
Sustainability Report

2023



Frimesa

About this report

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Frimesa Cooperativa Central, a cooperative company with headquarters at Rua Bahia 159, Bairro Frimesa, Medianeira-PR, presents the first edition of its Sustainability Report. The content covers the period from January 1 to December 31, 2023 and was prepared in accordance with the guidelines of the Global Reporting Initiative (GRI), without external verification.

As of this first edition, the publication will be annual and will meet Frimesa's commitment to share, with its stakeholders, its commitments and performance in Sustainability Management in all its operations. The information is focused on the Cooperative's material topics.

As it is the original edition, the report does not have reformulations of previously published information. The CEO of Frimesa Cooperativa Central is responsible for its approval.



The digital version of the Report is available on **our website**

Questions, suggestions, criticisms or requests for information about the 2023 Sustainability Report can be sent to:

sustentabilidade@frimesa.com.br

In addition, social media and the website www.frimesa.com.br have content and interactions of sustainable practices.

- @frimesa
- @FrimesaOficial
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Content Reference Icons and Badges



Material Topics identification icon



QR Codes to access additional information

Sustainable Development Goals

The report presents the main SDGs that impact the materiality analysis. They will be distributed throughout the documents through the icons below:



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We produce **food of value** for people



our way of being —

message
from the
leadership

organizational
profile

governance
structure

Message from the Leadership

[GRI 2-22]

In the current scenario, sustainable development presents itself as the greatest challenge on planet Earth, directly impacting society, companies and each individual. In response to this pressing need, the Sustainable Development Goals were established globally to guide and prioritize actions aimed at building a more harmonious and peaceful environment. In this context, Frimesa is honored to present its 2023 Sustainability Report, which reflects the results achieved from a Strategic Planning that incorporates said precepts.

Our journey towards sustainability began in 2020, marked by the strengthening of a sustainable organizational culture through courses and training for our managers. This educational process was further expanded with the help of a specialized consultancy, which provided essential methodologies to prepare and engage our leaders. Senior Management has played a crucial role, demonstrating involvement and determination in integrating sustainability goals and commitments at the heart of our ongoing and rigorous Strategic Planning assessment.

With a strategic vision that emphasizes sustainable and continuous development, Frimesa integrates the entire pork and milk production chain, committing itself to its mission of “providing food of value to people”. This commitment is directly reflected in our stakeholder base, influencing about 35 thousand people directly, not to mention the impacts on our over 50 thousand customers and tens of thousands of end consumers. To support this development, Frimesa is guided by macro-strategic pillars aimed at expanding its business and differentiating its products and services, along with which the social, environmental and climate pillars have been incorporated, at all levels of our governance.

Accordingly, in 2022, we made progress in formalizing our commitments by creating the Governance, Risks and Integrity Office, directly linked to Senior Management. This department is critical to managing ESG, compliance and risk programs, and this strategic decision culminated in the release of our Sustainability Road Map in 2023. This

public document sets 15 ambitious goals with clear targets by 2040, demonstrating our commitment to sustainability and transparency with society.

Our commitment to the environment is reflected in the target set for 2040 on the use of recyclable, reusable or biodegradable packaging and in our renewable energy initiative to achieve carbon neutrality in the same period. Among others, these actions reflect our responsibility to society, which demands transparency and accountability about how our activities interact with resources and people, in a relationship of prosperity and mutual respect.

In addition to the commitment made in 2023, since 2021, we have implemented high-impact projects, such as the generation of biogas in meat processing units to replace the use of LPG. Solar energy production for lighting. Reforestation to meet 70% of our biomass needs, as well as initiatives for water treatment and reuse. We also highlighted, in the period, significant advances in reverse logistics and biosecurity through specific programs that strengthen our production chain and reduce our environmental impacts.

In the social dimension, our commitments involve initiatives and targets to reduce occupational accidents, rigorous human and environmental rights audits of critical suppliers, and the promotion of diversity in leadership positions. These efforts are backed up by our goal of achieving full traceability in the supply chain by 2025, ensuring the integrity and safety of food.

In the economic aspect, by integrating diverse people and audiences into our value chain and communities where we operate, we promote a cyclical and distributive economy that benefits everyone involved, from the acquisition of raw materials to final delivery to the consumer. Thus, Frimesa reaffirms its commitment to a solid Sustainable Development Plan, anchored in principles of professional, social, environmental, climate and economic governance, ensuring that our existence is sustainable and valued by all our stakeholders.

With this sustainability report, we detail and share our commitments and actions for the coming years and invite all audiences to understand and interact with Frimesa, in its sustainability practices.

I'd like to take this opportunity to wish you a good read and thank you for the interest and continued support we receive from all our stakeholders.

Elias José Zydek
Chief Executive Officer



2023 Highlights



R\$ 6,119 billion
in billing

R\$ 36,4 million
in surplus



510
products in our portfolio



422 young apprentices on our staff



1st Cooperative to take on
the **ESG commitment**



Start of operations at the **largest meat processing plant in Latin America** in Assis Chateaubriand



Over **21 million** invested
in occupational safety
and medicine



Frimesa attends
COP 28 and presents
its key ESG initiatives



We released the **mental health** app Becare
for employees



Over **400 thousand hours**
in training delivered



7 million invested in
professional **training
and development**



100% of fossil fuels replaced
with biogas at the Medianeira
and Assis Chateaubriand
Meat Processing Units

Certifications, awards and recognitions

1st Company from Paraná for pig slaughtering

Source: Mapping of Brazilian pig farming Embrapa/ABPA

4th Largest pork industry in Brazil

Source: Mapping of Brazilian pig farming Embrapa/ABPA

3rd Largest milk industry in Paraná

In the Abraleite ranking, Frimesa is the third company based in Paraná with the highest number of milk collection points.

10th Biggest milk receiving company in Brazil

Source: Abraleite

42nd Among the most consumed brands in Brazil

Source: Brand Footprint Kantar 2022 Survey

9th Largest cooperative in Paraná according to World Cooperative Monitor (WCM)

Source: Globo Rural - agribusiness yearbook

26th Largest agribusiness in the South region

Source: Globo Rural Agribusiness yearbook Globo Rural

78th Largest agribusiness in Brazil

Source: Globo Rural Agribusiness yearbook Globo Rural



IFS Food

Frimesa's Cheese Manufacturing Unit in Marechal Cândido Rondon was certified in 2022 and recertified in 2023 by IFS Food. The international standard focuses on food quality and safety, as well as compliance with legislation and customer requirements. This reinforces our commitment to producing safe and quality food, as well as making it possible to open up new markets by meeting the requirements of customers with high standards.



IFS Global Markets

Frimesa's industrial units in Medianeira and Matelândia and the meat processing in Marechal Cândido Rondon were certified. The program supports companies to gradually develop food safety and quality processes in their management systems. All these units undergo an annual audit to maintain certification.



Selo Sesi ODS 2023

Participant as a large company in the Environmental category with the Biogas Generation Complex at the Medianeira Meat Processing Unit, Frimesa was recognized with the Sesi ODS 2023 Seal as an institution that carries out projects related to the UN's Sustainable Development Goals (SDGs) on October 19. According to the Good Practices Report, the cooperative's project meets four of the 17 SDGs. These are Clean and Affordable Energy; Decent Work and Economic Growth; Industry, Innovation and Infrastructure; and Responsible Consumption and Production.



Certified in Animal Welfare by QIMA/WQS

Frimesa's pork processing units in Medianeira, Marechal Cândido Rondon and Assis Chateaubriand have been audited and certified by QIMA/WQS in Animal Welfare, using the North American Meat Institute (Nami) auditing tool. The Animal Welfare certifications attest compliance with national and international requirements, confirming the respect and ethical treatment of pigs.



Paraná Climate Seal - Category A

In November 2023, Frimesa reached a significant milestone by obtaining the Paraná Climate Seal certification from the Sustainable Development Secretariat. This certification recognizes and highlights companies and public and private institutions in Paraná that voluntarily adopt and disseminate actions aimed at reducing their carbon footprint, combating climate change and implementing good practices related to Environment, Social and Governance (ESG) principles.



Innovation Awards

Iguassu Valley Award from the West in Development Program, Innovation in Processes with the Assis Unit and Personality and highlight in Innovation. Also Innovation Champions, as the 2nd most innovative production cooperative in southern Brazil.



Best of Biogas Award

Once again, Frimesa received the Best of Biogas award in the Plant/Generating Unit category in April 2023. There are two biodigesters, at the Medianeira Meat Processing Unit, of the CSTR reactor type with an agitated tank that generates biogas for singeing pigs, replacing liquefied petroleum gas (LPG), an opportunity for savings, innovation and business sustainability. The prize is awarded by the International Center for Renewable Energies (CIBiogás), Embrapa Swine and Poultry and the University of Caxias do Sul (UCS), and organized by the Brazilian Society of Agricultural and Agroindustrial Waste Specialists.

Board and Executive Board

ACTIVE BOARD OF DIRECTORS

Elói Darci Podkowa (Copagril)
Irineo da Costa Rodrigues (Lar)
Valter Pitol (Copacol)
Alfredo Lang (C.Vale)
Anderson Léo Sabadin (Primato)

BOARD OF DIRECTORS VOTING MEMBER

Cesar Luiz Petri (Copagril)
Urbano Inácio Frey (Lar)
Jamer Fernando de Moraes (Copacol)
Walter Andrei Dal'Boit (C.Vale)
Cesar Luiz Dondoni (Primato)

EXECUTIVE BOARD

Elias José Zydek

ACTIVE AUDIT COMMITTEE

Vilmar Fülber (Copagril)
Andrei Buss (Copacol)
Gilberto Luis Heinen (Primato)

ALTERNATE AUDIT COMMITTEE

Ademir Gênero (C.Vale)
Simoni Tessaro Niehues (Lar)
Ricardo José Kemfer (Copagril)

SUPERINTENDENCIES

Administrative – Paulo Roberto Frandoloso
Commercial – Mauro Strey Kramer
Industrial – Vitor Frosi
Integrated Logistics – Marcelo Rodrigues Cerino





Organizational Profile

[GRI 2-1]

Frimesa is a Central Cooperative with 46 years of experience. Its purpose is to industrialize and market the pork and milk raw materials of the families associated with its affiliated cooperatives - Copagril, Lar, Copacol, C.Vale and Primato.

With a broad and capillarized production chain that encompasses 24,890 people, from the countryside to industry, retail and finally the consumers' table, Frimesa Cooperativa Central is a private legal entity with headquarters in Medianeira, Paraná state and with centralized industrial operations in the Western region of Paraná state. The largest company in Paraná in pig slaughter and the fourth in Brazil, according to the Ministry of Agriculture and Livestock MAPA, acronym in Portuguese, in 2023, Frimesa's revenue was R\$ 6.119 billion, and the surplus for the year totaled R\$ 36.4 million.

Our identity



MISSION

Provide valuable food for people.



FUTURE VISION

To continuously develop in a sustained manner, aggregating value for members of the public involved.



STRATEGIC PURPOSE

In 2025, achieve a revenue of R\$ 8 billion, with a 3% net margin

VALUES

- HONESTY
- RESPECT
- COMMITMENT
- TRANSPARENCY
- SERVE

PRINCIPLES

- Delight the customer
- Do the right thing
- Comply with the law
- Take care of people
- Respect and preserve the environment
- Get results
- Be creative and innovative
- Strive for quality

BELIEFS

- **GOD**
We believe in the existence of a sole creator of the universe.
- **COOPERATIVISM**
We believe in and practice cooperative principles.
- **FREEDOM**
We believe that people of good morals should be free to make their choices and be creative.

Product portfolio and brands

The Cooperative that operates in the meat and dairy areas serves products in the frozen, fresh protein, cold cuts, sausages, processed and dairy products line with the Frimesa brand. In 2023, Frimesa continued its strategy of portfolio aggregation and diversification, and ended the year with 510 products in its portfolio, 326 meat and 173 dairy products, of which 231 are ready for consumption.

Industrialized pork products are ready and semi-prepared, which include sausages, hams, smoked goods, salami, sausages and mortadella, as well as frozen fresh cuts and seasoned cuts. In dairy, they are cheeses, special cheeses, yogurts, desserts, butters, curd, milks, milk sweets, condensed milk, creams and others.

In addition to the Frimesa brand, the company maintains the Friminho brand. With a product line to serve the children's segment. This portfolio diversification ensures the use of animal protein and the balance in generating results.

OUR BRANDS

Frimesa

Friminho



Industrial operations

[GRI 2-6]

The advance in the concept of industry 4.0 is exemplified in the use of technology in increasingly automated industrial plants, customizable with robots that integrate and monitor processes on a daily basis to improve operational efficiency and reduce operating costs.

The industrial operations involve six units with an annual production, in 2023, of 494,456 tons of food. The meat activity represents 72.8% in the company's business, while dairy products represent 26% and the operation with outsourced partners 1.2%.

Meat area

The meat operation has a capacity to process 23 thousand pigs per day, processes that involve everything from receiving and inspection, slaughter, cuts - separation of the animal parts and the preparation of specific pork cuts and finally the industrialization of sausages, smoked, salted, among others. All these operations take place in three units.

Medianeira-PR Meat Processing Unit:

The company's first plant began operations in 1980. With a capacity to process 6,900 pigs per day, the unit industrializes the lines of frozen and chilled offal, fresh and seasoned pork cuts, pork carcass, salted products, lard, hams in pieces and slices, smoked, cooked and fresh sausages, bacon,

ingredients for feijoada, sausages, bologna, hamburgers, salami, cured coppa, pepperoni, among others.

Marechal Cândido Rondon-PR Meat Processing Unit:

With operations beginning in 2016, it is dedicated to the production of carcasses (frozen and chilled), fresh pork cuts and offal in frozen and chilled versions. The capacity is to slaughter 1,500 animals/day.

Assis Chateaubriand-PR Meat Processing Unit: Currently considered the largest meat processing plant in Latin America, and the most sustainable, it opened in 2022 and became operational in March 2023. With a daily capacity of slaughtering 15 thousand pigs, the plant is dedicated to the production of internal and external pork offal (frozen and chilled), fresh pork cuts, frozen and chilled pork carcass, salted products, lard, cooked sausages (calabrian) and fresh (tuscan and shank) in addition to the bacon line.

OPERATIONS DATA IN 2023

Pigs received: 2,959,002 heads/year
Slaughtered pigs: 2,959,002 heads/year
Boneless carcasses: 2,665,729 carcasses/year
Production of industrialized products: 164,171,939 kg/year

Milk area

With a capacity to process 1 million liters of milk per day, Frimesa has three dairy production units. To expand the milk collection network, it has two milk cooling reception units, located in Mundo Novo, in Mato Grosso do Sul state and São João, in Paraná state. The processes include the steps of receiving milk from cooperative members and other suppliers; pasteurization and standardization of milk fat for the production of various dairy products; and the industrialization of dairy products.

Matelândia-PR Cold Storage Unit:

It is exclusively dedicated to the production of yogurts and refrigerated desserts with a capacity of 200 thousand liters of milk per day with state-of-the-art technology, with closed circuits that aim to ensure the quality and safety of the processes. The unit has been part of Frimesa's industries since 1982 and currently corresponds to the production of traditional yogurts, zero sugar and fat, zero lactose, bilayer yogurt, in package, bottle, cup and tray versions. In addition, it produces creamy dairy desserts, flan, fermented milk, cream, petit suisse and a line of protein yogurts.

Marechal Cândido Rondon-PR Cheese Unit: With operations beginning in 1991, the unit today has a capacity to process 700 thousand liters of milk per day. With technology and automated processes, it is dedicated to the industrialization of the lines of cheeses, dairy drinks, sour cream, dulce de leche, condensed milk, UHT milk, butter and curd. This unit also operates in the production of products for outsourced companies marketed with other brands.

Aurora-SC Dairy Unit: With exclusive production in the lines of butters and affiliated cheeses, this unit has been part of Frimesa's operations since 2005. It has a daily operating capacity of 100 thousand liters of milk.

Mundo Novo-MS Milk Receiving Unit:

In order to be a raw milk receiving unit, it started its activities in 1999 and provides raw material for the Cheese Manufacturing Unit. It has a capacity of 250 thousand liters of milk/day.

São João- PR Dairy Receiving Unit:

The unit emerged in 2002 to receive raw milk to be destined for the refrigerated industry of Matelândia. It has a capacity of 250 thousand liters of milk/day.

Liters of milk received:
261,202,696 liters/year

Pasteurized and standardized liters of milk:
278,773,294 liters/year

Production of dairy products:
143,033,158 kg/year

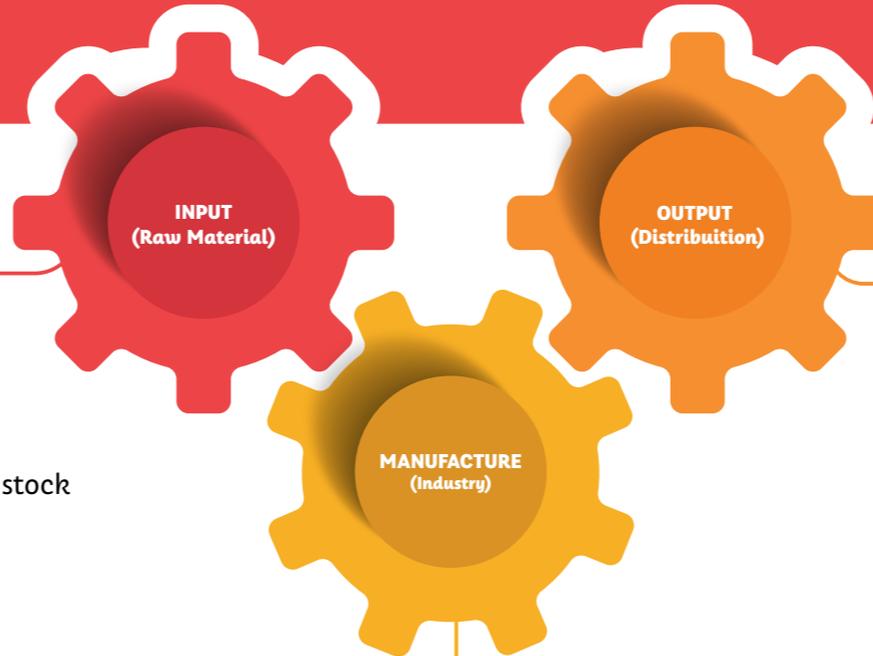
Marechal Cândido Rondon - PR
Cheese Unit

Assis Chateaubriand - PR Meat
Processing Unit



Value Chain

From the producer to the industry, to the consumers' table, feeding the people of the world is a difficult road to go down and requires the unity and sustainable commitment of thousands of people.



Pigs

- **1,083** pig producers
- **2,959,002** pigs received/year
- **152,831** production breeding stock
- **7** carriers
- **51** transport vehicles

Milk

- **2,189** milk producers
- **261,202,696** liters of milk received/year
- **42,111** overall stock
- **27** carriers
- **72** milk vehicles
- Represented by **5 affiliated cooperatives**
- **2,502** suppliers

MANUFACTURE (Industry)

- **6** industrial units
- **12,464** employees
- Portfolio with **510** products
- **596** immigrants
- Capacity to slaughter **23 thousand** pigs/day
- **494,456** tons of food/year
- Capacity to process **1 million** liters of milk/day
- **53%** of farms certified by the Certified Pork program
- **486,556 kilos** of dairy products/day
- **1,240,904 kilos** of pork products/day

OUTPUT (Distribution)

- Storage capacity of **30 thousand** tons
- **12** distribution centers
- **48 thousand** active customers
- **Customers:** traditional retail, food service, export, self-service, wholesale, institutional and self-help
- **2,600** maritime containers
- **12** cross docking
- **11** sales branches
- **440** carriers with **1,500** vehicles
- Exports to **4** continents, **29** countries

Resale operations

This operation consists of the commercialization and distribution of products with the Frimesa brand industrialized in third-party companies. Operations are carried out through partnerships and the main components are: defining products and suppliers to make up the resale portfolio; technical and operational capacity; assessing market demand and preferences to adjust supply; and negotiations to ensure strategic partnerships with suppliers, cooperative members and other commercial partners. In the Frimesa brand portfolio, the source items of the partnerships are cheeses, poultry products or seasoned poultry cuts, powdered milk, breaded products, fish cuts, garlic bread.

RESALE AREA

Number of products:
27 products

Number of suppliers:
7 suppliers

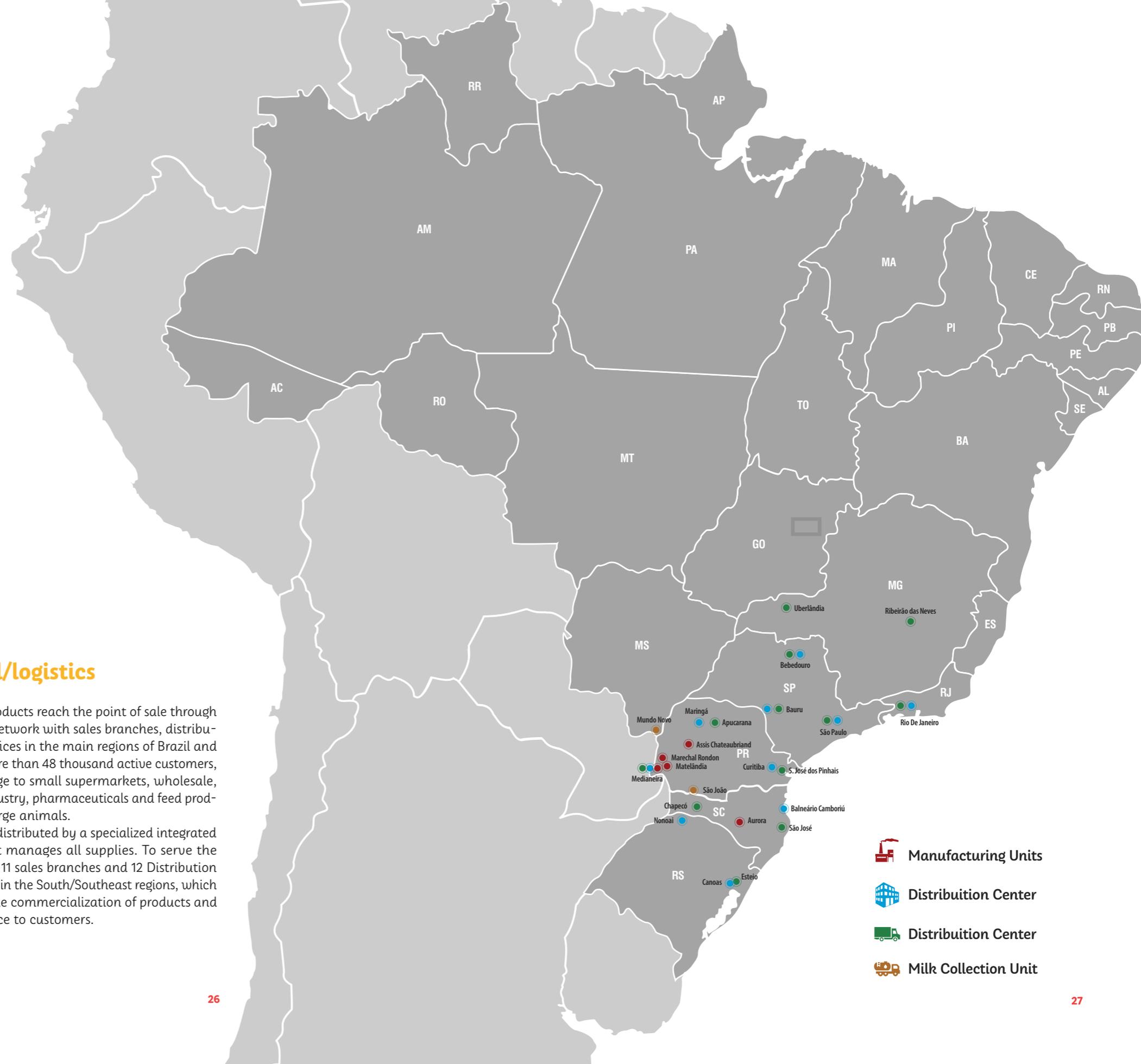
Distribution operation

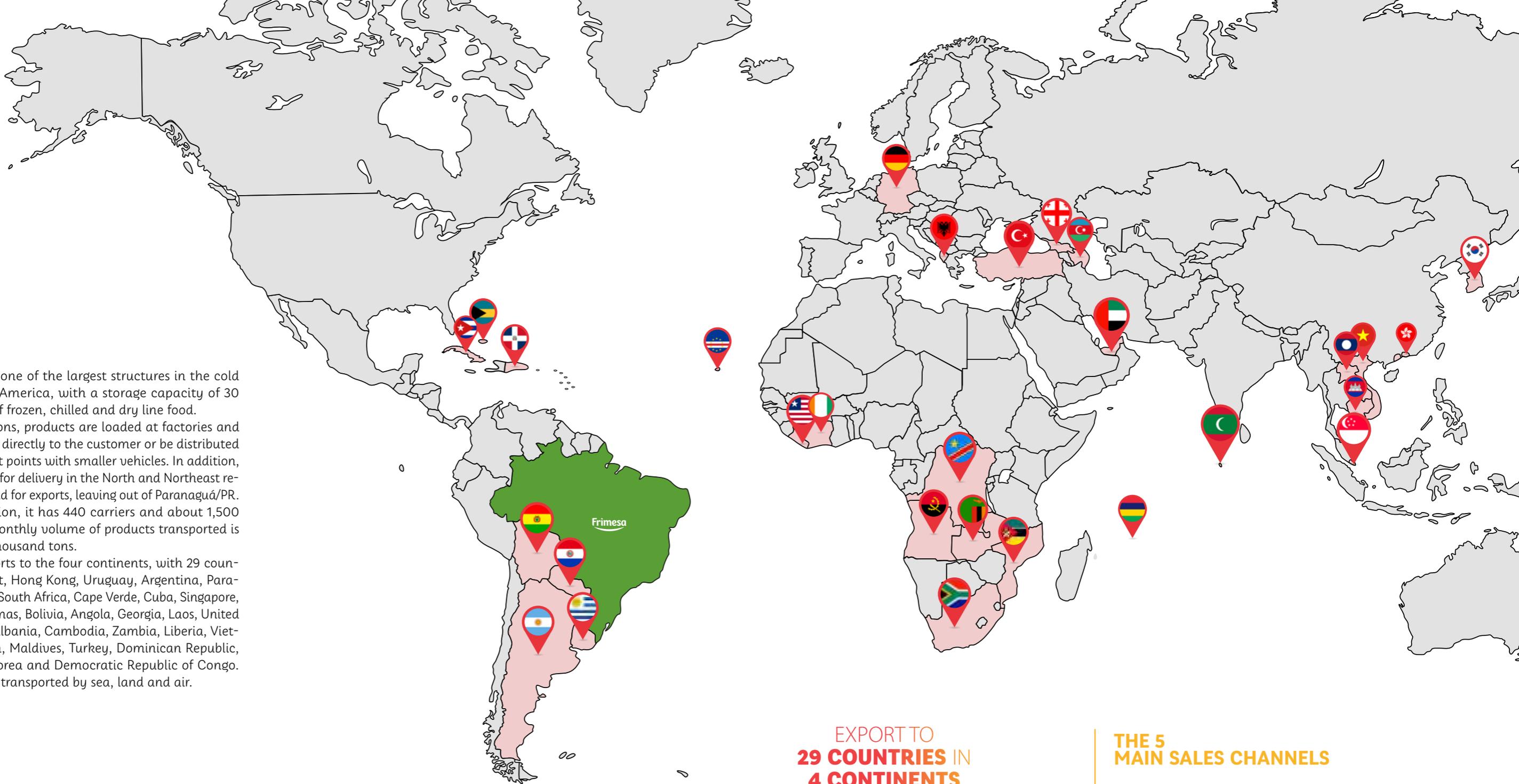
Warehousing, distribution, and sale: these operations play vital roles, ensure logistics efficiency, and ensure that products reach end consumers with quality throughout the process. They also promote an integrated synergy between the areas, as distribution and sales operations connect the production of pork, dairy products and items in the resale area.

Commercial/logistics

Frimesa brand products reach the point of sale through a wide distribution network with sales branches, distribution centers, sales offices in the main regions of Brazil and abroad. There are more than 48 thousand active customers, including retail – large to small supermarkets, wholesale, food service, food industry, pharmaceuticals and feed products for small and large animals.

The products are distributed by a specialized integrated logistics system that manages all supplies. To serve the market, Frimesa has 11 sales branches and 12 Distribution Centers (DCs) located in the South/Southeast regions, which serve as a basis for the commercialization of products and ensure the best service to customers.





Frimesa has one of the largest structures in the cold chain in South America, with a storage capacity of 30 thousand tons of frozen, chilled and dry line food.

In other regions, products are loaded at factories and can be delivered directly to the customer or be distributed at transshipment points with smaller vehicles. In addition, cabotage is used for delivery in the North and Northeast regions, and railroad for exports, leaving out of Paranaaguá/PR.

For distribution, it has 440 carriers and about 1,500 vehicles. The monthly volume of products transported is on average 35 thousand tons.

Frimesa exports to the four continents, with 29 countries: Ivory Coast, Hong Kong, Uruguay, Argentina, Paraguay, Mauritius, South Africa, Cape Verde, Cuba, Singapore, Germany, Bahamas, Bolivia, Angola, Georgia, Laos, United Arab Emirates, Albania, Cambodia, Zambia, Liberia, Vietnam, Azerbaijan, Maldives, Turkey, Dominican Republic, Mozambique, Korea and Democratic Republic of Congo. Products can be transported by sea, land and air.

Sales volume



EXPORT TO 29 COUNTRIES IN 4 CONTINENTS



Sales points: **43,824**



Loads transported: **104,575**

THE 5 MAIN SALES CHANNELS

- Supermarket - **31.965%** of revenue
- Export - **17.850%** of revenue
- Wholesale - **17.536%** of revenue
- Wholesale - **10.465%** of revenue
- Food Industry - **4.412%** of revenue
- Others - **17.77%** of revenue

Relationship with local suppliers

[GRI 204-1]

In 2023, Frimesa allocated R\$ 1.1 billion to 2,502 local suppliers of packaging, ingredients, industrial and administrative consumables and fixed assets. Of these, R\$ 382 million were paid to 1,142 suppliers, i.e., 33% of the funds in acquisitions went to companies in Paraná. Through local purchasing practices, Frimesa strengthens its relationship with suppliers operating in Paraná, where more than 90% of industrial operations are concentrated. This is one of the criteria followed in the selection of suppliers in order to mitigate negative impacts on business relationships and contribute to increasing the resilience of the supply chain closer to the facilities. Purchasing practices aim to economically strengthen the communities where the cooperative operates. This contributes positively to preventing population exodus, encouraging people to continue working, producing and consuming in the region. This practice generates a virtuous cycle of local economic development, promoting the retention of talent and the circulation of capital within communities. In addition, by prioritizing regional suppliers, we reduce the environmental impact that results from long commutes. The decrease in the need

for transportation minimizes the consumption of fossil fuels and the consequent emission of greenhouse gases, aligning our operations with more sustainable practices.

Another benefit to local development, enhanced by our purchasing practices, is the stimulation of technology and innovation among suppliers in the region. This raises the standard of quality and efficiency of local products and services and strengthens competitiveness and entrepreneurial spirit in communities, contributing to a more dynamic and economically resilient business environment.

Frimesa's relationship with suppliers is supported by its code of conduct, which is widely disseminated. In addition, the contracts have specific clauses on the code of conduct, anti-corruption law, prohibition of child or slave labor, among others related to human rights. As part of the approval, it is mandatory for suppliers to present documents proving labor, environmental and technical qualification requirements, which vary according to each sector.

Frimesa invests in statistical, management and monitoring tools to create indicators that assist in purchasing decision making and in the programming and control of



the main local suppliers, which facilitates the monitoring of the main commercial indexes of each supplier. The processes are constantly reviewed and improved to avoid failures in the purchasing area and other sectors involved with suppliers. For this, it uses an integrated system of access to areas and functions, in which purchase requisitions undergo mandatory approvals from hierarchies.

To ensure integrity at all stages of the relationship with suppliers, processes are mapped and, now with subsequent risk assessment, possible procedural weaknesses and failures will be identified.

Supply chain

Frimesa's supply chain is mostly made up of small and medium-sized rural producers. These producers are, in essence, small-scale farmers located in small municipalities in the western region of Paraná and located within a radius of up to 160 km from our processing units. This proximity not only facilitates logistics and strengthens partnership relationships, but also contributes significantly to local economic development and the enhancement of family agribusiness.

Total suppliers:

4,988

Services

46.73%

Consumption

38.13%

Fixed Assets

7.85%

Others

7.25%

In the period, the number of integrated pork producers **grew by 8.73% compared to 2022.**

There were **1,083 producers** who, together with their families and affiliated cooperatives, delivered a total of 2.95 million pigs in the year, exceeding the 2022 figure by 25.32%. This generated 4.45 billion reais in 2023.

In the dairy area, the impact is on **2,189 dairy farmers, growing 2.4% compared to 2022**, who delivered around 500 thousand liters per day in 2023. Generating a production of 143 million kilograms, 9.17% higher than 2022, generating a revenue of 1.59 billion reais in 2023.

Socioeconomic inclusion in the field and producer support

According to the Articles of Association, it is Frimesa's objective to promote the stimulus, the progressive development and the broadest defense of common economic and social interests and activities. Promote the sale, in common, of fresh and/or industrialized agricultural production, of affiliated cooperatives and third parties, in local, national or international markets and, when applicable, their industrialization and commercialization, and for this purpose provide material resources where necessary for their viability. All strategic decisions regarding investments and impacts are defined by the Board of Directors, taking into account the sustainability of the chain. At Frimesa, sustainability is an essential part of business strategies. The strategic guidelines indicate the direction of the objectives and actions to be followed in the annual period and are aligned with the Cooperative's vision, strategy and goals. In 2023, Frimesa defined six strategic guidelines, two of them directly related to the sustainability of the chains: to expand and solidify the milk-producing basin of Western Paraná and to structure the Sustainability Plan with projects, management and detailed reporting of achievements.

Comprehensive assistance to producers

Recognizing the importance of producers in the value chain and committed to the sustainability and economic inclusion of the sector, Frimesa goes beyond providing market opportunities. As part of the Certified Pork Program, the cooperative offers guidance to pig producers to ensure product quality and safety, animal welfare and the sustainability of agricultural practices. For milk raw material, Frimesa has field technicians to promote, instruct and monitor activities aligned with Good Agricultural Practices, such as social responsibility, animal welfare and preservation of the environment. All of this strengthens the pillar of commitment to operational excellence and social responsibility, ensuring that producers have the support they need to thrive in an increasingly competitive and challenging environment.



The cooperative establishes partnerships with research and educational institutions to offer specialized training and has programs and other initiatives that benefit more than 3,272 pig and milk producers, with knowledge in best practices, management techniques, quality and animal welfare. These programs and other actions are driven by our supply, environmental, quality and innovation areas. These initiatives are essential to increase the quality and quantity of production and ensure supply and better remuneration to the producer.

To this end, the cooperative operates with the Certified Pork Program, which is based on market requirements for the pig farmers of affiliated cooperatives to act in accordance with a list of requirements. In the area of milk, Good Agricultural Practices are effectively applied.

Fair and sustainable remuneration policy

The distribution of value to stakeholders is **mainly carried out through fair remuneration** for the raw material provided by the affiliates. This distribution mechanism directly benefits the associated producers and **stimulates the sustainability of the production chain, demonstrating a virtuous cycle of growth and development.**

In recognition of the value that producers add to the cooperative and to society as a whole, Frimesa remunerates its raw materials pork and milk at the fair market price as a way of strengthening its commitment to the sustainable development of production and to building a more resilient and equitable supply chain.

Specifically in relation to pig farming, in addition to the basic remuneration, it offers a bonus for criteria of the Certified Pork Program that is part of sustainability and, by adherence, to animal welfare practices. The payment is per pig that meets the criteria of certification in the production of finisher pigs and for the initiating producer (Piglet Production Unit).

The objective of the cooperative is to promote a comprehensive positive impact, valuing not only the quality and safety of products, but also the production process, in order to ensure a sustainable and ethical value chain. This model economically benefits producers associated with affiliates and contributes significantly to the sustainable development of pig farming, aligning the cooperative's business practices with global sustainability objectives.

Recognizing the critical role of purchasing practices in economic inclusion, it emphasizes that the majority of raw materials are purchased from small and medium-sized producers associated with the affiliated cooperatives.

Such measures contribute to positive economic and social impacts on milk and pig producers associated with affiliates. In addition to the direct benefits, the remuneration model adopted mitigates any negative impacts associated with market fluctuations, promotes greater economic inclusion, resilience and financial stability for producers.



Direct economic value generated and distributed

[GRI 3-3 | 201-1 | 203-2]

In the process of strengthening its economic performance and maximizing the generation and distribution of value, Frimesa understands and monitors potential negative impacts, in the social, environmental and economic spheres, direct and indirect, that could result from its activities. In the social aspect, the growth and expansion of operations, while positively boosting local communities, can also lead to economic dependence and result in vulnerability if fluctuations occur in the market or in the company itself. In addition, unbalanced distribution of value can create inequalities, widening the disparity between different stakeholders. At the same time, purchasing practices focused solely on cost reduction could induce economic instability for pork and milk producers, which are the basis of our value chain. In the work environment, the intensification of production may inadvertently compromise working conditions if adequate management and protection measures are not taken. From an environmental point of view, the intensive use of resources to meet the growing demand for production can impact the qualities of biodiversity and ecosystems, while the intensification of activities can result in increased pollution and contribution to climate change.

While potential, we recognize these negative impacts, so mitigation measures will be implemented to ensure that our journey to economic prosperity is a sustainable and fair journey for all involved. Thus, since our materiality analysis was prepared, we have adopted dialogue with stakeholders as a way to evolve our practices and incorporate timely measures in managing the significant impacts of our activities, sustainability policies, in addition to promoting ethical and transparent business practices.

As a Central Cooperative, Frimesa is based on the principle of reciprocal collaboration, whose objective is to stimulate and progressively develop the economic and social interests common to our affiliates. Therefore, the direct economic value we generate and distribute constitutes a significant portion of our contribution to the socio-economic development of the rural producers associated with them, both in the acquisition of raw materials and

in the processing and sale of pork and milk products, a mechanism that improves the remuneration conditions for producers and reinforces the economic and social pillars of our business model.

The acquisition of raw materials from rural producers associated with affiliated cooperatives, i.e., the Inputs Acquired from Third Parties, is the segment with the highest value in the Value Added Statement (VAS). The growth was in line with the expansion of the slaughter and processing capacity of pigs and the growth in the number of producers associated with the affiliates and the advancement of our performance in sales, in the domestic and foreign markets.

In this context, in 2023, we recorded an increase of 11.07% in our global revenue, compared to 2022. This expansion, in addition to being environmentally responsible, culminated in greater income generation for rural producers and the creation of 2,679 new jobs, an increase of 27.37% compared to the previous year. The progress on all fronts resulted in improvements in salaries for employees and remuneration for producers, with a fair and equitable return for the raw material supplied. This progress strengthens the entire production chain, stimulating a virtuous cycle that drives economic growth and social development.

Wealth generation

The increase in revenue from R\$ 5,732 billion in 2022 to R\$ 6,367 billion in 2023 reflects the consolidation of business strategies. In addition to strengthening the ability to invest and grow, the result reflects the contribution to the economy as a whole. The expansion of activities translated directly into the generation of more economic value, as evidenced by the Gross Value Added, which grew from R\$ 1,263 billion to R\$ 1,448 billion in the same period. This value represents the positive socioeconomic impact it generates, in addition to highlighting our operational efficiency and the optimal use of resources.

VALUE ADDED STATEMENT - VAS	2022	2023
1. Revenue	5,732,134,139	6,366,586,532
2 - Inputs purchased from third parties	4,468,821,532	4,918,449,494
3 - Gross Value Added	1,263,312,607	1,448,137,039
4 - Depreciation, amortization and depletion	40,919,358	54,113,454
5 - Net added value (3-4)	1,222,393,249	1,394,023,585
6 - Added value received in transfer	49,149,008	79,568,588
6.2 Financial Revenues	48,618,483	79,050,192
6.3 Other	530,525	518,395
7 - Total added value to be distributed (5+6)	1,271,542,256	1,473,592,173
8 - Distribution of added value	1,271,542,256	1,473,592,173
8.1 Personnel	436,733,900	526,738,762
8.2 Taxes, fees and contributions	678,791,718	728,922,964
8.3 Remuneration of third-party capital	112,100,600	180,656,274
8.4 Remuneration of equity	43,916,038	37,274,173

Note: In Value Added Statement, revenues from sales of goods, products and services are deducted only from returns.

Wealth distribution and socioeconomic impact

As for the distribution of wealth, the equitable and responsible approach brings mutual benefits to all stakeholders. In 2023, it significantly increased contributions to staff. This increase, of more than 20%, reflects the commitment to generating jobs, valuing the workforce, developing careers and promoting the well-being and quality of life of employees.

Taxes, fees and contributions also increased, reaching R\$ 728.923 million in 2023. This is the indicator of contribution to society in general and reflects on the improvement of public services and infrastructures that benefit everyone. The increase in third-party capital remuneration illustrates a strengthened and transparent relationship with our funders, ensuring resources to support Frimesa's continued growth and strategic investments.

Significant indirect economic impacts

The indirect economic impacts generated by Frimesa, in particular, are linked to the increase in the number of integrated producers and the growth in production and revenue in the pig and dairy areas. The 8.73% growth in new integrated producers in 2023, resulting in higher production and revenue, not only strengthens the agricultural sector, but also promotes economic inclusion and sustainable development of local communities. These impacts reflect Frimesa's ability to foster a vibrant economic environment that benefits a wide range of stakeholders, from smallholders to the wider community.

Governance Structure

Frimesa's governance model, supported by cooperative principles, is based on ethics and transparency, accountability and equity of results, benefiting all links in the production chain.

The commitment is to follow regulations and legislation and guide responsible behavior. The management structure covers strategic components that help meet the goals. This includes internal standards, codes of conduct, internal processes and controls, compliance, reporting channel and audits. It also enforces its statutes and internal regulations. It does not have controlling shareholders.

Among the principles is also the search for the growth and continuity of the meat and dairy businesses, through the implementation of strategies that ensure the return of affiliated cooperatives and long-term financial sustainability, maintaining care for the environment and social responsibility.

Frimesa has a formal and routine performance control assessment, however, it is adapting with regard to the governance of economic, environmental and social topics of the Board of Directors and the Chief Executive Officer. The focus is to serve until 2040. Thus, performance evaluation mechanisms in these topics will still be debated, appreciated and approved by the governance bodies.



Frimesa's Management Group that acts directly in the execution of strategic planning.

Governance bodies

[GRI 2-9 | 2-10 | 2-11 | 2-18 | 2-19 | 2-20]

Frimesa's governance is structured in:

Ordinary general meeting: it is the supreme body of Frimesa, with powers within the limits of the law and the Bylaws to take any and all decisions of social interest, and its resolutions are binding on all affiliated Cooperatives, even if absent or discordant. The ordinary general meeting takes place, obligatorily, once a year, in the first quarter that follows the end of the fiscal year. Among the issues resolved is the rendering of accounts, allocation of surpluses or losses calculated; election of the Board of Directors, the Audit Committee and the Delegates to the Confederation, or any matters of social interest. The remuneration policy is defined in the Bylaws and approved at the General Meeting.

Extraordinary general meeting: it is held whenever necessary and may deliberate on a matter of interest to the company provided that it is mentioned in the call notice. It is the exclusive competence of the Extraordinary General Meeting to resolve on the following matters: statutory reform, merger, incorporation or dismemberment, voluntary dissolution of the company and appointment of liquidators, liquidators' accounts.

Board of Directors: the Board of Directors (BOD) is composed of the presidents of the affiliated Cooperatives, as active directors, and one delegate of each of the affiliates as board members, elected by the Ordinary general meeting for a term of four years. In addition, the CEO is also a board member.

The BOD is sovereign in the company's strategic decisions, made at monthly meetings through performance evaluation and project approvals. In 2023, the members of the board of directors correspond to a 100% male audience and there is no participation of underrepresented social groups. The Board of Directors cannot be composed of relatives among themselves, up to the second degree, in a direct or collateral line.

It is incumbent upon the Board of Directors, within the limits of the Law and the Bylaws, in compliance with the decisions or recommendations of the General Meeting, to make all decisions necessary for the Management of the

With **transparent management**, Frimesa presents its annual numbers in a meeting with **the approval of the participants**.

Company, noting, however, that, once the matter has been considered and/or decided by this body, its resolutions, definitions and decisions will prevail over any resolutions, definitions or individual decisions of the directors, including the CEO himself, who, in the event of a tie in decisions, is given the right to a qualitative tie-breaking vote, linked to all, even if absent or in disagreement.

The full members of the Board of Directors exercise the function of chief executive officer of each affiliated cooperative, whose commitments are described in its bylaws. From time to time, management directors may assume functions in their representative or class entities.

The appointment and selection of the Board of Directors is defined according to the Bylaws, voted and approved at the General Meeting. The capacity of the Board members is linked to the statutes, policies and procedures of the affiliates.

The remuneration of the Board of Directors is per attendance ballot and corresponds to 1/30th of the CEO's salary, limited to two monthly ballots. There are no bonuses or variable remuneration. If the Affiliate has a variable remuneration plan, it is not related to Frimesa and is approved according to its Bylaws and Meeting. Central does not have retirement benefits for any job level. There is no variable remuneration or bonus policy, including in relation to economic, environmental and social topics. The remuneration policy is defined in the Bylaws and approved at the General

Meeting, which is also composed of the Delegates of the Affiliated Cooperatives and held once a year.

Audit Committee: Frimesa's management is supervised, assiduously and thoroughly, by an Audit Committee, which complies with OCB Resolution No. 005/2002 of April 15, 2002, which provides for the Self-Management Program of Brazilian Cooperatives, consisting of three active members and three alternate members, any of them to replace any of those, elected annually by the Ordinary General Meeting among the delegates of the affiliated cooperatives, with the reelection of only one third of its components, with annual election being allowed. The remuneration and the value of the attendance ballots for the Audit Committee, for attending the respective meetings, correspond to 1/30th of the CEO's salary, limited to two monthly ballots.

Chief Executive Officer: the active members of the Board of Directors, at their first meeting, immediately after the election for the new term, will hire the chief executive officer of Frimesa, who will be part of the Board of Directors, as chairman, and may be replaced at any time after a majority of the board members decide. He must be a trained and qualified professional according to the profile required for the function and, preferably, with experience in strategic business management.

As for the roles, they are: planning, organization, management or supervision, all actions aimed at the management of business and that ensure the fulfillment of the defined objectives. The obligations will be exercised by the Board of Directors through its chief executive officer.

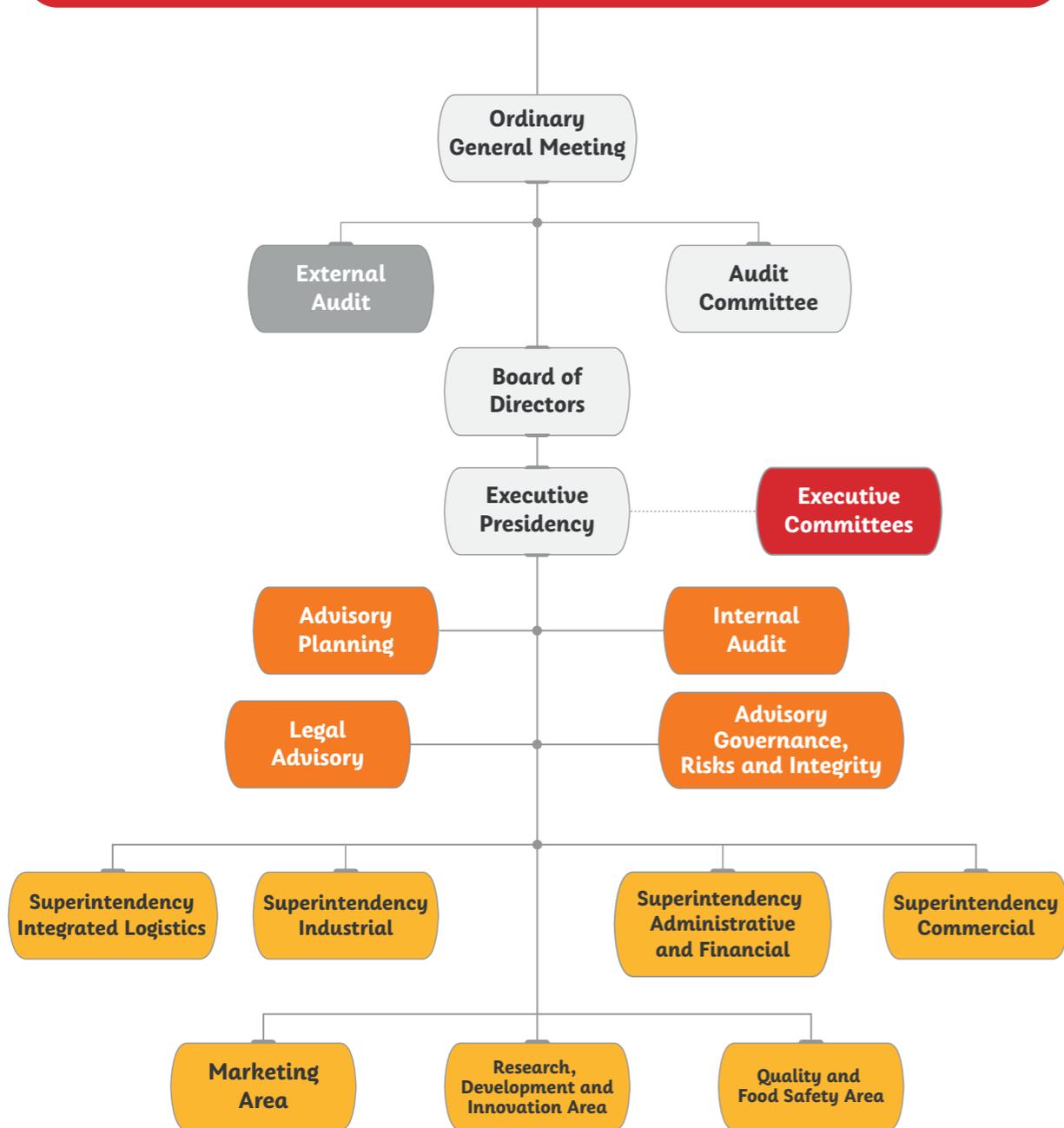
Although the CEO simultaneously occupies the Chairmanship of the Board of Directors, the accumulation of role does not assign concentration of power, since the role of the Chairmanship of the Board of Directors is restricted to the coordination of monthly meetings. Decisions are made by a majority of votes of the directors.

The Board of Directors supervises, evaluates and judges the performance of the president through the monthly monitoring of management indicators. In addition to counting on the actions of the audit committee, internal and external audit. In case of possible conflicts, the BOD has the statutory power to call a meeting, without the presence of the CEO, to evaluate and decide on necessary measures.

The determination of remuneration also follows values practiced in the cooperative market and in the qualification in the performance of its activities, but the Board of Directors will define the salary of the CEO. Frimesa does not have a practice of involving remuneration consultants in determining remuneration.



FRIMESA'S GOVERNANCE



Management committees

Frimesa's committees have advisory and, in some cases, deliberative powers, of a permanent, unpaid nature, convened according to the schedule of meetings or emergency situation. The existence and formalization of the committees are made through its regulations, which are evaluated and approved by the CEO and, subsequently, made available to all employees, through an internal tool. Currently, they are not allocated in the company's organizational chart. A change in structure will need to be reviewed together with the president. All committees have advisory competence, except the Risk Management and Authorized Economic Operator (AEO) committees.

Crisis Committee

Its underlying motivation is to promote a culture conducive to acting in crises, minimizing their negative impacts and enabling opportunities for improvement. The objectives are to standardize and establish procedures for Crisis Management, listing protocols to be adopted when in a situation or threat of crisis. The procedures and protocols also encompass post-crisis management with a focus on critical scenarios that pose a threat to the brand's image. The Committee will define the actions to be taken according to technical and theoretical knowledge, legal requirements and legal advice (when necessary).

Ethics Committee

It has the following duties and responsibilities: to analyze and supervise critical situations, in which the manager needs guidance on how to proceed; to observe the confidentiality of the information processed and documents analyzed, including the confidentiality in relation to whistleblowers of conduct in disagreement with the Corporate Fundamentals, Standards and Policies, in order to preserve rights, protect the whistleblower and ensure impartiality in decision-making. Act in an ethical and lawful manner; generate trust for stakeholders; ensure compliance in the application of disciplinary measures in similar cases; receive and analyze suggestions, doubts and criticisms regarding the Corporate Fundamentals and, when applicable, review.

The committees at Frimesa are formalized through regulations evaluated and approved by the CEO and all employees have access to the document.

Data Protection Steering Committee

It has a strategic nature, which is responsible, together with the Data Protection Officer (DPO): to evaluate the existing data processing and protection mechanisms and propose policies, strategies and goals for compliance with legal provisions; to formulate principles and guidelines to manage personal data and propose their regulation; to supervise the execution of the plans, projects and actions approved to enable the implementation of the guidelines provided for in the legislation; to provide guidance on the processing and protection of personal data in accordance with the guidelines established in the legislation and internal rules; to promote the exchange of information on the protection of personal data with other bodies; to promote campaigns and training to raise awareness of users about the application of the legislation; to receive reports of non-compliance with the rules related to the legislation and to instruct them with the elements necessary for their analysis and to notify those responsible.

Risk Management Committee (RMC)

The following attributions and responsibilities are responsible for: recommending the Risk Management Policy to Senior Management and requesting adjustments, when necessary; reporting to Senior Management the exceptions to the Risk Management guidelines presented/discussed within the scope of the RMC; recommending, from the perspective of Risk Management, the long-term Strategic Plan, annual plan and goals, whenever presented to the RMC; monitoring the main risks (strategic, operational, financial, compliance and/or image) presented to the

RMC and reporting to Senior Management the relevant topics; recommend the process of dealing with the main risks presented to the RMC; sponsor the application of the Risk Management Policy, promoting the Risk Management culture; based on the general guidelines established by the Senior Management, recommend the approval of exposure limits (risk appetite); establish and monitor the internal control system, considering guidelines and monitoring mechanisms, aligned with the level of appetite and risk tolerance; monitor the indicators and strategies for mitigating priority risks, considering the risk analysis in the decision-making process; evaluate, at least annually, the effectiveness of the committee's internal regulations and the Risk Management system, and report to Senior Management on this evaluation.

Food Quality and Safety Committee

Annually, the Food Quality and Safety Area presents the critical analysis to evaluate the performance of Frimesa's food quality and safety management system through a management meeting with the presence of the CEO. During this period, goals for each quality objective are monitored and issues involving safety, quality, legality, authenticity of food, compliance with customer and consumer expectations and Culture and Food Safety compliance indexes are taken into account. Additionally, monitoring initiatives discussed in previous meetings and any changes that may affect the system, such as food quality and safety management, are evaluated. The information generated is recorded in meeting minutes which may include action plans, the provision of resources, and improvements to systems, management practices, and products.

Authorized Economic Operator (AEO) Committee

The Committee is responsible for the following attributions and responsibilities: evaluating the risk management related to the topics that are related to the certification, prepared in the request and maintenance of the AEO; discussing the measures to prevent and mitigate the identified risks; evaluating and approving the Risk Management Plan prepared by the areas involved in the certification, in order to ensure that the Risk Management Policy is implemented and that it is incorporated into all practices and processes of

the organization; establishing and monitoring the internal and external reporting communication mechanisms, so that any subsequent changes are communicated and made available properly; engaging, training and ensuring that the organization develops and implements the processes and structure required by the AEO program; ensuring that decision-making, including the development and definition of objectives, are aligned with the results of the risk management processes.

Strategic Product Development Committee

The mission is to increase the innovation management system through the fulfillment of its product development process, with a systemic and integrated view of the Committee members, aiming at constant continuous improvement and sustainability. The objectives are: to practice competitive intelligence by interpreting market trends for new products, technologies and processes, updates and technical adjustments; to manage the demands for ideas arising from business-related areas based on the guidelines of the Board of Directors and Strategic Planning, to stimulate the practice of creativity; to monitor the management of the portfolio of product development projects, their development stages and open innovation practices, seeking value-added and perceived products; to ensure that the various phases of the approval and launch process of new products and/or changes are properly developed and all areas are involved and committed; to monitor the behavior of the product portfolio in the market (Product Life Cycle Analysis).

Information Technology (IT) Committee

The objective is to ensure alignment of the IT strategy with Frimesa's business objectives. Assist in identifying opportunities for improvement and priorities and ensure that resources are directed to the correct areas, ensure that the cooperative is adequately managing risks related to cybersecurity, data privacy and regulatory compliance, and assess the return on technology investment. The Committee has deliberative advisory competence of a permanent, unpaid nature.

Advisory bodies

Parallel to its management structure are the areas and sectors that provide support and advice to the Executive Board. They analyze, instruct and develop projects based on Frimesa's strategic planning. Over time and with significant growth, Frimesa has improved its procedures and expanded its management structure. Frimesa's superintendencies meet every Monday at 2 pm to deliberate on the execution of the Strategic Planning.

Learn about these advisory areas:

Governance, Risks and Integrity (GRI) Advisory

Responsible for Compliance and its pillars, the Governance, Risks and Integrity Advisory has the mission of advising the Executive Board to implement and solidify Integrity Management, based on the Code of Conduct and ethical principles, in line with the cooperative's philosophy, and certify its compliance. Advisory structures its work in two pillars: integrity, processes and risks.

In accordance with the Compliance Manual, approved by the Executive Board, Integrity is responsible for managing Compliance and its pillars. It is responsible for preparing organizational documents, based on legislation and best market practices. The CEO is responsible for making approvals. Once approved, the Advisory is responsible for dissemination, communication and training, aiming at compliance with Data Protection. Integrity is responsible for managing, maintaining and raising awareness of the General Data Protection Law in the Cooperative.

The Process and Risk pillar is responsible for structuring Process Governance and Risk Management. Process Governance is based on the best market methodologies and integrates, in its BPM, management, finalistic and support processes. Risk Management, through its Policy, establishes guidelines and responsibility of the Risk Management process, aiming to guide the cooperative in the identification, evaluation, treatment, monitoring and communication of risks intrinsic to its business, as part of the decision-making process, to provide value protection generation for stakeholders. The Risk Management structure is composed of the Policy, Manual and Risk Management System. Frimesa adopts the best practices and consolidated frameworks for Risk Management.

Internal Audit

It is responsible for independently, impartially and in a timely manner evaluating the effectiveness of internal controls, systems, risk management and governance. Provides an objective and independent evaluation, examining the results for economy, efficiency and internal and external regulations, supporting and advising management and Senior Management to achieve the stated objectives.

Legal Counsel

This is an advisory area not only to the CEO, but to all managers and supervisors. Its purpose is to express its opinion on topics that are demanded. It also acts in the conduct of legal proceedings either as plaintiff or defendant in a lawsuit. This action includes the procedural monitoring of all its phases, participating in hearings and preparing procedural documents. It also acts in the review and preparation of contracts, and the opinion of one of the members of the area is necessary for the lawsuit to advance and comply with its process. It also acts in the review of policies and standards in partnership with the Governance, Risks and Integrity and Audit Advisory.

Superintendence of the Administrative Division

The mission is to commit to obtaining accurate management information for the company's best decision-making process. This includes supporting other areas, providing qualified people, information, technology through programs and systems, detailed cost analysis, tax solutions, earnings mechanisms, in addition to goals in relation to expenses and monitoring financial indicators. The Administrative division acts as a support area for the execution of the business, mainly to achieve growth of more than 80% in the next two years, from 2023 to 2024.

Participates in weekly meetings of the strategic core, analysis of economic and financial results by business area of the cooperative, causes, consequences, justifications and alternatives for decisions with action plans to improve these results. The division is composed of the areas of Controlship, People Management, Information Technology and Planning and Costs.

Superintendence of the Integrated Logistics Division

It is responsible for the entire supply chain management, i.e., from purchase to delivery to customers. Acts to ensure that the products produced are distributed and delivered in an effective, safe and regulatory-compliant manner. It also manages environment and sustainability, which is responsible for environmental and energy efficiency issues. The Division is composed of the areas of purchasing, warehousing, shipping, billing, transportation and environment and sustainability.

Superintendence of the Commercial Division

The duties are to develop and manage the marketing process of all volumes of all products that the company produces, both for the domestic market and for the foreign market.

The main tasks are: to foster the expansion of the brand's market share; improve its positioning in the domestic market; strengthen commercial relations with the market; continuously improve the sales management system; prepare sales planning in line with industrial capabilities; prepare commercial policies; prepare pricing policies; prepare distribution and coverage policies for the markets where we operate related to marketing; promote the expansion of the business base with the prospecting of new customers and new markets; expand and develop the commercial team; participate in the development of new products; continuously reassess the product portfolio; develop the marketing plan.

Superintendence of the Industrial Division

It is responsible for managing the Meat and Dairy, Pork and Milk Supplies and Engineering Industrial Units. The mission is to optimize production and occupy capacities by transforming raw materials into quality products, complying with legislation and market requirements, prioritizing production modernization and innovation. Its commitment is to add value to the raw materials from the affiliates, providing the support of the entire production chain. It is responsible for managing, coordinating and controlling

the goals defined by Senior Management, complying with standards and committing to the results, performance and development of the team. The main activities of the division include: advising the Executive Board in the conduct of business, managing the material and financial resources of the industrial division, preparing strategic plans to achieve goals, participating in the preparation of strategic planning, defining industrial investment projects with the Executive Board, managing people seeking the development, innovation and formation of high-performance teams, managing the budgets of the processes under its responsibility, monitoring investment projects and quality indicators.

Conflict of interest

[GRI 2-15]

Frimesa establishes its processes to prevent conflict of interest in its Code of Conduct and Anti-Corruption and Anti-Bribery Policy. It advises that employees, suppliers, including the highest governance bodies, directors and boards, must ensure that their actions do not conflict with the interests of the company or cause damage to its image and reputation. They are also instructed to identify and avoid potential conflict situations listed in the Code.

The Code of Conduct is published on Frimesa's website at the same address as the Reporting Channel. Other man-

uals, standards and policies are published in the internal systems. Policies are not currently available to the public.

Frimesa has the Anti-Corruption and Anti-Bribery Policy, which guides that people, acting on behalf of the Cooperative, must refrain from situations that generate conflict of interest, must maintain a strictly professional relationship with partners, future partners and/or public agents.

Still aiming to mitigate this practice, another mechanism is the Reporting Channel, which does not allow retaliation against those who in good faith may report a potential conflict of interest situation. Regardless of the position or hierarchical position that those involved occupy, the investigations have no distinction, everyone will be judged in the same way.

The Ethics Committee is responsible for ensuring compliance with the Corporate Foundations and other standards, as well as judging cases of violation of greater severity and assisting in the application of corporate values, committing itself to conduct business with high ethical standards and in compliance with all applicable laws, rules, regulations and policies.

Frimesa, in its history, has no record of conflict of interest and makes clear in its corporate documents the non-tolerance of this type of practice. If anything resembling a conflict of interest is suspected or identified, it will be promptly investigated and evaluated by an Internal Audit.



Frimesa's employees were trained.



Access Frimesa's Reporting Channel.

In order to mitigate the conflict of interest, the Reporting Channel may be used, which does not allow retaliation against those who in good faith may report a potential conflict of interest situation.

sustainability commitments

Stakeholder engagement and materiality

Our Commitments to Sustainability



Frimesa

FRIMESA
esg
2040

Frimesa

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2040

Stakeholder engagement and materiality

[GRI 2-29 | 3-1 | 3-2]

With the support of a specialized consultancy, a comprehensive process was conducted to identify the significant impacts of Frimesa's activities, including all operations and value chain, mapping and stakeholder engagement. Finally, the materiality analysis and prioritization of sustainability topics that became part of the ESG management plan were carried out and culminated in the launch of the public commitments expressed in the Frimesa ESG 2040 Roadmap. The process followed involved several steps, detailed below.

Analysis of relevant impacts

Initially, an in-depth analysis of the impacts on the economic, environmental, social and governance dimensions was made. All activities of the organization that could generate significant negative impacts were identified, both directly, through internal operations, and indirectly, through the value chain. For a topic identified as relevant, the scopes and limits of impacts were defined to guide the definition of management objectives, i.e., Frimesa's commitments to sustainable development. In total, 20 relevant topics were mapped, subsequently submitted for analysis and prioritization by stakeholders. Relevant topics were mapped out in workshop sessions, with the participation of Frimesa's managers, superintendents and Senior Management, conducted by Gália Consultoria.

List of relevant mapped topics:

Environmental: Waste and residue management; land use; climate strategy; water use and effluent generation; atmospheric emissions; energy efficiency.

Social: Consumer health and safety; working and employment conditions; occupational health and safety; talent attraction, development, and retention; diversity, inclusion, and equity; forced labor; child labor; local communities; supply chain responsibility.

Governance: ESG governance; socio-environmental compliance and management of social, environmental and

climate risks; taxes; economic performance and direct and indirect economic impact; anti-corruption.

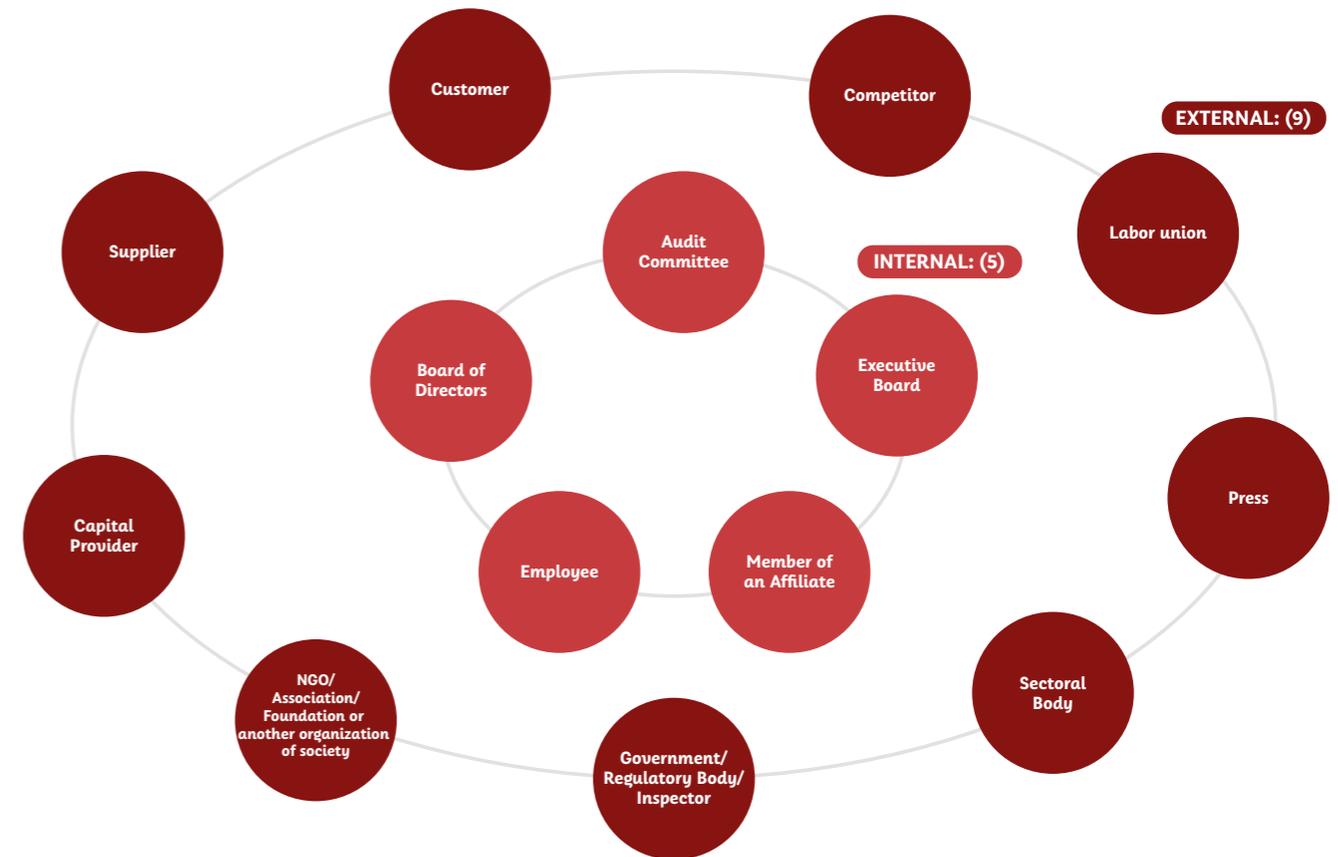
Then, with the mapping of stakeholders, all individuals and groups that have a social, environmental, economic and/or regulatory interest in the activities and could be affected by them, directly or indirectly, were identified.

For stakeholder mapping, a detailed approach was adopted in line with the recommendations of the AA1000 standard, which emphasizes the importance of stakeholder engagement in the materiality analysis process. This process involved structured analysis of each mapped group to ensure they comprehensively identified and understood all groups relevant to our organization.

Identification - Initially, it listens to the identification of potential stakeholders, including those directly affected by the operations and those who could influence the activities or be influenced by them, even indirectly. This stage involved internal analysis with the participation of managers, superintendents and senior management of the various areas of Frimesa.

Categorization - After identification, stakeholders were categorized, grouping them according to their characteristics, interests, strategic potential and levels of influence. This categorization allowed a clearer understanding of the dynamics between different groups and how best to approach them. The groups were classified into categories.

Prioritization - Using the principles of the AA1000 standard, stakeholders were prioritized based on their relevance and influence in relation to the sustainability issues that the Cooperative faces. Among the factors considered as the degree of impact on operations on each group is the dependence on activities, their ability to influence reputation and strategic decisions, and the risks and opportunities they represented for the sustainability of the organization. This step was crucial to define with whom and how one should engage more intensely.



Engagement - Based on prioritization, interviews were conducted with priority stakeholders to establish open and constructive dialogue on relevant topics and the application of materiality research.

Prioritization of material topics

With the relevant impacts and stakeholders mapped, a materiality analysis was carried out to determine which topics were of greater relevance to both Frimesa and its stakeholders. This analysis involved direct consultations, such as interviews and surveys, to understand each stakeholder's priorities and concerns. This step made it possible to define the organization's priorities in terms of sustainability management, taking into account the significance of the

impacts and the influence of these topics on stakeholder decisions. In the consultation with stakeholders, the following topic was included among the relevant impacts: health, animal welfare and traceability, as being material and a priority for Frimesa.

Materiality analysis defined sustainability priorities and became an effective tool for managing the significant impacts of activities.

The choice of SDG goals and Universal Declaration of Human Rights (UDHR) articles was made considering the direct relevance of each topic to the global sustainable development goals and fundamental human rights. These associations help the Cooperative integrate sustainability and human rights considerations into its business strategy, ensuring that its operations contribute to a more sustainable and just future. Check out the topics in the table published below.

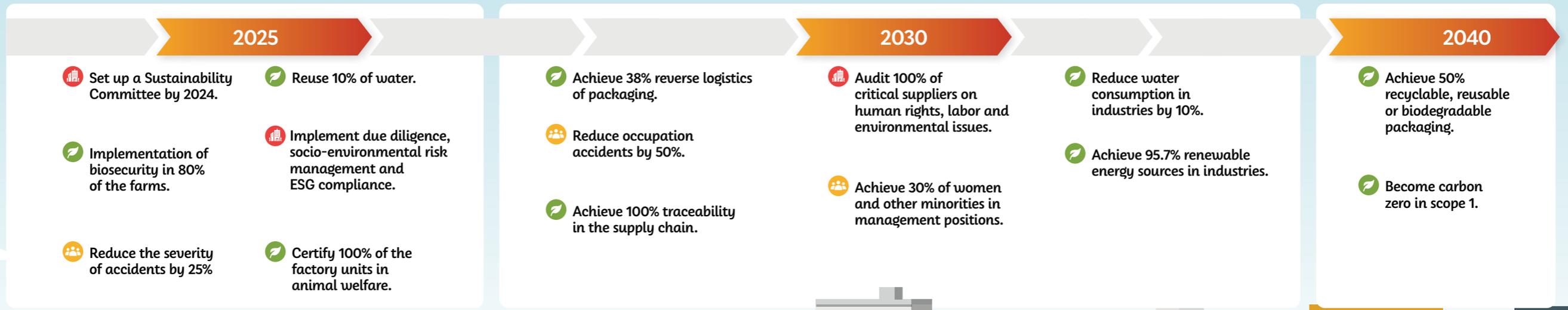
TOPIC	SCOPE/LIMITS	RELATED SDG GOALS	RELATIONSHIP WITH HUMAN RIGHTS
HEALTH, ANIMAL WELFARE AND TRACEABILITY	Work towards the eradication and control of animal diseases, as well as the correct inspection of meat and dairy products with respect to the consumer and, therefore, fundamental for the maintenance and opening of new markets and ensure animal welfare throughout the supply chain, with traceability.	SDG 2.4 - Ensure sustainable food production systems	Article 25 - Right to an adequate standard of living, including adequate food
OCCUPATIONAL HEALTH AND SAFETY	Plan, support, operate and evaluate the effectiveness of the management system and occupational health and safety programs through participatory protocols and processes that identify risks and provide improvements for safe operations and that value the well-being and physical and mental health of employees.	SDG 8.8 - Protect labour rights and promote safe and secure working environments	Article 23 - Right to fair and favorable working conditions
WORKING AND EMPLOYMENT CONDITIONS	Encourage job creation and ensure working conditions in their own operations and supply chain, including respect for working hours, quality of the environment, fair worker remuneration, adequate food, freedom of association and collective bargaining and other requirements in accordance with Brazilian labor legislation and International Labour Organization (ILO) guidelines.	SDG 8.5 - Promote full and productive employment and decent work	Article 4 - Prohibition of slavery and servitude; Article 23 - Right to work, free choice of work, fair and favorable working conditions
CONSUMER HEALTH AND SAFETY	Implement and strengthen actions aimed at ensuring the quality of products throughout their life cycle, in addition to full compliance with applicable laws and adherence to voluntary consumer health and safety codes. Including actions aimed at transparency in product labeling and responsible marketing practices.	SDG 3.9 - Reduce illnesses and deaths from pollution	Article 25 - Right to an adequate standard of living, including health and well-being
DIVERSITY, INCLUSION AND EQUITY	Take actions that curb any kind of discrimination and encourage diversity, through equity and inclusion in relation to ethnicity, gender, age, religion, people with disabilities and other minorities.	SDG 10.2 - Promote inclusion and equal opportunities	Article 2 and Article 7 - Right to equality without discrimination; equal protection under the law
WASTE AND RESIDUE MANAGEMENT	Adopt actions that involve non-generation, reduction, reuse, recycling, treatment and correct disposal, in addition to awareness-raising actions, to minimize the negative impacts of waste generated in operations on the environment.	SDG 12.5 - Reduce waste generation	Article 25 - Right to an adequate standard of living, including health and well-being
ATMOSPHERIC EMISSIONS	Adopt actions that enable the reduction of emissions of air pollutants and Greenhouse Gases (GHG) from industrial and transport processes.	SDG 13.2 - Integrate actions against global climate change into strategies and planning	Article 25 - Right to an adequate standard of living, including health and well-being
WATER USE AND EFFLUENT GENERATION	Adopt actions that reduce negative impacts on the use of water resources, considering water abstraction and consumption, effluent disposal, water intensity of operations, water stress in areas of operation and the management of risks and opportunities related to water.	SDG 6.3 - Improving water quality and sustainable management	Article 22 - Right to social security; access to clean water as part of economic, social and cultural rights
ENERGY EFFICIENCY	Adopt actions that improve energy efficiency in operations, including reducing consumption and diversifying the energy source through the use of clean and sustainable sources.	SDG 7.3 - Increasing global energy efficiency	Article 25 - Right to an adequate standard of living, access to basic services such as energy
ESG GOVERNANCE	Implement sustainability governance practices to monitor the strategies adopted, risk management, capture opportunities, strengthen sustainable processes in the company, the evolution of learning and the development of transformative leaders.	SDG 12.6 - Encourage companies to adopt sustainability practices	Article 22 - Right to social security; economic, social and cultural rights
SOCIAL AND ENVIRONMENTAL COMPLIANCE AND RISK MANAGEMENT	Act with internal mechanisms and procedures to detect, prevent and remedy risks and possibilities of losses caused by events associated with the violation of rights and guarantees or acts harmful to human dignity, events associated with environmental degradation and climate change and ensure due transparency to the market.	SDG 13.1 - Strengthen resilience to climate disasters	Article 3 - Right to life, liberty and personal security; Article 4 - Prohibition of slavery and servitude

Our Commitments to Sustainability

FRIMESA 2040 ROADMAP

Based on the materiality analysis, we prepared our ESG Roadmap. This document details our sustainability commitments, performance in the management of material topics, future objectives. In addition, through our Sustainability Report, we commit to transparently communicate to our stakeholders the results achieved, the evolution of our projected goals from 2024 to 2040, demonstrating our sustainability impact management practices to all stakeholders and society in general.

 <ul style="list-style-type: none"> WATER USE AND EFFLUENT GENERATION ENERGY EFFICIENCY HEALTH, ANIMAL WELFARE AND TRACEABILITY ATMOSPHERIC EMISSIONS WASTE AND RESIDUE MANAGEMENT 	 <ul style="list-style-type: none"> OCCUPATIONAL HEALTH AND SAFETY CONSUMER HEALTH AND SAFETY WORKING AND EMPLOYMENT CONDITIONS DIVERSITY, INCLUSION AND EQUITY 	 <ul style="list-style-type: none"> ESG GOVERNANCE SOCIAL AND ENVIRONMENTAL COMPLIANCE AND RISK MANAGEMENT
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In 2023, Frimesa revised its packaging reverse logistics target to comply with the National Solid Waste Plan (Planares), which establishes progressive targets for the recovery of post-consumer packaging by 2040, and with the laws of the Brazilian states that have published decrees establishing and regulating packaging reverse logistics in their territories.





governance

ESG
Governance

Social and Environmental Compliance
and Social, Environmental and Climate
Risk Management



ESG Governance

[GRI 3-3 | 2-12 | 2-13 | 2-16 | 2-17 | 2-23 | 2-24 | 2-25 | 2-26]

COMMITMENT: Implement sustainability governance practices to monitor adopted strategies, risk management, capture opportunities, strengthen sustainable processes in the company, evolve learning and develop transformative leaders.

GOAL: Establish a Sustainability Committee by 2024.

Sustainability in business strategy

One of the pillars of Frimesa's Strategic Components is Sustainable Development. This dimension, inserted in strategic planning, aims to ensure the continuity of the business. As part of its implementation, the Cooperative has intensified its ESG management practices, which includes the publication of the Sustainability Report this year. The work began in 2022 with a comprehensive diagnosis of Frimesa's ESG practices, the mapping of the relevant impacts of activities in the value chain and the subsequent analysis of materiality and prioritization of impacts. The process involved managers from all areas of the company, with the participation of Senior Management, superintendents and managers, as well as Frimesa's main stakeholders. In all, 45 managers and other strategic stakeholders from the areas were involved in the project. In addition, the project provided extensive theoretical, technical and practical learning, totaling more than 100 hours of training during the process.

The project culminated in the preparation of the Frimesa ESG 2040 Roadmap, which brings together the 15 public commitments to Sustainability in the Cooperative's operations and value chain, including short, medium and long-term objectives and goals. As a result, Frimesa was the first Brazilian cooperative to establish ESG goals for the food industry. The commitments were launched during the Frimesa ESG 2040 Forum in 2023, an event held with the participation of stakeholders, to strengthen cooper-

ation and relationships with stakeholders with a view to strengthening ESG strategies in the value chain.

At Frimesa, the responsibility for implementing the strategies and managing the Frimesa ESG 2040 Roadmap, in addition to monitoring and managing impacts, is delegated by the Board of Directors to the CEO. The Board of Directors, the sovereign body in the Cooperative's strategic decisions, exercises the supervisory role, evaluating management performance through management indicators presented in the Executive Report.

The Governance, Risks and Integrity Advisory, in addition to improving and strengthening good governance, management and compliance practices, in 2022, incorporated the coordination of the ESG Frimesa project and, later, the monitoring of the execution and performance of the Frimesa ESG 2040 Roadmap, reporting directly to the CEO.

Frimesa was the **first Brazilian cooperative** to establish ESG goals publicly.

Risk management

In the process and risk pillar, the area has the responsibility of structuring Process Governance and Risk Management. The structure integrates management, finalistic and support processes. It establishes a Risk Management guideline and responsibility, aiming to guide the Cooperative in the identification, evaluation, treatment, monitoring and communication of risks.

Frimesa's risk management is based on the international standard ISO 31000 and the Enterprise Risk Management - Integrated Framework (ERM), of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), and the model proposed by the Institute of Internal Auditors (IIA). This enabled the adoption of an integrated risk management model with a systematic approach for the identification, assessment, management and monitoring of risks that may affect the organization's ability to achieve its objectives. The model is organized in three lines and the structure is composed of the Policy, the Manual and the Risk Management System, and the Risk Management Policy establishes the guidelines and responsibilities of the Risk Management process.

The governance of Risk Management is exercised by two main instances, with Senior Management playing a fundamental role in the development of the Risk Management culture, as well as in the implementation of an Integrated Risk Management process. It is incumbent upon Senior Management, among five other items: "Sponsor the



Risk Management initiative promoting the Risk culture and delegate to managers broad responsibility for the matter".

The Risk Management Committee – RMC is directly linked to the Senior Management and is responsible for the Risk Management process, among others: "Monitor the main Risks of the Cooperative (strategic, operational, financial, compliance and/or image) presented to the RMC and report to the Senior Management the relevant topics".



Risk management structure



Main advances in 2023:

- Launch of the Risk Management Program: Risk Management Manual, Risk Management Policy and Risk Management System – ERM.
- Implementation of the ERM Risk Management System for all cooperative leaders.
- Approval of the Cooperative's Strategic Risk Matrix reinforcing its commitments to stakeholders.

Frimesa is advancing in the digitization of its processes, communication and training in Risk Management, in line with its sustainability commitments in an increasingly comprehensive manner, since, due to its performance in the national and international markets, it is subject to a wide range of regulations and regulations.

Commitments

By 2025, implement a dynamic and responsible socio-environmental risk management, mitigating, eliminating and avoiding social, environmental and climate risks.

Apply a comprehensive training and qualification plan, focused on the cooperative's leaders in order to keep the Risk Management Culture alive and updated.

Structure the Business Continuity Plan, in order to safeguard the continuity of the business and respond to events more adequately and efficiently.

Main risks

Climate change risk

What risk?

Climate change may negatively impact the Cooperative's business. Resources such as water, electricity and animal feed (dependent on agriculture) are fundamental for the production of raw materials. The main risks linked to the topic are related to changes in temperature and rainfall patterns, including droughts and natural disasters. Businesses may also be impacted by new laws and regulations on the subject.

How do we manage?

Among the actions is the application of an annual investment plan in environmental improvements aimed at optimizing the use of natural resources, global inventory of direct Greenhouse Gases (GHG) emissions, according to the GHG Protocol methodology and the Intergovernmental Panel on Climate Change (IPCC), monitoring indicators related to the amount of electricity and water used, in order to optimize production processes to reduce consumption, diversification of the energy source with a focus on renewable energy generation (solar, biogas, biomass), measurement of water vulnerability, participation in committees and entities such as the Sustainability, Energy and Carbon Neutrality Committee of the Union and Organization of Cooperatives of Paraná (Ocepar) and Organization of Brazilian Cooperatives (OCB), maintainers of CiBiogás, president of the energy forum of the West in Development Program and sustainability working group of the Brazilian Association of Animal Protein (ABPA).

Frimesa has sustainability certifications that attest to the Cooperative's resilient practices, such as the Paraná Climate Seal.

All Cooperative plants are covered by waste management programs and emission mitigation and offset plans. The commitments made are to:

- Achieve 10% water reuse by 2025;
- Achieve 95.7% of renewable energy sources in industries by 2030;
- Become carbon neutral in scope 1 by 2040.

Raw material acquisition risk

What risk?

Frimesa may be exposed to the risk of acquiring raw

material from suppliers involved in deforestation of native forests, invasion of protected areas, such as indigenous lands or environmental conservation units. In addition, suppliers may be involved in the use of child and slave-like labor or products that may pose health risks to their consumers.

How do we manage?

Frimesa acquires its raw material from affiliated cooperatives, which must produce according to the specifications for proper processing and production volume established in the strategic annual planning, following the Certified Pork Program and the Milk Suppliers Qualification Plan.

Both programs provide for the adoption of good management practices, occupational health and safety, supported by the following pillars: food safety, biosecurity, animal welfare, worker health and safety and environmental protection.

On a sample basis and in an unannounced manner, pig producers undergo an annual audit to ensure that all requirements are being met. The affiliated cooperatives have a routine of technical visits providing full assistance to the rural producer.

With regard to Biomass, Frimesa acquires only local companies, and the origin of eucalyptus reforestation is mandatory.

In its service contracts, the Cooperative includes clauses that prohibit practices harmful to the environment and human rights.

In line with good Corporate Governance practices, Frimesa maintains a fully independent Reporting Channel so that any situations that are anomalous to its practices can be reported.

Food quality and safety risk

What risk?

Protection of consumer health and safety is essential, provided for in Federal Law No. 8,079/90 (Consumer Protection Code), and its application to the food supply is at the origin of consumer protection laws, so Frimesa, as a food industry, may be exposed to consumer health and safety risk.

How do we manage?

Frimesa has implemented a Quality Policy that covers aspects related to the production of quality, safe,

lawful and authentic food, and that meet the expectations of customers and consumers.

In addition, it works with the Food Safety Culture Program that provides for the continuous education of employees and intense activity to raise awareness and structure food safety with determination of communication flow and training with all those involved in the industrial units.

Another consumer protection and safety initiative that stands out is the Supplier Program, in which the criteria for evaluation/audits of suppliers are established to ensure that the items supplied meet the established criteria.

As a way of ensuring that these programs are being followed as established, internal and third-party audits are carried out in industrial units based on the standards established by the Global Food Safety Initiative (GFSI).

Frimesa also has internationally recognized certifications

Data protection and cybersecurity risk

What risk?

Frimesa is subject to threats and weaknesses due to problems with the physical infrastructure of the Information Technology area, in addition, unprotected or exposed assets that may be vulnerable to cyberattacks can cause financial impacts and operational disruptions, such as: attacks can cause damage to the Cooperative's brand and reputation. Failure to comply with the General Data Protection Law may adversely affect the organization's objectives, whether by imposing fines or other types of sanctions.

How do we manage?

We carry out the life cycle assessment of the systems, monitoring by Network Operation Center (NOC), the critical equipment is mapped and has redundancy, in addition to protection through power generators, for such equipment, the Information Technology area maintains Service Level Agreements (SLA). Frimesa's IT performs backup test routines, has a test environment, adopts Zero Trust practice, i.e., no person or device, inside or outside the organization's network, may be granted access to connect, the Cooperative performs incident monitoring, through a module (UTM), which is a unified threat management. At Frimesa, the segregation of duties is

perceived by all, and each user has made available their responsibilities in the use of internal systems according to pre-established criteria. Also, vulnerability or invasion tests, periodic awareness training and application of the Data Processing Policy are carried out.

Employee safety risk

What risk?

Occupational Health and Safety can be understood as a critical factor of productivity and competitiveness in the industry. Failure to provide / establish a safe environment for employees can cause problems in maintaining worker health and the ability to make their social contribution at work, in the community and in the family.

How do we manage?

Frimesa has an exclusive area to work in the Health and Safety of workers, focusing on Safety and Health standards and processes. Each business has Specialized Services in Occupational Safety and Medicine teams that work in each operating unit. Risk Management is carried out through the Risk Management Program, used to identify, prevent and control risks in the workplace.

The main indicators are to:

- Achieve 90% compliance with the application of Regulatory Standards - NRs;
- Reduce 50% of accidents - 2030 goal;
- Reduce 25% of the severity of accidents - 2025 goal;
- Implement Social Determinants of Health and Intrusion Prevention System in all areas.

Animal health risk

What risk?

An animal disease outbreak may occur in the country or in a specific region that may lead to the closure of important markets. It can also lead to increased customer complaints, cancellation of purchases and negative publicity. This outbreak may make it impossible for the Cooperative to supply products and keep its manufacturing units in operation, compromising rural producers, who will suffer the loss of animals due to illness or sacrifice to control the health outbreak. In addition, all pig farming, regardless of the company, may suffer the same consequences, disrupting the entire sector.

How do we manage?

At Frimesa, 100% of the pigs are from monitored properties accompanied by a technical team of the affiliated cooperatives and Frimesa itself, ensuring that the farms are biosecure. Strategic partnerships with the Paraná Agribusiness Defense Agency (ADAPAR) and the Ministry of Agriculture and Livestock (MAPA) serve to mitigate the risk of disease in livestock and identify it as quickly as possible when any clinical signs are observed.

The Certified Pork Program values biosecurity at all stages of pig production, seeks continuous improvement of rural properties and compliance with legislation. Producers undergo training on the subject, medication and handling of sick animals every two years, being one of the requirements to enter the certification program. The affiliated cooperatives have a vertical system holding all the control of inputs, which are provided to producers, from the manufacture and distribution of feed, genetics, supply of medicines, vaccines and veterinary assistance, being essential points for the control of animal health.

Frimesa has its own laboratory accredited to ISO 17025.

Corruption risk

What risk?

Frimesa's Code of Conduct describes the essence of the Cooperative. It aims to establish the ethical precepts and rules of conduct that should guide the internal and external relations between stakeholders. The Cooperative is exposed to risks that contradict this code.

How do we manage?

In order to safeguard the content and compliance with the Code of Conduct, Frimesa has an Integrity program that has as pillars: support from senior management, risk assessment, code of conduct and compliance policies, internal controls, training and communication, Reporting Channel, internal investigations, Due Diligence, monitoring and auditing, and diversity and inclusion.

Market risk

What risk?

The risk of changes in exchange rates, interest rates and commodity prices may influence the financial decisions of Frimesa's business.

How do we manage?

To mitigate risks, Frimesa adopted the currency hedging strategy to protect its capital against exchange rate fluctuations. The action, approved by the Board of Directors, is mapped in real time by the organization's financial area.

Credit risk

What risk?

The cooperative may be exposed to default risks related to accounts receivable, financial investments and protection contracts.

How do we manage?

At Frimesa, some guidelines are followed on the careful analysis of customers' credit and terms. Among the rules is the clear credit limit, efficient accounts receivable management and proactive collection processes.

In addition, financial operations are based on risk ratings and maintain detailed records of all transactions in order to promote the transparency and integrity of the markets.

Liquidity risk

What risk?

The turbulence in financial markets shows liquidity as an important indicator that should be considered by organizations. At Frimesa, there may be imbalances between marketable assets and payable liabilities, which may affect the ability to meet maturing financial obligations.

How do we manage?

To manage this risk, Frimesa produces a monthly report called "Control Items", the report precedes the meeting with the Cooperative's Strategic Center, where the main indicators are discussed. Also monthly, the Cooperative completes the self-management report in partnership with the Union and Organization of Cooperatives of the State of Paraná – OCEPAR. In addition, the Central is committed to prudent financial management, comprehensive risk analysis and applies transparency in its financial communications, such as the publication of the Annual Report approved by the Ordinary General Meeting that takes place annually.

Tax risk

What risk?

Frimesa may be exposed to changes in tax legislation or in its interpretation that aim to increase collection and, consequently, may reflect on the growth of the tax burden. This may negatively affect the operating results and financial situation of the Cooperative.

How do we manage?

Frimesa has a controllership area that monitors federal, state and municipal legislation on a daily basis to monitor publications regarding the changes made, analyze their impacts, whether positive or negative, and make changes within the established deadlines, avoiding future liabilities. In addition, Frimesa participates in the Viva Lácteos Tax Committee, the ABPA Tax Committee and the Ocepar Tax Studies Group. It presents in an ordinary, semi-annual, or extraordinary manner, the updated tax scenario to Frimesa's Tax Committee so that the decisions that best favor the company are made, minimizing the risks of tax liabilities.

Code of Conduct

Frimesa's performance is based on its Code of Conduct, which was revised in 2023 and has since been widely disseminated to internal and external audiences. The objective is to establish the ethical principles, good practices and standards of conduct that should guide the relationships of all those involved in the Cooperative's production chain. In addition, the document addresses cross-business issues such as human rights, diversity, harassment and discrimination, conflict of interest, promotional gifts, presents and hospitality, anti-corruption and bribery, data privacy and guidance on the use of the Reporting Channel. The Code of Conduct should be used as a guide and source of information for any doubts about any topic addressed therein, it also includes acts and omissions that can be evaluated and consequences in proven cases. The Code is presented in the Integration of new employees and is available internally in the Document Management system, in the Employee Portal (eu.frimesa) and in the Training School. Externally, it can be accessed through the Reporting Channel page.



Learn about Frimesa's
Code of Conduct.

Commitments and policies

Frimesa joined the Business Pact for Integrity and Against Corruption at the end of March 2023. Organized by the Ethos Institute of Companies and Social Responsibility, it is a voluntary commitment made by private and public companies, united in favor of promoting a more integral and ethical market. To prove its actions, Frimesa develops strategies such as:

Supplier code of conduct: guide all its suppliers on minimum non-negotiable conduct to be respected to maintain the commercial commitment. The guidelines presented here are directly aligned with Frimesa's mission and strategic components.

Compliance manual: it has the purpose of guiding decisions, complying with the law at all operational levels, giving security to the public involved, aligned with the principles of quality in all processes.

Standard of donations, sponsorships: establishes parameters for donations, sponsorships, outgoing sales and product pick-ups, guiding its employees so as to guarantee the adoption of the highest standards of transparency, integrity, ethics and legality.

Environmental policy: executes the best practices for the environment, in order to ensure that all laws and regulations

necessary for its activity are in compliance, guiding the growth and expansion of pig and milk production activity, aiming at a lower environmental impact on production chains.

Anti-corruption and anti-bribery policy: establish a set of measures based on laws and other guidelines, aiming to combat bribery and corruption practices, thus ensuring the compliance of all employees, managers, as well as third parties who act in favor or benefit of the Cooperative.

Quality policy: produce and market safe and quality products, in a lawful manner, that meet the expectations of customers and consumers and authenticity requirements, through the management of processes and people, continuously improving the food safety culture.

People management policy: aims to attract, develop and maintain creative people who identify with the values, mission and vision, based on organizational culture, for sustainable competitive advantage and focus on results. Prioritizes internal recruitment and vacancies for people with disabilities, respecting diversity and emphasizing the candidate's potential and needs, generating satisfaction, motivation and productivity at work.

Risk management policy: aims to establish the guidelines and responsibilities of the Risk Management process, aiming to guide the Cooperative in the identification, evaluation, treatment, monitoring and communication of risks intrinsic to its business, as part of the decision-making process, to provide value protection generation for Frimesa Cooperativa Central.

Innovation policy: it is treated in a way that allows creativity and the generation of ideas, even making use of open innovation, prioritizing the training of people and the development of their processes, resulting in products and services of perceived value, ensuring the sustainability of the company.

Policy of interaction with public authorities or politically exposed persons: guides the day to day as to interactions with the Government or PEPs. These actions are aligned with the strategy and the maintenance of a sustainable culture of integrity.

Data protection policy: aims to establish and maintain high standards for collecting, using, disclosing, storing, pro-

In 2023, there were more than **2,300 hours of training** with external instructors. At the same time, the team held training sessions to guide employees on their commitments.

tecting, accessing, transferring, sharing, deleting or processing personal data on or offline. Ensure, with the adoption of the highest standards of integrity, legality, efficiency, economy and transparency, in addition to disseminating the culture of information security.

Sustainability policy: will be integrated into the strategic components of 2024, as established in the Strategic Planning, and will cover intergovernmental instruments, such as treaties, agreements and pacts, which are aligned with the management of material topics. In addition, it may induce revisions in existing ones in order to integrate them in a more comprehensive and coherent way.

Employee personal data processing policy: inform employees of the processing of their personal data carried out by Frimesa, in order to comply with the employment contract, legal obligations and fraud prevention.

Relationship with suppliers: Frimesa is reviewing the Code of Conduct for Suppliers, scheduled to end in June 2024. Based on this, the Governance, Risks and Integrity Advisory, together with the Purchasing area, must define the disclosure strategy for all its suppliers. Currently, the strategy of sending the Code of Conduct together with the Purchase Order is used. The Purchasing procedure is governed by an internal standard, ensuring the preservation of corporate integrity, resource management and meeting Frimesa's needs; and ensuring objectivity and transparency. ESG criteria will be incorporated into the Purchasing procedures according to the developments of the Roadmap commitments. For industrial area purchases, quality programs are

contemplated. For hiring Service Providers, Frimesa has a specific standard which is incorporated into the routine of the Purchasing area. Business activities and relationships are based on commitments and policies.

These policies are applicable to the internal and external public and apply to employees and third parties located both in Brazil and abroad. Regardless of the jurisdiction or country in which they act on behalf of Frimesa, they are expected to follow the standard set by the company.

All third parties who represent Frimesa or are involved in the provision of services, supply of materials or procurement of company products must ensure that their acts are in compliance.

Currently, although it does not have a specific policy on human rights, Frimesa addresses them in its Code of Conduct. Under the "Working Conditions and Human Rights" item, any incompatible situation with respect to the life and integrity of workers is prohibited by Frimesa.

Training the public

The Governance, Risks and Integrity Office participates in the preparation of the Annual Training Program with events and training related to topics of ethics, integrity and sustainability. Subjects covered include harassment, process management, risk management and code of conduct. In 2023, there were more than 2,300 hours of training with external instructors. At the same time, the team held training sessions to guide employees on their commitments on the Cooperative's commitments, the importance of knowledge, compliance and respect for corporate documents. Among the highlights of the topics worked on are process modeling, risk identification, code of conduct, harassment, ESG and fostering internal culture. In the total of the year, approximately 3,600 hours of training were given internally.

In addition, through the corporate education platform Escola de Formação, online courses are offered to employees, classified as mandatory, desirable or optional. Among the mandatory training is the Code of Conduct, some Standards and Policies. After reading, there is an assessment. In 2023, there were 22,695 hours of training on the platform, distributed among 6,009 accesses.

Another widely used communication tool is the eu.frimesa Portal, where it is possible to publish guidance and educational content for employees to access through the computer or mobile app. Murals, flash meetings, Frimesa

magazine and internal document management system are also used.

The Cooperative respects the individual rights of employees and partners regarding their political and union involvement. To strengthen this, Frimesa also participates in a political awareness and citizenship program with the Organization of Brazilian Cooperatives (OCB) and the Union and Organizations of Cooperatives of the State of Paraná (Ocepar). The initiative also aims to combat political intolerance. The company participates in the Social Observatory of Medianeira, which consists of awakening the spirit of the fiscal city in the society organized in an integrated way to the OSB Network of Social Control.

The company has implemented several initiatives aimed at the social well-being of its employees. This includes social care to help resolve internal and external issues that may affect worker performance in their roles. Commitments and policies are currently not publicly available on the website.

Employees receive communications about Frimesa's commitments and policies through internal communication channels. Business partners and other stakeholders are not specifically notified of commitments and policies but, when entering into contracts, are guided on the basis of the Code of Conduct for suppliers and contractual clauses.

During 2024, it is planned to create a tab on Frimesa's website dedicated to Compliance and ESG with the disclosure of its management components.

Access to information

Frimesa receives manifestations and complaints, which are evaluated and directed to those responsible, and the area responsible for the Reporting Channel is the Governance, Risks and Integrity Advisory. SAC [customer service hotline] is the responsibility of the Marketing area, with support from the Food Quality and Safety area for critical incidents involving consumer health and safety. No cases of relevant critical concern were recorded by the channels.

According to Internal Rules and Documents, after understanding the manifestations, they can be directed to the Committees to deal with the situation.

As established in the Articles of Incorporation, the Board of Directors meets monthly, on this occasion, the CEO of Frimesa updates the Board of Directors on relevant matters related to the Cooperative including, if relevant, the communication of critical statements received in these channels and dealt with by the competent areas and forums.

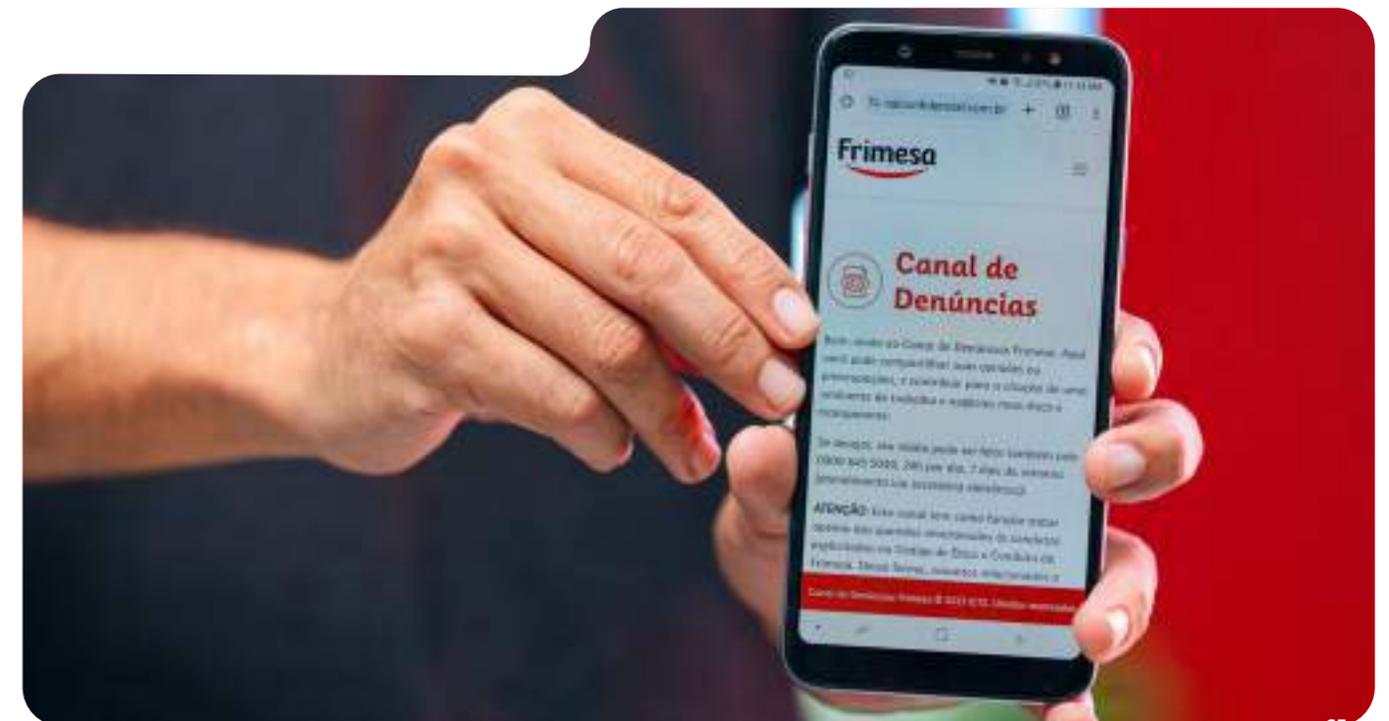
Frimesa acts so that every employee is aware of the Cooperative's regulatory documents, as part of their duties in the workplace. Therefore, it keeps these documents available and accessible and encourages employees to seek the assistance of their leaders, People Management area or Governance, Risk and Integrity Advisory to clarify any types of doubts.

Reporting channel

In addition, it provides the Frimesa Reporting Channel to receive reports from employees, suppliers and partners on situations that violate the Code of Ethics and Conduct, or that may harm company values and policies, available to all interested parties. For this, an independent outsourced company has a process that allows the whistleblower (employees or external persons) to contact via phone or website, operating 24 hours a day, 365 days a year. The reports may be anonymous, identity is preserved and the matter will be treated with total secrecy.

The purpose of the Channel is to prevent events of corruption, fraud, discrimination, prejudice, harassment, human rights violations, other misconduct and their impacts to promote a positive, fair and transparent organizational environment.

The Governance, Risks and Integrity Advisory is responsible for investigating complaints received by the Reporting Channel, based on legitimate, equitable, transparent, predictable, legitimate action and guided by non-retaliation. The responsible areas are directly called upon to investigate each occurrence, with a guarantee of confidentiality of the information sent during the investigation process and full respect for data protection legislation.



Social and environmental compliance and social, environmental and climate risk management



[GRI 3-3 | 2-27 | 13.4 | 201-2 | 308-1 | 414-1 | 414-2]

COMMITMENT: Act with internal mechanisms and procedures to detect, prevent and remedy risks and possibilities of losses caused by events associated with the violation of rights and guarantees or acts harmful to human dignity, events associated with environmental degradation and climate change and ensure due transparency to the market.

GOAL: Implement due diligence, social and environmental risk management and ESG compliance by 2025.

At Frimesa, we understand that risk management is a critical component for business sustainability, which drives us to strive for excellence in compliance and corporate responsibility. We recognize that the well-being of the planet and people is intrinsically linked to our operations and, therefore, we are dedicated to continuously implementing and improving internal mechanisms and procedures that aim to detect, mitigate and prevent risks that may lead to losses caused by events that violate human rights, human dignity or that contribute to environmental degradation and climate change.

Thus, the management of social, environmental and climate risks is a priority shared by all parties involved in the production chain, from regulatory bodies, board of directors, board of executive officers, employees, client to the capital provider, supplier, government, supervisory bodies and competitors. ESG commitments, goals and indicators are monitored by Senior Management and the Board of Directors. The objective is to strengthen existing practices and apply control methods across the Cooperative's operations to understand potential impacts.

Our approach includes diligently reviewing our policies, management practices and operational strategies to ensure they are aligned with the highest sustainability standards.

In the risk management matrix of Central, the strategic environmental risks and the risk management policy that brings together five categories are established, namely:

strategic, operational, financial, compliance or compliance and image and reputation supporting the management of environmental risks.

The Cooperative had no significant costs due to the measures taken in managing risks and opportunities.

Socio-environmental risk management

Understanding the importance of addressing all aspects of our commitment, we have included in our social and environmental compliance strategy a special emphasis on the detection, prevention and mitigation of risks and possible losses caused by events that violate fundamental rights and guarantees or that are harmful to human dignity. Our organization is engaged in continuously implementing and improving robust internal mechanisms and procedures that allow us to proactively monitor such risks, thus ensuring that our operations and supply chains are aligned with ethical and human rights principles.

Regarding environmental risks, management involves the assessment of specific factors such as the release of effluents that can cause water pollution that harms aquatic biodiversity; water stress, which can cause damage to vegetation and affect the terrestrial ecosystem and plant



Frimesa, in partnership with Coofamel, seeks sustainable development and strengthens the movement through **intercooperation**. In the Cooperative's reforestation areas, beehives were installed for the production of honey and preservation of the areas.

diversity; greenhouse gas emissions, which contribute to climate change and can have adverse impacts on global biodiversity. Other concerns include the generation of noise arising from the operation of equipment and facilities, which can negatively affect local fauna, interfering with the natural behavior of animals, and causing disturbances in sensitive ecosystems and landscape change. This can result in the loss or fragmentation of natural habitats.

Frimesa implements the environmental policy that covers actions to reduce adverse impacts resulting from activities, including those that may occur in its interaction with biodiversity. All environmental permits and authorizations are regulated.

Periodic surveys are carried out to verify compliance with the Brazilian Forest Code, the Sustainable Forest Management Plan and other relevant laws. In addition, environmental management actions are implemented that include performance evaluations and periodic reviews, collection of environmental data, such as consumption of natural resources, quantitative indicators, such as the number of native tree seedlings distributed or planted. Goals for reducing water consumption, lessons learned are systematically documented and evaluated. These improvements are used to improve the organization's operating policies and procedures. Employees are involved with communities and regulatory bodies, contributing to awareness and environmental preservation actions.

Through the Frimesa Forest Plan, the Cooperative reaffirms its commitment to the preservation and conservation of natural ecosystems. Management is adequate in reforestation areas for the generation of biomass as an energy source, maintenance of environmental preservation areas. The Renewable Energy Sector monitors the areas,

planting exotic species, the timber harvesting period, the preservation of permanent areas and legal reserves.

At the same time, it is collaborating with the West in Development Program, an initiative that involves cooperatives, universities and other actors to promote energy sustainability. It partners with other organizations, governments and NGOs in promoting sustainable practices at regional levels.

In order to reduce the conversion of natural ecosystems in the rural properties of raw material suppliers, the Cooperative implements the Certified Pork Program, dedicated to verifying and guiding the environmental aspects of its practices, in accordance with legislation and in harmony with the environment.

The aspects listed in the table are directly linked to the preservation of biodiversity and are measures that minimize the impact on species and ecosystems, ensuring a balanced relationship between industrial activity and biodiversity.

There are no actual negative impacts, direct or indirect, caused by Frimesa's operations and activities, however, the Cooperative maps and monitors the potential negative impacts arising from its operations:

ASPECTS	DESCRIPTION OF THE IMPACTS
Industrial Waste	Solid and liquid waste management practices to reduce landfill disposal.
Water resources	Water availability must be guaranteed for industrial processes, ecosystems and surrounding communities.
Soil health	Responsible management of conservation areas adjacent to eucalyptus plantations to protect natural habitats.
Use of chemical inputs	Evaluate and reduce the use of harmful chemicals in operations.
Pollution	Monitoring greenhouse gas emissions from operations and assessing their impact on climate change.
Animal welfare	Animal welfare practices and assessing their impact on animal living conditions.
Transport damage prevention	Monitoring potential impacts on biodiversity resulting from the transportation of products and raw materials

Risks related to climate change

The physical effects of climate change can cause significant negative impacts on operations. Among them, water and forest scarcity. Frimesa has no record of financial losses arising from climate change. However, it manages climate-related risks through actions, indicators and goals that are inserted in its corporate risk management matrix. Among the actions is the preparation of an annual investment plan in environmental improvements aimed at optimizing the use of natural resources, a global inventory of direct emissions of greenhouse gases, according to the GHG Protocol and IPCC methodology; monitoring indicators related to the amount of electricity and water used, in order to optimize production processes to reduce consumption; diversification of the energy source with a focus on renewable energy generation (solar; biogas, biomass); measurement of water vulnerability. Frimesa also participates in committees and entities such as the Sustainability, Energy and Carbon Neutrality Committee.

Environmental protection

Frimesa's agricultural operations, which involve the cultivation, harvesting and transport of eucalyptus for biomass production, cover areas close to important environmental conservation regions, such as the Iguaçú National Park and the Itaipu Binacional Reserve, which are recognized for their high biodiversity value. This proximity can cause the migration of animals to cultivation areas and, as a consequence of this settlement, the possibility of car accidents and animal attacks, invasion of exotic plants in preserved areas or native tree species in cultivation area.

However, Frimesa implements proactive measures to mitigate these adverse impacts and stimulate biodiversity in its surroundings, such as:

Frimesa environmental park - Initiative aimed at preserving the native forest located around the pig processing unit in Medianeira. With an area of approximately 50 hectares, it is covered by native forest kept under permanent preservation around the main river of the municipality,



the Alegria River. This river is essential for meat processing and agricultural production and is responsible for supplying drinking water to the population. The initiative protects the river's riparian forest, ensures water quality and also contributes to the different species of plants and animals.

Private Natural Heritage Reserve - Frimesa maintains a preservation area of the Private Natural Heritage Reserve (PNHR) under its care, in the municipality of Ramilândia, totaling more than 94 hectares of preserved area.

Environmental education - Actions are carried out to raise awareness and engage employees in promoting the preservation of nature, such as Environment Week, which addresses topics related to forest protection and biodiversity. Issues such as responsible use of water resources and the importance of sustainable water management are emphasized, as well as the correct disposal and separation of solid waste, both in the internal and external environments of the organization.

Our honey - To strengthen biodiversity in Frimesa's reforestation areas, partnerships were established with Coofamel - Cooperativa Agrofamiliar Solidária and small beekeepers in the region to promote bee cultivation. This activity has a direct impact on environmental preservation, contributing to the sustainable development of the country by promot-

ing the regeneration and maintenance of local flora and fauna, as well as improving the quality and productivity of fruits and vegetables. This project fully meets the triple bottom line, leveraging income generation in rural areas, improving the quality of life of the communities involved and contributing to the preservation of biodiversity.

Crop-livestock-forest integration - Frimesa restructured its agricultural areas, implementing Agroforestry Systems (AFSs). In regions with greater aptitude for grain crops, there was an adaptation to this type of planting. Simultaneously, in the areas already destined for eucalyptus cultivation, the strategy was to integrate livestock. In addition, the company encouraged local producers to diversify rural areas to the destination of marginal or degraded areas in the cultivation of trees planted as an alternative that could provide renewable fuel to their industries. This approach not only strengthened the relationship between the community and the industry, but also contributed to the creation of a more sustainable production system, aligned with environmental and socioeconomic expectations.

Preventive actions include:

Ecosystem restoration - Through awareness campaigns that involve employees and the local community, raising awareness about the importance of biodiversity and healthy ecosystems.

Wildlife sighting reporting procedures - Implemented procedures that encourage staff and the community to report wildlife sightings. This contributes to the preservation of local fauna, assisting in the monitoring of species.

No hunting procedure - As part of its guidelines and conservation, the company prohibits poaching on all of its properties. This measure protects wildlife and assists in the maintenance of natural ecosystems.

Implementation of conservation areas - These areas act as refuges for natural habitats and endangered species, contributing to the preservation of biodiversity.

Forestry - Applies the sustainable forest management plan, which covers everything from planting to harvesting. This involves establishing proper spacing, planting techniques, pest and disease control, and management practices that promote tree health and growth. These practices conserve soils and water resources, ensuring that planted forests are conducted responsibly and harmoniously with the environment.

Agricultural activities - Frimesa owns the rural area called Fazenda Ponte Queimada, in Diamante do Oeste-PR, located next to the Itaipu Biological Refuge, recognized by the United Nations Educational, Scientific and Cultural Organization (UNESCO) as the core zone of the Biosphere Reserve, the most relevant for conservation for its ecological value to humanity.

In addition, the company leases the rural area called Fazenda São Paulo, in Ramlândia-PR, which houses a Private Natural Heritage Reserve (PNHR) with 97.22 hectares of preserved area of Atlantic Forest, adjacent to an indigenous area. Both are used to grow eucalyptus trees intended for biomass production.

The cultivated forest areas near the mentioned preservation areas have a low potential for impact on biodiversity, due to the comprehensive set of protection measures implemented by the company. This includes forest

operations planning, periodic monitoring, as well as forest management practices covering pest and disease control, meliponiculture, and leaf-cutting ant management.

Frimesa's region of operation is characterized by the freshwater Atlantic Forest biome.

However, the company does not carry out specific inventories of species of fauna and flora in its areas. Detailed information on the biodiversity value, characterized by the attribute of the environmental protection area or areas of high biodiversity value located in an environmental protection area, is not available.

Preservation of biodiversity

[GRI 3-3 | 304-1 | 304-2 | 304-3 | 304-4]

Frimesa has its own units that include permanent preservation areas and legal reserve areas, managed in accordance with Law no. 12.651/2012. Altogether, there are about 627 hectares of area with native vegetation. In addition, the company maintains eucalyptus reforestation areas of approximately 1,321 hectares, aiming to obtain biomass as an energy source. It also maintains an ecological park with about 50 hectares of native vegetation.

In 2023, Frimesa promoted the planting of approximately 502,078 tree seedlings, including 497,778 eucalyptus seedlings planted in 202 hectares of reforestation areas, 3,000 native tree seedlings planted in permanent preservation areas and 1,300 native seedlings distributed to the population, in a voluntary action.

It also set the goal of reaching 95.7% of renewable energy sources in industries. As part of this commitment, it has set itself a goal of achieving 70% of its biomass coming from its own sources. It reached 43% use of its own biomass. Through the preservation and proper management of reforestation areas, it enables the preservation of permanent preservation and legal reserve areas that are distributed in their areas.

From the total plantation, 159 hectares of degraded pasture were converted into an area of eucalyptus forestry. This initiative aims to promote the environmental recovery of the region and increase land productivity.

It has monitoring in its areas, but there are no measures to assess the effectiveness of the results of this monitoring.

There is no record of deforestation or conversion in areas managed by Frimesa.

SITUATION	PARANÁ	SANTA CATARINA	MATO GROSSO DO SUL
Total Area m2	9,798,384.60	188,852.93	77,469.00
Preservation Area m2	4,246,600.00	76,000.00	36,400.00

Frimesa does not have partnerships with third parties to protect or restore habitat areas other than those in which the organization has supervised and implemented restoration or protection measures.

It does not carry out a fauna and flora inventory to identify the number of species included on the International Union for Conservation of Nature (IUCN) Red List or on national conservation lists with habitats in areas affected by its operations. Therefore, it is not possible to provide information broken down by level of extinction risk, since the organization does not have specific data on these species in its areas of activity. Frimesa will only carry out this work if requested by an environmental agency.

SITUATION	PARANÁ	SANTA CATARINA	MATO GROSSO DO SUL
Total Area m ²	9,798,384.60	188,852.93	77,469.00
Preservation Area m ²	4,246,600.00	76,000.00	36,400.00
Independent external specialists	None	None	None
Standards, methodologies and premises used	Management of invasive non-native species, promotion of natural regeneration and, where necessary, planting native species seedlings.	Management of invasive non-native species, promotion of natural regeneration and, where necessary, planting native species seedlings.	Management of invasive non-native species, promotion of natural regeneration and, where necessary, planting native species seedlings.

Frimesa is not related to any negative impact arising from changes in natural ecosystems. Through the Frimesa Forest Plan on this subject, it is committed to preserving and conserving natural ecosystems, adequate management of reforestation areas to generate biomass as an energy source, and maintenance of environmental preservation areas. The Renewable Energy Sector monitors the areas, with regard to the areas destined for planting exotic species, the timber harvesting period, the preservation of permanent preservation areas and legal reserves.

USE	Area m ²
Industrial	3,004,567.72
Forestry	13,213,900.00
Preservation	6,274,300.00
Others	4,707.36
TOTAL	22,497,475.08

The recovery of 20 thousand square meters of cultivation area for the regeneration of native plants through the Certified Pork Program is planned for 2024.



Soil

[GRI 3-3 | 13.5]

Regarding the environmental impacts arising from soil health, the Central adopts sustainable management practices, including adequate rotation, soil analysis and monitoring, preservation of native vegetation, responsible and controlled use of chemicals. The company also invests in proper education and training for employees and contractors involved in agricultural operations to ensure they are aware of environmentally responsible practices. It understands that it is mitigating the potential negative impacts that may be caused in its forestry operations due to mechanized harvesting, soil structure compaction and monoculture cultivation.

Sustainable practices include scheduled cuts, maintenance of roots and branches in areas that help improve soil structure, protection against erosion, preservation of the riparian forest, soil recomposition before the new production cycle. Forests act as a natural barrier against soil erosion

caused by rain and wind. Soil cover by trees reduces the exposure of soil to climatic elements, preventing wear and loss of fertile layers. Eucalyptus also plays an important role in the recovery of degraded areas, promoting improvements in the physical, chemical and biological properties of the soil.

In addition, the company offers farmers in the region the application of digestate, a by-product generated during the anaerobic digestion process in the production of biogas. Rich in nutrients and organic matter, digestate contains essential elements for plant growth and is a valuable source of organic matter, which improves soil structure, increasing its water-holding capacity and promoting beneficial microbial activity.

Only the dairy units in Matelândia and São João in the Paraná and Mundo Novo in the state of Mato Grosso do Sul use the fertigation of the final effluent treated in an area of eucalyptus and/or grasses.

Social impacts

[GRI 3-3 | 407-1 | 408-1 | 409-1]

We are committed to cultivating an environment where the safety, well-being and rights of every individual are respected and protected. We are committed to operational integrity in our value chain and trust with our stakeholders, acting to combat forced labor or analogous to slavery or child labor.

These commitments are expressed in the ethical and legal practices highlighted in our Code of Conduct. All business relationships must comply with applicable laws and regulations, without favoring customers and suppliers.

The Code of Conduct for employees and suppliers also reinforces its position against child labor and any practice that compromises the lives and integrity of workers. Its suppliers also have no history of negative environmental or social impacts arising from their business relationships.

There is no involvement with violations of the right to freedom of association and collective bargaining. The company respects the individual right of employees and partners to become politically involved or a union member, recognizing and ensuring freedom of union association.

There is no purchase policy with deforestation assessment, but more than 50% of the purchases made by the company are from cooperative members where the company adopts the Certified Pork and one of the topics evaluated is deforestation-free areas. Regarding other suppliers, there is an indication of purchases from suppliers that are in line with Frimesa's policies.

To further strengthen these commitments, it has mandatory and non-negotiable contractual clauses in documents such as the Code of Conduct for Employees and Code of Conduct for Suppliers. In addition, when entering into contracts, specific clauses related to these issues are included.

Combating corruption

[GRI 205-1 | 205-2 | 205-3]

In Frimesa's history, there are no records of negative impacts, whether financial or related to people, resulting from corrupt practices. The Code of Conduct requires employees, third parties and/or any other party that has a relationship with the cooperative, whether in the public or

private sector, to strictly comply with the legislation in force against illegal practices, anti-bribery and anti-corruption.

Frimesa expresses in its Corporate Foundations, a document that defines our organizational culture, and in the Strategic Components its fundamental values and principles such as honesty, transparency, doing what is right and complying with the law.

To strengthen its culture, the cooperative has an Anti-Corruption and Anti-Bribery Policy, based on laws and guidelines ensuring the compliance of all employees, administrators and third parties who work for or benefit the company. This policy was launched in 2023 and communicated to all employees using all available internal means of communication, such as flash meetings, eu.frimesa Portal, document management system.

To guide our daily lives regarding interactions with the Government or politically exposed persons aligned with the strategy and the maintenance of a sustainable culture of integrity, we have the Policy for Interactions with the Government or politically exposed persons.

To promote the culture of integrity, Frimesa uses the Training School, where the Anti-Corruption and Anti-Bribery Policy is applied as mandatory training for all employees. In 2023, 796 hours of training were carried out on this topic. By 2024, the goal is to stratify training by hierarchical levels. In addition, Frimesa joined the Business Pact for Integrity and Against Corruption at the end of March 2023. Organized by the Ethos Institute of Companies and Social Responsibility, it is a voluntary commitment made by private and public companies, united in favor of promoting a more integral and ethical market.

Frimesa joined the **Business Pact in 2023** for Integrity against corruption.



our way of taking care of people —

Working and employment conditions

Diversity and equity

Occupational health and safety

Consumer health and safety



Working and employment conditions

[GRI 3-3 | 2-7 | 2-8 | 2-30 | 13.21]

COMMITMENT: Encourage job creation and ensure working conditions in their own operations and supply chain, including respect for working hours, quality of the environment, fair worker remuneration, adequate food, freedom of association and collective bargaining and other requirements in accordance with Brazilian labor legislation and International Labour Organization (ILO) guidelines.

GOAL: Audit 100% of suppliers considered critical in human rights, labor and environmental issues by 2030.

Made of people, Central has 12,467 employees with an indefinite employment contract, governed by the Consolidation of Labor Laws regime. Among these employees, 6,234 are men and 6,235 are women. The apprenticeship contracts have a duration of 24 months and a workload of 20 hours per week. Temporary contracts have variable duration.

Mandatory and non-mandatory internship contracts have a workday of 6 hours per day.

In 2023, there was a total growth of 27.37% in the number of employees compared to 2022. This increase was driven by the formation of a new work team on Saturdays and the start of operations at the new industrial unit in Assis Chateaubriand. In said unit, the increase will be gradual, according to the input of the raw material. This data is generated and compiled through reports issued by the People Management System platform.

In the company, there are five employees who are not governed by the Consolidation of Labor Laws, and the employment relationship is governed by a service contract. These workers perform technical and legal management activities. Although they are active employees, they are not subject to the control of working hours by Frimesa.

Frimesa has had occurrences of routine notifications in operations, but not significant in relation to compliance with laws and regulations.



TABLE 1. Number of employees by employment contract and gender

Work contract	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Indefinite term	6,015	6,030	12,045	4,723	4,711	9,434	4,521	4,548	9,069
Temporary workers	106	27	133	87	20	107	110	26	136
Others (apprentices and interns)	227	229	456	180	205	385	158	210	368
Total	6,348	6,286	12,634	4,990	4,936	9,926	4,789	4,784	9,573

12,467 is the total number of undetermined employees plus young apprentices

TABLE 2 . Number of employees by type of employment contract and region

State	2023				2022				2021			
	Indefinite	Definite	Others (apprentices and interns)	Total	Indefinite	Definite	Others (apprentices and interns)	Total	Indefinite	Definite	Others (apprentices and interns)	Total
São Paulo	483	0	5	488	460	2	5	467	434	0	2	436
Rio de Janeiro	133	11	4	148	114	10	5	129	102	5	5	112
Mato Grosso do Sul	16	0	0	16	16	0	0	16	10	0	0	10
Santa Catarina	211	1	4	216	212	1	6	219	211	2	6	219
Rio Grande do Sul	113	0	5	118	98	1	3	102	97	1	5	103
Minas Gerais	31	1	0	32	32	0	0	32	29	1	0	30
Paraná Oeste	10,365	227	421	11,013	7,526	513	349	8,388	7,381	331	338	8,050
Paraná Leste	263	5	10	278	254	5	10	269	253	2	9	264
Paraná Noroeste	166	1	7	174	166	6	7	179	146	3	7	156
Paraná Sudoeste	18	0	0	18	18	0	0	18	61	0	0	61
Total	11,799	246	456	12,501	8,896	538	385	9,819	8,724	345	372	9,441

12,501 is the total number of undetermined employees, young apprentices and interns

TABLE 3. Number of employees by type of job and gender

Work contract	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	6,008	6,020	12,028	4,440	4,456	8,896	4,342	4,382	8,724
Part time	7	10	17	283	255	538	179	166	345
Others (apprentices and interns)	227	229	456	180	205	385	158	210	372
Total	6,242	6,259	12,501	4,903	4,916	9,819	4,679	4,758	9,441

12,501 is the total number of undetermined employees, young apprentices and interns

TABLE 4. Number of employees by job category and gender

Position Category	2023			2022			2021		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Strategic Executive Director	12	5	17	12	5	17	12	5	17
Management and Coordination	213	99	312	180	82	262	170	75	245
Technician	961	374	1,335	820	334	1,154	770	319	1,089
Administrative	756	1,386	2,142	712	1,274	1,986	673	1,190	1,863
Operational	4,073	4,166	8,239	2,998	3,017	6,015	2,894	2,961	5,855
Apprentices	207	215	422	162	192	354	140	187	327
Interns	20	14	34	18	13	31	18	23	45
Total	6,242	6,259	12,501	4,902	4,917	9,819	4,677	4,760	9,441

12,501 is the total number of undetermined employees, young apprentices and interns

Female representation grew in some subgroups of positions, however, the base of women in operational positions was 1.89% higher and that of men 3.59%, in 2022, when compared to 2021, and the base of increase from 2022 to 2023 in female operational positions was 38.08% and that of male positions 35.86%. In managerial positions,

the representation of women also increased by 9.33% from 2021 to 2022 and 20.73% from 2022 to 2023, the men's base was 5.88% from 2021 to 2022 and 18.33% in 2023 compared to 2022. The evolution from 2022 to 2023 is based on the company's growth mainly with the new operating unit of Assis Chateaubriand.



Recruitment / new employees

[GRI 3-3 | 13.20]

Frimesa prioritizes internal recruitment and vacancies for people with disabilities. Upon joining, the employee participates in integration training that addresses internal policies, standards and procedures, as well as presents their structure and the role of each one in the work processes. In addition, Central creates a recruitment and selection plan, which establishes ethical criteria for hiring.

Frimesa has collective bargaining agreements in all its units and branches in Paraná, with 91.42% of our employees participating. The remaining 8.58% have their remuneration and benefits adjusted according to the negotiations of the Paraná state union, with no negative impacts on employment laws related to human rights, which are based on the Code of Conduct.

Internal policies are regularly reviewed and action plans are prepared to plan and continuously analyze strategies, with monitoring of performance indicators to evaluate the proposed improvements and ensure the achievement of the established objectives and goals. The company monitors notifications from the Ministry of Labor and the Public Prosecutor's Office, as well as notifications from the Reporting Channel and internal audit opinions.

Employees receive bonuses with attendance criteria and achievement of global, sectoral and individual goals, with differentiation according to the sector (administrative or productive), payments are not made in cash.

The company has a specific standard for hiring service providers, with clauses that ensure compliance with labor laws, observing the necessary training in Occupational Health and Safety issues, as well as environmental issues.

Frimesa practices remuneration with salaries above the national minimum and plans to adopt more structured salary policies in 2024, including average salary monitoring, annual adjustments and career plan structuring, as well as a climate survey to implement new remuneration measures and other actions aimed at a more effective and quality work environment, through the Inter-Union Department of Statistics and Socioeconomic Studies.



TABLE A. Number of employees by age group and gender

	2023	2022	2021	2021-2022	2022-2023
Men	6,222	4,884	4,659	4.83%	27.40%
Women	6,245	4,904	4,737	3.53%	27.35%
Total	12,467	9,788	9,396	4.17%	27.37%
Under 30	5,315	4,211	4,131	1.94%	26.22%
Between 30 and 50	5,918	4,624	4,392	5.28%	27.98%
Over 50	1,234	953	873	9.16%	29.49%
Total	12,467	9,788	9,396	4.17%	27.37%

TABLE B. Number of new hires of employees by gender and age group

	2023	2022	2021
Men	4,155	1,942	1,957
Women	4,157	1,765	1,935
Total	8,312	3,707	3,892
Under 30	4,698	2,353	2,695
Between 30 and 50	3,252	1,300	1,163
Over 50	362	54	34
Total	8,312	3,707	3,892

TABLE C. Number of new hires by age group

	2023		2022		2021	
Under 30	4,698	56.52%	2,353	63.47%	2,695	69.24%
Between 30 and 50	3,252	39.12%	1,300	35.06%	1,163	29.88%
Over 50	362	4.35%	54	1.46%	34	0.87%
Total	8,312	66.67%	3,707	37.87%	3,892	41.42%

Internal recruitment

In 2023, there was a higher number of vacancies filled by professionals under the age of 30, followed by those aged between 30 and 50, due to the search for candidates interested in working at the Cooperative. Women were hired 135.52% more in 2023 than in 2022.

The average cost per contract in 2023 was R\$ 2,020.52 (two thousand twenty reais and fifty-two cents) and this amount includes the costs with the recruitment team,

selection process management tools, behavioral tests, as well as evaluations and platform for the dissemination of vacancies.

The internal recruitment of men constitutes the majority of employees. The internal recruitment of female candidates was higher, with the majority being in the age group of 30 to 50 years.

	2023	2022	2021
Men	11.70%	13.54%	16.55%
Women	6.50%	8.32%	7.49%
Total	9.10%	11.06%	12.05%
Under 30	4.42%	9.35%	10.16%
Between 30 and 50	4.09%	12.92%	15.82%
Over 50	0.59%	13.51%	32.35%
Total	9.10%	11.06%	12.05%

Digital documents

Frimesa uses Plataforma Único, which makes hiring 100% digital, eliminating the need for physical documentation. The entire recruitment process is conducted directly by Frimesa professionals, there is no use of employment agencies for this purpose and no fee charges. The contracts are only drawn up in Portuguese, however, when necessary, interpreters are called to help in the communication. The interests of employees are preserved since the hired interpreters undergo a careful selection analysis.

Turnover

[GRI 3-3 | 401-1]

Currently, Frimesa has an absenteeism rate of 3.65%. It also has a turnover of 4.40%, and the goal for 2024 is to reduce turnover to 2.55% and absenteeism to 3.5%, and also to resume the application of a climate survey and obtain 80% overall satisfaction.

In 2023, Frimesa hired 2,678 more employees than it fired in the same period. There was an increase of around 27.37% compared to 2022. This number demonstrates the maintenance of the company's accelerated and sustainable growth and represents the reflection of actions to increase jobs. The highest turnover rates are usually found in entry-level positions with predetermined contractual duration,

such as experience, apprenticeships and internships, which explains the higher concentration of individuals in the age group below 30 years.

The lack of equity between men, women and minorities can have negative impacts on the social and economic dimensions and can generate an increase in labor disputes with a financial and reputational impact on the company. This can affect their level of attractiveness, increase people turnover, which generates costs, lack of engagement, loss of talent, difficulty in disseminating culture and directly impacts productivity.

Accumulated rotation rate	2023	2022	2021
Men	4.15	3.14	3.13
Women	4.65	2.82	2.92
Total	4.40%	2.98%	3.03%
Under 30	2.53%	4.42	4.74
Between 30 and 50	1.70%	2.24	2.10
Over 50	0.17%	0.63	0.59
Total	4.40%	2.98%	3.03%

Voluntary rotation rate	2023	2022	2021
Men	2.23	0.37	0.71
Women	2.55	0.29	0.91
Total	2.39%	0.33%	0.81
Under 30	1.37	0.73	1.91
Between 30 and 50	0.95	0.12	0.19
Over 50	0.07	0	0
Total	2.39%	0.33%	0.81%

	2023		2022		2021	
Under 30	3,356	59.57%	2,042	43.49%	1,743	42.19%
Between 30 and 50	2,083	36.97%	1,145	24.75%	981	22.33%
Over 50	194	3.44%	81	8.49%	84	9.52%
Total	5,633	45.18%	3,268	33.38%	2,808	23.88%





Diversity and equity

[GRI 3-3 | 2-21 | 405-1 | 405-2 | 406-1]

COMMITMENT: Take actions that curb any kind of discrimination and encourage diversity, through equity and inclusion in relation to ethnicity, gender, age, belief, people with disabilities and other minorities.

GOAL: The goal is to achieve 30% of women and other minorities in management positions by 2030.

In order to protect vulnerable groups, Frimesa acts to combat discrimination by including the issue in its cultures and Code of Conduct (see it by clicking here). All official documents of the Cooperative such as Corporate Foundations, Code of Conduct and committees are based on these actions.

Frimesa is not involved in any negative impact with respect to diversity, inequality and/or discrimination. This is because it remains attentive to possible illegal practices, unfair treatment that can lead the worker to stress, anxiety, depression, low self-esteem and reduced job satisfaction and performance, in addition to impairing talent retention. It can also generate serious damage to Central's reputation, financial impacts, fines, sanctions, regulatory impacts and market restrictions.

However, if any situation occurs, the matter will be analyzed by the Governance, Risks and Integrity Advisory. Based on the information collected and/or received, a referral will be defined for the case, which may involve the finalization of the process, the referral to the ethics committee or the presentation to the Board for later decisions.

Employees contribute to decision-making about the people management policy through programs and development and Climate Research. Benchmarking is used as a tool to evaluate performance and necessary improvements.

The proportion of the total annual remuneration of the highest paid employee of the cooperative in relation to the annual average of the other employees is 30.4 times. The reason given is because the organization is large and has an intensive workforce of production line workers (workers who have specific skills related to manual labor).



Diversity

Among the actions already developed by Frimesa, to increase the presence of women and minorities in management positions and equalize salaries, is the Germinating Talents project that will undergo reformulation in 2024 to meet the goal of the Roadmap. Through training, testing and dynamics, it develops employees for management positions. To date, ten women have taken on management positions through the project since 2022. It will also reformulate the Germinating Talents action plan this year and the recruitment and selection program in order to provide all employees with career advancement through a selection process that respects diversity and inclusion.

In 2024, a training project for women will be applied in the Cooperative, in activities seen as predominantly male, mainly to work in the shipping and maintenance areas, in activities that have always been male dominated.

With regard to the people who are part of Frimesa's governance bodies, superintendents and managers, the figures are 65% male and 35% female. The age group is under 30 years of age, between 30 and 50 years of age and over 50 years of age, being 70% between 30 and 50 and 30% over 50. In relation to the members of the Board of Directors, the capacity, seniority and diversity of the members are linked to the statutes, policies and procedures of the affiliates.

Immigrants

Frimesa has a culturally diverse staff. It currently employs 596 immigrants from the following countries: Argentina, Paraguay, Uruguay, Venezuela, Colombia, Haiti, Korea, Senegal, Angola, South Africa, Cuba, Lebanon, Palestine and Morocco. At present, the number of employees by country is not staggered, which is expected to be carried out in 2024.

In addition to the general benefits, immigrants receive support from the company in forwarding the documentation for legalization in Brazil, through Medianeira Social Assistance and in the other municipalities where the units are installed. It helps to stabilize these employees with housing, food, clothing and furniture, through actions of the Social Responsibility Program.

By 2024, a **Human Rights Policy** is to be drawn up that will be implemented among all stakeholders.

The contracts are only drawn up in Portuguese, however, when necessary, interpreters are called to help in the communication. The interests of employees are preserved since the hired interpreters undergo a careful selection analysis.

Salary equalization

To manage and monitor the effectiveness of the measures, monthly salary monitoring reports are generated by gender, periodic meetings of the committees, joint work with the Governance, Risks and Integrity Advisory and monitoring of indicators, such as promotion of minority groups and updating of policies whenever necessary.

The compensation practices adopted by Frimesa have several objectives: to align the interests of employees with the company's strategy; to ensure that compensation is competitive and attractive in relation to the market; to recognize high performance professionals, stimulating a culture of development, in addition to attracting and retaining talent in the company. The company's fixed and variable remuneration policies do not distinguish between gender, race, religion and any other aspects that are not related to individual or corporate performance.

To carry out the annual salary surveys, Frimesa has the support of the Brazilian Cooperative Learning Service (Sescoop). These surveys include cooperatives with similar characteristics that are recognized in the market.

In some positions, women have salaries equal to or higher than men's, in other positions, there are salaries higher than men's. Hierarchically superior positions are predominantly occupied by men, such as analyst, sales supervisor, salesperson, due to the technical breadth and areas of expertise. In operational positions, it is observed that both genders have a salary equal in total. The other cases, comparatively, do not have significant salary distortions between genders, being sometimes superior

female or male, very dependent on time at home, experience and other factors.

In order to establish the criteria for defining the company's important operating units, the specific characteristics of the units, including both meat and milk industrial units and commercial units, were evaluated. When defining the criteria to identify the important operating units, we take into account not only the size of the team, but also the direct impact of the activities carried out on the daily operations of the company. Thus, the units were segregated into Administrative Headquarters, Meat Industrial Units, Milk Industrial Units and Other Branches

Mathematical salary ratio between women and men, by major operating units					
POSITION	BRANCH				
	Headquarters	Other Branches	Industrial Units (Meat)	Industrial Units (Milk)	Overall Total
MANAGER	75%	79%	90%	74%	83%
MANAGER OPERATIONAL ADMINISTRATIVE POSITIONS	62%	96%	106%	99%	99%
OPERATIONAL INDUSTRIAL POSITIONS	92%	100%	99%	101%	99%
REPLENISHER/ SALESPERSON	98%	95%	N.A.	N.A.	96%





Occupational health and safety

[GRI 3-3 | 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8 | 403-9 | 403-10]

COMMITMENT: Plan, support, operate and evaluate the effectiveness of the management system and occupational health and safety programs through participatory protocols and processes that identify risks and provide improvements for safe operations and that value the well-being and physical and mental health of employees.

GOAL: Reduce the severity of accidents by 25% by 2025 and reduce occupational accidents by 50% by 2030.

In Frimesa's operations, the Health and Safety topic is related to positive and negative impacts that can affect the social and economic aspects of the business. Among the positive impacts considered significant are the preservation of the physical and mental integrity of workers, the reduction of absenteeism, better efficiency of workers and lower turnover. Significant negative impacts can include lawsuits filed by employees and public bodies, financial costs related to repairs and liability for accidents or occupational diseases, inspections, interdictions and stoppages of activities, workplace accidents, an increase in the (Accident Prevention Factor), as well as having the potential to affect the Cooperative's reputation in the market and as an employer.

As a way to manage and mitigate risks related to mapped impacts, Frimesa has preventive action plans that include health and safety measures, indicators, goals and programs to maintain a safe and healthy work environment. The main measures are based on integrated health, safety and ergonomics actions and range from identifying situations that may put the health and safety of employees at risk to proposing solutions to eliminate the risk or mitigate it to levels that do not pose a danger to the worker. The acceptable levels, or levels that do not represent a danger to the worker, are those considered technically as trivial and low, based on a defined risk matrix.



Risk identification and assessment

Risk management is an essential part of Frimesa's internal security programs and is characterized at low or trivial risk levels, according to the established risk matrix. All moderate and high risks must contain at least one mitigation action. Urgent risks, considered serious and imminent, require immediate action, including stopping the activity until the risk has been mitigated. Based on the adjustments made, a gradual reduction in the frequency of occupational accidents has been observed. This means that even with the increase in the number of employees, the number of accidents is proportionally lower.

The company uses the Plan, Do, Check, Act (PDCA) methodology for the continuous improvement process. Thus, when an action is proven to be effective, it is shared and replicated to the other areas, considering analysis and applicability.

Stakeholder engagement has been progressively strengthened at the company. It is not limited only to the Internal Commission for Accident Prevention, but extends to all areas. Especially managers, as directly responsible for the areas under their supervision, must actively participate in the improvement processes related to their activities, machines and teams. In addition, employees themselves are encouraged to contribute to decision-making processes for improvement.

The management system was implemented to improve the control of indicators related to health and safety through the Senior platform, internal management system. With the integration of information, including health and safety data, the system has provided more effective control and management. The processes of the health and safety area are mapped in the Sof Expert platform, in which the Gravity, Urgency and Trend (GUT) matrix was used to define priorities.

All employees are involved in the occupational safety and health system, as the environments are equipped with the Service Order, which identifies the risks, and each employee is trained through this document before starting their activities, with annual recycling.

In 2023, Central reviewed and updated its Occupational Health and Safety programs, aligning them with market practices and implementing new indicators and tools to ensure the integrity and well-being of its employees and other stakeholders.

Among the indicators are compliance with regulatory standards, checklists covering various aspects such as fire extinguishers, fire hydrants, machinery, equipment and behaviors, as well as regular training. The weekly safety dialogue, the safety performance index, the work permit for unsafe activities, the proper use of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE), periodic medical examinations and the interdiction of potentially dangerous places or activities are also carried out. Critical analysis meetings and strategic meetings, held with the company's strategic body, are essential to address critical situations that require significant resources (financial and labor) to be improved to acceptable levels. The directions resulting from these meetings are forwarded to those responsible for the areas, resulting in terms of adjustments and improvements.

In addition, all occupational accidents that occur and all occupational suggestive diseases are investigated and, in necessary cases, the crisis committee is mobilized. This committee is dynamic and its composition may vary according to the subject. For occupational health and safety, the committee meets to deliberate on situations of serious and imminent risk in order to remedy them immediately.

Every deviation identified must be followed by an action plan to ensure that it is corrected. Actions that prove effective are reapplied in similar areas.

Currently, 100% of the actions derived from the risk level assessment are implemented within the established deadline. Also 100% of machinery and equipment are purchased in accordance with NR 12 and all occupational accidents that result in leave are investigated.

Training

All training applicable to Frimesa's business is given in accordance with current regulations. A computerized system ensures that employees participate in refresher training as required by law, at no additional cost, during work hours. The instructors are evaluated by the employees themselves and, if it is found that an instructor is not meeting the expectations of the training, he or she will be replaced. In-person training is prioritized.

All employees who perform unsafe activities are previously trained to ensure safe work. For activities involving specific risks, such as working at height, welding and confined spaces, a prior analysis is conducted and a Work Permit is issued to authorize the execution of the activities.

The results are monitored monthly through indicators and, whenever necessary, an action plan is prepared to act on the detected improvements. Frimesa maintains an open channel so that employees can report any hazards they observe, either directly to the People Management area, in team meetings, virtually on the eu.frimesa portal



At Frimesa, **100%** of the actions derived from the risk level assessment are implemented on time. Machinery and equipment **are also purchased in accordance with NR12.**

or through the Reporting Channel. All concerns raised by employees are immediately addressed by the Occupational Safety and Health area and, subsequently, on-site observations are made and a checklist of occurrences is completed.

Any incident is immediately reported to the Specialized Services in Safety Engineering and Occupational Medicine. Incidents can be reported by leaders or, more commonly, by the affected employee. According to the damage potential of this incident, an investigation is initiated to identify the root cause, and corrective actions are implemented to prevent recurrences.

Health committee and working groups

For the year 2024, the Accident Investigation Working Group will be installed. Among other duties, its main responsibility will be to analyze the risk map already established and advise on the management and continuous treatment of these risks, ensuring the application of prevention and improvement measures. In addition, its performance includes the treatment of recurrences with a view to improving actions and strengthening the commitment of leaders to the health and safety of employees and other workers.

In relation to risks, the role of the committee in this context will be structured as follows:

1. Risk analysis and prioritization in the Risk Map

Objective: to use the existing risk map as a basis for the detailed analysis and prioritization of risks, focusing on those that require immediate action or represent the greatest potential for damage.

Actions: Periodic Review of the Risk Map: the committee should regularly review the risk map to identify changes in working conditions or the introduction of new processes that may change the risk profile.

Prioritization of Mitigation Actions: Based on the analysis of the risk map, the committee will define priorities for mitigation actions, taking into account the severity and probability of the identified risks.

2. Monitoring and Evaluation Control Measures

Objective: to ensure that the control and prevention mea-

asures implemented are effective in reducing or eliminating the risks identified in the map.

Actions: Follow-up of Implemented Measures: The committee will be responsible for monitoring the implementation and effectiveness of control measures, adjusting them as necessary to ensure the safety of employees.

Continuous Feedback: encourage feedback from employees on the effectiveness of the safety and health measures implemented, using this information for continuous improvement.

3. Communication and Education

Objective: to promote a culture of safety, increasing awareness and knowledge of risks and prevention measures among all employees.

Actions: Dissemination of Information: the committee shall ensure that information on risks and safety measures is widely disseminated among employees, using various communication channels.

Training and Simulations: Organize training sessions and periodic simulations to prepare employees to act effectively in accident prevention and emergency response.

The creation of the Accident Investigation Working Group, with a special focus on risk map management, will significantly strengthen occupational health and safety initiatives. This group will facilitate the analysis and treatment of risks in a more efficient and focused way and promote a proactive safety culture, based on prevention and the active participation of all those involved.

Committees and employee participation in health and safety initiatives

Employees are often involved in process development and improvement, especially when these management mechanisms are based on workplace experiences and observations. As for adaptations related to standards, the responsibility for implementation lies with the technical team. To address specific health and safety issues, committees are mobilized and, for broader assessments involving contexts and scenarios, employees participate informally through meetings, e-mails and other channels. This model for advancing practices and processes has proved to be agile and less bureaucratic in terms of decision-making and the adoption of preventive and corrective measures.

Committee and working groups related to the safety and health of workers working at Frimesa:

Hearing Conservation Program Committee: holds bi-monthly meetings to analyze data from quantitative assessments of noise and/or hearing loss. All employees who need this assessment are included, although there is no worker involvement, as this is a standard requirement.

Working Group on Medical Restriction: called in when-

ever an employee, after treatment and time off work, does not show any improvement in their clinical condition. All employees who need this assessment undergo analysis. Employees in the areas in question are involved, as the improvements are based on their daily experiences.

Working group on NR 10 and NR 12: monthly, it is convened to carry out the risk assessment of the machines and discuss adjustments. Workers are not involved because it is a requirement required by standard.



Occupational accidents

The main types of occupational accidents identified at Frimesa are cuts, pressing and exposure to chemicals. These hazards are identified through on-site assessment and, after that, through risk matrix assessment, which considers probability and severity.

To mitigate the impacts of these accidents, Central launched the "Golden Rules", applicable to all employees and service providers, to promote the safety and preservation of everyone's health. In addition, the Safety Performance Index was created, an observation tool focused on safe behavior to assess adherence to standards, training and other aspects, seeking to act proactively in improvement actions.

The occupational health and safety system at Frimesa controls the risks present in workplaces, determines the need for complementary examinations, as established by the Occupational Health Medical Control Program (PCMSO), and provides reports to control occupational and chronic diseases. In addition, it has support tools for checklist, Weekly Safety Dialogu, Safety Performance Index, strategic and tactical meetings, training, as well as actions in the Internal Accident Prevention Week, which include all employees and outsourced workers.

So far, no cases of occupational diseases have been identified at Frimesa. However, for the year 2024, the expectation is to carry out a survey of indicators to identify the types of diseases and implement appropriate mitigation actions. In addition, during the health week, support campaigns are carried out, such as measuring the Body Mass Index (BMI), measuring blood pressure, among other procedures, as well as training and various guidelines, covering all employees and other workers of the company.

The company has an occupational physician responsible for corporately coordinating the activities of the Occupational Health Medical Control Program (PCMSO). In addition, it has a speech therapist who uses a system to identify possible risks to the hearing health of employees. This information is taken to a committee where the necessary improvement measures are discussed. In cases of urgency or emergency, the person is taken directly to the health service so that necessary measures can be taken.

All information related to the employee's health is treated as confidential and secret, and only doctors have access. Anonymous statistical reports generated from queries are used only as a basis for improvement processes.



NUMBER OF HOURS WORKED	2021	2022	2023
No.	20,302,883	22,087,350	25,366,338

NUMBER AND RATE OF DEATHS RESULTING FROM AN OCCUPATIONAL ACCIDENT	2021	2022	2023
No.	0	1	0
Rate	0	0.4	0

In the last three years, there has been one fatal accident at Marechal Cândido Rondon's Dairy unit. In the same period, no occupational accidents were recorded with service providers.

SERIOUS ACCIDENT RATE	2021	2022	2023
No.	41	30	33
Rate	2.02	1.36	1.30

NUMBER AND RATE OF OCCUPATIONAL ACCIDENTS SUBJECT TO MANDATORY REPORTING	2021	2022	2023
No.	212	168	177
Rate	10.44	7.61	6.98

Notes: The Occupational Accident Communication emission rate also decreased in the period, demonstrating the gradual reduction in the severity of occupational accidents.

All accidents that required leave for the National Social Security Institute, with more than 15 business days lost. This index has been steadily falling since 2021.

Health promotion

Frimesa promotes the health care of employees through various campaigns carried out throughout the year. Through the Becare app, for example, they have access to meditation, psychological consultations and other physical and mental health care. In addition, the administrative sectors have weekly access to gym class, and those of industrial operations, to rest and recover according to the relevant recommendations.

Since transportation logistics is an essential part of Frimesa's operations, traffic safety guidelines are promoted. The target audience of the actions are the drivers responsible for transporting pigs and milk. For service providers, the action takes place in the integration before the start of activities. In these cases, they have access to information about internal procedures aimed at ensuring their safety. In addition, guidance is provided on the procedures to be

adopted in the event of an emergency or accident.

As part of health promotion actions, Frimesa provides free tests for the detection and prevention of breast cancer, prostate cancer, skin cancer and preventive tests for women (Pap smears). This initiative is promoted in partnership with Industrial Social Services – SESI. In addition, Frimesa subsidizes much of the flu vaccines applied between April and May.

There are also programs that aim to identify and refer for treatment: ophthalmological problems, diabetes, hypertension, hypo and hyperthyroidism, chemical and alcohol dependence, among others that are eventually identified in a medical consultation. In medical outpatient clinics, equipment is available to check and monitor blood pressure and blood glucose levels.



Health and safety of the consumer

[GRI 3-3 | 13.9 | 416-1 | 416-2]

COMMITMENT: Implement and strengthen actions aimed at ensuring the quality of products throughout their life cycle, in addition to full compliance with applicable laws and adherence to voluntary consumer health and safety codes. Including actions aimed at transparency in product labeling and responsible marketing practices.

GOAL: Implement biosecurity at 80% of farms.

Sustainable food production

From field to fork, Frimesa is committed to ensuring that the food it offers is nutritious, safe and of a quality perceived by customers and consumers. To achieve this goal, strict inspection standards are applied, especially in the industrialization process, designed to preserve the quality, food safety and sustainability of the food offered. This commitment includes plans and programs that also cover monitoring, possible interventions, inspections, traceability, from the origin of the raw material to the final product and training.

In addition, all significant mapped impacts are assessed and managed, considering different dimensions of sustainability. Among these, there are potential impacts on public health resulting from food-related diseases, such as nutritional diseases, intolerances or allergies and toxins, which can have positive or negative economic and social effects. In the supply of quality products, inadequate practices can result in problems such as poor hygiene during food processing, storage or transportation, which can lead to microbiological contamination, resulting in outbreaks of foodborne diseases. Excessive use of additives, preservatives and dyes in the production of processed foods can have adverse effects on human health when not properly monitored.

From an economic and social point of view, for example, ensuring safe food contributes to improving the quality of life and relieves pressure on health systems, freeing up resources to be directed to other areas. Negatively, crises related to food safety can lead to widespread distrust and affect consumer choices, impacting the reputation of companies and market stability. Failures to manage negative impacts can increase regulatory rigor and, consequently, create barriers for the sector, directly affecting the local and regional economy and the organization's own economic and financial performance.

Still in the economic context, quality assurance boosts international trade, as countries that adopt high standards tend to strengthen their business relationships with trusted trading partners. This can result in export opportunities and economic growth. However, if incidents related to the safety of products occur, the repercussions can be serious, leading to trade restrictions and loss of qualifications in foreign markets.

Environmentally, safe practices can minimize waste generation and contamination of the environment. Still in this context, the adoption of safe agricultural practices can play a key role in protecting aquatic and terrestrial ecosystems, reducing pollution and environmental degradation. However, large-scale production, needed to meet global demand, can result in the loss of biodiversity and the depletion of natural

resources such as water.

Intensive agriculture can cause the excessive use of pesticides, leaving residues in food. In addition, the search for efficiency in large-scale production can lead to practices that compromise food quality, such as the indiscriminate use of veterinary drugs to promote the rapid growth of animals, contributing to the development of antibiotic-resistant strains of bacteria, which poses a risk to human health. Another negative impact is related to inadequate transport practices, in which food can be exposed to conditions that may compromise its quality and safety, including temperature variations and cross-contamination.

To mitigate these negative impacts on food safety, several parties are involved. Government and regulatory agencies play a crucial role in establishing laws and regulations, as well as overseeing industries to ensure compliance with established standards. These collaborations are essential to ensure the safety and quality of food provided to consumers. Customers and consumers put pressure on

the industry to adopt safer and more transparent practices. Active consumer participation may include making informed choices, supporting sustainable practices, and requiring clear product information.

Civil Society Organizations (CSOs) play an important role in oversight and education, monitoring industry practices, advocating for stricter standards, and helping raise public awareness of food safety issues. The scientific community is also relevant in determining the process, because, through scientific research, it contributes to the understanding of the risks associated with food safety and provides evidence to support the company's internal actions. The participation of the scientific community is crucial to continuously evaluate and adapt existing practices.

By 2040, Frimesa is committed to implementing and strengthening actions aimed at ensuring the quality of products throughout their life cycle, in addition to full compliance with applicable laws and adherence to voluntary consumer health and safety codes. Including actions aimed at transparency in product labeling and responsible marketing practices. To support the achievement of these commitments, several action plans are already in progress, with execution by several areas involved.

Quality certification

All possible impacts on consumer health and safety caused by Frimesa's products are evaluated by the Hazard Analysis and Critical Control Point (HACCP) Self-Control Program. This program covers everything from defining the technical specifications of ingredients, raw materials and packaging, to supplier qualification, receiving inputs, storage, processing and shipping of products. Any cases of non-compliance in relation to these impacts are identified and classified according to the risk and forwarded to the responsible sector to assess the cause and take the necessary actions to mitigate the problem. Cases of non-compliance related to receiving raw materials, ingredients and packaging are directed to suppliers for negotiations, as established in our Self-Control Programs, audited by the Ministry of Agriculture and Livestock - MAPA and recognized by the evaluation system of IFS Food and/or Global Markets Food.

Frimesa's meat processing units that have certifications have been audited and certified by QJMA/WQS in Animal Welfare, through the North American Meat Institute (NAMI) audit tool. Currently, 100% of pig slaughter and processing units are certified in animal welfare through QJMA/WQS,

which corresponds to 100% of the production volume.

If the company becomes aware that a product that poses a risk to consumer or animal health has been placed on the market, the process of traceability and, if applicable, recall begins. As guidelines, Central has a Traceability, Recall Program, as well as the Crisis Standard, both of which cover the entire production chain and are written based on current legislation.

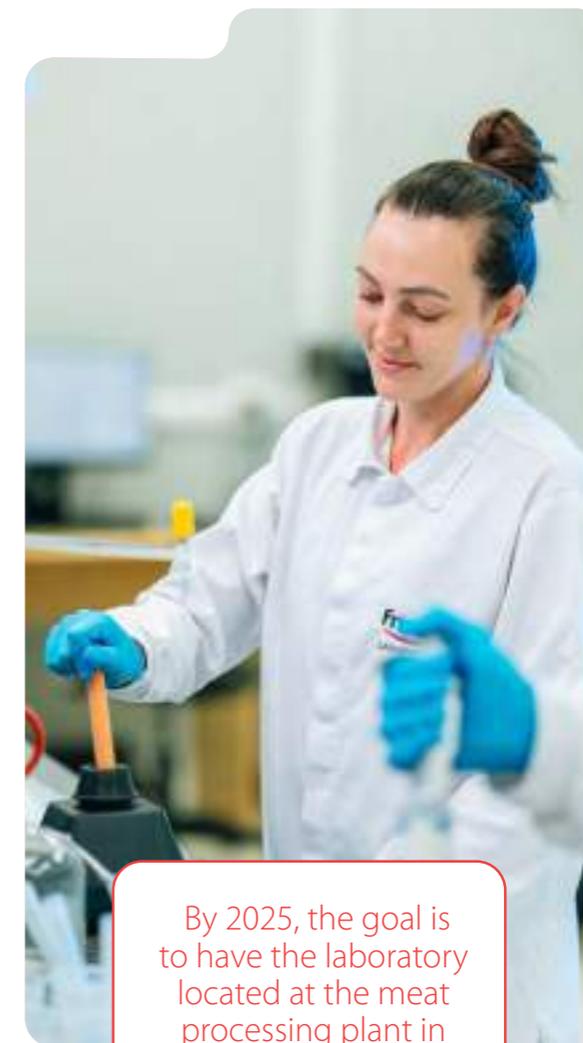
In addition, the customer service provides information on products and services in order to ensure customer and consumer satisfaction.

Among the measures to prevent or mitigate potential negative impacts, we highlight the quality programs in which the criteria for monitoring and verifying products and processes are established. Among them, the following stand out:

- Industrial and Operational Hygiene Self-Control Programs, Maintenance, Integrated Pest Control, Employee Hygiene and Hygienic Habits, Operational Sanitary Procedures, Supply Water, Raw Material Control, Temperature Control, Laboratory Analysis, Formulation Control, Certification Support, Animal Welfare, among other routines.
- HACCP Program (Hazard Analysis and Critical Control Points).
- Traceability and Recall Program of our entire production chain, from receiving the animals, ingredients and inputs through to the shipment of the finished product.
- Food Defense Program.
- Food Fraud Program.
- Food Safety Culture Program.
- Microbiological analyses of carcasses, raw materials, ingredients, packaging, finished product and swab of utensils and equipment, allergenic swab, in addition to ambient air analyses.

Frimesa's in-house analysis laboratories are located in all of its plants, where microbiological and/or physical-chemical analyses are performed on a daily basis to check the quality and safety of the products manufactured.

For these activities, the laboratory located in Medianeira is recognized by ISO/IEC 17025:2017, an international reference for testing and calibration laboratories. The other laboratories operate in accordance with ISO 17025, using official methodologies for performing analyses and participating in proficiency tests. This speeds up the evaluation of the food produced, helping to ensure they meet the laws and requirements of the domestic and foreign markets.



By 2025, the goal is to have the laboratory located at the meat processing plant in Assis Chateaubriand recognized under ISO/IEC 17025:2017.

The Medianeira unit's self-control laboratory has been recognized in the Standard since 2021.

In line with the vision of Industry 4.0, in 2023, laboratory information management was implemented using specific software. The proposal aims to increase the quality, safety, productivity and transparency of the activities. With it, it is possible to monitor all stages, from collection through to issuing the final report, using simplified and automated processes that are fully traceable. In addition, automated activities help to significantly reduce errors compared

to manual tasks, making the process more reliable and accurate.

The next step is to extend the use of the software at the Assis Chateaubriand unit, standardizing the information management system related to laboratory controls and allowing data to be shared for decision making.

Audits and inspections

Frimesa receives third-party audits, conducted by certifying organizations, at least annually. In addition, internal audits are carried out by service providers hired by Quality Assurance. There are regular inspections carried out by the Ministry of Agriculture and Livestock (MAPA), as well as client audits. In 2023, all industrial units were submitted to second and/or third party audits to evaluate the health and food safety criteria, aiming at continuous improvement.

The inspections cover good manufacturing practices, workplace cleaning and facility infrastructure, carried out periodically by the Quality Control technical team, according to the schedule established for each activity. The Quality Policy is disclosed to all employees, according to the criteria defined in the Quality Manual. Suppliers of raw materials, ingredients and packaging that impact products are qualified according to the criteria established by the Frimesa Supplier Program.

Training

Employees receive training before starting their activities, with annual refresher courses on food safety and good manufacturing practices. Procedures for defense and prevention against food fraud, as well as access management in industrial units, are defined.

Management of negative impacts

To manage negative impacts, Self-Control Programs are applied in all industrial units, including corrective and preventive actions for situations that may impair food safety. In addition, food safety audits and management of quality indicators are carried out.

Quality indicators are monitored through non-conformities, negotiations and deviations from quality and food safety standards, with plans for improving and mitigating

negative impacts. Contact with consumers and customers is made through customer service records and consumer actions, and these inputs are used to identify problems or opportunities for improvement.

To monitor and measure performance and operational efficiency in quality, industrial units are subjected to a continuous routine of internal and third-party audits, as well as inspections by health authorities, such as the Ministry of Agriculture and Livestock (MAPA), under the supervision of the Federal Inspection Service, and international certification organizations. These evaluations verify the controls of the processes, if they follow criteria in line with international best practices and if the products meet the technical standards of the markets in which they are sold. Operations and processes are periodically evaluated by independent certifiers, in accordance with international standards and in accordance with customer and import market requirements.

In this third party verification routine, Frimesa was re-certified in the audit of IFS Food (International Featured

Standards), an international reference in food safety, which was carried out in the cheese industrial unit in Marechal Cândido Rondon, as well as approved in the audits of IFS Global Markets in the other meat processing units of Marechal Cândido Rondon and Medianeira and in the refrigerated unit located in Matelândia. It is also in the process of implementing a second party audit, based on the criteria of IFS Global Markets, in the Aurora unit (Santa Catarina) and the new meat processing unit located in Assis Chateaubriand.

In all suppliers of inputs, packaging and raw materials that do not have GFSI Certification (Global Food Safety Initiative), on-site or documentary audits are carried out, according to the risk classification and performance history. Thus, they are encouraged to be certified, which would speed up the evaluation and approval stages, giving even more transparency and reliability to the process.

In 2023, 48% of suppliers have some level of certification by a GFSI-recognized program. These cover raw materials, packaging and ingredients received at all industrial units.

Food safety culture

At Central, the Food Safety Culture Program was implemented, which establishes communication tools to sensitize employees at all hierarchical levels, as well as indicators to measure the level of food safety culture in industrial units. Training was given with managers, supervisors, foremen and forewomen and key employees in the process, establishing an effective communication channel. In late 2022 and early 2023, a food safety culture diagnosis was conducted at the cheese plant, in partnership with a third-party company. The results were translated into actions related to both the technical and behavioral areas.

The effectiveness of the measures is also evaluated through strategic meetings that take place on a monthly, quarterly and annual basis, which assess the effectiveness of the measures taken, which allows action plans to be developed and processes to be continuously improved.

No market bans related to food safety issues were recorded in operations in 2023.

- The total number of possible cases of non-compliance with laws and/or voluntary codes in relation to health and safety impacts caused by products and services within the reporting period was nine, none of which were judged.

- There were 41 infraction notices applied by the Health Authorities in 2023, which are being processed at the administrative level, therefore, in 2023, there is no conclusion or payment related to them.

- 49 cases were concluded in the Health Authorities sphere, which were paid a total of R\$ 508,733.17.

- 19,494 kg of product were condemned for unsatisfactory results in the period.

- There was no case of product recall.



PRODUCTION CERTIFIED BY AN INDEPENDENT ORGANIZATION IN INTERNATIONAL FOOD SAFETY STANDARDS (IN TON)	2023
Total food production	494.4
Production of food manufactured in operating units certified by an independent organization in food safety standards	147,024
Percentage of food manufactured in certified units	29.7%

Data from the Certified Dairy Unit of Marechal Cândido Rondon, audit of IFS Food (International Featured Standards), international reference.

Labeling

[GRI 3-3 | 417-1 | 417-2 | 417-3]

Monitoring legislation aims to keep the company up to date and in compliance with the changes regulated in legislation, taking advantage of the opportunities they may present.

Transparent and ethical performance in relation to labeling information is provided for in Frimesa's Quality Policy. Although the records and labels are updated frequently by the company and audited by the competent bodies, Frimesa does not have a significant number of non-conformities in the notification period, as in previous years. Any fines received do not have the capacity to affect the flow of the Cooperative. However, it recognizes the potential negative impacts that may entail health risks. Lack of clear information about ingredients, for example, can expose people with food allergies or intolerances to risks, such as allergic reactions and other occurrences that may affect their health conditions, such as diabetes, obesity and heart disease. In addition, insufficient information can lead consumers to make choices that are not aligned with their nutritional, ethical, and environmental needs or values.

Frimesa operates based on transparency in the relationship with consumers and this involves clarity in labeling information. The company acts in accordance with the provisions of the Consumer Protection Code (Law No. 8,078, of September 11, 1990), and all its products are in compliance with other current legislation, issued by the competent bodies that regulate the sector.

Seeking to prevent or mitigate potential negative im-

pacts, all labeling is analyzed and checked by a team specialized in legislation, registration and labeling, which confers 100% of the labels before making them available to the consumer. Frimesa has a team that consults daily the publication of the legislation of the regulatory bodies and participates in meetings and regulatory committees of the associations that represent the company's business areas, to always keep up to date and market products with labels that comply with the legislation. Internal audits and audits of certifying bodies are also carried out, as well as critical analysis meetings. The company has a specific procedure for monitoring the publications of legislation and, to evaluate the effectiveness, the verification of the data that are recorded daily is carried out weekly. The company's objectives and goals must be clear, to increasingly seek compliance in its processes.

In case of non-conformities or updates, all documentation is reviewed and changed and made available in the internal management system.

Stakeholders, including regulatory bodies, customers and consumers, directly influence the process, as there is a constant search for clearer and more transparent information in labeling, with access to secure information that faithfully portrays the product marketed. Senior leadership systematically monitors through monthly and/or quarterly meetings (indicator meetings and critical analysis).

Other mitigation plans are:

- **Crisis Mitigation:** standardize and establish procedures for Crisis Management that lists protocols to be adopted when in a crisis situation or threat of crisis. The actions encompass crisis and post-crisis management with a focus on critical scenarios that pose a threat to the image of the Frimesa brand and the mission of providing people with valuable food.

- **Traceability/Collection and Recall Program:** the objective of the program is to ensure the traceability of products at all stages of the production chain, to ensure the effectiveness of collection and recall. This program describes the guidelines to be followed in the event of traceability/recall and/or in traceability and recall simulation exercises.

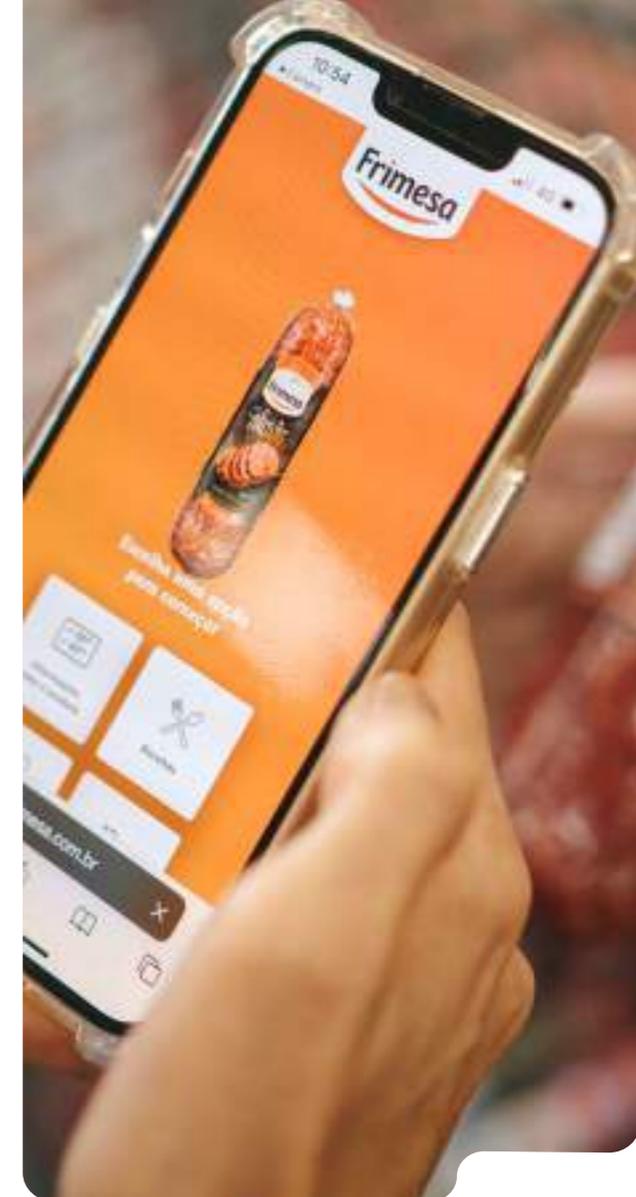
- **Food Defense Program:** identify, deter and prevent intentional contamination, through quick and accurate actions to identify them, which allow to respond and contain threats or intentional acts of contamination at all stages of production, marketing and distribution of its products.

- **Food Fraud Program:** establish and document in a systematic manner, based on the supply chain vulnerability assessment, where certain control measures can be used to reduce the risk of Frimesa's exposure to food fraud.

To approve ingredients, packaging and raw materials, Frimesa requests documents such as declaration of origin, questionnaire on allergens and GMOs, analysis reports, letter of guarantee and specifications, in addition to considering legal aspects related to the use of the item. Product labeling includes a recycling seal, QR Code with detailed information about the product, such as ingredients and nutritional table, as well as instructions for safe handling, especially in products not ready for direct consumption.

It also uses mandatory recycling category seals on its packaging, in accordance with the Brazilian Solid Waste Policy. The company maintains up-to-date records and labels, audited by competent bodies, and does not have a significant number of non-conformities or fines related to these aspects.

In 2023, there were no cases of non-compliance with marketing communication, advertising, promotions or sponsorships. Frimesa has channels to receive complaints and non-conformities from customers, including issues related to marketing communication, and there are no records of complaints by other means of communication than these own channels.



Use of pesticides

[GRI 3-3 | 13.6]

In Frimesa's activities, the use of pesticides does not have a direct impact on the health and safety of consumers. The most significant use is in forestry activity. There are 1,829 hectares of planted area, and the production is destined to the generation of biomass used as a source of thermal energy. The company fully adheres to the guidelines established in Law No. 14,785, of December 27, 2023, which covers aspects related to waste, its packaging, registration, classification, control, inspection and inspection, and in NR 31, which aims to establish the precepts to be observed in the organization and in the rural work envi-

ronment, in order to make the planning and development of the sector's activities compatible with the prevention of accidents and diseases related to rural work. In addition to the precepts required in the NR, Frimesa obliges the contracted companies to provide workers with a living area, chemical bathroom and meal space, and is obliged to send evidence 24 hours before the start of activities. Such laws and Standards have guidelines to ensure that pesticides are only used with prescriptions and according to the culture, following the appropriate agronomic practices.

All workers responsible for the application of pesticides undergo adequate training and only handle the products after wearing the necessary protective clothing and equipment to avoid damage to their health. Frimesa promotes the responsible use of pesticides, encouraging their application in the correct amount and manner, prioritizing weeding and mowing for the management of reforestation areas.

Impacts on biodiversity are monitored, including the effect on non-target species, soil organisms and workers exposed to pesticides. The company conducts regular evaluations of practices and policies related to pesticides, adopting measures to preserve soil biodiversity and improve its quality, such as avoiding the excessive use of pesticides and promoting the addition of organic matter.

The application of pesticides in forestry is limited to the year of planting, with manual weeding and mowing in subsequent periods. Frimesa regularly collects data on the application of pesticides, conducts periodic assessments of workers' health, complies with environmental and safety regulations, and provides occupational safety training and correct use of PPE to ensure the protection of workers.

Classification	Category	Qty. (kg)	%
Product Unlikely to Cause Acute Damage	5	4,016	49.5
Toxic Product	2	4,104	50.5



Relationship with communities

[GRI 3-3 | 2-28 | 203-1 | 413-1 | 413-2]

Committing to the social and economic development of communities is an essence of cooperativism, reflected in Principle 7 - Interest in the Community. At Frimesa, this mission is achieved through a variety of actions, ranging from value creation through volunteering to constant monitoring of social projects, assistance campaigns and environmental indicators. The goal is to mitigate the negative impacts both in the social and environmental context in the communities where we operate.

The initiatives cover internal and external audiences and have monitoring and evaluation indicators that assist in making strategic decisions in line with the sustainability agenda.

In relation to the potential negative impacts caused in the surroundings due to atmospheric emissions, monitoring and management is carried out as recommended by environmental legislation. In this regard, the main sources of emission are the lagoons. Therefore, the concentration of gases emitted is evaluated in order to improve combustion processes and minimize the release of pollutants into the atmosphere (carbon monoxide - CO), particulate matter (PM) and nitrogen oxides (NOx). The organization also has an Odoriferous Emissions Monitoring Program with information on the treatment of emissions generated in the Rendering plant and Refinery processes. In addition, it applies the Effluent Monitoring Program that obtains data to carry out the evaluation of each step of the treatment process.

With regard to noise, annually all industrial units are evaluated in order to meet the required quantitative levels of acceptability for the allocated space and the surroundings with the performance of an external Technical Report for Sound and Noise Monitoring, according to ABNT Standard NBR 10151/2019.

Regarding the generation of hazardous substances, such as ammonia and biogas, generated by an anaerobic digestion process (biodigesters) for the treatment of solid waste from the treatment of industrial effluents, Frimesa is in the process of updating the Risk Management Plan, as established by IAP Ordinance No. 159/2015, thus, the risks related to chemical substances will be analyzed and evaluated as to their probability and the severity of the associated impacts.

Community relationship channels

Frimesa maintains open communication channels with various stakeholders, including surrounding communities, government agencies, owners of leased areas and other relevant partners. Active stakeholder participation in discussions and consultations plays a crucial role in identifying challenges and opportunities related to land and natural resource rights. An example of this is the direct influence of these stakeholders in a partnership project with the community for bee production in the company's reforestation areas.

The other requests are received through various relationship channels that Frimesa maintains with the public both in operations and in communities. The formalizations of environmental complaints are monitored via customer service and the Reporting Channel, however, when directed directly to the Environmental Sector, information is filled out via the operational procedure registered by the internal management system, to solve possible complications.

In monitoring environmental complaints, Frimesa has an annual goal of receiving a maximum of three complaints. Indicators to achieve the proposed goal are monitored by the Environment sector. This assists in the rapid identification of possible operational deviations that may be the cause of complaints pertinent to the environmental area. When complaints are formalized and considered valid, the root cause is identified and actions are implemented to minimize or cease the cause of the inconvenience to the local population.

Frimesa also has an open channel of communication with the public involved, which facilitates receiving information and changing the flow of trucks that load at the

Cooperative, especially those that cause odors and noise, through the monitoring mentioned above.

Another means of relationship is the Reporting Channel. In the "contact us" tab, the Cooperative provides means for the employee to interact with other areas and sectors of the company, as well as channels for them to present suggestions, questions, compliments and requests. The complaints received by the areas through the space are analyzed and feedback is provided as necessary.

Assistance campaigns

Among the main assistance actions, the adhesion to the Faça Bonito Campaign stands out, in partnership with the Municipal Government of Medianeira and the Municipal Government of Marechal Cândido Rondon. The objective was to mobilize Brazilian society and engage it in confronting sexual violence against children and adolescents. The Cooperative participated in awareness-raising actions for prevention through orientation lectures, debates and quiz on the subject. There were 360 employees involved. They also spread flowers, the symbol of the campaign, around and inside the three units involved: Medianeira, Matelândia and Marechal Cândido Rondon.

C-Day - Day of Cooperating - is the big celebration of this chain of good. Celebrated on the first Saturday of July, it has voluntary actions, such as food collection, guidance on health, finance and the environment, document preparation, blood pressure measurement, medical exams and others. In 2023, all scheduled activities were aligned with the Sustainable Development Goals, addressing topics such as protecting the environment, education, health and well-being, reducing inequalities and decent work. 1,500 native tree seedlings were delivered and 430

kilos of electronic waste were collected, delivered to the Association of Environmental Agents of Medianeira. Also during the event, more than 60 people had contact with Portuguese sign language and about 50 children were involved in recreational activities. The actions took place in the municipalities of Medianeira and Marechal Cândido Rondon and involved the cooperatives of each locality. In total, 3,400 people participated in the activities promoted.

Internal public engagement

Frimesa's employees are encouraged to participate in volunteer activities and help those who are vulnerable in the communities around their operations. This attitude not only transforms lives, but also strengthens the bonds between the company and the community. The measures to alleviate these realities come from inside and outside the Cooperative, with actions such as collecting warm clothes, collecting food and donating blood. In addition, there are mobilizations to combat issues involving children and adolescents and vulnerable groups.

The Warm Clothing Campaign is a voluntary action that collects clothes, blankets, shoes for adults and children on behalf of needy families in the municipalities where the units and branches are located. In 2023, 1,803 pieces were collected for the institutions: Anjos da noite - São Paulo (SP), Casa de Maria - Centro de Apoio a dependentes - Recanto dos Amigos - Jaguapitã (PR), Paróquia São Rafael Cidade Industrial de Curitiba, SANEM - Sociedade de Amparo aos Necessitados de Medianeira. In addition, the surplus is used for the Solidarity Wardrobe, a project that takes place at the Medianeira unit and at the dairy unit in Marechal Cândido Rondon, which makes clothes available for employees to pick up and take back to their families. Last year, the Solidarity Wardrobe donated 3,420 pieces.

Another charity action developed at Frimesa is Natal do Bem, which brings reflections on solidarity. In 2023, social actions organized by the people management area distributed collections in the amount of 9 thousand reais to eight families of employees who lost their belongings with the heavy rains of October and November, six from Medianeira (PR) and two from Aurora (SC). Gifts were also distributed to children from Matelândia and Marechal Cândido Rondon. Candy, toys and children's books were collected at all Frimesa units and branches. The packages of 100 presents were sent to schools near the units. At our Bebedouro unit, food baskets were given to families in need.

As an incentive to volunteer for the sake of life, Frimesa created the Sangue Amigo Project, a blood donation cam-

aign, in partnership with the Anjos do Bem Association. A single donation can save up to four lives. In 2023, four blood donation campaigns were carried out, two of them for family members of employees, totaling 42 donors.

In addition to these, Frimesa has the Saber Viver Project. In order to create an environment free of alcohol and illicit drugs, in 2023, interventions were carried out with 360 young apprentices and 180 pregnant employees. In partnership with the Federal Police of Foz do Iguaçu, lectures were given to 460 employees, in person and online, with the presence of the Foz do Iguaçu shelter. A lecture was also held at the Belo Horizonte state school in Medianeira (PR) with the presence of 400 students and teachers with the support of Frimesa.

Focusing on the prevention and early diagnosis of breast cancer and cervical cancer, Frimesa carried out the Pink October campaign in 2023 to alert women to the need

Colégio Estadual Belo Horizonte in Medianeira received a lecture on an alcohol and drug-free environment.



Pequeno Polegar Municipal Children's Education Center received several investments from Frimesa for the well-being and quality of activities.

to take care of their own health. In partnership with the Social Service of Industry (SESI), preventive examinations and guidance were carried out via the portal. Another action carried out was the collection of scarves for patients undergoing cancer treatment. The campaign, carried out in conjunction with the Western Paraná Union of Studies and Fight against Cancer, collected 389 scarves in 2023.

Frimesa's investments go beyond internal operations, extending significantly into infrastructure and services that benefit local communities.

The historical investment of more than R\$1.6 billion in the Assis plant, for example, reflects not only the modernization and expansion of production capacity, but also the generation of jobs and regional economic development. In addition, the cooperative has contributed to social welfare through initiatives such as the financing of an Advanced Outpatient Care Unit in Medianeira and the transfer of a building to the Pequeno Polegar Municipal Children's Education Center, demonstrating its commitment to community health and education.

Partnerships for the benefit of internal and external audiences

Frimesa has several partnerships to promote training aimed at internal and external audiences. Among these, we highlight the initiatives of the Regulatory Standards study group, formed by professionals from the Specialized Service in Occupational Safety and Medicine of cooperatives in the region, who meet to exchange knowledge and continuous learning regarding the standards and good practices of occupational health and safety. In addition, in partnership with the National Cooperative Learning Service (Sescoop), Frimesa offers legal, behavioral, technical and management training to employees. In 2023, there were 389,461 hours of training in the areas of: Professionalization of Management, Cooperative Culture, Professional Training and Qualification, Cooperative Governance, Occupational Health and Safety and Social and Environmental Responsibility.

For the benefit of external audiences in the municipalities where it operates, Frimesa, in conjunction with the municipalities' Commercial and Industrial Associations, supports and encourages discussion of issues for regional economic development, with regard to mobility, sanitation, education and employability. Relevant topics such as the insertion of minorities in the labor market and opportunities

for a better quality of life of these audiences are addressed.

Central participates in the Brazilian Association of Animal Protein (ABPA), through the committee of the Chamber of Technology and Public Health Processes, Health Chamber and Sustainability Chamber, in which various topics of food health and safety are discussed, contributing to the safety of all products manufactured in our industrial plants, thus ensuring greater safety in food consumption.

Partner Entities of Frimesa

Medianeirese Association of the Deaf and Fissured (AMESFI)

Medianeirese Association of the Physically Disabled (AMEDEF)

Recanto Parque Iguaçu of Medianeira

Maternity Hospital of Medianeira

Medianeira Home for the Elderly

Responsibility with natural resources

[GRI 3-3 | 13.13]

Frimesa acts responsibly in relation to land rights and natural resources, establishing internal policies that reflect the commitment to the preservation of natural resources. Respects human rights in all operations, including the land rights of local communities. Maintains open dialogue with neighboring communities to understand their concerns and needs. Among the actions applied, it implements strict environmental management practices, aiming to reduce the environmental impact of operations. It invests in sustainable technologies for wastewater treatment, efficient waste management and energy efficiency.

In conducting agricultural activities, on properties owned or rented by the company, it operates in strict compliance with the relevant regulations. Frimesa registers all rural properties in the Rural Environmental Registry, as required by law. In addition, it stays current on the Rural Territorial Property Tax payments, contributing to land regularization and compliance with legal obligations.

Inspections and validation of preservation areas take place on a regular basis on all properties to correctly identify and delimit environmental preservation areas. Analyses and care for soil quality are frequent and assist in making decisions related to the correction and maintenance of soil fertility. Geographical boundaries are established by the competent authorities in relation to land use and natural resource management, ensuring that their operations comply with the regulations specific to each region.

Frimesa uses a management system with assessments of compliance with environmental policies and regulations. All documentation, once approved between the areas involved, is made available in an internal document management system. Periodic surveys are carried out on properties to ensure that conservation and responsible land use measures are being followed.

Violation of the rights of indigenous peoples

[GRI 3-3 | 411-1]

Respect for indigenous communities is crucial to influence the measures taken in relation to their rights, ensuring that they are culturally relevant, sensitive to particular needs and effective.

Although Frimesa does not have operations near indigenous areas, the expansion of agro-industrial operations could potentially result in forced displacement of indigenous communities from their traditional lands, violating their territorial and cultural rights. Water and air pollution, as well as environmental degradation caused by agro-industrial activities, can directly affect the quality of life and health of indigenous communities.

Frimesa is not related to any negative impact through its activities and does not have any management measures on the topic, since its activities do not affect the indigenous community. In addition, it does not have any process or indicator focused on the subject, since the company is not operating in areas close to indigenous communities and is not directly involved with the use of natural resources or lands that affect these communities.

In addition to reflecting the **modernization and expansion** of its production capacity with an investment of R\$1.6 billion to its Assis Chateaubriand - PR plant, it positively impacts **the generation of local employment and development of the regional economy.**



environmental management —

Health,
animal welfare
and traceability

Waste and
Residue
Management

Water use
and effluent
generation

Energy
efficiency

Atmospheric
emissions



Health, animal welfare and traceability

[GRI 3-3 | 13.11 | 13.23]

COMMITMENT: Work towards the eradication and control of animal diseases, as well as the correct inspection of meat and dairy products with respect to the consumer and, therefore, fundamental for the maintenance and opening of new markets and ensure animal welfare throughout the supply chain, with traceability.

GOAL: Certify 100% of the manufacturing units in animal welfare and achieve 100% traceability in the supply chain.

Frimesa prioritizes the pillars of health, animal welfare and traceability throughout its production chain and operates with effective sanitary and nutritional controls on both raw materials, milk and meat. Its supply involves more than 70 thousand people, for whom the Cooperative adds value to production, generates employment and income.

The company recognizes the negative impacts associated with industrialization, such as inadequate waste management in intensive production, which can result in soil and water contamination. In addition, the use of natural resources to clean animals, facilities and equipment, along with the overuse of veterinary drugs and chemicals, can lead to microbial resistance and other health problems. On the social side, there is concern about the health and safety of workers, who may be exposed to the risk of transmitting animal diseases if personal protective equipment is not used properly. In economic terms, failure to adopt animal welfare practices required by consumers and legislation can result in the loss of customers and damage to the brand's reputation, affecting sales.

Animal health is also a concern, as importing countries impose strict requirements, including some related to diseases. The use of antibiotics or ractopamine with high dosages or non-compliance with a grace period can be identified through laboratory analyses, both those carried out by the federal inspection and those carried out by customers (importing countries), which can result in a recall of all items marketed, which can be identified by self-control, and the recall is at the initiative of the company itself, as determined by the legislation.

Regarding stakeholder engagement, regarding the raw materials used in Frimesa products, consumers are informed about the measures being taken on Frimesa's website, in the Sustainability tab, in which indicators were inserted

in October 2023. Customers, on the other hand, sporadically send forms to fill out animal welfare items (collective pregnancy, painful procedures, among others). The Paraná Agricultural Defense Agency (ADAPAR) supervises rural properties for compliance with Ordinance No. 265 (Biosecurity). The Ministry of Agriculture and Livestock (MAPA), although it does not carry out field inspections, can identify inconsistencies in the actions taken according to the state of the pigs that are received at the meat processing plant. The involvement of these stakeholders underscores the importance of adopting measures that mitigate risks.

To mitigate all these possible impacts, Frimesa implements actions that involve its two main areas of activity, respectively, pigs and milk.

Pork raw material

Officially launched in 2012, Frimesa's Certified Pork Program emerged with a focus on a sustainable business model and has five pillars: food safety, animal welfare, environmental protection, worker health and safety and traceability. Of the 1,060 producers who supply raw material to Central, 564 producers are certified, which represents 53% of the certified integrated farms. The plan is applied at the beginning of the production chain and involves affiliated cooperatives, which include rural producers who take care of pork raw material for industrialization. They are organized in a vertical integration system, of which 98% come from small-scale farming, which takes advantage of small properties to generate income and uses family labor. To join the program, producers need to comply with good agricultural practices and in return receive bonuses.

Production process in the field

The production processes are structured in phases, organized by piglet production units, nurseries and termination. The animals, inputs and technical and managerial assistance come from the affiliated cooperatives.

The cooperative member undertakes to build and maintain the facilities in accordance with the requirements established by the Cooperative. They are responsible for handling the animal lots in accordance with the technical assistance determinations, in order to provide the slaughter product with the qualities specified by Frimesa through the Program.

In addition to ensuring that products meet the desired standard in meat processing units, Frimesa prioritizes achieving the production scale goals established by planning and marketing. This means that the raw material must be available in scheduled volumes according to production demand.

To manage the acquisition of raw material, there is a quota system. Each affiliated cooperative has a percentage of deliveries previously established. The control over the increase or reduction of the acquisition of raw material is carried out by Frimesa, which identifies the growth or retraction potentials of the market. These factors have a direct impact on the volume of products to be marketed and, consequently, on the quantity of raw material to be purchased. Compliance with production quotas promotes transparency in the production process, allowing affiliated cooperatives to schedule their production based on this information. This allows adjustments in the volumes to be produced, according to market demands and the production capacities of cooperatives.



Learn more
about
sustainability
actions at
Frimesa

Cooperatives maintain production modules sized by the plant, which facilitate the planning and traceability of the process. The minimum number of animals per property varies according to the production phase. It is through a certification audit that the property is certified and needs to meet 95% of the requirements. This monitoring happens periodically.

Animal management

Frimesa is in full compliance with all regulations and legislation related to animal welfare, following the guidelines established by Brazilian legislation such as Regulatory Instruction No. 113 of December 16, 2020, which establishes good animal management and welfare practices on farms, and Ordinance No. 365 of July 16, 2021, which regulates the handling and pre-slaughter and humanitarian slaughter and authorized stunning methods. They aim to improve animal handling practices, from birth to slaughter. In addition, it implemented several procedures mainly for processes carried out in the meat processing units. These plants that have certifications have been audited and certified by QIMA/WQS in Animal Welfare, through the North American Meat Institute (NAMI) audit tool. Currently, 100% of pig slaughter and processing units are certified in animal welfare through QIMA/WQS, which corresponds to 100% of the production volume. Among the measures adopted, we highlight strict practices to avoid any form of mistreatment of animals. These practices range from compliance with technical standards for facilities and equipment to procedures for handling, transporting, stunning and bloodletting animals.

Farms:

respect the structural conditions, density, thermal comfort and compliance.

Transport:

suitable two- and three-story vehicles are used that have nebulizers, fans and drinking fountains, according to internal standard No. 08, which aims to standardize the bodies of trucks that transport live pigs for slaughter and handling animals during transport, in order not to affect the quality of meat in the industry and provide comfort to animals and animal welfare.

Handling in the meat processing unit:

it is conducted with operational procedures and self-control programs, in which the employees involved are trained before starting the activity and whenever there are revisions to change the processes. They are managed following national and international guidelines that recommend calm management, without aggression, excessive vocalization (IN 113, Ordinance 365 and WOA (World Organisation for Animal Health) land animal code). The accommodation of the pigs has adequate conditions of ambience and density. Currently, the animals are housed with a density of 1 m²/pig. The structures have fans and nebulizers, shades and curtains, which provide thermal comfort during the animals' stay.

Stunning:

follows methods authorized by the Ministry of Agriculture and Livestock (MAPA), as established in Ordinance No. 365, and these methods are suitable for the pig species, such as gas and electrical methods. In emergency situations that require speed to cease animal suffering, the mechanical method is used, using a penetrating captive dart gun. To ensure the effectiveness of stunning, all equipment undergoes preventive maintenance on a regular basis, and all animals are evaluated for the presence or absence of vital signs prior to the bloodletting process.

Good practices:

they are monitored through audits and requirements stipulated in legislation that regulates this area. In addition, adaptations are implemented in the Certified Pork Program, in line with Regulatory Instruction No. 113, of December 18, 2020. An example of this is the transition to collective gestation management of pig breeding stock, with a deadline of 2045. This measure is being suggested to affiliates to raise their awareness and reinforce the importance of adequacy. Following the regulations, the use of anesthetics and analgesics is mandatory in painful procedures, such as general surgeries and tail cutting in animals over three days of age, the latter being tolerated only if performed in the final third of the tail and exclusively by a qualified veterinarian. In addition, Frimesa does not support the use of notching as a method of identification and is working to replace this method by January 2030. As for teeth trimming, only the final third is allowed in cases that compromise the animal welfare of the sow due to lesions in the mammary system.

or in situations of lesions on the faces of piglets.

Food safety

Through the Certified Pork Program, the food safety pillar identifies all biological, chemical and physical risks exposed in the production process. Among the main ones is the prohibition of access of other animal species to the production unit. The cultivation areas must be located five meters away, avoiding the spread of diseases. The properties must have a veterinary pharmacy protected from light, humidity, high temperature and dirt, with products for veterinary use within the expiration date and recommended in the veterinary prescription, with signature and stamp of the responsible veterinarian. The facilities have structures that prevent animals of other species from entering (rodents, birds). In addition, the compost bin must be sealed to ensure that it can be handled without risk to biosecurity. These practices are in accordance with the legislation of the Agricultural Defense Agency of Paraná (ADAPAR) and are widely disseminated to ensure food security and biosecurity.

Producers also receive guidance on the risks of infective agents entering production units. For this, strict sanitary control is essential, including the proper management of sick animals, restriction of access of people and vehicles on rural properties, correct management of compost, cleaning and disinfection of facilities and implementation of the sanitary void.

Cooperatives affiliated with Frimesa are responsible for ensuring quality inputs (nutrition, medicines, vaccines) for animals. All farms have

specialized technical assistance, which guides producers on the responsible and judicious use of antibiotics, instructing on what, how and on what occasion to use them, avoiding their unnecessary use. Food safety is emphasized in annual training, addressing molecules with permitted use in pigs and their respective grace periods. Producers also receive training on the permitted veterinary drugs and their grace periods, emphasizing that the administration of these drugs is only allowed upon prescription by the responsible veterinarians.



Objectives and deadlines for adaptation	
Deadline	Objective
By 2024	A third-party audit on animal welfare was completed in all of the company's meat processing units, carried out in accordance with North American Meat Institute (NAMI) guidelines.
By December 2029	All fattening (finishing) farms must use a stocking density equal to or greater than 0.9 square meters per animal, if the animals are slaughtered up to 110 kg. If the slaughter weight is more than 110 kg, the stocking density on fattening (finishing) farms must be calculated using the equation $A = k \times PV$, where "A" is the usable area available in square meters, "k" is a constant equal to 0.036 and "PV" the animal's live weight, according to IN 113.
By December 2029	All breeding systems must use analgesia and anesthesia if surgical castration is necessary, hernia reduction or any other painful procedure, regardless of the animal's age.
By December 2029	Prohibit notching (ear mutilation) in all breeding systems.
By December 2029	Only allow trimming on the last third of the teeth.
By December 2044	All rearing systems must provide pigs with environmental enrichment (toys, chains).
By December 2044	All rearing systems must wean piglets at an average age of at least 24 days.
By December 2044	Fully adapt breeding systems to the collective gestation system, allowing a maximum of 35 days in the individual gestation system.

Milk raw material

The technologies applied in milk industrialization increase the efficiency of the production process and improvements in herd genetics, food, animal health until delivery of a nutritional product to the consumer's table.

In Frimesa's business system, producers are guaranteed to collect raw materials and pay on time, in addition to supporting the entire production chain through good practices. To ensure quality and safety throughout the production process, Frimesa adheres to the requirements of Good Agricultural Practices, established based on the items listed in IN 77/18, which addresses the health status of the herd, plans for the qualification of milk suppliers and the checklist made available by the Ministry of Agriculture and Livestock. Good Agricultural Practices covers a set of activities, procedures and actions adopted on the rural property with the objective of obtaining quality and safe milk for the consumer, respecting the environment. This includes everything from the organization of the property,

its facilities and equipment, to the training and qualification of those responsible for everyday tasks.

The Continuing Education Program offers annual training and technical visits to producers, registered in a specific form and in the MilkUp system, a milk tracking application delivered to Central. In addition, all producers receive a Frimesa calendar containing 17 items with instructions for adopting rational management and animal welfare practices.

Animal welfare is a priority and assessed on farms by four main criteria: good health, good nutrition, good facilities and good behaviors.

All milk received from rural producers is analyzed about three times a month in external laboratories accredited by MAPA, in which physicochemical and microbiological analyses are performed to determine milk quality. Frimesa assumes all costs of the analyses and provides the results for each producer, accompanied by guidelines in case of

divergences from the established standard. In addition, the laboratories maintained with the units verify the quality standards according to IN62, which defines gradual limits and deadlines for the achievement of hygienic-sanitary indicators and other internal requirements, applied in the quality payment program.

The analyses performed on milk are:

Standard Plate Count
Somatic Cell Count
Determination of fat content
Determination of protein content
Determination of lactose content
Antibiotic residues

Among the measures to optimize the sector is the use of MilkUp software, which aims to improve dairy activity, from primary production, through logistics, to the industrialization of raw materials. The app also provides financial, reproductive, quality and productivity data, generating essential indicators for decision making.

Milk Management

Frimesa offers field technicians to foster, instruct and monitor activities aligned with Good Agricultural Practices, such as social responsibility, animal welfare and preservation of the environment.

In the context of dairy production, Frimesa's Good Agricultural Practices establish comprehensive standards and procedures to ensure the quality and safety of the process. This involves sanitary management, milking, feeding, water quality, refrigeration and storage of food, hygiene, pest control, training of workers, adequacy of facilities, equipment and utensils, as well as rational management and care for animal welfare.

The health of the dairy herd is monitored by competent veterinarians, who provide services to producers and assess the control of diseases such as brucellosis and tuberculosis. Regular examinations for brucellosis and tuberculosis are performed annually, except on properties certified as free of these diseases.

Sanitary controls and vaccination exemption certificates are kept up to date and available at the milk receiving establishments where producers are registered. The producer's situation is diagnosed through a verification checklist

to ensure compliance with Good Agricultural Practices. Objectives and goals for milk quality improvement are established and shared with producers, along with specific management indicators, using tools such as Power BI.

An action plan is drawn up to address opportunities for improvement, including a timeline and follow-up of execution. In addition, milk samples from all registered producers are collected monthly for physical-chemical and microbiological evaluation in specialized laboratories. Regular technical visits are carried out on rural properties to provide guidance and training to producers, ensuring the quality of the raw material and the appropriate conditions to collect and transport refrigerated milk to Frimesa units.

The conformity of the raw material received is verified monthly by the technicians of the Supply sector, using the results of the analyses sent by the producers to the Brazilian Milk Quality Network laboratory. The qualification program of milk suppliers is evaluated annually through internal audits carried out in the relevant areas, following a predefined schedule.

The consistency in the results of the analysis of the milk of the producers, carried out by the Brazilian Milk Quality Network laboratory, is verified monthly by the Milk Supplies sector, following the results directly on the APCBRH website or in the Power BI software.

Raw material suppliers are selected, evaluated and reassessed according to the criteria established in the Frimesa Supplier Program. Notices are sent to producers to take the necessary corrective measures in case of non-compliant analyses. In cases of non-compliance, a more detailed investigation is carried out at the producer, repeating all relevant analyses. The producer is notified of the non-conformity and has a maximum period of 30 days to submit corrective actions for evaluation. Good Agricultural Practices are monitored at intervals of 30, 90 and 365 days, depending on the classification of the producer in A, B or C.

Suppliers who do not achieve the necessary qualification may be included in the Emergency Action Plan. This plan is executed as a priority on properties identified as non-compliant in relation to milk quality and safety requirements. This identification can occur during the diagnosis of the current situation, in the monitoring of action plans or from findings of official inspections. The action plan foresees the main technical actions of great impact on milk quality to be promoted on the property classified as non-compliant.

Veterinary drugs are used in animals intended for food production in order to treat or prevent diseases. Producers follow certain guidelines such as:

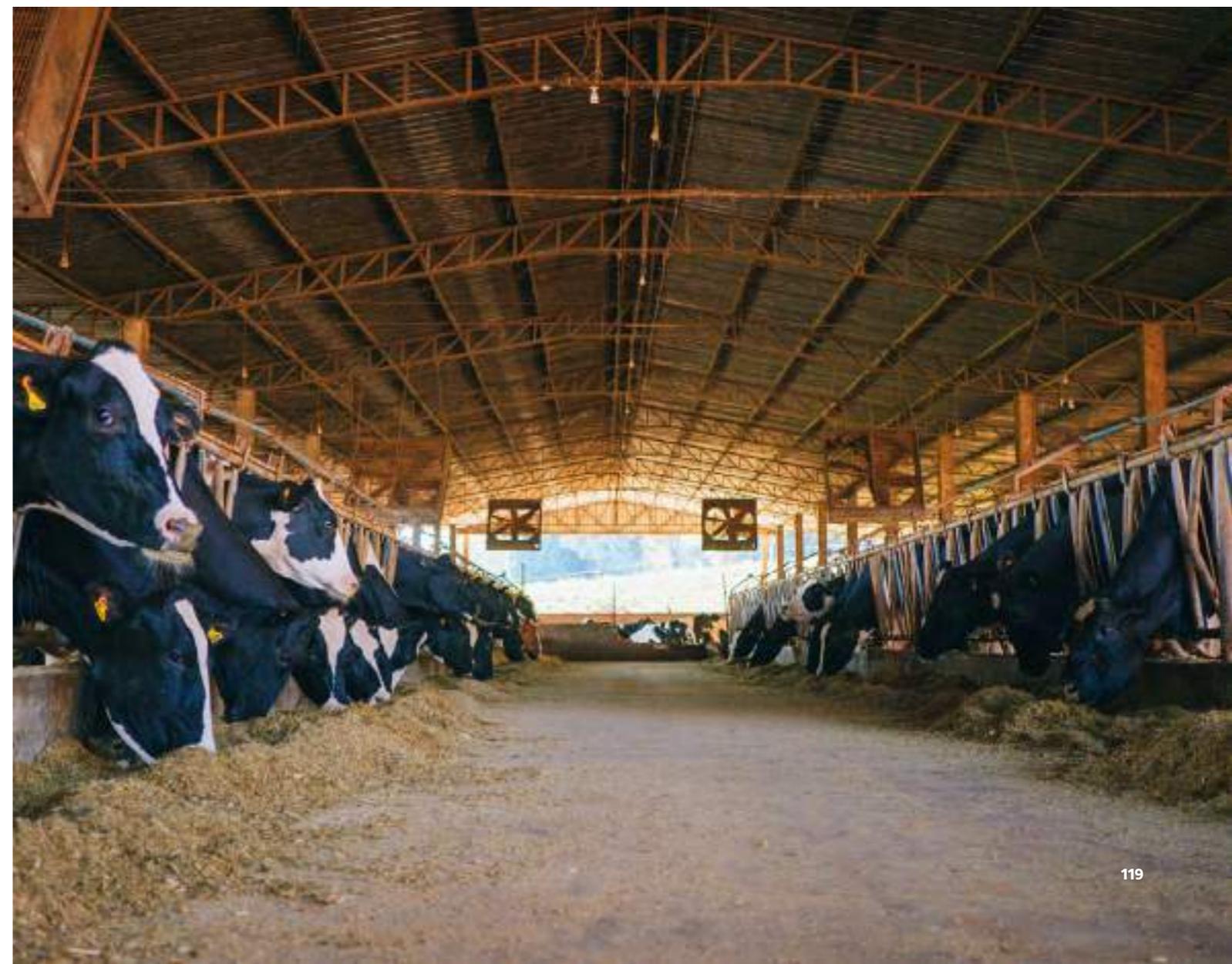
- The withdrawal period of each drug should be considered to avoid the presence of residues or metabolites in food.
- The definition of the residue limit of veterinary medicines in food is established by the Brazilian Health Regulatory Agency (ANVISA), which is based on RDC No. 730 of 2022, and provides for the assessment of the risk to human health of veterinary medicines.
- The use of veterinary medicines in food-producing animals may leave residues, the levels of which should not exceed the maximum limit.
- The maximum allowed limit of antibiotic in milk is determined by specific legislation.
- Veterinary drugs must be prescribed by qualified profes-

sionals and the grace period must be considered.

- The list of medications, as well as their grace period, is described in the Manual of Good Agricultural Practices.
- The Veterinary Drug Control Program in Milk Production is monitored daily, through laboratory analyses upon receiving the milk, before unloading.

Good agricultural practices by levels

Through the number of producers rated A, B or C. The goal for this requirement is to achieve at least 75% compliance for levels 1 and 2, and 100% compliance for level 3. The average total volume of milk received in 2021 was



93.35%. In 2022, the average was 97.51%.

When evaluating the current situation of the company, it is verified that 99.3% of the volume of milk received in the period of January/2023 meets the requirements of quality and safety. As established, the determined goal is met. In 2023, 99.06% of producers had an A rating.

Frimesa maintains a regular schedule of audits carried out annually in all its industrial facilities and milk receiving stations, in order to ensure legal compliance, meet the standards required by customers and certifying institutions, in addition to being used as a basis for planning management improvements. In 2020, field audits on milk producers were initiated, which are mandatory and part of the Milk Suppliers Qualification Plan. Frimesa technicians visit each milk supplying property to evaluate the producer for Good Agricultural Practices, also identifying opportunities for improvement as part of an ongoing process to ensure the highest quality of milk received at all industrial facilities. Based on the legal requirements established in IN 76 and 77 of November 26, 2018, the objective is to ensure the continuity of milk supply without interruptions. The effectiveness of the measures adopted is verified through the classification attributed to the producer.

Suppliers receive technical visits and are evaluated through a specific checklist. At the end of the evaluation, the supplier signs the checklist, confirming that it is aware of the actions to be taken according to the recommendations. In addition, suppliers monitor the results of laboratory analyses through the MilkUP application. However, currently, the application does not clearly and explicitly present the classification of the producer in categories A, B or C. As a suggestion for improvement, the visual inclusion of the classification status on the application screen is being proposed, with an implementation period of one year. This measure aims to provide suppliers with a more transparent and direct understanding of their performance and rating within the evaluation system.



Frimesa maintains a regular schedule of audits carried out annually at all its industrial facilities.

Good Agricultural Practices by level		
Classification	Producers classified in each level	Non-conformity goal for each level
Level 1 (A)	99.25%	≥75%
Level 2 (B)	0.75%	< 75%
Level 3 (C)	0	100%

Traceability

Traceability plays a key role in sustainability. It helps ensure that raw materials are of quality and produced in an environmentally responsible manner, with due observance of human rights and labor standards, throughout the supply chain. This process reinforces the organization's trust with regulators, inspectors, suppliers, customers and consumers, while reducing risks associated with recalls, fines, sanctions, litigation and reputational damages, among other impacts that may have negative economic and financial consequences. In addition, in the regulatory environment, public authorities promote traceability to improve food safety and protect consumers. As the adoption of technologies to implement traceability advances, possible reflections of these measures begin to be considered, such as the exposure of companies to risks related to technological failures, cyberattacks or technological infrastructures. On the other hand, while traceability facilitates the identification and resolution of quality problems and minimizes environmental and social impacts, it can paradoxically increase the potential for adverse financial and reputational consequences. In addition, the implementation of traceability systems requires substantial investments in technology, training and infrastructure, which may increase operational costs in the short term.

Traceability in the milk supply chain

All producers who supply cooled raw milk to Frimesa are registered with the unit to which they relate and in the Ministry of Agriculture and Livestock System (MAPA). In this register, all the information necessary for the identification and traceability of the producer is included.

Milk is only collected from animals that meet the following criteria: being clinically healthy and in a good state of nutrition; not being in the last month of pregnancy or in the colostral phase; not presenting clinical diagnosis or results of diagnostic tests that indicate the presence of infectious diseases that may be transmitted to humans through milk; not being subjected to treatment

with products for veterinary use, without due compliance with the grace period recommended by the manufacturer; and not receiving food or products for veterinary use that may impair milk quality. The location of the cooled raw milk collection lines is determined by mapping the routes, which contains the address of each property with the identification of each producer, the distance between the property and the receiving units through GPS, and the fastest access route to the receiving unit. All batches of raw materials, ingredients and packaging used in the manufacture of finished products are indicated in the computerized system, as well as in Quality records.

The distribution records of the products are stored in Frimesa's automation system, containing distribution information up to the stage that covers a point beyond the limits of the corporate structure of the producing establishment.

Pork supply chain traceability

The affiliated cooperatives make the information of pig producers available for a minimum period of two years. The documents identify the origin of the animal and all the production stages through which a lot of animals delivered for slaughter passed. The producer can make use of a traceability system as a tool for managing, capturing and recording zootechnical and management data.

The entire production process, from the input of raw materials, ingredients and packaging, to the shipment of finished products, is tracked from the perspective of food safety and quality through an internal control system.

Upon receiving pigs, when entering the meat processing unit, the carrier must present the Animal Transit Form, the Health Bulletin and the medication record, which are verified in advance of loading. During unloading, the pigs are marked with a tattoo gun according to the arrival of the batches.

In the slaughter section, each carcass is marked at shoulder height, starting with the number 01 and following the sequence until the last carcass of the day. After cooling the carcasses, they are directed to the cuts section, where the deboning record of the carcasses is kept during the production shift.

The objective is to implement the traceability system in the field by 2025 so that all antibiotics, anti-inflammatories, anesthetics or any products used on pigs are registered and sent automatically to the Frimesa system, with the information of date of administration, days of treatment and grace period. Currently, it is manually controlled, by filling out spreadsheets, which are delivered to Frimesa 48 hours before slaughter. The technical team provides guidance to producers during routine visits so that they know how to identify the clinical signs of the diseases, which drugs should be used and which grace period should be respected. It is mandatory to comply with the grace periods stipulated in the package inserts for pork, ensuring the absence of drug residues in the meat.

Traceability in the supply chain improves food safety, facilitates product recalls, and promotes sustainable practices. However, its implementation must be balanced with privacy when tracking personal data, any additional costs for the different actors involved in the production chain.

At the environmental level, a transparent and traceable supply chain allows the organization to identify and minimize the environmental impacts of its products. This

includes monitoring and managing issues such as carbon emissions, use of natural resources, waste management and pollution. In the social sphere, it is ensured that products are produced under ethical and fair conditions, respecting workers' rights and promoting social welfare. This involves ensuring that there is no worker exploitation, inadequate working conditions or negative impacts on local communities.

Traceability of final products

At Frimesa, all possible impacts that the products may cause are evaluated by the Traceability/Recall Program, from the definition of the technical specifications of the ingredients, raw materials and packaging, to the qualification of the supplier, receipt of inputs, storage, processing and shipment of the products. If Frimesa becomes aware that a product that poses a risk to consumer health has been placed on the market, the traceability, recall process begins, when applicable.

As a guideline, the Traceability Program is triggered for products that deviate from food safety standards. In addition, the Crisis Standard establishes protocols to be adopted when in a crisis situation or a crisis threat. These procedures and protocols cover crisis and post-crisis management, focusing on critical scenarios that pose a threat to the image of the Frimesa brand and the mission of providing quality food for people.

In view of these situations, actions are taken to implement, monitor, evaluate, register and maintain the products, which may include notification of problems to customers, reporting of incidents related to food safety, correction of regulatory non-conformities, collection, exchange of the item or reimbursement of the amounts.

All these improvements applied at Frimesa, especially after IFS Food certification, positively influenced the traceability measures of the final products, quickly identifying the origin of the destinations of each product.

The company maintains an emergency list with names and phone numbers of all participants in the recall group, available 24 hours a day, seven days a week. In addition, all documents and traceability records of production batches are preserved for at least five years to ensure access when necessary.

In the case of a manufacturing outsourcing contract, Frimesa, upon becoming aware that a non-compliant product, which may incur risks to consumer safety or animal health manufactured by them, has been inserted in the

consumer market, will notify them so that the appropriate measures can be taken. Traceability and recall simulations are carried out in order to evaluate the effectiveness of the procedures adopted, and the maximum deadline for completion of four hours is established, according to the requirement defined by IFS Food certification.

The time to collect the product from customers for proper disposal varies according to geographic location. At the factory, the returned products are unloaded, inspected by the Quality Control team, identified and segregated for later disposal. Quality Control is responsible for the final disposal, which follows the current legislation and presents the records to the competent authority together with the Conclusive Recall Report.

The simulation exercises are carried out according to the Quality Assurance schedule, based on Risk Assessment, during second and third party audits of customers and when requested by the Federal Inspection Service (SIF). Any irregularities pointed out during the exercises are dealt with through action plans.

The company uses a product coding system that allows immediate identification and facilitates the return of non-compliant batches. Each product is individually identified with batch information, and raw materials, ingredients, packaging, chemicals and products in preparation are coded with internal batches upon receiving for traceability throughout the production chain. Coding labels contain information such as item code, internal batch, receipt number, expiration date, supplier batch and invoice number.

Supplier program

Frimesa's traceability system allows each batch of the finished product to be traced from the producer/supplier of raw material, ingredient, packaging and chemical product to beyond the limits of the establishment's corporate structure, ensuring and documenting traceability until delivery to the customer (first external Brazilian National Registry of Legal Entities). Currently, it has 362 approved suppliers. 100% of them are monitored by Frimesa, through the Supplier Program, and 48% are certified based on internationally recognized standards.

The Supplier Program aims to establish criteria for the development, qualification and evaluation of suppliers and service providers, guiding the areas involved in the acquisition of materials and services that meet the expectations of customers and consumers, without compromising the safety, integrity, legality and quality of products. This program applies to all Frimesa industrial units, their suppliers and candidates for suppliers of raw material, packaging material, input ingredients and service providers (manufacturing, distribution centers, external services, carriers) that impact the quality and safety of Frimesa products. Through this program, the company encourages its suppliers to seek certifications through standards recognized by the Global Food Safety Initiative (GFSI) to exempt them from our audits and the costs involved.





Waste and residue management

[GRI 3-3 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5]

COMMITMENT: Adopt actions that involve non-generation, reduction, reuse, recycling, treatment and correct disposal, in addition to awareness-raising actions, to minimize the negative impacts of waste generated in operations on the environment.

GOAL: Achieve 38% reverse logistics of post-consumer packaging by 2030, use 50% of recyclable, reusable or biodegradable packaging by the year 2040.

Waste

In Frimesa's operations, waste is generated throughout the pork and milk production chain and, if not properly managed, can cause environmental impacts, such as soil contamination due to the infiltration of contaminants, air emissions of air pollutants and odorous substances, surface and underground water bodies (which, in addition to impacting the environment, can harm the supply of water for human and industrial consumption), due to runoff and infiltration of pollutants, in addition to impacting the health of the surrounding area, due to water contamination and the presence of vectors.

Among the main waste generated are those from the breeding of these animals, and in the industrial sector, recyclables (paper, plastic, among others), non-recyclable waste, hazardous waste (used lubricating oil, lamps, among others) and waste from liquid effluent treatment plants, among others.

Frimesa manages its solid waste through the Solid Waste Management Program and internal and external guidelines, which include measures related to legal and control obligations.

In all units, waste is classified according to ABNT NBR 10.004:2010, being: non-hazardous (Class II), such as plastics, papers, metals, organic waste, among others. And waste classified as hazardous (Class I), bulbs, batteries, ambulatory waste, among others, can be highlighted.

Waste generation by category, in metric tons for Frimesa's meat processing and dairy units, for the year 2023				
WASTE	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL	
	TOTAL	TOTAL		
NON-HAZARDOUS (CLASS II A AND II B)	Paper and cardboard	593.23	450.57	593.23
	Plastic	1,238.65	290.51	1,238.65
	Glass	1.47	1.03	1.47
	Metals	243.86	31.54	243.86
	Boiler ash	855.99	175.75	855.99
	Septic tank sludge	60.68	-	60.68
	Sludge from biological treatment	1,535.87	4,047.21	1,535.87
	Sludge from local effluent treatment	2,021.44	978.10	2,021.44
	Water clarification sludge	164.05	-	164.05
	Sludge and digestate from anaerobic treatment of animal and vegetable waste	22,726.35	-	22,726.35
	Oily waste	356.07	807.72	356.07
	Oils and greases	12,694.47	-	12,694.47
	Unsuitable materials	12.88	5.92	12.88
	Non-recyclable waste	735.89	213.66	735.89
	Organic waste	67.32	9.93	67.32
	Salt	293.90	-	293.90
	Rubbers	4.75	-	4.75
	Fabrics	10.57	-	10.57
	Construction waste	12.16	-	12.16
	Total	43,629.60	7,011.94	43,629.60
HAZARDOUS (CLASS I)	Electronics	3.00	1.47	3.00
	Light bulbs	0.48	0.39	0.48
	Leftover paint	18.47	1.50	18.47
	Used lubricating oil	5.15	1.92	5.15
	Used diesel oil	-	0.55	-
	Health services	0.36	0.01	0.36
	Chemicals	0.40	-	0.40
	Sludge from oil/water separators	-	19.31	-
	Batteries	-	1.00	-
	Total	27.86	26.15	27.86

This table shows the comparison between the quantities of waste generated by the Frimesa units (meat processing and dairy products).



Table 2 shows the amount of hazardous and non-hazardous waste, while Table 3 shows the comparison between the amounts of waste generated by the Frimesa units (meat processing and dairy products) and, in Graphs 1 and 2, the total waste generations by category in Frimesa are presented. The waste with the highest generation is non-hazard-

ous (Table 2), representing about 99.8% of the total waste generated in 2023. In this classification of non-hazardous waste, the presence of plastics, papers, metal scrap, boiler ash, among others, can be highlighted. Regarding hazardous waste, there is generation of used lubricating oil, batteries, electronics, among others.

The recycling and reuse of plastic, cardboard and metal waste is a consolidated practice that, in addition to promoting the addition of value to waste, meets the commitment to the objectives of the National Solid Waste Policy.

Classified, the waste generated in each sector is collected by the internal cleaning team and accommodated at strategic points to be collected by the external cleaning team, which sends it to the Waste Center. At Central, they are segregated, pressed or not, according to the characteristic of each material, and temporarily stored until final disposal.

Frimesa does not transport or dispose of waste. Specialized companies duly licensed by environmental agencies are contracted to transport and dispose of the waste in an environmentally correct manner, which can be through recycling, composting or landfill, depending on the characteristics of each type of waste.

Solid waste is managed through the monitoring and internal control by the Operational Environmental sector. All loads of waste sent for disposal are transported with the Waste Transport Manifest, which contains the waste data (classification and quantity), the company carrying out the transportation and how it is disposed and treated. Using software, data and monitoring, waste generation is monitored in order to quantify the waste generated for strategic decision-making, with the aim of promoting continuous improvement and the search for a reduction in waste generation and its economic recovery by adding value, as well as being published on the platform of the Ministry of the Environment's National Solid Waste Management Information System.

Frequent training and internal actions are carried out with all employees, aiming at guidance on the correct

segregation of waste at generation sites and the importance of the practice of selective collection. In addition to the goal plan for the conscious use of resources by Frimesa employees and groups of managers.

For this control, Central carries out internal actions aimed at the proper management of this waste, such as the implementation of an annual plan with goals for reducing waste generation, such as reducing the use of plastic film in industrial processes, replacing non-recyclable packaging with more sustainable options, reducing packaging losses and implementing product life cycle analysis.

It also aims to reduce the amount of waste sent to controlled landfills and adopt composting as a viable practice, which aims to add value to the waste that would go to landfills. As a measure, it is possible to highlight the hair residues generated in the industrial process of the meat processing units that will no longer be destined for controlled landfill and will be incorporated into the rendering plant for the production of meal for animal feed. For composting disposal purposes, the use of organic waste, such as tree pruning, boiler ash, among others, stands out.

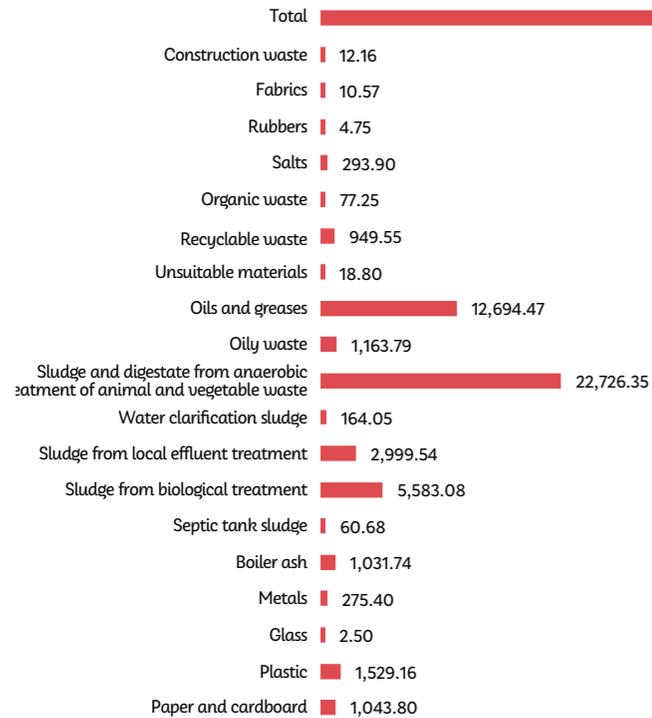
Regarding the waste from pig manure from the raw material supply units to Frimesa, the Regional Management Plan for the Agricultural Use of Pig Manure was developed, built with the objective of supporting the expansion of pig farming in the areas of operation of Frimesa pig cooperatives, conducted by the affiliated cooperatives. The Plan serves Frimesa Globally.

Table 4 shows the quantification of waste according to the destination applied, except destination via final disposal in landfills. The type of treatment applied is conditioned to the characteristics of each residue.

TABLE 2 Total waste generation in metric tons for base year 2023

WASTE GENERATED	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL
	2023	2023	2023 TOTAL
Non-hazardous waste	43,629.60	7,011.94	50,641.54
Hazardous waste	27,60	26,15	53.75
Total waste	43,657.20	7,038.09	50,695.29

Item GRI 306-3 Figure 1. Non-hazardous waste (Class IIA and IIB) by category, total generation at Frimesa, in metric tons, for the year 2023



Item GRI 306-3 Figure 2 Hazardous waste (Class I) by category, total generation at Frimesa, in metric tons, for the year 2023

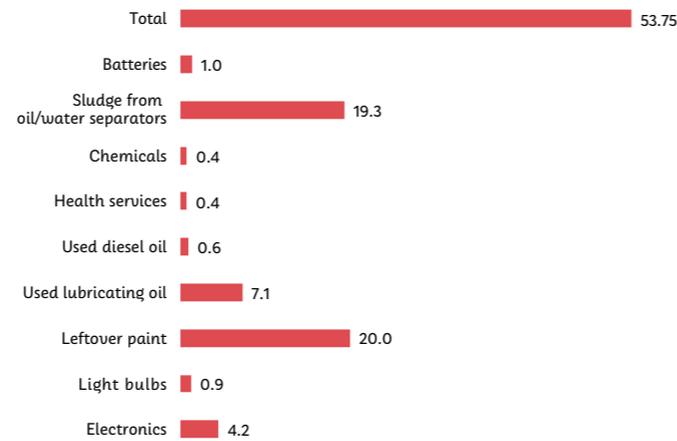


TABLE 4: Treatment applied to waste, except final disposal in landfills, in metric tons, for base year 2023

TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL
	2023	2023	2023 TOTAL
Composting	3,296.37	4,920.19	8,216.56
Recycling	12,053.26	775.33	12,828.59
Oil refinery	5.15	1.92	7.07
Autoclave/Incineration	0.36	0.01	0.37
Others	293.90	0.00	293.90
Biodigestion	180.00	0.00	180.00
Total waste	15,829.04	5,697.45	21,346.49

To treat waste considered hazardous, usually, when applicable, they are sent for external recycling, re-refining and decontamination via autoclave/incineration. In 2023, 60.2% of the hazardous solid waste generated by Frimesa was not sent for final disposal in controlled landfills, but for

treatments aimed at reducing its dangerousness, flammability, pathogenicity and toxicity to the environment and public health. Among these wastes, 39.8% were destined for recycling.

TABLE 5 Treatment applied to hazardous waste (class I), except final disposal in landfills, in metric tons, for base year 2023				
TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL	
	2023	2023	2023	%
Recycling	2.74	2.17	4.91	39.8%
Oil refinery	5.15	1.92	7.07	57.2%
Autoclave/Incineration	0.36	0.01	0.37	3.0%
Total waste	8.25	4.10	12.35	100.0%
MEAT PROCESSING UNITS	Sent for recycling			33.2%
	Sent for oil refining			62.4%
	Sent for autoclave/incineration			4.4%
DAIRY UNITS	Sent for recycling			53.0%
	Sent for oil refining			46.7%
	Sent for autoclave/incineration			0.2%

Treatment applied to hazardous waste (class I), except final disposal in landfills, in metric tons, for base year 2023.

Table 6 shows the forms of treatment applied to non-hazardous solid waste, except for final disposal in landfills. About 38.2% of the total non-hazardous waste was sent for treatment via composting, while 59.6% was

destined for recycling.

Strategic waste management allows waste to be sent to processes that promote recycling and transformation into new products, returning it to the chain and adding value to waste that would otherwise be sent to landfills.

TABLE 6 Treatment applied to non-hazardous waste (class IIA and IIB), except final disposal in sanitary landfills, in metric tons, for base year 2023				
TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL	
	2023	2023	2023	%
Composting	3,296.37	4,920.19	8,216.56	38.2%
Recycling	12,050.52	773.16	12,823.68	59.6%
Others	293.90	0.00	293.90	1.4%
Biodigestion	180.00	0.00	180.00	0.8%
Total waste	15,820.79	5,693.35	21,514.14	100.0%
MEAT PROCESSING UNITS	Sent for composting			20.8%
	Sent for recycling			76.2%
	Sent for others			1.9%
	Sent for biodigestion			1.1%
DAIRY UNITS	Sent for composting			86.4%
	Sent for recycling			13.6%
	Sent for others			0.0%
	Sent for biodigestion			0.0%

Treatment applied to non-hazardous waste (class IIA and IIB), except final disposal in landfills, in metric tons, for base year 2023.

Despite strategic management aimed at identifying alternative forms of treatment for waste, about 81.6% of

waste sent for final disposal is destined for final disposal in soil, totaling 23,796 tons, due to its agronomic bias characteristics, which do not allow its recycling or reuse (Table 7).

TABLE 7: Total destination of waste for final disposal, in metric tons for base year 2023				
TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL	
	2023	2023	2023	%
Soil incorporation	22,706.00	1,090.00	23,796.00	81.6%
Landfill Class IIA and IIB	5,102.82	228.59	5,331.41	18.3%
Landfill Class I	19.35	22.05	41.40	0.1%
Total waste	27,828.17	1,340.64	29,168.81	100.0%
MEAT PROCESSING UNITS	Sent for soil incorporation			81.6%
	Sent for landfill Class IIA and IIB			18.3%
	Sent for landfill Class I			0.1%
DAIRY UNITS	Sent for soil incorporation			81.3%
	Sent for landfill Class IIA and IIB			17.1%
	Sent for landfill Class I			1.6%

In 2023, the forms of disposal to which the waste was destined were incorporation into the soil, landfill class I and class IIA to IIB. Of this total, 0.1% was sent to a class I landfill, around

41.4 tons (table 7), while 18.3% was sent to a class IIA and IIB landfill, 5,331.41 tons.

TABLE 8. Disposal of hazardous waste (Class I) in landfills, in metric tons for base year 2023			
TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	FRIMESA TOTAL
	2023	2023	2023
Landfill Class I	19.35	22.05	41.40
Total waste	19.35	22.05	41.40

TABLE 9. Disposal of non-hazardous waste (Class IIA and IIB), except for final disposal in landfills, in metric tons for base year 2023				
TREATMENT FORMS	MEAT PROCESSING UNITS	DAIRY UNITS	TOTAL FRIMESA	
	2023	2023	2023	%
Soil incorporation	22,706.00	1,090.00	23,796.00	82%
Landfill Class IIA and IIB	5,102.82	228.59	5,331.41	18%
Total waste	27,808.82	1,318.59	29,127.41	100.0%
MEAT PROCESSING UNITS	Sent for soil incorporation			81.7%
	Sent for landfill Class IIA and IIB			18.3%
DAIRY UNITS	Sent for soil incorporation			82.7%
	Sent for landfill Class IIA and IIB			17.3%

Packaging

[GRI 3-3 | 301-1 | 301-2 | 301-3]

As a result of Frimesa's business activities in our upstream and downstream value chain, the most significant waste generation is related to the use of raw materials, inputs and packaging. Plastic and paper packaging are the materials with significant use compared to the others. The impacts associated with this refer from the extraction of the raw material for its production (suppliers) to the final disposal, when improperly arranged (by the industrial and consumer sector), in which they can cause contamination of the soil, water and health of the population, as well as impact the terrestrial and aquatic fauna, since these residues, when not constituted by biodegradable materials, can remain in the environment for a considerable time, depending on their constitution.

The partner institutes develop actions aimed at environmental education, assistance to cooperatives of collectors of recyclable materials and partnerships with the trade, aimed at encouraging the voluntary delivery of post-consumer waste.

Frimesa participates in the Packaging Coalition of the Brazilian Association of Animal Protein (ABPA), which brings together companies committed to waste management and reverse logistics, defined within a sectoral agreement to comply with PNRS.

Joint actions with recycling companies have been carried out, seeking to identify waste with recyclability characteristics, but which were being sent for final disposal in landfills, thus adding value to the material and sustainability in the production chains.

Frimesa is committed to following regulations and legislation, as well as guiding and practicing ethical and responsible behavior, aiming at sustainability.

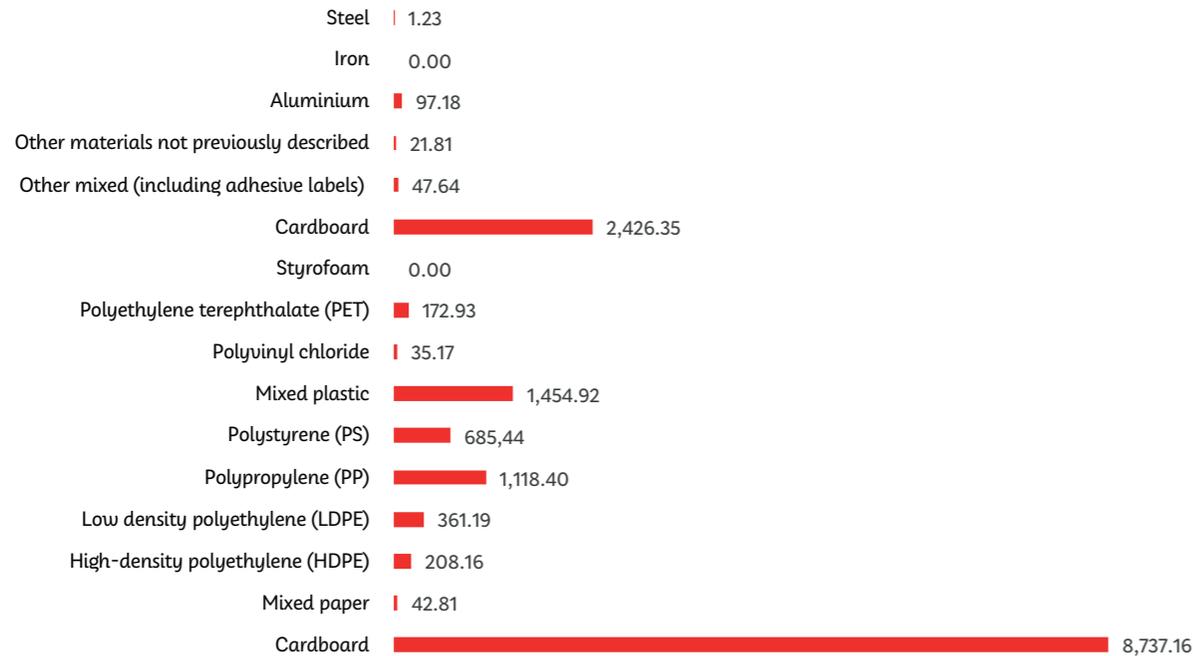


Table 1 shows a comparison of the quantifications of Frimesa product packaging placed on the Brazilian market, stratified by meat processing and dairy units, in reference

to 2023. While the graph in Figure 1 shows the total quantification of product packaging placed on the national market for the same reference year.

TABLE 1. Quantification of Frimesa product packaging placed on the Brazilian market by meat processing and dairy unit, base reference year 2023			
Materials	Meat Processing Units	Dairy Units	Frimesa Total
Cardboard (ton)	4,754.95	3,982.21	8,737.16
Mixed paper (ton)	0	42.81	42.81
High-density polyethylene (HDPE) (ton)	61.75	146.41	208.16
Low-density polyethylene (LDPE) (ton)	265.32	95.87	361.19
Polypropylene (PP) (ton)	72.14	1,046.26	1,118.40
Polystyrene (PS) (ton)	0	685.44	685.44
Mixed plastic (ton)	1,246.73	208.19	1,454.92
Polyvinyl chloride (PVC) (ton)	7.41	27.76	35.17
Polyethylene terephthalate (PET) (ton)	0	172.93	172.93
Styrofoam (EPS)	0	0	0.00
Cardboard (ton)	19.91	2,406.44	2,426.35
Other mixed (including adhesive labels) (ton)	19.05	28.59	47.64
Other materials not previously described (ton)	5.79	16.02	21.81
Aluminum (ton)	28.64	68.54	97.18
Iron (ton)	0	0	0.00
Steel (ton)	0	1.23	1.23

Total number of packages of Frimesa products on the domestic market, base reference year 2023 placed on the Brazilian market (in metric ton)



The packaging used in the production sector is classified as primary (packaging in contact with food) and secondary (packaging without contact with food).

According to the current legislation established by Resolution No. 105, of May 19, 1999 of the Brazilian Health Regulatory Agency Anvisa, the use of primary packaging produced from recycled materials is not allowed, thus, Frimesa meets the predisposition established by current legislation.

Regarding secondary packaging, Frimesa does not have information on the percentage of recycled materials used by the suppliers of these packaging.

When it involves the consumer issue, post-consumer packaging is part of the reverse logistics applied by Frimesa, in which, together with institutes and partners, they carry out studies and develop actions with recycling cooperatives, aiming at the return of these materials to the production chain.

With regard to packaging losses in the slaughter and industrialization processes, these are managed through the solid waste management plan.

There is no significant reuse of the product due to the quality controls, losses and waste implemented.

Law no. 12.305/2010 establishes shared responsibility between manufacturers, importers, distributors and traders. The parties involved undertake to structure and implement the reverse logistics system, through the return of product packaging after use by the consumer, independently of the urban cleaning service. To meet this, Frimesa has a partnership with the Paranaense Institute of Recycling and Recicleiros, and has made a commitment to achieve 26% reverse logistics of post-consumer packaging by the year 2030.

To manage the effectiveness of the actions developed, Frimesa establishes and monitors control items, issues monthly and annual management reports and internal and external audits aimed at monitoring the projects together with the supply chain.

In addition to internal waste management, the Cooperative's efforts aimed at post-consumer packaging, also mostly derived from plastic and cardboard, have mitigation actions in conjunction with reverse logistics investments, which together with its suppliers, work on innovations in the use of materials. As an example, through the Research, Development and Innovation sector, it invests in projects to reduce the weight and use of raw materials in packaging, without harming consumer safety and product stability,

focusing on the development of innovative packaging that promotes the reduction of waste generation through waste and post-consumption, both linked to the minimization of environmental impacts.

The participation of the Research, Development and Innovation sector in actions aimed at the development of new products is fundamental for the identification of strategies to be incorporated, aiming to add value to the product and minimize the possible impacts on the environment due to packaging waste derived throughout the product life cycle, combined with the possibility of obtaining materials with lower value without influencing the quality of the final product for the consumer.

Partnerships with reverse logistics institutes offer the development of joint actions aimed at sustainable development through integrated management with the final consumer and recycling cooperatives, enabling the return of recyclable waste to the production chain.

All packaging and materials associated with production are obtained from external suppliers duly registered and approved in Frimesa's database. The data obtained to identify the consumption of these materials are estimated from a report issued via the Oracle system. With regard to pesticide packaging, Frimesa fully follows the guidelines established in Law 7802/1989 and NR 31.

Innovation

At Frimesa, innovation integrates all dimensions of the organization. The purpose of our innovation management model in a transversal way is to establish a culture of constant innovation. The Research, Development and Innovation area leads this directive to boost the efficiency and sustainability of products and processes. As a result, advances are observed on several innovation fronts.

In 2023, there was a reduction in the consumption of materials used in packaging, with a decrease of 21 tons of plastic and 5 tons of cardboard. This represents, respectively, 0.17% of the total plastic used in the year and 0.04% of cardboard in the same period.

This result underlines the continuous commitment to efficiency in the use of materials and to more sustainable practices born from ideation and continuous improvement programs. These programs are essential to foster the generation of new proposals, which culminate in the planning, development and commercial launch of relevant innovations.

In addition to the reflection on the packaging, the program generated a total of 186 innovations that were implemented throughout the year, as follows: 118 in processes, 25 in organizational management, 8 in marketing and 35 in new products. These innovations are the direct result of continuous improvement efforts. To strengthen the culture in innovation, in 2023, the second edition of the Continuous Improvement Program took place. In addition to recognizing initiatives in several areas of Frimesa, the Program provided a cost reduction of approximately 1.1 million reais.

To strengthen its initiatives and foster innovation, Frimesa works in collaboration with ecosystems and hubs to promote open innovation. These strategic partnerships have been established with universities, technology parks, startups and other companies to share demands and opportunities and strengthen the potential of collaborative networks. The initiatives that emerge from these partnerships aim to benefit the productive chain and the region, ensuring that innovation efforts produce positive and lasting impacts.

Group of employees who presented their projects in the Innovation Program in 2023.



Reverse logistics

Another mission, with the raw material supply units, through the Regional Management Plan for the Agricultural Use of Pig Manure, is the promotion of pig manure treatment and disposal systems to replace mineral fertilizer, reducing the cost of fertilizing crops, using and adding value to pig manure, which is known as a source of nutrients for crops and pastures.

This project, carried out for the benefit of the entire pork chain, aims to align technical guidance and ways of working in its value chain. Even so, it carried out in a specialized technical partnership agreement with Embrapa

Suíños e Aves, the project called "development of a system for assessing and mitigating the environmental risk of areas with pig manure application", which defined the minimum technical criteria for the environmental licensing of pig farms, based on the phosphorus parameter. This research arose around the need to expand the pig herd of Frimesa and its affiliates and as a way to act in the sustainability of pig farming and corroborate the performance of the Certified Pork Program.

As goals, we highlight the reduction of the use of stretch film in palletizing, as well as the creation of a goal plan



for the conscious use of resources by employees and the group of managers.

An established objective is the identification of possible waste that is being sent to controlled landfills and that could be sent to other forms of treatment, such as recycling and composting.

By December 2023, 100% of the hair generated in the industrial processes of the Medianeira meat processing plant will have been used to produce bristle and hoof meal, adding value to animal by-products. Another action is to reduce the number of loads of non-recyclable waste to a controlled landfill, by compacting the waste and forming bales, enabling transport logistics.

Previously, the 200 tons/month of waste was destined for landfill or composting, which generated a disposal cost of R\$ 130 thousand reais per month, in addition to not being a sustainable purpose. The product was developed through an open innovation work with the students of the MEI-U area at Federal University of Technology – Parana.

Each pig produces one kilo and three hundred grams of hair and hoof, and 8600 pigs are slaughtered daily at the unit. From each animal, 300 grams of meal is generated. Investments were made to expand our rendering plant and purchase equipment. Production reaches 50 thousand kilos of meal per day.

Among the production options are also meat meal, blood meal, which is used to feed fish, and mainly shrimp due to its nutritional content.

In 2023, Frimesa carried out an **action to mitigate environmental risk** through the use of 100% of the hair generated in the industrial processes of Medianeira to prepare **bristle and hoof meal.**



Water use and effluent generation

[GRI 3-3 | 303-1 | 303-2 | 303-3 | 303-4 | 303-5]

COMMITMENT: Adopt actions that reduce negative impacts on the use of water resources, considering water abstraction and consumption, effluent disposal, water intensity of operations, water stress in areas of operation and the management of risks and opportunities related to water, in the operations and in the environment.

GOAL: By 2025, reach the goal of 10% water reuse. By 2030, reduce water consumption in industries by 10%.

Water use

Water is essential throughout the production chain, especially in Frimesa's industrial processes, being obtained from three sources: on the surface from mines and springs, underground from wells and the public network.

The cooperative has a planned structure for supplying water without interruption, as a lack of water could bring all the industrialization to a halt.

Water consumption is monitored and managed with indicators and reduction goals, allowing for detailed diagnostics. The company recognizes the numerous water contamination risks, including bacteria, viruses, parasites, natural toxins, chemicals and heavy metals, as well as minerals that affect water hardness, which can damage equipment and utensils. Preventive measures, such as laboratory analysis and monitoring of water quality parameters, ensure compliance with legal standards, promote food safety and avoid contamination of food offered to consumers.

Frimesa's value chain is in compliance with sustainable practices in water consumption and with the legal requirements established by the Ministry of Agriculture, Livestock and Supply (MAPA), the company strictly monitors and controls water quality, ensuring compliance with the limits established in grants and ordinances of Anvisa and MAPA to avoid any type of contamination.

In addition, together and transversely, Frimesa implements preventive measures in operations, such

as the use of reducers (sprinklers, flow reduction nozzles) in sanitation sinks and hoses.

Internally, programs and manuals are developed to ensure that the industrial processes adopted meet potability standards and follow internal and legal controls:

Supply Water Self-Control Program

It aims to ensure that the water/ice and steam used in industrial processes meet the potability standards defined in current legislation. Under regulatory references (decrees, ordinances, norms, directives, circular letters, law and SIF manual) and of a guiding nature: IFS Food Standard.

Water and Effluent Manual

Document that describes procedures, frequencies and analyses to be carried out in the effluent and in the utility waters of the industry. The main objective is to provide monitoring of the systems, aiming at their correct functioning.

Frimesa monitors and evaluates water management through performance indicators, widely disseminated in our operations. To ascertain the information that makes up all this data, it has specific routines and processes that allow it to monitor and manage efficiency, always guided by the search for continuous improvement.



Water matrix (performance indicator of Frimesa units):

- Slaughtered pigs (unit);
- Milk received (liters);
- Industrialized milk (liters);
- Monthly production (ton);
- Surface Withdrawal Volume (m³);
- Underground Withdrawal Volume (m³);
- Withdrawal Volume by Third Parties (m³);
- Reuse Volume (m³);
- Industrial drinking water consumption (m³);
- Total plant consumption (m³);
- Consumption x pig (m³);
- Consumption x milk received and consumption x industrialized milk (m³);
- Consumption x ton produced (m³);
- % of reuse in operations and global.

Frimesa's technical team contributes to discussions on policies and investments in infrastructure related to water resources. This includes participation in committees such

as the Watershed, where the company is involved in environmental oversight, especially in the regions where its units are located. This ensures sustainable water management, especially in areas susceptible to extreme events such as water scarcity and flooding, and to protect the multiple uses of this resource, as provided by law.

Also in 2024, the company plans to develop a water risk map to support management and decision-making. The objective is to identify the availability of water in the regions where the operational units are located, indicating the level of water stress of each one. Based on this information, containment plans will be established, aimed at preserving the continuity of industrial routines. In addition, the company will continue to monitor and manage water consumption with specific indicators and defined goals, aiming to promote the rational use of this resource.

By reducing the water intensity of operations, Frimesa aims to adopt the following actions:

- Identify the main points of consumption and map immediate opportunities;
- Establish automation levels for control and measurement of use;
 - Implement a group of feasibility studies for the implementation of new technologies and regulatory matters;
- Conduct a survey of opportunities to mitigate the use of water in operations;
- Map Frimesa's water sources/scenarios, water footprint (m³/ton of product produced), reuse volume, quality that returns, return goal, % below the goal of how much comes back (in %);
- % organic load removal in each ETE step;
 - Develop a risk management map by 2026.



Liquid effluents

The effluents generated at the Frimesa industrial units are destined to specialized treatments and dimensioned according to their physical, chemical and biological characteristics and adapted to the legal requirements, aiming to reduce the total volume to be discarded and avoid irregularities.

The discharge of these effluents into water bodies follows the guidelines established by CONAMA Resolution No. 430 of 05/13/2011 and by CEMA State Resolution No. 070 of 10/01/2009, in addition to the conditions established in the operating license and in the grant of effluent discharge.

Before the discharge of effluents into a water body, studies of water availability and self-purification of effluents are carried out to understand the behavior of the water body when receiving the treated effluent. Based on this information, the discharge characteristics are defined together with the competent body, followed by continuous monitoring of the effluent treatment to ensure compliance with the physicochemical standards required by the legislation.

In units that perform fertigation, monitoring follows agronomic guidelines. The physical-chemical characteristics of the soil and effluents are analyzed in outsourced labo-

ratories, and the results are evaluated by agronomists with Technical Responsibility Note recognized by the Regional Council of Engineering and Agronomy (CREA-PR). They issue opinions on soil and effluent conditions.

At Frimesa, wastewater from steam generation and cooling processes is also monitored to ensure the proper functioning of all equipment and mitigate any risk of environmental impact. In this sense, criteria and goals related to the volume and quality of the discarded effluent are adopted. 100% of the operational units have an effluent treatment plant.

The monitoring of the granted parameters is recorded annually in technical reports presented to the Water and Land Institute, following the guidelines of the Granting Ordinances.

In addition, as part of the self-monitoring of the liquid effluents generated, the Polluting Cargo Declaration is issued annually, mandatory whenever the effluents are discharged, directly or indirectly, into water bodies in the State of Paraná.

The classification of the effluent flow and the frequency of the evaluated parameters follow the following table:

TABLE 1. Classification - Effluent flow classification		
Class	Effluent Flow	Load (kg DBO/day)
A	Up to 5 m ³	-
B	5 to 20 m ³ /day	From 0.75 to 3
C	21 to 100 m ³ /day	3 a 15
D	101 to 500 m ³ /day	15 a 75
E	501 to 1,000 m ³ /day	75 a 150
F	Over 1,000 m ³ /day	Over 150

TABLE 2 Frequency (Class x Parameters)						
PARAMETERS	CLASS					
	A	B	C	D	E	F
Flow rate	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Temperature	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
PH	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
COD	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
BOD5	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Sedimentable Solids	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Total Suspended Solids	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Ammoniacal Nitrogen	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Total Phosphorus	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Specific Parameters	Biannual	Quarterly	Quarterly	Every two months	Monthly	Every fifteen days
Toxicity	Biannual	Biannual	Every four months	Quarterly	Bimestral	Monthly

TABLE 3. Indicators									
2023	MEAT PROCESSING UNITS				DAIRY FACTORY UNITS				
	DQO	UFM	UFA	UFR	UFQ	UFLM	UFMN	UFLS	UFLA
Raw Effluent (mg/l)	6,156.87	1,702.29	5,096.22	5,871.75	6,743.56	6,766.67	4,292.56	4,958.51	
Final effluent (mg/l)	68.67	27.18	164.15	42.00	104.12	3,060.00	1,616.44	55.72	
% Removal efficiency	98.88	98.40	96.78	99.28	98.46	54.78	62.34	98.88	
Ton of product produced	293,441.71	38,173.99	19,808.10	107,080.88	33,722.74	29,905.02	63,692.51	2,229.54	
Organic load x ton of product produced	0.02	0.04	0.26	0.05	0.20	0.23	0.07	2.22	
	0.02 mg DQO/t.product	0.05 mg DQO/t.product	0.26 mg DQO/t.product	0.05 mg DQO/t.product	0.20 mg DQO/t.product	0.05 mg DQO/t.product	0.07 mg DQO/t.product	2.16 mg DQO/t.product	
DQO	UFM	UFA	UFR	UFQ	UFLM	UFMN	UFLS	UFLA	
Raw Effluent (mg/l)	4,307.92	751.56	829.33	3,038.51	2,824.65	-	1,483.16	3,266.52	
Final effluent	30.39	14.01	27.10	18.10	49.76	-	443.34	13.76	
% Removal efficiency	99.29	98.14	96.73	99.40	98.24		70.11	99.58	
ton of product produced	293,441.71	38,173.99	19,808.10	107,080.88	33,722.74	29,905.02	63,692.51	2,229.54	
Organic load x ton of product produced	0.01	0.02	0.04	0.03	0.08	-	0.02	1.47	
	0.01 mg DBO/t.product	0.02 mg DBO/t.product	0.04 mg DBO/t.product	0.03 mg DBO/t.product	0.08 mg DBO/t.product		0.02 mg DBO/t.product	1.47 mg DBO/t.product	

The priority substances evaluated are defined based on the requirements of the environmental license and the release grant. For all procedures, frequencies and analyses to be performed, in order to provide monitoring of the treatment system, the Manual of Water and Effluents of the Units is presented.

For the Polluting Load Declarations, the classification tables in which the effluent flow rate and the frequency table of the parameters to be evaluated and declared were presented in the topic above (GRI 303-2 – Tables 1 and 2).

In order to comply with regulatory requirements, following Ordinance No. 240 of March 12, 2019 - Federal Police, Frimesa maintains a list of chemicals for registration and preparation of monthly maps, controlled and declared. Disposal takes place as far as the industrial units' effluent treatment system.

In addition, Frimesa has implemented the Frimesa Chemicals Management Program – in the management tool to establish, standardize and communicate minimum procedures and basic guidelines for the acquisition, licens-

ing, receipt, storage, internal distribution, handling and final disposal of chemicals in all industrial, administrative, support and laboratory areas of the units.

Demands associated with current legislation and/or conditions are considered in water management. However, withdrawal is carried out equally in the operations of the industrial units as presented in the requirements above divided according to the production chain: meat and dairy, in the following regions: Medianeira-PR, Marechal Cândido Rondon-PR, Assis Chateaubriand-PR, Matelândia-PR, Mundo Novo-MS and Aurora-SC.

Ensuring the water renewal cycle is also essential for the production process. In the industry, we operate within the best water use practices and we understand that reducing consumption in our operations is fundamental to contribute to reducing the risk of scarcity in the region in which we operate. Thus, the search for solutions is continuous, always mapping the best practices and technologies.

TABLE 1. Total water withdrawal Frimesa 2023												
TOTAL WATER WITHDRAWAL FRIMESA 2023	TOTAL WITHDRAWAL	UDM	MEAT PROCESSING UNITS			DAIRY UNITS				TOTAL	%	
			UFM	UFA	UFR	UFQ	UFLM	UFMN	UFLS			UFLA
			Surface water	m ³	***	1,135,575.30	-	-	-			-
Underground water	m ³	***	306,990.40	359,257	281,099.15	158,806.16	13,164.21	-	49,022.40	3,659,702.11	74%	
Frimesa Total										4,954,005.68	100%	
Total Meat Processing Units										4,428,957.17	89.40%	
Total Dairy Factory Units										525,048.51	10.60%	

Note: NA* - Not Applicable

TABLE 1b. Total freshwater disposal Frimesa 2023												
TOTAL FRESHWATER DISPOSAL FRIMESA 2023	TOTAL FRESHWATER DISPOSAL	UDM	MEAT PROCESSING UNITS			DAIRY UNITS				TOTAL	%	
			UFM	UFA	UFR	UFQ	UFLM	UFMN	UFLS			UFLA
			Freshwater	m ³	2,248,504.95	1,030,550.98	194,400.00	717,505	-			-
Other types of water*	m ³	-	-	-	-	141,654.00	3,412.74	13,895.00	-	158,961.74	4%	
Total Frimesa										4,240,885.57	100%	
Total Meat Processing Units										3,473,455.93	81.90%	
Total Dairy Factory Units										767,429.64	18.10%	

Note: *Effluent after treatment that is intended for soil fertigation.



Energy efficiency

[GRI 3-3 | 302-1 | 302-2 | 302-3 | 302-4 | 302-5]

COMMITMENT: Adopt actions that improve energy efficiency in operations, including reducing consumption and diversifying the energy source through the use of clean and sustainable sources.

GOAL: Achieve 95.7% renewable energy sources in industries by 2030.

Frimesa recognizes that burning fossil fuels for power generation is a major source of emissions of carbon dioxide (CO²) and other greenhouse gases. This contributes significantly to climate change and global warming. On the other hand, the expansion of biomass cultivation areas can compete with land destined for food production. This creates concerns about food security, especially in regions where agricultural resources are already scarce.

The comprehensive and balanced approach to the topic involves local communities, environmental organizations and regulatory bodies in the management process and decisions. This collaborative approach strengthens the company's environmental responsibility and has contributed to the successful implementation of initiatives that benefit both the organization and the environment.

Among the main adverse impacts associated

with Frimesa's energy use, the most significant are air pollution and greenhouse gas emissions, especially carbon dioxide (CO²). In addition to the gaseous emissions resulting from burning in boilers, there is also the production of solid waste, such as ash and slag, which are often disposed of in landfills. This represents an additional challenge in the environmental context, since it carries potential risks of contamination for the soil and the water table, aggravating the negative impacts resulting from this industrial process.

In this context, Frimesa's strategy is to focus on reducing fossil fuel consumption and fostering self-generation of renewable energy. To this end, the company has the following initiatives and commitments in relation to its energy source:

The company aims to achieve **70% of biomass consumption** in its industries from its own areas, investing in 3,291 hectares and planting about 470 hectares annually. At the end of the program, this will result in an area equivalent to 4,603 football fields.



Frimesa forestry program

It represents the company's strategic approach to planting trees and vegetation in degraded, deforested or previously agricultural areas. These forests can be planned specifically for biomass production, using fast-growing species with high energy potential. Reforestation areas have been redesigned to become Agroforestry Systems (AFS), combining eucalyptus planting in marginal areas with short rotation crops, such as grains, and silvopastoral system an integration option between crop, livestock and forest.

Expansion of photovoltaic plants

The company will invest in a plant located in Assis Chateaubriand, which will have the capacity to generate 7.6 million kilowatt-hours (kWh) of electricity annually. This will be achieved through the installation of 10 thousand solar panels.

The impact of this investment will be significant, since the photovoltaic plant will be able to meet 20% of the total energy consumption of our manufacturing unit. In addition to ensuring a more stable energy supply, it will contribute to energy security.

Expansion of biodigesters

This process occurs through anaerobic digestion, carried out in reactors with no oxygen. As a result of this process, biogas is obtained, which becomes a valuable source of energy, and biofertilizer or digestate, which can replace conventional chemical fertilizers in agriculture. The biogas generated has a variety of energy uses, including thermal, electrical, and mechanical power generation. Currently, the company already has three biodigesters in operation, located in the units of Medianeira and Assis Chateaubriand, both in the state of Paraná. These biodigesters generated 1,413,350 Nm³ (normal cubic meter) of biogas in the last year, of which 1,129,320 Nm³ were used in pig singeing. With the objective of expansion, the cooperative develops an initial analysis for the possible installation of the biodigester at the Marechal Cândido Rondon meat processing plant. After the end of this analysis, the search for a biodigester that meets the specifications of the unit will be verified.

This project is expected to be implemented in 2025. For the cheese plant, feasibility studies will also be carried out for the installation of a biodigester.

Energy efficiency

Frimesa's energy efficiency program is structured in three main axes: competence in the industrial areas, maintenance and engineering, and environment and sustainability. Its main objective is to improve energy use efficiency in the Cooperative's operations.

The basis of the program is the education and awareness of employees, whose engagement and knowledge are essential. In this context, we implemented training and internal communications to develop and strengthen a culture focused on energy efficiency. In 2023, we conducted 128 hours of training on the subject, with the participation of 12 employees, mostly supervisors. They were trained to implement more efficient practices in their departments.

In addition to skills development, the program includes the replacement of equipment with more energy-efficient options. This initiative aims to identify and capture opportunities for the technological modernization of our infrastructure. This effort simultaneously aims to reduce operating costs and reduce the organization's negative environmental impact.

Electricity

Frimesa makes significant use of electricity in its operations. Therefore, it has prioritized the acquisition of renewable sources, such as the Free Market. During 2023, we intensified this practice by expanding the use of energy from the Free Market to a sixth industrial unit. As a result, currently, 98.23% of the company's total electricity consumption is supplied in this modality.

For the remaining consumption, which involves small units and commercial offices, they still depend on the Captive Energy Market. This represents only 1.77% of the total. However, it is important to note that most of Brazil's electricity comes from hydroelectric sources, considered renewable. In addition, Frimesa has been investing in solar

energy since 2022. Currently, it has a photovoltaic plant in operation, and in 2023, it generated 4,050 kWh of energy.

ELECTRICITY SOURCE (MWH)	2022	2023
Free Market	134,977	181,233
Captive Market	4,730	3,263
Self-generation	0	4

Thermal energy

In steam generation, our boilers are powered by woody eucalyptus biomass. Coming from reforestation areas, 43% come from own areas and 57% acquired from local companies and producers. All wood used is duly certified as to its origin.

In pig slaughter, Frimesa stands out for its vanguard in the use of renewable fuel. It was a pioneer in Brazil in replacing LPG with biogas in the pig singeing process. The biogas used was produced in biodigesters from waste generated in the industrial facility where they were installed. Currently, the process corresponds to 81% of all gas used. This process adds value and reduces the environmental impact of waste that would otherwise be sent to landfills, in addition to the impact of energy use itself.

THERMAL SOURCE (TON)	2022	2023
Firewood	19,397	15,128
Chip	73,417	90,795
Biogas	1,369	1,359
LPG	232	320

Transport fuels

On an experimental basis, Frimesa has adopted alternatives to the fossil fuels used in its fleet, including both its own vehicles and those operated by third-party partners. In addition, as a short-term measure, the Cooperative is prioritizing and encouraging the use of ethanol in flex-fuel vehicles as an immediate measure to reduce the fleet's carbon footprint.

For the transport of raw materials and finished products, there are already studies underway for the acquisition of electric vehicles and trucks. This measure, to be implemented in the medium and long term, aims to reduce emissions and operating costs. In addition to electric vehicles, the company also foresees the use of biomethane in hybrid vehicles.

In addition, Frimesa practices the intelligent management of the entire logistics chain and fleet use, in order to achieve better operational efficiency, including the use of fuels. For this, software is adopted for route and delivery planning, efficient use of cargo capacity and use of alternative modes (cabotage and trains), Cross Docking and Dropshipping. All road freight transport is carried out by third party carriers, and the company works together with these carriers to mitigate the impacts caused by these vehicles, such as the use of renewable fuels or hybrid vehicles.

The company has 61 light vehicles used by its employees. The specific data on the consumption of 285,954 liters of fuel are detailed in the table below.

In addition, the company also operates heavy machinery and forklifts in-house at its industrial sites and, in line with the sustainability commitment, fossil fuel powered forklifts are being replaced with electrical equipment.

	2022	2023
Gasoline (liters)	159,700	184,617
Diesel Oil (liters)	138,480	85,568
LPG (kg)	10,760	12,400
Ethanol (liters)	3,030	3,369

Actions taken to improve energy efficiency:

- Periodic monitoring of emissions and air quality in facilities where biomass is burned to ensure compliance with environmental regulations and effectiveness in control measures.
- Investment in energy efficiency technologies such as LED lighting, thermal insulation and monitoring systems.
- Use of higher performance equipment that ensures the best efficiency with lower consumption.
- Adherence to compliance with current legislation with annual reports to the competent bodies.
-]• Ongoing employee empowerment is emphasized to ensure everyone is aware of up-to-date best practices and procedures.
- Reuse of heat, gases, condensate and flash steam in boilers.

The results of the improvements applied are analyzed by receiving the annual certificate of environmental compliance, energy consumption control, energy consumption per kg produced and energy consumption per billing.

Goals:

- Reduce energy consumption in non-essential areas by 10% by 2025;
- Reduce the annual energy consumption of significant uses by 2% from 2025;
- Increase the self-production of renewable energy by 20% by 2030;
- Forest expansion with 70% of own production by 2029;
- Replace fossil fuels used in own fleets by 40% by 2025.

Total consumption of fuels within the organization from non-renewable sources, in joules or multiples thereof, including the types of fuels used.		
FUELS	CONSUMPTION (GJ)	
	2022	2023
LPG	11,427.29 GJ	14,981.3 GJ
Gasoline	2,858.37 GJ	5,198.27 GJ
Diesel Oil	7,209.13 GJ	7,122.37 GJ

Total consumption of fuels within the organization from renewable sources, in joules or multiples thereof, including the types of fuels used.

FUELS	CONSUMPTION (GJ)	
	2022	2023
Biomass	991,818 GJ	1,081,004.29 GJ
Biogas	30,600 GJ	29,888 GJ
Ethanol	66.32 GJ	73.74 GJ

SOURCE	Giga Joule (GJ)
LPG	14,981
Gasoline	5,198
Diesel Oil	7,122
Biomass	1,081,004
Biogas	29,889
Ethanol	74
Electricity	664,167
TOTAL	1,802,436

PRODUCT	Standard Unit	MJ conversion factor
Electricity	kWh	3.6
Biomass	Ton	10.14
Diesel Oil	Liters	35.98
Biodiesel	Liters	37.27
Gasoline	Liters	28.08
Ethanol	Liters	7.73
CNG	m ³	33
LPG	kg	16.28
Biogas	Nm ³	9,472

UNIT	BIOMASS CONSUMPTION (TON)	
	2022	2023
UFM	60,224.9	47,611.25
UFR	11,017.91	8,831.72

ENERGY DESTINATION	QUANTITY
Electricity consumption	664,167.45 GJ
Heating consumption	
Cooling consumption	
Steam consumption	

Frimesa does not sell energy

Consumption information is taken from the company's database and energy bills. Fuel quantities are transformed into energy using conversion factors. Consumption information is mostly automated and retained in the company's database where purchase tax information is compiled, such as energy bills, invoices, management reports and integrated consumption monitoring. The quantities of fuels are transformed into energy using conversion factors from the lower basic density and calorific value of each fuel.

In conversions, when available, the data contained in the technical specifications sheet of the fuel used were used. When not available, the values presented by the National Energy Balance (MME, 2023) were used.

Frimesa does not calculate energy consumption outside the organization. The strategy is to focus on areas where there is more control and direct influence, with more effective measures to reduce energy consumption.

Compared to 2022, there was no reduction in energy consumption in 2023 in absolute numbers, due to the start of operations at the Assis Chateaubriand plant. However, at the Medianeira unit and at the Marechal Cândido Rondon meat processing unit, a project was carried out to reuse flash steam in the boilers and, for this reason, there was a reduction in biomass consumption in these units.



Atmospheric emissions

[GRI 3-3 | 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 305-7]

COMMITMENT: Adopt actions that enable the reduction of emissions of air pollutants and Greenhouse Gases (GHG) from industrial and transport processes.

GOAL: Become carbon neutral in scope 1 by 2040.

Direct Greenhouse Gases (GHG) emissions in agribusiness, especially in meat processing plants and dairy factories, imply high initial costs for investments in cleaner technologies. However, in the long term, this transition can promote innovation and product differentiation, improving corporate image and attracting consumers concerned about sustainability. Reducing these emissions is crucial to combating climate change, requiring sustainable practices and clean technologies that contribute to the conservation of ecosystems and the protection of biodiversity. These emissions largely impact agribusiness, influencing the economy, the environment, people and human rights. Pursuing more sustainable approaches can bring long-term benefits, including reducing the carbon footprint and promoting social justice and innovation, paving the way for

a more balanced and responsible future.

In 2022, it consolidated its first inventory of emissions in scopes 1 and 2. The GHG inventory has become a crucial tool to quantify its emissions and define actions and implement the decarbonization plan.

At Frimesa, emissions from boilers are biogenic. Effluents represent 84% of emissions in scope 1. The boilers of industrial units and steam generation equipment are the main sources of emissions. The parameters monitored in all units, which meet legal air emission standards, are carbon monoxide (CO), particulate matter (PM) and nitrogen oxides (NOx). The concentration of gases emitted is evaluated in order to improve combustion processes and minimize the release of pollutants into the atmosphere.

To contribute to the goal of reaching 95.7% of renewable energy sources in industries by 2030, Frimesa **adopts an Environmental Policy that establishes guidelines to manage natural resources**, in accordance with environmental legislation. The goal is to reduce emissions produced along the supply chain and achieve the neutralization of all plants in carbon emissions in scope 1.

To ensure the viability of all components of production chains and their habitats, Central implements environmental preservation and conservation programs. This includes the treatment of all industrial emissions, reforestation for the production of biomass used in boilers, the maintenance of permanent forest protection areas, the reuse of water and energy, the proper disposal of waste and disposal with biogas generation, participation in reverse logistics actions, the distribution of tree seedlings and the search for energy efficiency, among other initiatives related to the various sustainability axes.

Frimesa seeks new technologies and strategic investments in combating emissions, managing to convert negative scenarios into positive processes. An example is its initiative to convert industrial process waste into renewable energy sources as an alternative to fossil fuels. This not only helps reduce the effects of greenhouse gases, but also lowers operating costs.

Frimesa has been carrying out actions to reduce its carbon footprint in different operational areas. Among the measures adopted by Frimesa and its forms of monitoring are:

Monitoring Atmospheric Measurements: monitors the atmospheric emissions of the Manufacturing Units, according to environmental legislation, from the emission limits for each pollutant parameter defined in each type of emission source (Fixed Sources: Boilers). It is an important tool to manage and control operational activities in potentially polluting enterprises, allowing physical environments that can be impacted by the specific activities carried out to be monitored.

As a clean alternative energy source:

Solar energy: Frimesa installed a Solar Power Plant at the Assis Chateaubriand Meat Processing Unit with the capacity to generate 156,000 kWh annually with 240 panels. Implementation of Phase 2 Solar Power Plant (Assis Chateaubriand Meat Processing Unit):

In its Phase 2 implementation, it will have an annual generation installation capacity corresponding to 7.6 million/kWh and 10 thousand panels, covering 20% of the unit's consumption.

Biogas generation complex: Frimesa implemented a biodigester project at the Medianeira Industrial Unit to improve the management of liquid waste, taking advantage of the raw material available for renewable energy, improving

the performance of the business. The objective was to use the biogas generated by industrial waste as a source of thermal energy, replacing liquefied petroleum gas (LPG) in the pig singeing process, making the unit self-sufficient in energy. As a result, it has an average biogas generation of 8,700 Nm³/day; an average savings of R\$ 3,000,000.00 per year and a 33% reduction in greenhouse gas emissions (when compared to the use of LPG); a 78.6% reduction in the organic load of the effluent (primary treatment sent for secondary treatment); automated operation and 24-hour technical monitoring.

It also stands out in the sector as a successful example of investment, winning the "Best of Biogas" award twice in a row. The award was granted through an open public vote in the "Best Biogas Plant/Generating Unit" category, held at the 3rd and 4th South Brazilian Biogas and Biomethane Forum.

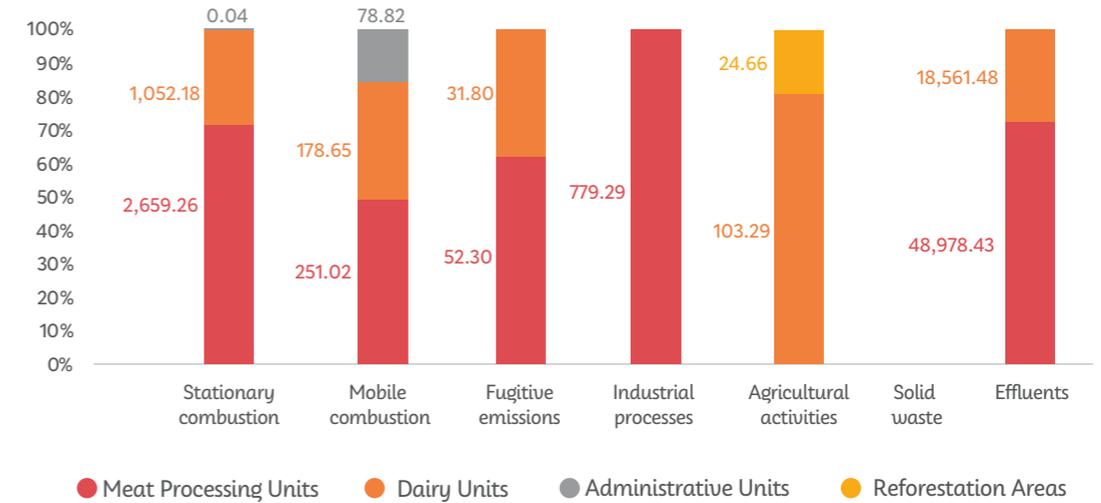
Biogas offers agricultural chains the opportunity to convert an environmental liability into an energy asset, contributing to the sustainability of the sector. In addition to economic viability, the main concern is to remove methane emission into the atmosphere from the environment, transforming it into a valuable raw material. This makes it possible to meet local and global environmental preservation requirements by providing a clean and competitive energy resource. This solution is directly linked to the management of the waste generated in the process, standing out as an effective strategy to promote sustainability in the agricultural sector.

Our direct emissions (Scope 1) totaled 72,751.22 tons (tCO₂e) in 2023. This figure takes into account sources from combustion (mobile and stationary), fugitive emissions,

industrial processes, agricultural activities, solid waste and effluents.

SCOPE 1 EMISSIONS SOURCES	MEAT PROCESSING UNITS	DAIRY UNITS	ADMINISTRATIVE UNITS	REFORESTATION UNITS	% MEAT PROCESSING UNITS	% DAIRY UNITS	% ADMINISTRATIVE UNITS	% REFORESTATION UNITS
Stationary combustion	2,659.26	1,052.18	0.04	-	3.66%	1.45%	0.00005%	0.00%
Mobile combustion	251.02	178.65	78.82	-	0.35%	0.25%	0.11%	0.00%
Fugitive emissions	52.30	31.80	-	-	0.07%	0.04%	0.00%	0.00%
Industrial processes	779.29	-	-	-	1.07%	0.00%	0.00%	0.00%
Agricultural activities	-	103.29	-	24.66	0.00%	0.14%	0.00%	0.03%
Solid waste	-	-	-	-	0.00%	0.00%	0.00%	0.00%
Effluents	48,978.43	18,561.48	-	-	67.32%	25.51%	0.00%	0.00%
Total Frimesa Units	52,720.30	19,927.40	78.86	24.66	72.47%	27.39%	0.11%	0.03%
Total Frimesa Scope 1					72,751.22			

Graph 1 - Scope 1 emissions (tCO₂e) Frimesa 2023



The cooperative is associated with the **International Renewable Energy Center – CIBiogás**, a Science and Technology Institution, in an association format, dedicated to the development of biogas as a clean and competitive energy resource, with the objective of promoting the renewable energy market.

In 2023, Frimesa voluntarily joined the **Paraná Climate Seal**, a recognition by the State Government for companies and institutions that **measure, disclose and adopt measures to reduce their carbon footprint and combat climate change**. It received the certificate in category A for the Internal Market.

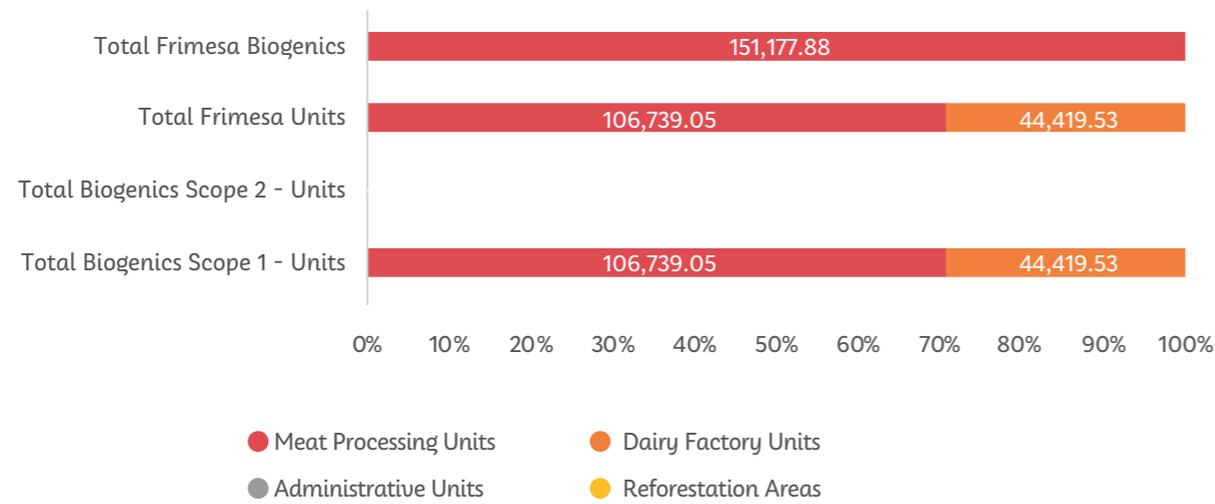
The gases included in Frimesa's emissions inventory are regulated by the Kyoto Protocol and follow the guidelines of the Brazilian GHG Protocol Program: CO², CH⁴, N²O SF⁶, HFCS and PFCs.

Regarding Biogenic CO²Emissions, they demonstrated a total of 151,177.88 tCO²eq referring to 2023 comprising Scope 1 and 2.

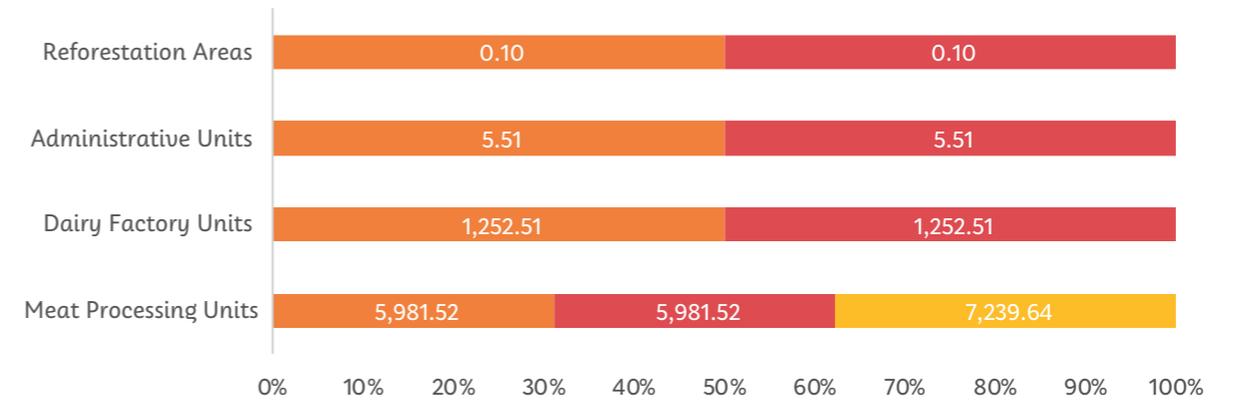
Frimesa manages GHG emissions based on the methodology and tool of the Brazilian Program of the GHG Protocol (second version 2023), bringing useful indicators so that the company can assess emissions over time, making the measures adopted effective by acting on their reductions. Some calculations followed instructions from the Intergovernmental Panel on Climate Change (IPCC) or World Resources Institute (WRI).

The establishment of Greenhouse Gases (GHG) emission reduction targets, based on the GHG Protocol methodology, is one of the processes adopted to continuously improve the management of GHG emissions and to mitigate the impact of operations on climate change.

Graph 2 - Biogenic Emissions of CO² (tCO²eq) Frimesa 2023



Graph 3 - Scope 2 emissions (tCO²eq) Frimesa 2023



Frimesa monitors and accounts for GHG emissions from its direct and indirect operations within scopes 1 and 2 through annual inventories. The reference year of the inventory comprises the period from January 1 to December 31, corresponding to the records of consumption and calculations of emissions that allow to verify the performance

of the organization annually.

All emission factors used were provided by the GHG Protocol (calculation tool). The global warming potential index used was GWP-100 (reference values contained in the IPCC Fifth Assessment Report or AR5).

The gases included in Frimesa's emissions inventory are regulated by the Kyoto Protocol and follow the guidelines of the Brazilian GHG Protocol Program: CO², CH⁴, N²O SF⁶, HFCS and PFCs. Regarding other indirect emissions (Scope 3) of Greenhouse Gases (GHG), information is not available. Due to its complexity, Frimesa does not yet have a deadline to provide information on its Scope 3 emissions.

duction (ton/m³). Indicators are relevant to management in the organization's monitoring and evaluation activities, as they enable the achievement of goals to be monitored, progress to be identified, quality improvements, problems to be corrected, comparisons with market competitors, needs for change, information security and compliance with possible requests from environmental agencies (table below).

In order to verify the evolution of the company's greenhouse gas emissions, Frimesa uses the indicator of emissions and the intensity of total CO² emissions (tCO²e) per pro-

TABLE 3. Scope 2 Emissions - Meat Processing Units and Dairy Factories 2023 (tCO²eq)

SCOPE 2 EMISSION SOURCES	MEAT PROCESSING UNITS	DAIRY UNITS	ADMINISTRATIVE UNITS	REFORESTATION AREAS	% MEAT PROCESSING UNITS	% DAIRY UNITS	% ADMINISTRATIVE UNITS	% REFORESTATION AREAS
Electricity acquisition	5,981.52	1,252.51	5.51	0.10	8.22%	1.72%	0.01%	0.000137%
Total Frimesa Units	5,981.52	1,252.51	5.51	0.10	8.22%	1.72%	0.01%	0.00%
Total Frimesa Scope 2					7,239.64			

INTENSITY OF CO² EMISSIONS

Tons Produced/(tCO²e)/t-m³ 0.162

Reduction of Greenhouse Gases (GHG) emissions

The gases included in Frimesa's emissions inventory for the 2023 base year are regulated by the Kyoto Protocol and follow the guidelines of the Brazilian GHG Protocol Program: CO₂, CH₄, N₂O, SF₆, HFCS and PFCs.

There was no reduction in the company's total emissions, the increase in emissions is linked to the start of operation at the Assis unit.

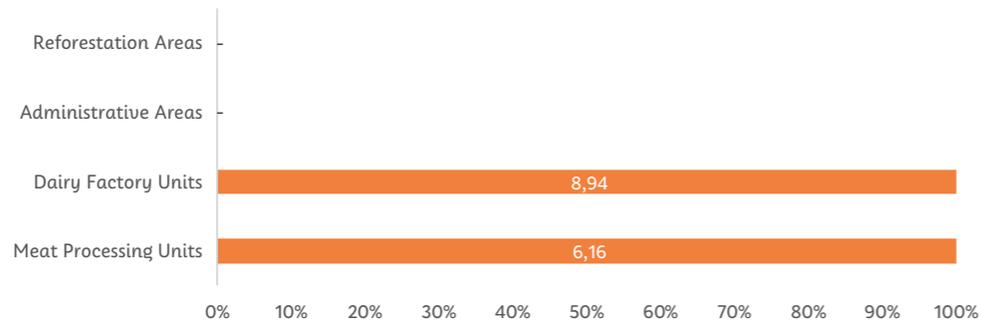
Emissions of ozone-depleting substances (ODS)

According to the guidelines of the Brazilian GHG Protocol Program, gases internationally recognized as greenhouse gases by the Kyoto Protocol classified as Hydrofluorocarbons (HFCs) were included in the emissions inventory. Thus, emissions were reported for the use of HCFC-22 (R22) gas classified as "Fugitive emissions – Non-Kyoto GHG".

TABLE 4. Non-Kyoto Gas Emissions - Frimesa 2023 (tCO₂eq)

NON-KYOTO GAS EMISSION SOURCES	MEAT PROCESSING UNITS	DAIRY UNITS	ADMINISTRATIVE UNITS	REFORESTATION UNITS	% MEAT PROCESSING UNITS	% DAIRY UNITS	% ADMINISTRATIVE UNITS	% REFORESTATION UNITS
R-22	6.16	8.94	-	-	40.79%	59.21%	0.00%	0.00%
Total Frimesa Units	6.16	8.94	-	-	40.79%	59.21%	0.00%	0.00%
Total Frimesa Non-Kyoto Gases				15.10				

Graph 4: GRI 305-6 Non-Kyoto Gas Emissions (tCO₂eq) Frimesa 2023



NO_x, SO_x and other significant atmospheric emissions

Among the greenhouse gases inventoried, according to the guidelines of the Brazilian GHG Protocol Program, the internationally recognized greenhouse gases regulated by the Kyoto Protocol were included in the emissions inventory: Carbon Dioxide (CO₂), Methane (CH₄), Nitrous Oxide (N₂O), Sulfur Hexafluoride (SF₆), Hydrofluorocarbons (HFCs), Perfluorocarbons (PFCs). at the Assis unit.

NO _x , SO _x and other significant atmospheric emissions		
GAS	tGEE	tCO ₂ e
KYOTO		
CO ₂	9,702.40	9,702.40
CH ₄	2,235.03	62,580.78
NH ₂	28.78	7,627.20
HFCs	0.05	80.49
NON-KYOTO		
tR22	0.01	15.1

GRI CONTENT INDEX

STATEMENT OF USE						
Statement of Use	Frimesa Cooperativa Central has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2023.					
GRI1 used	GRI1: Foundation 2021					
Applicable GRI Sector Standard(s)	GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022					
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			REF NO. OF THE GRI SECTORAL STANDARD
			OMITTED REQUIREMENT(S)	REASON	EXPLANATION	
GRI 2: General Content 2021	GRI 2-1	Organization details	19			
	GRI 2-2	Entities included in the organization's sustainability reporting	4			
	GRI 2-3	Reporting period, frequency and point of contact	4			
	GRI 2-4	Restatements of information	4			
	GRI 2-5	External verification	4			
	GRI 2-6	Activities, value chain and other business relationships	22			
	GRI 2-7	Employees	76			
	GRI 2-8	Workers who are not employees	76			
	GRI 2-9	Governance structure and composition	38			
	GRI 2-10	Appointment and selection to the highest governance body	38			
	GRI 2-11	Chairman of the highest governance body	38			
	GRI 2-12	Role played by the highest governance body in overseeing the management of impacts	56			
	GRI 2-13	Delegation of responsibility for impact management	56			
	GRI 2-14	Role played by the highest governance body in sustainability reporting	4			
	GRI 2-15	Conflicts of interest	44			
	GRI 2-16	Communication of crucial concerns	56			
	GRI 2-17	Collective knowledge of the highest governance body	56			
	GRI 2-18	Evaluation of the performance of the highest governance body	38			
	GRI 2-19	Remuneration policies	38			
	GRI 2-20	Process for determining remuneration	38			
	GRI 2-21	Proportion of total annual compensation	84			
	GRI 2-22	Statement on sustainable development strategy	10			
	GRI 2-23	Policy commitments	56			
	GRI 2-24	Incorporation of policy commitments	56			
	GRI 2-25	Processes to remediate negative impacts	56			
	GRI 2-26	Mechanisms for advising and raising concerns	56			
	GRI 2-27	Compliance with laws and regulations	66			
	GRI 2-28	Membership of associations	105			
	GRI 2-29	Approach to stakeholder engagement	48			
	GRI 2-30	Collective bargaining agreements	76			
MATERIAL TOPICS						
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	48			
	GRI 3-2	List of material topics	48			
ORGANIZATIONAL PROFILE						
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	34			13.22.1
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	34			13.22.2

GRI 203: Indirect Economic Impacts 2016	GRI 203-2	Significant indirect economic impacts	34				13.22.4
GRI 204: Procurement Practices 2016	GRI 204-1	Proportion of spending on local suppliers	30				
RELATIONS WITH COMMUNITIES							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	105, 109				13.12.1; 13.13.1; 13.14.1; 13.22.1
GRI 13: Agricultural Sector 2022	GRI 13.13	Land and resource rights	109				
GRI 413: Local Communities 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs	105				13.12.2
GRI 413: Local Communities 2016	GRI 413-2	Operations with significant actual and potential negative impacts on local communities	105				13.12.3
GRI 411: Rights of Indigenous Peoples 2016	GRI 411-1	Incidents of violations involving rights of indigenous peoples	109				13.14.2
GRI 203: Indirect Economic Impacts 2016	GRI 203-1	Infrastructure investments and services supported	105				13.22.3
MATERIAL TOPIC: ESG GOVERNANCE							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	56				
		Reported in GRI 2-12, GRI 2-13, GRI 2-16, GRI 2-17, GRI 2-23, GRI 2-24, GRI 2-25, and GRI 2-26					
MATERIAL TOPIC: SOCIAL AND ENVIRONMENTAL COMPLIANCE AND RISK MANAGEMENT							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	66, 70, 72, 73				13.2.1; 13.3.1; 13.4.1; 13.5.1; 13.16.1; 13.17.1; 13.18.1; 13.26.1
		Also reported in GRI 2-27					
GRI 201: Economic Performance 2016	GRI 201-2	Financial implications and other risks and opportunities arising from due to climate change	66				13.2.2
GRI 205: Anti-Corruption 2016	GRI 205-1	Operations assessed for risks related to corruption	73				13.26.2
GRI 205: Anti-Corruption 2016	GRI 205-2	Communication and training in anti-corruption policies and procedures	73				13.26.3
GRI 205: Anti-Corruption 2016	GRI 205-3	Confirmed incidents of corruption and actions taken	73				13.26.4
GRI 304: Biodiversity 2016	GRI 304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and are as of high biodiversity value outside protected areas	70				13.3.2
GRI 304: Biodiversity 2016	GRI 304-2	Significant impacts of activities, products and services on biodiversity	70				13.3.3
GRI 304: Biodiversity 2016	GRI 304-3	Habitats protected or restored	70				13.3.4
GRI 304: Biodiversity 2016	GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	70				13.3.5
GRI 308: Supplier Environmental Assessment 2016	GRI 308-1	New suppliers that were screened using environmental criteria	66				
GRI 13: Agricultural Sector 2022	GRI 13.4	Natural ecosystem conversion	72				
GRI 13: Agricultural Sector 2022	GRI 13.5	Soil health	72				
GRI 407: Freedom of Association and Collective Bargaining 2016	GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	73				13.18.2
GRI 408: Child Labor 2016	GRI 408-1	Operations and suppliers with significant risk for incidents of child labor	73				13.17.2
GRI 409: Forced or Compulsory Labor 2016	GRI 409-1	Operations and suppliers with significant risk for incidents of forced or compulsory labor	73				13.16.2
GRI 414: Supplier Social Assessment 2016	GRI 414-1	New suppliers that were screened using social criteria	66				
GRI 414: Supplier Social Assessment 2016	GRI 414-2	Negative social impacts in the supply chain and actions taken	66				

MATERIAL TOPIC: WORKING AND EMPLOYMENT CONDITIONS							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	76, 80, 83				13.20.1; 13.21.1
GRI 13: Agricultural Sector 2022	GRI 13.20	Employment practices	80				
GRI 13: Agricultural Sector 2022	GRI 13.21	Living income and living wage	76				
GRI 401: Employment 2016	GRI 401-1	New employee hires and employee turnover	83				
MATERIAL TOPIC: DIVERSITY, INCLUSION AND EQUITY							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	84				13.15.1
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-1	Diversity of governance bodies and employees	84				13.15.2
GRI 405: Diversity and Equal Opportunity 2016	GRI 405-2	Ratio of basic salary and remuneration of women to men	84				13.15.3
GRI 406: Non-Discrimination 2016	GRI 406-1	Incidents of discrimination and corrective action taken	84				13.15.4
MATERIAL TOPIC: OCCUPATIONAL HEALTH AND SAFETY							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	88				13.19.1
GRI 403: Occupational Health and Safety 2018	GRI 403-1	Occupational health and safety management system	88				13.19.2
GRI 403: Occupational Health and Safety 2018	GRI 403-2	Hazard identification, risk assessment, and incident investigation	88				13.19.3
GRI 403: Occupational Health and Safety 2018	GRI 403-3	Occupational health services	88				13.19.4
GRI 403: Occupational Health and Safety 2018	GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	88				13.19.5
GRI 403: Occupational Health and Safety 2018	GRI 403-5	Worker training on occupational health and safety	88				13.19.6
GRI 403: Occupational Health and Safety 2018	GRI 403-6	Promotion of worker health	88				13.19.7
GRI 403: Occupational Health and Safety 2018	GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	88				13.19.8
GRI 403: Occupational Health and Safety 2018	GRI 403-8	Workers covered by an occupational health and safety management system	88				13.19.9
GRI 403: Occupational Health and Safety 2018	GRI 403-9	Work-related injuries	88				13.19.10
GRI 403: Occupational Health and Safety 2018	GRI 403-10	Work-related ill health	88				13.19.11
MATERIAL TOPIC: CONSUMER HEALTH AND SAFETY							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	97				13.6.1; 13.9.1; 13.10.1
GRI 13: Agricultural Sector 2022	GRI 13.6	Pesticides use	103				
GRI 13: Agricultural Sector 2022	GRI 13.9	Food security	97				
GRI 416: Customer Health and Safety 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories	97				13.10.2
GRI 416: Customer Health and Safety 2016	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts caused by products and services	97				13.10.3
GRI 417: Marketing and Labeling 2016	GRI 417-1	Requirements for product and service information and labeling	102				
GRI 417: Marketing and Labeling 2016	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	102				
GRI 417: Marketing and Labeling 2016	GRI 417-3	Incidents of non-compliance concerning marketing communication	102				

MATERIAL TOPIC: HEALTH, ANIMAL WELFARE AND TRACEABILITY						
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	113			13.11.1; 13.23.1
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GRI 13: Agricultural Sector 2022	GRI 13.23	Supply chain traceability	113			
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GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	124, 130			13.8.1
GRI 301: Materials 2016	GRI 301-1	Materials used, by weight or volume	130			
GRI 301: Materials 2016	GRI 301-2	Recycled input materials used	130			
GRI 301: Materials 2016	GRI 301-3	Reclaimed products and their packaging materials	130			
GRI 306: Waste 2020	GRI 306-1	Waste generation and significant waste-related impacts	124			13.8.2
GRI 306: Waste 2020	GRI 306-2	Management of significant waste-related impacts	124			13.8.3
GRI 306: Waste 2020	GRI 306-3	Waste generated	124			13.8.4
GRI 306: Waste 2020	GRI 306-4	Waste diverted from disposal	124			13.8.5
GRI 306: Waste 2020	GRI 306-5	Waste directed to disposal	124			13.8.6
MATERIAL TOPIC: WATER USE AND EFFLUENT GENERATION						
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	136			13.7.1
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	136			13.7.2
GRI 303: Water and Effluents 2018	GRI 303-2	Management of water discharge-related impacts	136			13.7.3
GRI 303: Water and Effluents 2018	GRI 303-3	Water catchment	136			13.7.4
GRI 303: Water and Effluents 2018	GRI 303-4	Water disposal	136			13.7.5
GRI 303: Water and Effluents 2018	GRI 303-5	Water consumption	136			13.7.6
MATERIAL TOPIC: ENERGY EFFICIENCY						
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	142			
GRI 302: Energy 2016	GRI 302-1	Energy consumption within the organization	142			
GRI 302: Energy 2016	GRI 302-2	Energy consumption outside the organization	142			
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GRI 302: Energy 2016	GRI 302-4	Reduction of energy consumption	142			
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MATERIAL TOPIC: ATMOSPHERIC EMISSIONS						
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	149			13.1.1
GRI 305: Emissions 2016	GRI 305-1	Direct emissions (Scope 1) of greenhouse gases GHG	149			13.1.2
GRI 305: Emissions 2016	GRI 305-2	Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy procurement	149			13.1.3
GRI 305: Emissions 2016	GRI 305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	149			13.1.4

GRI 305: Emissions 2016	GRI 305-4	GHG emissions intensity	149			13.1.5
GRI 305: Emissions 2016	GRI 305-5	Reduction of GHG emissions	149			13.1.6
GRI 305: Emissions 2016	GRI 305-6	Emissions of ozone-depleting substances (ODS)	149			13.1.7
GRI 305: Emissions 2016	GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	149			13.1.8
Topics in the applicable GRI Sector Standards determined as not material						
GRI 13: Agriculture, Aquaculture and Fishing Sector 2022						
Topic 13.24 Public policy	In accordance with current electoral law, Frimesa does not make political contributions.					
Topic 13.25 Anti-competitive behavior	We have no history in the last five years of pending or terminated lawsuits regarding unfair competition and violations of antitrust and antitrust laws in which the organization has been identified as a participant.					

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GRI Consulting:

Gália.

Proofreading:

ÓpusMúltipla.

Photos:

Frimesa's Collection.

Translation:

Central de Traduções
& Global Languages.

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Frimesa

The logo for Frimesa features the word "Frimesa" in a bold, white, sans-serif font. Below the text is a white, upward-curving arc that resembles a smile or a stylized underline.