



# 2023 Sustainability Report



Competitive businesses,  
preserved planet,  
prosperous lives.





# Message from Management

[GRI 2-22]

Building a much better tomorrow today. Based on this commitment, in 2023 **Alibem** and **Agra**<sup>1</sup> started a movement that is a milestone in our trajectory: establishing a sustainability priority agenda, seeking to ensure competitive business, environmental conservation, and positive social impact.

The result of an in-depth materiality survey, which included the engagement of several stakeholders of the Companies, this agenda lists 13 fundamental topics for the sustainable development of the business, distributed among environmental, social, and governance aspects. As a result, these topics were developed into an ESG<sup>2</sup> Action Plan, which will be implemented in the coming years to expand our contribution to sustainable development.

To make this possible, we have strengthened our governance structure by creating an ESG Committee made up of professionals from different areas of the business. Among the first developments of this Committee is our [Sustainable Management Policy](#), prepared in the second half of the year. Based on the fundamental commitments made in this document, we mapped the social and environmental impacts and risks inherent to the business, defined ESG performance metrics,

and consolidated the monitoring of specific indicators. In addition, we formed Working Groups, on a multidisciplinary basis, focused on three topics to be accelerated in our agenda: eco-efficiency, social impact, and sustainable procurement.

We are certain that all this work will contribute decisively to increasing business resilience, an inseparable characteristic of the culture of **Alibem** and **Agra**, which has led us to balan-



## Message from Management



- 
- 
- 
- 
- 

<sup>1</sup> A term adopted in this Report to refer to the companies Alibem Alimentos S.A. and Agra Agroindustrial de Alimentos S.A.

<sup>2</sup> Acronym in reference to environmental (E), social (S) and governance (G) aspects, equivalent to ESG – Environmental, Social and Governance

**At the end of 2023, Alibem and Agra had 5,272 employees, which are a main priority in our social impact agenda.**



## Message from Management



ce the discipline and boldness necessary to face uncertainties and seize opportunities. In 2023 it was no different. Amid an unfavorable market context for pig farming, we boosted efforts to maintain financial solidity, anchored in the quality of our products, diversifying the business and achieving a dominant presence in new markets.

Aware that this solidity will be reinforced by the expansion of Alibem's presence in the domestic market – as currently about 68% of production is exported – we inaugurated a new factory in Estação (RS) with infrastructure that is fully equipped for the production of industrialized food products, which will be distributed primarily to Brazilian retail. This advancement is directly associated with our long-term strategic vision, which guides the business planning and directs our ability to execute.

The start of operations at the Estação unit created about 400 direct jobs. A contingent was added to the workforce of Alibem and Agra, which at the end of the year totaled 5,272 people. We understand that our contribution to the improvement of society begins with caring for these people. Therefore, we seek to provide our employees with a safe, healthy, and inclusive work environment in which everyone feels respected and is given

opportunities to develop as people and professionals.

On another front, we seek the continuous improvement of environmental management, with actions dedicated to mitigating the impacts generated by the operations, which include reducing the consumption of natural resources, adequate waste disposal, prioritization of renewable energy sources, and reforestation. Also part of the environmental agenda, in 2023 we started the quest to do our part in climate change with our first greenhouse gas (GHG) emissions inventory. This is the first step towards determining the activities with the greatest emissions potential in our value chain, which will allow us to draw up plans for the gradual de-carbonization of our operations.

This and other initiatives will be explained in depth on the following pages, as an important part of our first Sustainability Report, along with other information about the history, business model, management, main projects, and social and environmental performance indicators of Alibem and Agra. It is with great satisfaction that we share this report, reinforcing our commitment to transparency, which reflects the integrity we value so greatly.

We remain committed to deepening our understanding of the impacts, risks, and opportunities generated by our business at every level. On this learning path, it is essential to engage all the publics with whom we interact: shareholders, employees, suppliers, customers, communities, governments, and partners.

Together today we build a much better tomorrow for everyone.

*Maximiliano Chang Lee*  
Chairman of the Board of  
Directors

*José Roberto Goulart*  
Chief Executive Officer

*Eduardo Shen*  
Vice Chairman

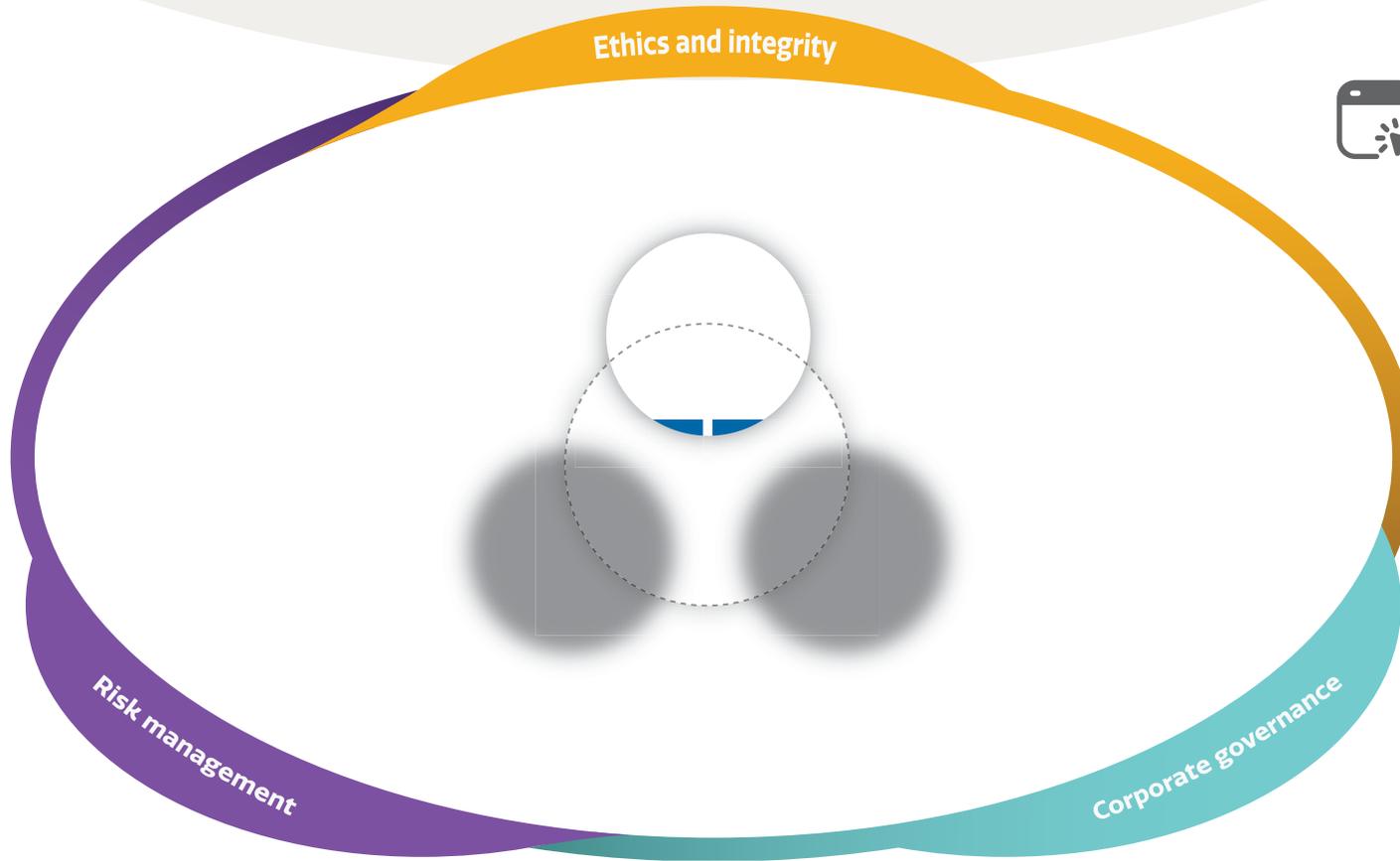
# Contents

	<b>The Company</b>	<b>06</b>		<b>Environmental management</b>	<b>44</b>
	Our Businesses	07		Policies and practices	45
	Competitive strategy	13		Solid waste	46
	Ethics and integrity	16		Water and effluents	49
	Corporate governance	20		Energy and emissions	53
	Risk management	23		Biodiversity	56
	<b>Competitive business</b>	<b>26</b>		<b>Social impact</b>	<b>57</b>
	Food quality and safety	27		Our team	58
	Animal welfare	29		Community engagement	78
	Sustainable procurement	37		<b>About the Report</b>	<b>81</b>
	Performance	42			



## Reading guide

The colors applied in this Report are based on the visual identity of the Materiality Matrix of Alibem and Agra. Thus, throughout the report, the colors indicate information related to the material topics of the Companies.



This is an interactive publication.

Whenever this icon appears on pages, it means there is interactive content.

Experiment by clicking on the spheres E, S, and G.

To learn more about the Materiality Matrix of Alibem and Agra, [click here](#).



 **The Company**

- 
- 
- 
- 
- 





# Our businesses

[GRI 2-1; 2-2; 2-6]

**Alibem** and **Agra** are companies with outstanding performance in the food industry, operating in the animal protein segment. Responsible for a relevant portion of Brazilian meat exports and with a significant share as well in the domestic market. Both companies are controlled by the holding company Carlos Lee Participações e Administração LTDA. ("Carlos Lee Par"). While **Alibem** operates in the production and marketing of pork, being the fifth largest producer in Brazil by volume, **Agra** operates with beef and is recognized for having one of the most modern meat processing plants in the country.

At the end of 2023, **Alibem** was present in 14 municipalities in Rio Grande do Sul, including the Company's headquarters in the state capital, Porto Alegre, and was the second-largest pork company in the state. Its production is distributed to all Brazilian regions and was exported to 18 countries in the year thanks to the credibility of its products and the strict health and quality protocols adopted. Among other destinations, **Alibem** exported to China, Russia, Hong Kong, Singapore, South Africa, Uruguay, and Vietnam.

With raising its own livestock and 100% of the vertical chain, **Alibem's** operations generated about 4,300 direct jobs and included about 750 rural producers – the Company supplies piglets, feed, medicines, and technical assistance to producers, and they, in turn, take care of the fattening of the animals. In 2023, the swine herd had about 1.03 million heads and over 80,100 brood sows.

**14** municipalities  
in the state of Rio Grande do Sul are home to **Alibem's** operating units



## The Company





The infrastructure includes gene development units (GDUs), farms, feed mills, meat processing plants, and distribution centers. **Alibem** ended 2023 with a slaughter capacity of 8,000 pigs per day, added to the three industrial units, which together produced 167,200 tons of products – fresh meat and processed meat products. There are also outsourced distribution centers in São Paulo (SP), Rio de Janeiro (RJ), and Brasília (DF) – [see map on page 9](#).

**Agra** is headquartered in Rondonópolis (MT). This strategic location, at the intersection of the highways that connect the North and South regions of the country, ensures efficient logistics for freight-producing production to both the domestic and foreign markets.



In recent years, **Agra** has invested in the modernization of its facilities and the expansion of its production capacity, which has ensured it access to important markets. In 2023, the Company exported to over 30 countries, also being qualified for halal slaughter, a requirement of Muslim nations – see more in [Chapter 2](#).

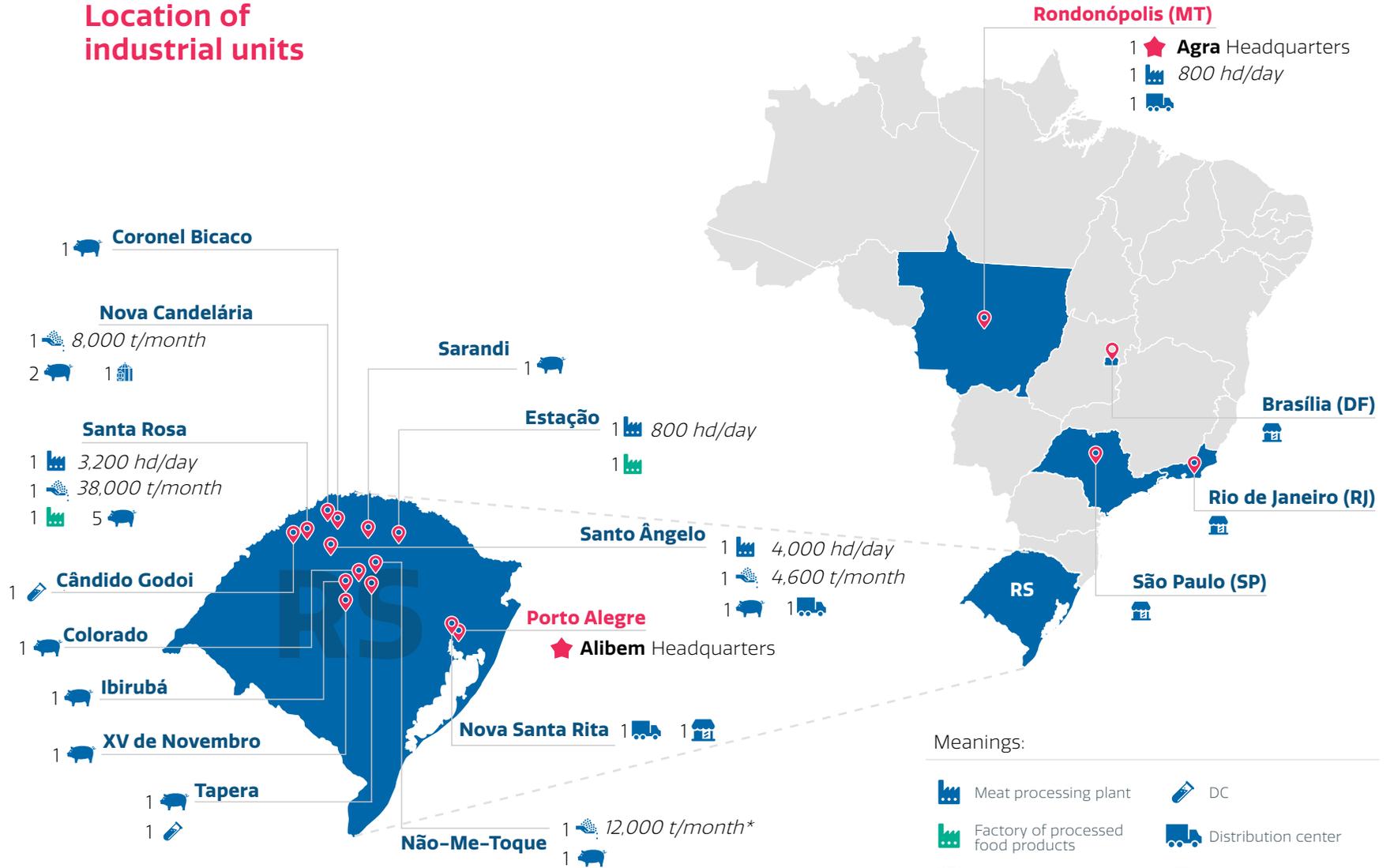
**Agra's** meat processing plant has the capacity to slaughter 800 cattle per day, while the distribution center can store 1,900 tons of beef. At the end of 2023, the Company created approximately 900 direct jobs.

## The Company



## Location of industrial units

The Company



\* Volume produced by contracted suppliers (factory owners).



## Our History

The following timeline shows the most relevant events in the trajectory of the two Companies:



● **2000**

Founding of **Alibem** in Porto Alegre (RS).

● **2004**

Acquisition of the Santa Rosa (RS) complex.

● **2008**

Acquisition of two farms in Ibirubá (RS).

● **2001**

Acquisition and start of operations of the Santo Ângelo complex (RS).

● **2006**

Acquisition of 51% of **Agra** in Rondonópolis (MT) and the start of its modernization process to expand production capacity.

● **2009**

Acquisition of two farms in XV de Novembro (RS) and Tapera (RS).

○  
🏠 **The Company**



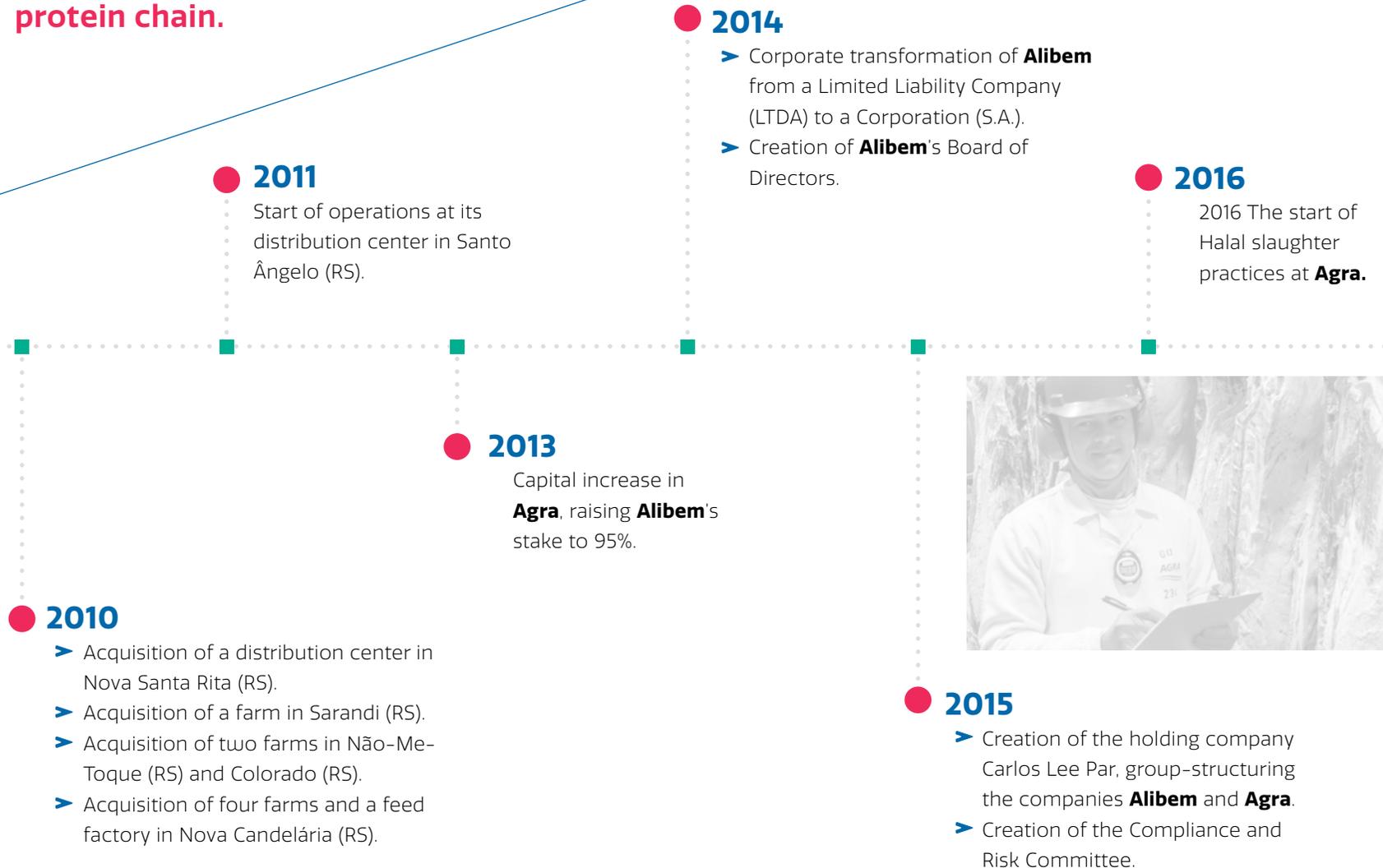
- 
- 
- 
- 
- 





As a means of diversifying the business, the acquisition of Agra complemented Alibem's performance in the animal protein chain.

## The Company





## The Company



### 2017

- > Expansion of slaughter capacity at the Santo Ângelo meat processing plant (RS) to 3,000 heads per day.
- > **Agra** is licensed to export to the European market.

### 2020

- > 1st issuance of agribusiness receivables at **Alibem**.
- > **Alibem** is elected by Valor Econômico as the best agribusiness company in Brazil.

### 2022

- > Acquisition of the Estação (RS) meat processing plant.
- > Expansion of slaughter capacity at the Santo Ângelo meat processing plant (RS) to 4,000 heads per day.

### 2018

- > 1st issuance of agribusiness receivables at **Alibem**.
- > Creation of the Strategic Planning Committee.

### 2021

Expansion of slaughter capacity at the Santo Ângelo meat processing plant (RS) to 3,600 heads per day.

### 2023

- > Start of operations of the new pork meat processing plant in Estação (RS).
- > Elaboration of the Sustainable Management Policy.



# Competitive strategy

[GRI 2-1; 2-2; 2-6]

**Alibem** and **Agra** have exports as one of the main strategic drivers of their business. In 2023, about 68% of **Alibem**'s production was distributed to the international market – accounting for over 8% of the total pork exported by Brazil. At **Agra**, 65% of the volume of meat produced was distributed to other countries.

Although the foreign market receives the largest volume of production, and both brands aim to reach new countries in their operations, the strategic planning of the Companies also includes consolidation and expansion in the domestic market as well as new operations for processed food products.

In the case of **Alibem**, in addition to supplying bulk products to the Brazilian food industry, which comprises 28% of sales in the domestic market, the Company is renowned for the supply of processed, fresh, and seasoned cuts for medium- and small-sized retailers, with an approximate market share of 28% of domestic sales. Seeking to expand its presence in the national market, in the coming years the company plans to expand

production capacity, create new industrialized product lines, increase the number of brood sows, and continue to advance automated and sustainable processes.

**Agra**, in turn, has been investing in the modernization of its facilities and the expansion of production capacity, gaining access

to important import markets. At the end of 2023, the plant was licensed to export to over 40 countries. In the domestic market, it had a wide portfolio of products sold across practically the entire national territory with clients from various segments.



## The Company





## ESG Agenda

The competitive strategy of **Alibem** and **Agra** is aligned with the corporate ESG Agenda, an important instrument for conducting business in a cohesive manner and with full respect for the values and principles that underpin the corporate culture. It is based on the commitment to social and environmental responsibility that **Alibem** and **Agra** believe enables sustainable business growth and generates a positive impact for all stakeholders.

The companies' ESG Agenda was approved by the Board of Directors in 2023, after an in-depth survey on the material topics, which includes the engagement of several of the Company's stakeholders. This process defined the topics most relevant to corporate sustainability, considering social, environmental, and governance aspects, as shown in the infographic on the following page. To learn more about the materiality survey [click here](#).

These topics are covered in more detail in the following chapters of this Report. **Alibem** and **Agra's** commitment to these pillars and the awareness of their role as agents of contribution to sustainable development are also formalized in the Companies' Sustainable Management Policy – the document establishing the fundamental guidelines and intentions that apply to all operations, which are also mentioned throughout the report.



### The Company

- 
- 
- 
- 
-



# Material Topics 2023/2024

The document, prepared in 2023, presents:

○  
🏠 **The Company**

- 
- 
- 
- 
- 





# Ethics and integrity

[GRI 2-23; 2-24; 2-25; 2-26; 3-3; 205-2; 205-3; 406-1; 408-1; 409-1]

One of the fundamental intentions stated in the [Sustainable Management Policy](#) of **Alibem** and **Agra** is: "Adopt the best corporate governance practices of business management and conduct interactions with stakeholders ethically and integrally while staying committed to ensuring legal compliance and combating corruption".

Seeking to materialize this premise, **Alibem** and **Agra's** activities and relations are gui-

ded by their [Code of Ethics and Conduct](#), approved by the [Board of Directors](#). Its application and compliance are supervised by the Compliance and Risk Committee, and supported by the Legal and Compliance Board (see more in [Corporate Governance](#)). In addition to overseeing the application of the Code of Ethics, the Committee is responsible for reviewing the document and proposing updates whenever necessary.

To provide more effective control mechanisms and greater dissemination of ethical culture in the Companies, it is also up to the Committee to determine the implementation of regional Ethics and Conduct Committees in the industrial units. These Committees disseminate the Code of Ethics in the respective units, monitor its application, train employees in the associated topics, investigate complaints, and propose the appropriate measures.



**The Code of Ethics and Conduct guides Alibem and Agra's businesses and relationships.**



## The Company

- 
- 
- 
- 
- 



## Code of Ethics and Conduct

Updated in 2023 to incorporate specific provisions to combat moral and sexual harassment, the Code of Ethics and Conduct also meets the provisions of the Anti-Corruption Law and presents the values that should underlie the management of **Alibem's** and **Agra's** businesses: ethics, transparency, integrity, credibility, and excellence. The document also indicates the conduct expected in the work environment and provides guidelines that aim

to avoid conflicts of interest and preserve the intellectual and patrimonial property of the Companies.

Several commitments linked to the values of **Alibem** and **Agra** are expressly put into effect by the Code, such as the repudiation of the use of child labor, the exploitation of slave labor, and any acts of discrimination, disqualification, or harassment due to hierarchical position, race, color, sexual

preference, social class, religion, age, sex or disability.

In the document, the Companies also formalize their commitment to the environment and the communities surrounding their operations in ways that contribute to sustainable development. The initiatives carried out in this context are described in the chapters of this Report on [Environmental Management](#) e [Social Impact](#).



# +60%

of current contracts have compliance agreements in effect.



The Code of Ethics also defends a democratic and respectful relationship with the labor unions representing the workers and highlights the commitment to food safety, prioritizing the quality and healthiness of products. It also establishes guidelines for relations with suppliers, which must be based on transparency and impartiality; with government agencies, combating acts harmful to the administration and public assets; and with the market.

The established principles are extended to employees, at all hierarchical levels, partners, suppliers, and other stakeholders. At the onboarding of each new employee, a copy of the Code of Ethics is delivered. Suppliers, in turn, as well as producers, sign compliance clauses in the contracts entered into. Since 2018, the contracts have contained this provision and today over 60% of the current contracts contain this formalized commitment.

**The fight against discrimination of all forms is detailed in the Code of Ethics and Conduct.**



## The Pact for the Eradication of Slave Labor

**Agra** is associated with the National Institute of the Pact for the Eradication of Slave Labor (In-PACTO), an entity that seeks to unite the private sector and civil society organizations to prevent and eradicate slave labor in production chains.



### The Company

- 
- 
- 
- 
-



## Complaints channels

**Alibem** and **Agra** encourage the reporting of irregularities as a way of disseminating and strengthening the ethical culture in the Companies, as well as favoring the identification and treatment of deviations, ensuring the legal compliance of their operations. Stakeholders can file complaints with regional Ethics Committees, the Compliance Committee itself, or the Boards.

In the case of **Alibem**, complaints can also use the Ombudsman channel or the Company's

website, and, in the case of **Agra**, the email of the Ombudsman and the Customer Service (SAC). The suggestion and criticism boxes distributed within the physical facilities of the units are also a means to register complaints. The anonymity of the whistleblower and the confidentiality of the registered cases are ensured, regardless of the channel adopted. Protection against retaliation is also guaranteed.

Once received, the report undergoes a thorough investigation, conducted by the Committe-

es or directly by the Compliance Committee. If any deviation is confirmed, corrective measures are planned and carried out, as well as preventive measures to avoid recurrence and other negative developments. In 2023, only one incident related to internal corruption of low severity was reported on **Alibem's** Ombudsman Channel. After due investigation, a series of awareness and recurrence prevention measures were taken.

### Complaints Channels:

#### Alibem

✉ ouvidoria@alibem.com  
🌐 <http://www.alibem.com.br/pt/ouvidoria/>

#### Agra

✉ ouvidoria@agraagroindustrial.com.br  
☎ SAC: 0800-225-2472  
✉ sac@agrafoods.ind.br

\*In the "Contact" menu of the website, there is also a form available for sending messages: <http://www.agraagroindustrial.com.br/site/pt/>





# Corporate governance

[GRI 2-9; 2-10; 2-11; 2-12; 2-13; 2-16; 2-20; 2-23; 2-24; 418-1]

**Alibem** and **Agra** seek to go beyond the continuous improvement of operational efficiency by also improving their governance mechanisms. As privately held companies, both adopt good practices aimed at ethical, transparent, and responsible action, thus strengthening compliance.

At the end of 2023, the Board was composed of six members, three of them independent with different backgrounds. The appointing and dismissal of the members, as well as the approval and fixing of the overall remuneration of managers, is defined annually at the General Shareholder's Meeting.



6

members formed the Board of Directors at the end of 2023

## The Company

The governance structure is led by the General Shareholders' Meeting, the highest decision-making body that meets annually for strategic decision-making. Next, there is the Board of Directors<sup>3</sup>, which is responsible for supporting the definition of strategies, policies, guidelines, and investment plans. The board members are also responsible for guiding the Executive Board, supervising management, and appointing and dismissing directors and auditors.

### Board of Directors

(on 12/31/23)

Maximiliano Chang Lee	Chairman
Francisco Olinto Velo Schmitt	Independent Board Member
Juscelino Francisco Gonçalves	External Advisor
Lee Shing Wen	Board Member
Michele Shen Lee	Board Member
Paulo Renato Herrmann	Independent Board Member

<sup>3</sup> Formally, at the end of 2023, the Board of Directors referred only to Alibem. Despite this, the board members are involved in defining Agra's strategic actions.



The Executive Officers Board is responsible for executing the defined strategies and managing the business to achieve the planned objectives. At the end of 2023, it was composed of the chairman, vice chairman, and five directors of specific departments: Legal and Compliance, Administrative (includes the areas of Information Technology, Human Resources, and Environment), Financial, Agricultural, and Industrial. The following strategic areas are directly linked to the Chairman and Vice-Chairman: Commercial, Quality, Supplies, Planning, and Controllership.

To add more robustness to the governance structure, thematic committees are in place that support the Board of Directors and the Executive Board in the analysis of risks and opportunities related to all the sensitive aspects of the business: economic-financial, operational, social, and environmental. The Committees are also responsible

for the development of specific projects and the proposition of measures for the continuous improvement of management and operations. At the end of 2023, the following were in effect:

- > HR Committee;
- > Compliance and Risk Committee;
- > Tax Committee;
- > Strategic Planning Committee;
- > Privacy and Data Protection Committee; and
- > ESG Committee.

### Executive Board

(on 12/31/23)

José Roberto Goulart	Chairman/CEO
Eduardo Shen	Vice Chairman
Ângelo Meneghetti	Administrative Board
Fabício Ruschel	Agricultural Board
Felipe Shen	Legal and Compliance Director
Fábio Magdaleno	Financial Director
Marcus Azambuja	<b>Agra</b> Industrial Director
Vilmar Vargas	Industrial Director of <b>Alibem</b>

**The Committees assist the senior management in the evaluation of strategic matters.**

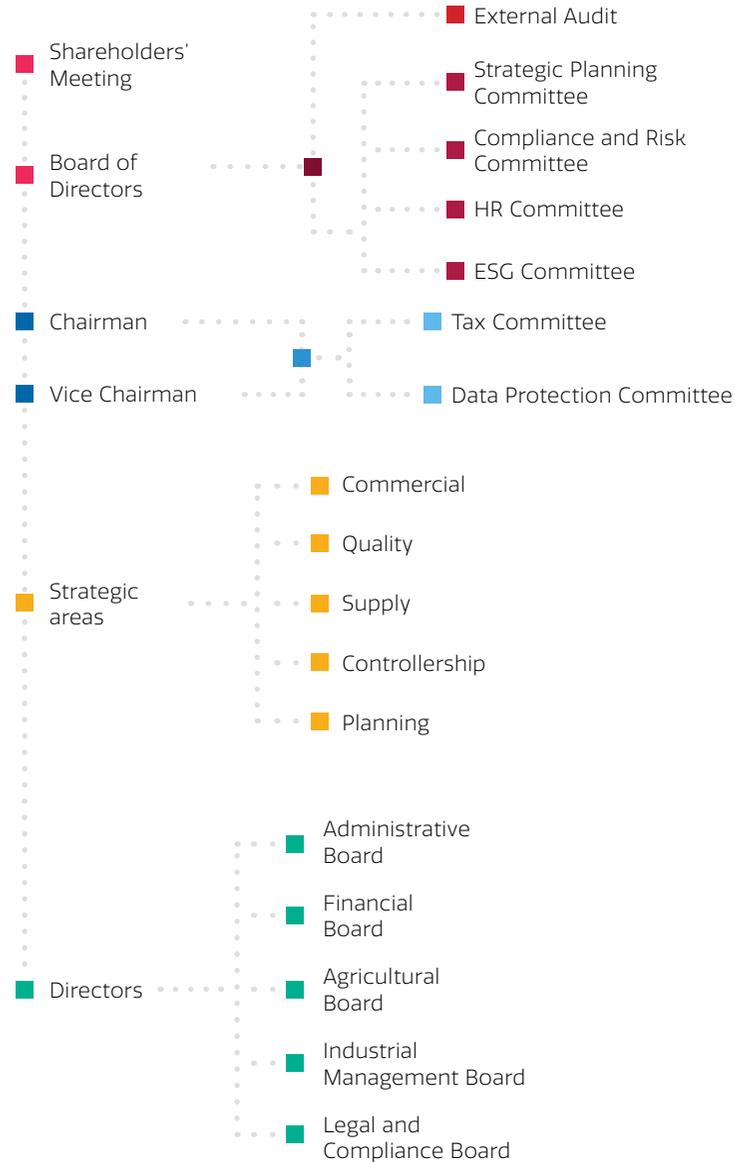


## The Company

- 
- 
- 
- 
- 

### Organizational Structure

(On 12/31/23)



### External audit

Another good practice adopted by the Companies in the scope of corporate governance is the periodic change of the body of independent external auditors. Thus, the loss of impartiality and rigor in the audits carried out is avoided, favoring a more effective control of the business and the continuous improvement of management. In the period from 2020 to 2024, the audit of the financial statements has been carried out by Ernst & Young Auditores Independientes S.S., while between 2015 and 2019 this role was performed by Pricewaterhouse Coopers, and between 2012 and 2014 by Saweryn & Asociados.

In addition to the decision-making bodies and management levels described, governance also relies on a set of policies and guidelines that orient business conduct and guide the principles and values that should dictate them. In addition to the policies already mentioned in the chapter on Ethics and Integrity, **Alibem** and **Agra** have guidelines in place for its policies on credit, grain, foreign exchange risk, investment, data, and information protection (see more in [Risk Management](#)).



# Risk management

In addition to best governance practices, the corporate risk management of **Alibem** and **Agra** is carried out in a transversal way. This requires the involvement of all areas of the Companies, which oversee fundamental aspects for the performance of the business activities – macroeconomic, regulatory, operational, financial, technological, social, and environmental, among others.

In 2023, **Alibem** began a broad process of updating its risk matrix, with the direct participation of Senior Management, to identify critical factors and resulting impacts. This work is expected to be completed in the company throughout 2024 and will be extended to **Agra** in the following years.

Since 2015, the governance structure has relied on the Compliance and Risk Committee, ensuring a qualified team dedicated to defining mechanisms for identifying, analyzing, handling, and monitoring events that may impact the business in different aspects such as reputational, financial, and operational.

Among the risks mapped and managed, those related to corruption stand out. The routines inherent to the operation of meat processing plants involve the Federal Inspection Service (SIF), requiring special control mechanisms, especially with regard to the relationship between employees and public inspection agents or business partners. To strictly prevent deviations and irregularities, **Alibem's** and **Agra's** operations are periodically subjected to risk assessments related to corruption.



## The Company

- 
- 
- 
- 
-



## Cyber security

The risks related to cybersecurity are also strictly monitored with regard to the management and security of IT resources and services as well as data protection, especially in compliance with the General Personal Data Protection Law – GDPR. The absence or failure of planning and management of these resources may impact **Alibem's** and **Agra's** operations and expose them to reputational and regulatory risks.

In this sense, mechanisms are developed to manage these risks and increase cybersecurity through specific policies, seeking specialized consulting services, systematic control mechanisms, and employee awareness and training. Among the measures adopted is the integration of the GLPI system with the Security Operations Center (SOC) and the Operational Control Center (NOC). The GLPI, a system through which the IT team provides service to users, records the services provided and thus tracks any actions that may have caused risks.

The SOC has a relevant role in the development of safer routines with activities that involve the steps described in the following infographic.

### Safe routines



**Prevention:**  
establish good practices that prevent incidents.

A



**Detection:**  
identify safety issues within the processes and operations.

B



**Incident response:**  
resolve security issues encountered.

C



**Vulnerability assessment:**  
monitor and analyze processes linked to safety risks.

D

**Alibem** and **Agra** also have the practice of promoting training programs and campaigns to prepare their teams for the responsible and safe handling of data and cyber resources.



## The Company



# Personal data protection

The protection of personal data is the foundation for ethical, transparent, and responsible action. **Alibem** and **Agra**'s guidelines for the protection and processing of data provided by website users, customers, service providers, partners, consultants, and third parties are outlined in the Companies' Privacy Policies.

The document explains the rights of the owners of the personal data, the acceptable purposes for the use of such information, and the situations in which its sharing is allowed. It also provides contact emails for the clarification of doubts related to the processing of personal data and for the solution of issues involving the rights of the owners of the personal data: [dpo@alibem.com](mailto:dpo@alibem.com) and [lgpd@alibem.com](mailto:lgpd@alibem.com) (both addresses can be used to contact **Alibem** and **Agra**).

The Companies also have a specific procedure for handling incidents related to data privacy and security, such as data leakage, unauthorized, accidental, or unlawful access, and inadequate data processing, among other situations. Titled "Instruction for the Management and Treatment of Data Privacy and Security Incidents", the procedure was revised in 2023 and shared with all employees.

**Alibem** and **Agra**'s guidelines for the protection of personal data are further reinforced in the Code of Ethics and Conduct. The document emphasizes that only strictly necessary data will be collected and that all employees who have access to this information are responsible for its confidentiality and restricted use within the authorized purposes.

The procedures and security solutions adopted are monitored and evaluated by the Privacy and Data Protection Committee, a multidisciplinary body that acts in line with the Privacy Policy, the Information Security Policy, and the Companies' Internal Privacy Policy. In 2023 no complaints were received regarding personal data, and no cases of data breaches were recorded.



Competitive  
Business



- 
- 
- 
- 
-



# Food quality and safety

[GRI 416-1; 416; 13.10.4]

The sustainability of businesses in the food sector depends on the adoption of strict health and quality protocols that ensure food safety. Aware of their responsibility regarding this subject, **Alibem** and **Agra** hold a significant competitive advantage in terms of quality, which adds credibility and customer loyalty, and facilitates access to new markets.

In this sense, the Companies declare in their Sustainable Management Policy the intention to adopt the highest quality standards at all stages of the production process, seeking to ensure total conformity of its products to guarantee food safety. The document also establishes the important guideline of monitoring the value chain to identify and mitigate risks related to the quality, safety, and sustainability of raw materials and services.

To this end, the Companies maintain specialized internal teams that are periodically trained in the correct implementation of the related protocols. Extensive cooperation is also practiced with the official ins-

pection bodies and the Federal Inspection Service (SIF) of the Ministry of Agriculture and Livestock, which audits the control mechanisms adopted and certifies the marketed products.

Several control programs are in effect that cover all stages of the production process, ensuring compliance with the legal parameters established for the manufacture, transformation, storage, and transportation of the products. The control routines cover

operational and sanitary hygiene procedures, good manufacturing practices (GMP), control of chemical contaminants, the maintenance of facilities and equipment, and laboratory analyses from samples submitted to microbiological and physiochemical analyses – according to pre-established schedules in the production units.

At **Agra**, the samples analyzed include frozen and chilled boneless fresh meat, frozen bovine offal, and cured natural casings, in



Competitive Business





proportions compatible with the legislation applicable to each product category. At the end of 2023, 100% of the Company's production volume complied with Halal certification standards and IFS – International Featured Standards. In the period, no non-conformities were recorded in relation to the products shipped.

At **Alibem**, the samples analyzed include chilled and frozen fresh pork meat, chilled and frozen offal, frozen and chilled meat products, and inedible products that are directed to the production of animal feed, such as flours and fats. Throughout 2023, 100% of the product categories were assessed with regard to health impacts, and no cases of non-compliance were recorded in relation to the products dispatched during the period.

Another important aspect of **Alibem** and **Agra**'s quality control process concerns the traceability of products, which guarantees the consumer access to relevant information about the final product. The traceability system adopted meets the legal parameters of the markets in which the Companies operate, ensuring the correlation between the final product and the raw materials it originates from.

Both Companies also implement the Hazard Analysis and Critical Control Points methodology, which involves seven fundamental principles:



**100%**

of the product categories undergo quality control processes.

- Risk identification and assessment;
- Determining critical control points;
- Setting critical limits;
- Creating monitoring procedures;
- Determining corrective actions;
- Creating verification procedures; and
- Setting up record-keeping procedures for documentation.



**Competitive Business**





# Animal welfare

[GRI 2-23; 2-24; 13.15.5]

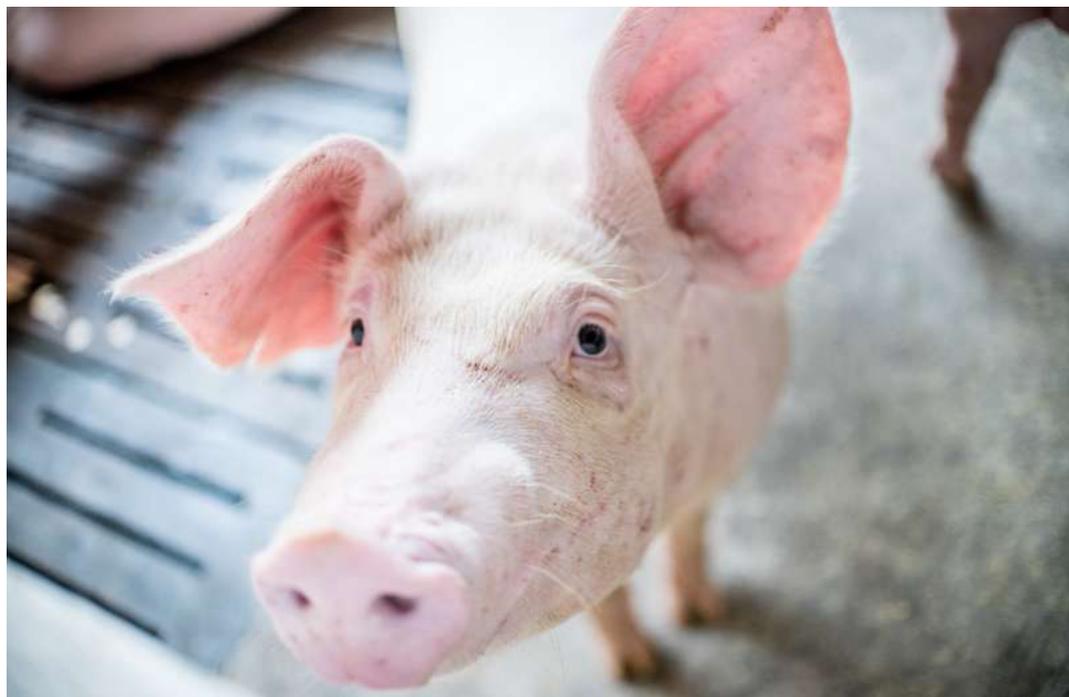
The promotion of animal welfare is an ethical commitment made by **Alibem** and **Agra** that guides the entire production process with the fundamental premise of intolerance to any form of animal mistreatment. The Companies seek not only to fully comply with the legal requirements established by the official inspection and controller bodies but also to monitor regulatory develop-

ments on the subject, including at the international level, maintaining an open and cooperative dialogue with sectoral entities and seeking to incorporate into their practices actions that promote animal welfare throughout the value chain.

In September 2023, **Alibem** published its Animal Welfare Policy. Approved by the

Board of Directors, it reinforces the Company's ethical stance. Among the guidelines established by the document is the mandatory training of all professionals involved in the production chain, such as producers, transporters, and technical and operational teams, in an effort to guide them regarding management practices and the execution of protocols, and to clarify especially which actions are not tolerated regarding interactions with animals.

The Policy further states that **Alibem** adopts, within the scope of animal welfare, the "Five Domains" model, which is endorsed by the Farm Animal Welfare Council, an independent British council that guides the issue globally. This model is composed of four physical/functional domains (nutrition, environment, health, and behavior) and a fifth domain, the mental state of the animals, which is a reflection of the previous four. All the Company's actions in relation to the subject follow these recommendations, which are applied to increase the quality of life of pigs and implement the best practices for animal welfare.





The animal welfare measures adopted are continuously evaluated and monitored by **Alibem's** Senior Management, with the support of an Animal Welfare Directive Committee, made up of members from different areas of **Alibem**, including directors.

As a result of the guidelines expressed in the Animal Welfare Policy and to build a positive agenda on the subject, **Alibem**, also in September, made voluntary commitments publicly and shared them among its stakeholders through the document "Commitments for the Promotion of Animal Welfare", which establishes:



- Complete the migration process to the collective gestation system by 2031, observing the criteria provided in Normative Instruction 113/2020 of the Ministry of Agriculture and Livestock (MAPA), which allows up to 35 days of confinement in individual gestation cells. For new projects, the cover-and-release system will be adopted, in which the brood sows are placed in collective pens after artificial insemination, allowing them to spend almost the entire gestation period housed in a group.
- Maintain immunocastration instead of surgical castration – a procedure that was voluntarily eliminated from the Company's protocols in 2010.
- Maintain the practice of not grinding the teeth of piglets, except in cases in which there is a negative impact on the well-being of the female adult or the litter.
- Maintain the practice of not using antibiotics as growth promoters at any stage of production.
- Certify industries, by 2026, to the standards of the "Recommended Animal Handling Guidelines and Audit Guide: a systematic approach to animal welfare", published by NAMI - North American Meat Institute.



## Competitive Business



- 
- 
- 
- 
-



## Competitive Business



**Agra**, in turn, has an animal welfare program that provides several measures to minimize the discomfort of animals at different stages of the production process. These include operational procedures from the arrival of the cattle onto the properties, to the transport, receipt, handling, and slaughter process. This form of handling seeks to generate the least possible stress, especially when arriving at and being discharged from the farm, as well as ensuring adequate space for the movement of animals and the manifestation of their natural behaviors.

To maintain alignment with market requirements, the Program is reviewed once a year, with a focus on incorporating best practices and increasing the welfare index. In addition, professionals involved in the production chain receive regular training for the proper execution of the established protocols.

The **Alibem** and **Agra** procedures, aimed at animal welfare, adhere to the [Companies' Sustainable Management Policy](#), which establishes, as one of its fundamental aims: *"Maintain facilities and management practices that ensure specific welfare conditions for each animal species – in accordance with ethical principles, regulations, and guidelines applicable to their markets of operation. In addition, train direct and outsourced employees to perform such good practices"*.



# Practices adopted

## Swine

At **Alibem**, the topic is managed by the Agricultural Board and Animal Welfare Coordination. The Animal Welfare Directive Committee, which meets monthly, is responsible for guiding developments on the different operational fronts, analyzing related indicators, defining guidelines and objectives, and approving action plans, in addition to monitoring the compatibility of the practices adopted with the requirements established by the legislation and by customers.

The industrial units follow the legislation in effect with regard to the methods of stunning, pre-slaughter handling, and the slaughter of pigs. Each meat processing plant has a professional responsible for the welfare of the animals to ensure the performance of good practices. The Animal Welfare Self-Control Program is developed, implemented, and monitored by the Quality Assurance (QA) team in order to point out non-conformities and promote the continuous improvement of processes.

In addition to the Animal Welfare Policy, at the corporate level, internal operational procedures guide employees on the subject.



# 2,558

hours of training were dedicated to the topic in 2023



Competitive Business





## Competitive Business



## Adequate transportation

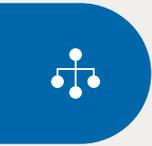
Between 2022 and 2023, **Alibem's** animal welfare technical team deepened their assessment of the transport conditions of swine. After analyzing the vehicles transporting piglets and adult animals for slaughter, the transport companies were notified of the requirement to conduct maintenance and improvements on the truck beds.

The Company is also concerned with meeting the density (availability of useful area per pig) during transport requirements according to the main international and national recommendations on the subject to provide comfortable conditions during this stage, in addition to quality regarding the structures of the truck beds.

In addition, through a partnership with SEST-SENAT of Rio Grande do Sul, in 2023 a special training program was offered to drivers of these vehicles, with content on legislation on the transport of live cargo, defensive driving, and animal welfare during transport. With a course load of 16 hours, it trained 59 professionals.

These guidelines are also transmitted through periodic training modules on the subject, in which the technical team, supervisors, and employees of the Piglet Production Units (UPLs), integrated producers of the growing-finishing phase, truck drivers, and third parties participate. In all, in 2023, 2,558 hours of training on topics related to animal welfare were provided to employees and truck drivers.

In addition, integrated partners are provided with manuals on good production practices, which present technical recommendations on the proper breeding of animals, addressing nutrition, management, health, and the environment, among other aspects.



**Alibem**  
**Respect for the  
5 Animal Domains**



**Competitive  
Business**





## Beef cattle

Responsibility for the welfare of the animals at **Agra** is assigned to the Quality Assurance Department. The Company maintains self-control programs related to the topic, which are implemented and registered with the Federal Inspection Service (SIF) of the Ministry of Agriculture and Livestock (MAPA). These programs cover the entire animal cycle, from arriving at the farm to discharging at the meat processing plant, accommodation through the corrals, to slaughter. Each step is closely monitored to ensure the adoption of best practices.

In this sense, **Agra** avoids acquiring animals from farms that require a travel time of over eight hours, to avoid greater discomfort of the cattle. To ensure proper transport conditions, drivers of cattle transport vehicles receive training and guidance on correct procedures, including:

- Maintenance of the truck beds in good condition, without sharp objects or wood chips that may cause injury;
- Prior cleaning of the vehicle to prevent the spread of diseases and ensure an adequate floor for the animals;
- Respect for the maximum capacity of animals per truck, avoiding stress and falls;
- Driving at a compatible speed to avoid injury; and
- Carrying out stops in shaded areas to protect the animals from the sun.

All arrivals are followed up on to analyze the condition of the livestock and take corrective action if necessary. Cattle transport vehicles are assessed daily to ensure that the full requirements of animal welfare practices are being met. Industry targets are established based on daily internal audits, with a focus on compliance – in 2023, 99.8% of the audited aspects complied with the established requirements.

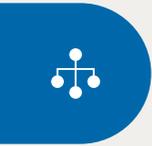
Those responsible for the animal welfare protocol receive training to ensure the execution of procedures according to the legal requirements. These training programs are extended to all those involved in the production chain, including dispatching livestock from the farms, pre-slaughter handling, and slaughter.

**In 2023, Agra dedicated 3,760 hours to training on topics related to the topic, in which 942 employees and 40 drivers participated.**



Competitive Business





Agra  
Respect for the  
5 Animal Domains

- 
- 



Competitive  
Business



- 
- 
-



# Sustainable procurement

[GRI 2-6; 204-1; 308-1; 414-1; 408-1; 409-1]

The supply chain of **Alibem** and **Agra** involves organizations of different sizes, sectors, and regions of the country, which contribute decisively to the Companies' businesses. Supplier procurement practices consider technical, economic, and, where applicable, socio-environmental aspects – with an emphasis on environmental, labor, and tax compliance.

In the year, the two companies allocated R\$ 3.1 billion to pay suppliers – R\$ 1.9 billion from **Alibem** and R\$ 1.2 billion from **Agra**. Of this total, 97% was allocated to national companies, with a greater concentration in the states of Rio Grande do Sul and Mato Grosso, where the operations are based – which reinforces their commitment to local socio-economic development.

In general, the main actors in the supply chain of **Alibem** and **Agra** are:

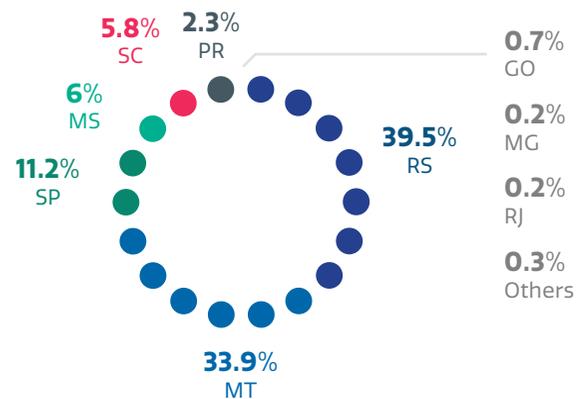
- Pork producers (integrated);
- Cattle breeders;
- Transporters of animals and cargo (by road and sea);

- Producers of agricultural inputs – commodities, additives, and medicines; and
- Manufacturers of materials – packaging, equipment, civil construction items, fuels, among others.

## Competitive Business

- 
- 
- 
- 
- 

### Amounts paid to domestic suppliers by Brazilian states





## Competitive Business

- 
- 
- 
- 
- 



The Companies make available their Code of Ethics to these and other agents of the value chain, which guides business relations based on the commitment to integrity. In addition, all contracts signed include clauses strictly prohibiting corrupt practices, as well as slave and child labor as well as any other illegal acts.



## Working Group

Aware of their responsibility in relation to fostering good practices in the value chain, in 2023 **Alibem** and **Agra** set up a working group (WG) dedicated to sustainable procurement. Multidisciplinary in nature, this WG is composed of professionals from different areas of the Companies who interact with suppliers of different sizes and sectors.

Thus, it aims to map social and environmental risks and impacts inherent to the supply chain, proposing actions to mitigate them. On another front, it seeks to suggest initiatives focused on the continuous development of **Alibem** and **Agra** suppliers in relation to ESG aspects.



# Animal suppliers

## Swine

At **Alibem**, integrated products are the fundamental basis of the value chain, ensuring the necessary traceability for the export of pork to several countries. Therefore, the agreements entered into with producers are anchored in trust and cooperation since the moment of selection – when the profile, history, and regularity of the property are assessed.

The requirements for entering into agreements include the production of animals with satisfactory quality and production rates, the adoption of the genetic improvement program offered by **Alibem**, and the legal compliance of the properties – which includes due environmental license.



Ethics and cooperation mark the relationship between Alibem and integrated producers.



Competitive Business



- 
- 
- 
- 
-



## Cattle

At **Agra**, the management of beef cattle suppliers is conducted by the Livestock Procurement team, which has the support of an automated monitoring system to carry out analysis of origin – carried out daily and individually for the farms that are on the slaughter schedule of the day.

Direct suppliers of cattle are registered according to established socio-environmental criteria – in 2023 100% underwent environmental regularity analysis of the properties, in addition to consulting the registration of employers who have a history of conditions analogous to slave labor. Audits are also carried out on farms regarding animal welfare practices.

the indicators are audited by an independent third party: (i) total volume of slaughtered cattle; (ii) volume and percentage of slaughtered cattle, tracked and monitored to direct suppliers; (iii) volume and percentage of slaughtered cattle, tracked and monitored to indirect suppliers; and (iv) volume and percentage of slaughtered cattle in full compliance with the guidelines of the regulations, covering direct and indirect suppliers; and

In 2023, aware of the challenges involved in preserving biodiversity and combating climate change in its value chain, **Agra** publicly committed to compliance with the applicable regulations on supply chain traceability, foreseeing the development of five key initiatives by December 2025:

5. Periodically disclose, in a publicly accessible manner, information regarding the progress of these initiatives, which will be consolidated annually in the company's Sustainability Report/ESG Report – published on its website and/or social network channels.

1. Approve 100% of direct suppliers based on the legal compliance requirements of properties and operations;
2. Monitor 100% of direct suppliers to ensure the compliance of their operations;
3. Mobilize direct suppliers to identify 100% of indirect suppliers to extend to this group the monitoring protocols carried out with the direct suppliers;
4. Maintain updated metrics on the items listed below, disclosing whenever

All said initiatives were implemented through a specific action plan validated and supervised by **Agra's** Senior Management to ensure their proper execution.



### Competitive Business

- 
- 
- 
- 
- 
-



## Total number of suppliers – Alibem and Agra\*

(on 12/31/23)

Segment	International	Foreign	Total
Beef cattle	626	0	626
Pork (integrated)	750	0	750
Materials	1,401	3	1,404
Agricultural Inputs	313	5	318
Transport of livestock	16	0	16
Feed transportation	17	0	17
Grains transportation	27	0	27
Transport – Domestic Market Logistics	85	0	85
Foreign Market Logistics	39	16	55
<b>Total</b>	<b>3,261</b>	<b>24</b>	<b>3,285</b>

\*The numbers consolidate the supplier portfolio of the two Companies

## New suppliers hired based on social and environmental criteria 2023 – Alibem and Agra Agra

Segment	Total new suppliers	Percentage contracted based on socio-environmental criteria
Beef cattle	126	100%
Pork (integrated)	36	100%
Materials	146	26%
Agricultural Inputs	58	0%
Transport of livestock	0	-
Feed transportation	1	100%
Grains transportation	1	0%
Transport – Domestic Market Logistics	13	0%
Foreign Market Logistics	2	0%

Socio-environmental aspects are evaluated by the Companies during the processes of contracting and managing suppliers.



Competitive Business





# Performance

[GRI 3-3; 201-1]

Achieving **Alibem** and **Agra**'s operational and financial objectives drives long-term business sustainability. Therefore, the Companies seek to remain competitive in the segments and regions in which they operate.

In 2023, despite challenging market conditions – especially for pig farming – **Alibem** and **Agra** demonstrated great resilience with results supported by financial discipline, cost control, and an assertive investment strategy.

Together, the two companies earned approximately R\$ 3 billion in net revenue. The table on the side shows the economic value generated and distributed by **Agra** and **Alibem** throughout the year.

## Economic value distributed

(in millions of reais)

Operating costs	R\$ 2,817
Employee salaries and benefits	R\$ 290
Payments to capital providers	R\$ 188
Payments to government	R\$ 55
<b>Total</b>	<b>R\$ 3,351</b>



Competitive Business





## Sustainable expansion

To exponentially expand its results, **Alibem** continued to guide its growth through the acquisition of operations that, in addition to strengthening the brand's presence abroad, support its dominance of the domestic market. The acquisition of the Estação (RS) unit in 2022 represents another important step in this direction, given the forecast of intensifying the production of processed food products destined for consumption in Brazil.

The meat processing plant complex, which had been paralyzed since April 2019, underwent extensive renovations before reopening in September 2023. In addition to the improvement in physical infrastructure, the facilities received modern equipment, which enables increased productivity via automation, while ensuring greater energy efficiency.

The resumption of activities also generated a positive social impact in the region, as the meat processing plant is historically among the largest employers in Estação – a small municipality of approximately 5.6 thousand inhabitants, according to the Brazilian Institute of Economics and Statistics (IBGE)<sup>3</sup>.

<sup>3</sup> 2022 Census Data.



- 
- 



### Competitive Business



- 
- 
-



- 
- 
- 



**Management  
environmental**



- 
- 





# Policies and practices

[GRI 2-23; 2-24; 3-3]

Respect for the environment is a fundamental commitment of **Alibem** and **Agra**. As provided for in the Sustainable Management Policy, the Companies seek to conduct operations in accordance with environmental legislation and identify and minimize negative impacts caused to the planet's ecosystems and climate by their activities.

In addition, whenever possible they strive to enhance the environmental and climate gains resulting from the initiatives they develop, with a focus on eco-efficiency.

To ensure the increasingly efficient use of natural resources, **Alibem** and **Agra** monitor environmental indicators applicable to all their

operating units, which are periodically reviewed by Senior Management. This oversight focuses on the aspects considered most relevant to the business – waste, water, energy, atmospheric emissions, and biodiversity. The following are the indicators of these topics in reference to 2023.



**Environmental performance metrics are defined based on the direct and indirect impacts of operations.**

Management environmental





# Solid waste

[GRI 3-3; 306-1; 306-2; 306-3; 306-4; 306-5]

## Alibem

The generation of solid waste, as well as effluents, is among the impacts inherent to the Company's operations. In order to minimize them, **Alibem** maintains procedures and practices aimed at ensuring the proper separation, storage, and final disposal of such waste, prioritizing reuse, recycling, and the application of advanced technologies to maximize the service life of materials and minimize the need for disposal in industrial landfills.

In accordance with legislation and best market practices, the industrial units implement solid waste management plans (PGRS), which are updated annually. The application of standardized internal procedures ensures adherence to the PGRS and shared responsibility, from the requestor to the environmental and operations teams. A robust monitoring and data recording system allows the tracking of waste generated in operations and its respective destination.

This proactive approach includes annual volume forecasting based on previous data and



future projects, which allows us to not only properly plan management but also seek sustainable and economically viable technologies and solutions for final disposal. Among the improvements related to the topic implemented in 2023, we highlight the application of blending technology for the co-processing of several wastes that were previously destined for landfills, such as Styrofoam contaminated with pitch, metallic lighting frames, and iron-free rubbers.

Another highlight was directing ashes from the boilers to composting sites, substituting the practice of their use in soil and sending them to industrial landfills. These ashes are used as organic fertilizer in fruit production projects, contributing to sustainable food production in other segments. Likewise, animal carcasses, composted on farms, serve as a source of organic fertilizer.

In the Santa Rosa and Santo Ângelo meat processing plants, innovative practices are adopted

for the processing of by-products such as hair, offal, grease, blood, and bones, which are transformed into inputs for feed production. The Estação unit, in turn, follows a similar model, collecting these by-products and selling them to feed-producing companies. In addition to reducing waste in the industry, this practice is an example of circularity, promoting the maximization of the use of each available resource, while generating additional economic value for the Company and its partners.

Another example of circularity resulting from more sustainable agricultural practices: Class IIA sludge and farm waste resulting from the treatment process are directed to agricultural uses. Applied to agricultural soil through fertigation, these residues serve as a source of organic fertilizer, considerably reducing the need for chemical fertilizers in the production of grain and forage crops.



- 
- 
- 
- 
- 
- 



**Management environmental**



**Alibem – Volume of waste and disposal 2023 (outside the organization)**

Classification	Destination	Unit of measure	Volume
Hazardous	Decontamination of light bulbs	ton	2.4
	Re-refining	ton	7.6
	Incineration (with energy recovery)	ton	10.5
	Landfill	ton	42.1
	Landfill	m <sup>3</sup>	125.9
	Recycling	m <sup>3</sup>	5.0
	Reutilization	ton	73
Non-hazardous	Recycling	ton	458.6
	Compost	ton	247.1
	Screening with storage	ton	899
	Use in animal feed	ton	1151
	Incineration (with energy recovery)	ton	29.1
	Landfill	ton	728.8
	Landfill	m <sup>3</sup>	1,330.0
	Agricultural use	m <sup>3</sup>	45,806.0
	Reverse logistics - Oil drums	unid.	211

**Alibem – Volume of waste and disposal 2023 (within the organization)**

Classification	Destination	Unit of measure	Volume
Hazardous	Recycling	m <sup>3</sup>	3,03.0
Non-hazardous	Agricultural use	m <sup>3</sup>	5,829.0



**Caring about packaging**

Alibem is a member of the Reverse Packaging Logistics Association, a non-profit institution that brings together industries in Rio Grande do Sul. Thus, as provided by law, 22% of Alibem's post-consumer packaging (plastic and cardboard) is sent for recycling through projects by waste collector cooperatives located throughout the country. In 2023, of the 736 tons placed on the market over the previous year, 161 tons were recovered and diverted from landfills or dumps.



## Agra

Like **Alibem**, waste management at **Agra** is oriented towards efficient and sustainable practices. The waste generated, regardless of its origin, is properly separated and stored until final collection is performed by a specialized company, which is licensed to carry out the final disposal.

Recyclable waste, including materials such as cardboard and plastic, is sent for recycling, while other waste is sent to landfill, following practices that ensure the lowest possible environmental impact. In addition, the Company maintains partnerships with entities specialized in reverse logistics of packaging of products sent to other states of Brazil, ensuring that the life cycle of materials is extended to the maximum.

Wastes specific to the industry such as e-waste, cardboard, and plastic tailings are managed with the same diligence. Paint cans, lamps, and tow contaminated with grease also receive adequate treatment through recycling or safe final disposal.

### Agra – Volume of waste and disposal 2023 (outside the organization)

Classification	Destination	Volume (in tons)
Hazardous	Landfill	25.2
	Recycling	124.7
Non-hazardous	Compost	21,516.0
	Landfill	238.6

**Waste management at Agra is oriented towards efficient and sustainable practices.**



# Water and effluents

[GRI 3-3; 303-1; 303-2; 303-3; 303-4]

## Alibem

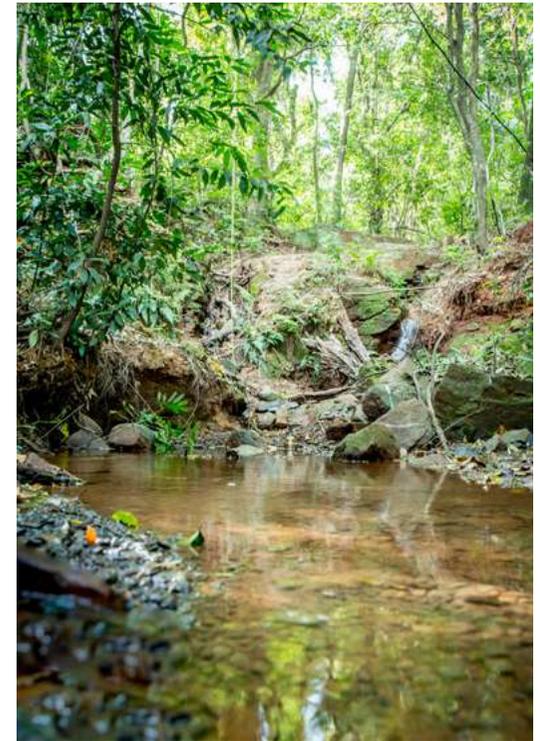
At **Alibem**, water is an essential resource for different operations, being used not only in production processes but also for human consumption, sanitation of facilities and vehicles, animal watering, laboratory analysis (product quality and inputs), cooling, and steam generation. Given the relevance to business and society, the Company adopts an approach of continuous search for reducing water consumption, as well as for the preservation of water resources.

Most of the water consumed by the Company is collected from surface wells duly sanctioned by licensing agencies, and complemented by the public water supply network in urbanized areas. The control and monitoring of water withdrawal and the availability of water reservoirs are performed by local teams and reported to the Environmental Department.

All the wells undergo periodic maintenance to maintain cleanliness and structural inte-

grity, conducted under the responsibility of the maintenance teams. They also undergo a final disinfection and chlorination process for later use in the production or manufacturing units. The quality of water collected and used in industrial production processes is monitored in accordance with the legislation established by the Ministry of Agriculture, Livestock, and Supply (MAPA), with periodic reporting to the local Federal Inspection System (SIF) of each plant.

In order to guarantee the quantity, quality, and preservation of water resources in its places of operation, the Company maintains on its private properties natural water springs duly preserved in their natural characteristics. On another front, it seeks to engage in conservational movements through participation in entities dedicated to water management, such as the local River Basin Committees<sup>4</sup>.



<sup>4</sup> In Rio Grande do Sul, the Company captures water from over one hydrographic basin, as its premises are mainly located on the Turvo-Santa Rosa-Santo Cristo Rivers, in addition to the Alto Jacuí, Passo Fundo, Ijuí and Várzea Basins.



Management  
environmental



- 
- 
- 
- 
- 
-



Among the activities developed to improve performance throughout 2023 regarding this topic, the following stand out:

- Acting in the Vice-Presidency of the Turvo - Santa Rosa - Santo Cristo River Basin Committee, representing the Union of Pork Products Industries of Rio Grande do Sul (SIPS) in strategic discussions for the sustainable use of water resources in the region.
- Optimization of the Effluent Treatment Plant (ETE) in the new industrial plant acquired in the municipality of Estação (RS).
- Structural improvements in several wells that supply the manufacturing and production units.
- Awareness and engagement of local teams to avoid waste, identifying items that reduce water consumption.

The Company continuously seeks to reduce wasted water, identifying items that reduce water consumption and consequently reduce the generation of effluents. In addition to the industrial units, this approach is extended to the Company's farms, feed mills, offices, and other facilities under its responsibility with a focus on monitoring withdrawal levels and rational consumption.

### Alibem – Total volume of water withdrawal by source

(in ML)

Source	Volume
Groundwater (wells)*	2,461.7
Third party water supply (public supply or other companies)	167.3
<b>Total</b>	<b>2,629.0</b>

\* Data accounting for the maximum authorized volume of water withdrawal sanctions.

## Controlled discharge of effluents

**Alibem's** environmental management system pays special attention to industrial effluents to meet the parameters for the discharge of treated effluents into water bodies, avoiding alterations in the water quality of the receiving bodies and their aquatic biodiversity. To this end, the Company has Effluent Treatment Plants (ETE) in its refrigeration plants, which are operated and monitored based on standard operating procedures. See more on [page 52](#).



Management environmental

- 
- 
- 
- 
- 
- 
-



- 
- 
- 
- 
- 
- 

## Management environmental



## Agra

At the **Agra** operations unit, water is collected from four surface wells, which are duly sanctioned, with consumption monitored through individual water meters. After being treated, the water is directed to various uses in the operations – in addition to the production process in the meat processing plant, the main uses include the sanitation activities of facilities and vehicles, watering of animals, and human consumption.

With a focus on continuous performance improvement, consumption indicators are monitored daily and, if an increase is detected, immediate actions are taken to correct any problems such as leaks or other sources of waste. In addition, teams are continuously oriented toward the rational use of the resource.

### Agra – Total volume of water withdrawal by source in 2023

(in ML)

Source	Volume
Groundwater (wells)*	691.9
<b>Total</b>	<b>691.9</b>



# Effluent treatment

The effluent generated in the refrigeration units is characterized according to the production process, being mainly composed of residues from swine manure, blood, grease, and detergents. All stages of the effluent treatment plants (ETP) installed in the industrial plants are designed to treat this material efficiently in order to strictly meet the standards established in legislation for release into the receiving water body.

The ETPs are operated by specialized technical teams who monitor the process and carry out daily effluent collections for laboratory analysis. Samples are also collected upstream and downstream from the discharge points to prove the maintenance or improvement of the quality of the receiving water body after receiving the final effluent from the industrial plants. The results of the analyses are periodically reported to the environmental inspection agency, as defined by the current operating license requirements.

In the production units (pig farms), the waste – effluent derived from the breeding of the animals – is composed mainly of urine and feces, channeled and stabilized in isolated manure plants for a period determined by current legislation. This waste is then applied in licensed agricultural areas. Stabilized manure is used as an organic fertilizer, replacing, in part, chemical fertilization for grain and forage production.

Located in municipalities that provide sewage collection and treatment, the Nova Santa Rita administrative units and distribution center redirect sanitary effluent to the public system operated by the local sanitation companies. When located in areas that do not have a collection and treatment system, the effluent is directed to septic tanks and drain fields – such as in the case of the offices of Não-me-Toque (RS) and the Santo Ângelo feed factory (RS).

In 2023, in addition to investments to maintain efficiency in the treatment systems already

adopted, **Alibem** contributed approximately R\$ 10 million to improve the ETE of the newly acquired Estação unit. Based on previous hydrological studies, the effluent treatment carried out at the site ensures the self-purification capacity of the receiving water body, which is to be implemented in both the current operations and eventual future expansions.

At **Agra**, all water used in the manufacturing process is also directed to the ETP. The liquid effluent, after physicochemical treatment, passes through an aeration and maturation pond, to then be directed to the discharge point according to the parameters established by the legislation.



## Management environmental



### Alibem – Total water discharge 2023

(in ML)\*

Destination	All Areas
Surface water	924.8
Third-party water (effluent collection and disposal companies)	1.5
<b>Total</b>	<b>926.3</b>

\*In the volume of effluents, the meat processing plants of Santa Rosa, Santo Ângelo, and Estação were accounted for. The other units are not monitored.

### Agra – Total water discharge 2023

(in ML)

Destination	All Areas
Surface water	449.8
<b>Total</b>	<b>449.8</b>



# Energy and emissions

[GRI 3-3; 302-1; 305-1; 305-2; 305-3]

In the quest for sustainability and operational efficiency, **Alibem** and **Agra** established the Energy Transition Committee, made up of professionals from the Supply and Engineering areas. This Committee is responsible for the detailed analysis of electricity demands, acting in an integrated manner with the Financial and Controllershship departments to define strategies for new energy acquisitions.

In addition to electricity, the procurement management includes a wide range of inputs, including materials, fuels, and packaging, among others. The effectiveness of this process is underpinned by a robust Electricity Procurement procedure, which begins with the accurate identification of procurement needs.

The monthly analysis of reports on electricity consumption enables effective monitoring of deviations between the procured

amounts and the actual quantities required, ensuring proactive adjustments and optimizations. Fuel management, in turn, benefits from telemetry systems installed in the vehicles, providing the monitoring of consumption related to mileage.

In 2023, the Companies reached a significant milestone in the sustainability trajectory, with the migration of 13 additional operational units to the Free Energy Market, totaling 18 units operating with incentivized electricity from renewable sources. This transition reinforces the Companies' commitment to reducing environmental and climate impact while optimizing operating costs.

Thus, the meat processing plants, feed mills, and distribution centers (DCs) are predominantly supplied by energy from the Free Energy Market, with an emphasis on incentivized energy from renewable

sources, such as small hydroelectric plants (SHPs). This effort is complemented by the use of biomass, including wood from the Companies' own reforestation efforts, demonstrating environmentally responsible practices and the promotion of a low-carbon economy.

From all the operations of **Alibem** and **Agra**, throughout 2023, a total of 763,300 gigajoules (GJ) were directly consumed in the activities of the Companies. Of this total, about 50% refers to electricity. The rest refers to fuels, of which 45% originated from renewable sources, as shown in the following infographic. To continuously reduce consumption, employee awareness initiatives are developed focusing on reducing waste, including actions focused on gains in energy efficiency.



Management environmental





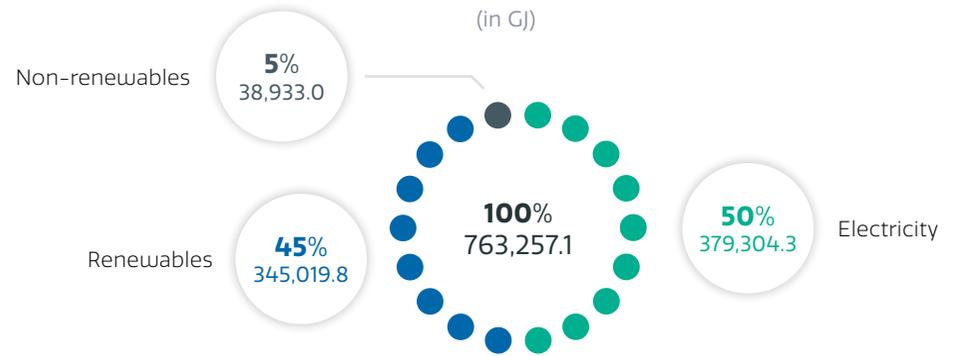
Management environmental

- 
- 
- 
- 
- 
- 



Energy consumption by source in 2023

(in GJ)



Energy consumption in operations in 2023

Source	Source	GJ
Non-renewable sources	Diesel	9,072
	Gasoline	1,450.4
	Solvents	3.3
	LPG	28,406.1
	Kerosene	1.5
Renewable sources	Firewood	344,934.4
	Ethanol	85.4
	Electricity	379,304.3
<b>Total</b>		<b>763,257.4</b>

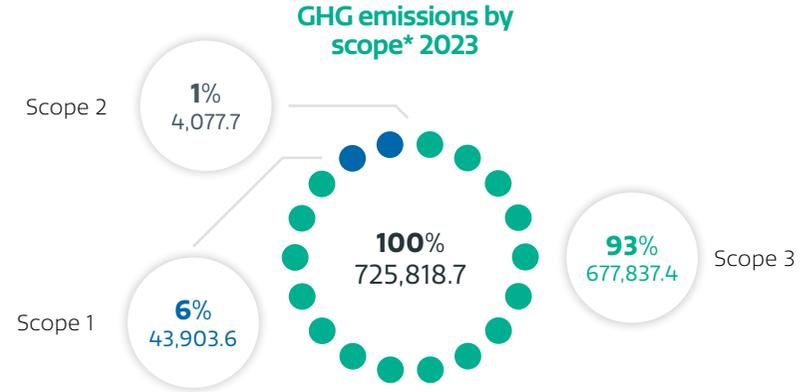


## GHG emissions

As part of their commitment to combating climate change, **Alibem** and **Agra** carried out their first Greenhouse Gas (GHG) Emissions Inventory for 2023. Based on the identification of the most impactful activities on the subject – which will require new monitoring cycles in the coming years – the Companies will seek to draw up action plans focused on the gradual de-carbonization of operations.

Based on the consolidated results of both Companies, in 2023 725,818.74 tCO<sub>2</sub>e were emitted. Of this total, 93.39% refers to Scope 3, which includes sources over which **Alibem** and **Agra** have no direct control – the main source of emission is from the raising of livestock herds acquired by **Agra** (51.54%) and the breeding of pigs on integrated farms (28.03%).

Another 6.05% of emissions were from direct sources (Scope 01), concentrated in the Companies' livestock herds (4.92%), stationary combustion (1.00%) associated with the use of firewood in boilers (0.73%), and LPG used for the slaughter process and in the cafeteria (0.24%). Emissions from electricity acquisition (Scope 2) corresponded to 0.56% of total emissions.



\*Consolidated data from **Alibem** and **Agra**





# Biodiversity

[GRI 3-3; 304-1; 304-2; 304-3; 304-4]

The conservation and valorization of the biodiversity of the regions where they are located are continuous objectives of the environmental management of **Alibem** and **Agra**. In this sense, **Alibem** maintains forest assets for the production of biomass (firewood) as a source of energy, totaling 380.3 hectares distributed in 24 properties, all located in the Atlantic Forest biome in the State of Rio Grande do Sul – see detailed description at the end of the Report.

In addition, the Company has about 270 hectares of native forests, including 92.4 hectares of Permanent Preservation Areas (PPA), 149.1 hectares of Legal Reserve, and 28.5 hectares of native vegetation remnant. The management of these areas is carried out by the Environmental team, which coordinates the activities of planting, management, monitoring, and environmental licenses.

On another front, the restoration work of permanent protection areas, legal reserves, and remnants of native vegetation contributes to the restoration of the local fauna, flora, and microclimate.



## Management environmental





- 
- 
- 
- 
- 

 Social Impact





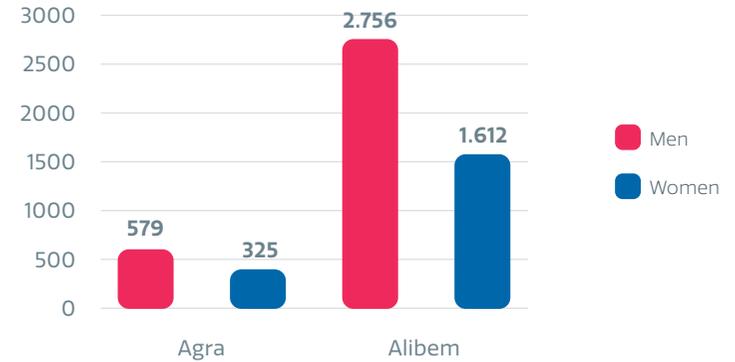
# Our team

[GRI 2-7; 2-8; 2-30]

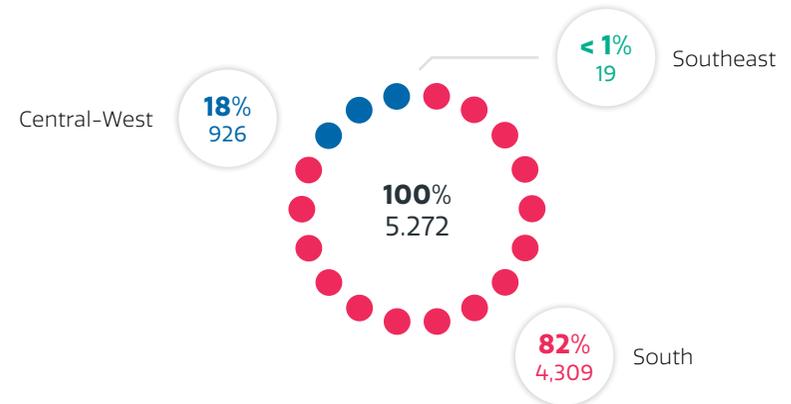
Dedicate special attention to its employees, offering everyone a fair, safe, diverse, and inclusive work environment conducive to learning and professional development. This commitment is part of the Sustainable Management Policy of **Alibem** and **Agra** and thus guides the management of human capital in the Companies.

At the end of 2023, the staff of both companies combined was composed of 5,272 direct employees – 4,368 at **Alibem** and 904 at **Agra** – of which only nine worked part-time<sup>5</sup>. Regarding regional distribution, 82% were allocated to operations in the South of Brazil<sup>6</sup>, all covered by Collective Bargaining Agreements or Labor Conventions. In addition, 156 trainees and 15 interns complemented the workforce.

### Total number of employees 2023



### Agra and Alibem employees by Brazilian regions 2023



<sup>5</sup> There were no temporary professionals in the companies in the reported period.

<sup>6</sup> 100% of **Agra's** employees are located in the Midwest region.



# Diversity, Equity & Inclusion

[GRI 405-1]

Committed to the promotion of Human Rights, as provided for in the Code of Ethics and the Sustainable Management Policy, **Alibem** and **Agra** seek to build an inclusive organizational culture that recognizes, respects, and values differences among people. In this sense, they act intensively to combat any type of discrimination – whether due to gender, race, ethnicity, social origin, religious belief, political position, physical and mental condition, or any other individual characteristic.

This effort is reflected in a very diverse workforce. Regarding female inclusion, 36.9% of **Alibem's** employees are women, while at **Agra** this rate is 35.1%. As for the age group, although most of the team is between 30 and 50 years old, 43.7% of **Agra's** employees are under 29 years old – at **Alibem**, this group totals 34.6%, which demonstrates the Companies' openness to the insertion of youths in the labor market.

## Employees by professional category\*

(on 12/31/23)

<b>Agra</b>	Men	Women	Total
Strategic	2	1	3
Tactical	88	28	116
Operacional	489	296	785
<b>Total</b>	<b>579</b>	<b>325</b>	<b>904</b>
<b>Alibem</b>			
Strategic	20	8	28
Tactical	525	170	695
Operacional	2,211	1,434	3,645
<b>Total</b>	<b>2,756</b>	<b>1,612</b>	<b>4,368</b>

\***Strategic positions:** responsible for decision-making in companies – managing directors and technical specialists.

**Tactical positions:** execute the strategies defined by the representatives of the strategic positions – coordinators, supervisors, analysts, leaders, and technicians.

**Operational positions:** responsible for carrying out routine activities – assistants, operators, and auxiliary functions.



The culture of **Alibem and Agra** values diversity and inclusion.

Social Impact

- 
- 
- 
- 
-



## Social Impact



### Apprentices and interns

(on 12/31/23)

<b>Agra</b>	Men	Women	Total
Trainees	17	18	35
Interns	0	0	0
<b>Alibem</b>			
Trainees	35	86	121
Interns	4	11	15

### Employees by age group

(on 12/31/23)

<b>Agra</b>	Men	Women
Up to 29 years	258	137
Between 30 and 50 years old	276	166
Mais de 50 anos	45	22
<b>Alibem</b>		
Up to 29 years	896	615
Between 30 and 50 years old	1,387	821
Over 50	473	176

### Education levels of collaborators

(on 12/31/23)

	<b>Agra</b>	<b>Alibem</b>
Illiterate	6	6
Incomplete basic education	413	1,589
Complete Basic Education	70	534
Incomplete high school education	93	456
Complete high school education	269	1,268
Incomplete higher education	10	132
Complete higher education	34	300
Postgraduate degree	9	83

One highlight of the Diversity and Inclusion initiatives is the continuous training and awareness-raising activities focused on people with disabilities (PWDs). These programs not only aim to educate and inform employees about the importance of inclusion and respect for differences but also to promote greater awareness of the challenges faced by these people in the workplace and in society. To increasingly advance in relation to the topic, **Alibem** and **Agra** established inclusion goals specifically aimed at PWDs, meeting legal requirements, and advancing further by seeking the effective integration of these professionals at all organizational levels. In 2023, 260 people with disabilities – 28 at **Agra** and 232 at **Alibem** – were part of the workforce.





- 
- 
- 
- 
- 



## Social Impact

- 



## The Integrate Program

With the Integrate Program, **Alibem** reaffirms its commitment to the insertion of people with disabilities (PWDs) in the labor market. This program, which has been part of the Company's organizational culture for over a decade, is comprehensive and structured, starting with the recruitment process. Whenever the Human Resources department receives curricula from PWDs, the Social Service area (corporate) is immediately involved in the selection process, ensuring that the specific needs of these candidates are understood and met since first contact.

After admission into the company, **Alibem** ensures continuous and dedicated monitoring of the PWD employee, directly involving the Social Service team and the management of the sector in which the employee is allocated. This monitoring includes offering support in adapting to the work environment and specific tasks, as well as social integration with other colleagues. The "godfather" or "godmother", an experienced employee assigned to assist the new member, plays a key role in this process, offering practical guidance on work functions, aiding familiarization with the company and facilitating interactions with the team.

This holistic approach facilitates the effective inclusion of PWDs and enriches the work environment by fostering an organizational culture based on respect, empathy, and recognition of diversity as an added value. Thus, the Integrate Program highlights the understanding that inclusion goes beyond compliance with legal quotas, representing an ethical commitment to building a more just and equal society.



## Youth apprenticeship

Recognizing the importance of vocational training for the personal and professional development of youths, **Alibem** has established a partnership with the National Service of Industrial Learning (Senai) for the annual training of young apprentices. In the Meat and Meat Products Processing course, 25 students per class are admitted annually, focusing on youths aged 17 to 24 years.

The training program is divided into two stages: initially, students spend six months at Senai in a theoretical course, followed by six months of practice at the Company. During the practical phase, the youths have the opportunity to support the work routines of various sectors under the supervi-

sion of **Alibem's** Social Service team and the continuous evaluation of Senai, promoting a comprehensive and integrated learning experience.

For the PSAI Production Assistant class, aimed at young intellectual PWDs, **Alibem** adopts an inclusive and adapted approach. The class, composed of 12 students, is organized by the company's Social Service team, which works closely with municipal entities to advertise job vacancies and conduct interviews. Applicants must be at least 16 years old, present a report characterizing intellectual disability, and be linked to an institution.

The course lasts one year of theoretical activities held at Senai, followed by six months of practice in the company with a workload of four hours per day. In this model, the young PWDs remain in the same sector throughout the apprenticeship, receiving monthly evaluations from the Social Service team, the sector in which they are inserted, and Senai.

Throughout the process, from the hiring interview to integration into the company, youths are accompanied by their monitors. This measure ensures the necessary support for the trainee's success in the program, while reinforcing **Alibem's** commitment to the safety and well-being of participants.

### Social Impact



37

students participated in learning activities in 2023



## Admissions and dismissals

[GRI 401-1]

In 2023, **Alibem** and **Agra** together created 540 jobs – the difference between the total number of employees admitted and dismissed during the year. To control excessive employee turnover – a characteristic of the sector – the Companies have adopted a series of measures focused on improving the work environment. One of these initiatives is technical visits by the candidates during the selection process to familiarize themselves in advance with the place and the specifics of the work. This practice aims to reduce dismissals caused by non-adaptation to the activities of the job functions.

Another relevant action in this regard is the "No-minee Friend" program, which encourages the nomination of new candidates by current employees. This program facilitates the adaptation of new admissions, given the personal reference to the work environment, while also giving recognition to the nominator after the nominee's initial experience period is successfully completed.

Concurrently, several initiatives are carried out focusing on the development of leaders, emphasizing behavioral and technical aspects related to people management, thus aiming at reducing employee turnover.



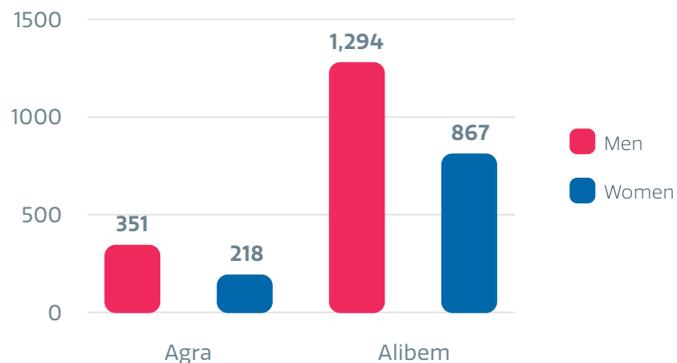
 Social Impact



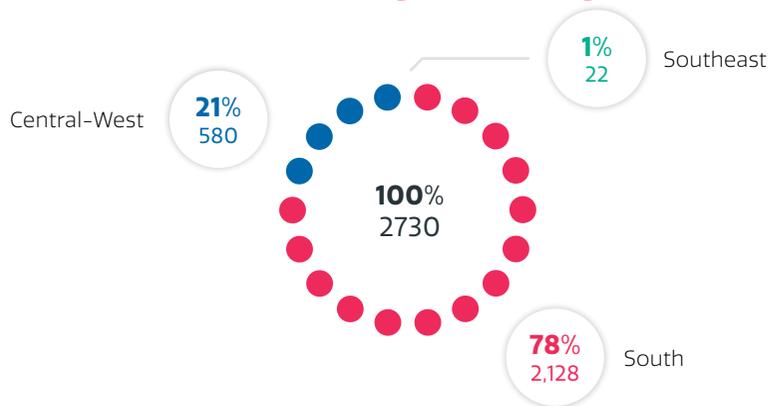


## Social Impact

### Admissions by gender 2023



### Admissions according to Brazilian regions\*



\* All admissions to **Agra** were in the Midwest region.

### Admission by age group 2023

Age group	Agra		Alibem	
	Men	Women	Men	Women
Up to 29 years	210	114	668	470
Between 30 and 50 years old	136	96	534	355
Over 50	5	8	92	42

### Admissions rate by gender\* 2023

	Agra		Alibem	
	Men	Women	Men	Women
	60.6%	62.1%	47.0%	53.8%

\* Calculation formula: number of admissions / total number of professionals in each classification

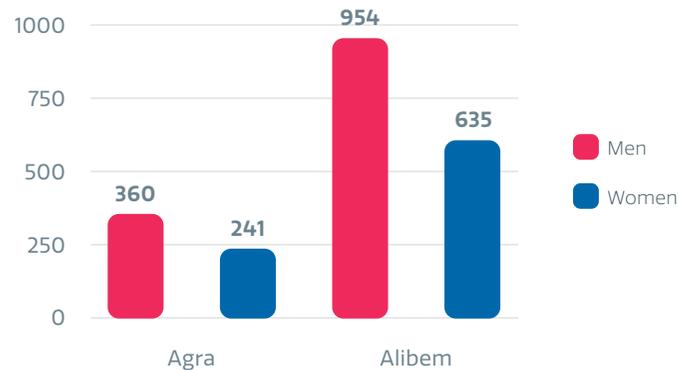
### Hiring rate by age group\* 2023

Age group	Agra	Alibem
Up to 29 years	82.0%	75.3%
Between 30 and 50 years old	52.5%	40.3%
Over 50	19.4%	20.6%

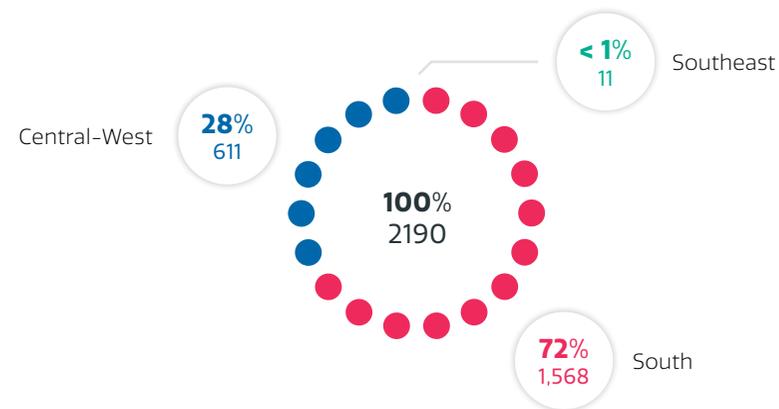
\* Calculation formula: number of admissions / total number of professionals in each classification



### Dismissals by gender 2023



### Dismissals by region\* 2023



\* All admissions to **Agra** were in the Midwest region.

### Dismissals by age group 2023

Age group	Agra		Alibem	
	Men	Women	Men	Women
Up to 29 years	196	126	487	349
Between 30 and 50 years old	156	110	383	266
Over 50	8	5	84	20

### Turnover by gender\* 2023

	Agra		Alibem	
	Men	Women	Men	Women
	61.0%	71.0%	41.0%	47.0%

\* Formula: admissions + dismissals of each professional classification / 2 / total number of employees of each classification.

### Turnover rate according to age group\* 2023

Age group	Agra	Alibem
Up to 29 years	82.0%	65.0%
Between 30 and 50 years old	56.0%	35.0%
Over 50	19.0%	18.0%

\* Formula: admissions + dismissals of each professional classification / 2 / total number of employees of each classification.



- 
- 
- 
- 
- 
- 



## Social Impact



## Recruitment practices

**Alibem** and **Agra** share a Workers Recruitment and Selection Instruction Manual, which details all guidelines pertinent to this process. This document, of an internal nature, is accessible to all employees via intranet, aiming at providing transparency and easy access to information. Managers are the main personnel involved in the process, who receive specific training to ensure their full understanding and correct application of the established guidelines.

The Instruction Manual covers the various types of selection processes – external and internal, aimed at People with Disabilities (PCD), youth apprentices, and interns – stipulating criteria, deadlines, and procedures for interaction with the departments of Human Resources (HR) and Safety and Health at Work (SESMT). According to labor legislation, the admission documentation, after being validated, is returned to

the new employee within 48 hours, ensuring the safety and rights of individuals. In addition, the entire process is conducted in an inclusive manner, with documents presented in the candidates' mother tongue, and, if necessary, with the support of employees who share the same nationality.



## Remuneration and benefits

[GRI 401-2]

To remain competitive in the labor market, **Alibem** and **Agra** seek to offer a remuneration and benefits package compatible with the reality of the sector and the regions in which they operate. Thus, the compensation of employees is based on a salary scale structured according to job positions, which is reviewed annually according to collective bargaining agreements in effect and market trends.

In addition, the Companies provide their employees with group life insurance, food vouchers, and meal vouchers, in addition to other specific benefits stipulated in collective agreements in effect for the labor relations of each operating unit.

**Alibem and Agra seek to offer a remuneration and benefits package compatible with the reality of the sector**





- 
- 
- 
- 
- 



## Social Impact

### Childcare for employees and the community

Committed to the well-being of its employees and the local community in Santa Rosa (RS), **Alibem** founded and maintains the Creche Vovó Shen (Granny Shen Daycare Center). The institution, which provides care to over 120 children aged 6 months to 5 years, half of whom are the children of employees, is an example of the Company's social commitment, in cooperation with the City Hall.

**Alibem** provides the physical infrastructure necessary for the operation of the daycare center, covering maintenance costs, as well as water and electricity expenses, seeking to support parents who work at the Company or live in the community. On the other hand, the City Hall contributes by staffing the pedagogical team, providing qualified teachers and the children's meals and snacks.

In addition to the daily care it provides, the Granny Shen Daycare Center becomes the stage for celebrations and learning during special events, such as Easter, Children's Day, and Christmas, promoting moments of joy and unity, essential for the social and emotional development of the children.





## Occupational health and safety

[GRI 3-3; 403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9]

The health and safety of its employees, as well as that of visitors to its facilities, represent a non-negotiable condition for **Alibem** and **Agra**'s operations. Therefore, the Companies' Occupational Health and Safety (OSH) management system<sup>7</sup> is structured in accordance with the regulatory standards applicable to the sectors in which it operates, ensuring a proactive and updated approach to legal and regulatory requirements.

Thus, it allows the continuous maintenance of OSH programs, which are prepared and periodically reviewed by the Specialized Service in Safety Engineering and Occupational Medicine (SESMT) composed of a multidisciplinary team, which includes occupational safety engineers, occupational physicians, occupational nurses, nursing technicians, occupational safety technicians, and ergonomics analysts, among other professionals. This management is also supported by the corporate HR department, ensuring an integrated approach that encompasses physical, mental, and social health as well as the operational safety of employees.

The focus is on the performance of the Risk Management Program (RMG) and the Medical Control and Occupational Health Program (MCOHP), which together establish the fundamental guidelines for the management of occupational risks through mechanisms for their identification, assessment, and control. SESMT develops both programs to generate effective action plans with clear and measurable objectives, outlining the designation of responsibilities and deadlines for execution, in addition to establishing periodic reviews and the implementation of corrective measures and improvements when necessary.

In addition, the continuous training of employees is a priority carried out through initial and periodic training programs, such as upon admission into the company and training cycles in accordance with NR 36 and other applicable standards. Also, accident prevention campaigns are conducted by the Internal Accident Prevention Commission (CIPA - NR 05). These educational programs are essential to ensure that all employees are guided on the best practices of safety and health at work, thus promoting a safe and healthy workplace.



<sup>7</sup> This system covers 100% of employees.

- 
- 
- 
- 
- 
- 

Home Social Impact



## Social Impact



Responsible for implementing critical updates and promoting knowledge about relevant regulations, SES-MT professionals hold seminars and lectures, and provide training both in person and on the digital learning platform. This integrated approach ensures that everyone involved is fully trained and aligned with OSH best practices.

Updated OSH programs develop into action plans, setting clear and measurable goals, specific responsibilities, and execution deadlines. Performance on the topic is monitored by Senior Management through monthly meetings, OSH performance indicators, regular monitoring, and checklists. In cases of divergences or incidents, a non-conformity report is prepared to promptly initiate the necessary corrective and preventive actions.

Sharing responsibilities, **Alibem** and **Agra** have the following committees and commissions related to health and safety, which include employee representatives:



➤ **Loss Prevention Committee:** is responsible for assessing and mitigating the risks inherent in work activities, including possible property damage.

➤ **Internal Commission for the Prevention of Accidents and Harassment (CIPA):** aims to prevent accidents and work-related diseases to preserve life and promote worker health. Formed by representatives of the Companies and employees, it holds monthly meetings in which the hazards, risks, and situations identified by the workers are discussed and action is taken to resolve them.

➤ **Ergonomics and Occupational Health Committee (COERGO):** formed by a multidisciplinary team, which includes the Executive Board and managers, it has monthly meetings to evaluate OSH indicators.

➤ **Emergency Brigade:** composed of trained emergency brigade members, they conduct monthly meetings and periodic evacuation drills.



## Social Impact



### Channels and means for employees to report risks/hazards related to work activities.

Channel/ Process	Description
Suggestion box	Installed at strategic points within the workplace, it allows employees to express themselves anonymously, pointing out risks or unsafe behaviors.
Field Survey - PGR	During the development of the Risk Management Program, workers are consulted to report their working conditions and improvement needs.
Ergonomic Analyses	Includes the consultation of workers, who can re-report their working conditions and improvement needs (at the refrigeration units).
Workplace Safety	During field inspection routines, workers report risk situations to the technical team, which addresses corrective and preventive actions.
Internal Accident Prevention Commission (CIPA)	Constituted according to legal precepts and composed of representatives of the employees and of each Company. Its members support the implementation of OSH programs by engaging in preventive and corrective activities.
Ombudsman Channel	The channel that ensures confidentiality for reports of risks/hazards related to work activities.
Occupational Medicine	The Companies maintain, in all units, health professionals who receive reports about unsafe or unhealthy conditions, maintaining confidentiality within
Ethics Committee	Formed by an interdisciplinary team, which receives and analyzes complaints regarding the guidelines of the Code of Ethics, which include OSH rules.
Labor unions of the collaborators	The labor unions receive the complaints and report to the Company in order to support preventive and corrective measures.

Incident analysis is conducted with the active participation of the Internal Accident Prevention Commission (CIPA) and SESMT, together with the manager or supervisor of the affected area, ensuring a comprehensive assessment and the definition of effective treatments. Tools such as incident and accident analysis sheets, inspection reports for behavioral approach and deviation, and nonconformity reports are used. These tools allow us to identify the risk conditions, discuss remedial measures, and propose an action plan with defined deadlines to regularize the identified non-conformities.





## Social Impact



## Training programs

PTo strengthen the health and safety culture, OSH awareness campaigns have been intensified at both **Alibem** and **Agra** through the expansion of communication and dissemination channels. Through the Internal Week for the Prevention of Work Accidents (SIPAT), electronic internal communications, informative notices distributed around the workplace, and digital training platforms, these initiatives aim to disseminate fundamental knowledge about safety procedures and changes in tasks and specific job duties.

On another front, periodic training on the subject is carried out as determined by the SESMT team, according to the Risk Management Program, the activities performed, and the legislation in effect. These training programs are developed by internal training teams and contracted companies that are duly trained and proficient in the topics covered. The curriculum is established according to the legislation, and the theoretical and practical content is aligned with the inherent activities and risks. Training is offered free of charge and during working hours.

The training programs are carried out in accessible language to ensure the understanding of all participants. The assessment of the effectiveness of the training in theoretical and practical terms is also carried out,

ensuring the effectiveness and applicability of the learning to the work environment.

At **Agra**, in 2023 14 training programs related to Regulatory Standards (RS) were carried out, with the participation of 451 employees, through 8,300 hours of activities. At **Alibem**, there were 28 training programs in RS- and OSH-related subjects, totaling 6,100 hours with approximately 2,000 employees.

For business partners, participation in on-the-job training and practical activities is required, such as emergency drills. To access the companies' facilities and perform services, these partners must present all relevant OSH documentation, ranging from the Risk Management Program (PGR) and the Medical Control and Occupational Health Program (PCMSO) to occupational health certificates, delivery receipts of personal protective equipment (PPE), and specific training certificates, among other evidence that is necessary according to the legislation and the established contractual clauses.



## 2023 Indicators

In 2023, **Alibem** and **Agra** recorded 393 workplace accidents – 369 and 24 respectively, none of them fatal. The main types of accidents are those related to cuts, injuries, and bruises. All accidents and incidents had their causes properly investigated and action plans were prepared with a focus on corrective and preventive measures in order to avoid their recurrence.

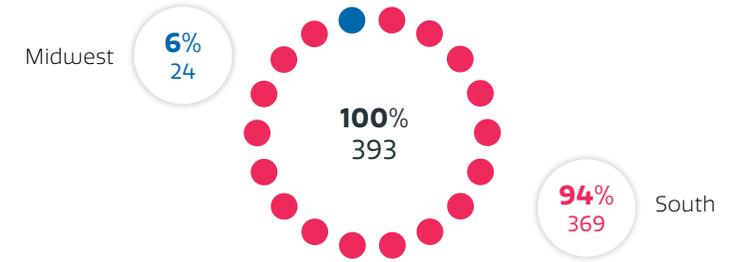
### Health and Safety Indicators

	Agra	Alibem
Number of hours worked	2,231,203.0	9,657,112.8
Number of fatal accidents (deaths)	0	0
Number of accidents with serious consequences (except deaths)	0	5

### Accidents with leave

	Agra	Alibem
Number of workplace accidents (typical)	12	338
Number of days lost – typical accidents	261	4,077
Number of commuting accidents	2	17
Number of days lost – commuting accidents	15	595

### Accidents by region\*



\* All of **Agra's** accidents occurred in the Midwest region and all of **Alibem's** were in the South region

### Accidents without leave

	Agra	Alibem
Number of workplace accidents (typical)	10	13
Number of commuting accidents	0	1

### Frequency and severity rates

Indicator	Agra	Alibem
Frequency rate (FR) of company employees*	9.9	36.3%
Severity Rate (SR) of company employees	117	422.2

\* FR: number of accidents with leave + number of accidents without leave X 1,000,000 / number of hours worked

\*\* SR: days lost + days debited + days transported X 1,000,000 / number of hours worked



## Promotion of health

Occupational health services are structured to promote the comprehensive health of workers, strictly aligned with legal guidelines. These services include:

- Occupational medical examinations are mandatory as provided for by the legislation, focused on disease prevention and monitoring workers' health. Such exams are crucial to identify possible harms to health related to work activity, enabling early diagnosis and appropriate treatment.
- The Medical Control and Occupational Health Program (PCMSO) is updated annually, ensuring periodic examinations are carried out for the consistent assessment of employees' health. In addition, occupational health care is offered, which includes clinical medical consultations and first aid care, ensuring a quick and effective response to the emergency needs of employees.

- The Companies' healthcare infrastructure includes an outpatient clinic and a doctor's office in each industrial unit equipped to provide medical and nursing care during the company's business hours. Medical consultations are organized to meet spontaneous demands as well as urgent cases and emergencies in addition to the schedule of occupational consultations, ensuring the accessibility and agility of care.

The privacy and confidentiality of workers' health information are strictly protected by the professional Code of Ethics and the Company's Code of Ethics, both of which are supported by the General Data Protection Law (GDPL). Access to medical records is restricted, ensuring the confidentiality and privacy of health information, which is accessible exclusively to the responsible health professional and the patient through health management systems.

In addition, the occupational health teams of **Alibem** and **Agra** are actively engaged in health promotion and disease prevention among employees. Through educational campaigns and events in partnership with entities and agencies in the public and private sectors, they provide information about healthy habits to the corporate environment. Among the initiatives, influenza vaccination campaigns and thematic actions aligned with the health calendar stand out, such as Yellow September, dedicated to suicide prevention; Pink October, to raise awareness about breast cancer; Blue November, focused on men's health; and Red December, focused on AIDS awareness.



Social  
Impact





## Professional development

[GRI 404-1; 404-2]

Employee development is a fundamental pillar for the sustainable growth and competitiveness of **Alibem** and **Agra**. Investing in the continuous improvement of employees' skills and competencies not only increases efficiency and productivity but also contributes significantly to the satisfaction and retention of talent. Through training programs, mentoring activities, workshops, and courses, the Companies seek to ensure that their teams are always up to date.

In addition, the professional development of employees is intrinsically linked to the strengthening of the organizational culture, promoting a work environment that values continuous learning, innovation, and collaboration.

For this process to be effective, development initiatives align with the strategic objectives of each Company and the individual needs of the employees. This process is carried out with the active participation of the managers of each unit, who support the Human Resources Department in identifying the specific training demands of each area, geared toward professional development and training of technical and behavio-

ral skills - whether essential or mandatory - for the betterment of employees. Each year, the training topics are established based on the identified needs. In 2023, the companies acquired an online training platform, which aids the implementation of the training programs. In the period, **Alibem** and **Agra** conducted approximately 42,900 hours of training - 26,200 and 16,700, respectively.



**Alibem and Agra conducted approximately 42,900 hours of training - 26,200 and 16,700 respectively.**

- 
- 
- 
- 



**Social Impact**

-

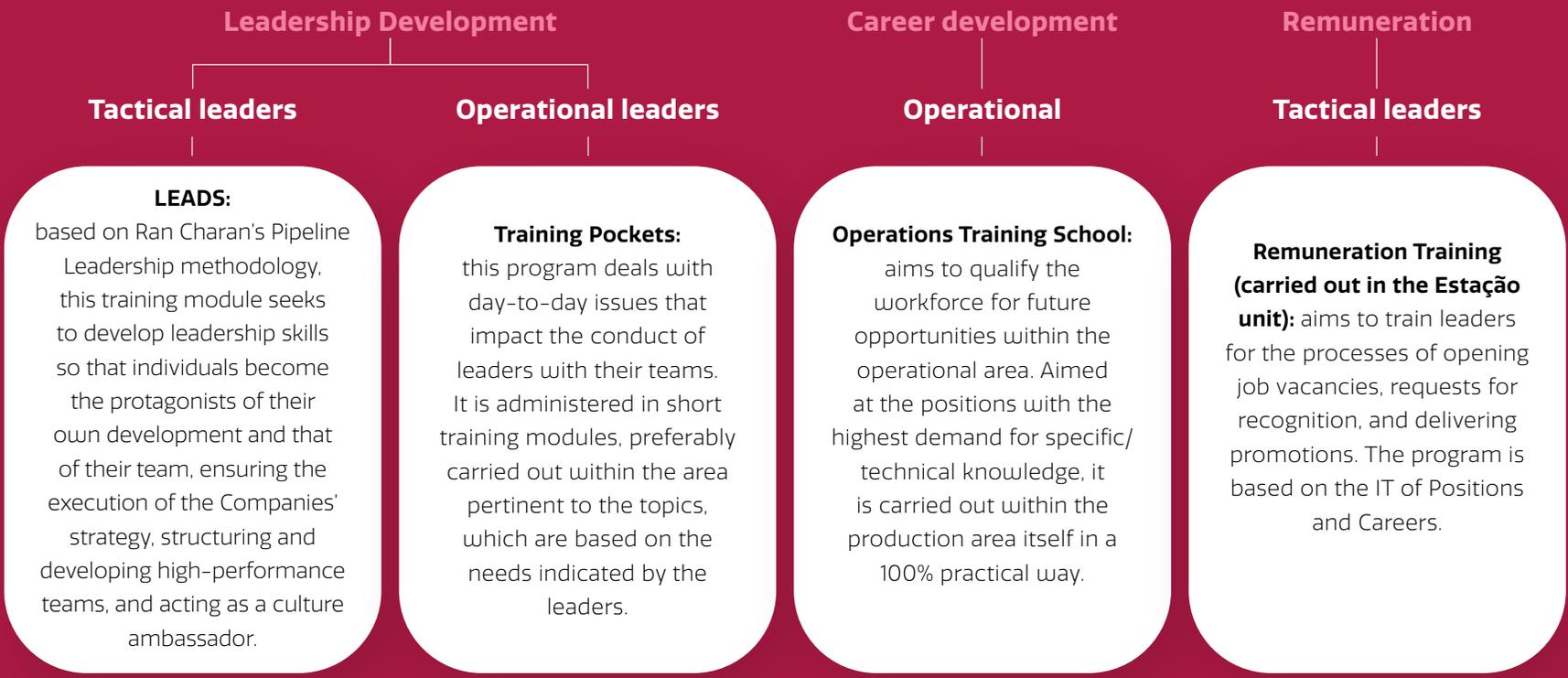


- 
- 
- 
- 
- 

**Social Impact**



# Skills improvement programs



## Career Transition Assistance Programs

Career development

Operational

Implementation of the Operations Training School for production positions.



- 
- 
- 
- 
- 
- 

**Social Impact**



Average training hours per employee

**18.3**      **6.0**  
Agra                  Alibem

**Average hours of training by gender and professional category**

<b>Agra</b>	Men	Women
Strategic	8:20	0:00
Tactical	43:03	291:52
Operacional	3:25	12:00
<b>Alibem</b>		
Strategic	5:53	7:57
Tactical	7:09	51:48
Operacional	5:41	6:08



**Alibem Family Day**

The 1<sup>st</sup> **Alibem** Family Day Meeting took place on October 8 to benefit employees and their families in celebration of Children's Day. The event was attended by about 3,300 people, including over 1,200 children, and took place simultaneously in Santa Rosa and Santo Ângelo, with the distribution of snacks and drinks, lots of games, scavenger hunts, music, inflatable toys, and much more.



# Community engagement

[GRI 3-3; 413-1]

Community engagement and the formation of prosperous partnerships with stakeholders are fundamental foundations for active community projects supported by **Alibem** and **Agra**. Aware of their potential to positively influence the socioeconomic and environmental development of the regions where they operate, the Companies seek to support entities and projects aimed at sustainable development.

In 2023, the Companies' voluntary investment in such initiatives totaled R\$200,000. The following are some highlights of these initiatives:

> **Coat Campaign 2023:** The donation of over 11 thousand items – blankets, bath towels, face towels, and quilts – to 21 charities in the Northwest Region and Missões in Rio Grande do Sul in the total amount of R\$ 43.3 thousand.

> **Youth Athletes Project:** The donation of R\$ 15,000 to the Bello Centro Academy, in the city of Tuparendi, for the Youth Athletes Project, which serves 80 children and adolescents and aims to welcome, prepare, and coach young athletes in the region in activities related to soccer to compete in local, regional, and state championships, such as the Gaúcho Nologafi U-17 Championship.

> **Solidarity thrift Store:** Since 2014, **Alibem** has held the solidarity thrift Store, an initiative that mobilizes employees during April to donate warm clothing. After collection, the items are organized and a date is set in May so that interested employees have access to the clothes and choose up to six pieces to take home. The remaining articles are sent to the Municipal Department of Social Assistance for donation to local entities.





## Social Impact



> **Piglet on a spit-roasting Festival:** The Festa do Leitão no Rollete de Santa Rosa (RS) is already in its 24<sup>th</sup> Edition and was held on May 7<sup>th</sup> with the participation of over 1,300 people from the regional community. The festivities are hosted by the Amizade Rotary Club in partnership with **Alibem** and the Pig Farmers Association. All income from the event is redirected to the APAE and APADA of Santa Rosa. The event served 26 spit-roasted piglets and over 300 kg of spit-roasted pork served at the event, all prepared and served by **Alibem** and the team involved.

> **27<sup>th</sup> Schweinfest of Nova Candelária:** The Schweinfest is held by the Nova Candelária Residents' Association with the support of City Hall, and is one of the largest swine farmers festivals in Rio Grande do Sul. The 27<sup>th</sup> edition was held on December 10, with the participation of over 3,000 people. There were 48 spit-roasted piglets, pork pizzas, and 430 kg of spit-roasted pork served at the event, provided by **Alibem**.

> **Piglet Festival of Linha Salto:** The 7<sup>th</sup> edition of the Festa do Leitão da Linha Salto de Santo Cristo/RS took place on August 6<sup>th</sup> and is held annually by the local community. The event was promoted by the Tiradentes Society, **Alibem**, pig breeders of the region, and the City of Santo

Cristo. This year, the special reason for the celebration was for Santo Cristo/RS to receive the title of Two-Time Gaúcho Champion of pork production, in addition to further promoting the consumption of pork and its benefits.

> **Environmental engagement:** Throughout 2023, **Alibem** promoted a series of initiatives and events aimed at environmental awareness in the communities where it operates, reinforcing its commitment to sustainability and the preservation of the environment. Among the main activities were World Environment Week, World Water Day, World Recycling Day, and Arbor Day, each with a specific focus on environmental education and the promotion of sustainable practices. During World Environment Week, an engaging educational activity took place in which students and teachers from a local daycare center in Santa Rosa were invited to a tour of the reforestation areas near **Alibem**'s refrigeration plant. This tour aimed to raise awareness among future generations about the importance of environmental conservation, demonstrating in practice the company's efforts to restore and preserve the environment. On Arbor Day, in collaboration with the Municipality of Estação/RS, **Alibem** actively participated in the planting of 100 native seedlings, including



yellow and purple ipe trees, contributing to the recovery and enrichment of the local biodiversity.

➤ **Support for the chemically dependent:**

**Agra** participates in a project that benefits the social entity Comunidade Divina Providência, which helps people suffering from chemical dependency, offering the space and professionals dedicated to receiving them. The entity annually organizes the Festival of Nations in Rondonópolis (MT) to publicize the actions carried out and raise awareness of the popula-

tion on the subject. The donations received are redirected to the maintenance of the entity's activities.

➤ **Other events:**

During the year, **Alibem** actively engaged in hosting a variety of events aimed at its employees and the local community, especially on commemorative dates and during weeks dedicated to accident prevention.

In addition, **Alibem** has expanded its social reach through ongoing partnerships with a diverse range of institutions and non-go-

vernmental organizations in the region such as the League to Combat Breast Cancer, the Welcoming Hands Association (AMA), APAE, universities, technical schools, the Association of Parents and Friends of the Hearing-Impaired (APADA), the Association of Family and Friends of People with Special Needs (Afapene), among others.

➤ **Social Impact**





# Report Profile

[GRI 2-2; 2-3; 2-4]

**Alibem** and **Agra**'s commitment to the evolution of sustainability is reflected in the transparent presentation of information that is of interest to their stakeholders. In this sense, the publication of this Sustainability Report represents a first step for the Companies towards an increasingly consistent reporting of their business performance, as well as their social, environmental, and governance practices. Inspired by the guidelines proposed by the Global Reporting Initiative (GRI) – based on the standard version – this edition presents information on management and practices for the period from January 1 to December 31, 2023.

In line with the GRI guidelines, this edition seeks to report on sustainability topics that reflect real impacts and effective management. Thus, the socio-environmental performance of the Companies was inserted in a broad context to relay aspects and impacts common to the segments and regions of operation. The definition of the topics reported in this report was based on the analysis of existing policies and practices, availability of information, and the positioning of other organizations in the sector, in addition to how the conduct of the companies influences the decisions of their stakeholders.



About the Report



Questions, comments, and suggestions regarding this Report can be sent to [sasg@alibem.com](mailto:sasg@alibem.com).





# Stakeholder engagement

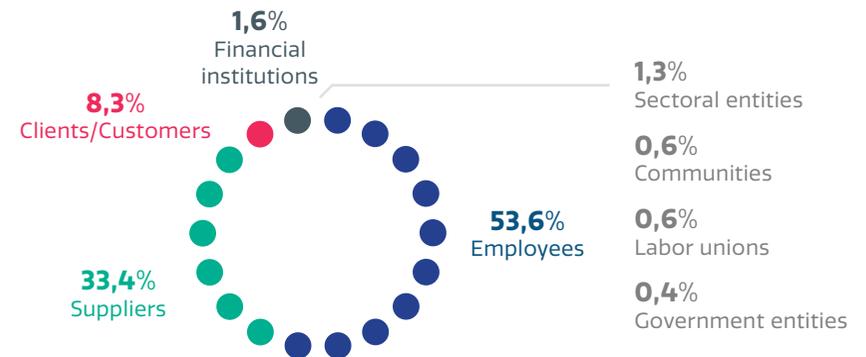
[GRI 2-29; 3-1]

The 2023 Sustainability Report of **Alibem** and **Agra** was prepared with the participation of a multidisciplinary team, directly involving about 100 professionals from the companies, including members of the Executive Board. In addition, the main stakeholders were consulted to identify the interests and information demands of the people and institutions with which the businesses interact.

Using the criteria adopted by the GRI as a basis for defining the topics to be addressed in the report, stakeholders were consulted on the relevance of the pre-selected topics related to sustainability. This survey was carried out through an online questionnaire, submitted to a sample group containing representatives of different stakeholders.

In all, 673 people answered the questionnaire. The following graph shows the profile of the participating public, according to the stakeholder groups represented.

Profile of the respondents





# Relevant topics

[GRI 3-2]

In order for the topics reported in this Report to represent a broad view of corporate sustainability, **Alibem** and **Agra** added to the stakeholder responses the analysis of aspects considered a priority externally and internally. Externally, this analysis was guided by the 2030 Agenda for Sustainable Development, as proposed by the United Nations (UN) containing the 17 Sustainable Development Goals (SDGs), which unfold into 169 targets to be pursued globally.

Complementing the contextual assessment, internally the Companies assessed their priorities in relation to sustainability, based on their corporate policies and the strategic vision of the business. This process involved considering the significance of the economic, environmental, and social impacts of each aspect, as well as their influence on stakeholder assessments and decisions.

Based on the criteria described above, the Relevance Matrix of the 2023 Sustainability Report of **Alibem** and **Agra** was approved by Alibem's Board of Directors and is presented in the table below.

The Matrix contains four axes considered relevant, which unfold into the selected material topics and indicators (GRI disclosures) to be reported on. Lastly, the last column of the table demonstrates the intersection between the material topics and sustainable development goals (SDGs).

Axis	Subject	Indicators	SDGs
Performance	Financial Results	201-1	8
	Operational efficiency	3-3	-
	Customer experience and satisfaction	3-3	-
Responsible production	Food quality and safety	416-1; 416-2	-
	Animal welfare	3-3	12
	Sustainable procurement	204-1	12
Environmental management	Water and effluents	[GRI 303-1; 303-3]	6
	Energy and emissions	302-1	7
	Biodiversity	304-1; 304-2; 304-3; 304-4	15
Social impact	Protection of Human Rights	3-3	8
	Occupational health and safety	403-1; 403-2; 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10	3; 8
	Employee development	404-1	4; 8
	Community engagement	413-1	10



About the Report





- 
- 
- 
- 
- 



## About the Report



GRI Standard	Content	Page	Requirements omitted	Reason/ explanation	Reference number of the sectoral standard (GRI 13)
<b>The Organization and its reporting practices</b>					
GRI 2: General Contents 2021	2-1 Details of the Organization	7, 13			
GRI 2: General Contents 2021	2-2 Entities included in the sustainability reporting of the organization	7, 13, 81			
GRI 2: General Contents 2021	2-3 Reporting period, frequency, and contact information	81			
GRI 2: General Contents 2021	2-4 Restatements of information	81			
GRI 2: General Contents 2021	2-5 External verification	-		The report has not been verified externally.	
<b>Activities and workers</b>					
GRI 2: General Contents 2021	2-6 Activities, value chain, and other business relationships	7, 13, 37			
GRI 2: General Contents 2021	2-7 Employees	58			
GRI 2: General Contents 2021	2-8 Workers who are not employees	58			
<b>Governance</b>					
GRI 2: General Contents 2021	2-9 Governance structure and its composition	20			
GRI 2: General Contents 2021	2-10 Appointment and selection to the highest governance body	20			
GRI 2: General Contents 2021	2-11 Chairperson of the highest governance body	20			
GRI 2: General Contents 2021	2-12 Role played by the highest governance body in supervising the management of impacts	20			
GRI 2: General Contents 2021	2-13 Delegation of responsibility for impact management	20			
GRI 2: General Contents 2021	2-12 Role performed by the highest governance body in sustainability reporting	-		It is up to the approval of the Board of Directors the final version of the Sustainability Report.	
GRI 2: General Contents 2021	2-15 Conflicts of interest	-		Possible conflicts of interest are discussed and decided on by the Board of Directors.	
GRI 2: General Contents 2021	2-16 Communication of crucial concerns	20			
GRI 2: General Contents 2021	2-17 Collective knowledge of the highest governance body	-		No activities were performed in the reported period.	



- 
- 
- 
- 
- 



## About the Report



GRI Standard	Content	Page	Requirements omitted	Reason/ explanation	Reference number of the sectoral standard (GRI 13)
GRI 2: General Contents 2021	2-18 Evaluation of the performance of the highest governance body	-		As a privately held company, the companies do not have a process in place for the performance review of their board members in a structured manner.	
GRI 2: General Contents 2021	2-19 Remuneration policies	-		The remuneration of the executives of the Company is defined in accordance with market practices.	
GRI 2: General Contents 2021	2-20 Process for determining remuneration	20			
GRI 2: General Contents 2021	2-21 Proportion of total annual remuneration	-		The Company considers this to be strategic information, and as such it did not include it in the Report	
<b>Strategy, policies and practices</b>					
GRI 2: General Contents 2021	2-22 Statement on the sustainable development strategy	2			
GRI 2: General Contents 2021	2-23 Policy commitments	16, 20, 29, 45			
GRI 2: General Contents 2021	2-24 Incorporation of policy commitments	16, 20, 29, 45			
GRI 2: General Contents 2021	2-25 Processes to repair negative impacts	16			
GRI 2: General Contents 2021	2-26 Mechanisms for advising on and raising concerns	16			
GRI 2: General Contents 2021	2-27 Compliance with laws and regulations	-		In 2023, only one fine has been paid, in reference to the period prior to this Report	
GRI 2: General Contents 2021	2-28 Membership in associations	94			
GRI 2: General Contents 2021	2-29 Approach to stakeholder engagement	82			
GRI 2: General Contents 2021	2-30 Collective bargaining agreements	58			
<b>Material Topics 2020</b>					
GRI 3: Material Topics 2021	3-1 Process of defining material topics	82			
GRI 3: Material Topics 2021	3-2 List of material Topics	83			
<b>Economic Development</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	42			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	42			



## About the Report



GRI Standard	Content	Page	Requirements omitted	Reason/ explanation	Reference number of the sectoral standard (GRI 13)
<b>Procurement Practices</b>					
GRI 204: Procurement Practices 2016	204-1 Proportion of procurement from local suppliers	37			
<b>Anti-Corruption</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	16			13.26.1
GRI 205: Anti-Corruption 2016	205-1 Operations assessed based on corruption-related risks	-		Alibem and Agra did not perform assessments in the reported period.	13.26.2
GRI 205: Anti-Corruption 2016	205-2 Communication and capacity building regarding anti-corruption procedures	16			13.26.3
GRI 205: Anti-Corruption 2016	205-3 Confirmed cases of corruption and actions taken	16			13.26.4
<b>Energy</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	53			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	53			
<b>Water and Effluents</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	49			13.7.1
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	49			13.7.2
GRI 303: Water and Effluents 2018	303-2 Management of impacts related to disposal of water	49			13.7.3
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	49			13.7.4
GRI 303: Water and Effluents 2018	303-4 Water disposal	49			13.7.5
GRI 303: Water and Effluents 2018	303-5 Water consumption	-		Alibem and Agra did not monitor water consumption in 2023.	13.7.6
<b>Biodiversity</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	56			13.3.1
GRI 304: Biodiversity 2016	304-1 Company-owned operating units, leased or managed within or in the vicinity of protected areas and areas of highly valued biodiversity located outside of environmentally protected areas	56			13.3.2
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products, and services on biodiversity	56			13.3.3
GRI 304: Biodiversity 2016	304-3 Protected or restored habitats	56			13.3.4
GRI 304: Biodiversity 2016	304-4 Species included in the red list of IUCN and on national conservation lists with habitats in areas affected by the organization's operations	56			13.3.5



- 
- 
- 
- 
- 



## About the Report



GRI Standard	Content	Page	Requirements omitted	Reason/ explanation	Reference number of the sectoral standard (GRI 13)
<b>Emissions</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	53			13.1
GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (GHG). (Scope 1)	53			13.1.2
GRI 305: Emissions 2016	305-2 Indirect greenhouse gas emissions (GHG) from the acquisition of energy (Scope 2)	53			13.1.3
GRI 305: Emissions 2016	305-3 Other indirect emissions (Scope 3) from greenhouse gases (GHGs)	53			13.1.4
GRI 305: Emissions 2016	305-4 The intensity of greenhouse gas emissions (GHGs)	-		Alibem and Agra did not perform calculations of GHG emission intensity in the reported period.	13.1.5
GRI 305: Emissions 2016	305-5 Reduction of greenhouse gas emissions (GHG)	-		2023 was the first year that Alibem and Agra conducted measurements of emissions.	13.1.6
GRI 305: Emissions 2016	305-6 Emissions of substances that destroy the ozone layer (SDO)	-		Alibem and Agra did not measure other atmospheric emissions	13.1.7
GRI 305: Emissions 2016	305-7 NOX, SOX, and other significant atmospheric emissions	-			13.1.8
<b>Waste</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	46			13.8.1
GRI 306: Waste 2020	306-1 Generation of waste and significant impacts related to waste	46			13.8.2
GRI 306: Waste 2020	306-2 Management of significant impacts related to waste	46			13.8.3
GRI 306: Waste 2020	306-3 Waste generated	46			13.8.4
GRI 306: Waste 2020	306-4 Waste not directed to final disposal	46			13.8.5
GRI 306: Waste 2020	306-5 Waste directed to final disposal	46			13.8.6
<b>Environmental assessment of suppliers</b>					
GRI 308: Environmental Assessment of Suppliers 2016	308-1 New suppliers selected based on environmental criteria	37			
<b>Employment</b>					
GRI 401: Employment 2016	401-1 New admissions and employee turnover	63			
GRI 401: Employment 2016	401-2 Benefits offered to employees	67			



- 
- 
- 
- 
- 



## About the Report



GRI Standard	Content	Page	Requirements omitted	Reason/ explanation	Reference number of the sectoral standard (GRI 13)
<b>Occupational health and safety</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	69			13.19.1
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	69			13.19.2
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, management, and incident investigation	69			13.19.3
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	69			13.19.4
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultations, and communication with workers regarding occupational health and safety	69			13.19.5
GRI 403: Occupational Health and Safety 2018	403-5 Workers' training on occupational health and safety	69			13.19.6
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of occupational health	69			13.19.7
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of direct impacts by occupational health and safety linked to business relationships	69			13.19.8
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by a occupational health and safety management system	69			13.19.9
GRI 403: Occupational Health and Safety 2018	403-9 Workplace accidents	69	B	Partial. The Company did not present data from third parties	13.19.10
GRI 403: Occupational Health and Safety 2018	403-10 Occupational diseases	-		There was no occurrence of occupational diseases at Alibem and Agra.	13.19.11
<b>Training and Education</b>					
GRI 404: Training and Education 2016	404-1 Average number of training hours per employee	75			
GRI 404: Training and Education 2016	404-2 Professional development and skills-building programs for employees transitioning careers	75			
<b>Diversity and Equal Opportunities</b>					
GRI 405: Diversity and Equality of Opportunities 2016	405-1 Diversity of governance bodies and employees	59			
<b>Non-Discrimination</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	16			13.15.2
GRI 406: Non-Discrimination 2016	406-1 Cases of discrimination and corrective measures adopted	16			13.15.5
<b>Forced Labor or Similar to Slave Labor</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 37			13.17.1
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk of child labor	16, 37			13.17.2



- 
- 
- 
- 
- 



## About the Report



GRI Standard	Content	Page	Requirements omitted	Motivo/explicação	Número de referência da norma setorial (GRI 13)
<b>Forced Labor or Similar to Slave Labor</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 37			13.16.1
GRI 409: Forced Labor or Similar to Slave Labor 201	409 -1 Operations and suppliers at significant risk of forced labor or similar to slave labor	16, 37			13.16.2
<b>Local Communities</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	78			13.12.1
GRI 413: Local Communities 2016	413-1 Operations with programs in place for local community engagement, assessment of impacts generated, and local development	78			13.12.2
GRI 413: Local Communities 2016	413-2 Operations generating significant negative impacts – actual or potential – within the local communities	-		Alibem and Agra did not perform impact surveys on the local communities in the reported period.	13.12.3
<b>Social Assessment of Suppliers</b>					
GRI 414: Social Assessment of Suppliers 2016	414-1 New suppliers selected based on social criteria	37			13.12.1
<b>Customer Health and Safety</b>					
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by product categories and services	27			13.10.2
GRI 416: Customer Health and Safety 2016	416-2 Cases of non-compliance regarding health and safety impacts caused by products and services	27			13.10.3
GRI 13: Agricultural, Fishery, and Aquaculture Sectors 2022	Report the percentage of production volume of operating units certified according to regulatory food safety standards and list those regulatory standards.	27			13.10.4
GRI 13: Agricultural, Fishery, and Aquaculture Sectors 2022	Report the number of recalls made for reasons related to food safety and the total volume of products withdrawn from the market.	-		There were no cases that resulted in recalls in 2023.	13.10.5
<b>Customer Privacy</b>					
GRI 418: Customer Privacy 2016	418-1 Proven grievances regarding infringement of customer privacy and data loss	20			
<b>Animal welfare</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	29			13.11.1
GRI 13: Agricultural, Fishery, and Aquaculture Sectors 2022	Report the percentage of production volume of the organization's production units certified by third parties regarding regulatory animal health and welfare standards and list those regulatory standards	29			13.15.5



# Annex I

## Company operating units, leased or managed within or in the vicinity of environmental protection areas and areas of highly valued biodiversity located outside of environmental protection areas

Total area of the unit (ha)	Identification of the operational unit	Company-owned, leased, or managed by the organization	Inside, adjacent, or covering parts of the protected area	Type of operation	Size of the area protected area (ha)	Biodiversity affected	Comments
10.6	Cold Storage Plant - Santa Rosa	Company-owned	Adjacencies	Swine meat processing plant	1.3	Terrestrial and freshwater ecosystem	Area of highly valued biodiversity under the possession of the <b>Alibem</b> company located in front of the enterprise.
10.6	Cold Storage Plant - Santa Rosa	Company-owned	Adjacencies	Swine meat processing plant	0.4	Terrestrial and freshwater ecosystem	Environmentally Protected Area
10.2	Refrigeration plant - Santo Ângelo	Company-owned	Adjacencies	Swine meat processing plant	0.8	Terrestrial and freshwater ecosystem	Environmentally Protected Area
66.7	Meat processing plant - Estação	Company-owned	Adjacencies	Swine meat processing plant	8.4	Terrestrial and freshwater ecosystem	Environmentally Protected Area
50.5	Aeroporto Farm	Company-owned	Adjacencies	Swine Breeding	2.8	Terrestrial and freshwater ecosystem	Environmentally Protected Area
75	Cambrasil Farm	Company-owned	Adjacencies	Swine Breeding	3.4	Terrestrial and freshwater ecosystem	Environmentally Protected Area
24.0	Capim Farm	Company-owned	Adjacencies	Swine Breeding	1.8	Terrestrial and freshwater ecosystem	Environmentally Protected Area
16.4	Colorado Farm	Company-owned	Adjacencies	Swine Breeding	0.9	Terrestrial and freshwater ecosystem	Environmentally Protected Area
14.2	Colonel Bicaco Farm	Company-owned	Adjacencies	Agricultural farming	2.4	Terrestrial and freshwater ecosystem	Environmentally Protected Area
8.0	Duas Pontes Farm	Company-owned	Adjacencies	Swine Breeding	0.2	Terrestrial and freshwater ecosystem	Environmentally Protected Area
9.0	Nova Candelária Farm	Company-owned	Adjacencies	Swine Breeding	1.4	Terrestrial and freshwater ecosystem	Environmentally Protected Area
35.4	Não-Me-Toque Farm	Company-owned	Adjacencies	Swine Breeding	1.5	Terrestrial and freshwater ecosystem	Environmentally Protected Area



About the Report





## About the Report



Total area of the unit (ha)	Identification of the operational unit	Company-owned, leased, or managed by the organization	Inside, adjacent, or covering parts of the protected area	Type of operation	Size of the area protected area (ha)	Biodiversity affected	Comments
36.3%	Rincão dos Rocha Farm	Company-owned	Adjacencies	Swine Breeding	2.6	Terrestrial and freshwater ecosystem	Environmentally Protected Area
55.3	Santo Ângelo Farm	Company-owned	Adjacencies	Swine Breeding	3.9	Terrestrial and freshwater ecosystem	Environmentally Protected Area
33.0	Sarandi Farm	Company-owned	Adjacencies	Swine Breeding	1.3	Terrestrial and freshwater ecosystem	Environmentally Protected Area
16.0	Uncle Bernardo Farm	Company-owned	Adjacencies	Swine Breeding	0.4	Terrestrial and freshwater ecosystem	
16.4	Várzea Farm	Company-owned	Adjacencies	Swine Breeding	1.9	Terrestrial and freshwater ecosystem	
96.8	Volta Gaúcha Farm	Company-owned	Adjacencies	Swine Breeding	4.9	Terrestrial and freshwater ecosystem	

### Conservation units (CU) in the vicinity of the operating units

Company	Identification of the CU	Type of operation	Size of the protected area (ha)	Biodiversity affected	Location
Alibem	Estadual Delta Jacuí Park	Conservation Units of the State Government of Rio Grande do Sul	14,242	Terrestrial and freshwater ecosystem	Located between the municipalities of Porto Alegre, Canoas, Eldorado do Sul, Nova Santa Rita, Triunfo, and Charqueadas, it was founded through decree 24.385/1976. Located 14.2 km from the Nova Santa Rita distribution center.
Alibem	Charão Parrot State Park	Conservation Units of the State Government of Rio Grande do Sul	1,000	Terrestrial and freshwater ecosystem	Located in the municipality of Sarandi, it is located 7 km from Sarandi Farm
Alibem	Hydro-forest Reserve Domingos Zancanella	Conservation Units of the Municipal Government	179	Terrestrial and freshwater ecosystem	Located in the municipality of Sarandi, it is located 2 km from Sarandi Farm
Alibem	Sertão Municipal Parklands	Conservation Units of the Municipal Government	590.9	Terrestrial and freshwater ecosystem	Located in the municipality of Sertão, it is located at 14.3 km from the Estação Meat Processing Plant
Alibem	Municipal Forest of Araucaria Janaína Orth	Conservation Units of the Municipal Government	12	Terrestrial ecosystem	Located in the municipality of Tapera, it is located 1.4 km
Agra	Dom Osório Stoffel State Park	Conservation Units of the State Government	6,422	Terrestrial ecosystem	Located in the municipality of Rondonópolis (MT), it is located 10 km from the unit.
Agra	Tadarimana indigenous land	Indigenous lands	9,785	Preservation of Indigenous communities	Located in the municipality of Rondonópolis (MT), it is located 16.4 km from the unit.



## Permanent Protected Areas (PPA) or Restored Areas

Company	Identification of the area	Size (ha)	Location (city and state)	Protected or restored	Comments
Alibem	APP - Aeroporto Farm	2.8	Santa Rosa (RS)	Protected	
Alibem	PPA - Cambrasil Farm	3.4	Santa Rosa (RS)	Protected	
Alibem	PRAD - Capim Farm	2.6	Santa Rosa (RS)	Restored	PRAD - Planting of native seedlings for Mandatory Reforestation.
Alibem	PPA - Capim Farm	1.8	Santa Rosa (RS)	Protected	
Alibem	PPA - Colorado Farm	0.9	Colorado (RS)	Protected	
Alibem	PPA - Colonel Bicaco Farm	2.4	Colonel Bicaco	Protected	
Alibem	PPA - Colonel Bicaco Farm	2.4	Nova Candelária (RS)	Protected	
Alibem	PPA - Nova Candelária Farm	1.4	Nova Candelária (RS)	Protected	
Alibem	PPA - Não-Me-Toque Farm	1.5	Não-Me-Toque (RS)	Protected	
Alibem	PPA - Rincão dos Rocha Farm	2.6	Santa Rosa (RS)	Protected	
Alibem	PPA - Santo Ângelo Farm	3.9	Santo Ângelo (RS)	Protected	
Alibem	PPA - Sarandi Farm	1.3	Sarandi (RS)	Protected	
Alibem	PPA - Tio Bernardo Farm	0.4	Tapera (RS)	Protected	
Alibem	PPA - Várzea Farm	1.9	Ibirubá (RS)	Protected	
Alibem	PPA - Volta Gaúcha Farm	4.9	Quinze de Novembro (RS)	Protected	
Alibem	PPA - Reforestation of Aeroporto	3.0	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation of Barra Lajeado Bonito	0.6	Santa Rosa (RS)	Protected	
Alibem	RFO - Reforestation of Cruzeiro	0.3	Santa Rosa (RS)	Protected	Planting of native seedlings for Mandatory Reforestation (RFO)
Alibem	APP - Reforestation of Cruzeiro	5.0	Santa Rosa (RS)	Protected	
Alibem	APP - Reforestation of S.R. Meat Processing Plant	1.0	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation of Área Nova Santo Ângelo	21.8	Santo Ângelo (RS)	Protected	
Alibem	PRAD - Reforestation at Prenda Farm	1.4	Santa Rosa (RS)	Restored	PRAD - Planting of native seedlings for Mandatory Reforestation.
Alibem	PPA - Reforestation at Prenda Farm	3.3	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation at Lajeado Reginaldo	2.4	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation of Laranjeira	3.8	Santa Rosa (RS)	Protected	



### About the Report





- 
- 
- 
- 
- 



## About the Report



Empresa	Identification of the area	Size (ha)	Location (city and state)	Protected or restored	Comments
Alibem	PPA - Reforestation of Novo Machado Identification of the area	2,6	Novo Machado (RS)	Protected	
Alibem	PPA - Reforestation of Rincão Maciel	5,9	Giruá (RS)	Protected	
Alibem	RFO - Reforestation of Rincão Santo Cristo	0,1	Santa Rosa (RS)	Restored	RFO - Plantio de mudas nativas para Reposição Florestal Obrigatória.
Alibem	RFO - Reforestation of Rincão Santo Cristo	1,9	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation of Rincão dos Rocha	1,6	Santa Rosa (RS)	Protected	
Alibem	PPA - Reforestation of Trevo Sulina	1,8	Santa Rosa (RS)	Protected	
Alibem	RFO - Reforestation of Trevo Sulina	1,1	Santa Rosa (RS)	Protected	RFO - Área de Compensação Ambiental - Reposição Florestal Obrigatória.
Alibem	PPA - Reforestation at Estação	8,4	Estação (RS)	Protected	
Agra	Legal reserves	4,1	Rondonópolis (MT)	Protected	
Agra	PPA	1,1	Rondonópolis (MT)	Protected	
Agra	PPA (in consolidated rural area)	0,2	Rondonópolis (MT)	Protected	
Agra	PPA in Remnant Vegetation Area Native	0,9	Rondonópolis (MT)	Protected	

### Protected or threatened species in areas where Alibem has operations\*

Type(s)	Operating unit where the species was located	At-risk level of extinction	Source
Fig tree (Ficus luschnathiana)	Santo Ângelo Meat Processing Plant	Least concern	<a href="https://www.iucnredlist.org/species/163027365/163033536">https://www.iucnredlist.org/species/163027365/163033536</a>
Brazilian pine	Volta Gaúcha Farm   Estação Refrig. Plant	Critically endangered	<a href="https://www.iucnredlist.org/species/32975/2829141">https://www.iucnredlist.org/species/32975/2829141</a>
Wine palm	Santo Ângelo Farm	Vulnerable	<a href="https://www.iucnredlist.org/species/38462/10114794">https://www.iucnredlist.org/species/38462/10114794</a>
Coconut tree	Volta Gaúcha Farm   Refrig. plant Estação   Capim Farm plant Estação   Capim Farm	Least concern	<a href="https://www.iucnredlist.org/species/67557507/67557510">https://www.iucnredlist.org/species/67557507/67557510</a>

\*Agra Foods did not conduct a study that takes this analysis into account.



# Membership in associations

[GRI 2-28]

## Alibem

- Brazilian Association of Animal Protein (ABPA)
- Brazilian Association of HR (ABRH RS)
- Porto Alegre Business Association (ACPA)
- Santa Rosa Industrial Services and Agribusiness Association
- (ACISAP - Santa Rosa)
- Santo Ângelo Business, Cultural, Industrial, Services and Agricultural Association (Acisa)
- Business, Industry, Services, and Agriculture Association of Nova Santa Rita (ACISA Nova Santa Rita)
- Gaucho Wholesalers and Distributors Association (Agad)
- Metrology and Measurements Network Association of Rio Grande do Sul
- South Brazilian Pork Products Industries Association (ASBIPS)
- GS1 Brazil - Brazilian Association of Automation

## Agra

- Brazilian Association of Meat Exporter Industries (ABIEC)
- Industrial and Business Trade Association of Rondonópolis (ACIR)
- Reverse Packaging Logistics Association (ASLORE)
- GS1 Brazil - Brazilian Association of Automation
- National Institute of the Pact for the Eradication of Slave Labor (InPACTO)
- Union of Meat Processing Industries of the State of Mato Grosso (Sindifrigio)



About the Report





**2023  
Sustainability  
Report**

**Coordination:**  
ESG Committee

**GRI Consulting and editorial  
production:** We Projetos  
Estratégicos em ESG

**Images:** Alibem and Agra  
Collection