



# SUSTAINABILITY REPORT

# 2024

May/2025

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## 1. ABOUT THIS REPORT

The main objective of this GEES Sustainability Report, corresponding to the financial year 2024, is to provide a comprehensive, transparent and structured overview of the environmental, social and governance impacts resulting from the company's activities. Aligned with the **Global Reporting Initiative (GRI)** guidelines, internationally recognized as a standard of excellence in sustainability reporting, this document reflects the company's commitment to transparency, corporate ethics and responsible management of its resources and relationships.

Preparing the report involved consolidating and critically analyzing a broad database from different GEES areas and units. Internal technical reports, management spreadsheets, records of agricultural and industrial operations, information from social and environmental programs, as well as strategic institutional documents were considered. The collection and validation of the information were supported by the Compliance, Human Resources, Occupational Health and Safety, Legal, Accounting and Environmental areas, as well as the leadership of the operational units.

This document includes both quantitative indicators and qualitative initiatives developed throughout the year 2024, with a focus on generating shared value, mitigating risks and strengthening the organizational culture. The content was also guided by principles of materiality and adherence to best practices in corporate governance and business sustainability, including complementary references such as the United Nations (UN) Sustainable Development Goals (SDGs).

By adopting this reporting model, GEES reaffirms its commitment to being accountable to employees, communities, investors, business partners and other stakeholders, promoting a continuous and evolving dialog around the ESG (Environmental, Social and Governance) agenda. It is therefore a strategic communication and management tool, aimed at building a more resilient, ethical and sustainable future for all the stakeholders with whom the company interacts.

## 2. MESSAGE FROM THE LEADERSHIP

The year 2024 was marked by one of the most challenging scenarios in recent years for Brazilian and global agribusiness. We faced skyrocketing fertilizer costs, a sharp drop in grain prices, strong currency fluctuations and an environment of political instability, both at home and abroad. This context required resilience, discipline, strategic vision and the ability to adapt.

Even in the face of all these adversities, GEES has maintained its path of growth, responsibility and commitment to sustainability and value creation. We have acted firmly in managing the challenges, making significant investments in expanding our storage capacity, acquiring new production areas, modernizing, maintaining and preserving our assets, always with a focus on productivity, efficiency and the sustainability of our business.

We also made progress on structuring projects, consolidated governance practices, strengthened our environmental and social commitments and continued to invest in the development of our team, which is undoubtedly our organization's greatest asset.

For 2025, we remain attentive to the dynamics of the market and the constant transformations in the sector. We are prepared to maintain sustainable growth, with continuous investment in technology, innovation, people development, environmental conservation and the generation of shared value. Our vision is focused on the present, but above all on the future, with the conviction that we have built a solid company, prepared to face challenges and seize opportunities.



This Report reflects, in a transparent and responsible way, the results, progress and commitments that drive us. We would like to thank our employees, clients, suppliers, partners and shareholders, who are a fundamental part of our history and our success.

**WE REMAIN FIRM, RESILIENT  
AND CONFIDENT IN THE FUTURE.**

**JOSÉ ANTÔNIO GORGEN**  
Chief Executive Officer (CEO)



### 3. INSTITUTIONAL PROFILE | GRI 2-1, 2-6

GEES is a privately held company based in Baixa Grande do Ribeiro, Piauí State, Brazil. Operating since 1982 in the agribusiness sector, the company has a strategic approach, operating in an integrated manner in different links of the production chain. Its business model is based on grain production, the distribution of agricultural inputs and the provision of solutions in machinery, parts, irrigation and specialized services.

**WITH A CONSOLIDATED PRESENCE IN THE NORTH AND NORTHEAST REGIONS OF BRAZIL, THE COMPANY COMBINES TECHNOLOGY, PRODUCTIVITY AND SOCIO-ENVIRONMENTAL RESPONSIBILITY TO BOOST THE SUSTAINABLE DEVELOPMENT OF THE SECTOR.**

**IN RECENT YEARS, GEES HAS BEEN CONDUCTED A STRATEGIC EXPANSION PLAN WITH INVESTMENTS OF MORE THAN R\$620 MILLIONS AND A COMPLETION DATE OF 2027** aimed at acquiring new agricultural areas, expanding storage capacity, energy efficiency, modernizing logistics and strengthening its presence in domestic and foreign markets.



### 3. 1. GRAIN PRODUCTION AND TERRITORIAL EXPANSION

3,889  
hectares

**Esther  
Farm**

Benedito Leite  
Maranhão  
State

**R\$ 96**  
millions

**Aclimação  
Farm**

Alto Parnaíba  
Maranhão  
State

**R\$ 40**  
millions

In the agricultural segment, GEES grows grains with focus on soybeans and corn, distributed over six farms located in the states of Maranhão and Piauí. In the 2024 harvest, the production area totaled approximately 52,000 hectares, while the off-season crop covered around 42,000 hectares.

As part of the expansion strategy, new areas were acquired, adding around 3,889 hectares of cultivation, including the Farms Esther in Benedito Leite (Maranhão State) and Aclimação in Alto Parnaíba (Maranhão State), with investments of R\$ 96 millions and R\$ 40 millions, respectively.

In addition, Farm Ribeirão received investments to implement high-performance irrigation, with 11 artesian wells, 6 reservoirs and 18 center pivots, aimed at irrigating 4,698 hectares.

### 3. 2. STORAGE AND EXPORT

The company continually invests in efficient agricultural practices, innovative handling and transport logistics. It has warehouses with a static capacity of 251,000 tons of grain and its own fleet of more than 400 vehicles, which gives it agility and autonomy in the movement of products and inputs.

#### TO STRENGTHEN LOGISTICS AND REDUCE REGIONAL ECONOMIC IMPACTS, GEES HAS INVESTED HEAVILY IN EXPANDING ITS STORAGE INFRASTRUCTURE:

New warehouse in Balsas (Maranhão State) with capacity for **25,790 tons**, interconnected to the unit's current structure (**investment of R\$ 20 millions**);

São Luís Project: construction of five warehouses for solid bulk in the Industrial District, totaling **190,000 tons** of static capacity, interconnected to the future Berth 98 of the Port of Itaqui, with an investment of **R\$250 millions and expected completion in 2027**;

Implementation of two warehouses at Farm Ribeirão, one with a capacity of **33,000 tons and the other 20,000 tons**, interconnected to the Seed Processing Unit (UBS) with a capacity of **5,000 tons, scheduled for completion in 2027**.





### 3. FERTILIZER SEGMENT

## GEES ALSO OPERATES IN THE FORMULATION AND SALE OF FERTILIZERS

with three industrial mixing plants strategically positioned in the cities of Balsas (Maranhão State), São Luís (Maranhão State) and Uruçuí (Piauí State).

The storage of inputs for this segment is guaranteed by six dedicated warehouses, with a **combined capacity for 170,000 tons of products**, which ensures a robust logistics operation and differentiated regional service capacity.

At the Uruçuí unit, GEES has begun the project to expand its fertilizer plant, with the **construction of a new raw materials warehouse for 40,000 tons** and the modernization of the mixing unit, as well as the paving and drainage of internal roads, totaling **R\$ 50 millions in investments between 2024 and 2027**.





### 3. 4. MACHINERY AND SERVICES



The company is a representative of CASE IH brand, an international benchmark in agricultural machinery, with four commercial units in the cities of Balsas (Maranhão State), Uruçuí (Piauí State), Baixa Grande do Ribeiro (Piauí State) and Paragominas (Pará State). These units sell tractors, harvesters, sprayers, cutting platforms, planters, spare parts, as well as specialized technical maintenance services.

**GEES also represents Lindsay brand, with a focus on marketing irrigation solutions, expanding its range of precision agricultural technology.**



### 3. 5. AGRICULTURAL PESTICIDES

GEES also operates in the crop protection segment, through GEES Defensivos, with two sales units in the cities of Balsas (Maranhão State) and Uruçuí (Piauí State). The company offers a complete portfolio, including herbicides, insecticides, bactericides and acaricides, aimed at the **effective control of pests and diseases, guaranteeing the health and productivity of crops with technical and environmental responsibility.**





### 3. 6. STRATEGIC PARTNERSHIPS

**In 2024, GEES strengthened its logistics and technology operations by entering into a partnership with Kepler Weber, taking on the commercial representation and logistical support of the brand.**

Kepler Weber is nationally recognized for developing integrated storage systems, such as silos, dryers, cleaning machines and industrial facilities, adding value to GEES' portfolio of solutions and boosting operational synergies.





## OTHER RELEVANT INVESTMENTS IN 2024 INCLUDE:

**R\$ 10**  
millions

at CASE Baixa Grande do Ribeiro (Piauí State) unit to purchase agricultural machinery, Lindsay pivots and Kepler Weber silos.

**R\$ 300**  
thousand

at CASE Paragominas (Pará State) unit to purchase agricultural inputs, silos and irrigation pivots.

**R\$ 3,5**  
millions

for the creation of the Organizational Intelligence Center in São Luís, aimed at strategic planning and data analysis to support integrated management.

**R\$ 18**  
millions

to set up four solar parks, three of which are already in operation.

## MISSION

To operate in the agribusiness sector, producing and marketing products, focusing on the operationalization of processes and generating social improvements.

## VISION

To achieve production sustainability and a reduction in total costs.

## VALUES

Pioneering Spirit,  
Commitment  
and Social  
Responsibility.

### 3 9. HIGHLIGHTS OF THE YEAR



Company revenue

**R\$ 2,4**  
billions



Nº of employees

**2,341**



Training

**44,413**  
hours



PLR (Profit Sharing)  
distribution

**R\$ 9,4**  
millions



Investment in innovation  
and sustainability

**R\$ 4,7**  
millions



Purchases from  
local suppliers

**56%**



Social actions  
and donations

**R\$ 163**  
thousand





The year 2024 marked an important chapter in the history of GEES. The company was recognized by the newspaper Valor Econômico as one of the largest companies in Brazil, ranking 1st in the agribusiness segment in the North and Northeast, an achievement that reaffirms its relevance and regional prominence. In the national ranking, it reached the expressive 54th place overall, consolidating its presence among the major players in the Brazilian production sector.

This recognition also highlights GEES's strength on the state and regional stage: **it is the largest company in Piauí State and ranks 59th among all companies in the North and Northeast of the country.** In the consolidated national ranking, it came in at 483rd place, with a significant advance of 43 positions compared to 2023 – a leap that highlights the company's sustainable and strategic growth.

## exame.

In yet another important recognition of its trajectory of growth and excellence, GEES was featured in Exame magazine's **Maiores & Melhores 2024 ranking**, in 12th place among the largest agribusiness companies in Brazil. This result places the company among the leading names in the sector throughout the country, reaffirming its relevance, performance and operational consistency.

Exame's ranking is one of the most traditional and respected business performance indicators in Brazil, evaluating organizations annually based on criteria such as net revenue, profitability, innovation and capacity to generate value.

The recognitions achieved this year indicate more than just numbers, reflecting the result of management committed to operational excellence, social and environmental responsibility and valuing people. **It is the recognition of a solid, innovative and ethical business model that integrates productivity, sustainability and a positive impact on the regions in which it operates.**

Being featured in wide-ranging and credible rankings such as those of the Valor Econômico newspaper and Exame magazine is a source of pride for everyone who is part of GEES' history. This reinforces the company's mission to build a more efficient, fair and sustainable agribusiness, contributing to Brazil's development from the North and Northeast.

### 3 11. ESG STRATEGY

Since the publication of its first Sustainability Report in 2023, GEES has been structuring and consolidating actions, projects, commitments and partnerships that integrate its strategic approach to ESG (Environmental, Social and Governance).

The process represents a milestone in strengthening the sustainability-oriented corporate culture and reflects the company's commitment to creating long-term value for all its stakeholders.

Based on its institutional purpose and organizational values, GEES has aligned its ESG strategy with structuring and interconnected principles, reaffirming in each initiative its role as an agent of regional development and socio-environmental transformation.

## THESE GUIDING PRINCIPLES INCLUDE:



**Ensuring good corporate governance practices,** based on legal compliance, integrity, risk prevention and ethical and transparent action on all business fronts.



**Ensuring the economic viability of the operation,** promoting sustainable growth, generating value for shareholders and employees, and sharing benefits with the communities in which it operates.



**To act with social and environmental responsibility,** adopting continuous environmental management measures, rational use of resources and mitigation of impacts in its operating units.



**Promoting respect for human rights** and decent working conditions, ensuring fair hiring practices, pay, safety and freedom of association, as well as combating any form of discrimination or undue work.



**Encouraging personal and professional development of employees,** with structured training, inclusion and well-being actions, valuing diversity, equity and permanent improvement of work environment.



**Contributing to food security** and strengthening sustainable agricultural production, respecting biomes, optimizing production processes and supporting responsible supply systems.



### 3 11. ESG STRATEGY

GEES understands that sustainability is not just a guideline, but a strategic and permanent commitment that guides decisions, relationships and investments. The continuous advancement of the ESG agenda is therefore an essential part of the company's vision for the future.

GEES' ESG strategy is intrinsically aligned with the UN SDGs, reflecting the company's commitment to sustainable and responsible practices in its operations. This integration strengthens GEES' actions in favor of balanced economic, social and environmental development.





### 3 12. ALIGNMENT OF GEES ESG STRATEGY WITH UN SDGS



#### SDG 2 - Zero Hunger

GEES contributes to food security through grain production on six farms located in the states of Maranhão and Piauí, totaling a significant production area. The company adopts sustainable agricultural practices, promoting efficiency and environmental responsibility in the production of soybeans and corn.



#### SDG 7 - Affordable and Clean Energy

GEES consistently invests in solar photovoltaic plants, with monthly generation of more than 273,000 kWh/month and a goal of energy autonomy with a renewable matrix. By 2024, 30% of the energy used will have come from renewable sources (solar and the free market with traceability).



#### SDG 9 - Industry, Innovation and Infrastructure

GEES invests in the modernization of logistics structures, warehouses and irrigation, such as the construction of warehouses integrated with the Port of Itaqui, with multimodal logistics. In 2024, it also created the Organizational Intelligence Center in São Luís (Maranhão State), focused on planning and data analysis. It also sells agricultural machinery and irrigation solutions, representing brands such as CASE IH and Lindsay. In addition, the partnership with Kepler Weber strengthens the grain storage infrastructure, driving innovation in the agricultural sector.



#### SDG 6 - Clean Water and Sanitation

GEES strictly monitors water consumption in its operations, using only licensed artesian wells, periodic physical and chemical analyses and targets for rational use of the resource. In 2024, the volume abstracted was below the legal limit (104,538 m<sup>3</sup> vs. 129,260 m<sup>3</sup>).



#### SDG 8 - Decent Work and Economic Growth

With a robust workforce, GEES invests in training and professional development, recording more than 44,000 hours of training by 2024. The company promotes a safe and inclusive working environment, contributing to sustainable economic growth.

### 3 12. ALIGNMENT OF GEES ESG STRATEGY WITH UN SDGS



#### SDG 10 - Reduced Inequalities

GEES invests in social projects focused on promoting human dignity and building more resilient, inclusive and safe communities. Among the priority fronts are initiatives aimed at preventing violence against women, sheltering people in vulnerable situations and defending the rights of people with intellectual and/or multiple disabilities. These projects not only offer immediate support, but also foster autonomy, productive inclusion and the strengthening of community networks, reaffirming the company's role as an agent of social transformation in the territories where it operates.



#### SDG 13 - Climate Action

GEES adopts measures to reduce greenhouse gas emissions, such as logistics optimization and the use of precision agricultural technologies, contributing to the mitigation of climate change.



#### SDG 12 - Responsible Consumption and Production

GEES implements efficient resource management practices, including the rational use of agricultural inputs and the adoption of technologies that minimize environmental impact, promoting sustainable production patterns.



#### SDG 15 - Life on Land

Committed to biodiversity conservation, GEES implements agricultural practices that respect local ecosystems, promoting the sustainability of the areas where it operates. GEES recognizes that integrating the SDGs into its ESG strategy is key to achieving long-term sustainable development. By aligning its operations with the SDGs, the company not only contributes to global goals, but also strengthens its position in the market, meeting the expectations of investors, customers and other stakeholders. This strategic alignment allows GEES to monitor and report its sustainability performance transparently, using clear indicators and specific targets related to the SDGs. In this way, the company reaffirms its commitment to social and environmental responsibility and effective corporate governance.

**GEES has adopted a governance model that combines technical robustness, strategic coherence, agility and institutional responsibility.** Its practices go beyond operational and commercial interests, reflecting a permanent commitment to ethics, transparency, integrity and constant dialog with its stakeholders.

Unlike companies that operate under the supervision of a formal Board of Directors, **GEES structures its governance based on the direct action of its Executive Board, supported by specialized technical committees** - Positions and Salaries, Ethics and Discipline, Credit and Privacy - and by a robust ecosystem of consultative management.



**Although the company does not have an institutionalized Advisory Board, it does adopt a consultative governance model,** with recurring and structured support from external consultants, partner companies and experts recognized in the market. These partners actively contribute to the analysis of critical issues such as organizational development, people engagement, operational efficiency, productivity management, automation, digital transformation, sustainability and climate risk mitigation.

This model works in practice as a dynamic, agile and results-oriented advisory board, which strengthens the Executive Board's decision-making process, contributes to risk mitigation and ensures that management is aligned with the principles of sustainability, long-term development and value creation.

**THE CHOICE OF THIS MODEL REFLECTS GEES' CULTURE, WHICH PRIORITIZES CLOSE, TECHNICAL, FLEXIBLE AND EFFICIENT GOVERNANCE, SUITED TO THE PROFILE OF A PRIVATELY HELD COMPANY, WITH DIRECT ACTION BY THE OPERATING PARTNERS.**

The company's institutional architecture ensures that its values - integrity, ethics, social responsibility and sustainability - are translated into concrete practices and conduct in day-to-day operations. Well-defined policies, such as the Code of Ethics, the Integrity Program, the Internal Regulations and up-to-date corporate policies, complement this governance, consolidating a corporate culture of compliance, responsible management and relationships based on trust with employees, clients, suppliers, investors and society.



**GEES' organizational structure has been one of the pillars of its consistent operational performance and the continuous evolution of its internal processes.** Even in the face of a challenging and highly competitive environment, the company remains focused on expanding responsibly, balancing productive efficiency, solid governance, and a positive impact on the regions where it operates.

Guided by principles of ethics and integrity, GEES invests in professionalizing management, training leaders and adopting technical criteria for strategic decisions, ensuring solidity and predictability. The governance model facilitates the engagement of stakeholders around common goals, fosters good practices throughout the production chain and promotes an integrated vision of the challenges facing Brazilian agribusiness - from production to transportation, from innovation to environmental preservation.

**THIS CONSTANT INTERNAL IMPROVEMENT CONSOLIDATES AN ORGANIZATIONAL CULTURE ORIENTED TOWARDS SUSTAINABILITY, PERFORMANCE, AND COMMITMENT TO THE DEVELOPMENT OF THE CERRADO AND THE COMMUNITIES THAT ARE PART OF THE GEES ECOSYSTEM.**



**GEES' Board of Executive Officers is the body responsible for strategic planning, the company's general management and the financial and operational results of all its business units.** Its actions are guided by the guidelines established in the Bylaws, as well as the internal policies and institutional principles defined in the company's Code of Ethics and Conduct.

**Unlike companies that operate under the supervision of a board of directors, GEES structures its governance directly based on the collegiate and technical work of its Executive Board.** This configuration allows for greater agility in decision-making and guarantees alignment between operational strategies and the company's organizational values.

The Executive Board is made up of professionals that are resident in Brazil, with extensive experience in technical, administrative and corporate areas. Its members are responsible for leading the operational, financial, commercial, legal, administrative and sustainability areas, ensuring that the company's strategic objectives are achieved responsibly and efficiently.

### Chief Executive Officer

José Antônio Gorgen

### Vice-President Director

Eduardo Gherardi

### Managing Director

Anderson Gorgen

### Chief Operating Officer

Paulo Ricardo Brocardo Ferrari

### Director of Infrastructure

Georjane Gorgen

### Marketing Director

Amanda de Miranda Barros Gorgen

### Commercial Director

Leonardo Gomes de Sousa

GEES governance was strengthened in 2024 with the formalization of Corporate Committees that act as advisory and deliberative bodies. The synergistic action of these committees with GEES' Executive Board reinforces the pillars of integrity, compliance and institutional security, contributing to solid governance and to building an ethical, safe and prepared organizational environment for the challenges of modern agribusiness.

**THE MAIN DUTIES AND COMPOSITION OF THE  
STRUCTURED COMMITTEES ARE SET OUT BELOW:**

- Positions and Salaries Committee
- Ethics and Disciplinary Committee
- Privacy and Data Protection Committee
- Credit Committee

**It's responsible for drawing up, reviewing and applying GEES's salary policies, ensuring that they are in line with the market and the company's strategic guidelines. Its duties include:**

- Conduct remuneration and benefits studies based on sector benchmarks.
- Assessing the operational needs of the units and proposing financially balanced salary adjustments.
- Drawing up monetary impact reports to help the Executive Board make decisions on remuneration.
- Acting in collective bargaining (union agreements and conventions).
- Supervising the correct application of salary scales and career plans.





## 4 3.2. ETHICS AND DISCIPLINARY COMMITTEE

It works to promote institutional integrity and investigate conduct that is incompatible with the company's values. It is responsible for setting up administrative investigation procedures, based on records made through the Call Portal (<http://glpi.risasa.com:88/glpi>), which must include detailed information such as date, place, description of the facts, those involved and evidence (photos, videos, reports, among others).

**The committee can issue recommendations, propose adjustments to conduct, call in legal support or involve technical areas such as IT and HR, depending on the seriousness of the incident.** It monitors the application of disciplinary measures and for updating the Code of Ethics and Conduct.



**Created to ensure GEES' compliance with the Brazilian General Data Protection Law (LGPD) and related regulations, the committee is responsible for:**

- Drawing up and reviewing data governance policies.
- Conducting personal data mapping and inventory processes.
- Support awareness-raising and training actions on privacy.
- Supervising the service channel for data subjects.
- Coordinating the preparation of impact reports and the communication flow with the ANPD (National Data Protection Authority) in the event of incidents.



#### 4 3.4. CREDIT COMMITTEE

**It decides whether to grant credit to the company's clients and business partners, based on a careful analysis of risk, financial history, payment capacity and defined operating limits.**

The committee's meetings ensure that credit decisions are in line with GEES's financial policy and the principles of governance and transparency. The group focuses on risk mitigation and the sustainability of commercial operations.





**GEES conducts its activities based on solid ethical values and a non-negotiable commitment to integrity and legal compliance.** The company takes an active stance in preventing and combating irregularities, consolidating a corporate environment based on responsibility, transparency, and respect for the rules.

GEES' Integrity Program, formally established in 2024, structures around the pillars of prevention, detection, and repair. It aims to ensure that all employees, partners, and suppliers act in accordance with applicable legislation and the organizational principles defined in documents such as the Code of Ethics and Conduct, the Internal Regulations and the company's complementary policies.

The Compliance area, with the support of the Legal Department and the Human Resources Department, is responsible for applying and monitoring the program, as well as promoting periodic training and awareness campaigns on ethics, diversity, combating harassment, information security and the LGPD (Brazilian General Data Protection Act).

**The main instruments guiding conduct in the GEES include:**

- Code of Ethics and Conduct
- Donations and Sponsorship Policy
- Working Hours Control Policy
- Medical Certificate Policy
- Recruitment and Selection Policy
- Privacy and Data Governance Policy
- Integrity Program

**ALL EMPLOYEES ARE TRAINED AND FORMALLY INFORMED OF THE CONTENTS OF THESE DOCUMENTS, SIGNING A TERM OF RESPONSIBILITY AS A CONDITION OF WORKING FOR THE COMPANY.**

**GEES maintains a zero-tolerance policy towards corruption and any form of illicit conduct.** Its Code of Ethics and Conduct expressly prohibits the practice of bribery, payment of kickbacks, undue favors, and any illicit advantage, direct or indirect, on behalf of the company.

This commitment is reinforced by the adoption of control mechanisms, mandatory training, anti-corruption contractual clauses with third parties and the existence of a Whistleblowing **Channel accessible 24 hours a day, seven days a week**, via the official website (<https://geessa.com/governanca/canal-de-denuncias>).

The channel guarantees anonymity, confidentiality, and protection against retaliation. Complaints are received, dealt with and forwarded to the Ethics and Disciplinary Committee, which is responsible for setting up administrative investigations and recommending disciplinary measures where applicable.

**Cases are treated seriously, with respect for due process and a formal record of the measures taken.**

**With these actions, GEES reaffirms its commitment to responsible corporate practices**, to promoting an upstanding organizational culture and to strengthening trust with employees, communities, and partners.

**GEES understands that risk management is an essential component for the sustainability of the business** and for making strategic decisions with security, agility and responsibility. In 2024, the company strengthened its internal control and risk mitigation mechanisms, focusing on the financial, operational, environmental, regulatory, reputational and compliance areas.

**The company's governance structure integrates risk monitoring** into the work of its Executive Board and specialized committees - especially the Credit Committee - which assess sensitive situations from a legal, financial and regulatory perspective.

GEES is exposed to a number of risks that can affect its financial and operational performance. These risks are divided into two main groups: strategic-operational, associated with the company's internal dynamics and management model; and economic-financial, mainly related to fluctuations in macroeconomic variables, such as commodity prices, exchange rates and interest rates. **The company adopts a conservative approach to managing these risks, with close monitoring by senior management, to preserve liquidity, the value of assets and business continuity.**

Among economic risks, credit risk is one of the most important, reflecting the possibility of defaulting by clients or counterparties in financial transactions. To mitigate it, GEES implements a robust strategy of diversifying its receivables portfolio, which includes more than 1,500 active clients. No single client represents a threat to the company's financial health. **The company also maintains a careful credit policy, based on the analysis of registration information, relationship history, financial data and guarantees.** The entire process is conducted by a Credit Committee, which makes decisions based on strict and transparent criteria.

The company also adopts specific practices to mitigate default, such as individualized limits per client, monitoring the crops financed, follow-up of sales deadlines and continuous evaluation of payment capacity. In addition, **credit risk in financial investments is dealt with by diversifying between banking institutions,** reducing exposure to instability in the financial system.



**Another important aspect is liquidity risk, which concerns the company's ability to meet its financial commitments. GEES manages this risk prudently,** ensuring that it has sufficient resources to meet its obligations in normal and stress scenarios. The company's main disbursements include the purchase of inputs, tax payments and debt amortization. The sale of agricultural products represents the main source of incoming funds, which makes sales efficiency a strategic factor for the company's financial health.

**In the field of market risk, GEES deals with the volatility of agricultural commodity prices,** especially soybeans and corn, whose price depends on the global dynamics of supply and demand. This volatility has a direct impact on the company's revenue. To reduce exposure, management monitors the market on an ongoing basis and, when necessary, adopts price protection instruments (hedge).

Finally, the company is also exposed to exchange rate risk, especially due to its foreign trade operations and the need to import inputs. **Variations in the exchange rate, especially the US dollar, can have a significant impact on its assets and liabilities in foreign currency,** affecting both receivables and financing. Management monitors these effects in order to make strategic decisions that reduce the volatility of results.

**With this structure, GEES promotes an organizational culture geared towards the prevention of illicit activities,** regulatory compliance and resilience in the face of risk scenarios, consolidating a solid foundation for its sustainable growth and institutional reputation.

## 4 7. MANAGEMENT, TRANSPARENCY AND TRACEABILITY IN THE SUPPLY CHAIN | GRI 2-6, 204-1

GEES adopts a strategic and responsible approach to managing its supply chain, prioritizing commercial relationships based on transparency, legal compliance, and ethical criteria. **In 2024, the volume of purchases from domestic suppliers totaled R\$1,2 billion, representing 56% of the total purchases made by the company in the year, which reinforces the importance of local suppliers in the operation and in generating shared value.**

The selection of suppliers is based on technical, financial, environmental and integrity criteria, ensuring that GEES' partners are aligned with its values and corporate policies. The approval process includes verification of tax, labor and environmental compliance, as well as mandatory adherence to the guidelines of the company's Integrity Program.



**AS PART OF ITS COMMITMENT TO COMPLIANCE AND LABOR RIGHTS, GEES HAS IMPLEMENTED A FORMAL DUE DILIGENCE PROCESS TO ASSESS THE LABOR INTEGRITY OF SUPPLIERS AND BUSINESS PARTNERS, WHICH FOLLOWS THESE STEPS:**

**COLLECTION OF MANDATORY DOCUMENTATION**

Including articles of association, CNDT (negative labor debt certificates), proof of payment of social security charges.

**RISK ANALYSIS**

Qualitative and quantitative assessment of the partner's legal history, reputation and compliance with labor standards, including outstanding liabilities or recurrence of irregularities.

**RISK CLASSIFICATION**

categorization of the supplier as low, moderate, or high risk, with definition of the applicable mitigation measures, such as continuous monitoring, requirement of additional guarantees or exclusion from the supplier base in cases of serious non-compliance.

To ensure traceability and compliance with applicable standards, **GEES maintains integrated controls and promotes audits, contractual monitoring, and continuous updating of the supplier database.** The contracts signed include anti-corruption clauses, obligations to comply with current legislation and contractual penalties in the event of non-compliance.

**Internally, the company invests in training its procurement, legal and compliance teams,** holding regular training sessions on procurement procedures and the risks associated with the supply chain. This awareness is essential to strengthen the culture of integrity and guarantee procurement decisions in line with GEES' corporate governance principles.



## 4 8. GEES CONSULTATIVE GOVERNANCE MODEL

GEES adopts a corporate governance model that combines technical solidity, proximity to managers and specialized external support. Although it does not formally have an institutionalized Board of Directors or Advisory Board, the company structures its governance based on robust consultative management practices.

This model is based on the direct action of the Executive Board, complemented by specialized consultancies, partner companies and leading professionals in areas such as people management, organizational development, operational efficiency, automation, sustainability, climate and innovation.

Throughout 2024, several strategic initiatives were conducted with the support of this consultative ecosystem,  
**WHICH IN PRACTICE PLAYS THE ROLE OF AN EXTERNAL BOAR.**



**Periodic analysis of organizational development,** productivity management, combating idleness and leadership development.



**Structured automation,** process efficiency and digital transformation projects.



**Technical support for improving people management processes,** organizational culture, well-being, engagement and strengthening human capital.



**Specialized advice on sustainability agendas,** climate risk mitigation, traceability and the evolution of the ESG strategy.

## **THIS MODEL REFLECTS A STRATEGIC CHOICE BY GEES,**

**WHICH FAVORS PROXIMITY GOVERNANCE, WITH AGILE DECISION-MAKING, SPECIALIZED TECHNICAL VISION AND RECURRING EXTERNAL SUPPORT, WITHOUT ADOPTING THE FORMAL AND BUREAUCRATIC STRUCTURE OF A BOARD OF DIRECTORS.**

The adoption of a flexible advisory model, with documented processes, external technical opinions, and minutes of deliberations, guarantees GEES levels of control, supervision, and compliance equivalent to those of companies with a formal board, in line with the best practices in Brazilian privately held agribusiness.

GEES believes that this consultative governance model, already widely consolidated in practice, meets the current needs of the company and its stakeholders with excellence, maintaining high standards of transparency, risk management, integrity, and the generation of sustainable value.

9.1%

GROWTH



Even in the face of a challenging macroeconomic scenario, marked by instability in the commodities markets and currency fluctuations, GEES posted a solid and consistent financial performance in 2024. **The company achieved net operating revenue of R\$2,34 billions, representing growth of 9.1% over the previous year,** a result driven by efficiency in agricultural operations, strengthening logistics and expanding its storage capacity.

**Consolidated net profit reached R\$80,080 millions,** reflecting responsible cost management, productivity gains and progress in the company's strategy of diversifying its activities.

**Investments in fixed assets totaled R\$177,7 millions,** with a focus on three priority fronts: renewing and expanding the company's own fleet, acquiring state-of-the-art agricultural machinery and expanding the storage infrastructure. As a highlight in terms of energy sustainability, the company achieved a 20% increase in solar energy generation, reinforcing its commitment to reducing its carbon footprint and operational efficiency.

**In line with the best corporate governance practices, GEES has maintained its commitment to accounting transparency and regulatory compliance.** The 2024 financial statements were audited by Macso Legate Auditores Independentes, which issued a clean opinion, showing that the internal controls were solid and that the information provided to stakeholders was reliable.



People management at GEES is based on a culture of valuing human capital, continuous learning and promoting a safe, productive, and inclusive environment. In a scenario of expanding operations and diversifying activities, the company has structured processes to attract, develop and retain talent in line with its institutional values and the sustainable growth of the business.

**AT THE END OF 2024, THE COMPANY HAD 2,341 OF ITS OWN EMPLOYEES, OF WHICH 2,270 WERE PERMANENT STAFF, 70 APPRENTICES AND 1 TRAINEE,** distributed among industrial, commercial and agricultural units in the North and Northeast regions of Brazil. There will be an increase of approximately 17.52% in the number of GEES employees in 2024 compared to 2023. The growth in the workforce goes hand in hand with GEES becoming a regional benchmark in agribusiness, requiring more integrated and personalized management practices.

The company adopts recruitment, selection and integration policies that respect technical criteria and fairness, with structured monitoring of labor indicators and control of working hours. All workers are covered by collective bargaining agreements, reflecting the institutional commitment to collective bargaining and respect for union rules.

**ALSO IN 2024, GEES ADVANCED IN THE MODERNIZATION OF THE HUMAN RESOURCES AREA WITH THE IMPLEMENTATION OF THE "MY HR" PORTAL IN ALL OPERATING UNITS.**

The digital tool now centralizes communications and requests previously made on paper, bringing gains such as:

- Reduction of manual processes and the use of paper.
- Greater autonomy for units in information management.
- Reduced margin of error and data leakage.
- Real-time access to employment data, vacations, pay slips and registration updates.

**GEES recognizes diversity as a strategic value and seeks to promote an inclusive and respectful environment in all its units.**

The composition of the staff shows the presence of employees from different age groups, races and regions, with actions aimed at increasing representation and reducing inequalities.

Most GEES employees are self-declared brown (80.69%), followed by black (8.67%) and white (6.92%). In generational terms, Y Generation (born between 1982 and 1994) predominates, accounting for 41.39% of all employees.

From the point of view of gender, there is an unequal distribution overall, with 89.10% of positions held by men, while women account for only 10.89%. The difference is representative because of the substantial number of workers in operational areas, such as farms, warehouses and mixers. In the administrative and corporate sectors, however, there is a gender balance, with 50% women and 50% men. The company also registers significant sexual diversity, with 10.4% of employees identifying themselves outside heteronormativity.

Based on these demographics, GEES's main mission in diversity and inclusion is to promote the expansion of female participation in operational and logistics areas, especially in roles such as agricultural mechanics and tillage assistance, which are traditionally occupied by men. Overcoming this cultural challenge is seen as strategic for organizational equity.

**In 2024, a structured internal diagnosis process was started with a focus on gender, race and generation diversity, with the aim of supporting more effective policies in the coming cycles.**

The company has also been strengthening affirmative action and internal campaigns to raise awareness about respect, equity and the prevention of discrimination in the workplace.

To this end, GEES has internal teams and partner companies specializing in diversity that work to implement structured action plans focused on including women, valuing ethnic-racial diversity and respecting sexual diversity at all levels of the organization.



80.69%  
brown



8.67%  
black



6.92%  
white



41.39%  
Y Generation



89.10%  
male



10.89%  
female

EMPLOYEES BY AGE GROUP

	2023	2024
1994 - Present	515	775
1982 - 1994	856	969
1961 - 1981	597	576
1943 - 1960	24	21
Total	1.992	2.341

EMPLOYEES BY GENDER

	2023	2024
Male	1.792	2.086
Femal	200	255
Total	1.992	2.341

EMPLOYEES BY RACE

	2023	2024
Brown	1.603	1.889
Black	133	203
Yellow	160	53
Indigenous	42	34
White	54	162



With a focus on continuous qualification, GEES promotes professional training programs in line with the needs of operations and the transformations of the agro-industrial sector. **In 2024, more than 44,000 hours of training were conducted, covering areas such as work safety, machine operation, leadership, innovation, and good agricultural practices.**

The training programs also include trails for newly hired employees, with face-to-face actions and specialized techniques aimed at developing behavioral, operational and management skills.

**The company has policies to support education, encourage technical training and integrate with educational institutions, as a way of stimulating internal growth and preparing its workforce for future challenges.**

One of the positive milestones of 2024 was the partnership signed between GEES and SENAC (National Commercial Apprenticeship Service) in Balsas (Maranhão State), with the aim of promoting the inclusion and professional development of People with Disabilities. The initiative made it possible to offer exclusive places on Basic Administration Routines and Basic IT courses, contributing to technical training, expanding opportunities in the job market, and strengthening the company's social commitment to diversity and equity.



## 6 3. HEALTH, WELFARE AND SAFETY AT WORK

GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8, 403-9

**GEES maintains a preventive and structured approach to occupational health and safety, continually seeking to promote a healthy, safe environment conducive to the physical and mental well-being of its employees.** The company's Occupational Health and Safety Policy is based on pillars such as operational discipline, individual responsibility, leadership by example and integrated technical action with specialized support.

**In 2024, the company recorded 23 accidents at work, of which 14 were typical accidents and 9 were commuting accidents,** according to official records and the issuance of CATs (Communication of Accident at Work). All occurrences were dealt with rigorously, following internal protocols, issuing medical records, documentary records and corrective measures, with a focus on preventing recurrences and strengthening the culture of prevention.

In addition to the systematic work of the CIPA (Internal Accident Prevention Committee), GEES promoted specific awareness-raising and training activities throughout the year:

- Training in NRs (regulatory standards), correct use of EPIs (personal protective equipment), working at heights, confined spaces and handling loads.
- Technical monitoring by safety professionals in the operational units and warehouses.
- Implementation of workplace exercise programs in partnership with SESI (Industry Social Service), focusing on ergonomics and prevention of musculoskeletal injuries.

**A psychosocial assessment was also conducted with 152 employees, the results of which showed 94% satisfaction** with the actions to prevent stress, harassment and violence, and 95% perception of balance between personal and professional life.

ALL THESE ACTIONS ARE COORDINATED IN HARMONY WITH THE HUMAN RESOURCES AREA, INTERNAL COMMITTEES AND FIELD LEADERS, ENSURING THAT SAFETY IS NOT TREATED AS AN ISOLATED PROCESS, BUT AS AN INTEGRAL AND CONTINUOUS PART OF THE COMPANY'S DAILY OPERATIONS. **BY INVESTING IN ACCIDENT PREVENTION, COMPREHENSIVE HEALTH AND STRENGTHENING THE CULTURE OF CARE, GEES REAFFIRMS ITS COMMITMENT TO VALUING LIFE, RESPECTING HUMAN DIGNITY AND BUILDING HEALTHIER AND MORE SUSTAINABLE WORK ENVIRONMENTS.**

GEES adopts a structured remuneration policy, guided by internal equity, market practices and the company's strategic objectives. **Remuneration management is conducted in a technical and transparent manner by the Positions and Salaries Committee, set up in 2024, whose role is to propose, review and monitor the company's salary policies, based on market studies, operational needs and financial impacts.**

#### REMUNERATION DECISIONS ARE BASED ON:

- Job mapping and evaluation, using standardized methodology.
- Salary scales organized by unit, function and complexity of activities.
- Continuous analysis of external competitiveness through salary and benefits surveys.
- Participation in collective bargaining with trade unions, ensuring legal certainty and institutional alignment.
- Preparation of monetary impact reports to support senior management in strategic payroll decisions.

#### IN ADDITION TO FIXED REMUNERATION, GEES OFFERS A PORTFOLIO OF COMPLEMENTARY BENEFITS, INCLUDING:

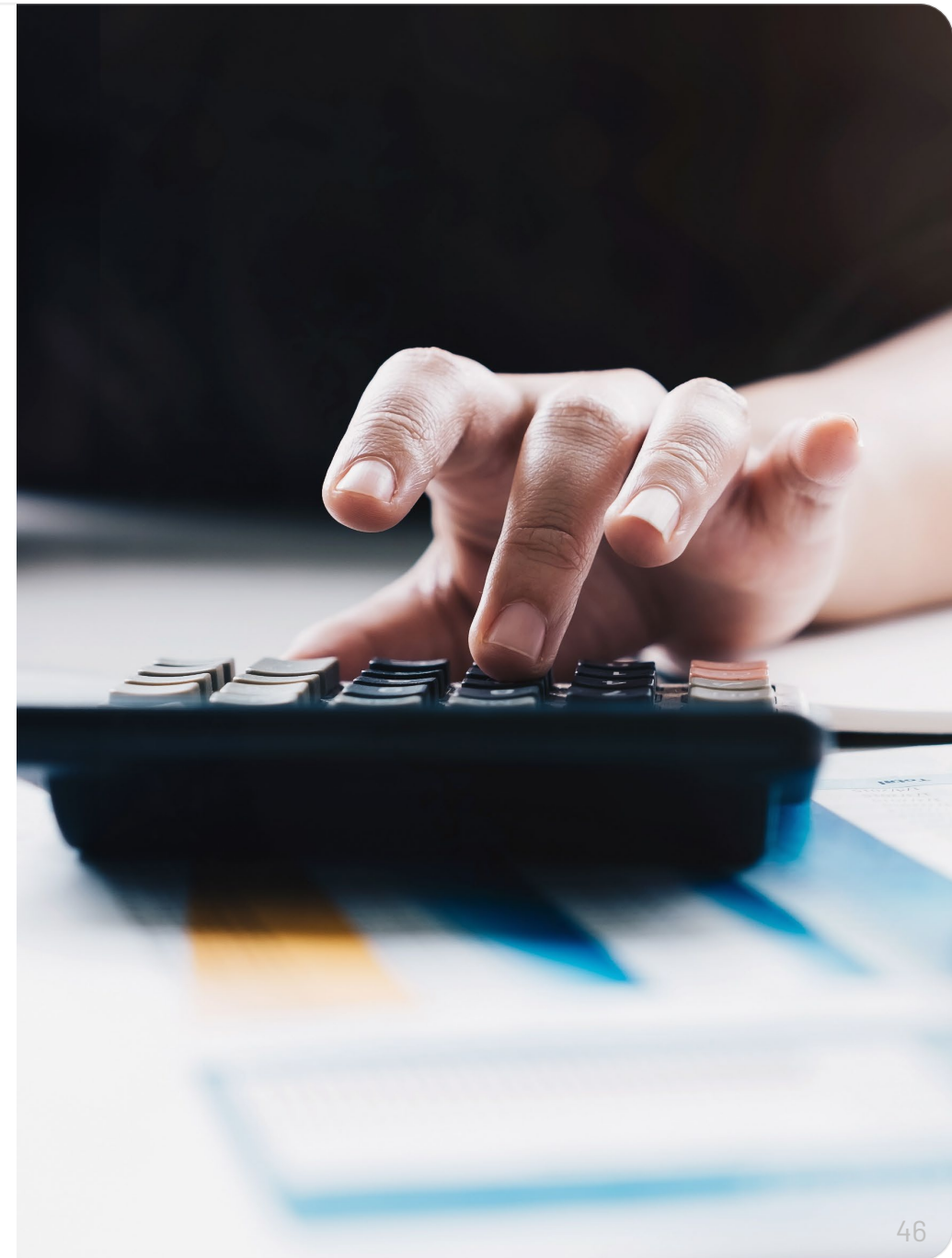
- Health insurance - health insurance with national coverage offers reduced costs and can be extended to dependents.
- Life insurance - every employee is insured when they join the company.
- PLR (Profit Sharing) - in 2024, 1,347 employees benefited from the PLR payment and the total amount distributed was R\$9,412,029.00.
- Internal training and development programs.
- Workplace gymnastics and quality of life actions in partnership with SESI (Industry Social Service).
- Encouraging participation in apprenticeships, internships, and technical training programs.



## THE COMPANY ALSO VALUES INDIVIDUAL PERFORMANCE AND CONTRIBUTION THROUGH CLEAR CRITERIA FOR SALARY PROGRESSION

AND INTERNAL PROMOTION POLICIES ALIGNED WITH MERITOCRACY, LENGTH OF SERVICE AND ORGANIZATIONAL COMPETENCIES.

By adopting an integrated approach to people management, which includes fair remuneration, consistent benefits, and an environment in which employees are valued, GEES strengthens its culture of recognition and commitment to the well-being and engagement of its employees.



GEES' commitment to regional development was reflected in various social impact initiatives throughout 2024, reaffirming its role as an agent of transformation in the communities where it operates. Through 41 social actions, the company demonstrated its ongoing commitment to valuing citizenship, social inclusion and promoting equity.

### THE ACTIONS WERE CONDUCTED ON THREE COMPLEMENTARY FRONTS:

- Activities with employees focused on well-being, professional development and encouraging internal social engagement;
- Community projects, implemented in the localities where GEES is present, through partnerships with local organizations;
- Donations and support for third-party initiatives in line with the company's institutional values and the Sustainable Development Goals (SDGs).

**Among the highlights of the year, continued support for the Casa das Marias institution directly benefited more than 170 women who were victims of violence,** with professional training, psychosocial support and the promotion of financial autonomy. The company also conducted strategic campaigns to donate basic food baskets, clothes and school materials, reinforcing its commitment to dignity and meeting immediate needs.

**Monthly support for APAEs (Association of Parents and Friends of Exceptional Children) in Balsas (Maranhão State) and Uruçuí (Piauí State) continued throughout 2024,** reaffirming GEES' commitment to inclusion and caring for people with intellectual and/or multiple disabilities. The partnership reflects the company's socially responsible actions, which recognize the importance of the work conducted by APAEs in promoting the dignity, autonomy and citizenship of people with disabilities, as well as contributing directly to strengthening local community networks.

**The selection process for social projects is based on criteria of social relevance and potential for lasting impact, with priority given to actions aimed at:**

- Women victims of violence, with a focus on welcoming and rebuilding their trajectories.
- Children in vulnerable situations, prioritizing education, health and protection.
- People at socio-economic risk, with actions to generate income and inclusion.

**In addition to the immediate results, GEES adopts an impact evaluation approach that aims to promote:**

- Relieving urgent needs in the communities.
- Developing healthy habits, ethical values, and citizenship skills.
- Contributions to overcoming complex social problems, with a focus on autonomy and social justice.

**THESE ACTIONS ARE PART OF THE COMPANY'S COMMITMENT TO CORPORATE RESPONSIBILITY**

AND BUILDING A FAIRER, MORE EQUITABLE AND SUSTAINABLE FUTURE, ALWAYS BASED ON ETHICS,  
ACTIVE LISTENING AND STRENGTHENING THE TERRITORIES WHERE GEES OPERATES.



## GEES RECOGNIZES ENVIRONMENTAL RESPONSIBILITY AS ONE OF THE PILLARS OF ITS BUSINESS MODEL.

The company maintains a robust environmental management system, which includes everything from efficiency in the use of natural resources to effective actions to preserve the Cerrado biome, where it concentrates its agricultural and logistics operations. Based on targets established in the previous sustainability report and the monitoring of specific indicators, 2024 marked important advances in the commitment to reducing environmental impacts, conserving ecosystems, and the rational use of natural resources.

**GEES' work reflects a strategy of transition towards more sustainable production models.** Efficient land use, crop-livestock-forest integration, no-till farming with permanent cover and a reduction in chemical inputs point to a future of regenerative agriculture, where productivity and preservation go hand in hand.





## 8 1. ENERGY CONSUMPTION | GRI 302-1, 302-4

GEES' operational growth, with the expansion of production areas, warehouses and new logistics units, **has led to an increase in energy consumption, which totaled 7,419,818.82 kWh in 2024.** To mitigate this impact, the company has made progress in diversifying its energy matrix, prioritizing renewable sources:

**70%**

of the energy consumed still comes from the Equatorial Energia network.

**15%**

is generated by its own photovoltaic plants, already in operation at three units.

**15%**

come from the free energy market, with traceability.

### THIS ENERGY STRATEGY HAS SIGNIFICANTLY REDUCED THE CARBON FOOTPRINT

AND INTEGRATED SOLAR ENERGY AS A PERMANENT AXIS OF CORPORATE SUSTAINABILITY, WITH NEW INVESTMENTS IN PLANTS PLANNED FOR 2025.



**THE WATER USED IN OPERATIONS COMES EXCLUSIVELY FROM ARTESIAN WELLS** LICENSED AND MONITORED BY ENVIRONMENTAL AGENCIES.

**104,538,2 m<sup>3</sup>**

total volume  
abstracted

Balanced  
use of the  
resource  
in 2024.

**129,260 m<sup>3</sup>**

legal limit

The water used in operations comes exclusively from artesian wells granted and monitored by environmental agencies. In 2024, the total volume abstracted was 104,538.2 m<sup>3</sup>, compared to a legal limit of 129,260 m<sup>3</sup>, demonstrating a balanced use of the resource.

Physical-chemical and microbiological analyses of the water are conducted annually, in accordance with legal parameters. The use of this resource serves multiple functions: human supply, dilution of agricultural inputs, cleaning of machinery and firefighting. The company continually invests in the integrity of its collection and storage systems, with a focus on conservation and water safety.





**GEES adopts consolidated good agricultural practices, prioritizing the no-till system, crop rotation and rational soil management.**

These practices prevent erosion, maintain vegetation cover, improve soil organic matter and reduce the use of heavy machinery, thus reducing emissions.

The highlight of 2024 was the expansion of the São José System (SSJ), a proprietary agricultural technology, based on the third crop, consisting of the succession of the soybean crop by a consortium crop of corn or sorghum with forage species or legumes, such as brachiaria (*Urochloa* spp.), stylosanthes (*Stylosanthes* spp.) or crotalaria (*Crotalaria* spp.). **This approach promotes soil structural improvement, pest reduction, nitrogen fixation and permanent vegetation cover, making the activity more resilient and regenerative.**



## THE MANAGEMENT OF AGRICULTURAL WASTE, ESPECIALLY THE DISPOSAL OF PESTICIDE AND FERTILIZER PACKAGING, IS TREATED BY GEES AS A SHARED AND NON-NEGOTIABLE RESPONSIBILITY.

AS WELL AS STRICTLY COMPLYING WITH CURRENT LEGISLATION, GEES HAS GONE BEYOND ITS LEGAL OBLIGATIONS BY INCORPORATING IN 2024 SPECIFIC CONTRACTUAL CLAUSES THAT OBLIGE ITS CUSTOMERS AND BUSINESS PARTNERS TO DISPOSE OF THE PACKAGING OF THE PRODUCTS THEY PURCHASE IN AN ENVIRONMENTALLY CORRECT MANNER.

**This contractual requirement formalizes the environmental commitment of the chain, establishing that:**

- Failure to comply with the disposal guidelines may result in contractual sanctions.
- All customers must present proof of delivery of packaging to authorized reception points, ensuring the traceability of the process.

**Internally, GEES maintains strict processes for segregating, temporarily storing and finally disposing of the waste generated at its operating units. These include:**

- The return of 100% of the pesticide packaging used in the company's operations to authorized points.
- The correct disposal of more than 250 tons of recyclable waste (paper, plastic, metal, tires, old iron, among others).
- The management of hazardous waste (oils, filters, contaminated cloths), with the issue of a Waste Transportation Manifest (MTR) and Final Disposal Certificate (CDF), guaranteeing total traceability and environmental regularity.



## 8 4. SOLID WASTE MANAGEMENT, REVERSE LOGISTICS AND ENVIRONMENTAL RESPONSIBILITY IN THE CHAIN | GRI 306-1, 306-2, 306-3

**The collection companies used by GEES are all licensed and registered with the National Solid Waste Management Information System (SINIR), ensuring traceability and legal compliance.**

In addition, there were internal actions to clean up operational areas and educational campaigns aimed at employees, reinforcing the importance of responsible waste management and correct disposal.

By integrating reverse logistics as a mandatory practice in its business chain, GEES strengthens its commitment to the circular economy, reducing environmental impacts and promoting a sustainable culture, in line with the best global ESG practices in agribusiness.





**GEES maintains 30,480 hectares of Legal Reserves (RL) and 2,054 hectares of Permanent Preservation Areas (APPs),** which are in an advanced state of conservation, with structured native vegetation, a high diversity of species and the presence of mammals and birds that are sensitive to degradation. The reserves are interconnected with other forest fragments, forming ecological corridors that encourage the movement of fauna and flora between neighboring properties.

The APPs preserve springs and watercourses, protected by riparian forests and accompanied by surveillance systems and information signs. **The company carries out educational activities, periodic inspections and internal campaigns, promoting respect for the protected areas by workers and the surrounding communities.**



## IN 2024, GEES STEPPED UP ITS EFFORTS TO COMBAT FIRES WITH DIRECT MEASURES AND INSTITUTIONAL PARTNERSHIPS.

Through a responsibility agreement signed with SEMA (Maranhão State Secretariat for the Environment and Natural Resources) and the Military Fire Brigade, the company made a 4x4 vehicle available for the Maranhão State Zero Fires Program, operating between July and December.

This contribution reinforces the company's commitment to preventing forest fires, conserving the Cerrado and keeping communities safe.

Internally, the company has environmental surveillance cameras and promotes educational talks on burning, deforestation and environmental preservation. These actions are part of a clear policy of zero tolerance for illegal practices, including hunting, predatory fishing and unauthorized deforestation.



**GEES RECOGNIZES REGENERATIVE AGRICULTURE AS A STRATEGIC PILLAR FOR THE SUSTAINABILITY OF AGRIBUSINESS AND THE PRESERVATION OF THE BIOMES WHERE IT OPERATES.** BY ADOPTING PRACTICES THAT GO BEYOND CONSERVATION, THE COMPANY SEEKS TO PROMOTE SOIL REGENERATION, STRENGTHEN BIODIVERSITY AND INCREASE THE RESILIENCE OF PRODUCTION SYSTEMS.

## THE MAIN REGENERATIVE PRACTICES ADOPTED BY GEES INCLUDE:

- **The use of the São José System (SSJ), which promotes crop succession with a consortium of corn, sorghum and forage or leguminous species** (such as brachiaria, stylosanthes and crotalaria). This practice contributes to nitrogen fixation, improved soil organic matter and biological control of pests and diseases.
- The adoption of no-till farming with permanent cover, which protects the soil against erosion, **improves its physical and chemical structure and contributes to carbon sequestration.**
- Maintaining well-preserved Legal Reserve (RL) areas and Permanent Preservation Areas (APPs), forming **ecological corridors that favor local fauna and flora.**
- **The gradual reduction in the use of chemical inputs**, replaced wherever possible by biological practices, integrated pest management and crop rotation.

**THIS COMMITMENT TO REGENERATIVE AGRICULTURE REFLECTS GEES' LONG-TERM VISION,**  
WHICH SEEKS TO ALIGN PRODUCTIVITY, PROFITABILITY AND ENVIRONMENTAL CONSERVATION,  
PROMOTING A MORE RESILIENT, EFFICIENT AND SUSTAINABLE PRODUCTION MODEL.



## IN 2024, GEES ESTABLISHED 22 PRIORITY THEMES RELATED TO ITS ESG PILLARS (ENVIRONMENTAL, SOCIAL AND GOVERNANCE), WITH THE AIM OF CONSOLIDATING A RESPONSIBLE,

sustainable organizational culture integrated with the best market practices. At the end of the current cycle, the company is proud to report that all the themes have been the subject of attention and development throughout the year. Of these, 18 have already made concrete and consolidated progress, while the remaining four – although still in the evolution phase – began to be addressed in 2024, with plans for continuity in the coming years. The result reflects the company's commitment to the continuous evolution of its processes, policies and impacts.



### **The formal structuring of strategic committees**

(Ethics and Discipline, Positions and Salaries, Credit and Privacy), strengthening internal governance.



### **Progress in diversifying the energy matrix,**

with three plants generating their own solar energy and new expansions underway.



### **The implementation of robust compliance,**

integrity and whistleblowing programs, with broad coverage and ongoing training.



### **41 social actions focused on inclusion,**

equity and community strengthening, especially projects in partnership with Casa das Marias, APAEs and public schools



### **The promotion of the health, occupational safety and quality of life of its workers,**

with the establishment of workplace gymnastics and psychosocial assessment programs, as well as the modernization of people management with the “My HR” Portal.

**DESPITE THE SIGNIFICANT PROGRESS  
MADE, FOUR GOALS ARE STILL IN THE  
DEVELOPMENT AND DEEPENING PHASE**

with initiatives already underway. These themes reflect strategic areas that require greater institutional maturity and technical infrastructure and therefore remain priority fronts for the coming cycles. Below, we detail the progress already made, and the next steps planned by GEES on the following topics:

- 1** Progressive Formalization of the Consultative Governance Model.
- 2** Stakeholder engagement.
- 3** Mitigation of Greenhouse Gas (GHG) Emissions and Environmental Management.
- 4** Promoting professional development and strengthening people management.

# 1

## PROGRESSIVE FORMALIZATION OF THE CONSULTATIVE GOVERNANCE MODEL.

**The company's governance structure continues under the leadership of the Board of Executive Officers,** supported by a consultative governance ecosystem made up of companies, consultants and external specialists, who work on a recurring basis on strategic issues such as ESG, people development, risk management, operational efficiency and innovation.

**The adoption of a flexible advisory model, with documented processes,** external technical opinions and minutes of deliberations, guarantees GEES levels of control, supervision and compliance equivalent to those of companies with a formal board, in line with the best practices in Brazilian privately held agribusiness.

For the next few cycles, the company's goal will be to progressively strengthen and formalize this advisory model, expanding its scope, documentary structure and governance processes, ensuring even **greater robustness, transparency and alignment with the best market practices.**



## 2 STAKEHOLDER ENGAGEMENT.

**GEES maintains a solid, transparent and notorious relationship with its stakeholders**, the result of a consistent and long-standing performance in the sector. The company continuously develops a robust process of active listening and direct interaction with employees, suppliers, partners, local communities, trade associations and even competitors, building relationships of trust and mutual collaboration.

Among the various channels through which it operates, **we highlight its active participation in the main producers' associations**, such as APROSOJA-MA (Association of Soybean and Corn Producers of the of Maranhão State), APROSOJA-PI (Association of Soybean and Corn Producers of Piauí State) and FAPCEN (North Export Corridor Research Support Foundation), as well as its **strong presence at the main agribusiness fairs and events in Brazil**, where it promotes its brand and the brands it represents, consolidating its leading position in the market.

Although this engagement already takes place in an effective, consistent and widely recognized manner, the company is making progress towards structuring it according to the guidelines and methodologies recommended by the main global sustainability and ESG benchmarks. **The adoption of formal instruments, with a clear definition of channels, frequency**, material topics and feedback processes, is part of the strategic priorities for 2025, further strengthening responsible management, transparency and the alignment of expectations with its stakeholders.

# 3

## MITIGATION OF GREENHOUSE GAS (GHG) EMISSIONS AND ENVIRONMENTAL MANAGEMENT.

GEES consistently adopts sustainable practices that directly contribute to the mitigation of Greenhouse Gas (GHG) emissions and to environmental preservation. Among the main actions implemented are **the use of solar energy in operations, the adoption of regenerative agriculture practices, the systematic fight against fires and strict environmental management in all its production units.**

The company also has certified farms and strictly controls its preservation areas, including Legal Reserves (RL) and Permanent Preservation Areas (APPs). It is important to note that GEES maintains a percentage of Legal Reserve areas that are significantly higher than the minimum legal requirement, reinforcing its **commitment to biodiversity conservation, natural carbon sequestration, the protection of water resources and the maintenance of ecosystem services.**

**In terms of waste management, GEES adopts strict procedures for the environmentally appropriate disposal of pesticide and fertilizer packaging, fully complying with current legislation and best practice protocols.** As well as guaranteeing correct disposal in its own operations, the company guides, inspects and contractually requires its clients to adopt the same standards, assuming environmental responsibility throughout the entire production chain. This practice strengthens the culture of sustainability, shared responsibility and environmental risk management.

Advancing even further in socio-environmental governance, GEES is in talks with one of the leading global auditing and consulting firms to join a pilot project for the complete traceability of grains – from their origin in the plantation to their final disposal. **This project aims to meet the growing demands of international markets,** guaranteeing transparency, socio-environmental compliance, combating deforestation and validating the good practices adopted in production.

## 3 MITIGATION OF GREENHOUSE GAS (GHG) EMISSIONS AND ENVIRONMENTAL MANAGEMENT.

**Although the company does not yet have a formalized GHG emissions inventory or a structured compensation plan, it is already carrying out studies and initiatives in this direction.** However, the challenges still present in Brazil and on the global stage impact this process, such as the high costs involved, the scarcity of qualified and certified companies to audit, validate and certify these inventories, as well as the absence, to date, of clear and definitive regulations on the carbon market in the country, currently being debated in the National Congress and under construction by the Federal Government.

Aware of the strategic importance of this issue, GEES is closely following discussions and progress at both national and international level and **is preparing to take part in COP 30 (30th United Nations Climate Change Conference), which will be held in Brazil in 2025.**

The aim is to deepen its alignment with global best practices, closely monitor the guidelines that will guide the future of the carbon market, the energy transition and low-carbon agriculture, as well as positioning itself as an active agent in building climate solutions.

The formalization of the emissions inventory, as well as the adoption of compensation and reduction instruments, is part of GEES' strategic planning for the coming cycles, consolidating its role as **a company committed to sustainability, environmental preservation and the generation of value for future generations.**



## 4 PROMOTING PROFESSIONAL DEVELOPMENT AND STRENGTHENING PEOPLE MANAGEMENT.

**Promoting professional development and strengthening people management** - GEES maintains a strong commitment to developing and valuing its employees, recognizing that human capital is one of the fundamental pillars for the sustainability of the business and for generating long-term value. Over the period, the company promoted more than 44,000 hours of training, covering technical, operational, behavioral and safety training.

Even so, part of the planned qualitative targets, such as the formal structuring of career paths, the implementation of systematic performance assessment processes, skills management and the development of succession programs, remain under development. These actions remain a strategic priority in the 2025 cycle, in line with the plan to strengthen the culture of internal growth and continuous development.

**As part of this move, GEES has hired a People and Management Manager, a professional with extensive experience in the market,** recognized for his work in developing robust people management structures, organizational culture, leadership, succession and talent development. This hiring reinforces the company's commitment to professionalizing people management processes, retaining and developing talent and consolidating an increasingly inclusive, collaborative, safe and sustainable growth-oriented work environment.

**GEES reinforces its commitment to transparency, continuous learning and periodic review of its ESG** commitments, treating unfulfilled targets not as failures, but as maturing steps that require time, structure and institutional alignment for their effective implementation.

**SUSTAINABILITY IS AN ONGOING COMMITMENT THAT  
DEMANDS INNOVATION, DIALOG AND COORDINATED ACTION.**

**BY MAKING ITS PRACTICES, ACHIEVEMENTS AND CHALLENGES PUBLIC, GEES REAFFIRMS ITS ROLE  
AS AN AGENT OF TRANSFORMATION IN THE BRAZILIAN AGRIBUSINESS SECTOR. MAY THIS REPORT INSPIRE OUR  
STAKEHOLDERS TO CONTINUE WITH US TOWARDS A FAIRER, MORE PRODUCTIVE AND BALANCED FUTURE.**

**General Coordination:**



**Technical Support:**

Controlling, HR, Occupational Health and Safety,  
Environmental and Legal Teams - GEES S.A.

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***"New times with  
the same goals"***