



Sustainability
Report

2022



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Introduction





Introduction GRI 2-2, 2-3

Our business runs in lockstep with sustainability. We closely follow sustainability developments and trends in the market and in society, and seek to make our own contribution on different fronts, especially combating climate change and creating positive social impacts in the communities where we operate.

To provide an account of our key initiatives in the year, we are publishing our second Sustainability Report, prepared in accordance with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. The report has been independently assured by SGS DO BRASIL, using the procedures described in the Assurance Statement (*see page 66*). This report is for the period January 1 to December 31, 2022 and covers our five manufacturing plants, 58 (owned and leased) grain warehousing facilities, transshipment facilities in São Paulo and Pará and a port terminal in Santana, Amapá. This report addresses the material topics that our stakeholders have prioritized and the relevant qualitative and quantitative disclosures.

The contents of this report are mapped to our material topics and the relevant Sustainable Development Goals (SDGs). The most significant topics covered in the report include: our corporate governance model, engagement with employees, suppliers and other stakeholders, our supply chain, environmental aspects, and our approach to strategic planning and addressing the challenges and opportunities lying ahead in our journey to become a stronger and better company for all.



We welcome any questions, feedback or suggestions on this report.

You can contact us by email to:
sustentabilidade@caramuru.com.

2022 at a Glance



Economic and financial performance

R\$ 8.63 billion
in net revenue

10.8%
growth in Adjusted EBITDA, at
R\$ 639.2 million

R\$ 348.74 million
in net revenue

Raised **R\$ 956 million**
in Green CRAs and

US\$ 80 million
in Sustainable PPE loans



Sales (in metric tons (t))

869,000+ t
of value-added commodities

700,500 t
of commodities

349,000+ t
of biofuels

393,400 t
of consumer products



Impacts on the value chain

12.5% of contract suppliers are members of our *Sustentar* Program, representing **490,000** hectares of farmland

R\$ 203,000 in funding allocated to cultural, sports, educational and social development through our **Learning with You** initiative

R\$ 147,000 in new income for waste pickers through our partnership with the **Amigos do Meio Ambiente** waste picker association

1,000+ family farmers benefited by our inclusive farming and value creation program



Environmental stewardship

246,091 CBIOs issued on the sale of **395,469.67 m³** of biodiesel

2nd GHG Emissions Inventory published, covering scope 1, 2 (audited) and 3 emissions across

9 different categories

Set targets to reduce water consumption and increase wastewater reuse by respectively

20% and 70% by 2025

Message from the Chairman GRI 2-22



2022 marked the beginning of a new chapter for Caramuru as a Category A publicly traded company registered with the Brazilian Securities Commission (CVM). During the year we continued our efforts to strengthen decision-making processes and ensure that our governance structure aligns with best practices, supporting our 2025 Vision.

Five strategic advisory committees provided valuable insights and inputs for decision-making on key business matters throughout the year: Strategy; Economic & Financial; Audit; Value-Added Commodities, Soybeans & Soybean Products and Logistics/Ports; and Corn, Sunflower/Mix, & General Warehousing.

Our company is actively committed to sustainable development, particularly through our engagement around the 2030 Agenda and the United Nations Sustainable Development Goals (SDGs). Our commitment is underpinned by three major pillars: zero deforestation, which entails sourcing inputs only from non-deforested land; 100% traceability of the raw materials we source; and a zero-tolerance policy towards noncompliance in the supply chain.

As part of our approach to sustainability, we used the double materiality principle in identifying the ma-

terial topics covered in the current reporting period. A materiality survey elicited the views of financial stakeholders, including members of the Board of Directors, the Executive Board and capital providers, as well as social and environmental stakeholders, including internal and external experts.

In the year we also established a set of targets linked to our green finance facilities, including targets on greenhouse gas (GHG) emissions and raw material traceability. These targets are supported by a range of high-impact initiatives: as part of our emissions reduction efforts, in 2022 we carried out our second emissions inventory, covering scope 1, 2 and 3 emissions, with the first two scopes being audited. Next year we plan to audit scope 3 emissions as well, in another important step in delivering on our decarbonization plan.

Our *Sustentar* supply chain traceability program has become a benchmark in our industry, bringing together 5,033 suppliers who are monitored on social and environmental criteria. Launched seven years ago, the program has achieved consistent improvement year on year, with the average conformity rate reaching 68.2% in 2022, compared to our target of 85% by 2025. Last year we also created a *Sustentar* sustainability label and certification.

In relation to our team, we have continued to build on our company's strengths, primarily through training and development and health and safety initiatives, all as part of our 2025 Vision. The year marked the first cycle of our Safety Awareness program, which aims to instill a new culture of safety through a behavioral approach and the engagement of our leadership and team around safety.

Looking back, our performance in the year evidenced our operational strength and the importance we attach to our commitments. We would like to thank our stakeholders for the trust you have placed in our ability to fulfill our business goals, supported by our Mission, Values, and 2025 Vision. Looking ahead to the coming year, our focus will be on achieving set goals, enhancing our decision-making structure, driving positive impact, and completing ongoing projects.

Gustavo Jorge Laboissière Loyola
Chairman of the Board

Message from the CEO

GRI 2-22

Our results in 2022 maintained the pace of sustainable and responsible growth we have seen in the last three years. We again demonstrated our strengths in meeting challenges and capturing opportunities throughout the year, serving both local and global markets with a robust product mix that is responsive to consumer trends.

Our business model, supported by our strategic plan and 2025 Vision, has proven resilient in the face of the challenges affecting global demand for value-added commodities and regulatory issues involving biodiesel. Caramuru ended 2022 with record net revenue of R\$ 8.63 billion, an increase of 13.6% on the previous year. Adjusted EBITDA improved to R\$ 639.2 million, and net income increased to R\$ 348.74 million.

As part of our Liability Management Program, we raised new finance through the issuance of Agricultural Receivables Certificates (CRA) meeting Green Bond Principles, and Sustainable Pre-Export Finance (PPE) loans, with proceeds of R\$ 956 million and US\$ 80 million, respectively. These loans are linked to targets related to the major environmental challenges facing the industry, including greenhouse gas (GHG) emissions and raw material traceability.

We remain wholly committed to our people and to providing our 2,403 employees with a wholesome workplace environment that supports healthy development. With the worst of the Covid-19 pandemic now behind us, our employees gradually returned to on-site work in 2022, with our facilities adapted to ensure their continued safety.

At Caramuru we believe that taking care of people is more than just about our own team; we also contribute to generating positive social impacts in local communities. In 2022, our Learning with You program, created 24 years ago to help advance educational and cultural initiatives, benefited more than 6,300 people with lectures, classes, donations and other activities. We also allocated R\$ 203,000 towards cultural, sports, educational, and social activities.

In our operations, we made investments to expand our production capacity and capture synergies in our processes. In Itumbiara (GO), our GMO (genetically modified) soy protein concentrate (SPC) plant is in the final stages of construction and is expected to commence operations in the second half of 2023. We also completed the construction of a grain storage warehouse in Sorriso (MT) with a capacity of 120,000 metric tons, where we will also build another refined glycerin plant.

In the environmental area, we worked to meet the targets established in the green loan agreements concluded during the year. We also continued to support the transition to a low-carbon economy with new issuances of CBIOs (decarbonization credits). In 2022, we issued 246,091 decarbonization credits across our three RenovaBio-certified biodiesel plants. As another highlight from the year, we produced our first batch of ethanol from soy molasses, with first sales expected in the first half of 2023.

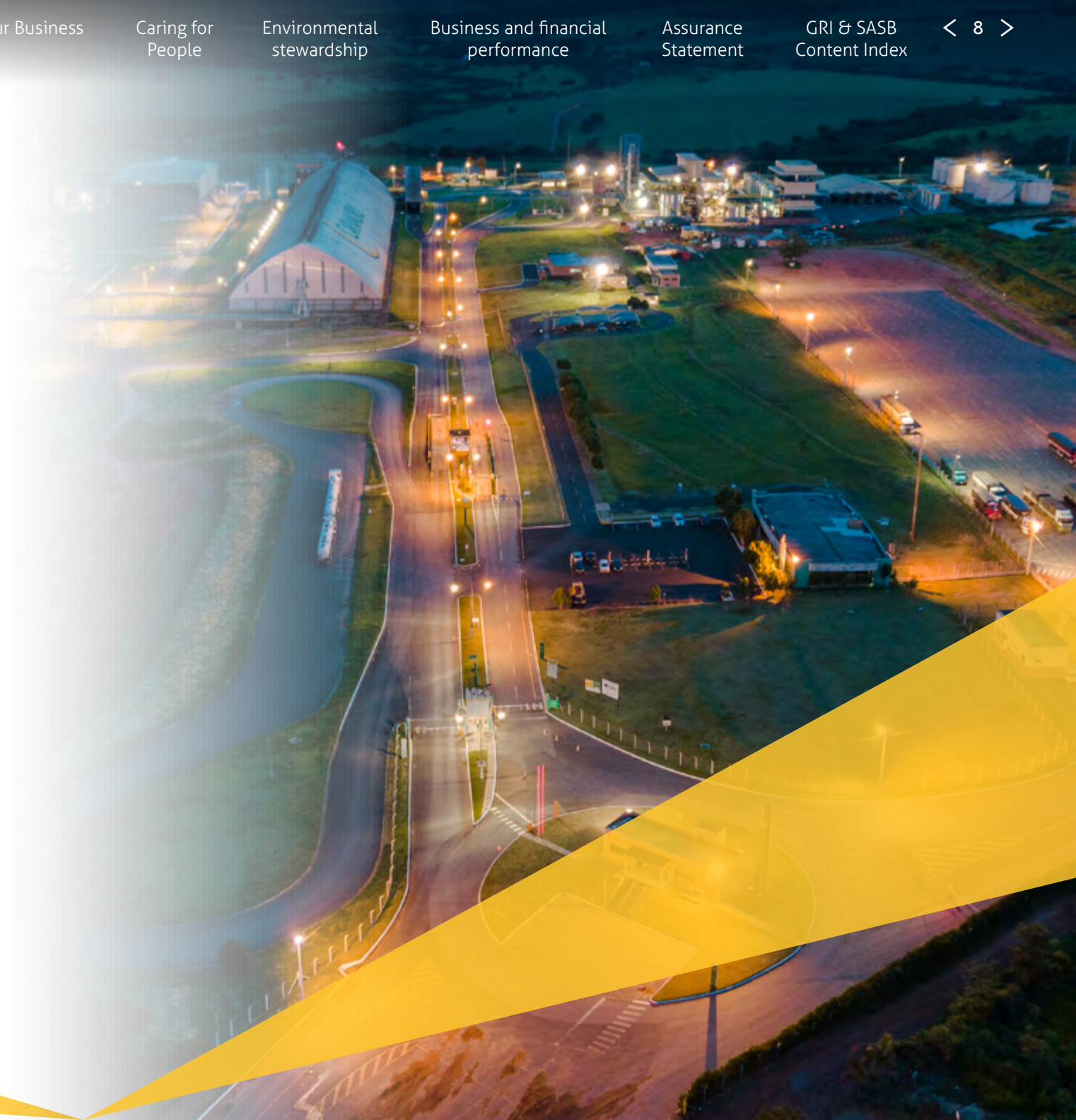
Another highly successful year has yet again evidenced the value of the relationships we have built with our employees, the more than 5,000 contract growers in our supply chain, our customers and shareholders, and the communities where we operate. We remain firm in our commitment to generating positive social and environmental impacts and to advancing the ESG agenda in our decision-making process.

Júlio César da Costa
CEO



- Sustainability journey
- Our approach to decision-making
- Ethics, integrity and compliance

About Caramuru



About Us

GRI 2-1

Founded in 1964, Caramuru Alimentos S.A. is Brazil's leading player in soybean, corn, sunflower, and canola processing. With facilities in the states of Goiás, Paraná, Mato Grosso, São Paulo, Pará, and Amapá, our operations span a wide range of activities including grain processing, oil extraction and refining, overseas shipping of soybeans, meal, oil, lecithin, refined glycerin, and soy protein concentrate (SPC), as well as biodiesel production. We are also a leading player in non-genetically modified (NGMO) products and soybean-derived product logistics, with significant investments in the ports of Santos (SP) and Santana (AP) and in the Tietê-Paraná and Tapajós-Amazonas waterways. Our products are sold on the Brazilian market under our consumer brand Sinhá. We offer a range of soy and corn-based products, serving consumers in various states as well as manufacturers of pasta, biscuits, snacks, corn flakes, and other food products. We also supply raw materials to the food, pharmaceuticals, brewery, mining, and animal feed industries.

Our company has grown consistently to become the second-largest corn processor and the sixth-largest soybean processor in Brazil, as well as the sixth-largest player in biodiesel. We are registered with the Brazilian Securities Commission (CVM) as a Category A publicly traded company, and are headquartered in Itumbiara, Goiás (GO), midwestern Brazil. Our operations are organized into five

core divisions: origination, integrated logistics, value-added commodities, biofuels, and consumer products ([read more on page 28](#)).

Our products are supplied to consumers in every region of the country. We also supply raw materials to the food industry for the production of pasta, biscuits, snacks, cereals, and to other markets such as breweries and animal feed.

We are one of Brazil's leading players in origination, processing, and distribution of soy, corn, and sunflower derivatives, with a strong ESG focus. As an industry leader for value-added commodities such as non-genetically modified (NGMO) products, and a front runner for supply-chain traceability, we export our products to countries such as Germany, Canada, China, the United States, the Netherlands, Indonesia, Norway, and Turkey. We have a high origination capacity and create a significant positive social impact. We also have unique multimodal logistics capabilities including infrastructure and access to rail, highway and waterway infrastructure.

Our operations are managed by professional, competent, motivated, and engaged teams, who are committed to achieving long-term growth in stakeholder value. We ended year 2022 with a workforce of 2,403 employees, including 1,870 men and 533 women.





Mission

To supply high-quality food products, ingredients, biofuels and services that meet the needs of customers and consumers while creating value for society, suppliers, employees, and shareholders.

Values

- Integrity and Ethics
- Trust and Mutual Respect
- Simplicity and Transparency
- Employee Recognition and Development
- Discipline and Professionalism
- Daring and Creativity
- Perseverance
- Environmental Stewardship

Vision 2025

To be recognized for:

- Serving customers and consumers with high quality products and services
- Supplying value-added commodities
- Cultivating an environment that fosters creativity, innovation, and self-development among our employees
- Building strong consumer product brands
- Building robust and innovative logistics capabilities
- Expanding our international geographies through structured investments
- Operating in accordance with environmental, social, and economic sustainability principles
- Implementing processes supported by automation and technological advancements
- Prioritizing the health and safety of our employees
- Maintaining a consistent track record of growth and profitability

Caramuru by the numbers

ORIGINATION (2022)

SOYBEAN, CORN AND SUNFLOWER: 2,700,000 t

ANNUAL NOMINAL CAPACITY

REFINING: 230,000 t
SOYBEAN, CORN, SUNFLOWER AND CANOLA

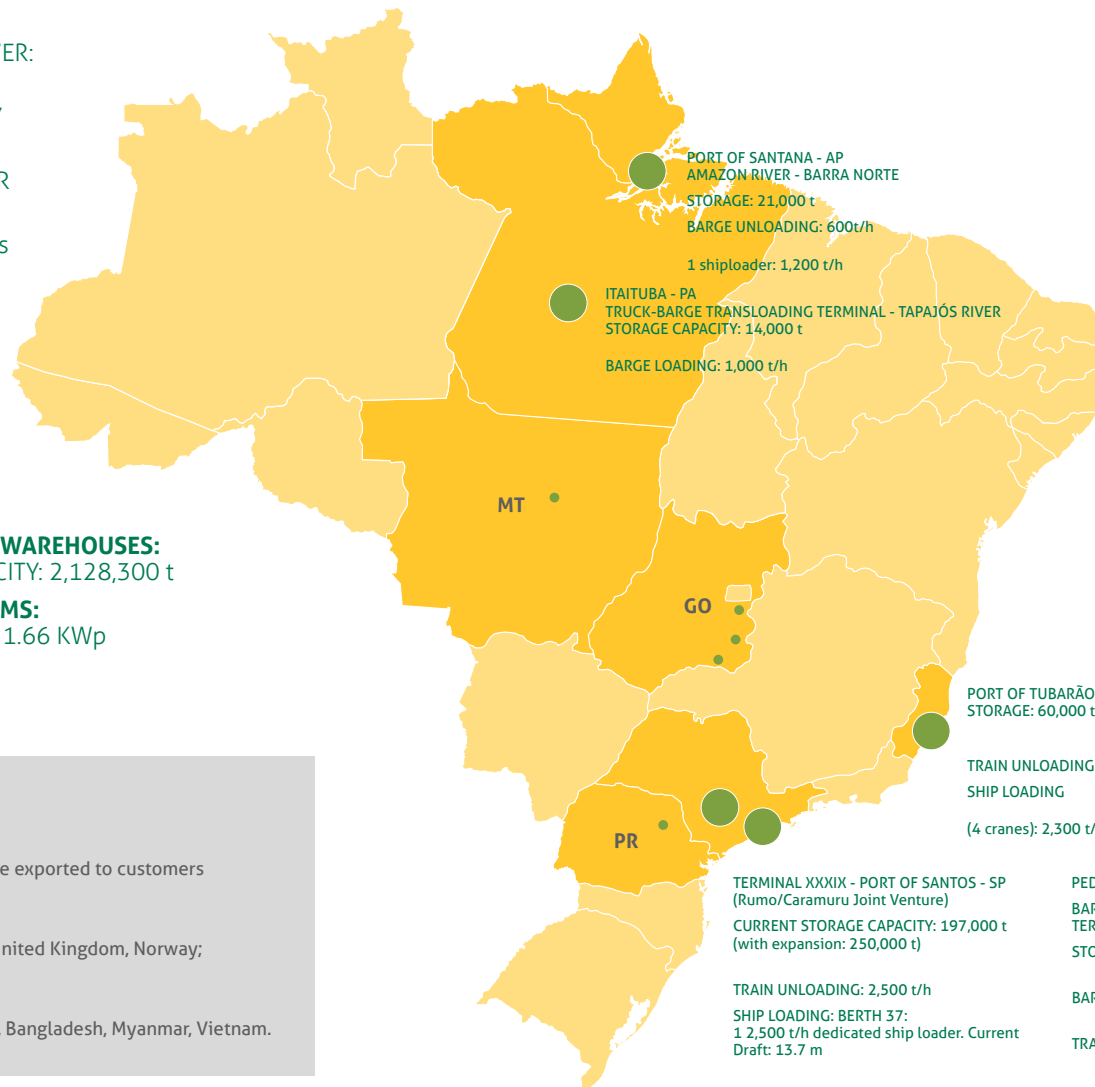
BIODIESEL: 552.5 million liters

ETHANOL: 16.5 million liters



58 GENERAL WAREHOUSES:
STATIC CAPACITY: 2,128,300 t

8 SOLAR FARMS:
CAPACITY: 951.66 KWp



Ipameri Complex - GO



SOYBEAN STORAGE: 120,000 t



SOYBEAN PROCESSING PLANT: 1,500 t/day



DIESEL PRODUCTION PLANT: 225 million liters/year
REFINED GLYCERIN PLANT: 36,000 t/year



TRAIN LOADING
MEAL AND SOYBEAN SHIPPING: 500 t/h
BIODIESEL SHIPPING: 160 m³/h

Itumbiara Complex - GO



PLANT I
SOYBEAN PROCESSING: 1,700 t/day
PLANT II
SOYBEAN, CORN AND SUNFLOWER PROCESSING: 500 t/day
LECITHIN PRODUCTION: 500 t/month
COGENERATION: 10.6 MWh



PLANT I
CORN PROCESSING: 24,000 t/month
PLANT II
PRE-COOKED FOOD PRODUCTION: 5,000 t/month

São Simão Complex - GO



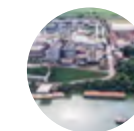
TRUCK-TRAIN TRANSLOADING TERMINAL (Caramuru + Rumo Joint Venture)
LOADING: 3,000 t/h
STORAGE CAPACITY: 42,000 t



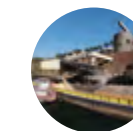
STORAGE CAPACITY: 88,000 t
SOYBEAN PROCESSING PLANT: 1,800 t/day
GLYCERIN PLANT: 19,000 t/year
BIODIESEL PLANT: 225 million liters/year
COGENERATION: 2.6 MWh



SÃO SIMÃO INTERMODAL PORT
TIETÉ-PARANÁ WATERWAY
NORTE SUL RAILWAY - SOUTH LINE (Operator: RUMO Logística)



TRUCK-BARGE TRANSLOADING TERMINAL 1
BARGE LOADING: 500 t/h bran/soybeans



TRUCK-BARGE TRANSLOADING TERMINAL 2
BARGE LOADING: 500 t/h bran/soybeans

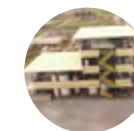
Sorriso Complex - MT



SOYBEAN PROCESSING PLANT: 1,200 t/day
SPC PLANT (soy protein concentrate): 600 t/day



SOYBEAN STORAGE: 160,000 t



BIODIESEL PLANT: 102.6 million liters/year
COGENERATION: 8 MWh

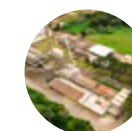


SOY MOLASSES LECITHIN PLANT: 3,700 t/year
SOY LECITHIN PLANT: 4,320 t/year

Apucarana Complex - PR



CORN PROCESSING PLANT: 15,000 t/month



CORN GERM PROCESSING PLANT: 12,000 t/month



International presence

Through our international operations, our products are exported to customers worldwide:

Europe: Germany, Netherlands, Switzerland, Turkey, United Kingdom, Norway;

África: Ivory Coast, Angola, South Africa, Egypt;

America's: United States, Canada, Mexico, Chile;

Asia: China, Malaysia, Philippines, Indonesia, Oceania, Bangladesh, Myanmar, Vietnam.

Sustainability Journey

GRI 2-12, 3-1

We recognize that active business engagement with sustainability is crucial for social and economic development and for advancing the environmental agenda. We take a responsible and sustainable approach to building a value chain that supports the ESG (Environmental, Social and Governance) agenda.

We believe that an organization’s sustainability relies on three pillars—economic and financial performance, social responsibility to stakeholders, and environmental stewardship—and that engagement with key stakeholders is crucial in developing effective strategies and initiatives.

We take the views of customers, employees, suppliers, banks, trade associations and shipping companies into account in determining the impacts of the business both within and outside the company. In 2022 we further perfected our materiality assessment process by introducing the double materiality approach: for the financial dimension, we consulted the Board of Directors, Executive Board, and capital providers; for the social and environmental dimension, we drew inputs from external and internal experts.

This involved a five-step process: defining the purpose, scope, and tools for the assessment; identifying stakeholders and refining the topic list; ranking the topics by priority based on impact and financial aspects; reviewing the results and developing the matrix; and validating the topics with top management. The assessment yielded 12 material topics described opposite. [GRI 3-2](#)



In 2022 our materiality matrix was developed using the double materiality approach.

Materiality Matrix (Double Materiality)



- | | |
|---------------------------------------|--|
| 1. Supply chain management | 7. Energy efficiency |
| 2. Water and effluent management | 8. People Management |
| 3. Government and regulator relations | 9. Biodiversity and ecosystems |
| 4. Ethics, integrity and compliance | 10. Data privacy and security |
| 5. Climate strategy | 11. Employee health, safety and well-being |
| 6. Product safety and quality | 12. Rural and social development |

With support from external consultants, we established five ESG levers addressing our priority areas of focus. For each lever, we articulated an aspiration for 2030, aligning with the "Decade of Action" and the United Nations' Sustainable Development Goals (SDGs). Each lever is also mapped to our material topics and the SDGs.



ESG LEVER	2030 Aspiration	Material Topics	SDG
Caring for People	To be recognized for fostering a positive work environment and caring for our people	People management Employee health, safety and well-being	SDG 4.4 4 SDG 3.4 3
Natural Resource Management	To be recognized for promoting responsible water usage and biodiversity conservation throughout our value chain	Water and effluent management Biodiversity and ecosystems	SDG 6.3 6.4 6.6 6 SDG 15.1 15.2 15.4 15
Climate Strategy	To be recognized as an agent of transformation for carbon reduction in the value chain	Climate strategy Energy efficiency	ODS 7.2 7.3 7 9 SDG 9.4 SDG 11.6 11 13 SDG 13.2
Sustainable Processes	To be recognized for product quality and sustainable value chains	Supply chain management Product safety and quality Rural and social development	SDG 2.3 2.4 2.5 2a 2 8 SDG 8.2 8.7 8.8 SDG 9.5 9 12 SDG 12.5
Ethics and Compliance	To be recognized as a company committed to integrity and ethics in both internal and external relationships	Ethics, integrity and compliance Government and regulator relations Data privacy and security	SDG 16.5 16



In 2022 we engaged with stakeholders in building our materiality matrix through surveys and interviews to capture their perspectives. As part of relationship building with stakeholders, we engage with them through events such as annual conferences with shipping companies and suppliers, commercial visits, and organizational climate and customer satisfaction surveys every two years. **GRI 2-29**

Our Sustainability Policy sets out the values, objectives, guidelines, and rules that govern our sustainability practices, ensuring our operations have a positive impact on communities where we operate and on society as a whole. The Policy applies to employees, senior management, board members, and shareholders, as well as all suppliers, contractors, government officials, representatives of regulatory agencies, and any other party that has contractual or business relationships with the company and its associates, affiliates, and subsidiaries.

The Executive Board is responsible for implementing and enforcing this policy, with multidisciplinary support from other bodies, especially the Board of Directors. The Executive Board provides compliance support to all parties involved in our sustainability programs, including contractors, through a specialized team that offers guidance, advice, and periodic training.

In our efforts to actively contribute to the sustainable development of Brazilian agribusiness, we have undertaken the following commitments to stakeholders and the general public, drawing on our own sustainability goals and values:



Zero Deforestation

Source none of our raw materials from deforested land, starting from August 2020



100% Traceable Raw Materials

Monitor 100% of the raw materials we source, starting from January 2019



Zero Tolerance for Nonconformities

Source none of our raw materials from suppliers with known violations, starting from January 2020



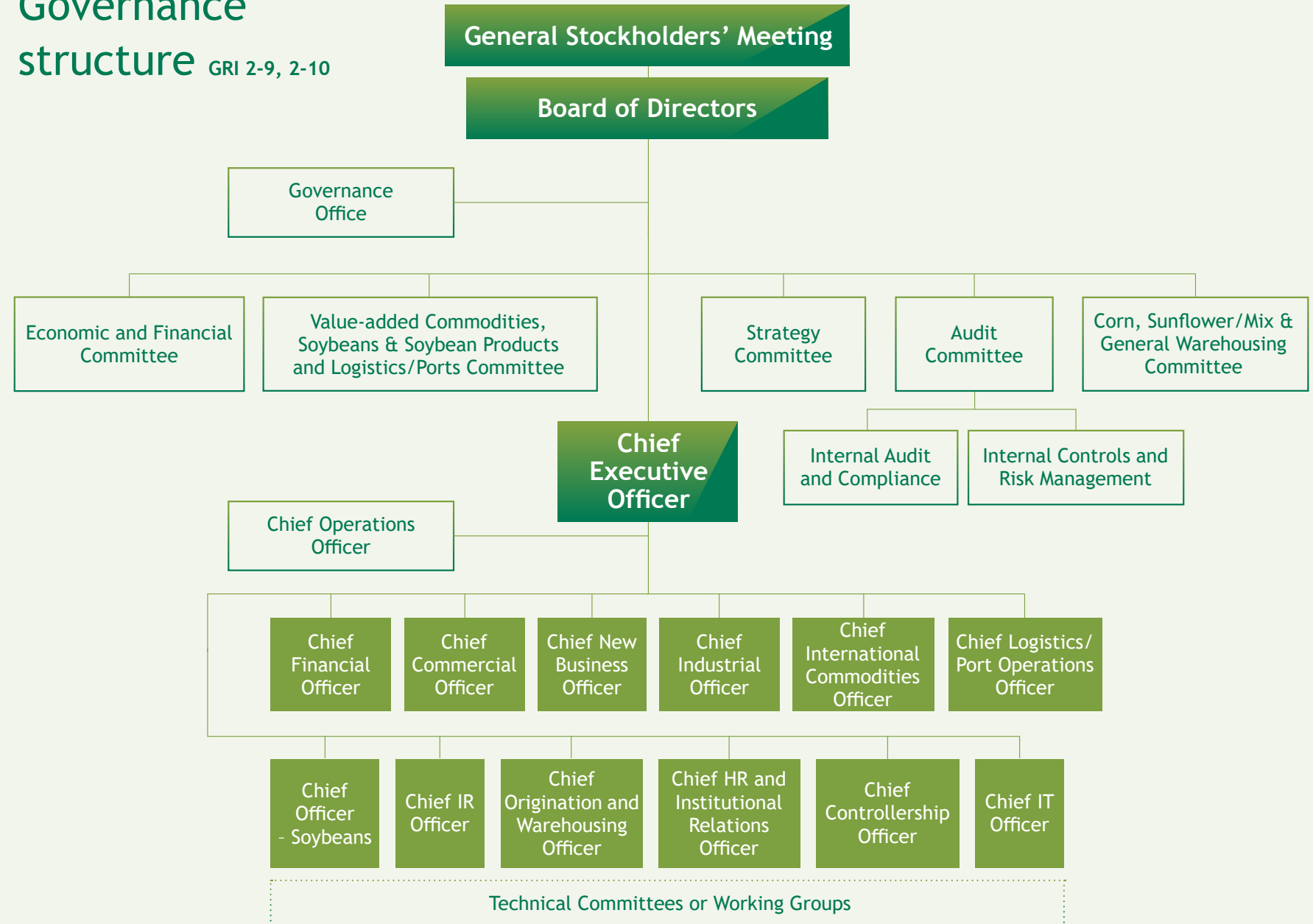
See the **Appendix** for additional information about our materiality assessment.

Decision-making

We believe that effective and transparent corporate governance enables us to create value and meet society's needs, helping to build a more sustainable world in line with the expectations of our stakeholders and in a way that ensures the long-term viability of our business.

To achieve this, we align our strategies and processes with best governance practices, legislation, regulations, and the public commitments we have undertaken. Moreover, we incorporate our values and the agendas and initiatives in which we participate or support, such as the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda, into our decision-making.

Governance structure GRI 2-9, 2-10



See the [Appendix](#) for more information about governance, ethics and compliance.



Board of Directors

The Board of Directors is responsible for overseeing business management and ensuring the overall efficiency of the company, providing shareholders with the means to influence and monitor Caramuru's activities through independent auditors and establish committees, with their respective charters and duties.

The Board of Directors is a joint decision-making body responsible for establishing general business policies and guidelines. It is also responsible for setting long-term strategy, overseeing our performance, and supervising our executives.

Under our Bylaws, the Board must be composed of members with an impeccable reputation, including a chairman, a vice-chairman, and other directors without a specific designation. They must be natural persons, shareholders or otherwise, residing in the country or abroad, elected at the General Meeting—an occasion where each shareholder can express

their point of view regarding the nominee. They serve for a renewable tenure of up to two years. The Chairman of the Board has a casting vote. At least the greater of two or 20%* of the total members of the Board must be independent directors. The determination of their independence is made at the General Meeting in which they are elected. Additionally, where the company has a controlling shareholder, a director elected as permitted by Article 141(4 and 5) of the Corporations Act is also considered independent. Nominees' resumes are reviewed to assess whether they possess the requisite competencies and skills. Our Board of Directors currently includes two women.

In compliance with applicable legislation and in accordance with our Bylaws, the Oversight Council operates on a non-permanent basis, being convened only by resolution of the General Meeting or at the request of shareholders.

* When, as a result of complying with the relevant percentage, the calculation results in a fractional number of directors, the company rounds up to the next whole number.

Composition of the Board of Directors

Member	Position	Inducted
Gustavo Jorge Laboissière Loyola*	Chairman and independent member	5/03/2021
Márcio Nagao de Souza	Vice chairman	5/03/2021
Célia Borges de Souza	Member	5/03/2021
Cassiana Pelissari de Souza Rodrigues	Member	5/03/2021
Anderson Pelissari de Souza	Member	5/03/2021
Adriano José Pires Rodrigues	Independent member	5/03/2021
César Borges de Sousa	Member	5/03/2021

*As an independent member and chairman of the Board of Directors, this director is required to certify that he has met the requisites for the position and that he is not implicated in any situation that would result in the loss of his independence as a director, in accordance with article 16, §1 of the *Novo Mercado* Listing Rules.



Learn more about our directors' biographies [here](#).

Executive Board **GRI 2-13**

The Executive Board is responsible for executing the strategic plan handed down by the Board of Directors and ensuring efficient allocation of resources within each department. At the operational level, decision-making in the Executive Board is shared, on a 1 + 2 basis, which streamlines the process.

Caramuru's Executive Board consists of 12 executives who are elected by the Board of Directors for two-year terms, with the possibility of re-election and removal. As per our Bylaws, the Executive Board may have a minimum of 4 and a maximum of 13 members. Directors are allowed to hold multiple positions, as long as the minimum number of members required by the Corporations Act, Subsection II - Election and Removal, is met. Currently, our Chief Investor Relations Officer is responsible for managing environmental and social matters.

Executives share information and insights to streamline the decision-making process.

Executive Board Composition* **GRI 2-11**

Member	Position	Inducted
Júlio César da Costa**	CEO and Chief Financial Officer	5/03/2021
Marcus Erich Thieme	Chief Investor Relations Officer	5/03/2021
Fábio Vieira Vasconcelos Júnior	Chief Commercial Officer	5/03/2021
Walme Taveira Ferraz Filho	Chief Industrial Officer	5/03/2021
Wesley Sousa Rezende	Chief International Commodities Officer	5/03/2021
Sílvia Maria Andrade de Faria Nascimento	Chief Controllershship Officer	8/11/2022
Renato Pereira de Souza	Chief Information Technology Officer	5/03/2021
Júlio César de Oliveira	Chief New Business Officer	5/03/2021
Antônio Ismael Ballan	Chief Logistics/Port Operations Officer	5/03/2021
Cleusdimar Rodrigues da Costa	Chief Officer – Soybeans	5/03/2021
Margareti Silvana Scarpelini	Chief HR and Institutional Relations Officer	5/03/2021
Célio Garcia de Oliveira	Chief Origination and Warehousing Officer	5/03/2021

* The positions of CEO (Chief Executive Officer) and Chief Investor Relations Officer are mandatory, while the others are optional.

** Executives may hold multiple positions due to seniority, their comprehensive understanding of the company's operations, because they are trusted by shareholders and other stakeholders, and because of their proven integrity. The CEO's responsibilities include executive leadership, representing the company, presenting quarterly results, and implementing Board decisions. The CFO (Chief Financial Officer) is responsible for financial management, including budget control and the prudent use of financial resources, among other activities.

2022 Management Model



At the operational level, decision-making in the Executive Board is shared, on a 1 + 2 basis, which streamlines the process.

Strategic Advisory Committees^{1 2 3}

Strategic Advisory Committees provide decision-making support and strategic inputs to the Board of Directors and other governance bodies. They are governed by their own charters and are subordinate to the Board of Directors.

Caramuru has five strategic committees: Strategy; Economic-Financial; Audit; Specialty Commodities Products, Soy and Derivatives, and Logistics/Port; Corn, Sunflower/Mix, and General Warehouses.

¹ The Board of Directors may establish other committees or working groups to assist in its activities, defining the scope, composition, and operation of each committee.

² Committee recommendations are made on an advisory basis and are not binding upon the Board. The scope of advisory committees' activity extends to affiliates and subsidiaries, as provided in the Bylaws and in compliance with applicable legislation. Members of the Board of Directors, the Executive Board, or employees who participate in any committees are not entitled to additional or extraordinary compensation.

³ The Board of Directors is responsible for drafting the charters of each advisory committee. The duties and responsibilities applicable to Board of Directors and Executive Board members, as provided in Article 160 of the Corporations Act, also apply to committee members.

Board of Directors Strategic Committees

Statutory Audit Committee

Member

Cassiana Pelissari de Souza Rodrigues - Coordinator

César Borges de Sousa

Gustavo Jorge Laboissière Loyola

Economic and Financial Committee

Member

César Borges de Sousa - Coordinator

Alberto Borges de Souza

Cassiana Pelissari de Souza Rodrigues

Gustavo Jorge Laboissière Loyola

Júlio César da Costa

Specialty Commodities, Soybeans & Soybean Products and Logistics/Ports Committee

Member

Márcio Nagao de Souza - Coordinator

Anderson Pelissari de Souza

Cleusdimar Rodrigues da Costa

Antônio Ismael Ballan

Wesley Sousa Rezende

Strategy Committee* (Statutory)

Member

Alberto Borges de Souza - Coordinator

Cassiana Pelissari de Souza Rodrigues

Gustavo Jorge Laboissière Loyola

* The Strategy Committee is responsible for bringing ESG-related matters to the attention of the Board.

Corn, Sunflower/Mix & General Warehousing Committee

Member

Anderson Pelissari de Souza - Coordinator

Márcio Nagao de Souza

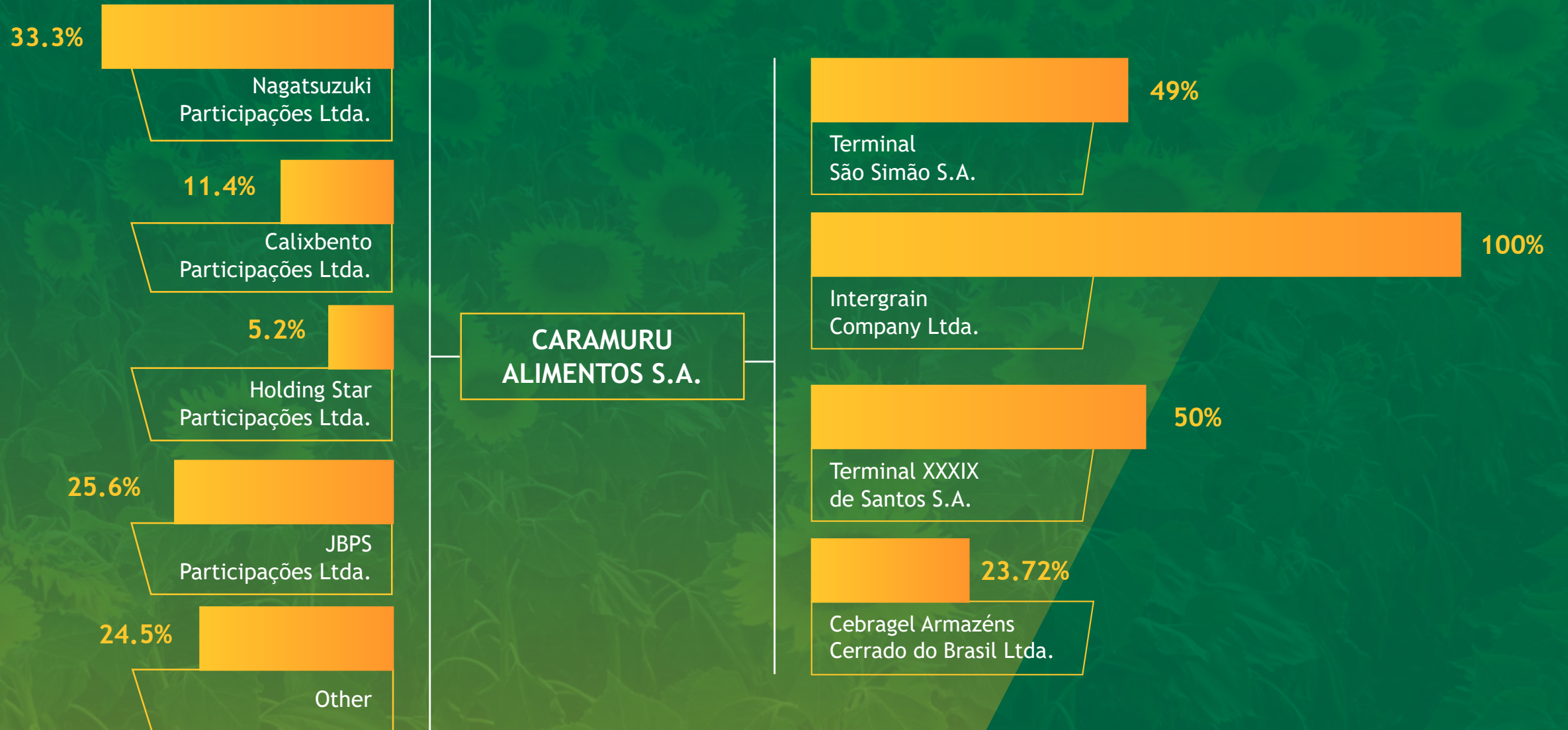
Fábio Vieira Vasconcelos Jr

Célio Garcia de Oliveira



The Board of Directors is supported by advisory committees that assist in key matters.

Ownership Structure



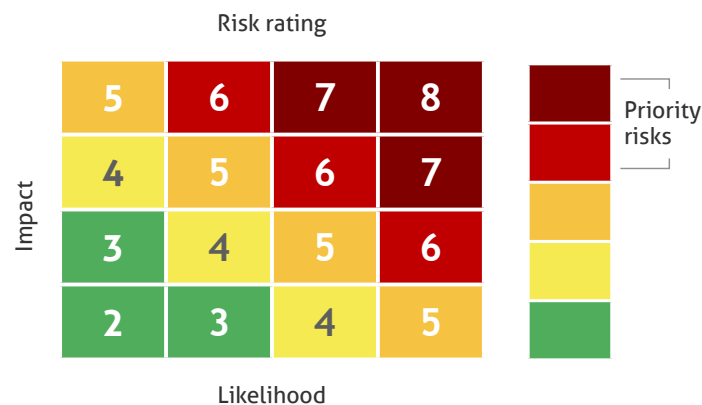
Risk Management GRI 2-13, 2-25

Risk identification, assessment, and prevention are critical components of effective governance, ensuring that each business area achieves operational and financial objectives while safeguarding the company's reputation.

Risk management is coordinated by the Risk Management function in such a way as to integrate risk management actions and processes into managers' routines, while also assisting them in decision-making. The Risk Management function uses methods, concepts, and activities aligned with established standards such as ISO 31000, COSO ERM, and best practices. It also helps disseminate a risk management culture and raises awareness among managers about their responsibilities in the process.

The risk management framework is documented in a Risk Management Policy, which covers the stages of risk identification, measurement, assessment, response, and monitoring. Risk management is closely interlinked with Compliance activities, Internal Controls, and Internal Audit.

The first step in the risk-management process is developing a risk assessment, which provides information on risk categories, factors, and controls. This assessment is prepared based on interviews with business managers and senior executives. The risk assessment takes various factors into account, including the company's context as described in the strategic plan, as well as the needs and expectations of stakeholders. Following the risk identification step, the identified risks are classified into categories based on the intersection between impact and likelihood.



Impact

Very High	Impairs company strategies; significant financial impact; severe reputational damage and/or significant opportunity cost.
High	Undermines company strategies; substantial financial impact; significant reputational damage and/or considerable opportunity cost.
Medium	Partially undermines company strategies; moderate and absorbable financial impact; limited reputational damage and/or reasonable opportunity cost.
Low	Minimal impact on company strategy; negligible financial impact; acceptable reputational impact and/or minimal opportunity cost.

Likelihood

Very High	Frequent events; absence of internal controls; risks unknown to managers and/or non-compliance with internal and external business rules.
High	Common and recurring events; inadequate controls; risks partially known but not mitigated, and/or partial compliance with business rules.
Medium	One-off events; improvements required to controls; risks known but partially mitigated, and/or substantial compliance with business rules.
Low	Uncommon events; properly implemented controls; risks thoroughly understood by managers and/or full compliance with business rules.



All risks, along with approved limits, must be documented in detailed and explanatory reports, accompanied by action plans when necessary. Risk owners are identified, and deadlines for completion are established.

Risks rated as "Very High" and "High" are prioritized in action plans and in monitoring by the relevant department. Progress on action plans is tracked through dashboards provided monthly to the risk owners. Environmental risk management is also monitored through Environmental Aspect and Impact Assessments (LAIA), and specific procedures are in place for internal and external audits.

Alongside our Risk Management Policy, we also have a Business Continuity Policy in place. Business continuity planning is essential for effectively managing the risks of unforeseen disruptions in our operations as a result of a high-impact event. Our Business Continuity Program ensures an effective response in the event of an emergency and the recovery and resumption of critical processes. The objectives of the Program are to:

- Minimize the critical decisions that need to be made in the event of an emergency
- Minimize impact on the public and safeguard our reputation

- Prioritize recovery efforts for critical processes
- Efficiently organize efforts and key personnel at backup sites to resume critical business processes within the target recovery time
- Maintain communication with customers, employees, suppliers, health authorities, government officials, police, firefighters, and other agencies
- Formalize the process to communicate emergency response decisions to customers and direct them or employees to backup sites for business recovery, if necessary

We also have an Internal Audit Policy that applies to all operations. This Policy outlines the role of the Internal Audit in supporting executives and the Board of Directors in enhancing the control environment, complying with business rules, and strengthening corporate governance.

Internal Audit tasks include providing independent and objective assurance and advisory within a risk-based approach. The purpose of the Internal Audit is to demonstrate whether a department's activities are in compliance with applicable plans, principles, regulations, stakeholder expectations, and other guidelines and managers' responsibilities.

Audit findings are discussed with the process owners, and detailed reports are prepared. These reports are presented at the supervisory and management levels and subsequently compiled into an executive summary submitted to the Executive Board. The audit findings are also presented in a meeting with the audited department to discuss action plans aimed at addressing any identified issues and mitigating risks. The final versions of the reports are signed by the Internal Audit supervisors, the signing auditor, and the managers of the audited departments. **GRI 2-16**

Action plans are formalized by the audited department using a management tool under the oversight of Internal Audit, within the agreed-upon timeline established during the report presentation meeting. These plans describe how the recommendations will be implemented, including deadlines and the teams responsible. The Internal Audit also plays a role in monitoring implementation of action plans approved by the executive levels.

Status meetings are held with the Board of Directors on a two-monthly basis to present the overall work schedule, the findings from individual reviews, and the implementation status of recommendations, among other relevant matters. The Internal Audit reports to the Statutory Audit Committee through executive summaries describing the audit procedures, the status of action plans, and the audit engagement proper. These reports are presented to the committee on a quarterly basis, along with reports from the Compliance, Risk Management, and Internal Controls functions.



Ethics, Integrity and Compliance

GRI 2-23, 2-25, 2-26, 3-3: Ethics, Integrity and Compliance

We conduct our business and govern our relationships with stakeholders based on a shared set of standards on ethics and transparency. This is supported by an Integrity Program designed to coordinate and improve our processes for preventing and combating corruption. Our Code of Ethics and Conduct and our Policies ([available here](#)) are integral components of the Program. All team members, including employees, key personnel, board members, and shareholders, receive training and communication regarding the program.

Our Code of Ethics and Conduct establishes behavioral norms that apply to all our stakeholders. All employees and members of governance bodies are familiarized with the Code and receive training, monitoring on compliance, and targeted communications. The Code of Ethics and Business Conduct and the policies within our Integrity Program are reviewed and validated annually by the Executive Board and the Statutory Audit Committee, and approved by the Board of Directors.

Caramuru has an Ethics Hotline that is accessible to all stakeholders, both internal and external, to report any potential violations of our Code of Ethics

and Business Conduct, Policies, and applicable laws. The Hotline is managed by an independent consulting firm, KPMG, and operates 24/7.

Whistleblowing reports are sorted into categories and subcategories and assigned a unique number that whistleblowers can use to track them until conclusion. Whistleblowers have the option to remain anonymous. The entire process is kept confidential from the moment the report is filed until resolution. In 2022, a total of 89 complaints were lodged: 83 were resolved, and 6 are still under investigation (within the timeframe allowed for investigation).

If a report is found to be substantiated, we assess the need for process improvements, management adjustments, and regulations, and establish action plans for the relevant departments and leadership. We provide monthly reports on whistleblowing cases received to the Executive Board, two-monthly reports to other leadership positions, and quarterly reports to the Statutory Audit Committee. The following disciplinary measures may be applied: oral and written warnings, suspension of up to 30 consecutive days, and termination of employment.



Communication Channels Ethics Hotline

Email
caramuru@linhaetica.com.br

Website
linhaetica.com.br/etica/caramuru

Telephone
0800.713.0071

Postal Address
79518, CEP 04711-904, São Paulo (SP)

Conflicts of Interest **GRI 2-15**

All members of the company—including employees, statutory and non-statutory executive officers, members of the Board of Directors, committees, and the Oversight Board—as well as representatives, shareholders, or any other individuals or legal entities acting for or on behalf of Caramuru, are required to sign a Conflict of Interests Statement in which they agree to report any current or future situations that could give rise to conflicts of interest.

Any conflicts of interest arising in decision-making processes or approvals must be addressed in accordance with our Related Party Transactions Policy and Conflict of Interest Management Policy. In such cases, the team members involved are required to abstain from voting (*for further information, see our Reference Form [here](#)*).

Tax Compliance

GRI 3-3: Government and Regulator Relations, 207-1, 207-3

As part of our efforts to prevent or mitigate potential negative impacts, we work to ensure compliance with applicable legislation in our business operations. We have strengthened our internal controls by implementing process automation and technological solutions for enhanced tax compliance. We also benefit from first-rate tax and legal support

and advisory services. The Internal Audit provides constant oversight and independent audit reviews are performed to ensure compliance to tax regulations. A Tax Compliance Committee, composed of members from the Executive Board and technical staff from different departments, tracks compliance with both tax payment and tax filing obligations. The Committee is responsible for activities such as tax audits, cross-checking tax filing obligations, and ensuring accurate accounting of exports and imports. In the case of any identified nonconformities, action plans are developed to address, mitigate, or rectify the issues. The Controllershship Department, jointly with the Committee and the Executive Board, reviews and approves the company's tax strategy. We take a proactive and preventive approach to tax policy, including regulatory developments that could impact our business, by actively engaging with relevant trade associations (*read more on page 42*). Our advocacy efforts are aligned with policies and guidelines aiming to ensure that the organization's best interests are served.

Our objective is to ensure compliance with applicable legislation and that the company meets both tax payment and tax accounting obligations. The effectiveness of these efforts is monitored monthly by the Executive Board and members of the Tax Compliance Committee. For further information, see our Code of Ethics and Business Conduct (*available [here](#)*).

Integrity Program

GRI 2-12, 2-24

We believe that ethics and transparency are crucial for the success and long-term viability of any business. Consistent with this belief, we have established an Integrity Program—comprising our Code of Ethics and Business Conduct and Compliance Policy—to instill these values in all employees, business partners, and the communities where we operate. The objective of the Program is to formalize our no-tolerance approach to practices that involve bribery, kickbacks, extortion, or any form of corrupt behavior. The Compliance department works with other departments to develop or update internal policies, ensuring that they incorporate integrity requirements consistent with applicable laws and best practices.

To foster an organizational culture where employees and third parties actively embrace ethical behavior, our senior management provides tone from the top around our Integrity Program and maintaining integrity in dealings with government.

We also have other policies that standardize expected conduct and guidelines, including our Anti-Corruption, Money Laundering, Antitrust, and Bribery Policy; Compliance Policy; Donations, Sponsorship, Gifts, and Entertainment Policy; Supplier Policy; and Relations with Government Policy. In 2022, 100% of employees were informed about these policies, and 93% underwent training on corruption prevention policies and procedures.



Data Protection and Security

GRI 3-3 Data privacy and security, 418-1

We are committed to protecting the confidentiality of the personal information of all stakeholders—this is, in fact, one of our material topics. We have established guidelines in our Code of Ethics and other processes to ensure compliance with the Brazilian General Data Protection Regulation (BR GDPR) – Law No. 13,709/2018.

Through a dedicated channel, we monitor complaints related to privacy violations and customer data breaches, and have appointed a Data Protection Officer (DPO) as required by law. In 2022 we received no complaints regarding privacy violations or customer data breaches. All employees receive training on privacy policies and best practices.

Caramuru employs the services of a third-party cybersecurity operations center that specializes in detecting, responding to, remediating, and tracking down threats and cybersecurity

incidents. This center ensures continuous and uninterrupted monitoring. To mitigate potential negative impacts, we have implemented measures such as keeping the network segregated to prevent voluntary or inadvertent user access to other networks, using anti-malware software on workstations and servers, employing intrusion detection and prevention systems to monitor all traffic in the confidential data environment and alert teams of any suspicious behavior, and conducting regular vulnerability assessments and penetration tests to identify any network vulnerabilities.

Caramuru has a Cyber Incident Response Plan (PRI) Plan divided into the following steps: identification, analysis, containment, eradication, recovery, and post-incident. The PRI also outlines steps for recovery or repair, which are carried out in accordance with our Backup Policy. This policy applies to the corporate servers located at our Itumbiara (GO) headquarters and remote equipment hosting critical content.

During the post-incident phase of the PRI, we reassess the entire response process and prepare a detailed report on the incident. We document lessons learned, update the incident response management process, establish strategies and action plans, and communicate the progress and results to stakeholders. To track the effectiveness of these measures, monthly reports track indicators measuring the performance of contracted security services. We also generate monthly reports and indicators describe any handling of identified incidents.

We currently have several ongoing projects to further improve in this area, including implementation of an SOC*, information security training and awareness programs, identity and access privileges management, computer software upgrades, and a mobile device management system.

* Security Operations Center.



- Business Divisions
- Food Quality and Safety
- Sustainable Sourcing
- Commitments and certifications

Our Business





Business Divisions GRI 2-6

Caramuru is a leading player in the Brazilian agri-business sector, ranking as the sixth-largest soybean processor, the second-largest corn processor, and the sixth-largest biodiesel producer in the country. Our strong track record in the industry has been supported by robust industrial capabilities and an organic and sustainable growth strategy. Our competitive advantage lies in our ability to create added value from products and our unique capabilities in grain processing.

Our business model is based on efficient management, including planning, leadership, and employee engagement, as well as sustainability, driven by our commitment to socio-environmental issues and the long-term viability of our business. We have five core business divisions:



We are a market leader in value-added agricultural products and grain processing.



Origination



Integrated logistics



Value-added commodities



Biofuels



Consumer products

A Business Model supported by **5 Strategic Pillars**



Origination



+5,000 growers



2 million+ metric tons
Total grain storage capacity



58 warehouses, all strategically located



Integrated logistics



4 transportation modes

Well served by transportation links: maritime, waterway, rail and road



5 plants with a processing capacity of more than 2 million metric tons, integrated with transportation links



Value-added commodities



Significant Customers



Certified Products



Biofuels



6th largest biodiesel producer



550 million+ liters in annual biodiesel production capacity



Consumer products



150+ individual products for the Brazilian market



75,000+ POSs stocked with Sinhá products

A 100% vertically integrated business model with high entry barriers.

END-TO-END

Our extensive supply chain spans from our partner growers to the facilities where we process grains into a broad portfolio of products for consumers in Brazil and around the world.

1. Origination

Before entering our facilities, we perform due diligence on all grain shipments to ensure that the soybeans we source are grown in accordance sustainable practices, on deforestation-free land. Our Sustentar program uses georeferencing for traceability and establishes clear rules on grain sourcing.

Around 30% of the soybeans we source are from traditional (non-GMO) crops.

CARAMURU DOES NOT GROW ITS OWN CROPS

We source all our grains (soybeans, corn, and sunflower), totaling **2.4 million metric tons in 2021**, from **5,500 partner** farmers who are monitored against environmental requirements.

2. Warehouses

Delivered grains are stored in 58 warehousing facilities (in Goiás, Mato Grosso and Paraná) with a total storage capacity of 2.1 million metric tons.

OUR EXPORT LOGISTICS CAPABILITIES

Processing facilities

- 1 Apucarana
- 2 Sorriso
- 3 Ipameri
- 4 Itumbiara
- 5 São Simão

Ports

- 1 Santos
- 2 Tubarão
- 3 Santana

Transloading terminals

- 1 Itaituba
- 2 Pederneiras

..... Rail
 ——— Waterway
 ——— Road
 ——— Ships



A significant portion of our products is exported to Europe

Salmon farming in marine tanks

Our Soy Protein Concentrate (SPC) is used in aquaculture as a sustainable and highly nutritious feed

4. Logistics

We have independent, integrated, intermodal logistics capabilities spanning road, waterway, railway, and port infrastructure. All processing facilities are located near major grain producing regions and are well served by logistics corridors.

5. Market

Caramuru products are marketed to consumers in Brazil and globally, including countries such as Germany, Indonesia, the Netherlands, China, and Thailand.

6. Human and intellectual capital

More than just operating performance, our success owes a great deal to the dedication of our 2,403 employees to achieving business goals.



Origination

Caramuru Alimentos does not grow any crops. Our Origination department instead sources grains from contract growers who commit to adhering to social and environmental requirements. We currently have more than 5,000 contract growers forming a sustainable and traceable supply chain.

Caramuru’s sourcing practices are supported by our *Sustentar* program, created in 2016. This program ensures that all products we source originate from sustainable and traceable farms that undergo social, environmental and economic assessments. Our *Sustentar* program currently has 630 partner contract growers in the states of Goiás, Mato Grosso, and Paraná.

Aligned with the Sustainable Development Goals (SDGs), the program has its own governance structure and has attracted new customers interested in doing business with Caramuru (*read more on page 38*).

The 5,000 participating suppliers represent approximately 5,900 properties, which are monitored via TerraMatrix, a digital platform developed by Agrottools. This platform allows us to track raw materials by satellite to their source farm, and intersect the data with Prodes (Deforestation Project) data from the National Institute for Space Research (INPE) on deforestation and overlaps between farmland, protected areas, indigenous lands, quilombola lands, and archaeological sites. We also conduct pre-sourcing due diligence that includes reviewing information from public agencies such as: environmental blacklists provided by the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA) and the slave labor blacklist published by the Ministry of Labor.

Our traceability system covers 100% of our suppliers, who are required to demonstrate environmental compliance in order to do business with us. Enhanced traceability enables access to new global markets that demand rigorous quality and safety controls.

Created in 2016, our *Sustentar* program supports enhanced sustainability and traceability in our supply chain.

Good practices have been a hallmark of our company over its nearly 60-year history. We were the first soybean processor in Brazil to exclusively source raw materials from areas with zero deforestation in the Cerrado biome. This public commitment built on our existing commitment not to source soybeans from deforested areas in the Amazon biome since 2008.

Overall, 2022 was an excellent year in Origination, with the company successfully meeting its targets despite the challenges caused by adverse weather during soybean reception. We attribute this success to our robust infrastructure, extensive expertise, and valuable and credible relationships with farmers.



5,033
participating growers



5,900
properties involved



100%
of sourced commodities monitored against social and environmental criteria



Integrated Logistics

We have independent, integrated, intermodal logistics capabilities that help to reduce fossil fuel consumption, improve transportation safety, and minimize the risks of traffic accidents and resulting operational costs.

Our integrated logistics model connects our own or third-party grain storage facilities and our production facilities to customers through important partnerships with waterways and railways. The strategic siting of our industrial plants near major grain-producing regions and key logistical corridors optimizes our operations.

In 2019, we unified our logistics and procurement departments to capture synergies and boost productivity. In 2022, we restructured the logistics division using a segmented approach; each key activity now has dedicated managers. As another highlight from the year for the logistics division, we resumed navigation on the Tietê-Paraná waterway. We also made investments in port facilities to

improve efficiency. This included the installation of new ship loaders at the Port of Santana in Amapá and the completion of an expansion at the Port of Santos - Terminal XXXIX, with a handling capacity of 3,000 metric tons per hour (representing a 25% share of Brazil's meal exports). In 2022 we also approved a Strategic Fuel Plan (Biomass), setting a target to use renewable fuels in all our plants by 2035, while ensuring a reliable fuel supply and financial feasibility.

We are proud to be one of the pioneering companies in meeting food safety requirements, with certification under the Gatekeeper Protocol GMP+ standard across all freighters shipping certified soybean meal for animal feed. In addition, we hold certifications for chartered railway and maritime freight, ensuring the integrity of the certified products.

Among the significant benefits of efficient and integrated logistics is the end-to-end management of product quality and traceability, regulatory com-

pliance, and timely delivery. We operate state-of-the-art logistics assets in ports, river-rail terminals and riverports. Multimodal logistics capabilities helps reduce reliance on trucking, improves value chain efficiency, and minimizes road wear. Caramuru is served by Brazil's major transportation routes and maintains strategic partnerships with leading logistics players. We meet smoke opacity testing requirements for vehicles transporting grains to processing facilities and for export, as well as for vehicles carrying finished products destined for domestic market customers. This requirement also applies to niche market products such as glycerin, lecithin, and refined oil.



More than **850,000** metric tons of products distributed by rail



500,000 metric tons of products distributed by waterways

We have set a target to use renewable fuels in all our plants by 2035.



Value-added commodities

One of our core divisions is value-added commodities, which produces value-added products from soybeans using state-of-the-art technology, while contributing to the sustainable use of natural resources.

The conventional, non-genetically modified (NGMO) soybeans we market are subject to stringent national and international certifications required for specific niche segments. We also process value-added products such as Soy Protein Concentrate (SPC). All soybeans processed at our Sorriso (MT) facility are sustainable and traceable to their source farms, meeting the requirements of global markets.

We produce value-added, sustainable products using state-of-the-art technology to meet the requirements of global markets.

Soy Protein Concentrate (SPC)

NGMO SPC meal is recognized as the best plant-based meal available. It is primarily used in aquaculture, especially as a substitute for fishmeal in feed. With a high protein content (above 60%), it serves as a renewable raw material for feed formulation.

Currently, our Sorriso (MT) mill has a production capacity of 175,000 metric tons per year, catering to the Asian, South American, and European markets. These products are distributed through an integrated logistics system involving road and waterway transportation. Our production capacity will be further increased with the upcoming startup of our new Itumbiara (GO) mill for GMO SPC in the second half of 2023.



149,797
metric tons of SPC meal produced in 2022

Soy lecithin

Our NGMO soy lecithin is processed to high standards of quality and with advanced technologies, using non-genetically modified and traceable soybeans. As a natural, plant-based product with high nutritional value, soy lecithin is used in the manufacturing of cosmetics, dietary products, and pharmaceuticals. Lecithin also has color, flavor, and emulsifying properties that make it ideally suited

for the production of ice cream, margarine, chocolate, biscuits, bread, pasta, and instant products and sauces. We produce soy lecithin at facilities in São Simão (GO) and Sorriso (MT), with production increasing in Mato Grosso in the year to meet international demand from Europe and North America.



5,510
metric tons of lecithin produced in 2022

Soy meal

We produce NGMO and GMO Hipro soybean meal (with 48% protein) and pellets (with 46% protein) for animal nutrition primarily at our mills in Goiás (Ipameri, Itumbiara, and São Simão). These products hold Kosher (complying with Jewish dietary laws)

and Halal (complying with Islamic dietary rules) certifications. Our production process is audited and certified by accredited firms (read more on page 41), with our Hipro meal primarily exported to the European and Asian markets.



1,355,398
metric tons of soy meal in 2022

Refined glycerin

We produce high-quality refined glycerin (meeting USP and pharmaceutical grade standards) with a high glycerol content as a coproduct from the biodiesel production process. This improves yields from refining and offers a product with various ap-

plications in the chemical, pharmaceutical, cosmetic, and food industries. In 2022, we expanded our exports of refined glycerin to countries in Africa, Asia, and Mexico.



24,131.5 t
of glycerin produced in 2022



Biofuels

Our biodiesel production facility makes us eligible to issue decarbonization credits, and supports family farms.

We produce RenovaBio-certified biofuel at three different plants, two located in Goiás and one in Mato Grosso, consistent with our goal to make our operations increasingly sustainable. Another biofuel we produce is soy ethanol, an innovative product made from soy molasses that reduces our environmental footprint. In 2022 we produced a total of 395,469.67 cubic meters (m³) of clean and renewable fuel. We are the sixth largest biodiesel player in Brazil, holding a 6.4% market share, according to Biodiesel BR magazine.

Our biodiesel production plants issue CBIOS (Decarbonization Credits) after audits conducted by firms accredited by the National Petroleum Agency (ANP). Our Mato Grosso plant issued 63,220 CBIOS, while the São Simão (GO) plant issued 102,498. In 2022 the Ipameri (GO) plant was certified and

issued an additional 80,373 CBIOS, resulting in a total of 246,091 CBIOS issued in the year. With the addition of this plant, in 2023 we expect to issue a total of 315,000 CBIOS.

As well as supporting environmental preservation, our biodiesel also has a positive social impact by providing income for more than 1,000 family farmers who supply our raw materials. These farmers receive training and free technical support provided by a team of agricultural engineers from Caramuru.

For the past 16 years, we have supported family farming through the National Biodiesel Production Program (PNPB), and our production plants hold the Social Biofuel Mark awarded by the Ministry of Agriculture, Livestock, and Food Supply (MAPA).

Changes in biodiesel marketing

Until December 31, 2021, biodiesel sales were required to be mediated through public auctions. As of 2022, the biofuel marketing system was restructured by the National Energy Policy Council (CNPE). This has had significant implications for our plants regarding ICMS tax collection. In 2021, producing states and plant associations worked together to discuss this issue.

A proposed solution was developed by the National Council of Fiscal Policy (CONFAZ) based on a suggestion brought by our technical team from the state of Goiás. The resulting Resolution 206/21 created an optional special tax treatment for biodiesel production plants.





Consumer Products

Sinhá

Our Sinhá brand has been a staple for many Brazilians for over 40 years, with especially strong consumer uptake during the traditional June festivals, when the demand for our products increases. We have a highly diversified portfolio consisting of 150 different products, including oils, olive oils, popcorn, *farofa*, textured soy proteins, and packaged corn, all of which are certified for quality. The brand has a presence in over 75,000 points of sale throughout Brazil, and our products are also exported to other countries. In the coming years, we plan to further expand our truck fleet for distribution of consumer products in the domestic market.

40+ years
in the market

75,000+
points of sale
throughout Brazil

Exports
to several
countries

150+
unique products

Customer service channels

0800 727 5788
 sinha@caramuru.com
 www.caramuru.com

According to a 2021 survey published by *SA Varejo* magazine, Sinhá ranks as the third leading brand in Brazil for specialty oils (sunflower, corn, and canola), and holds the sixth position in soybean oil production. The customer satisfaction rate for our consumer products in 2022 was 92%. Other Sinhá-branded consumer staples include corn-derived products such as coarse and regular cornmeal. We also offer a Sinhá-branded line of healthier products, including rolled oats, 100% cocoa, and creamy pepper and garlic sauces (in partnership with a local small-scale company). In 2022, we also ventured into the snack category with the launch of Sinhac Snacks, including regular and wavy potato chips.



Animal Segment

We supply animal feed ingredients suited for the nutritional needs of a wide range of animal categories, including cattle, poultry, pigs, fish, dogs, and cats. For a high-energy diet, we offer products such as defatted corn germ meal and Hi-Brix liquid soy molasses.

As a source of protein—essential in all stages of an animal’s life cycle (reproduction, gestation, lactation, and production)—we provide soybean meal, Sustein soy protein concentrate, and sunflower meal for optimal development and zootechnical performance. For a fiber-rich diet, we offer Hi-Fiber soybean hulls, which aid in digestive health and promote animal well-being.

Industrial Segment

We offer an extensive range of raw materials tailored to the food, beverage, and mining industries, marketed under the brands Caramuru, Nekmil, Flocomil, Fecomil, Cermil, Colormil, FlotaMil, and Lécet.

Technical production control and end-to-end traceability at every stage of the industrial process ensure we meet the requirements of Good Manufacturing Practices (GMP) and Hazard Analysis and Critical Control Points (HACCP) standards.

Food Quality and Safety

GRI 3-3: Product quality and safety

Ensuring product quality and safety is intrinsic to our business and our responsiveness to an increasingly demanding market. Being recognized for serving customers and consumers with high quality products and services is integral to our 2025 Vision

This goal is supported by a set of related practices: implementation of management tools; management of new projects; compliance with federal, state, municipal, exporting countries' control bodies' and customers' requirements; customer service; supplier audits; and corporate social responsibility initiatives.

More than just providing nutritional information, we are committed to ensuring that our products are safe and free from any risks to human and animal health. Our products are certified for compliance with both Brazilian and international quality and product safety standards. We conduct regular internal audits, undergo inspections by certifying bodies, including the Ministry of Agriculture, Livestock,

and Food Supply (MAPA) and the National Health Surveillance Agency (Anvisa), and receive feedback from our customers. We actively participate in forums on quality, food safety, and environmental issues to stay up-to-date with the latest developments in these areas.

In 2022, 97.8% of our product categories (including soybean meal, Sinhá-branded mixes, soy lecithin, biodiesel, and glycerin) and logistic services (such as port and transshipment services) underwent assessments on health and safety aspects, supporting continuous improvement.



We ensure product quality through certifications, audits, and management tools.





Our Packaging*

Our labels contain detailed information in accordance with technical specifications, prepared following a comprehensive analysis of the regulations applicable to each product (including Anvisa, MAPA, and Inmetro regulations). We provide training to ensure a thorough understanding of these regulations, and at least two employees are involved in the approval of package labeling.

These regulations establish the requirements for labeling content, including: ingredient lists; whether the product contains allergens, gluten, and lactose; whether the product contains colorings and flavorings; quantity; nutritional information; GMO labeling; manufacturing date

and lot number; product and distributor information; calculation and assessment of commercial claims; and other specific details required for each product. Additionally, although not mandatory, Caramuru includes recycling information on all our packaging.

In collaboration with eureciclo, a reverse logistics company operating nationwide in Brazil, Caramuru recycles 22% of all packaging put on the market as an environmental offset, in compliance with the Brazilian National Solid Waste Policy (Law no. 12,305/2010). The eureciclo label on our packaging indicates to consumers our commitment to increasing recycling rates in Brazil.

* None of the following types of information are required by the organization's procedures for product and service information and labeling: outsourced product or service components; content, particularly regarding substances that may have environmental or social impacts; safe use of the product or service; and product disposal and social and environmental impacts. Although not mandatory, all packaging includes information on its composition for recycling purposes. Additionally, all packaging features educational messages such as "Keep your city clean" on all rolls, boxes, cartridges, labels, and bags, and "Recycle your oil" on Sinhá oil bottles. **GRI 417-1**

Preventing Negative Impacts

Our practices to prevent or mitigate potential negative impacts include: product analysis and monitoring plans, annual external audits by a certified organization, third-party internal audits, and semi-annual 5S and good manufacturing practices inspections. We also have an Integrated Management System Policy that is disseminated throughout the organization, and conduct due diligence on critical suppliers. Our employees receive training on good manufacturing practices, and refresher training on an annual basis. We also have food safety and fraud prevention procedures in place, as well as access control systems at our plants.

Procedures on addressing actual negative impacts, including remediation or cooperation measures, are established in the following documents: SGI 1700044 - *Crisis and Emergency Management*; 1700010 - *Corrective, Preventive, and Improvement Measures*; and Emergency Response Plans (ERP). Internal audits and audits by certified bodies, as well as annual review meetings, assess the effectiveness of these measures to inform the development of action plans and incorporate lessons learned.



Our partnership with eureciclo is advancing recycling in Brazil.



Sustainable Procurement

GRI 3-3: Supply chain management

We are working to build a sustainable supply chain and to ensure that all our raw materials are traceable to their source farms.

Integral to our strategy is ensuring the sustainable development of our value chain, and selecting suppliers who share this aspiration is crucial to achieving this. To ensure our business partners are committed to social and environmental aspects, seven years ago we established a program, called *Sustentar*, to help our suppliers understand and implement sustainability requirements. In 2021, we launched our Supplier Policy, which includes requirements on due diligence.



As part of the program, we carry out social, environmental and economic assessments of our suppliers' properties to ensure that the products we market are traceable to sustainable farm operations. In these assessments, we not only identify nonconformities but also provide recommendations for improving management practices through training and guidance. The program covers 12.5% of our suppliers (490,000 hectares of land) and we have set a target to certify up to 20% of grain suppliers within the Sustentar program on the following schedule: 10% by 2022; 13% by 2023; 17% by 2024; and 20% by 2025.

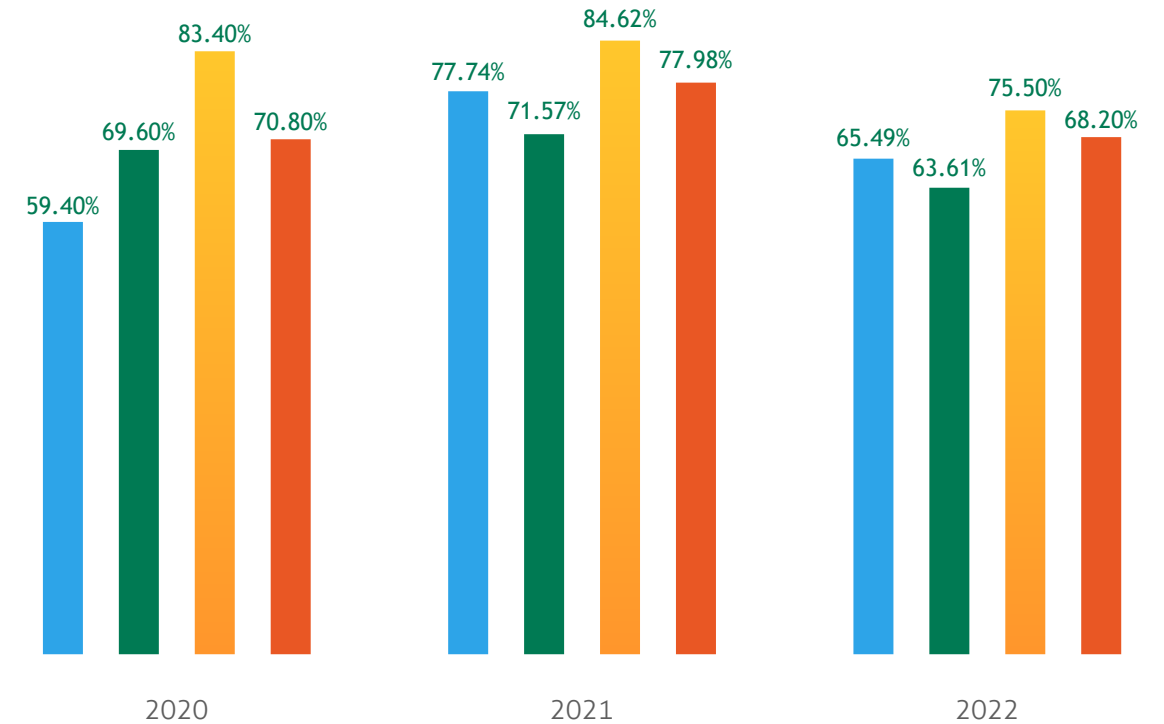
In 2022 we introduced further enhancements and engaged Proforest to evaluate the program, not only on performance but also in terms of strategy, implementation, transparency, and credibility. The assessment provided several recommendations that we are incorporating into the program, covering other areas of the company. Among the recommendations received, one was to segregate the Sustentar Label from the Standard/Certification. The Sustentar Label certifies that a raw material is 100% traceable, with all sourced raw materials assessed on 36 key performance indicators. If a nonconformity is identified, the supplier is denied certification until the minimum requirements are met.

The Sustentar Standard draws on guidance from the Trade for Sustainable Development (T4SD) and European Feed Manufacturers' Federation (FEFAC) frameworks, and is directly aligned with the following Sustainable Development Goals (SDGs):



We have set a target to achieve an 85% conformity level and 20% supplier participation in the Sustentar program by 2025. Our target for 2022 was to audit at least 10% of the supplier base. We exceeded this target at 12.52%, which corresponds to 630 partners.

Sustentar Results



Indicators

Year	Indicators
2020	102
2021	115
2022	134





All our procurement and supplier contracts, in all our operations, include an unequivocal commitment to respecting human dignity. They incorporate clauses on human rights, prohibiting the exploitation of child labor, degrading work conditions or forced labor, as well as requirements on labor relations, social security, and anti-corruption matters.

We screen and monitor our suppliers using a digital compliance platform. Suppliers are screened during onboarding and for each new order, and we regularly conduct site visits. Caramuru does not source raw materials from suppliers engaged in child labor or forced labor. [GRI 408-1, 409-1](#)

In partnership with Agrottools, in 2018 we launched a program to develop a database of suppliers and farmland on the Terramatrix platform. This supports social and environmental assessments of 100% of our operations, in line with the Sustentar Program and the Caramuru Sustainability Policy, with the ultimate goal of preventing and mitigating negative impacts. [SASB-FB-AG-430a.3](#)

In 2022 we screened 100% of our new suppliers—who represent 33% of the raw materials we sourced in the year (soy, corn, and sunflower)—against environmental and social criteria. A total of 1,660 suppliers were successfully approved to do business with Caramuru. We also conducted assessments of our existing partnerships, including 3,373 contract growers, of which 2.31% were terminated due to non-compliance with our Sustainability Policy. [GRI 308-1, 414-1](#)

Recognizing the importance of good agricultural practices to achieve socially and environmentally responsible supply chains, our agricultural engineers conduct technical visits to advise on possible initiatives and compliance with environmental, labor, and regulatory legislation. These visits focus on property organization, improving quality of life for farmers and their employees, caring for pets and livestock, conserving natural vegetation inside and outside protected areas, protecting health and safety in pesticide handling, as well as the proper use of agricultural machinery, tools, and vehicles.



For a complete set of disclosures about our supply chain, see the [Appendix](#).

Suppliers having significant actual and potential negative environmental impacts [GRI 308-2](#)

	2022
No. of suppliers assessed for environmental impacts	5,033
No. of suppliers identified as having significant negative environmental impacts	229
Significant actual and potential negative environmental impacts identified in the supply chain	Deforestation; federal and state blacklisting; Soy Moratorium; and Protected Areas
No. of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	151 (65.94%)
Number of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment*	78 (34.06%)

* The reasons for which relationships were terminated were as follows: failure to comply with the Caramuru Sustainability Policy commitment to zero deforestation; illegal deforestation; taxpayer number blacklisted by federal and/or state agencies; or land encroaching into protected areas.

Suppliers with real and potential negative social impacts* **GRI 414-2**

2022

No. of suppliers assessed for social impacts 5,033

No. of suppliers identified as having significant actual and potential negative social impacts 0

Significant actual and potential impacts identified in the supply chain Forced and slave labor; child labor; indigenous lands; and quilombola lands.

No. of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment 0

No. of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment 0

* During calendar year 2022, no restrictions were identified during the course of supplier social assessments.





Commitments and Certifications GRI 2-28

Zero Deforestation

Caramuru was one of the first soybean processors in Brazil to commit to sourcing raw materials exclusively from areas with zero deforestation in the Amazon biome, back in 2008. In August 2020, we made a public commitment not to source soybeans from deforested areas in the *Cerrado* biome.

* As per the Soy Moratorium, a commitment to refrain from marketing soybeans originating from deforested areas in the Amazon biome after 2008. This commitment was undertaken by industrial and exporting companies affiliated with the Brazilian Association of Vegetable Oil Producers (ABIOVE) and the National Cereal Exporters' Association (ANEC).

PPE and Green CRAs

In 2022 we completed an issuance of Agribusiness Receivables Certificates (CRA), raising R\$ 956 million. The transaction aligned with Green Bond Principles, and was given Green status in recognition of the environmental benefits from our activities.

Our Green Finance Framework lists the following projects as eligible to use the green CRA proceeds: i) sourcing of soybeans intended for biofuel production; ii) sourcing of soybeans, corn, and sunflower from Sustentar-certified suppliers; and iii) the procurement of freight transportation services and investments (CAPEX) in low-emission transportation modes. These eligible projects are all crucial to our business and continued growth ([learn more here](#)).

In addition, we raised US\$ 80 million through Sustainable Export Pre-Payments (PPE), linked to two ESG targets: one related to supply chain transparency and traceability, and the other to greenhouse gas (GHG) emissions.

Climate change *(read more on page. 59)*

Year	KPI
2023	Emissions inventory, including scopes 1 and 2.
2024	Emissions inventory, including scopes 1 and 2 (audited).
2025	Emissions inventory, including scopes 1 and 2 (audited) and scope 3 (not audited).
2026	Emissions inventory, including scopes 1, 2 and 3 (all audited), a decarbonization plan, and reduction targets for scope 1 and 2 emissions.

Supply chain traceability and transparency *(read more on page 37)*

2023	Create Sustentar certification label.
2024	Maintain 100% supply chain traceability and coverage by third-party audits, including both direct and indirect suppliers.
By 2025	Certify up to 20% of grain suppliers within the Sustentar program on the following schedule: 10% by 2022; 13% by 2023; 17% by 2024; and 20% by 2025.

CEBDS

Brazilian Business Council for Sustainable Development. Caramuru was among the signatories of the position statement on climate prepared by CEBDS in 2021, which included organizations that, like Caramuru, are not members of the Council.

Trade Associations

Brazilian Biodiesel Producers Association (APROBIO); Brazilian Association for Regional and Sustainable Development (ADIAL Brasil); Goiás State Industrial Development Association (ADIAL); National Association of Cereal Exporters (ANEC); Instituto Soja Livre; Institute for Industrial Development Studies (IEDI); Mato Grosso Union of Biodiesel Producers; Goiás General Warehouses Union; Brazilian Corn Industry Association (Abimilho); Itumbiara Commercial and Industrial Association; Rice, Corn, Soy, and Coffee Processing Industry Union of Paraná (SAMISCA); Santos Commercial Association (ACS); Inland Waterway Shipowners Union of the State of São Paulo; Mato Grosso State Industry Federation (FIEMT); Goiás



Agricultural Input Distributors Association (ADIA-GO); Goiás Commercial and Industrial Association; American Chamber of Commerce for Brazil – São Paulo; Mato Grosso Association of Cereal Companies (ACEMAT); and Sorriso Municipal Food Industry Workers Union.

Brazilian Business Pledge for Water Security 2025



Target 1

Enhance the integration of water-related aspects into business strategy through the project "Water Monitoring for Continuous Improvement" (more information [here](#)).



Target 3

Measure and publicly communicate the company's water stewardship strategy through the project "Communication on Water Performance."

Social, Environmental and Quality Certifications

Itumbiara (GO)



- **Integrated Management System (ISO 9001, ISO 14001 and ISO 45001):** research and development, production of soybean and sunflower meal, unprocessed soybean and sunflower oils, degummed soybean oil, refining of soybean, corn and sunflower oils, packaging of soybean, corn, sunflower and canola oil, and the production of blended and flavored vegetable oils in the manufacturing plant;
- **GMP+FSA:** marketing and production of raw materials for animal feed;
- **HACCP (Soybean Plant):** production of soybean meal, degummed oil, crude and refined soybean oil; sunflower meal, crude and refined sunflower oil; crude and refined corn oil; refined canola oil; flavored and non-flavored compounded oils; and soy lecithin;
- **HACCP (Corn Plant):** production of bagged corn (in jute bags or big bags) including processed, ground, and granulated corn, from grain reception to finished product shipping;
- The site's commodity production operations are compliant with Muslim dietary laws (Halal).
- The site's commodity and corn-derived product operations are compliant with Jewish dietary laws (Kosher).
- **GMP+FSA:** Marketing and production of raw materials for animal feed;
- **GMP+FSA:** Chartered maritime and rail shipping.



Ipameri (GO)



- **GMP+FSA:** production of raw materials for animal feed;
- **FSSC 22000:** processing of refined soy glycerin for the food industry, category K;
- **NBR ISO/IEC 17025:** identification of accredited services performed by testing laboratories accredited by the INMETRO Accreditation Body (CGCRE), in accordance with ABNT NBR ISO/IEC 17025, under number CRL 0962; the accreditation scope can be found on the relevant website;
- The site's commodity production operations are compliant with Muslim dietary laws (Halal);
- The site's commodity production operations are compliant with Jewish dietary laws (Kosher);
- The site is certified within the RenovaBio program.



São Simão (GO)



- **ISO 9001:** production of soybean meal, degummed soybean oil, and soy lecithin;
- **HACCP:** production of Hipro soybean meal, degummed soybean oil, and lecithin;
- **GMP+FSA:** production of raw materials for animal feed;
- **IFS:** production of soy lecithin;
- The site's commodity production operations are compliant with Muslim dietary laws (Halal);
- The site's commodity production operations are compliant with Jewish dietary laws (Kosher);
- **PROTERRA and NGMO:** deforestation- and genetically modified organism (GMO)-free production;
- The site is certified within the RenovaBio program.

Apucarana (PR)



- **ISO 9001 and HACCP:** manufacturing of corn flour, grits, cracked corn, corn-meal, corn semolina, cream, and flakes.



Pederneiras (SP)



- **GMP+FSA:** transshipment and storage of soybean meal.



Sorriso (MT)



- **GMP+FSA:** production of raw materials for animal feed;
- **ISO 9001:** production of crude oil, soybean meal, soy lecithin, and soy protein concentrate (SPC);
- **HACCP:** production of crude oil, soybean meal, soy protein concentrate (SPC), and soy lecithin;
- **IFS:** production of soy lecithin, bulk loading;
- The site's commodity production operations are compliant with Muslim dietary laws (Halal);
- The site's commodity production operations are compliant with Jewish dietary laws (Kosher);
- **PROTERRA and NGMO:** deforestation- and genetically modified organism (GMO)-free production;
- The site is certified within the RenovaBio program.



- Our people
- Health and safety
- Local communities

Caring for People





Our People

GRI 2-30, 3-3: People Management

At Caramuru, we value our employees and strive to ensure their well-being and professional and personal development. Caring for our people has always been our number one priority. Throughout the two years of the COVID-19 pandemic, we implemented internationally accepted safety protocols to ensure that all Caramuru sites could remain operational.

As of the end of 2022, we had 2,403 employees, including 1,870 men and 533 women—99.16% of whom are covered by collective bargaining agreements. Throughout the year, we strengthened our communication department due to its strategic importance in fostering employee engagement and raising awareness about issues that are increasingly high on our agenda.

Training and Development*

We are continuously investing in the professional growth of our employees as a source of motivation and to empower them to support our vision and established goals. We provide employees with education grants for undergraduate, language, and technical courses related to their roles. In 2022, we

resumed our in-person leadership training program, and we hired a consultancy firm to assist in structuring better criteria for employee development in the following year.

We also invest in annual training programs for leaders, recognizing the crucial role that leadership plays in the success of our business and the fulfillment of our employees.

In 2020 we launched a platform, called Caramuru Aprende, to expand the reach of our courses and training programs to different functions and sites, using standardized content and language. Initially designed for online learning during the pandemic, the platform has now been repurposed for broader uses. In 2022, we witnessed significant growth in employee engagement with the platform, with an increasing level of participation. The platform offers a wide range of courses, including compliance, food quality, and regulatory standards. In 2022, our team averaged 33.1 hours of training.

* Directors have contracts at the statutory level.

Talent Management

We realize that employee retention is largely driven by alignment with our values, culture, ethics, and the positive work environment we cultivate. With an active presence on LinkedIn and our investor relations page, Caramuru has gained increased visibility in the market and has generated interest among professionals.

As a company, we place significant emphasis on training and developing our employees, which creates more internal growth opportunities. Among our talent-attracting practices is our profit-sharing

program, along with promotions as a way of recognizing our employees. We have a Compensation and Benefits Committee that evaluates role and department changes to optimize talent utilization and recognition.

In 2022 our total turnover rate was 28.78%. This percentage includes seasonal workers hired for the soybean and corn harvest seasons. Throughout the year, we hired 668 employees.



At Caramuru, developing our people is a top priority. We have a range of programs in place to train and engage our team.

Climate and Organizational Culture

Caramuru conducts organizational climate surveys every two years, in which all employees are invited to anonymously share their views on a wide range of issues relating to the company. The most recent survey was conducted in the previous year, and in 2022, we implemented recommendations based on the survey results.

Diversity and Inclusion

While Caramuru does not yet have an established policy or strategy on diversity and inclusion, in 2022 we made significant progress in discussions with our employees about this topic. At Caramuru, we do not tolerate any form of discrimination in the workplace, whether based on race, gender, or other personal traits.

Our Code of Ethics and Business Conduct, along with our Integrity Program, provide guidance to our employees and other stakeholders in this regard. Employees are required to report any concerns via our Whistleblower Hotline, which allows whistleblowers to submit reports anonymously and confidentially, ensuring protection against retaliation.

Empowering women is also high on our agenda, and we demonstrate this by ensuring pay equity between men and women, regardless of job category.

Performance Review

We conduct annual employee performance reviews to inform individual development plans (IDPs). In 2022, 1,343 employees receive performance reviews, including 153 in leadership positions.



See the [Appendix](#) for additional disclosures on people management.

Health and Safety

GRI 3-3: Employee health, safety, quality of life and well-being

In 2022, we rolled out the first phase of our program Safety: Conscientious Mindset, with the aim of instilling a new safety culture with a behavioral approach; increasing leadership engagement; ensuring that all employees are committed to the topic; and raising safety to a priority level aligned with our values. For the following year, we will seek to strengthen the program by maturing our safety culture from being dependent to independent.

In compliance with the applicable regulations and legislation, we provide full support to the Internal Accident Prevention Committees (CIPA) to operate in our operations, also implementing integrated initiatives such as the Internal Week of Health, Safety, Environment and Quality (SISMAQ).

Technical Workplace Environment Reports (LTCAT) assess the healthiness of work environments, evaluating factors such as noise, heat, vibration, particulate matter and chemicals. All our employees are instructed and committed to revealing and reporting risky situations through specific tools. Any incidents are investigated according to our internal communication and investigation procedure.

Our team also undergoes behavioral audits on health and safety practices. In 2022, we further improved the company's processes and implemented collision sensors on stackers and a tracking system.

We have the Specialized Occupational Health and Safety Service (SESMT) with multidisciplinary teams deployed at various facilities. Personal Protective Equipment (PPE) is provided to employees suited to the risks they face at work. We also have qualification and approval procedures for our suppliers, in compliance with legal standards, to prevent health and safety impacts.

In 2022, the number of recordable work-related injuries rate was 0.0008, measured as the ratio between the number of recordable work-related injuries and the total working hours, which amounted to 6,297,533. We provide all the necessary assistance for work-related accidents or illnesses, covering and monitoring treatment from start to finish. In total, there were 49 recordable work-related injuries (injuries with and without leave). There have been no fatal accidents involving employees since 2020.



Leading initiatives in 2022



Four training cycles for employees and contractors, involving over 2,400 people, with 4 hours of training per employee. More than 9,800 hours of training was provided in total.



Four training cycles for leadership, with over 260 participants, totaling 1,056 hours.



Three rounds of safety coaching for coordinators, managers and officers, engaging 28 company leaders and totaling over 80 hours.



A lecture for construction service providers, with over 170 attendees. In total, we provided 176 hours of training.



The health plans we offer to employees are extended to their legal dependents, including psychological and nutritional care. With the aim of raising awareness about the importance of health care, we run prevention campaigns such as Pink October for breast cancer and Blue November for prostate cancer, alongside vaccination campaigns and anti-smoking and alcoholism campaigns, among others. We also conduct rapid tests for HIV and hepatitis B and C and hand out condoms. **GRI 403-6**

Our health and safety procedures are audited by a firm at Itumbiara. Corporate conducts internal assessments to ensure compliance with related standards and regulations. On a monthly basis, we monitor the compliance status of our health and safety initiatives and processes.

In occupational health care terms, Itumbiara (GO) has a medical clinic with an occupational physician. The clinical examinations are performed by the professional and supplementary exams are conducted at clinics in the city. We also have occupational physicians at our São Simão, Ipameri (GO) and Sorriso (MT) facilities. At warehouses and port terminals, occupational exams are conducted by local specialized clinics. Each facility is responsible for monitoring and conducting occupational exams. Each employee's medical records are kept by the physician in charge of the Occupational Health Medical Control (PCMSO) Program. In cases where

occupational exams are conducted at contracted clinics, the clinic's physician is responsible for the data until it is sent to the physician in charge of each facility's PCMSO. **GRI 403-3**

We conducted a safety culture assessments with the aim of identifying gaps and proposing improvement actions for the area's management process as well as monthly meetings. Questionnaires were administered to 1,713 employees (70% of the team), which allowed us to assess their opinions of health and safety at the company. Questionnaires are applied following a specific methodology that defines five maturity levels: reactive, dependent, independent, interdependent and total safety. Caramuru's score in the initial assessment was 69.38 (dependent level). Our goal for the end of 2023 is to achieve independent status, and we have already outlined an action schedule for the year. **GRI 403-4**

Another tool for consulting and involving employees is the Internal Accident Prevention Committee (CIPA), composed of representatives elected by employees and members designated by the company. CIPA is sized in accordance with the requirements of NR-05, Ordinance 3.214/78. At Itumbiara we have a specific process for participation and consultation based on ISO 45001. Any employee can and should identify potential health and safety risks and report them to the leadership, CIPA representatives or SESMT members.

The need for occupational health and safety training is evaluated according to the requirements of the corresponding regulatory standards for positions and workplaces. Our training provides theoretical and practical content and is conducted during working hours. Training effectiveness is evaluated through an Efficacy Assessment form. Throughout the year, we provide initial and refresher training on working at height and confined spaces, CIPA formation, emergency brigades, and other topics. **GRI 403-5**



See our health and safety disclosures in the [Appendix](#).



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

		2021		2022	
		Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization
Total number of individuals	No.	2,335	211	2,260	143
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines	No.	2,335	211	2,260	143
	%	100	100	100	100
Individuals covered by such a system that has been internally audited	No.	2,335	211	2,260	143
	%	100	100	100	100
Individuals covered by such a system that has been audited or certified by an external party	No.	809	86	621	60
	%	34.44	40.76	27	42

* At Itumbiara, the scope is partly ISO 45001 certified, including research and development, production of soybean and sunflower meal, unprocessed soybean and sunflower oils, degummed soybean oil, refining of soybean, corn and sunflower oils, packaging of soybean, corn, sunflower and canola oil, and the production of blended and flavored vegetable oils in the manufacturing plant.

Work-related injuries* GRI 403-9

	2022	
	Employees	Workers who are not employees, but whose work and/or workplace is controlled by the organization
Number of hours worked	6,113,633	183,900
Number of fatalities as a result of work-related injury	0	0
Rate of fatalities as a result of work-related injury	0	0
Number of high consequence work-related injuries (excluding fatalities)	2	0
Rate of serious work-related injuries (excluding fatalities)	0.33	0
Number of recorded work-related injuries (including fatalities)	49	0
Rate of recorded work-related injuries (including fatalities)	8.01	0
Hand injuries	The two serious accidents involved the mutilation of the 2 nd phalanx of the left thumb (300 debited days) and the mutilation of the 1 st phalanx of the 3 rd finger of the right hand (75 debited days)	

* According to Caramuru's accident policy, a serious accident is deemed to be one that results in mutilation, permanent disability or death. NBR 14280 criteria are used. Over the course of 2022, Caramuru initiated a program called Safety - Conscientious Mindset. In year one it focused on risk perception and the importance of reporting work accidents or incidents. Only with knowledge of the incidents can investigations be conducted and actions defined to eliminate or reduce risks to acceptable levels. This awareness program undoubtedly triggered an increase in the number of accident and incident reports in 2022.

Potentially hazardous agents, such as noise, heat, particulate matter, chemicals and vibration are qualitatively and quantitatively assessed by contracted firms, and the results of these assessments are compiled into Technical Workplace Environment Reports (LTCAT). For agents that exceed the legal tolerance limits, engineering or administrative measures are adopted, or personal protective equipment (PPE) is used. All risks and control measures form each facility's Risk Management Program (PGR).

The process used to identify and assess risks in routine and non-routine situations is developed in line with Risk Management Program (PGR) methodology, as per Regulatory Standard O1. In addition, employees can reach out to CIPA representatives, SESMT technicians or report risk factors through the [Ethics Hotline](#). Our Code of Ethics and Conduct also stipulates that all employees must immediately report situations of risk exposure or improper conditions so that the necessary measures can be taken to prevent accidents from occurring. [GRI 403-2](#)

The work-related hazards that pose a risk of high-consequence injury are: working in confined spaces or at heights; contact with moving parts of

machinery and equipment; hot work in hazardous areas; and contact with energized parts or exposure to chemicals.

All professionals working in confined spaces must be trained according to NR 33, of Ordinance 3.214 and are cleared after a risk analysis in a specific form. Regarding work at heights, the company has been adapting existing lifelines to meet the requirements of NR 35 (all individuals must be trained in accordance with the standard). In situations with higher risks, a risk analysis using a specific form is also conducted. Hot work, in turn, can only be performed with prior analysis. Caramuru has adapted safeguards to mitigate the risk of contact with moving parts of machinery and equipment. Additionally, risk assessment processes are underway in compliance with NR 10 and NR 12, which address electrical risks and machinery and equipment risks, respectively. [GRI 403-9](#)

Regarding the risk of occupational illnesses, the identified hazards include noise, manual lifting and carrying of heavy loads and suspended particulate matter. Specialized firms are responsible for identifying factors related to noise and particulate

matters, such as dust, using methodologies that comply with current legislation. Ergonomics risks are assessed by qualified professionals through an ergonomic evaluation of the work environment. For manual lifting and carrying of heavy loads, we have invested in transportation equipment such as pallet trucks, stackers and conveyor belts. Personal protective equipment is used to address particulate matter and noise hazards, and we monitor the employee health through periodic medical examinations. Practical and theoretical training sessions are also administered on techniques for manual lifting and carrying of loads. According to data obtained from the epidemiological profile of the Occupational Health Medical Control Program, there were no reported cases of occupational diseases in 2022. [GRI 403-10](#)



We monitor risk factors and train our employees to prevent accidents.



Local Communities

GRI 3-3: Rural and social development

Throughout our journey we have established connections and relationships with local communities through dialog and projects fostering education and sustainability.

We have a major responsibility towards the communities surrounding our operational facilities, and strive to positively impact the lives of local residents. We conduct the environmental mapping of our activities, such as atmospheric emissions and excessive noise, in order to take measures that diminish their effects and comply with regulatory requirements.

We value dialog with communities, primarily through our Ethics Hotline, which allows for direct communication and the submission of any complaints or suggestions.

We also work to foster social development and transformation, particularly through education. Now in its 24th year, our program Learning with You aims to contribute resources, extracurricular activities and volunteering to improve the Basic Education Development Index (Ideb). The actions we undertake include assisting in the recovery of school infrastructure, enhancing education quality and nurturing cultural development among students through activities such as dance, capoeira, educational lectures, technical visits and more.

Projects that make a difference



Learning with You

Initiative to stimulate and support voluntary actions to address educational and social needs. In 2022, 6,399 individuals benefited from dance classes, capoeira lessons, educational lectures, technical school visits, donations to charities and the implementation of Junior Achievement programs. We also allocated R\$ 203,000 for cultural, sports, educational and social development.



Partnership with the Association of Recyclable Material Collectors and Friends of the Environment - Estação Reciclar

For the past nine years we have maintained a close relationship with the Association in Itumbiara (GO), which operates a warehouse to receive and separate recyclable solid waste collected by both our company and members of the community. In 2022, we donated 110 tons of recyclable waste, resulting in a total income of R\$ 147,000 for the associated collectors.

Inclusion of Family Farmers

Aligned with the proposals of the National Biodiesel Production Program (PNPB) created by the Brazilian Federal Government, Caramuru has been fostering productive inclusion and value creation for the family farmers who supply our raw materials in the states of Goiás and Mato Grosso for the past 17 years. Over these years, on average more than 1,100 professionals from this group have been served annually.

In 2022 Caramuru continued delivering on its commitment, solidifying partnerships with 1,176 family farmers, enabling them to generate income from within their properties. Through our 10-strong team of agronomists, we directly assist our part-

ners by providing information and new production technologies, enabling improvements and productivity increases. We also regularly conduct training on germane topics such as farm organization, good agricultural and agronomic practices and the Forest Code, among others. Additionally, we subsidize agricultural insurance, and our partner farmers receive an additional premium per 60 kg bushel of soybeans sold to Caramuru.

We also seek to promote productive inclusion and value addition in agrarian reform settlements. We are involved in over 15 settlements, aiming to stimulate income generation for the families of more than 300 participants.



More disclosures about local communities can be found in the [Appendix](#).



- Electricity
- Emissions
- Water and affluence

Environmental Stewardship



Environmental Stewardship

We believe and invest in actions to keep the company well-positioned in sustainable agribusiness. Our commitment to the environmental agenda has been a hallmark of our nearly 60-year journey, and in recent years we have striven to improve processes and develop projects that mitigate our carbon footprint and contribute to environmental preservation.

Caramuru has a Sustainability Policy approved in 2021, which establishes values, objectives, guidelines and rules related to sustainable development practices. The policy applies to employees, executives, board members, shareholders and suppliers, service providers, public authorities, representatives of regulatory agencies and any other stakeholder that maintains contractual or commercial relationships with us. [GRI 2-12](#)

Environmental, social and governance practices are integrated into the company's strategic planning, with sustainability issues omnipresent. In the Sustentar Program, the company's environmental management encompasses the entire value chain, involving the smallholders with whom we deal.

We also have partnerships with universities and the Brazilian Agricultural Research Corporation (Embrapa) to develop drought-resistant soybean varieties, combat major soil pests and increase the use of biological products in crops in place of agrochemicals.

We continued our Liability Management program, completing the issuance of Agribusiness Receivables Certificates (CRA) worth R\$ 956 million, in line with Green Bond Principles considering the environmental and climate benefits generated by the company's business. We also signed the Sustainable Pre-Export Financing (PPE), totaling USD 80 million, with two goals related to the sector's major challenges: greenhouse gas emissions and traceability of the raw material supply chain.



See our environmental management disclosures in the [Appendix](#).



Biodiversity GRI 3-3: Biodiversity and ecosystems, Sector 13.4.4

We were one of the first to pledge to a zero deforestation policy: since August 2020, our company has pledged not to source raw materials from areas deforested after that date. In the Amazon biome, this commitment began in 2008, in alignment with the Soy Moratorium.

100% of the products in Caramuru's portfolio made from raw materials such as soy, corn and sunflower are completely free from deforestation. Also note that all our suppliers are currently traced, ensuring compliance with the company's commitments.

As measures to prevent or mitigate potential negative impacts related to deforestation, we

implemented a pilot project in partnership with Agrotools. This project involves mapping priority areas of biodiversity, divided into territories smaller than the sub-municipal level, where deforestation and socio-environmental risks are analyzed.

The initial criteria used to classify these lands include deforestation, priority conservation areas, conserved vegetation, rainfall index and indigenous lands. Once the project has been fully developed, it will be possible to outline objectives, goals and indicators related to this process and to gauge its effectiveness.



Energy

GRI 3-3: Energy efficiency,

302-1, SASB-FB-FR-130a.1

We are currently at 77% self-sufficiency in electricity generation, across all facilities, from biomass sources. We are developing a Strategic Fueling Plan to inform our actions related to this resource through 2035.

In addition, we have invested R\$ 4,575,000 to implement photovoltaic energy in nine storage units of the company, located in Goiás state. This project is aligned with our ESG objectives and targets and will cover a total area of 5,519 m², helping cut costs and increase renewable energy use.

In 2022, our electricity consumption was 512,077 GJ, with 32.08% generated from renewable sources. Our goals by 2025 are to further increase renewable energy consumption, so as to reduce our Scope 2 emissions, and to decrease specific electricity consumption by 5% based on the year 2021.

Fuel consumption - nonrenewable (in GJ)

		2021	2022
Diesel fuel	Fuel for vehicles	22,564	22,150
Gasoline	Fuel for vehicles	9,815	11,074
Electric power	Electric power used at Caramuru in production processes and administrative areas	-	329,513
Total		33,945	363,904

Fuel combustion - renewable (GJ)

		2021	2022
Eucalyptus logs	Biomass in the form of logs and wood chips is used for grain drying/Firewood is also used as fuel for boilers	802,246	322,228
Briquettes	Biomass for grain drying	9,979	16,042
Ethanol	Fuel for vehicles	1,566	1,167
Sugarcane bagasse	Bagasse used as fuel for boilers	1,481,999	1,124,089
Eucalyptus chips	Chips used as fuel for boilers	1,493,927	1,680,524
Chips resulting from sawmill scraps	Chips used as fuel for boilers	-	964,258
Corn stover	Corn stover used as fuel for boilers	-	651
Fatwood	Fatwood used as fuel for boilers	5,103	16,992
Shavings	Shavings used as fuel for boilers	796,793	943,723
Açaí waste	Açaí waste used as fuel for boilers	-	63,677
Corn cobs	Corn cobs used as fuel for boilers	-	98,400
Pine wood chips	Pine wood chips used as fuel for boilers	-	53,361
Total		4,590,047	5,301,617



Our goals for 2025 aim to reduce electricity consumption and increase the use of renewable energy sources.

Electricity consumed (GJ)

	2021	2022
Electric power	-	329,513
Diesel fuel	22,564	22,150
Gasoline	9,815	11,074
Ethanol	1,566	1,167
Total	33,945	363,904

Electricity sold (GJ)

	2021	2022
Electricity	23,011	14,464
Heating	-	0
Cooling	-	0
Steam	-	0
Total	23,011	14,464

Total energy consumption (GJ)

	2021	2022
Nonrenewable fuels	33,945	363,904
Renewable fuels	4,590,047	5,294,387
Energy (electricity) consumed	228,379	329,513
Electricity sold	23,011	-14,464
Total	4,889,360	5,973,340

* The plants' production reports and consumption records were used to determine the quantities. The conversion factors used were sourced from the 2021 National Energy Overview Calculator: Year 2020 / Empresa de Pesquisa Energética. Rio de Janeiro: EPE, 2021.

Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives (GJ) **GRI 302-4**

	2021	2022
Energy savings in production processes	10,871	7,140
Fuel to generate steam (mixture of bagasse and chips)	704,900	303.10
Reducing fuel consumption in the warehouses of industrial facilities for grain drying	23,356	1,284
Steam optimization in processes	77,883	-
Total	817,010	8,727.1

* The reported energy types for 2022 are: electric power in production processes; fuel for steam generation; fuel for heating and drying grains in industrial facilities; and specific steam consumption in industrial processes. The year 2021 was used as a baseline for calculating the consumption reductions for 2022. The methodology adopted is the Operational Performance Diagnosis (OPD). Our goal is to always reduce the consumption of electric power, steam and fuel.



Emissions

GRI 3-3: Climate Strategy

At Caramuru, we strive to align our operations with the generation of positive environmental impacts. And in the climate agenda, this synergy is evident: as biodiesel producers, we contribute to reducing greenhouse gas emissions into the atmosphere.

We have three biodiesel production plants (São Simão, Ipameri and Sorriso), certified for issuing decarbonization credits (CBIOs) under the RenovaBio program. In 2022, 246,091 CBIOs were issued, resulting from the marketing of 395,469.67 m³ of biodiesel.

We recognize that climate change is an important issue for our business, and we have hired a specialized firm to support us along our decarbonization journey, starting with the compilation of a Greenhouse Gas Inventory (GHG) to measure our emissions and devise a sound decarbonization strategy.

This year, we are disclosing our second GHG inventory, with scopes 1 and 2 audited by an independent firm, SGS DO BRASIL, and the disclosure of nine scope 3 categories. In addition, we have entered into an Export Prepayment (PPE) agreement with sustainability-indexed KPIs, including emissions reporting targets, that embrace our value chain too (see more on pg. 41).

Direct greenhouse gas emissions* (t CO₂ equivalent) GRI 305-1, SASB-FB-FR-110a.1, FB-FR-110a.2

	2021	2022
Production of electricity, heat or steam	17,722.93	21,448.66
Physical-chemical processing	10,274.43	197,631.34
Transportation of materials, products, waste, employees and passengers	2,286.75	2,403.97
Fugitive emissions	58.05	118.88
Total gross CO₂ emissions	30,342.16	221,632.61

* Gases included in disclosures: CO₂, CH₄, N₂O, HFCs and PFCs.

Biogenic CO₂ emissions (t CO₂ equivalent) GRI 305-1

	2021	2022
Total	878,187.88	537,647.54

Energy indirect GHG emissions (t CO₂ equivalent) GRI 305-2

	2021	2022
Total	7,156.82	4,168.37

Other indirect GHG emissions* (t CO₂ equivalent) GRI 305-3

	2022
Upstream	
Upstream transportation and distribution	22,049.63
Waste generated in operations	5,740.37
Business travel	529.08
Commuting	819.69
Leased assets	1,474.22
Subtotal	30,613.00
Downstream	
Downstream transportation and distribution	5,826.65
Use of sold products	3,203.30
End-of-life treatment of sold products	5,410.30
Investment	590.51
Subtotal	15,030.76
Total	45,643.75

*Gases included in disclosures: CO₂, CH₄ and N₂O.

Biogenic CO₂ emissions (t CO₂ equivalent) GRI 305-3

	2022
Total	972,723.17

Greenhouse gas emissions intensity^{1 2 3} GRI 305-4

	2021	2022
Total GHG emissions (t CO₂ equivalent)	37,498.98	271,444.73
Greenhouse gas emissions intensity	0.02	0.09

¹ Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3);

² Gases accounted for: CO₂, CH₄, N₂O, HFCs and PFCs;

³ Greenhouse gas emissions intensity was benchmarked against 2,769,884 originated tons.



Water and Effluents

GRI 3-3. GRI 3-3 Water and effluent management, GRI 303-2

Our industrial and storage facilities are supplied with water from surface and underground sources. The only facility that also sources water from a utility is Apucarana (PR). Water consumption is monitored daily and the resulting data is assessed monthly. Caramuru's water and wastewater management has commitments to reduce water intake by 20% and reuse 70% of effluents by 2025.

If a facility's water consumption exceeds the volume authorized for the well, the company investigates the causes and the need to raise the authorized limit or install another water intake point. We also studied opportunities to achieve two indicators in our Operational Performance Diagnosis (OPD) package: one related to industrial water consumption per ton of processed grain and another focused on the percentage of reused wastewater.

Water and wastewater management targets*

Year	Reduce water consumption	Reusing wastewater
2023	5%	28%
2024	10%	30%
2025	5%	12%
Total	20%	70%

* Our industrial facilities have the highest water consumption, and no such facility is located in areas with water stress. The water consumption target was defined based on 2021 historical data, excluding the outlying standard deviations. For 2022, our goal was to reduce the extracted volume by 5% on 2021, in order to achieve the 2025 objective of reducing consumption by 20%. The wastewater reuse target was established progressively to reach the 70% goal by 2025.



Water withdrawals at facilities* GRI 303-1

Location	Interaction
Sorriso (MT)	Underground withdrawals from six deep-cased wells.
Itumbiara (GO)	Surface water withdrawals from the Santa Maria river and groundwater from four deep-cased wells.
São Simão (GO)	Surface water withdrawals from the Paranaíba river and groundwater from two deep-cased wells.
Ipameri (GO)	Surface water withdrawals from the Bacurati creek and groundwater from one deep-cased well.
Apucarana (PR)	Groundwater withdrawals from three deep-cased wells and supply from local utility.

* 75% of all water sourced evaporates during the process or is incorporated into the product. The remaining 25% is directed to an wastewater treatment plant to reduce organic matter and contaminants, making the water suitable for other uses and environmentally safe.

We have a wastewater treatment system in place for 100% of industrial and sanitary procedures through Wastewater Treatment Plants (ETP) in Apucarana (PR), Itumbiara, Ipameri, São Simão (GO) and Sorriso (MT). At the São Simão plant, all treated wastewater is measured, but not the separated amount reused in operations or discharged into the Paranaíba River. This facility is the only one discharging wastewater into the Paranaíba River, complying with the limits established in CONAMA Resolutions 357 and 430 and State Decree 1.745 issued by Goiás state. Twice yearly, the discharge is analyzed upstream and downstream in the river, and we monitor the treated wastewater annually.

In 2022, 80% of the wastewater treated in Apucarana was reused, an increase of 42% compared to 2021. In Ipameri, Itumbiara, São Simão and Sorriso, the wastewater is used for boiler gas scrubbing and improvised fertigation systems using tanker trucks and non-homogeneous spraying, and in the firefighting system. The four units are conducting studies on the reuse of treated wastewater to prevent soil saturation by fertigation and to reduce the volume of water withdrawn. At Caramuru, all wastewater undergoes physical, chemical and biological treatment. **GRI 303-4**

All industrial facilities take daily readings of water meters and flow meters for deepcased wells, industrial sectors, treated wastewater and reused wastewater. In addition to volumes, water consumption per ton of processed grain is also monitored. ETE

managers monitor and evaluate the recordings, taking into account the set goals, and propose actions to reduce waste and increase wastewater reuse. At Caramuru, we address water-related impacts in monthly meetings of the environmental working group ([read more below](#)) and quarterly huddles with directors and managers.

We participate in the Brazilian Business Council for Sustainable Development (CEBDS) and have undertaken two pledges: to expand the integration of water issues into business strategy and to measure and publicly report water management at the company ([read more on page 42](#)).

In 2022, we created a task force focused on water and wastewater, composed of multidisciplinary employees representing industrial, warehousing and port facilities. The task force's mission is to lead the company to "be recognized for promoting conscientious water use and influencing biodiversity conservation in our value chain" by 2030. As a working dynamic, the group meets monthly and works closely with the respective management and directors.

The group aims to enhance water management and control water consumption in Caramuru's operations, as well as discussing wastewater reuse initiatives. For facilities that discharge wastewater, priority substances for treatment are considered to be: oils and greases, materials with organic matter content and total dissolved solids.

The wastewater discharge limits applicable to plants have been established in accordance with CONAMA Resolution 430/11.

Our units also comply with the wastewater treatment parameters defined by the relevant regulatory agencies, according to local legislation. The pH limits for oils, greases and solids follow State Environmental Board (CEMA) resolutions 357/2005, 430/2011 and 70/2009.

We are members of the Paranaíba River Basin Committee, a collegiate body composed of members of the government and organizations that use water resources. The Committee discusses the implementation of the River Basin Water Resources Plan and the formulation of public policies related to the river, among other activities.

* The measurement of wastewater discharge began in August 2022 and stood at 15.78 ML. There have been no cases of non-compliance with the discharge limits for priority substances in the past 10 years. Daily analyses of raw and final wastewater are carried out internally and collected by the ETE operation. If the final wastewater does not meet the standards, it is returned for reprocessing.

Total volume of water withdrawal across all areas and in areas with water stress, by source (ML)* GRI 303-3

Source	2021		2022	
	All areas	Areas with water stress	All areas	Areas with water stress
Surface water (Total)				
Freshwater (≤1000 mg/l Total Dissolved Solids)	708.18	0	825.3	0
Other water (>1000 mg/l Total Dissolved Solids)	0		0	0
Groundwater (Total)				
Freshwater (≤1000 mg/l Total Dissolved Solids)	1,407.77	0	1,516.54	0
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Seawater (Total)				
Freshwater (≤1000 mg/l Total Dissolved Solids)	0	0	0	0
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Produced water (Total)				
Freshwater (≤1000 mg/l Total Dissolved Solids)	0	0	0	0
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Third-party water (Total)				
Freshwater (≤1000 mg/l Total Dissolved Solids)	0	0	3.29	0
Other water (>1000 mg/l Total Dissolved Solids)	0	0	0	0
Total	2,115.95	0	2,345.13	0

* All deep-cased wells and river intakes have water meters. Measurements are made daily and compiled monthly in a spreadsheet.

Total volume of water consumed across all areas and in areas with water stress (ML) GRI 303-5

	2021		2022	
	All areas	Areas with water stress	All areas	Areas with water stress
Total water withdrawal (303-3)	2,119.55	0	2,345.12	0
Total water discharge (303-4)	279.59	0	15.78	0
Water consumption	1,839.96	0	2,329.34	0



Economic and Financial Performance



Economic and Financial Performance

Throughout the year, we faced challenges that impacted the sector and the market in general, particularly the lower global demand for value-added commodities and regulatory issues concerning biodiesel. Nevertheless, supported by our values and the company's business maturity, we completed the fourth consecutive year with growing results and achieved the goals set for the period in terms of growth and cash generation.

This situation reinforced the importance of our portfolio diversification strategy, whereby the performance of certain segments compensates for or even surpasses the difficulties faced by others - during the year, domestic meal sales and soybean exports both increased. In 2023, we will further expand the range of products offered by the company with the marketing of soybean ethanol and GMO SPC.

In 2022, we recorded net revenue of R\$ 8.63 billion, growth of 13.6% compared to the previous year, which can be attributed to the higher overall sales volume (3.3%) and higher price levels during the period. Caramuru also generated R\$ 639.2 million in Adjusted Ebitda, 10.8% above the 2021 figure, and R\$ 348.74 million in net profit.

Another meaningful highlight of the year was the commitments made under Agribusiness Receivables Certificates (CRA), totaling R\$ 956 million, and Sustainable Export Pre-Payments (PPE), raising USD 80 million. These financings not only bolster our commitments to environmental preservation and sustainable supply chain management but also help lengthen the company's average debt maturity.



See other economic-financial disclosures in the [Appendix](#).



R\$ 8.63 billion
in net revenue



R\$ 348.74 million
in net income



R\$ 639.2 million
in adjusted Ebitda, growth of 10.8% compared with the previous year



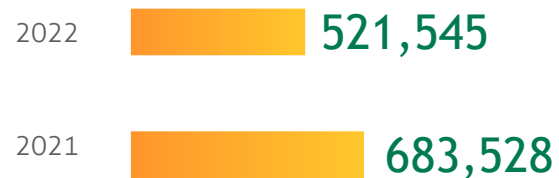
Issuance of Green CRAs for R\$ 956 million and Sustainable PPE of USD 80 million

Key financial indicators (R\$ thousand)

Net Revenue



EBITDA



Adjusted EBITDA



Adjusted EBITDA Margin



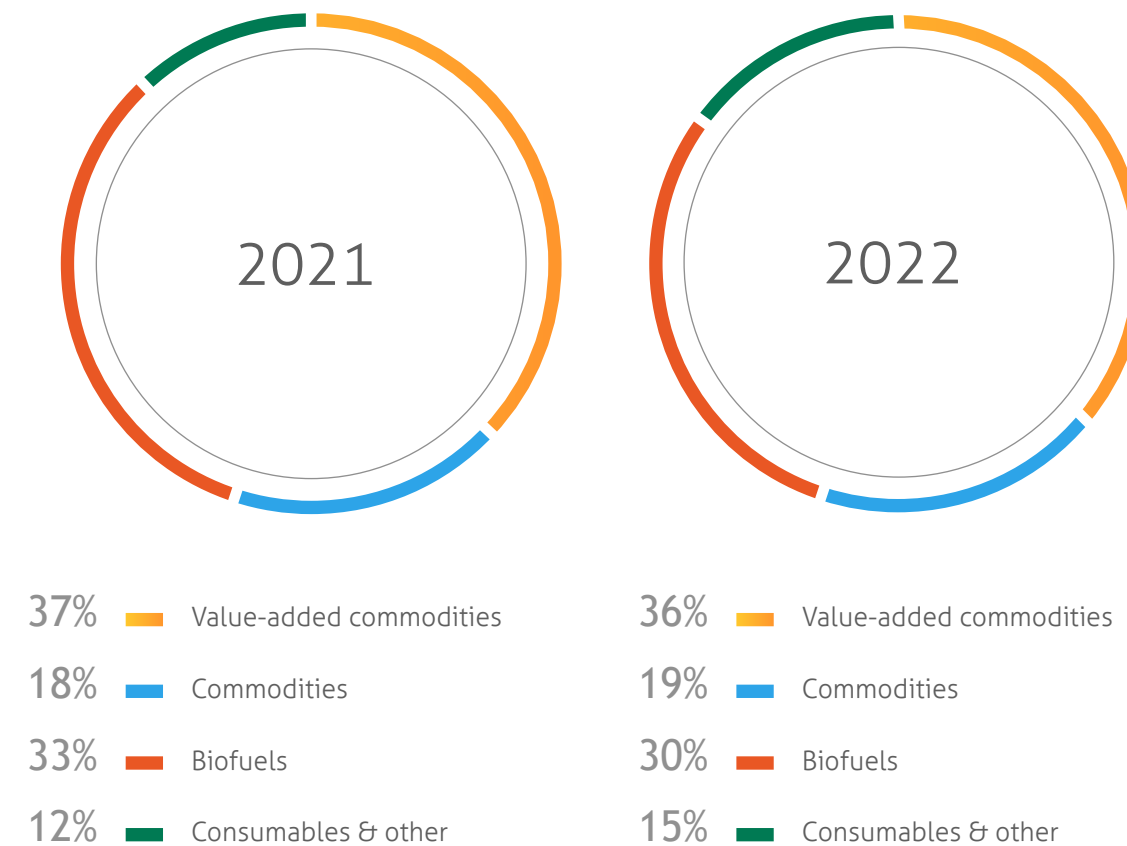
Net Income



Net Debt/LTM EBITDA



By segment*



* Proportion of net revenue obtained in the year.

Assurance Statement GRI 2-5



ASSURANCE STATEMENT

STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “SUSTAINABILITY REPORT 2022” FROM CARAMURU ALIMENTOS S.A.

NATURE AND SCOPE OF ASSURANCE

The SGS was hired by CARAMURU ALIMENTOS S.A. to carry out the third-party assurance of its Sustainability Report, which provides information for the year 2022 and that follows international guidelines for monitoring and reporting sustainability information, including the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). The scope of assurance, based on the methodology for assurance sustainability reports from SGS, included the text and data related to GRI Standards 2021, current version of GRI.

The information provided in “SUSTAINABILITY REPORT 2022” and its presentation is a sole responsibility of CARAMURU ALIMENTOS S.A. management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the CARAMURU ALIMENTOS S.A. business. We are liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the CARAMURU ALIMENTOS S.A. stakeholders informed.

The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards, in its most up-to-date version of 2021, and the assurance standard **International Standard on Assurance Engagements - ISAE3000**. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards 2021, Universal Standards (*GRI 1_ Foundation 2021, GRI 2_ General Disclosures 2021, GRI 3_ Material Topics 2021*) and the requirements of Topic Standards (GRI 200, GRI 300 and GRI 400) according to the material topics identified by CARAMURU ALIMENTOS S.A. through the process described in this report.

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by CARAMURU ALIMENTOS S.A. and comparison with the information entered by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of CARAMURU ALIMENTOS S.A. contained and referenced in the “SUSTAINABILITY REPORT 2022” was not evaluated as part of this assurance process, but in a separate audit process. The information related to the inventory of greenhouse gases was verified and went through a specific audit process.

IMPARTIALITY AND COMPETENCE STATEMENT

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against CARAMURU ALIMENTOS S.A. stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.



ASSURANCE STATEMENT

The assurance team was composed according to members' expertise, experience and competence for this activity, the team is composed of:

- An Audit Lead on Assurance of Sustainability Report, a Lead auditor on Socioenvironmental programs, a Lead Assessor of Greenhouse Gases (GHG), Lead auditor on Renovabio program.

ASSURANCE OPINION

Regarding the verification carried out in the methodology, processes and data presented by CARAMURU ALIMENTOS S.A., we are confident that the information and data contained in the "SUSTAINABILITY REPORT 2022" are reliable and a balanced representation of the sustainability activities developed by CARAMURU ALIMENTOS S.A. in the base year 2022. The SGS has the opinion that the report can be used by the company's stakeholders as part of its company evaluation processes.

In our opinion, based on what was verified and on the materials presented by CARAMURU ALIMENTOS S.A., the content of the report fully meets the requirements of the GRI Standards, which are: apply the reporting principles, report the disclosures in GRI 2: General Disclosures 2021, determine material topics, report the disclosures in GRI 3: Material Topics 2021, report disclosures from the GRI Topic Standards for each material topic, provide reasons for omission for disclosures and requirements that the organization cannot comply with, publish a GRI content index, provide a statement of use and after publication notify GRI.

RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE

- The Report of CARAMURU ALIMENTOS S.A., "SUSTAINABILITY REPORT 2022" is aligned with GRI Standards 2021, and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400).
- CARAMURU ALIMENTOS S.A. presents its Report with 12 material themes reviewed in the process of double materiality in 2022, which are: 1. People Management; 2. Health, Safety, Quality of life and Well-being; 3. Water and Wastewater Management; 4. Biodiversity and Ecosystems; 5. Climate Strategy; 6. Energy Efficiency; 7. Supply Chain Management; 8. Product Safety and Quality; 9. Rural and Social Development; 10. Ethics, Integrity, Governance and Compliance; 11. Government Relations and Regulatory Bodies; 12. Privacy and Data Security. In our understanding, and in accordance with the precepts of materiality established by the GRI, the material topics reflect the impacts of CARAMURU ALIMENTOS S.A. activities in a balanced manner, and the report covers information on all topics considered as materials for the sector and stakeholders, according to GRI 3: Material Topics 2021.
- It is remarkable the commitment and seriousness with which CARAMURU ALIMENTOS S.A. approaches the management of suppliers of raw materials, with emphasis on the Sustain Program.
- Among the material themes of CARAMURU ALIMENTOS S.A. is "Biodiversity and Ecosystems", but the 2022 Sustainability Report partially meets one of the disclosures of the thematic standard Biodiversity (304), disclosure 304-2 Significant impacts of activities, products and services on biodiversity. It is highly indicated that in the next Sustainability Report the same will be answered in a complete manner, as well as other disclosures related to the material theme.



ASSURANCE STATEMENT

- Regarding the partial publication of information related to disclosures, disclosures 403-4 - Worker participation, consultation, and communication on occupational health and safety and 304- Significant impacts of activities, products and services on biodiversity.

Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

May 23th, 2023

Executed by and on behalf of SGS.

Gustavo Venda
Business Manager - Sustainability

Mariana de Oliveira Klein
Lead Auditor for Sustainability Report



GRI & SASB Content Index

Statement of use

Caramuru has developed its report in accordance with the GRI Standards for the period from January 1 to December 31, 2022

GRI 1 used

GRI 1: Foundation 2021

Applicable GRI Sector Standard(s)

GRI 13: Agriculture Aquaculture and Fishing Sectors 2022

GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. N°.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	09				
	2-2 Entities included in the organization's sustainability reporting	04				
	2-3 Reporting period, frequency and contact point	04				
	2-4 Restatements of information	Employee and worker categories were adjusted between 2021 and 2022.				
	2-5 External assurance	66				
	2-6 Activities, value chain and other business relationships	27				
	2-7 Employees	86				
	2-8 Workers who are not employees	86				
	2-9 Governance structure and composition	15				
	2-10 Nomination and selection of the highest governance body	15				
	2-11 Chair of the highest governance body	17				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	12, 24, 56				
	2-13 Delegation of responsibility for managing impacts	17, 21				
	2-14 Highest governance body's role in sustainability reporting	Our highest governance bodies, namely the Board of Directors and the Executive Board, are responsible for reviewing and approving reporting information.				
	2-15 Conflicts of interest	24				
	2-16 Communication of critical concerns	There were no reports on critical concerns in the period.				
	2-17 Collective knowledge of the highest governance body	The Executive Board provides support, via a specialist team, to all growers interested in joining Caramuru's sustainability programs, offering advice and consulting services. Employees and contractors receive regular training on the various programs, with a minimum annual attendance. The Executive Board receives quarterly reports on training status across the five ESG dimensions of: caring for people, natural resource management, climate change, sustainable processes, and ethics and compliance. In 2022, we established an ESG Working Group to actively monitor and guide our initiatives in these areas.				
	2-18 Evaluation of the performance of the highest governance body	The processes for evaluating the performance of the highest governance body are outlined in article 17(V) of our Bylaws, but are still pending implementation.				
	2-19 Remuneration policies	89				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-20 Process for determining remuneration	The process for determining remuneration is managed by the Board of Directors with support from the economic, financial and strategy committees, as well as the CEO for executive remuneration. The aggregate annual remuneration received by governance body members is approved by shareholders in General Meetings. The Board is responsible for distributing this amount among directors and executives. Profit shares paid to executives are linked to targets approved by the Board. We do not have a Compensation Policy for other employees.				
	2-21 Annual total compensation ratio	88, 89				
	2-22 Statement on sustainable development strategy	6, 7				
	2-23 Policy commitments	Caramuru is committed to acting as a responsible corporate citizen, providing team members with a safe and healthy work environment, and under no circumstances using child labor, forced labor, or any form of slavery. Respect for human rights is ensured for all individuals who interact with Caramuru, irrespective of race, gender, sexual orientation, nationality, ethnicity, language, religion, or any other characteristic.				
	2-24 Embedding policy commitments	24				
	2-25 Processes to remediate negative impacts	21, 23				
	2-26 Mechanisms for seeking advice and raising concerns	23				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. N°.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	During the reporting period there were no significant cases of noncompliance or non-monetary sanctions. Non-significant fines amounted to a aggregate total of R\$ 764,225.76; aggregate fines in previous years amounted to R\$ 6,631,270.98. We define significant fines as those exceeding R\$ 15,000,000, as defined by our risk management department, or fines of any amount in cases involving child labor, forced labor or corruption.				
	2-28 Membership associations	41				
	2-29 Approach to stakeholder engagement	14				
	2-30 Collective bargaining agreements	47				
Material topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	12				
	3-2 List of material topics	12, 82				
[Climate strategy]						
GRI 3: Material Topics 2021	3-3 Management of material topics	59				13.1.1/13.2.1
Emissions 2016	GRI 305-1 Direct (Scope 1) GHG emissions	59				13.1,2
Emissions 2016	GRI 305-2 Energy indirect (Scope 2) GHG emissions	59				13.1,3
Emissions 2016	GRI 305-3 Other indirect (Scope 3) GHG emissions	59				13.1,4



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Emissions 2016	305-4 GHG emissions intensity	59				13.1,5
Fleet fuel management	SASB-FB-FR-110a.1 Fleet fuel consumed, percentage renewable	59				
Greenhouse gas emissions	SASB-FB-AG-110a.3 Fleet fuel consumed, percentage renewable	59				
[Biodiversity and ecosystems]						
GRI 3: Material Topics 2021	3-3 Management of material topics	56				13.3.1/13.4.1
Biodiversity 2016	GRI 304-2 Significant impacts of activities, products, and services on biodiversity	Each project is initially submitted to the competent environmental agency to obtain a preliminary license. When required, an environmental impact assessment or an Environmental Control Plan (ECP) is requested. This document guides the implementation of necessary preventive and corrective measures.				13.3,3
GRI 13: Agriculture Aquaculture and Fishing Sectors 2022	Sector Standard 13.4.3 Natural ecosystem conversion	56				13.4,3
[Water and effluent management]						
GRI 3: Material Topics 2021	3-3 Management of material topics	60				13.7,1
Water and effluents 2018	GRI 303-1 Interactions with water as a shared resource	61				13.7,2
Water and effluents 2018	GRI 303-2 Management of water discharge-related impacts	60				13.7,3
Water and effluents 2018	GRI 303-3 Water withdrawal	62				13.7,4
Water and effluents 2018	GRI 303-4 Water discharge	61				13.7,5
Water and effluents 2018	GRI 303-5 Water consumption	62				13.7,6



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
[Product quality and safety]						
GRI 3: Material Topics 2021	3-3 Management of material topics	35				13.10,1
Consumer Health and Safety 2016	GRI 416-1 Assessment of the health and safety impacts of product and service categories	The percentage of significant product and service categories for which health and safety impacts are assessed for improvement is 98.4%. Our product categories are as follows: consumer products, industrial products and animal feed.				13.10,2
Consumer Health and Safety 2016	GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	The total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period was eight, with one incident resulting in a fine and the remaining incidents resulting in warnings only.				13.10,3
GRI 13: Agriculture Aquaculture and Fishing Sectors 2022	Sector Standard 13.10.4 Food safety	The percentage of production volume from sites certified to internationally recognized food safety standards is 98.4%. The certification standards are as follows: GFSI (FSSC 22000, IFS); GMPLUS; and HACCP.				13.10,4
GRI 13: Agriculture Aquaculture and Fishing Sectors 2022	Sector Standard 13.10.5 Food safety	There were no product recalls in the year.				13.10,5
Marketing and Labeling 2016	GRI 417-1 Requirements for product and service information and labeling	36				
Marketing and Labeling 2016	GRI 417-2 Incidents of non-compliance concerning product and service information and labeling	There were three incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, all resulting in warnings only.				
Marketing and Labeling 2016	GRI 417-3 Incidents of non-compliance concerning marketing communications	There were no incidents of non-compliance concerning marketing in the period.				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. N°.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Food Safety	SASB-FB-FR-250a.2 (1) Number of recalls, (2) number of units recalled, (3) percentage of units recalled that are private-label products	There were no product recalls in the year.				
Product Labeling & Marketing	SASB-FB-FR-270a.1 Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	There were three incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, all resulting in warnings only.				
Food Safety	SASB-FB-AG-250a.3 (1) Number of recalls issued and (2) total amount of food product recalled	There were no product recalls in the year.				
[Rural and social development]						
GRI 3: Material Topics 2021	3-3 Management of material topics	53				13.12.1/13.22.1
Local communities 2016	GRI 413-2 Operations with significant actual or potential negative impacts on local communities	82				13.12,3
Economic performance 2016	GRI 201-1 Direct economic value generated and distributed	90				13.22,2
Indirect economic impacts 2016	GRI 203-1 Infrastructure investments and services supported	In 2022 we made no investments in infrastructure such as transportation networks, utilities, community spaces, etc.				13.22,3
[People Management]						
GRI 3: Material Topics 2021	3-3 Management of material topics	47				13.15,1
Diversity and equal opportunity 2016	GRI 405-2 Ratio of basic salary and remuneration of women to men	90				13.15,3



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Economic performance 2016	GRI 201-3 Defined benefit plan obligations and other retirement plans	Our employees have access to a private pension plan, known as "retirement assistance," for those who earn a salary equal to or higher than the INSS ceiling. Each year, we determine whether individuals who meet this criterion are interested in joining. Plan contributions vary from 3% to 5% of employees' salary, and are deducted from their payroll, with the company matching the same percentage. The redemption amount is based on the length of contribution and age. As of year-end 2022, we had 245 employees enrolled in the plan.				
Economic performance 2016	GRI 201-4 Financial assistance received from government	Caramuru Alimentos does not receive financial assistance from government.				
Employment 2016	GRI 401-1 New employee hires and employee turnover	87				
Employment 2016	GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Caramuru provides parental leave, health insurance, life insurance, private pension, and meal benefits to both full-time and part-time employees.				
Training and education 2016	GRI 404-1 Average hours of training per year per employee	87				
Training and education 2016	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	We have an annual training program in which our leadership team identifies training requirements. If any additional training needs arise, the leadership team requests such training, and the Human Resources department is responsible for delivery. Caramuru does not have transition assistance programs in place.				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Training and education 2016	GRI 404-3 - Percentage of employees receiving regular performance and career development reviews	88				
[Supply chain management]						
GRI 3: Material Topics 2021	3-3 Management of material topics	37				13.16.1/13.17.1/13.23.1
Forced or compulsory labor 2016	GRI 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	39				13.16,2
Child labor 2016	GRI 408-1 Operations and suppliers at significant risk for incidents of child labor	39				13.17,2
GRI 13: Agriculture Aquaculture and Fishing Sectors 2022	Sector Standard 13.23.2 Supply chain traceability	All raw materials we source (soybeans, corn, and sunflower) are traceable to their source, down to the farm level, and 100% of raw material purchases are made with full knowledge of their origin.				13.23,2
Supplier environmental assessment 2016	GRI 308-1 - New suppliers that were screened using environmental criteria	39				
Supplier environmental assessment 2016	GRI 308-2 - Negative environmental impacts in the supply chain and actions taken	39, 85				
Supplier social assessment 2016	GRI 414-1 New suppliers that were screened using social criteria	39				
Supplier social assessment 2016	GRI 414-2 - Negative social impacts in the supply chain and actions taken	40, 85				
Environmental & Social Impacts from the Supply Chain	FB-AG-430a.3 Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	39				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. N°.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
[Employee health, safety and well-being]						
GRI 3: Material Topics 2021	3-3 Management of material topics	49				13.19,1
Occupational health and safety 2018	GRI 403-1 - Occupational health and safety management system	81				13.19,2
Occupational health and safety 2018	GRI 403-2 - Hazard identification, risk assessment, and incident investigation	52				13.19,3
Occupational health and safety 2018	GRI 403-3 - Occupational health services	50				13.19,4
Occupational health and safety 2018	GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	50				13.19,5
Occupational health and safety 2018	GRI 403-5 Worker training on occupational health and safety	50				13.19,6
Occupational health and safety 2018	GRI 403-6 Promotion of worker health	50				13.19,7
Occupational health and safety 2018	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Caramuru has a screening process for suppliers to ensure compliance with legal and certification requirements. Additional safeguards are included in our contracts with suppliers.				13.19,8
Occupational health and safety 2018	GRI 403-8 - Workers covered by an occupational health and safety management system	51				13.19,9
Occupational health and safety 2018	GRI 403-9 Work-related injuries	51, 52				13.19,10
Occupational health and safety 2018	GRI 403-10 - Work-related ill health	52				13.19,11



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. N°.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
[Energy efficiency]						
GRI 3: Material Topics 2021	3-3 Management of material topics	57				
Energy 2016	GRI 302-1 Energy consumption within the organization	57				
Energy 2016	GRI 302-4 Reduction of energy consumption	58				
Energy management	SASB FB-FR-130a.1 (1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	57				
[Ethics, integrity and compliance]						
GRI 3: Material Topics 2021	3-3 Management of material topics	23				13.25.1/13.26.1
Anti-competitive behavior 2016	GRI 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Caramuru was not party to any legal proceedings for anti-competitive behavior, anti-trust, and monopoly practices during the reporting period (2022).				13.25,2
Anti-corruption 2016	GRI 205-2 Communication and training on anti-corruption policies and procedures	83, 84				13.26,3
Anti-corruption 2016	GRI 205-3 Confirmed incidents of corruption and actions taken	There were no incidents of corruption or legal proceedings related to corruption during the reporting period (2022).				13.24,4
[Data privacy and security]						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				
Customer privacy	GRI 418-1	25				



GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. Nº.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
Data security	SASB-FB-FR-230a.2 Description of approach to identifying and addressing data security risks	We identify threats and vulnerabilities in our networks or applications by annually retaining penetration testing services. Using third-party managed security services, including a Security Operation Center, we also monitor and continuously improve our security capabilities, while also preventing, detecting, analyzing and responding to cyber security incidents. Our security systems generate alerts that are then cascaded by email.				
[Government and regulator relations]						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				13.24,1
Public Policy 2016	GRI 415-1 Political contributions	Caramuru does not have any political party affiliations and does not engage in political activities. It is explicitly prohibited to utilize the company's assets, services, or any financial resources to support political parties, candidates for public office, or public officials. This policy is in accordance with Section 10 of our Code of Ethics and Business Conduct. Furthermore, Caramuru strictly forbids team members from making any contributions to public initiatives, whether during working hours or outside of the workplace, on behalf of the company.				13.24,2
Taxes 2019	GRI 207-1 Approach to tax	24				
Taxes 2019	GRI 207-3 Stakeholder engagement and management concerns related to tax	24				



Appendix

Health and Safety

Specialized Occupational Health and Safety Service Structure* ** GRI 403-1

Site	Team	Standards met
Itumbiara (GO)	One SESMT supervisor, one occupational physician, one occupational safety engineer, one occupational nursing technician, and six occupational safety technicians	NR-01 General Provisions and Occupational Risk Management; NR-02 Pre-Inspection; NR-03 Shutdowns and Closure; NR-04 Specialized Occupational Health and Safety Services NR-05 Internal Accident Prevention Committee; NR-06 Personal Protective Equipment (PPE); NR-07 Occupational Medical Control Program (PCMSO); NR-08 Buildings; NR-09 Evaluation and Control of Occupational Exposure to Physical, Chemical, and Biological Agents; NR-10 Electrical Safety; NR-11 Transportation, Handling, Storage, and Warehousing of Materials; NR-12 Occupational and Safety in the Operation of Machinery and Equipment; NR-13 Boilers, Pressure Vessels, Piping, and Metallic Storage Tanks; NR-15 Hazardous Activities and Operations; NR-16 Hazardous Activities and Operations; NR-17 Ergonomics; NR-18 Occupational Health & Safety in the Construction Industry; NR-20 Safety When Handling Flammable and Combustible Substances; NR-21 Outdoor Work; NR-23 Fire Protection; NR-24 Sanitary and Comfort Conditions in the Workplace; NR-25 Industrial Waste; NR-26 Safety Signage; NR-27 Professional Registration of Occupational Safety Technicians; NR-28 Inspection and Penalties; NR-29 Port Safety; NR-33 Confined Space Safety; NR-35 Working at Heights; as well as technical standards of the Fire Department of Goiás, Paraná, Mato Grosso, Pará, and Roraima.
Ipameri (GO)	One administrative supervisor, two occupational safety technicians, and one occupational physician	
Apucarana (PR)	One administrative supervisor, two occupational safety technicians, and one occupational physician	
Sorriso (MT)	One administrative supervisor, two occupational safety technicians, and one occupational physician	

All employees working at Itumbiara, Ipameri, São Simão (GO), Sorriso (MT), Apucarana (PR), Itaituba (PA), Santana (AP), Pederneiras (SP) units, and storage units in Chapadão do Céu, Portelândia, Jataí, Pensão Velha, Perolândia, Rio Verde, Montividiu, Lagoa do Bauzinho, Catalão, Campo Alegre, Piracanjuba, Silvânia, Orizona, Inaciolândia, Morrinhos, Vicentinópolis (GO), Água Boa, Canarana, and Querência (MT) are covered by the occupational health and safety management system.

** The members of the Occupational Health and Safety Service report to the HR department and Chief Institutional Officer. The Itumbiara (GO) SESMT manages health and safety both at this site and at the warehouses in Goiás and Mato Grosso. It also provides support to the Occupational Health and Safety Services at the Ipameri, São Simão (GO), Apucarana (PR), and Sorriso (MT) plants. In addition, it provides health and safety oversight at the Port Terminals of Santana (AP) and Itaituba (PA).



Local communities

Operations with significant actual or potential negative impacts on local communities* GRI 413-2

Location	Actual and potential impacts
Caramuru Alimentos S/A, Via Expressa Júlio Borges de Souza, nº 4240, Bairro Nossa Senhora da Saúde. CEP: 75.520-900	Fire; water and energy consumption; ambient noise emissions; generation of used batteries; generation of used lubricating oil; generation of batteries; refrigerant gas leakage; potential hexane leakage; polluting gas emissions; black smoke emissions; used air filters; used oil filters; chemical spills; used PPE; generation of Culex mosquitoes; diesel fuel leakage; product spills; generation and disposal of general waste; leakage of various residues; steam consumption; consumption of mineral oil; potential LPG leakage; loss of inputs/chemical vapors; consumption of wood; consumption of diesel fuel; loss of diesel or hydraulic oil; generation of ink tape; generation of sweeping waste; generation of wastewater; odor; ammonia leakage; ambient noise exposure; chemical spills; consumption of firewood and pallets; product loss; oil generation; loss of preforms and bottles; loss of bottles and caps; leakage of vegetable oil; disposal of used PPE; generation of medical waste; generation of contaminated waste; generation and disposal of industrial towels; hydraulic oil leakage; oil leakage in the filtration process; used mercury, sodium, or metal halide lamps; generation of vegetable oil; generation of miscellaneous waste.

* Detailed identification of impacts is carried out at the Itumbiara site. Impacts are not detailed at other sites.

Materiality

Actual and potential impacts from the material topics* GRI 3-2

	Associated risks
Environmental	Regulatory requirements and sanctions related to climate change; the company having a reputation for failing to combat climate change; increased incidence of extreme events and reduced availability of resources (raw materials, commodities); legal and regulatory sanctions and requirements related to water and effluent management; the company being linked to pollution of water courses; water shortages in the areas where we operate.
Social	Increased legal and regulatory proceedings, sanctions and requirements related to diversity and inclusion; loss of reputation as an employer; the company being perceived as an unsafe workplace; the company being linked to conflicts with neighboring communities.
Governance	Legal and regulatory sanctions and requirements related to corruption, fraud and integrity; the company having a reputation for unethical practices; increased competition, product obsolescence and unsustainable business models; new technologies, more efficient low-carbon solutions and patents; greater customer demand for low-carbon products and solutions; more cases involving hacking and cyber attacks; higher volume of sensitive digital information; more importance attached by society and the media to the topic.

* In 2022 Caramuru was not significantly exposed to any of these risks. This indicates that priority risks are being monitored and actions to prevent them are being effectively implemented.



Governance, ethics and compliance

Total number and monetary value of fines for instances of noncompliance with laws and regulations* [GRI 2-27](#)

2022

fines for instances of non-compliance with laws and regulations that occurred in the current reporting period	2,160,583.25
fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods	452,853.48

* There were no significant fines in the reporting period, with significant fines defined as those exceeding R\$ 15,000,000 as established in our risk management procedure for financial transactions, or any fines in cases involving child labor, forced labor or corruption.

Governance body members that have received communications and training on anti-corruption, broken down by region [GRI 205-2](#)

Region	Governance body members	2021		2022	
		Informed	Trained	Informed	Trained
North	number	0	0	0	0
	%	0	0	0	0
Midwest	number	22	17	7	7
	%	100	77.27	100	100
Southeast	number	0	0	0	0
	%	0	0	0	0
South	number	0	0	0	0
	%	0	0	0	0

Employees who have received communications and training on anti-corruption, broken down by region [GRI 205-2](#)

Region	Employees	2022	
		Informed	Trained
North	number	12	12
	%	100	100
Midwest	number	1,933	1,933
	%	92.31	92.31
Southeast	number	16	16
	%	100	100
South	number	138	138
	%	100	95.83



Employees who have received communications and training on anti-corruption, broken down by employee category **GRI 205-2**

Categories	Employees	2021		2022	
		Informed	Trained	Informed	Trained
Executive	number	37	37	-	-
Board/Senior Management	%	100	100	-	-
Middle Management	number	-	-	38	37
	%	-	-	100	97.37
Supervisors/ Coordinators	number	168	167	113	113
	%	100	99.4	97.37	97.37
Leads	number	55	55	48	48
	%	100	100	94.12	94.12
Administrative	number	929	918	612	612
	%	100	98.82	95.77	95.77
Operational	number	987	965	1280	1280
	%	100	97.77	91.04	91.04
Trainees	number	6	6	9	9
	%	100	100	100	100
Apprentices*	number	81	80	-	-
	%	100	98.77	-	-
Total	number	2,263	2,228	2,099	2,099
	%	100	98	92.88	92.88

* Apprentices were reported as "workers" in 2022.

Workers who have received communications and training on anti-corruption, broken down by employee category **GRI 205-2**

Categories	Employees	2022	
		Informed	Trained
Executive Board	number	12	12
	%	100	100
Board of Directors	number	0	0
	%	0	0
Interns	number	13	13
	%	100	100
Apprentices	number	110	104
	%	100	94.55
Total	number	135	129
	%	94.40	90.20

Business partners that have received communications and training on anti-corruption, broken down by region **GRI 205-2**

Region	Business Partners	2022	
		Informed	Trained
North	number	1	0
	%	3.7	0
Midwest	number	5	1
	%	33.33	6.67
Southeast	number	53	33
	%	10.77	6.71
South	number	20	10
	%	10.42	5.21



Supply Chain

Negative environmental impacts in the supply chain and actions taken **GRI 308-2**

	2022
No. of suppliers assessed for environmental impacts	5,033
No. of suppliers identified as having significant actual or potential negative environmental impacts	229
Significant actual and potential negative environmental impacts identified in the supply chain	Deforestation; federal and state blacklisting; Soy Moratorium; and Protected Areas
No. of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	151
% of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment	65.94
Number of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment*	78
% of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment*	34.06

* The reasons for which relationships were terminated were as follows: failure to comply with the Caramuru Sustainability Policy commitment to zero deforestation; illegal deforestation; taxpayer number blacklisted in connection with the Soy Moratorium or by federal and/or state agencies; or land encroaching into protected areas or areas covered by the Soy Moratorium.

Suppliers with real and potential negative social impact **GRI 414-2**

	2022
No. of suppliers assessed for social impacts	5,033
No. of suppliers identified as having significant actual and potential negative social impacts*	5,033
No. of significant actual and potential negative social impacts identified in the supply chain	Forced and slave labor; child labor; and impacts on indigenous lands or quilombola lands.
No. of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	0
% of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	0
No. of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	0
% of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment	0

* No suppliers were identified as causing actual negative social impacts, but all suppliers are considered potential sources of such impacts.



People Management

Employees by employment contract and gender **GRI 2-7**

Contract type	2021			2022		
	Men	Women	Total	Men	Women	Total
Permanent	1,777	447	2,224	1,811	446	2,257
Temporary	44	67	111	1	2	3
Total	1,821	514	2,335	1,812	448	2,260

Workforce by region and gender **GRI 2-7**

Region	2022		
	Men	Women	Total
North	9	3	12
Midwest	1,672	422	2,094
Southeast	10	6	16
South	121	17	138
Total	1,812	448	2,260

Total workforce by employment contract and region* **GRI 2-7**

Region	2022		
	Permanent	Temporary	Total
North	12	0	12
Midwest	2,091	3	2,091
Southeast	16	0	16
South	138	0	138
Total	2,257	3	2260

*All employees work full time. We have no non-guaranteed hours employees.

Workers by category and gender **GRI 2-8**

Employee category	2022		
	Men	Women	Total
Statutory Executive Board	10	2	12
Board of Directors	5	2	7
Interns	1	12	13
Apprentices	41	69	110
Total	57	85	142



Hires and turnover

Turnover rate¹ GRI 401-1

Total headcount	2021			2022		
	No. hired	No. terminated	Rate (%)	No. hired	No. terminated	Rate (%)
By gender						
Men	541	538	29.54	483	449	25.72
Women	245	231	44.94	185	184	41.18
By age group						
Under 30	584	518	71.64	432	334	53.27
30 to 50	192	226	17.57	223	279	19.98
Over 50	10	25	7.66	13	20	5.79
By geography						
North	2	4	30.76	1	2	12.5
Midwest	765	740	34.22	658	623	30.59
Southeast	7	5	31.25	2	2	12.5
South	12	20	13.88	7	2	12.5
Total	786	769	32.93	668	633	28.78

¹ Calculation method: [(hired + terminated)/2]/total headcount.

Training and capacity building

Average hours of training per employee by gender GRI 404-1

	2022
Men	32.996
Women	33.553
Total	33.107

Average hours of training per worker by gender GRI 404-1

	2022
Men	35.513
Women	37.062
Total	33.107

Average hours of training per employee by employee category GRI 404-1

	2022
Middle Management	29.244
Coordinators/Supervisors	46.333
Leads	63.135
Administrative	21.559
Operational	36.101
Trainees	59.351
Total	33.107

Average hours of training per employee by employee category GRI 404-1

	2022
Executive Board	22.853
Board of Directors	0
Interns	62.286
Apprentices	37.509
Total	36.433



Performance review

Percentage of employees receiving regular performance and career development reviews (%)* GRI 404-3

	2022		
	Men	Women	Total
Middle Management	53.12	50	52.63
Coordinators/ Supervisors	46.48	58.7	51.28
Lead	88.24	-	88.24
Administrative	46.7	45.86	46.32
Operational	3.84	0	3.56
Total	17	36.38	20.84

* "Workers" do not receive performance reviews.

Remuneration

Percentage increase in annual total compensation ratio GRI 2-21

	2022
Highest compensation paid (in the reporting period)	654,983.72
Mean total annual compensation for all employees (except the highest paid individual)	54,973.48
Ratio	11.91

Change in annual total compensation ratio GRI 2-21

	2021	2022
Highest compensation	1,128,550.43	573,324.92
Mean total annual compensation for all employees (except the highest paid individual)	52,246.62	47,576.93
Percentage increase in the highest-paid individual's compensation (%)		-49.2
Median percentage increase in annual total compensation (%)		-8.94
Ratio of the percentage increase of the highest-paid individual to the median annual total compensation percentage increase		5.5



Remuneration policies GRI 2-19

For members of the highest governance body and senior leadership (Board of Directors, Executive Board, and committees), annual fixed remuneration is the primary component of their compensation and is primarily based on the role and responsibilities undertaken, as well as individual experience. Statutory and non-statutory officers receive a monthly remuneration, either as a fee or salary, determined through individual negotiation, guided by factors such as industry benchmarking surveys and the Company's Policy. Members of the Executive Board who also hold non-statutory positions within the company are entitled to the remuneration received as executive directors, and Caramuru may, at its sole discretion, provide additional remuneration or bonuses. Variable remuneration is a discretionary and supplementary element that allows the company to reward officers for their performance and conduct while also reflecting Caramuru's profitability and financial position. Such remuneration is tied to the achievement of financial, operational, and individual goals, as well as the company's overall results.

Members of the Board and committees receive a monthly remuneration in the form of a fee, determined through individual negotiation, taking into account factors such as time dedicated to duties, competence, professional reputation, and the market value of each member's services. Remuneration surveys and the Company's Policy also guide this determination. The company may offer variable remuneration to members of the Board and committees as an additional form of compensation. Directors and committee members are not entitled to share-based remuneration, including stock options. Board members who also serve as officers within the company, whether statutory or non-statutory, are entitled exclusively to the remuneration received in their capacity as officers.

Officers may be eligible to receive bonuses, profit sharing, exceptional gratuities, or other forms of variable remuneration, which are granted at the discretion of the company, following the terms and conditions outlined in internal policies determined by the Board. Caramuru may provide a pension plan for officers as determined by the Board. Upon termination of officers' tenure, the Board may, at its discretion, provide benefits associated with such termination.

Change in annual total compensation ratio GRI 2-21

	2021	2022
Highest compensation	1,128,550.43	654,983.72
Mean total annual compensation for all employees (except the highest paid individual)	52,246.62	54,973.48
Percentage increase in the highest-paid individual's compensation (%)		-41.96
Median percentage increase in annual total compensation (%)		5.22
Ratio of the percentage increase of the highest-paid individual to the median annual total compensation percentage increase		-8.04

* In 2022, officers transitioned to being statutory and are no longer considered employees.

Our Remuneration Policy aims to ensure that senior management remuneration effectively serves to attract, motivate and retain top talents. Senior management remuneration must be aligned with Caramuru's strategic objectives, with a focus on long-term sustainability and value creation.



Ratio of basic salary and remuneration of women to men, by employee category **GRI 405-2**

	2021	2022
Middle Management	1.26	0.92
Coordinators/Supervisors	1.00	1.02
Lead*	-	0
Administrative	1.11	0.72
Operational	1.06	0.83
Trainees	1.06	0.83

* We have no female employees in this employee category.

Ratio of basic salary and remuneration of women to men, by worker category **GRI 405-2**

	2021	2022
Executive Board*	1.18	0.86
Board of Directors	-	0.26
Interns	1.00	1.08
Apprentices	1.00	0.72

* In 2021 the ratio for executive positions was calculated by the relevant department.

Economic and financial performance

Direct economic value generated (R\$) **GRI 201-1**

	2022
Revenue	10,608,568,372.57

Economic value distributed (R\$) **GRI 201-1**

Distributed	2022
Operating costs	8,803,111,906.23
Employee salaries and benefits	284,734,232.23
Payments to providers of capital	1,502,214,452.05
Payments to government*	330,235,929.69
Community investments	0
Total	10,259,824,660.82

* Payments to government are subtracted.

Economic value retained (R\$) **GRI 201-1**

	2022
"Direct economic value generated" less "Economic value distributed"	348,743,711.74

Economic value distributed (%) **GRI 201-1**

Distributed	2022
Operating costs	85.80
Employee salaries and benefits	2.68
Payments to providers of capital	14.64
Payments to government	-3.22
Community investments	0
Total	100

Credits

Coordination

Chief Investor Relations Officer - **Marcus Thieme**

Chief Human Resources and Institutional Relations Officer - **Margareti Scarpelini**

Sustainability Coordinator - **Thais Ribeiro Samuelsson**

Communication Coordinator - **Cláudia Luz**

Communication Analyst - **Joaquim Neto**

Content, GRI and SASB consulting, project management, design and layout

Content - **Fernanda Bueno, Rafael Montandon**

Consulting - **Mikael Costa**

Project Management - **Anna Fischer, Fábio Valverde**

Design - **Bruna Finkennauer, Felipe Kaizer**

grupo report - [rpt.sustentabilidade
gruporeport.com.br](http://rpt.sustentabilidade.gruporeport.com.br)

Proofreading

Alícia Toffani