



Bom Jesus

SUSTAINABILITY
REPORT
2023

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|GRI 2-2, 2-3, 2-5|

It gives us great pleasure to present our first Annual Sustainability Report, an important milestone in our ESG (Environmental, Social and Governance) journey that strengthens our commitment to transparency.

This document was prepared in accordance with the norms of the Global Reporting Initiative (GRI), the most globally adopted standard for communicating an organization's impact management, encompassing our activities between January 1st and December 31st, 2023.

In this first reporting cycle, we have concentrated our attention on Bom Jesus Agropecuária, the heart of our farming operations, so as to focus on the evolution and traceability of our organization's indicators and processes, while also measuring the maturity level of our ESG practices. Although the report has not been submitted to an external assurance process, we can count on an annual internal financial audit that ensure the transparency and reliability of the data presented. The other non-financial information presented here was collated with the support of external consultants. During the materiality process, the leadership was consulted about the key

objectives, commitments and policies endorsed in order to list the material topics. During the data gathering phase of this report, the senior management oversaw the work jointly undertaken with those in charge of each sector, who served as focal points when filling out the indicators of the proposed material topics. Furthermore, the entire content presented in this report was analyzed and approved by the Executive Board. |GRI 2-14|

Doubts and/or suggestions are welcomed and can be forwarded to the e-mail sustentabilidade@bomjesus.com.

MATERIAL TOPICS

| GRI 3-1 |

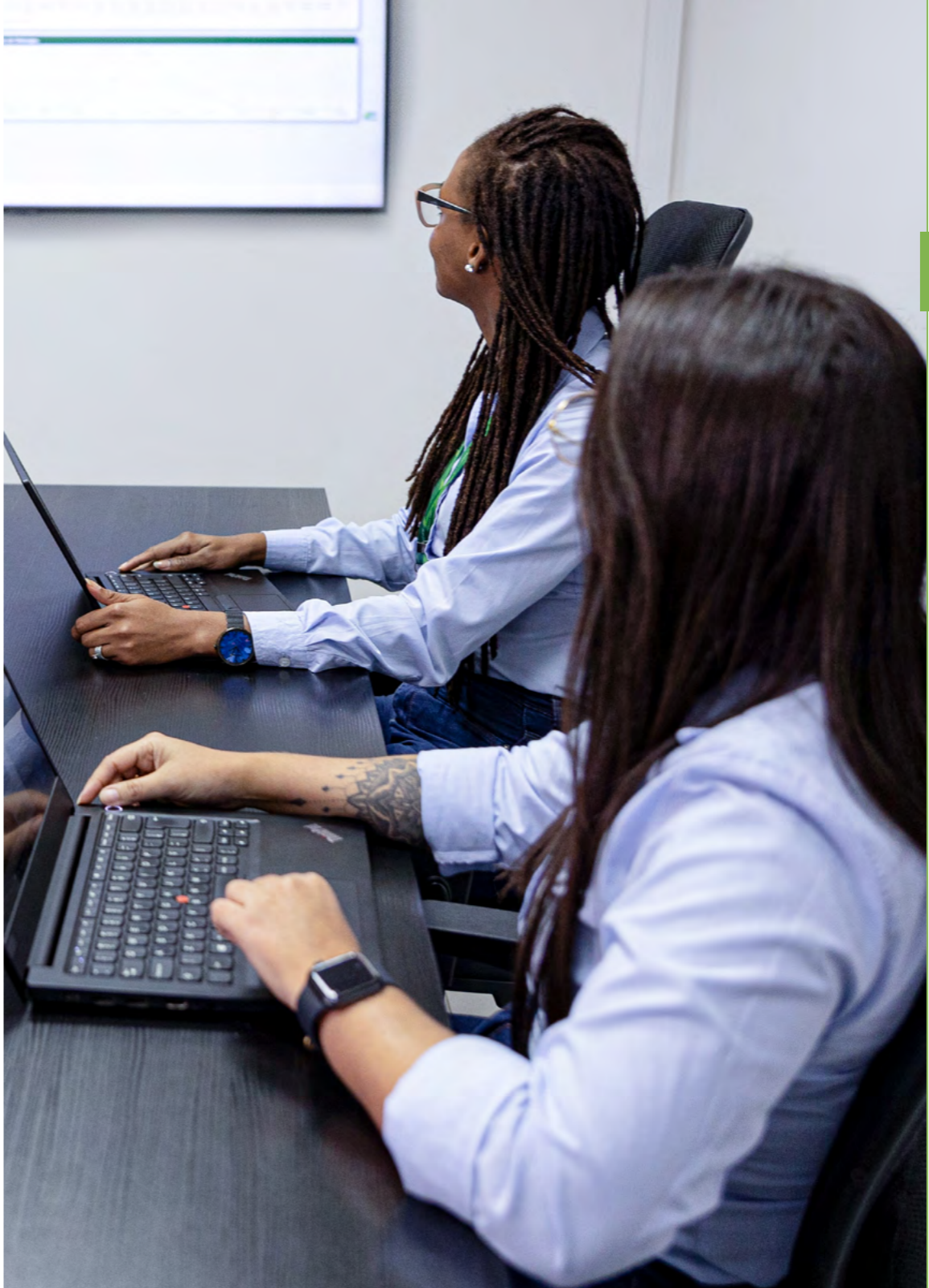
We began our ESG journey in 2022 with the materiality process, which involves identifying key or critical topics affecting both the company and its stakeholders.

The methodology of this work includes analyzing internal (strategy, corporate policies and institutional materials) and external (sectorial and sustainability studies) documents, as well as benchmarking with the sustainability reports of companies in the same sector. This process enabled us to establish important material macro topics organized into ESG pillars: Environmental, Social and Governance.

To assess the importance and priority of the chosen topics, shareholders, officers and managers were interviewed, while on-line questionnaires were distributed to the employees, suppliers, civil society, unions, financial institutions and partners, resulting in over 400 responses.

Besides identifying the ESG topics as perceived by the stakeholders, we sought to analyze risks and their short, medium and long-term impacts, in addition to aligning the topics with the company's strategy and public commitments. All the analyses carried out defined the material topics and the materiality matrix, allocating priority to those that most concerned the stakeholders and the company.

The study was completed in early 2023, resulting in 17 material topics, 23 of which are priorities, with greater relevance for external stakeholders. These topics were also correlated to the UN Sustainable Development Goals (SDG) and the content of the Global Reporting Initiative (GRI).



MATERIAL TOPICS [GRI 3-2]

ENVIRONMENTAL

TOPIC: BIODIVERSITY AND LAND USE

Correlated GRI content
304 | 13.3, 13.4, 13.5 and 13.6
Correlated SDG: 15

TOPIC: ENERGY EFFICIENCY

Correlated GRI content 302
Correlated SDG: 7

TOPIC: WASTE

Correlated GRI content 306 | 13.8
Correlated SDG: 12

TOPIC: WATER MANAGEMENT

Correlated GRI content 303 | 13.7
Correlated SDG: 6

TOPIC: CLIMATE CHANGE

Correlated GRI content
305 | 13.1 and 13.2
Correlated SDG: 13



SOCIAL

TOPIC: TALENT DEVELOPMENT AND RETENTION

Correlated GRI content 401 and 404
Correlated SDG: 8

TOPIC: DIVERSITY AND INCLUSION

Correlated GRI content 405 and 406
Correlated SDG: 5 and 10

TOPIC: COMMUNITY RELATIONS

Correlated GRI content
202 e 413 | 13.12, 13.22
Correlated SDG: 11

TOPIC: HUMAN RIGHTS

Correlated GRI content
411 | 13.13, 13.15, 13.21
Correlated SDG: 1, 2 and 4

TOPIC: HEALTH, SAFETY AND WELL-BEING

Correlated GRI content 403 | 13.19
Correlated SDG: 3



GOVERNANCE

TOPIC: ECONOMIC DEVELOPMENT

Correlated GRI content
201, 202 and 203
Correlated SDG: 8

TOPIC: GOVERNANCE, ETHICS AND COMPLIANCE

Correlated GRI content
205, 206 and 415 | 13.24, 13.25 and 13.26
Correlated SDG: 16

TOPIC: RESPONSIBILITY IN THE SUPPLY CHAIN

Correlated GRI content
204, 308, 408, 409 | 13.16, 13.17 and 13.23
Correlated SDG: 8, 9, 16 and 17

TOPIC: RISK MANAGEMENT

Correlated GRI content 207
Correlated SDG: 16

TOPIC: PRIVACY AND DATA SECURITY

Correlated GRI content 418
Correlated SDG: 9 and 16



BUSINESS

TOPIC: INNOVATION AND TECHNOLOGY

Correlated GRI content 3-3
Correlated SDG: 9

TOPIC: FOOD QUALITY AND SAFETY

Correlated GRI content
13.9
Correlated SDG: 2



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168,630
HECTARES
OF SOYBEAN.

88,410
HECTARES
OF CORN.

34,459
HECTARES
OF COTTON.



22
OWN PRODUCTION
hubs

291,499
HECTARES

PLANTED IN THE
STATES OF MATO
GROSSO, BAHIA
AND PIAUÍ

5 hubs

CERTIFIED BY THE
ROUND TABLE ON
RESPONSIBLE SOY
ASSOCIATION (RTRS)



100%
OF COTTON
PRODUCTION
CERTIFIED BY THE
BETTER COTTON
INITIATIVE (BCI).



**BAYER "100 CLUB"
AWARD**

FOR EXCEPTIONAL
PERFORMANCE IN SOYBEAN
PRODUCTION.

**1ST GREENHOUSE
GAS (GHG)**

EMISSIONS INVENTORY
INITIATED IN 2023,
WITH COMPLETION
EXPECTED IN 2024

**AWARDED THE
GREAT PLACE TO
WORK (GPTW)
SEAL FOR
THE SECOND
CONSECUTIVE YEAR.**



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MESSAGE FROM THE MANAGEMENT

|GRI 2-22|

We are very proud to share the first Sustainability Report of Bom Jesus Agropecuária, a milestone in our history, as it reflects our commitment to promoting sustainable practices, minimizing our adverse impacts while maximizing our value to society and the environment.

This document is the result of the efforts of the entire team that worked tirelessly to evaluate and enhance our operations, and represents a crucial step towards transparency, enabling us to share our ESG journey with all stakeholders.

In 2023, besides preparing this first report, we also began drawing up our first Greenhouse Gas Emissions Inventory, expected to be completed in 2024. In the same vein, we have promoted a range of internal training courses and workshops to make a successful start to our sustainability journey.

Worthy of note is our record productivity in soybean, corn and cotton, as well as the emphasis on quality in seed production. Our exceptional soybean production brought us the Bay "100 Club" Award in recognition of our dedication to the work. Furthermore, the expansion of the areas certified by Round Table on Responsible Soy Association (RTRS), from three certified hubs to five, reflects the on-going efforts we are making to advance in sustainable practices.

We wish to point out that 100% of our cotton production is certified by the Better Cotton Initiative (BCI) and that all our cotton ginning plants bear the Responsible Brazilian Cotton seal for Cotton Production Units (ABR/UBA), which demonstrates our commitment to environmental, social and governance issues. The GPTW certificate, for the second year running, is another significant indicator of our commitment to workplace excellence.

We have also showcased our expansion project for the Brazilian Northeast in the years to come, ensuring that everything we do is in accordance with legal and environmental requirements in order to generate social and economic benefits.

Technological innovation has been fundamental for our operations, allowing us to enhance efficiency, optimize products and services and maintain the continuous progress of our processes. In 2023, we recorded 53% of the area planted with top-tier projects and the use of leading-edge technology, thereby increasing operational efficiency and soil conservation. We use precision and digital farming, proper stewardship practices and the integration of several computer-based platforms. We will continue to prioritize innovation in our business development strategy in the years to come, increasingly seeking new approaches and technologies to remain at the forefront of the industry.

Likewise, during the year we concerned ourselves with our employees, from blue collar positions to senior management. We implemented vocational training projects, the highlight being the Advanced Leadership Training program designed for managers and executive officers to develop leadership competencies.

We invite everyone to read our report and we are grateful for the continuing support as we strive for excellence in our operations. We will continue sharing the fruit of our labor in the years ahead, bearing in mind that success is the result of the collaboration of everyone involved in our organization.

Enjoy reading it!

NELSON VIGOLO
CEO OF GRUPO BOM JESUS



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INSTITUTIONAL PROFILE

|GRI 2-1, 2-6|

We are Bom Jesus Agropecuária Ltda., a pioneering agricultural commodities company in the State of Mato Grosso, an integral part of Grupo Bom Jesus, which since 1976 has stood out as one of Brazil's most complete and integrated agricultural groups.

We have 22 hubs that have their own production, as well as planted area of more than 291,499 hectares in the states of Mato Grosso, Bahia and Piauí, in addition to a network of direct suppliers of seed, inputs and fertilizer. E supply our products to trading companies, food industries, textile industries and agricultural producers, creating long-lasting and mutually beneficial relationships.

In 2023, we not only strengthened our presence in the states of Mato Grosso and Bahia, but also boosted the creation of jobs in the surrounding communities. In addition, we invested in enhancements to the existing hubs, building accommodations, community and leisure areas, bridges communication towers and workers' residences. During the construction period, these initiatives resulted in the creation of 86 direct jobs in the areas surrounding the farms, thereby contributing to the economic and social development of the communities. |GRI 203-1|

Committed to excellence, efficiency and high productivity, we are recognized for the quality of our products – soybean, corn and cotton – which represent the outcome of long-term agricultural planning that prioritizes crop rotation and the application of the best farming techniques. Moreover, we are constantly investing in human training and development, technology, modernization of equipment and infrastructure.

Our commitment also extends to the production of soybean and cotton seed, the segment that is the basis for our reputation and innovation. We are constantly investing in technology and quality to ensure the best of our products, the highlight being Industrial Seed Treatment (IST) that holds Certification of Excellence granted by the Seedcare Institute

We not only supply the largest global processing companies, but also export directly, especially where cotton is concerned. Furthermore, our partnerships with renowned geneticists strengthens our performance in offering superior quality seeds, developing genotypes that address the needs of farmers.



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MISSION, VISION AND VALUES

MISSION

TO PRODUCE DEEDS, GRAIN AND FIBERS BASED ON THE CRITERIA OF HIGH EFFICIENCY, RESPECT FOR THE ENVIRONMENT AND SAFETY, WHILE ALSO BEING ACKNOWLEDGED AS A HIGH-QUALITY SUPPLIER.

VISION

TO BE BENCHMARK IN EXCELLENCE IN PRODUCTION, COMMERCIALIZATION AND LOGISTICS OF BRAZILIAN AGRIBUSINESS, AS WELL AS CREATING VALUE FOR SHAREHOLDERS, EMPLOYEES AND SOCIETY.

VALUES

- HUMAN CAPITAL
- COMMITMENT
- CONSTANT INNOVATION
- INTEGRITY
- RESPECT FOR THE ENVIRONMENT
- TRANSPARENCY



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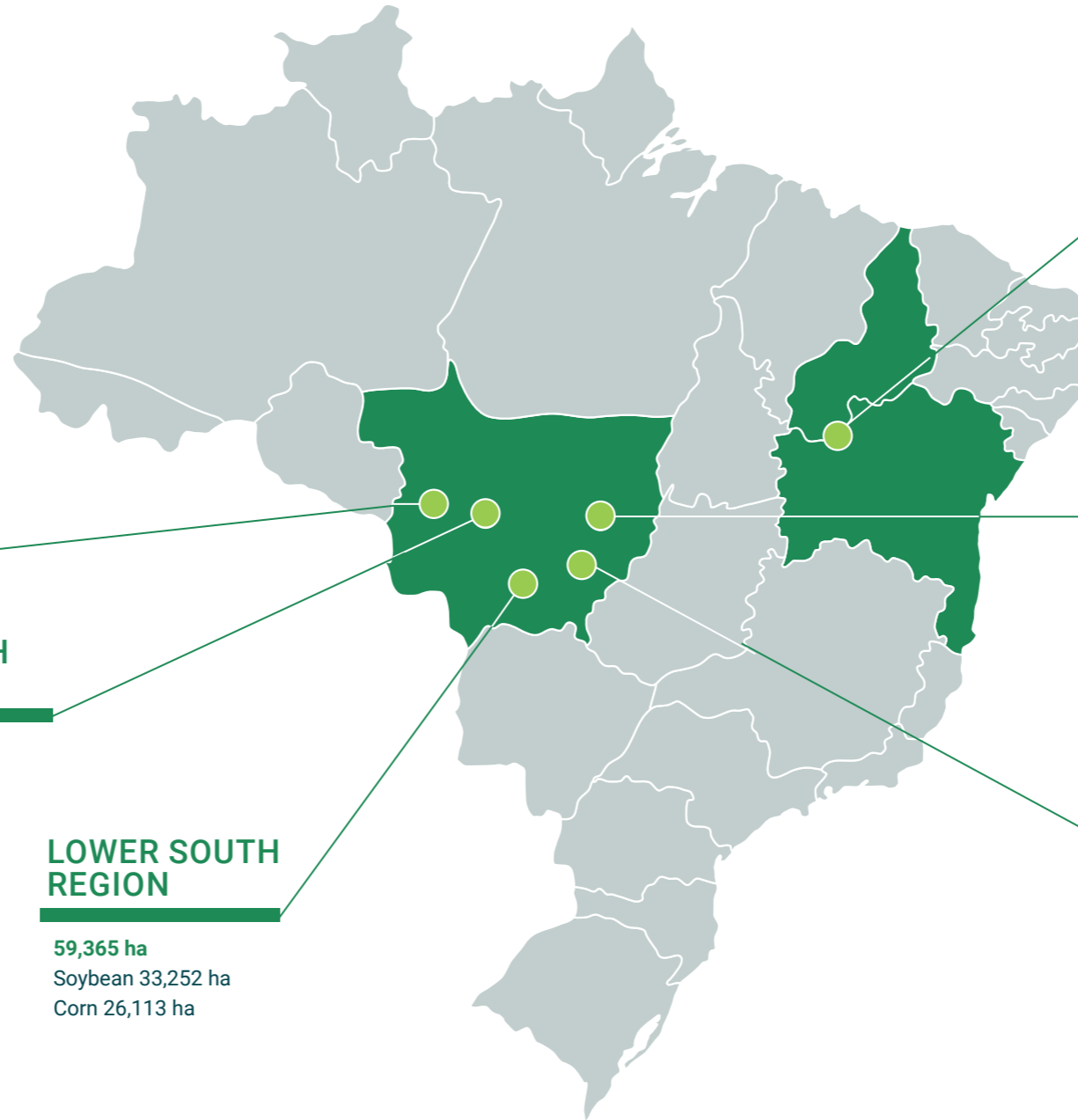
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WHERE WE OPERATE¹

| GRI 2-1 |



PARECIS REGION

28,977 ha
Soybean 15,737 ha
Corn 5,329 ha
Algodão 7,911 ha

MID-NORTH REGION

101,161 ha
Soybean 52,922 ha
Corn 21,691 ha
Algodão 26,548 ha

LOWER SOUTH REGION

59,365 ha
Soybean 33,252 ha
Corn 26,113 ha

BAHIA / PIAUÍ REGION

6,375 ha
Soybean 6,375 ha

VALE DO ARAGUAIA REGION

44,960 HA
Soybean 31,921 ha
Corn 13,039 ha

UPPER SOUTH REGION

50,661 ha
Soybean 28,423 ha
Corn 22,238 ha



168,630
HECTARES OF SOYBEAN



88,410
HECTARES OF CORN



34,459
HECTARES OF COTTON

¹ We have taken into account the 1st and 2nd harvests of the 2022/2023 crop year.

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CERTIFICATIONS

|GRI 3-3 Human rights|

VARIOUS CERTIFICATIONS, RECOGNIZED BOTH IN BRAZIL AND ABROAD, VALIDATE OUR SUSTAINABILITY EFFORTS AND REINFORCE OUR COMMITMENT TO ENVIRONMENTAL, SOCIAL, AND CORPORATE RESPONSIBILITY.



During the 2022/2023 crop year, we achieved a significant milestone by having 100% of our crop jointly certified by the **Brazilian Responsible Cotton (ABR)** and the **Better Cotton Initiative (BCI)**. This certification not only recognizes our efforts to foster environmentally responsible agricultural practices, but also highlights our commitment to a value chain that respects human and workers' rights.



We have three Cotton Production Units (CPUs), two of which operated in 2023. However, they are all certified under the **Responsible Brazilian Cotton Program for Cotton Production Units (ABR-UBA)**, of the **Brazilian Cotton Producers Association (Abrapa)**. The aim of the program is to produce evidence of the commitment by the Brazilian cotton production units to sustainability, promoting worker safety, respect for the environment and the adoption of good production practices. Certification is renewed annually by means of external audits.



We have obtained certification not just for one, but for several production units from the **Round Table on Sustainable Soy (RTRS)**. At the outset, the Mirandópolis hub was the pioneer in this certification, and since then we have widened the scope. Beginning in 2022, the Bom Jesus and Santa Terezinha hubs were included and, in 2023, it was the turn of the Santo Antônio and Piúva hubs to be also certified for soybean and corn.



We recognize the importance of investing in the future of children and young people. That is why we are proud to have received the **Child-Friendly Company Award from the Brazilian Toy Industry Association (ABRINQ)**. Through our monthly contribution, we support projects throughout Brazil that aim to combat child labor and promote the welfare of millions of children. In 2023, these projects directly benefited 3,585,558 children, demonstrating the positive impact achieved when we unite for a noble cause.



Lastly, we have received the **Great Place to Work (GPTW)** seal that recognizes our efforts to create a work environment that is fair, inclusive and inspiring for all our employees. We are committed to fostering a corporate culture that values the personal and professional well-being and development of each of our team members.



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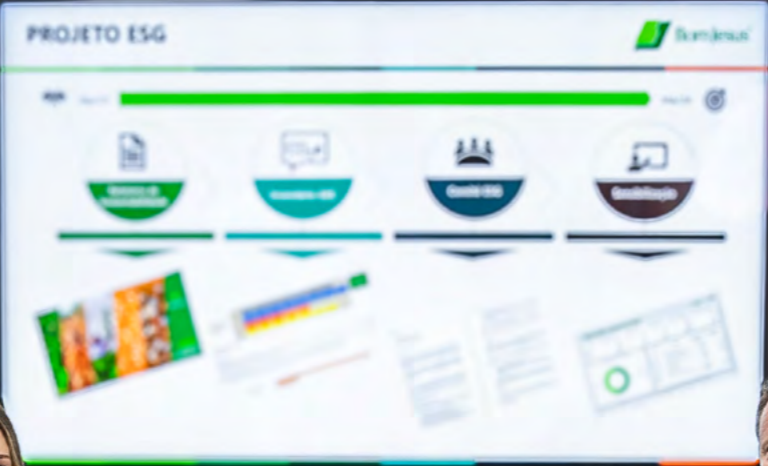
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GOVERNANCE AND MANAGEMENT

STRATEGIC PILLARS

INNOVATION AND TECHNOLOGY

|GRI 3-3 Innovation and technology|

We strive to be a reference in innovation and technology in the locations where we operate, incorporating new methodologies for continuous improvement of processes. Innovation is not just a part of our operations, but is also an essential element of our corporate identity that positions us strategically in the market.

Operational efficiency, especially in the field of production, is the result of having adopted advanced management methods and the implementation of ground-breaking technologies. At present, 53% of our area is planted with top-tier projects that increase our operational efficiency while assisting with soil conservation.

In 2023, we were very much to the fore in agricultural efficiency, having adopted cutting-edge technologies like precision and digital agriculture and good stewardship practices, such as contour planting and controlling the use

of agricultural chemicals, as well as the use of variable-rate fertilizers. The integration of several computer-based platforms enabled precise monitoring of the production areas, collecting data for analysis and to support decision making. This approach resulted in maximized yields, reducing wastage to a minimum and promoting more sustainable agriculture.

In addition, we are investing in innovative practices in the field, primarily through incentives for research and development. The efficient use of natural resources, control of fertilizer and agricultural chemicals and protecting local biodiversity have established the standards of quality in the region. **|GRI 304-2|**

The research and development sector carries out genetic improvement work and tests the interaction of different agricultural chemicals with the aim of not only enhancing the precision and efficiency of our stewardship practices, but also to mitigate the effects caused and render farming more sustainable.

We are committed to constantly evolve in our processes and to adopt better farming practices, thus reflecting our desire to remain at the leading edge of the industry and to set new standards of success for sustainable agriculture. This will not only boost the growth of the business, but will also enable us to meet environmental demands in the agreements entered into with partner companies and consumers, thereby guaranteeing food safety throughout Brazil.

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**WE VALUE HIGHLY
PRODUCTIVITY,
QUALITY AND FOOD
SAFETY, ENSURING
HIGH STANDARDS
ACROSS THE ENTIRE
VALUE CHAIN.**

FOOD QUALITY AND SAFETY

[GRI 3-3 Food quality and safety, 13.9]

We stand out in the agricultural sector not only for our productivity, but also for the commitment to food quality and safety. In an increasingly demanding global context in this respect, we understand the importance of ensuring that our products, especially commodities like soybean, corn and cotton, meet the highest standards at every phase of the production chain.

From cultivation to delivery to the final customer, we strive to assure the quality and safety of our products. This includes using certified, high-quality seeds, monitoring the crops and deploying modern harvesting and storage equipment. In addition, quality control is used when the grain is being processed and shipped. We adhere to the normative instructions and standard stipulated by the Ministry of Agriculture, Livestock Farming and Supply (MAPA) to analyze the quality of the grain received and dispatched by our units. Our employees are also trained and operate according to these instructions.

It is worth pointing out that our products are raw materials intended for processing by other industries. Our precautions, therefore, seek to extend quality and safety throughout the entire production chain, from cultivation to final processing.



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CORPORATE GOVERNANCE

|GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-13, 2-15, 2-16, 2-17, 3-3 Governance, ethics and compliance; 3-3 Economic development|

As a limited liability company, we have structured our governance with the focus on the efficacy and transparency of our operations. Our supreme governance body, led by the CEO Nelson Vigolo and by vice president, Geraldo Vigolo, the organization's shareholders, also has five directors representing the interests of our executive departments – who have decision-making power and are responsible for managing the internal and external impacts of our operations, assuring our best interests and those of our stakeholders.

We abide by a structured process to deal with important issues. All ponderable matters are submitted to the executives, with clear directives as to how the information must be developed and managed. We have an open communication policy so that matters are treated from the bottom up, ensuring that any team member can highlight topics that merit attention. This procedure strengthens our governance and ensure that all material aspects for sustainability are properly taken into account in our strategy and decision making.

Working closely together, the supreme governance body defines and implements corporate strategies to achieve our objectives. This integration among the members is fundamental for taking assertive decisions that benefit our business as a whole.

NAME	Sector	Position
Nelson Vigolo	Chief Executive Officer	Chairman
Geraldo Vigolo	Vice Presidency	Vice president
Emerson João	Supply Chain	Officer
Mauro Loro	Commodities	Officer
Marina Duarte	Controllership	Officer
Guilherme Vigolo	Finance	Officer
Tania Ribeiro	Human Resources	Officer

WE HAVE STRUCTURED OUR GOVERNANCE TO FOCUS ON EFFICACY AND TRANSPARENCY, ENSURING ASSERTIVE AND SUSTAINABLE DECISIONS.

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FAMILY GOVERNANCE

We recognize the importance of family governance for the continuing prosperity and success of our business. We understand that family values and traditions not only mold the essence of our organizational culture, but also directly influence the results we are seeking to achieve. It's by understanding this singularity that we are committed to constantly strengthening our family governance practices. Our objective is to ensure that these are totally in tune with the long-term objectives as well as with the expectations of all our stakeholders.

Our shareholders and their family members have held regular meetings with the outside consultants which have been fundamental for consolidating family and corporate agreements, fostering closer integration between the family and the business. Held every 45 days, these meetings cover essential topics like succession, family values, investment policies and other aspects pertaining to corporate and family governance.

Thus, we reiterate our efforts to promote constant enhancement of corporate and family governance. We are confident that not only will this process prepare us for future challenges, but will also further strengthen our corporate legacy.

We also recognize the importance of the shareholder body in our operations. They play a fundamental role in supervising the activities of the Executive Board and in taking strategic decisions. This collaboration is essential for the success of our activities and for our credibility in the eyes of our stakeholders.

Although we do not yet have a formal succession plan, as a family-owned and run business, we have a legacy of values and traditions handed down from generation to generation. The responsible administration of resources, the promotion of innovation and the preservation of our unique corporate identity are commitments that we firmly retain at each succession.

Our management style is a highly participative one, with the shareholders performing an active and direct role in managing the business. The Chief Executive Officer, who also has a shareholding stake, heads up this approach, aligning the interests of the other shareholders with the overall performance of our operations.

Strategic decisions are taken in consensus among the shareholders and, once defined, are conveyed to the executive officers for detailed implementation. This governance model allows us to act in a cohesive and agile manner, aligned with our mission, values and sustainable development-linked objectives.

The senior management's collective knowledge regarding corporate sustainability is enhanced both through specific training courses and workshops, and by using tools like the materiality matrix, which enables us to understand our material topics and prioritize key initiatives. In addition, we began our ESG journey by developing our first Sustainability Report, involving the participation of senior management and different internal areas that are now increasing the awareness of the topic and factoring it in to their activities. Although we are still in the early stages of this process, the initiatives now reflect our commitment to transparency responsibility and sustainability in all our operations.

CORPORATE STRUCTURE

99,98%

FAZENDA SÃO BENEDITO S.A.

0,01% FAZENDA SÃO MATEUS LTDA.

0,01% FAZENDA SÃO JORGE LTDA.



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ETHICS AND COMPLIANCE

[GRI 2-23, 2-24, 3-3 Governance, ethics and compliance, 205-2, 206-1, 13.25]

Integrity is a fundamental principle permeating all our operations. To ensure the commitment of our employees, suppliers and partners to the highest standards of ethics, we have made available the Code of Conduct and Ethics, a document that serves as a roadmap for managing processes and actions, establishing clear directives in sensitive areas like conflict of interests, gifts and invitations, bribery and corruption.

The Code of Ethics and Conduct has been a crucial instrument for preventing corruption, both internally and in our external relations, setting out the standard of conduct for employees and members of the governance bodies. Currently, 100% of the employees have access to the content of this code.

In addition, we maintain specific operating procedures that seek to foster best practices and controls, reducing deviations and cases of corruption. We are continuously engaged in promoting an ethical and transparent organizational culture.

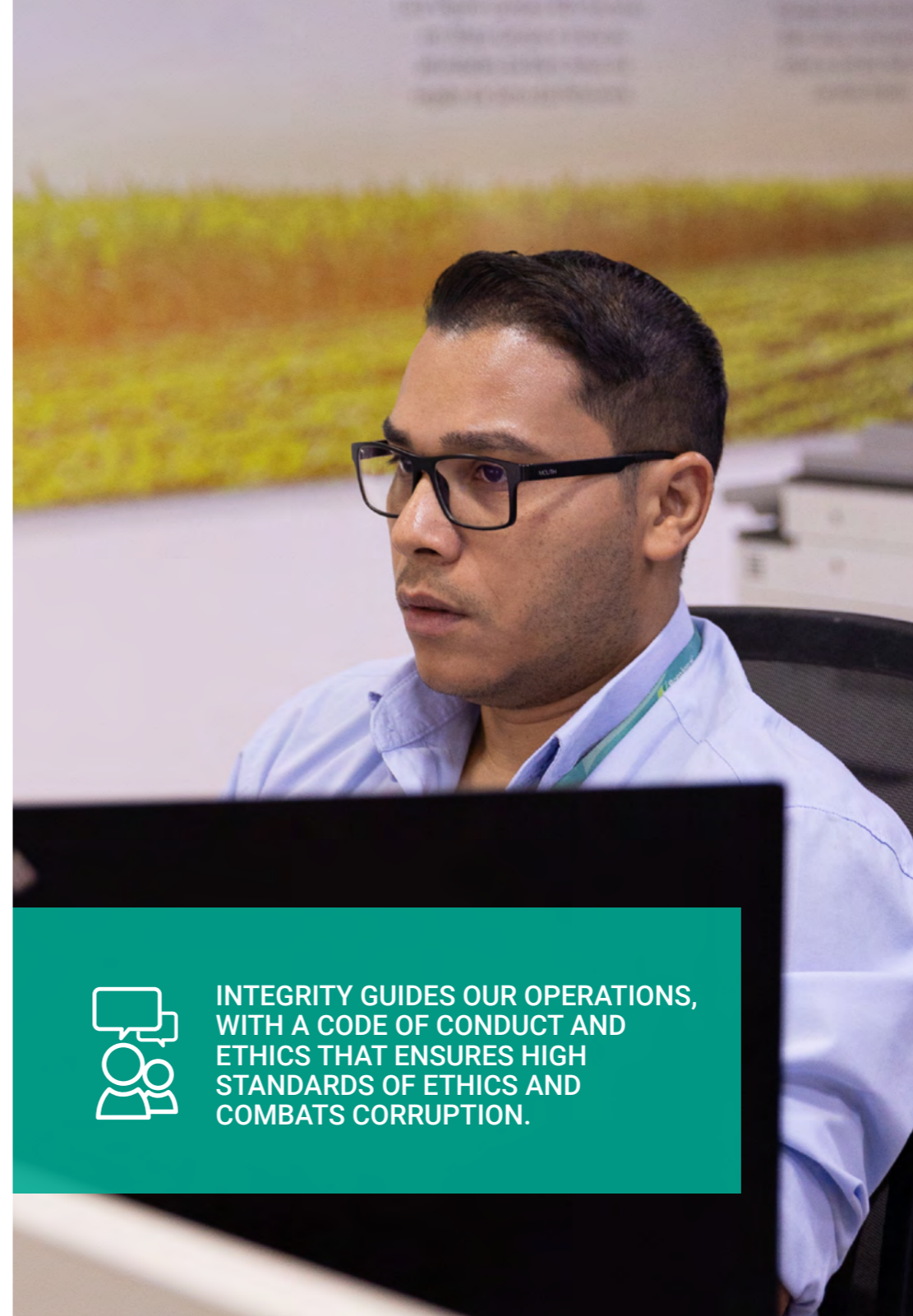
We recognize the competition as a feature inherent to business activities and we strive to maintain a respectful relationship with it, abiding by the parameters established by the market. In 2023, we were not subject to legal action for unfair competition, trust or monopoly practices.

To prevent and counter any occurrences related with these issues, we have internal policies that encourage our employees through training courses, contractual clauses and adherence to the Code of Conduct and Ethics by our suppliers and workers.

Moreover, we ask each employee to sign the Term of Agreement with the Code of Conduct and Ethics which everyone has access to, assuming responsibility for complying with its clauses.

Valuing transparency and trust, we have granted access to contact with the ombudsman's department for anonymous complaints using the *e-mail* condutaetica@bomjesus.com and the telephone number 0800 411 5600.

[GRI 2-25, 2-26]



INTEGRITY GUIDES OUR OPERATIONS, WITH A CODE OF CONDUCT AND ETHICS THAT ENSURES HIGH STANDARDS OF ETHICS AND COMBATS CORRUPTION.

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RISK MANAGEMENT

[GRI 3-3 Risk management; 3-3 Economic development]

We acknowledge the importance of effective management of risks and opportunities to ensure the sustainability and resilience of our operations, taking tax and environmental issues as our base.

TAX AND FISCAL MANAGEMENT

[GRI 207-2]

Tax and fiscal management is fundamental for our business. We monitor and confirm adherence of all planning and strategies to the legislation, with monthly reviews of our results and quarterly approval with our shareholders.

We rely on the support of specialist consultants to develop these strategies. All tax assessments are managed and verified in accordance with the tax legislation, with any inconsistencies reported immediately to the Controller's Department.

We maintain an open whistleblower channel for reporting devious conduct, including fiscal issues, guaranteeing transparency and compliance with the laws and regulations. In 2023, no complaints were reported of fiscal conduct deviations.

CLIMATE CHANGE-RELATED RISKS AND OPPORTUNITIES

[GRI 201-2]

The risks presented by climate change are for the most part physical in nature, like drought or heavy rainfall, affecting both our operations and financial results. Around 50% of our productivity is directly climate-related, especially rainfall variances.

At the end of 2023, the crop was affected by the effects of El Niño. Due to the high temperatures and lack of rain, part of soybean area, although small, did not resist. This forced us to change strategy and migrate to the cotton crop, directly affecting productivity.

In addition, events like La Niña represent risks to the productivity of the crops on account of the high volume of rainfall which can increase soil erosion rates, even in areas with good soil stewardship practices.

To mitigate these risks, we have adopted measures like geographical diversification of the production areas and varied conservation practices like green fertilization. We also observed that areas with crop rotation suffered less impact in comparison with succession areas, worthy of note being the importance of sustainable soil stewardship practices. We keep a history of rainfall collection divided by crops and plots, enabling adjustments to crop schedules according to the climate and rainfall regime. This strategic approach aims to guarantee a resilient and sustainable agricultural production in the face of climate change.

WE MANAGE RISKS AND OPPORTUNITIES EFFECTIVELY, ENSURING THE SUSTAINABILITY AND RESILIENCE OF OUR TAX AND ENVIRONMENTAL OPERATIONS.



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PRIVACY AND DATA SECURITY

|GRI 3-3 Privacy and data security, 418-1|

Our clients', employees' and partners' privacy and data security is of paramount importance. Thus, we have established directives and protocols to ensure compliance with the standards involving the handling and safeguarding of this information.

We implement policies, encryption, access directives and retention, and contractual clauses, in addition to fostering a change in internal culture to prevent unauthorized access and the unnecessary retention of personal data on our systems. In addition, we are adopting technical and administrative measures to maintain the confidentiality, integrity and availability of the data, essential for information security.

Our Privacy Committee, consisting of the leaders of each sector, ensures that the topic of privacy and data security is openly discussed. All data handling activities are carried out with due regard for the rights of the owners, as stipulated in the Brazilian General Data Protection Law (LGPD).

We have a customer service platform specializing in data owners' rights, and all incidents are reported in a timely manner. In 2023, there were no substantiated complaints involving breaches of customer privacy or data leaks.

We engage in data handling processes that are fraught with risks and we adopt mitigation measures. Furthermore, we run internal awareness campaigns and training courses to ensure team engagement, thus promoting continuous evolution.

SECTORIAL PARTICIPATION

|GRI 2-28|

We recognize the importance of active involvement in partner organizations dedicated to promoting the sector in which we operate. Our involvement in several producer associations in Mato Grosso is a tangible reflection of our commitment to drive sustainability across all our activities.

The Seed Producers Association of Mato Grosso (APROSMAT) | As full members of the Seeds Department of APROSMAT, we are committed to planting and distributing seeds that reflect sustainability directives. This affiliation is a witness to our dedication to supplying products that not only boost agricultural productivity but also respect the environment while fostering responsible practices.

The Cotton Producers Association of Mato Grosso (AMPA) | By participating in AMPA, we are committed to adopting practices that take into account the environmental, economic and social aspects of cotton production. We are committed to contributing to a more sustainable cotton industry in which the quality of the product is aligned with environmental protection and the welfare of the communities involved.

The Soybean Producers Association in the State of Mato Grosso (APROSOJA) | As active members of APROSOJA, we play a significant role in the Sustainability Committee. In this respect, we are involved in important and collaborative discussions about how to foster sustainable farming practices in soybean production.

International Cotton Association (ICA) | We are members of the ICA, a global organization representing the cotton supply chain, including producers, traders, processors, manufacturers and consumers. Founded in 1841, the ICA sets standards and commercial practices to promote transparency, trust and integrity in the worldwide cotton markets. These standards aim to guarantee fair and equitable trade, as well as facilitating the international cotton trade.

Our active participation in these associations allows us to make a significant contribution to the advance of sustainable agriculture. We are committed to fostering sustainability in all our operations and we will continue collaborating with other organizations to achieve this objective.



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PEOPLE MANAGEMENT

|GRI 2-29, 3-3 Human rights|

We ended the year 2023 with a headcount of 3,835 employees, of 84.3% are men and 15.7% women. The greatest concentration (98.2%) is located in the Center-West where most of our production units are located, while the remainder are employed in the Northeastern region. |GRI 2-7|

In addition, the employees are covered by collective bargaining agreements and are hired in accordance with the provisions of Brazilian Labor Law (CLT), guaranteeing that no kind of link exists except effective hiring provided for in law. There is no discrimination in work contracts based on nationality, migration or any other characteristic. Differentiation in contracts only applies in accordance with the type and purpose of

each one. During the harvest seasons, the employees are duly registered using the so-called "Harvest Contract", as provided for in the CLT. This fixed-term hiring modality is commonly used between the preparation of the soil for planting and harvesting. It is important to point out that both men and women have all their labor and social security rights protected. |GRI 2-30, 13.15|

We strive to offer our internal stakeholders an ethical, safe and inclusive work environment. External recognitions demonstrate that we are on the right path. In 2023, we were awarded the Great Place to Work (GPTW) seal, positioning us as one of the best companies to work for in Brazil, for the second consecutive year.



3,835
EMPLOYEES,
OF WHOM 84.3%
ARE MEN AND
15.7% WOMEN.



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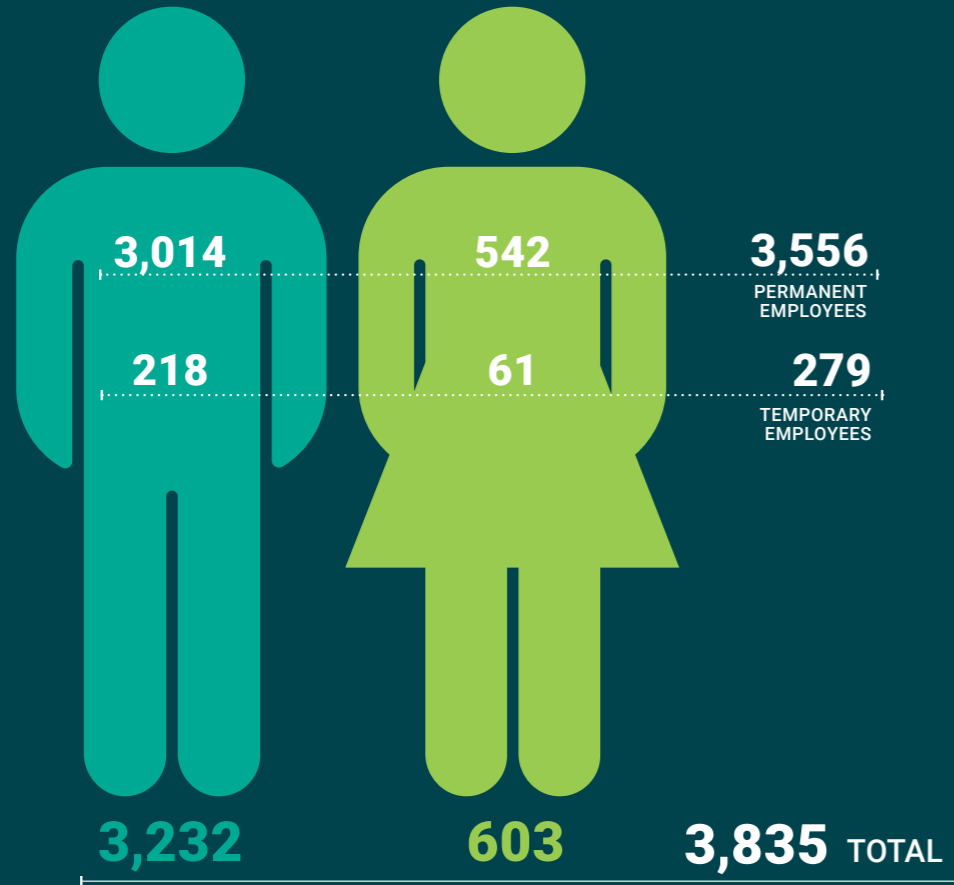
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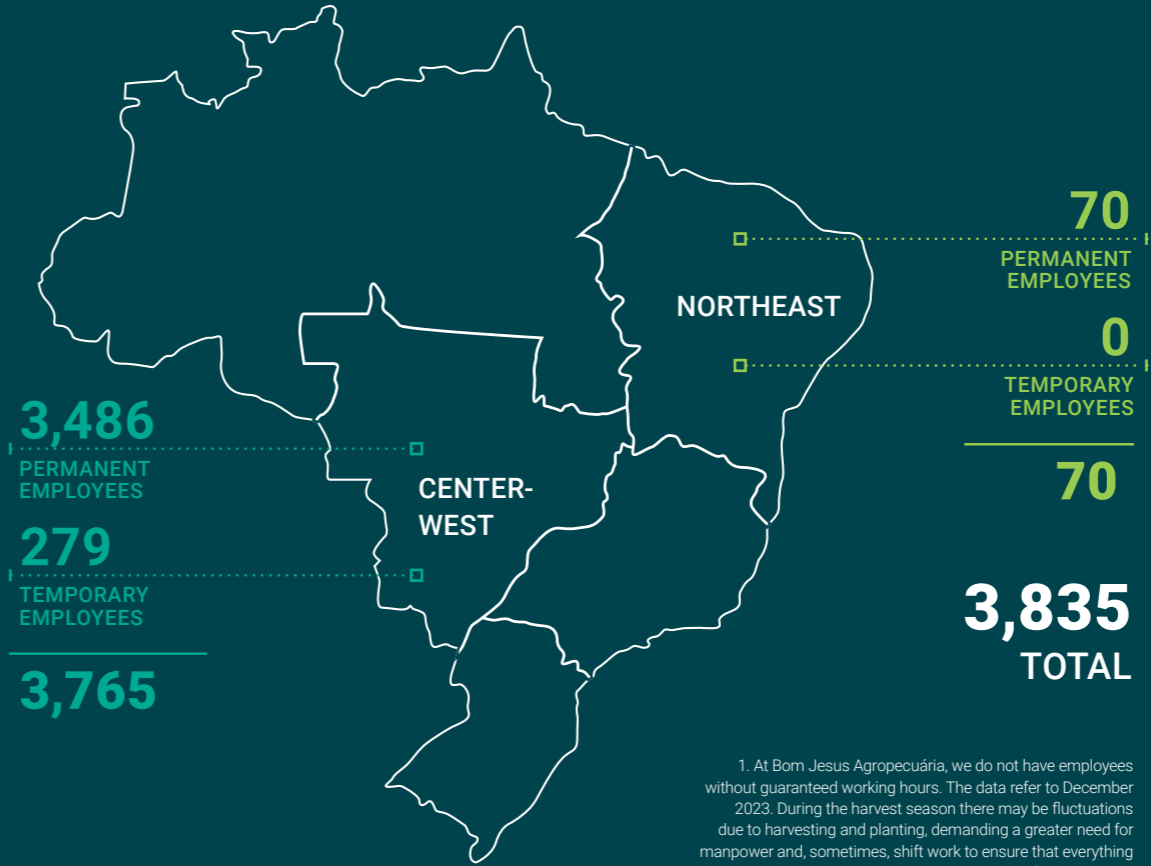
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EMPLOYEE INFORMATION¹

IN 2023 | GRI 2-71



	Men	Women	Total
Full-time, permanent employees	3,013	531	3,544
Part-time permanent employees	1	11	12
Temporary, full-time employees	181	8	189
Temporary part-time employees	37	53	90
Total	3,232	603	3,835



1. At Bom Jesus Agropecuária, we do not have employees without guaranteed working hours. The data refer to December 2023. During the harvest season there may be fluctuations due to harvesting and planting, demanding a greater need for manpower and, sometimes, shift work to ensure that everything gets done within the deadlines required for production.

	North	Northeast	Center-West	Southeast	South	Total
Full-time, permanent employees	0	70	3,474	0	0	3,544
Part-time permanent employees	0	0	12	0	0	12
Temporary, full-time employees	0	0	189	0	0	189
Temporary part-time employees	0	0	90	0	0	90
Total	0	70	3,765	0	0	3,835

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WE INVEST IN EXTENSIVE TRAINING AND ENHANCEMENT PROGRAMS TO DEVELOP AND RETAIN TALENT, THUS ENSURING THE SUCCESS OF OUR OPERATIONS.



TALENT DEVELOPMENT AND RETENTION

[GRI 3-3 Talent development and retention, 401-2, 404-2]

It is our understanding that talent development and retention are fundamental to the success of our operations.

Therefore, we invest in extensive training and enhancement programs that aim not only to meet market demands, but also to promote our employees' professional and personal advancement.

All units receive training courses adapted to the specific needs of each sector and according to the demand identified. In 2023, we rolled out employee development and enhancement projects, ranging from senior management to blue collar positions. The highlight is the Advanced Leadership Training (FAL) and the Managerial Leader Training Program, both designed for enhancing leadership and management competencies for executive officers, managerial staff and coordinators. These initiatives were undertaken, respectively, in conjunction with Grupo Valure and Faculdade IBG for the purpose of developing the behavioral competencies essential for leadership positions, ensuring that the leaders perform their role effectively and in alignment with our values and principles.

In addition, we launched programs intended for growth and enhancement in tactical and operational positions, in order to further strengthen our team on all fronts. These programs are open to any employees interested in the topics available. Worthy of note in this respect is the "Farm Machinery Operators Academy" program, with theoretical and practical modules dealing with topics like machine maintenance, good farming practices and occupational safety so that our operators are properly qualified and ready to face the challenges in the field. Environmental issues such as fires, waste, water, effluents and certifications are also covered.

All employees are given regulatory training specific to their activities, ensuring compliance with the rules and regulations governing our operations. Furthermore, all job vacancies are open to internal candidacy, allowing for transition between areas and the professional advancement of interested employees.



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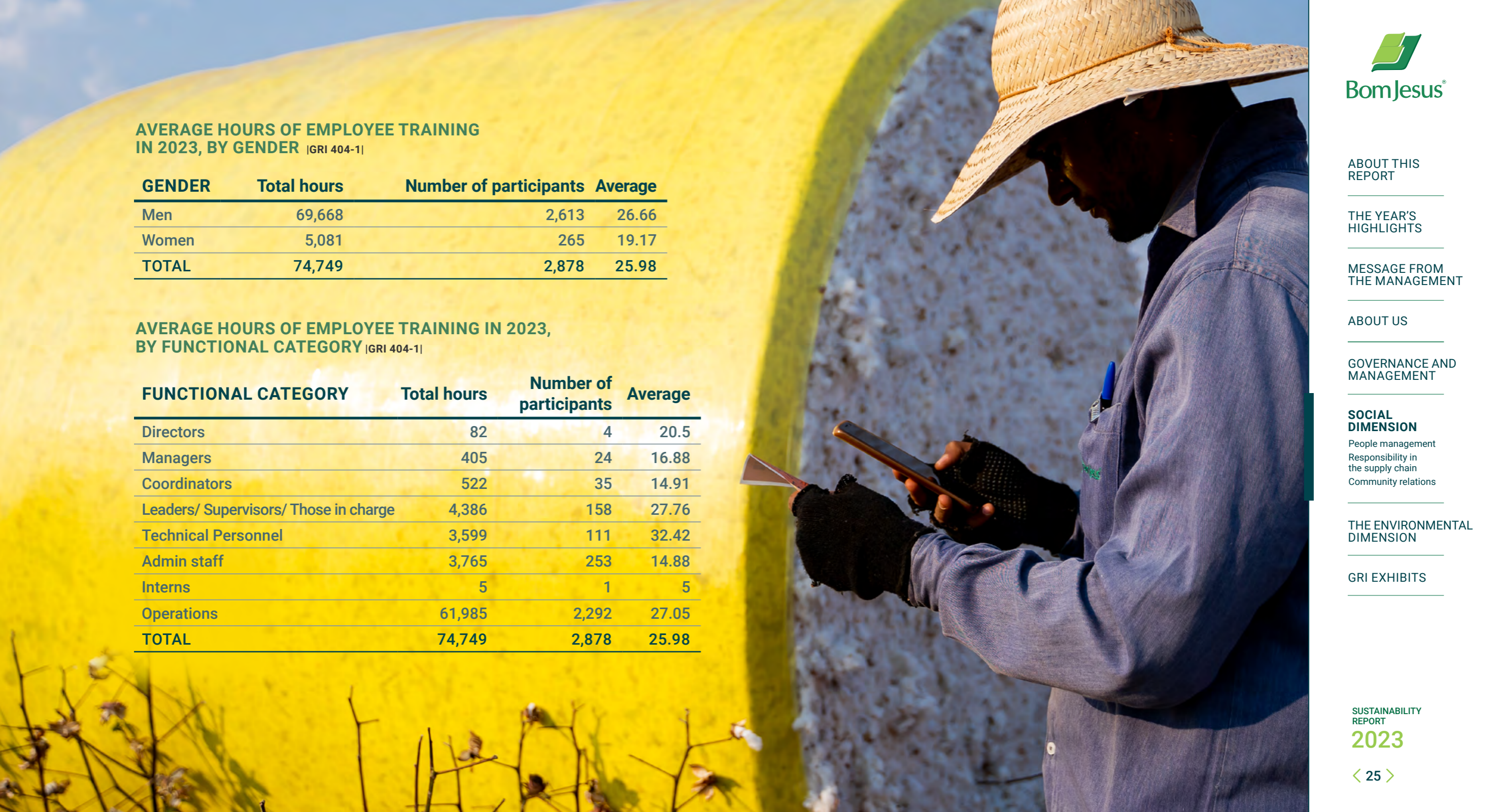
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AVERAGE HOURS OF EMPLOYEE TRAINING IN 2023, BY GENDER |GRI 404-1|

GENDER	Total hours	Number of participants	Average
Men	69,668	2,613	26.66
Women	5,081	265	19.17
TOTAL	74,749	2,878	25.98

AVERAGE HOURS OF EMPLOYEE TRAINING IN 2023, BY FUNCTIONAL CATEGORY |GRI 404-1|

FUNCTIONAL CATEGORY	Total hours	Number of participants	Average
Directors	82	4	20.5
Managers	405	24	16.88
Coordinators	522	35	14.91
Leaders/ Supervisors/ Those in charge	4,386	158	27.76
Technical Personnel	3,599	111	32.42
Admin staff	3,765	253	14.88
Interns	5	1	5
Operations	61,985	2,292	27.05
TOTAL	74,749	2,878	25.98



We carry out competency-based performance reviews three times a year, providing constructive feedback that enables each employee’s professional advancement to be monitored. This progress not only contributes to the individual’s development, but also to aligning their personal objectives with those of the organization.

PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, SEPARATED BY GENDER AND FUNCTIONAL CATEGORY |GRI 404-3|

FUNCTIONAL CATEGORY	Men	%	Women	%	Total	%
Managers	26	130%	1	50%	27	123%
Coordinators	48	92%	13	68%	61	86%
Leaders/ Supervisors/ Those in charge	203	93%	40	91%	243	92%
Admin staff	211	64%	205	64%	416	64%
Operations	1,561	62%	107	55%	1,668	62%
Technical Personnel	57	53%	17	68%	74	56%
TOTAL	2,106	65%	383	64%	2,489	65%

¹To arrive at the number of employees by functional category, the total number of evaluations carried out in 2023 was added up. In other words, we have three review performance review periods in the organization, therefore the figure in the table above reflects the total number of employees who received performance reviews in the organization during the year. ²The percentage was calculated based on the headcount in December 2023 and the reviews carried out during the year.

We offer equal benefits to all employees regardless of their work regime (full- or part-time). This includes meal vouchers, health and dental plans, life insurance and flexible benefits, demonstrating our commitment to the well-being of our team.

Regarding compensation, we have adopted a transparent and balanced policy that recognizes our employees’ contribution and performance. We carry our market surveys to ensure that our wages and benefits are competitive and in line with those prevailing in the industry. In addition, we arrange annual meetings between the employees and their union with the aim of analyzing suggestions for improving salary policies and ensuring transparency and the participation of everyone in the decision-

making process. As stipulated in the collective bargaining agreement, the wage floor is greater than the prevailing minimum wage, without distinction by gender or by any other nature that is not consistent with our principles of ethics and conduct.

Our positions structure is flexible and dynamic, allowing mobility and professional growth. Positions are categorized in levels and offer clear opportunities for advancement, with defined criteria and time for promotions and internal transfers. The entire salaries and positions management process is carefully monitored by the People Management area, ensuring that the practices prevailing are aligned with our strategies and best market practices.

|GRI 2-20, 13.21|

74,749
HOURS OF TRAINING
PROVIDED TO OUR
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DIVERSITY AND INCLUSION

[GRI 3-3 Diversity equity and inclusion]

We have made increasing efforts to promote diversity and inclusion within our headcount. This mission is carried out by means of several collaborative actions with the community and other institutions with the aim of creating opportunities and promoting the integration of these groups within the workforce.

One of the strategies adopted is to organize vacancy drives specifically intended for persons with disabilities (PwD). These events are organized in partnership with local organizations and government bodies with the aim of expanding access to employment and providing opportunities for professional development for this section of the population.

Furthermore, we have established partnerships with institutions dedicated to fostering inclusion and training for people with disabilities and young apprentices. One example is the collaboration with the REDES initiative through a program that brings together the municipal government, private businesses, third sector organizations and training entities in Rondonópolis (MT) whose objective is to drive inclusion and capacity building for PwD and young apprentices, preparing them to integrate in an active and productive manner with the local labor market.

We understand that diversity is a fundamental asset for sustainable development and enhancement of the working environment. By fostering the inclusion of different social groups, we are not only strengthening our team with a range of talent, but also contributing to building a fairer and more egalitarian society.



HEALTH, SAFETY AND WELL-BEING

[GRI 3-3 Health, safety and well-being, 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 13.19]

We are committed to the health, safety and well-being of our employees by providing benefits, implementing preventive measures and fostering a culture of safety in our operations.

In our operations, we employ a system of occupational health and safety management based on regulatory standards like Ordinance 3.214/78, and on specific internal procedures applied at all our business units. The purpose is to map the operating risks so as to guide preventive and mitigation measures, ensuring the physical safety of everyone and, consequently, a safe working environment. Even not being audited, the system covers the 3,835 direct employees (100% of the headcount), all work places and all categories (from operations to administration). Our Occupational Health and Safety team consists of qualified professionals, including regional supervisors, occupational safety technicians, occupational health supervisors, nursing technicians, nurses, speech

therapists and occupational physicians. These specialists periodically identify hazardous activities by using qualitative analysis methodologies in working environments, taking into account risk agents such as inflammable, electrical and explosive material and activities involving the use of vehicles and armed security.

Monitoring of working environment risks begins with the drawing up of a Rural Work Risk Management Program (PGRTR) that assesses the risks and implements proper control measures. Routine activities are reviewed annually and semiannually, while non-routine activities are analyzed using a preliminary analysis of the risk and subsequent issuance of specific work permits.



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We prioritize hierarchized control measures in seeking to eliminate the source of the risk whenever possible. Periodic risk analysis allows us to continuously assess control actions and install new prevention and protection technologies. Our workers are encouraged to actively participate in identifying risks, through interviews and free access to the Occupational Health and Safety team. We also have an Ethical Conduct channel to receive complaints, guaranteeing the anonymity of workers and employees that feel they are subject to risks and hazards in their job.

We assure compliance with legal requisites and strive to adopt best practices in occupational health and safety, including consulting international standards whenever necessary. The accident investigation process is carried out according to internal procedures, and seeks to identify the root causes and implement corrective measures. We also provide regular training and capacity-building sessions, both theoretical and practical, for all employees engaged in critical activities. In 2023, there were 9,180 hours of occupational health and safety training, covering topics like accident prevention, mental health and well-being. For Para 2024, the target is to increase to 10,000 hours, with all employees adhering.

In addition, we promote monthly health campaigns and we have implemented the Bom Jesus Well-Bring” program based on four fundamental pillars: healthy food, physical activity, general healthcare and mental health. Also, we periodically provide our workers with health monitoring through occupational and supplementary exams, as well as awareness-raising actions that abide by the Brazilian norms (NBRs applicable to our activities, regulatory standards and criteria set by the Ministry of Health and Labor. These actions are essential for guaranteeing control measures for the purpose of reducing incidents of occupational illnesses and work-related accidents.

We respect our employees’ privacy, ensuring that health records are treated confidentially in accordance with the prevailing legislation. Our Occupational Health and Safety team’s a multidisciplinary one and stays in constant contact with the workers, carrying out field inspections and putting forward prevention actions. We also have Internal Rural Work Accident Prevention Committees (CIPATR) that are in charge of holding regular meetings to discuss the risks encountered in the day-to-day operations and the proper prevention initiatives; and Fire Brigade Committees that carry our monthly inspections of the firefighting equipment, in addition to simulating critical situations so as to train the team in potential emergency management.

In 2023 there were 42 work-related accidents with mandatory notification, three of which with grave consequences. The accidents refer to crushing, contact with chemical products and colliding with equipment. As a measure, we have adopted the following hierarchy of control: actions for correcting physical faults in machinery, equipment and structures; actions for drawing up safety instructions and procedures; and behavioral actions to provide guidance to employees and raise their awareness. Here were no deaths arising from work-related accidents. Or were there any cases of occupational illnesses. The health challenges that the workers face include sensitivity to cotton, which can occur by inhaling fibers, loss of hearing due to prolonged exposure to loud noise in the work environment without proper protection. However, there are measure to ensure the health e and comfort of the employees, reducing these risks. |GRI 403-9, 403-10|

WORK-RELATED ACCIDENTS IN 2023¹ |GRI 403-9|

Number of deaths resulting from work-related accidents.	0
Death rate resulting from work-related accidents ²	0
Number of work-related accidents with grave consequences (except deaths)	3
Work-related accident rate with grave consequences (except deaths) ²	0.5
Number of work-related accidents with mandatory notification	42
Rate of work-related accidents with mandatory notification ²	7,1
Number of hours worked	5,903,633.00

¹ Information for employees.
² The rates calculated based on 1,000,000 hours worked.



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RESPONSIBILITY IN THE SUPPLY CHAIN

|GRI 2-29, 3-3 Responsibility in the supply chain, 3-3 Human rights|

With a strategically structured supplier chain, we not only assure operational efficiency, but also the commitment to sustainable and responsible practices at all stages of production.

The relationship with the public is established based on a proactive and extensive approach with the aim of engaging at every level of our production chain. We have created clear, digitally accessible communication channels such as e-mails, instant messaging services and the SRM Paradigma platform that facilitates interactions and data integration with our suppliers, especially during the procurement process. These tools guarantee rapid and efficient communication that enables our suppliers to contact us easily, and vice-versa.

We keep our suppliers informed about our internal processes that might affect the partnership relation, such as alterations to quality requisites or payment deadlines, thereby guaranteeing transparency and reliability in our operations.

Our supplier data base meets the need of our operations, however, the portfolio of external suppliers that might offer us products remains open since, on account of the upgrading and globalization of the world economic market, new proposals are directed in the interest of creating new links or commercial agreements through a research department that evaluates the product, as well as the good standing of the supplier. Subsequently, if there is interest in an agreement, we carry out a financial analysis by consulting credit entities like the Credit Protection Service (SPC) and Serasa, as well as social analyses at the other competent entities, such as the Brazilian Federal Revenue Service, Sintergra, the interstate commercial information service, the Regional Labor Court, Caixa Econômica Federal (Federal Savings Bank) and the Municipal Economic Permit service. |GRI 13.23.1|



WITH A STRATEGICALLY STRUCTURED SUPPLIER CHAIN, WE GUARANTEE OPERATIONAL EFFICIENCY AND COMMITMENT TO SUSTAINABLE PRACTICES.

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AT THE PLANTS IN MATO GROSSO, 46.06% OF PROCUREMENT IS ACQUIRED FROM LOCAL SUPPLIERS, WHILE AT THE PLANTS IN BAHIA THIS FIGURE IS 25.62%.

Respect for the stipulations of the labor law is another criteria we observe when screening suppliers and partners. In 2023, there were no incidents of hard or forced labor, child labor or of young people exposed to hazardous services at any stage of our value chain. Also, there were no situations of risk involving our operations in other countries or other geographical areas. Our farming operation is totally internal, except for the provision of services that frequently utilize our structures, subject to strict inspection by our Occupation Health and Safety team (OHS).

|GRI 408-1, 13.16, 13.17|

We value the contribution of local suppliers for developing our business. At the Mato Grosso plants, 46.06% of purchases are from local suppliers, while at the plants in Bahia this figure is 25.62%. For the purposes of definition, we consider local suppliers to be those located in the states where our plants operate. **|GRI 204-1|**

We reiterate our commitment to countering the conversion of land use across the entire extension of our value chain. In this respect, we categorically veto the purchase of woody biomass originating in deforested areas or those subject to environmental restrictions on planting. To ensure abidance by this principle, our sustainability team analyses the supplier's documentation (checklist), assuring compliance with the legislation as well as monitoring the area using satellite imagery. In 2023, no suppliers in areas of deforestation or conversion of land use were registered, evidencing the efficacy of the monitoring practices adopted. Furthermore, we are planning to include social and environmental clauses in the supplier registration platform with the aim of screening the suppliers and better tracking of the value chain.

Since our partnerships began, we have made it clear to our suppliers what we expect from them. This includes delivery deadlines, the quality of the products or services, and ethical and environmental standards among other aspects important for the business. When entering into contractual agreements, we certify that the terms are clear, fair and mutually beneficial, avoiding misunderstandings.

We value the performance of our performance and provide them with regular feedback. We recognize the strengths, and we approach areas of improvement in a constructive and collaborative manner, demonstrating our commitment to maintaining a solid and long-lasting partnership.

Counting on the direct supply of seeds, inputs and fertilizers from well-known suppliers, we demonstrate solid commitment to quality and integrity in our production chain. Besides these direct supplies, we establish partnerships for the provision of services, power, infrastructure and programmed procurement, thus expanding the network. **|GRI 2-6|**

COMMUNITY RELATIONS

[GRI 2-29, 3-3 Community relations, 203-1, 413-1, 13.12]

In 2023, we were actively engaged through donations and sponsorship in 13 different municipalities in support of projects that foster the professional development of persons with disabilities, programs intended for children and young people, as well as contributions to local sport.

Our donations benefit religious organizations, local schools, NGOs and local events in the communities where we operate, including Fundação ABRINQ, which supports projects intended for children and young people throughout Brazil: the Louis Braille Rehabilitation Center that provides educational and, cultural support, sports and music to visually impaired children, young people and adults; and the Paul Percy Harris Old People's Home that provides accommodation for socially vulnerable elderly

people in Rondonópolis (MT). In addition, on Children's Day we run solidarity campaigns to collect toys, making it a special day for children served by NGOs in Rondonópolis, Nova Mutum and Tangará da Serra (MT).

With 20% of the executive officers and 18.91% of the managers hired locally¹, we value local talent. Moreover, our joint support for the Young Apprentice program with the National Industrial Apprenticeship Service (Senai) provides professional inclusion to young people in our communities by offering hands-on learning in workshops and maintenance sectors. With benefits such as health plans, dental plans, life insurance and meal vouchers, as well as the possibility of being taken on at the end of the program, we are investing in the future of these young people while strengthening the communities where we operate. [GRI 202-2, 13.22]

¹This calculation factors in the corporate officers and managers of the plants, taking into account both the employee's municipality of birth and those municipalities where we are located, including our production units and head office.



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CONSERVATION OF THE SOIL AND NATURAL RESOURCES

[GRI 2-25, 13.13]

We recognize that protecting and conserving the environment and natural resources are essential not only for our business success, but also for community well-being and a balanced ecosystem. Our dedication to this cause is reflected in concrete actions and strict policies.

In line with our Code of Ethical Conduct, environmental protection is for us a fundamental value. We establish sustainable business relations that abide by the principals of natural resource conservation.

We have implemented an environmental due diligence approach with our suppliers. This includes analyzing documentation covering properties, verifying the correctness of documents like the updated certificate of registration, the title to the property, the chain of title certificate, the Rural Property Registration Certificate (CCIR) and the

Federal and State Rural Environmental Register (CAR). We carry out a detailed analysis of the location of the property using polygons, blueprints and descriptive memoranda available on the Land Management System(Sigef). Furthermore, we use geospatial tools to identify and analyze potential converted areas.

We require full disclosure in the origin of the natural resources used in our operations. This applies especially to firewood, for which suppliers must present documentary proof of the legality of the extraction, in accordance with the competent regulatory bodies. Non-compliance with these requirements can result in the contract being terminated.

We are committed to ensuring that all our activities are carried out in a responsible and sustainable manner, complying not only with our legal obligations, but also with our moral responsibility to present and future generations.

BIODIVERSITY AND LAND USE

[GRI 3-3 Biodiversity and land use, 304-1, 304-2, 304-3, 13.3, 13.4, 13.5]

We are aware of the impacts of our activities on the biodiversity. To mitigate them, we have adopted strict measures such as respect for the minimum distances required when applying agricultural chemicals, using precision farming to reduce the use of these products and preserve the health of the ecosystems.

Round Table on Responsible Soy (RTRS) certification for soybean and corn crops at several business units ensures that the native vegetation on the farms is preserved while also maintaining the local biodiversity. In addition, all cotton production plants hold Better Cotton Initiative (BCI) certification, strengthening the company's commitment to caring for the natural ecosystem by means of effective measures for preventing environmental contamination, protecting springs and other water bodies, as well as preserving the fauna and flora.

PROTECTING THE ENVIRONMENT AND NATURAL RESOURCES IS ESSENTIAL FOR OUR BUSINESS AND IS REFLECTED IN POLICIES AND CONCRETE ACTIONS.



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In line with the best practices, we carry out detailed analyses of the environmental conditions of each rural property, prioritizing operational expansion without converting new native vegetation areas. A due diligence procedure consisting of documentary and geospatial analysis of the area allows us to identify environmental liabilities and to ensure compliance with all pertinent rules and regulations. In this way, from the process for evaluating new business opportunities to the implementation of sustainable stewardship practices, we guarantee that our activities are environmentally sustainable.

Moreover, we continually monitor the vegetation by cross-checking satellite images and data provided by governmental bodies with the areas of the farms, ensuring reduced environmental and reputational risk from acquiring and operating in areas with environmental liabilities.

CONVERSIONS THAT TOOK PLACE IN 2023¹

OWN AREAS

Area (ha)
267.24




Location
Formosa do Rio Preto - BA

Conversion
Cerrado (savanna) biome

¹ These conversions are carried out under permit.

WE PRIORITIZE EXPANSION WITHOUT CONVERTING NATIVE VEGETATION AREAS BY MEANS OF STRICT ENVIRONMENTAL DUE DILIGENCE.

PERCENTAGE OR AGRICULTURAL PRODUCE FROM AREAS FREE FROM CONVERSION OF LAND USE IN 2023

	 soybean	 corn	 cotton	
	100%	100%	100%	Percentage of production in own conversion-free areas ¹
	100%	100%	100%	Percentage of production in conversion-free company areas ¹
	100%	100%	100%	Percentage of production in conversion-free third-party (leases and partnerships) areas ¹

¹ PRODES data to September 2023 refer to the 2022/2023 crop year.

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Also, through strategic partnerships and dedicated initiatives, we contribute to conserving biodiversity and protecting important habitats. As from 2024, we will initiate a project to restore approximately 40 hectares of degraded areas with the support of the Xingu Seed Network and the Cerrado de Pé Association. Restoration will involve several techniques such as direct seeding of native species and green fertilizer, as well as the planting of saplings and other methodologies.

The saplings and seeds required will be acquired from nurseries maintained by gatherers from traditional communities of the Xingu Seed Network, consisting of over 600 members, including indigenous peoples, residents of quilombolas, settlers, family farmers and urban residents. The work of the Network has provided extra income for many families, the highlight being the work of women in the rural zone who, by gathering native seeds, have come to represent an important contribution to family budgets.

The partnership with the Cerrado de Pé Association is devoted to acquiring seeds collected by traditional communities from Central Brazil. Over 100 families are directly involved in gathering seeds, 80 of them residing in the Kalunga quilombola territory located in the interior of Goiás.

Moreover, we are mapping our own, leased and managed units, both within and adjacent to environmental protection areas, and those of high biodiversity value as

defined by federal, state and municipal law. This survey is carried out by overlaying the geographical information of the company's areas on the conservation units and indigenous lands using GIS (Geographical Information System) tools. Thus, we identify overlaid or adjacent areas within a radius of up to 10 kilometers from conservation units and indigenous lands. This process enables the activities going on in these areas to be monitored and management of the impacts on the biodiversity.



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OPERATING UNITS OWNED, LEASED, MANAGED IN, OR ADJACENT TO, ENVIRONMENTAL PROTECTION AREAS AND AREAS OF HIGH BIODIVERSITY VALUE LOCATED OUTSIDE ENVIRONMENTALLY PROTECTED AREAS ¹ |GRI 304-1|

ORGANIZATIONAL UNIT	LOCATION	PRODUCTION AREA OF THE 1ST AND 2ND CROPS CORRESPONDING TO 22/23	DISTANCE FROM PROTECTED AREAS
BRANCA HUB	Tangará da Serra - MT	15,643 ha	On the outskirts, with this hub adjoining the indigenous lands of Paresi, Estivadinho and Figueiras
MIRANDÓPOLIS HUB	Juscimeira - MT	25,835 ha	On the outskirts, with this hub approximately 4 km from the Tereza Cristina indigenous lands.
PALMITOS HUB	Nova Ubiratã - MT	26,777 ha	On the outskirts, with this hub approximately 8,6 km from the Bakairi indigenous lands and approximately 9 km from the APA Conservation Unit of the River Cuiabá headwaters
SÃO CARLOS HUB	Rondonópolis - MT	12,471 ha	On the outskirts, with this hub approximately 8,4 km from the Dom Osório Stoffel State Park Conservation Unit.
SÃO PAULO HUB	Rondonópolis - MT	5,153 ha	On the outskirts, with this hub approximately 8 km Dom Osório Stoffel State Park Conservation Unit
SANTA CLARA HUB	Pedra Preta - MT	13,321 ha	On the outskirts, with this hub adjoining the Tadarimana APA conservation unit
BAHIA HUB	Formosa do Rio Preto - BA	3,688 ha	Approximately 60% of this hub overlies the Rio Preto APA Conservation Unit. This hub also borders on the Serra da Tabatinga Environmental Protection Area Conservation Unit and is 7,3 km Serra Geral do Tocantins Ecological Station Conservation Unit.
ENTRE RIOS HUB	Gaúcha do Norte - MT	8,154 ha	On the outskirts, this hub being approximately 8,3 km from the Culuene Ecological Reserve
NOVA VIENA HUB	Barra do Garças - MT	10,305 ha	On the outskirts, this hub being approximately 9.3 km from the Bacaba Municipal Park
PIAUÍ HUB	Corrente - PI	2,687 ha	On the outskirts, this hub being approximately 9.0 km Rio Preto APA Conservation Unit and approximately 0.7 km from the Parnaíba River Springs National Park Protection Unit.

¹ Most of our operating units are far from Conservation Units or from high-value biodiversity areas. Only 10 of them are close to or adjacent to this type of area according to criteria defined by law or by the stewardship plans of the units for avoiding environmental impacts.

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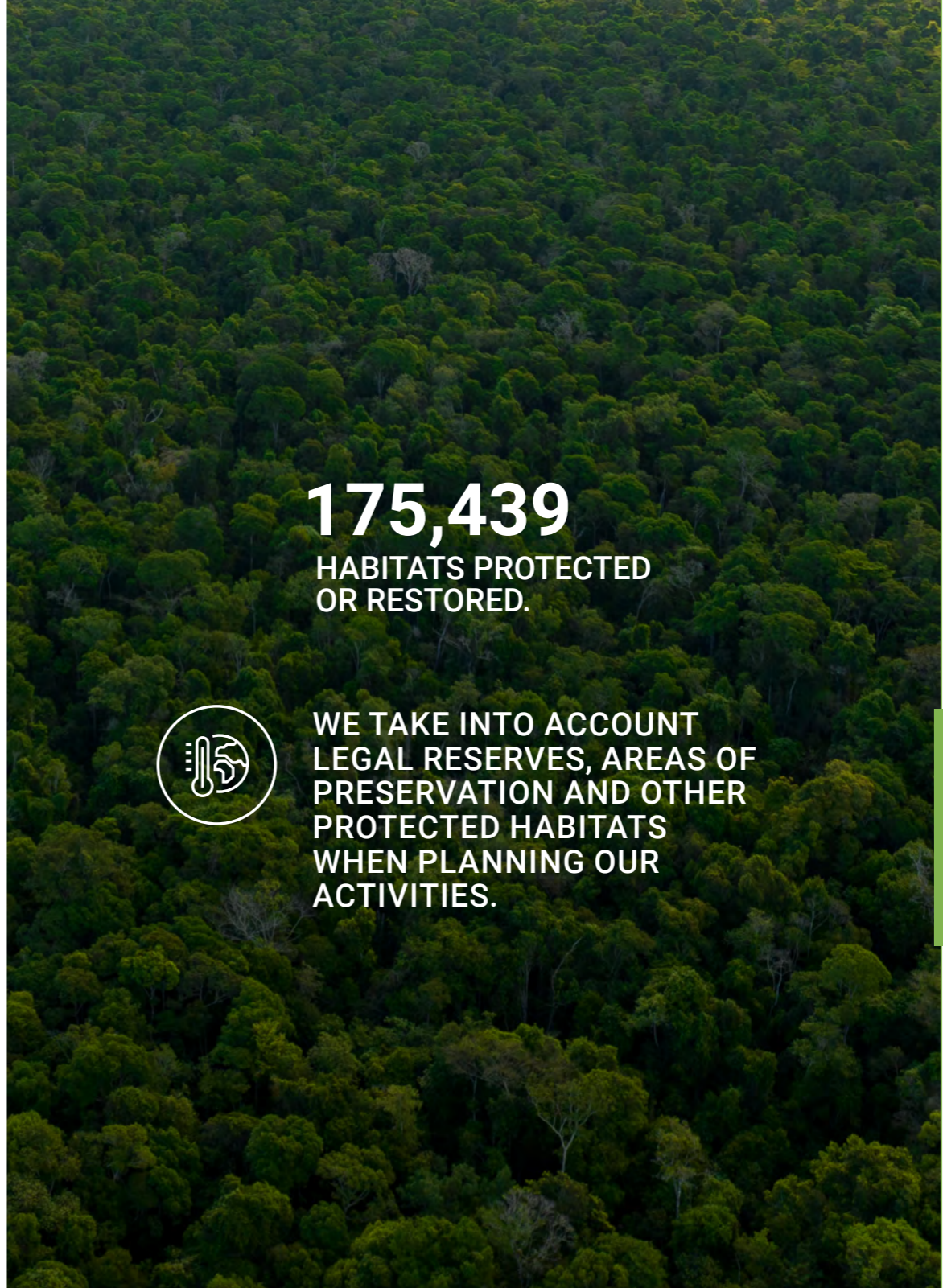


PROTECTED OR RESTORED HABITATS |GRI 304-2, 304-3|

In the case of protected habitats or areas positively affected, those characterized as legal reserves, permanent preservation, native vegetation surpluses not planned for agricultural expansion, water courses, tracks, wet areas or areas of restricted use were all taken into account.

The survey was carried out based on the information provided in the Rural Environmental Register of the areas of Bom Jesus Agropecuária and those of its partners.

MUNICIPALITY	Area (ha)	MUNICIPALITY	Area (ha)
Água Boa - MT	10,636.00	Jaciara - MT	3,022.36
Alto Garças - MT	1,982.48	Juscimeira - MT	11,020.27
Barra do Garças - MT	3,424.08	Nova Mutum - MT	24,492.21
Campos de Júlio - MT	1,105.33	Nova Ubiratã - MT	38,060.16
Corrente - PI	1,009.79	Pedra Preta - MT	6,215.05
Diamantino - MT	1,198.93	Rondonópolis - MT	3,233.19
Formosa do Rio Preto - BA	13,500.70	Santa Rita do Trivelato - MT	16,721.08
Gaúcha do Norte - MT	8,101.47	São José do Rio Claro - MT	11,014.59
Guiratinga - MT	5,885.92	Tangará da Serra - MT	14,815.39
		TOTAL	175,439.00



175,439
HABITATS PROTECTED
OR RESTORED.



**WE TAKE INTO ACCOUNT
LEGAL RESERVES, AREAS OF
PRESERVATION AND OTHER
PROTECTED HABITATS
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In the case of responsible land use, we adopt practices that aim to guarantee long-term health and productivity. We carry out detailed agricultural planning in which crop rotation plans are established for a five-year horizon that describe the necessary corrections and the crop varieties available; and the land stewardship plans, fundamental for identifying and mitigating the key threats.

Soil-borne diseases are monitored using special applications, while potential erosion is tracked by drones and subsequent geoprocessing of the information for demarcation of the contour lines. Using this process, the characteristics of the soil can be extensively monitored, including its suitability for farming, potential use, carbon content and surface water run-off standards that enable precise erosion rates to be measured.

Responsible management of agricultural chemicals is also one of our priorities. Pest control involves monitoring farming areas using a digital platform and is the basis for control in the area, which follows criteria based on the entomology manual. We have protocols for using pesticides, with priority for products less harmful to health, such as biologicals and pheromone traps. The distances for the application of agricultural pesticides are respected, according to the prevailing legislation, in order to protect natural resources the health of the surrounding population. **[GRI 13.6]**

In the case of air-applied pesticides, the minimum distances are 500 meters from settlements and water catchment sources, isolated residences and groupings of animals. In the case of ground-based applications, the minimum distances are 90 meters from inhabited areas, cities, villages, neighborhoods and water catchment sources, as well as isolated residences,

animal groupings and springs, even if intermittent in nature. The percentage of agricultural pesticides applied in 2023 to the soybean, corn and cotton crops was 77.04% low toxicity agricultural chemicals or those unlikely to cause serious damage, 9.44% high toxicity and only 5.98% extremely toxic agricultural chemicals. To assess the potential toxicity of pesticides, as well as how best to use them on the crops, we carry out comparative tests between chemical and biological pesticides in small areas located in different farming regions. We instruct and train the teams involved in applying these products, in accordance with NR 31.5. In addition, technicians responsible for air-application of pesticides take specific courses and are linked to our registration with the Ministry of Agriculture and Livestock Farming (Mapa). Crop monitoring by teams of specialists and the use of precision agriculture contribute to reducing the use of agricultural chemicals and ensure the protection of natural resources and the health of the population. **[GRI 13.6]**

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CLIMATE CHANGE

|GRI 3-3 Economic development, 3-3 Climate change|

In 2023, we drew up our first Greenhouse Gas (GHG) Emissions inventory, a crucial step in our sustainability journey. This document was developed based on the GHG Protocol, adapted for the Brazilian context by the Brazilian GHG Protocol Program.

When drawing up the inventory, we measured our GHG emissions under the following scopes:

- **Direct emissions (Scope 1):** arising from sources directly controlled by our organization. It is important to point out that the emissions resulting from changes in land use are shown in this scope as they are direct emissions under our control.
- **Indirect emissions (Scope 2):** arising from purchases of energy such as electricity and heat used in our operations. Although not under our direct control, they are the consequence of our activities.
- **Other indirect emissions (Scope 3):** arising from activities associated with our operations, but which involve sources not under our direct control, such as employee transport, waste disposal and others.

The greenhouse gases identified and included in our calculations were CO₂, CH₄ and N₂O. We took into account the emission factor and the Global Warming Potential (GWP) adopted by the Brazilian GHG Protocol Program. The emission consolidation methodology used was "Operational Control", which refers to scope 1 emissions corresponding to all those operations that the company controls.

The inventory provides us with valuable information about our environmental impact and helps us identify areas for reducing emissions and improving our environmental performance. We are committed to using this data as a guidance for our efforts on behalf of sustainability and to contribute to mitigating climate change.



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INTENSITY OF GREENHOUSE GAS (GHG) EMISSIONS (GEE) |GRI 305-4|

2023

Metric (planted area)	291,499
Total Scope 1 emissions ¹	322,886.76
Total Scope 2 emissions (location approach)	865.00
Energy intensity (tCO₂e/ha)	1.1

¹ Only fossil fuels were taken into account, without including biogenic emissions data. All Scope1 categories were included.

The intensity of the emissions was calculated by dividing the direct and indirect emissions of scopes 1 and 2, measured in tons of CO₂ equivalent, by the total cultivated area under soybean, corn and cotton in hectares during 2023.

**DIRECT (SCOPE 1)
GHG EMISSIONS |GRI 305-1|**

SCOPE 1 CATEGORIES	2023		
	CO ₂ e (t)	Biogenic CO ₂ emissions (t)	Biogenic CO ₂ removals (t)
Stationary combustion	2,096.09	8,865.46	0
Mobile combustion	56,818.29	7,826.13	0
Agriculture activities	273,972.38	0	0
Change in land use and occupation	0	0	12,879.04
TOTAL SCOPE 1 EMISSIONS	332,886.76	16,691.59	12,879.04

**ENERGY INDIRECT (SCOPE 2)
GHG EMISSIONS |GRI 305-2|**

SCOPE 2 CATEGORIES	2023	
	CO ₂ e (t)	Biogenic CO ₂ emissions (t)
TOTAL SCOPE 2 EMISSIONS (LOCATION APPROACH)	865.004	-

**OTHER INDIRECT (SCOPE 3)
GHG EMISSIONS |GRI 305-3|**

SCOPE 3 CATEGORIES	2023	
	CO ₂ e (t)	Biogenic CO ₂ biogênico (t)
Upstream transport and distribution	112.73,11	13,458.97
Business trips	53.20	0.30
Downstream transport and distribution	157,064.65	17,982.22
TOTAL SCOPE 3 EMISSIONS	269,830.96	31,441.49

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WATER MANAGEMENT

|GRI 3-3 Water management, 303-1, 303-2, 303-3, 303-5, 13.7|

Water management, covering water security and risks, as well as pollution, are environmental aspects factored into all our operations that reassert our commitment to conserving natural resources and to control and mitigate any environmental impacts inherent to our activities.

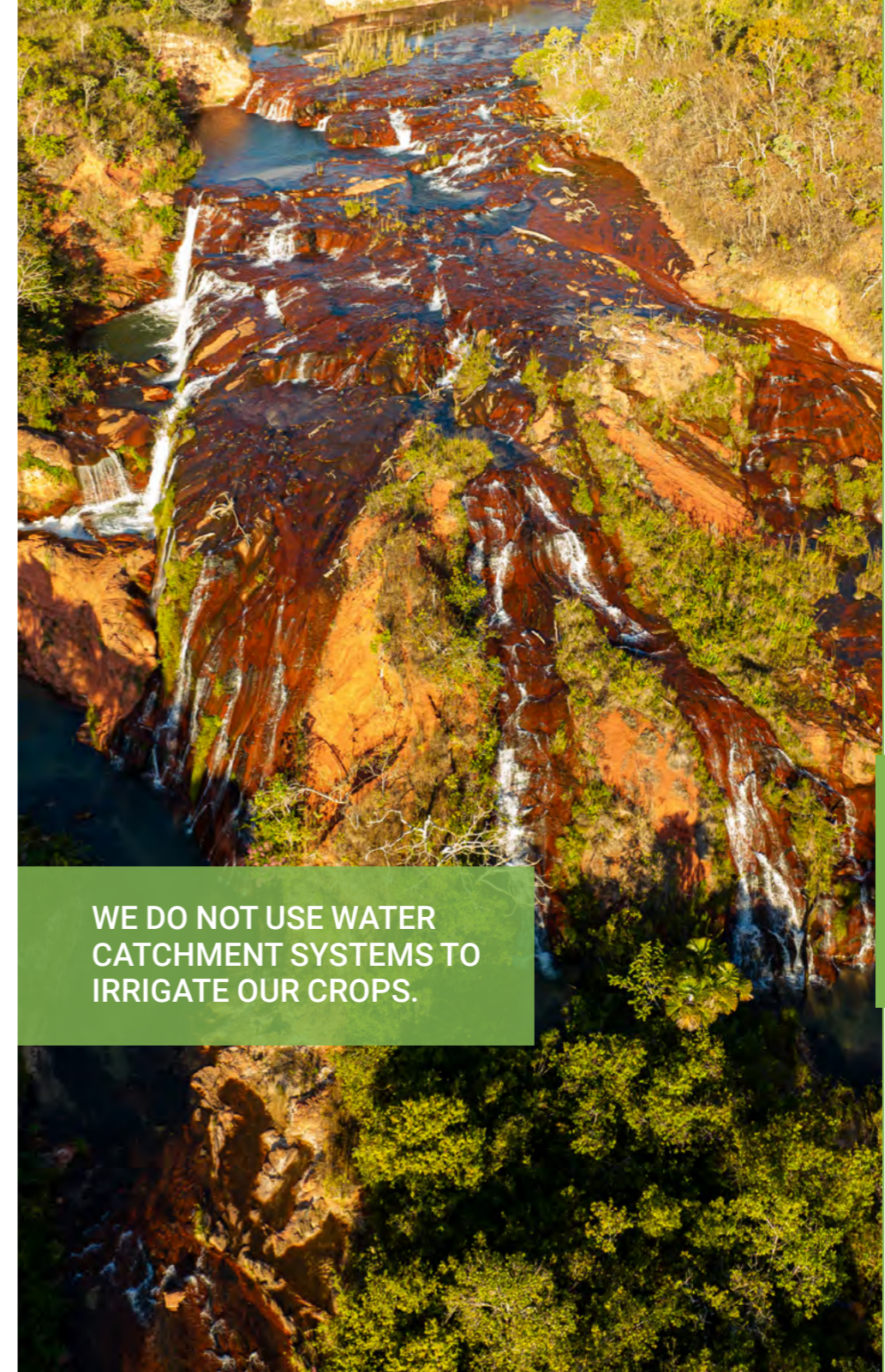
Aware of the importance of these aspects for the continuity of our operations and in for the benefit of the environment, we carry out evaluations whose results are the basis for establishing control measures for preventing and mitigating direct and indirect impacts, improved performance and for taking the appropriate decisions. In this way, we adopt careful practices where water is concerned at all our production units.

This approach reflects the legal and regulatory requisites, ensuring that we comply with the rules and the preservation of water quality. We continuously monitor the quality of the tributaries and effluent, both quantitatively and qualitatively, assessing the impacts of our activities and establishing control measures to prevent and mitigate environmental impacts.

In 2023, our total water consumption was 449,2 mega liters (ML), all of which freshwater. The main sources of consumption refer to our operations, such as washing farm machinery, cleaning environments and human consumption. We have opted not to use water catchment systems to irrigate our crops, depending on the rainfall regime in the regions where we engage in agricultural production.

All water consumed is drawn from underground sources using tube wells, after obtaining the environmental permits. We regularly monitor the volumes drawn and the quality, recording and reporting these aspects to the competent environmental bodies. We have verified that all our operations are located in regions with low water stress (<10%), according to a water analysis carried out based on the Atlas of the World Resources Institute (WRI).

Effluents generated are discarded in a responsible manner and according to their nature. Effluents from activities such as aircraft decontamination and ground sprayers are treated by ozonizers and destined for evaporation. Those generated in maintenance, washing and fueling machines are channeled to oil separation boxes and subsequently to sinkholes for filtration. No effluents are channeled to water bodies for dilution.



WE DO NOT USE WATER CATCHMENT SYSTEMS TO IRRIGATE OUR CROPS.

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ENERGY EFFICIENCY

|GRI 3-3 Energy efficiency|

ENERGY CONSUMPTION WITHIN THE ORGANIZATION |GRI 302-1|

Consumption of non-renewable fuel sources in 2023¹

FUEL	Consumption (m ³)	Consumption (GJ)
LPG ²	829.9	21,228.78
Diesel	22,748.16	807,559.68
Automotive gasoline	353.74	11,404.53
Querosene ³	745.63	25,664.70
Total	24,677.43	865,857.67

1. Conversion factors used in the calculations based on the 2023 National Energy Balance Sheet (BEN) benchmark
 2. LPG density based on the National Energy Balance Sheet equals 552 kg/m³.
 3. The fuel consumption of the company's own aircraft was taken into account.

Consumption of non-renewable fuel sources in 2023¹

TOTAL ENERGY CONSUMED (GJ) ¹	
Non-renewable fuel sources	865,857.67
Renewable fuel sources	220,427.37
Electricity consumed	80,524.2
Total	1,166,809.24


1 Conversion factors used in the calculations based on the 2023 National Energy Balance Sheet (BEN).

Consumption of renewable fuel sources in 2023¹

FIREWOOD	ETHANOL	TOTAL
15,661.08 m ³ 203,280.75 GJ	803.12 m ³ 17,146.61 GJ	16,464.20 m ³ 220,427.37 GJ

1. Conversion factors used in the calculations based on the 2023 National Energy Balance Sheet benchmark.

Energy consumed (GJ)¹

	ELECTRICITY	80,524.20
TOTAL		80,524.20

Energy intensity |GRI 302-3|

	2023
Metrics (planted area)	291,499 ha
In-company consumption ¹	1,166,809.24 GJ
Energy intensity (GJ/ha)	4,00

¹ Includes fossil fuels, non-fossil fuels and electricity consumed within the organization and by its activities.

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WASTE

[GRI 3-3 Waste, 306-1, 306-2, 13.8]

We adopt a responsible and proactive approach to waste management, recognizing the importance of mitigating the impacts associated with our activities. Our management practices cover a wide range of sources, ensuring compliance with the environmental regulations and sustainability in all our operations.

We have identified the main sources of waste generation at our units, which include offices, canteens, the technology sector, machinery and vehicle washers, mechanical workshops, and cotton ginning, among others. We prioritize proper segregation and classification of waste into hazardous (Class I) and non-hazardous (Class II), in accordance with the directives set out in NBR 10.004/2004.

Our cotton ginning operations produce subproducts like cotton seed, husks and fiber waste that contribute to the circular economy, as well as making full use of the resources – cotton

seed and husks are sold as animal feed, while fiber waste is channeled to the textile industry. During the bailing process for extracting fibers in the field, tarp waste is also generated, which in turn is processed to extend its lifespan. This practice not only reduces the environmental impact, but also contributes to conserving natural resources.

The empty agricultural chemical containers undergo a strict triple washing process, are stored in specific depots of our operating units and are forwarded to the agricultural chemical container collection center of the National Institute for Processing Empty Containers (INPEV) in a reverse logistics process.

Lubricating oils used in the agroindustrial process and in farm machinery are temporarily stored in contention tanks. After subsequent collection by a specialist company, these materials undergo a re-refining process to remove contaminants.

The waste generated at our production units are stored at temporary center until being forwarded to outsourced companies responsible for their final disposal. These companies are rigorously evaluated and validated by our environmental area, ensuring that they are in



WE FOSTER RESPONSIBLE AND PROACTIVE WASTE MANAGEMENT, ENSURING COMPLIANCE AND SUSTAINABILITY IN OUR OPERATIONS.



BomJesus®

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possession of the permits required for performing this function in a legal and ecologically responsible manner. They shoulder responsibility for the proper final disposal of the waste, bearing in mind its classification and the environmental standards, strengthening our commitment to sustainable waste management.

We organize ecological dialog sessions to raise our employees' awareness and to provide them with guidance on the importance of the correct separation of the waste, as well as conscientious consumption of resources. We encourage the reuse of recyclable materials whenever possible and we take steps to reduce wastefulness at every stage of our operations.

All outgoing waste is properly registered using Bills of Sale, Waste Transportation Manifests (MTR) and Certification of Final Disposal (CDF) to guarantee traceability and compliance with environmental legislation. Moreover, we have a Solid Waste Management Plan (PGRS) that describes in detail every phase of waste management at our units, providing instructions for our practices and promoting transparency in our operations.

WASTE PRODUCED |GRI 306-3|

CLASSIFICATION	Composition	Volume (in tons)
Hazardous (Class I)	Used lubricating oil	99.54
	Class I waste	233.21
Non-hazardous (Class II)	Metals	466.95
	Paper/Cardboard	48.81
	Plastic	423.92
	Tires	99.48
	Glass	0.62
	Miscellaneous class II waste	1,107.56
TOTAL		2,480.09

WASTE DESTINED FOR FINAL DISPOSAL¹ |GRI 306-5|

DISPOSAL OPERATION	Hazardous waste (in tons)	On-hazardous waste (in tons)
Incineration	233.21	-
Landfills	-	1,107.56
TOTAL	233.21	1,107.56

¹ All hazardous and non-hazardous waste is forwarded for disposal outside the organization.

PARTNERSHIPS WITH VALIDATED COMPANIES ENSURE RESPONSIBLE WASTE MANAGEMENT, PROMOTING SUSTAINABLE PRACTICES.



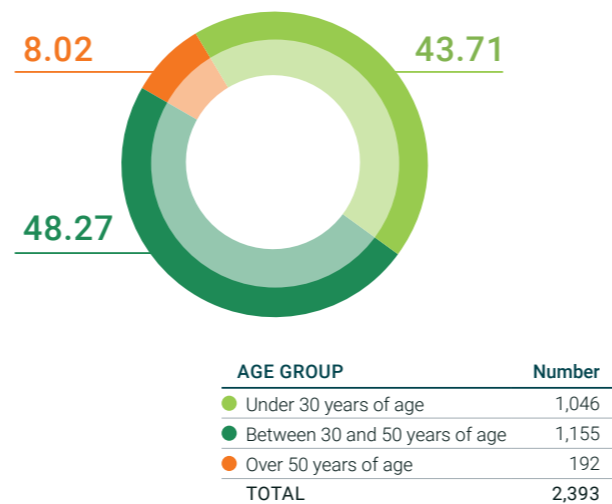
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RATIO OF THE LOWEST SALARY TO THE LOCAL MINIMUM SALARY |GRI 202-1|

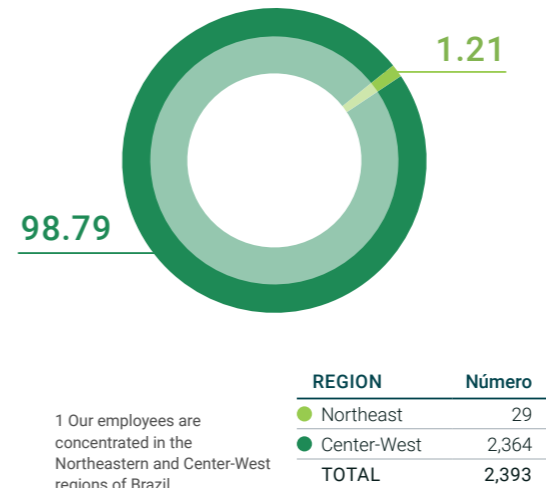
UNIT	Men (%)	Women (%)
Matriz - Roo	116	107
Faz. Bom Jesus	109	120
Faz. Piuva	124	130
Faz. Mirandópolis	116	116
Faz. Bom Jesus	116	116
Faz. Santa Terezinha	116	116
Faz. São João	116	131
Faz. Santo Antônio	116	116
Faz. São Carlos	116	116
Faz. Marina	131	154
Faz. Umbuzeiro	140	131
Faz. Branca	140	124
Faz. Entre Rios	116	116
Faz. Taua	124	130
Faz. Cunhataí	131	178
Faz. Corrente	116	157
Faz. Tupan	123	131
Faz. Palmito	124	131
Faz. Corrego Fundo	116	119
Faz. Nova Viena	116	116
Faz. Porto Seguro	116	116
Faz. Sombra Da Mata	116	154
Faz. Espírito Santo	124	131
Faz. Pedra Preta	116	163
Faz. Santa Emília	131	131

NEW HIRES AND EMPLOYEE TURNOVER IN 2023 |GRI 401-1|

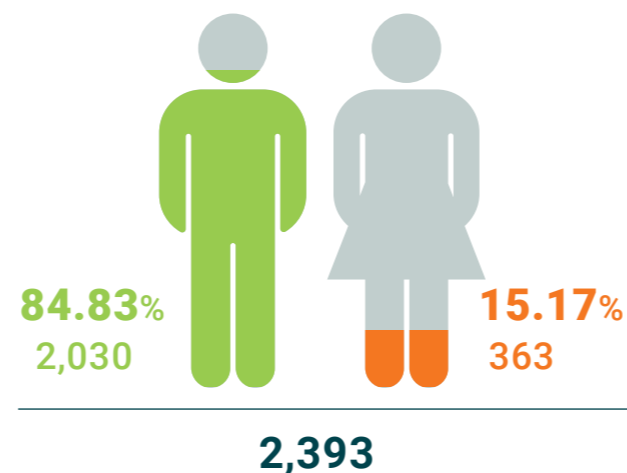
HIRES BY AGE GROUP (%)



HIRES BY REGION (%)



HIRES BY GENDER



2,393
HIRES IN OUR
TEAM DURING
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EMPLOYEES WHO LEFT THE COMPANY, BY AGE GROUP¹ (%)



AGE GROUP	Number
Under 30 years of age	855
Between 30 and 50 years of age	1,092
Over 50 years of age	164
TOTAL	2,111

¹ The high turnover is due to the seasonal network of the activities, as we count on employees who only work during the harvest periods.

EMPLOYEES WHO LEFT THE COMPANY, BY REGION¹ (%)



REGION	Number
Northeast	33
Center-West	2,078
TOTAL	2,111

¹ The high turnover is due to the seasonal network of the activities, as we count on employees who only work during the harvest periods.

EMPLOYEES WHO LEFT THE COMPANY, BY GENDER¹



2,111

¹ The high turnover is due to the seasonal network of the activities, as we count on employees who only work during the harvest periods.

100% RETURN RATE AND RETENTION RATE AMONG MEN AND WOMEN IN 2023.

PARENTAL LEAVE |GRI 401-3|

Employees entitled to take leave in 2023	Men	22
	Women	27
Employees who took leave in 2023	Men	22
	Women	27
Employees who returned to work at the end of their leave	Men	22
	Women	27
Employees who returned to work at the end of the leave and were still employed 12 months after their return	Men	15
	Women	5
Rate of return (%)	Men	100
	Women	100
Retention rate (%)	Men	100
	Women	100

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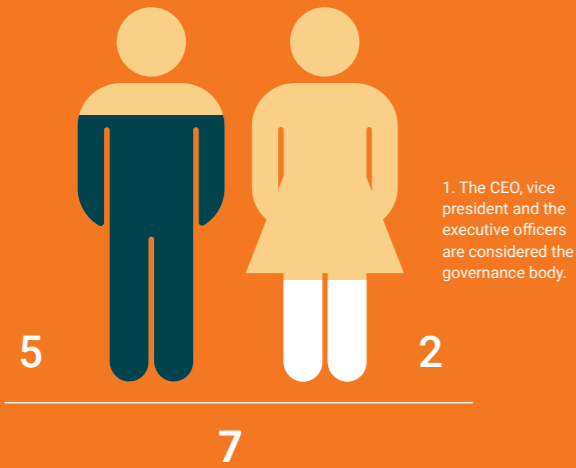
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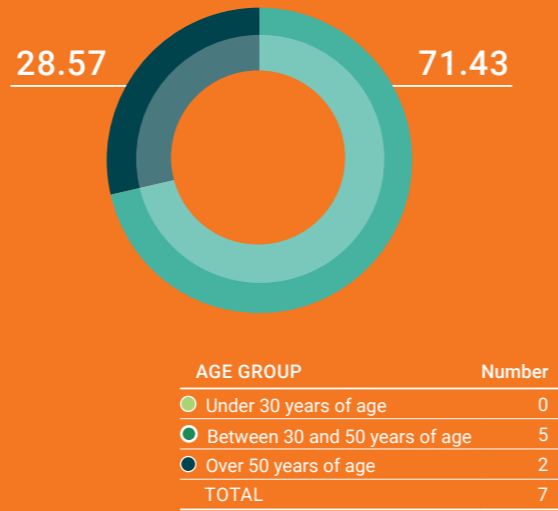
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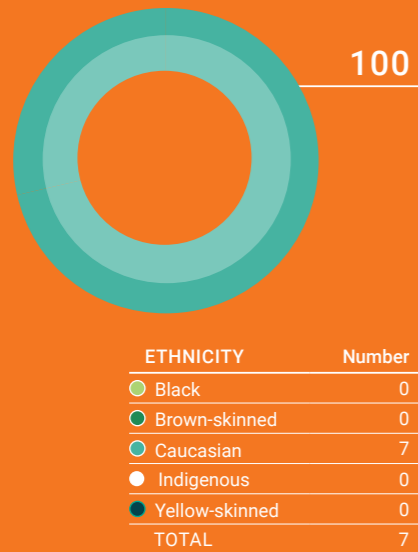
INDIVIDUALS COMPRISING THE GOVERNANCE BODIES¹, BY GENDER |GRI 405-1|



INDIVIDUALS COMPRISING THE GOVERNANCE BODIES, BY AGE GROUP ¹ (%)



INDIVIDUALS COMPRISING THE GOVERNANCE BODIES, BY ETHNICITY (%)



28.57%
OF WOMEN IN THE
GOVERNANCE
BODIES



**PERCENTAGE OF EMPLOYEES,
BY FUNCTIONAL CATEGORY AND GENDER**

FUNCTIONAL CATEGORY	Gender	Total	%
Managers	Men	20	90.91%
	Women	2	9.09%
	Total	22	100.0%
Coordinators	Men	52	73.24%
	Women	19	26.76%
	Total	71	100.0%
Supervisors	Men	219	83.27%
	Women	44	16.73%
	Total	263	100.0%
Admin staff	Men	330	50.77%
	Women	320	49.23%
	Total	650	100.0%
Operations	Men	2,503	92.84%
	Women	193	7.16%
	Total	2,696	100.0%
Technical personnel	Men	107	81.06%
	Women	25	18.94%
	Total	132	100.0%
Interns	Men	1	100.0%
	Women	0	0.0%
	Total	1	100.0%
Total	Men	3,232	84.28%
	Women	603	15,72%
	Total	3.835	100,0%

**PERCENTAGE OF EMPLOYEES,
BY FUNCTIONAL CATEGORY AND AGE GROUP**

FUNCTIONAL CATEGORY	Age group	Total	%
Managers	Under 30 years of age	1	4.55%
	30 to 50 years of age	21	95.45%
	Over 50 years of age	0	0.0%
	Total	22	100.00%
Coordinators	Under 30 years of age	10	14.08%
	30 to 50 years of age	58	81.69%
	Over 50 years of age	3	4.23%
	Total	71	100.00%
Supervisors	Under 30 years of age	49	18.63%
	30 to 50 years of age	182	69.20%
	Over 50 years of age	32	12.17%
	Total	263	100.00%
Admin staff	Under 30 years of age	371	57.08%
	30 to 50 years of age	264	40.61%
	Over 50 years of age	15	2.31%
	Total	650	100.00%
Operations	Under 30 years of age	785	29.12%
	30 to 50 years of age	1,497	55.53%
	Over 50 years of age	414	15.35%
	Total	2,696	100.00%
Technical personnel	Under 30 years of age	65	49.24%
	30 to 50 years of age	64	48.49%
	Over 50 years of age	3	2.27%
	Total	132	100.00%
Interns	Under 30 years of age	1	100.00%
	30 to 50 years of age	0	0.0%
	Over 50 years of age	0	0.0%
	Total	1	100.00%
Total	Under 30 years of age	1,282	33.43%
	30 to 50 years of age	2,086	54.39%
	Over 50 years of age	467	12.18%
	Total geral	3,835	100.00%

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PERCENTAGE OF EMPLOYEES, BY FUNCTIONAL CATEGORY AND ETHNICITY

FUNCTIONAL CATEGORY	Ethnicity	Total	%	FUNCTIONAL CATEGORY	Ethnicity	Total	%
Managers	Black	2	9.09%	Operations	Black	274	10.16%
	Brown-skinned	6	27.27%		Brown-skinned	1,968	73.00%
	Caucasian	14	63.64%		Caucasian	432	16.02%
	Indigenous	0	0.00%		Indigenous	4	0.15%
	Yellow-skinned	0	0.00%		Yellow-skinned	18	0.67%
	Total	22	100.00%		Total	2,696	100.00%
Coordinators	Black	4	5.63%	Technical personnel	Black	13	9.85%
	Brown-skinned	25	35.21%		Brown-skinned	74	56.06%
	Caucasian	41	57.75%		Caucasian	40	30.30%
	Indigenous	0	0.00%		Indigenous	1	0.76%
	Yellow-skinned	1	1.41%		Yellow-skinned	4	3.03%
	Total	71	100.00%		Total	132	100.00%
Supervisors	Black	17	6.46%	Interns	Black	0	0.0%
	Brown-skinned	164	62.36%		Brown-skinned	0	0.0%
	Caucasian	80	30.42%		Caucasian	1	100.0%
	Indigenous	0	0.00%		Indigenous	0	0.0%
	Yellow-skinned	2	0.76%		Yellow-skinned	0	0.0%
	Total	263	100.00%		Total	1	100.0%
Admin staff	Black	51	7.85%	Total	Black	361	9.41%
	Brown-skinned	392	60.31%		Brown-skinned	2,629	68.55%
	Caucasian	200	30.77%		Caucasian	808	21.07%
	Indigenous	1	0.15%		Indigenous	6	0.16%
	Yellow-skinned	6	0.92%		Yellow-skinned	31	0.81%
	Total	650	100.00%		Total geral	3,835	100.00%

RATIO OF BASIC WAGE AND COMPENSATION RECEIVED BY WOMEN TO THOSE RECEIVED BY MEN IN 2023 |GRI 405-2|

FUNCTIONAL CATEGORY	Ratio of basic salaries between women and men	Ration of remuneration between women and men
Managers	1.16	0.90
Coordinators	0.89	1.06
Supervisors	0.83	0.75
Admin staff	0.80	0.76
Operations	0.74	0.55
Technical personnel	1.02	0.87

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GRI CONTENT SUMMARY

Declaration of use

We are reporting in accordance with GRI Standards for the period from January 1 to December 31, 2023.

GRI 1 used

GRI 1: Foundation 2021.

Applicable GRI Sectorial Standard(s)

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

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GRI STANDARD

Content

Response

Omission

**Reference No. of the
Applicable Sectorial Standard**

Requisites omitted

Reason

Justification

**GRI 2:
General
disclosures
2021**

GRI STANDARD	Content	Response	Requisites omitted	Reason	Justification	Reference No. of the Applicable Sectorial Standard
2-1	Organizational details	Pages 9, 11 and 16.				
2-2	Entities covered by the organization's sustainability report	Page 3:				
2-3	Reporting period, frequency and contact point	Page 3. b. the period covered by this report is the same as that of our financial report, which is not made public				
2-4	Restatements of information	There were no restatements of information, as this is our first reporting cycle.				
2-5	External assurance	The report was not submitted to an assurance process by an external body in 2023. In this first reporting cycle, we have opted to concentrate our efforts on the maturation and traceability of our organization's indicators and processes.				
2-6	Activities, value chain and other business relations	Pages 9 and 31				
2-7	Employees	Pages 22 and 23				
2-8	Workers who are not employees		All	Not applicable.	All workers, service providers and apprentices are covered by employment relationships	
2-9	Governance structure and composition	Page 16:				
2-10	Nominating and selecting the highest governance body	Page 16				
2-11	Chair of the highest governance body	Page 16:				
2-12	Role performed by the highest governance body in overseeing the impact management	Page 16:				
2-13	Delegation of responsibility for managing impacts	Page 16:				
2-14	Highest governance body's role in sustainability reporting	Page 3:				
2-15	Conflicts of interest	Page 16:				
2-16	Communication of critical concerns	Page 16:	2-16.b	Information unavailable	Although we are monitoring crucial concerns through our Ethical Conduct Channel, we do not yet have a specific categorization about the nature of these concerns. However, as from the next report, we will be in a position to provide these details.	
2-17	Collective knowledge of the highest governance body	Page 16:				
2-18	Performance appraisal of the highest governance body		All	Not applicable	There is no process for appraising the performance of the highest governance body regarding supervision of impact management.	
2-19	Remuneration policies		All	Not applicable	We have no remuneration policies that apply to the members of the highest governance body and senior executives.	



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GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
GRI 2: General disclosures 2021	2-20 Process to determine remuneration	Page 26:				
	2-21 Annual total compensation ratio		All	Confidentiality	For strategic reasons, we do not disclose economic performance data.	
	2-22 Statement about the sustainable development strategy	Page 7:				
	2-23 Policy commitments	The internal policies are available to all employees; however, we do not yet publish the policies on our web site as they involve policies related to internal processes.	2-23.a 2-23.b.ii	Information unavailable	We are currently in a process of structuring policies and commitments.	
	2-24 Embedding policy commitments	Page 18:	2-24.a.i 2-24.a.ii	Information unavailable	We are currently in a process of structuring policies and commitments.	
	2-25 Processes to remediate negative impacts	Pages 18 and 34				
	2-26 Mechanisms for counseling and raising issues	Page 18:				
	2-27 Compliance with laws and regulations	In 2023 there were no significant cases of non-compliance with laws and regulations that could result in penalties or monetary sanctions. Based on an internal analysis, we consider as significant cases of non-compliance that result in fines or penalties with associated amounts exceeding R\$ 100,000.				
	2-28 Membership associations	Page 20:				
	2-29 Approach to stakeholder engagement	Pages 22, 30 and 32.				
2-30 Collective bargaining agreements	Page 22:					
Material Topics						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 4:				
	3-2 List of material topics	Page 5:				
Material topic Economic development						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 16, 19 and 40.				13.2.1, 13.22.1
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed		All	Confidentiality	For strategic reasons we do not disclose economic performance data.	13.22.2
	201-2: Financial implications and other risks and opportunities arising from climate change.	Page 19:				13.2.2
	201-4: Financial assistance received from government		All	Confidentiality	For strategic reasons we do not disclose economic performance data.	
GRI 203-3: Indirect economic impacts 2016	203-1 Investments in infrastructure and support services	Pages 9 and 32				13.22.3

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SUSTAINABILITY REPORT
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GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
Material topic Governance, ethics and compliance						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 16 and 18.				13.24.1, 13.25.1, 13.26.1
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Page 18:				13.26.3
	205-3: Confirmed cases of corruption and actions taken	There were no confirmed cases of corruption in 2023.				13.26.4
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	Page 18:				13.25.2
GRI 415: Public policies 2016	415-1 Political contributions	There were no donations to political parties in 2023.				13.24.2
Material topic Risk Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 19:				13.7.1
GRI 207: Taxes 2019	Governance, control and fiscal risk management	Page 19:				
Material topic Water Management						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 42:				13.7.1
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	Page 42:				13.7.2
	303-2 Management of water discharge-related impacts	Page 42:				13.7.3
	303-3 Water withdrawal	Page 42:				13.7.4
	303-5: Water consumption	Page 42:				13.7.6
Material topic Biodiversity and land use						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 34:				13.3.1, 13.4.1, 13.5.1, 13.6.1
GRI 304: Biodiversity 2016	304-1 Operating units owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value located outside protected areas	Pages 34 and 37.				13.3.2
	304-2 Significant impacts of activities, products and services on biodiversity	Pages 14, 34 and 38.				13.3.3
	304-3: Habitats protected or restored.	Pages 34 and 38.				13.3.4
Additional industry disclosures	13.4 Conversion of natural ecosystems	Page 34:				13.4.2, 13.4.3, 13.4.4, 13.4.5
	13.6 Use of pesticides	Page 39:				13.6.2

GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
Material topic: Climate change						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 40:				13.1.1
	305-1 – Direct (Scope 1) GHG emissions	Page 41:				13.1.2
	305-2 – Indirect (Scope 2) greenhouse gas (GHG) emissions from the acquisition of energy	Page 41:				13.1.3
	305-3 – Other indirect (Scope 3) GHG emissions	Page 41:				13.1.4
	305-4: Greenhouse gas (GHG) emissions intensity	Page 41:				13.1.5
GRI 305: Emissions 2016						
Material topic: Waste						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 44:				13.8.1
	306-1 Waste generation and significant waste-related impacts	Page 44:				13.8.2
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 44:				
	306-3 Waste generated	Page 45:				
	306-5 Waste intended for final disposal	Page 45:				
Material topic: Talent development and retention						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 24:				
	401-1 New employee hires and employee turnover	Page 47:				
GRI 401: Employment 2016	401-2 Benefits offered to full-time employees that are not provided to temporary or part-time employees.	Page 24:				
	401-3 Parental leave	Page 48:				
	404-1 Average hours of training per year, per employee	Page 25:				
GRI 404: Training and education 2016	404-2 Programs for enhancing employee competencies and assistance in career transition	Page 24:				
	404-3 Percentage of employees receiving regular performance and career development reviews	Page 26:				

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GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
Material topic: Health, safety and well-being						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 28:				13.19.1
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Page 28:				13.19.2
	403-2 Hazard identification, risk assessment and incident investigation	Page 28:				
	403-3 Occupational health services	Page 28:				
	403-4 Worker participation, consultation and communication on occupational health and safety	Page 28:				
	403-5 Worker training on occupational health and safety	Page 28:				
	403-6 Promotion of worker health	Page 28:				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked with business relationships	Page 28:				
	403-8 Workers covered by an occupational health and safety management system	3,835 of the employees are covered by the OHS system, but the system is not audited.				
	403-9 Work-related injuries	Page 29:				
	403-10: Work-related ill health	Page 29:				
Material topic: Human Rights						
GRI 3: Material Topics 2021	3-3 Management of material topics	Pages 12, 22 and 30.				13.13.1, 13.14.1, 13.21.1
GRI 411: Rights of Indigenous Peoples 2016	411-1 Cases of violation of the rights of indigenous peoples	No cases were identified of violation of indigenous people's rights in 2023. We carry out routine due diligence so that our operation do not encroach on areas of indigenous lands, respecting the autonomy of those populations.				13.14.2
Additional industry disclosures	13.13 Rights to land and natural resources	There were no complaints of allocation to land and natural resource rights being affected in the reporting year.				13.13.2 13.13.3
	13.21 Income and decent wages	Page 26:				13.21.2 13.21.3

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GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
Material topic: Community relations						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 32:				13.12.1
GRI 202: Market presence 2016	202-1 Ratio of the lowest salary to the local minimum salary, broken down by gender	Page 47:				
	202-2 Proportion of senior management hired from within the local community	Page 32:				
GRI 413: Local communities 2016	413-1 Operations with local community engagement, impact assessment and development programs	We have implemented donation and sponsorship initiatives intended for the local community in 65% of the municipalities where we operate, or which are close to our operations.				13.12.2
	413-2 Operations with actual or potential significant negative impacts on local communities		All	Information unavailable	We do not have a Survey of Occupational Hazards and Risks that includes the communities, but we are committed to developing this analysis to guarantee their safety.	
Material topic: Privacy and Data Security						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 20:				
GRI 418: Customer privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	Page 20:				
Material topic: Innovation and technology						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 14:				
Material topic Diversity and inclusion						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 27:				13.15.1
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity of governance bodies and employees	Page 48:				13.15.2
	405-2 Ratio of basic wage and compensation received by women to those received by men	Page 51:				13.15.3
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no reports of complaints about discrimination in 2023.				13.15.4
Additional industry disclosures	13.15 Non-discrimination and equal opportunities	Page 22:				13.15.5

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GRI STANDARD	Content	Response	Omission			Reference No. of the Applicable Sectorial Standard
			Requisites omitted	Reason	Justification	
Material topic Energy efficiency						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 43:				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 43:				
	302-3 Energy intensity	Page 43:				
Material topic: Food quality and safety						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 15:				13.9.1
Additional industry disclosures	13.9 Food safety	Page 15:				13.9.2
Material topic: Responsibility in the supply chain						
GRI 3: Material Topics 2021	3-3 Management of material topics	Page 30:				13.16.1, 13.17.1, 13.23.1
GRI 204: Procurement practices 2016	204-1 Portion of spending with local suppliers	Page 30. Important operating Units are all the business units we manage.				
GRI 308: Supplier environmental assessment 2016	308-1: New suppliers that were screened using environmental criteria		All	Information unavailable	Percentage of new suppliers screened based on environmental requisites was not measurable data in 2023.	
	308-2 Negative environmental impacts of the supply chain and actions taken.		All	Information unavailable	We do not have an impact assessment methodology for our suppliers, except for those involving firewood.	
GRI 408: Child labor 2016	408-1: Operations and suppliers at significant risk of incidents of child labor	Page 31:				13.17.2
GRI 409: Forced or compulsory labor 2016	Operations and suppliers at significant risk of incidents of forced or compulsory labor	No incidents were identified of forced or compulsory labor in the activities of the organization's suppliers.				13.16.2
Additional industry disclosures	Traceability of the supplier chain	Page 30:	13.23.2 13.23.3	Information unavailable	In 2023, we did not carry out traceability for each product purchased.	13.23.2, 13.23.3, 13.23.4

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CREDITS

OVERALL COORDINATION

Grupo Bom Jesus
(Sustainability and Communication teams)

COMMENTS AND DOUBTS

sustentabilidade@bomjesus.com

PROJECT MANAGEMENT AND GRI CONTENT CONSULTANCY

Ernst & Young

TEXT

Ravi Comunicação para Sustentabilidade

PHOTOS

Bom Jesus Collection

GRAPHIC PROJECT AND LAYOUT

Ju Fioroto



Bom Jesus