2024

Sustainability Report

SCHEFFER

More life on earth

About the report

> The Scheffer 2024 Sustainability Report reflects our commitment to transparency and responsibility in all our operations, covering the period from January 1 to December 31, 2024.

Based on the essential version of the Global Initiative (GRI) Standards, this document consolidates strategic information on our environmental, social, and governance performance, highlighting the progress made and challenges faced over the year. The report's structure was developed from data collected through interviews and questionnaires conducted with different areas of the company.

The topics addressed reflect both Scheffer's strategic priorities and the expectations of our stakeholders, including employees, partners, and the communities where we operate. In addition, our initiatives are aligned with the United Nations Sustainable Development Goals (SDGs), reinforcing our commitment to balancing agricultural production with environmental stewardship.

We welcome suggestions and contributions to further enhance the transparency and relevance of this report. For more information or questions about the content presented here, please contact us at sustentabilidade@scheffer.agr.br

Board Message

> In 2024, once again we demonstrated the strength of a skilled and committed team.

Through agile decision-making and crop management tailored to each crop, we maintained solid productivity even when experimenting one of the most severe droughts ever recorded in Brazil's Midwest, driven by a prolonged El Niño.

Soybean crops, in particular, faced the lowest historical rainfall levels in the region, demanding resilience and precise interventions in farm management. High disease pressure in cotton plantaion required smart crop management and strategic fungicide applications, resulting in consistent productivity a reflection of our technical excellence and operational discipline.

In addition to the climate challenges, the economic scenario has proven to be equally complex. Exchange rate volatility and rising financial costs have impacted agribusiness as a whole.

Given this scenario, we reaffirm our confidence in our long-term strategy, supported by four fundamental pillars: operational efficiency, governance, research & development, and innovation. This solidity is reflected in our results: we grew 12% in EBITDA compared to the 2023, which demonstrates, which demonstrates consistency in production and agricultural operations.

Our continued progress is directly tied to our innovation pillar, fueled by experimentation, science, and applied knowledge. We are expanding our research fronts in biological solutions, plant nutrition, and the refinement of pest and disease management strategies.

This integration of science, technology, and field practices strengthens soil health, drives productivity efficiency, and reinforces our resilience in the face of climate and economic challenges.

We reaffirm our commitment to responsible, regenerative, and science-driven production. This commitment is reflected in practices that balance productivity, environmental preservation, and the efficient use of resources.

In 2024, we made progress with the adoption of more sustainable logistics solutions such as multimodal cotton transportation combining rail and road increased our use of solar energy by more than 150%, and reached 94% of energy consumption from renewable sources.

We also completed our emissions inventory, highlighting the carbon stored in our soils and native vegetation clear evidence of a farming model that is future-focused, data-driven, and built on responsibility.

Above all, our results are the outcome of continuous investment in people development. We strengthened our Learning Platform accessible to 100% of our employees and delivered more than 62,900 hours of training in 2024.

Our commitment to developing people also took shape through the launch of the Brazil-Colombia technical exchange program, bringing seven young Colombian professionals for an 18-month immersion in our operations, strengthening knowledge integration across our ecosystem.

Guided by solid governance principles anchored in transparency, agility, and integrity we navigated 2024 with consistency and responsibility, upholding values that focus on long-term thinking, soil health, and people development.

This is how we continue to bring positive impact to the land, our business, and our relationships keeping alive our purpose of regenerating life on earth.

WHO WE ARE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We are a family-owned company with a solid track record in agricultural production since 1986.

Over the years, we have expanded our operations and now work across soybean, corn, and cotton production, cattle ranching, and mining in addition to research and development of sustainable solutions for the challenges of tropical agriculture.

We are driven by innovation, technology, and continuous investment in the development of our employees. Throughout our history, we have recognized the need to enhance and evolve our production system, which has redefined our purpose: to regenerate life on earth. We are committed to improving our management practices to ensure the sustainability of our operations while enhancing our productive efficiency.

Today, our operations in Brazil include nine Production Units, three research laboratories, each with distinct areas of focus, including the prospecting and development of biological products, as well as a biofactory and a mining company.

In the state of Mato Grosso, we have eight production units where we grow soybeans, corn, and cotton, alongside our cattle ranching activities. Our research laboratories of biological products development facilities, and plant nutrition analysis lab, as well as our biofactory, are also located in Mato Grosso.

Our unit in Maranhão is dedicated to soybean and corn production.

VISO, our mining company, is located in Pará State and produces thermophosphate by heating phosphorus without the use of water or chemicals, preserving the integrity of local ecosystems.

Our two administrative headquarters are located in Mato Grosso: in Sapezal, where we began our journey and laid the foundations for our growth, and in Cuiabá, the state capital that has welcomed us so well.

Our Purpose: to regenerate life on earth.

Our values

We have a long-term vision

And know where we want to go. We work steadily — step by step — to get there. We act with responsibility and a focus on results.

We act with courage and discipline

To innovate and continually improve, we remain alert and willing to take initiative. We embrace an ownership mindset: we do not settle or grow complacent. Taking risks and learning from mistakes are integral parts of our journey.

We act with integrity

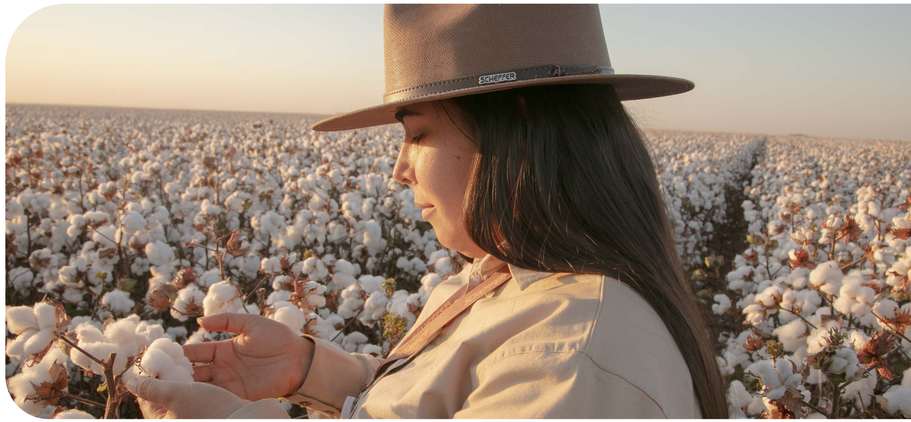
Ethics, trust, and commitment guide all our relationships and decisions. We honor our word and take care of each other.

We move forward together

We believe that we are stronger together. We foster a collaborative spirit, where each of us gives our best so that, together, we can achieve our goals.

We take part actively

We are proud and passionate about what we do. That's why we roll up our sleeves, experiment, and share ideas and learnings to strengthen our business and Regenerative Agriculture.



Timeline

1986
Start of our operations with the planting of 400 hectares of soybeans in Sapezal.

1996
We became the first cotton growers in Sapezal a region that is now the largest cotton-producing hub in the world.

2005
We completed our first business transaction with an international bank, Rabobank.

2015
Beginning of our transition to Regenerative Agriculture. Expansion of operations to Maranhão.

2017
We became the first producers in Mato Grosso to issue an Agribusiness Receivables Certificate (CRA).

2020
Expansion of operations with soybean and corn cultivation in Colombia. We became the first agricultural producers in Brazil to obtain the regenagri certification.

2021
Acquisition of VISO Fertilizantes, in Pará.

2022
Partnership with Syngenta for research and development of biological inputs.

2023
Creation of the Strategic Partnerships department.

2024
Partnership with Andermatt. Launch of the Plant Nutrition Laboratory.

Our material themes and priority SDG

Based on the mapping of our priority topics and initiatives, we have identified the Sustainable Development Goals (SDGs) with which we are directly aligned, contributing to the 2030 Agenda of the United Nations (UN).

The agenda consists of 17 Sustainable Development Goals (SDGs) and aims to promote well-being, development, and prosperity for all, while protecting the environment and addressing climate change.

Discover our Sustainable Development Goals:

SDG 2 Zero hunger and sustainable agriculture: End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

SDG 3 Good health and wellbeing: Ensure healthy lives and promote wellbeing for all at all ages.

SDG 4 Quality education: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

SDG 8 Decent work and economic growth: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

SDG 12 Responsible consumption and production: Ensure sustainable consumption and production patterns.

SDG 13 Climate action: Take urgent action to combat climate change and its impacts.

SDG 15 Life on land: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

SDG 17 Partnership and ways implementation: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

Certifications

The pursuit of excellence is part of our DNA. For this reason, we voluntarily submit to independent audits that assess our practices and confirm that we meet the highest standards of quality and sustainability. Below are the certifications that demonstrate our commitment:

Algodão Brasileiro Responsável (ABR) and Better Cotton (BC): Our entire cotton production is certified under ABR, which operates in benchmark with Better Cotton, promoting fair working conditions and socio-environmental responsibility within the sector.

Regenagri: Focused on regenerative agriculture, this certification assesses soil health, biodiversity, and carbon emissions reduction. We hold two scopes of the certificate: one for the farm, which verifies and attests to our regenerative practices and improvements in soil health and ecosystem quality; and a second scope for the cotton gin, ensuring transparency and traceability in the custody chain of regenerative cotton.

Sustainable Supply Solutions (SSS) – Cargill: A program that encourages continuous improvement in the sustainability of soybean production, reinforcing our commitment to responsible farming practices.

HIGHLIGHTS 2024

BRL 2,17 billion
revenue

+150% increase in solar energy consumption

2,735 permanent employees and **873** temporary employees

Launch of the Plant Nutrition Laboratory

+170 thousand hectares of native vegetation preserved

OUR PARTNERS AND INITIATIVES

17 PARTNERSHIPS FOR THE GOALS

We believe in the power of partnerships to accelerate transformation. That's why we join forces with universities, companies, and initiatives that share our vision for the future. These connections help us move forward on key topics such as soil, carbon, biological inputs, and regenerative agriculture. In 2024, we established a new partnership with Andermatt, strengthening our commitment to the development and production of bio-inputs.

Our partners

UFLA · Embrapa · Rabobank · PCI Produzir Conservar Incluir · syngenta · PRO Carbono · BAYER · LDC. Louis Dreyfus Company · Andermatt

Initiatives we are part of

International Cotton Association · Textile Exchange · ValueChange · turningpoint positive ideas, negative emissions

CORE BUSINESS

Agricultural Production and Livestock Farming - Quality and transparency

We began our journey in 1986 with soybean production. Over time, we have diversified our operations to include corn, cotton, and cattle ranching. This evolution highlights our commitment to both productive efficiency and sustainability.

The food and raw materials we produce are essential to various industries around the world, serving primarily markets in Asia, Europe, and Brazil. In addition to cultivation, our operations include grain storage and cotton ginning, ensuring greater efficiency and quality throughout the production chain.

In livestock, we adopt the Intensive Pasture Finishing system (TIP) for the breeding, rearing, and finishing phases of cattle, supplying meat processors. This approach optimizes pasture use, enabling more efficient and sustainable livestock production.

We combine strategic planning, smart management practices, advanced technologies, and a skilled workforce to maximize the efficient use of land and natural resources

In our production units located in Mato Grosso, we adopt a crop succession system, cultivating two harvests within the same agricultural year. This maximizes land use and rainfall water capture, contributing to environmental conservation and reducing the need for agricultural inputs.

Our production unit located in Maranhão produces soybeans or corn, planted between December and February and harvested between April and June.

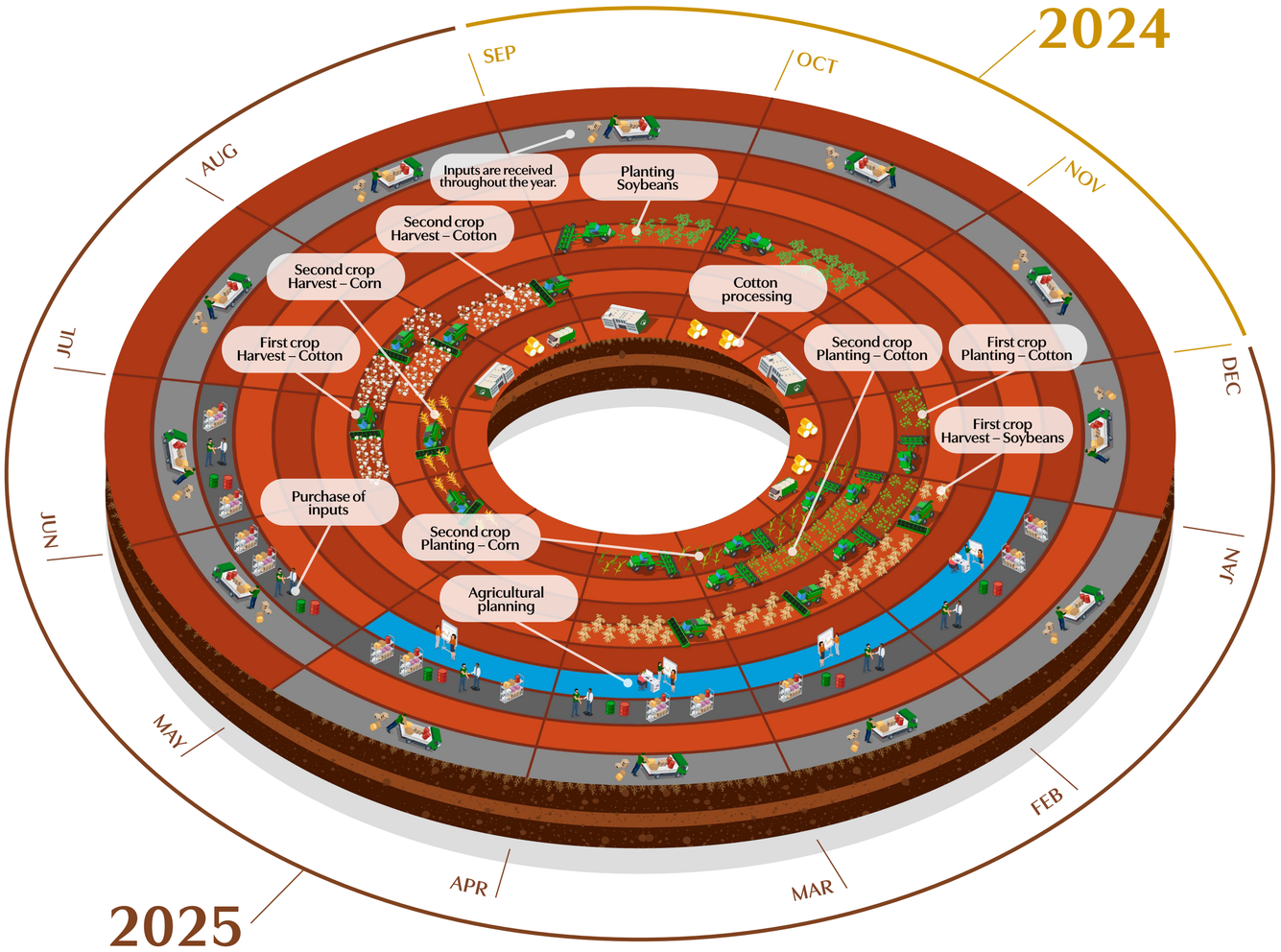
> We are committed to producing more with less, promoting a sustainable agricultural system through high productive performance and rational use of natural resources.

Learn more about our crop calendar:

Our crop year runs from September of one year to August of the following year.

Example: Crop year 2024/2025, September 2024 to August 2025

Our planning and purchase of agricultural inputs begin well before planting. As you read this report, you are seeing the results of a crop that has already been harvested, while we are already planning the next one — which will be harvested 12 to 18 months from now.



First crop:

Soybeans

Planting in: September and October

Harvest in: between January and March.

Cotton

In some areas, the cycle begins with cotton, demonstrating our ability to adapt to soil and climate conditions and good agricultural practices.

Planting in: December and January

Harvesting in: between June and July

Cotton ginning: Between July and December

Second crop:

Cotton or corn or cover crops, which play a fundamental role in improving soil quality and maintaining its fertility. (planting in January and harvest between June and August)

Cotton

Planting in: January and February

Harvesting in: July and August

Corn

Planting in: January to March

Harvesting in: May and June

Crop Numbers

In 2024, the soybean crop was impacted by an extended drought period and higher average temperatures compared to previous years. As a result, plant development was delayed, and the fields became more susceptible to weed pressure, which increased the need for inputs and intensive crop monitoring.

The cotton crop faced challenges from emerging pests, such as “black spot,” a new and as-yet-unidentified disease under investigation by researchers. This required constant attention and monitoring from our technical team. Even so, we achieved a solid average yield in both grains and fiber, thanks to strategic planning and precise interventions for crop protection and management.

In our livestock operations, we once again recorded a significant increase in annual production, reflecting the continued advancement of our management practices and improvements in intensive finishing areas for cattle.

Total farmed area: **235,4 thousand hectares**

Data from 2023: 221,000 hectares of area

1st Crop: **145,5 thousand hectares** 2nd Crop: **89,9 thousand hectares**

Driven by our commitment to sustainability, we implement agricultural and livestock practices that combine productivity, environmental responsibility, and social development—contributing to a more sustainable global food system.

Total Production

Cotton:
145,8 thousand tons of cotton lint
2023: 135 thousand tons of cotton lint
181,7 thousand tons cotton seed
2023: 172 thousand tons cotton seed

Soybean:
388,3 thousand tons
2023: 393 thousand tons

Corn:
140,8 thousand tons
2023: 233 thousand tons

Livestock: 26,1 thousand cattle heads.
2023: 21,6 thousand cattle heds.

Grain Storage Capacity

Mato Grosso
423,6 thousand tons
7,060 thousand bags

Maranhão
104,4 thousand tons
1,740 thousand bags

Total Capacity:
528 thousand tons
8,800 thousand bags

Quality and transparency at every stage

We ensure quality and transparency at every stage of the process — from planning to the delivery and pickup of the food and fibers we produce.

From the start of each crop cycle, we invest in strategic planning, best agricultural practices, efficient management, and advanced technologies, combining operational efficiency with socio-environmental responsibility.

Our operations follow strict quality protocols based on: (a) best agricultural practices; (b) certifications; and (c) continuous crop monitoring through technology and the close oversight of our technical team.

In addition, we maintain open dialogue with our suppliers, clients, and partners, sharing information about our processes, certifications, and socio-environmental practices. This transparency strengthens trust and reaffirms our commitment to a more sustainable future for agriculture.

Logistics

We have a team dedicated exclusively to managing information related to the transportation of our products — from dispatch at our production units to arrival at their final destination.

The logistics of transporting cotton lint differ from those applied to our other products, where pickup is handled directly by clients. What remains consistent in all cases is our goal of ensuring that delivery is made on time and under the conditions agreed with our clients.

In 2024, we became the first producer to export cotton using a train fully dedicated to our operation. The cargo was transported directly to Itaguaí Port, in Rio de Janeiro, through a multimodal logistics solution (combining road and rail), efficiently and sustainably connecting Mato Grosso to global markets.

> The route to the Port of Itaguaí (RJ) was identified through studies conducted by the Mato Grosso Cotton Producers Association (AMPA). This initiative demonstrates how alignment between different stakeholders in the value chain can transform export logistics, contributing to the competitiveness of Brazilian agribusiness.

Soybeans and corn

- **100%** of sales are picked up directly from our warehouses.
- **80%** of the crop is shipped through the ports of Arco Norte, Rondônia, and and Mirituba (PA) — with the remaining volume destined for other ports and/or the domestic market.

Cotton lint

- **75%** of production was shipped under FOB Santos terms.
- **25%** was shipped under Ex Works terms, with pickup at the farm.
- **52%** of production was transported by road, via the Sapezal or União do Sul routes, destined for the Port of Santos (SP).
- **48%** of production was transported using a combination of road and rail — by road from Sapezal to Rondonópolis, and by rail from Rondonópolis to either the Port of Santos (SP) or the Port of Itaguaí (RJ) for export.

By adopting multimodal transportation — combining road and rail — we were able to reduce greenhouse gas emissions associated with the transportation of our cotton.

Our main cotton export destinations in 2024 were Pakistan, China, Vietnam, Bangladesh, India, and Turkey.

Research and development of biological solutions for agriculture

Through applied research and the responsible use of biotechnology, we are dedicated to finding innovative solutions for agriculture, promoting a more balanced and efficient production model.

In 2024, we achieved significant results, driven by the execution of the strategic plans developed the previous year. We expanded our research capacity, strengthened partnerships, grew our team, and advanced our end-to--end strategy.

Below are some of the activities we developed throughout 2024.

Advanced Research Laboratory (Cuiabá, MT):

We made progress in researching microorganisms for the biological control of pests and plant diseases.
We identified and selected new microbial strains with potential for the development of new products.

We expanded our research fronts by initiating insect rearing activities, strengthening our integrated approach to biological control for crop protection.

Plant Nutrition Laboratory (Cuiabá, MT):

Our new laboratory was built and equipped to support our research needs and to analyze the nutritional status of plants. Unlike soil analysis, which provides information on nutrient availability in the soil before planting, plant tissue analysis allows us to identify the plant's specific nutritional needs at the time of sampling. This enables more precise nutrient corrections — a concept we call Precision Nutrition for Plants.

Experimental field (Sapezal-MT)

We developed 41 research projects, with over 2,700 experimental plots in which 553 distinct treatments were evaluated for soybeans, cotton, and corn. All trials followed the principles of agricultural experimentation, enabling a consistent analysis of the performance of different technologies under field conditions.

Among the trials, we evaluated the agronomic performance of soybean and cotton cultivars, corn hybrids, and the adjustment of their crop management practices, including validation of optimal planting times and ideal plant populations for each variety. We also assessed plant health management using both biological and chemical products for controlling pests, diseases, and nematodes; plant growth promotion and nutrition strategies; nitrogen use optimization through dose-response curve evaluations; and the use of nitrogen-fixing microorganisms.

These experiments played a fundamental role in guiding our decisions to adopt or reject new technologies.

Development of biological products

We apply advanced biotechnology and microbiology to develop products that improve soil quality and fertility, enhance plant resistance, and reduce the incidence of pests and diseases — making crops more resilient to adverse climatic conditions.

In 2024, we registered two new biological products with proven effectiveness that meet the quality and safety requirements established by Brazilian regulations.

Biological Inputs Plant (Sapezal, MT)

Our plant is a biotechnology center dedicated to tropical agriculture, specializing in the production of high-performance biological inputs. These products are tested and, after validation of their efficacy and safety, applied in our fields. The bio-inputs are used throughout the crop development cycle, with the goals of protecting crops and promoting proper plant nutrition.

The structure of the biofactory includes advanced formulation processes and large-scale fermentation tanks, ensuring the quality and effectiveness of the products. Our production processes meet strict safety and quality control standards, guaranteeing the stability and viability of beneficial microorganisms.

Our biofactory operates with sustainable technologies, including waste reuse systems and efficient use of water and energy.

The use of biological products was our first step in the transition to regenerative agriculture nine years ago. Since then, we have improved our infrastructure, formulations, and production processes — which has allowed us to reduce the need for chemical inputs and strengthen our purpose of regenerating soil health.

In 2024, we produced **2,2 million liters** of biological products, all of which were used in our production units located in Mato Grosso.

2023 data: 2,3 million liters.

Strategic Partnerships

In 2024, we signed a global agreement with Andermatt for the production of Phosbac®, a high-performance biological input, at our biologicals plant through a toll manufacturing strategy. This collaboration drives innovation in our production, optimizes the use of our biofactory, and reinforces our leadership in biological research and production.

We also advanced our work with Syngenta, our partner in biological production since 2022. We currently have two microorganisms — a biological insecticide and a biological fungicide — in the registration phase, with a projected market launch in 2026.

We strengthened our partnership with the National Industrial Learning Service of Mato Grosso (Senai/MT), a reference in innovation and technology in the state, with the establishment of our Applied Research Laboratory within one of the Senai/MT units in Cuiabá.

In this first year of operations for the Strategic Partnerships division, we focused on building a strong and qualified team, as well as the necessary structures for Research & Development activities

Highlights of our 2024 initiatives include:

- Launch of the Applied Research Laboratory in Cuiabá, MT, dedicated to prospecting and studying new forms of biological control.

- Consolidation of our field research area (50 ha) located in Sapezal, MT. The work is divided into two fronts:

  1. Evaluation and validation of the efficacy of our biological products;

  2. Management and cultivar testing to support the field team and ensure optimal results.

- Investment in human capital: structuring the team with the necessary technical capabilities, maintaining a multidisciplinary group of over 40 professionals specialized in biologicals and agricultural experimentation, including technicians, master's degree holders, PhDs, postdocs, and operational staff.

- Progress in production, together with partners, we advanced quality control processes and the technical validation of biological inputs.

- Opening of a new agenda for biological product registration.

VISO FERTILIZANTES

Our mining company produces thermophosphate through the heating of extracted phosphorus, using a process that does not require water or chemical inputs.

Thermophosphate is a biofertilizer that supports plant development by supplying slow-release nutrients, which sustainably promote soil health and fertility.

The activities of our mining company directly contribute to Scheffer's purpose, combining thermophosphate production with the conservation of natural resources, including soil and water preservation and social responsibility.

In 2024, VISO's production totaled 61,000 tons, of which approximately 70% were consumed internally by Scheffer and 30% were sold externally.

The increase in production compared to the previous year was the result of improvements in the mine's infrastructure and equipment.

2023 data: 20,000 tons of phosphate.

GOVERNANCE

Governance

We are committed to building a solid and reliable company, minimizing risks and strengthening the trust of clients, partners, suppliers, financial institutions, and other stakeholders. Our decisions are guided by the principles of transparency, fairness, accountability, and corporate responsibility, ensuring the continuity of our operations and the sustainable growth of the company.

Leadership organogram


GILLIARD SCHEFFER
Shareholder


CAROLINA SCHEFFER
Shareholder


ELIZEU SCHEFFER
Shareholder


GISLAYNE SCHEFFER
Shareholder


GUILHERME SCHEFFER
Shareholder

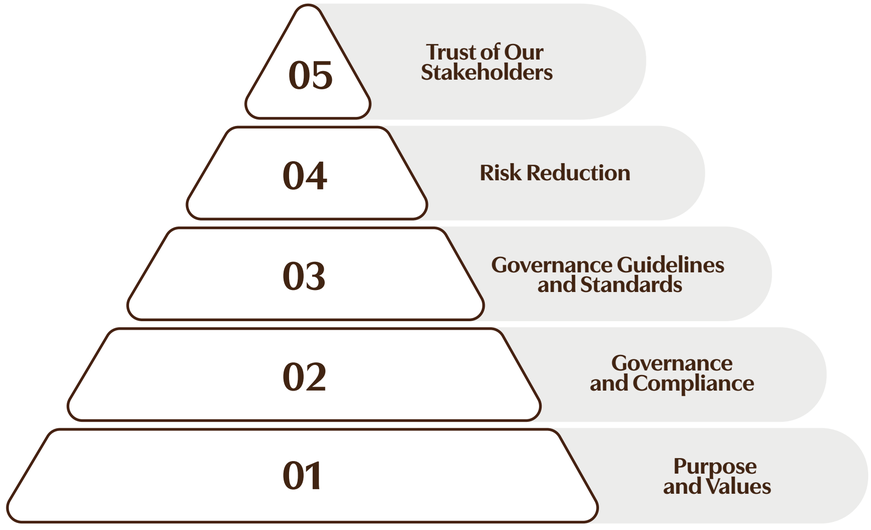
LEADERSHIP

DIRECTORATE OF AREA TRANSFORMATION	AGRICULTURAL DIRECTORATE	DIRECTORATE OF ADMINISTRATION	DIRECTORATE OF COMMERCIAL, FINANCE, STRATEGIC PARTNERSHIPS AND MINING
• Production Units in Juara	• Agricultural Planning • Input Supplies • Agricultural Mechanization • Livestock • UBAs UBGs* • Ginning plants and Seed Processing Units • Productive Units in Sapezal, União do Sul e Buriticupu (MA) • Agricultural Project in Colombia	• Compliance • Administrative, IT, Employee Safety and Wellbeing, Construction and Property Security • People Management • Supplies • Shared Services Center • Social Responsibility • Executive Aviation • Communication	• Commercial, Finance and Sustainability • Controllership • Legal and Environmental • Strategic Partnerships and Production of Biologicals • VISO (Mining)

*Cotton Processing Unit and Grain Processing Unit

Ethics and Compliance

The Compliance department plays a strategic role in preventing and mitigating risks, ensuring that all our operations are aligned with our values, market best practices and current legislation. Through internal guidelines, regulations, and procedures, we ensure a safe and ethical environment for all our stakeholders.



Risk Management

Learn how our governance practices help reduce risks for our suppliers, clients, partners, and other stakeholders:

Code of Ethics

Objective: Ensure ethical and transparent conduct

Beneficiaries: Employees, partners, clients

100% of employees have accessed the Code of Ethics since onboarding.

Scheffer Whistleblower Channel

Objective: Anonymous channel for reporting misconduct

Beneficiaries: Entire value chain

Supplier Code of Conduct

Objective: Promote sustainable and ethical practices

Beneficiaries: Suppliers and service providers

Data Protection Policy

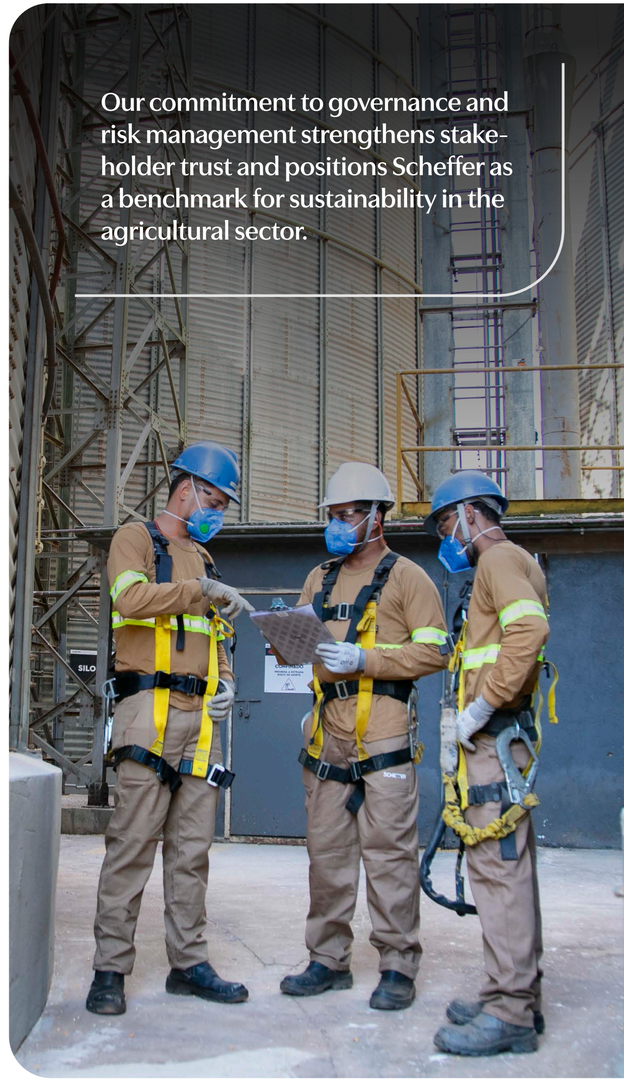
Objective: Ensure information security

Beneficiaries: Clients, employees, and partners

Ethics Committee

Objective: Address conflicts, complaints, and reports as needed

Beneficiaries: Employees, partners, clients

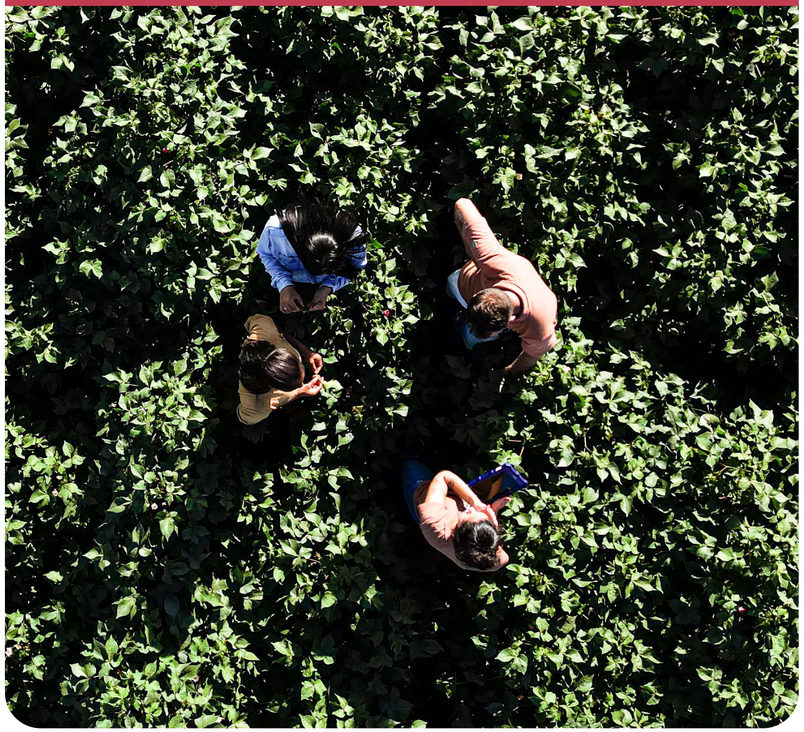


SOCIAL

3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH
17 PARTNERSHIPS FOR THE GOALS

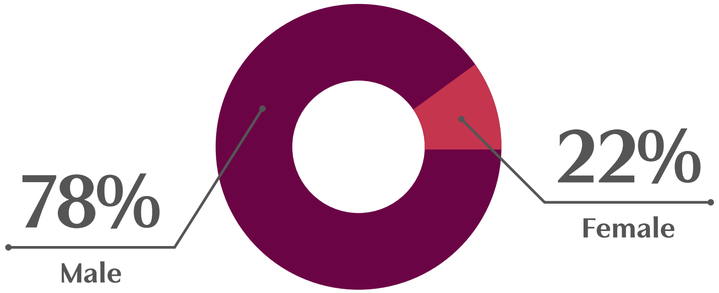
People First

We believe that the success of our company is directly linked to the well-being of our employees and their families. That is why we continuously invest in initiatives that promote quality of life, learning, and safety for all.



Human Resources Management

Scheffer closed the year 2024 with a team of **2,735 permanent employees**, of whom 78% were male and 22% female. In addition, **873 seasonal contracts were signed**, among which 337 were still active at the end of the year, contributing to harvest, grain storage, and cotton processing activities.



2024

2,735 permanent employees

2,393 in 2023

873 hired throughout the harvest

337 active at the end of 2024

495 at the end of 2023

We made progress in female representation in management positions, reaching **46 women in leadership roles - a 9% increase compared to the previous year**.

The geographic distribution of our workforce remained stable, with 96% of employees based in Mato Grosso and 4% in Maranhão. VISO Fertilizantes maintained a team of 110 permanent employees.

Learning and Growth

We believe that people development is a fundamental pillar of our sustainability strategy. That is why we work to foster organizational growth by promoting continuous learning and encouraging self-development.

In 2024, we consolidated the Scheffer Learning Platform, which offers development tracks and mandatory training to support the ongoing development of our employees.

The platform is accessible to 100% of our workforce and provides training organized around key areas of knowledge essential to our business, such as:

- Management and Leadership
- Governance
- Skills, Capabilities, and Transformation
- The Scheffer Way of Being
- Regulatory

Our Benefits

At Scheffer, we strive to provide well-being and security across multiple aspects of our employees' lives.

- **Health first:** we offer a fully funded national healthcare plan for employees and their dependents, benefiting 5,108 people in 2024.

- **Well-being and quality of life:** access to Gympass/Wellhub, encouraging healthy habits for employees and their families.

- **Family support:** We provide "Vale Cegonha" benefit for employees with newborn children, and, for female employees, childcare allowance.

- **Guaranteed security:** our life insurance covers 100% of employees at both Scheffer and VISO.

- **Professional development:** through the Education Assistance Program, we supported courses, training, undergraduate, and postgraduate studies.

- **Everyday convenience:** we provide meal vouchers, transportation vouchers, and fuel or home office allowances for employees at the headquarters and the Maranhão production unit.

- **Employee Assistance Program (EAP):** a support program offering legal advice, financial planning, and mental health assistance to employees and their families.

Investing in those who make a difference is our commitment.

We strive to create an environment where every employee can grow, develop, and count on the support needed to build a better future.

> **Throughout my four years in college, Scheffer believed in my potential and showed it in a tangible way by covering half of my tuition fees. (...). This gesture goes far beyond financial support; it represents trust, encouragement, and genuine care for the growth of its employees.**

Alane da Silva Feitosa
is an administrative control analyst at the Santo Antônio production unit (Buriticupu-MA) and has been with Scheffer since April 2019. She graduated with a degree in Business Administration in December 2024.

Seasonal/temporary employees are covered by a healthcare plan, life insurance, and receive meal vouchers.

Quality of Life and Wellbeing

We adapt our benefits package to reflect the realities of each location where we operate.

On farms:

Free housing or accommodation

Nutritious meals at no cost:
We offer balanced meals at no cost, with menus prepared under the guidance of a nutritionist, ensuring nutritional quality and well-being in your daily work routine.

Transportation for employees and school-age children

Soccer fields and outdoor gyms

In Corporate offices:

Partnerships with educational institutions

People and Transformation

Our People and Transformation team is dedicated to fostering continuous learning and supporting the professional growth of our employees. By promoting a culture of development, we strengthen individual capabilities and drive positive, lasting impact across the organization. In 2024, we advanced in building a continuous learning culture, overcoming challenges such as resistance to new digital learning formats.

Throughout the year, we delivered 62,917 hours of training, including both mandatory and non-mandatory courses, covering over 4,400 employees.

Total training hours in: **62,917 hours**

2023: 73,637 hours

Type of training	Total hours
Mandatory	**55,162h**
Non- mandatory	**7,755h**

Talent development and youth inclusion in agriculture

In 2024, we launched a Brazil-Colombia exchange program, training seven young professionals from Colombia at our units in Mato Grosso. Over the course of 18 months, participants gained expertise in Brazil that they will apply at Scheffer's Colombian operations.

In line with our commitment to continuous learning and strengthening local communities, we maintained initiatives focused on technical training for young people and creating pathways to the job market. These efforts help build skills relevant to our sector while reinforcing our role as a driver of social transformation in the regions where we operate.

We continued partnerships with the National Rural Learning Service (Senar-MT) and the National Industrial Learning Service (Senai-MT) to run the Technical Learning Program in Heavy Machinery Maintenance. The program's practical training took place at our production units in Sapezal, with direct supervision by our professionals, fostering knowledge exchange and hands-on experienceo.

We continue to invest in the training of high school apprentices, focusing on administrative skills, through partnerships with specialized institutions.

We believe initiatives like this expand opportunities for productive inclusion and contribute to building more promising professional paths.

In addition to partnerships with educational institutions and technical training programs, we also promote internal initiatives that stimulate the development of young talents. Our Apprenticeship, Internship and Trainee programs last between 6 and 18 months and are focused on students or newly graded. Through them, we offer young professionals the opportunity to experience the routine of the agricultural sector, participate in strategic projects and develop technical and behavioral skills.

In 2024, the following participated in these initiatives:

24 apprentices

25 technical apprentices through Senai/Senar

2023 data: 52 apprendices e SENAI, 30 interns, 9 trainees.

Interns

2023: 30 interns

Trainees

2023: 9 trainees.

These initiatives reflect our commitment to quality education and the sustainable development of communities, directly contributing to shaping the next generation of agribusiness talent in Brazil.

Occupational Health and Safety

At Scheffer, the Occupational Health and Safety (OHS) area plays a crucial role in safeguarding employees and ensuring business continuity.

We work in a structured and preventive manner, complying with legal requirements while mitigating operational and reputational risks.

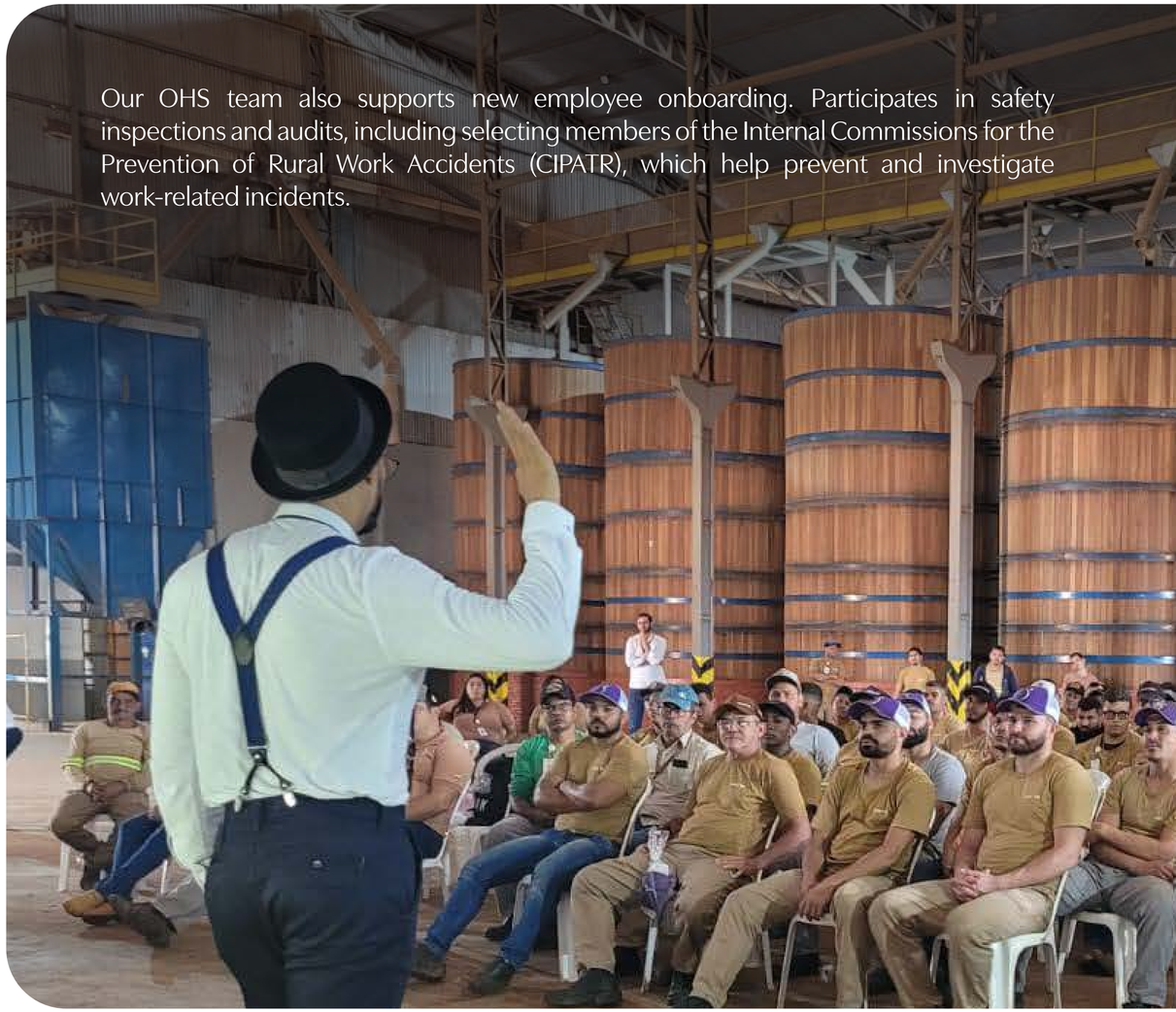
Our OHS team comprises 17 dedicated professionals operate across all production units. Each unit has a dedicated Occupational Safety Technician, supported by a corporate team that guides and standardizes practices.

Key initiatives in 2024 included:

- Partnerships with the Environmental Military Police Battalion, which provided guidance on handling venomous animals, and with SENAR-MT, promoted awareness of the importance of physical and mental health in a playful and educational way.
- Strengthening of routine Safety Dialogues and Safe Work Methods, totaling over 8,100 sessions and 1,192 hours dedicated to safety topics.
- Internal Week for the Prevention of Rural Work Accidents (SIPATR) across all units, focusing on accident prevention and health promotion.

The year was also marked by infrastructure improvements to enhance safety, such as the implementation of lifelines and structural upgrades in critical areas. These actions reflect our ongoing commitment to providing safer, healthier work environments for all.

Our OHS team also supports new employee onboarding. Participates in safety inspections and audits, including selecting members of the Internal Commissions for the Prevention of Rural Work Accidents (CIPATR), which help prevent and investigate work-related incidents.



SIPATR 2024

Community Relationship

Community development in the regions where we operate is built on close relationships, active listening, and actions that generate tangible value for society.

In 2024, both Scheffer and VISO Fertilizantes continued to support local initiatives across multiple fronts, contributing donations to cultural and sports events, religious institutions, and schools.

However, it was in Bonito (Pará)—through the integrated efforts of both operations—that we were able to further deepen our commitment to the local community.

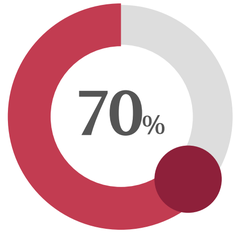
Guided by social assessments conducted in partnership with community members, we developed an action plan that led to projects focused on environmental education, child nutrition, and local infrastructure improvements.

One example was the planting of ipê trees with students from EMEIF Margem do Rio Galho—a simple activity that sparked in children a sense of belonging and responsibility for the environment.

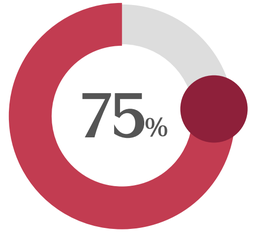
Together, VISO and Scheffer foster collective awareness through activities such as lectures on World Environment Day and native tree planting initiatives in other local schools, among other actions.

We also worked to improve mobility for local residents by maintaining the Travessa Sapucaia road, which connects rural areas to the city center, and by supporting the restoration of a bridge in the São Benedito community, ensuring safe access to essential services. Carried out with the joint efforts of both companies, these actions demonstrate our commitment to the region's economic and social development.

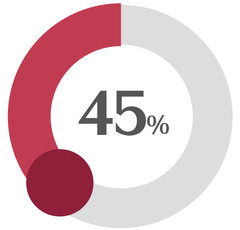
VISO's employees are mostly from Bonito-PA. This reflects our ideal of growing together with the communities that welcome us so warmly.



Employees are Bonito-PA residents



Come from nearby rural communities.



Are held by local talents

GEMTE: empowering transformation through education

> Our commitment to education reflects our vision for the future: contributing to the development of citizens prepared to transform the present and build a more just and sustainable tomorrow.

We believe that education is one of the main drivers of social, economic, and institutional development. It is essential that public policies— especially those related to education—are designed with a long-term perspective and are subject to monitoring and social oversight.

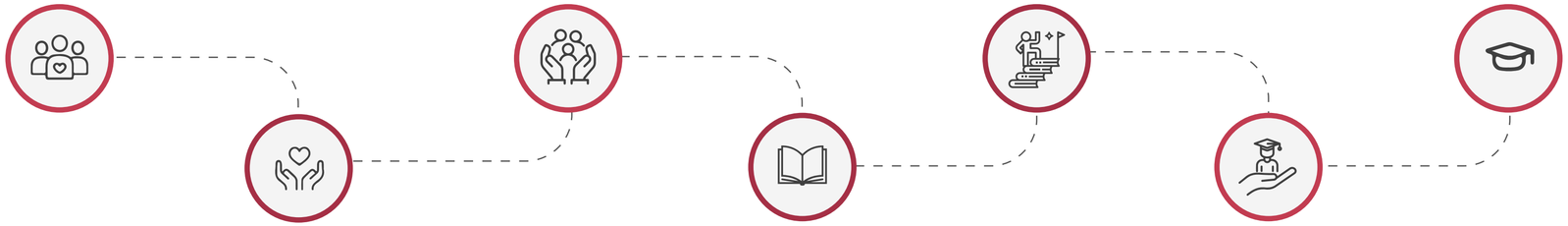
That is why, since 2021, we have been founders and supporters of Grupo Empreendedor Mato Grosso em Evolução (GEMTE), a private, non-profit, public-interest organization focused on the continuous improvement of public education in the state of Mato Grosso.

Through a collaborative and strategic approach, GEMTE has contributed to shaping education policies based on data, evidence, and dialogue with public officials and experts. Over the past years, we have supported the development and implementation of educational management tools that have helped Mato Grosso advance toward a more equitable, efficient, and high-quality education system.

From the very beginning, our aspiration was to help make Mato Grosso a national benchmark in public education. The state's progress in the national public education ranking—from 19th place in 2021 to 8th in 2023—demonstrates that when different sectors of society unite around a common goal, it is possible to generate real and lasting impact.

We recognize that the progress achieved so far is the result of collective effort, and we are proud to be part of this journey.

Our commitment to education reflects our long-term vision: strengthening institutions and contributing to the development of citizens capable of transforming the present and building a more just and sustainable future.



ENVIRONMENTAL

Native Vegetion

Protecting native vegetation is embedded in how we operate — it stands alongside responsible agricultural production, the rational use of natural resources, and our care for people.

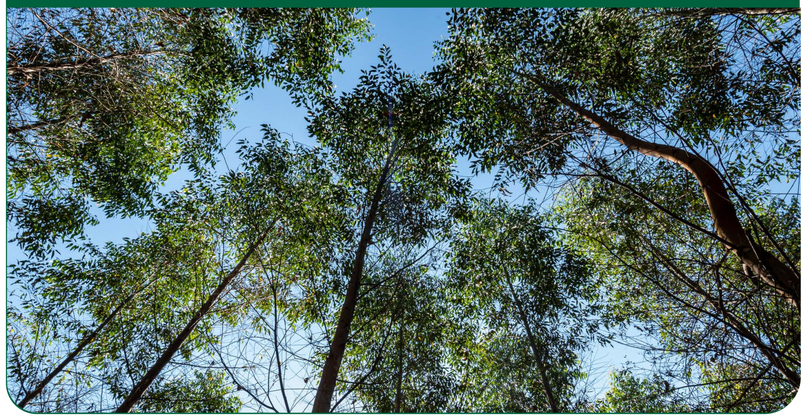
More than half of the areas managed by Scheffer are preserved native vegetation, demonstrating that **balancing agricultural production and environmental conservation is an inherent part of how we farm.**

This ongoing stewardship is supported by cutting-edge technology and technical expertise. We employ geographic information systems (GIS) and satellite imagery to monitor, in real time, our legal reserve areas, permanent preservation areas, and surplus native vegetation.

Our specialized team conducts rigorous environmental assessments and regularly monitors the conservation status of our properties, reinforcing Scheffer's commitment to legal compliance and ecosystem protection.

Beyond continuous monitoring, we implement structured Environmental Compliance actions, which include:

- **Land tenure, environmental, and fiscal assessments in new acquisitions or partnerships;**
- **High-resolution geospatial monitoring of native vegetation**
- **Wildfire prevention and control, including heat spot mapping, trained fire brigades, and firebreak construction**
- **Awareness and education campaigns for employees and local communities**



We preserve more than 170,000 hectares of native vegetation across the Cerrado and Amazon,
two of the most biodiverse and important biomes on the planet.

By preserving native vegetation
we protect biodiversity, soil, water, and the communities that share these landscapes with us. This is how we build a more responsible agriculture, connected to the future.

Soil Health and Regenerative Agriculture

In our constant pursuit of improved processes and sustainability, large-scale adoption of regenerative practices remains a core priority. These practices aim to enhance soil health and preserve ecosystems.

In 2024, despite the climatic challenges inherent to agriculture, we remained steadfast in our purpose of balancing good farming practices, innovation, and maximum resource efficiency.

Our approach goes beyond agricultural production: we focus on enhancing soil vitality and optimizing production sustainably, committed to maintaining yields without compromising soil health or biodiversity in our regions.

Our regenerative practices include:

No-till farming: Minimal soil disturbance, eliminating conventional tillage practices like plowing and harrowing.

Zero irrigation: Our crops rely exclusively on rainfall to meet water needs.

Soil cover with straw mulch: Protects soil from direct sunlight, wind, and rain, while improving moisture retention.

Precision agriculture: its tools allow us to make smarter, site-specific decisions across the production cycle, enhancing the accuracy of input use—such as seeds, fertilizers, and crop protection products—maximizing productivity while minimizing environmental impact.

Reduction of chemical inputs: In the 2023/24 season, we achieved a 20% reduction for soybeans and 12% for cotton in active chemical ingredients used at our Três Lagoas unit, compared to other Scheffer units.

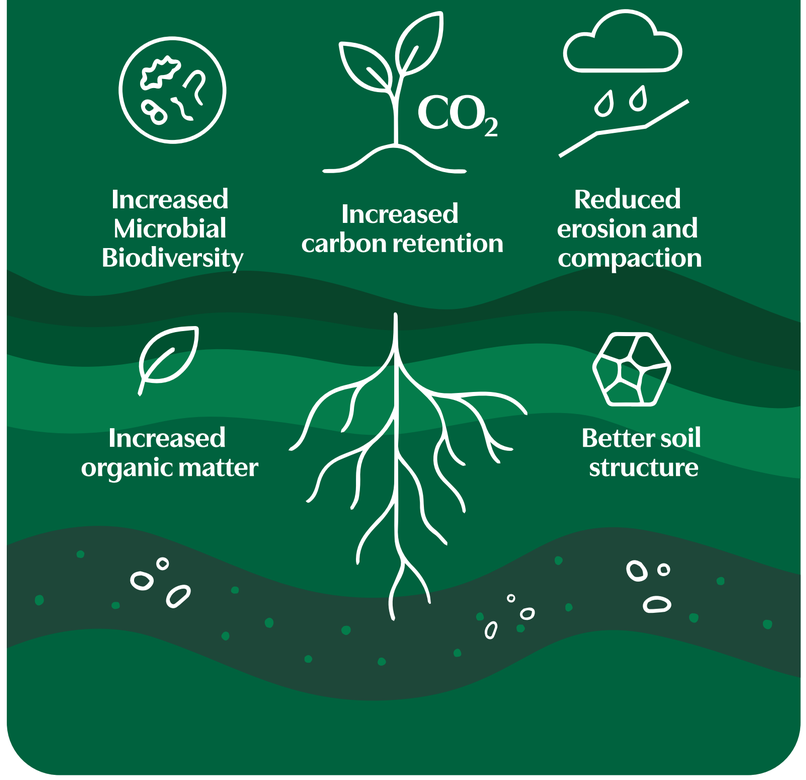
Conservation of native vegetation and permanent preservation areas: Our preserved native vegetation area is larger than our total productive area.

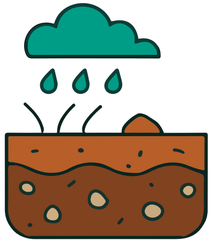
Crop succession: Two crop cycles per year enhance nutrient cycling and maximize soil use efficiency.

Use of biological inputs: Applied to control pests and diseases across all production units.

Cover cropping: Enhances nutrient cycling, organic matter accumulation, water infiltration, and biological activity in soils.

Our regenerative practices provide a series of benefits for the soil, directly reflecting on the health and productivity of our crops. Learn about some of the advantages of regenerative agriculture for the soil.



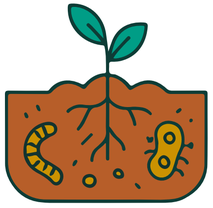


Soil Physical properties:

Practices help prevent and control erosion, improve soil resilience to adverse weather, and minimize segregation and leaching — processes that reduce nutrient and organic matter availability.

Soil Chemical properties:

Practices enhance nutrient cycling and support nitrogen fixation, an essential element for plant growth



Soil biodiversity:

Regenerative management and the use of biological inputs foster greater biodiversity and functionality of beneficial soil microorganisms. This creates a healthier, more balanced soil ecosystem, which is essential both for the continuity of our agricultural operations and for environmental equilibrium across our landscapes.

Precision agriculture to drive agricultural efficiency and sustainability

> In 2024, we continued to adopt precision agriculture tools to guide the management of our fields with greater efficiency and responsibility. The year's main advancement was the introduction of plant nutrition analysis.

The insights gained from this tool enhance our ability to apply inputs more precisely: only when needed, at the right dose, and at the exact moment the plants require it. This technology supports a more balanced production system, delivering productivity gains while promoting the rational use of agricultural inputs.

Plant nutritional analysis: a tool that allows you to check, based on leaf samples, whether the plant is correctly absorbing the nutrients available in the soil.

Unlike soil analysis, the diagnosis is made during the crop cycle, allowing real-time adjustments to fertilization, according to the real needs of the plants.

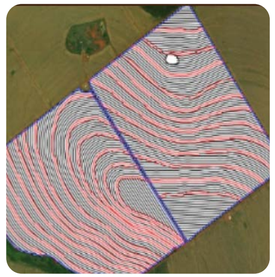
Get to know some of the precision agriculture tools and technologies that fuel our progress and innovation in the field:

Integrated Pest and Disease Management(IPM and MID): controls and reduces the use of chemicals, ensuring productivity and avoiding environmental and economic losses.

Field elevation maps: identify elevation differences for accurate planning of contour-based operations.

Yield potential maps: detect variability and anomalies to support immediate corrective actions.

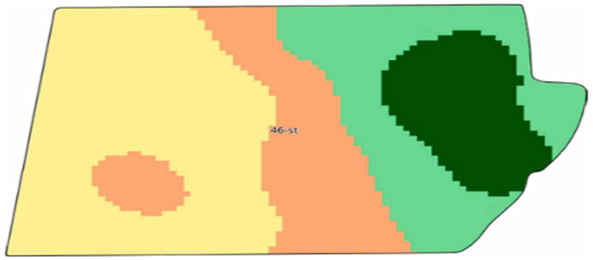
Planting and spraying line maps: improve operational efficiency by minimizing unnecessary field passes, reducing fuel consumption and soil compaction.



Harvest maps of main crops: identify yield variability and productivity-limiting factors through targeted analysis.

Variable-rate input application: correct soil fertility through variable-rate fertilizer applications, delivering the necessary dose where needed to avoid waste and unnecessary applications.

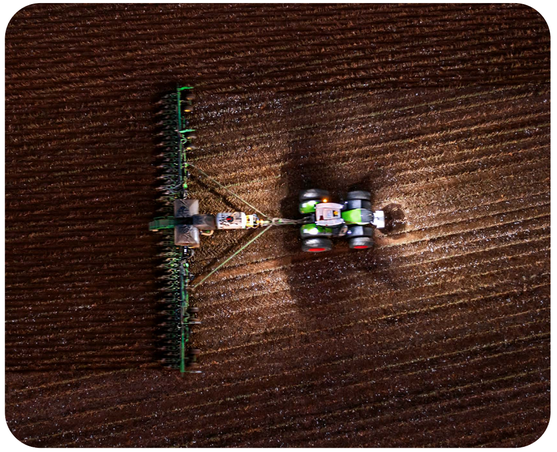
Variable-rate seeding: based on maps showing production potential, optimize seed density to ensure uniform crop stands and standardized productivity within the same field.



Agricultural telemetry and machine management: monitor operations such as spraying, planting, and harvesting through digital platforms integrated with our proprietary systems. These insights allow adjustments to optimize machine performance, input use, fuel efficiency, and labor productivity.

Climate monitoring: precipitation and temperature data are recorded in different production environments by weather stations distributed across our Production Units. These records inform decisions and seasonal adjustments to ensure good yields.

Pest monitoring: via digital platforms that record infestation levels in each field, guiding more targeted crop protection actions.



Biodiversity

Caring for biodiversity means investing in balance, resilience, and a prosperous future — because it is the diversity of living organisms that underpins field productivity and the renewal of ecosystems on which we all depend.

Approximately 25% of all biodiversity on the planet lives in the soil**,** highlighting the critical role of terrestrial life in both natural and productive ecosystems. **The biological richness of the soil contributes to nutrient cycling, improves soil structure and fertility, filters water, and assists in climate regulation** — just some of the many benefits of biodiversity, which stands as one of the pillars of our commitment to sustainability.

Microorganisms, insects, earthworms, and other organisms play key roles in maintaining soil health and environmental resilience. Here are some of the environmental programs we carry out.

Learn more about some of our environmental-related projects:

Bee Monitoring:

Bees are natural bioindicators of ecosystem health and play an essential role in pollinating both native plants and crops, directly influencing biodiversity and farm productivity. Year after year, we observe a continuous increase in the number of hives in our productive areas, reflecting the vitality of our fields. In 2024, we preserved 70 beehives, reinforcing our commitment to local fauna conservation.

To ensure the safety of both bees and farming operations, we follow specific protocols for properly managing and relocating hives that form in unsuitable locations.

Soil Biodiversity Analysis:

Since 2021 we have conducted detailed DNA studies of soil in regenerative agriculture areas and native vegetation zones in Sapezal (MT). Results show that our regenerative areas exhibit greater diversity and functionality of fungi and bacteria compared to native Cerrado areas, evidencing the benefits of biological inputs and regenerative farming practices.

*The microbial richness of the soil is a key indicator of its quality and functionality.

Earthworm Monitoring:

Since 2021, we have measured earthworm populations in regenerative fields and native Cerrado sites. Results indicate that regenerative agriculture areas host a higher density of earthworms per hectare, resulting in more fertile and balanced soils.

Earthworms are vital to soil health, acting as "natural plows" that recycle nutrients in the upper soil layers. As they feed, earthworms break down organic residues into humus — an excellent natural fertilizer. Their movement also improves water infiltration and root penetration.
(Source: Embrapa Agrobiology, 2014).

Monitoring and Conservation of Wildlife:

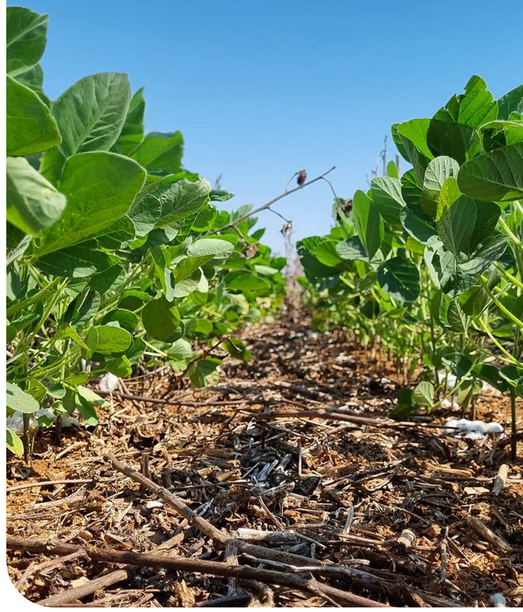
The presence of native wildlife is a strong indicator of the environmental integrity of our areas. We monitor and identify species present on our properties to develop targeted conservation strategies for at-risk animals. Our monitoring efforts have captured images of birds and mammals of varying sizes, indicating that our activities do not compromise the ecological balance of these landscapes.

Additionally, we implement measures such as prohibiting hunting and fishing in our areas and planting fruit-bearing trees to protect local biodiversity and provide food sources for various species.

The results of our initiatives confirm that it is possible to combine agricultural production with the preservation of biodiversity.

25% of all biodiversity on the planet lives in the soil, highlighting the critical role of terrestrial life in both natural and productive ecosystems

Source: FAO



Water Resources

> Water management is an integral part of how we operate.

Our activities both depend on and respect nature's regular cycles. That is why we adopt practices that prioritize the conscious use of water at every stage of our operations.

We do not use artificial irrigation systems in our fields, meaning our agricultural production is entirely rainfed. This is made possible by the regular rainfall patterns in the regions where we operate. For other operational needs, such as maintenance of production units and support activities, we rely on groundwater extracted from licensed tubular wells.

The increase in the volume collected was due to the expansion of our operations and the intensification of maintenance measures at the UPs.

This growth was accompanied by strict environmental controls, ensuring that all collection occurs responsibly and in compliance with current licenses and legislation.

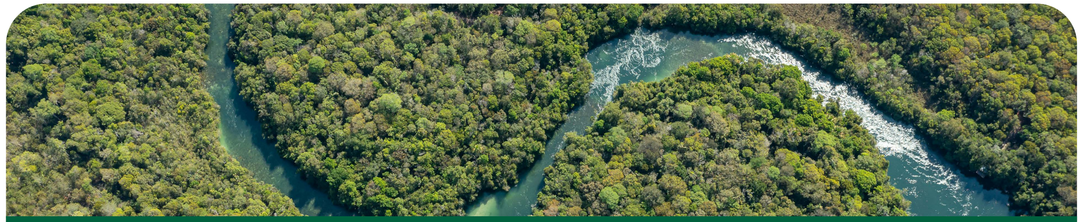
In addition to managing water use, we also monitor water resources in the areas where we are present, using data from the Rural Environmental Registry (CAR), which records the springs located on our lands in both the Cerrado and Amazon biomes.

At VISO Fertilizantes, this commitment is expanded with semiannual monitoring of 11 water points — seven surface and four groundwater sites. The results have remained stable and within the limits established by current legislation, reflecting our continued vigilance regarding potential impacts of our activities on local water sources.

Volume recorded during the period

2024 → 957,588 m³

↑ 18% increase compared to the previous year.



Treatment of Effluents

In our continuing pursuit of sustainable operations, we prioritize the proper treatment of effluents generated at our production sites. Efficient waste management is key to minimizing environmental impacts and ensuring that our operations remain compliant with all required standards. Thus, we have implemented dedicated treatment systems tailored to different types of effluents:

- **Oily Effluents:** are processed through oil-water separator boxes, ensuring the efficient removal of oil residues.
- **Biological Crop Protection Effluents:** undergo treatment at a compact physical-chemical treatment station, ensuring safe neutralization.
- **Chemical Crop Protection Effluents:** are processed with ozonators and directed to evaporation ponds, where controlled degradation takes place.

These measures ensure that our effluents are treated safely, protecting natural resources and contributing to the well-being of surrounding communities.

Waste

All Scheffer production units operate under structured waste management systems, in full compliance with current environmental legislation and the company's Standard Operating Procedures (SOPs). As part of our commitment to social and environmental responsibility, we continuously promote environmental education initiatives, including awareness campaigns and training focused on proper waste segregation and the importance of selective collection.

Our solid waste management follows a structured flow that includes classification, segregation, appropriate storage, and final disposal in accordance with applicable environmental standards. Once sorted, waste is collected by specialized and licensed companies, whose authorizations and certifications are closely monitored as part of Scheffer's waste management process.

In 2024, we generated

2,618.68 metric tons of solid waste

2023: 1,390 metric tons of solid waste

108,760 liters of used lubricating oil

2023: 126,680 liters of used lubricating oil

Of this total:

- **88,25%** was recyclable material
- **7,75%** consisted of contaminated solid waste
- **4%** corresponded to used lubricating oil, which was sent for re-refining a process that transforms it back into raw material.

The increase recorded compared to the previous year is explained by two main factors:

Change in plastic waste destination — We chose to discontinue the internal reuse of the plastic previously used to cover cotton crops (which had been repurposed to produce protective covers for processed cotton). Starting in 2024, this material was redirected for commercialization, extending its useful life and promoting circularity by reintroducing it into the recycling value chain.

Enhanced data management — We strengthened our controls and standardized the records related to waste management. This improvement in traceability and monitoring resulted in more accurate data reporting, providing a more comprehensive and reliable inventory that better reflects the reality of our operations.

Our Energy Matrix

In 2024, we made significant progress in transitioning to renewable sources:

We increased:

↑ **150%** solar energy consumption

compared to the previous year and **migrated four additional units to the Free Energy Market.**

This shift not only allows us to choose renewable sources but also increases our autonomy and cost predictability.

In total, **94%** of the energy we consumed came **from renewable sources**

Our total energy consumption grew compared to 2023, driven by the expansion of our cotton cultivation area — which led to higher volumes ginned — and the expansion of the Scheffer ginning plant in Sapezal (MT). This increased demand, while also accelerated improvements: we replaced diesel-powered equipment with electric pumps, modernized our facilities, and implemented innovative solutions such as ozonators and new biomass feeders, enhancing efficiency, safety, and energy autonomy across our operations.

These choices demonstrate that managing energy wisely also means caring for the land, people, and our role in a value chain increasingly connected to environmental responsibility.

Energy Consumption by Supplier 2024

Free Market — **86,01%** — 30,967 Mwh

Solar Energy — **8,24%** — 2,967 Mwh

Captive consumption from Energisa — **4,80%** — 1,729 Mwh

Captive consumption from Equatorial — **0,94%** — 339 Mwh

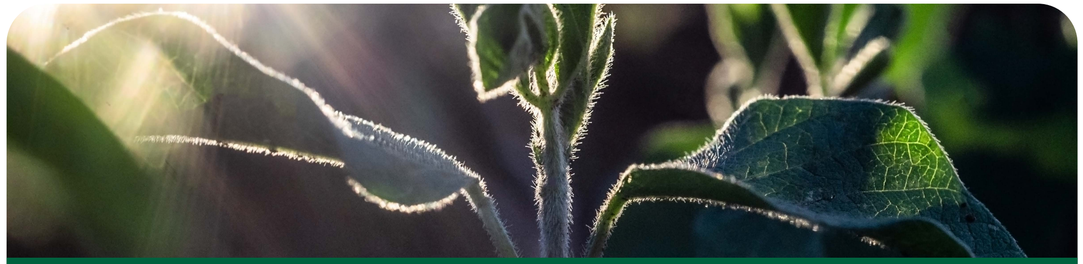
Total consumption: 36,002 MWh

Carbon and climate change

Climate change remains one of the most prominent issues on the global agenda. Its impacts — such as floods, heatwaves, and prolonged droughts — make agricultural production increasingly challenging, demanding significant adaptability and mitigation efforts to sustain crops and operations.

At the same time, these challenges also open opportunities for agriculture, as sustainable farming practices have the potential to remove greenhouse gases (GHGs) from the atmosphere and store them in the soil. Moreover, the trees preserved within our productive landscapes sequester and store carbon in their biomass, contributing to climate regulation.
We have invested consistently in enhancing the management of GHG emissions across our operations — from data collection, processing, and calculation of emissions, to accounting for carbon removals associated with our activities, products, and broader value chain.

In 2024, we finalized the GHG inventory for the *2022/23 crop year, which was calculated in accordance with leading internationally recognized methodologies and standards.**



Total emissions: 1,176,405 metric tons of CO_2e, broken down as:

369,756 tCO_2e from direct emissions (Scope 1)

1,320 tCO_2e from energy consumption (Scope 2)

805,328 tCO_2e from indirect emissions (Scope 3)

Carbon stock in native vegetation managed by Scheffer:

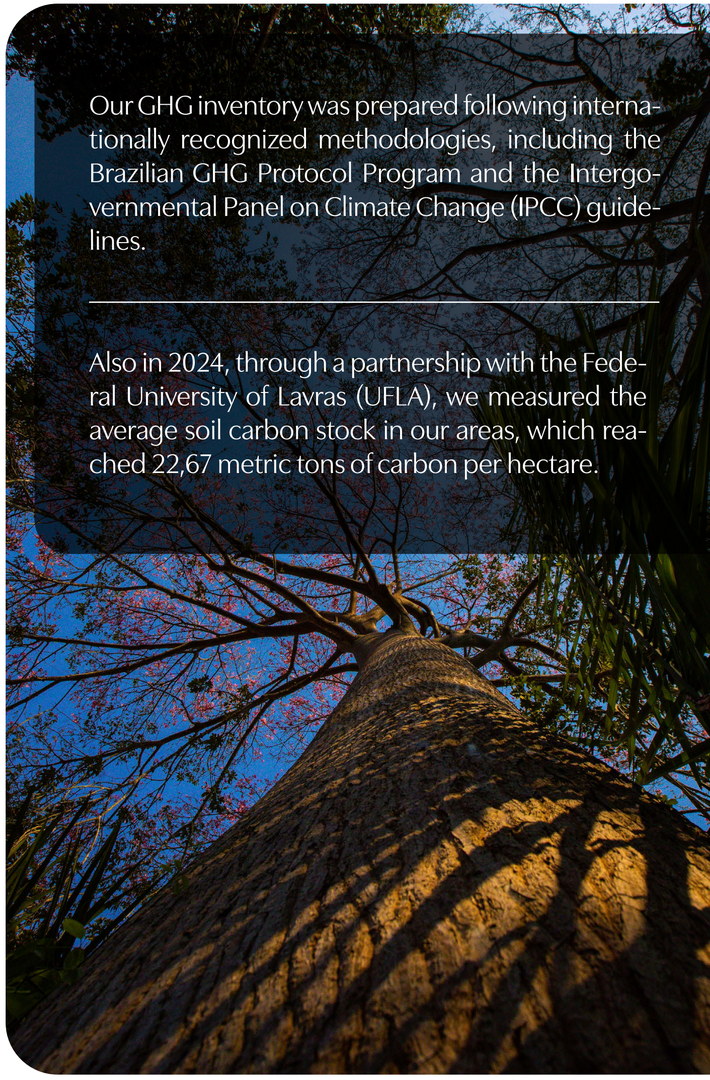
72,339,611.62 metric tons of CO_2, distributed as:

14,058,448 tCO_2 (20%) in Cerrado biome areas.

58,281,163 tCO_2 (80%) in Amazon biome areas.

Our GHG inventory was prepared following internationally recognized methodologies, including the Brazilian GHG Protocol Program and the Intergovernmental Panel on Climate Change (IPCC) guidelines.

Also in 2024, through a partnership with the Federal University of Lavras (UFLA), we measured the average soil carbon stock in our areas, which reached 22,67 metric tons of carbon per hectare.



*Scheffer conducts its greenhouse gas inventory every two years.

**Pro Carbono is led by Bayer, in partnership with internationally recognized teaching, research and extension institutions as references in the study and development of tools for calculating emissions and modeling carbon stocks. The program seeks to strengthen low-carbon agriculture.

Editorial team

Developed content
Sustainability, Commercial and Financial Management

Graphic design and layout
Communication Management

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