

Newsletter 2025



Different is
how **we do it.**

Today, we are building the future we want for everyone.

In 2025, we continue to reaffirm our commitment to people and the future, always attuned to the values that guide us: innovation, social responsibility and sustainability. Making a difference every day, with actions that positively impact communities and the environment, CTA-Continental continues to build a safer and more prosperous future for all.

In line with our purpose of promoting a healthy, safe and respectful work environment, and in compliance with the terms of our commitment to the Public Prosecutors' Office of Labor (MPT), we maintain our focus on raising awareness among employees and integrated producers about health, safety and human rights.

We invest in educational programs, specialized training and social projects that make a difference in the lives of everyone involved in our production chain. Throughout 2024, we went further, putting into practice concrete actions that reinforce our social and environmental responsibility.

In this edition, we provide an overview of the main initiatives carried out in the second half of 2024 and the first half of 2025, reaffirming, once again, that different is how we do it.

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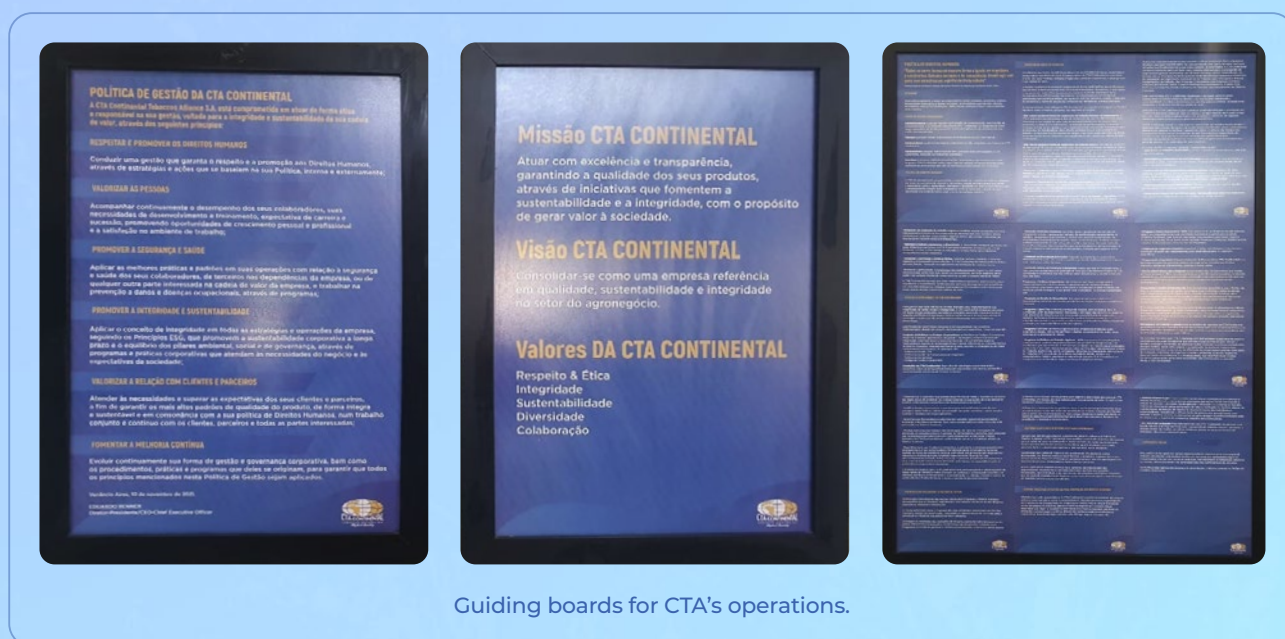
Management policy

As part of our ongoing commitment to sustainability and responsible management, CTA-Continental has implemented strategic actions to promote its Management Policy, Mission, Vision, and Values.

Employees were able to access the message through the company's internal and external channels, including the website, LinkedIn, Facebook, and, email.

In addition, information boards were installed in different areas of the company, highlighting the principles that guide CTA's operations.

This initiative, coordinated by the Sustainability area, aims to keep everyone aligned with the commitments made and reinforce the importance of each employee in complying with these guidelines.



Guiding boards for CTA's operations.

ESG Governance

All programs that are part of the social and environmental scope, such as Agricultural Practices (ALP) and Sustainable Tobacco (STP), for example, are under the ESG governance umbrella.

Every year, the company conducts an ESG training at the beginning of the farmer hiring period with all agricultural production teams, including all supervisors, who are responsible for providing technical guidance and monitoring the properties through the ESG digital platform, where over 800 items are monitored on each property.

The supervisors are also responsible for training farmers in the agronomic, social, and environmental pillars, on essential topics such as combating child labor, safe use of pesticides, fair working conditions and workers' rights.

ALP is an ongoing program that combines communication and monitoring to promote improvements in labor practices on rural properties. The criteria range from the eradication of child labor to encouraging health and safety in the farm, reinforcing CTA's commitment to

sustainability and social responsibility.

The company has a golden rule which covers six basic items that must be met during the hiring process for the harvest, otherwise the contract will not be executed. The six golden rules are: zero tolerance for child labor, agrochemicals storage in accordance with legislation, personal protective equipment for the application of agrochemicals for all farmers and workers on the property, harvest apparel for all producers and workers on the property, minimum accommodation conditions for permanent workers residing on the property, and the use of sustainable firewood for curing tobacco.

All of the company's agricultural supervisors are trained annually by the agricultural sustainability area to be the link between the company and farmers, providing technical guidance and monitoring the properties.

This action reinforces our commitment to promoting sustainability and safety in the farms, aligning agricultural practices with the program requirements and current legislation.



ALP promotional poster.

Permanent Control Mechanism for Tobacco Production - Due Diligence

CTA-Continental maintains its commitment to continuous improvement and governance of labor practices, ensuring dignified working conditions for its integrated farmers.

To this end, the Permanent Control Mechanism for Tobacco Production, also known as Due Diligence, was implemented. This system enables more precise monitoring of agricultural practices, through the ESG digital platform and

covers the Sustainable Tobacco (STP) and ALP programs, among other actions in the social and environmental pillars.

Through this mechanism, the company ensures that all its actions are aligned with elevated standards of social responsibility and sustainability, promoting an ethical and safe work environment.

Revitalization of the leisure area

At the beginning of 2024, the leisure area at CTA-Continental underwent a transformation to provide better moments of relaxation, integration, and well-being for employees.

Since then, the renovated space has made a difference in the daily routine, strengthening bonds and creating memories. In special content for social media, two employees, who are part of our history, shared their impressions: Maria Madalena and Cleni.

Our Executive Director, Angela Fischer, also spoke about the planning and goals behind the revitalization, highlighting the care taken in every detail to create a welcoming and functional environment.

This initiative reaffirms our commitment to doing things differently, taking care of the people behind CTA.



Campaign to combat child labor

In 2024, CTA-Continental launched the “Every child has the right to childhood” campaign, a movement that highlighted the importance of protecting children from child exploitation and ensuring a safe, healthy, and abuse-free environment.

The campaign was broadcast extensively in Rio Grande do Sul, Santa Catarina, and Paraná,

using radio, billboards, social media, banners on the website and posters at the company's units. This action reinforced CTA's commitment to promoting children's rights, encouraging awareness about the importance of offering children the freedom to learn, play and grow in a safe environment.

Outdoor



Poster



Digital cards



In 2025, CTA-Continental continues its commitment against child labor with the “Value Childhood, Protect the Future” campaign. Focused on awareness, the campaign highlights the importance of ensuring a safe, healthy, and exploitation-free environment for all children.

The initiative encompasses a media plan that includes radios, billboards, social networks and internal materials for the company's units in Venâncio Aires (RS), Araranguá (SC), Ituporanga (SC), Papanduva (SC) and Irati (PR). Its core

message reinforces the idea that the future begins with protecting children, promoting the right to education, leisure, and safety as essential pillars for a full and healthy development.

The campaign also features educational actions aimed at employees, integrated farmers and the community, reinforcing CTA's commitment to maintaining its practices aligned with the eradication of child labor, ensuring a fairer and more promising future for all children.

Outdoor

VALORIZE A INFÂNCIA E PROTEJA O FUTURO.

DIGA NÃO AO TRABALHO INFANTIL.

DENUNCIE O TRABALHO INFANTIL PELO **DISQUE 100**, PELA OUVIDORIA DA CTA, LIGANDO PARA **51 3793-2230** OU BUSCANDO AUXÍLIO DO CONSELHO TUTELAR DO SEU MUNICÍPIO.

12 de junho: Dia Mundial Contra o Trabalho Infantil

CTA-CONTINENTAL
TUBEROSOS E ALIMENTOS S.A.
Highland Specialty

sobe

Poster

DIGA NÃO AO TRABALHO INFANTIL.

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CTA-CONTINENTAL
TUBEROSOS E ALIMENTOS S.A.
Highland Specialty

Digital cards

A INFÂNCIA É A FASE DOS SONHOS.

VALORIZE-A E PROTEJA O FUTURO DAS CRIANÇAS.

DENUNCIE O TRABALHO INFANTIL PELO **DISQUE 100**, PELA OUVIDORIA DA CTA, LIGANDO PARA **51 3793-2230** OU BUSCANDO AUXÍLIO DO CONSELHO TUTELAR DO SEU MUNICÍPIO.

12 de junho: Dia Mundial Contra o Trabalho Infantil

CTA-CONTINENTAL
TUBEROSOS E ALIMENTOS S.A.
Highland Specialty

É PROIBIDO AOS MENORES DE 18 ANOS O TRABALHO:

- no processo produtivo, beneficiamento e industrialização do tabaco;
- no manejo e aplicação de agrotóxicos;
- na direção e operação de tratores, máquinas agrícolas e esmeris;
- em estabulos, currais e estrebarias sem condições de higiene e segurança;
- em silos ou qualquer outro ambiente com atmosfera tóxica, explosiva ou com deficiência de oxigênio;
- no corte da madeira e colheita de cítricos.

DENUNCIE: **DISQUE 100**, LIGUE PARA **51 3793-2230** - OUVIDORIA DA CTA, OU BUSQUE AUXÍLIO DO CONSELHO TUTELAR.

12 de junho: Dia Mundial Contra o Trabalho Infantil

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PROTEJA A INFÂNCIA DAS CRIANÇAS.

DIGA NÃO AO TRABALHO INFANTIL.

DISQUE 100, LIGUE PARA **51 3793-2230** - OUVIDORIA CTA, OU BUSQUE AUXÍLIO DO CONSELHO TUTELAR.

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12 de junho: Dia Mundial Contra o Trabalho Infantil

CARO PRODUTOR, É PROIBIDO AOS MENORES DE 18 ANOS O TRABALHO:

- no processo produtivo, beneficiamento e industrialização do tabaco;
- no manejo e aplicação de agrotóxicos;
- na direção e operação de tratores, máquinas agrícolas e esmeris;
- em estabulos, currais e estrebarias sem condições de higiene e segurança;
- em silos ou qualquer outro ambiente com atmosfera tóxica, explosiva ou com deficiência de oxigênio;
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DENUNCIE: **DISQUE 100**, LIGUE PARA **51 3793-2230** - OUVIDORIA CTA, OU BUSQUE AUXÍLIO DO CONSELHO TUTELAR.

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Life Dialogs

Life Dialogs are quick but extremely valuable meetings that take place periodically. In just 15 minutes, area managers share essential information with harvest workers, addressing topics that make a difference in their day-to-day.

Among the topics covered, human rights articles stand out. Throughout 2024, the articles were discussed, reinforcing our commitment to

promoting a safe, ethical, and respectful work environment.

More than an obligation established with the Public Prosecutors' Office of Labor, these moments are opportunities to reflect on our daily practices, strengthen the culture of respect and promote a more inclusive and conscious environment.



Human Rights Commission

Promoting a safe, fair and inclusive work environment is an ongoing commitment at CTA-Continental. To raise awareness about human rights, we perform strategic actions throughout the year, such as distributing informative cards on the International Human Rights Day and the National Day to Combat Slave Labor.

With educational messages and promotion

of our reporting channels, such as the CTA's Ombudsman and Disque 100 hotline, we reinforce our position in defense of everyone's rights.

Our Human Rights Commission is made up of professionals from different areas, committed to ensuring that every voice is heard:

Adriano Alflen

Regional manager of agricultural production and market (Ituporanga/SC branch)

Angela Regina Fischer

Executive Director

Cleberson Lazzari

Agricultural Production and Market Supervisor

Dieter Knak Filho

Sustainability Supervisor

Elisângela Ferreira

Administrative Quality Control Coordinator

Fábio Henrique Zinn

Warehouse Coordinator

Gilberto Bender

Executive Director Export

Gustavo Sciarra

Legal and Compliance Superintendent

Juliano Luis Glesse

Occupational Safety Manager

Karine Maria Sehn

Occupational Medicine Supervisor

Leila Cristina Wunsch

Sustainability Manager

Leandro Augusto Jaeger

Sales Director

Lucas Reus

Agricultural Production and Market Supervisor (Araquaruá/SC branch)

Luciano Weiss

Warehouse Coordinator

Neron Cesar Pauleski

Regional Agricultural Production and Market Manager

Nilson Adamcheski

Agricultural Production and Market Manager (Ituporanga/SC branch)

Angela Regina Fischer

Executive Director

Coordination of the Human Rights Commission



Human rights

In 2024, we identified the need to make the human rights topic more accessible and attractive to employees. The theme of SIPAT 2024 was conceived entirely around human rights. During this special week, we launched two actions with this objective.

Human rights crossword:

an interactive activity to reinforce knowledge about the articles, in a relaxed and educational way.



SIPAT passport:

each lecture was worth a stamp. Anyone who collected 3 stamps was entered in a special draw. Whoever completed the 5 stamps (every day of SIPAT) competed for an even bigger prize.



These actions reinforce our commitment to doing things differently, promoting a more conscious and inclusive environment that is connected to human rights values.

Human Rights Campaign

In May 2025, CTA-Continental launched the Human Rights campaign under the concept “Our foundation, our future”, reinforcing its commitment to promoting a fair, inclusive, and respectful work environment. This initiative adopted a more impactful and factual tone, highlighting the importance of consolidating practices that ensure human rights in all spheres of the company.

To give visibility to the campaign, exclusive materials were created that expanded the

reach of the message, including a launch video highlighting the values, as well as banners in the leisure area, creating an environment that reinforces the relevance of this topic daily.

One of the highlights of the campaign was a scaffolding with the institutional banner, strategically positioned, with the message:

“Scaffolds don’t rise on their own: they require effort, commitment, and collective responsibility. Likewise, the protection and strengthening of human rights depend on each individual. When

we respect, guarantee, and practice these rights in our daily lives, we are helping to build a fairer and safer society for everyone."

Posters were also displayed in strategic locations, visually reinforcing the campaign for the internal audience. In the digital environment, specific cards for social networks extended the reach of the message, and a banner on the CTA website secured a digital presence aligned

with the campaign concept. Additionally, a PPT presentation template was created to standardize our internal communication and maintain message coherence across all points of contact.

By investing in a broad and integrated campaign, CTA reinforces its commitment to promoting respect for human rights as a fundamental basis for a more just, respectful, and humane future.



Activation with scaffolding



Digital cards ↑ →



Poster



2025 SIPAT

Between May 19th and 23rd, CTA-Continental held another edition of the Internal Week for the Prevention of Accidents at Work (SIPAT), reinforcing its commitment to the health, safety and well-being of its employees.

With the theme “Health and safety go hand in hand”, the program included a series of activities that covered everything from accident prevention to actions focused on self-care and quality of life in the workplace.

The week began with a talk on Safe Behavior, followed by moments of relaxation with massage and haircuts offered by Instituto MIX. On Tuesday, the Mental Health Workshop provided a welcoming space to discuss emotional balance. Wednesday was marked by deep reflections in the lecture on harassment and discrimination, with specialist Gustavo Sciarra, in addition to the Guided Walk, promoting the physical well-being of participants.



On Thursday, the Safety Workshop provided practical guidance on how to make the work environment safer. To close SIPAT 2025, the Relaxation and Workplace Gymnastics workshop reinforced the importance of conscious breaks and self-care.

One of the visual highlights of the week was the scaffold with a banner installed in the internal area, with a message that reinforces the collective spirit of prevention:

“Scaffolds don’t rise on their own: they require effort, commitment, and collective responsibility.”

Just like scaffolds, workplace safety is built with everyone’s collaboration and SIPAT is a reflection of this joint effort. The active participation of employees was essential to the success of the event, consolidating SIPAT once again as a milestone to strengthen the culture of prevention at CTA-Continental.

We move forward together, building a safer, healthier and more respectful work environment for everyone.

2024 Dates

At CTA, each commemorative and awareness date is an opportunity to go beyond a simple publication. We like to reflect and act to build a more conscious and inclusive future.



SETTLER'S AND DRIVER'S DAY



SUICIDE PREVENTION MONTH



INTERNATIONAL DAY OF RURAL WOMEN



TOBACCO FARMER'S DAY



BLACK AWARENESS DAY



INTERNATIONAL HUMAN RIGHTS DAY

2025 Dates

In 2025, we have already started to amplify our voice on essential topics. In the first half of the year, we have already highlighted the following observances:



WORLD DAY AGAINST SLAVE LABOR



WOMEN'S DAY



WORLD WATER DAY



LABOR DAY



WORLD DAY AGAINST CHILD LABOR

Labor force hiring on rural properties

In 2025, a partnership between CTA-Continental and the National Rural Learning Service (Serviço Nacional de Aprendizagem Rural - SENAR) continued to be strengthened, reaffirming our commitment to the qualification of integrated producers and the development of the rural sector.

Throughout the cycle, 42 courses were held, with highlights including:

- **19 classes on the proper and safe hiring of labor on rural properties,**
- **4 editions of the special program Rural Women,**
- **2 courses on Soil and Fertility Management – No-Till Farming,**
- **17 classes on NR31, a standard that defines safety guidelines for rural work.**

In total, more than 500 farmers were trained, focusing on appropriate hiring practices, risk management in farms and compliance with legal requirements. The trainings directly contributed to building safer, more productive work environments that comply with current legislation.

At the same time, they strengthened the production chain in the state of Rio Grande do Sul, promoting the sustainable development of properties and valuing the role of farmers in the growth of the sector.

Our partnership with SENAR ensured a didactic and accessible approach, promoting the dissemination of technical knowledge and reinforcing a safety culture and responsibility in the farm.



Field training (SENAR Women)

In 2024, CTA-Continental took another important step towards valuing women in rural areas by promoting four editions of the Special Program Rural Women (RS and SC) and Women of Today (PR), in partnership with SENAR. This action aimed to develop skills in entrepreneurship, management, rural succession and women empowerment, reinforcing the leading role of women in decision-making and in the growth of their properties.

With a workload of 40 hours and content divided into five modules, which covered everything



from diagnosis and planning to production costs, viability and personal development, the training was offered in the cities of Irati (PR), Papanduva (SC), Central-West RS and South RS, between June 10 and August 2, 2024.

In total, around 135 women participated in the training, taking with them not only new technical knowledge, but also more autonomy for their daily lives, with their families and communities. This program reinforces CTA's commitment to building a more egalitarian and sustainable rural environment, where women's leadership is increasingly heard and valued.

In 2025, the program is ramping up, with five new courses scheduled in the states of Rio Grande do Sul and Santa Catarina, further expanding the initiative's impact.

Continuing education BNCC and Reggio Emilia

In 2025, the CTA-Continental School continues to invest in its educators, strengthening pedagogical practice with new approaches and methodologies. In 2023, the professionals participated in training sessions focused on key topics for child development.

Highlights included workshops on the implementation of the BNCC (Brazil's National Common Curricular Base) and practices inspired by the Reggio Emilia and Maria Montessori approaches. The training addressed the awakening of sensitivity, the creation of welcoming environments and the promotion

of diversity in the school setting.

In addition, a specialized training was held to broaden educators' perspectives on students' needs, fostering a more inclusive environment that is attentive to each child's individual characteristics.

Based on these learnings, the School built the Pedagogical Studio, a dynamic and sensorial space that encourages exploration, autonomy and creativity, reinforcing CTA's commitment to quality early childhood education.

Training of the Child and Adolescent Protection Network

On August 16, 2022, CTA-Continental offered training aimed at the child and adolescent protection network in the municipalities of Venâncio Aires, Boqueirão do Leão and Passo do Sobrado. Under the topic "Networking: what are our challenges?", the workshop was attended by experts who promoted a conversation on social protection and strategies to combat child sexual abuse and exploitation.

The program included lectures with Luisa Helena Schwantz de Siqueira (sociologist and

social project consultant), Vinícius Lourenço de Assunção (chief of police of the DPPA of Venâncio Aires and Boqueirão do Leão), and Vivian Laube (journalist and specialist in non-violent communication).

This action reinforced CTA's commitment to supporting initiatives that raise awareness about the rights of children and adolescents, strengthening the social protection network.

Rural Women

In March 2023, CTA-Continental sponsored and participated in the 29th Intermunicipal Meeting of Women of the Center-Serra region of RS, held in Sobradinho and promoted by the Rural Women Workers Association.

The event brought together more than 4,000 women, addressing issues related to

the challenges of family farming and the important role of women in the rural sector. During the action, CTA distributed hand fans with the 12 rights of women according to the UN, reaffirming its commitment to valuing and promoting women participation in rural environments.

Rural Youth

To encourage young people's engagement in family farming, CTA-Continental supported the 1st Rural Youth Seminar of Cerro Branco, held in November 2023. Organized by the Association of Rural Workers and Family Farmers Unions of the Vale do Rio Pardo and Baixo Jacuí Union Region, the event brought together young

farmers from 16 municipalities of the central region of Rio Grande do Sul.

The program highlighted the importance of staying in the countryside and encouraged the adoption of sustainable practices, promoting a future that is more connected to the land and agribusiness.

Farmer training

Every year, as part of ESG governance, 100% of the hired farmers are trained, focusing on priority topics for 2024, such as child labor, proper use of personal protective equipment – PPE for applying pesticides, prevention of green tobacco sickness – GTS, correct use of the pesticides recommended for the tobacco crop, labor rights and standards, and use of sustainable firewood for curing tobacco.

The action involved integrated farmers, their spouses and other members of the properties, reinforcing a collaborative and preventive approach to agricultural practices. This training was essential for sharing information about safety farming, contributing to the adoption of more responsible and sustainable practices.



Environmental Responsibility Program – Protection and Recovery of Springs

CTA-Continental reaffirms its commitment to the preservation of natural resources through its Environmental Responsibility Program, which since August 2022 has supported the recovery of the Castelhana stream, in Venâncio Aires. This initiative involves the provision of labor and materials for the recovery of springs, in addition to technical support to ensure the sustainability of the water sources.

The program benefits families of integrated farmers, both rural and urban, promoting access to quality water and better hygiene and basic sanitation conditions. In addition to practical actions, CTA-Continental invests in the ongoing communication of initiatives. Monthly advertisements are published in the Folha do Mate newspaper, highlighting the project's progress and impacts, in addition to strengthening the company's stance as an active agent of environmental preservation.



In 2023, a video was produced to showcase the project's actions, demonstrating in a clear and accessible way the positive impact of the initiative on the lives of local communities. In 2025, we will continue to post advertisements, on a half page and in a special section of the newspaper to keep raising environmental awareness and promoting the company's sustainable practices.

In 2024, the project recovered 13 springs of the Castelhana stream, directly benefiting more than 31 families. For 2025, the company reassessed its strategy with the aim of reinforcing its legacy for future generations, combining the recovery of springs with educational and social purposes.

Seedling Project

In a scenario marked by environmental challenges, CTA-Continental continues to make progress with the Seedling Project, an initiative that joins forces with UNISC University to restore the banks of the Castelhana stream. Focused on the recovery of degraded areas and the preservation of water resources, the project uses natural engineering techniques to mitigate the impact of erosion and promote local sustainability.

In 2024, a new video of the Seedling Project was released. The operating licenses with FEPAM were regularized and the engineering works for the recovery and revitalization of the Castelhana

stream banks began in April 2025.

In addition to revitalization actions, Seedling also strengthens our commitment to instruct riverside communities on more sustainable agricultural practices, encouraging crop diversification and the adoption of solutions that respect the environment.

In 2025, integrated farmers will have the opportunity to participate in Field Days, an event designed to share experiences and explore new strategies to preserve the soil and ensure the longevity of agricultural activities in the region.



Seedling Project Video

CTA produced a new video to demonstrate the progress of the Seedling Project, an initiative aimed at the recovery of riparian forests and slopes in the Rio Pardo Drainage Basin (RS).

With actions aimed at revitalizing the Castelhana stream — responsible for around 95% of the water consumed in Venâncio Aires — the project remains strong in 2025, even after the impacts of the floods of May 2024.

The video presents before and after images of the affected area, highlighting the results of environmental preservation actions and their benefits for the local community. Furthermore, it reinforces our ongoing commitment to preserving the ecosystem and promoting sustainable agricultural practices in partnership with rural producers.

Sowing the Future Project

CTA-Continental supports the Sowing the Future Project, an initiative by Radio Venâncio AM that seeks to raise awareness among elementary school children about the importance of environmental preservation.

This action was carried out during the Environment Week, between June 5 and 14, 2024, and included schools from the municipal, state, and private networks, including institutions located in rural areas of the municipality.

With a playful and educational approach, the project offered interactive activities such as a giant board game, an environmental quiz and the distribution of native tree seedlings. The children had a fun learning experience, being encouraged to reflect on everyday attitudes that contribute

to a more sustainable future. One example was a board game space that rewarded players who collected plastic bottle caps for a social project, allowing them to move forward 5 spaces in the game.

The program included activities in the morning and afternoon shifts, involving between 5 and 6 schools in the region. By combining communication, education and the environment, the project strengthened the connection between information and social transformation, bringing knowledge and awareness to new generations.

CTA is proud to support this initiative and believes that it is through education that we plant the seeds for a more responsible, conscious and sustainable future.

AgroTop Program

In 2025, the AgroTop program continues to be one of the main pillars of CTA-Continental to promote good agronomic, social, and environmental practices among integrated farmers. This initiative aims to provide technical knowledge and build strategic improvements on rural properties, promoting a more

sustainable and profitable agricultural model.

The program supports farmers in adopting practices including the protection and recovery of springs, the conservation of native forests, the responsible use of legal and traceable biomass, and the implementation of occupational health



and safety measures. Furthermore, AgroTop promotes energy self-sufficiency, contributing to a more sustainable agricultural sector aligned with market demands.

CTA-Continental reinforces its commitment to farmers' development, providing technical support and training opportunities so that each one can leverage their potential and increase their profitability in a responsible and sustainable way.



CultivA App

In June 2025, CTA-Continental launched an update to the CultivA App, offering new a feature that promises to revolutionize agricultural marketing. With AgroTop+, farmers can now register perishable products, such as fruits and vegetables, making it easier to sell to other locations and expanding the reach of their production.

Additionally, the tool allows farmers to indicate the available quantity and location, enabling direct connection with potential buyers. Everything in a simple, practical and digital way.

To demonstrate how this feature is already impacting the routine of farmers, CTA produced a special video with partners who work in the sale of strawberries. The video included real images of the app being used, which show how easy it is to register and sell products.

Keep an eye out and see how innovation is transforming the countryside.



Basic Sanitation Project

In 2025, CTA-Continental produced a video to advertise its Basic Sanitation Project, an initiative that aims to transform the reality of tobacco-growing families integrated with the company, bringing better health and quality of life to the countryside.

This project, developed in partnership with Imperial, consists of the installation, free of charge, of equipment that guarantees the proper disposal of human waste from rural properties, contributing to environmental preservation and the well-being of the community. In 2024, 30 devices were installed, directly benefiting more than 130 people.



In the video, it is possible to see the project's positive impact through images of the families involved, who now have biodigesters that treat water in an environmentally responsible way, without unpleasant odors and with safe treatment of waste.

Expected to be expanded in 2025, this initiative aims to reach 400 beneficiaries, reinforcing CTA's commitment to promoting sustainable social and environmental actions, monitored by our ESG platform, which tracks the progress of improvements in a continuous and structured manner.

Book donation – Community library

Reading has a transformative power, and now it is even more accessible at CTA-Continental. With the Open Shelves project, you can donate a new or used book and take another one to read. The community library is located in the leisure area and it works in a simple way:

To donate: hand out the book to the Sustainability department or to a ComparTilhAr volunteer.

To read: just choose a title from the shelf, enjoy reading it and, when you're done, return the book so that other colleagues can enjoy the same book.

Important: it is not mandatory to donate a book in order to borrow one. We want everyone to have access to reading!

Donate knowledge, share stories and take advantage of this new initiative that will make a difference in our work environment.



Book Day Chat

To celebrate the World Book Day, ComparTilhAr hosted a special chat with Sandra Knudsen, occupational physician and curator of the “Friendly Pages” reading club.

With the theme “Reading is also healing”, the meeting took place on April 23, 2025 and was an opportunity for employees to reflect on the

power that stories have in their daily lives, in order to relax, learn and gain inspiration.

The conversation was marked by inspiring stories about the importance of reading and tips on how to include this habit in your daily life.



Solidarity *feijoada*

In October 2024, the members of the ComparTilhAr project came together in another special action: Solidarity Feijoada. With a noble purpose, all profits from the event went to Associação Esperança Azul, in Venâncio Aires, which performs an essential work for the community.

More than just a typical dish, feijoada has become a symbol of solidarity and unity, showing that different is how we do it, and that includes extending a helping hand to those who need it most.

We thank everyone who participated and contributed to this important cause.

In this edition, R\$ 11,005.00 was donated to the Association. We thank everyone who participated and contributed to this important cause.



CTA Charity Thrift Sale

In 2024, the Charity Thrift Sale was a success, raising more than R\$ 3,000.00 for social causes. Of this amount, R\$ 2,000.00 was donated to Associação Esperança Azul, in Venâncio Aires, which supports more than 120 autistic people and their families through voluntary work.

The remaining amount was used to purchase supplies for people in vulnerable situations, reinforcing our commitment to doing things differently and positively impacting the community.

In addition to the donation, the association also held a Country-style Brunch in the São Lucas Community hall to raise more funds and keep the projects active.

Following the previous year success, the 2025 Charity Sale raised R\$ 5,510.00 for social causes. This amount will be donated to the Women's

League Against Cancer in Venâncio Aires/RS, as a way of supporting the essential work they carry out.



Bottle Caps for Good

Once again, the collaboration of the company's 23 departments was key to the success of this initiative in favor of a worthy cause: collecting plastic bottle caps.

In 2023, with the joint efforts of volunteers, we managed to collect 249.11 kg. In 2024, we collected 88.8 kg of bottle caps, a result that reinforces the strength of our internal community.

These bottle caps were donated to the Venâncio Aires League Against Cancer, which uses the funds generated by recycling for their many internal actions. A simple gesture that, combined with collective effort, made a difference in the lives of people.

We remain strong in our purpose of doing things differently and transforming everyday actions into opportunities for positive impact.



In 2025, we maintained the campaign. We donated 96 kg of Bottle Caps for Good to Associação Esperança Azul, on June 5th - World Environment Day.

ENVIRONMENT WEEK

Inauguration of the weather station

On June 5, 2025, World Environment Day, CTA took another important step in its environmental responsibility journey with the inauguration of a weather station installed within its premises, close to the Inputs department. The action is under the scope of the Seedling Project.

The station is part of a network of 13 meteorological equipment distributed across the Rio Pardo and Taquari river Valleys, with the aim of strengthening weather monitoring in the region. The initiative emerged as a response to the extreme weather events that happened in May 2024, and directly assists the Civil Defense to prevent future catastrophes.

In addition to its strategic importance for regional safety, the station installed at CTA will also provide direct benefits to the business.

Through the automatic collection of weather data by the Elisium software, it will be possible to:

- **more accurately predict the occurrence of fungal diseases and pathogens (through leaf wetness monitoring);**



- **measure wind speed and direction for the safe application of pesticides;**
- **more efficiently estimate crop yields based on data such as solar radiation, air and leaf temperature, atmospheric pressure, and rainfall.**

The data will be available for querying by strategic areas of the company, thus improving decision-making within the AgroTop Program.

This is one of two weather stations installed in Venâncio Aires, which reinforces our commitment to sustainability and technological innovation.



Conscious Cycle Lecture

Awareness raising and knowledge sharing marked the “Conscious Cycle” lecture during the Environment Week.

On June 6, 2025, CTA employees attended a special lecture with environmental engineer Débora Leonhardt da Silva, a consultant at Sulpel. The meeting was part of the Environment Week and centered around the theme “Conscious cycle: everyone’s role in the circular economy”.

With two sessions held at the CTA Training Center, the talk invited participants to reflect on how their choices impact the life cycle of natural resources, reinforcing that every action, whether at work or at home, can help build a more sustainable future.

It was a moment of exchange, learning and awareness, which reinforces CTA’s commitment to responsible practices and building a positive legacy for the planet.



Conexão 105 Show - Radio Terra

On World Environment Day, June 5, the CTA headquarters hosted a special broadcast of the Conexão 105 Show, on Radio Terra FM. During a live show of two hours, we talked about actions that reflect our commitment to a more conscious and sustainable future.

Check out the topics covered:

- **Seedling Project:** initiative that encourages the planting of native seedlings and provides environmental education in communities.
- **Springs Project:** aimed at the recovery and protection of springs, ensuring the preservation of water resources.
- **Basic Sanitation Project:** actions to build sanitary infrastructure in rural communities, promoting health and dignity.

- **Donation of Bottle Caps for Good:** official delivery of the plastic bottle caps collected by our employees, transforming waste into social support.

- **Inauguration of the weather station:** new equipment that improves weather monitoring and supports decision-making in the countryside.

- **Launch of AgroTop+ on the CultivA App:** a new feature that connects farmers to extra income opportunities in a simple and digital way.

It was a moment of exchange, appreciation and reinforcement of our role in building a better world. Our sincere thanks to everyone who took part in this special program.



Women's Day

On March 6, in celebration of International Women's Day, CTA organized a special moment to recognize and support the women who are always at the heart of everything we do.

During the lunch break, the Training Center was transformed into a welcoming space, where participants were able to experience a special yoga class, with stretching, breathing and guided meditation practices. A moment to relax and reconnect with your own body and mind.

This initiative reinforced CTA's commitment to the well-being and recognition of the women who help shape our story every day.



Hearing Conservation Program

In 2025, CTA-Continental strengthened its Hearing Conservation Program (HCP) through new investments aimed at employees' auditory health. The mapping of noise levels in the Industrial Processing sector was updated to ensure that scheduled breaks continue to be carried out effectively. These breaks are monitored through an access card system,

ensuring that employees have the necessary time for auditory rest in areas of higher sound exposure.

This initiative reflects the company's commitment to promoting a safer and healthier work environment.

Individualized monitoring

CTA continues to closely monitor the health of employees with hypertension, diabetes, and uncontrolled diabetes, expanding the "I Care for My Health" program in 2025 to include support for overweight and obese employees. The goal is to improve physical mobility and functionality, enhance job satisfaction, and prevent long-term complications associated with chronic diseases such as heart attack, stroke, limb amputation, and diabetic kidney disease. In addition to clinical and individual consultations, which

provide support, education, and guidance, group sessions are held with a multidisciplinary team to assess participants' motivation for lifestyle changes and their understanding of the reasons behind the necessary adjustments. We believe that this program offers many benefits to employees and the company, in line with CTA's management policy.

Support for Pregnant Employees

Understanding the importance of protecting life and recognizing the role of women in both work and family settings, CTA aims to provide care, guidance, and support to employees during pregnancy through the “CTA Pregnant Women” program. This program benefits all active employees, both permanent and seasonal, who submit proof of pregnancy to the company’s Medical Department. Pregnant employees receive special care at CTA-Continental.

As a way of supporting women during pregnancy, several initiatives will be developed.

Extra snacks: two extra snacks will be served per day free of charge. One in the middle of the morning shift and another in the middle of the afternoon shift. Snacks will be elaborated by a nutritionist and served at the company’s restaurant.

Workstation assessment: conducted by a physical therapist, with the aim of providing postural guidance and reviewing/adjusting workstations.

Outpatient follow-up: provided daily by the company’s Medical staff, made up of doctors, nurses and nursing technicians.

Transportation for medical appointments: pregnant employees who have a medical appointment during working hours will be transported by the company route between the workplace and the clinic or medical facility.

In 2024, we launched group sessions for pregnant employees with the aim of answering questions and providing guidance on basic physical and mental health care.



Ombudsman channels

In 2025, we continue to reinforce our commitment to transparency and active listening.

At CTA-Continental, every opinion matters, whether it’s a compliment, suggestion, complaint

or criticism. It is by listening to you that we continue to do things differently and improve our practices.

Contact the ombudsman

Phone: (51) 3793-2230

Email: ouvidoria@cta.com.br

Form: Incident Report, available at the Sustainability department

In person: at the Sustainability department

For complaints or information about human rights, **call 100**, available 24/7.


New Institutional Campaign

In June 2025, CTA launched its new institutional campaign, highlighting the concept “Different is how we do it”. With a focus on showcasing the company’s broader impact, not only through its operations, but also within the community, the campaign will adopt a macro approach, highlighting the collective and the transformation driven by the business.

This initiative follows the commemorative campaign for CTA’s 30th anniversary, which in 2024 carried the message “People inspire us to make a

difference,” reinforcing the vital role people play in shaping the company’s journey. Over the last few months, audiovisual materials were created, celebrating three decades of impact and connection with the community.


Now, CTA is broadening its perspective, highlighting its commitment to innovation and social responsibility through audiovisual content that will be shared throughout the coming year. Stay tuned and follow this new chapter in our history.



Our way of doing things carries history, impact, and people.

In the farm, the industry, on the city streets.
Where CTA – Continental is present, there is development, there is opportunity, there is transformation.

Over the years, we have been building genuine connections with those who walk alongside us and that is what drives us: *doing things differently*, creating impact and continuing to strengthen the tobacco supply chain and the lives of everyone involved in it.

 **Fazer diferente é nosso jeito de fazer.**

Doing what needs to be done is part of the business.
But doing things differently...
That's what turns it into purpose.

At CTA-Continental, each project is born from a concern.
To seek a better, fairer, more efficient path.

Doing things differently is thinking big.
It means delivering results that go beyond numbers and reach where it really matters: the farm, the industry, the communities, the lives of people who connect with what we do.

It is about building solutions that respect time, nature, work, and innovation.

It means being present where few are able to reach and transforming realities with consistency and responsibility.

We are not driven by what is the easiest, nor by what has already been done.

We are driven by what needs to be done and how we choose to do it.

Because doing things differently is no exception. It's our way of doing things.

We advance together making a difference.

Thank you for taking the time to read our newsletter.

2025 is just beginning, and we have many incredible projects and actions ahead.

We count on each of you to continue making a difference in our industry, building a more sustainable, inclusive future that is connected to our values.

Let's make this year a remarkable chapter in our history - together.



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