

Annual Sustainability Report 2024



Index

Click and navigate through the chapters.

Jonas Brunetto

Agronomy Advisor

3 Welcome

48 For People

10 Who we are at CTA

63 For Communities

20 Through the Value Chain

68 For the Future

33 For the Environment

69 GRI Content



Welcome

GRI 2-1, 2-2, 2-3, 2-5, 2-14

Welcome as you join us to get to know, understand and walk alongside CTA Continental.

This Annual Sustainability Report brings together what we have lived and built throughout 2024, a year of celebrations, challenges, and achievements. On the occasion of CTA's 30th anniversary, people inspire us to make responsible decisions and establish lasting relationships, with the commitment to persist in doing with consistency what we say with clarity.

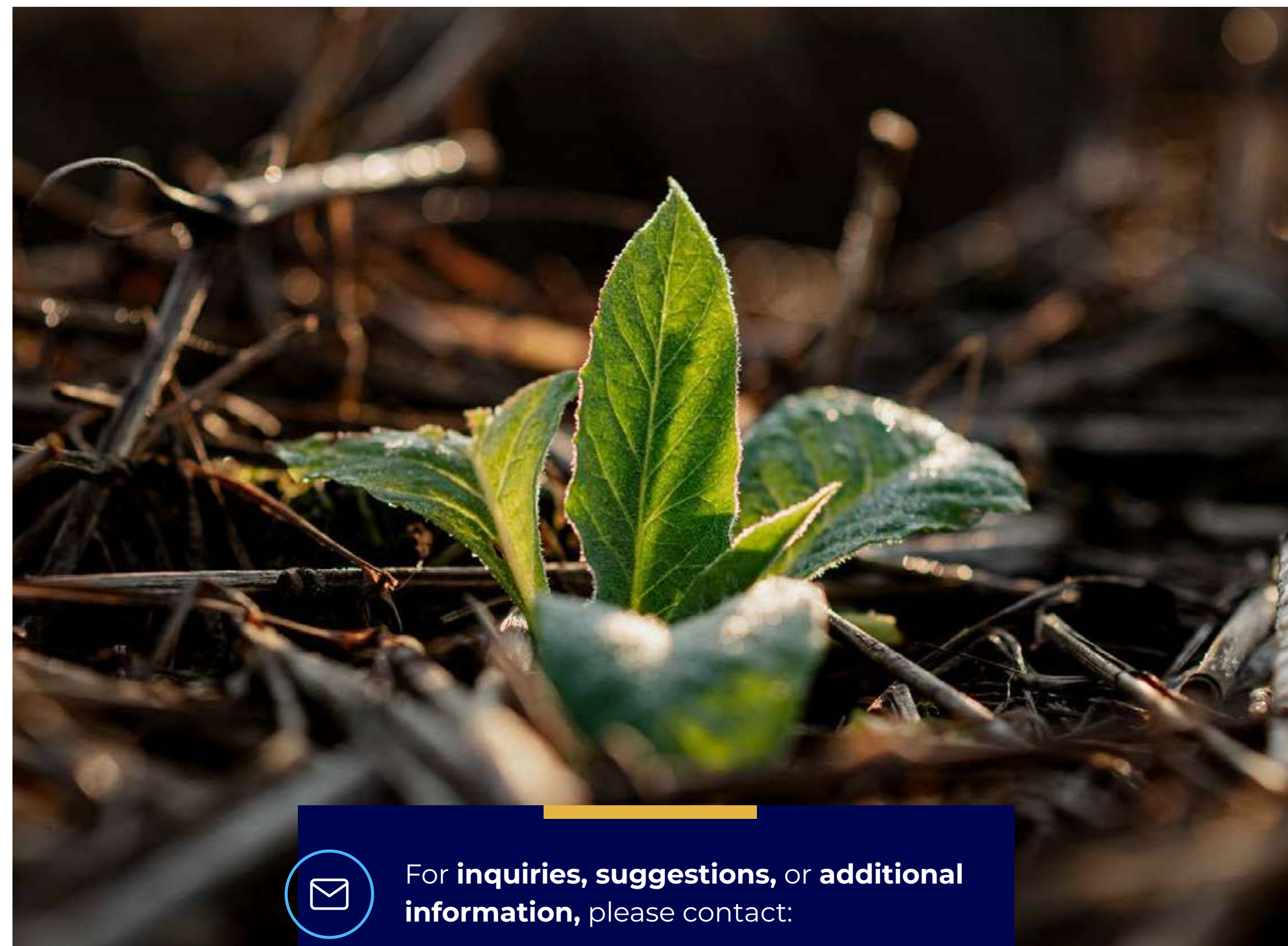
Here, you will find more than just indicators and goals. You will find real choices, made by people who believe in what they do, from farmfields to industry, from daily decisions to long-term strategies.

At CTA, sustainability is practice, proximity, and shared responsibility. Year after year, our strategy directs investments toward sustainability and the development of human capital.

This is the 3rd report published by CTA in this format, following the guidelines of the Global Reporting Initiative (GRI), 2021 version, and presents information related to the period from January 1 to December 31, 2024. It refers to our operations in Brazil, with a focus on the headquarters located in Rio Grande do Sul and its subsidiaries.

The information presented in this report was consolidated by the areas responsible for managing the actions and validated by CTA's Executive Board, which closely monitors material topics, strategic indicators, and the evolution of our Environmental, Social, and Governance (ESG) performance, in addition to reporting them to the Board of Directors. The accounting data was audited by an independent firm, and the information on Greenhouse Gas (GHG) emissions was audited by the Brazilian Association of Technical Standards (ABNT) for the first time.

Everything you will see next is part of a journey built with commitment and responsibility.



For **inquiries, suggestions, or additional information**, please contact:

sustentabilidade@cta.com.br

Message from leadership

GRI 2-22

In 2024, CTA Continental celebrated 30 years of history. Three decades of relationships built with integrity, respect, and commitment to the people who are part of our journey: farmers, employees, partners, clients, and communities. More than a milestone, this was a year of challenges and also a confirmation of the strength of our culture, our responsibility, and the resilience that has brought us here.

The scenario was challenging for the tobacco sector as a whole. Climate instability directly affected crop productivity and required quick responses in a context of rising costs, reduced supply, and new marketing models. But CTA responded with what it values most: agility, closeness with farmers, and a culture of responsibility embedded in all our decisions.

Even in the face of difficulties, we maintained our commitment to sustainability. We intensified our social and environmental actions in the field, expanded the use of digital tools to ensure traceability and transparency, strengthened internal governance policies, and took another important step with the structuring of our legal department, focused on risk prevention and providing strategic support for the company's decisions.

We also reinforced our commitment to people's well-being. We were close to our employees and farmers in critical moments, acting with empathy and responsibility in the face of floods and the economic and social impacts of the climate crisis, which brought many challenges to southern Brazil. We honored our contracts and took care of our business based on actions, not just words.

"We evolved with resilience and investments in sustainability, and in our human capital's development."

Eduardo Renner

President/CEO



We continue to understand sustainability as an irreversible path. Because it is no longer a competitive advantage, but the bare minimum required to remain relevant and resilient in the global market. And that is why we look to the future with bravery, taking on increasingly ambitious commitments in traceability, information security, social responsibility, and environmental preservation.

We are strengthening governance, connecting strategy to data, and evolving without losing the essence that has always guided us: to be an agile, human company committed to a legacy of positive impact.

We invite you to explore, in the following pages, the milestones, challenges, and lessons of 2024.

We hope this reading reinforces the trust we have built together — and inspires the next steps of our journey.

*Daniel
de Moura
Barbosa*

Vice President/
CFO

*Irineu
Alfonso
Henn*

Vice President/
COO



In **2024**
we were
even more
connected
to the field.



Click and navigate through the topics.

We generated
an even greater
positive impact in
our surroundings.

30 rural properties received complete
sanitary improvements, impacting **200**
people directly, in the **3** states of
southern Brazil.

13 river springs recovered,
enabling access to quality water
for **33** families.

7,500 fruit tree seedlings
planted on the properties of
integrated farmers.

We contributed to **8**
philanthropic
organizations in our
community.

We strengthened
voices in the field,
with exclusive
initiatives for rural
youth and women.

*Zonas
Brunetto*

Agronomy
Advisor



An average of **6 visits** to
tobacco farmers per year.

100% of integrated tobacco
farmers assessed.

5% of assessed tobacco
farmers were involved in
corrective actions.

10% of the tobacco supplier
base audited according to ESG
criteria.

We improved the
Cultiva APP.

Over 60% of CTA's
tobacco producer base
connected.

Over 42 training sessions
offered to farmers, in partnership
with the National Rural Learning
System (SENAR).

*Gelson Ferdinando
Limberger*
Rural Producer

*Francemar
Bernardy*
Agronom Advisor





Click and navigate through the topics.

We made progress in our strategies to **reduce operation's environmental impacts.**

100% renewable electricity in the headquarters.

99.9% of waste sent to recycling operations or other material recovery processes.

Over 210 tons of tobacco dust repurposed.

We made progress in collecting **GHG emissions** data associated with tobacco production, with integrated farmers' self-reported data monitoring conducted through CTA's sustainability app.

We conducted the first external verification and publication of the GHG emissions inventory in the Public Emissions Registry of the **Brazilian GHG Protocol Program** and obtained the **Gold Seal**.



We enhanced our governance and management.

We created the **Information Security Management Committee**.

We internalized our **legal structure**.

We improved the **ConeCTAr Program**.

We strengthened our **internal community.**

2,117 people built a welcoming, collaborative, and respectful environment.

100% of employees had access to training on human rights, diversity, and on moral and sexual harassment.

We assessed and improved the **benefits** provided to employees.

A sample of **514** employees responded to the questionnaire on health and safety risk perception at work.

We resumed follow-up and **prevention** groups for employees with hypertension and diabetes, in addition to starting a support and guidance group for **pregnant** employees.

Alexsandra Andreia de Souza
Supplies
Procurement
Analyst



Our commitment to sustainability



We are a company that **grows with its feet in the filed, decisions in the present, and long-term commitments.**

We decide from here. We act with autonomy. And we choose to face challenges with **agility, responsibility, and trust.**

Our acting way starts with **people**. With those who plant, guide, process, purchase, sell, transport, care for, monitor, and improve.

It is through our closeness to each **producer, employee, and partner** that sustainability happens, with active listening, common sense, and respect.

We take care of what sustains life: We take care of what sustains life: the water that irrigates, the soil that nourishes, the firewood that heats, and the forests that purify. And we act with resilience in the face of a changing climate, **adopting clean, responsible, and sustainable solutions.**

We value those who are with us, because **engaged people contribute, develop, and grow.**

And where CTA is present, there is also care, knowledge, technical support, and investment that **strengthens the entire communities.**

We make real commitments, with clear **indicators, goals, and a willingness to evolve.**

We firmly uphold our commitment to traceability, integrity, and innovation, essential pillars to ensure quality with responsibility. **Because what drives us is not following trends but acting with consistency.**

People inspire us to make a difference, and it is with them that we move forward, with our **feet in the field and our eyes on the future.**



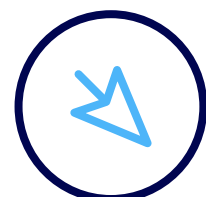
Material topics

GRI 2-29, 3-1, 3-2, 3-3

At CTA, we understand that doing things differently requires listening, consistency, and a keen eye on what really matters. That's why, in 2022, we defined the social, environmental, and governance topics that guide the company's strategy, involving internal areas, leadership, and the stakeholders closest to our business.

The definition of material topics is the result of a combination of our strategic vision, the operational challenges we face, the impacts we generate, and the expectations of the stakeholders we engage with. The listening and validation process involved representatives from technical areas, the board of directors, the field, farmers, the community, customers, and suppliers.

The material topics reflect our commitment to responsible management, connected to the reality of our operations and aimed at creating a positive impact across the entire value chain. They guide our sustainable strategy, structure the company's commitments, and define the priorities for investment, monitoring, and reporting.



For more information on the definition of material topics, [click here](#).



Jaina Eduarda
Bandeira Ferreira

Blender Operator

Robsson Daniel
Castro da Silveira

Blend Desk Assistant

Leonardo de Oliveira

Blend Desk Coordinator

We are CTA

Marcus Andre Temp

Blend Desk Suplier

Sherlen Karine
Schereda Bairos

Balance Operator

A company with roots in the countryside and a forward-looking vision.

GRI 2-1, 2-6

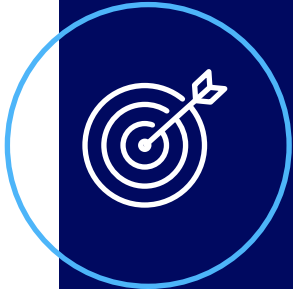
We are CTA Continental Tobaccos Alliance, a company with over 30 years of experience in the processing and sale of tobacco, with a focus on quality, responsibility, and a genuine commitment to people — from the countryside to the industry, from local relationships to the global market.

Our business model is based on close relationships with producers, technical support from cultivation to delivery, and operational excellence throughout the entire supply chain. We closely monitor every stage of the tobacco production chain.

We work with integrated producers, offer continuous technical assistance, and carry out the purchase, processing, and storage of tobacco until its commercialization in the national and international markets.

Our operations connect the countryside to the market with responsibility and commitment. More than ensuring efficiency, we aim to create value at every step of this journey — promoting good social, environmental, and agronomic practices that directly impact income, quality of life, and the sustainability of the entire production chain.

With local decisions, strategic action, and a constant commitment to traceability and integrity, we continue to build a solid trajectory — made by people and for people.



Our mission

To operate with excellence and transparency, ensuring the quality of our products through initiatives that promote sustainability and integrity, with the purpose of creating value for society.



Our vision

To establish ourselves as a reference company in quality, sustainability, and integrity in the agribusiness sector.



Our values

Respect & Ethics, Integrity, Sustainability, Diversity, and Collaboration.



CTA presence

GRI 2-1, 2-6

We work with the processing of **Virginia Flue-Cured Tobacco**, **Burley Barn Tobacco**, and **Common Barn Tobacco**.

Our products:

- Strips** (mechanically stripped leaf)
- Hand Strips** (manually stripped leaf)
- Loose Leaf**
- Butted Loose Leaf**
- Wrappers**
- Bundles**
- Fermented Tobacco**
- Stem and Fibers**
- Small Lamina / Fines**

Our Units

Integrated Rural Farmers

We operate in over **250** cities in the **3 states** of southern Brazil.

Irati | PR

Technical assistance and tobacco procurement.

Papanduva | SC

Ituporanga | SC

Araranguá | SC

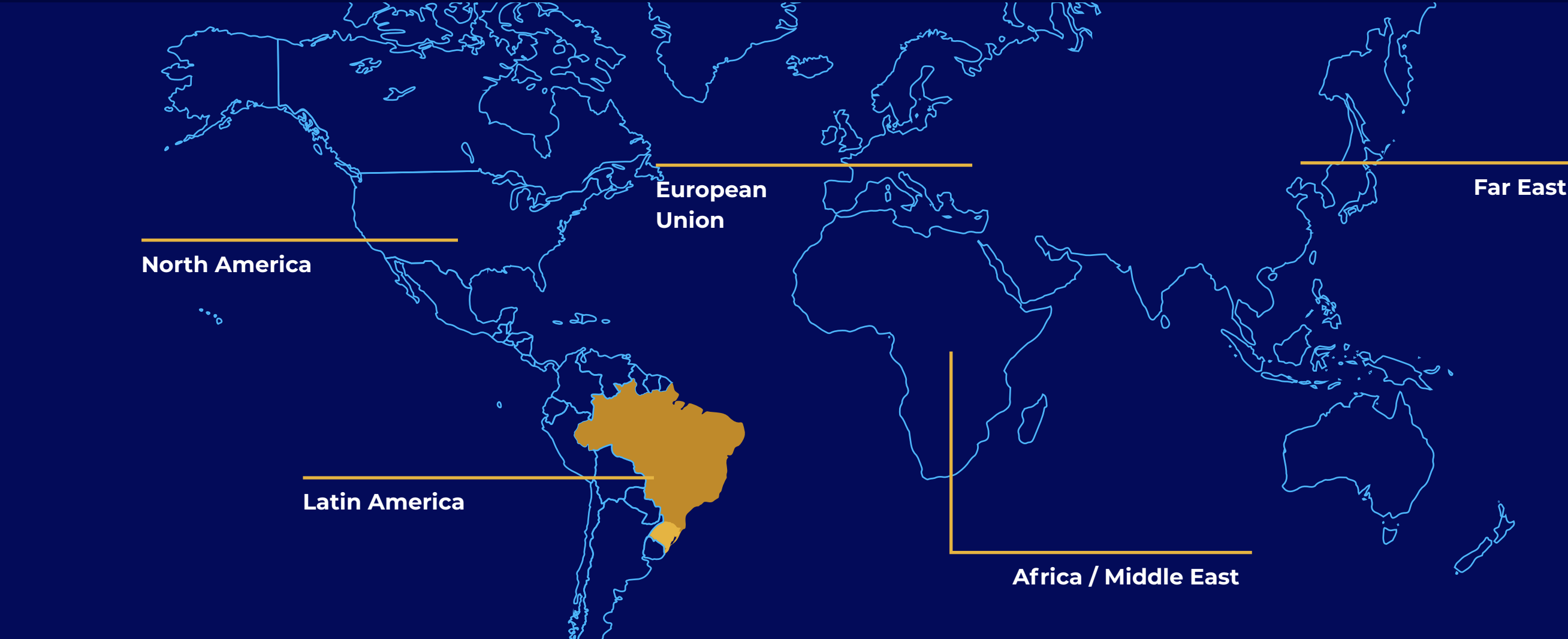
Technical assistance and tobacco procurement.

Venâncio Aires | RS

Administrative and industrial headquarters

Technical assistance, procurement, processing, commercialization, and tobacco export.

Our Clients



Our governance and management structure

GRI 2-1, 2-9, 2-10, 2-11, 2-12, 2-16, 2-17, 2-29, 3-3 - Governance & Business Integrity

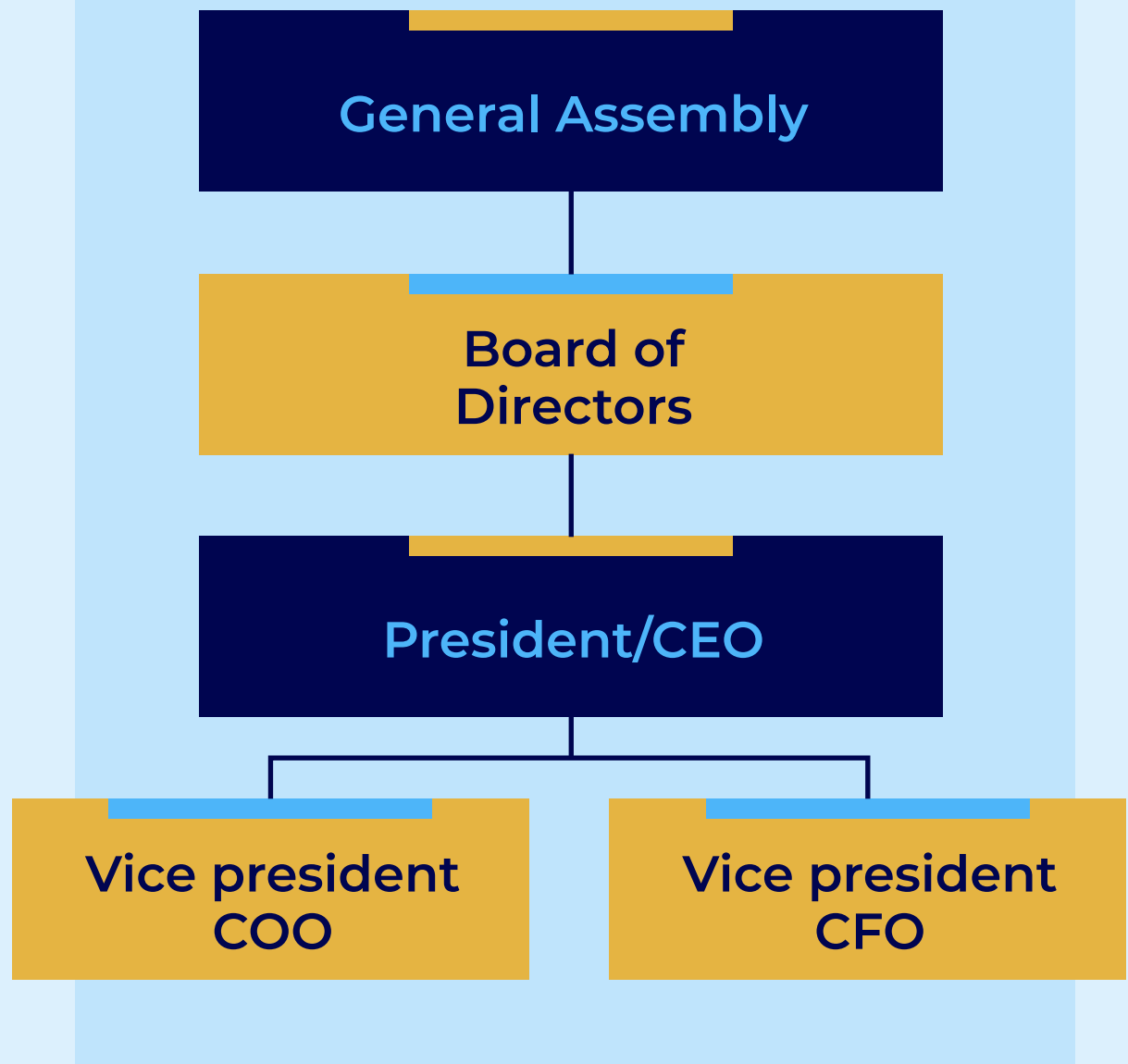
At CTA Continental, governance means consistency, responsibility, and continuous improvement. As a privately held corporation, the company maintains a governance and management structure composed of the Board of Directors, C-level executives, and executive directors.

The Board is composed of representatives of the shareholders, elected at the general assembly, as provided in the bylaws, who bring extensive experience in management and commercialization in the tobacco sector, in addition to a focus on the sustainable growth of the company. The Chairman of the Board does not hold a management position within the company, ensuring independence between the levels of oversight and strategic execution, as well as preventing conflicts of interest.

Although the Board currently does not have independent members, the company has strengthened its governance through the actions of its Executive Board and the creation of support structures, such as the internalization of the compliance legal area within the organizational structure, implemented in 2024.

The legal and compliance area has taken on a strategic role, promoting alignment between departments, mitigating risks, and supporting decisions with greater security and agility. The legal department works integrated with management, reviewing policies, supporting sensitive processes, and helping CTA evolve in governance based on best practices beyond legal obligations.

Governance and management bodies



Shareholder structure

50%

G. F. Vaughan



50%

Hail & Cotton

Agile and responsible management

GRI 2-9, 2-13, 2-16, 2-28
3-3 - Governance & Business Integrity

The Executive Board reports to the Board of Directors on key ESG risks, impacts, and actions based on internal reports, audits, and periodic strategic planning review meetings. The reporting is systematic and may occur immediately when necessary, ensuring quick and well-founded responses.

Governance and management supports

Impact management is coordinated by the Administrative Board and executed by technical areas, with support from internal committees and groups.

In 2024, we made progress in monitoring and mitigating risks and impacts, with a structured methodology for identification, assessment, and reporting to senior leadership.

Furthermore, we promoted continuous follow-up of the strategic planning through board meetings and tactical committees, consolidating a culture of active governance that values dialogue and proactive risk

“Decisions here are made with agility and responsibility. This makes a difference in our business model.”

Irineu Alfonso Henn
COO



Internal legal department structured in 2024, with a strategic focus on compliance, regulatory risk, and support to other areas.

Thematic Committees

- Human Rights Committee
- Employees Committee
- Diversity & Inclusion Committee
- Internal Committee for Accident and Harassment Prevention (CIPA)

Information Security Committee

created in 2024, with a cross-functional role and focus on data protection and digital governance.

Participation in external initiatives, such as the **Crescer Legal Institute** and **Sinditabaco**, strengthening good practices in the sector.

ConeCTAr to evolve

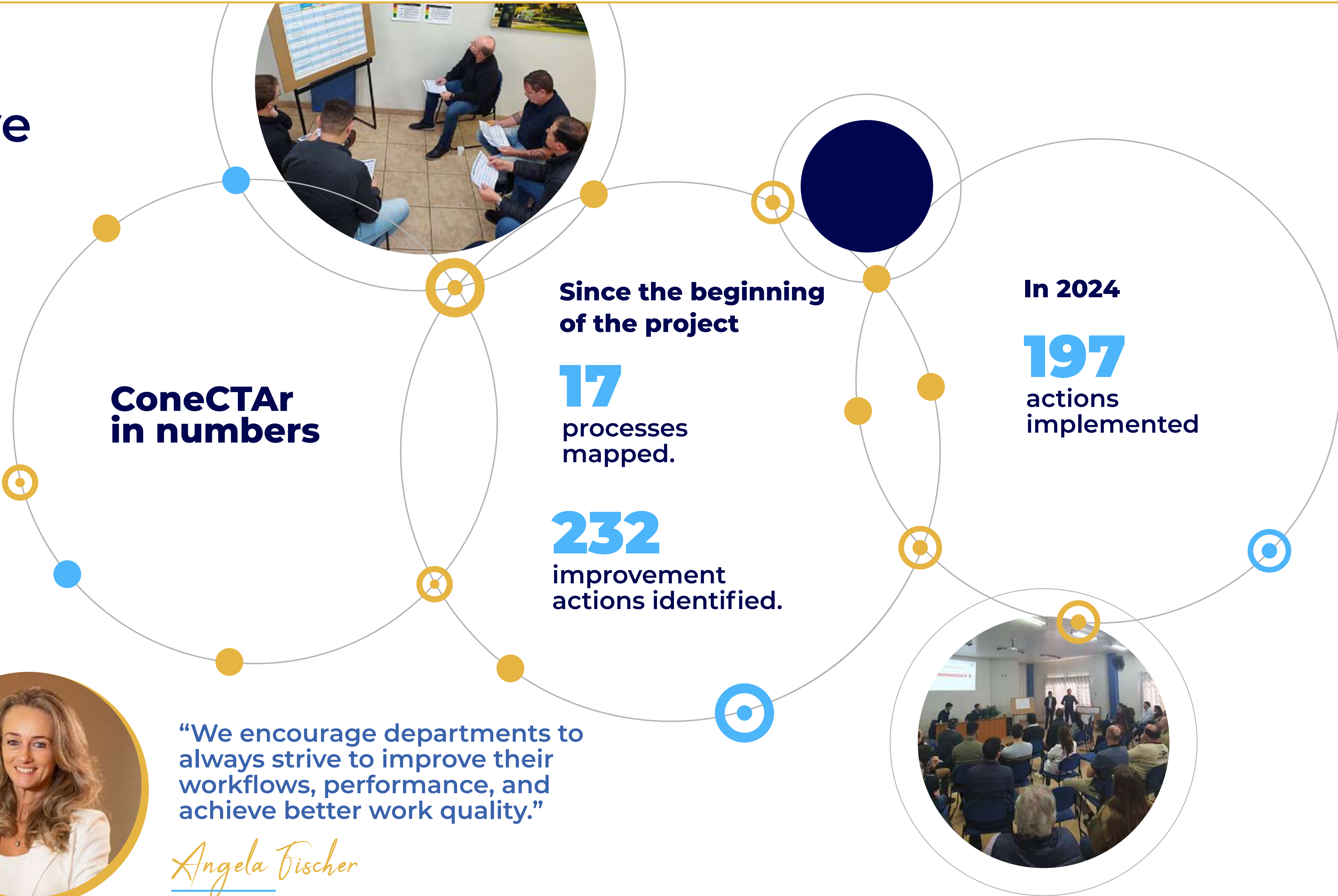
Since 2021, we have been pushing forward the professionalization of management, expanding governance, strengthening organizational culture, and investing in improvements that combine technology, care for people, and strategic vision—without compromising the identity that has brought us so far.

ConeCTAr, our structured continuous improvement program, has been one of the main drivers of this process. In 2024, the focus was on monitoring the implemented actions and assessing the already mapped processes, with the objective of analyzing the effectiveness of the improvements and presenting the results obtained to senior management in a clear and structured way.



“We encourage departments to always strive to improve their workflows, performance, and achieve better work quality.”

Angela Fischer
Administrative Director



Technology that brings closer, protects, and transforms

CTA has been making significant investments in Information Technology (IT) as an essential part of its modernization and continuous improvement strategy. In 2024, the advances in this area were not limited to infrastructure: they reached the field, transformed administrative routines, and improved the experience of those who are part of the company.

Information Technology is a strategic partner for more efficient, secure, and connected management.

Modernization

- Hardware replacement and complete operating system updates.
- Remodeling of the IT area's physical environment.
- Improvements in system performance, stability, and security.

Connection

- New features in the CulTivA app.
- App for finished product warehouse management launched.
- 100% of contracts with farmers signed digitally, with offline validation.

Efficiency

- Internal apps to facilitate the Human Resources management routine.
- Paper reduction and increased autonomy in accessing information.
- Improvement in procedures with a focus on software quality.

Protection

- Formalization of the Information Security Policy (ISP).
- External maturity assessment in security and Security Governance Plan.
- Hiring of a platform for information security awareness, with training and awareness sessions.
- Cloud backup to increase resilience.
- Creation of the Information Security Management Committee (ISMC).

Intelligence

- Digital transformation through the development of dashboards for various sectors.
- System integration and automation of operational routines.

Commitment to ethics

GRI 2-15, 2-23, 2-24, 2-25

3-3 - Governance & Business Integrity

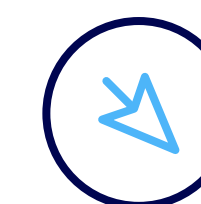
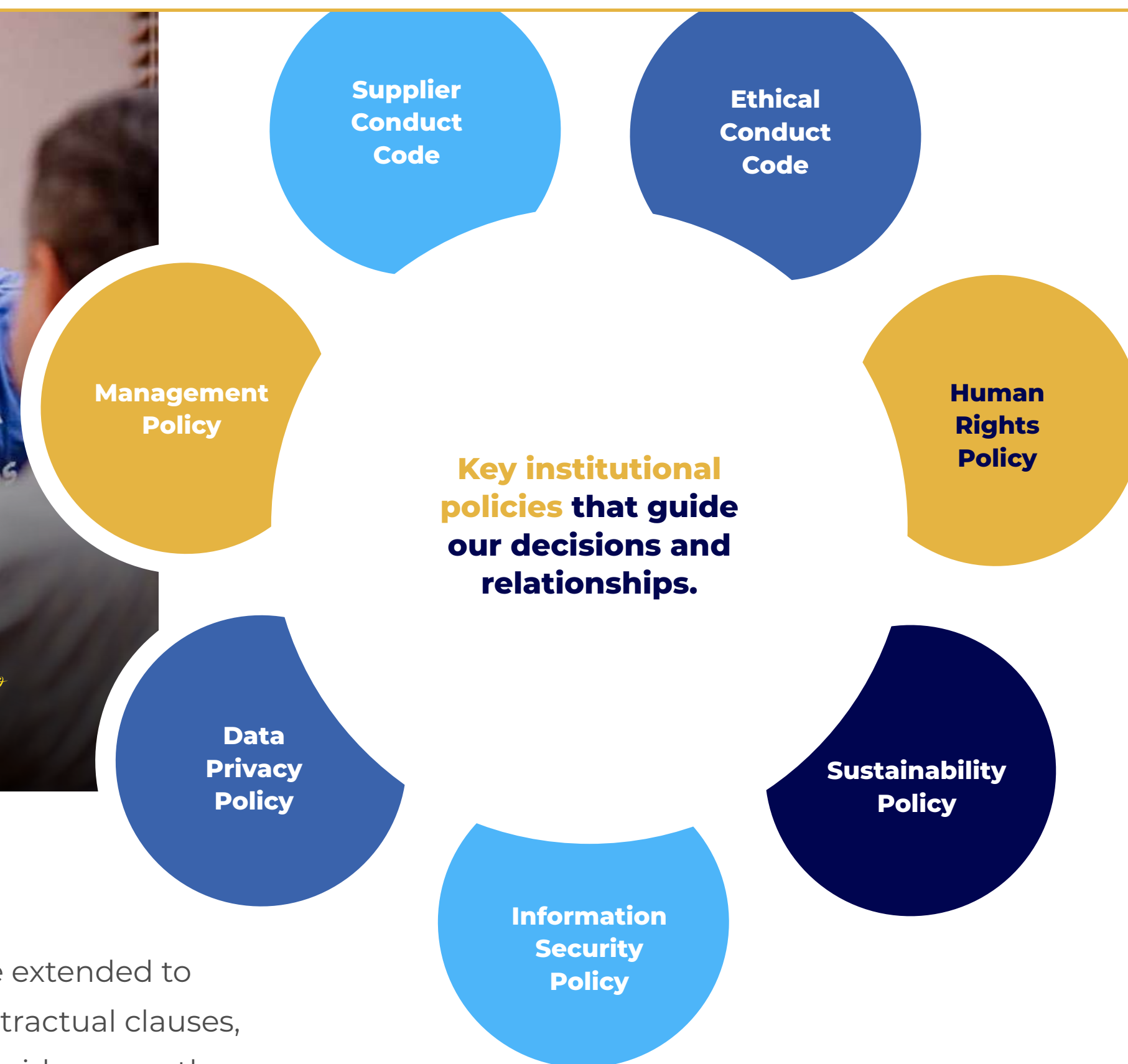
Integrity is an essential value at CTA, and therefore, we are committed to combating corruption, bribery, fraud, money laundering, anti-competitive practices, and preventing conflicts of interest, in accordance with the guidelines set forth in our Code of Ethical Conduct.

The Administrative Board is responsible for implementing, reviewing, and monitoring the conduct, compliance, environmental, and human rights policies, working in an integrated manner with other departments and internal committees. Risks and conflicts of interest are monitored by the legal and compliance department and are also discussed with senior leadership when necessary.



All policies are approved by the Administrative Board, with involvement from Senior Management, and communicated through training sessions, orientations, and feedback channels. In 2024, we conducted training on the commitments and principles established in our Code of Ethical Conduct for 100% of employees at CTA's headquarters, covering topics such as corruption, bribery, anti-competitive practices, grievance channels, among others.

The commitments are extended to suppliers through contractual clauses, meetings, visits, and guidance on the company's principles. Based on the Supplier Code of Conduct and Purchasing Procedures, CTA monitors certain supplier categories regarding occupational health and safety risks, forced labor, corruption, and compliance with applicable laws for the supplier.



The policies are available at:

www.cta.com.br/pt/institucional

Communication channels

GRI 2-26, 2-28

3-3 - Governance & Business Integrity

3-3 - Human Rights

CTA's mechanisms for raising concerns are aligned with the United Nations Guiding Principles on Business and Human Rights. These principles establish that such channels must operate at the operational level and be legitimate, accessible, transparent, compatible with human rights, and capable of generating continuous learning for the organization — essential elements for the promotion and respect of human rights.

Their goal is to mediate the relationship between the public and the company, promoting quality communication among people, mutual collaboration, reliability in the process, and standardization of the flow

of service and handling of the complaints received by the ombudsman.

Thus, we maintain a culture of respect for human rights and continuous dialogue, providing a trustworthy environment to express oneself, without fear of retaliation, for any complaints or suggestions from our employees and the community around us.



Valdete Beatris Seidel

Hand Stripping Assistant

For all stakeholders, we maintain open and anonymous channels for questions, suggestions, or complaints.



Contact form:
cta.com.br/en/contact.



Internal channel with optional anonymity.



Dissemination of the Disque 100 through internal campaigns.



Ombudsman

The CTA Continental Ombudsman is your communication channel for questions, suggestions, complaints, or reports. Contact us at:

www.contatoseguro.com.br/cta

0800 881 9276 (only in Brazilian territory)

WhatsApp: +55 51 3376-9353

APP: Contato Seguro

ouvidoria@cta.com.br

Financial resilience

The year 2024 was marked by a challenging scenario in the raw tobacco market, characterized by an extremely limited supply of raw material and strong market pressure on prices and grading criteria. As a result of this context, CTA, like its competitors, faced difficulties in acquiring the contracted volume of tobacco, closing the cycle with an approximate 20% reduction in purchased volumes compared to what was planned.

The limited supply of tobacco, combined with an increase in the cost of acquiring raw material, contributed to less favorable business conditions, directly impacting the profitability and margins of the operation. Even in the face of these challenges, the company managed to maintain operating profit and EBITDA margins at levels equal to or higher than those of 2023, demonstrating

operational consistency and financial resilience.

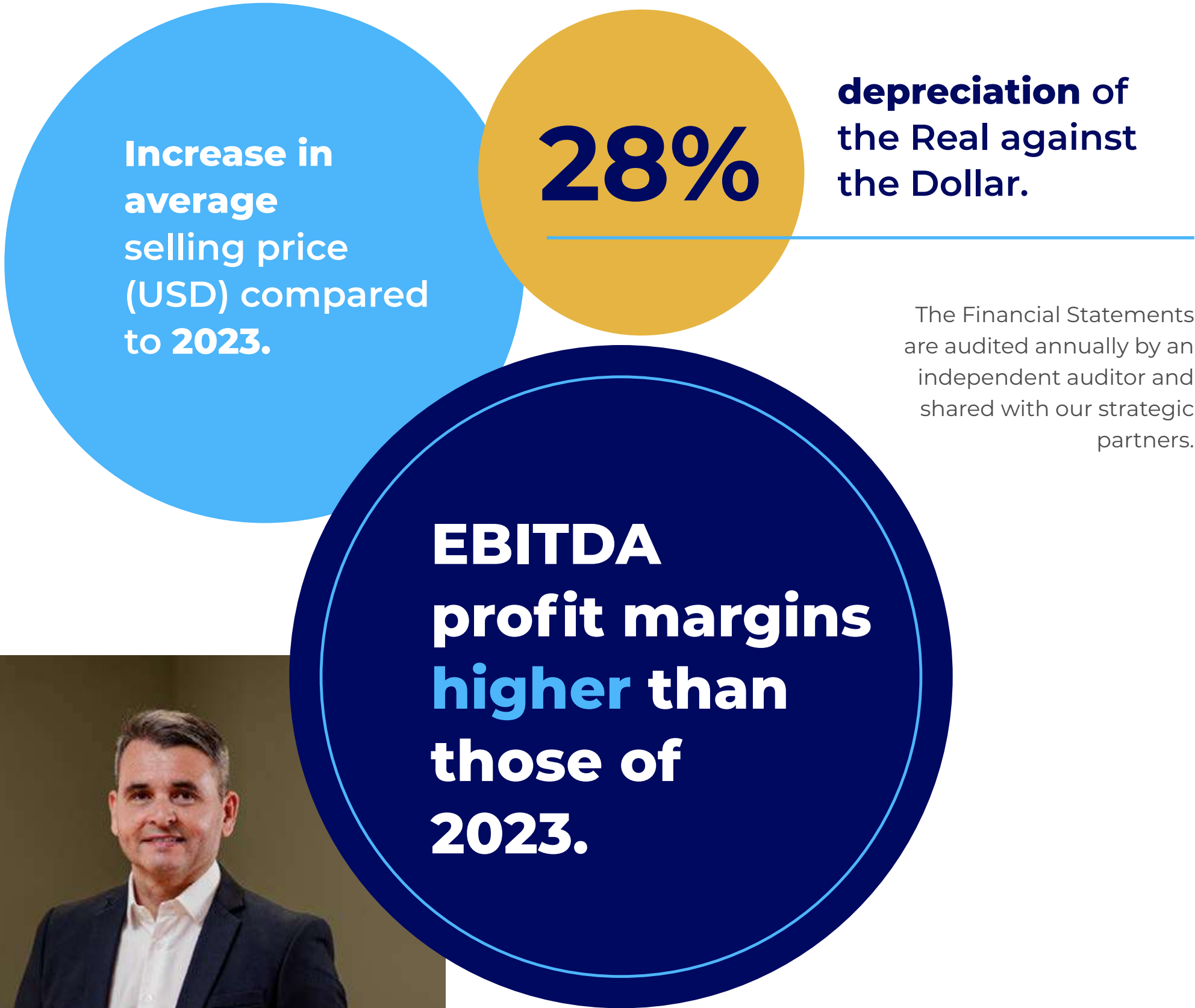
In the international comparison, the average selling prices in US dollars practiced by CTA throughout the year were higher than in 2023, following the upward trend in purchase costs. However, the appreciation of exports was impacted by the sharp depreciation of the Brazilian Real, which fell by approximately 28% against the US Dollar during the period, moving from R\$4.84 at the end of 2023 to R\$6.19 in December 2024.

The financial performance reflects the company's ability to adapt and remain resilient in the face of global market instabilities, reinforcing its commitment to long-term financial sustainability through strategic decisions made with responsibility, vision, and agility.

"Despite the adversities, we achieved a balanced financial result, reflecting a consistent business strategy."

Daniel de Moura Barbosa

Vice president / CFO



For the Value Chain

Tobacco is agriculture,

GRI 2-6, 2-28

Brazil stands out as the world’s second-largest tobacco producer, trailing only China, and has maintained its leadership in exports for over 30 years, supplying more than 100 countries.

It is wealth,

Tobacco is one of the main agro-industrial activities in Southern Brazil, standing out as an important economic pillar. The production chain is predominantly composed of small family-owned farms, particularly in the states of Rio Grande do Sul, Santa Catarina, and Paraná, which together account for over 90% of the country production.

It is opportunity,

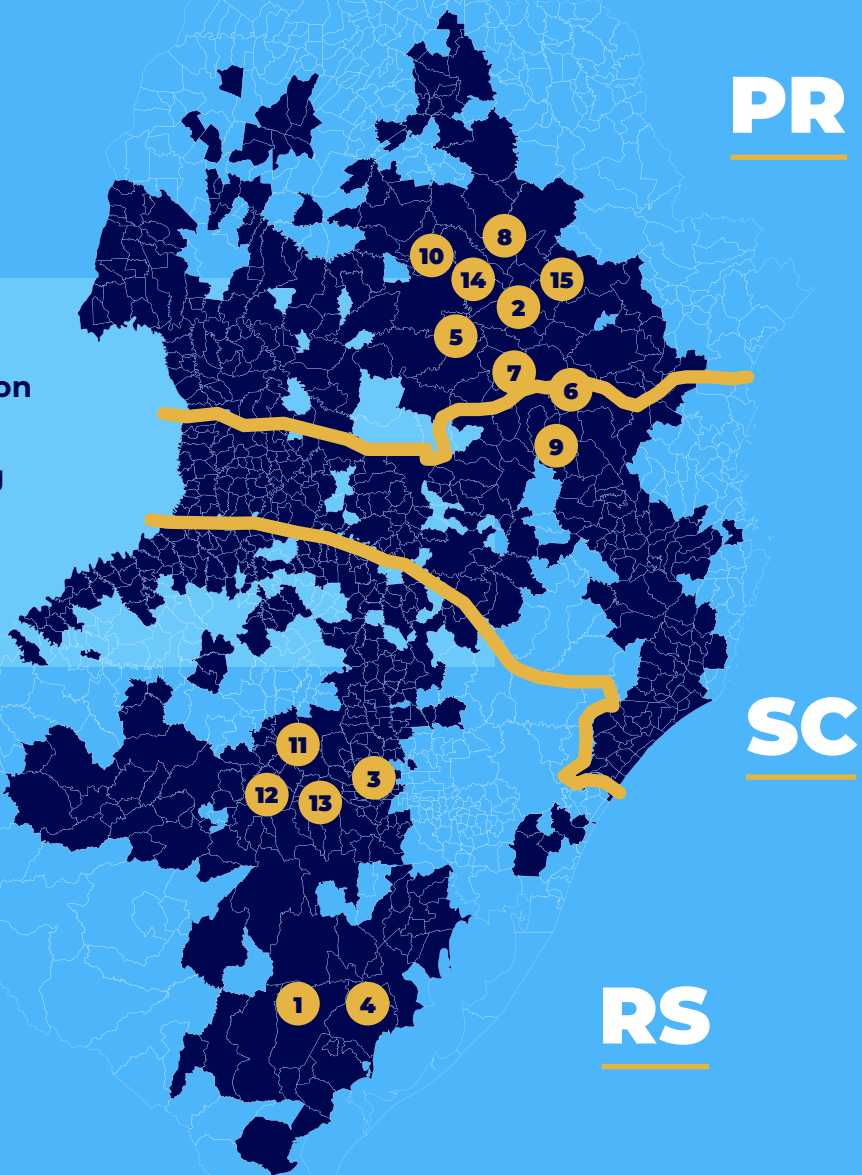
The tobacco sector is a benchmark in combating child labor in the field, being the only one that requires proof of enrollment and school attendance certificates for the renewal of commercial contracts with farmers. For over 15 years, the sector has been promoting awareness campaigns and providing alternatives for young people through the Crescer Legal Institute, an initiative that strengthens education and generational succession in the field.

It is quality of life.

With high profitability and income generation above the national average, tobacco farming contributes to the socioeconomic strengthening of producing communities. In addition, the growing concern of farmers with sustainable practices reinforces the sector’s commitment to responsible rural development.

Tobacco Production Distribution

-  Tobacco production areas.
-  Largest producing cities.



Source: AFUBRA
Harvest: 2023 / 2024.

Sector Data

509 producing cities.

133,000 tobacco producers.

284,000 hectares planted.

508,000 tons produced.

447,000 tons exported

R\$ 16.8 billions
billions in taxes collected annually (2023).

R\$ 11.8 billions
of revenue for farmers.

US\$ 2.89 billions
in foreign exchange (2024).

40,000 direct jobs in the industry.

R\$ 3,540.75
average per capita income for tobacco farmers in Southern Brazil.

117% above the national average.

80% of farmers belong to classes A and B.

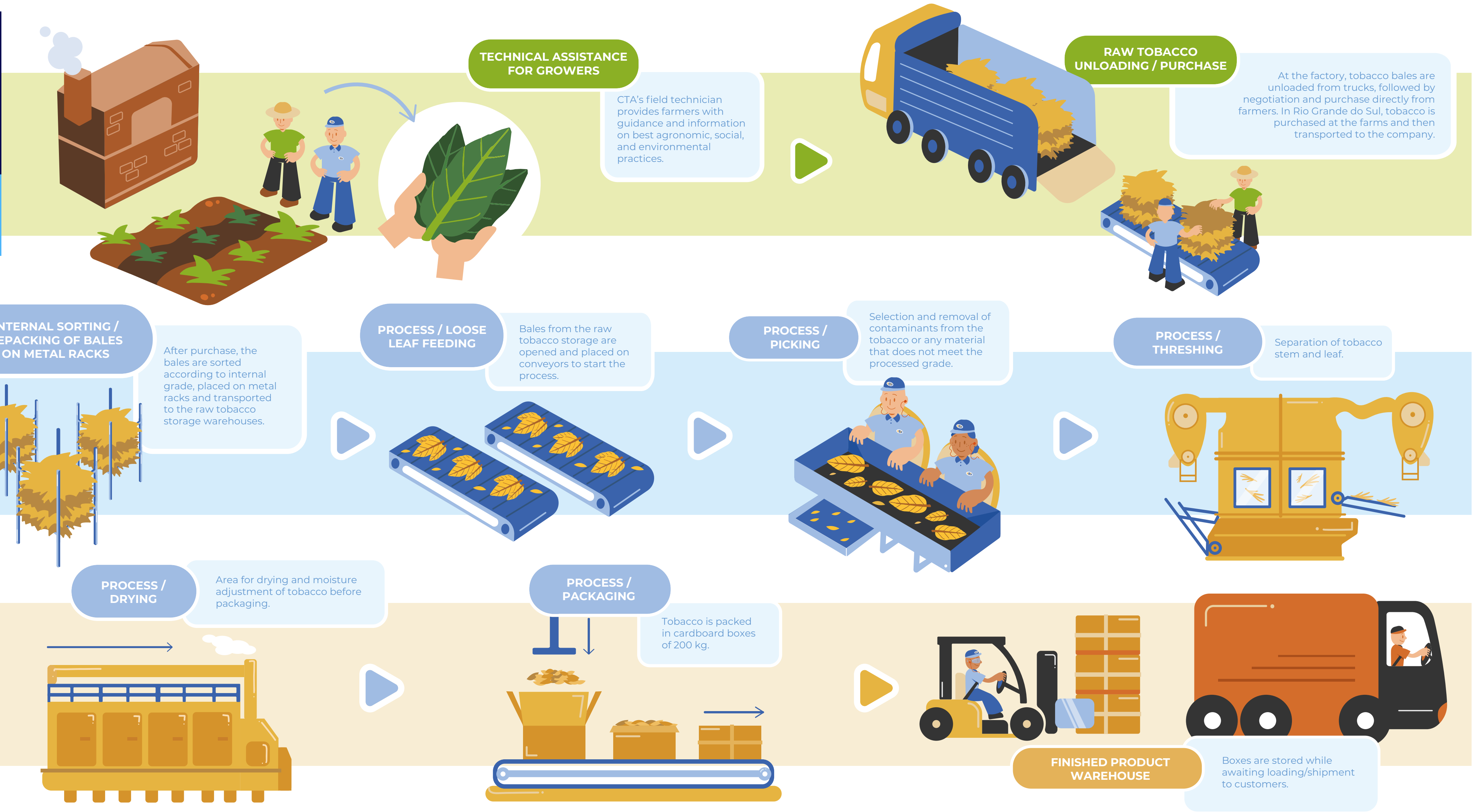
Over 1,000
young people trained by the **Crescer Legal Institute** since 2015.



Learn more in the SindTabaco 2025 Report [here](#)

Tobacco production process

CTA Continental
Tobaccos Alliance S/A



Integrated tobacco production system

GRI 2-6

At CTA Continental, we believe that the success of the tobacco production chain begins in the field, side by side with the farmers. That is why we act with strong commitment within the Integrated Production System, establishing responsible, transparent, and sustainable partnerships. We source tobacco from our integrated producers, following legal, ethical, and socio-environmental guidelines.

The **Code of Conduct** is available [here](#)



100% of tobacco suppliers sign a formal contract that establishes **legal and socio-environmental responsibilities**.

Farmers must comply with the guidelines set forth in the integration contract, as required by the **Supplier Code of Conduct**, provided at the time of engagement.

We monitor 100% of the farms to **ensure compliance** with our legal and socio-environmental standards.

Jatiane Pacheco Machado

Farmer

João Carlos Carvalho

Farmer

Jonas Brunetto

Agricultural Coordinator

partnership and commitment

Alongside the farmer

At CTA, the relationship with producers goes beyond supplying inputs and signing contracts. It is built day by day through the active presence of agricultural advisors. These professionals closely monitor all stages of production and act as a bridge between the producer and the company. This connection is characterized by dialogue, technical guidance, property monitoring, data collection, and a mutual commitment to continuous improvement.

Present in the field throughout the entire harvest, the agricultural advisors are responsible for supporting farmers on topics essential to the sustainability of production. They provide guidance, make recommendations, and raise awareness on best agronomic practices, proper use

of inputs and Personal Protective Equipment (PPE), soil and water management, human rights, workplace safety, and compliance with legal and contractual requirements.

They are also responsible for identifying risks and improvement opportunities, and for working together with the producer to develop action plans that promote the respectful and structured evolution of the farm, in line with the management and strategy established by the Agricultural Sustainability Department.



Mariza Pitrovsky Rieck

Farmer

Marcos Luiz Rieck

Farmer

An average of **6** visits to each rural producer per year.

Sustainability in the field

Agricultural sustainability is a core part of CTA’s strategy in its relationship with integrated producers. Focusing on social and environmental compliance and agronomic efficiency, we structure processes, build teams, and strategically use data to ensure that our field operations align with market standards, legal requirements, and—most importantly—responsibility toward those who make their living from the land.

In 2024, we reinforced this commitment with significant advances in governance, monitoring, and action plans that respect the realities of the farms and promote continuous improvement.

Acting with empathy and partnership

18 opportunity maps.

Technical training for advisors and farmers

Over 11,000 farmers trained.

More than 120 staff, including technicians and agricultural advisors, trained.

Field Monitoring

Over 900 unannounced visits.
10% of tobacco suppliers audited on ESG issues.

ESG Digital Platform

More than 800 criteria assessed and monitored per harvest.

100% of tobacco-supplying producers assessed according to ESG criteria

5% of tobacco suppliers assessed were engaged in corrective actions.

Data-Driven Management and Opportunity Mapping

Over 300 improvements identified and implemented.

Personalized Action Plan

Over 200 rural workers' housing units assessed.



Agrotop

Agrotop is CTA's flagship program for sustainability in the tobacco supply chain. Launched in 2022, it serves as a strategic **umbrella** that integrates actions across social, environmental, agronomic, and technological dimensions, connecting data, people, practices, field presence, and commitment to continuous improvement.

Designed to consolidate all initiatives with producers, the program combines technology, risk management, socio-environmental projects, training, and technical support in a systematic way. This structure makes Agrotop not just an internal program but a transformation platform built on dialogue, data, shared responsibility, and care for those who cultivate tobacco.



Management that transforms the field

All actions within the **Agrotop** program are monitored through the **ESG Digital Platform** and are reflected in the **Agrotop Score**, an internal ESG ranking system applied to 100% of the production base. Through this system, the company identifies risks and opportunities and directs its efforts toward the areas of greatest impact. As a result, Agrotop goes beyond being merely an internal policy, establishing itself as a pathway to build, together with the farmers, a fairer, safer, and future-ready supply chain.

In 2023, four pilot farms were selected for the implementation of Agrotop initiatives, serving as reference units for best practices in rural sustainability. The outcomes included improvements in

infrastructure, production organization, natural resource preservation, and crop diversification.

In 2024, CTA continued its strategy, maintaining the monitoring of these farms and preparing to expand the methodology to new units. The work was intensified through enhanced technical support, individualized action plans, and greater integration across departments, consolidating Agrotop as a practical platform for progress in the field.



Jonas Brunetto
Agronomy Advisor



Technology supporting sustainability

All monitoring of key social, environmental, and governance indicators conducted by agricultural advisors on the farms of integrated producers gains even more value when transformed into qualified information.

This is exactly what the Digital ESG Platform enables: turning the attentive field observation into reliable data, organized for quick analysis, useful for guiding decisions, promoting improvements, and strengthening the sustainability of the supply chain.

Through an application installed on the technical team's tablets, advisors record all observations made during visits in real time. Among these observations, a checklist stands out, covering management criteria, agronomic, environmental, social aspects, and quality of life of residents and workers.

The collected information automatically feeds the Digital ESG Platform, allowing the Agricultural Sustainability team to monitor the performance of each producer, identify opportunities for improvement, develop personalized action plans, and generate strategic analyses — such as opportunity maps.

The tool also supports traceability, risk management, and integration with the Agricultural Production area, strengthening a more responsible, agile approach aligned with CTA's commitments.

“We are not in the field just to demand results. We guide, monitor, and assist the producer to evolve.”

Edson Menezes

Agricultural Sustainability Manager



Who are the farmers integrated with CTA?

Live on the farm

All farmers live with their families on the farm, strengthening the connection to the land and their responsibility toward the environment.

100% reside on the property.

Family farmers

Small farms are run by families, often with multiple sources of income, such as pensions and land leases.

100% are family farmers.

Diversified production

In addition to tobacco, many farmers cultivate corn, beans, vegetables, and raise animals, increasing income sources and subsistence.

83% diversify their production. Farms average 14 ha, of which 2.3 ha are used on average for tobacco cultivation.

Connected to digital technology

Most producers use communication tools like WhatsApp, enhancing the exchange of information and the reach of technical guidance.

99.5% use WhatsApp.
98.2% have internet access.

Increased female participation in management

Women actively participate in farm management and have received special attention in training and events promoted by CTA.

17.36% of integrated producers' properties have female ownership.

Producers with higher average age

Experience in the field is a defining characteristic, but it emphasizes CTA's focus on youth engagement and rural succession.

Farmers have an average age of **44 years**.

Access to potable water and sanitation

Living conditions on the farm have improved each year among our integrated farmers.

100% have access to potable water.



CulTivA APP

In the daily life of the farmers, information needs to be accessible, practical, and useful. With this in mind, we developed CulTivA, an application designed to bring technical knowledge directly to the field — with simple language, intuitive navigation, and content built based on the real questions of the producers.

Launched as part of the Agrotop program strategy, the app brings together trainings, short videos, practical guidance, technical materials, and links to essential services, such as soil analyses. In 2024, CulTivA reached over 60% of CTA’s farmers base, becoming an active tool for capacity building and decision support in the field.



Beyond delivering knowledge, CulTivA strengthens the autonomy of farmers and amplifies the impact of the agricultural advisors’ visits. With CulTivA, knowledge is not limited to the technical visit; it remains accessible, respecting the pace and reality of those who produce.

CulTivA was born from listening to the day-to-day life in the field.

Designed to be simple and accessible, the application does not require technological knowledge and does not consume time — it is a natural extension of the conversation with the agricultural advisor.

If the farmer is in the field, a question arises, and support is needed, they simply open their phone and consult CulTivA.



The digital era has finally arrived for CTA’s tobacco farmers, bringing **information agility, business transparency, and real-time technical guidance** — the way the field needs it.

What can farmers find on the CulTivA App?

- Short, objective technical videos.
- Explanatory materials on best practices and legal requirements.
- Quick access to soil analysis results.
- Useful links and support services.
- Reinforcement of the guidance provided during technical visits.
- Content in language adapted to the field reality.
- Continuous updates based on the most frequently asked questions.
- Financial management at their fingertips.
- Digital trainings.
- Weather forecast.

CulTivA APP 3.0

Connecting Production, Sustainability, and Opportunities

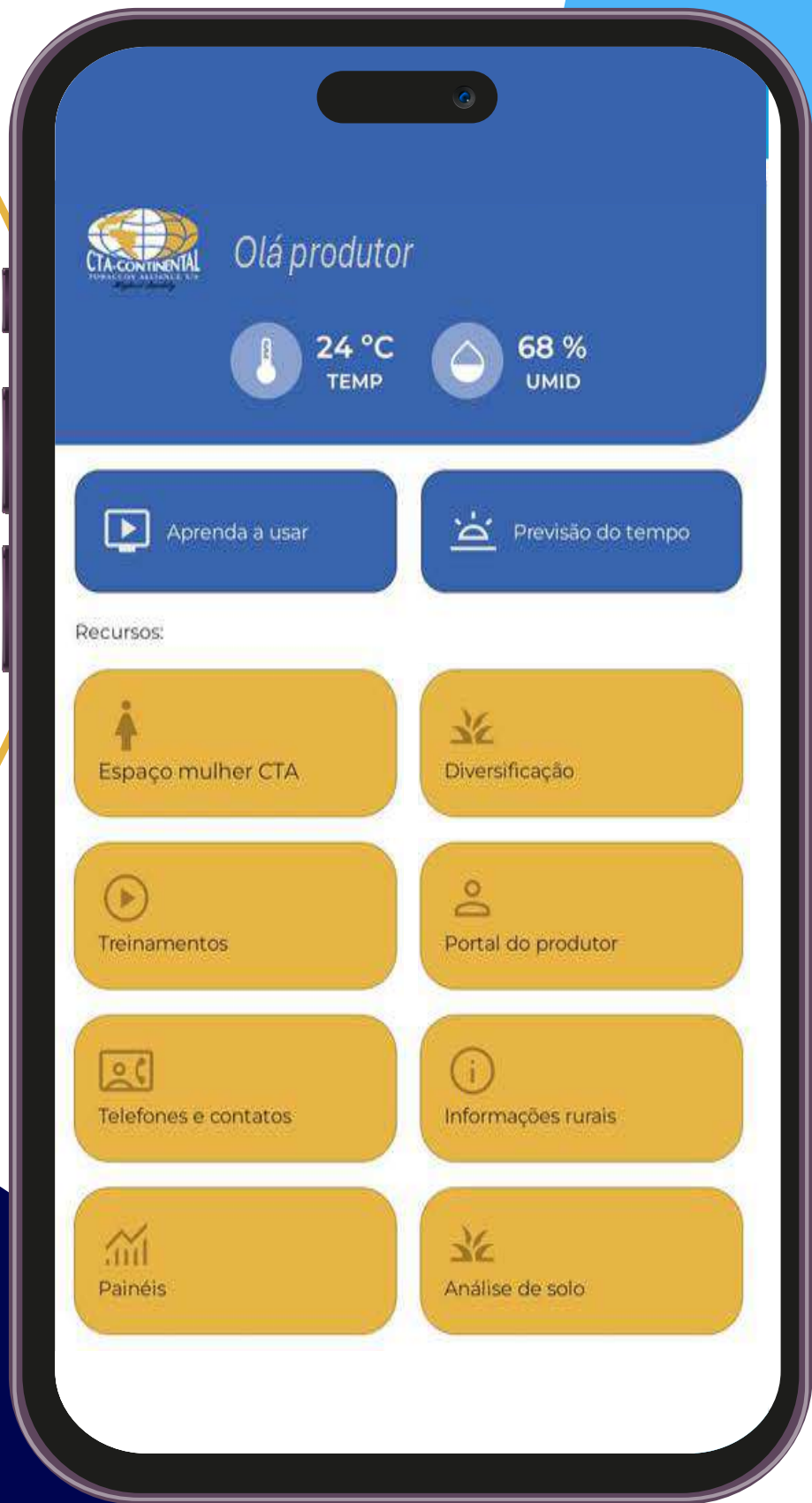
In 2024, we envisioned a new version of the CulTivA app with the goal of strengthening our supply chain and generating an even greater positive impact in the field. The result of a process of listening and innovation, CulTivA 3.0, launched in 2025, introduces an unprecedented feature: an exclusive space to connect our integrated producers to new markets focused on diversified food production and other products originating on their properties.

More than just a technological update, CulTivA 3.0 represents a strategic advancement in CTA's commitment to sustainability and the appreciation of farmers. The tool expands opportunities for income generation, promotes quality of life in the countryside, and strengthens productive diversification — all aligned with the vision of a more resilient, innovative, and future-ready supply chain.

A new feature that facilitates the buying and selling of products to generate extra income on the farm.

Because here, the farmer is a **partner**, and **good business** is also part of the harvest!

[ACCESS HERE TO LEARN MORE!](#)



Agro Top+

If a second income is the farmer's choice, CTA Continental supports it, and AgroTop+ arrives to help promote and facilitate this process.

Knowledge that strengthens the value chain

Training farmers and technical teams is an essential part of CTA’s commitment to the sustainable development of the tobacco supply chain. In 2024, this commitment was reflected in a schedule of in-person trainings, collaborative educational programs, and strategic visibility actions, reinforcing knowledge as the foundation for transformation in the field.

The initiatives went beyond content delivery: they were designed based on listening to farmers, respecting the reality of integrated properties, and aligning with ESG criteria, which guide the company’s operations and its stakeholders.

SENAR Partnership

In partnership with SENAR, CTA offered free training sessions for integrated farmers on topics essential to daily farm operations.

Courses conducted across the three states in the Southern Region.

Five priority themes: NR-31*, soil conservation, use of agricultural machinery and equipment, safe hiring practices, and female empowerment.

More than 40 trainings held.

Over 510 participants trained.

*Safety and health at work in agriculture, livestock, forestry, forest exploitation, and aquaculture.



Agrotop Week

Agrotop Week reinforced technical alignment and team integration in the practical application of the program in 2024.

Second edition of the initiative.

Meetings held at all branches.

Participation from production and agricultural sustainability teams.

Sharing of best practices and regional learnings.

Reinforcement of ESG criteria applied in the field.

100% of tobacco buyers and CTA production team trained on sustainability aspects.



ESG Bank Day

In 2024, ESG Bank Day provided an opportunity for listening, exchange, and transparency between CTA and representatives of the financial sector, highlighting the company’s practical commitment to governance and sustainability.

29 representatives from 11 financial institutions attended.

Visits to integrated properties.

Participation of farmers, leadership, and technical teams.

Presentation of ESG practices adopted by the company.

Strengthening of trust and transparency across the supply chain.



AFUBRA Partnership

More than **550 members** of the broader community participated, learning about CTA’s ESG initiatives across the social, agronomic, and environmental pillars.



For the Environment

Commitment to what sustains life

Soil, water, biodiversity, and climate. Everything is connected — including our business.

Therefore, producing with care for the environment is not just a guideline for us; it is a daily practice that we cultivate at every stage of operations and in every strategic decision.

We are driven by the understanding that preserving natural resources ensures the continuity of life, production, and the relationships we build with the field. That is why we act in an integrated way to protect what sustains us.

Environmental responsibility at CTA is shared across multiple fronts:



People and Sustainability

Environmental licensing, preparation of reports, projects, and stakeholder engagement.



Occupational Safety and Facility Maintenance

Management of the Effluent Treatment Plant (ETP).



Warehouse

Management and proper disposal of waste.



Agricultural Sustainability

Socio-environmental projects, monitoring of external audits, collection, analysis, and monitoring of ESG data, stakeholder engagement, GHG emissions inventory, and development of field technology.



Production Department

Energy management, implementation of renewable energy sources, and GHG emissions inventory.



Caring for what sustains life:
From the water that irrigates, to the soil that nourishes, the firewood that warms, and the forests that purify.

Water

GRI 303-1, 3-3 Water

Water is an essential resource for our operations, present in strategic stages ranging from seedling preparation to tobacco processing. Recognizing the importance of this topic for CTA, we are committed to promoting and encouraging the efficient management of water resources across all our facilities, on the properties of integrated farmers, and in the communities where we operate.

At the headquarters, where water demand is highest, water used in industrial processes and restrooms is sourced from five private artesian wells. Human consumption is supplied by the public water network. All water withdrawals have proper licensing and permits.

The industrial boiler represents the main point of consumption, as it generates the steam required for tobacco processing. Although there are still technical limitations for full water reuse, the company constantly seeks improvement opportunities. One example is the installation of rainwater storage tanks, which are already being used for cleaning and equipment maintenance activities.

In addition to responsible water use, effluents generated at the headquarters are treated through an on-site Treatment Plant with activated sludge technology. Most of the treated volume comes from sanitary sources, increasing during the harvest period, while industrial effluent from the boilers accounts for only 8%, since nearly all the water used in the process is incorporated into the final product. At branch facilities, sanitary effluents are collected and treated by the local concessionaire.

Furthermore, we continue to evaluate ways to improve our consumption monitoring, aiming to strengthen environmental management with more qualified data integrated into the sustainability strategy.



Water protection and conservation plan

GRI 303-1, 3-3 Water

Water management goes beyond CTA's industrial operations. Through the Water Protection and Conservation Plan, we act on integrated farms, promoting a technical, educational, and strategic approach to water use in the field.

With the support of the Digital ESG Platform, we conduct systematic monitoring of the source, volume, and amount of water consumed in tobacco production on the farms. Mapping this enables the analysis of risks, opportunities for savings, and recommendations for best practices, guiding more sustainable decisions across our supply chain.

Beyond monitoring, the company invests in capacity building: it trains agricultural advisors and producers in conscious water management, protection of springs, and preservation of riparian forests and Permanent Preservation Areas (PPAs). These actions are integrated with other water and biodiversity initiatives developed by the company.

Pillars

Protection of Water Sources

Preservation of Permanent Protected Areas (PPAs), forests, and wetlands.

Compliance with legal distances between crops and water bodies.

Best Practices in Agricultural Production

Water management in the seedling system (float).

Safe application of fertilizers and pesticides.

Rational use of water in cultivation.

Soil Conservation to Protect Water

No-till planting, minimum cultivation, and vegetative cover to prevent erosion and leaching.

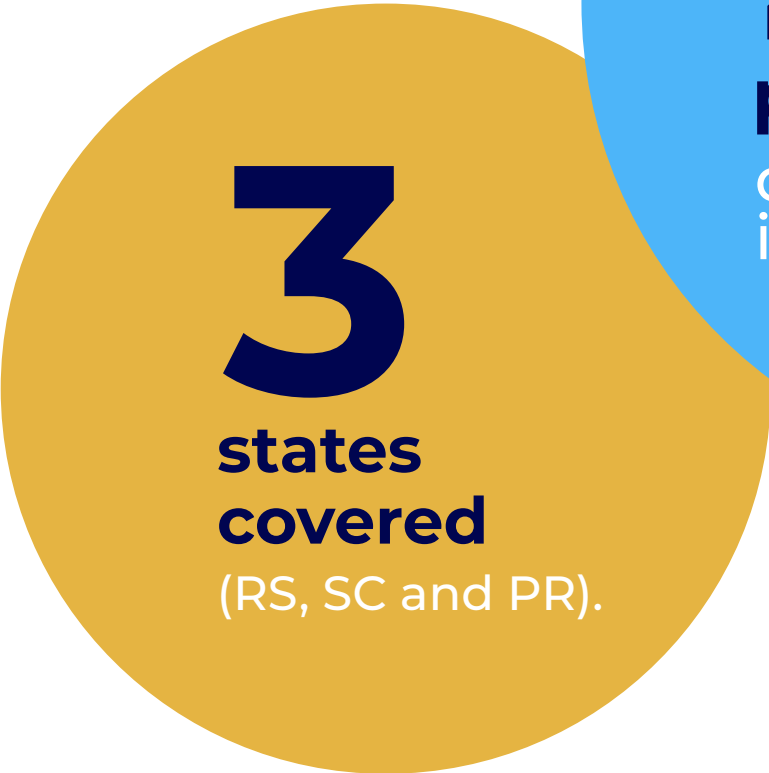
Basic sanitation project

GRI 303-1, 3-3 Water

Ensuring access to basic sanitation is a crucial step in protecting the health of farming families and the water resources in the regions where we operate. For this reason, since 2023, the company has been expanding the sanitation improvements project on contracted properties, with a focus on improving quality of life in the countryside.

Based on a diagnosis conducted by CTA's ESG Digital Platform, properties without adequate structures for wastewater treatment are identified, and when necessary, the company facilitates the installation of corrective systems, such as biodigesters, to ensure biological treatment and safe waste disposal.

In 2024, the project gained momentum across the company's entire production base (RS, SC, and PR), with a direct impact on the quality of life of families and the protection of water bodies that flow through the producing regions.



Water springs project

GRI 303-1, 3-3 Water

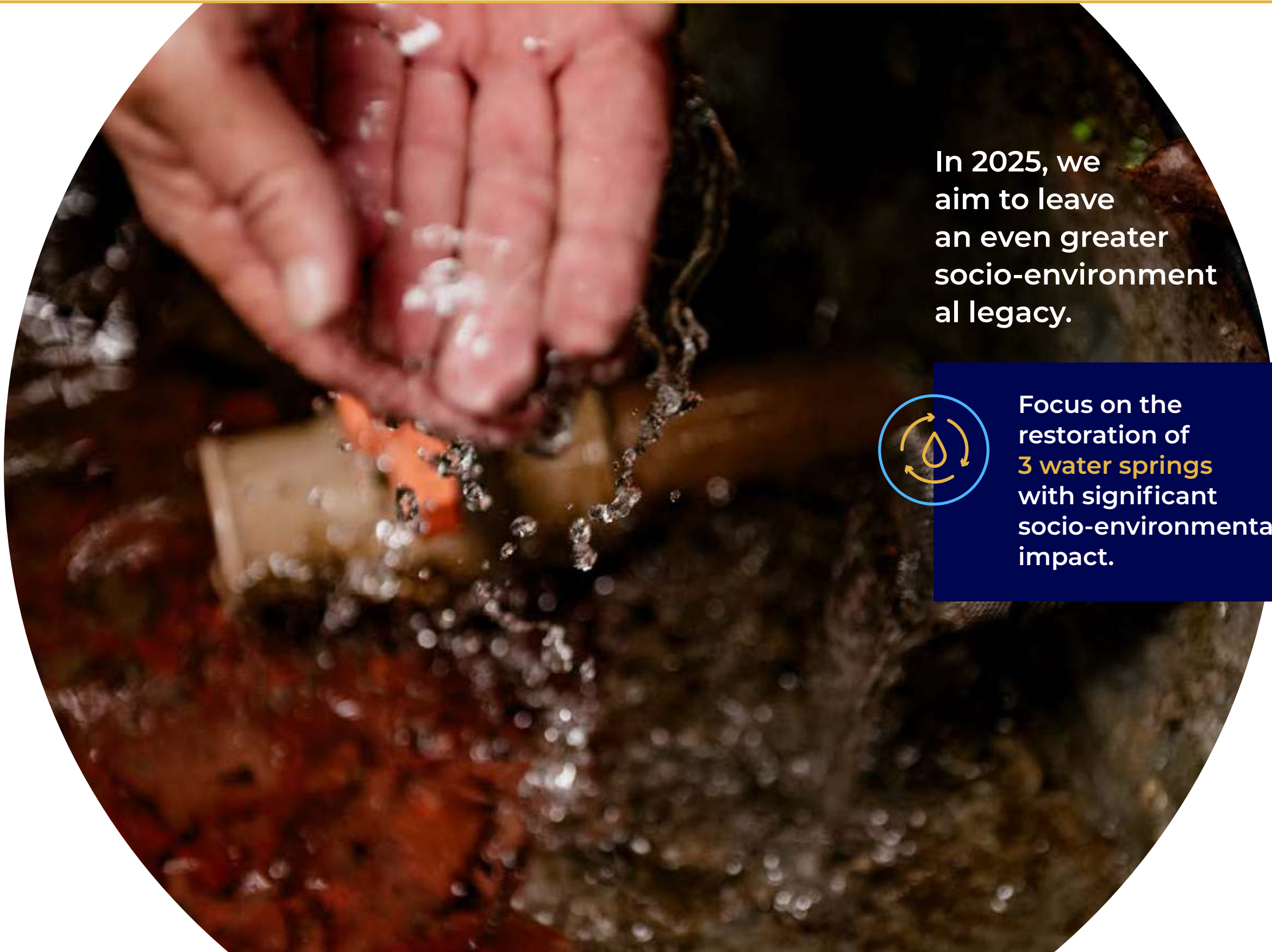
Ensuring access to quality water is a crucial step not only for agricultural production but also for the health and sustainability of rural communities. With this focus, CTA Continental has been developing the Nascentes Project since 2022, aimed at the restoration and protection of water springs that feed the Arroio Castelhana, the main water source of Venâncio Aires (RS), the city where the company's headquarters is located.

In partnership with the Technical Assistance and Rural Extension Company (EMATER) and with the direct involvement of the community, the initiative combines environmental responsibility and social impact. The project was created to support families that rely on the water springs to meet their basic needs, with a special

focus on areas with a history of water scarcity.

In addition to the installation of structures for water protection and capture, we provide materials, water tanks, and the necessary labor, actively contributing to the region's water resilience and strengthening the connection between environmental preservation and quality of life in the countryside.

In 2024, the project scaled up and expanded its reach, extending its focus beyond integrated producers to also reach communities facing water vulnerability.



In 2025, we aim to leave an even greater socio-environmental legacy.



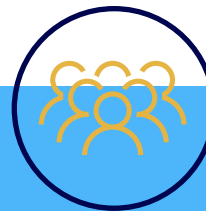
Focus on the restoration of **3 water springs** with significant socio-environmental impact.



13 water springs restored.



33 families benefited.



More than **60** directly impacted.

Inclusion of environmental education actions, with a highlight on the restoration of the water spring along the Centenary Fig Tree Trail, whose visitation can be integrated into school programs.

Biodiversity management plan

At CTA Continental, we understand that preserving biodiversity also means preserving the resilience of territories and the sustainability of agricultural production. For this reason, we maintain a continuous and structured biodiversity management plan, aimed at protecting ecologically valuable areas, preventing environmental degradation, and promoting the regeneration of native species, especially fruit-bearing and endangered species.

The plan includes the annual monitoring of supplier properties through georeferencing, with special attention to Permanent Preservation Areas (APPs), wetlands, natural habitats, and ecological corridors. Properties near conservation units receive enhanced guidance from field technicians to prevent environmental impact risks.

The Muda Project

The Arroio Castelhana Basin is more than just the main water supply source for Venâncio Aires (RS). It is a territory rich in biodiversity, where the waters that sustain the local community and nourish the region's ecosystems are born.

With a commitment to preserving this vital source, CTA Continental has developed the Muda Project, an environmental initiative focused on restoring the bed and slopes of the basin, reinforcing water security and protecting the local fauna and flora.

In partnership with the Fund for the Restoration of Damaged Assets (FRBL) and the University of Santa Cruz do Sul (UNISC), the project made progress in 2024 with the completion of the diagnostic and planning phases. Despite the challenges posed by recent climatic events, CTA adapted its actions, and after obtaining the environmental license from the State Environmental Protection Foundation (FEPAM), the riverbed restoration phase is scheduled to begin in 2025.

The implementation includes the reforestation of native plant species, selected to strengthen the banks of the stream and create more resilient environments for biodiversity, minimizing the impacts of future floods and protecting the life that thrives around the water.



Soil protection and conservation plan

Preserving the soil is preserving the foundation of all life in the countryside. With this in mind, we structured the Soil Protection and Conservation Plan in 2022, aimed at encouraging sustainable agricultural practices and ensuring that productivity goes hand in hand with environmental responsibility.

The program works on four complementary fronts, helping producers improve soil quality and protect this essential resource.



pH and fertility correction based on updated soil analyses.



Proper ridge formation, ensuring better conditions for tobacco planting.



Subsoiling, to reduce compaction and improve nutrient absorption.



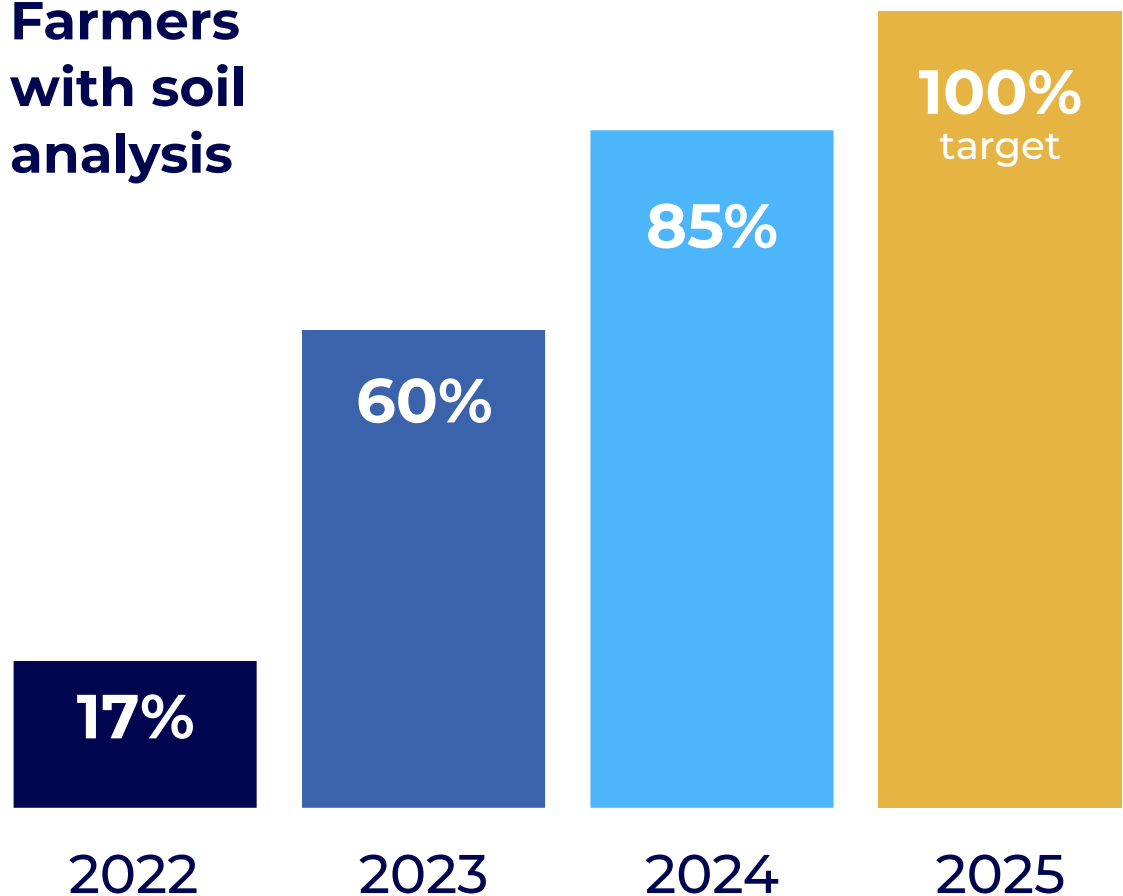
Encouragement of cover crop use, which naturally protect and enrich the soil.



In addition to field guidance, the company provides **digital training, educational materials, and technical videos on the CultivA app**, expanding access to knowledge and strengthening the adoption of practices that ensure soil conservation and long-term productivity.

Since its implementation, CTA has been monitoring producers' adherence and the progress of good practices. The results already show significant improvement.

Farmers with soil analysis



100% of producers are monitored for the practice of subsoiling, proper ridge formation, and the use of cover crops.

Forest management plan

GRI 3-3 Sustainable Firewood

Biodiversity conservation on CTA's producer properties goes beyond the protection of natural areas. It is also strengthened through direct support for productive reforestation, integrating environmental and agricultural practices within a single strategy.

Therefore, our Forest Management Plan, redesigned in 2022, acts as an extension of the company's biodiversity actions. With it, we strengthen the energy self-sufficiency of integrated producers, work to ensure the use of sustainable firewood in tobacco curing, and encourage the recovery of biodiversity, food security, and wildlife shelter by providing native fruit tree seedlings.

With this program



Lucas Reus

Agricultural Production and Market Supervisor

We provide educational videos on reforestation on the Cultiva app, with practical guidance on planting, management, and care for seedlings.

2.1 million
seedlings planted by CTA's producer base in 2024.

375,000
seedlings supplied directly by CTA.

7,500
fruit tree seedling.

We encourage eucalyptus cultivation on properties, providing technical guidance and monitoring the survival rate of the seedlings.

We facilitate access to eucalyptus seedlings for integrated producers.

For every batch of eucalyptus seedlings, we donate 2% in native fruit tree seedlings.

Sustainable energy for tobacco curing

*sustainable
energy*

GRI 3-3 Sustainable Firewood

Ensuring the sustainability of the tobacco production chain also involves the conscious choice of the energy source used in curing the product. For this reason, since 2022, we have maintained a structured program to ensure the exclusive use of sustainable and traceable firewood, aiming to eliminate the use of native wood and reinforcing the company's environmental commitment.

The program was created to support farmers facing challenges such as lack of land for reforestation or economic limitations that make it difficult to produce their own firewood. In these cases, CTA intermediates the supply of firewood from registered and traceable suppliers, ensuring the sustainable origin of the input. Payment is facilitated and made at the time of tobacco delivery, which broadens producers' access to the program and contributes to the fulfillment of required environmental practices.

This initiative complements the Forest Management Plan and integrates one of the **six golden rules** of CTA's agricultural production governance, which requires the exclusive use of sustainable and traceable firewood as a condition for formalizing and maintaining contracts. Failure to comply with this rule results in corrective action plans and, if necessary, contract termination.

In addition to supply, we conduct annual monitoring of the firewood's origin and use on properties through the ESG Digital Platform, ensuring that all biomass used is from a proven sustainable source, whether it is from producers' own production, purchased from third parties, or directly supplied by the company.

2,200
cubic meters
of sustainable
firewood
supplied by CTA
in the 2024/2025
harvest.

100%
compliance with
the use of legal,
sustainable, and
traceable firewood,
verified by external
audit.

Energy

GRI 302-1, 3-3 Sustainable Firewood

CTA's industrial operation demands higher energy consumption at the headquarters, where tobacco processing activities are concentrated. To meet this need efficiently and with a lower environmental impact, the company adopts a strict and intelligent management of energy resources, always seeking innovation and control.

The **headquarters operates with 100% renewable electricity**, purchased from the free market, while the **Papanduva and Ituporanga** branches have, since 2023, relied on their own **photovoltaic solar plants** — structured to ensure energy self-sufficiency starting in 2025.

The company has also modernized its plant with the installation of **intelligent compressors**, which consume up to 50% less energy and offer greater accuracy in monitoring.

These advancements are being integrated into the systematic monitoring of inputs, carried out by the Operations and Sustainability areas, focusing on efficiency, traceability, and emissions reduction.

In addition to electricity, CTA's industrial process uses other energy sources, such as certified reforestation firewood, liquefied petroleum gas (GLP), as well as gasoline, diesel, and ethanol for the company's vehicle fleet, all accounted for and monitored based on internal and external sustainability indicators.

We are committed to reduce the impact of our operations, which is why we are investing in improving data management. With this enhancement, we have set 2024 as the baseline year for energy management, marking the first year of external verification of greenhouse gas emissions data.

Energy consumption within the organization by source type, in GJ

SOURCE TYPE	2024
Non-renewable fuel sources*	14,879
Renewable fuel sources**	80,188
Electricity consumed	7,478
Total energy consumed within the organization	102,545

* Refers to the consumption of diesel, gasoline, GLP, and fuel oil.

** Refers to the consumption of ethanol and commercial firewood.

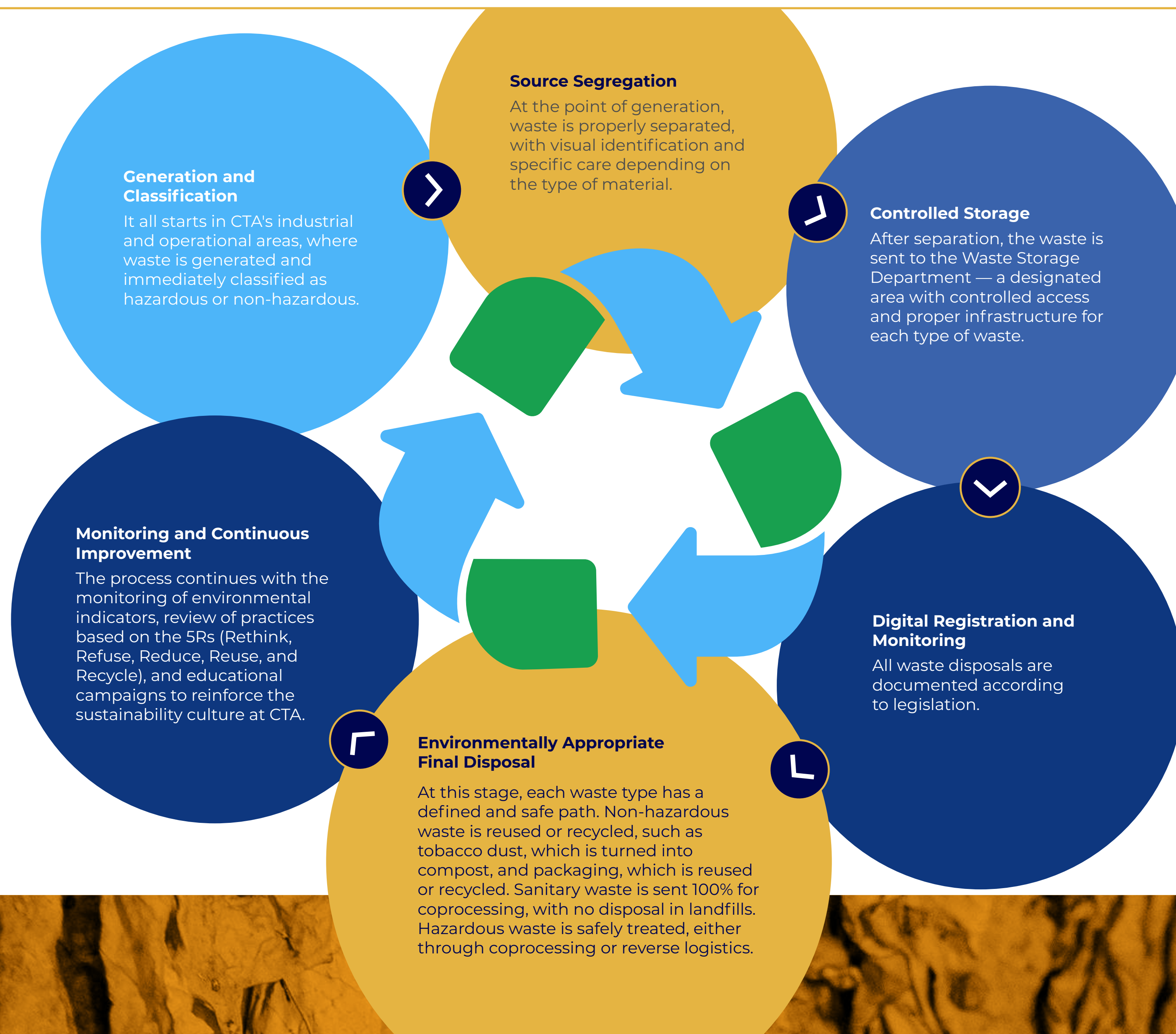


Waste management

GRI 306-1

At CTA, we manage waste in a structured and responsible manner, acting from reduction in generation to proper final disposal, always in compliance with environmental legislation and seeking opportunities for reuse and recycling.

The commitment is clear: minimize environmental impacts, promote material reuse, and ensure that most of the waste returns to the production cycle, meaning it receives environmentally correct disposal.



From generation to disposal

GRI 306-2, 306-5

We go beyond complying with environmental legislation and seek to integrate solutions that prioritize reuse, recycling, and environmentally appropriate final disposal.

99.9% of the waste is sent to recycling operations or other material recovery processes.

Total waste generated by type, in metric tons

GRI 306-3

Waste generated by type	2023	2024
Hazardous waste*	9	8
Non-hazardous waste**	2,484	2,687
TOTAL	2,493	2,695

* Hazardous waste includes pesticides, health-related waste, oils, light bulbs, and electronics.

** Non-hazardous waste includes plastics, paper, cardboard, glass, metals, organics, ash, tires, and tobacco dust.

99% of the waste generated by CTA **is non-hazardous**, with tobacco dust accounting for 78% of the total waste generated, which is extensively reused through composting, returning to the production cycle as fertilizer.

Total hazardous and non-hazardous waste not directed for disposal, in metric tons

GRI 306-4

Waste generated by type	2023	2024
Non-hazardous waste not directed for disposal		
Preparation for reuse*	45	45
Recycling**	489	476
Other recovery operations***	1,950	2,166
TOTAL	2,484	2,687
Hazardous waste not directed for disposal		
Preparation for reuse	7	6
TOTAL	7	6

*Over 59% corresponds to class A construction waste.

** Over 95% corresponds to tobacco dust, which is sent for composting.

*** Over 80% consists of paper and cardboard, materials used in the packaging of finished products.

Packaging and pallets, which represent 15% of the waste, undergo reuse or recycling processes, contributing to the reduction of new waste generation. Sanitary waste is 100% directed to coprocessing in cement plants, eliminating landfill disposal and converting the ashes generated into raw materials for the construction industry.

Hazardous waste, on the other hand, is disposed of in a controlled manner, either through coprocessing or reverse logistics, ensuring environmental safety and full traceability of these materials. Approximately 2 metric tons of hazardous waste are disposed of, mainly through incineration without energy recovery. Thus, only 0.07% of the total waste is directed to final disposal.



In 2024

GRI 306-2

We have made progress in concrete initiatives to reduce waste generation, improve traceability, and strengthen the circular economy in our operations. These actions ranged from the digitalization of processes to the expansion of material reuse projects, reinforcing the company's commitment to sustainability and innovation.

Production of sustainable bags from old uniforms, promoting material reuse.

2,038 bags produced by the NGO Das Marias, destined for CTA engagement actions and partner organizations, such as the Santa Cruz do Sul Environmental Protection Foundation (FUPASC).

Digitalization initiative for waste management control, allowing for more efficient and secure tracking of origin, volume, and disposal.

Advances in the digitalization of administrative processes, with a significant reduction in paper consumption.

More than 170,000 sheets of paper avoided.

More than 2,000 kg of waste eliminated.

More than 34,000 kg of CO2 equivalent avoided.

More than 365,000 liters of water conserved.



Adoption of lighter packaging, reducing the consumption of paper and plastic.

Expansion of reverse logistics for packaging and pesticide waste, ensuring environmentally appropriate disposal and material reuse.

Full reuse of tobacco dust through composting, returning as fertilizer for agricultural areas. The ash from the boilers was also incorporated, eliminating disposal in landfills.

More than 210 tons of tobacco dust.

GHG emissions

GRI 3-3 Climate Change

Understand, measure, and act: this has been CTA's approach to tackling the challenges of climate change. Since 2023, the company has been conducting its GHG emissions inventory, and in 2024, took a decisive step by publishing and verifying this data in the Public Emissions Registry of the Brazilian GHG Protocol Program for the first time, aiming to achieve recognition through obtaining the Gold Seal, achieved with the technical support of specialized consulting.

In this cycle, the inventory began to include the main Scope 3 categories, such as emissions associated with transportation, travel, commuting, waste treatment, and, for the first time and ambitiously, emissions related to tobacco cultivation — a key raw material for CTA's business. The process was carried out based on the GHG Protocol guidelines and

included external independent verification, ensuring greater accuracy, transparency, and traceability of the reported information.

This structural advance will serve as the foundation for building our Decarbonization Strategy, which has been under development since 2024 with the goal of setting progressive emissions reduction targets and integrating climate criteria into the company's operational, agricultural, and logistical decisions.

In addition to the inventory, other initiatives strengthen CTA's climate governance, such as the traceability of firewood, the purchase of renewable energy for the headquarters, and solar self-generation in its units in Santa Catarina.

Greenhouse Gas Emissions by Scope in tCO₂e*

GRI 3-3 Climate Change, GRI 305-1, 305-2, 305-3

EMISSIONS	2024
Scope 1**	1,029
Scope 2***	246
Scope 3****	65,661
Total Emissions	66,936
Biogenic Emissions	9,614

*All Greenhouse Gases were considered and calculated based on the guidelines of the GHG Protocol, ABNT 14064, and IPCC.

** The data considers agricultural activities, stationary and mobile combustion sources, fugitive emissions sources, industrial processes, and solid waste and liquid effluents.

*** The data considers the purchase of electricity based on location choice.

**** The data considers the GHG emissions sources from purchased goods and services, upstream and downstream transportation and distribution, waste generated in operations, business trips, and commuting.



In 2024

We made progress in collecting GHG emissions data associated with tobacco production, monitoring self-reported data from integrated producers, conducted via CTA's sustainability app.

More than 80% of CTA's GHG emissions are associated with tobacco cultivation.

We conducted the first external verification of the GHG emissions inventory, validating the methodology.

We conducted a risk and environmental impact assessment related to GHG emissions in 100% of our operational units.

Therefore, we have set 2024 as the baseline year for the development of CTA's Decarbonization Plan.

*Maria Iracema
Braz dos Santos*

Hose Feeder

For the People

*Vitoria Adriana
Buche Feli*

Picking Coordinator

People inspire us

People are the inspiration at CTA. As the company celebrates 30 years of history, it reinforces this commitment with a focus on those who make a difference every day: our employees. More than a principle, this care is present in strategic decisions, work relationships, and the way people management is structured.

Linked to the Administrative Board, the People Management area is responsible for implementing policies and practices that value human development, team engagement, and the promotion of a safe, healthy, and respectful environment for all. This governance reflects the understanding that caring for people is directly linked to business sustainability.

Therefore, CTA continuously invests in the professionalization of the area, expanding benefits, strengthening feedback processes, and creating conditions for each employee — whether permanent or seasonal — to grow and contribute to the collective achievement of results.

With a focus on increasingly professional and strategic management, we conducted a human resources diagnosis in 2024 as part of our culture of continuous improvement. In addition, we carried out the Organizational Climate Survey to measure our employees' satisfaction with the work environment and overall company management.

Selvino Anselmo Lenhart

Pallet Handler

Oti Claudio Petry

General Services Assistant

Lucineia Coferi Padilha Bohn

Blender Operator

Vera Maria Alves da Silva

General Services Assistant



The builders of CTA

GRI 2-7, 2-8, 401-1

The construction of CTA's history is directly shaped by the people who, at different times and under various forms of employment, contribute to each stage of the business.

Hiring follows two main formats: permanent contracts, forming the company's core workforce; and temporary contracts, addressing seasonal product demands, with seasonal workers participating in the tobacco processing.

Turnover among permanent employees remained low in 2024, reflecting consistent and lasting employment relationships. During the same period, due to the year's production context, there was a decrease in temporary hires, adjusting the workforce to the seasonal demand.

In addition, we invest in developing new talent through the hiring of young apprentices and interns selected directly by the company, without intermediaries, reinforcing our commitment to professional training and the inclusion of young people in the labor market.

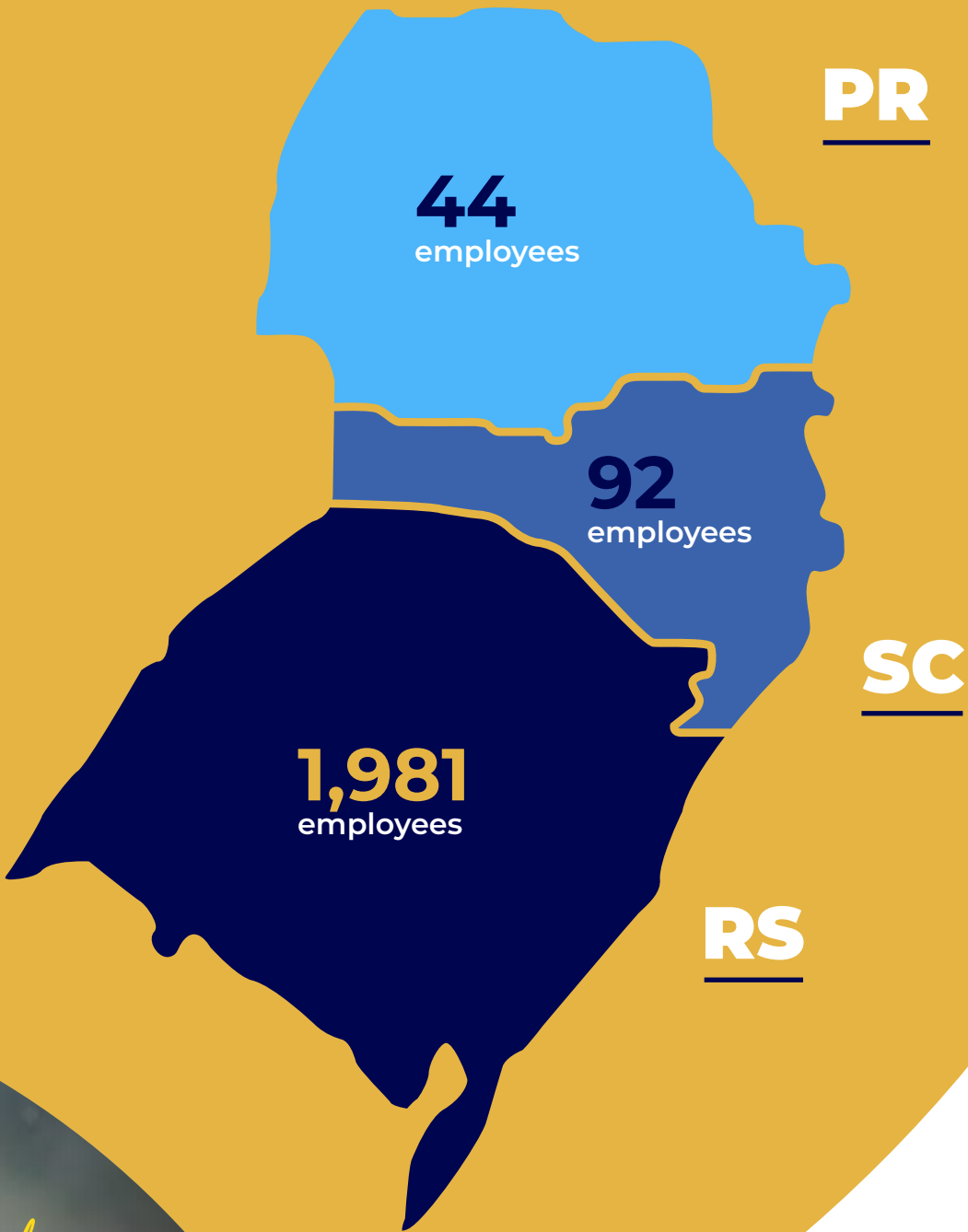
Complementing this structure, the company relies on outsourced professionals hired through specialized partner companies, who work in meal preparation, mechanical maintenance, and building maintenance, ensuring essential support for operations and the quality of support services. Every employee makes a difference, every voice counts, every action matters.

*Every employee makes a difference,
every voice counts, every action matters.*

Vitoria Adriana Buche Feli

Picking Coordinator

In 2024,
2,117
employees
helped build
a welcoming,
collaborative,
and respectful
environment.



Sandra
Maria
Ilha
Export
Assistant

In 2024,
women
held:

51%
of total
positions,

22%
of permanent
contracts.

58%
of temporary
positions.

Roles in forklift
operations and in the
tobacco purchasing
department, areas
historically dominated
by men.

Number of employees by gender, region, and contract type

GRI 2-7

STATE	2023			2024		
	Men	Woman	Total	Men	Woman	Total
Rio Grande do Sul	934	1161	2095	909	1072	1981
Santa Catarina	136	30	166	80	12	92
Paraná	55	10	65	38	6	44

CONTRACT DURATION	Men	Woman	Total	Men	Woman	Total
Temporary	820	1112	1932	724	1002	1726
Permanent	305	89	394	303	88	391

TOTAL	1125	1201	2326	1027	1090	2117
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Training, empowering, and developing

GRI 404-2

For us, developing people is more than an investment: it is part of our culture. We understand the importance and impact of training and development actions on business strategy and on people's lives. We recognize that by investing in people's growth, we also contribute to the development of professionals better prepared for the market as a whole and to the professionalization of the regions where we operate.

For this reason, over the past year, we have strengthened initiatives focused on technical and behavioral training and on valuing internal talent as a tool for transformation.

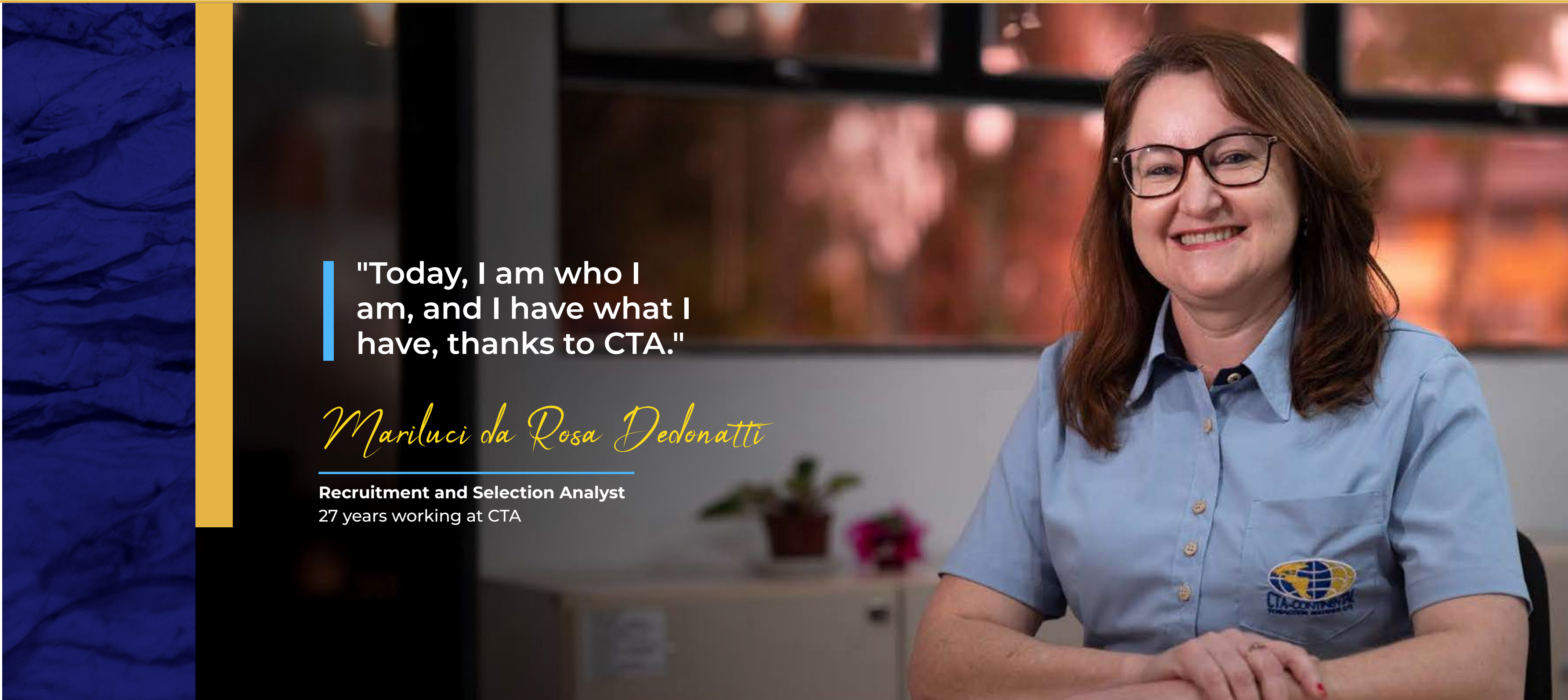
Among the actions implemented or enhanced is the ConeCTAr program, which promotes integration between areas and encourages

innovation in daily work. We intensified the encouragement of active participation in training, including project presentations, reporting results, and providing employees more freedom to demonstrate and develop their capabilities.

With a solid culture of technical and behavioral training, we conduct planned training sessions according to the needs of different areas and essential themes for CTA, such as ethics, health and safety, human rights, and diversity, among others.

Internal Trainee Program

Started in 2023, the program offers opportunities for rotation between areas for employees with leadership potential, broadening their strategic and practical understanding of the business.



"Today, I am who I
am, and I have what I
have, thanks to CTA."

Mariluci da Rosa Dedonatti

Recruitment and Selection Analyst
27 years working at CTA

Performance evaluation

A consolidated practice at CTA, performance evaluation is a strategic tool focused far more on development than measurement. Integrated with Individual Development Plans (IDPs) and the company's Training & Development Plan, it identifies opportunities for improvement in people management and leadership development processes, as well as the training needs of each employee.

The company views the process as an opportunity for dialogue, recognition, and alignment between leaders and employees, aiming to promote a continuously growing environment aligned with the organization's strategy.

Leadership development

Leadership strengthening takes place practically, connected to daily operations and the real needs of the teams.

Thus, in 2024, the company further encouraged managers' autonomy to define the development paths of their teams, with freedom to plan technical and behavioral training aligned with each area's goals. This autonomy, recorded in the IDPs, is monitored by the Board and contributes to a culture of ownership and continuous learning.

Internal growth

CTA has a solid history of internal growth and lasting relationships with its employees. Many professionals pursue careers at the company for over two decades, reflecting an environment that values stability, listening, and development. The consistent practice of training and promoting people based on merit and development has strengthened employee retention and talent progression.



"I have worked here for 30 harvests. And I love working here. I always come back."

Celita de Jesus Ferreira

General Services Assistant

Relationships with seasonal employees

The bonds built with seasonal employees are one of CTA's differentiators. In each new production cycle, a significant number of professionals return for another harvest — many with stories spanning two or even three decades.

We continue to strengthen this bond through initiatives that combine care and efficiency. Recruitment automation via the app has facilitated scheduling of admission exams and sped up the return process. In addition, incentives such as attendance bonuses and the referral program are maintained, reinforcing a sense of belonging and valuing the experience of those already familiar with the company's routine.

The high return rate and low turnover among seasonal workers reflect a welcoming and respectful environment, where each employee, even with a temporary contract, is treated as an essential part of CTA's history and results.

Market-aligned remuneration

GRI 2-19, 2-20

Remuneration at CTA is defined based on technical criteria, market values, and collective agreements, also considering individual performance and the level of responsibility of each role. The process involves the employee's immediate leadership and Board representatives, promoting consistency and balance in decisions.

For operational positions, there is no variable pay linked to productivity. For the Board of Directors, remuneration is determined by the Board of Administration, with the possibility of additional Performance-Based Remuneration (PPR), based on economic and product quality targets.

Board members do not receive a fixed salary but may be awarded bonuses based on the company's overall performance.

These practices ensure equal treatment for people in equivalent positions, using objective criteria without distinction of gender, race, or any other personal factor. In this way, the company maintains an approach aligned with its commitment to valuing people, transparency, and responsible people management.



Claudete Luciana Schulz

Agricultural Portfolio Supervisor

A culture of care and respect

GRI 3-3 Human Rights

Promoting respect for and protection of human rights is a commitment established in CTA's policy, which permeates the entire value chain — starting at home, in the way each person is treated, heard, and recognized. This approach is grounded in caring for relationships, combating all forms of discrimination, and building an ethical, safe, and inclusive environment.

Since 2021, the company has had a **Human Rights Committee** that meets monthly, works in coordination with other areas, and proposes educational actions focused on diversity, ethics, and respect for individuality. These topics are also addressed by the **Diversity & Inclusion Committee** and the **Internal Committee for Accident and Harassment Prevention (CIPA)**.

In 2024, this commitment was strengthened



Caring for people has always been part of who we are, because when the environment is welcoming, values, and integrates, everyone grows together: the company strengthens, and each employee recognizes themselves as part of something worthwhile.

Inclusion that inspires

The **CapaciTar program** is an ongoing initiative by CTA, focused for over a decade on the training and inclusion of people with disabilities in the workplace. Integrated into the company’s diversity management strategy, the program promotes not only professional development but also the strengthening of participants’ self-esteem and autonomy.

With the support of his family, the Association of Parents and Friends of Exceptional People (APAE), CapaciTar, and CTA, Bruno overcame barriers and secured his place in the labor market. Today, he works at CTA with pride and commitment, proving every day that he is capable.



Meet [Bruno's story!](#)

The Life Dialogues

More than an internal practice, Life Dialogues are moments created to care for those who build CTA. They are deep spaces where teams pause for a few minutes to discuss topics that touch life — both inside and outside work.

Meetings take place across all sectors, with conversations about emotional health, respect, safety, values, and listening. In each dialogue, the company reinforces a commitment that goes beyond results: cultivating genuine, respectful human relationships.



Bruno Zappe Camara

Warehouse Assistant



“Together, we are **stronger. Together, we inspire to do better.**”

Benefits and quality of life

GRI 401-2

In recent years, we have sought to expand the benefits offered to employees based on feedback and continuous improvement of the work experience. In 2024, we achieved significant progress, such as revising the health plan co-payment table, resulting in a substantial reduction and/or exemption of employee contributions.

In addition, we implemented initiatives focused on daily well-being, including paid corporate time off, improvements to the cafeteria facilities, and enhancements in the quality and quantity of meals. These actions emphasize attention to the details that matter in daily life, especially when combined with other benefits offered to employees.

Many of the benefits provided by CTA are also extended to seasonal employees, respecting the specific nature of their contracts and valuing their contributions during the harvest period.



Benefits

- Meal allowance and on-site meals.
- Reimbursement for medications and medical exams.
- Financial support for purchasing glasses.
- Medical care at the infirmary.
- Health plan with reduced or exempt co-payment, according to salary range.
- Dental plan.
- Life insurance.
- Free vaccination campaigns.
- Company-provided uniforms.



Andrei Jasper

Agricultural Production and Market Supervisor

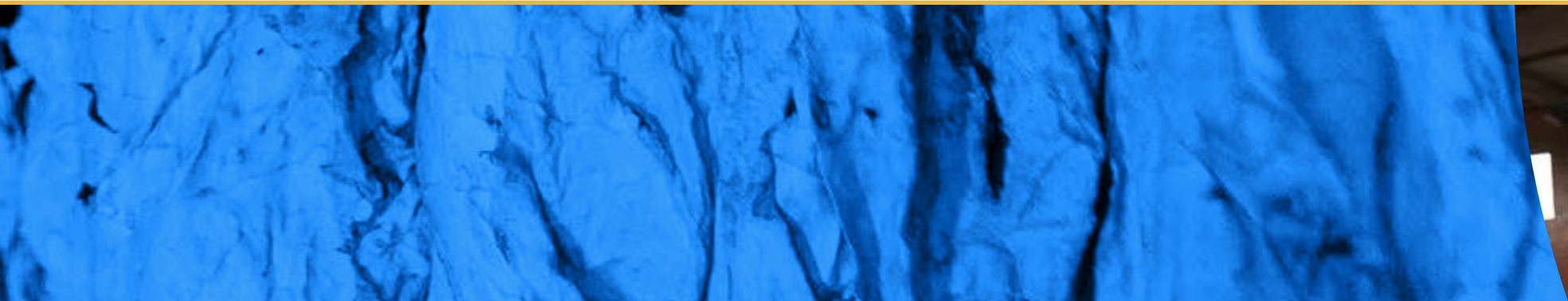
- Reduced working hours.
- CTA Club available throughout the year.
- Childcare services.
- Performance-Based Compensation Program.
- Salary supplement for employees on time off.
- Paid leave bonus.
- Pre-retirement job security.

Human-centered work environment

GRI 401-2

More than just a workplace, at CTA we cultivate an environment where well-being, listening, and valuing people are part of the daily routine. In 2024, as we celebrated our 30-year history, we reinforced this care with actions that bring people together, welcome them, and recognize those who build the organization’s journey every day.

From the childcare center to the recreational area, including cultural events and rest spaces, each initiative shows that the work environment goes beyond production: it is also a space for belonging, social interaction, and celebration of collective life.



CTA childcare center

CTA provides a fully free childcare center for employees’ children, maintained by the company, offering peace of mind to families and a welcoming environment for children. The facility is designed so that our employees, as parents, feel safe and close to their children.

“It is rewarding to have our child close by. We can work more calmly and relaxed.”



Fabiane Inês da Rosa

23 years at CTA. She started as a seasonal worker and was made permanent in 2008, the same year she took maternity leave.

CTA club

With swimming pools, sports courts, barbecue areas, a party hall, and a playground, the club is a recreational space, accessible through membership, for employees and their families, open even outside the harvest period.

Indoor recreational area

Refurbished in 2023, the area includes a café, hot water for chimarrão, a community library, games, coloring books, and crossword puzzles. It is a welcoming environment that encourages rest, creativity, and social interaction.





Cleni Schoeninger Vaz

Blend Desk Reviewer

With care and integration

Talent Show

The stage is open, and talent is free. On special dates, employees are invited to sing, play music, tell jokes, and share what moves them. The result brings more integration, smiles, and pride in belonging to a team that values people.



International Women's Day

On International Women's Day, CTA organized a pause for care. The lecture on health and stress was a way to acknowledge daily demands and reinforce that, here, well-being and respect go hand in hand.



Choir – Being Happier

CTA's choir is made up of voices working side by side, which together turn moments into memories. In 2024, the group moved colleagues and the community with a tribute to the Gaúcho people, showing that integration is also built with art, affection, and purpose.

"In this challenging year, it was the strength, determination, and unity of the Gaúcho people that kept us firm, facing every obstacle. In honor of this struggle, our choir recorded the song 'Sky, Sun, South,' a symbol of our land and our resilience."



World Environment Day

In the company garden, discussion circles brought employees together to exchange ideas about sustainability and best practices. With a light atmosphere — and tangerines* as companions — the event reinforced everyone's role in caring for the collective.

* The name for tangerine in Southern Brazil.



Chimarrão Gathering – Farroupilha Week

During Farroupilha Week, the company courtyard became a meeting space. Chimarrão, traditional attire, and the choir set the tone for a welcoming and meaningful moment to celebrate culture, strengthen bonds, and value those who are part of CTA.



Special – 30 Years of CTA

In 2024, we celebrated three decades of history — a journey built with work, affection, and belonging. To mark this milestone, we honored employees who reached 10, 20, and 30 years with the company, recognizing the value of those who grow together with CTA. From June onwards, we launched a series of videos with heartfelt testimonials from those who experience the company from within. Each story shared was also posted on social media, creating real connections and generating very positive engagement.





Prioritizing health and safety

GRI 403-1, 403-8

At CTA, safety and health are not just regulations but a daily commitment. The company maintains a Health and Safety Management System covering 100% of employees (permanent, seasonal, and outsourced), prioritizing prevention and well-being across all units.

Management is carried out by a team of professionals comprising the Specialized Service in Safety Engineering and Occupational Medicine (SESMT), including

a safety engineer, safety technicians, a nurse, and an occupational physician. Additionally, an occupational physiotherapist, speech therapist, and other nursing professionals complement the support.

Actions follow the guidelines of the Regulatory Standards (NRs), focusing on Occupational Risk Management (GRO), the Risk Management Program (PGR), and the Medical and Occupational Health Control Program (PCMSO). Beyond prevention, this team also provides care

services, creating a bridge between health and workplace productivity.

100% of CTA's operational units were evaluated according to employee health and safety risks.

Prevention lived in practice

GRI 403-1, 403-2, 403-4, 403-5

Onboarding focused on safety

All new employees receive guidance on risks, PPE, and incident reporting channels on their first day.

Shared risk perception

The program includes an Incident Reporting Form and the Right to Refuse, ensuring any worker can stop an unsafe activity.

Humanized safety questionnaire

Implemented in 2024, it gathered input from 514 employees on risk perception, contributing to specific action plans in each area.

Internal audits

The safety team conducts periodic audits, sending reports to leaders to correct non-conformities.

Safety culture assessment

Conducted in 2024 with external support to map strengths and opportunities for improvement.

Incident investigation procedure

Any workplace incidents are formally recorded through the Incident Report and investigated by the SESMT team and other departments when necessary, identifying lessons learned and improvement opportunities.

Third-party risk management

Occupational risk management is extended to third parties, with a supplier approval process, documentation evaluation, and mandatory training.

Safe work procedure and work order

Annually, all employees receive the updated document with information on activities, occupational risks, prevention, and guidance on the right to refuse risky tasks.

Attention on the roads

In 2024, we expanded monitoring of raw tobacco transport, with electronic tracking of bales and a rapid response team—a concrete measure to manage risks associated with cargo movement and third-party carriers.

Periodic training

Training is conducted according to the specifics of each service, along with campaigns and other awareness actions on occupational safety and health for employees and third parties.

Active CIPA

Monthly meetings, inspections, campaigns, and participation in accident investigations are carried out by the Internal Committee for Accident and Harassment Prevention, represented by both internal and outsourced employees.

SIPAT 2024

The Internal Week for the Prevention of Workplace Accidents and Harassment addressed topics such as active care, risk perception, promotion of healthy practices, human rights, and harassment prevention, complemented by practical workshops and lectures.



Caring for health

GRI 403-3, 403-6, 403-7

Health goes beyond risk prevention in the workplace — it involves welcoming stories, listening attentively, and ensuring that each person has access to the care needed to live and work with better quality of life. With this approach, CTA has been expanding its actions to promote physical and mental health, combining infrastructure, information, and daily proximity.

Janaina Gabriela de Oliveira Lopes

Seasonal Administrative Assistant



Bruna Eugênia Brixner Ferreira

Nurse



On-site clinic

The company has an on-site clinic for occupational exams and primary care provided by the team, focusing on health prevention and promotion for all employees, whether on permanent or temporary contracts.



Improved thermal comfort for workers

In response to heat waves in 2024, the company invested in fans and humidifiers and began offering lighter uniforms at the start of 2025, providing greater comfort and well-being for employees in operational areas.



Prevention and care campaigns

Through Life Dialogues and internal channels, we promoted campaigns addressing topics relevant to overall health:

- Yellow September (mental health).
- Pink October (breast cancer).
- Blue November (prostate cancer).
- Flu vaccination (600 employees immunized in 2024).
- Aedes do Bem (initiative for dengue and other arbovirus control).



Health promotion groups

In 2024, we resumed monitoring and complication prevention groups for employees with hypertension and diabetes and launched a support and guidance group for pregnant employees.



Expansion of the hearing conservation program

Expanded with longer breaks and improved rest room infrastructure, ensuring greater effectiveness in protecting employees exposed to noise.

For the Communities

Engagement that strengthens bonds

GRI 3-3 Child Labor & Forced Labor, 3-3 Human Rights

Building relationships with the community has always been part of CTA’s identity. Beyond simply being present in the region, the company seeks to create a positive impact alongside employees and local partners through charitable projects, educational activities, and initiatives that promote equity.

These actions are aligned with the commitment to firmly prevent child labor and respect human rights while generating opportunities. These pillars guide lasting partnerships and investments in transformative initiatives. Through active listening, consistent presence, and genuine involvement, CTA strengthens its role as a social development agent day by day.



Crescer Legal Institute

GRI 3-3 Child Labor & Forced Labor, 3-3 Human Rights

We believe education is the path to breaking cycles of inequality. For this reason, the company is one of the supporters of the Crescer Legal Institute, an initiative that promotes the rights of adolescents in rural areas, especially in tobacco-producing regions.

Created to combat child labor and provide real opportunities for personal and professional development, the Institute runs initiatives such as the **Rural Professional Apprenticeship Program**, in which adolescents are hired by companies as apprentices and receive comprehensive training in rural management, citizenship, and entrepreneurship.

Additionally, initiatives like the **Nós por Elas Program** highlight the role of young women in rural areas, creating knowledge multipliers in their communities. The Institute also runs the **Entrepreneurship Best Practices for Education Program**, which has trained 82 teachers from 42 schools, benefiting around 10,000 people.

In 2024, with the support of associated companies, the Institute achieved significant milestones:

Learn more about the Crescer Legal Institute:

[CRESCERLEGAL.COM.BR](https://crescerlegal.com.br)

Through this work, we strengthen our commitment to defending human rights, investing in a future with greater dignity, autonomy, and opportunities for those who need it most.

Certification of over 1,000 young People

The **Rural Professional Apprenticeship Program** trained adolescents in rural management and entrepreneurship, offering alternatives to child labor and promoting personal and professional development.

Expansion to new cities

In 2024, the program expanded to 23 municipalities across the states of Rio Grande do Sul, Santa Catarina, and Paraná, positively impacting rural communities.

ComparTilhAr

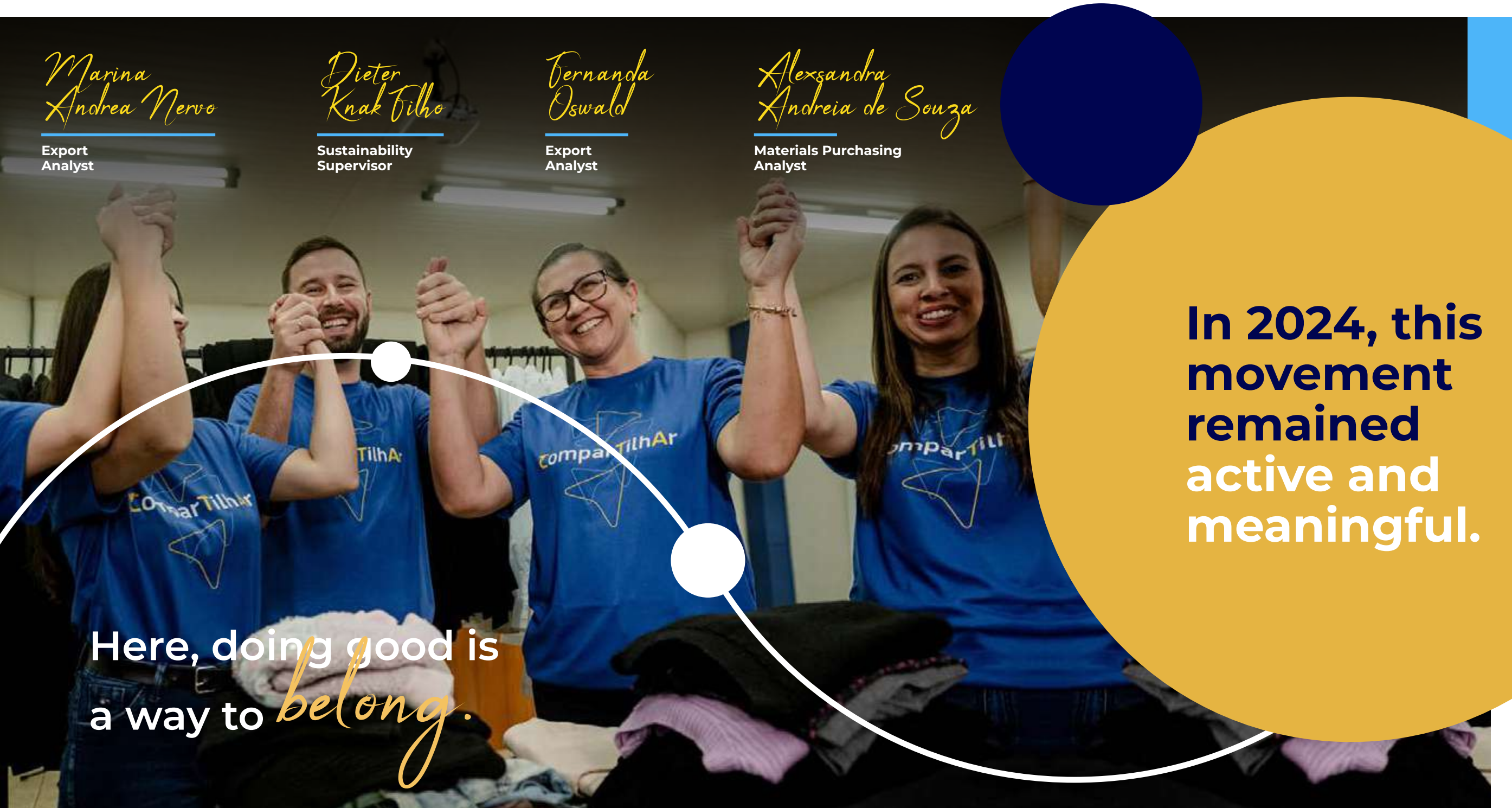
GRI 2-29

Solidarity that begins within and extends beyond the company.

When solidarity is part of a company’s culture, social initiatives gain soul, purpose, and impact. The ComparTilhAr Program is the practical expression of this collective spirit:



a volunteer group initiated by employees themselves, organized to extend care and support to those in need.



Here, doing good is a way to *belong*.

Solidarity Feijoada

On October 19, the aroma of solidarity filled the group. The event raised R\$ 11,005.00, donated to the Associação Esperança Azul, which supports children with autism.

Solidarity Thrift Sale

More than clothes, affection and empathy were shared. The event generated R\$ 3,104.00 — part of the funds went to support an individual’s healthcare, and the remainder to assist the association.

Fun at the CTA Club

We organized a day of fun for children from the Venâncio Aires Shelter Home at the CTA Club. Games, tasty meals, and gifts made their Christmas special.

Empowering voices in the field

GRI 2-29

The countryside is made of stories, generations, and countless opportunities. Recognizing this, we promote actions that value the presence of women and young people in rural activities, encouraging leadership, training, and retention in rural areas with freedom of choice, dignity, autonomy, and real development opportunities.

In partnership with specialized institutions and with direct support from our field teams, we invest in training, support, and inclusion — because we believe that the sustainability of the production chain depends on those who make the land flourish every day.

In 2024



More than 60 women participated in the “Women in the Field” program (SENAR), covering topics such as health, safety, and well-being in daily rural life.

We produced and made available educational and informative videos in accessible language, aimed especially at women and young farmers.

We support family succession and recommend young people linked to our integrated producers for courses at the Crescer Legal Institute, contributing to training in management, citizenship, and rural entrepreneurship.

The CultivA app began offering accessible videos on health, rural life, recipes, and social topics relevant to women on the properties.



For the future

For us, building the future means making responsible choices in the present.

It is about seeing each challenge as an opportunity to grow alongside those who plant, guide, care, and transform.

Our commitment is to remain firmly rooted in the field, making decisions that anticipate trends, respond to climate changes, and value those who are with us on this journey.

The future is not just a goal: it is the continuation of everything we already are.

With resilience, innovation, and dialogue, we continue cultivating a solid, human-centered company prepared for the times ahead.

For 2025, we want



Strengthen a data-driven culture for decision-making.



Enhance the Performance Evaluation Program.



Launch version 3.0 of the CulTivA app with new features and expand access for integrated producers.



Implement the scheduled actions of the Muda Project.



Expand programs promoting physical and mental health.



Consolidate the new information security governance plan.



Establish CTA's Decarbonization Plan.

GRI Content Summary

Usage Statement:

CTA reported the information cited in this GRI content summary for the period from January 1, 2024, to December 31, 2024, based on the GRI Standards.

GRI 1 Used

GRI 1: Foundations 2021

GRI STANDARDS

CONTENT

LOCATION

GENERAL CONTENTS

GRI 2: General Contents 2021

2-1	Organization details	p. 03, 11, 12, 13
2-2	Entities included in the organization’s sustainability report	p. 03
2-3	Reporting period, frequency, and contact point	p. 03
2-4	Restatements of information	No restatements of information occurred.
2-5	External assurance	p. 03
2-6	Activities, value chain, and other business relationships	p. 11, 12, 21, 23
2-7	Employees	p. 50, 51
2-8	Workers who are not employees	p. 50
2-9	Governance structure and its composition	p. 13, 14
2-10	Appointment and selection for the highest governance body	p. 13
2-11	Chair of the highest governance body	p. 13
2-12	Role of the highest governance body in overseeing impact management	p. 13
2-13	Delegation of responsibility for impact management	p. 14
2-14	Role of the highest governance body in sustainability reporting	p. 03
2-15	Conflicts of interest	p. 17
2-16	Communication of critical concerns	p. 13, 14
2-17	Collective knowledge of the highest governance body	p. 13
2-18	Performance evaluation of the highest governance body	The Board of Directors is not subject to a performance evaluation.
2-19	Remuneration policies	p. 54
2-20	Process for determining remuneration	p. 54
2-21	Ratio of total annual remuneration	Information not disclosed.
2-22	Declaração sobre estratégia de desenvolvimento sustentável	p. 04
2-23	Policy commitments	p. 17
2-24	Incorporation of policy commitments	p. 17
2-25	Processes to remediate negative impacts	p. 17
2-26	Mechanisms for advice and raising concerns	p. 18
2-27	Compliance with laws and regulations	In 2024, no cases of non-compliance with laws or regulations were recorded.
2-28	Participation in associations	p. 14, 18, 21
2-29	Approach to stakeholder engagement	p. 09, 12, 66, 67
2-30	Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.

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GRI 1 Used

GRI 1: Foundations 2021

GRI STANDARDS	CONTENT	LOCATION
GENERAL CONTENTS		
GRI 3: Material Topics 2021	3-1 Process for Defining Material Topics	p. 09
	3-2 List of Material Topics	p. 09
	3-3 Management of Material Topics	p. 09, 13, 14, 17, 18, 35, 36, 37, 38, 41, 42, 43, 47, 55, 64, 65
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization	p. 43
GRI 303: Water and Effluents 2018	303-1 Interactions with Water as a Shared Resource	p. 35, 36, 37, 38
GRI 305: Emissions 2016	305-1 Direct (Scope 1) Greenhouse Gas (GHG) Emissions	p. 47
	305-2 Indirect (Scope 2) Greenhouse Gas (GHG) Emissions from Energy Acquisition	p. 47
	305-3 Other Indirect (Scope 3) Greenhouse Gas (GHG) Emissions	p. 47
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-Related Impacts	p. 44
	306-2 Management of Significant Waste-Related Impacts	p. 45, 46
	306-3 Waste Generated	p. 45
	306-4 Waste Not Directed to Final Disposal	p. 45
	306-5 Waste Directed to Final Disposal	p. 45
GRI 401: Employment 2016	401-1 New Hires and Employee Turnover	p. 50
	401-2 Benefits Provided to Full-Time Employees Not Offered to Temporary or Part-Time Employees	p. 57, 58
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	p. 60, 61
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	p. 61
	403-3 Occupational Health Services	p. 62
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	p.61
	403-5 Training of Workers in Occupational Health and Safety	p.61
	403-6 Worker Health Promotion	p. 62
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships	p. 62
	403-8 Workers Covered by an Occupational Health and Safety Management System	p. 60
GRI 404: Training and Education 2016	404-2 Programs for Employee Skills Development and Career Transition Assistance	p. 52



COORDINATION

Executive Board and technical teams

GRI CONSULTANCY, EDITORIAL COORDINATION AND CONTENT

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