



Annual
Report

2024
2025



S U M M A R Y

Introduction to the Report

- 5** Definition of priority themes
- 8** Message from the CEO
- 10** Highlights and operations
- 12** Recognition

Business identity

- 15** Roots in agriculture and vision for the future
- 17** Our business model
- 18** The sector's evolution and challenges
- 20** Our solutions
- 23** Structural transformation
- 29** Industrial excellence

Corporate governance and management

- 32** Corporate governance
- 38** Integrity
- 41** Risk management
- 47** Sustainability
- 53** Product quality

Performance

- 60** Financial performance
- 61** Social performance
- 71** Health and safety
- 77** Supply network
- 82** Generating value
- 86** Environmental performance

General references

- 98** GRI summary
- 118** Additional information
- 129** Assurance letter
- 130** Masthead

INTRODUCTION TO THE REPORT

GRI 2-2, 2-3, 2-4

Ourofino Agrociência presents its Annual Report 2024/2025, reinforcing its commitment to transparency, responsible governance and the creation of sustainable value. In this document, we share the evolution of our management, highlighting projects, investments and performance indicators in the financial and non-financial dimensions.

Throughout this report, we present the integration of sustainability into our operations, advances in ESG (Environmental, Social and Governance) practices and how we are aligning our strategic decisions with stakehol-

der expectations and trends in the agricultural sector. Ourofino Agrociência's strategy is guided by the needs and demands of its stakeholders, including shareholders, board members, investors, customers, suppliers, regulatory bodies, financial institutions, employees and outsourced workers, ensuring that its operations are always aligned with the best market practices.

The document covers the period from April 1, 2024 to March 31, 2025 and covers all of Ourofino Agrociência's operations, including production units, research centers and administrative offices.



Strategic approach

The topics covered in this report reflect the fundamental pillars for Ourofino Agrociência's sustainability and growth. The company's initiatives prioritize innovation in product development, social and environmental responsibility in its operations, corporate governance based on integrity and ethical commitment, financial soundness and efficient capital allocation. These guidelines are essential for maintaining a sustainable business model in line with the best market practices.

This Report has been structured to provide a comprehensive view of Ourofino Agrociência and its performance in the sector. Divided into five sections, it adopts an approach that favors a clear, cohesive reading focused on the company's main advances..

Standards adopted

The Annual Report 2024/2025 was drawn up based on the most recent guidelines of the Global Reporting Initiative (GRI), the Integrated Reporting principles of the International Integrated Reporting Council (IIRC) and the Sustainable Development Goals (SDGs) of the United Nations (UN).

The financial information presented covers all the entities within the scope of the Financial Statements and has been independently audited in accordance with the International Financial Reporting Standards (IFRS), guaranteeing transparency and accuracy. Likewise, the ESG data reported in accordance with the GRI standard has been independently audited. Any changes in scope or methodological adjustments are duly indicated in explanatory notes throughout the document.

Access to material and questions

We invite you to consult this and previous reports on the Ourofino Agrociência website, with versions in Portuguese and English. The full document in browsable PDF can be downloaded through the QR Code available on this page. For suggestions, questions or comments about the content of this and other reports, please contact our team through the Contact Us section, also accessible through the QR Code available on this page.

We wish you a great read!

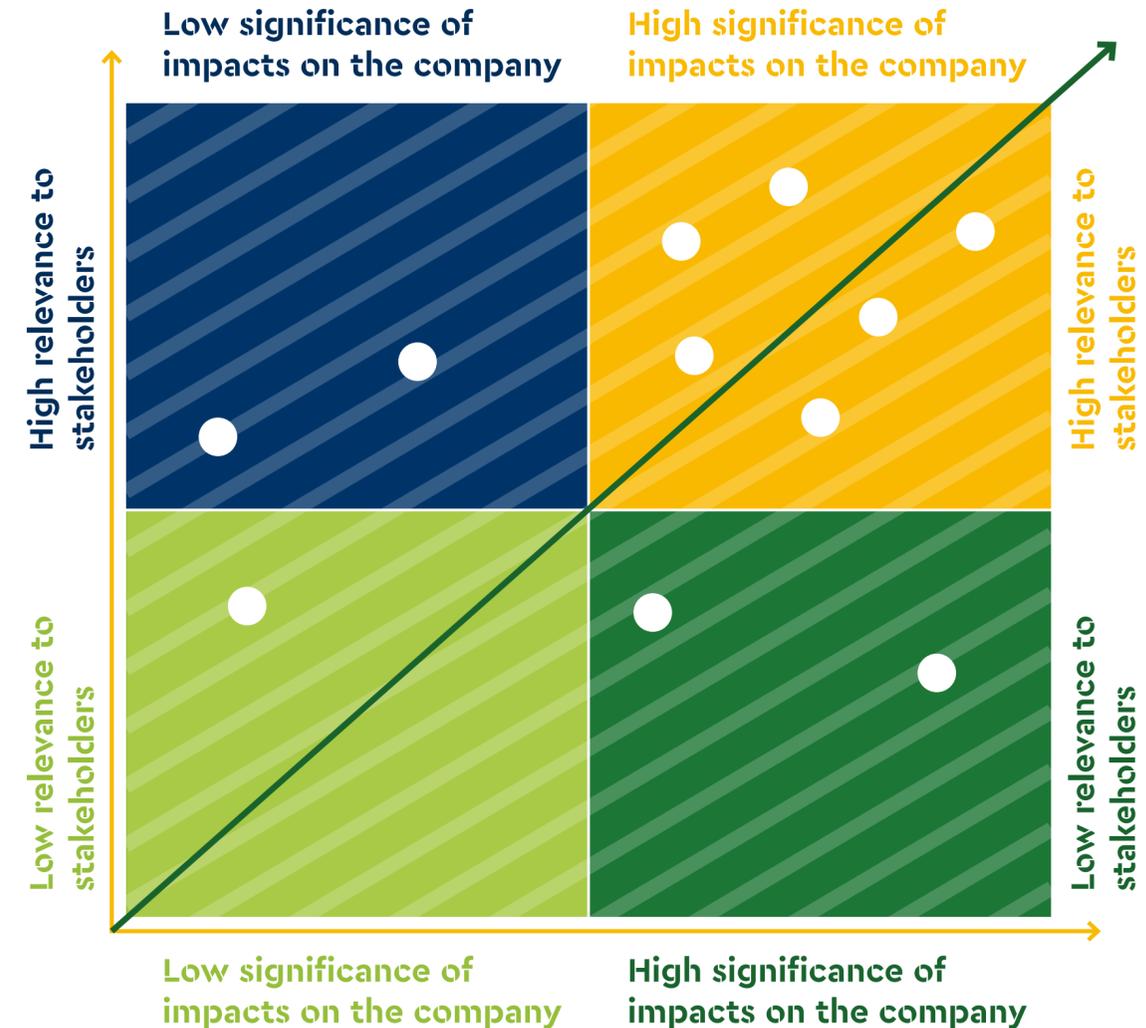
DEFINITION OF PRIORITY THEMES

During the second half of the social cycle ending in March 2023, we conducted a review of Ourofino Agrociência's materiality matrix. The process was structured based on internationally recognized best practices — such as the Global Reporting Initiative (GRI Standards) guidelines and the Integrated Reporting Framework — with the aim of identifying the main impacts generated by the company, as well as the factors with the greatest potential to influence its performance, strategy and ability to generate value in the long term.

For the 2024/25 cycle, we opted to maintain the five themes defined previously, considering the absence of relevant structural changes in the internal or external context that would justify alterations to the matrix. This continuity reflects the consistency of the previous process and the stability of the company's strategic priorities.

Steps of the materiality process GRI 2-29

Steps	Description
1. Mapping stakeholders	Interviews with all the Boards resulted in the identification of 23 stakeholder groups. Among them, seven key audiences were selected for direct consultation: shareholders, directors and investors; employees; direct suppliers; customers; regulatory bodies; financial institutions; and commercial consultants.
2. Definition of topics for consultation	The themes have been defined based on internal documents, international guidelines — such as the standards of GRI (Global Reporting Initiative), SASB (Sustainability Accounting Standards Board), ISE B3 (B3 Corporate Sustainability Index) and UN Global Pact — as well as leadership perceptions. The themes were organized in four sections: environmental, social, governance and economic. The questions were then structured in a digital consultation tool
3. Structured consultation with stakeholders	The survey was applied at different times and in different languages, focusing on the selected audiences. Data collection made it possible to identify the relevance attributed to the themes, from the perspective of their impact on the business and those generated by the company in its value chain.
4. Analysis and validation of results	The consolidated data was presented to senior management for analysis and validation. At this stage, some of the topics originally consulted were grouped together by affinity and practical connection in management, facilitating monitoring, integration into corporate strategies and coordinated action on interdependent topics.



The white circles shown in the matrix are illustrative and are intended to demonstrate how the materiality analysis tool works. They do not reflect the actual position of the topics identified during the process. It is worth noting that, in the final version of the matrix, some topics were grouped or integrated based on their similarities, allowing for a clearer, more concise, and strategic representation of the defined priorities.

Material issues and their relationships GRI 3-1, 3-2

As a result of the materiality process described above, five priority themes were defined to guide Ourofino Agrociência's sustainability activities. These themes reflect both the aspects that are most relevant to our stakeholders and those that require the company's greatest attention due to their impact and influence on our business strategy.

Below we present each theme with its respective management approach, the related GRI indicators and the corresponding Sustainable Development Goals (SDGs), according to the guidelines of the GRI standards. This alignment reinforces the transparency of management and Ourofino Agrociência's commitment to creating sustainable value.

Issues	Management Approach	Related GRI indicators	Related SDGs
Product Safety	Ensuring the safety and efficacy of the product throughout its useful life, from manufacturing to proper disposal, including risk assessment, transportation, distribution, and proper guidance for product use.	GRI 416-1, 416-2, 417-1, 417-2, 417-3, 418-1	3.9, 12.3, 12.4, 12.5, 16.6, 16.10
Climate change and environmental responsibility	Management of greenhouse gas emissions throughout the chain, considering the opportunities for a low-carbon economy, responsible use of natural resources and, mainly, the management of waste and effluents in operations.	GRI 201-2, 301-2, 301-3, 302-1, 302-3, 302-4, 303-1, 303-2, 303-3, 303-4, 303-5, 304-1, 304-2, 304-3, 304-4, 305-1, 305-2, 305-3, 305-4, 305-5, 306-1, 306-2, 306-3, 306-4, 306-5, 307-1, 308-1, 308-2	2.4, 6.3, 6.4, 6.5, 7.2, 12.2, 13.1, 13.2
Business integrity	Practices adopted to foster an ethical culture and honest behavior at all levels of activity, including anti-corruption policies, adoption of practices and unblemished conduct in all relations with stakeholders.	205-1, 205-2, 205-3, 206-1, 207-1, 207-2, 401-1, 401-2, 401-3, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10, 405-1, 405-2, 406-1, 407-1, 408-1, 409-1, 412-1, 412-2, 412-3, 414-1, 414-2, 415-1, 419-1	16.5, 16.6, 16.7
Innovation	Promotion of an innovation environment capable of preparing the company to the changes and new demands of the market, including the development of innovative solutions adapted to the reality of Brazilian agriculture.	It doesn't have any	2.a, 9.5
Financial results and investments	Analysis of economic and financial performance, as well as the identification of the main investments, including the growth strategy adopted by the Company and its future plans to ensure the continuity of its expansion in a sustainable manner.	201-1, 201-3, 202-1, 202-2, 203-1, 203-2, 204-1, 404-1, 404-2, 404-3, 413-1, 413-2	8.1, 8.2, 17.1, 17.3

MESSAGE FROM THE CEO

GRI 2-22



Marcelo Abdo
CEO

The year 2024 was a period of transformation for Ourofino Agrociência. After a previous cycle marked by cost inflation and high inventories, we face a challenging market, with falling commodity prices, oversupply of products and an environment of strong global competition. However, we have adapted quickly, making strategic adjustments that position us for a more solid and profitable future.

We made essential changes to strengthen our competitiveness, bringing greater clarity to the prioritization of projects and a more assertive approach to pricing, campaigns and product innovation. In addition, the restructuring

of the commercial area has allowed us to act in a more consultative and strategic manner, expanding our access to large cooperatives and distributors, which were previously little explored. The focus on selling specialties and demonstrating their effectiveness in the field reinforces our differentiation in the market, reducing dependence on commodities and creating greater value for customers. With the growing adoption of these solutions, we have strengthened our position in the market and increased the positive impact for rural producers.

Even in the face of a challenging scenario, we advanced at strategic points. We

expanded our market share by about 15% in value and also registered growth in volume, gaining a percentage point compared to the previous cycle, reaching 4.5%, driven by the expansion of the customer base and the confidence in the portfolio. We achieved 37% growth in net revenue, closing the cycle at BRL 2.3 billion. Net income was BRL 85.5 million, corresponding to a 33% increase compared to the previous cycle, and EBITDA totaled BRL 155.8 million, corresponding to 105% compared to 2023/24.

These results demonstrate our resilience and the efficiency of our financial management, which continued to focus on risk mitigation and cash optimization. We have maintained active management of our customer portfolio, closely monitoring the sector's scenario and avoiding exposure to financial risks that could jeopardize our solidity. And as part of the efficiency strategy, we are reducing administrative and operating expenses, ensuring a more agile and competitive structure.

We have also reinforced our commitment to operational efficiency and digital transformation. We invested BRL 7 million in a project to evolve our sales and billing planning, as well as expanding the use of automation and artificial intelligence to improve decision-making

and the company's competitiveness. These initiatives are part of a broader strategy that seeks not only to optimize processes, but also to create a more agile, sustainable business model in line with market demands. Automation is being incorporated in an increasingly strategic way, freeing up our teams for activities that add value and making our operations more efficient.

The scenario for the coming years still presents challenges, with pressure from new Asian competitors and falling commodity prices. However, our strategy is well defined with the acceleration of the expansion of the specialty portfolio, bringing new high value-added solutions to our customers. We will continue to strictly control costs and expenses, reinforcing our focus on profitability and increasing sales predictability. Innovation will also continue to be a central pillar, with the expansion of the use of artificial intelligence and automation to make our operations increasingly efficient and competitive. In addition, the China office will be a strategic resource in the search for partnerships that strengthen our differentiation.

With a solid strategy and a highly qualified team, we remain steadfast in our mission to transform Brazilian agribusiness, making it more competitive, innovative and sustainable. All this makes it clear that Ourofino Agrociência has its eyes on the future, but without losing the essence that has brought us this far.

In 2025, we completed 15 years of a trajectory marked by challenges overcome and great achievements, and we are grateful for the trust of our customers, partners and employees, who are the foundation of our success. Together, let's continue reimagining agriculture and building, with purpose and innovation, the best that Brazil has to offer in the field.

Marcelo Abdo
CEO Ourofino Agrociência

HIGHLIGHTS AND OPERATIONS

100%

of the energy used in the industrial complex from renewable sources

325 thousand kg/L

of reused products with industrial reprocess

Investment of approximately

BRL 50 million

in Research and Development (R&D)

100%

of eligible employees submitted to performance evaluation

more than 60

international suppliers, where global strategic partnerships stand out

Automation

of industrial processes and use of data intelligence with expansion of operational efficiency

BRL 28.1 milhões

in innovation infrastructure

Company performance

BRL 2.3 billion in net revenue

4,5% participation

in the volume traded of pesticides, a percentage point above the previous cycle

More than 100 million

liters of agricultural pesticides produced.

More than 1,400 customers distributed throughout Brazil.

Launch of new products like *Brucia*, as well as the consolidation of *Terrad'or*.

More than 700 producers mobilized in technical events, where herbicide *Brucia* was presented.

Participation in open innovation ecosystems such as Moon Hub, PWC Agtech and Dabi Business Park.

Expansion of automation and use of artificial intelligence (AI) in operations.

Infrastructure

1

administrative headquarters

6

strategically localized distribution centers

1

industrial complex with two productive plants

5

experimental stations in Brazil

1

technological center for research, development and innovation

1

international office in China, for supplier management, strengthening strategic partnerships

RECOGNITION

Ourofino Agrociência continues to consolidate its position as a reference in the agricultural sector, accumulating achievements year after year. The awards and certifications received over the last few years reinforce its commitment to innovation, sustainability, corporate governance and operational excellence.



Best of Agribusiness Award - Globo Rural magazine

For the fourth time in a row, we were recognized in Globo Rural magazine's Best of Agribusiness Awards, ranking 5th among the best in the pesticide sector. This award, which is awaited annually, reaffirms the company's commitment to innovation in Brazilian agriculture, showing that we are connected to the needs of the field, bringing customized solutions to rural producers.



Great Place to Work (GPTW) - Best Companies to Work For

Ourofino Agrociência has been consistently recognized by Great Place to Work (GPTW), ranking among the best companies to work for in different categories. In 2024, the company won awards in the following rankings:

- 9th place (2024) - Best Companies to Work For (São Paulo)
- 8th place (2024) - Best Companies to Work For (Agribusiness)



The recurring presence in these rankings reflects the company's investments in professional training, organizational culture and employee well-being, guaranteeing a work environment in line with the best practices in the market.



International Highlight – World Food and Agribusiness Conference IFAMA 2024

Ourofino Agrociência won the top prize at the 34th edition of the IFAMA World Conference (International Food and Agribusiness Management Association), held in Almería, Spain. This global event brought together 450 leaders and experts from around 40 countries to discuss innovation and sustainability in the agribusiness.

Out of 50 case studies presented and debated, Ourofino Agrociência was the winner. This recognition not only strengthens the company's position as an emerging player in the global market, but also reinforces its commitment to the sustainable future of agriculture.

Important certifications

In addition to the awards it has received, the company holds important certifications that guarantee the excellence of its processes and compliance with international standards:

- ISO 9001 - Quality Management
- ISO 14001 - Environmental Management
- ISO 45001 - Occupational Health and Safety

Since 2023, the company has carried out a unified auditing process for these certifications, ensuring greater operational efficiency and alignment with global best practices.



BV ESG 360 Seal - Bureau Veritas

Ourofino Agrociência received unprecedented recognition in 2023 with the BV ESG 360 Seal, awarded by Bureau Veritas, one of the leading international certifiers. This seal highlights companies that meet quality standards in production, marketing and respect for environmental, social and governance practices.

The certification process involved several steps, including rigorous audits, information gathering and assessment of the company's level of maturity in ESG, going beyond the company's "doors" to check the evidence of the organization's effective sustainability practices with the main stakeholders with whom the business relates in the value chain. This achievement demonstrates the company's commitment to advancing towards more sustainable strategies and practices, adopting responsible business models in line with the demands of the global market.



Mais Integridade Seal - Ministry of Agriculture and Livestock (MAPA)

For the second year running, Ourofino Agrociência has been awarded the Mais Integridade Seal by MAPA. The yellow seal, won by the company in 2023, is a renewal of the previous award and is valid for two years, recognizing and rewarding integrity practices by agribusiness companies from the perspective of social responsibility, sustainability, ethics and also the commitment to mitigating fraud, bribery and corruption practices, contributing to the credibility and transparency of the sector in the country.

In order to obtain this certification, Ourofino Agrociência has demonstrated its commitment through concrete actions such as:

- Code of Conduct accessible to all audiences
- Structured and effective whistleblowing channel
- Active participation as a signatory of the Ethos Institute's Pact Against Corruption



BUSINESS IDENTITY

ROOTS IN AGRICULTURE AND VISION FOR THE FUTURE

GRI 2-1

Ourofino Agrociência is a privately-held company that has established itself in Brazil's pesticide sector. With 15 years of experience, the company combines experience and innovation to offer technological solutions that boost agribusiness productivity. Present throughout the country, its operations are focused on strategic crops such as soya, corn, sugar cane, cotton, coffee and citrus, with a portfolio of more than 80 products that is constantly expanding.

Driven by the purpose of "Reimagining Brazilian Agriculture", the company invests in transforming the sector through innovation, technology and relationships with its partners — including dealers, cooperatives and rural producers, who form the basis of its national presence. Reimagining means constantly evolving, turning challenges into opportunities and contributing to a more sustainable and productive agribusiness. More than just supplying products, Ourofino Agrociência is





committed to safety, quality and sustainability in all its operations, from research and development to logistics and customer service.

The company has more than 660 employees and maintains a culture based on dedication, excellence and the continuous search for innovation. Its corporate structure includes a partnership with the Japanese companies Mitsui & Co. and Ishihara Sangyo Kaisha Ltd. (ISK), which together hold 25% of the share capital, while the remaining 75% belongs to the founding partners and minority shareholders. As part of a robust business ecosystem, Ourofino Agrociência manages the operations of Ourofino Hong Kong Ltd, Shanghai Ourofino Trading Co. and Ouro Fino Paraguay S.R.L., included in its consolidated financial statements.

With a modern and strategically distributed infrastructure, the company guarantees agility and efficiency in its operations. The headquarters and industrial complex are located in Uberaba (MG), where the products are produced and formulated. In Ribeirão Preto (SP) is the head office, which houses the administrative operations. The research and development center is based on the experimental station in Guatapar (SP),

complemented by units in Paran and Gois. To meet logistical demands, the company has distribution centers in Aparecida de Goinia (GO), Igarapava (SP), Cuiab (MT), Carazinho (RS), Lus Eduardo Magalhes (BA), Uberaba (MG) and Paulnia (SP). In the international market, it has an office in Shanghai (China) to strengthen supplier management and, since 2020, it has had a Mitsui representative in New Delhi (India), as well as setting up the company Ouro Fino Paraguay S.R.L. in 2024, expanding its presence in South America.

With a consolidated presence in the market and an eye always on the future, Ourofino Agrocincia continues to expand its solutions and strengthen its position as a company committed to the evolution of Brazilian agribusiness, guided by fundamental themes for its sustainable growth, such as innovation in product development, safety and environmental responsibility, corporate governance, ethics and financial solidity.

OUR BUSINESS MODEL

GRI 2-6

What we seek and believe

Purpose

Reimagining
Brazilian
agriculture

Values

People who
shine

Innovating for
the future

Passionate
about
winning

Managed capital



Financial Capital

- Efficient management of financial resources to ensure stability and sustainable growth.
- Commitment to transparency and good practices to create long-term value.
- Financial strategies that drive investment and innovation.



Intellectual Capital

- Encouraging research, innovation and the development of new technologies for the agricultural sector.
- Strategic partnerships with universities and technology hubs for continuous improvement.
- Educational and training programs to strengthen the team's technical expertise.



Share Capital

- Acting in social, cultural and sporting initiatives, promoting positive impacts in the community.
- Development of products and practices that meet the needs of the agricultural sector and society.
- Engaging with stakeholders to strengthen relationships and ensure sustainable impact.



Human Capital

- A diverse and qualified team, fostering an environment of collaboration and innovation.
- Continuous training to develop strategic skills and professional growth.
- Organizational culture focused on excellence and valuing employees.



Natural Capital

- Responsible use of natural resources and implementation of sustainable solutions.
- Commitment to environmental efficiency, including the adoption of renewable energy sources.
- Innovative practices to mitigate environmental impacts and promote the preservation of ecosystems.



Manufactured Capital

- Modern and efficient industrial infrastructure, guaranteeing quality and productivity.
- Production processes improved through technology and innovation.
- Structured logistics to optimize distribution and service to the market.

Production and operational structure



Research and Development

- Continuous innovation to create more efficient and sustainable pesticides.
- Strategic partnerships with research centers, universities and technology hubs.



Industrial plants and infrastructure

- Industrial complex dedicated to the manufacture of pesticides.
- Experimental stations focused on testing and improving products.
- 6 distribution centers strategically located for better logistics.



Customer network and market

- More than 1,400 customers in around 2,470 delivery points throughout the country.
- Operating in various agricultural regions of Brazil, serving strategic crops.
- Close relationship with distributors and resellers to optimize market capillarity.



Commitment to sustainability and efficiency

- Adoption of measures to reduce emissions and waste in the production process.
- Efficient management of water and energy resources to minimize environmental impacts.

Company results



- Financial: sustainable growth and profitability.
- Social: support for communities and social initiatives.
- Environmental: conscious use of natural resources.
- Innovative: development of new formulations and technologies.

How we operate



- Inputs: Raw materials and direct inputs.
- Research and Innovation: Development of more efficient and sustainable solutions.
- Sales: Market expansion through commercial strategies.
- Marketing: Investment in communication and brand strengthening.
- Logistics: Efficient supply chain management.
- Products: Agricultural pesticides for the main crops.



Positive impacts and value creation

- Increased agricultural productivity.
- Improved product quality.
- Innovation and technological development.
- Job creation.
- Contribution to food security.



Negative impacts

- Environmental impacts: emissions reduction program.
- Health risks: strict monitoring and control of products.
- Biodiversity: developing products with a lower impact on the ecosystem.

THE SECTOR'S EVOLUTION AND CHALLENGES

The Brazilian agricultural sector is going through a period of transformation, driven by climate change, fluctuations in production costs and a greater demand for sustainable and efficient solutions. Ourofino Agrociência is closely monitoring this scenario, acting strategically to ensure that rural producers have access to innovative technologies and a portfolio of products that meet the needs of the field.

The search for greater productivity and efficiency in the use of resources has been a growing trend in Brazilian agribusiness. As a result, the demand for specialized, high value-added pesticides has increased, requiring solutions that balance performance, safety and sustainability. In this context, Ourofino Agrociência has expanded its presence with large distributors, cooperatives and producers, ensuring that its solutions are available at the right time and in the regions with the greatest demand.

In recent years, the company has gained an increasingly significant market share, reflecting customers'

confidence in our portfolio. In the 2024/25 cycle, we increased our participation from 2.3% to 2.6% of the market share in value, consolidating our position in the pesticide sector. When looking at market share in volume, we observed growth from 3.5% to 4.5%, the result of a more selective portfolio and the prioritization of products with higher added value. This growth was driven by a more robust commercial strategy, expanding the customer base and strengthening strategic partnerships.

Logistic challenges have also been a reality in the sector, boosting initiatives aimed at optimizing supply chain and efficient inventory management. We continually work to improve our demand predictability and strengthen distribution, ensuring that our products reach the market with agility and reliability.

Given these dynamics, we restructure our commercial approach to make it more integrated and customer-oriented, facilitating access to specialized solutions and promoting a more advisory relationship with our partners. Investment in technology has also played a key role in expanding market opportunities, contributing to agility and assertiveness in decision making.



Structural changes in commercial operation

In 2024/25 cycle, Ourofino Agrociência underwent a relevant restructuring in its commercial area, with the objective of increasing territorial capillarity, improving the position of the field team and adapting to market transformations. The area started operating with three commercial units — Cerrado, Centro-East and South — allowing a greater focus on regional opportunities and more proximity to different customer profiles, such as distributors, cooperatives and large-scale farmers.

This new structure consolidated the performance of professionals in the field, with adjustments in the number and positioning of commercial consultants, revision of regional and expansion of the front of strategic accounts (Key Account Manager), covering large agricultural and cooperative groups. The changes expanded commercial coverage and improved performance indicators.

Market programs

The cycle was also marked by advances in market access. Even in a challenging scenario, with consolidation and instability movements between distributors, Ourofino Agrociência maintained its growth trajectory, reinforcing distribution routes, investing in relationship programs and promoting initiatives focused on loyalty and technical support in the field.

Three programs deserve to be highlighted: Reimagine Ganha Ouro, which encouraged the performance of resellers focused on coverage quality; OuroCoop, which strengthened the relationship with cooperatives and expanded the reach with small and medium producers; and Cashback in direct sale as an alternative to ensure agility and safety in negotiations with producers and strategic accounts.

Demand generation

Demand generation has also been consolidated as an essential front of commercial strategy. We strongly invested in field actions, especially the robust Terrad'or herbicide activation plan, which included training, technical events, regional validations and partnerships with consultants and influencers. In all, about BRL 30 million were mobilized in demonstration and training actions, contributing to the strengthening of the brand and the technical appreciation of the portfolio.

In addition, the cycle was marked by the launch of relevant products, such as Brucia herbicide, reinforcing the position of Ourofino Agrociência as a technical reference in the pesticide segment.

Relationship and commercial perspectives

In a highly competitive environment, the company has developed its strategy of growth with caution, prioritizing sustainable partnerships and deepening the relationship with cooperatives and strategic distributors. The approach with cooperatives expanded the regional presence and contributed to the increase in market share in crops such as sugar cane — which currently represents around 7% of the market for the company.

The positive performance of the cycle also reflects the maturity of the commercial structure, which is now more integrated, with CRM (Customer Relationship Management) tools and predictive analysis that will be explored more intensively in the coming years. The focus is on consolidating its position as a specialty company, expanding coverage in the regions it serves and delivering technical solutions with profitability, safety and results for the producer.

OUR SOLUTIONS

GRI 2-6

Ourofino Agrociência develops innovative solutions adapted to the realities of tropical agriculture, combining high technology and in-depth knowledge of the field. The products are designed to meet the specific challenges of Brazilian agriculture, such as weeds, high pest and disease pressure, the need for continuous farming operations throughout the year, extreme weather conditions and the unique characteristics of tropical soils. The company's commitment is to offer technologies that not only protect crops, but also boost productivity and sustainability, supporting farmers in the face of climate variations, weeds, pest and disease resistance, and the constant search for greater management efficiency.

Our portfolio ranges from traditional pesticides that are widely recognized by the market to specialty products that represent the most advanced in the market. We are also continuously investing in the development of exclusive formulations that reimagine Brazilian agricultural management and guarantee efficient solutions for different soil conditions, climates and production systems.

Solution categories

Essential solutions

Products widely used in agricultural management, developed with reliable and time-tested formulations. They are robust solutions, recognized for their effectiveness and used on a large scale to control weeds, pest and disease resistance, contributing to the stability and safety of agricultural production.

Adapted innovations

Reimagined products to meet the specific needs of Brazilian agriculture. Considering challenges such as the tropical climate, the diversity of soils and crops, and the high incidence of weeds, pests and diseases. These solutions use advanced technologies to deliver greater resilience and efficiency in the field, guaranteeing superior results in different growing conditions.

Specialties and new technologies

Our commitment to innovation is reflected in the development of differentiated products that incorporate emerging technologies and new molecules. Through strategic partnerships with research centers, universities and global companies, we create pioneering solutions that optimize agricultural management, promote sustainability and increase the competitiveness of Brazilian farmers.

Since the investment by Mitsui & Co., one of the largest Japanese trading companies with global operations in agribusiness, in 2019, Ourofino Agrociência has expanded its innovation model through strategic partnerships with Asian companies such as ISK, also from Japan, and the South Korean company FarmHannong. Both are internationally recognized for their expertise in research and development of molecules for agricultural pesticides and for their focus on solutions aimed at increasing productivity with a lower environmental impact. These collaborations reinforce Ourofino Agrociência's ability to access new technologies and adapt them to the conditions of tropical agriculture.

Outsourced production (tolling)

Ourofino Agrociência also manufactures products for third parties, consolidating its industrial expertise and expanding its production capacity. Outsourced production allows the company to keep up to date with the most stringent requirements in the sector, raising quality standards and ensuring operational flexibility to meet different market demands.

Servitization

In addition to supplying high-performance products, Ourofino Agrociência also shares technical knowledge with its partners. Through a consultative approach, we offer support in management, training and development, communication, among others, strengthening the competitiveness of the production chain and establishing more sustainable connections with distributors, cooperatives and producers.

Our main solutions



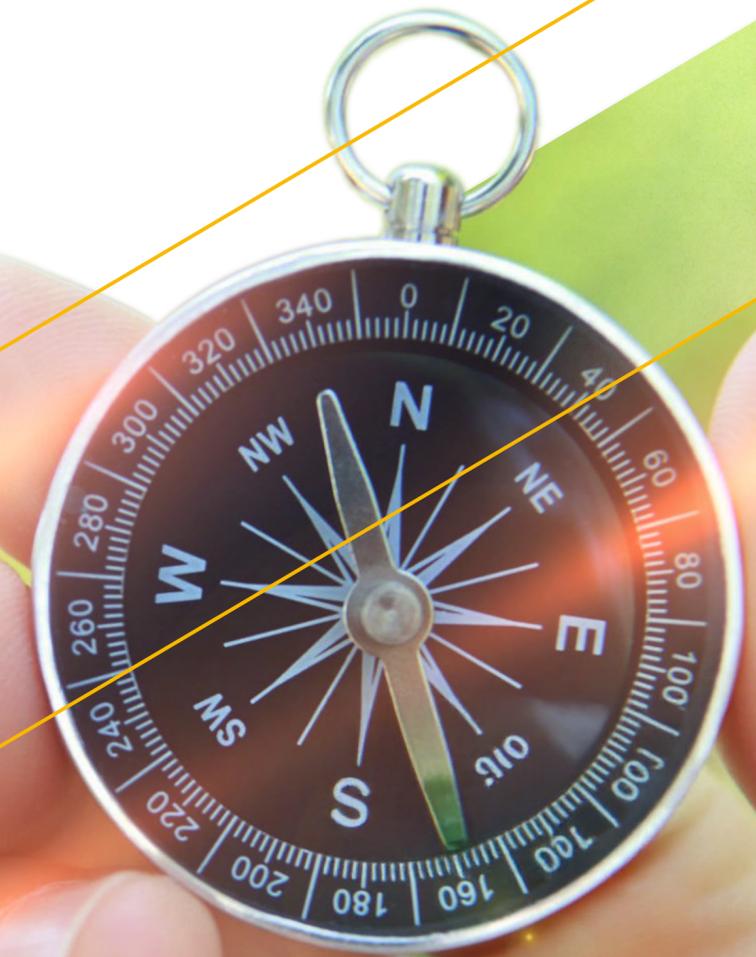
AclamadoBR®	Nori®	Pontual®	DemolidorBR®	Quallis®	Racio®	Sensus®	NotávelBR®
Advance®	AutênticoBR®	Capatz®	DiamanteBR®	SingularBR®	Teburaz®	Templo®	Off Road®
AfincoBR®	BrilhanteBR®	ConfianteBR®	Diox®	Terra Forte® NF	Terrad'or®	Trix®	ParrudoBR®
Arbust®	Brit®	CoronelBR®	DistintoBR®	UnânimeBR®	Velpar K®	GarroteBR®	PingBR®
Kairós®	Brucia®	Crossover®	GrandeBR®	Goemon®	FortalezaBR®	Fluente®	Poderus®
Nilus®	Inédito®	ÍmparBR®	Esteio®	Kaivana® 360 CS	MagnusBR®	MegaBR®	PonteiroBR®

STRUCTURAL TRANSFORMATION

The 2024/25 cycle was marked by the consolidation of fundamental changes in the company's organizational structure, as a result of the work carried out in the Horizonte Project — which began in the first half of 2023, with developments planned up to the end of the 2025/2026 cycle. The project was conducted by a renowned market consultancy, including a diagnosis and an important analytical process, which resulted in a roadmap of actions to be applied by the boards, in alignment with Ourofino Agrociência's strategic planning, based on which in-depth reviews and essential sizing and governance adjustments were carried out.

In addition to the strategic changes in the company's Commercial area, which were implemented in 2024, the period also saw the consolidation of the Marketing and Research, Development and Innovation (RD&I) structures into separate boards. This change brought more clarity of roles, more synergy between the technical and commercial centers and better integration with the company's strategic objectives.

The demand planning area has also been consolidated during the year from the revision of the entire S&OP (Sales and Operations Planning) cycle with greater finance and marketing performance and collegiate decisions, aligned with the organization's strategy, allowing important advances such as the 18% increase in the forecast accuracy.



Innovation as a strategic pillar

GRI 3-3: Material Theme (Financial results and investments/innovation), 2-6

With investments of approximately BRL 50 million in research in the 2024/25 cycle, we consolidate the Research, Development and Innovation Directorate (RD&I) as one of the main sustainable growth vectors of the company. Structured in six strategic lines, this front connects science, technology and development of solutions focused on profitability, safety and sustainability in the field.

In addition to the resources intended for research, we have directed BRL 28.1 million to strengthen our innovation infrastructure, with emphasis on the modernization of productive capacity and the incorporation of technologies aligned with Industry 4.0 concepts. Investments in immobilized assets (CAPEX) were concentrated on improvements and extensions aimed at expanding productive capacity and our competitiveness in the market. Software contributions focused on improving internal processes, gain of operational efficiency and the advancement of digital transformation.

Reimagined products

Several projects focused on innovative formulations adapted to the tropical climate were conducted, involving the development of new insecticides, fungicides and herbicides, including over 45 formulations, more than 700 samples and about 5,000 laboratory analyzes. Hundreds of formulations for validation of strategic suppliers were also performed, strengthening the production chain. The team also worked in the optimization of industrial processes, reducing by 40% the manufacturing time of priority products.

New patented molecules

Ourofino Agrociência has expanded its performance in the prospecting of molecules in partnership with 12 strategic companies. Almost half of the analyzed molecules advanced to developmental stages, prioritizing effective, safe and sustainable solutions. Agronomic tests were performed focused on fungicides, herbicides and insecticides, being essential to ensure that new molecules are effective, safe and adaptable to a variety of agricultural conditions.

Agronomic innovations

High complexity projects advanced significantly, including interference RNA-based solutions (RNAi), nanotechnology, defensive and biological agents, drone formulations and modeling system for discovery of new molecules.

Cooperation projects

Partnerships with leading companies in the discovery of molecules have allowed to accelerate product development and sharing risks. Some formulations arising from these collaborations are already in the field-testing phase.

Open innovation

The governance of open innovation is being structured with support from PWC Agtech Innovation. The company joined innovation ecosystems such as Moon Hub (Uberaba - MG), PWC Agtech (Piracicaba - SP) and Dabi Business Park (Ribeirão Preto - SP), strengthening connections with startups, universities and research centers.

New technologies

Projects focused on the integration of emerging technologies — such as semiochemicals, lipids and nanotechnology — were started, focusing on increasing agronomic efficiency and reducing the volume of input application in the field.

The company will continue to invest in an innovation, focusing on the consolidation of technical capacities and the development of solutions aligned with the agronomic conditions of Brazil. The advance in tropicalized formulations, the strengthening of the pipeline of exclusive molecules and the expansion of open innovation fronts and technological cooperation follow as pillars to expand field efficiency and respond to regulatory, environmental and productive challenges.

Agricultural development GRI 416-1

Throughout the 2024/25 cycle, Research and Development teams have been integrated from conception to validation of new products, supported by the laboratory located in the industrial complex of Uberaba (MG) and experimental stations in different regions of the country. All tests followed strict quality standards and good laboratory practices (GLP), with certifications granted by the Ministry of Agriculture and Livestock (MAPA).

The main experimental station, located in Guatapar (SP), concentrates an area of more than a thousand hectares focused on field activities. Throughout the cycle, hundreds of tests with reimagined products and dozens with new molecules were conducted, reinforcing the company's commitment to solutions adapted to tropical reality.

The unit also continues to evolve into sustainability and modernization initiatives, with initiatives already implemented as intensification of cultivation with regenerative soil management and replacement of electric motorized sprayers, and others that are in the viability assessment phase such as driving in the water collection system, biodigestion system and use of solar energy. The visual identity of the area and vegetation houses was modernized, reinforcing the innovation environment.

Still focusing on tropicalized solutions, validation of alternative raw materials and technical support to the industry, more than a thousand stability analyzes and about 600 reprocess studies were developed, resulting in the economy of about 325,000 kg/L in product reuse. Analytical methods for cross contamination prevention have also been developed.

The guidelines of the Sustainable Agriculture Project (PAS) continued to guide structuring initiatives, with emphasis on biodigesters, composting and direct planting, reinforcing the strategy of combining productivity and environmental responsibility.



Marketing and communication

The Marketing board has consolidated itself as a strategic pillar to expand demand generation, brand strengthening and approach with the producer. Focusing on market intelligence, perceived value and proximity to customers, the area's performance gained robustness and alignment with field movements.

The annual marketing plan was structured based on the customer's journey and oriented for regionalized execution. The campaigns played a central role in the construction of reputation, market education and promotion of portfolio solutions. Among the main highlights:

- Zero Tolerance: technical guidance for resistant weed control, reinforced in the use of pre-emergent herbicides.
- Reimagine Ganha Ouro and OuroCoop: reinforcement of the relationship with canals and cooperatives, with value actions, training and loyalty.
- Reimagined Channels: repositioning of the distribution strategy, focusing on competitiveness and portfolio.

- Strategic communication: strengthening the presence and positioning in the market with intense communication actions and events focused on transition to a specialties company
- Fairs and events: investments exceeded BRL 8 million in the cycle and also contributed to expand our institutional presence in the territories where we operate. More than promotional actions, these initiatives functioned as listening platforms, approach with different audiences and strengthening the brand at the regional level.

These campaigns were carried out in an integrated manner to face-to-face events, culture-personalized activations and technical actions in partnership with commercial teams. The launch of Brucia herbicide, for example, mobilized more than 700 producers in strategic locations.



In the digital environment, marketing has expanded its presence with campaigns focused on conversion and brand recognition. Products like Terrad'or, Brucia and ConfianteBR were the most promoted. Multichannels strategies stood out for their high performance in engagement and retention:

Facebook

With over 9 million views and growth above 670%, the channel had approximately 29,000 interactions. The static content stood out in reach and reactions, with good response from the public.

Instagram

We reached about 3.6 million views, with high interactions and excellent performance in stories, which kept almost full audience retention.

Google

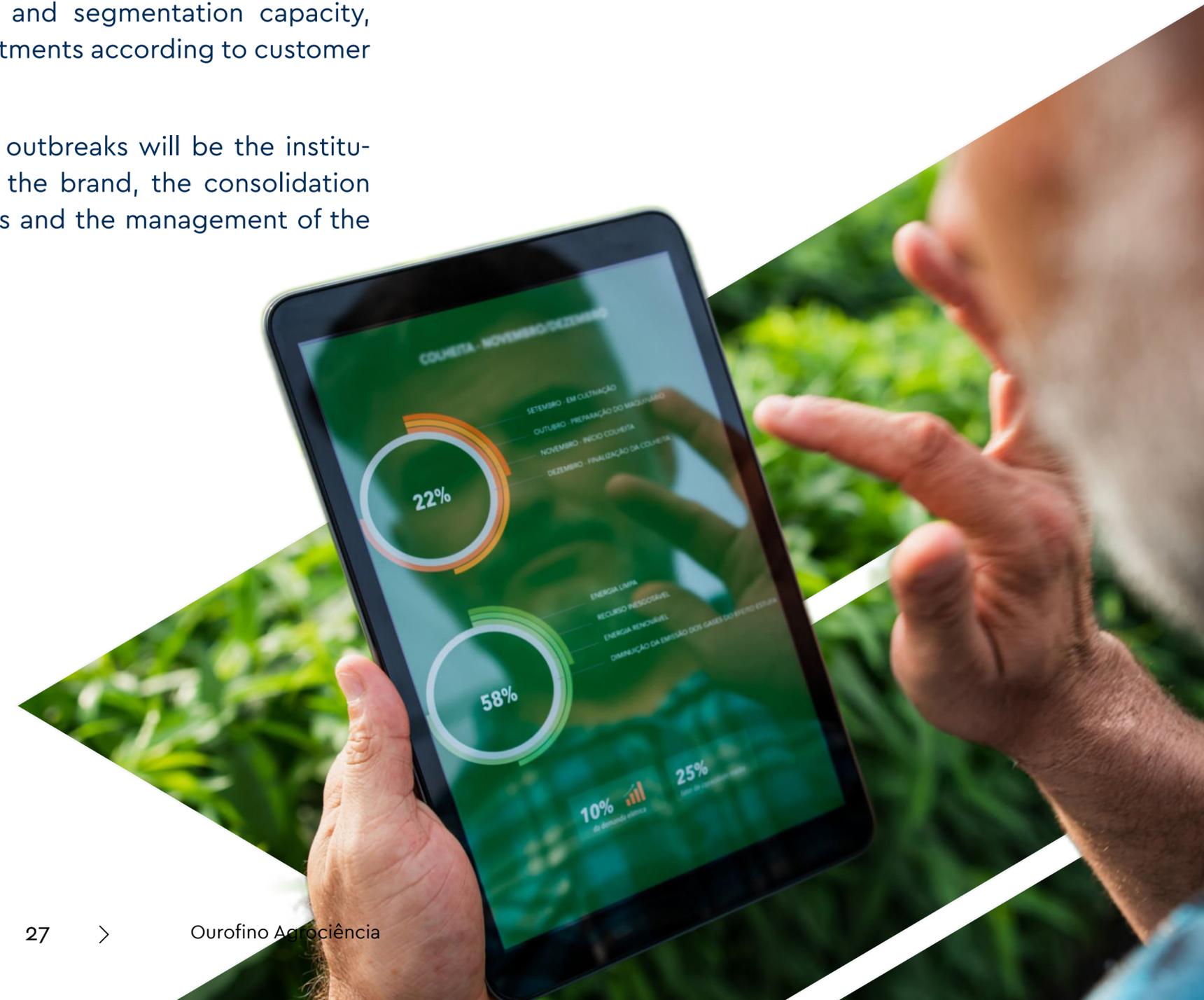
Campaigns exceeded 6 million impressions, with a significant increase in interactions and strong presence in the first search positions.

Institutional website

With about 160,000 users and nearly 200,000 interactions, the site remained stable, mainly driven by traffic from Google. The most sought-after products were Terrad'or, Brucia and ConfianteBR.

To ensure coherence between fronts, the marketing area acted in an integrated manner with Commercial and RD&I, aligning technical positioning, value pricing and regional campaign direction. The use of integrated management technologies and data intelligence has expanded analysis and segmentation capacity, allowing real-time adjustments according to customer behavior.

For the next cycle, the outbreaks will be the institutional strengthening of the brand, the consolidation of relationship programs and the management of the portfolio by culture



Operational synergy

Throughout the 2024/25 cycle, Ourofino Agrociência has consolidated the structure of Sales and Operations Planning (S&OP), with effective integration between demand planning, operations and inventory fronts. The model began to guide decisions based on shared data between the areas, promoting greater alignment and predictability for the business.

Among the most relevant advances of the period, there is an increase of 18 percentage points in the accuracy of sales forecast, direct reflection of the adoption of statistical methodologies and collaborative performance between Commercial, Marketing, Supply Chain, Financial and Industrial areas. The implementation of the buffer inventory model and the Distribution Requirement Planning (DRP) also contributed to the reduction of lead time and the best positioning of products with customers.

The strategy of reorganization of distribution centers (DCs), with logistics and tax focus, brought relevant operational gains and favored the reduction of greenhouse gas emissions (GHG), by optimizing cargo loading and decreasing fractional transport.

With the established structure and the first consolidated results, S&OP now plays a central role in the company's operational governance. For the next cycle,

efforts will be directed to expanding inventory policy for inputs and critical assets, integration between supply planning and fiscal strategy, and more intensive use of Business Intelligence tools to support predictive analysis. Strengthening this governance will be essential to support the culture of collaborative planning and consolidate S&OP as a competitive differential of Ourofino Agrociência.



INDUSTRIAL EXCELLENCE

2024/25 cycle marked a new stage for the industrial area of Ourofino Agrociência, with the consolidation of the integrated management model. The unification of fronts of Operational Excellence, Projects and Maintenance in the same governance allowed greater synergy between teams, priority alignment and process standardization. This structure reinforced the company's ability to plan, execute and monitor industrial projects with agility, quality and focus on results, boosting significant advances in productivity, digitization, sustainability and safety.

Efficiency and industrial digitization

With defined goals of economy and productivity, Ourofino Agrociência has achieved a historical production record in the 2024/25 cycle, surpassing the 100 million liters mark. This growth was made possible by a combination of increased capacity, operational gains and use of the third-party production model (tolling), which responded by the relevant part of the industrial revenue.

Productive capacity has increased by about 70% without the need for large investments, reflecting the adoption of intelligent process readjustment solutions, critical steps and logistics improvements — especially the direct dispatch of customer production, without the need for intermediate storage.

Initiatives such as the reproject of parts and reorganization of the filling line generated gains greater than 85% in reducing parts costs and 30% increase in productivity in automated steps. The implementation of a new digital maintenance platform has brought even greater predictability to operations, with increased availability of industrial equipment from 85% to 95%.



Structuring projects

Technical standardization was expanded with the creation of a digital project bank and the consolidation of a technical governance that guarantees traceability, control and efficiency in the management of industrial assets. The function of internal designer allowed time gains and reduction of dependence on exclusive suppliers, boosting the autonomy of internal engineering.

Among the main projects implemented throughout the cycle are: the reorganization of production lines, the reproject of critical components, the digital integration of maintenance and the creation of a standardized technical bank. The new governance of projects has structured flows and documentation, strengthening the standard of industrial execution.

In the infrastructure field, highlights include the new firefighting system with increased capacity and centralization of control, integrated emergency alarms with remote monitoring, implementation of the corporate restaurant — which also included the creation of a rest area. These actions reinforced the care of the welfare of employees and contributed to the strengthening of organizational culture, with emphasis on ergonomics, comfort and reinforcement of the housekeeping culture through visual standardization.

Maintenance advances

The maintenance area has evolved significantly along the cycle, becoming a strategic vector of industrial performance. The expansion of predictive maintenance has increased operational reliability standards, ensuring greater equipment availability and reducing corrective interventions. The average availability of assets rose from 85% to 95%, direct reflection of data-oriented management and more preventive performance.

A broad review of critical equipment was conducted, with new operational risk-based categorization and productive impact. In addition, asset tags were reorganized and integrated into digital systems, promoting greater traceability and standardization of records. This structure also favored the development of new performance indicators and the implementation of a systematized continuous improvement routine.

These advances have consolidated an internal culture oriented to efficiency and technical excellence, reinforcing the mindset of constant improvement that today permeates the decisions of the industrial team. Data-based management, coupled with the autonomy of operational teams, has contributed to expand the impact of technical deliveries on the company's strategy.

Expansion of capabilities

Ourofino Agrociência now advances to a new cycle of transformation, with dozens of structuring initiatives in planning. Future activities will be focused on three main fronts: expansion of production capacity, sustainability with a focus on effluents and energy, and consolidation of strategic alliances via the tolling production model.

Among the prominent projects are:

- Expansion of productive plants to meet new markets and specific demands.
- Optimization of critical lines with significant productivity gains.
- Expansion of the effluent treatment plant and development of solutions to reduce or eliminate liquid effluents.
- Implementation of solar energy at the factory and laboratory, with direct impact on the carbon footprint.
- Total automation of filling and palletization processes to raise operational efficiency and safety.
- Consolidation of long-term contracts with strategic partners in the tolling production model.



CORPORATE GOVERNANCE AND MANAGEMENT

CORPORATE GOVERNANCE

GRI 2-9

In Ourofino Agrociência, integrity is the basis of our relationships and decisions, guiding our performance with responsibility and commitment to Brazilian agribusiness. This principle is reflected in solid governance, conducted by qualified professionals and supported by up-to-date management policies, always aligned with our purpose and values.

We believe that excellence in governance goes beyond compliance with norms: it is about building an environment of trust, transparency and responsibility in all our interactions. Therefore, we follow the best market practices and guidance of institutions such as the Brazilian Institute of Corporate Governance (IBGC). In addition to maintaining structured processes, we invest in continuous strengthening of our ethics, compliance and risk management practices, ensuring the consistency of our decisions and the sustainability of the business.

Even as a closed capital company, our governance structure is a strategic pillar to ensure efficiency, resilience and stability in the different scenarios of the market, including the last period, we maintained our unchanged governance structure, consisting of Administrative Council, Executive Board, Fiscal Council and technical advisory committees.

The strength of this governance has proved essential in the last two years, when we managed to overcome the challenges faced by the sector, preserving our operational consistency and reaffirming our ability to adapt in a dynamic environment.

In the 2024/25 corporate cycle, we have advanced with important transformations through the Horizonte Project, reevaluating our organizational structure and our governance processes to ensure that they are prepared to support our sustainable growth strategy. The initiatives implemented included:

- Organizational restructuring, with adjustments in areas and functions to increase efficiency and agility in processes;
- Strategic changes in the boards, focusing on strengthening our leadership ability and boosting the execution of our goals;

- Improvement of governance processes, with review of practices and greater integration between areas;
- Reinforcement in mechanisms of ethics, compliance and risk management, promoting a stronger corporate culture aligned with our purpose.

These initiatives reflect our commitment to continually evolve, maintaining the Ourofino Agrociência prepared for the future, with a management that combines sustainable growth, operational excellence, and continuous development of people.

Structure and organization of governance bodies GRI 2-9, 2-11, 2-13

Administrative Council

Members: 7 (three independent)

Responsibilities and performance GRI 2-11, 2-17

The Administrative Council plays a strategic and essential role in the company's governance, defining general business guidelines and supervising the conduct of corporate strategies. Among its attributions are the definition of the company's high leadership, including Chief Executive Officer (CEO), vice president (VP) and other positions of the executive board, ensuring that it is aligned with the company's objectives. In addition, it follows the execution of strategic planning, ensuring the consistency of actions with long-term goals.

It is also the responsibility of the Board to establish and monitor the implementation of corporate policies that guide the strategic conduct of the company. From an independent performance, delegates authority to the CEO and the VP, promoting decentralized management and giving autonomy for responsible and efficient business decisions.

Counselors have a duty to protect the interests of shareholders, acting with loyalty and respect for strategic audiences, such as employees, suppliers, customers, creditors and the community. This posture reflects the commitment to governance that generates value and balances the interests of all stakeholders.

Maintaining best governance practices, the President of the Administrative Council acts independently, without accumulating executive positions, preserving the autonomy between supervision and management. This performance reinforces the role of the Board as guardian of the company's strategy and integrity, ensuring efficient, ethical and sustainable management.

Selection criteria and qualifications GRI 2-10, 2-15

Ourofino Agrociência adopts a careful and transparent process for the composition of its Administrative Council, prioritizing professionals with solid trajectory, relevant experience in the agroindustrial sector and technical and behavioral skills essential for the strategic performance of the function. Diversity is also considered in this process, reflecting on a composition that includes professionals from different nationalities, experience and gender profiles.

Candidates must have an unblemished reputation and be free of conflicts of interest and cannot occupy positions in competing companies or represent interests that conflict with those of the company. It is also essential that they meet the current legal requirements, without impediments arising from judicial convictions or restrictions that make their action in administrative functions unfeasible.

The counselors are elected by the General Assembly, being the last case carried out in July 2023, with a two-year term of office, upon appointment of shareholders or the administration itself, as established by the company's Bylaws. Currently, there is no direct participation of external stakeholders in the process of appointment and election of the members of the Board.

In the evaluation process, Ourofino Agrociência considers the candidate's ability to contribute to the strengthening of the company's strategy and governance. Skills such as strategic vision, analytical capacity, independent judgment and ability to participate in high-level discussions are valued. Knowledge of the best practices of corporate governance, understanding the legislation applicable to the agroindustrial sector and the aptitude to interpret financial and non-financial reports are also relevant.

Evaluation

We do not have a formal process established to evaluate the performance of the Administrative Council.

GRI 2-18



Jardel Massari

Vice President of the Administrative Council



Norival Bonamichi

President of the Administrative Council



Hitoshi Kudo

Member of the Administrative Council



Marcos Fava Neves

Independent Member



Yasushi Sugimoto

Member of the Administrative Council



Ruth Neuhauser Magalhães

Independent Member



Shinji Tsuchiya

Independent Member

Administrative Council

Executive Board GRI 2-16

Members: 13 (including statutory and adjuncts)

Responsibilities and performance

The Executive Board of Ourofino Agrociência is responsible for materializing strategic planning in concrete results, conducting the management of the company and aligning its actions with the decisions of the Administrative Council. In addition to leading their respective areas, directors have a duty to keep the board informed on relevant topics, especially those involving significant risks to the business.

Selection criteria and qualifications

The selection of members of the Executive Board of Ourofino Agrociência follows rigorous criteria, ensuring competence and alignment with the company's values. Candidates must have unblemished reputation, solid experience compatible with their area of expertise and be free of conflicts of interest, and it is forbidden to hold positions in competing companies or to present any situation of legal impediment.

Legal criteria are equally essential, requiring that the nominees do not have a history of crimes such as bankruptcy, embezzlement, corruption, administrative misconduct or any act harmful to the public administration, and are in accordance with general or sectoral laws without

any incompatibilities or prohibitions for the exercise of the position.

Evaluation

With the exception of the Deputy Directors, all Board members are evaluated annually by the Administrative Council, based on their performance and contribution to the company's strategic objectives. This structure ensures that the Executive Board acts with efficiency, transparency and responsibility, aligned with best corporate governance practices.



Norival Bonamichi
Deputy Director



Jardel Massari
Deputy Director



Marcelo Damus Abdo
Chief Executive Officer (CEO)



Alessandro Henrique Flamini
Vice President (VP)



Eduardo Roncaglia
Controllership Director*



Thaís Balbão Clemente Bueno de Oliveira
Director of Regulatory Affairs



Jose Frugis Filho
National Commercial Director



José Edson de Carvalho
Industrial Director



Leonardo Campos Araújo
Research, Development and Innovation Director



Guilherme Galvão da Silva
Marketing Director



Toshihiko Kawai
Corporate Planning Director



Leonardo Rodrigo Da Silva D'Aguila
Supply Chain Director*



Luciana D'Elboux Lourenço
People Management and Social Performance Director

Observation: (*) Although they do not occupy the position of Executive Directors (statutories), Eduardo Roncaglia de Carvalho and Leonardo Rodrigo da Silva D'Aguila are part of the company's executive agenda and play a relevant role in the financial and supply areas, respectively.

Tax Council

Members: 6 (three independent members and three alternates)

Responsibilities and performance

The Fiscal Council plays an essential role in corporate governance, monitoring management activities to ensure compliance with laws and the provisions of the Bylaws. Its attributions include the thorough verification of balance sheets and financial statements published throughout the year, focusing on transparency and compliance with accounting and regulatory rules. In addition, the Fiscal Council has the prerogative to request audits, review additional accounting reports and issue opinions that assist the Administrative Council in its decisions. Its performance contributes to strengthen the internal control system and ensure the integrity of the company's financial processes.

Advisory Committees

Active Committees 5 during the last cycle: Reimagine® Strategic Innovation Committee, Directive Committee, Ethics and Compliance Committee, ESG Committee and Intellectual Property Committee.

Responsibilities and performance

Committees play an advisory and strategic role, offering qualified guidance and specialized knowledge to support the decisions of the Administrative Council. Their analyzes cover relevant topics involving independent counselors and members, providing technical and deepened support for the deliberative process. In addition to supporting alignment with best governance practices, committees contribute to strengthening decision making in critical and impact areas for the company.



Remuneration policies

GRI 2-19, 2-20

Ourofino Agrociência's remuneration policy aims to attract, retain and engage qualified professionals, alignment with the company's strategic planning. Structured based on technical criteria and market best practices, it aims to ensure external competitiveness, internal balance and performance recognition.

The remuneration covers the Administrative Council, the Executive Board and the employees. The remuneration of the counselors is fixed, defined based on comparative market studies, and does not include variable components. The Executive Board, hired under the CLT [Brazilian Consolidation of Labor Laws] regime, has its remuneration defined based on benchmarks in the sector and is eligible to the Program for Profit Sharing (PLR), as provided for in Collective Labor Agreement.

All employees are eligible to PLR, with values corresponding to the position and the established goals. This practice reinforces the alignment between performance and the results of the organization.

The remuneration policy is prepared by the area of Strategy and Human Resources Operations, with the support of specialized consultancies, and based on technical criteria aligned with organizational guidelines. The structure of positions and salaries follows a global evaluation methodology, which considers the size of the company, the complexity of the predominant wage and salary practices in the agrochemical sector.

Periodic reviews are made based on updated benchmarks, ensuring the competitiveness and continuous adequacy of the model. We reinforce our commitment to gender salary equity through regular analysis and corrections whenever necessary. The guidelines are widely communicated, promoting transparency, consistency and coherence in people management.

INTEGRITY

GRI 3-3: Material Theme (Business integrity), 2-23, 2-24, 2-25, 2-26, 205-1

In Ourofino Agrociência, ethics, integrity and corporate responsibility guide all decisions and practices. These values, cultivated since the company's foundation, permeate relations with employees, partners and society. The company is committed to promoting an ethical culture that integrates its internal and external operations, strengthening its reputation and contributing to the sustainable development of the sector.

The Risk and Compliance area, which has a direct report to the CEO, leads the risk management and scenario analysis system focused on the protection of shareholders, employee welfare and organizational resilience. Ourofino Agrociência adopts global risk and compliance standards, using COSO - ERM 2017 (Enterprise Risk Management Integrated Framework) as its main reference. The technical team conducts continuous mapping, classification and review of financial, operational and reputational risks, enabling efficient mitigation strategies.

During 2024/25 cycle, 100% of operations were evaluated for corruption risks, including the Industrial Complex of Uberaba (MG), the Ribeirão Preto Central Office (SP), the experimental stations in Guatapar (SP), Paran and Gois. Periodic reviews reinforce the company's ability to anticipate threats and protect their strategic goals.

Ethical Channel and Code of

Conduct **GRI 2-15, 2-23, 2-25, 2-26**

Ourofino Agrociência maintains an ethical channel operated by an independent company, available 24 hours a day, seven days a week, in Portuguese and English languages. The channel offers a safe, anonymous and confidential means for the registration of complaints, accessible to employees, partners and third parties. When a complaint involves members of the senior management, the case is referred directly to the Administrative Council, ensuring impartiality and rigor in the investigation. The whole process is accompanied by the Risk and Compliance area, responsible for conducting careful analyzes and implementing corrective measures when necessary.

As part of the commitment to integrity, we adopted a Code of Conduct with specific versions for employees and third parties, approved by the Ethics and Compliance Committee. The document reinforces the company's ethical guidelines and covers topics such as combating corruption, respect for human rights and responsible business practices. The Code is available on our institutional site and also on internal communication channels, ensuring easy access to stakeholders. In addition, we have established in all contracts expressed the express reference to the Code, ensuring that our ethical expectations are clear to everyone in-

involved.

In order to strengthen integrity throughout the value chain, we have implemented a Due Diligence Policy of Suppliers, which establishes guidelines for the verification of third-party background. The process includes media information analysis, consultations with public bases and other sources, ensuring the alignment of our partners with the company's ethical standards.

We also have a Policy of Conflict of Interest, which

guides the identification, communication and management of real, potential or apparent conflict. All reported cases are analyzed by the Ethics and Compliance Committee, ensuring alignment with institutional interests and strengthening the pillars of transparency and corporate governance.

In 2024/25 cycle, no relevant cases were identified that required complex remediation processes, but we continue to strengthen preventive and educational actions focused on integrity and combating corruption.

Ethical Channel Access

 **0800-981-4636 (Brazil) | 01-800-752-2222 (China)**

 **+55 11 4780 6110 (WhatsApp)**

 **resguarda.com/ourofinoagro**

 **etica.ourofinoagro@resguarda.com**

 **E-Chat**

Ethical Channel Records

	2022/23		2023/24		2024/25		
	Founded	Unfounded	Founded	Unfounded	Founded	Unfounded	Under investigation
Number of reports	6		9		4	12	0



Knowledge and training

The dissemination of ethics, risks and compliance rules and guidelines is promoted through internal campaigns, punctual communications, educational events and materials accessible to all levels of the organization. The actions include periodic, face-to-face and online training with content adapted to the target audience, such as operational teams, leaders and suppliers. The training addresses anti-corruption practices, conflict management of interest and use of the Ethical Canal,

integrating practical and simulated cases to reinforce learning. Compliance with these training is monitored to ensure effective adhesion throughout the company.

These initiatives reaffirm the commitment of Ourofino Agrociência to promote an organizational culture based on ethics, responsibility and transparency, ensuring that everyone understands and practices the principles that support their responsible and full performance.

Professionals communicated and trained in the theme of human rights and anti-corruption by functional category

GRI 205-2, 412-2

	2022/23	2023/24	2024/25
Management	19	91	99
Administrative	158	371	337
Operational	51	167	191
Number of professionals communicated and trained	228	629	627
Total number of professionals	612	656	657
Professionals communicated and trained in the year (%)	37,2	95,9	95,4

Note: The data presented does not consider China's operations..

Ethics in Action GRI 415-1

Ourofino Agrociência maintains ethical and transparent relations with the public power, strictly following internal policies, ethical principles and relevant legislation, such as the Brazilian Anti-Corruption Law (Law No. 12.846/2013). The company's commitment is, of course: preventing and combating any unlawful act, including corruption and bribery, as directed by its Code of Conduct.

During the 2024/25 corporate cycle, Ourofino Agrociência maintained its party-political neutrality policy, not donating to political parties, candidates or electoral campaigns, in total compliance with Federal Law No. 13.165/2015. The ethical and independent stance reinforces the company's transparency and credibility with its stakeholders.

With regard to privacy and data protection, Ourofino Agrociência deals with the issue with the utmost seriousness, aligning its practices with the Brazilian General Data Protection Law (LGPD). The company adopts specific policies and conducts regular audits to ensure information integrity and security. This continuous commitment aims to improve processes that ensure confidentiality and data protection in all its operations, strengthening the confidence of customers and partners.



Tax management **GRI 207-1, 207-2**

Ourofino Agrociência adopts a robust tax management policy, based on principles of ethics, transparency and sustainability. This approach aims to ensure compliance with current legislation, optimize tax efficiency and promote practices that reinforce corporate integrity. Tax decisions are integrated into the company's strategic planning, with alignment between the Presidency, Vice Presidency, Administrative Council and advisory committees. The Fiscal Council plays a crucial role in the analysis of tax risks, the fiscal planning and the evaluation of the impact of new laws, ensuring that actions are in accordance with the organization's ethical values and oriented to long-term objectives.

To ensure the accuracy and compliance of tax practices, Ourofino Agrociência conducts periodic audits conducted by independent entities. In addition, the company implements a solid structure of internal controls, which includes regular tax process assessments, with the aim of identifying and mitigating risks, following the best corporate governance practices.

Tax risk management is conducted through constant monitoring of tax obligations, anticipating legislative changes and adjusting practices as needed. The tax

planning strategies adopted aim at fiscal optimization responsibly, always aligned with ethical commitments and business sustainability.

The relationship with the tax authorities is conducted respectfully and transparently. The company seeks to maintain an open dialogue and promptly meets legal requests, promoting a mutual trust environment. When applicable, Ourofino Agrociência takes advantage of tax incentives provided for by law, ensuring that all participation in government programs is in full compliance with current and aligned corporate values.

Finally, the company continually invests in training its employees through training programs on tax practices, legislative changes and internal procedures. These initiatives aim to strengthen the culture of compliance and ethics in the organization, ensuring that everyone is prepared to act in line with the principles that guide the tax management of Ourofino Agrociência.



RISK MANAGEMENT

GRI 2-12, 2-23, 2-24

Ourofino Agrociência adopts a structured and strategic approach to risk management, in line with the best practices of the sector and based on consecrated international regulations, such as ISO 31000 and COSO framework. Risk management is understood as an essential element for strategic decision making, ensuring the continuity of business, the preservation of assets and the creation of sustainable value.

Risk governance in Ourofino Agrociência is structured based on a model of shared responsibility, involving all areas of the organization in a continuous process of risk identification, assessment and mitigation. The leadership of the company's Presidency and the Administrative Council is fundamental for the promotion and effectiveness of the risk management culture, ensuring that the practices adopted are aligned with the company's strategic objectives and ethical and regulatory standards.

Risk management operates in an integrated and dynamic manner, contemplating all business units and considering internal and external factors that can impact the operation. The Risk and Compliance area plays a central role in defining methodologies, guidelines and processes, as well as continuously monitoring the risks and elaborating periodic reports for high administration. This area

also promotes the dissemination of risk management culture in all spheres of the organization through training, workshops and awareness actions.

Governance and structure

Ourofino Agrociência risk governance works through different layers of action that complement each other to ensure effective management. Operational leaders assume direct responsibility for mapping, identifying and managing risks in their areas, with support from technical teams. These leaders play a key role in daily process monitoring and implementing preventive and corrective measures.

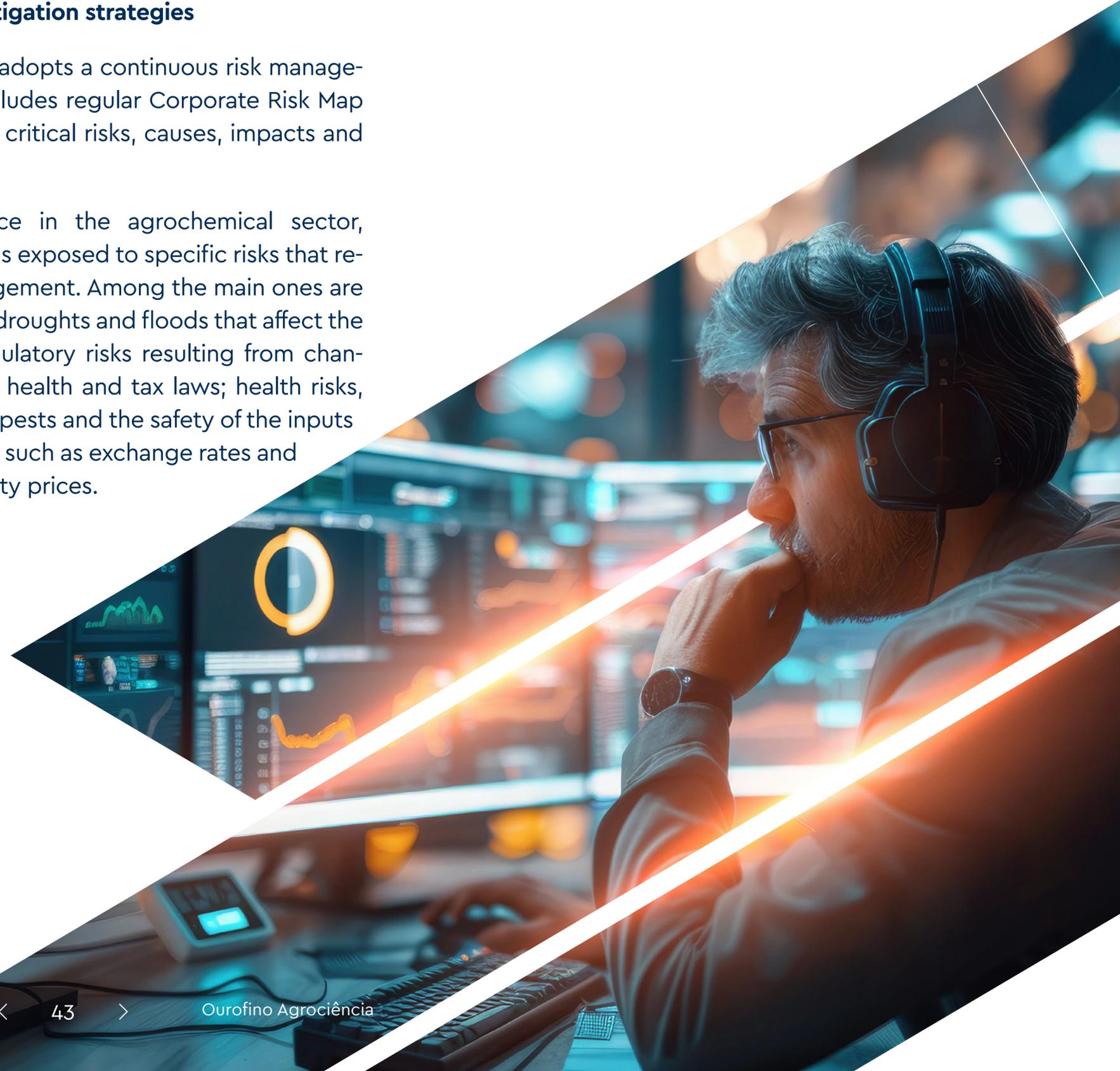
The Risk and Compliance area acts strategically, establishing standardized policies, methodologies and processes to ensure consistency in the risk management approach throughout the company. In addition, this area continuously monitors corporate risks and ensures the alignment of mitigation practices to the organization's strategic guidelines.

Complementing this structure, Internal Audit acts independently, periodically evaluating the effectiveness of the risk management system and internal controls. Their analyzes result in improvements recommendations that strengthen the decision-making process and ensure compliance with ethical, legal and regulatory standards.

Risk mapping and mitigation strategies

Ourofino Agrociência adopts a continuous risk management cycle, which includes regular Corporate Risk Map updates, categorizing critical risks, causes, impacts and mitigation strategies.

Given its performance in the agrochemical sector, Ourofino Agrociência is exposed to specific risks that require proactive management. Among the main ones are climatic risks, such as droughts and floods that affect the production chain; regulatory risks resulting from changes in environmental, health and tax laws; health risks, related to agricultural pests and the safety of the inputs used; and market risks such as exchange rates and variations in commodity prices.



Regulatory risks are especially critical in the agricultural pesticide sector, considering the complexity of the processes of registration and reevaluation of products by bodies such as Anvisa, Ibama and the Ministry of Agriculture. Changes in legislation, public policies aimed at sustainable use of agrochemicals and social movements contrary to the intensive use of pesticides can directly impact the portfolio of products and the market strategies of Ourofino Agrociência.

In addition, the company considers environmental risks as one of the central pillars in its risk management. Strategies for mitigating environmental impacts include investment in formulation technologies that reduce product toxicity, reverse packaging logistics initiatives and continuous monitoring of environmental impacts related to the use of their products in the field.

In the context of the Brazilian agro market, Ourofino Agrociência is subject to price fluctuations of agricultural commodities such as soy, corn and cotton, as well as exchange rates, which directly influence the demand for pesticides. The company adopts financial strategies for currency protection and performs constant market analysis to adapt to the needs of the rural producer.

Proactive management of these risks includes the use of climate forecast technologies, partnerships with regulatory agencies, biosecurity research investments and exchange protection strategies.

Commitment to continuous improvement

Ourofino Agrociência sees risk management as a dynamic process that evolves according to market changes, technological advances and challenges in the agrochemical sector. The commitment to continuous improvement drives the adoption of new technologies, efficient methodologies and analytical tools, strengthening the company's ability to anticipate risk, mitigate impacts and identify strategic opportunities.

This management model allows us to act more agile and assertively in the face of market uncertainties, strengthen organizational resilience, optimize processes, and make more based decisions, aligning operational efficiency with the search for sustainable and innovative solutions.

Relation of main risks

Financial risks

(Impacted capital: financial)

Associated risk description

Ourofino Agrociência is exposed to financial risks that can directly impact their economic stability and investment capacity. Factors such as liquidity, currency exposure, counterpart credit and the volatility of agricultural commodity prices represent critical risks. Changes in interest rates, foreign exchange oscillations and fluctuations in the input market can compromise financial balance and affect operational performance.

Mitigation and management

We adopted an up-to-date Financial Risk Management Policy aligned with market best practices. We use derivative financial instruments for hedge operations, protecting cash flow against currency oscillations and variations in the price of strategic inputs. Monthly monitoring of currency exposure level is performed, maintaining a maximum limit of 10% of EBITDA exposed to non-protected fluctuations.

Working capital management is improved through strategies that include reducing receipt deadlines, optimization of payment deadlines and strict inventory control. Our credit policy uses a risk assessment system that defines credit limits based on customer solvency analysis and financial history.

Associated opportunities

The automation of financial processes and the implementation of predictive analysis tools allow more assertive decisions in volatile environments. The expansion of the use of complex financial instruments and the diversification of financing sources can reduce the cost of capital and improve resilience against market oscillations. Expansion to new markets also offers potential for dilution of financial risks.

Compliance with regulatory bodies (Impacted capital: financial, natural and human) | GRI 3-3: Material theme (product security)

Associated risk description

Ourofino Agrociência operates in a highly regulated environment, subject to frequent changes in legal rules that include from the registration of products, environmental laws and data protection, to intellectual property aspects and fiscal compliance. Failure to comply with these rules may result in civil, criminal penalties, financial sanctions and damage to corporate reputation.

Mitigation and management

Our Regulatory Matters area acts strategically to ensure alignment with legal requirements. We proactively monitor changes in legislation through real-time up-to-date compliance systems and conduct semiannual internal audits to evaluate compliance. The Integrity Program includes periodic training on critical topics such as anti-corruption, environmental legislation and product security. Litigation management occurs in synergy between the Legal, Operational and Executive Board departments, allowing agile responses to any nonconformities. In addition, KPIs as the number of nonconformities identified and the average legal incident response time are monitored to ensure risk management efficiency.

Associated opportunities

Strengthening the integrity program and expanding compliance technologies use opportunities to improve regulatory management and mitigate future risks. The implementation of real-time environmental monitoring systems and the alignment of practices are consolidated the company's reputation as a reference in social responsibility and sustainability.

Relation of main risks

Business stop (Impacted capital: financial, social and human)

Associated risk description

The interruption of operational activities due to external events, such as natural disasters, failures in critical systems or supply chain interruptions, poses a significant risk to Ourofino Agrociência. Extreme climate events and pandemics can generate partial or total stops, directly impacting the revenue, delivery deadlines and customer confidence.

Mitigation and management

Ourofino Agrociência has a business continuity plan that includes the diversification of suppliers, long-term contracts and maintenance of strategic stocks. The Supply Chain area performs continuous analysis of the risks associated with the logistics chain and evaluates monthly the resilience of critical suppliers. Scenario simulations and periodic training ensure that teams are prepared to react to crisis situations. In addition, we use real-time climate forecasting and monitoring tools to anticipate events that can compromise operations.

Associated opportunities

Strengthening crisis management practices and investment in monitoring technologies increase the resilience of the company in the face of external events. The implementation of solutions based on artificial intelligence to predict logistical bottlenecks and the use of renewable energies in production units contribute to mitigating environmental impacts and strengthening the corporate image.

Competitiveness and sales volume (Capital impacted: financial, intellectual and manufactured)

Associated risk description

The pesticide sector is highly competitive and sensitive to external factors such as the entry of new players, the increase in the supply of generic products and the volatility of raw material prices. Aggressive marketing strategies, the expansion of imports and market consolidation represent significant challenges for maintaining market share.

Mitigation and management

Ourofino Agrociência has a diversified portfolio, focused on innovation and the development of sustainable solutions. The R&D area works closely with the sales sector to launch products in line with the demands of Brazilian agribusiness. We monitor market trends, consumer behavior and competitor positioning to adapt our commercial strategies. Indicators such as the customer satisfaction index, market share and average sales cycle are monitored to guide strategic decisions. Our proximity to international suppliers, especially in China, strengthens our supply chain and reduces the impact of currency fluctuations.

Associated opportunities

The diversification of the portfolio with the inclusion of biological pesticides and the expansion into the precision agriculture market broaden our reach and position the company in new strategic niches. Customer loyalty programs and strengthening relationships with distributors create opportunities to increase sales volume and consolidate the brand in the market.



Relation of main risks

People management (Capital impacted: human and intellectual)

Associated risk description

The shortage of qualified professionals, the increase in turnover and the absence of clear succession strategies represent significant risks for business continuity. An unfavorable organizational environment or a lack of training programs can compromise employee engagement and reduce productivity.

Mitigation and management

We implement structured policies for attracting, retaining and developing talent, in line with the best people management practices. Periodic organizational climate surveys and performance evaluations make it possible to identify areas for improvement and take preventive action. Leadership development programs, technical training and diversity and inclusion initiatives help to strengthen corporate culture and increase innovation capacity. KPIs such as the engagement index and the turnover rate are monitored to evaluate the effectiveness of people management strategies.

Associated opportunities

Valuing the organizational culture, strengthening recognition programs and encouraging the training of new leaders create an environment conducive to professional growth and talent retention. Investment in digital learning platforms and the expansion of wellness programs also contribute to strengthening engagement and productivity.



SUSTAINABILITY

GRI 2-22, 2-23, 2-24

Ourofino Agrocíência is committed to driving the transformation of Brazilian agriculture, developing innovative and customized solutions that meet the demands of rural producers and partners. This mission is based on our culture of sustainability, present since the company's inception, and guided by a management oriented towards creating value for all stakeholders.



ESG Committee GRI 2-13

Our ESG governance has evolved over the last year to meet the challenges of the new 2024/25 cycle. The ESG Committee, the main instance for strategic decisions on sustainability, acts in an integrated manner throughout the organization and reports directly to the CEO, which maintains mandatory participation in meetings. The committee has an important representation in the company, consolidating itself as the driving force behind environmental, social and governance initiatives, being a structured space for strategic discussions, promoting greater robustness in decisions and allowing the formalization of the issues dealt with.

The growing relevance of governance and compliance has attracted the attention of companies and banks, which are showing greater interest in financing companies with a strong commitment to ESG. This scenario has reinforced the importance of aligning our strategies with the interests of financiers and investors, especially considering the growing focus on climate change and risk mitigation.

Important advances

For the first time, the ESG Committee has structured a Greenhouse Gas (GHG) mitigation plan, allowing concrete reduction actions to be implemented in the coming cycles. The GHG inventory has gained strategic prominence, with the direct involvement of internal and external experts, such as Rabobank and Mitsui, ensuring that environmental metrics are monitored. This initiative strengthens our strategic vision and continuity, while at the same time meeting the demands of financiers who are attentive to climate risk management.

Ourofino Agrociência has also made significant investments in sustainable logistics and infrastructure modernization. Of particular note is the replacement of gas forklifts with electric models, in partnership with our logistics operator, as well as the replacement of old air-conditioning units in the factory with more energy-efficient versions. These actions are part of our efforts to reduce our carbon footprint and increase operational efficiency.

Expansion of actions

The strengthening of the ESG Committee increased the involvement of industrial and logistics areas and highlighted the importance of integrating strategic sectors, such as sales and marketing, into ESG discussions. In the next cycle, the company will focus on creating new opportunities for collaboration, seeking a more integrated and comprehensive approach to its sustainable initiatives.

Internal awareness of the importance of ESG also advanced, which was reinforced by the constant monitoring of the environmental targets agreed with financial institutions, the results of which were achieved and duly reported, consolidating our commitments. In addition, internal communication strategies were implemented with the aim of keeping all employees well informed about the company's activities on the social, environmental and governance fronts.

In order to broaden the scope of the ESG Committee's work, we are exploring new themes, including targets related to waste management and other environmental fronts. In addition, we have deepened our studies into opportunities for financial return and regulatory benefits from the sale of carbon credits, aligning environmental practices with market demands.

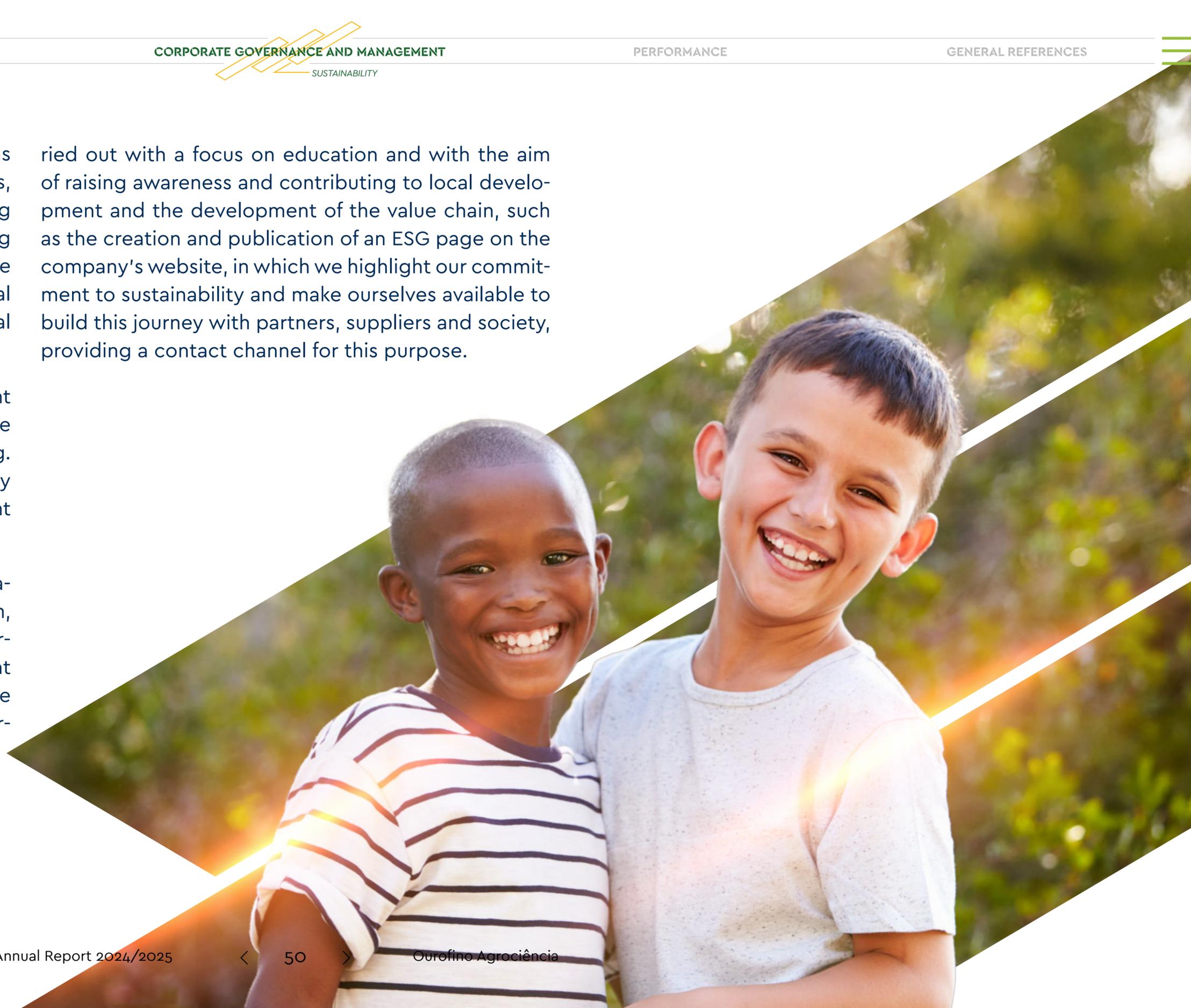
Initiatives and projections

For the 2025/2026 cycle, Ourofino Agrociência plans to consolidate and expand its strategic ESG actions, continuing to structure the committee, guaranteeing the maintenance of the progress made and expanding the connection between environmental goals and the interests of financiers. The strengthening of the social pillar will also be intensified, seeking to expand social projects under the Committee's governance.

Another main point will be the continuous alignment of ESG goals with financial institutions, as well as the analysis of new opportunities for sustainable financing. The ESG Committee will also dedicate itself to gradually expanding its social scope, strengthening its alignment with projects that benefit local communities.

At the beginning of 2025, the company defined education as the strategy and positioning of its social action, as it believes that this is the gateway to changing perceptions and social reality and is linked to actions that the company already carries out in favor of positive social impact. As such, some initiatives have been car-

ried out with a focus on education and with the aim of raising awareness and contributing to local development and the development of the value chain, such as the creation and publication of an ESG page on the company's website, in which we highlight our commitment to sustainability and make ourselves available to build this journey with partners, suppliers and society, providing a contact channel for this purpose.



Relations with stakeholders GRI 2-29

Ourofino Agrociência values open and constant dialog with its strategic stakeholders, promoting active listening to strengthen partnerships and improve its ESG practices. Our engagement strategy seeks to meet the specific expectations of each group and, at the same time, create solutions that add value to society and the agroindustrial sector.

Forms of engagement with main relationship audiences

Employees

We value our employees as protagonists of our sustainability journey. Through internal communication channels, training programs and well-being initiatives, we create an environment that promotes health, personal and professional development, as well as strengthening ethics and compliance in all areas. The attraction and retention of talents, as well as the incentive to diversity and inclusion, remain relevant aspects in our people management.

Suppliers

We recognize that a responsible supply chain is critical to achieving our sustainable goals. Our suppliers are selected based on criteria that prioritize quality, ethics, safety and social and environmental responsibility. The Supply and Compliance area closely follows the execution of contracts, encouraging the adoption of good practices, especially by small suppliers, promoting local economic development and the creation of an integrated and resilient value network.

Customers

Our commitment to customers goes beyond the delivery of high-quality products. We work to offer safe, efficient and sustainable agricultural solutions, ensuring full transparency about the composition and benefits of our inputs. Through direct communication channels and specialized technical service, we create trusting relationships, contributing to the strengthening of Brazilian agribusiness and the success of rural producers.

Investors and financial institutions

Maintaining investor confidence is essential for the continuity of our sustainable growth projects. Therefore, the areas of Investor Relations and the ESG Committee act in an integrated manner to ensure transparency in management and alignment with best environmental, social and governance practices. Strict compliance with the agreed goals with funders, reinforces our commitment to corporate responsibility and expands our opportunities for access to sustainable financing.

Communities and civil society

Ourofino Agrociência understands that economic development is true only when the communities also benefit in their surroundings. Through social projects, partnerships with third sector institutions and actions carried out with engagement of the internal public, we promote environmental education, social inclusion and sociocultural development. Our commitment to the positive social impact is reflected in initiatives aimed at generating opportunities and strengthening community ties.

Regulatory bodies and sectoral associations

Maintaining a transparency and alignment relationship with regulatory entities and sectoral associations is an essential part of our compliance strategy. We act proactively to ensure that all our operations comply with current legislation and collaborate with the agrochemical sector in the development of public policies that promote sustainability in agribusiness.

Partnerships and initiatives supported GRI 2-28

We are engaged in various voluntary and sectoral initiatives, actively contributing to the strengthening of responsible practices and the generation of value for society. These strategic partnerships not only drive the evolution of our sustainable management processes, but also expand our ability to monitor market trends, anticipate challenges and strengthen the presence of Ourofino Agrociência in the agrochemical sector. Through this engagement, we reaffirm our commitment to innovation, social responsibility and the development of more sustainable agriculture and aligned with the needs of society.



Voluntary guidelines adopted

Brazilian GHG Protocol Program

We follow the guidelines of the Brazilian GHG Protocol Program for the elaboration of our greenhouse gas emissions inventories. This internationally recognized methodology ensures the transparency and accuracy of reported data, allowing effective monitoring of our emissions and the improvement of our mitigation strategies.

Global Reporting Initiative (GRI)

We use the Global Reporting Initiative (GRI) guidelines as the basis for our sustainability reports, ensuring clear and structured communication on our economic, environmental and social impacts. This practice allows us to address critical topics such as climate change, human rights, governance and social welfare, strengthening transparency and corporate responsibility.

Participation in associations, institutions and sectoral entities

CropLife Brasil

Active member of CropLife Brasil, we contribute to the advancement of technologies aimed at sustainable agricultural production, supporting research and initiatives that promote innovation in the agrochemical sector.

Herbicide Resistance Action Committee Brazil (HRAC-BR)

As members of the HRAC-BR, a national committee associated with HRAC Global (Herbicide Resistance Action Committee), we promote research, training and disclosure actions aimed at the management of weed resistance to herbicides. Our involvement includes the development of good agricultural practices focused on preventing and mitigating resistance problems, contributing to preserving the productive potential of cultures, producer profit and the sustainability of productive systems.

Fungicide Resistance Action Committee Brazil (FRAC-BR)

Our participation in FRAC-BR, a national committee linked to the Global FRAC (Fungicide Resistance Action Committee), strengthens research, training and knowledge dissemination initiatives on the management of pathogen resistance to fungicides. We operate in the promotion of good agricultural practices aimed at preventing and mitigating resistance, contributing to the development of more effective solutions, increased productivity and sustainability of crops.

Insecticide Resistance Action Committee Brazil (IRAC-BR)

As members of IRAC-BR, a Brazilian committee associated with Global IRAC (Insecticide Resistance Action Committee), we encourage research, training

and awareness actions on the resistance of pests to insecticides and acaricides. Our performance promotes good agricultural practices focused on resistance management, focusing on risk prevention and mitigation, supporting product efficiency, field productivity and sustainability of agricultural systems.

National Institute for Processing Empty Packages (INPEV)

We operate as members of the Administrative Council of INPEV, the entity responsible for the management of reverse logistics of pesticides packaging in Brazil. Our participation reinforces the commitment to the circular economy and the environmentally appropriate destination of this waste.

PROHUMA

We integrate PROHUMA, an initiative that creates a scientific database on the exposure of rural workers who handle agricultural defensive. This performance contributes to the strengthening of safety standards and the well-being of field professionals.

Brazilian Association of the Fine Chemistry, Biotechnology and its Specialties Industries (ABIFINA)

We are Vice Presidents of ABIFINA, supporting the strengthening of the national industry and promoting the development of technologies in the fine chemicals, biotechnology and specialty sectors.

National Union of the Plant Protection Products Industry (SINDIVEG)

As a member of SINDIVEG's Administrative Council, we actively collaborate in defending the sector's rights and promoting a fair, transparent and science-based regulatory framework.

State Regulatory Affairs Group (GARE)

Since January 2025, we have participated in GARE, a group coordinated by the National Association of Plant Protection Product Companies (AENDA). The initiative aims to strengthen the sector's role in the state regulatory sphere, promoting technical alignment between companies and local authorities and encouraging good practices in the use of pesticides.

Supported projects and sponsorships

Colmeia Viva

We support the Colmeia Viva project, which encourages the proper use of pesticides, promotes beekeeping and seeks to protect bees and the environment in favor of a more balanced and responsible agriculture.

Brazilian Bee Studies Association (A.B.E.L.H.A.)

We sponsor A.B.E.L.H.A., an initiative that promotes the dissemination of scientific information on pollinators and encourages sustainable agricultural practices that favor biodiversity conservation.



PRODUCT QUALITY

GRI 3-3: Material Theme (Product Safety) 416-1

At Ourofino Agrociência, the commitment to the quality and safety of our products is present at every stage of the process, from research to the field. During the 2024/25 cycle, we maintained a high technical and regulatory standard, even in a challenging scenario, ensuring predictability, responsibility and trust for our clients, partners and society as a whole.

The integrated action of the areas ensured strict compliance with legal and operational requirements. This commitment translates into consistent practices — from careful validation of raw materials to support for safe use in the field — which reflect our responsibility to the material issues of product safety, environmental responsibility and corporate integrity.



Innovation in quality

Throughout the cycle, we have made significant progress in processes and technologies for analysis and quality control. We implemented a new system for microbiological analysis, which reduced response times from five days to seven hours, bringing gains of 86% in agility and precision. This innovation directly impacts the technical reliability of our results and the decision-making of the areas involved.

We also promoted the digitization of laboratory data and started to make analytical results available in real time, achieving 100% coverage of the active ingredients used. This evolution has allowed us to raise the levels of traceability and security throughout the control chain.

At the same time, we structured a new governance of technical and operational indicators, using an integrated digital platform that consolidates data and monitors performance more quickly. Solutions are being analyzed to connect laboratory equipment to the corporate mana-

gement system, promoting automation, integration and greater control over critical processes.

In addition, we continue to strengthen the use of advanced verification technologies, such as infrared spectroscopy (FTIR), which allows us to accurately authenticate product formulations. We are also preparing to implement a management system for reprocessing, reworking and revalidation, in line with Ordinance No. 1.136/2024 of the Ministry of Agriculture and Livestock (MAPA), increasing the robustness and traceability of our operations.



Integrated management and audits

GRI 416-1

Ourofino Agrociência has a consolidated Integrated Management System (IMS) covering quality, the environment and occupational health and safety. In the 2024/25 cycle, we conducted internal audits and underwent external assessments that reinforced the compliance of operations and provided valuable input for continuous improvement.

We consolidated a single integrated audit of the IMS, optimizing the process and reducing interference in operational routines. This approach broadened the auditors' systemic vision and strengthened the synergy between the audited areas.

All current certifications have been maintained, including ISO 9001, ISO 14001 and ISO 45001, applicable to the industrial, administrative and experimental units.

The maturity of the system is also reflected in the management of action plans resulting from audits, which go beyond correcting specific deviations and are guided by a logic of continuous improvement and systemic prevention. These plans are followed up in a structured and periodic manner, with the direct involvement of area leaders.

In the field of document management, we promoted the complete migration to an internal digital system, aimed

at organizing documents and processes, which brought more standardization and traceability. To ensure its full adoption, we trained more than 90 facilitators in all the company's units. IMS's progress has also allowed us to support strategic partners in their own certification processes, expanding our role as a technical reference in the sector.

These advances are supported by an organizational culture focused on quality, in which continuous training, a sense of responsibility and team engagement are part of the routine. The collective commitment to permanent improvement is one of the pillars of the operational consistency that marks our performance.

Authorized Economic Operator

Since 2022, we have had the Authorized Economic Operator (AEO) certificate – compliance, a recognition from the Brazilian Federal Revenue Service that certifies us as a low-risk and reliable operator, endorsing our practices in foreign trade. In 2024, reinforcing our commitment to the highest standards of security and compliance, we carried out updates and adaptations to the new requirements for maintaining the certificate.

Active certifications and scope of service



Certification: ISO 9001:2015

Target unit: Industrial complex of Uberaba (MG) and administrative office of Ribeirão Preto (SP)



Certification: ISO 14001:2015

Target unit: Industrial complex of Uberaba (MG)



Certification: ISO 45001:2018

Target unit: Industrial complex of Uberaba (MG)

Portfolio protection

Advances in traceability tools have made it possible to increase control over the integrity of products. With the application of FTIR (Fourier Transform Infrared Spectroscopy) technology, we can now check 100% of the formulations manufactured, ensuring accurate identification and detection of any deviations or adulteration, which contributes to safe operations and the reliability of the solutions delivered to the market.

This move reinforces controls along the chain and strengthens the relationship with farmers, distributors and other stakeholders. The total traceability of products and processes has also become a competitive differentiator for the company, in line with the growing demands for transparency, compliance and control in agricultural production chains.

Labeling and compliance

We continue to apply a rigorous approach to product labeling, in full compliance with the requirements of bodies such as Anvisa, MAPA and Ibama. Our packaging is developed based on the NBR 14.725/7500 standard and contains complete information on safety, handling, transportation, disposal and associated risks.

During the cycle, we maintained internal audits dedicated to label approval, ensuring consistency and continuous updating. We also continue to contribute to the circular economy by joining the National Institute for Processing Empty Packages (InpEV), which guarantees the environmentally correct disposal of post-consumer packaging.

Mandatory information on labels GRI 417-1

- Handler and importer (where applicable)
- Formulator
- Manufacturer
- Trademark
- Company logo
- Product Composition
- Type of formulation and mode of action
- Toxicological class
- Environmental hazard classification
- Batch Number
- Manufacturing and expiry date
- CNPJ [National Register of Legal Entities], address and registration number
- First Aid Recommendations
- Precautions for use and handling guidelines
- Emergency Calling
- Crops and biological targets indicated

Customer service

Engaging with the publics that interact with Ourofino Agrociência is essential for strengthening the brand and building lasting relationships with customers. In this context, service management has evolved to guarantee fast, precise and personalized responses, with a focus on excellence in the experience at all points of contact.

Throughout the 2024/25 cycle, we made progress on initiatives aimed at modernizing service channels and digitizing relationship flows. Our journey of digital transformation, coupled with an empathic and responsive approach, has been able to serve us with agility and accuracy to the needs of users.

The Customer Service (SAC) is guided by the Consumer Protection Code and structured to provide fast and efficient support. The area goes beyond the resolution of doubts and demands, also acting in the collection of valuable feedback for the improvement of processes, products and business relations.

We have an integrated real-time management platform that allows you to monitor care and adjust processes dynamically. Active channels include WhatsApp, virtual assistant, online portals, social networks, telephone and email. All channels operate in an integrated manner with internal teams and follow quality standards and traceability.

We are committed to promoting a service experience that unites technology, agility and proximity, reaffirming our commitment to transparency, ethics and value creation for all our audiences.

In addition to ensuring efficient support, service has been consolidated as a strategic source of intelligence for the business. The data and perceptions collected in the different channels feed internal analyzes, support strategic decisions, and contribute to the continuous improvement of customer experience.

The culture of active listening strengthens the positioning of Ourofino Agrociência as a company open to dialogue, connected with the challenges of the field and committed to responsible, ethical and aligned practices with the expectations of society.

Source of requests received via SAC (%)

	2022/23	2023/24	2024/25
Sales team and internal channels	58.0	80.0	86.5
WhatsApp	17.5	13.9	9.4
Website	13.0	0.9	0.8
Telephone	11.0	5.0	3.4
Others	0.5	0.2	-

Data and Information Privacy

GRI 418-1

Ourofino Agrociência recognizes the importance of data privacy as an essential part of its governance and relations with its stakeholders. In the 2024/25 cycle, we continued to improve our practices based on the company's Privacy Policy and conducted initiatives to ensure full alignment with the Brazilian General Data Protection Law (LGPD).

We have reinforced internal awareness actions, updated controls and periodically reviewed processes involving the processing of personal data, strengthening preventive management. During the period, there were no incidents or complaints related to breaches of privacy or loss of customer or other stakeholder data.

Note 1: The data presented do not consider attendances related to human resources requests, product offers, services and sponsorships.

Note 2: The data related to the item "Commercial team and internal channels" are related to the occurrences received by the teams and commercial representatives. The occurrences have a certain specificity and are related to occurrences in deliveries, product damage, commercial agreement, interdictions in customers, among others.



PERFORMANCE

FINANCIAL PERFORMANCE

GRI 3-3: Material Theme (Financial results and investments)

The year 2024/25 was a recovery period for the company, marked by constant challenges, both in the global and Brazilian economy. Among the main challenges are foreign exchange volatility, high interest rates, persistent inflation, drop in commodity prices and climatic challenges. Despite these adversities, our agile management and our strategic focus allowed us to cross these obstacles with resilience, resulting in growth in billing and improvement in gross margin and EBITDA compared to the previous cycle.

The company ended the period with a solid financial position, supported by a consistent cash generation and strict expenses control, showing that the strategies adopted are well founded.

Based on performance, Ourofino Agrociência has been presenting sustainable growth, reimagining Brazilian agriculture, alignment with our purpose of transforming knowledge into results and constantly valuing people, the environment and business.

Demonstration of added value (R \$ thousands) GRI 201-1

	2022/23	2023/24	2024/25
Income	2,164,829.2	1,801,570.5	2,330,467.3
Adjusted EBITDA*	314,077.2	87,115.6	155,776.1
Total added value to distribute	851,849.0	563,914.5	772,520.9

Note (): In 2024/25, the Company chose not to disclose Adjusted EBITDA, since there were no relevant or non-recurring values that justify this presentation.

Demonstration of added value (%) GRI 201-1

	2022/23	2023/24	2024/25
Shareholders (remuneration of equity)	1.4	2.7	2.6
Employees (remuneration, benefits and charges)	21.7	25.3	24.2
Government (taxes, fees and contributions)	10.6	7.6	11.9
Retained profit	19.8	8.7	8.4
Third party capital remuneration (interest and rents)	39.7	53.5	52.8

SOCIAL PERFORMANCE

GRI 2-7

The development of human capital and the promotion of structured social management are fundamental to consolidate a resilient, innovative and committed company to the future of the agrochemical sector. In an environment in constant transformation, attention to well-being, the encouragement of diversity and the generation of positive impact with society became strategic pillars for sustainability and the perennity of the business of the Ourofino Agrociência.

In this context, the area of People Management and Social Performance acts as one of the main structuring and alignment vectors of the company. Throughout the 2024/25 cycle, we made progress on initiatives aimed at strengthening organizational identity, recognizing professionals, promoting well-being and integrating social actions with ESG commitments. The synergy between people, strategy and performance was at the heart of our actions during the period.



Professionals by employment contract and gender GRI 2-7, 2-8

	2022/23	2023/24	2024/25		
			Men	Women	Total
Permanent professionals (Brazil)	612	645	463	194	657
Permanent professionals (China)	7	8	5	3	8
Temporary professionals (Brazil)	26	17	53	9	62
Third-party professionals (Brazil)	177	221	182	77	259

Note 1: We consider all professionals listed on our payroll, which includes apprentices, to be permanent.

Note 2: All data is compiled by payroll.

Note 3: The data presented do not consider trainees. Regarding trainees, as of March 31, 2025, we had 7 men and 6 women on the payroll.

Professionals by type of employment and gender GRI 2-7

	2024/25		
	Men	Women	Total
Whole	454	183	637
Partial	-	-	-

Note: The professionals listed in the indicator do not include apprentices.



Distribution of professionals by gender in governance positions and other functional categories (%) GRI 2-7

	2022/23		2023/24		2024/25	
	Men	Women	Men	Women	Men	Women
Administrative Council	100.0	-	85.8	14.2	85.7	14.3
Tax Council	100.0	-	100.0	-	100.0	-
Board of Directors	66.7	33.3	72.7	27.3	81.8	18.2
Management	74.7	25.3	70.5	29.5	79.2	20.8
Administration	61.5	38.5	66.6	33.4	58.1	41.9
Operational	86.4	13.6	80.8	19.2	81.0	19.0

Note: The data presented does not consider trainees and operations in China.

Distribution of professionals by age group in governance positions and other functional categories (%) GRI 2-7

	2022/23			2023/24			2024/25		
	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Under 30 years old	Between 30 and 50 years old	Over 50 years old	Under 30 years old	Between 30 and 50 years old	Over 50 years old
Administrative Council	-	-	100.0	-	-	100.0	-	-	100.0
Tax Council	-	-	100.0	-	-	100.0	-	-	100.0
Board of Directors	-	64.3	35.7	-	91.0	9.0	-	72.7	27.3
Management	2.1	80.2	17.7	1.2	81.6	17.2	1.3	84.4	14.3
Administration	26.1	64.9	9.0	31.2	64.4	4.4	33.2	63.1	3.7
Operational	23.4	71.1	5.5	24.6	65.5	9.9	23.2	70.0	6.8

Note: The data presented does not consider trainees and operations in China.

Culture and engagement

Continuing the journey of cultural evolution and valuing the employee experience, we have structured a set of actions that deepen the alignment between culture, strategy and engagement. The second edition of Strategic Convergence, a meeting of the company's Executive Board focused on aligning objectives and strategies, was consolidated as a moment to discuss challenges and strengthen the company's integrated vision, ensuring that our decisions drive sustainable results aligned with our purpose and strengthening internal cohesion in a context of complex challenges.

Internal forums were also fundamental, such as the monthly meeting with employees to present updates on results, scenarios and priorities, promoting transparency and engagement between areas. Leadership forums, on the other hand, took a more collaborative approach, with peer-to-peer exchanges and managers taking a leading role in constructing the messages. The change in format — from top-down transfers to horizontal interactions — has strengthened the sense of co-responsibility and management maturity.

Café com o CEO, in turn, expanded active listening to the leadership, with quarterly meetings between the CEO and employees from different areas and levels. The events have brought the different teams closer together and promoted experiences that inspire and





engage people through informal and transparent conversations. Given the success of this initiative, in addition to the three internal editions held throughout 2024, we organized a special edition with students from the Faculty of Economics, Administration, Accounting and Actuarial Science of the University of São Paulo (FEA-USP) - Ribeirão Preto campus, bringing this dialogue to the academic environment as well. In addition to other actions, the meeting reinforced the company's brand with the students and generated more than 200 registrations in our talent bank, strengthening our employer brand and bringing Ourofino Agrociência closer to the community and the talents of the new generations.

We have also started structuring the employer brand front at Ourofino Agrociência. To do this, we drew up a plan that included stages such as defining personas, interviews, diagnosis, defining a concept and visual identity in line with the institutional brand, reviewing the candidate's journey and communication. Based on the data gathered in the initial stages, we defined the four strategic pillars of our employer brand, we also created a visual identity and the entire candidate journey was revised, taking into account everything from the first contact and approach to onboarding, connecting with the employer brand strategy and offering an increasingly better experience to the people who come

into contact with the brand. The full implementation of the strategy is scheduled for the 2025/2026 cycle, but we have already achieved significant results from the initiatives carried out so far, such as the growth of more than 20% of our CV database and, when we look at the selection process, the satisfaction survey implemented for all candidates (successful and unsuccessful) indicated that 100% of them would participate in a process at Ourofino Agrociência again, 98% said they were satisfied with the process, and we obtained an NPS score of 81%. At the same time, we have invested in new partnerships with universities, communication campaigns and monitoring pages such as Glassdoor and LinkedIn, important channels for monitoring people's experience and developing projects focused on maintaining the company's engagement and attractiveness.

+Cuidado Program

Throughout the 2024/25 cycle, Ourofino Agrociência strengthened its culture of employee health care through the +Cuidado program, one of the most relevant initiatives aimed at promoting comprehensive well-being. The program expanded its activities with a focus on the physical, emotional, social and occupational health of employees, connecting different internal fronts and generating high engagement in all units.

Among the main advances was the launch of the Zenklub benefit (an emotional and psychological well-being platform), providing access to therapies for employees and their families online and at different prices, as well as free monthly sessions for members. We also promoted internal vaccination and blood donation campaigns, mobile dental care and round tables with specialists in mental health and quality of life, accounting for more than 1,380 participations in all units and shifts.

+ 1.380
participations in all
units and shifts

People analytics

We improved our performance in People Analytics, consolidating a cell specialized in analyzing workforce data and generating strategic intelligence in Human Resources. With this advance, we have increased our capacity to monitor and interpret indicators such as turnover, absenteeism, headcount, engagement and succession in real time.

Among the main gains are greater predictability and a better basis for decisions, since structured data makes it possible to anticipate trends and mitigate risks related to talent management; support for operational efficiency with well-defined indicators that help optimize processes, reduce costs and increase productivity; in addition to monitoring the employee experience with metrics that allow us to build a healthier and more motivating environment. The cell's work ensures that the people management strategy is strengthened, making processes more agile, predictive and based on data, helping to achieve sustainable results for the business.

Attracting and recognizing talent

Ourofino Agrociência's people management strategy is centered on attracting qualified professionals and valuing skills aligned with business needs. In a highly competitive environment, the company adopts structured selection processes, with defined technical criteria and a focus on adherence to the organizational culture.

The Attraction and Selection area conducts processes based on technical and behavioral competencies. The positioning of the employer brand and the expansion of the talent pool have contributed to attracting strategic profiles in various areas.

The remuneration policy plays an important role in retaining talent by adopting objective criteria and practices that are adjusted to performance. The company carries out frequent reviews of salary ranges, promoting gender equity and internal consistency. Variable remuneration is applied according to targets and performance, reinforcing the recognition of results.



Strategic Projects

During the cycle, we structured new fronts that reinforced our organizational maturity and boosted our people strategy. Among the highlights:

Communities of Practice

groups of leaders and managers who, after going through the leadership academy (LíderAgro), meet monthly to discuss the practical application of the content covered, share cases and strengthen the internal network. The initiative, led by the Internal Consulting area, has already mobilized more than 70 leaders.

+70

mobilized leaders

Commercial Day

development of a trail with the aim of improving the technical knowledge of our sales team, boosting the development of new skills and providing the materials and resources needed to enhance the action of the teams in the field with our clients and partners, structured around four pillars of development (technical, negotiation, portfolio and routines/processes). The initiative was implemented at the end of the 2024/25 cycle and involves training approximately 130 employees in the commercial area, including our group of demand generation agents (DGAs).

130

employees in the commercial area involved

Transparency in variable remuneration

we implemented BIAR (Business Intelligence for Results Monitoring) so that the team of Sales Consultants can monitor their targets and bonuses on a monthly basis. The initiative expanded predictability and reduced doubts about the remuneration model, increasing the engagement of this audience with the objectives of the cycle.

↑ predictability and engagement

Talent Cycle GRI 404-3

We performed the Talent Cycle, our performance management program, with wide adherence of eligible employees. We adopted a structured and transparent process, with the objective of promoting the continuous development of professionals and aligning individual goals to the company's strategy. The annual cycle includes two main formats: the 360° assessment, focused on leadership professionals and strategic positions, with feedback from leadership, peers, subordinates and self-assessment; and the 180° assessment, applied to other categories, based on self-assessment and manager analysis.

In 2024/25 cycle, we reached 100% stake among eligible employees, who accounted for 85% of the company's total professionals. More than 1,300 360° evaluations were conducted, with 76% of them completed by guests, reflecting high team engagement. In addition, about 532 employees participated in the format 180°, with the following profile distribution: 73% men, 27% women; 52% in administrative positions, 34% operational and 15% in management functions.

From the evaluations, we organized committees of high potential, high performance and succession with the participation of all areas, prioritizing critical and talent positions with high potential. In total, ten dis-

cussion committees were carried out, which resulted in the definition of personalized Individual Development Plans (PDIs) to support the professional growth of mapped talents.

As part of our continuous commitment to professional development, we continue to improve the internal page "Carreira Ourofino Agro", which offers features,

tools and content to support career planning and the evolution of internal talents. Consolidated information on the results of the cycle, evaluated profiles and distribution by areas and gender were validated by the responsible area and integrate this edition of the report.



Development and training GRI 404-2

More than a content availability platform, Uni Ourofino Agro, our corporate university, consolidates development hours connected to the business strategy, expanding engagement and promoting cultural alignment between the areas.

Among the highlights of the period, we continued the LíderAgro and Gold Techniques trails, focused respectively in the formation of leaders and the technical-commercial deepening of the field team. In the LíderAgro program, we work on topics such as accountability in leadership, planning, governance and talent management, with the support of Practice Communities, which promote structured exchanges, practical application of concepts and collective construction of knowledge. On the Gold Techniques trail, we conducted training on culture management, application technology, financial mathematics, SPIN Selling, portfolio differentials and operational routines of Commercial Consultants.

We also launched the Talent Journey, an accessible development trail to all employees, with topics such as change management, task organization, assertive communication, Power BI and English. To better direct training efforts, we carried out the Training Needs Assessment (TNA), which has guided the construction of programs more aligned with the specific needs of the areas and the company's strategic objectives.

During the 2024/25 cycle, we performed more than 37,000 hours of training, with broad participation of employees of different levels and areas. The result reinforces the culture of continuous learning and the valorization of development as part of our long-term strategy.

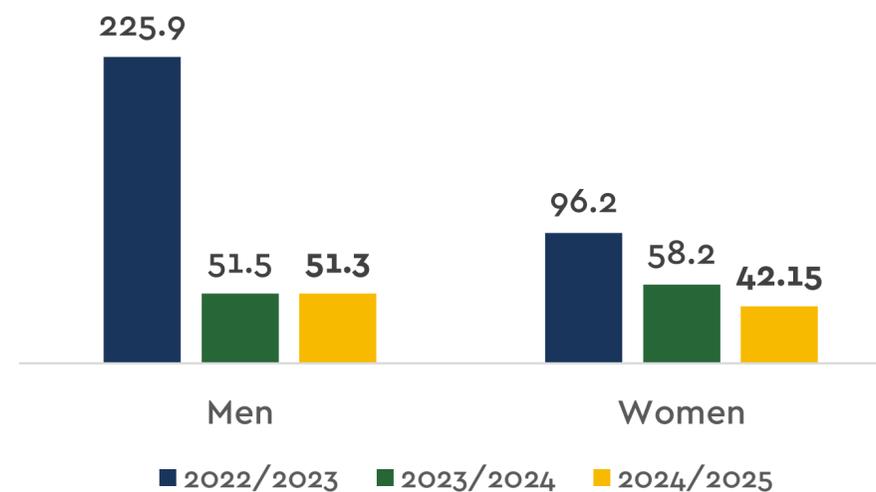
Uni's performance has also contributed to the integration between areas and projects, by stimulating a common language and collaborative development practices. By positioning learning as a shared responsibility, these ini-

tiatives strengthen the leadership of leaders as agents of transformation and expand the reach of our people management strategy.

Currently, the company does not have formal programs aimed at career transition or retirement preparation. However, we are evaluating the feasibility of initiatives in this regard, focusing on relocation and professional development, as part of more comprehensive talent management aligned with future workforce challenges.

Average hours of training by gender

GRI 404-1

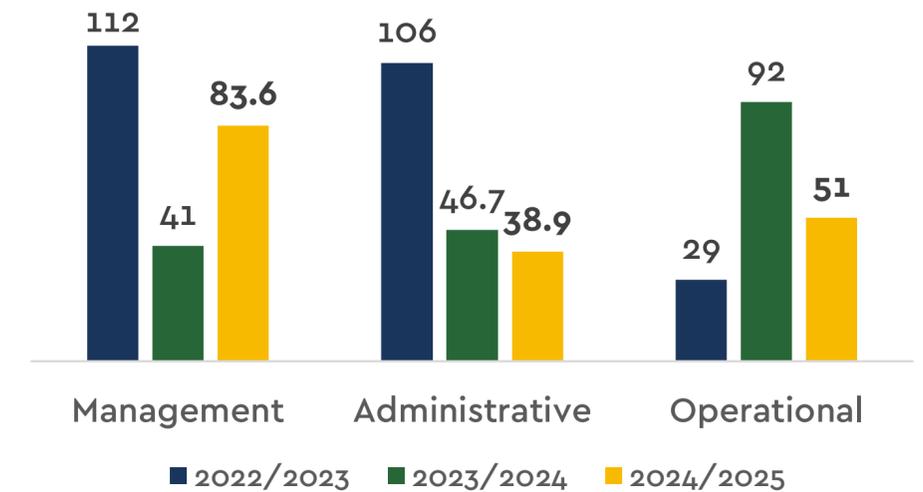


Note 1: Average calculated considering the number of permanent professionals on March 31 of each year.

Note 2: The calculations presented consider only permanent professionals allocated in Brazil.

Average hours of training by functional category

GRI 404-1



Note 1: Average calculated considering the number of permanent professionals on March 31 of each year.

Note 2: The calculations presented consider only permanent professionals allocated in Brazil.

Trade union relations GRI 2-30

We continue to strengthen the relationship with the trade unions that represent our employees, adopting a proactive and transparent stance in collective bargaining. We understand that constant dialogue with labor organizations is essential to ensure fair working conditions, safe and aligned with the good practices of the sector.

Throughout 2024/25 cycle, we maintained the integrity of union coverage and reinforced our commitment to agreements that value both the well-being of professionals and the sustainability of the operation. In the industrial complex, employees are represented by the Union of Workers in the Manufacturing Industries of Alcohol, Plastics, Cosmetics, Fertilizers, Chemicals and Pharmaceuticals (Stiquifar), with which we conducted recurring downtime on economic and social clauses. Already the professionals of the corporate office, experimental stations and field positions are represented by SEAAC of Ribeirão Preto- SP.

For China-based employees, we follow the local labor legislation, ensuring adequate working conditions and compliance with legal obligations.

Diversity and inclusion

In alignment with the company's ESG strategy and the mapped material themes, the Diversity, Equity and Inclusion (DE&I) agenda continues to be relevant in our actions, as can be seen with the implementation of the Women's Development Program, one of the fronts of this action, through which we want to contribute to the social development of our sector and the country, developing training, communication and other actions that help us promote diversity, equity and inclusion as another way of exercising our purpose of reimagining Brazilian agriculture, expanding our social awareness beyond the company's doors, sharing our agro awareness.



HEALTH AND SAFETY

GRI 403-1, 403-8

In Ourofino Agrociência, the safety and well-being of our employees are a priority. Our structured and integrated approach is based on the Integrated Management System (IMS), which is a solid base that supports all areas of the company, connecting practices that guarantee safety, quality and efficiency by ensuring compliance with standards and regulations, promoting the responsible use of resources and enhancing the standardization of our processes, being coordinated by the Quality Management area. This system ensures compliance and operational efficiency for both direct and outsourced employees.

During the 2024/25 corporate cycle, we significantly advanced in the digitization of processes, modernization of emergency systems and strengthening the prevention culture in the Industrial Complex of Uberaba (MG), reinforcing our commitment to the integrity and health of all who are part of our operation.

Integrated safety and risk management GRI 403-2

Our Occupational Health and Safety (OHS) practices strictly follow ISO 45001:2018 standards with recent recertification. Currently, we have seven procedures and 55 detailed work instructions, ensuring the standardization and efficiency of our operations. In addition, we implement advanced risk analysis methodologies such as Preliminary Risk Analysis (PRA) and Hazard and Operability Studies (HAZOP), essential to identify, evaluate and mitigate potential risks to the work environment.

Our management model is based on key programs that guarantee an integrated and preventive approach, including:

- Risk Management Program (RMP);
- Occupational Health Medical Control Plan (PCMSO);
- Hearing Conservation Program (HCP);
- Respiratory Protection Program (RPP).

To ensure accuracy and excellence in occupational safety management, we work in partnership with renowned organizations, such as the Brazilian Association of Occupational Hygienists (ABHO) and the American Industrial Hygiene Association (AIHA).

Our control hierarchy prioritizes the elimination and mitigation of risk before the use of Personal Protective Equipment (PPE). In addition, we organize all risk information detected in accessible management software for all employees, ensuring transparency and efficiency in Occupational Health and Safety (OHS) management.



Strengthening training and security culture GRI 403-4, 403-5

We maintain a structured policy of Occupational Health and Safety (OHS) training, focused on accident prevention, meeting the legal requirements of Regulatory Standards (NRs) and strengthening security culture among employees.

Our training center, located in the Industrial Complex of Uberaba (MG), has undergone significant expansion and today has practical stations for NR 35 (work at height), NR 33 (confined space), Organic Emergency Brigade training — including firefighting, pre-hospital care (PHC), chemical emergencies, rescue at height and in confined spaces —, as well as simulations of real risk situations. The structure is accredited by the Minas Gerais Military Fire Brigade.

We use hybrid methodologies, combining practical face-to-face training with certified instructors and digital content, accessible on platforms that offer greater learning flexibility. These trainings include up-to-date materials, state-of-the-art safety equipment and schedules adapted to operational routines.

In the 2024/25 cycle, we accounted for more than 10,000 hours of formal training and 4,000 hours of integration for new employees, with broad participation by industrial, administrative and commercial teams, firefighters and members of the Local Abandonment Group (GAL). The content covered topics such as:

- Ergonomics at work
- Correct use of PPE (NR 06)
- Traffic safety
- First aid and emergency response
- Mental health and well-being (White January and Yellow September)
- Safety with flammables and combustibles (NR 20)
- Transportation and handling of materials (NR 11)
- Safety in machinery and equipment (NR 12)
- Safety signs (NR 26)
- CIPA (NR 05)
- Fire protection (NR 23)
- Mobile elevating work platforms
- Chemical emergency
- Observation program
- Occupational risk management
- NR 10 (electrical installations)
- Special activities and various other initiatives aimed at operational safety

From 2025, training will be concentrated during the annual maintenance shutdown, with an intensive schedule focused on practical training, updating certifications, mandatory recertifications and emergency simulations.

The Internal Commission for Accident Prevention (CIPA), which is made up of 18 members in Uberaba, seven in Ribeirão Preto and one in Guatapar, plays an active role in building content, monitoring activities and expanded preventive action, which now also includes combating harassment in the workplace.

In addition to technical training, we continue to promote an integrated and participatory security culture. The industry's employees have the Observation Program, which allows them to report risky behavior and conditions using physical forms, QR Codes and the digital system. All observations are evaluated by the leaders and consolidated via software.

Complementing this system, we conduct a program of GEMBA inspections — a Japanese concept meaning "real site" — with the participation of leaders, CIPA, contract managers, contractor representatives and the HSE team. In the 2024/25 cycle, 402 inspections were carried out at our plant.

Important projects

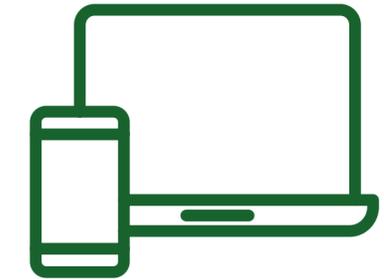
Innovation has been a strategic ally in the evolution of our OHS management at the industrial complex of Uberaba (MG). The main projects implemented in 2024 include:



Modernization of the emergency alarm — upgrade to wireless technology, providing better coverage and reliability in triggering sirens and pushbuttons



Fire-fighting project drawn up in accordance with NFPA (National Fire Protection Association) guidelines, including the construction of a new pump room, in compliance with the highest safety standards.



Start of digitization of OHS and Third-Party Management processes — implementation of an automated system for workflows, ensuring greater traceability and efficiency.

Health GRI 403-3, 403-6, 403-10

Promoting the integral health of our employees and their families is a principle that guides Ourofino Agrociência's actions. We operate on the basis of structured policies aimed at disease prevention, physical, mental and emotional well-being, and facilitated access to medical services and educational activities.

At the industrial complex of Uberaba (MG), we have an outpatient clinic equipped for routine and emergency medical care, with full-time nursing support. In more complex situations, we refer people to partner hospitals. Our administrative units also offer regular monitoring by an occupational doctor: weekly in Ribeirão Preto (SP) and monthly in Guatapar (SP).

We monitor the occupational health of our employees through periodic, admission, dismissal and return-to-work examinations, actions provided for in the Occupational Health Medical Control Program (PCMSO) and active management of sick leave, with a focus on support and rehabilitation.

During the 2024/25 cycle, we conducted various campaigns to promote health and well-being, including White January (mental health), Yellow September (suicide prevention), Pink October (breast cancer) and Blue November (prostate cancer), as well as specific communications during Carnival and Red December

(AIDS prevention). We also promote influenza vaccination campaigns with zero cost for employees and accessible value for dependents, as well as actions to encourage blood donation.

We reinforced this commitment to the +Cuidado program, structured in three pillars: health, leisure and culture, and balance. The initiative promotes and enhances benefits and partnerships, and develops activities focused on healthy habits.

We also carefully look after the mental health of our people, with initiatives that include lectures, conversation wheels, informative materials and a psychological support benefit that offers qualified listening.

We ended the 2024/25 cycle with zero occurrence of occupational diseases, as well as a high rate of adherence to vaccination campaigns and other health actions. We will continue to invest in integrated solutions to our people's physical and emotional care, strengthening an organizational culture based on well-being and prevention.



Top health and safety fees GRI 403-9

Ourofino Agrociência Professionals

	2022/23	2023/24	2024/25
Injuries with leave	-	-	-
Injuries with leave rate	-	-	-
Injuries without leave	3	2	8
Injuries without leave rate	2.4	1.6	6.6
Rate of days lost	-	-	-
Rate of occupational diseases	-	-	-
Number of deaths	-	-	-
Total man-hours worked (HHT)	1,224,536	1,283,406	1,220,494
Average number of professionals per period	608	676	667

Fixed outsourced professionals

	2022/23	2023/24	2024/25
Injuries with leave	1	2	2
Injuries with leave rate	2.1	3.5	4.4
Injuries without leave	-	1	4
Injuries without leave rate	-	1.8	8.8
Rate of days lost	14.8	28.1	-
Rate of occupational diseases	-	-	-
Number of deaths	-	-	-
Total man-hours worked (HHT)	469,920	570,240	456,192
Average number of professionals per period	178	216	216

Note 1: We registered seven accidents without leave with their own professionals this year, and six accidents with third party fixed, both at the Uberaba (MG) Unit, and accident without removal with their own collaborators in the Guatapar (SP) Unit where none of these caused severe injury or extended removal, they were also not linked to insecure structure, equipment or conditions.

Note 2: For all accidents that occurred and for the calculation of the rates of frequency and severity of injuries, as well as the days lost, we used the Brazilian Standard (NBR) 14.280 of the Occupational Accident Report (CAT) in conjunction with the Social Security Epidemiological Technical Nexus (NTEP). We have adopted a denominator of 1,000,000 for frequency and severity rates and a denominator of 200,000 for lost days, ensuring compliance with established standards for occupational health and safety management.

Note 3: We keep security programs active, such as the HCP (Hearing Conservation Program) and the RPP (Respiratory Protection Program) and others focused on behavior such as the GEMBA inspection observations and programs where we had a 63% growth in the number of inspections, as well as the support of highly qualified partners to identify operational risks and controls.

Note 4: The security measures cover all service providers, who must follow the criteria set out in forms and technical manuals for contracted and subcontracted activities. This includes the use of a checklist to evaluate the performance of fixed outsourced companies, and these providers are subject to internal and external audits, as well as work safety inspections.

Note 6: We do not include non-fixed third-party data due to the seasonality and high turnover of these workers, which makes continuous follow-up difficult

SUPPLY NETWORK

GRI 412-1

The Ourofino Agrociência supply chain is composed of a wide and diverse network of suppliers, distributed throughout Brazil and different regions of the world. Relations with these partners are based on integrity, quality and social and environmental commitment, consolidating strategic partnerships based on transparency and mutual cooperation. This approach allows you to ensure the continuity of operations and the company's ability to adapt to the global challenges of the agrochemical sector.

Currently, we have more than 1,200 active suppliers, distributed in approximately 2,470 delivery points, segmented in two large categories: direct and indirect materials. Direct materials are used in the production and packaging of products, while indirect include inputs and essential services for maintaining operations. The management of this structure is led by the Supply Chain Board, ensuring alignment with corporate strategies and promoting greater resilience in the face of sector dynamics.

A significant portion of the inputs used has international origin, especially suppliers located in Asia, especially China and India. This feature requires thorough management, involving compliance with international legislation and currency and logistical risk mitigation strategies. To support this performance, we maintain specialized teams in units of Ribeirão Preto (SP), Shanghai (China) and New Delhi (India), ensuring proximity to the main supplier markets.



Local supply

We value the involvement of companies near our operations, contributing to the strengthening of regional economies. We consider as local suppliers to those located up to 500 km from the main units, located in Ribeirão Preto (SP) and Uberaba (MG).

In the last cycle, purchases with local suppliers totaled BRL 411.3 million, 30% of this total focused on indirect materials and services and 70% to direct materials.

Distribution of national purchases by type (BRL million) GRI 204-1

	2022/23		2023/24		2024/25	
	Value	Representation (%)	Value	Representation (%)	Value	Representation (%)
Location	285.1	75.3	492.7	89.1	411.3	78.0
Non-local	93.5	24.7	60.4	10.9	116.0	22.0
Total	378.6	100.0	553.1	100.00	527.3	100.0

Distribution of purchases by location (BRL million) GRI 204-1

	2022/23		2023/24		2024/25	
	Value	Representation (%)	Value	Representation (%)	Value	Representation (%)
Location	378.7	17.8	553.1	37.0	527.3	30.3
Non-local	1,743.3	82.2	964.5	63.0	1,207.8	69.7
Total	2,122.0	100.0	1,517.6	100.0	1,735.2	100.0

Note: The calculations consider the value of the dollar on the day of receipt of the invoice.



Evolution in Management

In recent years, we have implemented significant improvements in the Supply Chain structure. Noteworthy are the expansion of purchasing and logistics teams, the creation of an area dedicated to demand planning and the adoption of the “China Plus One” strategy, focusing on the diversification of supply and strengthening sources in India. The office in China has also been strategically acting in market intelligence.

Ethical management and monitoring of suppliers GRI 407-1, 408-1, 409-1, 412-1, 412-3

The evaluation and approval of suppliers is conducted by the Supply Chain area, with the support of Compliance and Legal. This process is guided by the Due Diligence Policy of Suppliers and is aligned with the ISO 26000 (Guidelines on Social Responsibility) frameworks, the International Labor Organization (ILO) conventions and current Brazilian legislation. The analyses involve checking documentary, reputational and socio-environmental aspects, with systematic consultations of national and international public databases, such as the National Register of Ineligible and Suspended Companies (CEIS), the National Registry of Punished Companies (CNEP) and lists of convictions for work analogous to slavery or child labor.

Environmental criteria are also part of the assessment, including compliance with legislation, the existence of valid licensing, waste and effluent management practices, impact mitigation measures and any certifications.

During the 2024/25 cycle, 34 face-to-face audits were carried out at supplier factories — covering units in China, India and Brazil — which contribute raw materials, packaging and industrial services. There are currently 340 approved suppliers in 18 countries.

In line with strengthening governance, we are continuing our partnership with the global platform EcoVadis, which allows us to increase the visibility and monitoring of the supply chain. The assessments cover environmental and social criteria, including health and safety, working conditions, social dialogue, professional development, diversity, combating harassment, forced or child labor and respect for human rights.

In the cycle, no supplier blockages were recorded for non-compliance with social or human rights criteria, nor were any significant negative social impacts identified. One international supplier was monitored with an informal action plan, without the need for contractual suspension.

In addition to analysis and monitoring, we promote engagement actions focused on ethical and regulatory alignment, such as the distribution of the Code of Conduct for Third Parties, the inclusion of contractual clauses and the strengthening of integration processes through targeted training.

Supplier evaluation

GRI 308-1, 308-2, 412-1, 414-1, 414-2

	2024/25
Number of new suppliers evaluated based on environmental criteria*	34
Number of new suppliers evaluated based on social criteria*	228
Contracted suppliers (current portfolio) based on environmental criteria (%)**	18.0
Contracted suppliers (current portfolio) based on social criteria (%)***	32.0

Note 1: (*) The data presented consider only suppliers located in China and evaluated in the reference corporate year.

Note 2: (**) Both national and international suppliers have the required environmental certifications and this aspect is a criterion for disqualification or blocking of purchases.

Note 3: (***) The data presented consider the entire international portfolio and audits carried out in the reference corporate year.

Recyclable packaging

In line with our environmental commitments, we use recyclable packaging for our products. In the 2024/25 cycle, 71% of the packaging used was purchased from Campo Limpo, from recycled materials and from Inpev's reverse logistics system. In addition, we carried out a packaging optimization project, reducing the weight from 1,110 grams to 950 grams, which generated a 6% saving in direct costs and a reduction of 142 tons of greenhouse gas emissions per year.

Since October 2024, the plastic bales used for packaging have been 70% post-consumer resin (PCR), resulting in an additional 0.3% reduction in greenhouse gas emissions.

Logistics strategy

A new supplier took over the logistics operation at our industrial complex of Uberaba from June 2024, providing efficiency and productivity gains in product handling, as well as a significant improvement in service levels and customer care. We have also implemented lithium-based electrical equipment, reinforcing our commitment to sustainability.

The distribution of our products is carried out by companies specializing in the transportation of chemicals and we use 100% tracked and monitored vehicles by risk management policies. In cycle 2024/25, we consolidated 83% of capacity loads, ensuring an average of 98% vehicle occupation and reducing greenhouse gas emissions.



New initiatives

For the next cycle, we are focused on strategic initiatives that reinforce our commitment to sustainability and operational efficiency. Among them, we highlight the expansion of the sustainable fleet, replacing diesel vehicles with CNG-powered models for branch transfer operations. In addition, we are implementing a new inventory and supply policy in advanced Distribution Centers, reducing fractional transport and optimizing logistics chain.

We are also expanding the use of a digital platform for freight inbound management, ensuring greater control over purchases and allowing for more precise monitoring of greenhouse gas emissions. In the field of supply management, the creation of a multidisciplinary committee aimed at strategic analysis and data intelligence will allow the anticipation of trends and the optimization of the supply chain.

Another relevant advance is the development of sustainable packaging, with the creation of 100% recycled solutions in partnership with strategic suppliers. These initiatives are part of our continuous commitment to innovation, sustainability and the search for greater efficiency in our operations.

Product quality

In Ourofino Agrociência, the safety and quality of our products are non-negotiable priorities, so we implement rigorous quality control processes to ensure that our products meet the highest regulatory and market standards. Our continuous monitoring system allows you to identify and correct any deviations at any stage of the production chain, ensuring input integrity and compliance with sanitary and environmental requirements.

In case of recall, we follow robust protocols for product traceability, enabling a rapid and effective response. Our governance structure has detailed contingency plans, which include transparent communication with customers and immediate activation of the competent regulatory authorities. In addition, we constantly invest in training our teams and modernizing our processes to minimize risks and reinforce the reliability of our products in the market.

VALUE GENERATION

GRI 2-29, 203-1, 413-1, 413-2

We recognize our role in the regions where we operate and seek to generate value in the territories near the operations of Ourofino Agrociência, promoting shared benefits and lasting relationships with local audiences.

The Social Performance area, integrated with the People Management team, coordinates the company's social investments, connecting initiatives to institutional commitments, material topics and strategic audiences. The actions prioritize regional development through support for social, cultural, sports, educational and health, science and technology projects — enabled, both by incentive laws and their own resources.

2024/25 cycle was marked by a process of restructuring social front, which involved the reevaluation of partnerships, definition of new flows, scopes and follow-up indicators, based on audit identified opportunities that granted us the BV SEA 360 seal. This movement aimed to strengthen engagement and consolidate the company's action, both internally and with external audiences.

Although the performance has remained active, we did not perform donations encouraged in the period, due to the projection of tax results that indicated expectation of insufficient profit. Still, we allocated about BRL 109,000 to social projects in the states of São Paulo and Minas Gerais, supporting initiatives in the areas of education and science and technology.

We also consolidate a new institutional position, with education as a strategic axis. This direction has guided project selection and the form of relationship

with local audiences. As part of this performance, we approach the company of universities in the regions of operation and launched a public page about ESG on our institutional website, including contact channel for partnerships and dialogue with society.





Local actions GRI 2-29

The presence of Ourofino Agrociência in the regions where it operates goes beyond economic activity. Institutional bonds with territories express themselves through continuous dialogue with communities, civil society organizations, universities, cooperatives, public representatives and other actors that make up the local ecosystem.

During 2024/25 cycle, we reinforced this presence through initiatives that deepen the integration with local audiences and strengthened the company's reputation in municipalities where we maintain commercial operations and relationships.

Among the prominent actions, we held a special edition of the "Café com o CEO" program, with students from the Faculty of Economics, Administration, Accounting and Actuary at the University of São Paulo (FEA-USP), Ribeirão Preto Campus, a very important moment of experience exchange and career conversation in agribusiness. We also participate in the FEA-RP business week with lecture on innovation and future agribusiness, as well as institutional presence in stand and dissemination of our brand employer for students and community.

Throughout the year, several professionals from the company participated in academic events, such as the

Symposium of the Graduate Program in Agriculture and Environment of UFSCar (Federal University of São Carlos), lectures at Uniube (University of Uberaba) and UFPR (Federal University of Paraná), among other universities. These actions reinforced our commitment to the valorization of technical-scientific knowledge and the formation of young talents for agribusiness.

We strengthen relationship programs with cooperatives, channels and producers, through personalized actions, field events, seasonal campaigns and commercial approach focusing on the particularities of each territory. The actions carried out in the states of São Paulo, Minas Gerais, Goiás, Mato Grosso and Paraná reaffirmed our commitment to the generation of value and the strengthening of trust with local partners.

In addition to these long-term initiatives, we conducted punctual actions with direct social impact on the communities. In Ribeirão Preto (SP), we support the Dona Nair Association with the acquisition of June Festival food kits, which are sold by the institution as part of their resource collection initiatives to maintain their reception and continuous care activities with children and adolescents in social and family vulnerability. We also mobilized a campaign to support the population of Rio Grande do Sul, affected by heavy rains in

the first quarter of 2024, with food collection, hygiene products, cleaning, clothes and shoes, to which we also have the support of our logistical operator to deliver the state. In addition, we make financial donation to support reconstruction initiatives, in a joint action between company and employees.



Indirect economic impacts

GRI 202-2, 203-2, 413-1, 413-2

Understanding the indirect economic impacts generated by our operations is critical to driving our long-term sustainability agenda. This involves considering the specific opportunities and demands of the municipalities where we exert influence, such as Ribeirão Preto (SP) and Uberaba (MG), contributing to human, social and regional development.

In 2024/25 cycle, we continue to strengthen our relationship with the surrounding communities through initiatives that connect education, citizenship and development. An example was the Floresta Encantada Project, held in Uberaba, and the maintenance of support to Projete o Futuro, a free socio-educational program for high school youth, with 30 mentoring sessions conducted by volunteer employees of the company.

We also continue to support the Association of Visually Impaired of Ribeirão Preto and Region (ADEVIRP), contributing to the social and educational inclusion of visually impaired people in the macroregion of Ribeirão Preto and southern Minas Gerais.

The hiring of local professionals contributes to the strengthening of institutional bonds with the territories of action. In 2024/25, 67% of high leadership positions

were held by professionals born and resident in the state of São Paulo. This practice reinforces our commitment to valuing local talents and generating positive impact on social development networks.

The integration between education, employability and inclusion is also reflected in the Gerações de Ouro Program, which hires and develops talents in initial career positions, and in initiatives such as Agro Consciousness, especially the Women's Development program, which enables female audiences on topics such as Agro market, management and innovation so that they are prepared for acting in the agribusiness sector.

Operational impact

GRI 2-25, 203-2, 413-1, 413-2

The activities of Ourofino Agrociência differently influence the local contexts where we are inserted. These impacts vary according to the characteristics of each municipality and the degree of proximity between the operation and the community. Therefore, we maintain a responsibility-oriented performance, seeking to expand the positive effects and mitigate any externalities, always respecting the specificities of each territory.

Our main industrial unit is located in an isolated area and exclusively focused on agroindustrial activity, which significantly reduces the risk of direct urban interference, such as overload in public services, land use conflicts or immediate impacts on residential areas. Still, we recognize that the growth of the operation can have indirect effects on the surroundings and, therefore, we continually invest in infrastructure, safety and operational efficiency.

In addition, we recognize that engagement with the community, through education, social support and qualified institutional presence, contributes to the mitigation of risks and the construction of an environment of trust in the territories where we operate.

Potential positive impacts

- Encouragement to the local economy
- Job creation and appreciation of local talents
- Professional training and employability
- Social investment with focus on education
- Operational efficiency and territorial control

Potential negative impacts

- Pressure on natural resources and waste generation
- Risks associated with chemical handling
- Logistic risks related to the transport of hazardous products

ENVIRONMENTAL PERFORMANCE

GRI 3-3: Material Theme (Climate change and environmental responsibility)

Ourofino Agrociência's environmental management is conducted through an Integrated Management System (IMS) that reflects the commitment to rigorous policies, procedures and indicators, all aligned with the requirements of the international standard ISO 14001 and Brazilian legislation. The company focuses on prevention and rationalization of the use of natural resources, through specific programs, establishing goals and indicators for critical areas or areas of environmental relevance. This operation extends to all of the company's sites, with special attention focused on the Industrial Complex in Uberaba (MG), where environmental challenges are more significant due to the risks and impacts associated with industrial operations.

Under the coordination of the Health, Safety and Environment (HSE) area, the environmental management plays a crucial role in structuring and monitoring processes that ensure excellence in its environmental performance. In addition, Ourofino Agrociência has the support of an ESG Committee, composed of professionals from various areas, which assists and fosters the adoption of projects aimed at reducing environmental impacts and sustainability. This committee has been acting more structured in recent years, consolidating goals and promoting expanded engagement on several fronts, including emission management, efficiency of industrial processes and waste management.

Investments GRI 3-3: Material Theme

(Financial results and investments)

Our commitment to the efficient use of natural resources and the mitigation of environmental impacts is reflected in continuous investments in sustainable innovations, technologies and practices. In the last cycle, we allocated BRL 8,336.8 thousand for actions aimed at environmental efficiency and sustainability, most of them regarding proper waste disposal and operational improvements.

Among the projects carried out, we highlight the installation of pneumatic pump, from comports to the tertiary lagoon and a bypass piping, which allows to divert the flow of operation for maintenance or emergencies, increasing the safety and efficiency of activities.

We also implemented the replacement of LPG-powered equipment with electrical models, reducing LPG con-

sumption by 86% compared to the previous cycle. This change has contributed to the reduction of greenhouse gas (GHG) emissions and a safer work environment.

Another relevant breakthrough was the optimization of waste logistics, reducing by 60% the permanence time of trucks for Class I (dangerous) waste, raising efficiency and mitigating risks associated with these operations.

In addition, we developed the Environmental Performance Index (EPI), a tool that monitors topics such as inspections, waste management, emissions and water reuse efficiency, encouraging continuous process improvement.

Environmental investments (BRL thousands)

8,904.0
2022/23

5,333.2
2023/24

8,336.8
2024/25

Note 1: The values presented above do not include expenses with professional salaries.

Note 2: The amounts include the use of technical consulting, investments in improvements, waste disposal, new equipment, maintenance and operational services.

Legal assistance

GRI 307-1

Compliance with environmental legislation and regulations is a fundamental pillar in the management of Ourofino Agrociência. We maintain continuous follow-up through internal and external audits, as well as structured processes conducted by the ESG Committee and the HSE team. In the period 2024/25, we do not record occurrences of fines or assessments of an environmental character.

Waste GRI 306-1, 306-2

Waste management follows as a strategic priority in Ourofino Agrociência, integrating innovation, operational efficiency and environmental commitment. To improve the proper control and destination of materials, we continue to invest in the structuring of a place dedicated to storage and segregation of waste in the industrial complex of Uberaba (MG), ensuring greater traceability and safety in handling.

As part of the evolution of this process, in 2024 we conclude the implementation of a specific module for waste management on the SAP platform, which began to offer more reliability of waste data. We already foresee for the 2025/2026 cycle a new phase, focusing on integrated control and improved traceability to further strengthen its performance. This technology allows us to more precisely control the generation, separation and destination of waste, expanding efficiency and transparency in compliance with environmental standards.

Given the growth of production in 2024, we intensify the control of the generation and disposal of waste. To meet this demand, we improve the Logistics of Class I (dangerous) waste, reducing the time of trucks for this operation by 60% — from an average of four hours to two hours and thirty minutes. This optimization generated cost reduction, increa-

sed efficiency and mitigation of environmental risks, strengthening our responsible management of industrial waste.

Under reverse logistics, we maintain our partnership with the National Institute for Processing Empty Packages (INPEV), ensuring the correct destination and recycling of post-consumer packaging. In addition, we continue to promote the reuse of materials, highlighting 2.4 million packaging reused in the last cycle, representing 77% of the total packaging placed on the market. With the improvement of segregation and reuse processes, we were able to significantly reduce waste to landfill, implementing alternatives such as the conversion of wood to biomass, applied to Class II (non-dangerous) waste.

We also advanced in the modernization of equipment aimed at handling recyclable waste. The acquisition of a swivel fork coupled with forklifts generated relevant gains in the separation and proper disposal of materials, reducing manual effort and increasing team productivity, with benefits direct to ergonomics and operators' safety.

Complementing these initiatives, we are evaluating the viability of new technological solutions to improve waste treatment and disposal. Among the projects under study, we highlight the bioevaporator for liquid waste treatment, the implementation of a biodigester, and the development of a composter for organic waste. These solutions have the potential to broaden the efficiency of the process and strengthen our commitment to the circular economy.

The improvements implemented throughout the cycle have contributed to increasing operational control, reducing environmental risks and expanding material reuse, consolidating advances in industrial waste management.

Waste disposed of by composition (t) GRI 306-3, 306-4, 306-5

	Quantity generated			Quantity treated		
	2022/23	2023/24	2024/25	2022/23	2023/24	2024/25
Non-hazardous						
Papers, cardboard and carton	76.8	177.8	290.5	76.8	177.8	290.5
Plastic	74.3	132.0	167.6	74.3	132.0	167.6
Metal	9.9	34.6	25.6	9.9	34.6	25.6
Wood and pallets	812.0	985.4	1,413.4	812.0	985.4	1,413.4
Common (organic) waste	88.7	90.7	55.7	88.7	90.7	55.7
Construction rubble and waste	158.6	28.7	21.1	158.6	28.7	21.1
Hazardous						
Uncleaned contaminated drums	620.3	966.3	1,074.6	620.3	966.3	1,074.6
Contaminated solid waste	506.3	455.4	649.5	506.3	455.4	648.3
Liquid waste contaminated with solvents, paints and oils	490.1	435.1	1,172.2	490.1	384.2	1,042.3
Water-based contaminated liquid waste	1,398.1	1,205.1	1,448.9	1,398.1	1,190.1	1,300.3
Total	4,235.1	4,511.0	6,319.1	4,235.1	4,445.2	6,039.4

Note: The discrepancies in the values of the lines related to the generation and treatment of waste contaminated with solvents, paints and oils and water-based waste are due to a small amount generated at the end of March that we could not allocate for treatment within the same month. Therefore, the shipment for treatment was scheduled for April, in the next corporate year and is not included in the accounting.



Intensity of generation of liquid hazardous waste without tolling process*

	2022/23	2023/24	2024/25
Waste sent for evaporation (Kg/L)	470,880.0	668,017.0	983,482.0
Waste sent for incineration (Kg/L)	195,494.2	207,963.0	528,308.0
Total waste sent (Kg/L)	666,374.2	875,980.0	1,511,790.0
Annual production volume without tolling (t*)	33,479,294.3	46,116.8	68,961,670.0
Generation intensity (Kg/L per t produced)	19.9	19.0	22.0

Note 1: (*) The company's partners in the tolling process require that the hazardous waste generated be fully sent to incineration, and thus not be in the post-production recovery and reuse processes.

Note 2: The figures presented include liquid waste from all of the company's production processes without tolling.

Note 3: Residues from new products (NPIs) and from rework or reprocessing are excluded from this comparison.

Reverse logistics

GRI 301-2, 301-3

We maintain our commitment to the reverse logistics of post-consumer packaging through the Campo Limpo system, operated by the InpEV (National Institute for Processing Empty Packages). The program aims to ensure the environmentally adequate destination of empty packaging of pesticides, promoting the reuse, recycling and circularity of materials.

In addition to ensuring the destination responsible for the farmer, we adopted the incorporation of recycled resins in the production of new packaging. In 2024/25, about 71% of the packaging used were purchased from recycled materials from the reverse logistics system, reinforcing our commitment to the circular economy.

This practice contributes directly to the reduction of the consumption of virgin raw materials and the generation of waste. It also represents an advance in the mitigation of environmental impacts associated with the supply chain, while strengthening integration between innovation, sustainability and shared responsibility.

Water management GRI 303-1

From research phases to industrial production, strategic water management is essential for the operation of Ourofino Agrociência and its value chain. The Health, Safety and Environment (HSE) sector, in collaboration with other areas, adopts a responsible approach to optimize the use of water resources, minimize environmental impacts and ensure compliance with Brazilian regulations.

The largest demand for water in the company occurs in the industrial complex of Uberaba (MG), where production processes are concentrated. The capture is performed through two deep tubular wells, with an authorized grant of 227,700.0 m³ in the 2024/25 cycle from the Rio Grande Watershed. This watershed, which covers an area of approximately 143,000 km² between the states of Minas Gerais and São Paulo, has an essential role in regional supply for agriculture, livestock, industry and tourism.

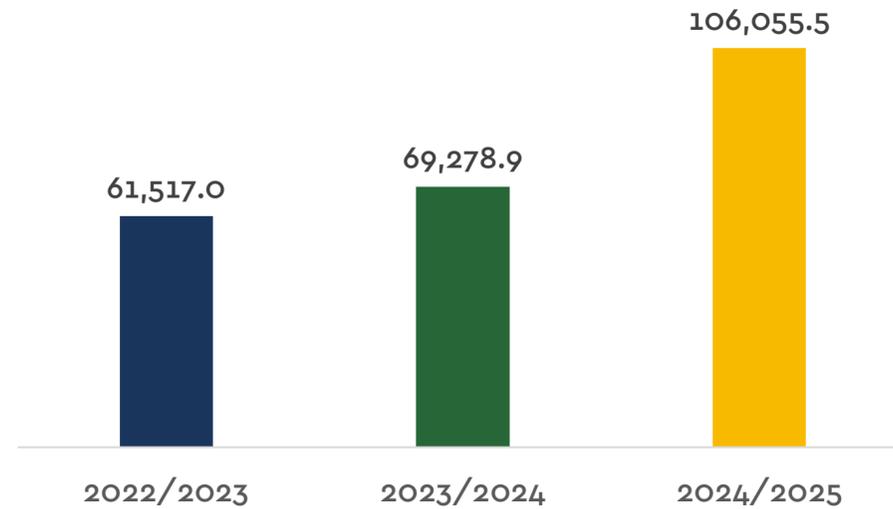
The proximity of Rio Grande with our facilities reinforces the company's interdependence with this vital resource. We follow the studies and reports of the region's Watersheds Committee, anticipating possible risks related to water availability. These risks are integrated into our environmental analysis matrix, allowing continuous monitoring within the Integrated Management System (IMS) guidelines. The process includes assessing potential impact severity and defining response strategies to mitigate identified threats or deviations.

In 2024/25 cycle, we reinforced our strategy for conscious use of water, focusing on reducing consumption and operational efficiency. Water consumption in wells represented 37% (Well 1) and 63.6% (Well 2) of the authorized volume, totaling 46.6% of the annual grant.

Although the total volume consumed — 106,055.0 m³ — has shown growth compared to previous cycles, this increase is associated with higher productive demand in the period, being accompanied by control and rational use measures of the resource.

Compared to previous cycles, the volume of water captured increased by 53% compared to 2023/24 (69,278.9 m³) and 72.4% compared to 2022/23 (61,517.0 m³), reflecting the intensification of industrial operations in the recent period.

Total volume of water withdrawn per source (m³) GRI 303-3



Note: Data referring to the Industrial Complex of Uberaba (MG). The reported data were obtained through the measurement of water meters and hour meters installed in the artesian wells and measured daily by the HSE team.

Recycled and reused water GRI 303-3

	2022/23	2023/24	2024/25
Total water reused or recycled (m ³)	4,344.4	14,173.7	23,036.0
Total water withdrawn (m ³)	61,517.6	69,278.9	106,055.5
Ratio of the volume of reused and recycled water to the total volume of new water withdrawn (%)	7.1	20.5	21.7

Note 1: The reported data refer to the Industrial Complex of Uberaba (MG) and were obtained through the continuous measurement of flow and flow meter installed in the artesian wells. The measurements are carried out daily by the HSE team, ensuring the accuracy and traceability of the information.

Note 2: The data presented contemplate exclusively the reuse of water for fertigation, maintaining the consistency with previous reports. However, it is important to highlight that there is also water reuse in production processes, which, although not included in this report, represent a relevant practice within the water management of the company.

Water consumption (m³) GRI 303-5

	2022/23	2023/24	2024/25
Total water withdrawn	61,517.0	69,278.9	106,055.5
Total effluents	5,495.3	15,671.9	23,036.0
Water consumption (water withdrawn - effluents)	56,021.7	53,607.0	83,019.0

Note: For the 2024/25 cycle, we consider the total effluents: liquid waste destined for evaporation (1,449.0), treated sanitary effluent destined for fertigation (23,036.0) and water reused in the process (849.0).

Water disposal GRI 303-2

The industrial operations of Ourofino Agrociência generate sanitary and industrial effluents, which are rigorously treated to minimize environmental impacts and ensure compliance with current legislation. We follow the criteria established by the Joint Normative Deliberation Copam/CERH-MG No. 1, of May 2008, which defines the standards for effluent disposal, with continuous monitoring performed by the HSE team.

In our industrial plant in Uberaba (MG), effluents are treated according to their characteristics and levels of contaminants. Industrial effluents undergo vacuum evaporation concentration processes, and are subsequently sent to incineration by certified partner, ensuring the proper disposal of hazardous waste.

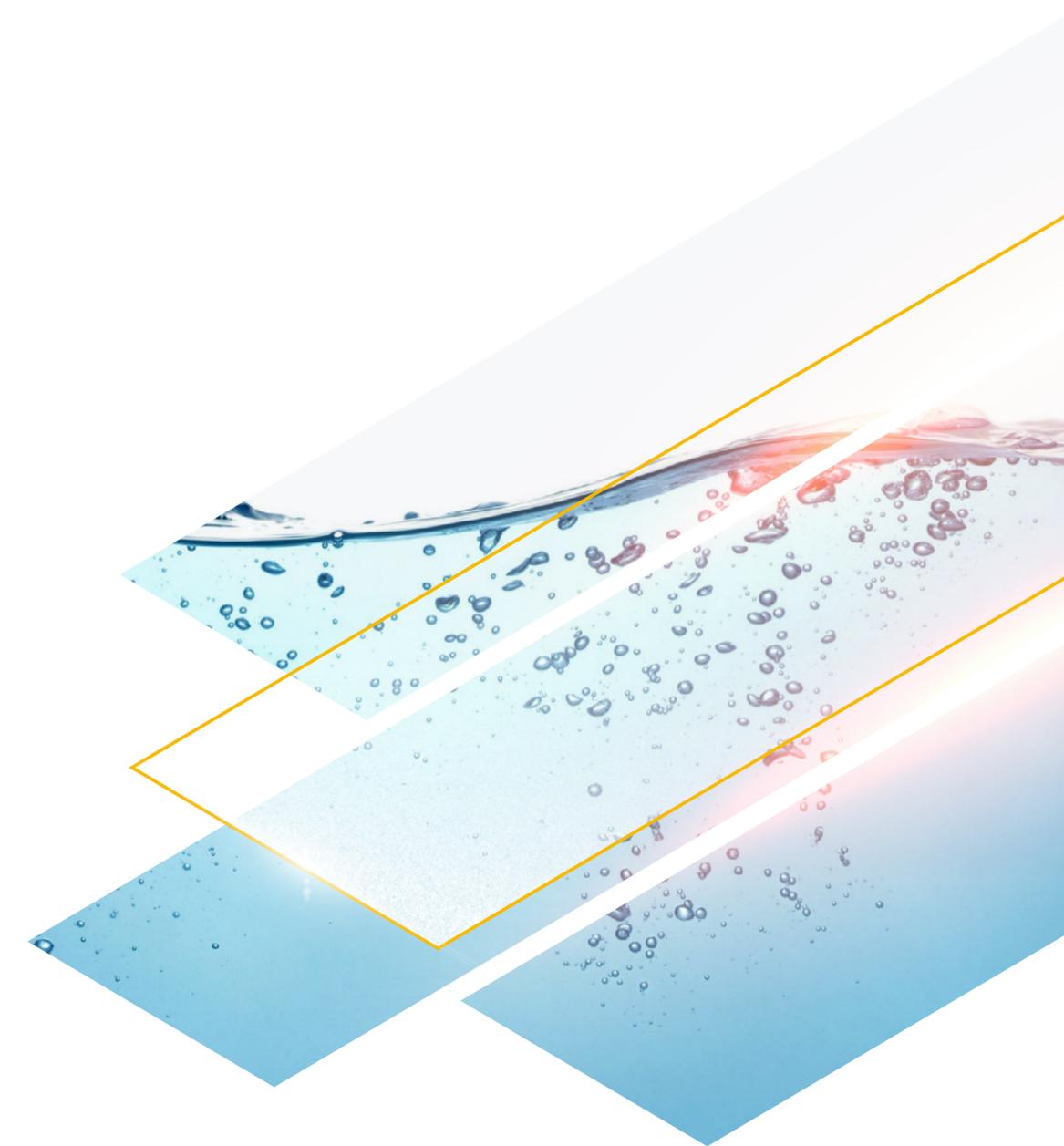
Sanitary effluents, from bathrooms, kitchens and cafeterias, are directed to the Effluent Treatment Station (ETE), where they undergo biological treatment with lagoons, filter and chlorination. Treated water is reused internally for fertigation, reducing the need to dispose of water bodies.

The quality of this water is continuously monitored, in accordance with the requirements of the Environmental Operation License and applicable legislation. Rain drainage water is also collected in a containment dike and directed to the unit's internal system, which includes the 3.2 hectares ecological park.

In 2024/25 cycle, we maintained the process of reuse of aqueous base effluents generated during the cleaning of the production lines. After quality laboratory collection and control, 849,000 liters of treated effluent were reincorporated to the production process for use in new lots of the same product.

Water discharged by source (m³) GRI 303-4

	2022/23	2023/24	2024/25
Surface water	-	-	-
Municipal collection network	-	-	-
Soil	4,344.4	14,173.7	23,036.0
Evaporation process	470.9	668.0	1,449.0
Internal reuse in various processes	680.0	830.0	849.0



Environmental preservation

GRI 304-1, 304-2, 304-4, 304-5

Located in the Industrial District of Uberaba (MG), the Ourofino Agrociência Industrial Complex is strategically positioned outside critical areas for regional and national biodiversity, reducing impact risks on high conservation habitats and ensuring a balance between logistics efficiency and environmental responsibility. Within this commitment, the company maintains a 3.2 hectares ecological park, an area of native vegetation of the Cerrado biome preserved as part of its environmental initiatives.

Care for this area is contemplated in the requirements of the operating license, being conducted by a specialized team responsible for continuous management actions, such as periodic pruning, fertilization, ant control, vegetation management and control of invasive

species. To date, no species of endangered fauna or flora have been identified, according to IUCN lists or national records, within the limits of the operation.

In 2024/25 cycle, conservation actions were reinforced through environmental monitoring programs and maintenance of the preserved area. A new biodiversity-focused program is being planned, focusing on improving fauna and flora monitoring, mitigating potential impacts and strengthening vegetable densification of the area, including future planting and community education actions.

Floresta Encantada Project

As part of this commitment, Ourofino Agrociência implemented, in November 2024, the Floresta Encantada Project, an initiative carried out at the manufacturing unit ecological park. Aimed at environmental education, the project promoted actions with children from the municipal public network, including a theatrical presentation at Sebastião Leal Municipal School on the importance of preserving ecosystems.

Then, the students participated in the planting of native seedlings in a reforested area of the park, with the support of the company's employees. Among the planted species, all typical of the Cerrado, stand out: *Handroanthus heptaphyllus* (Pink Trumpet Tree), *Handroanthus impectinosus* (Pink Ipê), *Tabebuia roseo-alba* (White Ipê), *Cybistax antisyphilitica* (Green Ipê) and *Bauhinia forficata* (Brazilian Orchid Tree).

Although no new plantations have been carried out in 2024/25 cycle, the project represents a milestone in the connection between environmental conservation, community engagement and corporate responsibility, and will serve as the basis for strengthening future actions aimed at preserving local biodiversity.

Climate change GRI 3-3: Material Theme

(Climate change and environmental responsibility), 201-2

Ourofino Agrociência recognizes the challenges imposed by climate change and their direct impacts on agricultural production, supply chain and local ecosystems. Given this scenario, we reinforce our commitment to the reduction of greenhouse gas emissions (GHG), the mitigation of environmental effects and the promotion of more sustainable agricultural solutions.

In response to the aggravation of extreme weather events, such as severe droughts in various agricultural regions of the country, we adopt internal measures to increase the resilience of our operations. Among them, the goal of reducing water capture in the industrial complex stands out by 3% per month, as well as reinforcement in actions aimed at energy efficiency and emission compensation. At the same time, we also evaluate adaptations in formulations and practices to maintain agronomic efficacy of products in water stress scenarios in the field.

To boost this strategy, we have implemented a GHG mitigation plan, guiding actions that aim to reduce the company's carbon footprint and foster more sustainable agricultural practices throughout the chain. One of the key initiatives in this context is the integration of reimagined products and specialties, allowing the development of solutions adapted to the climatic conditions of Brazil, reducing the use of agricultural inputs and promoting practices that increase carbon sequestration in the soil.

Greenhouse gas (GHG) emissions management GRI 305-5

We adopted the methodology of the Brazilian program GHG Protocol to measure and report the greenhouse gas emissions (GHG), covering Scopes 1, 2 and 3. This approach allows us to more accurately monitor the environmental impact of our operations and identify reduction opportunities.

In cycle 2024/25, we have reached a significant reduction in emissions intensity, reaching 0.011 kgCO₂e by kg/L of pesticides produced — the smallest ever recorded by the company. The index represents a 31% reduction compared to the previous cycle. This performance reflects a set of initiatives focused on operational efficiency, including the historical product volume record reached without the corresponding increase in absolute emissions.

Also noteworthy is the electrification of forklifts, replacing the use of LPG (liquefied petroleum gas) and contributing positively to the reduction in scope 1 emissions. The compensation of emissions through the acquisition of I-REC certificates continues to be a central part of our decarbonization strategy, applied to electricity consumption in our operating units.

On the other hand, we observed an increase in Scope 3

emissions, especially in the transport of inputs (upstream). This growth stems from the adoption of new logistics routes and the incorporation of distribution centers for imports.

For the next cycle we study the feasibility of a biodiges-

ter and a carbon credit project, expanding low climate impact solutions and reinforcing the company's commitment to sustainability.

Greenhouse gas (GHG) emissions GRI 305-1, 305-2

	2022/23	2023/24	2024/25
Gross emissions of scope 1 (tCO₂ equivalent)	901.9	1,162.3	1,145.8
Gross emissions of scope 2 (tCO₂ equivalent)	300.2	383.0	577.2
Biogenic total emissions (metric tons)	200.0	484.5	272.7

Note: Data from 2023/24 were reviewed to reflect gross emissions in the table and calculation adjustment.

Greenhouse gas (GHG) emissions intensity GRI 305-4

	2022/23	2023/24	2024/25
Total of net emissions of GHG (tCO₂ equivalent)	1,202.1	1,118.1	1,145.9
Annual productive volume (kg/l*)	68,219,118.0	69,150,000.0	106,240,154.5
Emissions intensity (KgCO₂ equivalent by Kg/L produced)	0.018	0.016	0.011

Note 1: The net number of emissions already considers the compensations made via the purchase of I-REC certificates.

Note 2: I-REC certificates refer to the consumption of operations of the Industrial Complex of Uberaba (MG), Ribeirão Preto office (SP) and Experimental Farm of Guatapar (SP).

Note 3: (*) Unit of measurement that represents volume produced for added liquid and solid solutions, regardless of shape. This unit is usually used in the pesticide market to express volume.

Note 4: Data from 2023/24 were reviewed to reflect net emissions in the table and calculation adjustment.

Other emissions of greenhouse gas (GHG) GRI 305-3

	2022/23	2023/24	2024/25
Gross emissions from business air travel - scope 3 (tCO ₂ equivalent)	109.1	251.2	203.3
Gross emissions from deliveries and freight – scope 3 (tCO ₂ equivalent)	3,476.7	4,023.1	5,644.3
Gross emissions from road trips - scope 3 (tCO ₂ equivalent)	-	335.7	302.8
Gross emissions from transportation of inputs – scope 3 (tCO ₂ equivalent)	-	1,141.2	204,503.5
Gross emissions from home-work commuting - scope 3 (tCO ₂ equivalent)	-	119.4	338.7

Note 1: The transportation of inputs includes road and waterway modes.

Note 2: As of this year, we started measuring emissions from the transportation of inputs, home-work commuting and road trips made by professionals who have a car as a benefit.

Greenhouse gas (GHG) emissions intensity for freights GRI 305-4

	2022/23	2023/24	2024/25
Gross emissions from deliveries and freight (downstream) - scope 3 (tCO ₂ equivalent)	3,476.7	4,023.1	5,644.3
Cargo handled (t)	29,240.7	37,560.6	59,534.3
Emissions intensity (tCO ₂ equivalent per t of cargo handled)	0.119	0.107	0.095

Note: As a strategy to reduce our GHG intensity for freight, we have reduced the use of trucks and bitrucks, increased the use of road trains, reduced the contracting of fractional freight and prioritized the use of newer vehicles and with the use of S10 fuel.

Energy GRI 302-4

Energy efficiency follows as one of the strategic pillars of Ourofino Agrociência, with continuous investments aimed at optimizing consumption and prioritizing renewable sources. The company operates with energy acquired in the free market, with 100% renewable origin, used in its industrial complex in Uberaba (MG).

The initiatives conducted in the period were supported by the Maintenance team, responsible for continuous monitoring of energy consumption in operations. Among the improvements made, the incorporation of translucent tiles in the operational areas, reducing the need for artificial lighting during the day, and the installation of solar heating systems in industrial baths, promoting the partial replacement of electricity with a renewable thermal solution.

As a result of the actions implemented, we recorded a saving of 505.6 GJ in 2024/25 cycle. We continue to continually evaluate opportunities for advancement, either by adopting more efficient technologies, optimization of production processes or strengthening the technical training of teams, consolidating energy efficiency as the company's strategic vector.

Energy consumed internally by source type (Gj) GRI 302-1

		2022/23	2023/24	2024/25
Non-renewable	Liquefied Petroleum Gas (LPG)	2,574.3	5,063.2	3,953.7
	Diesel Fuel	574.4	533.3	246.2
	Electricity	23,601.3	30,819.6	31,600.8
Renewable	Solar Energy	160.3	175.0	170.0
Total		26,910.3	36,591.1	35,970.7

Note 1: Data relating to the Industrial Complex of Uberaba (MG).

Note 2: In the 2024/25 cycle, there was no sale of energy on the free market, only purchases, due to the volume of production exceeding what had been planned.

Note 3: The classification of generating sources was based on the 2019 National Energy Balance (BEN 2019).

Note 4: The indicator's calculations disregard fuel consumption by the company's fleet vehicles.

Note 5: The consumption data used in the indicator was obtained from management software and internal control spreadsheets.

Note 6: Electricity consumption includes 1,080.2 GJ from heating systems and 5,043.8 GJ from refrigeration.

Note 7: Energy consumption records were based on energy bills and the company's internal controls.

Note 8: Diesel consumption was converted to gigajoules (GJ) using a specific calculator.

Note 9: LPG consumption was initially converted to megajoules (MJ) and later to gigajoules (GJ).

Energy intensity GRI 302-3

	2022/23	2023/24	2024/25
Total energy consumed (Gj)	26,910.3	36,591.4	31,600.8
Annual production volume (Kg/L*)	68,219,118.0	69,150,000.0	106,240,154.5
Energy intensity (Gj per Kg/L produced)	0.00039	0.00053	0.00030

Note 1: Data related to the industrial plant in Uberaba (MG);

Note 2: (*) Unit of measure that represents the total volume produced, considering liquid and solid solutions in an aggregate manner, regardless of the final presentation. This metric is widely used in the pesticide market to express production volume.

Note 3: The data presented were converted from kilowatt hours (KWh) to gigajoules (GJ).



GENERAL REFERENCES

GENERAL SUMMARY GRI

Statement of use: Ourofino Agrociência reported in compliance with the GRI Standards for the period from April 1st, 2024 to March 31, 2025.

GRI 1 used: GRI 1: Fundamentals 2021.

Applicable GRI Sector Standard(s) used: Not applicable.

GRI Standard	Contents	Location	Omission			SDG
			Omitted requirement(s)	Reason	Explanation	

GENERAL CONTENTS

GENERAL CONTENTS						
GRI 2: General Content 2021	The company and its reporting practices					
	2-1 Company details	15, 127				
	2-2 Entities included in the company's sustainability report	3				
	2-3 Reporting period, frequency, and point of contact	3				
	2-4 Information reformulations	4				
	2-5 External verification	126				
	2-6 Activities, value chain and other business relationships	17, 20, 24, We didn't make any major changes to our operational structure or value chain.				

Activities and workers					
2-7 Employees	61, 62, 63				8, 10
2-8 Workers who are not employees	62				8, 10
Governance					
2-9 Structure and composition of governance	32, 33				5, 16
2-10 Appointment and selection of the main governance body	33, 34				5, 16
2-11 President of the main governance body	33, Mr. Norival Bonamichi is the current Chairman of the Administrative Council.				16
2-12 Role of the main governance body in overseeing impact management	33, 42, 43				16
2-13 Delegation of responsibility for impact management	33, 49				
2-14 Role of the lead governance body in sustainability reporting	Our Annual Report is approved by the company's CEO and VP. It is not approved by the Administrative Council. In the 2022/23 financial year, we reviewed the material issues under the supervision of the ESG Committee. The material themes were approved by the company's board of directors.				
2-15 Conflicts of interest	33, 39				16
2-16 Communication on critical issues	35				

2-17 Collective knowledge of the main governance body	33, The Executive Board communicates significant demands and potential risks to the Council, addressing strategic aspects, results and budget revisions in its meetings, ensuring alignment and transparency in business decisions.				
2-18 Evaluation of the performance of the main governance body	34				
2-19 Compensation policies	37				
2-20 Process for determining compensation	<p>37, Ourofino Agrociência's remuneration policy follows market practices and individual performance, based on an internal structure of positions and salaries. The remuneration methodology is reviewed periodically using external consultants and market experts to ensure that employees are fairly rewarded for their work. The company's remuneration and bonuses are determined by strict criteria based on market references in the agribusiness sector, such as industry surveys and benchmarking. The salary ranges and dynamics are based on an internal analysis carried out by a consultant, which is based on the Company's Remuneration Policy and the defined structure of positions and salaries. In addition, an independent global market methodology is used in conjunction with a survey of the agro segment. The Board of Directors' remuneration is based on market research and on a contractual basis, and they are eligible for Program for Profit Sharing (PLR) in accordance with the category's Collective Bargaining Agreement. The council members' remuneration is also determined by market research and does not include variable amounts. All positions in the company are eligible for the PLR, following specific rules for the bonus, based on the position held. Ourofino Agrociência values transparency in relation to its remuneration policy, maintaining an open and frank dialog with its employees about the practices and criteria adopted.</p>				

2-21 Annual total compensation ratio		All	Confidential information	We do not report this indicator because it is considered strategic company data.	
Strategy, policies and practices					
2-22 Declaration on sustainable development strategy	8, 9				
2-23 Policy commitments	38, 39, 42, 43, 48, 49				16
2-24 Embedding policy commitments	38, 39, 42, 43, 48, 49				
2-25 Processes for remedying negative impacts	38, 39, 85				
2-26 Mechanisms for consultation and raising of issues	38, 39				
2-27 Compliance with laws and regulations	Ourofino Agrociência considers fines and sanctions of more than BRL 100,000 to be significant. In the 2024/25 cycle, no occurrences of this type were recorded, nor were there any significant cases of legal non-compliance in environmental, social or economic aspects. Compliance is ensured by a robust governance and compliance structure, with preventive action by the Risks and Compliance area, support from the Ethics and Compliance Committee, internal auditing and ongoing training on ethical conduct, human rights and anti-corruption.				

	2-28 Association membership	52, 53				
Stakeholder engagement						
	2-29 Approach to stakeholder engagement	6, 51, 82, 83				
	2-30 Collective bargaining agreements	70				8

MATERIAL THEMES

GRI 3: Material Themes 2021	3-1 Process of defining material themes	7				
	3-2 List of material themes	7				

Product Safety

GRI 3: Material Themes 2021	3-3 Management of material themes	45, 54				
GRI 416: Consumer health and safety 2016	416-1 Products and services for which health and safety impacts are assessed	25, 54, 56				3, 12
	416-2 Non-compliance relating to health and safety impacts of products and services	We recorded no incidents relating to the health and safety impacts of products and services in the last financial year.				16

GRI 417: Marketing and Labeling 2016	417-1 Requirements for information and labeling of products and services	57				12
	417-2 Non-compliance relating to information and labeling of products and services	We did not record any non-compliances regarding product and service information and labeling.				16
	417-3 Non-compliance relating to marketing communications	We did not record any incidents of non-compliance that resulted in penalties or warnings in the last financial year.				16
GRI 418: Customer privacy breaches 2016	418-1 Substantiated complaints received regarding breach of customer privacy	58				16

Climate change and environmental responsibility

GRI 3: Material Themes 2021	3-3 Management of material themes	86, 95				
GRI 201: Economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	95, 115, 116				8, 13
GRI 301: Materials 2016	301-2 Recycled materials used	90				11, 12, 13, 15
	301-3 Recovered products and packaging	90				11, 12, 13, 15

GRI 302: Energy 2016	302-1 Energy consumption within the company	98				7, 8, 12, 13
	302-3 Energy intensity	98				7, 8, 12, 13
	302-4 Reduction of energy consumption	98				7, 8, 12, 13
GRI 303: Water and wastewater 2018	303-1 Interactions with water as a shared resource	91				6, 12
	303-2 Management of impacts related to water discharge	93				6
	303-3 Water withdrawal	92				6, 8, 12
	303-4 Water disposal	93				6
	303-5 Water consumption	92				6
GRI 304: Biodiversity 2016	304-1 Owned, leased or managed operating units within or adjacent to protected areas and areas of high biodiversity index located outside protected areas	94				6, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	94				6, 14, 15
	304-3 Habitats protected or restored	94				6, 14, 15

	304-4 Species included in the IUCN Red List and national conservation lists with habitats located in areas affected by company operations	94				6, 14, 15
GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (Scope 1)	96				3, 12, 13, 14, 15
	305-2 Indirect greenhouse gas emissions (Scope 2)	96				3, 12, 13, 14, 15
	305-3 Other indirect greenhouse gas emissions (Scope 3)	97				3, 12, 13, 14, 15
	305-4 Rate of greenhouse gas emissions	97				3, 12, 13, 14, 15
	305-5 Reduction of GHG emissions	96				3, 12, 13, 14, 15
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	88				3, 6, 11, 12
	306-2 Management of significant waste-related impacts	88				3, 6, 11, 12
	306-3 Waste generated	89				3, 6, 12, 14, 15
	306-4 Waste not intended for final disposal	89				3, 11, 12
	306-5 Waste destined for final disposal	89				3, 6, 11, 12, 14, 15

GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	87				12, 16
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers who have been selected using environmental criteria	79				12, 13
	308-2 Negative environmental impacts in the supply chain and measures taken	79				12, 17

Business integrity

GRI 3: Material Themes 2021	3-3 Management of material themes					
GRI 201: Economic performance 2016	201-4 Financial aid received from the government			All	Confidential information	We do not report this indicator because it is considered strategic company data. 8, 9

GRI 205: Anti-corruption 2016	205-1 Operations subject to corruption-related risk assessments	38				16
	205-2 Communication and training in anti-corruption policies and procedures	40				16
	205-3 Confirmed cases of corruption and measures taken	We recorded no cases of corruption, incidents that resulted in the dismissal or punishment of employees, violations that affected contracts with business partners, or public cases related to corruption involving the organization or its employees in the last corporate year.				16
GRI 206: Unfair competition 2016	206-1 Lawsuits for unfair competition, trust and monopoly practices	We did not register any lawsuits for anti-competitive behavior, antitrust and/or monopoly practices in the last corporate year.				16
GRI 207: Taxes 2019	207-1 Tax approach	41				1, 10, 17
	207-2 Governance, control and tax risk management	41				1, 10, 17
GRI 401: Employment 2016	401-1 New hire and employee turnover rates	117, 118, 119				5, 8, 10
	401-2 Benefits granted to full-time employees that are not offered to temporary or part-time employees	123, 124				5, 8, 10
	401-3 Maternity/paternity leave	125				3, 5, 8

GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	71				8
	403-2 Hazard identification, risk assessment, and incident investigation	72				3, 8
	403-3 Occupational health services	75				3, 8
	403-4 Worker participation, consultation, and communication on health and occupational safety	73, 74				8, 16
	403-5 Occupational health and safety training of workers	73, 74				8
	403-6 Promoting workers' health	75				3
	403-7 Prevention and mitigation of impacts on occupational safety and health directly linked by business relationships	Ourofino Agrociência only forms commercial partnerships with suppliers approved in accordance with its corporate standards. The approval of these suppliers depends on reputation analyses and verification of compliance with labor obligations towards their employees. The contracts signed with these suppliers contain clauses that ensure the health and safety of workers, as stipulated in the company's Code of Conduct.				8
	403-8 Workers covered by an occupational health and safety management system	71				8
	403-9 Work-related injuries	76				3, 8, 16
	403-10 Work-related illness	75				3, 8, 16

GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	120, 121				5, 8
	405-2 Mathematical ratio of wages and salary between women and men	122				5, 8, 10
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We recorded no incidents of discrimination in the last corporate year.				
GRI 407: Freedom of association or collective bargaining 2016	407-1 Identified operations and suppliers where the right to exercise freedom of association and collective bargaining may be violated or at risk	79				8
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk of child labor incidents	79				8, 16
GRI 409: Forced or slave-like labor 2016	409-1 Operations and suppliers identified as posing a significant risk for forced or slave-like labor	79				8

GRI 412: Human rights 2016	412-1 Operations that have undergone human rights reviews or impact assessments	79				8
	412-2 Training of employees on human rights policies or procedures	40				4, 8
	412-3 Significant investment agreements and contracts that include human rights clauses or that have undergone human rights assessment	79				8, 16
GRI 414: Social supplier assessment 2016	414-1 New suppliers selected on the basis of social criteria	79				5, 8, 16
	414-2 Negative social impacts in the supply chain and measures taken	79				5, 8, 16
GRI 415: Public policy 2016	415-1 Political contributions	40				16
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with social and economic laws and regulations	We recorded no non-compliances with social and economic laws and regulations in the last corporate year.				8, 16

Financial results and investments

GRI 3: Material Themes 2021	3-3 Management of material themes	24, 60, 87				
-----------------------------	-----------------------------------	------------	--	--	--	--

GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	60				
	201-3 Defined benefit plan and other retirement plan obligations	The resources to cover the liabilities of the pension plans come from the contributions already made by both the organization and the participating employees. The company guarantees to cover liabilities only in the event of deficits due to external factors. Currently, pension plans are accessible to all permanent employees, with contribution rates ranging from 2% to 6% for supplementary pensions. In response, the company contributes an amount equivalent to 100% to 200% of the amount invested by the professional, adjusted according to the employee's length of service in the company. During the 2024/25 period, Ourofino Agrociência contributed a total of BRL 2,141,120.60, while the participants contributed BRL 2,342,825.38. The increase in contributions compared to 2023 is mainly due to the growth in the number of participants and salary adjustments				8, 10
GRI 202: Market presence 2016	202-1 Comparison of lowest wage by gender and minimum wage	122				5, 8
	202-2 Proportion of senior management members hired in the local community	84				8, 10
GRI 203: Indirect economic impacts 2016	203-1 Development and impact of investments in infrastructure and services offered	82				9, 11
	203-2 Significant indirect economic impacts	84, 85				8, 10
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers in major operating units	78				8

GRI 404: Training and Education 2016	404-1 Average training hours per year per employee	69				4, 5, 8, 10
	404-2 Employee continuing learning and retirement preparation programs	69				8
	404-3 Percentage of employees who receive regular performance and career development reviews	68				5, 8, 10
GRI 413: Local communities 2016	413-1 Operations with implemented local community engagement, impact assessment, and local development programs	82, 84, 85				11, 17
	413-2 Operations with significant potential impacts or actual negative impacts on local communities	82, 84, 85				1, 10

Innovation

GRI 3: Material Themes 2021	3-3 Management of material themes	24				
-----------------------------	-----------------------------------	----	--	--	--	--

ADDITIONAL INFORMATION

CLIMATE CHANGE

Risks and opportunities arising from climate change GRI 201-2

Risk description or opportunity/ Classification	Impact description associated with risk or opportunity	Methods used to manage the risk or opportunity
Risk: Climate variability and impact on agricultural productivity (Physical)	<p>The intensification of extreme climate events, such as prolonged periods of drought and excessive rainfall, can directly impact crop productivity, changing the standard of demand for pesticides. Increased pests and diseases due to climate change can also generate additional challenges for phytosanitary management, requiring new approaches for control and mitigation. These oscillations can impact the volumes marketed, the input costs and the predictability of the revenue of the Ourofino Agrociência.</p>	<p>Monitoring of climate patterns in the main agricultural regions of Brazil, evaluating impacts on pests and emerging diseases. Development of pesticides more resilient to adverse environmental conditions. Partnerships with research institutions to improve integrated management strategies, promoting greater efficiency and safety for the rural producer.</p>
Opportunity: Adoption of sustainable technologies and impact mitigation (Physical)	<p>The advancement of environmental regulations and the highest demand for sustainable agricultural practices boost the search for products with less environmental impact. This movement opens opportunities for pesticides biological agricultural and lower toxicity formulations, as well as technologies that optimize the use of inputs. The growing market pressure by more sustainable solutions can strengthen the position of Ourofino Agrociência as a reference in innovation in the agrochemical sector.</p>	<p>Expansion of the portfolio of biological products and formulations with less environmental footprint. Expansion of research and development capacity to adapt to new sector requirements. Development of solutions that integrate sustainable management and increase in field efficiency.</p>

<p>Risk: Environmental regulations and carbon pricing (Regulatory)</p>	<p>The agrochemical sector may face financial impacts with the possible implementation of a carbon pricing system and stricter issues for emission control. Increased taxes on chemical inputs and the need to adapt industrial processes to new requirements can increase operating costs. In addition, restrictions on the use of certain assets may require reformulations and replacements in the pesticide portfolio.</p>	<p>Monitoring of environmental and tax regulations in Brazil. Participation in sectoral forums and associations to anticipate regulatory changes. Continuous assessment of the impact of carbon policies on cost structure and business model. Investment in innovation to adapt formulations and compliance with future requirements.</p>
<p>Opportunity: Operational efficiency and reduction of consumption of natural resources (Physical)</p>	<p>Improving industrial practices and the most efficient use of inputs can reduce costs and optimize production processes. More accurate application technologies and more concentrated formulations can minimize waste, promoting both financial and environmental benefits. This movement reinforces the competitiveness of Ourofino Agrociência in the sector, ensuring greater adherence to the demands of customers and investors for more efficient and sustainable products.</p>	<p>Research investments for formulation optimization and improvement of industrial efficiency. Implementation of strategies to reduce energy and water consumption in production processes. Expansion of the adoption of technologies for the application of pesticides with greater accuracy and less environmental impact.</p>

HIRING AND TURNOVER

Annual hires by gender GRI 401-1

	2022/23		2023/24		2024/25	
	Quantity	Representation	Quantity	Representation	Quantity	Representation
Men	156	68.4	127	64.4	97	63.8
Women	72	31.6	70	35.6	55	36.2
Total	228	100.0	197	100.0	152	100.0

Note: The data presented does not consider trainees and operations in China.

Annual hire rate (%) GRI 401-1

	2022/23	2023/24	2024/25
Men	25.4	19.6	14.8
Women	11.7	10.8	8.4

Note: Fees calculated based on the total number of employees in the month of March of each year.

Exit of professionals by gender GRI 401-1

	2022/23		2023/24		2024/25	
	Quantity	Representation	Quantity	Representation	Quantity	Representation
Men	68	73.9	111	67.6	54	63.5
Women	24	26.1	53	32.4	31	36.5
Total	92	100.0	164	100.0	85	100.0

Note: The data presented does not consider trainees and operations in China.

Annual turnover rate (%) GRI 401-1

	2022/23	2023/24	2024/25
Men	18.3	18.3	11.5
Women	7.8	9.5	6.5

Note: Fees calculated based on the total number of employees in the month of March of each year.

Annual hires by age group GRI 401-1

	2022/23		2023/24		2024/25	
	Quantity	Representation	Quantity	Representation	Quantity	Representation
Under 30 years old	86	37.7	78	39.6	66	43.4
Between 30 and 50 years old	137	60.0	113	57.4	84	55.3
Over 50 years old	5	2.2	6	3.0	2	1.3
Total	228	100.0	197	100.0	152	100.0

Note: The data presented does not consider trainees and operations in China

Employee exit by age group GRI 401-1

	2022/23		2023/24		2024/25	
	Quantity	Representation	Quantity	Representation	Quantity	Representation
Under 30 years old	20	21.7	43	26.2	20	23.5
Between 30 and 50 years old	64	69.5	109	66.5	62	73.0
Over 50 years old	8	8.7	12	7.3	3	3.5
Total	92	100.0	164	100.0	85	100.0

Note: The data presented does not consider trainees and operations in China.

DIVERSITY

Distribution of individuals by gender in governance positions and other functional categories (%) GRI 405-1

	2022/23			2023/24			2024/25		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Administrative Council	100.0	-	100.0	100.0	-	100.0	85.7	14.3	100.0
Tax Council	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0
Board of Directors	66.7	33.3	100.0	78.6	21.4	100.0	81.8	18.2	100.0
Management	74.7	25.3	100.0	69.3	30.7	100.0	79.2	20.8	100.0
Management	61.5	38.5	100.0	64.4	35.6	100.0	58.1	41.9	100.0
Operational	86.4	13.6	100.0	89.0	11.0	100.0	81.0	19.0	100.0

Note 1: The data presented does not consider trainees and operations in China.

Note 2: The data on gender composition in the Administrative Council in 2023/24 was corrected to include the counselors appointed by legal entities, who had not been initially accounted for.

Distribution of individuals by age group in governance positions and other functional categories (%) GRI 405-1

	2022/23				2023/24				2024/25			
	Under 30 years old	Between 30 and 50 years old	Over 50 years	Total	Under 30 years old	Between 30 and 50 years old	Over 50 years	Total	Under 30 years old	Between 30 and 50 years old	Over 50 years	Total
Administrative Council	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Tax Council	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Board of Directors	-	66.7	33.3	100.0	-	78.6	21.4	100.0	-	72.7	27.3	100.0
Management	3.4	81.6	15.0	100.0	1.3	82.7	16.0	100.0	1.3	84.4	14.3	100.0
Management	30.3	64.8	4.9	100.0	26.9	67.9	5.2	100.0	33.2	63.1	3.7	100.0
Operational	24.3	69.4	6.3	100.0	23.3	70.6	6.2	100.0	23.2	70.0	6.8	100.0

Nota: Os dados apresentados não consideram estagiários e as operações da China.

Diversity (PwD*) by functional categories (%) GRI 405-1

	2022/23	2023/24	2024/25
Administrative Council	-	-	-
Tax Council	-	-	-
Board of Directors	-	-	-
Management	-	-	-
Management	71.4	72.4	51.9
Operational	28.6	26.6	48.1

Note 1: (*) PwD - Person with a disability or permanent limitations (visual, auditory, physical or intellectual).

Note 2: The data presented does not consider trainees and operations in China.

PAY EQUITY

Comparison of lowest wage by gender and minimum wage (BRL) GRI 202-1

	2022/23	Relation between salary	2023/24	Relation between salary	2024/25	Relation between salary
Minimum wage	1,617.0		1,683.9		1,761.4	
Lower female salary	2,185.0	1.4	2,275.0	1.4	1,904.0	1.1
Lower male salary	1,617.0	1.0	1,684.0	1.0	1,762.0	1.0

Note: The data presented does not consider trainees and operations in China.

Ratio between women's and men's salaries by job category GRI 405-2

	2022/23	2023/24	2024/25
Management	1.0	0.9	1.0
Specialist	0.9	0.9	0.9
Commercial	0.9	0.9	0.8
Administrative	1.1	1.2	1.1
Apprentice	0.9	0.9	0.9
Technician	0.7	0.7	0.6
Operational	0.8	0.8	0.8

Note 1: The data presented does not consider trainees and operations in China.

Note 2: For this indicator, the data are separated into more functional categories to reduce possible distortions linked to salary bands.

Note 3: The calculations for the years 2022/23 were revised due to an error in the calculation formula, which initially compared the average salary of the male public with that of the female public, instead of doing the opposite.

Note 4: Our reports classify salaries by job category and differentiate occupants by gender. However, we do not take into account seniority, length of service in the company or the complexity of the activities of each position and their impact on the business.

BENEFITS

Benefits offered GRI 401-2, 403-6

Ourofino Agrociência values the well-being of its employees and stands out by offering benefits that go beyond the market standard. Our programs are adjusted according to local needs, industry trends and trade union agreements, ensuring a more balanced work environment favorable to quality of life.

From effective employees to interns and temporary, all are contemplated by this policy, which reflects the company's commitment to human and inclusive management. The Board of People Management and Social Performance conducts a continuous process of reviewing and updating benefits, based on market

analysis and annual evaluations. This follow-up ensures that Ourofino Agrociência remains competitive and attractive to the best talents, strengthening its organizational culture and positive impact on the sector.

	Permanent	Trainee	Temporary	Extensible for dependents
Life insurance	✓	✓	-	-
Medical assistance	✓	✓	-	✓
Dental care	✓	✓	-	✓
Private pension plan	✓	-	-	-
Profit sharing (PLR)	✓	-	-	-
Food vouchers/basic food baskets	✓	✓	-	-
Meal voucher/on-site meal	✓	✓	✓	-
Transportation/parking	✓	✓	✓	-
Wellhub (formerly Gympass)	✓	✓	-	✓
Zenklub	✓	✓	-	✓

Workplace gymnastics	✓	✓	✓	-
Daycare assistance	✓	-	-	-
Christmas basket and/or card	✓	✓	✓	-
Birthday gift	✓	✓	-	-
Baby kit	✓	✓	-	-
Dinner vouchers for length of service (every 5 years)	✓	-	-	-
Length of service bonus (10, 15, 20 and 25 years)	✓	-	-	-
Afternoon snack	✓	✓	✓	-
Wedding gift	✓	-	-	-
School supplies	✓	-	-	-
Reimbursement for children with disabilities	✓	-	-	-
Educational grant	✓	-	-	-
Gifts on commemorative dates	✓	✓	-	-
Vaccination Campaigns	✓	✓	-	-
Home Office assistance	✓	✓	-	-
Ergonomic kit	✓	✓	-	-
Payroll Loan	✓	-	-	-
Personal Support Program – Auster	✓	✓	-	✓

Maternity/paternity leave GRI 401-3

		2023/24	2024/25
Employees and workers eligible for leave	Men	458	470
	Women	187	200
Employees and workers who took leave in the current year scheduled to end in the current year	Men	23	16
	Women	3	8
Employees and workers who took leave in the previous year scheduled to end in the current year	Men	0	1
	Women	2	4
Employees and workers who took leave in the current year scheduled to end in the following year	Men	0	0
	Women	4	3
Total number of employees and workers who took leave in the current year	Men	23	16
	Women	7	11
Total number of employees and workers who took leave with an expectation of returning for the current year	Men	23	17
	Women	5	12
Total number of employees and workers who returned to work in the reporting period after the end of leave in the current year	Men	23	17
	Women	5	12
Total number of employees and workers who returned to work in the reporting period after the end of leave in the previous year	Men	0	22
	Women	2	11
Total number employees and workers who did not return to work in the reporting period after the end of leave	Men	0	0
	Women	0	0
Rate of return (%)	Men	100.0	100.0
	Women	100.0	100.0
Retention rate (%)	Men	91.0	100.0
		100.0	100.0

LETTER OF ASSURANCE

GRI 2-5

blb¹ auditores e consultores

LIMITED ASSURANCE REPORT OF INDEPENDENT AUDITORS ON NON-FINANCIAL INFORMATION CONTAINED IN THE ANNUAL REPORT YEAR 2024/2025

To
Board of Directors and Quotaholders of
OURO FINO QUÍMICA S.A. "OUROFINO AGROCIÊNCIA"
Ribeirão Preto - SP

Introduction

We were hired by **Ouro Fino Química S.A. "Ourofino Agrociência"**, ("Company") to present our limited assurance report on the non-financial information contained in the 2024/2025 Annual Report ("Report"), relating to the financial year ended March 31, 2025, a period from April 2024 to March 2025.

Our limited assurance does not extend to prior period information or any other information released in conjunction with the Annual Report, including any embedded images, audio files or videos.

Management responsibilities of Ouro Fino Química S.A. "Ourofino Agrociência"

The management of **Ouro Fino Química S.A. "Ourofino Agrociência"** is responsible for:

- Selecting and establishing appropriate criteria for preparing the information contained in the Annual Report;
- Preparing the information in accordance with the criteria and guidelines of the *Global Reporting Initiative (GRI)* and Guideline CPC 09 - Integrated Reporting, correlated with the Basic Conceptual Framework for Integrated Reporting, drawn up by the *International Integrated Reporting Council (IIRC)*;
- Designing, implementing and maintaining internal control over the information relevant to the preparation of the information contained in the Integrated Report, which is free from material misstatement, whether due to fraud or error.

blbauditoreseconsultores.com.br

blb¹ auditores e consultores

Limitations in the preparation and presentation of non-financial information and indicators

In preparing and presenting the non-financial information and indicators, management has followed the definitions of the basis of preparation drawn up by the Company and the GRI Standards. Therefore, the information presented in the 2024/2025 Annual Report is not intended to ensure compliance with social, economic, environmental or engineering laws and regulations. These standards do, however, provide for the presentation and disclosure of any non-compliance with these regulations when significant sanctions or fines occur. The absence of a significant set of established practices on which to base the evaluation and measurement of non-financial information allows for different but acceptable evaluation and measurement techniques, which can affect comparability between entities and over time.

Our Independence and quality control

We comply with the independence requirements and other ethical demands of the Brazilian Federal Accounting Council ("CFC") in NBCs PG 100 and 200 and NBC PA 291, which are based on the principles of integrity, objectivity and professional competence and also consider the confidentiality and behavior of professionals. We apply the Brazilian and international quality control standards established in NBC PA 01, issued by the CFC, and thus maintain an appropriate quality control system that includes policies and procedures related to compliance with ethical requirements, professional standards, legal requirements and regulatory requirements.

Responsibility of independent auditors

Our responsibility is to express a conclusion on the non-financial information contained in the Annual Report for the 2024/2025 financial year of **Ouro Fino Química S.A. "Ourofino Agrociência"**, based on limited assurance work carried out in accordance with Technical Announcement CTD 01/12 - Issuance of an Assurance Report on Sustainability and Social Responsibility, issued by the Brazilian Federal Accounting Council and prepared based on NBC TO 3000 - Assurance Work Other than Audit and Review, issued by the Federal Accounting Council (CFC), which is equivalent to the international standard ISAE 3000, issued by the International Federation of Accountants. These standards require that the work be planned and executed with the objective of obtaining limited assurance that the non-financial information contained in the 2024/2025 Annual Report, taken as a whole, is free from material misstatement, whether due to fraud or error, and issue a limited assurance report that includes our conclusion.

blbauditoreseconsultores.com.br

blb¹ auditores e consultores

Limited assurance work conducted in accordance with NBC TO 3000 (ISAE 3000) consists mainly of inquiries to the Company's management and other Company professionals who are involved in preparing the information contained in the 2024/2025 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, as well as by applying analytical procedures to obtain evidence that allows us to conclude in the form of limited assurance on the information taken together. Limited assurance work also requires the execution of additional procedures, when the independent auditor becomes aware of matters that lead them to believe the information contained in the 2024/2025 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, taken together, may present material misstatement.

As part of a limited assurance assignment in accordance with NBC TO 3000 (ISAE 3000), we exercise professional judgment and maintain professional skepticism throughout the assignment. We also:

- (a) Determine the adequacy in the Company's circumstances of the use of the GRI Standards as a basis for the preparation of the non-financial information and indicators.
- (b) Perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the work, to identify where material misstatements are likely to arise, whether due to fraud or error, but not for the purpose of providing a conclusion on the effectiveness of the Company's internal controls.
- (c) Design and perform procedures that respond to cases in which it is probable that material misstatements will arise in non-financial information and indicators. The risk of not detecting a material misstatement resulting from fraud is greater than for one resulting from error, because fraud can involve collusion, forgery, intentional omissions, or the violation of internal controls.

Summary of procedures performed

The procedures selected were based on our understanding of aspects relating to the compilation, materiality and presentation of the information contained in the 2024/2025 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"** and other circumstances of the work and our consideration of areas and processes associated with the material information disclosed in the 2024/2025 Annual Report, in which material misstatements could exist. The procedures included

- (a) planning the work, considering the materiality of the aspects for the activities of **Ouro Fino Química S.A. "Ourofino Agrociência"**, the relevance, the volume of quantitative and qualitative information and the operational and internal control systems that served as the basis for preparing the information contained in the 2024/2025 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**;
- (b) understanding the calculation methodology and the procedures for compiling the indicators by asking the managers responsible for preparing the information;

blbauditoreseconsultores.com.br

blb¹ auditores e consultores

- (c) the application of analytical procedures on quantitative information and inquiries into qualitative information and its correlation with the indicators disclosed in the information contained in the 2024/2025 Annual Report;
- (d) the application of substantive tests to certain non-financial information and indicators;
- (e) in cases where non-financial data correlates with financial indicators, the comparison of these indicators with the audited financial statements.

The limited assurance work also included adherence to the guidelines and criteria of the GRI Standards preparation framework, and the provisions of the basis of preparation drawn up by the Company.

Our procedures did not include assessing the adequacy of the design or operating effectiveness of the controls, testing the data on which the estimates are based or separately developing our own estimate to compare with the Company's estimate.

Basis for Conclusion

We believe that the evidence obtained in our work is sufficient and appropriate to support our conclusion in the limited form.

Scope and limitations

The procedures applied in a limited assurance assignment are substantially less extensive than those applied in a reasonable assurance assignment, the objective of which is to issue an opinion on the data contained in the 2024/2025 Annual Report. Consequently, they do not enable us to obtain reasonable certainty that we have become aware of all the matters that would be identified in a reasonable assurance assignment, the objective of which is to issue an opinion. If we had performed an assignment with the objective of issuing an opinion, we could have identified other matters and possible distortions that may exist in the data contained in the 2024/2025 Annual Report. We therefore do not express an opinion on this information.

Non-financial data is subject to more inherent limitations than financial data, given the nature and diversity of the methods used to determine, calculate or estimate this data. Qualitative interpretations of materiality, relevance and accuracy of data are subject to individual assumptions and judgments. In addition, we have not performed any work on data reported for previous periods, nor in relation to future projections and targets, including the results of the targets established by the Commitments to Renew Life included in the 2024/2025 Annual Report.

blbauditoreseconsultores.com.br

blb¹ auditores e consultores

Our assurance report should be read and understood in the context of the limitations inherent in management's process of preparing non-financial information and indicators, including the fact that this information is not intended to ensure compliance with social, economic, environmental or engineering laws and regulations.

The contents included in the scope of this assurance are presented in the Basis of Preparation of the 2024/2025 Annual Report.

Conclusion

Based on the procedures carried out, described in this report and the evidence obtained, nothing has come to our attention that leads us to believe that the non-financial information contained in the 2024/2025 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"** were not prepared, in all material respects, in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI).

Other matters - Restrictions on use and distribution

This report has been prepared for use by **Ouro Fino Química S.A. "Ourofino Agrociência"** and may be presented or distributed to third parties, provided that they are familiar with the subject matter and criteria applicable to this assurance work, in view of its specific purpose described in the first paragraph of this report. Any party other than **Ouro Fino Química S.A. "Ourofino Agrociência"** that obtains access to this report, or a copy thereof, and relies on the information contained herein, does so at its own risk. We do not accept or undertake any responsibility and disclaim any liability to any party other than **Ouro Fino Química S.A. "Ourofino Agrociência"** for our work, the assurance report or our conclusions.

Ribeirão Preto SP, May 22, 2025.

blb¹ auditores e consultores
Robson Santesso Pires
CRC 1SP265990

SANTOSSO PIRES:30551983876

Assessoria de Registro em Contabilidade
CNPJ: 07.042.088/0001-00
R. São João, 100 - Centro
13060-000 - Ribeirão Preto, SP
Fone: (16) 3333-1111
E-mail: contato@blb1.com.br
Data: 2025.05.27 08:02:02
Form: PDF - Versão: 2024.02.0

blbauditoreseconsultores.com.br

MASTHEAD

GRI 2-1

Chief Executive Officer (CEO)

Marcelo Abdo

Vice President (VP)

Alessandro Henrique Flamini

Executive Board of People Management and Social Performance

Luciana D'Elboux

Project planning and coordination

Érika Sardinha Messetti

Graphic design and layout

Ninin Studio

Consulting, design and writing

Schmidt Consulting

External verification

BLB Brasil Auditores & Consultores

