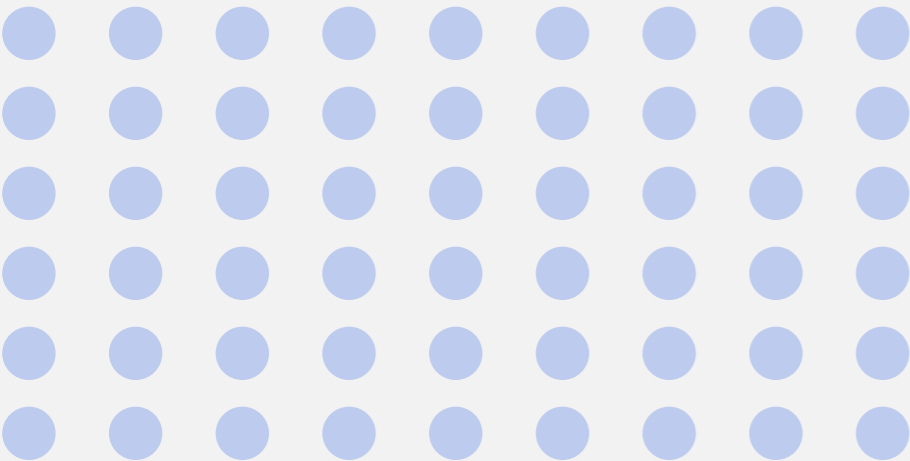
Black	2023/2024	
	Number	Percentage
Executive Board	0	0%
Managers	0	0%
Coordinators	11	7%
Administrative Staff	72	47%
Operational	69	45%
Total	152	100%

¹ We do not publish the number of LGBTQIA+ employees or those belonging to other minority groups.

² The information relating to these categories were not available in previous cycles.

Average number of training hours, broken down by employee ¹ GRI 404-1			
By gender	2021/2022	2022/2023	2023/2024
Men	45.1	46.32	44.27
Women	46.39	43.45	44.48
Total	45.27	45.57	44.32
By employment category	2021/2022	2022/2023	2023/2024
Executive Board	7.48	13	6.75
Managers	55.17	70.18	78.59
Coordinators	91.57	112	57.63
Administrative Staff	55.44	51.15	49.64
Operational Employees	23.36	30.2	35.99
Total	45.27	45.57	44.32
¹ The number of employees declared is based upon the actual number involved in the actions, in the Brazilian, Paraguayan and Bolivian operations. The training actions do not include interns, trainees, board members, temporary employees, or autonomous or outsourced workers.			

Percentage of employees receiving regular performance and career development reviews GRI 404-3						
By gender ¹	2021/2022		2022/2023		2023/2024	
	Number	Percentage	Number	Percentage	Number	Percentage
Men	192	57%	317	100%	449	100%
Women	66	81%	84	100%	130	100%
Total	258	62%	401	100%	579	100%
By employment category ¹	2021/2022		2022/2023		2023/2024	
	Number	Percentage	Number	Percentage	Number	Percentage
Executive Board	0	0%	4	100%	4	100%
Managers	21	100%	13	100%	20	100%
Coordinators	53	100%	30	100%	63	100%
Administrative Staff	120	93%	148	100%	135	100%
Operational Employees	64	31%	206	100%	207	100%
Total	258	62%	401	100%	429	100%
¹ Only current employees were included for this calculation, meaning temporary employees or board members were not included.						



ENVIRONMENTAL DISCLOSURES

Energy consumption outside the organization GRI 302-2			
Energy consumption outside the organization ^{1 2} ³ (GJ)	2021/2022	2022/2023	2023/2024
Hydrous Ethanol	1,935	2,450	3,493
Aviation kerosene	5,763	8,537	8,455
TOTAL	7,698	10,987	11,948

¹ As of this cycle, the data on energy consumption outside the organization are being reported. The historical data were re-trieved to ensure comparisons between the periods could be made. (GRI 2-4)

² The data only include the fuel used in aircraft performing crop dusting in our operations, a service which is provided by third parties.

³ The conversion factors used are drawn from the National Energy Balance (BEN).

Energy intensity GRI 302-3			
Energy intensity ^{1 2 3}	2021/2022	2022/2023	2023/2024
Specific metric (GJ/ton of product produced)	2,421,449.98	2,040,388.24	2,021,788.71
Within the organization	0.14	0.17	0.17
Outside the organization	0.00	0.01	0.01

¹ As of this cycle, the rate of energy intensity is being reported. The historical data were retrieved to ensure comparisons between the periods could be made. (GRI 2- 4)

² The types of energy included in the rate of energy intensity are fuels and electricity.

³ The denominator for this index is provided by the sum of the production of grains in Brazil and Paraguay, together with the sugarcane in Brazil and the livestock farming in both countries. Due to the lack of management of the fuel and electricity consumed at the Bolivian units, the production of these units was not included in the calculation of the index.

Percentage of renewable fuel used by the fleet SASB FB-AG-110a.3	
Percentage of renewable fuel used by the fleet ^{1 2}	2023
Fuel used by the fleet (GJ)	346,674
Percentage of renewable fuel (%)	3

¹ Scopes 1 and 2 involved in the operations in Brazil and Paraguay were included in the calculations.

² The calculation methodology was adjusted, preventing direct comparison with previous cycles. (GRI 2- 4)

Direct (Scope 1) greenhouse gas (GHG) emissions GRI 305-1 SASB FB-AG-110a.1 FB-AG-110a.2			
Direct emissions of Scope 1 greenhouse gases (tCO ₂ e) ^{1 2 3 4 5 6}	2021/2022	2022/2023	2023/2024
Agriculture	123,038	160,686	122,732
Stationary combustion	2,211	2,041	2,510
Mobile combustion	19,095	19,699	19,534
Fugitive emissions	88	316	74
Changes in land-use	193,736	19,279	10,719
Solid waste and liquid effluents	349	340	341
Total Scope 1 emissions	338,517	202,361	155,910
Carbon removals	-134,119	-138,116	-155,874
Balance of total Scope 1 emissions	204,398	64,245	35
Biogenic emissions	552,137	22,256	228,121

Indirect (Scope 2) emissions of greenhouse gases (GHGs) arising from the acquisition of energy GRI 305-2

Indirect emissions of greenhouse gases - Scope 2 (tCO ₂ e) ^{1 2 3 4 5 7}	2021/2022	2022/2023	2023/2024
Acquisition of electricity	561	209	191

Other indirect (Scope 3) greenhouse gas (GHG) emissions GRI 305-3

Other indirect emissions of greenhouse gases - Scope 3 (tCO ₂ e) ^{1 2 3 4 8}	2021/2022	2022/2023	2023/2024
Commodities and services acquired	15,861	16,088	19,399
Biogenic emissions	132	167	238

¹ The calculation methodology was revised and adjusted, which is why the historical data have been updated. **(GRI 2-4)**

The gases included in the calculation are CO₂, CH₄, N₂O and HFCs.

³ The 2021/2022 harvest year was chosen as the base year, since this was the first year the inventory was calculated.

⁴ The benchmarks and methodologies used for the emissions factors and global warming potential (GWP) were the GHG Protocol - Agriculture, ISO 14064, IPCC, MCTIC, BEN, WRI 2015b, the Brazilian GHG Protocol Program, and the National Interconnected Grid (SIN).

⁵ Operational Control was used as the consolidation approach for calculation of the emissions.

⁶ Total Scope 1 emissions in the base year: 890,654.33 tCO₂e. (Kyoto 338,517.47 + biogenic emissions 552,136.86).

⁷ Total Scope 2 emissions in the base year: 561.15 tCO₂e.

⁸ Total Scope 3 emissions in the base year: 15,993.46 tCO₂e. (Kyoto 15,861.32 + biogenic emissions 132.14).

Intensity of greenhouse gas (GHG) emissions GRI 305-4

INTENSITY OF GHG EMISSIONS (Scopes 1 and 2)	2021/2022	2022/2023	2023/2024
Emissions (Kyoto)	0.141	0.100	0.078
Emissions (Kyoto + Biogenics) - Removals	0.314	0.043	0.113

INTENSITY OF GHG EMISSIONS (Scope 3) ^{1 2 3}	2021/2022	2022/2023	2023/2024
Emissions (Kyoto)	0.007	0.008	0.010
Emissions (Kyoto + Biogenics)	0.007	0.008	0.010

¹ The calculation methodology was revised and adjusted, which is why the historical data have been updated. **(GRI 2- 4)**

² The metric used to calculate the index is tCO₂e/ton produced. For the grains, we included the entire production of the 2023-2024 harvest year. In contrast, the sugarcane harvest follows the calendar year, meaning that, for this calculation, we considered the sugarcane collected between July 2023 and June 2024, covering part of the 2023 and 2024 harvest years. In relation to livestock farming, the reference used was the weight gain of the animals in the same period - from July 2023 to June 2024.

³ The gases included in the calculation of the emissions intensities were CO₂, CH₄, N₂O and HFCs.

⁴ The biggest reduction in the Kyoto emissions in the 2023/2024 cycle, compared to 2022/2023, relates mainly to the liming activities at the Panamby and Regalito farms, due to the need to restructure the soil once these farms had been incorporated last year. Furthermore, the reduction in the enteric fermentation emissions was a result of the reduction in the number of heads of cattle, since livestock farming is adopted only temporarily as a means of enriching the soil and mitigating climate risks. In relation to the base year, the changes in the land use were significant, since, in some areas, we adopted more conservative criteria and considered primary native vegetation, thus impacting the Kyoto classification of these emissions.

Reduction of greenhouse gas (GHG) emissions GRI 305-5 SASB FB-AG-110a.2						
Reduction of greenhouse gas emissions (tCO ₂ e) 1 2 3 4	2022/2023			2023/2024		
	Scope 1	Scope 2	Scope 3	Scope 1	Scope 2	Scope 3
Emissions in the base-year (2021/2022)	338,517	561	15,861	338,517	561	15,861
Emissions in the reported period	202,361	209	16,088	155,910	191	19,399
Carbon removals	-138,116	N/A	N/A	-155,874	N/A	N/A
Total balance of emissions	64,245	N/A	N/A	36	N/A	N/A
Difference in emissions in relation to the base year, considering removals	-140,154	N/A	N/A	- 204,363	N/A	N/A
Difference in emissions in relation to the base year, without considering removals	-136,157	-352	227	-182,608	-370	3,537

¹ In Scope 1, the biggest reduction is connected to the change in land use, where the suppressed area in 2023/2024 was less than 30% of the suppressed area in 2021/2022. In relation to Scope 2, the reduction is connected to the reduction in the National Interconnected Grid emissions factor, influenced by the increase in the availability of renewable energy on the grid.

² The gases included in the calculation of the emissions intensities were CO₂, CH₄, N₂O and HFCs. Only the Kyoto emissions were included.

³ The 2021/2022 harvest year was chosen as the base year, since this was the first year the inventory was calculated.

⁴ The benchmarks and methodologies used for the emissions factors and global warming potential (GWP) were the GHG Protocol - Agriculture, ISO 14064, IPCC, MCTIC, BEN, WRI 2015b, the Brazilian GHG Protocol Program, and the National Interconnected Grid (SIN).

Water withdrawal and consumption ^{1 2 3 4} GRI 303-3, 303-5, SASB FB-AG-140a.1			
(In ML)	2021/2022	2022/2023	2023/2024
Surface water	20,865.62	29,144.87	17,425.98
Ground water	269.88	571.36	1,206.06
Other sources	0.00	0.08	0.00
Total	21,135.50	29,736.31	18,632.04
In water stressed areas (in ML) ^{5 6}			2023/2024
Surface water			2,752.39
Ground water			997.73
Other sources			0.00
Total			3,750.12

¹ In previous cycles, the data were published in cubic meters (m³). For this cycle, however, the publication methodology was revised to meet the regulatory requirements, meaning the data are now expressed in Megaliters (ML), in which 1m³ is equal to 0.001 ML. (GRI 2-4)

² All the sources used for withdrawal are freshwater.

³ The data relate to proprietary and leased farms, in Brazil, Paraguay and Bolivia, and the administrative units/offices.

⁴ The water consumption is equal to the amount withdrawn.

⁵ The information relating to water stressed areas was obtained from the Aqueduct Water Risk Atlas, a platform developed by the World Resources Institute (WRI). The water-stress category “high” was used for this analysis,

⁶ In previous cycles, the data on water withdrawal in water stressed areas were not available at this level of specificity.

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside environmentally protected areas GRI 304-1

Unit	Type of operation	Crop	Unit size (hectares)	Position in relation to CU (Conservation Unit)	Identification of the CU and classification of its importance	Unit	Type of operation	Crop	Unit size (hectares)	Position in relation to CU (Conservation Unit)	Identification of the CU and classification of its importance
Alto Taquari	Proprietary	Sugarcane and grains	1,380	Close	Around 7 km from the Ribeirão do Sapo EPA and the Araguaia River (Alto Taquari - MT)	Acres del Sud (Bolivia)	Proprietary	Las Londras - sugarcane and grains San Rafael - grains La Primavera - grains and sugarcane	9,875	Las Londras - Adjacent to San Rafael - Adjacent to La primavera - close to	Las Londras is adjacent to the Guarayos National Forest (NF) and 5 km from the Humedales del Norte Departmental Park (DP), 30 km from the Chore FR, 70 km from the Santa Barbara y Brava Lagoons, 73 km from the Los Ciervos PRNH, 90 km from the San Guido/San Rafael PRNH, partially adjacent to the Guarayos Forest Reserve and 7 km from the Humedales del Norte DP, 20 km from the Chore FR, 45 km from the Santa Cruz DP, 55 km from the Los Ciervos PRNH, 70 km from the Santa Barbara y Brava Lagoons, and 90 km from the San Guido PRNH. La primavera is 55 km from the Chore FR, 25 km from the Santa Barbara y Brava Lagoons, 40 km from the Guarayos FR, 75 km from the Humedales del Norte DP, 45 km from the Curichi El Cuajo (Municipal) Protected Area (PA), 50 km from the Amboró National PA, 65 km from the Potrerillos Del Guenda PNHR, 70 km from the Arubai PNHR, 75 km from the El Guenda PNHR, 90 km from the Espejillos Natural Monument, and 75 km from the Río Pirai Ecological Protection Park
Arrojadinho	Proprietary	Grains (rainfed and irrigated)	16,642	Close	Around 2.5 km from the Veredas do Oeste Baiano Wildlife Refuge (Jaborandi - BA)						
Chaparral	Proprietary	Grains and cotton	24,885	Close	Around 35 km from the Veredas do Oeste Baiano Wildlife Refuge (Jaborandi - BA)						
Jatobá	Proprietary	Grains	8,868	Close	Around 16 km from the Veredas do Oeste Baiano Wildlife Refuge (Jaborandi - BA)						
Nova Buriti¹	Proprietary	-	24,212	Overlapping	Adjacent to the Veredas do Peruaçu National Park and within the borders of the Cochá Gibão and Cavernas do Peruaçu EPAs (Bonitos de Minas and Cônego Marinho - MG)						
Preference	Proprietary	Grains and livestock	17,799	Close	Around 35 km from the Cristópolis National Forest (Baianópolis - BA)	Avarandado - Partnership II	Partnership	Grains	7,456	Close	Around 100 km from the Uruçuí-Una Ecological Station
Rio do Meio	Proprietary	Grains (rainfed and irrigated) and livestock farming	5,750	Close	Around 70 km from the Veredas do Oeste Baiano Wildlife Refuge (Jaborandi - BA)	Alto Taquari - Partnership III	Partnership	Sugarcane and grains	5,128	Overlapping	Partially inserted in the Ribeirão do Sapo EPA and the Araguaia River (Alto Taquari - MT)
						São José - Partnership IV	Partnership	Sugarcane and grains (rainfed and irrigated)	15,000	Adjacent	Adjacent to the Mirador State Park (São Raimundo das Mangabeiras - MA)
São José	Proprietary	Sugarcane and grains (rainfed and irrigated)	17,566	Adjacent	Adjacent to the Mirador State Park (São Raimundo das Mangabeiras - MA)	Xingu - Parceria V	Partnership	Grains and cotton	13,711	Close	Around 40 km from the Marãiwatsede Indigenous Land (São Félix do Araguaia- MT)
Moroti¹ (Paraguay)	Proprietary	Grains and livestock	58,722	Adjacent	Adjacent to the del Chaco Biosphere Reserve (Boquerón)	Regalito - Partnership VI	Partnership	Grains	5,714	Close	Around 1 km from the Xingu Indigenous Land (São Félix do Araguaia- MT)

Protected or restored habitats GRI 304-3

Unit	Type of operation	Crop	Unit size (hectares)	Position in relation to CU (Conservation Unit)	Identification of the CU and classification of its importance	AREAS	CONDITION	LOCATION (STATE OR DRAINAGE BASIN)	HABITAT	AREA (HA) 23/24
Unagro - Partnership VIII	Partnership	Sugarcane	1,065	Close	Around 70 km from the Chore FR, 40 km from the Santa Barbara y Brava Lagoons, 60 km from the Guarayos FR, 100 km from the Humedales del Norte DP, 60 km from the Curichi La Madre Municipal Protected Area, 55 km from the Río Pirai Ecological Protection Park, 50 km from the Amboró National PA, 40 km from the Amboró Integrated Management Natural Area, 65 km from the Espejillos Natural Monument, and 75 km from the Lomas de Arena Natural Heritage Conservation Unit	Chaparral	Native vegetation protected	BA / São Francisco River Basin	Cerrado	7,199
						Alto Taquari	Native vegetation protected	MT / Paraná River Basin	Cerrado	610
						Arrojadinho	Native vegetation protected	BA / São Francisco River Basin	Cerrado	4,926
						Jatobá	Native vegetation protected	BA / São Francisco River Basin	Cerrado	1,872
						Nova Buriti	Native vegetation protected	MG / São Francisco River Basin	Cerrado	6,236
São José - Partnership IX	Partnership	Grains	6,070	Adjacent	Adjacent to the Vale do Guaporé Indigenous Land (Comodoro - MT)	Preference	Native vegetation protected	BA / São Francisco River Basin	Cerrado	5,386
Panamby	Proprietary	Grains	10,844	Close	Around 28 km from the Pimentel Barbosa Indigenous Land (Canarana - MT)	Rio do Meio	Native vegetation protected	BA / São Francisco River Basin	Cerrado	1,869
Alto da Serra - Partnership X	Partnership	Sugarcane and grains	5,060	Overlapping	Inserted in the Corumbataí EPA, Botucatu Tejupá - Perimeter of Corumbataí (Brotas - SP)	São José	Native vegetation protected	MA / North Atlantic Basin / Northeast	Cerrado	7,424
Serra Grande - Parceria VII	Partnership	Grains	6,013	Close	Around 25 km from the Uruçuí-Uma Ecological Station (Baixa Grande do Ribeiro - PI)	Morotí (Paraguay)	Native vegetation protected	Boquerón (Paraguay) / Cuenca del Chaco	Chaco	26,313
Serra Grande	Proprietary	Grains	4,489	Close	Around 25 km from the Uruçuí-Uma Ecological Station (Baixa Grande do Ribeiro - PI)	Acres del Sud (Bolivia)	Native vegetation protected	Santa Cruz (Bolivia) / Cuenca Amazonas	Amazon Region	507
Novo Horizonte – Partnership XI	Partnership	Grains	4,767	Adjacent	Adjacent to the Sangradouro/Volta Grande Indigenous Land	Serra Grande	Native vegetation protected	PI / São Francisco River Basin	Cerrado	1,535
						¹ No crops are farmed at the Nova Buriti unit.				
						Panamby	Native vegetation protected	MT / Amazon Basin	Cerrado	5,205
TOTAL						69,083				

¹ No crops are farmed at the Nova Buriti unit.

GRI content index

Declaration of use	BrasilAgro has created this report covering the period between July 1, 2023 and June 31, 2024 in accordance with the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Sectoral standard for the applicable GRIs	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
General disclosures							
The organization and its reporting practices							
GRI 2: General Disclosures 2021	2-1 Details of the organization	10, 19					
	2-2 Entities included in the organization’s sustainability reporting	3					
	2-3 Reported period, frequency and point of contact	3					
	2-4 Restatements of information	3, 24, 49, 56, 58, 59, 60, 65, 66, 67					
	2-5 External assurance	None.					
Activities and workers							
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	10, 13, 30					
	2-7 Employees	31, 58					8, 10
	2-8 Workers who are not employees	31					8

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	19, 23, 24					5, 16
	2-10 Nomination and selection of the highest governance body	21					5, 16
	2-11 Chair of the highest governance body	23					16
	2-12 Role of the highest governance body in overseeing the management of impacts	21, 27, 29					16
	2-13 Delegation of responsibility for managing impacts	21					
	2-14 Role of the highest governance body in sustainability reporting	24					
	2-15 Conflicts of interests	26					16
	2-16 Communicating critical concerns	26					
	2-17 Collective knowledge of the highest governance body	22					
	2-18 Evaluation of the performance of the highest governance body	22					
	2-19 Remuneration policies	22, 59					
	2-20 Process to determine remuneration	59					
	2-21 Annual total compensation ratio	59					

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
Strategy, policies and practices							
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	4					
	2-23 Policy commitments	25					16
	2-24 Embedding policy commitments	25					
	2-25 Processes to remediate negative impacts	26					
	2-26 Mechanisms for advice and presentation of concerns	25					16
	2-27 Compliance with laws and regulations						

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	We received one fine and one non-monetary penalty. A portion of the Serra Grande Farm, located in the state of Piauí, was assessed by IBAMA, resulting in a fine in the sum of R\$ 2,715,000.00 and the embargoing of an area measuring 2,715.65 hectares. IBAMA justified the assessment alleging that vegetation had been suppressed without the due legal authorization. However, the suppression had been authorized by the relevant environmental authority. As such, an administrative defense was filed and the Courts enacted to annul the assessment. Currently, both the fine and the embargo are suspended under a court injunction.					
		The Ariranha Farm which is made up of the remaining area of the Alto Taquari Farm (MT), was embargoed by the Mato Grosso State Environmental Department (SEMA/MT) due to the alleged practice of: “preventing or hindering the natural regeneration of 3.73 hectares of permanent conservation area”. When we became aware of the embargo, no agricultural activities were being conducted on the area in question. We are working actively to ensure that the embargo is lifted as soon as possible, but this will depend upon approval of the CAR and PRA by the environmental organ.					
	2-28 Membership of associations	29					

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
Stakeholder engagement							
GRI 2: General Disclosures 2021	2-29 Approach for engagement of stakeholders	25, 29, 30, 31, 34, 36, 37, 41, 52					
	2-30 Collective bargaining agreements	100% of the permanent and temporary employees are covered by a collective bargaining agreement.					8
Material topics							
GRI 3: Material Topics 2021	3-1 Process to determine material topics	8					
	3-2 List of material topics	8					
Biodiversity							
GRI 3: Material Topics 2021	3-3 Governance of material topics	52				13.3.1	
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside environmentally protected areas	68, 69				13.3.2	6, 14, 15
	304-2 Significant impacts of activities, products, and services on biodiversity		b.i, b.ii, b.iii, b.iv	Information not available	We do not have a detailed study covering the affected species, either by type of reversibility of the impact. However, we remain committed to practices that minimize negative impacts and promote conservation of the biodiversity that exists in those areas where we are active.	13.3.3	6, 14, 15
	304-3 Habitats protected or restored	69				13.3.4	6, 14, 15

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 304: Biodiversity 2016	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by the organization’s operations		All	Information not available	We have only isolated studies at this moment in time.	13.3.5	14, 15
Management of hydro-resources							
GRI 3: Material Topics 2021	3-3 Governance of material topics	54, 55				13.7.1	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	54, 55				13.7.2	6
	303-2 Management of water discharge-related impacts	55				13.7.3	6
	303-3 Water withdrawal	67				13.7.4	6
	303-4 Water discharge		All	N.A.	Our activities do not generate significant volumes of wastewater. The wastewater produced at the installations is not discharged into bodies of water, but rather it is sent to biodigester septic tanks where it is treated before being infiltrated back into the soil.	13.7.5	6
	303-5 Water consumption	67				13.7.6	6
Emissions of GHGs and climate changes							
GRI 3: Material Topics 2021	3-3 Governance of material topics	47				13.1.1	
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	47	a.iii, a.v	Information not available	We are yet to have an analysis of the financial implications related to climate change. We are beginning studies to evaluate these potential impacts and identify opportunities to strengthen our resilience to climate change.	13.2.2	13

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 302: Energy 2016	302-1 Energy consumption within the organization	56	All	Information not available	We do not have any specific initiatives for the reduction of energy consumption. We are studying future opportunities for adopting such practices.		7, 8, 12, 13
	302-2 Energy consumption outside the organization	65					7, 8, 12, 13
	302-4 Reduction of energy consumption						7, 8, 12, 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) emissions of greenhouse gases (GHG)	49, 65				13.1.2	3, 12, 13, 14, 15
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) arising from the acquisition of energy	49, 66				13.1.3	3, 12, 13, 14, 15
	305-3 Other indirect (Scope 3) GHG emissions	49, 66				13.1.4	3, 12, 13, 14, 15
GRI 305: Emissions 2016	305-4 Intensity of emissions of greenhouse gases (GHG)	49, 66				13.1.5	13, 14, 15
	305-5 Reduction of emissions of greenhouse gases (GHG)	67				13.1.6	13, 14, 15
Ethics and compliance							
GRI 3: Material Topics 2021	3-3 Governance of material topics	25					
GRI 205: Anti-corruption 2016	205-1 Operations assessed in terms of the risks relating to corruption	25				13.26.2	16

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 205: Anti-corruption 2016	205-2 Communication and training on anti-corruption policies and procedures	60	a, c, d	Information not available	The data relating to the communication and training of members of the governance organ and our business partners in the tackling of corruption are not monitored. The manner in which such a practice could be implemented is being studied.	13.26.3	16
	205-3 Confirmed incidents of corruption and actions taken	In the 2023/2024 harvest year, no cases of corruption or fraud were identified, based upon the communications received and investigated via the Compliance Hotline. Neither have there been any administrative proceedings or judicial investigations involving the Company or its employees related to such matters.				13.26.4	16
GRI 201: Child Labor 2016	408-1 Operations and suppliers considered to have significant risk for incidents of child labor	30				13.17.2	5, 8, 16
GRI 201: Forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	30				13.16.2	5, 8
Community Relations							
GRI 3: Material Topics 2021	3-3 Governance of material topics	30, 41				13.12.1	

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 205: Anti-corruption 2016	203-1 Infrastructure investments and services supported	44				13.22.3	5, 9, 11
	203-2 Significant indirect economic impacts	41, 44				13.22.4	1, 3, 8
GRI 411: Rights of Indigenous peoples 2016	411-1 Incidents of violations involving the rights of indigenous peoples	No violations of the rights of Indigenous peoples were recorded.				13.14.2	2
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	42	a.	Information incomplete	The company does not monitor the percentage of operations that have implemented impact evaluation and/ or development programs focused on the local communities. The BrasilAgro Institute has been working to develop plans and activities that integrate the employees at the farms and local communities. More information can be found on page 41.	13.12.2	
	413-2 Operations with significant actual or potential negative impacts on the local communities	41				13.12.3	1, 2
Occupational health & safety							
GRI 3: Material Topics 2021	3-3 Governance of material topics	37				13.9.1	
GRI 303: Occupational health and safety 2018	403-1 Occupational health and safety management system	37				13.9.2	8
	403-2 Hazard identification, risk assessment and incident investigation	38				13.9.3	8

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 303: Occupational health and safety 2018	403-3 Occupational health services	40				13.9.4	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	37, 38				13.9.5	8, 16
	403-5 Workers training in occupational health and safety	40				13.9.6	9
	403-6 Promotion of worker health	40				13.9.7	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	38				13.9.8	8
	403-8 Workers covered by an occupational health and safety management system	60				13.9.9	8
	403-9 Work-related injuries	61				September 13, 2010	3, 8, 16
	403-10 Work-related ill health	61				September 13, 2011	3, 8, 16
Innovation, technology and productivity							
GRI 3: Material Topics 2021	3-3 Governance of material topics	14					
Development of people							
GRI 3: Material Topics 2021	3-3 Governance of material topics	31, 34					

GRI Standards	Content	Location	OMISSION			Reference nr. of the GRI sector standard	SDGs
			Omitted requirements	Reason	Explanation		
GRI 303: Training and education 2016	404-1 Average hours of training per year, per employee	64					4, 5, 8, 10
	404-2 Programs for upgrading employee skills and transition of assistance programs	34	b.	Confidential information	We offer support to employees who have left the Company, especially those who were with us for a long period of time, thus facilitating their professional relocation by means of confidential benefits, applied individually, depending upon the case.		8
	404-3 Percentage of employees receiving regular performance and career development reviews	64					5, 8, 10
Topics and standards that are non-material, but of importance to the Company							
Economic Performance							
GRI 3: Material Topics 2021	3-3 Governance of material topics	16					
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	17				13.22.2	8, 9
Diversity and inclusion							
GRI 3: Material Topics 2021	3-3 Governance of material topics	36					
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	62, 63				13.15.2	5, 8
	405-2 Ratio of basic salary and remuneration received by women and that received by men	59				13.15.3	5, 8, 10

SASB Content Index

Topic	Code	Title	Response/Location	GRI correlation
Food and Beverage sector - agricultural products				
Ingredient sourcing	FB-AG-440a.1	Identification of principal crops and description of risks and opportunities presented by climate change in relation to these types of plantations	47	GRI 201-2, 3-3 Emissions of GHGs and climate changes
Emissions of greenhouse gases	FB-AG-110a.1	Scope 1 emissions.	49, 65	GRI 305-1
	FB-AG-110a.2	Discussion of long- and short-term strategies or plans to manage Scope 1 emissions. The entity shall discuss its emissions reduction targets and analyze its performance against the targets.	47, 65, 67	GRI 305-1, 305-5, 3-3 Emissions of GHGs and climate changes
	FB-AG-110a.3	Fuel consumed by fleet vehicles, percentage of renewable and nonrenewable fuels	65	
Energy management	FB-AG-130a.1	Operational energy consumed, percentage of grid electricity and percentage of renewable energy consumed.	56	GRI 302-1
Management of hydro-resources	FB-AG-140a.1	Total water withdrawn, total water consumed and percentage of withdrawal in regions with water stress.	67	GRI 303-3, 303-5
	FB-AG-140a.2	Evaluation of risks, forms of management of water resources and discussion of strategies and practices for mitigation of possible risks.	54, 55	GRI 303-1, 3-3 Management of hydro-resources
	FB-AG-140a.3	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations.	55	GRI 303-2
Occupational health & safety	FB-AG-320a.1	Total recordable incident rate (TRIR), fatality rate due to work-related accidents, and near miss frequency rate (NMFR) for direct and third party employees.	61	GRI 403-9
Innovation, technology and productivity	FB-AG-000.A	Production by principal crops (t) – by harvest year.	17	
Activity metrics	FB-AG-000.B	Number of processing facilities.	We have four facilities, including three storage silos and one seed processing unit.	
	FB-AG-000.C	Total land area under active production (in hectares).	13	

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