

Newsletter 2026



Doing things differently
is our way of doing things.

Building results that reflect our values.

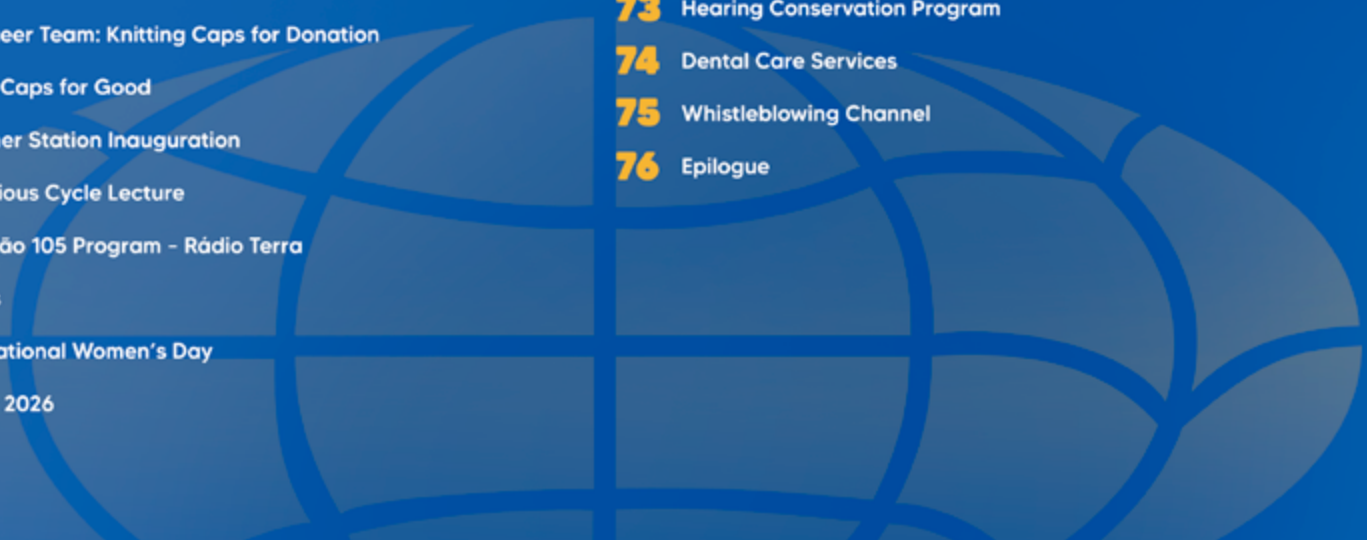
Over the years, we have continued to strengthen CTA Continental's commitment to people, sustainable development, and building relationships grounded in responsibility, respect, and collective care.

More than simply fulfilling commitments, we strive to turn our values into concrete actions by promoting initiatives that positively impact our employees, integrated producers, local communities, and the environment.

In line with the agreements established with the Brazilian Labor Prosecution Office (MPT), we have maintained our focus on raising awareness of health, safety, human rights, and well-being, reinforcing educational initiatives, training programs, and projects aimed at fostering human and social development throughout our production chain.

Throughout this period, we expanded our initiatives, strengthened our programs, and continued investing in actions that contribute to a safer, more inclusive, and more sustainable work environment. In this edition, we present some of the key projects, campaigns, and initiatives carried out between 2022 and the first half of 2026, reaffirming our commitment to continuous improvement and to making a positive difference through our actions.



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Management Policy

CTA-Continental's Management Policy, Mission, Vision, and Values continue to serve as the pillars that guide the company's decisions, relationships, and day-to-day operations. More than institutional guidelines, these principles reinforce CTA's commitment to sustainability, ethics, social responsibility, and continuous development.

To keep these principles at the forefront of employees' daily activities, the panels displaying CTA's guiding principles remain installed in the company's recreation area, making these messages visible and fully integrated into the workplace. This initiative strengthens the company's organizational culture and highlights the importance of each individual in fostering a responsible, collaborative work environment aligned with the values that have shaped CTA's history.



Panels displaying CTA's guiding principles located in the company's recreation area.

ESG Governance in Agricultural Production

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

Every year, the company conducts an ESG training at the beginning of the farmer hiring period with all agricultural production teams, including all supervisors, who are responsible for providing technical guidance and monitoring the properties through the ESG digital platform, where over 300 items are monitored on each property.

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

ALP is an ongoing program that combines communication and monitoring to promote improvements in labor practices on rural properties.

The criteria range from the eradication of child labor to encouraging health and safety on the farm, reinforcing CTA's commitment to sustainability and social responsibility.

ESG Governance in Agricultural Production

The company has a golden rule that covers six basic items that must be met during the hiring process for the harvest; otherwise, the contract will not be executed.

The six golden rules are: zero tolerance for child labor, agrochemicals storage in accordance with legislation, personal protective equipment for the application of agrochemicals for all farmers and workers on the property, harvest apparel for all producers and workers on the property, minimum accommodation conditions for permanent workers residing on the property, and the use of sustainable firewood for curing tobacco.

All of the company's agricultural supervisors are trained annually by the agricultural sustainability area to be the link between the company and farmers, providing technical guidance and monitoring the properties. This action reinforces our commitment to promoting sustainability and safety in the farms, aligning agricultural practices with the program requirements and current legislation.

**PROGRAMA ALP**
Práticas de trabalho agrícola

Os Produtores Integrados devem ser comprometidos em não utilizar trabalho infantil na produção de tabaco e em garantir um ambiente de trabalho seguro e justo a todos os trabalhadores, de acordo com a legislação local e conforme as recomendações das Orientações Agrícolas da CTA Continental.

Trabalho Infantil

É proibida a utilização de mão de obra de crianças e adolescentes em qualquer fase na produção de tabaco.

- Crianças e adolescentes devem estar matriculados e frequentar a escola.
- Durante as férias escolares, as crianças e adolescentes não podem trabalhar na produção de tabaco.
- Crianças e adolescentes não podem realizar atividades consideradas perigosas em nenhuma outra atividade agrícola, de acordo com a lista de trabalhos perigosos.



- evitar e manipular cargas pesadas;
- manusear produtos químicos tóxicos;
- trabalhar frequentemente por longas horas;
- trabalhar em altura acima de 2 metros sem proteção contra quedas;
- manusear ferramentas agrícolas afiadas;
- dirigir e operar máquinas e equipamentos agrícolas motorizados;
- exposição prolongada a calor intenso, umidade e luz solar direta;
- exposição ao frio, vento ou queimaduras;
- trabalhar à noite.



Legislação/direitos dos trabalhadores

- Os trabalhadores devem receber tratamento justo e respeitoso, não podendo haver ameaças, intimidação e qualquer tipo de assédio ou discriminação.
- Toda e qualquer tipo de trabalho realizado na propriedade rural deve ser voluntário.
- É importante que o produtor formalize a contratação de mão de obra, observando as regras da legislação vigente. Sempre assine no seu contrato para a correta contratação dos trabalhadores.
- Os pagamentos devem ser feitos regularmente e diretamente aos trabalhadores, juntamente com uma cópia do comprovante de pagamento.
- Os valores pagos aos trabalhadores devem atender a legislação ou a referência regional.
- Os trabalhadores não podem ser expostos a longas jornadas de trabalho, de maneira regular e ininterrupta. Dúvidas para as férias e para descanso devem ser observadas.
- Os trabalhadores não podem ter seus documentos retidos, nem trabalhar como forma de pagamento de uma dívida advinda com o produtor (seu ou de outro).
- Os trabalhadores devem ter liberdade de se associarem a sindicatos ou associações.



Ambiente de trabalho seguro

- Proporcionar um ambiente de trabalho seguro e organizado, tomando medidas necessárias para evitar lesões e acidentes, incluindo o fornecimento dos EPIs adequados e em condições de uso a todos os trabalhadores, sempre que necessário.
- Os trabalhadores devem ser treinados sobre os riscos da Doença da Folha Verde de Tabaco (DFTV) e aplicar as medidas necessárias para evitá-la, de acordo com as recomendações da empresa.
- A aplicação de agroquímicos deve ser feita somente por pessoas treinadas e com a utilização correta dos EPIs.
- Homens de 18 anos ou idosos com mais de 60 anos, mulheres grávidas e lactantes não devem manusear ou aplicar agroquímicos.
- Após a aplicação de agroquímicos, as pessoas devem ser orientadas a o período de segurança deve ser observado.
- Os agroquímicos devem ser armazenados em depósito seguro, resistente a panelas de desconformação, devendo ser identificados, não permitindo o acesso de crianças e animais.
- As embalagens vazias de agroquímicos não podem ser reutilizadas e devem ser descartadas corretamente, após a triagem final.
- Unidades apenas agroquímicos recomendados para a cultura de tabaco e de acordo com a tabela e recomendações agroquímicos.
- Máquinas e implementos devem ser operados de acordo com a finalidade para a qual foram projetados e desenvolvidos.
- Ferramentas manuais devem ser disponibilizadas em boas condições de uso e armazenadas de forma segura.
- As instalações elétricas, a infraestrutura dos galpões e outras devem ser revisadas periodicamente, para evitar riscos de acidentes.
- Os trabalhadores devem ter acesso à água limpa para beber e se lavar, assim como a instalações sanitárias.
- As acomodações, quando fornecidas, devem ser limpas, seguras e organizadas, atendendo às necessidades básicas dos trabalhadores e seus dependentes.
- O transporte dos trabalhadores para o local de trabalho, quando oferecido, deve ser feito de forma segura e gratuita.
- O produtor deve garantir acesso à primeira assistência em caso de acidente de trabalho leve. Em caso de acidente mais grave, o resgate de emergência deve ser acionado.



**Telefones úteis e de emergência:**

SEMT (Serviço Especial de Manutenção Técnica) 902
Centro de Bombeiros 903
Polícia Militar 900
Depto. Defesa Humana 900
Centro de Atendimento à Saúde 900

Cooperativa CTA:
Serviço de atendimento aos clientes
seguros, seguros e seguros
serviço de atendimento 080 800 0000
www.ctacontinental.com.br



ALP promotional poster

Permanent Control Mechanism for Tobacco Production – Due Diligence

CTA-Continental maintains its commitment to continuous improvement and governance of labor practices, ensuring dignified working conditions for its integrated farmers. To this end, the Permanent Control Mechanism for Tobacco Production, also known as Due Diligence, was implemented.

This system enables more precise monitoring of agricultural practices through the ESG digital platform and covers the Sustainable Tobacco (STP) and ALP programs, among other actions in the social and environmental pillars. Through this mechanism, the company ensures that all its actions are aligned with elevated standards of social responsibility and sustainability, promoting an ethical and safe work environment.

Revitalization of the Recreation Area

Two years after the revitalization of CTA-Continental's recreation area, the space continues to fulfill its purpose of promoting well-being, integration, and opportunities for employees to interact. Since 2024, the recreation area has become part of the daily routine of different teams, serving as a space for breaks, exchanging experiences, and strengthening relationships.

Throughout this period, the space has become an even more meaningful part of the company's daily routine, hosting gatherings, celebrations, and moments of relaxation that contribute to a more welcoming and collaborative work environment. This initiative reinforces CTA's ongoing commitment to its people by valuing spaces that promote quality of life, connection, and balance in the workplace.



Campaign Against Child Labor

CTA-Continental conducts annual campaigns to combat child labor, an initiative that highlights the importance of protecting children from exploitation and ensuring a safe, healthy environment free from abuse.

The campaign is promoted throughout the southern states of Brazil through radio, billboards, social media, website banners, and posters displayed at the company's facilities.

This initiative reinforces CTA's commitment to promoting children's rights by raising awareness of the importance of providing children with the freedom to learn, play, and grow in a safe environment.

A infância é a fase dos sonhos.
VALORIZE—A E PROTEJA
FUTURO DAS CRIANÇAS.

DENUNCIE O TRABALHO INFANTIL
DISQUE 100

CANAL DE DENÚNCIAS DA CTA:
0800 881 9276
Ouvidoria da CTA: ouvidoria@cta.com.br

12 de Junho
Dia Mundial contra o Trabalho Infantil

CTA CONTINENTAL
Caminhos para o futuro

VALORIZE A INFÂNCIA E PROTEJA O FUTURO.
DIGA NÃO
AO TRABALHO INFANTIL.

DENUNCIE O TRABALHO INFANTIL
DISQUE 100

CANAL DE DENÚNCIAS DA CTA:
0800 881 9276
Ouvidoria da CTA: ouvidoria@cta.com.br
Ou buscando auxílio do conselho tutelar do seu município.

12 de Junho
Dia Mundial contra o Trabalho Infantil

CTA CONTINENTAL
Caminhos para o futuro

In 2026, CTA-Continental continues its commitment against child labor with the “**Value Childhood, Protect the Future**” campaign. Focused on awareness, the campaign highlights the importance of ensuring a safe, healthy, and exploitation-free environment for all children.

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

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

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

English Poster:

SAY NO TO CHILD LABOR.
VALUE CHILDHOOD AND PROTECT THE FUTURE.

REPORT CHILD LABOR.
DIAL **100**

CTA'S REPORT HOTLINE:
0800 881 9276
CTA Ombudsman: ouvidoria@cta.com.br

June 12
World Day Against
Child Labor

CTA-CONTINENTAL
Tire & Rubber Division

Portuguese Poster:

VOCÊ SABIA QUE MENORES DE 18 ANOS SÃO PROIBIDOS DE REALIZAR CERTAS ATIVIDADES DE TRABALHO?

12 de Junho
Dia Mundial contra
o Trabalho Infantil

CTA-CONTINENTAL
Tire & Rubber Division

Spanish Poster:

É PROIBIDO AOS MENORES DE 18 ANOS O TRABALHO:

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

DENUNCIE O TRABALHO INFANTIL
DISQUE **100**

CANAL DE DENÚNCIAS DA CTA:
0800 881 9276
Ouvidoria da CTA: ouvidoria@cta.com.br

12 de Junho
Dia Mundial contra
o Trabalho Infantil

CTA-CONTINENTAL
Tire & Rubber Division

Life Dialogues

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

Among the topics covered, human rights articles stand out. Throughout 2025, the articles were discussed, reinforcing our commitment to promoting a safe, ethical, and respectful work environment.

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



Human Rights Committee

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

Through educational messages and the promotion of reporting channels, such as CTA's Ombudsman Channel, Dial 100, and the external whistleblowing channel, we reinforce our commitment to protecting everyone's rights.

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



Adriano Alflen

Regional Agricultural Production and Market Manager (Ituporanga Branch, SC)

Cleber Lazzari

Agricultural Production and Market Supervisor

Dieter Knak Filho

People and Sustainability Supervisor

Elisângela Ferreira

Administrative Quality Control Coordinator

Fábio Henrique Zinn

Warehouse Coordinator

Gilberto Bender

Executive Export Director

Gustavo Sciarra

Legal and Compliance Superintendent

Juliano Luis Glesse

Occupational Safety Manager

Karine Maria Sehn

Occupational Health Supervisor

Leila Cristina Wunsch

People and Sustainability Manager

Leandro Augusto Jaeger

Sales Director

Lucas Reus

Agricultural Production and Market Supervisor (Araranguá Branch, SC)



Luciano Weiss

Warehouse Coordinator

Neron Cesar Pauleski

Regional Agricultural Production and Market Manager

Nilson Adamcheski

Agricultural Production and Market Manager (Ituporanga Branch, SC)

Angela Regina Fischer

Executive Director / Human Rights Committee Coordinator



Human Rights Campaign

In May 2025, CTA-Continental launched the Human Rights campaign under the concept “Our foundation, our future”, reinforcing its commitment to promoting a fair, inclusive, and respectful work environment.

This initiative adopted a more impactful tone, highlighting the importance of consolidating practices that ensure human rights in all spheres of the company. To give visibility to the campaign, exclusive materials were created that expanded the reach of the message, including a launch video highlighting the values, as well as banners in the leisure area, creating an environment that reinforces the relevance of this topic daily.

One of the highlights of the campaign was a scaffolding with the institutional banner, strategically positioned, with the message: “Scaffolds don’t rise on their own: they require effort, commitment, and collective responsibility. Likewise, the protection and promotion of human rights depend on each individual.

When we respect, guarantee, and practice these rights in our daily lives, we are helping to build a fairer and safer society for everyone.” Posters were also displayed in strategic locations, visually reinforcing the campaign for the internal audience.

In the digital environment, specific cards for social networks extended the reach of the message, and a banner on the CTA website secured a digital presence aligned with the campaign concept. Additionally, a PPT presentation template was created to standardize our internal communication and maintain message coherence across all points of contact.

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



RESPEITAR é a base. GARANTIR DIREITOS é o futuro.

Aqui, os Direitos Humanos
não são só um discurso.
São parte do nosso
compromisso diário.



ONDE HÁ RESPEITO, HÁ FUTURO.

COMPROMISSO COM
O QUE É CERTO.

RESPEITO QUE
SE PRÁTICA
NO DIA A DIA.

DIREITOS
GARANTIDOS,
FUTURO
FORTELECIDO.

Os Direitos Humanos são a base para
um ambiente de trabalho mais justo,
seguro e digno para todos.

Aqui, cada atitude conta:
respeitar, incluir e garantir direitos
são compromissos de todos nós.

Acesso à nossa Política
de Direitos Humanos



COMPROMISSO COM O QUE É CERTO.

Aqui, os Direitos Humanos
são praticados todos os dias.



2026 Safety Week (SIPAT)

The promotion of human rights, health, and safety continues to be an essential part of CTA-Continental's culture. Over the past few years, various initiatives have strengthened employees' awareness of topics related to respect, inclusion, collective care, and prevention in the work environment.

In 2026, Safety Week (SIPAT) featured the central theme "Diversity, Safety, Health, and Respect at Work," engaging employees through interactive and educational activities, such as the Human Rights Crossword Puzzle and the Safety Week Passport, encouraging participation and learning in a simple and accessible way.

In addition, the program reinforced the connection between health, safety, and diversity through lectures, workshops, and activities focused on safe behavior, health, harassment prevention, quality of life, and self-care.

These initiatives reaffirm CTA's commitment to building an increasingly safe, respectful, and inclusive work environment aligned with the human values that guide its operations.

VEM AÍ A
SIPAT 2026
Diversidade, segurança, saúde e respeito no trabalho

Em breve, **mais informações.**

SIPAT 2026
Diversidade, segurança, saúde e respeito no trabalho

De 18 a 22 de maio

Uma semana com palestras, oficinas e atividades voltadas ao cuidado com você no dia a dia de trabalho.

DESTAQUES DA SEMANA:

- 🧠 Saúde mental
- 🤝 Diversidade e inclusão
- ⚠️ Segurança no trabalho
- 🍲 Nutrição e hábitos saudáveis
- 🧘 Relaxamento e bem-estar

📍 Atividades nos intervalos e horários de turno

Participe, complete seu passaporte e concorra a brindes!

CTA-CONTINENTAL
Fazer diferente é nosso jeito de fazer

CTA-CONTINENTAL
Fazer diferente é nosso jeito de fazer

Human Rights Crossword Puzzle:

An interactive activity designed to reinforce the knowledge shared during the lectures and workshops in a simple and engaging way.

Safety Week Passport:

Each lecture earned participants one stamp. Employees who collected three stamps were automatically entered into a special prize drawing. The more stamps collected, the greater the chances of winning.



2024 Key Dates



Farmer and Driver Day



Yellow September



International Day of Rural Women



Tobacco Grower Day



Black Awareness Day



International Human Rights Day

2025 Key Dates

Dignidade e igualdade
são direitos de todos.



20 de Janeiro
Dia Mundial de Combate ao Trabalho Escravo

Pessoas nos inspiram
A FAZER A DIFERENÇA

30 ANOS

CIA CONTINENTAL
Inspirando a Diferença

World Day to Combat Slave Labor



Cuidar da natureza
é garantir um planeta mais saudável para todos nós.

Dia Mundial da Água
22 de março

Pessoas nos inspiram
A FAZER A DIFERENÇA

30 ANOS

CIA CONTINENTAL
Inspirando a Diferença

World Water Day

INFÂNCIA NÃO COMBINA COM TRABALHO.

VALORIZE A INFÂNCIA. PROTEJA O FUTURO.

 **12 de junho:**
Dia Mundial Contra o Trabalho Infantil

CIA CONTINENTAL
Inspirando a Diferença

World Day Against Child Labor



Mulheres inspiram, transformam e fortalecem o mundo ao seu redor.

 Deixe uma mensagem nos comentários e marque a mulher que mais te inspira.

Dia Internacional da Mulher
8 de março

Pessoas nos inspiram
A FAZER A DIFERENÇA

30 ANOS

CIA CONTINENTAL
Inspirando a Diferença

International Women's Day



A dedicação de cada colaborador é o que nos faz crescer.

Dia do Trabalhador
1º de maio

Pessoas nos inspiram
A FAZER A DIFERENÇA

30 ANOS

CIA CONTINENTAL
Inspirando a Diferença

Labor Day

2026 Key Dates

In 2026, we continued our commitment to raising awareness of topics that are essential to the sector and contribute to building a more balanced and sustainable future.

During the first half of the year, we highlighted the following dates:



Vem aí mais uma edição do
BERGAMOTEANDO
no jardim da CTA

Vamos reservar um **momento**
para desacelerar, compartilhar ideias
 e nos conectar com a natureza.

📅 04 de junho 📍 Jardim da CTA

🕒 Durante os intervalos da diária

Contamos com você!

 **FAZER DIFERENTE É NOSSO JEITO DE FAZER**

Venâncio
Aires
135 anos

Orgulho de fazer
 parte dessa história.

 **FAZER DIFERENTE É NOSSO JEITO DE FAZER**

VOCÊ TEM UM
ENCONTRO MARCADO
COM QUEM FAZ O CAMPO ACONTECER.

 **24 a 27 de março**

Venha visitar nossos estandes
 e conhecer de perto as iniciativas,
 projetos e soluções que estamos
 desenvolvendo para fortalecer
 o agronegócio.

Será um prazer receber
 você para uma conversa
 e troca de experiências.



Parque da Expoagro Afubra
 Rio Pardo/RS - Estande 287B

FAZER DIFERENTE TAMBÉM É ESTAR PERTO DE QUEM FAZ O CAMPO.

  **FAZER DIFERENTE É NOSSO JEITO DE FAZER**

01/05 | Dia do Trabalhador

**Hoje é dia
 de reconhecer
 quem faz
 acontecer.**

Nosso agradecimento
 a cada colaborador que
 contribui, todos os dias,
 com dedicação
 e responsabilidade.

 **FAZER DIFERENTE É NOSSO JEITO DE FAZER**



Sua chance de fazer diferente começa aqui

 Fazer diferente é nosso jeito de fazer



Responsabilidade ambiental é **compromisso** permanente.

22 DE MARÇO | DIA MUNDIAL DA ÁGUA

Nas propriedades integradas da CTA, a proteção das nascentes faz parte das práticas de responsabilidade ambiental promovidas pelo **Programa AgroTop**.

Através de ações de preservação e orientação técnica junto aos produtores, trabalhamos para fortalecer uma produção responsável e **contribuir para a conservação dos recursos hídricos.**

Acesse o QR Code e confira mais sobre nossas iniciativas





Hiring Labor for Rural Properties

In 2025, the partnership between CTA-Continental and the National Rural Learning Service (SENAR) continued to grow stronger, reaffirming the company's commitment to the training of integrated farmers and the development of the rural sector. Throughout the cycle, 42 courses were held, with highlights including:

19 classes on the proper and safe hiring of labor on rural properties

4 editions of the special program Rural Women

2 courses on Soil and Fertility Management - No-Till Farming

17 classes on NR31, a standard that defines safety guidelines for rural work.

In total, more than 500 farmers were trained, focusing on appropriate hiring practices, risk management in farms, and compliance with legal requirements. The training directly contributed to building safer, more productive work environments that comply with current legislation. At the same time, they strengthened the production chain in the state of Rio Grande do Sul, promoting the sustainable development of properties and valuing the role of farmers in the growth of the sector.

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

Field Training (SENAR Women)

In 2024, CTA-Continental took another important step towards valuing women in rural areas by promoting four editions of the Special Program Rural Women (RS and SC) and Women of Today (PR), in partnership with SENAR.

This action aimed to develop skills in entrepreneurship, management, rural succession, and women's empowerment, reinforcing the leading role of women in decision-making and in the growth of their properties. With a workload of 40 hours and content divided into five modules, which covered everything from diagnosis and planning to production costs, viability and personal development, the training was offered in the cities of Irati (PR), Papanduva (SC), Central-West RS and South RS, between June 2024 and August 2025.

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

In 2026, the program is ramping up, with five new courses scheduled in the states of Rio Grande do Sul and Santa Catarina, further expanding the initiative's impact.



Continuing Education: BNCC and Reggio Emilia

CTA-Continental School continues to invest in the continuing education of its educators, strengthening teaching practices through new approaches, methodologies, and training focused on the holistic development of children.

Highlights included workshops on the implementation of the BNCC (Brazil's National Common Curricular Base) and practices inspired by the Reggio Emilia and Maria Montessori approaches. The training addressed topics such as fostering sensitivity, creating welcoming learning environments, and valuing diversity in the school setting, contributing to a more inclusive education that recognizes the individual needs of each student.

In 2026, the team participated in additional training focused on updating teaching practices based on the Reggio Emilia and Maria Montessori approaches. Training was also provided on children's health in the school environment and on emergency theory and response procedures, in compliance with Lucas Law (Law No. 13,722/2018), further preparing educators to address everyday challenges and promote a safe and welcoming environment.

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

Training for the Child and Adolescent Protection Network

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

The program included lectures with Luisa Helena Schwantz de Siqueira (sociologist and social project consultant), Vinícius Lourenço de Assunção (chief of police of the DPPA of Venâncio Aires and Boqueirão do Leão), and Vivian Laube (journalist and specialist in non-violent communication).

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

Women in Agriculture

Recognizing the important role of women in rural communities remains an integral part of the initiatives supported by CTA-Continental.

As part of another initiative aimed at empowering women in agriculture, the company participated in activities that promoted dialogue, the exchange of experiences, and awareness of rights, health, and quality of life.

The initiative brought together approximately 500 women through six events held in the states of Rio Grande do Sul, Santa Catarina, and Paraná, including one event at each branch and two additional events in cities across Rio Grande do Sul. The events reinforced the importance of women's contributions to the development of family farming and the strengthening of rural communities, while also encouraging opportunities for interaction and learning.

By supporting initiatives such as this, CTA reaffirms its commitment to promoting equality, respect, and appreciation for the women who make a difference in agriculture and in society.



Young People in Agriculture

To encourage young people's engagement in family farming, CTA-Continental supported the 1st Rural Youth Seminar of Cerro Branco, held in November 2023. Organized by the Association of Rural Workers and Family Farmers Unions of the Vale do Rio Pardo and Baixo Jacuí Union Region, the event brought together young farmers from 16 municipalities of the central region of Rio Grande do Sul.

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

Producer Training

Every year, as part of ESG governance, 100% of the hired farmers are trained, focusing on priority topics for 2024, such as child labor, proper use of personal protective equipment - PPE for applying pesticides, prevention of green tobacco sickness - GTS, correct use of the pesticides recommended for the tobacco crop, labor rights and standards, and use of sustainable firewood for curing tobacco. The action involved integrated farmers, their spouses, and other members of the properties, reinforcing a collaborative and preventive approach to agricultural practices. This training was essential for sharing information about safe farming, contributing to the adoption of more responsible and sustainable practices.

Environmental Responsibility Program: Protection and Restoration of Springs

CTA continues to strengthen initiatives aimed at preserving natural resources and promoting environmental awareness in the communities where it operates.

In 2025, the initiatives also expanded the program's educational and social focus, reinforcing the importance of collective environmental stewardship and the legacy left for future generations.

On November 18, 2025, we celebrated the inauguration of the Palmeiras Spring, in Linha Arroio Grande, and the Centenary Fig Tree Spring, in Vila Deodoro – the latter located on the historic Schwinn family property. With 482 years of history, the Centenary Fig Tree has become part of a site that combines ecotourism and environmental education, offering a living legacy for present and future generations.

Since the launch of the Springs Project in 2022, 14 springs that feed the Castelhano River (Arroio Castelhano), a vital water resource for the population of Venâncio Aires, have already been restored. The initiative restores spring areas, protects riparian forests, and promotes management practices that ensure water quality and the continuity of the water supply.

The initiative is the result of a partnership between CTA Continental and Emater, reinforcing both institutions' commitment to preserving natural resources and promoting sustainability. The project demonstrates in practice that environmental responsibility and economic development can, and should, go hand in hand.



Seedling Project

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

In 2024, a new video of the Seedling Project was released. The operating licenses with FEPAM were regularized, and the engineering works for the recovery and revitalization of the Castelhana Creek banks began in April 2025. In addition to revitalization actions, Seedling also strengthens our commitment to instruct riverside communities on more sustainable agricultural practices, encouraging crop diversification and the adoption of solutions that respect the environment.

SOILS

The Seedling Project also includes diagnostic, planning, and intervention activities on CTA's integrated rural properties located within the project's area of operation and the Castelhana Creek watershed. The project aims not only to restore degraded areas but also to promote structural changes in production systems based on conservation and sustainability principles.



I Create a Better Tomorrow Project

Believing in the future also means investing in those who will build it. With this vision, CTA Continental is supporting the “I Create a Better Tomorrow” Project for the second consecutive year, an initiative carried out jointly by the Melvin Jones Lions Club, Novas Gerações Rotary Club, Interact Club, and Rádio Venâncio Aires. The project encourages young people to develop awareness, responsibility, and a spirit of cooperation through practical experiences, both inside and outside the classroom.

Inspired by the transformative impact of volunteer work, the project was launched in 2024 in response to the community’s needs following the severe floods that occurred in May. In 2025, the initiative took a step further. What began as occasional school awareness sessions on empathy, responsibility, and collective action evolved into an ongoing, hands-on experience throughout the school year. Students were challenged to form groups to plan and carry out social and environmental projects. The initiative has become a valuable tool for citizenship education, fostering leadership while strengthening participants’ sense of belonging and initiative.

In 2026, the “I Create a Better Tomorrow” Project expanded to include schools such as Sebastião Jubal Junqueira State School (Vila Deodoro), Crescer School (Coronel Brito neighborhood), and José Duarte de Macedo Municipal Elementary School, engaging students from the 7th to the 9th grades. In addition to awareness sessions, students will be encouraged to create extracurricular school groups focused on communication (spoken, written, and performance-based), exploring talents in music, performing arts, and public speaking. The initiative reinforces the idea that small actions can lead to great transformations, preparing young people to embrace a commitment to the common good. The project was officially launched on May 6 at 4:00 PM at the Rádio Venâncio Aires (RVA) venue in Parque do Chimarrão, Venâncio Aires, during the 40th edition of FENACHIM – the National Chimarrão Festival.

AgroTop Program

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

The program supports farmers in adopting practices including the protection and recovery of springs, the conservation of native forests, the responsible use of legal and traceable biomass, and the implementation of occupational health and safety measures. Furthermore, AgroTop promotes energy self-sufficiency, contributing to a more sustainable agricultural sector aligned with market demands. CTA-Continental reinforces its commitment to farmers' development, providing technical support and training opportunities so that each one can leverage their potential and increase their profitability in a responsible and sustainable way.



CulTivA App

The CulTivA App continues to evolve, providing greater convenience, agility, and control for farmers.

In 2025, the app introduced a new feature: the Digital Account Statement, developed to make it easier for farmers to monitor crop season information in a simple and secure way.

The update allows users to access real-time data, track transactions, and view important information directly through the app, bringing everything together in one place.

This new feature reinforces CTA-Continental's commitment to investing in digital solutions that connect technology and agriculture, providing farmers with greater autonomy, efficiency, and convenience in their daily activities.



Book Donations - Community Library

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

To read: just choose a title from the shelf, enjoy reading it and, when you're done, return the book so that other colleagues can enjoy the same book. Important: it is not mandatory to donate a book in order to borrow one. We want everyone to have access to reading! Donate knowledge, share stories, and take advantage of this new initiative that will make a difference in our work environment.



Book Day Chat

To celebrate World Book Day, ComparTilhAr hosted a special chat with Sandra Knudsen, occupational physician and curator of the “Friendly Pages” reading club. With the theme “Reading is also healing”, the meeting took place on April 23, 2025, and was an opportunity for employees to reflect on the power that stories have in their daily lives, in order to relax, learn and gain inspiration.

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



Charity Feijoada

In 2025, the Charity Feijoada organized by the ComparTilhAr Project once again brought together employees, partners, and members of the community in an initiative marked by solidarity and a shared commitment to making a difference.

More than an opportunity for people to come together, the event reinforced the importance of collective support for local social initiatives, strengthening the ties between CTA-Continental and the community. With strong participation and engagement, this year's event maintained the spirit of unity that has become a hallmark of the project, demonstrating that small acts can make a big difference.

The 2025 Charity Feijoada was a great success, raising more than BRL 17,000 to support the Women's League Against Cancer of Venâncio Aires.

The initiative reaffirms CTA's commitment to social responsibility and to initiatives that help positively transform lives.



CTA Charity Thrift Sale

Following the success of the previous year, the 2025 CTA Charity Thrift Sale raised BRL 5,510.00 in support of social causes.

In 2026, the CTA Charity Thrift Sale was once again a great success, raising BRL 7,075.00, which was donated to the Women's League Against Cancer of Venâncio Aires/RS, in support of its essential work.

Every donation, every item purchased, and every act of participation helped transform care into support for those who need it most.



Volunteer Team: Knitting Caps for Donation

The ComparTilhAr volunteer team continues to promote charitable initiatives that make a difference in the community. Among these initiatives is the Caps for Good Project, created to produce caps for donation to various organizations and individuals supported by institutions throughout the region.

More than handmade items, each cap represents care, compassion, and empathy, transforming small gestures into comfort and support for those who receive them. The initiative reinforces the spirit of solidarity that is part of CTA-Continental's culture and highlights the volunteers' commitment to making a positive contribution to the community.



Bottle Caps for Good

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

In 2023, with the joint efforts of volunteers, we managed to collect 249.11kg.

In 2024, we collected 88.8kg of bottle caps, a result that reinforces the strength of our internal community.

These bottle caps were donated to the Venâncio Aires League Against Cancer, which uses the funds generated by recycling for its many internal actions.

A simple gesture that, combined with collective effort, made a difference in the lives of people.

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

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

In 2026, the collection campaign continues, and the bottle caps collected will be donated to a charitable organization.



Weather Station Inauguration

On June 5, 2025, World Environment Day, CTA took another important step in its environmental responsibility journey with the inauguration of a weather station installed within its premises, close to the Inputs department. The action is within the scope of the Seedling Project. The station is part of a network of 13 meteorological equipment distributed across the Rio Pardo and Taquari river Valleys, to strengthen weather monitoring in the region. The initiative emerged as a response to the extreme weather events that happened in May 2024 and directly assists the Civil Defense in preventing future catastrophes. In addition to its strategic importance for regional safety, the station installed at CTA will also provide direct benefits to the business. Through the automatic collection of weather data by the Elisium software, it will be possible to:

- more accurately predict the occurrence of fungal diseases and pathogens (through leaf wetness monitoring);
- measure wind speed and direction for the safe application of pesticides;
- more efficiently estimate crop yields based on data such as solar radiation, air and leaf temperature, atmospheric pressure, and rainfall.

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

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



Conscious Cycle Lecture

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

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

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

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



Conexão 105 Program - Rádio Terra

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

- **Seedling Project:** an initiative that encourages the planting of native seedlings and provides environmental education in communities.
- **Springs Project:** aimed at the recovery and protection of springs, ensuring the preservation of water resources.
- **Basic Sanitation Project:** actions to build sanitary infrastructure in rural communities, promoting health and dignity.
- **Donation of Bottle Caps for Good:** official delivery of the plastic bottle caps collected by our employees, transforming waste into social support.
- **Inauguration of the weather station:** new equipment that improves weather monitoring and supports decision-making in the countryside.
- **Launch of AgroTop+ on the Cultiva App:** a new feature that connects farmers to extra income opportunities in a simple and digital way.

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



Events

The background of the slide features abstract, expressive brushstrokes in various shades of blue and yellow, creating a dynamic and artistic feel.

Women's Day

In celebration of International Women's Day in 2026, CTA-Continental held a special lecture on femicide and combating violence against women, reinforcing the importance of raising awareness about this highly relevant social issue.

The session was led by Police Chief Guilherme Dill of the Venâncio Aires Police Department, who shared valuable information and important insights with employees, encouraging dialogue, awareness, and collective responsibility in the fight against violence.

Held in the company's Recreation Area, the initiative was also extended to the branch offices, expanding its reach and reinforcing CTA's commitment to promoting respect, safety, and the appreciation of women both inside and outside the workplace.



Easter 2026

At Easter 2026, CTA-Continental once again organized a special initiative for employees' families.

To celebrate the occasion and share care and warmth, employees' children between the ages of 0 and 12 received a special Easter gift prepared with great care and affection.

The initiative reinforces the company's commitment to its people and values the relationships that are part of CTA's history, extending the spirit of Easter beyond the workplace.

Small gestures like this strengthen the connection between the company, its employees, and their families, making these special occasions even more meaningful.

Um momento especial

preparado com carinho
para os filhos e dependentes
dos colaboradores da CTA.



Fazer diferença
é nosso jeito de fazer



Fazer diferença
é nosso jeito de fazer



Official Opening of the 2026 Tobacco Harvest

CTA-Continental played a leading role in the Official Opening of the 2026 Tobacco Harvest, held on November 7, 2025. The event brought together industry leaders, farmers, representative organizations, and public authorities to celebrate the beginning of another harvest season and recognize the importance of the tobacco production chain to the development of tobacco-growing regions.

This year, CTA and one of its integrated farmers took center stage at the ceremony, highlighting the partnership built over the years and their shared commitment to quality, sustainability, and the continuous advancement of agricultural production.

Originally scheduled to take place at the Barros family property, one of CTA-Continental's integrated farms, the event was moved to the Expoagro Afubra exhibition grounds due to adverse weather conditions. Even so, the event fulfilled its purpose of recognizing the work carried out in the field and honoring the dedication of the farmers who contribute to strengthening the sector.

CTA's participation reinforces its commitment to the sustainable development of tobacco production, support for its integrated farmers, and the building of an increasingly prosperous future for rural communities.



First Participation in Expoagro Afubra

In 2026, CTA-Continental participated in Expoagro Afubra for the first time, one of the largest agribusiness trade fairs in southern Brazil, held at the Afubra Exhibition Park in Rio Pardo (RS).

The company's presence at the event marked an important step in strengthening its brand visibility in a strategic environment for networking, innovation, and knowledge sharing within the agricultural sector.

With a booth showcasing the company's initiatives, projects, and solutions, CTA took advantage of the event to expand its network, share experiences, and further strengthen its connection with the agribusiness community.

In addition to its on-site participation, real-time coverage on social media helped extend the reach of its initiatives, increase engagement, and reinforce CTA's commitment to the people who make agriculture thrive every day.



Fenachim 40th Anniversary

In 2026, CTA-Continental once again participated in Fenachim – the National Chimarrão Festival, held in Venâncio Aires, the company's headquarters and the city recognized as Brazil's National Capital of Chimarrão.

In this special edition celebrating the event's 40th anniversary, CTA welcomed visitors to its booth, offering a variety of attractions that fostered interaction, memorable experiences, and stronger connections with the community.

Throughout the event, visitors had the opportunity to learn more about the company's initiatives, projects, and activities, reinforcing CTA's commitment to regional development, the appreciation of local traditions, and close relationships with the community.

CTA's participation in Fenachim also strengthened the company's presence at one of the region's most important events, celebrating the culture, agribusiness, and history of Venâncio Aires.

Quer ganhar um chapéu da CTA?

É fácil participar!

- Visite nosso estande
- Poste uma foto
- Marque a CTA

✓ 1 sorteio por dia
✓ Ganhadores não se repetem

Participe e boa sorte!

Fazer diferença é nosso jeito de fazer

Obrigado, Fenachim!

Foram dias de encontros, trocas e muitas conexões.

Fazer diferença é nosso jeito de fazer

Foi só o começo

Agora a Fenachim faz uma pausa, mas quarta-feira tem mais!

E a CTA segue te esperando no estande.

Fazer diferença é nosso jeito de fazer

Field Evening

CTA-Continental participated in another edition of Afubra Field Evening, an event that promotes the exchange of experiences and knowledge while strengthening relationships among companies, farmers, and professionals in the agricultural sector.

The event provided an opportunity for dialogue on innovation, sustainability, and the challenges facing agribusiness, strengthening important connections for the development of the agricultural sector.

During the event, CTA showcased its initiatives and reinforced its commitment to maintaining close relationships with farmers and developing solutions that support the sustainable growth of the sector.

The company's participation in the event reaffirms the importance of being present at events that foster the advancement of agribusiness and recognize the people who help shape the sector.

2ª Noite de Campo da Cultura do Tabaco.



Uma empresa
feita por pessoas.

Field Day

CTA-Continental participated in another edition of Field Day, promoting knowledge sharing, closer relationships with farmers, and the exchange of experiences focused on the sustainable development of agribusiness. The event provided an opportunity to showcase initiatives, solutions, and agricultural practices, strengthening important connections among the company, its partners, and the rural community. In addition to keeping up with the latest trends and challenges in the sector, CTA's participation reinforces its commitment to innovation, sustainability, and maintaining close relationships with the people who make agriculture happen every day.



Check out more in the video below:



Institutional Campaign

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

This initiative follows the commemorative campaign for CTA’s 30th anniversary, which in 2024 carried the message “People inspire us to make a difference,” reinforcing the vital role people play in shaping the company’s journey. Over the past months, audiovisual materials were created, celebrating three decades of impact and connection with the community.

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



CTA 30th Anniversary

Click on the videos to hear stories from some of the people who helped build our history.



Gold Seal – GHG Protocol

In 2025, CTA-Continental was awarded the GHG Protocol Gold Seal, a recognition that highlights the company's commitment to transparency and the responsible management of greenhouse gas emissions.

The certification reinforces the seriousness with which CTA conducts its environmental practices by carefully monitoring and reporting its greenhouse gas emissions.

More than a recognition, the seal represents the company's ongoing commitment to sustainability, continuous process improvement, and building a more responsible future for future generations.



Bags Project

The Bags Project continues to strengthen CTA-Continental's sustainability initiatives through the reuse of materials and the promotion of environmental awareness.

The initiative transforms materials that would otherwise be discarded into new, useful products, encouraging reuse practices and reducing environmental impacts.

In addition to contributing to sustainability, the project also reinforces the importance of creativity, collective responsibility, and conscious consumption, demonstrating how small actions can generate positive impacts for both the environment and the community.

PROJETO BAGS CTA



Uniformes que ganham um novo significado: sustentabilidade, inclusão e atitude.

PROJETO BAGS CTA

Na CTA, os uniformes que seriam descartados agora abrem caminho para um projeto com



mais propósito e impacto positivo.

PROJETO BAGS CTA

Onde alguns veem fim de ciclo, a gente vê recomeço.



Os uniformes inutilizados viraram bolsas reutilizáveis, usadas na entrega dos novos kits aos colaboradores.

PROJETO BAGS CTA

As bolsas foram confeccionadas pelas mulheres da ONG Maria's, com apoio da FUPASC.

(MARIAS)

- + Geração de renda
- + Valorização do trabalho manual
- + Fortalecimento da economia local

PROJETO BAGS CTA

Com o Projeto Bags, nós:

- reduzimos resíduos;
- estimulamos a circularidade;
- valorizamos as pessoas e o ambiente.

Um gesto que pode parecer simples, mas que carrega grandes escolhas por trás.



PROJETO BAGS CTA

Porque inovação de verdade começa com *responsabilidade*.



Fazer diferente é nosso jeito de fazer.

Being Happier at School

CTA-Continental continues to support initiatives that promote human development and the well-being of the communities where it operates. Among them is the “Being Happier at School” Project, which encourages reflection on empathy, respect, positive relationships, and emotional well-being in the school environment.

Since 2003, CTA has carried out this project, its own initiative designed to strengthen public education and contribute to the eradication of child labor.

The activities are conducted at Francisco Antônio de Borba Filho School in Passo do Sobrado.

Through workshops, recreational activities, and a caring approach, the project enriches children’s daily lives while reinforcing CTA’s commitment to the eradication of child labor.

The initiative seeks to foster healthier and more welcoming relationships among students, strengthening values that are essential to shaping future generations.

The project also reflects the principles of Article 27 of the Universal Declaration of Human Rights, which recognizes everyone’s right to participate freely in cultural life and to enjoy the arts and share in scientific advancement.



Conheça mais uma iniciativa
própria da CTA-Continental:

**Projeto Ser Mais
Feliz na Escola.**



Fazer diferente é
nosso jeito de fazer.

Great People Mental Health (GPMH)

Mental health continues to be a priority at CTA-Continental.

In 2025, the company carried out initiatives as part of the Great People Mental Health (GPMH) program, aimed at raising awareness of emotional well-being, quality of life, and mental health in the workplace.

The activities encouraged reflection on emotional balance, self-care, and the importance of fostering healthier and more supportive relationships in the workplace.

The initiative reinforces CTA's commitment to promoting an increasingly people-centered, respectful, and supportive work environment.



Eco-Collection Points

CTA-Continental's Eco-Collection Points continue to encourage sustainable practices and the proper disposal of waste among employees and the community. The initiative contributes to environmental awareness and reinforces the importance of shared responsibility in preserving the environment.

By providing collection points for different types of recyclable materials, the Eco-Collection Points encourage more conscious and sustainable habits, reinforcing CTA's commitment to initiatives that generate a positive impact both inside and outside the company.



Fazer diferente é
nosso jeito de fazer.

Ecopontos na zona rural de Canoinhas/SC.

Ação pioneira em sustentabilidade,
com o programa Caminhos Verdes.



ESG Connection Project

The ESG Connection Project was developed by CTA-Continental to strengthen the company's culture of sustainability and engage employees in topics related to environmental, social, and governance (ESG) practices.

Through educational content, dialogue, and awareness initiatives, the project seeks to increase understanding of the importance of responsible and sustainable actions in the company's day-to-day operations.

The initiative reinforces CTA's commitment to conducting its business in alignment with ESG principles while encouraging collective engagement in building a more sustainable, ethical, and responsible future.



Donations – Reconnect RS Program

Solidarity and support for local communities continue to be an integral part of CTA-Continental's initiatives. Through the Reconnect RS Program, the company participated in donation initiatives to support people affected by the floods in Rio Grande do Sul.

The initiative reinforces the importance of collective action during challenging times, helping bring support, hope, and care to the affected communities.

More than simply donating supplies, the initiative reflects CTA's commitment to social responsibility and to building support networks that make a meaningful difference in people's lives.



Tecnologia também pode gerar transformação social.

Doação de 90 computadores e outros equipamentos feita para o programa Reconnecta RS, da SUCEsu-RS.

Com essa iniciativa:

- Equipamentos ganham nova vida;
- Instituições recebem infraestrutura tecnológica;
- Escolas, hospitais e organizações sociais são fortalecidos.

 **Fazer diferente é nosso jeito de fazer**

Sustainable School Project - FUPASC

CTA-Continental continues to support education and environmental awareness initiatives through the Sustainable School Project, developed in partnership with FUPASC.

The initiative encourages sustainable practices in the school environment by promoting awareness of environmental preservation, shared responsibility, and caring for the future.

Through educational and awareness-raising activities, the project helps develop environmentally conscious citizens who better understand the impact of their everyday actions. The initiative reinforces CTA's commitment to education, sustainability, and the development of the communities where it operates.



Integration and Communication for Employees in Multiple Languages

As the number of immigrant employees at CTA-Continental continues to grow, the company has expanded its initiatives to promote inclusion and accessible communication in the workplace. Among the initiatives implemented are the adaptation of the onboarding program into Spanish and the development of campaigns focused on human rights and the appreciation of cultural diversity.

These initiatives seek to ensure that all employees have clear access to essential information, strengthening respect, equity, and integration among people from different cultural backgrounds. The initiatives are part of CTA's Diversity Management Program, reinforcing the company's commitment to creating a more inclusive, welcoming, and culturally diverse workplace.

Improvements to the People and Sustainability Department Facilities: Service Area

With the goal of enhancing the experience of employees and visitors, CTA-Continental's People and Sustainability Department has improved its service area.

The renovation included expanding the space and reorganizing its layout, creating a more functional, organized, and welcoming environment for both internal and external services.

These improvements helped optimize workflows while providing greater comfort and convenience in day-to-day operations, reinforcing CTA's commitment to providing facilities that are aligned with people's needs.

Health and Well-being

Immunization Campaign - 2026 Influenza Vaccination

CTA-Continental's annual influenza immunization campaign has been part of the company's preventive health initiatives for more than 20 years.

In April 2026, the company held another edition of the campaign, offering the quadrivalent influenza vaccine to employees who wished to participate.

Approximately 600 doses were administered, reinforcing CTA's commitment to promoting health, well-being, and disease prevention. The initiative helps strengthen the company's culture of care by encouraging preventive habits and ongoing attention to employees' health.

White January Campaign

In January 2026, CTA-Continental promoted a special awareness initiative in support of the White January Campaign, reinforcing the importance of ongoing mental health care.

As part of the initiative, employees received letters and envelopes in which they could record personal commitments related to self-care and health throughout the year. In addition, a symbolic tree was installed at the company, allowing each person to share their dreams, goals, and the things that give meaning to their lives, encouraging reflection on emotions, purpose, and well-being.

The initiative reinforced the message that caring for mental health should be a year-round commitment, helping foster a more welcoming, people-centered, and supportive work environment.



Yellow July Campaign: Viral Hepatitis Awareness

As part of the 2026 Yellow July Campaign, CTA-Continental promoted awareness initiatives on viral hepatitis, reinforcing the importance of prevention, early diagnosis, and health care.

The initiative included rapid hepatitis testing, as well as guidance and informational materials for interested employees.

The campaign sought to increase awareness of the disease and encourage preventive behaviors, reinforcing CTA's commitment to promoting health and quality of life in the workplace.

Yellow September Campaign: Suicide Prevention

As part of the 2025 Yellow September Campaign, CTA-Continental held a lecture focused on raising awareness of suicide prevention and mental health.

The session was led by the Venâncio Aires Municipal Committee for Suicide Prevention and brought together members of the Internal Commission for Accident Prevention (CIPA) and invited guests for a moment of reflection, information, and dialogue on the importance of support and active listening. The initiative aimed to encourage participants to serve as advocates for suicide prevention both inside and outside the workplace.

As a symbol of the campaign, sunflower seeds were also distributed, reinforcing the message of care, hope, and the value of life.

Pink October Campaign

In support of the Pink October Campaign, CTA-Continental held a roundtable discussion led by a healthcare professional to address topics related to breast cancer prevention, awareness, and care.

The session provided an opportunity for dialogue, information sharing, and questions, reinforcing the importance of self-care, prevention, and early detection.

The initiative is part of the company's ongoing efforts to encourage health care and promote greater awareness and quality of life among employees.

Blue November Campaign

During the Blue November Campaign, CTA-Continental carried out awareness initiatives focused on prostate cancer prevention and men's health.

The campaign provided important guidance and information on prevention, regular medical checkups, and healthy lifestyle habits, reinforcing the importance of early detection and ongoing health care.

The initiative is part of the company's broader efforts to encourage preventive care and promote dialogue on essential topics related to employees' well-being and quality of life.

Program: I Take Care of My Health

The I Take Care of My Health program, developed by CTA-Continental's Occupational Health Unit, brings together initiatives focused on promoting employees' health and quality of life.

With a special focus on conditions such as hypertension, diabetes, and overweight, the program serves as an ongoing awareness and prevention initiative addressing a wide range of topics related to physical and emotional well-being.

Through campaigns, guidance, and educational activities, the program encourages healthier habits and strengthens employees' commitment to their health in their daily lives. The initiative reinforces CTA's commitment to promoting a healthier, more welcoming, and prevention-oriented work environment.



Support for Pregnant Employees

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

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

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

Workstation assessment: conducted by a physical therapist to provide postural guidance and review/adjust workstations.

Outpatient follow-up: serves as a point of reference for pregnant employees by providing specialized care, as needed, through the company’s Occupational Health team, which consists of physicians and a nurse.

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

In 2024, we launched group sessions for pregnant employees with the aim of answering questions and providing guidance on basic physical and mental health care. The groups begin each year in May and include the participation of a speech-language pathologist, a physical therapist, a psychologist, a physician, and a nurse.



Sugar Reduction Initiative

As part of the I Take Care of My Health program, CTA-Continental conducted an awareness campaign on excessive sugar consumption in everyday life.

The initiative provided information and comparisons illustrating the amount of sugar found in processed beverages, encouraging more informed choices and healthier habits.

In addition to raising awareness of the health risks associated with excessive sugar consumption, the campaign reinforced the importance of small lifestyle changes in preventing disease and improving quality of life.

The initiative is part of CTA's ongoing commitment to promoting employees' health and well-being.



Clean Hands Initiative

CTA-Continental conducted an awareness initiative highlighting the importance of hand hygiene as a simple and effective way to prevent disease and promote a safer workplace.

The campaign reinforced essential everyday habits such as proper handwashing, the use of hand sanitizer, and maintaining good hygiene practices before meals. In addition to providing practical guidance, the initiative encouraged employees to reflect on their hygiene routines and adopt behaviors that contribute to collective well-being.

The initiative reinforces CTA's commitment to promoting health, well-being, and disease prevention within the company.



Hypertension Awareness Initiative

With a focus on prevention and ongoing health care, CTA-Continental promoted a hypertension awareness initiative through the I Take Care of My Health program.

The campaign highlighted the importance of regular blood pressure monitoring and adopting healthier lifestyle habits. In addition to providing guidance on warning signs and preventive measures, the initiative encouraged employees to have their blood pressure checked at the company's Occupational Health Unit.

The initiative also reinforced the continuity of CTA's health campaigns, such as the initiative promoting reduced sugar consumption, further strengthening the company's culture of self-care and prevention.



Hearing Conservation Program

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

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

Dental Care Services

CTA-Continental provides on-site dental care to its employees through SESI/RS, reinforcing its commitment to health and well-being in the workplace.

These services are available from March through June, preferably during the harvest season.

The program facilitates access to oral health care by providing guidance, preventive services, and dental care in a practical and accessible manner.

The initiative is part of the company's efforts to promote employees' quality of life, reinforcing CTA's commitment to providing comprehensive care and support to the people who are part of the company.

Whistleblowing Channel

In 2025, we continue to reinforce our commitment to transparency and active listening. At CTA-Continental, every opinion matters, whether it's a compliment, suggestion, complaint or criticism. It is by listening to you that we continue to do things differently and improve our practices.

CTA Ombudsman Channel

 **Phone:** 0800 881 9276

 **E-mail:** ouvidoria@cta.com.br

 **Internal Printed Form:** Standard "Incident Report" form, available in all company departments. Please deposit the completed form in the collection box located at the entrance to Line 1.

 **In Person:**
People and Sustainability Department
Legal and Compliance Department

 **Ethics Channel:**
An external channel for reporting concerns, complaints, or incidents related to ethical conduct in the workplace. CTA's external Ethics Channel is operated by **Secure Contact**.

Reporting Channels

The main reporting channels available through CTA are:

Website: www.contatoseguro.com.br/cta

0800: 0800 881 9276

WhatsApp: 51 3376-9353

App: Secure Contact

To report human rights violations, use **Dial 100**
(a national hotline available 24 hours a day).

We continue building the future with responsibility and purpose.

We conclude another edition of our newsletter by reinforcing what drives CTA every day: our commitment to people, sustainable development, and initiatives that generate a positive impact both inside and outside the company.

Each initiative presented here reflects the dedication of the many people who, every day, help strengthen a culture built on respect, safety, inclusion, and social responsibility.

We will continue moving forward with new projects, challenges, and opportunities, always guided by the values that are part of our history and shape the way we envision the future.

Thank you for joining us for another chapter of this journey.



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