

2025
Sustainability
REPORT

Copacol
Coopera
Sempre

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ABOUT THIS REPORT

This is Copacol's first Sustainability Report. It presents practices, commitments, and results related to the economic, social, and environmental management of the Cooperative from January 1 to December 31, 2025, with annual publication. The document was prepared based on the Global Reporting Initiative (GRI) standards, an international benchmark for the disclosure of sustainability information, and seeks to increase transparency regarding the Cooperative's management, highlighting how its activities generate value for members, employees, partners, and the communities where it operates. (GRI 2-3)

This report exclusively includes the operations of Copacol — Cooperativa Agroindustrial Consolata, adopting the same organizational scope considered in the Management Report, which presents the Cooperative's financial statements. The reporting period is aligned with that of the financial statements. No mergers or divisions of entities were recorded during the reporting period. (GRI 2-2)

The information presented was consolidated from data provided by the responsible areas and refers to the Cooperative's operations during the reported period. As this is Copacol's first Sustainability Report, there are no restatements of information from previous reporting periods. This Sustainability Report has not undergone an independent external assurance. The consolidation of information involves internal validation processes conducted by the areas responsible for the reported data. (GRI 2-4; 2-5)

For questions or requests for additional information about the content of this report, Copacol provides the following contact channels: telephone +55 (45) 3241-8010 and email assessoria@copacol.com.br (GRI 2-3)

BOARD & MANAGEMENT



Supervisory Board

Executive Board

Valter Pitol | Executive Director

James Fernando de Moraes | Executive Vice President

Silvério Constantino | Secretary Director

Andrei Buss

Elder Cândido Gabriel

Genézio Clemente

Gilberto Francisco Hernandez

Ítalo Rafael Sirico

João Alves Rodrigues

José Moraes da Silva Filho

Lourival Malagutti

Luiz Antônio Della Valentina

Miguel Motter

Sérgio Luiz Squizzato

Waldemar de Ré

Full Members

Alex Bini Ferreira

Jelci Lúcia de Ré Motta

Paulo Oenning

Alternate Members of the Supervisory Board

Célio Baldussi

Nélida Mara Guerreiro

Paulo José da Silva

MESSAGE FROM THE BOARD OF DIRECTORS

(GRI 2-22)

Transparency and accountability in conducting our business are principles that guide Copacol's actions. It is with this commitment that we present our Sustainability Report, clearly outlining the economic, social, environmental, and governance performance of the Cooperative.

We operate in an integrated manner in food production with a significant presence in the communities where we are located. This operation expands our responsibility in managing the impacts, risks, and opportunities of the business, especially in the use of natural resources, in the relationship with cooperative members, in the development of people, in the generation of work and income, and in strengthening local development. The breadth and complexity of this operation require constant attention, balancing economic growth with socio-environmental responsibility.

This direction is reflected in the Cooperate to Grow Strategic Plan 2024-2028, which integrates economic performance, operational efficiency, human development, and responsible use of natural resources. Through this instrument, we define priorities, goals, and monitoring mechanisms, ensuring alignment between strategy and execution.

Our cooperative model is at the heart of value creation. The participation of members, leadership training, family succession, and the strengthening of governance contribute to the continuity of productive activities and the solidity of the business. This model boosts the local economy, strengthens rural income, and demands constant qualification and productive organization.

The results achieved reflect this construction based on ethical governance and guided by our purposes and values. Integrity in relationships, continuous monitoring, and the strengthening of a culture of compliance support trust and consistency in decision-making.

We thank the members, employees, customers, and partners who contribute to this journey. We remain committed to the sustainability of our business model and to the ability to consistently strengthen our cooperative and the regions where we operate.

Valter Pitol
Executive Director



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Copacol

Who we are

Founded in 1963 and headquartered in Cafelândia, in western Paraná, Copacol — Cooperativa Agroindustrial Consolata is an agro-industrial cooperative society operating in the food production chains and in the supply of inputs and services to rural producers. Our operations connect on-farm production with processing, logistics, and marketing, serving both domestic and international markets. **(GRI 2-1)**

Our business model is anchored in the principles of cooperativism, which guide the collective organization of production, the sharing of results and the economic strengthening of cooperative members. Our productive base brings together cooperative members and supports the Cooperative's operations across several agribusiness segments including poultry farming, fish farming, swine farming and dairy farming, grains and agricultural inputs, and animal nutrition. Our activities also include the wholesale distribution of fish, Copacol-branded ready meals and vegetables. **(GRI 2-1; 2-6)**

This foundation supports the marketing of our products in the national market and in 85 countries, subject to distinct regulatory, sanitary, and socio-environmental requirements. In this configuration, affiliation with strategic central cooperatives integrates the business architecture by expanding industrial capacity, operational scale, and competitiveness in agro-industrial chains. These cooperatives are: **(GRI 2-1; 2-6)**

- **UNITÁ** — a central cooperative focused on poultry processing;
- **FRIMESA** — responsible for the processing and marketing of pork and milk;
- **COTRIGUAÇU** — operates in port infrastructure, wheat milling, warehousing, and logistics operations.

Our business structure also includes operations that expand technological support and the service portfolio. Among them are Constel, specializing in information technology infrastructure and innovation solutions with data center, cloud, and information security services, and Copfrio, focused on the warehousing of refrigerated products. In 2025, this structure was expanded with the creation of Copacol Insurance Brokerage, established under the full control of Copacol and focused on offering asset and personal protection solutions for cooperative members, employees, and the community. **(GRI 2-1; 2-2)**

Learn more about each of our areas of operation in [OPERATING STRUCTURE](#)



Purpose

Generating value for members, employees, clients, and partners through cooperation in agribusiness.



Values

- Ethics and Honesty
- Responsibility
- Respect for Differences
- Cooperation

COPACOL IN NUMBERS

PERFORMANCE, OPERATION AND GLOBAL PRESENCE



10.5 thousand
members



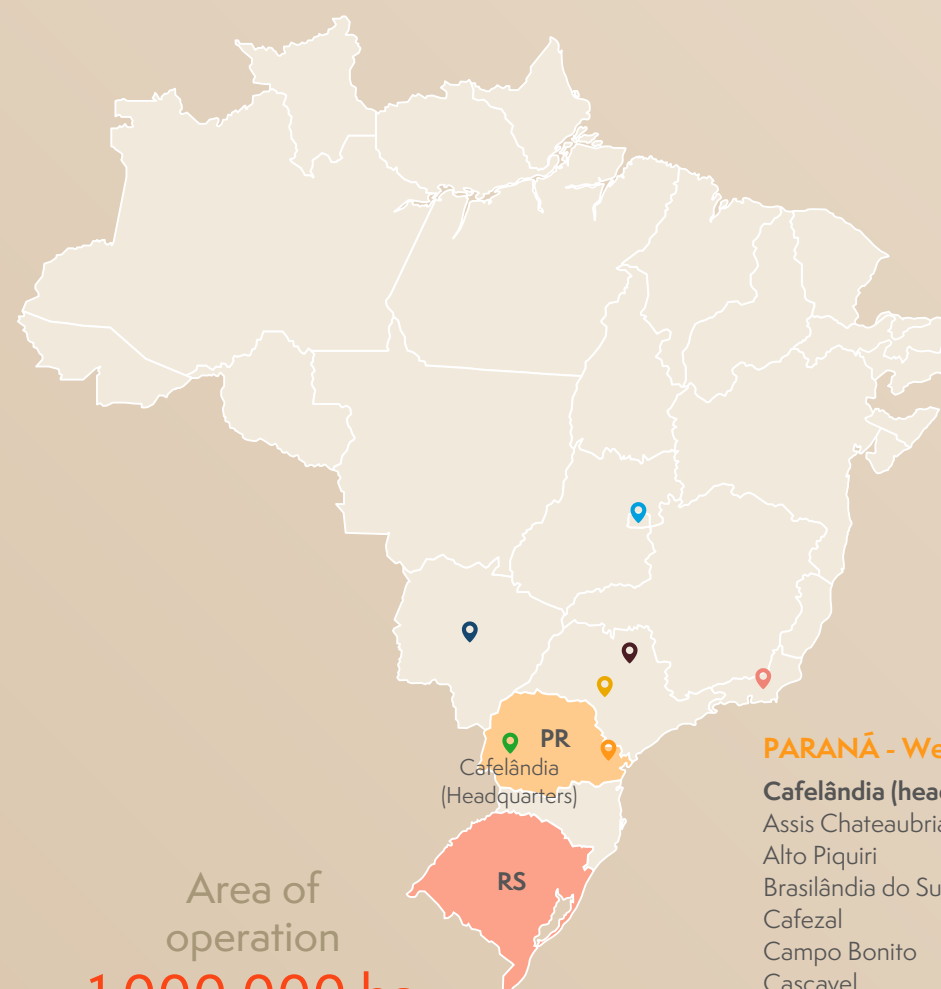
16.8 thousand
employees



10.5 thousand
clients in the domestic
& foreign markets



6 thousand
suppliers



PARANÁ - Western Region

Cafelândia (headquarters)

Assis Chateaubriand
Alto Piquiri
Brasilândia do Sul
Cafezal
Campo Bonito
Cascavel
Corbélia
Formosa do Oeste
Goioerê
Iracema do Oeste

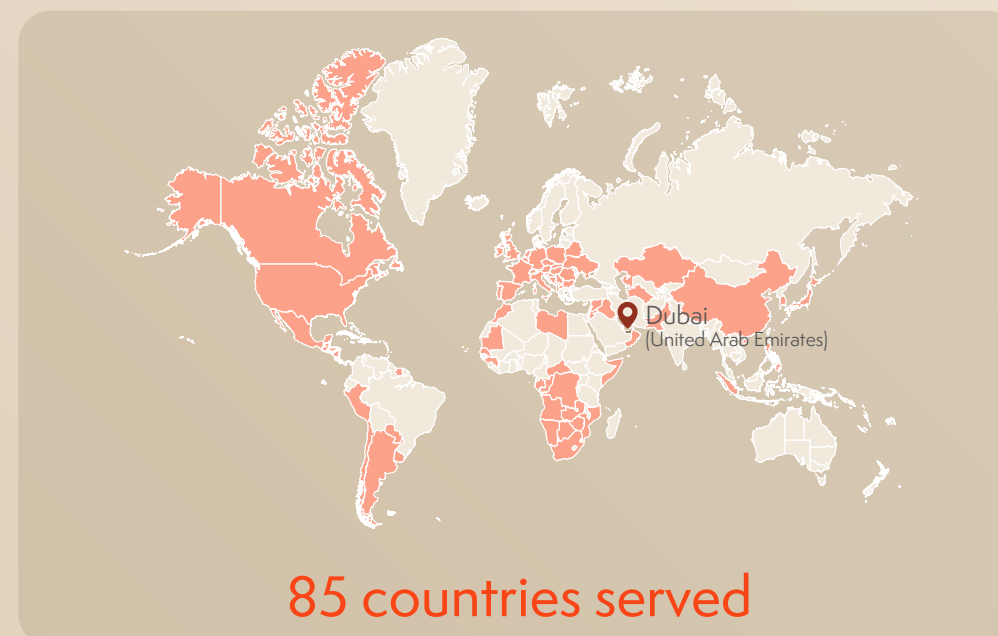
Iporã
Jesuítas
Mariluz
Moreira Sales
Nova Aurora
Perobal
Quarto Centenário
Rancho Alegre do Oeste
Toledo
Tupãssi
Ubiratã

PARANÁ - Southwest Region

Ampére
Barracão
Bela Vista da Caroba
Capanema
Nova Esperança do Sudoeste
Nova Prata do Iguaçu
Pérola do Oeste
Planalto
Pranchita
Realeza
Salto do Lontra
Santo Antônio do Sudoeste

RIO GRANDE DO SUL

Santa Margarida do Sul



R\$ 11.1 billion
in revenue



US\$ 479.6 million
in exports



R\$ 224.9 million
in surplus,
supplementary
contributions and
capital interest
distributed to members



R\$ 453 million
in taxes returned to
the community

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Business relations and the generation of value

(GRI 2-6)

Our operation is structured around business relationships that connect cooperative members, central cooperatives, suppliers, logistics partners, customers, and other institutions present in the different stages of food production and distribution.

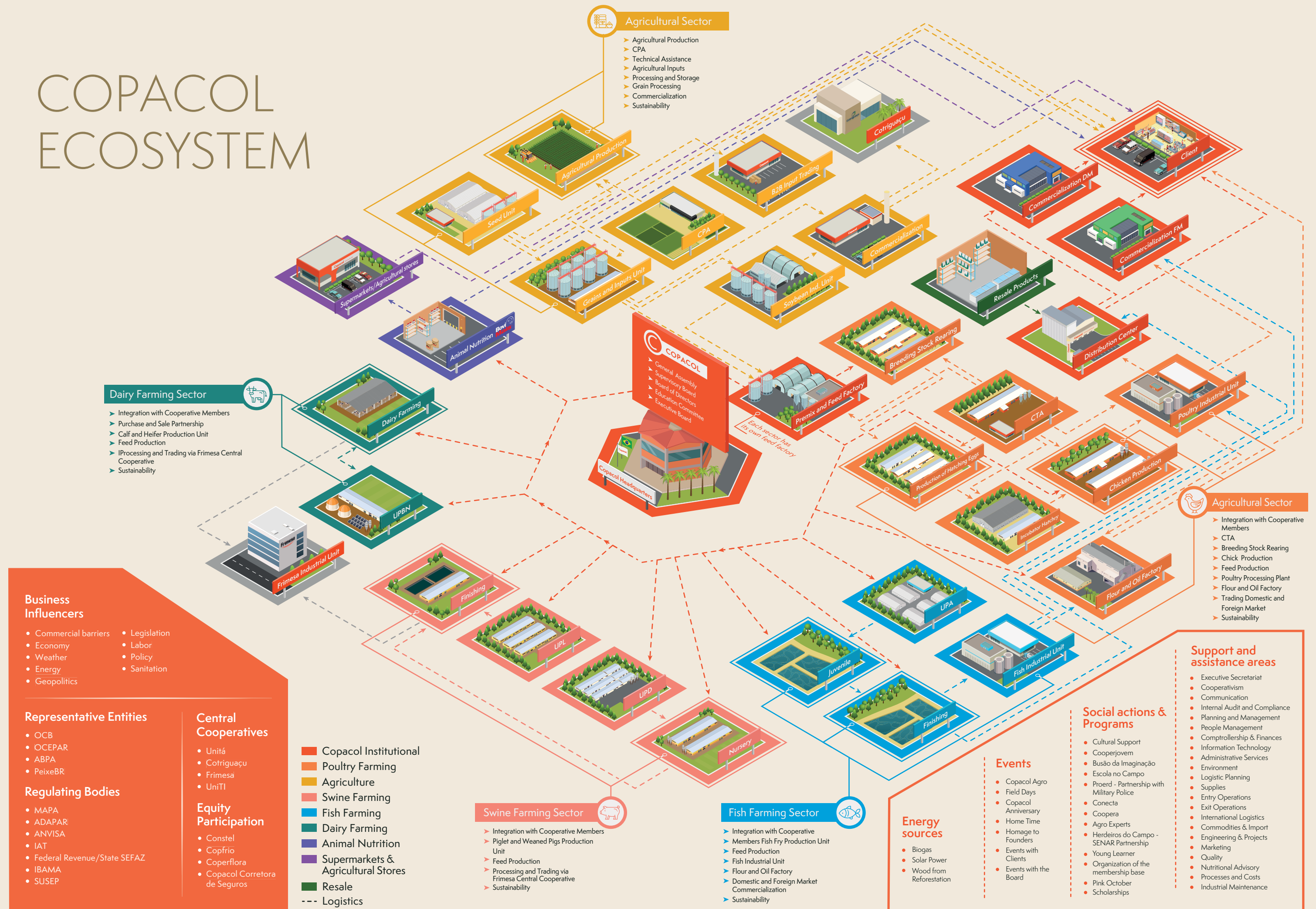
The cooperative members form the basis of this arrangement by supporting production in the field and supplying chains that unfold into industrial, logistical, and commercial activities. Central cooperatives play a structuring role in this arrangement by expanding the capacity for processing, and distribution of production. In parallel, suppliers and operational partners ensure access to inputs, equipment, technologies, and services essential to the continuity of operations.

In this dynamic, customers and marketing channels connect production to consumer markets, while end consumers influence quality, innovation, and sustainability standards considered throughout the operations.

In 2025, the Cooperative moved R\$ 4.8 billion with suppliers of products and services for operations, resellers, and retail.



COPACOL ECOSYSTEM



Operating Structure

(GRI 2-6)

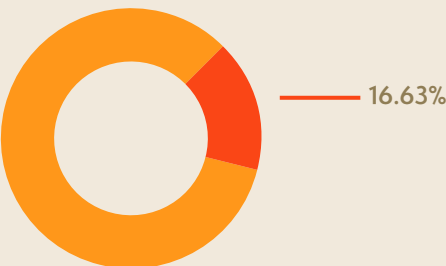
Our operational structure is organized into segments that link the activities carried out by cooperative members in the field to industrial stages and consumer markets. This structure strengthens the competitiveness of production chains, expands value-addition capacity, and integrates the Cooperative's operations across its value chain.



GRAINS

- **Main activities:** agricultural research, technical assistance, receipt, processing and commercialization
- **Grain Received:** corn (24 million bags), soybeans (14.6 million bags) and wheat (824.9 thousand bags)
- **Soybean crushing:** 626.2 thousand tons
- **Structure:** 41 grain, input and seed units, 1 Soybean Industrial Unit, 1 Agricultural Research Center

- **Share in revenue:**



In the grains segment, we provide technical and commercial support to producers, offering technical assistance as well as infrastructure for receiving, storing, processing, industrializing, and marketing the produce.

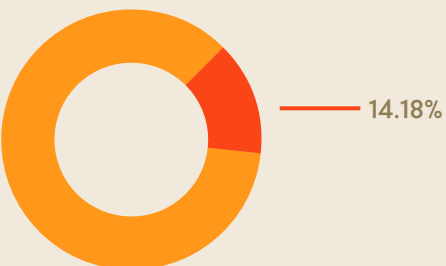
This operation simultaneously serves the market and the Cooperative's internal needs, as a portion of the output is used to manufacture feed for poultry, fish, swine, and dairy cattle operations. This dynamic boosts operational efficiency, maximizes the utilization of produce, and reduces reliance on external inputs for agro-industrial operations.



INPUTS

- **Main activities:** agricultural research, technical assistance and marketing of inputs
- **Products:** Seeds, Fertilizers and Pesticides
- **Structure:** 41 grain, input and seed units, 1 Agricultural Research Center, 1 Input Distribution Center

- **Share in revenue:**



The input segment plays a strategic role in supporting members' agricultural activities by ensuring access to seeds, fertilizers, crop protection products, and technologies that directly impact crop performance. These efforts are complemented by specialized technical support aimed at guiding agronomic management and boosting productivity on member farms.

Learn more about the [AGRICULTURAL RESEARCH CENTER FOR THE MANAGEMENT OF SOIL HEALTH](#)

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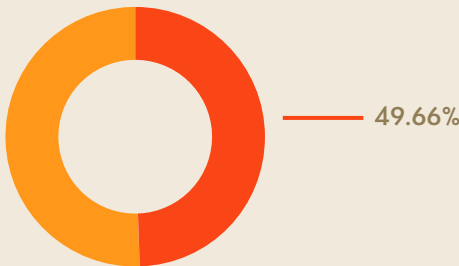
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POULTRY FARMING

- Integrated producers: 742
- Poultry houses: 1,275
- Producers of Hatching Eggs: 26
- Production: 238 million hatching eggs and 200.1 million chicks
- Birds slaughtered: 217.4 million
- Meat produced: 512.7 thousand tons
- Processed meat products: 44.6 thousand tons
- Exports: 285.5 thousand tons
- Structure: 6 breeder rearing farms, 2 hatcheries, 2 poultry processing plants, 1 distribution center, 1 poultry training center

Share in revenue:



Poultry farming is Copacol's primary business segment and accounts for the largest share of the Cooperative's revenue. The supply chain is structured around an integrated system in which cooperative members are responsible for raising the birds on their farms, receiving technical support, input supplies, and production monitoring throughout the cycle.

Once this stage is complete, the birds are sent to the processing plants, where they undergo processing and the manufacture of products destined for both domestic and international markets. This arrangement provides scale, traceability, and standardization to the operation, ensuring product quality and Copacol's presence in various consumer markets.



FISH FARMING

- Integrated producers: 300
- Production area: 930 hectares of water surface area
- Fingerling production: 92.33 million
- Fish slaughtered: 58.1 million
- Meat produced: 21.7 thousand tons
- Structure: 2 Fry Production Units, 2 Fish Industrial Units

Share in revenue:



Fish farming represents a strategic segment for the diversification of Copacol's agro-industrial activities. The supply chain operates under an integrated system with rural producers who raise tilapia in tanks located on their properties.

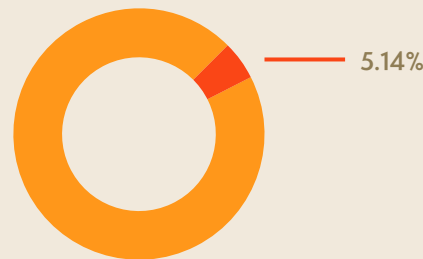
Our operations encompass the genetic development of fingerlings, the supply of feed and inputs, and technical assistance for producers throughout the production cycle. In the subsequent stage, the fish are sent to the processing plant, where they undergo processing before being distributed to domestic and export markets.



SWINE FARMING

- Integrated producers: 174
- 7 nursery units operated by integrated producers
- 1 starter unit
- Breeding stock: 22.000
- Production: 648.1 mil cabeças
- Structure: 3 Piglet Production Units, 1 Weaned Piglet Production Unit

Share in revenue:



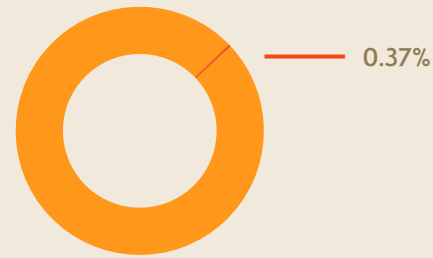
In swine farming, we focus our operations on the piglet production stage and on integration with producers responsible for the animals' growth and finishing phases. This production model is supported by technical assistance, the supply of inputs, and specialized monitoring throughout the supply chain. Subsequently, processing takes place at Frimesa Cooperativa Central, within the inter - cooperative framework that organizes this segment.



DAIRY FARMING

- Producers: 106
- Animals: 1,400
- Production: 13.4 million liters of milk
- Structure: 1 Calf and Heifer Production Unit

- Share in revenue:



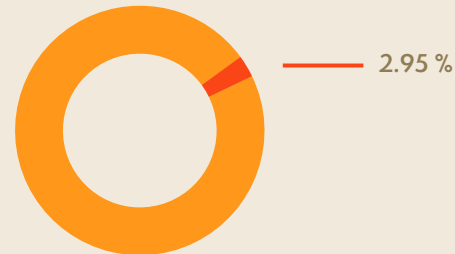
In dairy farming, our work encompasses providing technical guidance and supplying heifers to establish and strengthen dairy herds on farms. Continuing along this value chain, the milk is processed at the Frimesa Central Cooperative, resulting in dairy products destined for the market.



SUPERMARKETS & AGRICULTURAL STORES

- Structure: 6

- Share in revenue:



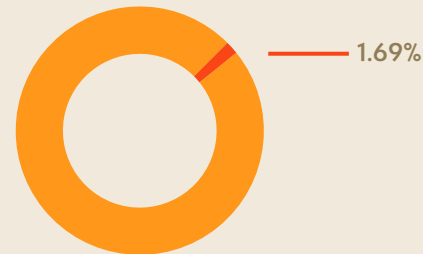
Our retail operations encompass supermarkets and agricultural supply stores—operations that fulfill distinct yet complementary roles within Copacol's business structure. Supermarkets expand our relationship with the end consumer and strengthen the brand's presence in the local community. Agricultural supply stores, in turn, address the demands of the agricultural sector by offering products and solutions tailored to the needs of cooperative members and rural producers. Together, these operations extend the Cooperative's commercial reach and enhance service delivery to customer segments with diverse profiles and needs.



RESALE

- Products traded: 50
- Volume: 11.4 thousand tons
- Suppliers: 10 national and 2 international (Holland and Belgium)

- Share in revenue:



The resale segment expands Copacol's portfolio and helps diversify the range of products offered to consumers and commercial clients. Through this operation, we market food products and complementary items that strengthen our presence across distribution channels and the retail market. This business area also enables us to leverage the Cooperative's logistics infrastructure and extends the reach of the Copacol brand within sales channels.

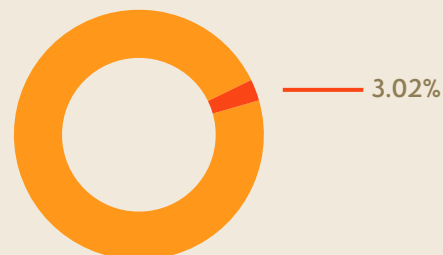


ANIMAL NUTRITION

Total production of feed: 1.3 million tons

- Commercialization: 211.7 thousand tons
- Feed for integrated producers: 1.167.0 thousand tons
- Structure: 7 Feed factories for poultry, fish, swine and cattle
- Consumption for feed production:
 - Corn: 17 million bags/year
 - Soybeans: 9 million bags/year

- Share in revenue:



Animal nutrition plays a strategic role in coordinating Copacol's production chains. The units dedicated to this operation manufacture feed to meet the needs of the cooperative's integrated poultry, fish, swine, and dairy cattle systems, in addition to producing and marketing feed for cattle and fish. A large portion of the raw materials used in this process—most notably corn and soybeans—comes from the cooperative members' own agricultural activities.

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Supply chain

(GRI 2-6)

Our supply chain connects cooperative members, supplier companies, and business partners who support the various stages of agro-industrial operations.



Suppliers of products and services for the operations



Suppliers: **5 thousand**

Volume moved: **R\$ 3.3 billion**

Participation of local suppliers: **30%**

This group comprises domestic and international companies responsible for supplying the equipment, industrial inputs, logistics services, technologies, and other resources necessary for the continuity and performance of Copacol's agro-industrial operations. This supplier base supports various stages of operation, ranging from maintaining production infrastructure to enabling the operational flows essential for processing, industrialization, and distribution.

Cooperative members — the Cooperative's productive base



Cooperative members: **10,479**

Predominant profile: **family farmers and small to medium-sized producers**
(approximately 58% are small producers with landholdings of up to 20 hectares)

Production: **grains and integrated production of poultry, fish, swine, and milk**

Cooperative members constitute the Cooperative's primary productive link, responsible for agricultural production and activities carried out within the integrated systems of animal protein supply chains. This group consists predominantly of family farmers and small- to medium-sized producers, a composition that ensures broad reach across the production base and strengthens the Cooperative's connection to the local region and the supply chains in which it operates.

Suppliers for resale and retail



Suppliers: **1 thousand**

Volume moved: **R\$ 1.5 billion**

Participation of local suppliers: **3%**

These partners serve specific areas of the Cooperative's commercial operations, supplying agricultural inputs for resale, agricultural retail stores, and supermarkets, as well as marketing products that complement the Copacol brand. This base expands the Cooperative's service capacity across these channels and helps shape an offering aligned with diverse consumer profiles and market demands.

Our workforce

Our activities are supported by a workforce distributed across various operational, industrial, technical, logistical, and administrative areas. In 2025, the Cooperative had 16,847 employees, concentrated primarily in the Southern Region of Brazil, where its main production and industrial facilities are located. (GRI 2-7)



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TOTAL EMPLOYEES

2023	15,859
2024	16,215
2025	16,847

Copacol’s hiring structure consists predominantly of permanent, full-time employees. The variations observed over the period are primarily linked to increased production activities, expanded processing capacity, and the strengthening of logistics and sales teams. The data includes young apprentices and interns. (GRI 2-7)



2-7 b Total number of permanent and temporary employees by gender	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Permanent	6,944	8,871	15,815	6,892	9,267	16,159	7,071	9,623	16,694
Temporary	21	23	44	27	29	56	68	85	153
Total	6,965	8,894	15,859	6,919	9,296	16,215	7,139	9,708	16,847

2-7 b Total number of employees by employment type and gender	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-time	6,637	8,740	15,377	6,624	9,155	15,779	6,795	9,536	16,331
Part-time	328	154	482	295	141	436	344	172	516
Total	6,965	8,894	15,859	6,919	9,296	16,215	7,139	9,708	16,847

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2-7 b
Total number of permanent and temporary employees by region

	2023			2024			2025		
	Permanent	Temporary	Total	Permanent	Temporary	Total	Permanent	Temporary	Total
North	2	0	2	2	0	2	2	0	2
Northeast	5	0	5	4	0	4	4	0	4
Center-West	217	0	217	223	0	223	245	3	248
Southeast	213	0	213	228	0	228	266	4	270
South	15,378	44	15,422	15,702	56	15,758	16,177	146	16,323
Total	15,815	44	15,859	16,159	56	16,215	16,694	153	16,847

2-7 b
Total number of employees by employment type by region

	2023			2024			2025		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
North	2	0	2	2	0	2	2	0	2
Northeast	5	0	5	4	0	4	4	0	4
Center-West	211	6	217	213	10	223	238	10	248
Southeast	212	1	213	225	3	228	268	2	270
South	14,947	475	15,422	15,335	423	15,758	15,819	504	16,323
Total	15,377	482	15,859	15,779	436	16,215	16,331	516	16,847

In addition to our direct workforce, we engage workers who do not have a direct employment relationship and who perform specific tasks subject to significant fluctuations in demand. These professionals primarily work in grain receiving operations, which experience activity peaks during the summer and winter harvest seasons. In these instances, the Cooperative relies on the support of workers’ unions that arrange cargo handling services and specialized temporary employment agencies to ensure the continuity of logistics operations. (GRI 2-8)

The number of workers in this category increased over the period analyzed—a trend linked to the expansion of grain receiving facilities and the growth in operational volume for these activities. (GRI 2-8)

2-8 a
Total workers who are not employees and whose work is controlled by the organization

	2023	2024	2025
	316	408	518

We maintain structured social dialogue practices with our employees through collective bargaining agreements established with the unions representing the respective professional categories. These agreements define working conditions, remuneration, and benefits, ensuring transparency and balance in labor relations. In 2025, as in previous years, 100% of employees were covered by collective bargaining agreements. (GRI 2-30)

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Membership associations

(GRI 2-28)

We participate in representative bodies for agribusiness, technological research, and the cooperative system, contributing to the institutional, technical, and regulatory development of the value chains in which we operate.

This participation strengthens dialogue with industry organizations, expands knowledge sharing, and supports the development of collective solutions to challenges shared by the cooperative sector and food production.

AGRIBUSINESS SECTOR REPRESENTATION

- Brazilian Association of Animal Protein (ABPA)
- Union of Poultry Product Industries of the State of Paraná (SINDIAVIPAR)
- Brazilian Fish Farming Association (PEIXE BR)
- Brazilian Animal Rendering Association (ABRA)

TECHNICAL AND SCIENTIFIC DEVELOPMENT

- Brazilian Seed Technology Association (ABRATES)
- Paraná Association of Seed and Seedling Producers (APASEM)

COOPERATIVE SYSTEM

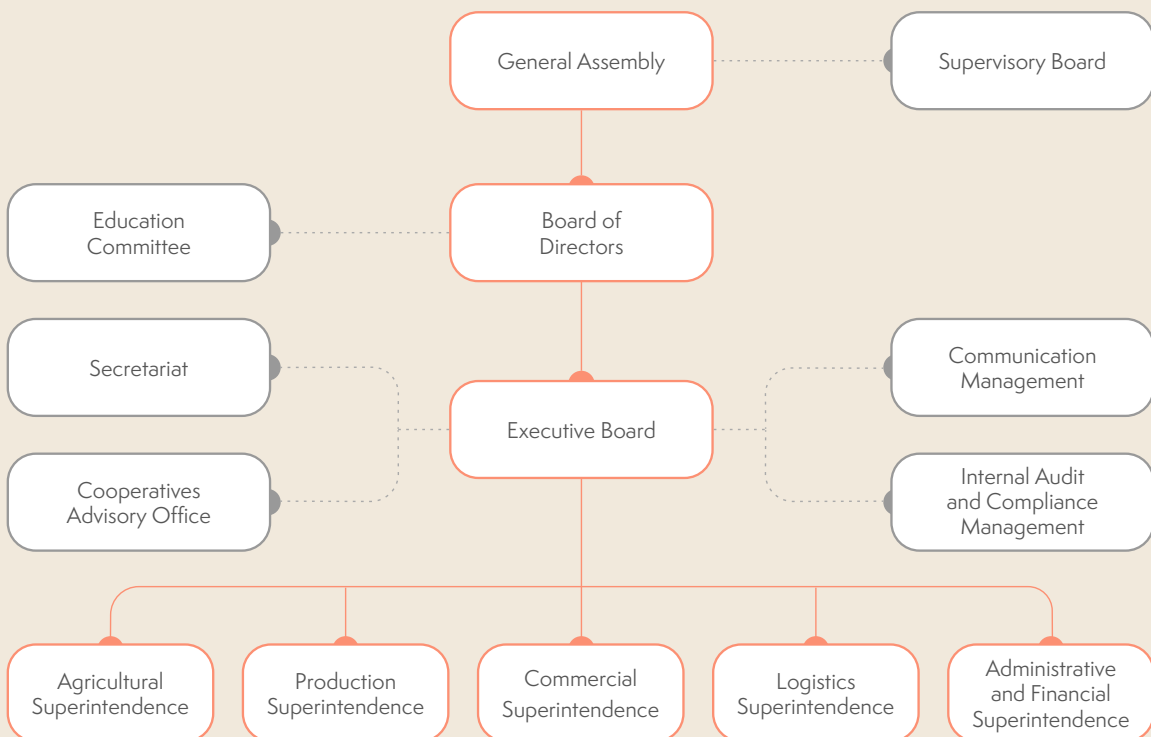
- Organization of Brazilian Cooperatives (OCB)
- Union and Organization of Cooperatives of the State of Paraná (OCEPAR)
- National Cooperative Learning Service of the State of Paraná (SESCOOP/PR)
- Federation and Organization of Cooperatives of the State of Paraná (FECOOPAR)



GOVERNANCE

Governance structure

Copacol's governance is structured according to cooperative principles, ensuring the democratic participation of members in defining the Cooperative's direction and overseeing its management. Our structure comprises deliberative, executive, and supervisory bodies that operate in a complementary manner, ensuring transparency, accountability, and alignment between strategic decisions and the interests of the membership. (GRI 2-9)



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432 cooperative members serving on Education Committees participated in Copacol’s decision-making process across 26 events, totaling 1,771 participations.

Copacol’s main governance bodies are described below

- **General Assembly:** the Cooperative’s highest decision-making body; it is composed of cooperative members and is responsible for approving accounts and financial statements, deliberating on strategic issues, and defining the organization’s direction.
- **Board of Directors:** a collegiate body responsible for the Cooperative’s strategic guidance and administrative decisions. It consists of 15 members: three members of the Executive Board and 12 other Board Members, all of whom are cooperative members elected at the General Assembly for four-year terms, with a minimum renewal of one-third of the membership. In the current term, all board members are men, and there are no independent external member.
- **Executive Board:** the body responsible for the Cooperative’s executive management and the implementation of strategic decisions. It comprises the Executive Director, the Executive Vice President, and the Secretary Director, all of whom are members of the Board of Directors. Members work full-time for the Cooperative, while maintaining occasional participation in other organizations in accordance with institutional agendas.

- **Supervisory Board:** the body responsible for overseeing the Cooperative’s economic and financial management, ensuring the integrity of accounts and the transparency of processes. It consists of three full members and their respective alternates, elected annually at the General Assembly, with a minimum renewal of two-thirds of the membership. In 2025, two of the six Board members are women.
- **Education Committees:** advisory bodies composed of cooperative members who act as a link between the membership base and the Cooperative’s management, contributing to cooperative education, the strengthening of communication, and member representation.

The selection of members for governance bodies takes place through an electoral process held at the General Assembly, preceded by the registration of slates composed of cooperative member who meet legal and statutory requirements—such as minimum membership tenure, good standing in operations with the Cooperative, and suitability for the role. This democratic process reinforces the legitimacy of decisions and the representativeness of the membership. (GRI 2-10; 2-11)

Strategic supervision and management

Our governance guides strategy definition and oversees the conduct of the Cooperative's activities, ensuring alignment with the purpose and principles of cooperativism. The Board of Directors and the Executive Board work in an integrated manner to define strategic planning, analyze scenarios, and approve institutional goals and priorities, considering the economic, social, and environmental impacts of the Cooperative's activities. (GRI 2-12)

Strategy execution is led by the Executive Board, which is responsible for coordinating operations and monitoring the organization's results. To support these efforts, Copacol relies on an executive structure comprising specialized superintendencies and advisory units responsible for managing the Cooperative's operational, administrative, and institutional activities. (GRI 2-13)

EXECUTIVE STRUCTURE

The Superintendencies manage the Cooperative's key operational and support areas.

- **Agricultural Superintendence:** coordinates agricultural production and technical support for members, including the receipt and storage of grains and inputs, the Agricultural Research Center, the marketing of grains, inputs, and animal nutrition products, agricultural and forestry operations, biomass production, and the operation of the soybean processing plant.
- **Production Superintendence:** manages activities related to the Cooperative's animal and industrial production, covering poultry, fish, swine, and dairy operations, as well as industrial maintenance and feed factories.
- **Commercial Superintendence:** responsible for sales strategies and customer relations, encompassing quality management, marketing, domestic and international sales operations, and retail activities, including supermarkets and agricultural supply stores.
- **Logistics Superintendence:** coordinates the Cooperative's supply chain activities, including logistics planning, product and service procurement, inbound and outbound operations, international logistics, and infrastructure engineering and projects.
- **Administrative and Financial Superintendence:** manages activities related to people management, controllership and finance, planning and management, administrative services, information technology, and environmental affairs.



The executive structure is complemented by areas responsible for supporting management.

- **Cooperativism:** responsible for managing the membership base and leading cooperative education initiatives and social projects..
- **Communications:** responsible for managing institutional communications and corporate image.
- **Internal Audit and Compliance:** responsible for conducting internal audits and managing the Cooperative's Compliance Program.
- **Executive Board Secretariat:** responsible for administrative support for the Executive Board's activities and institutional schedules.

Management oversight is carried out through structured reporting routines and the monitoring of operational and strategic indicators. The Superintendencies periodically present their results to the Executive Board, supporting management decision-making. (GRI 2-13)

GOVERNANCE SUPPORT COMMITTEES

Copacol also relies on multidisciplinary committees that support the analysis of strategic and operational issues, contributing to risk assessment, the monitoring of indicators, and the development of solutions for key business challenges. (GRI 2-12)

Key governance support committees include:

- **Strategic Planning and Risk Management Committee:** oversees the development and implementation of the Strategic Plan, monitors performance indicators, and supports corporate risk management.
- **Internal Compliance Committee (CIC):** advises senior management on the implementation of the Compliance Program and monitors adherence to the Code of Ethics and Conduct.
- **Image and Brand Reputation Crisis Management Committee:** coordinates the Cooperative's response in critical situations, aiming to minimize impacts and preserve the trust of stakeholders.
- **Occupational Health and Safety Committee:** monitors initiatives aimed at promoting a safety culture and preventing accidents within the Cooperative's operations.
- **Quality Culture and Food Safety Committee:** strengthens the quality culture and ensures compliance in production processes related to food safety.
- **Authorized Economic Operator (AEO) Committee:** responsible for managing the certification that recognizes the Cooperative as a trusted partner in domestic and international trade.

In the context of the Sustainability Report, the reported information undergoes an internal consolidation and validation process involving the areas responsible for the indicators and the Executive Board, ensuring the consistency and reliability of the data presented. (GRI 2-14)

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Ethics, integrity, and control mechanisms

We conduct our activities based on principles of ethics, transparency, and responsibility, ensuring that our institutional and commercial relationships align with the Cooperative’s values and best governance practices. (GRI 2-23)

Copacol’s integrity framework is underpinned by institutional guidelines and instruments that guide the behavior of stakeholders and support the prevention and handling of misconduct. Key instruments include the Code of Ethics and Conduct, the Compliance Program, and internal policies establishing criteria for decision-making, relationships with third parties, and institutional conduct. (GRI 2-23; 2-24)



Click here to access the
CODE OF ETHICS AND CONDUCT

The prevention and mitigation of conflicts of interest are addressed through internal regulations and criteria applicable to processes such as supplier contracting, employee recruitment and selection, and participation in governance bodies, aiming to ensure impartiality, integrity, and adherence to institutional principles in key decisions. (GRI 2-15)

This model is complemented by formal mechanisms that provide guidance and allow for the recording of reports regarding institutional conduct and practices. The Cooperative provides specific channels for receiving and handling reports—incorporating confidentiality and non-retaliation guidelines—alongside structured processes for analyzing and addressing reported incidents. (GRI 2-26)



Click here to learn more about the
REPORTING CHANNEL

When a significant concern is identified, the report is analyzed by the responsible areas, with the participation of Internal Audit and Compliance in the investigation and assessment of criticality. Where applicable, the information is forwarded to the Executive Board and the relevant governance bodies to determine appropriate measures. (GRI 2-16)

Integrity management also involves identifying and addressing risks associated with business activities and relationships through practices such as internal auditing, corporate risk management, and compliance monitoring. These mechanisms contribute to the continuous improvement of controls and the mitigation of legal, operational, and reputational risks. (GRI 2-25)

This set of guidelines and practices strengthens Copacol’s culture of integrity and ensures that business operations align with institutional principles and the expectations of stakeholders.

Learn more at [ETHICS AND INTEGRITY](#)



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Development and remuneration

We aim to ensure that members of governance bodies are prepared to fulfill their responsibilities by promoting initiatives for competency development and strategic analysis relevant to the agribusiness sector. (GRI 2-17)

We also organize meetings and training sessions focused on analyzing agribusiness scenarios and trends. During the 2024-2028 strategic planning cycle, for instance, we held presentations and development activities involving members of the Board of Directors, the Supervisory Board, the Executive Board, and the Cooperative's leadership, focusing on topics such as strategic planning, agribusiness trends, and business sustainability. (GRI 2-17)



Board Member Training Program

Conducted in partnership with the National Service for Cooperative Learning (Sescoop), this program prepares cooperative members interested in joining the Cooperative's governance bodies. The program covers topics such as economic and financial management, investment analysis, leadership, communication, and cooperative governance, helping to improve decision-making and strengthen the performance of the boards. (GRI 2-17)

Currently, the Cooperative does not employ a formal performance assessment for its highest governance body specifically regarding the oversight of the management of economic, social, and environmental impacts. Nevertheless, governance performance is tracked through the analysis of our results, accountability reporting at General Assemblies, and continuous monitoring of the organization's strategic indicators. (GRI 2-18)

The remuneration of Board of Directors members is defined and approved at the General Assembly, reinforcing transparency and member participation in decisions regarding the Cooperative's governance. The amount paid to board members takes meeting attendance into account and is periodically reviewed based on decisions made by the membership. (GRI 2-19)

Remuneration for the Executive Board follows our institutional policy, which has been approved by the appropriate governance bodies. This process considers internal criteria regarding job and salary structures, market analyses, and current labor laws, ensuring alignment with the organization's people management practices. (GRI 2-20)

2.21 a. Annual total compensation ratio of the organization's highest-paid individual to the average annual total compensation of all employees	2023	2024	2025
	32.8	30.9	30.3

The ratio between the total annual remuneration of the organization's highest-paid individual and the average annual remuneration of other employees is trending downward compared to previous years, reflecting a salary adjustment policy aligned with collective bargaining agreements and the Cooperative's strategy of maintaining internal balance within the remuneration structure. During the period under review, the percentage increase in the highest-paid individual's remuneration remained on par with the average increase in remuneration for other employees. (GRI 2-21)

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Commitments and Compliance

We conduct our activities based on institutional commitments regarding ethics, social responsibility, and legal compliance, which guide our relationships with cooperative members, employees, suppliers, customers, and other stakeholders. **(GRI 2-23)**

Key instruments formalizing these commitments include the Code of Ethics and Conduct, the Compliance Program, and the Supplier Manual—documents that establish guidelines for responsible business conduct and compliance with legal and institutional standards. These instruments reinforce our commitment to integrity in business relationships and to the prevention of practices such as corruption, discrimination, child labor, and forced labor. **(GRI 2-23)**

These guidelines are integrated into the Cooperative’s management through internal policies, operational processes, and team training initiatives, ensuring that institutional commitments are reflected in the daily routines and decision-making processes across the organization’s various areas. These practices are disseminated through training, communication, and monitoring by the areas responsible for people management, internal audit and compliance, and planning and management. **(GRI 2-24)**

We also employ mechanisms to identify, prevent, and address potential negative impacts associated with our activities or business relationships. Examples of such mechanisms include corporate risk management, crisis management policies, and internal audit and compliance processes; these contribute to identifying vulnerabilities, continuously improving controls, and defining corrective measures when necessary. **(GRI 2-25)**

When situations of non-compliance with internal standards or applicable laws are identified, investigation processes and the application of disciplinary measures are carried out in accordance with institutional policies and the Code of Ethics and Conduct. **(GRI 2-25)**

During the reporting period, no significant cases of non-compliance with laws or regulations resulting in substantial fines or non-monetary sanctions were recorded. Continuous monitoring carried out by the Internal Audit and Compliance department and by governance bodies contributes to strengthening the legal certainty of the Cooperative’s operations. **(GRI 2-27)**

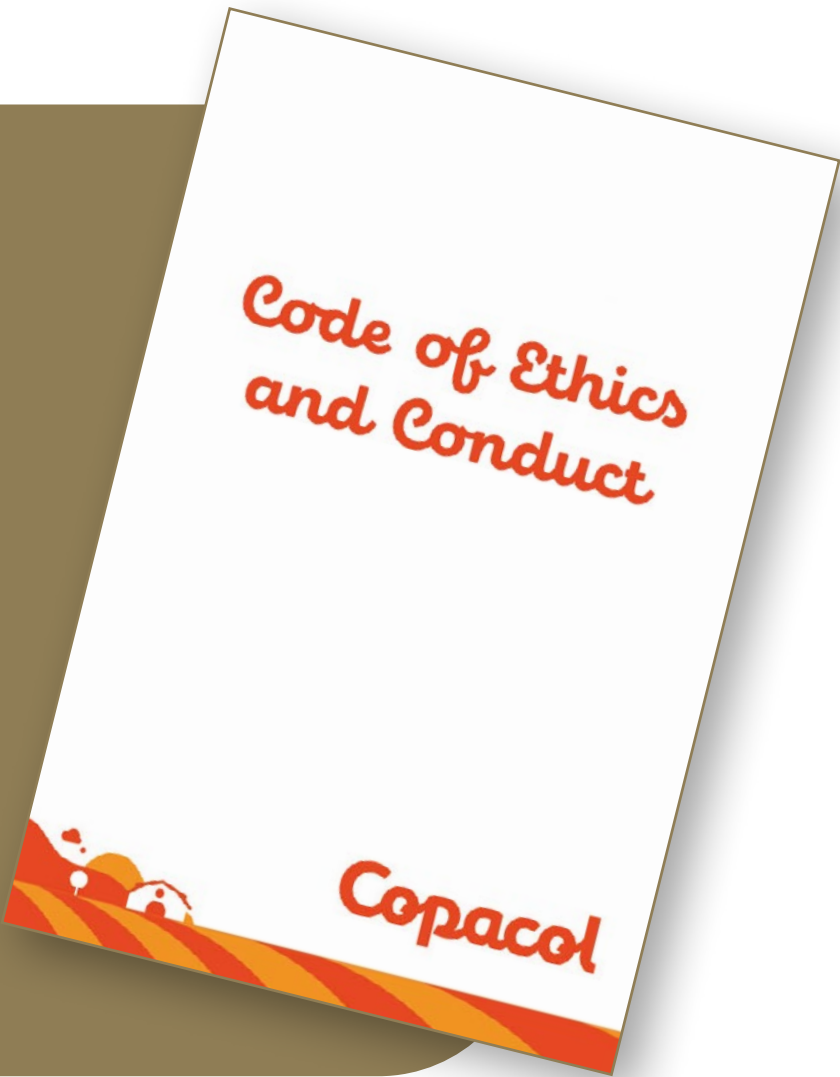
Code of Ethics and Conduct

At Copacol, ethics is a non-negotiable principle. It guides our decisions, strengthens our bonds, and helps build trusting relationships with our stakeholders over the years.

We operate with responsibility, fairness, and transparency, respecting the law, people, and the environment. This commitment is reflected in our Code of Ethics and Conduct, a document that guides the behavior and actions of everyone within the Cooperative.

Through these guidelines, we reinforce our commitment to management based on integrity and responsibility, aligned with sustainability principles, thereby contributing to the business’s longevity and the creation of shared value.

Growing with integrity is our commitment. Yesterday, today, and always.



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SUSTAINABILITY AT COPACOL

Sustainability guides the way we conduct our activities and make strategic decisions at Copacol. As an agro-industrial cooperative, we understand that long-term value creation depends on balancing economic performance, socio-environmental responsibility, and the strengthening of the people and communities with whom we interact. This commitment is integrated into our management model and strategic planning, guiding the Cooperative's actions toward regional development, the responsible use of natural resources, and ethical, transparent business conduct

Dialogue with stakeholders

(GRI 2-29)

We maintain ongoing relationships with groups that influence or are impacted by our activities, seeking to build trust, improve processes, and guide decisions aligned with societal expectations. Identifying these groups takes into account their relevance to the business, their level of interaction with our operations, and the impacts associated with the Cooperative's activities.



Click here to learn more about the
STAKEHOLDERS



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Our engagement model combines ongoing communication channels with structured participatory forums, enabling information exchange, the logging of requests, and the evaluation of our practices. This dialogue contributes directly to improving management and evolving Copacol's strategies.

During the 2024 strategic planning cycle, over 1,600 stakeholders participated in surveys and focus groups, contributing to mapping the organizational culture and defining the Cooperative's strategic guidelines.



Copacol		
Stakeholders	Relationship Channels	Key requirements
 Cooperative Members	General Assemblies, technical meetings, app, member portal, publications, radio programs	Technical development, competitiveness, operational safety, income generation, diversification, quality of life
 Employees	Internal communication, meetings, employee portal, internal ombudsman	
 Clients and customers	Customer service, audits, certifications, technical meetings	
 Suppliers	Contracts, audits, technical visits, meetings	Technical and commercial criteria, transparency, strategic partnerships
 Communities	Social projects, partnerships with municipalities, institutional channels	Job and income generation, education, social development, reduction of environmental impacts
 Government, regulators, and representative	Institutional relations, regulatory processes	Legal compliance, transparency, reliable information
 Press	Institutional communication and official channels	Transparency, access to information, reliability

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Materiality and priority topics

(GRI 3-1; 3-2)

We define our sustainability priorities by identifying the economic, environmental, and social impacts associated with our activities and by listening to stakeholders. This process was structured based on Copacol’s participation in the ESG+COOP Program, developed by the OCEPAR System through SESCOOP-PR.

The initiative involved forming a multidisciplinary committee, conducting training sessions, and applying analytical tools—including an ESG maturity assessment and an evaluation of risks and opportunities. Based on these analyses, we identified significant impacts related to the Cooperative’s operations and its institutional relationships.

The prioritization of topics also took into account stakeholder perceptions, gathered via an online survey with 197 respondents, including cooperative members, employees, customers, suppliers, and financial institutions. Participants evaluated 18 topics across the Governance, Environmental, and Social pillars, resulting in the identification of the topics most relevant to sustainability management.

Based on this analysis, seven material topics were prioritized; these guide Copacol’s strategies and structure the content of this report.



Copacol	
Material topic	Commitment
 Professional Development of Employees and Cooperative Members	Strengthen training and professional development programs for employees and cooperative members.
 Public Commitments towards Sustainability	Strengthen sustainability guidelines for strategic planning, aiming for efficient, sustainable, and responsible operations that incorporate environmental, social, and governance (ESG) best practices. Make public commitments that foster economic, environmental, and social development in the region of operation.
 Conservation of natural resources	Protect and rationally utilize natural resources; maintain best practices regarding soil conservation, crop management, reforestation, and conscious water use; and map and mitigate environmental risks and impacts.
 Strengthening the cooperative model	Work to strengthen the cooperative model as an economic and social framework that generates significant impact through income creation and distribution for stakeholders, as well as local community development.
 Renewable energy	Increase the use of renewable energy sources—such as photovoltaic, biogas, and biomass (eucalyptus reforestation)—in the operations of both the Cooperative and its members.
 Ethics and Conduct	Conduct business ethically, strictly prohibiting corruption or any other form of legal non-compliance in commercial and institutional relationships, and establish a channel for reporting such issues.
 Educational Initiatives for the Community	Actively participate in and contribute to the educational, sports, and cultural development process in municipalities within the Cooperative’s area of operation.

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Public Commitments towards Sustainability

(GRI 3-3 Public Commitments towards Sustainability)

Sustainability at Copacol guides how we conduct our activities and make decisions, being embedded in business management and the definition of strategic priorities. This approach seeks to ensure efficient, responsible operations aligned with the expectations of our stakeholders, integrating economic, environmental, and social aspects into the Cooperative’s operations.

Our activities generate significant impacts—both positive and negative—across the value chain. Key positive impacts include income generation for cooperative members, job creation, and contributions to the development of the regions where we operate. Conversely, we acknowledge impacts associated with natural resource use, the generation of effluents and emissions, and operational externalities inherent to agro-industrial activity; these are continuously monitored and managed.

The management of these impacts is guided by institutional directives, corporate policies, and strategic goals that support decision-making and the evolution of the Cooperative’s practices. Corporate risk management is integral to this model, enabling the identification, assessment, and mitigation of economic, environmental, and social risks, thereby contributing to the Cooperative’s resilience and the safeguarding of its long-term objectives.

Cooperate to Grow Strategic Plan (2024-2028)—consolidates this direction by establishing goals and priorities regarding economic performance, operational efficiency, people development, and the responsible use of natural resources. This set of objectives is tracked via strategic indicators and periodic monitoring routines, allowing us to evaluate performance trends and guide management adjustments.

2025 RESULTS



62,154 people in development programs



R\$ 11.1 billion in revenue



6.9% profitability

In 2025, we observe consistent alignment among planning, execution, and results, with progress in people development programs and economic performance, as well as the expansion of initiatives focused on operational efficiency and the use of renewable energy sources.

This model is supported by institutional instruments that guide Copacol’s activities—such as the Quality Policy, the Code of Ethics and Conduct, and environmental and social management guidelines—ensuring the integration of these principles into operations, decision-making processes, and relationships with stakeholders.

Ongoing dialogue with stakeholders complements this approach, helping to identify expectations, refine practices, and evolve our strategies—particularly in response to changes in the economic, climatic, and regulatory environments.

In this way, Copacol continuously strengthens its sustainability guidelines, aiming to consolidate an operational model that integrates economic performance, socio-environmental responsibility, and governance, while contributing to the sustainable development of the regions where it operates.



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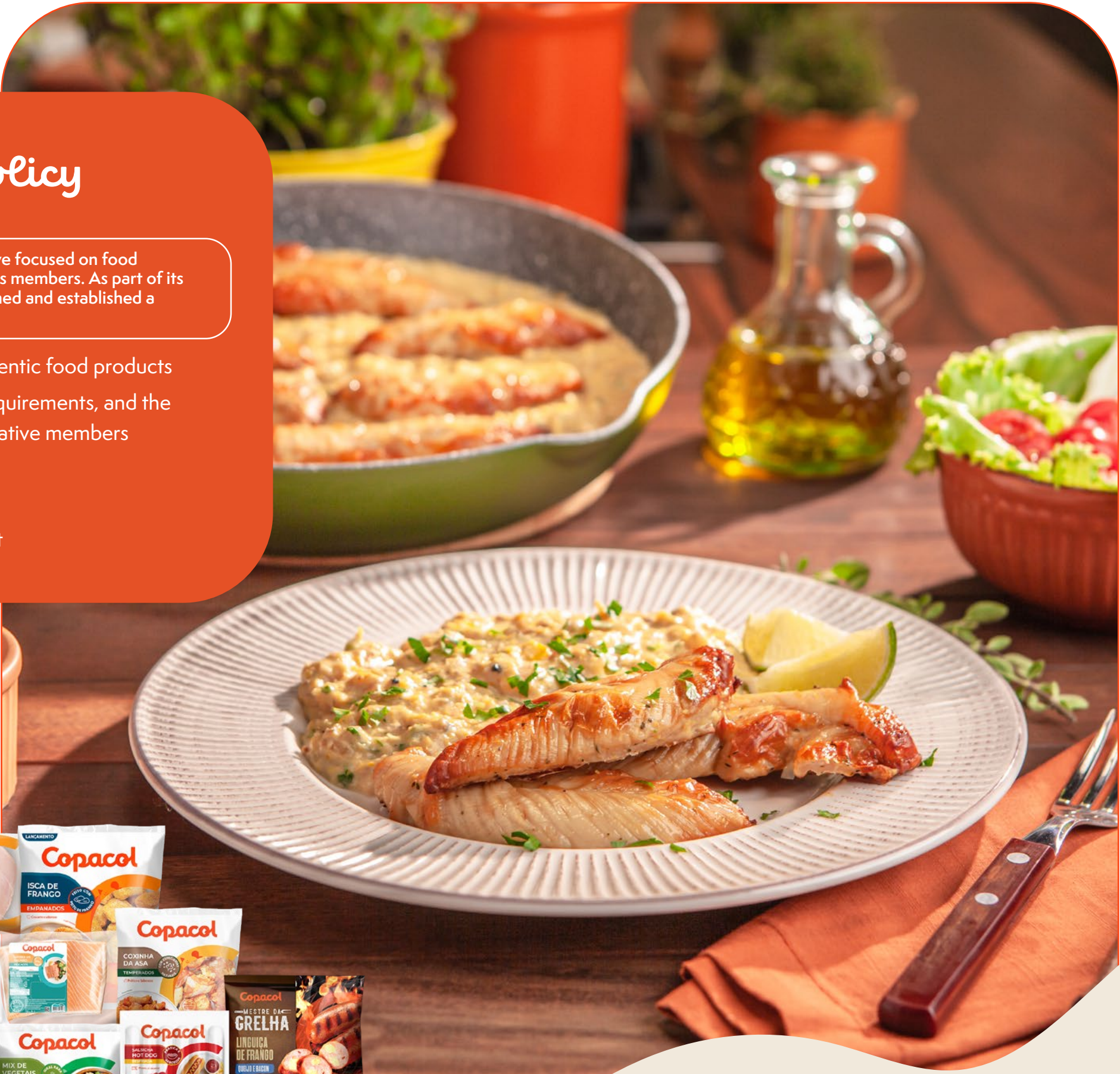
Quality Policy



Copacol is an agro-industrial cooperative focused on food production to support the activities of its members. As part of its quality management system, it has defined and established a Quality Policy, committing to:

- ☆ Produce safe, compliant, and authentic food products
- ☆ Meet specifications, applicable requirements, and the interests of customers and cooperative members
- ☆ Continuously improve processes
- ☆ Develop employee competence
- ☆ Value people and the environment

The following sections present the management approach, initiatives, and results related to each of the material topics prioritized by Copacol, detailing how sustainability commitments are put into practice and integrated across the Cooperative's various areas of operation.



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COOPERATIVISM & SOCIAL IMPACT

Strengthening the cooperative model

IMPACTS AND CHALLENGES OF THE COOPERATIVE MODEL

(GRI 3-3 Strengthening the cooperative model)

The cooperative model forms the foundation of Copacol's operations, fostering member participation, generational succession in farming, and stronger ties between the Cooperative and its membership base. By integrating production, processing, and market access, we expand opportunities in rural areas, drive job creation, and help improve the quality of life for families and communities.

This model also strengthens social organization in rural areas by encouraging families to remain on the land, promoting cooperation among producers, and fostering the development of collective solutions to production challenges. At the same time, we encourage more efficient and responsible production practices, contributing to the proper use of natural resources and the long-term sustainability of agricultural activities.

However, strengthening the cooperative model entails significant challenges. Key among these are the need to increase member engagement in governance structures, train members and leaders for active participation in the Cooperative and manage family succession on farms in a structured manner. If not addressed proactively and consistently, these factors could impact the continuity of production activities, decision-making participation, and the long-term viability of the cooperative model.

These challenges are directly linked to our operations and our relationship with members, and they are continuously monitored. In this context, we work to strengthen participation mechanisms, expand training initiatives, and support member families in preparing future generations, thereby contributing to the sustainability of the cooperative system and the creation of shared value over time.



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MANAGEMENT AND RELATIONSHIP WITH COOPERATIVE MEMBERS

(GRI 3-3 Strengthening the cooperative model)

The strengthening of cooperativism at Copacol is supported by a management model based on democratic participation, transparency and commitment to generating shared value. Participatory governance, through the Ordinary General Assembly and committees, ensures continuous dialogue with members and contributes to the alignment between strategic decisions and the expectations of the membership base.

Learn more about the governance structure at [GOVERNANCE STRUCTURE](#)

Cooperative education and technical training are central elements to the sustainability of the model. We develop initiatives aimed at improving farm management, fostering leadership, and disseminating cooperative principles, thereby strengthening the competitiveness of productive activities and the engagement of new generations.

Family succession is addressed in a structured manner, recognizing its role in the continuity of the farms and the long-term viability of the Cooperative. We support member families in organizing the succession process and preparing new generations, contributing to the continuity of agricultural activities in a planned and sustainable way.



WOMEN'S LEADERSHIP

Promoting diversity and generational succession is part of strengthening the cooperative model at Copacol, with initiatives aimed at increasing women's participation in farm development and the life of the Cooperative.

The Women's Groups, organized into 21 local chapters, bring together 960 women, including cooperative members, as well as the spouses and daughters of members. Activities include training sessions, lectures, and initiatives focused on personal development and farm management. Through the Women's Leadership Development Program (PDLF), community projects are carried out, such as the construction of community kitchens and playgrounds, as well as improvements to shared spaces.

MEMBER-FOCUSED PROGRAM

Started in 2025, the Member-Focused Program structured Copacol's operations to understand and meet, more precisely, the needs of its membership. The initiative is driven by strategic actions aimed at organizing data, qualifying contact points and strengthening the relationship culture, contributing to increased member engagement and continuous growth of the membership, which reached 10,479 members in 2025.



In parallel, we are continuously enhancing our relationship with members by strengthening communication channels and expanding opportunities for dialogue. Active participation by the membership contributes to the refinement of policies, programs, and management practices, reinforcing the collective nature of the cooperative model.

Find out more about communication channels with stakeholders in [DIALOGUE WITH STAKEHOLDERS](#)

Throughout this process, we incorporated relevant learning into our management, with emphasis on the importance of ongoing training, early action in family succession and transparent communication as determining factors for the engagement and sustainability of the cooperative model. These lessons guide the permanent evolution of our initiatives and reinforce the bond between members and the Cooperative, strengthening participation, succession and perpetuity of the cooperative model.

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DEVELOPING NEW GENERATIONS AND SUCCESSION IN AGRICULTURE

Developing new generations is a strategic factor for the continuity of the cooperative model. In 2025, we expanded initiatives aimed at the development of children, youth, and leaders, strengthening the bond with the cooperative model from the early stages through to preparation for governance roles.

The **CooperJúnior Program** introduced 300 children to the world of cooperatives through 7 events and 533 instances of participation, helping to disseminate cooperative values from the basis.

Meanwhile, the **Youth Group** has 230 members—comprising cooperative members as well as their children and grandchildren—aged between 14 and 30. These initiatives include courses and educational activities focused on personal growth, professional development, and leadership preparation, thereby contributing to family succession and the engagement of new generations within the cooperative system.

Focused on succession and the professionalization of farm operations, the **Conecta Copacol Program** recorded 231 instances of participation across 10 events, fostering the exchange of experiences and strengthening both farm management and the role of cooperative members within the system.

The **Coopera Copacol Program** involved 16 participants who enhanced their leadership skills through a cooperative exchange program in Argentina, broadening their strategic perspective for future roles in governance.

These initiatives—alongside the **Herdeiros do Campo Program**, conducted in partnership with the National Rural Learning Service (SENAR)—help prepare new generations, support succession planning, and ensure the structured continuity of agricultural activities.

Educational Initiatives for the Community

(GRI 3-3 Educational Initiatives for the Community)

The educational initiatives carried out by Copacol contribute to the development of children and adolescents, expanding access to knowledge and strengthening social development in the communities where the cooperative operates. As an agro-industrial cooperative with a strong regional presence, we understand that value creation encompasses not only economic results but also personal development, the strengthening of citizenship, and the expansion of opportunities that contribute to the quality of life in both urban and rural areas.

In this context, we have structured initiatives focused on education, sports, and culture for children and adolescents, emphasizing civic development, cooperative education, the appreciation of culture, and the promotion of social inclusion. Developed in partnership with public authorities and local institutions, these initiatives expand access to opportunities and strengthen community ties, contributing to social development in the areas where we operate.



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IMPACTS AND RELATIONSHIP WITH THE COMMUNITIES

(GRI 413-2)

Copacol’s activities in the communities where it operates generate significant positive impacts, particularly regarding expanded access to education, culture, and sports, thereby fostering the holistic development of children and adolescents, strengthening citizenship, and disseminating cooperative values. These initiatives contribute to social inclusion, encourage youth agency, and strengthen communities. They also help mitigate significant social risks—such as the vulnerability of children and adolescents to violence, drug use, school dropout, and child labor—through preventive actions and ongoing training.

In 2025, educational programs engaged 13,857 children and adolescents and 1,845 teachers, demonstrating their direct impact on promoting education and citizenship and strengthening the communities where we operate.

Copacol allocated R\$ 2.6 million to institutions specializing in special education and to hospitals focused on emergency medical care and cancer treatment. This funding resulted from a partnership with the State Government through the Paraná Competitivo Program, which incentivized the use of renewable energy in agricultural areas.

At the same time, our industrial and logistical presence can generate actual and potential negative impacts, such as strain on local public infrastructure — particularly healthcare, education, housing, and mobility systems — as well as operational externalities like noise, emissions, and competition for natural resources. These impacts tend to be concentrated in municipalities with a significant operational presence, such as Cafelândia, Nova Aurora, and Toledo, and are ongoing in nature, subject to seasonal variations.

The management of these impacts is guided by institutional policies that prioritize legal compliance, continuous improvement, and the responsible use of resources. We employ practices for monitoring operations and managing risks, while implementing preventive and corrective measures, aiming to reduce externalities and strengthen our relationship with the communities.

We also work in an integrated manner with public authorities and local entities, contributing to the development of solutions related to infrastructure and regional development. We maintain ongoing dialogue with communities, whose feedback is considered in the continuous improvement of our practices and initiatives.

We actively participate in sectoral and state-level forums in partnership with bodies such as the State Secretariat for Sustainable Development (SEDEST), the Water and Land Institute (IAT), and the Paraná Recycling Institute (InPar), contributing to the strengthening of environmental governance and shared responsibility—particularly regarding packaging reverse logistics initiative.



We have built 882 housing units for employees and their families, thereby strengthening the local economy and the construction sector while fostering greater social stability.

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EDUCATIONAL PROGRAMS

Copacol's work in education and social development is realized through structured programs that combine education, culture, sports, and socio-environmental awareness, expanding access to opportunities in the municipalities where the Cooperative operates.

Drug and Violence Resistance Educational Program (PROERD)

OBJECTIVE: to promote the prevention of drug use and violence by strengthening socio-emotional skills and conscious decision-making.

HOW IT WORKS: in partnership with the Military Police and schools, the program is implemented in the school environment through structured educational activities, training sessions, and awareness-raising initiatives aimed at developing skills to resist social pressure and promoting safe behaviors.

RESULTS AND REACH: the program maintained consistent operations throughout the period, active in 10 municipalities in 2023 and 2024, with an expansion to 11 municipalities in 2025. Annual investment remained stable, totaling R\$ 88,000 in 2025.



Cooperjovem Program

OBJECTIVE: to foster youth leadership through cooperative education and the development of entrepreneurial skills.

HOW IT WORKS: in partnership with SESCOOP (National Service for Cooperative Learning) and educational institutions, the program utilizes pedagogical activities, school projects, participatory exercises, and content focused on the cooperative model to encourage youth leadership, teamwork, and active community participation.

RESULTS AND REACH: the program was active in 4 municipalities from 2023 to 2025. Investment totaled R\$ 102,000 in the final year.

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Escola no Campo Program

OBJECTIVE: promote environmental education and awareness regarding sustainable practices, with a focus on rural areas.

HOW IT WORKS: develops educational activities in schools—covering topics such as environmental preservation, responsible use of natural resources, rural realities, and the prevention of child labor—by connecting theory and practice to the students’ own experiences.

RESULTS AND REACH: following a restructuring in 2024, the program maintained a presence in 9 municipalities in 2025. Investment totaled R\$ 102,000 in the final year.



Busão da Imaginação

OBJECTIVE: encourage reading and expand access to culture.

HOW IT WORKS: brings traveling reading activities, storytelling, cultural experiences, and educational initiatives to public schools via a specially adapted bus, creating playful environments that spark interest in knowledge and literature.

RESULTS AND REACH: demonstrating extensive reach, the program was active in 16 municipalities in 2023 and in 11 municipalities in both 2024 and 2025. Investment reached R\$ 336,000 in 2025, cementing its status as one of the Cooperative’s key educational initiatives.



Copacol Cultural Support Project

OBJECTIVE: promote social inclusion through cultural, sports, and educational activities.

HOW IT WORKS: supports local projects in partnership with municipalities and institutions, covering various disciplines such as dance, theater, music, marching bands, capoeira, rhythmic gymnastics, soccer, futsal, volleyball, basketball, circus arts, choir, and musical instruments (guitar, keyboard, flute), among other cultural and sports activities aimed at the development of children and adolescents.

RESULTS AND REACH: showed expansion, growing from 15 municipalities in 2023 and 2024 to 20 municipalities in 2025, thereby extending the territorial reach of the initiatives. Investment also increased, totaling R\$ 716,000 in 2025, representing the primary channel for the allocation of social funds.

The portfolio of educational programs demonstrates consistent growth in scale and investment. In 2025, over R\$ 1.4 million was invested in educational and social initiatives—an increase of approximately 7% compared to 2024—reflecting the strengthening of the Cooperative’s engagement with the communities.

Index	2023	2024	2025
Municipalities served (max.)	17	17	24
Amount invested (R\$ million)	R\$ 1.19	R\$ 1.32	R\$ 1.41

In 2025, the initiatives involved 13,857 children and adolescents, in addition to 1,845 teachers who participated in training promoted by the Cooperative, expanding the impact of the actions in the school environment and the community.

By 2028, our educational initiatives have the potential to reach approximately 20,000 participants annually, strengthening the programs as instruments for social transformation and community development, in line with the guidelines of Cooperate to Grow—our current strategic plan.

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ENVIRONMENTAL MANAGEMENT

Conservation of natural resources

(GRI 3-3 Conservation of natural resources)

The continuity of Copacol’s operations is directly linked to the conservation of natural resources, given the agro-industrial activities’ reliance on soil, water, and production inputs. Managing these resources is tied to operational efficiency, risk mitigation, and the long-term sustainability of activities.

Our operations have significant impacts on natural resources. Key positive impacts include the adoption of management practices that contribute to soil conservation and more efficient input use. Conversely, the intensive use of resources — particularly water and soil — can create risks such as environmental degradation and pressure on available resources; these are continuously monitored and addressed.

Management of this topic relies on technical practices and ongoing monitoring of farms and operations, focusing on input-use efficiency, soil conservation, and environmental regulatory compliance. In this context, we support cooperative members in meeting legal requirements — facilitating 332 licensing processes and securing 360 water use permits in 2025 — thereby contributing to the compliance and sustainability of their activities.

This work is supported by an integrated structure combining technical assistance, environmental management, and applied research, enabling us to guide practices, monitor results, and drive continuous improvement in natural resource management.



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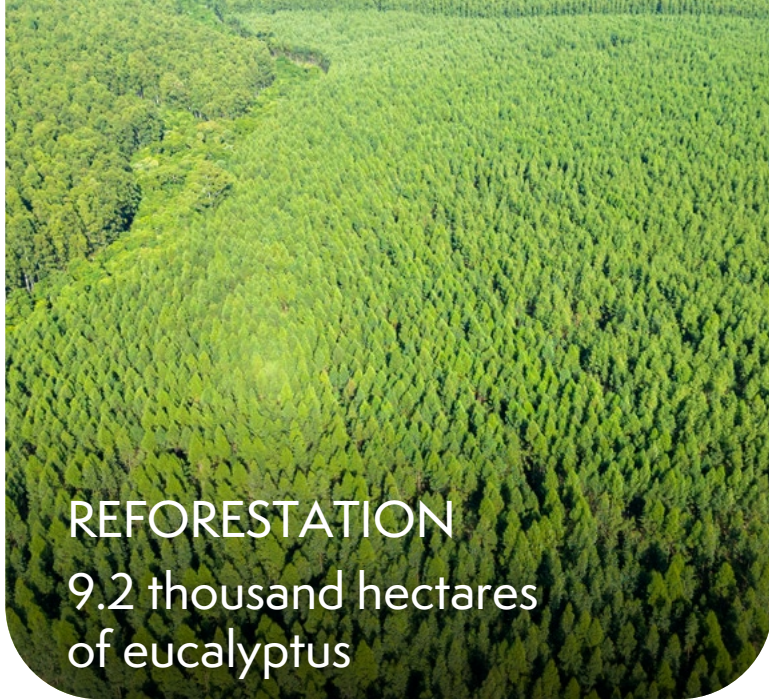
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REFORESTATION
9.2 thousand hectares
of eucalyptus

We maintain 9.2 thousand hectares of eucalyptus forests, which contribute to the supply of our industrial operations and the sustainable use of natural resources.

This production is intended for different purposes, with emphasis on 218,800 pallets, 13,080 m³ of logs, 563,000 m³ of chips and 9,600 stacked m³ of firewood, reinforcing our strategy of self-sufficiency and reducing pressure on native natural resources.

SOIL HEALTH MANAGEMENT
(GRI 13.5.1)

Soil health management is conducted through a structured technical approach that integrates agronomic recommendations, applied research, and continuous monitoring of properties, focusing on sustainable productivity and natural resource conservation.

Management recommendations are tailored to specific needs based on laboratory analyses, production history, and soil and climate conditions, enabling greater precision in interventions and more efficient use of fertilizers and soil amendments. Internal protocols guide practices such as liming, gypsum application, and balanced fertilization, prioritizing soil nutritional balance.

This process is validated by the Agricultural Research Center (CPA), which conducts trials and technical evaluations to identify the best practices and inputs for the region, thereby strengthening the scientific basis of the recommendations.



AGRICULTURAL RESEARCH
CENTER (CPA)

The CPA is a cornerstone of the cooperative’s agricultural management; for over a decade, it has conducted applied research and technical analyses focused on the performance of seeds and agricultural inputs.

Accredited by the Ministry of Agriculture and recognized by companies such as Syngenta, BASF, Bayer, and Corteva, the CPA carries out field trials and laboratory analyses that support technical recommendations for cooperative members.

The Cooperative operates one of the country’s largest research facilities dedicated to winter-crop corn, alongside ongoing evaluations of soybeans and hybrid corn, thereby contributing to more informed decision-making and improved productivity.

As a management tool, we use the Technical Recommendation Assertiveness Index (IART), which helps to standardize decisions and increase the consistency of the guidance provided to members.

Preventive action is reinforced by continuous technical monitoring, which allows the risks of degradation to be anticipated. When impacts such as compaction or chemical imbalances are identified, corrective actions are implemented, in addition to monitoring the areas to assess the evolution of soil conditions.

Monitoring integrates soil analyses, field observations and crop performance, allowing the effectiveness of adopted practices to be assessed and guiding continuous improvements. Interaction with members strengthens this process, contributing to the improvement of technical recommendations.

Although management is consolidated, we have made progress in structuring quantitative indicators that make it possible to measure, in a more systematic way, the evolution of soil quality in the assisted areas.

WATER AND WASTEWATER MANAGEMENT
(GRI 303-1)

Water management is directly linked to operational efficiency, environmental compliance, and the continuity of industrial activities. Water is used at various stages of production processes, with surface and groundwater withdrawal carried out in accordance with permits and technical criteria, establishing a continuous interaction with water resources.

The identification of water-related risks and impacts is integrated into environmental management, considering water withdrawal volumes, effluent generation, and the characteristics of receiving water bodies. This approach is supported by continuous monitoring and management tools that guide decision-making. Water governance is led by the Environment Department, with support from the Water Committee, which is responsible for tracking indicators, analyzing performance, and defining corrective and preventive actions.

Water withdrawal
(GRI 303-3)

In 2025, total water withdrawal increased by approximately 7% compared to the previous year, mainly reflecting operational adjustments and regulatory requirements. Despite this scenario, we maintained process control and continuous monitoring.

303-3 a. Total water withdrawal in all areas in megaliters (10 ⁶ liters)	2023	2024	2025
Surface water	5,403	5,349	5,730
Groundwater	2,903	2,893	3,086
Total water withdrawal (megaliters)	8,306	8,242	8,816

All water withdrawn is classified as fresh water; no other sources are used. Copacol does not have operations in areas classified as water-stressed—according to assessments by the Aqueduct Water Risk Atlas (WRI) and the Water Risk Filter (WWF) — though this does not eliminate the need for efficient and proactive management of the resource.

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WATER STORAGE AND REUSE

Buffer lagoons contribute to the hydraulic balance of operations and favor the internal reuse of water, reducing dependence on external water withdrawal. This structure increases supply security and presented stability in storage levels throughout the period.

Currently, around 3,000 m³ of water is reused daily.

Water discharge and effluent treatment

In 2025, the volume of water discharge increased by around 6%, in line with the increase in water withdrawal. All effluent was treated and discharged in accordance with legal standards, without significant environmental impacts being characterized. (GRI 303-4)

303-4 a. Total water discharge in all areas in megaliters (10 ⁶ liters)	2023	2024	2025
Surface water	7,533	7,522	7,964

Discharge quality standards are defined based on legal requirements and supplemented by internal criteria, with continuous monitoring of parameters such as pH, Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), suspended solids, and flow rate; this ensures the efficiency of treatment systems and process stability. (GRI 303-2)

Twenty-eight instances of non-compliance with legal discharge limits associated with specific operational factors were recorded. All were duly addressed through corrective actions, operational adjustments, and enhanced monitoring, supported by technical oversight and impact assessment. (GRI 303-1)

The treatment systems employed—predominantly utilizing multi-stage biological treatment technologies—demonstrate high efficiency in organic load removal, with results exceeding established targets at most industrial units. (GRI 303-2)

*We treat
25,500 m³
effluents per
day, ensuring
operating
efficiency and
environmental
compliance.*

Water consumption (GRI 303-5)

Water consumption is calculated as the difference between the total water withdrawal and the total water discharge, therefore representing the portion effectively incorporated into the production processes or retained in the operational system.

303-5 a. Total consumption of water in all areas in megaliters (10 ⁶ liters)	2023	2024	2025
Total water withdrawal	8,306	8,242	8,816
Total water discharge	7,533	7,522	7,964
Total water consumption (megaliters)	773	720	852

In 2025, consumption increased by 18%, outpacing the growth in water withdrawal (7%) and discharge (6%), indicating greater water retention within the processes. This trend is linked to operational adjustments and regulatory requirements, resulting in a failure to meet specific consumption targets.

In response, we have revised our indicators, strengthened monitoring, and expanded initiatives focused on water reuse and efficiency.

WATER EFFICIENCY AND INTEGRATED WATER MANAGEMENT

Water management is guided by performance indicators and targets aligned with the Strategic Plan, with ongoing monitoring by the Water Committee.

Activities involve engaging employees and cooperative members and participating in water management bodies, reinforcing the commitment to responsible water use and continuous improvement.



Renewable Energy

(GRI 3-3 Renewable energy; 103-1)

Energy is a strategic input for Copacol’s operations, directly linked to production efficiency, cost control, and the sustainability of agro-industrial activities. It is consumed at various stages of the value chain—from field production to industrial and logistical processes—requiring structured management and continuous monitoring.

Our operations generate significant impacts related to energy consumption. Key positive impacts include gains in operational efficiency and the expansion of self-generated energy from renewable sources, both of which contribute to cost reductions and lower emissions associated with our activities. Conversely, the use of fuels and thermal energy can result in atmospheric emissions and operational risks, which are monitored and controlled through specific practices and procedures.

Management of this area is guided by a commitment to continuously improving energy efficiency and increasing the share of renewable sources in our energy mix. This approach translates into initiatives focused on equipment modernization, process optimization, and the use of waste for energy generation, thereby enhancing efficiency and reducing environmental impact.

Energy performance is tracked through operational indicators and controls that inform decision-making and guide investments, ensuring the continuous evolution of energy management within the Cooperative.

SELF-GENERATION OF ENERGY

Energy self-generation is a cornerstone of Copacol’s energy strategy, contributing to reduced operating costs, enhanced energy security, and the expanded use of renewable sources. Our initiatives focus on generating electricity from clean sources — notably biogas and photovoltaic energy — integrating production efficiency, innovation, and sustainability.

In 2025, approximately 94% of the energy consumed in our operations came from renewable sources.

Biogas is produced by utilizing organic waste generated from agro-industrial activities—including industrial effluents and waste from swine and dairy farming—which is treated in bioreactors and used to generate energy across four generation units. This process enables the conversion of waste into electricity, fostering the circular economy and ensuring the environmentally appropriate disposal of these materials.

In parallel, photovoltaic power generation has steadily advanced through the installation of systems across various operational units — totaling 48 locations by 2025 — thereby contributing to the diversification of the energy mix and strengthening the Cooperative’s energy resilience.

103-2 c, d. Energy self-generated and sold within the organization in GJ

SELF-GENERATION OF ENERGY	2023	2024	2025
Solar energy	0	10,979	25,331
Bioenergy	17,211	28,857	24,528
Total self-generated electricity (GJ)	17,211	39,836	49,859

All energy self-generated by Copacol comes from renewable sources, and 100% of the energy generated is consumed in our operations. In 2025, self-generation grew by 25% compared to 2024, effectively tripling the volume recorded in 2023. This progress is driven primarily by the expansion of photovoltaic energy, which now accounts for a significant share of total generation, while biogas continues to make a substantial contribution despite operational fluctuations during the period. (GRI 103-2)

Trend analysis demonstrates the consolidation of self-generation as a strategic driver, characterized by continuous growth in installed capacity and an increasing share of the energy mix. This model enables Copacol to reduce its exposure to energy market fluctuations while strengthening its commitment to sustainability. (GRI 103-2)



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ENERGY CONSUMPTION
(GRI 103-2)

Copacol’s energy consumption reflects the scale and complexity of our agro-industrial operations, comprising fuel usage and purchased electricity, complemented by the self-generated energy reported. An integrated analysis of these components makes it possible to evaluate the Cooperative’s energy performance and the effectiveness of the strategies adopted, particularly regarding the increased use of renewable sources.

Fuel consumption

Fuel consumption is predominantly renewable, accounting for approximately 95% of the total used during the period under review. This result reflects the consolidation of a thermal energy mix based on biomass and biogas, aligned with the Cooperative’s sustainability guidelines.

103-2 a. Fuel Consumption Within the Organization (GJ)

FUEL CONSUMPTION	2023	2024	2025
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NON-RENEWABLE FUEL

Gasoline	12,242	14,975	15,762
Diesel	273,854	304,554	300,838
LPG	17,793	19,526	19,714
Total consumption of non-renewable fuel	303,889	339,055	336,314

RENEWABLE FUEL

Wood chips	3,209,074	3,049,418	3,408,179
Firewood	70,054	51,998	77,526
Biogas	2,132,699	3,582,845	3,048,181
Total consumption of renewable fuel	5,411,827	6,684,261	6,533,886

Among non-renewable fuels, diesel remains the primary input—particularly in logistics operations—showing a slight decrease in 2025 compared to 2024, driven by fleet modernization and efficient driving practices. Gasoline and LPG, meanwhile, show stable trends throughout the period.

Among renewable sources, wood chips remain the primary energy input, with growth projected for 2025; biogas, despite a decrease relative to 2024, retains a significant share. This variation is linked to specific operational conditions and does not represent a structural change in the strategy for energy recovery from waste.

Electricity consumption

Purchased electricity consumption tracks the expansion of Copacol’s operations, reflecting the addition of new facilities and increased processing volumes. This growth trend continues into 2025.

103-2 b. Consumption of purchased energy within the organization in GJ

PURCHASED ENERGY CONSUMPTION (non-fuel)	2023	2024	2025
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CONSUMPTION OF ENERGY PURCHASED FROM NON-RENEWABLE SOURCES

Electricity	128,154	142,895	146,186
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CONSUMPTION OF ENERGY PURCHASED FROM RENEWABLE SOURCES

Electricity	1,058,459	1,068,079	1,092,680
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The only purchased energy source is grid electricity. The purchased electricity comes predominantly from renewable sources, in line with the national electricity mix, contributing to a reduction in the carbon intensity of energy consumption.

Total energy consumption

On a consolidated basis, total energy consumption reached 8.16 million GJ in 2025. Following significant growth between 2023 and 2024, relative stability was observed in 2025—despite continued operational expansion—indicating progress in energy consumption control and management.

103-2 g. Total energy consumption in GJ

ENERGY CONSUMPTION	2023	2024	2025
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ENERGY FROM NON-RENEWABLE SOURCES

Fuel	303,889	339,055	336,314
Purchased electricity	128,154	142,895	146,186
Self-generated electricity	0	0	0
Total consumption of non-renewable energy	432,043	481,950	482,500

ENERGY FROM RENEWABLE SOURCES

a. Fuel	5,411,827	6,684,261	6,533,886
b. Purchased electricity	1,058,459	1,068,079	1,092,680
c. Self-generated electricity	17,211	39,836	49,859
Total consumption of renewable energy	6,487,497	7,792,176	7,676,425
Total energy consumption within the organization	6,919,540	8,274,126	8,158,925

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The Cooperative’s energy mix is predominantly renewable, with approximately 94% of the energy consumed derived from such sources. This performance stems from a combination of intensive biomass use, biogas generation, electricity from the national renewable grid, and expanded self-generation.

Nevertheless, the trend in total consumption—linked to increased production activity—highlights the importance of maintaining a continuous focus on energy efficiency to decouple operational growth from a proportional rise in energy consumption.

ENERGY INTENSITY
(GRI 103-4)

Copacol uses energy intensity to assess the efficiency of energy use in its operations by relating energy consumption to production volume.

103-4 a. Energy Intensity	2023	2024	2025
Total energy consumption (GJ)	3,310,908	3,234,986	3,299,850
Total Production (tons)	562,381	582,283	579,052
Energy Intensity (GJ/of product)	5.89	5.56	5.70

In 2025, the indicator showed a slight increase to 5.70 GJ per tons of product, though it remained below the figure recorded in 2023. This trend is linked to energy consumption rising at a slightly faster pace than production growth, reflecting the impact of operational dynamics during the period.

It is worth noting that the indicator covers electricity and biomass (wood chip) consumption at the poultry and fish processing units, excluding other energy sources that may be used, as well as the Cooperative’s operations as a whole.

BIOGAS AND RECOGNITION

Copacol’s work in renewable energy—particularly in biogas utilization—is nationally recognized as a benchmark for sustainability and innovation in agribusiness.

**2025 Best of Biogas Brazil Award**

The UPL Carajá Biogas Plant was recognized as the best in Brazil at the 2025 Best of Biogas Brazil Awards, held during the 7th South Brazilian Biogas and Biomethane Forum. The event was organized by CiBiogás, Embrapa, the University of Caxias do Sul (UCS), and the Brazilian Society of Specialists in Agricultural and Agro-industrial Production Waste (Sbera).

Results and highlights for the period:

**6.8 million**
kWh generated in the UPLs and UPD

**8.3 thousand**
tons of organic waste processed in the biogas plant

**R\$ 15 million**
in investment

**R\$ 6.46 million**
saved with electricity and use of waste

**26 thousand tons**
sludge used between 2023 and 2025



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PROFESSIONAL DEVELOPMENT AND TRAINING OF EMPLOYEES AND COOPERATIVE MEMBERS

(GRI 3-3 Professional development and training of employees and cooperative members)

The development of employees and cooperative members is crucial to the technical quality of operations, productive efficiency, and Copacol's ability to adapt to an increasingly demanding business environment. In addition to initiatives aimed at strengthening the cooperative model, Copacol develops structured technical training programs that directly contribute to skill enhancement, process standardization, and improved performance across both operations and rural properties.

In 2025, 1,224 scholarships were awarded, representing a total investment of R\$ 3.7 million in the technical and higher education of employees and cooperative members.

This commitment is integrated into the Cooperate to Grow Strategic Plan (2024-2028), particularly within the Learning, Growth, and Sustainability perspective. As a material topic, Copacol works to strengthen training and professional development programs, expanding access to knowledge and supporting the continuous growth of employees and cooperative members.

Learn more about [COOPERATE TO GROW IN COMMITMENT TOWARDS SUSTAINABILITY](#)



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Development of employees

(GRI 3-3 Training and Education)

We foster employee development through an organized training structure guided by business needs and the Cooperative’s strategic directives. Continuous upskilling contributes to process efficiency, operational safety, and the strengthening of organizational culture..

The impacts are predominantly positive, relating to competency development, performance improvement, and the quality of activities. A potential risk we highlight is the need to ensure equitable access to development opportunities across different areas and roles; this is addressed through structured training planning.

Management is carried out via the People Development Plan, which guides needs assessment, action planning, and training prioritization. Monitoring tracks indicators such as training hours, participation rates, and assessment results, enabling continuous adjustments and program improvements.

TRAINING AND DEVELOPMENT PROGRAMS

Copacol develops its employees through structured programs covering leadership training, technical upskilling, and behavioral development, thereby contributing to professional growth and stronger management.

Key initiatives include: (GRI 404-2)

- Monitor in Action (Monitor em Ação): develops internal instructors to enhance knowledge transfer effectiveness.
- Potential in Action (Potencial em Ação): prepares employees for future leadership roles.
- Leadership Development Program (PDL): strengthens leadership competencies aligned with the strategy.
- Social Learning: encourages collaborative learning and behavioral development.
- Individual Development Dialogue (DDI): supports the alignment of expectations and development plans.
- Excellence Programs: develop specific technical competencies by area.
- Regulatory Standard (NR) Training: ensures legal compliance and safety.
- Scholarships: encourage technical and higher education.
- Tomorrow Has Copacol (O Amanhã tem Copacol): a succession program for strategic positions.

As a result of these initiatives, Copacol has consistently increased its total training hours — rising from 142,644 hours in 2023 to 230,523 hours in 2025 — reflecting the expansion of its programs and the strengthening of a culture of continuous development.

TOTAL TRAINING HOURS PER YEAR

2023	142,644
2024	186,019
2025	230,523



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404-1 Average training hours per year by employee category and gender	2023		2024		2025	
LEADERSHIP	Female	Male	Female	Male	Female	Male
Average training hours for Leadership, per gender	25.70	23.60	47.56	42.46	54.83	58.71
Average training hours for Leadership	24.15		43.66		57.76	
ADMINISTRATIVE/ TECHNICAL	Female	Male	Female	Male	Female	Male
Average training hours for Administrative/Technical, per gender	17.31	14.38	19.83	17.78	24.61	26.59
Average training hours for Administrative/Technical	15.76		18.74		25.66	
OPERATIONS	Female	Male	Female	Male	Female	Male
Average training hours for Operations, per gender	4.51	9.66	4.80	12.03	6.15	12.55
Average training hours for Operations	7.38		8.92		9.83	
Total	Female	Male	Female	Male	Female	Male
Average total training hours, per gender	6.60	10.87	7.71	14.27	9.81	16.53
Average total training hours	8.99		11.47		13.68	

The trend in average training hours highlights the strengthening of development initiatives across all organizational levels, with a notable emphasis on 2025. The most significant growth occurred in leadership roles, where the average number of hours more than doubled during the period, reflecting the strategic priority placed on developing managers as a driver of organizational performance. (GRI 404-1)

For administrative and technical roles, this growth aligns with the expansion of activities and the need for enhanced process qualifications. Among operational staff, a gradual upward trend is evident, driven by reinforced training in technical skills, safety, and compliance—all essential for operational efficiency and standardization. (GRI 404-1)

Overall, the increase in total average hours demonstrates the consolidation of a continuous development culture, supported by an expanded training portfolio and the involvement of partners such as the National Service for Cooperative Learning (Sescoop). (GRI 404-1)

Copacol does not have a formal career transition program; however, it provides support during termination and retirement processes, offering guidance and development initiatives aimed at fostering continued employability.

PERFORMANCE ASSESSMENT AND CAREER DEVELOPMENT (GRI 404-3)

We have adopted structured performance assessment practices focused on leadership development and aligning individual performance with strategic objectives.

Assessments for leadership roles utilize methodologies such as competency-based evaluations in both 180-degree and 360-degree formats. For all employees, continuous monitoring is conducted through the Individual Development Dialogue (DDI), which guides feedback and professional growth.

During the 2023 and 2024 cycles, the Cooperative achieved high formal assessment coverage among leadership, with rates exceeding 85% and rising to levels near 93%.

In 2025, the competency-based assessment model was reviewed with a focus on methodological refinement. During this period, formal assessments were not administered; instead, priority was given to providing feedback from previous cycles and monitoring Individual Development Plans.

Nevertheless, continuous monitoring via the DDI was maintained. The new methodology is scheduled for implementation in 2026, aiming to enhance the process’s effectiveness and strengthen employee development.



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Training and development of cooperative members

(GRI 13.22.1)

We foster the development of our cooperative members through technical and managerial training integrated into the Cooperative’s production model. Continuous member training contributes to more efficient farm management decisions, improved production performance, and the adoption of more consistent technical and environmental practices in the field.

Technical assistance serves as the primary vehicle for applied knowledge transfer, supporting production decisions, efficient management, and the adoption of technologies on the farm. This ongoing support facilitates the dissemination of applied knowledge and the improvement of production metrics.

Additionally, we conduct training sessions, field days, and leadership development initiatives to support decision-making and farm management.

Also noteworthy is the work of the Agricultural Research Center (CPA), which develops solutions aimed at increasing crop productivity and efficiency—while continuously sharing these technologies with members—and the Poultry Training Center (CTA), which is dedicated to sharing knowledge regarding poultry farming, exchanging experiences, and disseminating best management practices and market insights that drive better results in the sector.

Learn more about the CPA at [SOIL HEALTH MANAGEMENT](#)

Learn more about the development of cooperative members at [STRENGTHENING THE COOPERATIVE MODEL](#)



Click here to learn more about the **POULTRY TRAINING CENTER**



The Poultry Training Center provides qualification for personnel working in each of the Cooperative’s poultry houses, offering studies and training on equipment usage. Thanks to this excellent infrastructure, technologies reach the farms quickly and efficiently.

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Economic inclusion

(GRI 13.22.1; 13.22.4)

Copacol's cooperative model fosters economic inclusion through income generation, market access, and the strengthening of productive activities. Integration with cooperative members provides economic predictability, revenue diversification, and enables families to remain in rural areas.

The entirety of the animal protein and grain production processed by the cooperative originates from members and local producers, reinforcing the Cooperative's direct impact on the regional economy.

Positive impacts extend to local economies, stimulating commerce, strengthening suppliers, and increasing public revenue collection. Copacol maintains a base of approximately 5,000 suppliers of materials and services for its operations; 35% of these are located in the municipalities where the cooperative operates, accounting for roughly 30% of the total purchasing volume. Copacol's operations also drive professionalization and the adoption of technologies in the agricultural sector.

At the same time, the Cooperative recognizes risks associated with economic dependency and regional concentration, working to mitigate them by expanding into other regions of the state, ensuring producer security through guaranteed purchase of output, and providing continuous technical assistance. Furthermore, it promotes training, participatory governance, and ethical practices, thereby strengthening the competitiveness, transparency, and economic sustainability of its members.

Value generation and distribution

Value generation and distribution reflect the strength of Copacol's business model and its role in regional development through wealth creation, income distribution, and community investment.

DISTRIBUTION OF SURPLUS AND GENERATION OF SHARED VALUE

The distribution of surplus, price adjustments, and interest on capital are key features that distinguish the cooperative model, ensuring that financial results are shared with members in proportion to their volume of transactions. This mechanism fosters economic inclusion by enabling everyone to share in the Cooperative's results, encouraging reinvestment in rural properties, and contributing to the development of the communities where we operate.



In 2025, a total of R\$ 224.9 million in surplus, supplementary contributions and capital interest were distributed.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (GRI 201-1)

Between 2023 and 2025, Copacol increased its Direct Economic Value Generated by 10.9%, reaching R\$11.56 billion, driven by the expansion of operations and the expansion of markets. Distributed Economic Value also grew in absolute terms, covering employees, capital providers, government and the community, although at a slower pace than the value generated. The growth in Retained Economic Value strengthens assets and expands investment capacity, contributing to the development of the region where the Cooperative operates, in alignment with public commitments to sustainability.

The results indicate consistency in the generation, distribution and retention of value, in line with responsible management and continuity of operations.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED 201-1 a.			
EVG&D (R\$ thousand)	2023	2024	2025
i. Direct economic value generated	10,431,130	10,839,348	11,566,894
ii. Economic value distributed (a + b + c + d + e)	10,027,921	10,253,736	10,823,627
a) Operating cost	8,816,989	8,791,554	9,285,845
b) Employee salaries and benefits	757,641	874,673	933,025
c) Payments to capital providers	132,328	219,376	166,366
d) Payments to the government	318,276	364,247	435,124
e) Investments in the community	2,687	3,886	3,267
iii. Economic value retained (i - ii)	403,209	585,612	743,267

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Infrastructure investments and services supported

(GRI 203-1)

Investments in infrastructure and support for services strengthen community development conditions, contributing to access to essential services and improving the quality of life in the region where Copacol operates. In 2024, we recorded a peak in investments, driven by major infrastructure projects and emergency measures. In 2025, investment levels remained significant, focusing on local infrastructure and support for community services.

Infrastructure investments and services supported 203-1 a.			
Infrastructure (R\$ thousand)	2023	2024	2025
Support to local infrastructure	263,430	964,334	700,000
Support to road infrastructure	0	4,486,877	0
Investment in infrastructure	263,430	5,451,211	700,000
Services supported (R\$ thousand)	2023	2024	2025
Pink October Campaign	170,773	174,233	206,843
Military Police Partnership - PROERD	86,331	92,286	87,918
Rio Grande do Sul Donations	0	540,024	0
Investments in services supported	257,104	806,543	294,761
Total investments	520,534	6,257,754	994,761

Overall, these investments are institutional rather than commercial in nature and generate positive impacts on communities by contributing to infrastructure, access to services, and regional development, while also reinforcing the Cooperative's social commitment.

Some of these investments take the form of initiatives detailed in the social sections of this report, such as educational programs and health support activities.



COPACOL PINK OCTOBER CAMPAIGN

In 2025, Copacol achieved a record result in its Pink October campaign, allocating R\$ 206,800 to five partner hospitals dedicated to breast cancer prevention and treatment.

The initiative links consumption with social impact: for every package of the special edition 600g Copacol Tilapia Fillet (sold in pink packaging), R\$ 1 is donated to these healthcare institutions, directly contributing to improved community care.

The campaign reinforces the Cooperative's commitment to health promotion and awareness-raising, expanding its social impact through the engagement of consumers, cooperative members, and partners.

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ETHICS AND CONDUCT

(GRI 3-3 Ethics and Conduct)

Ethics and integrity guide behavior in Copacol's relationships and decision-making, ensuring that our activities are conducted responsibly, in compliance with the law, and in alignment with the Cooperative's institutional principles.

Adopting structured integrity practices helps strengthen internal controls, reduce vulnerabilities, and foster a transparent, trustworthy business environment. This contributes to mitigating operational risks associated with misconduct—such as corruption, fraud, and conflicts of interest—which can lead to financial, legal, and reputational impacts, as well as undermine the trust of our stakeholders.

Management of this area is carried out through guidelines, policies, and mechanisms that steer the behavior of employees, cooperative members, suppliers, and partners, focusing on the prevention, identification, and handling of misconduct. This model is supported by instruments such as the Code of Ethics and Conduct, the Compliance Program, and formal channels for guidance and reporting.



Click here to access the
CODE OF ETHICS AND CONDUCT



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These practices are monitored through audits, the tracking of indicators, and the continuous assessment of controls, enabling process improvements and the strengthening of the Cooperative’s culture of integrity.

As a result of the practices adopted, no confirmed incidents of corruption were recorded at Copacol between 2023 and 2025, nor were there any instances of employee sanctions, contract terminations, or legal proceedings related to this issue. (GRI 205-3)

This result reflects the effectiveness of prevention, monitoring, and control mechanisms, as well as the continuous strengthening of the integrity culture within the Cooperative. The absence of confirmed cases is accompanied by the maintenance of accessible channels for reporting irregularities, ensuring appropriate conditions for identifying and addressing any potential misconduct.

In 2025, Copacol maintained a record of zero confirmed incidents of corruption.

Assessment of corruption-related risks

(GRI 205-1)

The management of corruption-related risks is integrated into Copacol’s governance model, focusing on identifying, assessing, and mitigating exposures that could compromise the integrity of operations. This approach aligns with the Compliance Program and Internal Audit practices, which work complementarily to strengthen controls and prevent irregularities.

We have adopted a structured corporate risk management model based on internal guidelines and matrices that allow us to map and classify risks associated with the Cooperative’s activities, including those related to fraud and compliance. Based on this assessment, monitoring priorities are established and control actions are directed.

In 2025, 100% of operations were assessed for corruption-related risks, maintaining the coverage level of previous years. This result demonstrates the systematic integration of risk analysis into process management and decision-making.

Key risks are concentrated in processes involving decision-making, relationships with third parties, and interactions with the public sector—specifically in procurement, contracting, and commercial negotiations. These processes receive priority attention when defining controls and conducting audits.

Internal Audit operates using a risk-based approach, prioritizing areas with higher exposure and evaluating the effectiveness of existing controls. Audits result in recommendations and action plans that are systematically monitored, contributing to the continuous improvement of governance and processes.

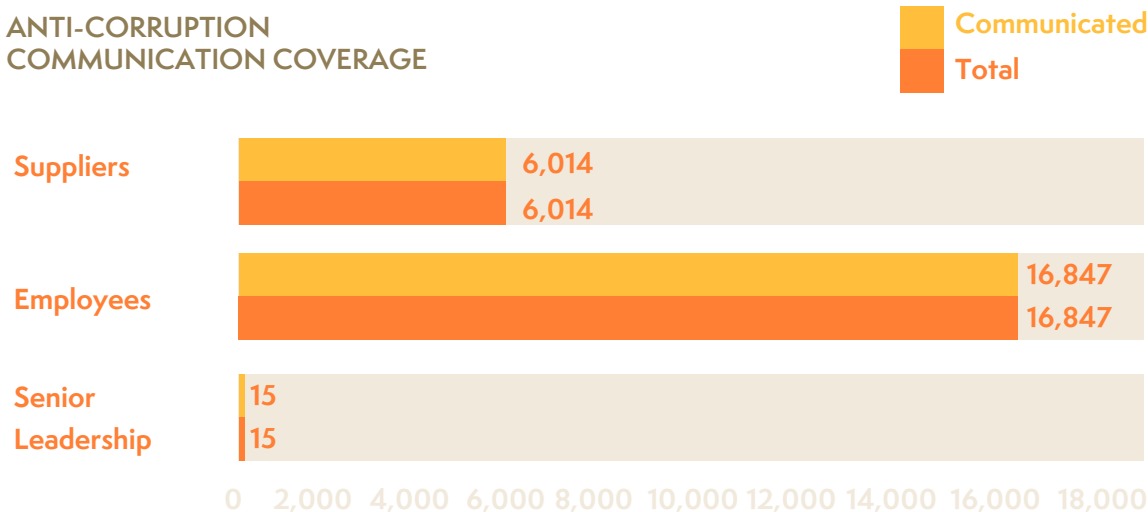
This approach strengthens Copacol’s ability to anticipate and mitigate corruption-related risks, ensuring greater integrity in operations and institutional relationships.

Communication and training

(GRI 205-2)

The dissemination of a culture of integrity at Copacol is supported by structured communication and training initiatives that ensure all stakeholders are aligned with the Cooperative’s ethical guidelines. These initiatives are integrated into people management practices and the Compliance Program, contributing to risk prevention and the strengthening of internal controls.

ANTI-CORRUPTION COMMUNICATION COVERAGE



In 2025, we maintained full coverage in communicating anti-corruption policies and procedures, reaching 100% of senior leadership, employees, and suppliers. This result reflects the integration of this topic into onboarding processes, operational routines, and contractual relationships.

Regarding governance, 100% of the members of administrative and supervisory bodies received training on the subject, reinforcing the leadership’s role in promoting an organizational culture grounded in ethics and compliance.

(GRI 205-2)

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205-2 e. Employees trained about anti-corruption policies and procedures by employee category	2023	2024	2025
Leadership			
Number of Leadership members receiving anti-corruption training	244	241	641
Percentage of Leadership members receiving anti-corruption training	40.8%	37.8%	97.3%
Administrative and technical staff			
Number of administrative and technical staff receiving anti-corruption training	766	726	2,069
Percentage of administrative and technical staff receiving anti-corruption training	41.2%	37.0%	98.1%
Operation			
Number of operational staff receiving anti-corruption training	7,081	7,678	13,494
Percentage of operational staff receiving anti-corruption training	52.8%	56.4%	95.8%
Total			
Number of employees receiving anti-corruption training	8,091	8,645	16,204
Percentage of employees receiving anti-corruption training	51.0%	53.3%	96.2%

The training strategy includes onboarding sessions held on the first day of work, as well as periodic refresher courses, internal campaigns, and initiatives such as “Integrity Week,” all of which continuously reinforce the importance of this topic in the workplace.

We observed significant progress in training levels among employees during this period, consistent across all organizational levels. After hovering around 50% in 2023 and 2024, the training rate reached 96% in 2025, driven by the update of the Code of Ethics and Conduct and the implementation of mandatory training for the entire workforce.

In 2025, Copacol expanded anti-corruption training to cover 96% of its employees.

205-2 e. Employees trained in anti-corruption principles by region	2023	2024	2025
North			
Number of employees working in the Northern Region receiving anti-corruption training	0	2	2
Percentage of employees working in the Northern Region receiving anti-corruption training	0.0%	100.0%	100.0%
Northeast			
Number of employees working in the Northeastern Region receiving anti-corruption training	1	4	4
Percentage of employees working in the Northeastern Region receiving anti-corruption training	20.0%	100.0%	100.0%
Center-West			
Number of employees working in the Center-Western Region receiving anti-corruption training	142	55	240
Percentage of employees working in the Center-Western Region receiving anti-corruption training	65.4%	24.7%	96.8%
Southeast			
Number of employees working in the Southeastern Region receiving anti-corruption training	51	69	264
Percentage of employees working in the Southeastern Region receiving anti-corruption training	23.9%	30.3%	97.8%
South			
Number of employees working in the Southern Region receiving anti-corruption training	7,897	8,515	15,694
Percentage of employees working in the Southern Region receiving anti-corruption training	51.2%	54.0%	96.1%

From a regional perspective, all regions achieved training levels exceeding 96% in 2025, with significant growth outside the Southern region—particularly in the Central-Western and Southeastern regions—reflecting the standardization of practices across the Cooperative’s entire area of operation.

Regarding supplier relations, ethical guidelines are communicated mandatorily at the time of contracting, requiring formal adherence to the Supplier Manual and contractual clauses to ensure alignment with the Cooperative’s integrity practices.

The 2025 results demonstrate progress in consolidating a culture of integrity through expanded training reach, leadership engagement, and the alignment of key stakeholder groups, thereby strengthening risk prevention and the effectiveness of control mechanisms.

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The Cooperativa Agroindustrial Consolata (Copacol) has reported in accordance with the GRI Standards for the period January 1, 2025, and December 31, 2025

GRI 1 USED

GRI 1: Foundation 2021

APPLICABLE GRI INDUSTRY STANDARD(S)

GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI INDUSTRY STANDARD REF No.
			Requirement(s) omitted	Reason	Explanation	
GENERAL DISCLOSURE						
GRI 2: General Disclosures 2021	GRI 2-1 Organizational Details	7 ↩				
	GRI 2-2 Entities Included in the Organization’s Sustainability Report	3 ↩ 7 ↩				
	GRI 2-3 Reporting period, frequency, and contact point	3 ↩				
	GRI 2-4 Restatement of information	3 ↩				
	GRI 2-5 External Assurance	3 ↩				
	GRI 2-6 Activities, Value Chain, and Other Business Relationships	7 ↩ 9 ↩ 11 ↩ 14 ↩				-
	GRI 2-7 Employees	15 ↩ 16 ↩	b. iii	Not applicable	We do not hire seasonal employees or employees without guaranteed working hours.	-
	GRI 2-8 Workers Who Are Not Employees	17 ↩				-
	GRI 2-9 Governance Structure and Its Composition	19 ↩				-
	GRI 2-10 Nomination and Selection of the Highest Governance Body	20 ↩				-
	GRI 2-11 Chair of the Highest Governance Body	20 ↩				-

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GRI STANDARD	DISCLOSURE		LOCATION	OMISSION			GRI INDUSTRY STANDARD REF No.
				Requirement(s) omitted	Reason	Explanation	
GRI 2: General Disclosures 2021	GRI 2-12	Role of the Highest Governance Body in Overseeing the Management of Impacts	21 ↩				-
	GRI 2-13	Delegation of Responsibility for Managing Impacts	21 ↩				-
	GRI 2-14	Role of the Highest Governance Body in Sustainability Reporting	21 ↩				-
	GRI 2-15	Conflicts of interest	22 ↩				-
	GRI 2-16	Communication of Critical Concerns	22 ↩				-
	GRI 2-17	Collective knowledge of the highest governance body	23 ↩				-
	GRI 2-18	Evaluation of the Performance of the Highest Governance Body	23 ↩	b. iii	Not applicable		-
	GRI 2-19	Remuneration Policies	23 ↩				-
	GRI 2-20	Process to Determine Remuneration	23 ↩				-
	GRI 2-21	Annual Total Compensation Ratio	23 ↩				-
	GRI 2-22	Statement on Sustainable Development Strategy	5 ↩				-
	GRI 2-23	Policy Commitments	22 ↩ 24 ↩				-
	GRI 2-24	Embedding Policy Commitments	22 ↩ 24 ↩				-
	GRI 2-25	Processes to Remediate Negative Impacts	22 ↩ 24 ↩				-
	GRI 2-26	Mechanisms for Seeking Advice and Raising Concerns	22 ↩				-
	GRI 2-27	Compliance with Laws and Regulations	24 ↩				-
	GRI 2-28	Membership Associations	18 ↩				-
	GRI 2-29	Approach to Stakeholder Engagement	25 ↩				-
	GRI 2-30	Collective Bargaining Agreements	17 ↩				-

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GRI STANDARD	DISCLOSURE		LOCATION	OMISSION			GRI INDUSTRY STANDARD REF No.
				Requirement(s) omitted	Reason	Explanation	
MATERIAL TOPICS							
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	27 ↩				
	GRI 3-2	List of material topics	27 ↩				
Professional development of employees and cooperative members							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	45 ↩ 46 ↩				13.22.1
GRI 201: Economic Performance 2016	GRI 201-1	Direct economic value generated and distributed	46 ↩				13.22.2
GRI 203: Indirect economic impacts 2016	GRI 203-1	Infrastructure investments and services supported	47 ↩				13.22.3
	GRI 203-2	Significant indirect economic impacts	46 ↩				13.22.4
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	42 ↩ 43 ↩				-
GRI 404: Training and education 2016	GRI 404-1	Average hours of training per year per employee	44 ↩				-
	GRI 404-2	Programs for upgrading employee skills and transition assistance programs	43 ↩				-
	GRI 404-3	Percentage of employees receiving regular performance and career development reviews	44 ↩				-
Public Commitments towards Sustainability							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	28 ↩				-
Conservation of natural resources							
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	37 ↩				13.5.1
GRI 3: Material Topics 2021	GRI 3-3	Management of material topics	36 ↩				13.7.1
GRI 303: Water and Effluents 2018	GRI 303-1	Interactions with water as a shared resource	37 ↩ 38 ↩				13.7.2
	GRI 303-2	Management of water discharge-related impacts	38 ↩				13.7.3
	GRI 303-3	Water withdrawal	37 ↩				13.7.4
	GRI 303-4	Water discharge	38 ↩				13.7.5
	GRI 303-5	Water consumption	38 ↩				13.7.6

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GRI STANDARD	DISCLOSURE	LOCATION	OMISSION			GRI INDUSTRY STANDARD REF No.
			Requirement(s) omitted	Reason	Explanation	
Strengthening the cooperative model						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	30 ⬅ 31 ⬅				-
Renewable energy						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	39 ⬅				-
GRI 103: Energy 2025	GRI 103-1 Energy policies and commitments	39 ⬅				-
	GRI 103-2 Energy consumption and self-generation within the organization	39 ⬅ 40 ⬅				-
	GRI 103-4 Energy intensity	41 ⬅				-
Ethics and Conduct						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	48 ⬅				13.26.1
GRI 205: Anti-corruption 2016	GRI 205-1 Operations assessed for risks related to corruption	49 ⬅				13.26.2
	GRI 205-2 Communication and training about anti-corruption policies and procedures	49 ⬅ 50 ⬅				13.26.3
	GRI 205-3 Confirmed incidents of corruption and actions taken	49 ⬅				13.26.4
Educational Initiatives for the Community						
GRI 3: Material Topics 2021	GRI 3-3 Management of material topics	32 ⬅				13.12.1
GRI 413: Local Communities 2016	GRI 413-1 Operations with local community engagement, impact assessments, and development programs	-	413-1	Information unavailable	We do not have information on the percentage of operations that have implemented engagement programs.	13.12.2
	GRI 413-2 Operations with significant actual and potential negative impacts on local communities	33 ⬅				13.12.3

TOPICS IN THE APPLICABLE GRI SECTOR STANDARD DETERMINED AS NOT-MATERIAL

TOPIC	EXPLANATION
GRI 13: Agriculture, Aquaculture and Fishing Sectors 2022	
13.1 Emissions	Not considered material by the consulted audiences
13.2 Climate adaptation and resilience	Not considered material by the consulted audiences
13.3 Biodiversity	Not considered material by the consulted audiences
13.4 Natural ecosystem conversion	Not considered material by the consulted audiences
13.6 Pesticides use	Not considered material by the consulted audiences
13.8 Waste	Not considered material by the consulted audiences
13.9 Food security	Not considered material by the consulted audiences
13.10 Food safety	Not considered material by the consulted audiences
13.11 Animal health and welfare	Not considered material by the consulted audiences
13.13 Land and resources rights	Not considered material by the consulted audiences
13.14 Rights of indigenous peoples	Not considered material by the consulted audiences
13.15 Non-discrimination and equal opportunity	Not considered material by the consulted audiences
13.16 Forced or compulsory labor	Not considered material by the consulted audiences
13.17 Child labor	Not considered material by the consulted audiences
13.18 Freedom of association and collective bargaining	Not considered material by the consulted audiences
13.19 Occupational health and safety	Not considered material by the consulted audiences
13.20 Employment practices	Not considered material by the consulted audiences
13.21 Living income and living wage	Not considered material by the consulted audiences
13.23 Supply chain traceability	Not considered material by the consulted audiences
13.24 Public policy	Not considered material by the consulted audiences

EDITORIAL

GENERAL COORDINATION

Communication, People Management, and Planning and Management

WITH CONTRIBUTION FROM

Internal Audit and Compliance, Agricultural Research Center, Controllershship and Finance, Cooperativism, Environment, Quality, Commodity Purchasing and Import, Supply Chain, Supermarkets, Resale and Agricultural Inputs

INSTITUTIONAL SUPPORT

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National Cooperative Education Service of the State of Paraná (Sescoop/PR)

GRI CONSULTING, WRITING, DESIGN, AND LAYOUT

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PHOTOGRAPHS

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