

# Sustainability Report





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# Introduction

## About this report **GRI 2-2, 2-3**

The 2022 Inpasa Brazil report describes our most significant achievements across the environmental, social and governance domains along with key business highlights between January 1 and December 31.. This annual publication aims to provide greater accountability to both society and the market regarding our sustainability practices.

The report has been developed in accordance with the Global Reporting Initiative (GRI) standards, an internationally recognized framework that helps businesses, governments, and organizations to understand and communicate their impacts on critical sustainability issues. The contents of the report cover our material sustainability topics, our strategy, and sector's key themes.. This publication was developed by a multidisciplinary internal task force with advice from a specialized consultancy. Our report is structured into four primary sections:

- **About Us:** this section provides an overview of our company, including our history, products, and the year's key highlights.
- **Our business and strategy:** we cover our performance in 2022, our sustainability strategy, and other significant aspects of our business, such as our certifications.
- **Innovation and technology:** we showcase our innovative solutions, including novel processes and technologies, and our ongoing partnerships.
- **ESG:** we share our initiatives, metrics, and progress across environmental, social and governance aspects.

The report covers our Brazilian operations in Sinop (MT), where our headquarters are located, as well as in Nova Mutum (MT) and in Dourados (MS), and our offices in São Paulo (SP). The reported operational and financial information is inclusive of all

operations listed above. Financial data has been prepared in accordance with Brazilian and international financial reporting standards (IFRS).

The material topics used as a basis in developing this Sustainability Report are described below. We believe that our sustainability reporting process can valuably aid decision-making, sustainability management, and our broader ESG journey.

We hope you find our report useful and informative.

IF YOU HAVE ANY COMPLIMENTS, QUESTIONS OR SUGGESTIONS ABOUT THIS REPORT, PLEASE WRITE TO: [sustentabilidade@inpasa.com.br](mailto:sustentabilidade@inpasa.com.br)





## Materiality GRI 3-1, 3-2

We used our materiality matrix as a basis in selecting the topics covered in this report. The matrix also serves to embed sustainability in our strategy and enhance engagement with stakeholders. We had the support of a specialized consultancy to define the material themes. This involved the following steps:

- defining the scope
- selecting the material topics based on internal and industry documents
- identifying and surveying stakeholders
- prioritizing the topics
- validating the results with senior leadership






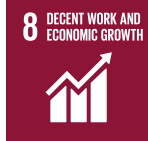








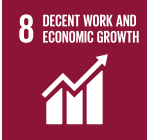








We identified nine priority stakeholder groups that were consulted through interviews, online surveys, and work meetings. We received over 340 responses from online surveys, conducted six interviews with senior management and the board, and held three work meetings involving 19 internal and external experts.

The stakeholders we surveyed included:

- shareholders and senior management
- employees
- customers
- suppliers and contractors
- financial institutions
- communities
- the media
- regulators
- labor unions

In the topic prioritization step, we surveyed internal and external stakeholders and assigned weights to their responses, considering factors like dependence, influence, and their relationship with our business. We also benchmarked our topics against other companies and industries and analyzed the primary impacts on Inpasa.

Our initial short list of 18 topics was further narrowed to a final list of seven approved material topics endorsed by the Board. These topics align with the Sustainable Development Goals (SDGs), our strategy, and the challenges facing our industry.

Material topics	Description	Related Sustainable Development Goal (SDG)
 <p><b>1 – Climate changes</b></p>	<p>Our approach to managing and reducing greenhouse gas emissions from both our production process and from other stages in the value chain.</p>	 
 <p><b>2 – Attracting, developing and retaining employees</b></p>	<p>Employee development, recognition, compensation, benefits and engagement.</p>	 
 <p><b>3 – Human rights and labor relations</b></p>	<p>Ensuring internal processes are in place to prevent and address human rights violations in our value chain and to ensure compliance with labor regulations.</p>	  
 <p><b>4 – Health, safety and well-being</b></p>	<p>Ensuring employee well-being, health, decent working conditions and safety through effective management of the organizational and production environment.</p>	 
 <p><b>5 – Supply chain</b></p>	<p>Supplier development, traceability, monitoring, and control, including the agricultural phase.</p>	  
 <p><b>6 – Innovation and technology</b></p>	<p>Our ability to adapt to and anticipate developments and trends by innovating, implementing new business models, and developing new technology in our own and third-party operations.</p>	  
 <p><b>7 – Ethics, integrity and compliance</b></p>	<p>Transparency, ethics and compliance with anti-corruption, antitrust and anti-bribery regulations, policies and standards.</p>	

## Stakeholder Engagement GRI 2-29

Inpasa engages with stakeholders on a regular and transparent basis through a range of communication and engagement channels.



Key stakeholders were consulted to identify our material topics.

### Channel | Type of interaction

### Key stakeholders to engage with

Team meetings

Employees

Site visits and oversight of initiatives, projects and programs

Suppliers and business partners

Publication of news and other communications through our internal and external communication channels

All stakeholders

Investor Relations

Financial institutions

Customer Service

Customers

Whistleblowing Channel

All stakeholders

Supplier Portal

Suppliers

Representation on committees and in meetings

Labor unions, government and nongovernmental institutions, and external consultants

Technical visits to our plants

All stakeholders

Calls for proposals for support, donations and sponsorship

Communities

## A word from the CEO GRI 2-22

After five years of operation in Brazil and over 15 years of innovation in the production of corn ethanol and other starch-based products in Latin America, our company is well poised to face the energy challenges of the future. This inspired our new operating slogan unveiled in 2022: More Than Energy.

This is more than a catchphrase for us; it is a way to reaffirm our social and environmental commitments and our ambition to invest high in technology and innovation to deliver solutions with a minimal carbon footprint, not only for the biofuel market but also for various other global needs.

In support of these goals, we have revisited our entire organizational structure, making adjustments and strengthening our team, processes, and systems, while strategically expanding our production, storage, and distribution capabilities. To drive continued growth, we have

also redesigned our mission, vision and values so they reflect the principles of sustainability, entrepreneurship, simplicity, and professionalism that are the essence of #TeamInpasa.

In 2022, despite facing political, economic, and logistical challenges, we achieved our best results to date. We owe this success to our invaluable partners who share our purpose and have embarked on our ESG journey alongside us.

Inpasa's commitment to decarbonizing our entire value chain, from field to end consumer, has prompted significant investments in efficient, multimodal, and integrated transportation. This has not only opened doors to global markets but also solidified Brazil's reputation as a gold standard for quality in European, Asian, and even US markets. As we look ahead to 2023, we're going to innovate even more with modern and agile management tools.

Our sustainable growth is supported by a vertically integrated business model that extends the influence of our group, helping to drive technological development and diversification and optimize land use in agriculture.

"More Than Energy" encapsulates this dynamic and entrepreneurial spirit that propels us to create solutions combining three core elements: technology, innovation and people. We represent an industry on the cutting edge, that is turning global challenges into new business opportunities. Much like our constant transformation, we also bring about transformation wherever we operate.

For all these reasons, we are especially proud to present this year's sustainability report. In it we present our outcomes and initiatives across the environmental, social and governance aspects, underscoring our commitment to our planet.



Thank you and  
enjoy the report.

**José Odvar Lopes**

CEO



# About us

## Who we are **GRI 2-6**

We offer clean and sustainable solutions to meet the world’s ever-growing energy demands. We are among the first companies in Latin America to specialize in processing grains into biofuels and other high-value, low-carbon footprint products. We were originally founded in Paraguay in 2007, and expanded into Brazil in 2018 with the construction of a facility in Sinop, Mato Grosso, the birthplace of agribusiness in Brazil. Since our inception in Brazil, we have seen continuous growth in ethanol production.

Currently, in addition to our two facilities in Paraguay, we have operations in Nova Mutum (MT) and Dourados (MS), and offices in São Paulo. We are the leading producer of corn ethanol in Latin America and have built a prominent position both nationally

and internationally in the production of Distiller’s Dried Grains with Solubles (DDGS), corn oil, and IOP products tailored for high-performance agriculture.

Renewable raw materials and inputs coupled with an eco-efficient, cutting-edge processes ensure we deliver top-quality, traceable products. Supporting this, we have invested in securing national and international quality certifications in the most discerning consumer markets.

Our value chain for corn ethanol and other derivatives in Brazil supports jobs and businesses in both rural and urban areas; drives expansion of second-season crops; produces renewable electricity; and helps to optimize production of animal protein and dairy products by, for example, reducing time to slaughter for beef cattle.

## In 2022 we made significant investments in:



inaugurating our third plant in Brazil, in Dourados (MS)



building our first corn oil refinery in Dourados (MS)



expanding our facility in Nova Mutum (MT)



the production of antibiotic-free DDGS



LEARN MORE

Discover more about Inpasa's rapid ascent in this article featured on *Forbes'* website.

## OUR NUMBERS IN 2022 (BRAZIL)

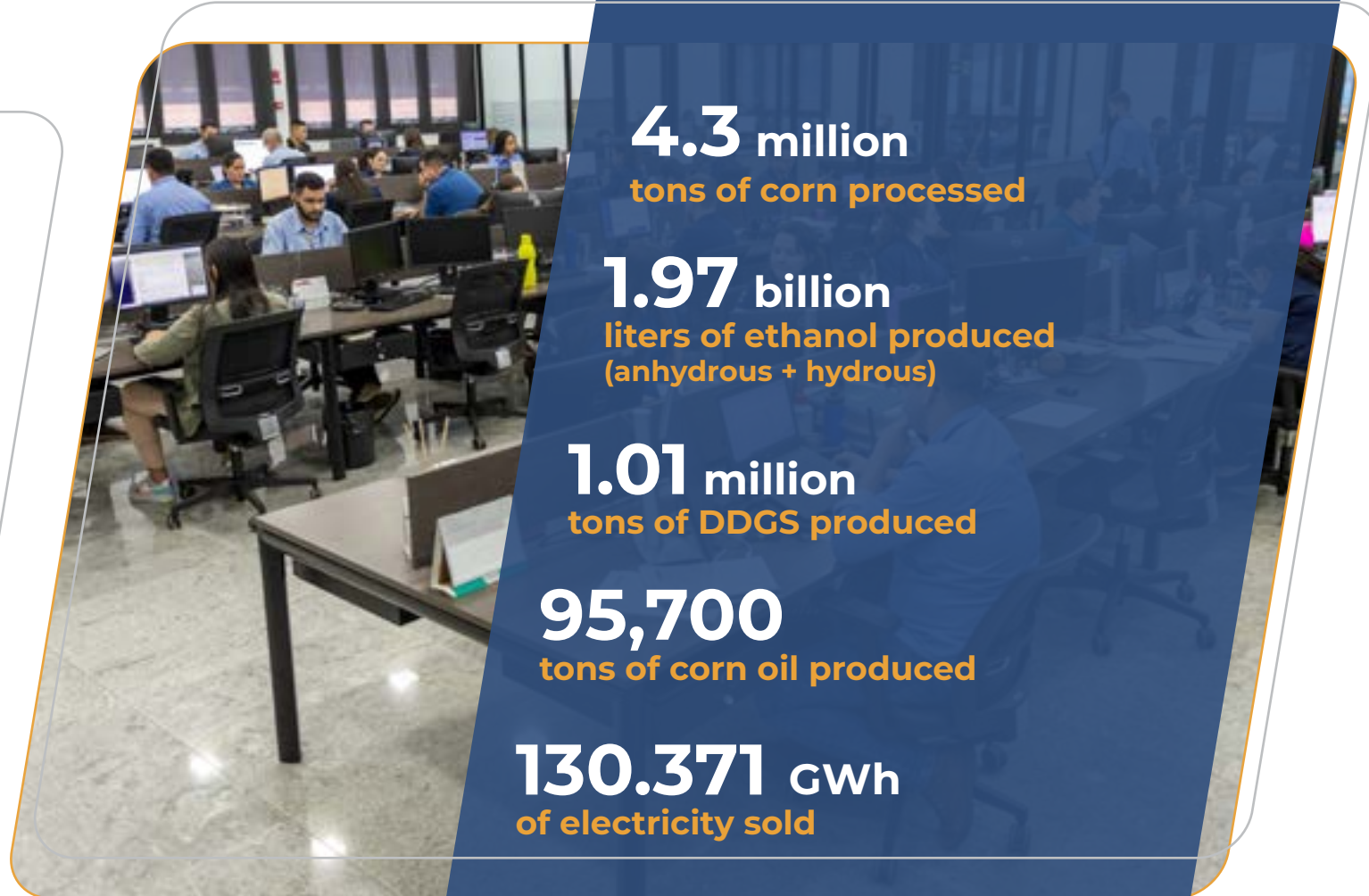
**4.3 million**  
tons of corn processed

**1.97 billion**  
liters of ethanol produced  
(anhydrous + hydrous)

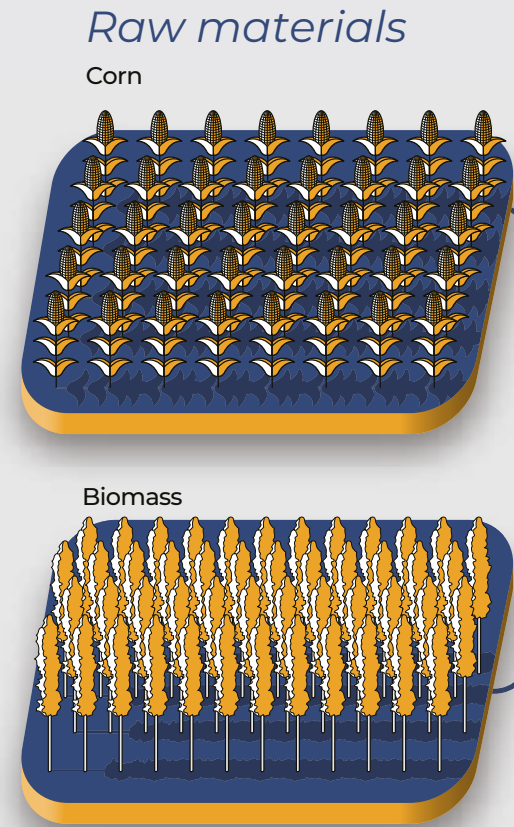
**1.01 million**  
tons of DDGS produced

**95,700**  
tons of corn oil produced

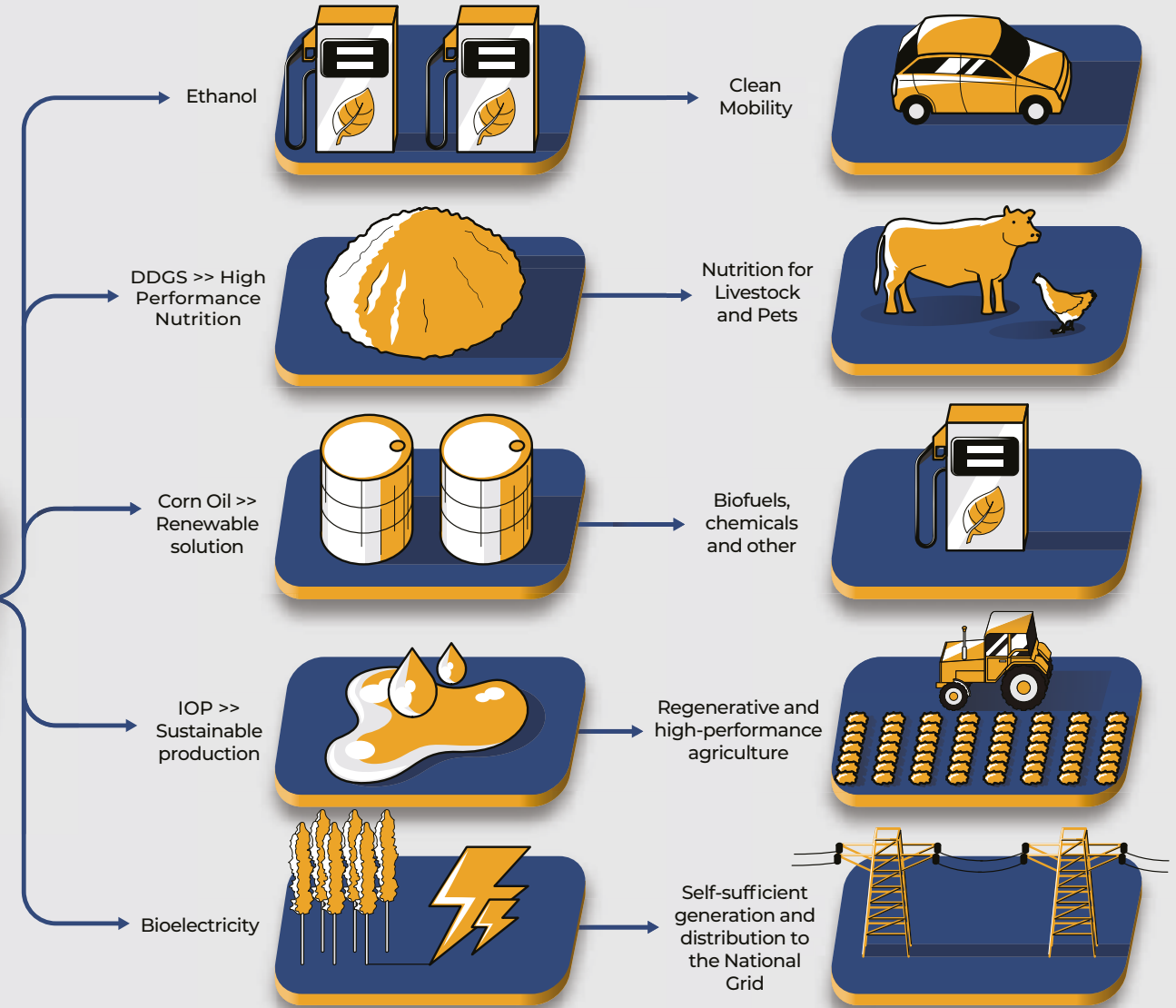
**130.371 GWh**  
of electricity sold



# Our production process



## Products and applications



## Ethanol

Our facilities produce both hydrous ethanol, sold at fuel stations, and anhydrous ethanol, which is blended with gasoline. Inpasa's industrial process ranks as one of the most efficient in the world.

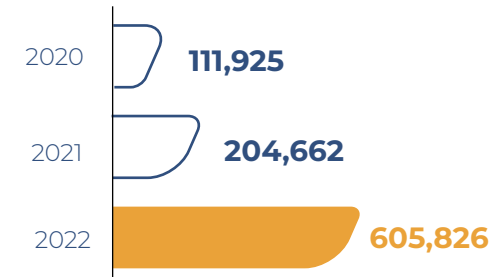
In 2022, we processed approximately 12,000 metric tons of corn per day in Brazil, for a daily output rate of about 5,386 m<sup>3</sup> of ethanol. Compared to 2021, biofuel production and sales increased by over 50%. This growth was driven by the expansion of our processing capacity and

the increasing recognition of ethanol as a low-carbon footprint fuel, generating approximately 80% less emissions compared to gasoline.

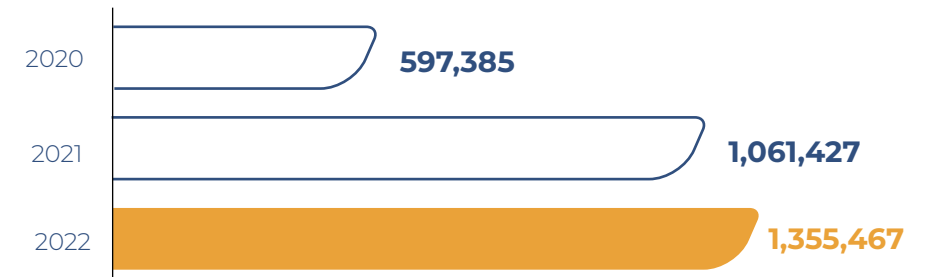
Inpasa led the domestic market in 2022, supplying 1.96 billion liters of ethanol. Our fuel is sold throughout Brazil and markedly in its Central-South region, where São Paulo represents one of the largest consumer markets. We have recently also expanded our presence in the North and Northeast.

### SALES VOLUMES IN M<sup>3</sup>

#### Anhydrous ethanol



#### Hydrous ethanol



### Inpasa...

- It is the largest processor of cereals into clean and renewable energy in Latin America;
- supplied 1.96 billion liters to the domestic market;
- fuels around 2.3 million cars every year.

## DDGS

Inpasa's DDGS (Distiller's Dried Grains with Solubles) product contains 32% highly digestible protein, essential nutrients, and energy, making it ideally suited for high-performance nutrition. Among other differentiators, our DDGS product is antibiotic-, sulfur- and contaminant-free.

DDGS production and sales volumes increased by 50% in 2022. Inpasa has a range of international quality certifications, including Kosher and Halal, that enable us to market our DDGS products to seven different countries on four continents.

In the domestic market, we are present in Brazil's primary dairy region in Minas Gerais, and are among the leading suppliers

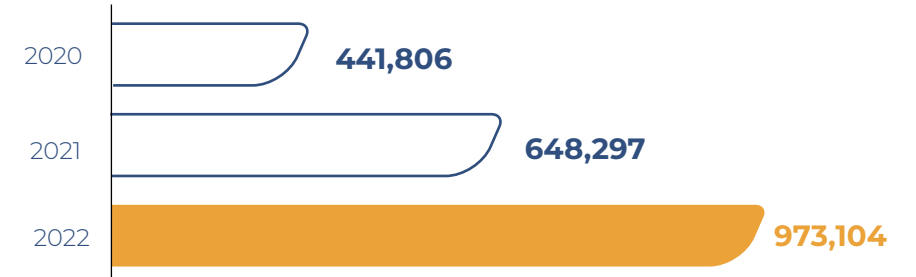
to the pig, poultry, and fish production industries, supporting the production of eggs, meat, and milk. Protein concentrate has also come into wide use in the pet food industry, a segment experiencing substantial growth in Brazil.



DDGS is a highly digestible protein for high-performance nutrition, including pet food.

## SALES VOLUME (IN TONS)

### DDGS



## Inpasa...

- produces DDGS with 32% highly digestible protein;
- offers a product free from antibiotics and sulfur;
- exports to seven countries across four continents.



## Corn oil

Half of the corn oil produced in Brazil comes from Inpasa-owned plants. Our product boasts a high energy content and is used in various industries, including the biofuel and chemical industries.

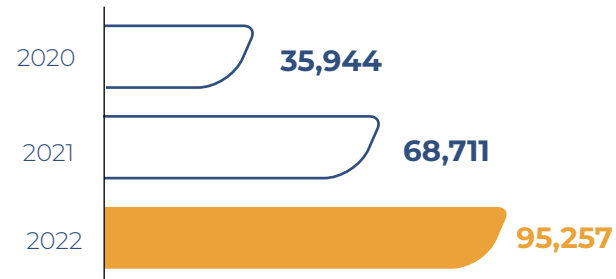
In 2022, corn oil sales increased by 39% on the previous year. Beyond the domestic market, our corn oil has gained ground in Arab countries, the U.S., Europe, and Africa. In 2022 we commissioned our first large-scale refinery in the city of Dourados, expanding our capacity to meet growing global demand amid the energy transition.



Inpasa's corn oil is marketed in all regions of Brazil and numerous other countries.

### SALES VOLUME (IN TONS)

#### Corn oil



#### Inpasa...

- produces nearly half of Brazil's corn oil;
- posted a 39% increase in corn oil sales;
- supplies corn oil for the production of biofuels, paints, specialty oils, among other applications.





## Inpasa Oil Premium (IOP)

Inpasa Oil Premium is a blend of the pure corn oil we produce with high-performance green chemistry additives. The product is designed to reduce losses in agricultural applications, enhance product absorption, and mitigate environmental impacts from inefficient operations. Excellent oil-water interaction supports more efficient use of water resources while considerably improving performance in applications using this technology.

Inpasa's 100% natural IOP corn oil has earned recognition as a sustainable product through international certifications designed to educate consumers and encourage practices

that support the cultivation of healthier food within a perfectly balanced ecosystem.

IOP is also proven to be immediately biodegradable, with tests showing it will experience complete biodegradation in just 23 days while leaving zero environmental residue. These unique benefits in a single product align with the growing demand for environmentally friendly, non-invasive, and regenerative agricultural practices. This is reflected in an almost 80% increase in our market share in 2022 compared to the previous year.

\*OECD Guideline no. 301 B (1992).



Inpasa's IOP product grew its market share by almost 80% during the year.

### Inpasa...

- produces IOP, which is biodegradable within 23 days;
- provides a product with high plant absorption;
- presents a high-performance adjuvant.

## Other products

### Electricity

Inpasa generates its entire electricity requirement from renewable sources, particularly biomass. Biomass-produced steam drives turbines to generate electricity, with any surplus being injected into the national grid and subsequently sold in the free market.

### Carbon credits

Through the RenovaBio certification obtained for the Sinop and Nova Mutum units, the company participates in the carbon credit market, issuing CBIOs that are sold on the national market. For 2023, we will certify the Dourados unit.



Our contribution to combating climate change includes our clean energy matrix, CBIOs carbon credit certificates, among other initiatives.

### Inpasa...

- generated 10.266 GWh of electricity from its photovoltaic plants in 2022;
- has two industries certified by the RenovaBio Program.



## Our presence GRI 2-1

Our products are sold across Brazil and to customers on various continents. Inpasa has three operational sites in Brazil, two in Paraguay, and offices in São Paulo.



### Operations in Brazil

#### Headquarters in Sinop (MT)

Products: ethanol, DDGS, corn oil, and electricity.  
Storage capacity: 940,000 metric tons.

#### Nova Mutum (MT)

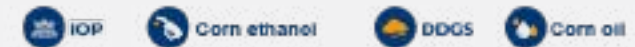
Products: ethanol, DDGS, corn oil, and electricity.  
Storage capacity: 620,000 metric tons.

#### Dourados (MS)

Products: ethanol, DDGS, corn oil, and electricity.  
Storage capacity: one million metric tons.

#### Offices

Located in São Paulo, these offices serve as a business hub for marketing Inpasa products.



Markets for Inpasa products.

## Our logistics structure

We have consistently improved our logistics efficiency year on year by employing a multimodal distribution strategy (road, rail, pipeline, river, and maritime shipping). This approach allows us to deliver our products more efficiently across all Brazilian states and internationally.



In 2022, we utilized all these transportation modes to reach our customers...

### Road:



1.6 billion liters of ethanol transported.

### Rail:



400 million liters, 48% more than the previous year.

### Pipeline:



135 million liters conveyed.

### River:



a 53% increase compared to 2021.

# Timeline



**2007**

Inpasa begins construction of Latin America's first 100% corn-based ethanol plant in the city of Nova Esperança, Paraguay.

**2008**

Start of operations at our Nova Esperança facility.



**2018**

Inpasa begins operations at its second facility in São Pedro, Paraguay.

**2019**

We inaugurate our first facility in Brazil, located in Sinop, Mato Grosso.



**2020**

Our second facility in Brazil, in Nova Mutum, Mato Grosso, starts operating.

**2021**

Inpasa begins construction of a third facility in Brazil, in Dourados, Mato Grosso do Sul, and expands the Sinop facility.



**2022**

The Dourados facility starts operating.



LEARN MORE  
Learn more about  
Inpasa's history on  
our website.

# 2022 Highlights

## Ratings



Fitch upgraded Inpasa's rating from BBB- to A+, reflecting strong cash flows and positive business prospects in the coming years.

## Transparency



The Brazilian GHG Protocol Program awarded Gold reporting status to Inpasa's emissions inventory for 2021, demonstrating compliance with high standards of transparency in emissions reporting.

## Our people



Our employees are key to Inpasa's success. We ended the year with a workforce of 1,613 employees, a 60% increase compared to the previous year.

## Integrity



As part of our constant pursuit of high standards of ethics and integrity, we strengthened our compliance department and revamped our Code of Conduct and Ethics.

## Sustainability



We created a Sustainability/ ESG function to assist the Board of Directors and the Executive Board on the journey to becoming an even more sustainable company.

## Innovation



In partnership with Amazonik (an innovation center in the Sinop area), we organized our first 30-hour hackathon aimed at solving business challenges.

## Communities



We established the José Lopes Foundation with a goal of supporting communities in the municipalities where we operate.



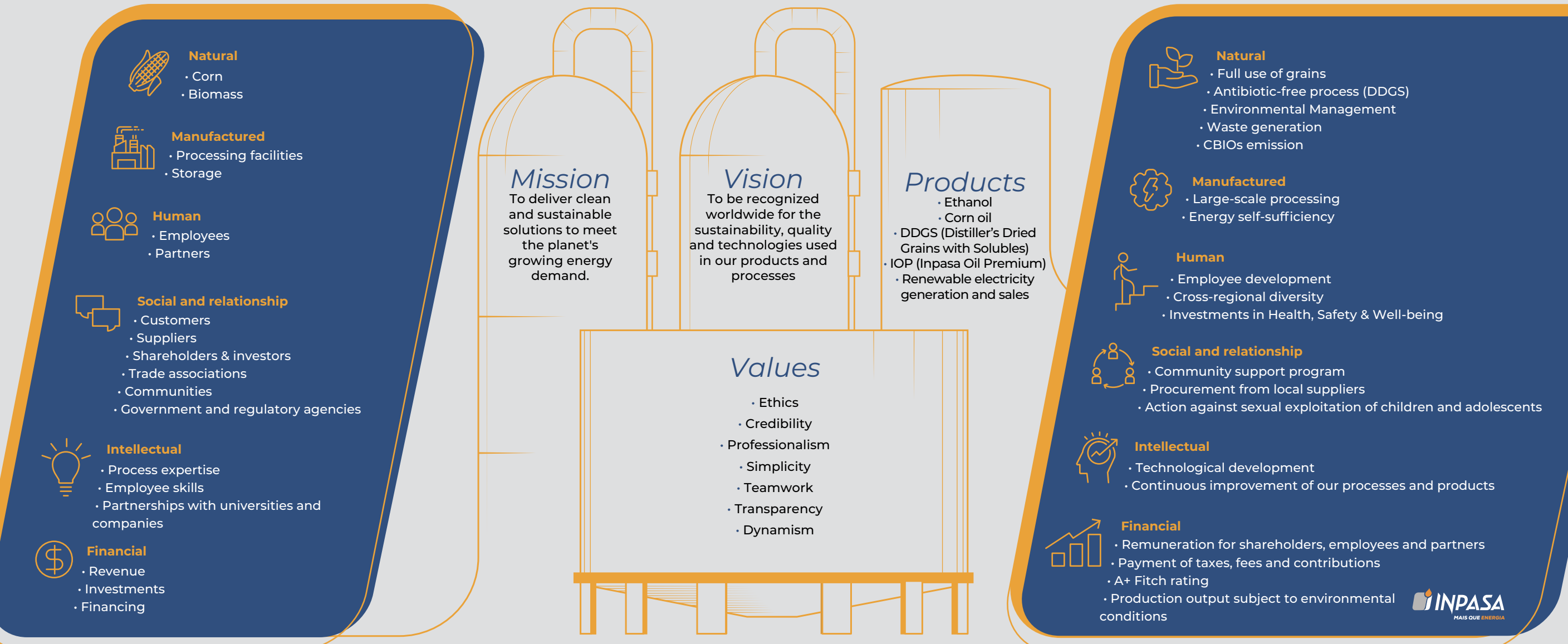
# Our business and strategy

# Business Model

## Inputs

## Value creation

## Outputs





## Business performance

We concluded 2022 with our best performance to date across production, sales, and revenue. Our experience in the biofuels market since 2007, combined with a high-performance team and the power to plan and execute, helps to overcome external challenges and deliver results.

The easing of COVID-19 restrictions had a positive impact on the market in which we operate, resulting in strong economic and financial performance, especially

in the first half of the year. The second half of the year proved to be more challenging, primarily as a result of tax developments in the fuel sector. However, our diversified portfolio provides financial stability. Another advantage is our vertically integrated business model, including oil refining and other operational processes that enhance the value of our products.

A diversified portfolio and value-added operational processes are among Inpasa's competitive advantages.



## Financial performance

Economic value generated more than doubled in 2022 compared to the previous year. Our positive financial performance was supported by strong operational results combined with efficient financial management and a highly committed team.

### Fitch upgrades Inpasa's risk rating

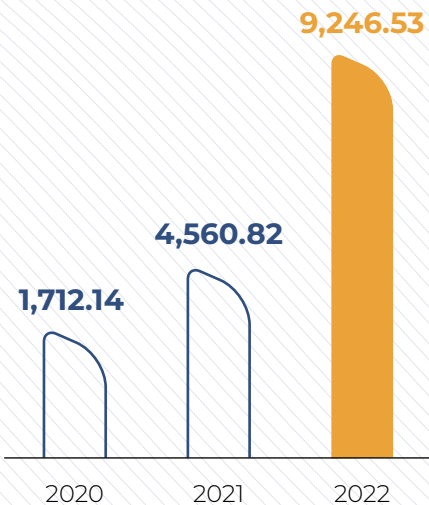


Fitch Ratings upgraded our long-term national rating from BBB- to A+(bra) in 2022. The upgrade reflects stronger-than-expected cash flows combined with projected low leverage and good liquidity over the rating cycle in the next two years.

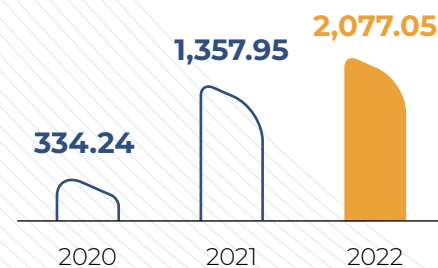
The agency also considered Inpasa's large-scale operations and competitive production cash cost in the Brazilian ethanol

industry. As a risk mitigation factor, the business model was considered, which benefits from the sale of animal nutrition products with high added value, high corn storage capacity and well-established commercial agreements.

**DIRECT ECONOMIC VALUE GENERATED (R\$ MILLION) GRI 201-1**  
Revenue



**ECONOMIC VALUE RETAINED (R\$ MILLION) GRI 201-1**



**ECONOMIC VALUE DISTRIBUTED (R\$ MILLION) GRI 201-1**

Distributed	2020	2021	2022
Operating costs	861.38	2,315.02	5,980.12
Employee salaries and benefits	37.81	60.81	139.92
Payments to government	252.29	655.58	612.30
Payments to providers of capital	226.42	171.46	437.14
Interest on equity	334.24	1,357.95	2,077.05
<b>Total</b>	<b>1,712.14</b>	<b>4,560.82</b>	<b>9,246.53</b>

## Sustainability GRI 2-14, 2-17

Sustainability is integral to our way of doing business. Inpasa is committed to using resources responsibly, reducing emissions, and delivering positive value to society. In addition, we seek to uphold high standards of ethics, transparency, safety, and respect for our employees, partners, and the environment, as we continue to contribute to building a low-carbon economy.

2022 saw a number of organizational changes at Inpasa. We established a Sustainability/ESG team, strengthened our Governance and Compliance team with new hires and policies, and created a Sustainability committee. This committee is a non-statutory, permanent body comprised of a multidisciplinary team of leaders from various departments,

including the Administrative, Internal Audit & Risk, Communication & Marketing, Financial, Legal, Human Resources & Social Responsibility, Integrated Management System (IMS), Quality & Environment, Procurement, and Sales departments.

### Our ongoing initiatives include:

- 1.** Investments in expanding production of ethanol, a biofuel that generates 80% less emissions than gasoline
- 2.** Production plant certification within the RenovaBio program
- 3.** Investments in reducing the carbon footprint of our value chain, enabling us to issue additional CBIOS (carbon credits)
- 4.** Monitoring and reducing greenhouse gas emissions (GHG) from our activities through an annual inventory produced in accordance with the Brazilian GHG Protocol
- 5.** Reusing waste generated in agricultural and mill operations
- 6.** Employee training and development programs
- 7.** Social responsibility initiatives in the communities where we operate
- 8.** A Whistleblower Channel and an audit system



## Commitments and association membership GRI 2-28



### Mato Grosso Carbon Neutral Program

Inpasa has joined the Mato Grosso Carbon Neutral Program, which aims to achieve net zero carbon emissions in the state of Mato Grosso by 2035, supporting sustainable development.



### Brazilian GHG Protocol Program

Inpasa has begun publishing greenhouse gas emissions inventories as part of the Brazilian GHG Protocol Program. In 2022, our inaugural report was awarded Gold reporting status.



### University collaborations

We have established collaborations with institutions such as the Federal University of Mato Grosso (UFMT), the Federal University of Goiás (UFG), and the University of São Paulo's Luiz de Queiroz School of Agriculture (ESALQ), among others. These collaborations help to accelerate innovation and bridge the gap between academic theory and practical industry applications.



### Business Pledge for Integrity and against Corruption – Instituto Ethos

This pledge aims to cultivate an ethical business environment through engagement among participants, industry campaigns, and sharing of best practices.



### Na Mão Certa Program

This program seeks to combat roadside sexual exploitation of children and adolescents. We participate in awareness campaigns and have joined the Brazilian Business Pledge Against Roadside Sexual Exploitation of Children and Adolescents.



### Trade associations

We are members of the Mato Grosso Industry Federation (FIEMT), the Mato Grosso do Sul Industry Federation (FIEMS), the National Corn Ethanol Union (UNEM), the Union of Sinop Employee Entities (UNESIN), and the Sinop Rural Union.



Inpasa has undertaken a range of sustainability commitments and entered into partnerships to advance innovative and responsible business practices.

## Certifications

Inpasa Brazil holds certifications that reflect our socially and environmentally responsible operations and commitment to industry best practices.



### Kosher

This certification confirms that our production processes are compliant with Jewish dietary laws, including the principles outlined in the Torah, the sacred text of Judaism (Sinop, Nova Mutum, and Dourados).



### BEA – Animal Welfare

The BEA animal welfare label is awarded by Integral Certificações, with technical endorsement from certification organization QCONZ, supported by periodic audits on continued compliance with requirements (Sinop plant). Requirements include good manufacturing practices, a quality control laboratory, and product registration with the appropriate authorities, in this case the Brazilian Ministry of Agriculture, Livestock, and Food Supply (MAPA).



### RenovaBio

This certification is awarded by the Brazilian Petroleum, Natural Gas, and Biofuels Agency (ANP) to ethanol producers eligible to issue decarbonization credits (Sinop and Nova Mutum plants).



### ISO 9001

ISO 9001 certification attests that our operations are compliant with international quality standards (Sinop and Nova Mutum).



### Halal

We follow good manufacturing and food safety practices that ensure a high-quality product in accordance with Muslim dietary laws. This certification covers the traceability of raw materials and all inputs used in the industrial process (Sinop and Nova Mutum).



### Arab Chamber

We are certified for export to Arab countries. This certification attests that our products, are compliant with traceability standards and importer requirements (Sinop, Nova Mutum, and Dourados).



### IBD

IBD is the leading organics certifier in Latin America and the only certification body in Brazil recognized in the international market, with our IOP product approved globally for use in organic agricultural



### OMRI

The Organic Materials Review Institute (OMRI) is an international nonprofit organization that determines which input products are allowed for use in organic production and processing under the USDA National Organic Program, the Canadian Organic Standards, and the OMRI Mexico (Product: IOP).

### In addition, in 2023 we have extended our certifications to include:

- ISO 14001: an international standard on environmental management systems (IMS).
- ISO 27001: a standard on information security management systems.
- Good Manufacturing Practices System: this certification attests that good manufacturing practices are reliably applied in the manufacture of products for animal nutrition.



# Innovation and Technology

GRI 3-3



Inpasa’s research and development (R&D) programs provide productivity and sustainability benefits in both agriculture and industry, and have incorporated a wide range of solutions and technologies in our processes and products.

Our R&D initiatives align with our overarching business strategies, processes, and structures. We encourage employees to cultivate an innovative culture and have a dedicated section on our intranet for suggestions, which are evaluated by our New Ideas Committee.

Inpasa also has policies and procedures in place on information security and

acceptable use of technology resources. We are currently in the process of obtaining certification to ISO 27001, a standard on information security management systems. The certification process involves reviewing controls, policies, procedures, risk management, and other related aspects.

We engage with and listen to our stakeholders through various channels, ensuring transparency and effective communication. We assess the progress of information technology-related initiatives through surveys, user feedback, data analysis, benchmarking, and continuous monitoring.

At Inpasa we foster new ideas, develop strategies, and implement processes to drive innovation and technology.





**Below are some of our innovation and technology highlights from the year:**

**Amazonik Inpasa Hackathon**

In November 2022, we organized a hackathon in partnership with the Amazonik Innovation Center in Sinop, where participants were challenged to develop solutions for business needs. Participants had 30 hours to develop ideas to solve a real-world business problem.

**Educational and research partnerships**

Inpasa has established collaborations with universities, educational and research institutions, and technology companies. These collaborations validate our research and development programs, providing customers with assurance regarding the credibility and quality of our research deliverables.

Some of our partner institutions include the: National Industrial Training Service (SENAI); Industrial Social Service (SESI); Brazilian

Micro and Small Business Support Service (SEBRAE); State University of Campinas (UNICAMP); University of São Paulo (USP), Piracicaba campus; Federal University of Goiás (UFG); Federal University of Paraná (UFPR); Federal University of Londrina (UFL); University of Viçosa; Lallemand Biofuels and Distilled Spirits (LDBS); Katzen; MS Foundation; MT Foundation; IMA; Biome4all; National Institute for Empty Packaging Processing (InpEV).

**Biotechnology for better yields**

In 2022 we received recognition from Lallemand Biofuels and Distilled Spirits (LDBS) for our use of FermBoost® BR yeast technology to improve yields in fermentation while reducing the volume of expensive enzymes needed for the process. **According to Lallemand, we have achieved the highest ethanol yield in liters per ton of corn in the Americas.**

Lallemand and Inpasa have entered into an agreement to implement antibiotic-free products for controlling contaminants in corn ethanol fermentation. These products are designed to eliminate the presence of antibiotics or antibiotic resistance genes in fermentation co-products, like DDGS, which is used as an ingredient in animal feed. Through this initiative, Inpasa has become the first corn ethanol producer in South America to market a 100% antibiotic-free product.



**Inpasa is the first corn ethanol producer in South America to market a 100% antibiotic-free product.**

**Biodegradable oil (IOP)**

Inpasa Oil Premium (IOP) can be applied to different crops to reduce costs and improve yields. IOP has been tested by Merieux Nutrisciences, with results indicating 31% higher biodegradability compared to the control product, achieving 100% biodegradability in just 23 days. This performance is thanks to the unique properties of Inpasa’s corn oil combined with customized high-performance, low-impact additives.

**AI-driven preventive maintenance**

Inpasa has continued to deploy artificial intelligence (AI) in its processes to improve operational availability and eliminate unexpected failures and breakdowns. “An AI-driven WhatsApp messaging tool alerts the maintenance team about

unexpected equipment behavior, enabling us to predict equipment failure and maintain high levels of efficiency,” explains Itiel Cerkunvis, director of Inpasa’s Maintenance department.

**Virtualization software**

Inpasa implemented virtualization software to facilitate remote management and automation activities during the pandemic while ensuring secure access to the company’s systems. The software enables personnel to connect to all workstations at Inpasa from different devices, as well as supporting access audits. This enables efficient troubleshooting and corrective action on machinery and equipment.



Inpasa has received recognition for its use of predictive artificial intelligence in processes to achieve increased operational availability.



## Information Security

Protecting the privacy of our stakeholders' data is one of the primary commitments outlined in Inpasa's Integrated Management System Policy. We have an Information Security Policy in compliance with the Brazilian General Data Protection Regulation (BR GDPR) and we address this topic in our Code of Conduct and Ethics.

Inpasa has an Information Security Handbook to ensure employees understand and are engaged around data protection. The handbook offers clear and straightforward guidelines on safeguarding personal data, best practices for creating passwords, proper document handling, and methods to prevent cyberattacks, among other relevant aspects. We also share this handbook with our suppliers, extending our information security culture throughout the value chain.

To promote greater awareness and engagement around information security, we regularly feature this topic in newsletters sent to all Inpasa operations. Through these communications, we share relevant information, updates on security policies and procedures, and highlight best practices for data protection.

In addition, we have developed an "Information Security Minute" video series covering essential concepts related to this topic. These videos emphasize the importance of protecting against fraud, cyberattacks, and data theft, and provide practical and targeted tips to help employees stay informed and prepared to address these threats. Our team keeps abreast of the latest trends in cybersecurity threats and best practices for prevention and response.

# ESG

In today's business landscape, ESG (Environmental, Social, and Governance) practices have become an imperative for organizations committed to driving positive impact. Inpasa's sustainability strategy supports these goals through initiatives and programs aimed at generating prosperity for our company and stakeholders.



## Environmental

Within the environmental pillar, we promote responsible management and are committed to risk mitigation and impact reduction. More broadly, we are helping to combat climate change by building a clean energy mix and implementing sustainable corn production and processing methods.



**CLICK HERE** TO READ THE ENVIRONMENTAL CHAPTER



## Social

In the social sphere, we nurture the well-being, safety, and development of our employees. And we extend our commitment to local communities through initiatives that positively impact social groups near our industrial operations, strengthening the bonds between our company and society.



**CLICK HERE** TO READ THE SOCIAL CHAPTER



## Governance

In governance, our approach aims to establish robust frameworks and transparent, ethical decision-making processes, fostering a culture of integrity that permeates the entire value chain. Through an ongoing commitment to transparency and accountability, we seek to build trust and ensure accountability to all stakeholders, cementing our path toward a sustainable and successful long-term business model.



**CLICK HERE** TO READ THE GOVERNANCE CHAPTER



# Environmental

Our products are contributing to the shift in Brazil and globally toward a cleaner, more sustainable energy mix with a lower carbon footprint. Through responsible management, we seek to manage and reduce environmental impacts throughout the value chain. In doing so, we are supporting action against climate change, the material topic addressed in this chapter.

# Environmental management

Our Integrated Management System (SGI) serves as a basis for our environmental practices. We seek to use natural resources responsibly in order to preserve ecosystems and biodiversity in the areas we operate, safeguarding our planet's future. We have a range of initiatives in place to enhance resource efficiency, reduce emissions and waste, ensure compliance with laws and regulations, and raise environmental awareness.



Inpasa has a range of initiatives and programs in place to support environmental management.

**We have developed and implemented environmental plans and programs to prevent, mitigate, or offset adverse environmental impacts and risks. These include the following:**

- Environmental Management Program
- Social Communication Program
- Environmental Education Program
- Noise Monitoring Program
- Atmospheric Emissions Monitoring Program
- Surface Water Quality Monitoring Program
- Fish Stock Monitoring Program
- Terrestrial Wildlife Monitoring Program
- Industrial Waste Management Plan (PGRS)
- Erosion Monitoring and Control Program
- Environmental Risk Monitoring Program
- Environmental Transport Management Program
- Environmental Monitoring Program - Effluent Treatment and Fertigation System
- Environmental Monitoring Program - Groundwater Resources
- Biomass Sourcing and Use Management Program
- Accident Risk Monitoring Program



## Water and effluents

GRI 303-3, 303-4, 303-5

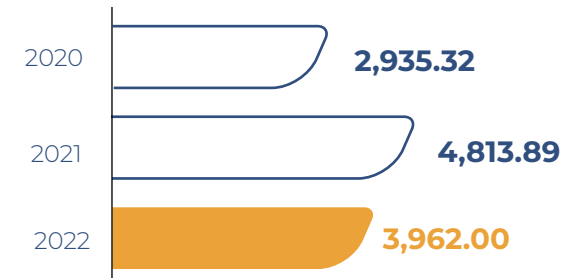
We follow the recommendations of competent authorities for groundwater withdrawals from deep cased wells. We use closed-loop systems at our plants and work to reduce losses due to evaporation. Wastewater from industrial, office, and construction activities is directed to an on-site Wastewater Treatment Plant. The treatment system includes receiving tanks that transport the effluent through anaerobic, aerobic, and other ponds. The treated effluent can be reused in fertigation and for internal cleaning activities.

In 2022, we consumed 3,962 million m<sup>3</sup> of water. Information on groundwater withdrawal is collected through an integrated system in our Real-time Operations Center and monitored in accordance with withdrawal permits

### TOTAL VOLUME OF WATER WITHDRAWAL ACROSS ALL AREAS AND IN AREAS WITH WATER STRESS, BY SOURCE (THOUSAND M<sup>3</sup>)\* GRI 303-3

#### Groundwater (Total)

Freshwater (≤1000 mg/l Total Dissolved Solids)



\*No water is withdrawn in areas with water stress.

### TOTAL WATER DISCHARGE TO ALL AREAS IN MEGALITERS, AND A BREAKDOWN OF THIS TOTAL BY THE FOLLOWING TYPES OF DESTINATION (THOUSAND M<sup>3</sup>), IF APPLICABLE\*

GRI 303-4

#### Groundwater 2022



\*No water is discharged in areas with water stress.

## Waste

Inpasa' Waste Management Plan is compliant with all relevant regulations. Waste generated from administrative and operational activities, as well as from construction work, is preferably directed for recycling. When recycling is not possible, it is disposed of in sanitary landfills or with licensed treatment companies. Ashes from biomass combustion in our boilers are repurposed as fertilizer and donated to local farmers for agricultural use and composting. We have also made significant investments in ash re-burning, reducing biomass consumption and minimizing waste generation.

For the second consecutive year, Inpasa has been recognized with a Best Waste Management and Segregation Award in the *Attitudes* Program of Grupo Canaã Norte, an award program for the group's customers and partners. This year, we have also won an award for our effluent treatment practices. Nearly 150 companies in the state of Mato Grosso were evaluated.

### Oil recycling collaboration with the Sinop (MT) environmental department

The Sinop Oil Project, launched by the Sinop Department of the Environment and Sustainable Development, encourages students from public schools to donate used cooking oil in PET bottles for recycling. The collected oil is processed into biofuel and other products, and sales proceeds are donated to education institutions. Inpasa is leveraging the project's potential for environmental education and has donated 34 containers for storing used oil.



# Climate change

GRI 3-3, GRI 305-1, 305-3, 305-7

We are committed to contributing to climate change mitigation through our business model, which is helping to advance the transition to clean energy sources. Ethanol is a fuel with an 80% lower carbon footprint than gasoline, significantly reducing greenhouse gas (GHG) emissions that drive climate change.

In 2021, we obtained certification within RenovaBio, a program run by the National Petroleum, Natural Gas, and Biofuels Agency (ANP). This certification makes us eligible to issue carbon credits (CBIOs) based on ethanol production, with each CBIO representing one metric ton of CO<sub>2</sub> emissions avoided. The lower the carbon footprint in the ethanol production chain, the more CBIOs can be issued. Currently, certification covers the Sinop and Nova Mutum plants, and in 2023 we will certify the Dourados facility.

In 2022 we developed our inaugural greenhouse gas inventory and implemented measures for continuous emissions reduction. Our inventory is developed in accordance with the Brazilian GHG Protocol program, which promotes transparency and best practices. In 2022, we were awarded Gold reporting status, the highest recognition from the initiative, for our 2021 inventory. We also follow the recommendations of the United Nations' Intergovernmental Panel on Climate Change (IPCC) for quantifying and monitoring our emissions.

Inpasa utilizes multiple transportation modes—including road, pipeline, river, maritime, and rail—to transport our products, and we aim to further reduce emissions from logistics by investing in rail transport. We estimate that in 2023 we will achieve emission reductions of up to 60% by replacing road transport with railways in specific segments.



The company currently tracks two indicators related to its carbon footprint:

- CO<sub>2</sub> emissions, using the PBGHG Protocol methodology for scopes 1, 2, and 3 emissions; and
- Reduction in the overall carbon footprint along the value chain, following the RenovaBio program methodology.

In 2023 and 2024, we plan to set long-term targets for the indicators we track, evaluate the effectiveness of measures taken, incorporate lessons learned, and implement stakeholder engagement practices. In addition, we are currently developing a methodology for calculating greenhouse gas emission intensity. **GRI 305-4**



We have published our inaugural greenhouse gas inventory and are committed to continuously reducing our emissions.

## Risks and opportunities related to climate change **GRI 3-3, 201-2**

Monitoring opportunities and risks is crucial for developing strategies to mitigate climate change.



### The opportunities we have identified include:

- Increased demand for low-carbon products, including biofuels, in both domestic and international markets;
- Preference for low-carbon products in more demanding markets; and
- Decarbonization credits (CBIOS) as incentives to expand biofuel production.

### The risks we have identified include:

- Higher operating costs due to carbon pricing mechanisms;
- Markets becoming more and more demanding when it comes to product sustainability, especially emissions along the value chain; and
- Increasing periods of drought, excessive rainfall, and temperature variations, affecting the availability of our primary resources and driving up procurement costs.

Direct greenhouse emissions – Scope 1 (t CO<sub>2</sub> equivalent) **GRI 305-1**



Biogenic CO<sub>2</sub> emissions (t CO<sub>2</sub> equivalent) **GRI 305-1**



Baseline: 2022, year of the opening of the Dourados unit.  
 Source of the emission factors: GEE GWP; IPCC 2013: CO<sub>2</sub> 1, CH<sub>4</sub> 28, N<sub>2</sub>O 265.  
 Methods and tools used: IPCC; WRI/WBCSD and PBGHG Protocol.  
 Gases included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs.  
 The consolidation approach we use for emissions is operational control.

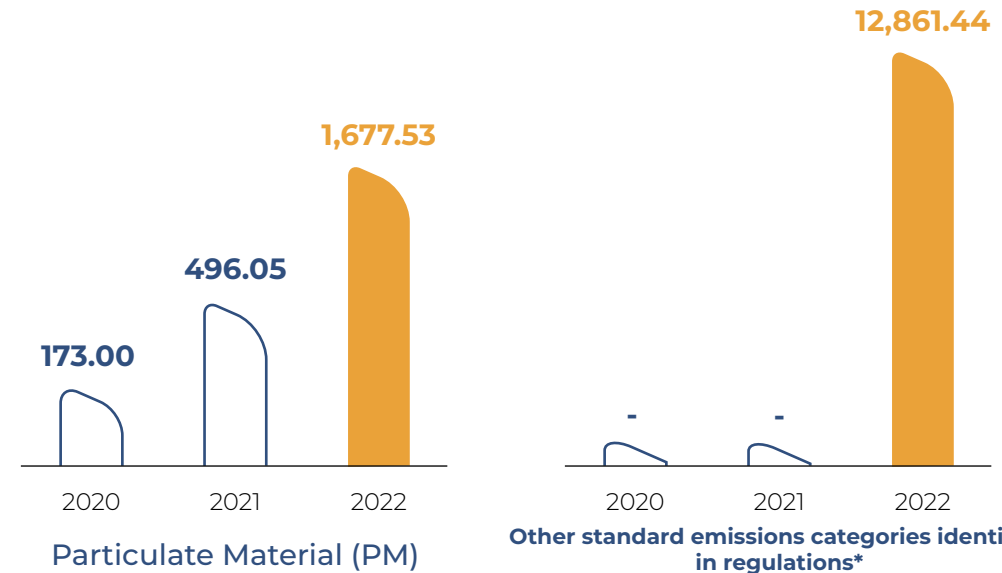
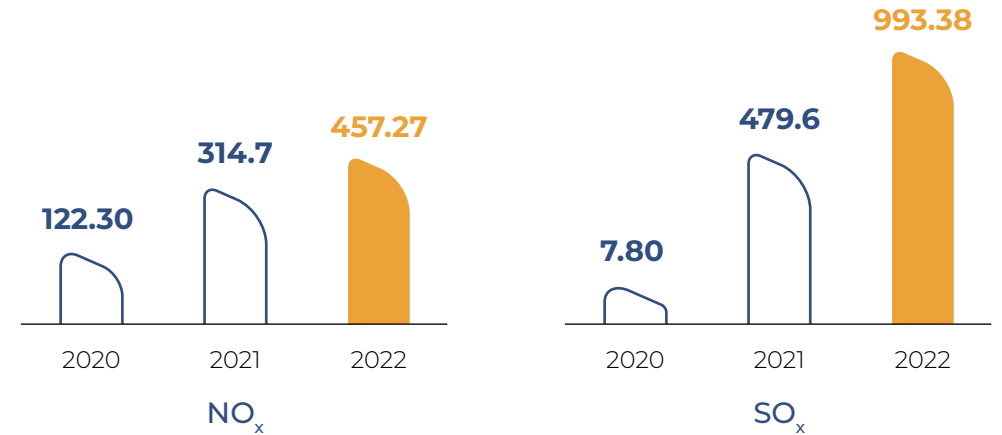
Other indirect greenhouse emissions – Scope 3 (t CO<sub>2</sub> equivalent) **GRI 305-3**



Biogenic CO<sub>2</sub> emissions (t CO<sub>2</sub> equivalent) **GRI 305-3**



Significant atmospheric emissions (t) **GRI 305-7**



\*Other categories have been identified since 2022.  
 Sources: Diesel-fueled vehicles and stationary equipment and boilers burning biomass.  
 Methodology used: ABNT NBR 9547:1997, CONAMA n°491, CETESB L9.229, NBR 12021:2017, NBR 12019:1990, CONAMA no.382, CETESB L9.221, ABNT NBR 12979. Dourados: Internal reference: Sampling procedure PA 01, revision 07. External reference: NBR 12019 (1990): Gas emissions from pipeline and stack sources.

## Energy GRI 302-1, 302-3

We use biomass to generate steam in our production process. Surplus steam is used to generate electricity that is then exported to the National Grid. In 2022 we generated approximately 103,182.6 MWh (371,457.36 GJ) of electricity per month, with approximately 87% consumed at our own plants and the remainder exported to the grid. We have two photovoltaic power plants with a total of 23,000 solar panels, one located at our Sinop facility and the other in Dourados. In 2022 these plants generated a combined output of 10,266 MWh.



We have worked to develop a clean energy mix, including the use of biomass in our production process.

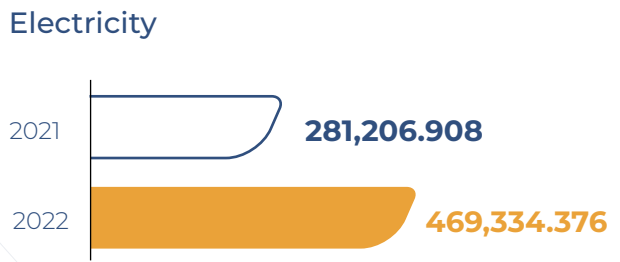
FUEL CONSUMPTION - NONRENEWABLE (GJ) <span style="color: #0070C0;">GRI 302-1</span>		
	2021	2022
Acetylene	0.023	0.002
S10 Diesel	4.08	64,907.136
LPG	0.023	0.897
Kerosene	0.024	0.005
Greases	0.037	0.00
<b>Total</b>	<b>4.187</b>	<b>64,908.039</b>

FUEL CONSUMPTION - RENEWABLE (GJ) <span style="color: #0070C0;">GRI 302-1</span>		
	2021	2022
Ethanol - 70% alcohol	0.004	452.084

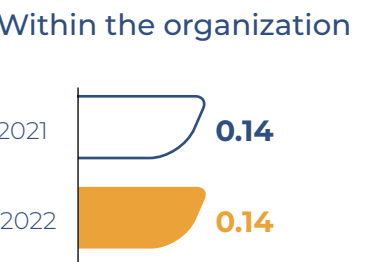
ENERGY CONSUMED (GJ) <span style="color: #0070C0;">GRI 302-1</span>		
	2021	2022
Electricity	1,258,958.63	2,166,761.43
Steam	13,848,309.35	20,788,187.69
<b>Total</b>	<b>15,107,267.98</b>	<b>22,954,949.12</b>

TOTAL ENERGY CONSUMED (GJ) <span style="color: #0070C0;">GRI 302-1</span>		
	2021	2022
Nonrenewable fuels	4.187	64,908.039
Renewable fuels	0.004	452.084
Energy consumed	15,107,267.98	22,954,949.13
Electricity sold	281,206.908	469,334.376
<b>Total</b>	<b>14,826,065.263</b>	<b>22,550,522.793</b>

### ENERGY SOLD (GJ) GRI 302-1



### ENERGY INTENSITY (MWh/t)\* GRI 302-3



\*Intensity metric: energy consumption in MWh divided by total corn processed in metric tons. Types of energy included: thermal and photovoltaic power.

# Social

Since establishing our operations in Brazil, Inpasa has always sought to ensure the well-being of our employees and the inclusion of their families as an essential pillar of the organization.

Today, due to the complexity and cutting-edge nature of our business, many of our employees come from other Brazilian states in search of the dream of dignified work and career growth opportunities. Providing family support through various benefits and close engagement with the company has been one of the ways we have sought to retain and motivate our employees.

This sense of family has also expanded year by year to include the communities where we operate, especially those nearest to our facilities.

Inpasa has a range of initiatives aimed at both internal and external audiences. Our material topics within the social pillar include attracting, developing, and retaining human capital; human rights and labor relations; and health, well-being, and safety.

# Our people

Our growth in recent years has only been possible thanks to the full engagement and dedication of our employees. Inpasa's corporate culture encourages the engagement and development of our employees, who understand that the company's achievements are also their own. We uphold high standards of human rights, well-being, health, and safety in our employee relationships.

We also encourage diversity in all its aspects, including gender, age, sexual orientation, nationality, economic status, ethnic and racial background, and people with disabilities. A human-centric approach helps to create a healthy

workplace environment, enhances decision-making, and supports us in achieving goals and results.

As part of this approach, we actively address harassment and discrimination through internal communication and awareness-raising lectures. We also encourage hiring women for leadership positions to improve gender equity, while ensuring those we hire meet the requirements for the position. All our employees work in the Midwest or at our offices in São Paulo, but our recruiting efforts attract people from all over Brazil and even neighboring countries



We cultivate a healthy workplace culture and offer attractive benefits that motivate employees from various regions to work for Inpasa.



## Our Team in 2022



- We ended the year with **1,613 employees**.
- **23%** of our workforce are women and 77% are men.
- The number of new hires has **grown by 45% since 2020**.
- **56%** of employees in our Midwest operations are originally from other regions of Brazil.
- Among our new hires in 2022, **28%** were women, **72%** were men and **50%** were under 30.

## Attracting, developing and retaining employees

GRI 3-3, 2-7, 404-2

Attracting and retaining qualified talent supports increased innovation and productivity, and ultimately business growth and competitiveness. We have recruitment and selection policies in place that provide guidance on attracting and recruiting employees, and we also implement best human resources practices.

In order to mitigate negative impacts on our ability to attract, develop and retain employees, we provide:

- A Whistleblowing Channel for reporting potential misconduct, privileges, or discrimination; and
- Internal auditing and oversight by the compliance team.

### Positions and salaries

An important milestone in 2022—which underscores Inpasa’s commitment to continuous improvement—was the launch of a Jobs, Salaries, and Career Program offering growth pathways across all departments in the company, providing each employee with a clearer view of the development needed to achieve their desired career goals. Employee compensation is directly tied to their performance and departmental strategies.

We also conduct assessments of technical competencies to inform career transitions. Internal recruitment to fill new positions, rather than seeking external hires, is another practice in place at our Recruitment and Selection department aimed at promoting talent from within the company.





### Continuous learning

In addition to effective recruitment and selection, we have invested in a Corporate University for Distance Education, where all employees and some operational contractors have access to over 43 training courses with assessments and digital certificates. In 2022 alone, we provided over 170,000 hours of training to employees in our Inpasa Brazil operations.

Our programs focus on the development of the hard and soft skills needed for each employee's role. Courses are classified as either mandatory or elective, and some may also require hands-on practice. Courses on the IMS and for roles involving hazards are mandatory.

Mandatory courses include those related to human resources, occupational safety, environment, good manufacturing practices, and certifications. These courses are offered during the onboarding of new employees and require semi-annual or annual refresher training.



**170,000**  
hours of training  
in 2022

### **Desenvolve and Educa Mais**

Other programs include *Desenvolve* and *Educa Mais*, which offer education grants to employees who are pursuing some form of professional education. We encourage and support employees who are already studying on their own, reinforcing the value of continuous self-development and motivating employees who aspire to grow and actively seek opportunities.

### **Leadership**

As part of our practices to nurture and retain talents, Inpasa initiated a Leadership Development Program consisting of four modules covering various areas within the company. Based on a Competencies Development Plan, this program motivates leaders to develop new skills, overcome challenges, and cultivate more effective and productive teams. Throughout 2022, at least 80 hours were dedicated to training 146 leaders across all three units.

### **Young Apprentice Program**

To help introduce young individuals to the job market, we actively support the SENAI National Learning Program, encouraging students to consider a professional career within the industry. This program provides six months of theoretical classes followed by six months of hands-on experience, involving rotations through various company departments. Participants demonstrating outstanding performance have the opportunity to be hired at the company, even if they have not yet completed their studies.



### **Hora do Desenvolvimento program**

All leaders who have undergone the Leadership Development Program continue their journey of continuous improvement through our *Hora do Desenvolvimento* program. This program employs the *Cumbuca* methodology, a technique that assembles small groups for brief, regular meetings. Typically, a book is recommended containing lessons that the team should learn, and through discussions, teams explore how these lessons apply in their day-to-day work. This approach stimulates critical thinking, self-management, personal growth, and effective team leadership.



We encourage reading, critical discussion, and the practical application of acquired knowledge.



### **Trainee Program**


This program was created to attract and train promising young individuals with a focus on business management. In addition to the hard and soft skills needed to achieve excellence in performance, these young professionals are immersed in our culture and have the opportunity to grow professionally with the support of mentors.


In addition to this training, Inpasa employees also undergo regular training in the following areas:

- Good manufacturing practices;
- Information security;
- Halal and Kosher;
- Work instructions;
- Risk Analysis (Permit to Work);
- Preliminary Risk Analysis (APR) with interaction involving contractor employees; and
- Material handling. **GRI 403-5**


## Benefits GRI 401-2

Inpasa offers a standard suite of benefits along with some additional perks to employees, which include:

 An on-site cafeteria and Worker Food Program (PAT), which provides breakfast, lunch, dinner, and a late-night snack.

 Food vouchers and meal vouchers (in units where there is no on-site cafeteria).

 Shuttle buses and transportation tickets.

 Health, dental and life insurance.



A Worker Health Program with a GymPass plan for fitness activities.



Education support, including a SENAI unit within the plant, a proprietary course platform, and partnerships with educational institutions.



A Profit Sharing Program.



Relocation assistance for newly hired employees coming from other cities, including up to 30 days of hotel accommodation.

### Family Day

With families as a core pillar of our company, since 2021 at least three families—including parents, children and siblings—have been invited to visit each of our facilities every month to get to know their relatives' workplace.

The tour includes breakfast, an institutional presentation, a guided tour of the plant, and distribution of customized gifts. During these events, managers also have the opportunity to express their gratitude to employees, in the presence of their families, for their dedication and everyday contributions.



**EMPLOYEES BY EMPLOYMENT CONTRACT AND GENDER\* GRI 2-7**

Contract type	2022		
	Men	Women	Total
Permanent	1,163	340	1,503
Temporary	80	30	110
<b>Total</b>	<b>1,243</b>	<b>370</b>	<b>1,613</b>

\*All employees are based in the Midwest and work full time. Our offices in São Paulo were established in 2022, and our workforce will be reported by region in the following edition of our report. We have no non-guaranteed hours employees. Data compilation method: the data was extracted from the company's system.

**WORKERS (NON-EMPLOYEES) BY CATEGORY AND GENDER\* GRI 2-8**

	2020			2021			2022		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Apprentices	18	11	29	4	7	11	16	21	37
Interns	0	0	0	1	0	1	1	2	3
Contractors	71	6	77	52	5	57	63	20	83
<b>Total</b>	<b>89</b>	<b>17</b>	<b>106</b>	<b>57</b>	<b>12</b>	<b>69</b>	<b>80</b>	<b>43</b>	<b>123</b>

\*Workers' primary roles include: apprentices: industrial and office maintenance; interns: industrial maintenance, industrial processes and administrative activities; Contractors: security, pest control and cafeterias.

**NEW HIRES BY GENDER GRI 401-1**

	2020		2021		2022	
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Men	465	83.18	457	76.94	584	71.92
Women	94	16.82	137	23.06	228	28.08
<b>Total</b>	<b>559</b>	<b>100</b>	<b>594</b>	<b>100</b>	<b>812</b>	<b>100</b>

**NEW HIRES BY AGE GROUP\* GRI 401-1**

	2020		2021		2022	
	No.	Rate (%)	No.	Rate (%)	No.	Rate (%)
Under 30	225	40.25	235	39.56	408	50.25
30 to 50	310	55.45	346	58.25	377	46.43
Over 50	24	4.30	13	2.19	27	3.32
<b>Total</b>	<b>559</b>	<b>100</b>	<b>594</b>	<b>100</b>	<b>812</b>	<b>100</b>

\*All employees are based in the Midwest. Our offices in São Paulo were established in 2022, and our workforce will be reported by region in the following edition of our report.



**PARENTAL LEAVE GRI 401-3**

		2020	2021	2022
Employees entitled to parental leave	Men	595	816	1,163
	Women	120	197	340
Employees who took parental leave	Men	18	28	30
	Women	6	5	11
Employees who returned to work during the reporting period after parental leave ended	Men	18	28	30
	Women	6	4	11
Employees that returned to work after parental leave ended that were still employed 12 months after their return to work	Men	10	17	28
	Women	2	4	5
Return rate (%)	Men	100	100	100
	Women	100	80	100
Retention rate (%)	Men	56	61	73
	Women	33	80	27

**RATIO OF STANDARD ENTRY-LEVEL WAGE COMPARED TO LOCAL MINIMUM WAGE, BY GENDER GRI 202-1**

		2022	
		Men	Women
Minimum wage as established by legislation or syndicate		R\$ 1,212.00	
Sinop	Entry-level wage paid by the organization	R\$ 1,308.96	R\$ 1,308.96
	Ratio	108%	108%
Nova Mutum	Entry-level wage paid by the organization	R\$ 1,308.96	R\$ 1,308.96
	Ratio	108%	108%
Dourados	Entry-level wage paid by the organization	R\$ 1,308.96	R\$ 1,308.96
	Ratio	108%	108%



In 2022 we provided an average of 105.04 hours of training per employee. Most of this training was delivered at our plants.

**AVERAGE HOURS OF TRAINING PER EMPLOYEE BY GENDER\* GRI 404-1**

	2020	2021	2022
Men	48.00	40.56	131.00
Women	36.15	29.97	38.32
<b>Total</b>	<b>46.11</b>	<b>38.55</b>	<b>105.04</b>

\*A breakdown by employee category is not available. Most training was provided at our plants, where men are a majority.



## Human rights and labor relations

GRI 3-3, 407-1, 408-1, 409-1, 410-1

At Inpasa, we implement positive practices that promote human rights and sound labor relations, generating positive impacts on the economy, the environment, and people. Human rights are addressed in our internal policies and procedures and are also enforced at our suppliers, benefiting the entire value chain.

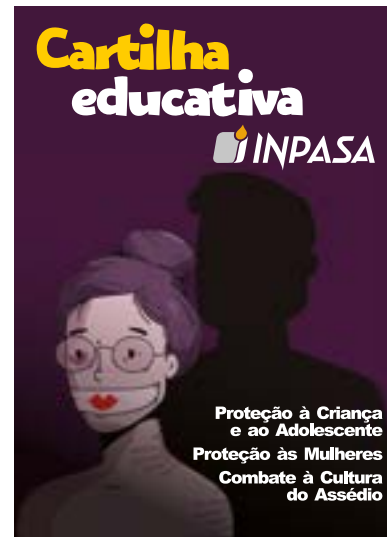
### HUMAN AND LABOR RIGHTS FOR EMPLOYEES

- Inpasa encourages employee motivation and productivity by providing fair wages, adequate working hours, and safe working conditions. We believe that upholding labor rights leads to greater efficiency and competitiveness for the company, while also contributing to the reduction of social conflicts and attracting investments.
- We promote freedom of association and equal opportunity.
- We also seek to safeguard the dignity and physical and mental health of employees, and to prevent any form of discrimination, exploitation, child labor, or forced labor.
- Inpasa regularly engages with unions for collective bargaining discussions and encourages the union affiliation and freedom of association of our employees. In 2022 we recorded no violations of labor or union rights among our own or third-party employees.
- All Inpasa security personnel are trained in human rights policies and procedures.

## Human and labor rights for external stakeholders

- We have a Code of Conduct and Ethics as well as policies for engaging with contractors and suppliers that ensure human rights and compliant labor relations. We require compliance with applicable labor laws and actively address risks related to slave labor and child labor.
- We also monitor the slave labor blacklist published by the Ministry of Labor and Employment (MTE) and decline to do business with any listed companies. We monitor any news reports implicating suppliers in illegal labor practices. In 2022, there were no significant cases of child, forced or slave labor in Inpasa's operations or among our suppliers.

We have developed a risk matrix and continuously monitor key indicators to prevent or mitigate negative impacts. We also have a program for impact management that includes communication guidelines and emergency actions.



## Communications on human rights

We regularly organize campaigns for our stakeholders aimed at building a fair and equitable society. Below are some examples:

### A HARASSMENT-FREE INDUSTRY

A campaign to cultivate a workplace that is free from workplace or sexual harassment. As part of this campaign, we hosted a live YouTube broadcast with experts discussing the topic. Employees from all our operations were invited to follow the discussion and ask questions. You can watch it [here](#).

### EDUCATIONAL BOOKLET

We have developed educational materials covering topics such as child and adolescent protection, women's protection, and combating harassment. These materials are designed for Inpasa employees, their families, and service providers. You can access them [here](#).



We track our progress on human rights issues through key indicators and risk assessments.



LEARN MORE

Read about our efforts against roadside sexual exploitation of children and adolescents in the "Community" sub-chapter.

Learn about Inpasa's Whistleblower Channel in the Governance chapter.

## INTEGRATED MANAGEMENT SYSTEM POLICY

Inpasa affirms its commitment to:

- Ensure your products and processes meet legal, customer and other requirements;
- Provide harmless food, providing food safety;
- Ensure the protection and Halal integrity of products;
- Commit to positive customer perception and satisfaction;
- Seek continuous improvement of industrial and management processes;
- Integrate environmental issues into activities, practices and routines;
- Act preventively on environmental aspects and impacts;
- Ensure the protection of the environment through sustainable practices;
- Protect the privacy of interested parties' data;
- Maintain the integrity, confidentiality and availability of information;
- Provide safe and healthy working conditions, in order to prevent injuries and health problems for our employees and third parties;
- Eliminate hazards and reduce occupational health and safety risks;
- Ensure our employees participate and consult in decision-making within our occupational health and safety management system.



## Health, safety and well-being GRI 3-3, 403-1, 403-4

Inpasa is committed to providing safe and healthy working conditions for our employees, eliminating hazards, and reducing risks. We achieve this through our [Integrated Management System Policy](#), which also ensures employee participation and consultation in decision-making processes related to health and occupational safety while continuously improving our procedures.

Since implementing the system, we have been refining our culture year by year to align with best practices and applicable laws and regulations on health and safety. Other measures have included:

- Occupational health services at each site with qualified nursing professionals providing guidance and first aid.
- Annual Internal Occupational Accident Prevention Week (SIPAT) events
- An Internal Accident Prevention Committee (CIPA) at each site, with active participation from employees.
- Ongoing training for fire responders.
- Task- and procedure-specific training and qualification.
- Implementation of new technologies for managing contractor employees, such as a digital platform for handling safety and health-related documents and legal regulatory requirements.
- Health and safety risk assessments to inform mitigating action, including a hazard and damage management program and pre-task risk assessments.
- A Health and Safety department at each site to disseminate guidelines and raise awareness among employees.

We currently have a staff of over 40 professionals dedicated to Occupational Health and Safety (OHS), including doctors, nurses, engineers, occupational safety technicians, and drivers. Additionally, over 600 trained fire responders are stationed at our three sites to protect, direct, and manage any emergency response. These measures help to disseminate a robust safety culture and proactive mindset that helps to save lives and prevent occupational illnesses.

Our health department is responsible for monitoring the occupational health of our employees and contractors through mandatory health checks. The department also works with SESI in analyzing our Occupational Health Control Program (PCMSO) to develop a yearly activity plan.

**GRI 403-6**

Our employees participate in health and safety initiatives within the company through our Internal Accident Prevention Committee (CIPA). During monthly CIPA meetings, discussions revolve around areas for improvement and cultural

aspects. CIPA, in collaboration with the Occupational Health and Safety team, is also responsible for organizing Internal Accident Prevention Week (SIPAT) events.

Another avenue for worker engagement is our Emergency Responder Committee, which conducts monthly meetings to report unsafe situations and instances of non-compliance with work procedures, and to discuss any fire incidents. Inpasa also organizes health and well-being campaigns for employees on a monthly basis.



We have more than 600 trained emergency responders to protect employees at our facilities.



## Prevention as a safety pillar

GRI 403-2, 403-3, 403-7, 403-10

Health and Safety is a top priority for us, and this makes prevention an imperative when it comes to our employees. We constantly strive to prevent injuries and ill health involving our employees. To achieve this, we work to mitigate health and occupational safety hazards and reduce risks.

One of the ways we prevent accidents is by issuing task-appropriate Personal Protective Equipment (PPE) to all employees, such as gloves and earmuffs. We also have procedures in place such as:

- Conducting Hazardous Operations Assessments to identify any hazards requiring a hazard pay premium;
- Preparing Technical Reports on Workplace Conditions, identifying harmful agents to which a worker has been exposed and which have the potential to affect their health;
- Applying company checklists in operational sectors to inform corrective measures and prevent accidents;
- Using the Safety Compliance Index in all operations to measure progress on health and safety;
- In 2022, we renewed the Fire Department Inspection Certificate for our Mato Grosso site, following inspections of the fire-fighting systems throughout our production, operational, and administrative processes;





- Inspections in operational and administrative departments;
- The use of permits to work for all non-routine tasks. Digital Permits to Work will be implemented in 2023, significantly improving risk mitigation; and
- Encouraging employee participation in Safety and Health Talks.

Where high consequence incidents occur, we launch an investigation alongside the CIPA (Internal Accident Prevention Commission). Multidisciplinary teams may be involved, as well as contractors, in the

investigation and developing action plans. If deviations, incidents or accidents are reported, we conduct an assessment and follow-up to prevent recurrence.

During onboarding, all employees are instructed not to put themselves into unsafe situations. If they identify any such situations, they should notify their superior, the department manager, and if possible, the Occupational Safety team. We also provide a Whistleblower Channel that our employees and contractors can use to report any violations of our Code of Conduct and Ethics in the workplace.

The employee training we provide complies



Employees are instructed on what to do if they identify an unsafe situation.



with Brazilian regulatory standards and also covers the following topics:

- Good manufacturing practices;
- Information Security;
- Halal and Kosher;
- Work instructions;
- Risk Assessments (Permit to Work);
- Preliminary Risk Analysis (APR) with interaction involving contractor employees; and
- Material handling. **GRI 403-5**

There were no instances of workplace-related ill health in 2022 among the 5,124 employees at our plants. We work diligently to ensure the safety of our employees, contractors, and visitors, all of whom are required to adhere to internal and external regulations.

We compile data through legally mandated programs based on technical regulations, including our Hearing Control Program (PCA) and Respiratory Protection Program (PPR), both developed by SESI; our Medical Control and Occupational Health Program (PCMSO); and our Ergonomic Assessment Reports (RAE).

Inpasa's approach is to reinforce the importance of following safe practices in the workplace daily and whenever necessary. We have worked to expand our oversight of activities, standardize procedures, and further develop barriers to reduce incidents. Our goal is to continuously explore new ways to ensure a safer environment for everyone working in the company.



## Key activities in 2022

Inpasa organizes accident prevention and awareness events each year, with the Internal Accident Prevention Week (SIPAT) being the most important. This event is organized by Internal Accident Prevention Committees (CIPAs) and involves a multidisciplinary team with representatives from various departments across the company.

In 2022, the chosen theme for the week was “**Safety today means hope tomorrow.**” The topics discussed included:

- The use of PPE
- Leadership and Preliminary Risk Analysis (PRA)
- Interpersonal relationships and corporate culture
- Employee motivation through a quiz on safety and health knowledge with prizes.
- A parody contest.

In addition to the SIPAT event, other significant activities throughout the year included:

- *Brigada Forte*: an initiative aimed at motivating and rewarding workers who help look after the safety of others and company property by undergoing training as emergency responders.
- **Workplace exercise**: we implemented workplace exercise routines aimed at encouraging healthy lifestyles. The program covers all employees during their work shifts.
- **Monthly awareness campaigns, such as**: Green April (Occupational Health & Safety), Yellow May (commuting accidents), Pink October (breast cancer), and Blue November (prostate cancer).



**NUMBER AND PERCENTAGE OF WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM GRI 403-8**

Workers who are not employees, but whose work and/or workplace is controlled by the organization	2022	
Individuals covered by an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines	No.	5,124
	%	100
Individuals covered by such a system that has been internally audited.	No.	5,124
	%	100
Individuals covered by such a system that has been audited or certified by an external party*	No.	984
	%	19.20

\*Our Dourados plant was preparing for certifications and, therefore, did not participate in the external audit used to compile data. We use different software systems for regulatory compliance monitoring, including SoftExpert, CS Compus software, and Brazilian Regulatory Standards (NRs).



**100%** of employees and contractors involved in Inpasa's operations are covered by our health and safety management system. We enforce safe practices daily and promote improvements as necessary.

# Communities

As a company committed to integrating with surrounding communities, Inpasa places a strong emphasis on its relationships with the communities in the municipalities where it operates. Whether through independent initiatives or in collaboration with different institutions and public bodies, we actively contribute to social and individual development in areas such as environmental education, sports, culture, safety, and health. These initiatives align with our Donations and Sponsorship Policy, which is currently being updated. Some of our most significant programs include:

## Na Mão Certa Program

Inpasa supports the *Na Mão Certa* program, which aims to raise awareness among truck drivers, partner companies, the community, and employees regarding roadside sexual exploitation of children and adolescents in Brazil. The program is led by the NGO Childhood Brazil in partnership with Instituto Ethos.

Campaigns are organized to mark specific dates—such as May 18 (National Day to Combat Child and Adolescent Sexual Abuse and Exploitation) or Trucker's Day—offering an opportunity for educational activities. On

Trucker's Day, drivers passing through our sites are offered health check-ups (blood sugar, blood pressure, and eye exams) and receive guidance on combating drug use while driving and on defensive driving.

In December, we conducted a campaign to advertise our *Juntos na Mão Certa* virtual learning platform, with content on combating sexual exploitation, physical and emotional health, alcohol use, and life on the road. We also organized discussions involving Inpasa employees, program champions, and truck drivers.

## Instituto Desportivo da Criança

We support Instituto Desportivo da Criança in its educational efforts for children and adolescents in Sinop through its “Kids’ Volleyball” project. This initiative also helps children to develop values and a sense of responsibility. Inpasa employees work as volunteers in this project.

## ARCA

We have a partnership with NGO ARCA, supporting them in collecting donations of supplies for animal castration.



Our primary focus in our community initiatives is on environmental education, sports, culture, safety, and health.



In 2022, we invested over R\$ 1 million in our communities. **GRI 201-1**



## Donations

In 2022 we made donations on occasions such as Christmas and Children’s Day to support charities and socially vulnerable communities with items such as toys, clothing, food, and more. In 2022 we supported donations to the following charities:

- Apae Sinop – for the construction of infrastructure for equine therapy;
- Toy donations – we organized events to collect toys for distribution to over a thousand children. These events also featured games and other activities at recreation centers and orphanages in Sinop, Nova Mutum, and Dourados;
- We supported the Kids Volleyball project during “McHappy Day,” Children’s Day, Environmental Day, June Festivals, and other events; and
- Vulnerable communities in Sinop, Nova Mutum, and Dourados received Christmas hampers as part of our donations.

In recognition of our support for initiatives to help socially and economically vulnerable communities, Inpasa received “Helping Hand” certification from the Sinop City Hall and “Volunteer” certification from the IDC. These accolades recognize our financial support and the active involvement of our employee volunteers in the Kids Volleyball program. In Dourados (MS), Inpasa supported the construction of the regional headquarters for the Institute of the Environment, at a total cost of R\$ 4 million, including equipment and furnishings. This was a way for us to give back to the community as part of our commitment to our host municipality.



**Our donations aim to assist socially vulnerable communities and strengthen local charities.**



## José Lopes Foundation

The José Lopes Foundation for Social Assistance and Environmental Development is a non-profit charity named after Inpasa's founder. It was established with the aim of making positive contributions to the communities where our company operates. The initiative fosters social transformation through education, sports, culture, and environmental programs.



José Lopes

## The year 2022 marks the registration of the foundation's bylaws, as well as several activities:

### GEMTE Project

We support strategic public education programs within the Mato Grosso Business Group.



### Hospital do Câncer de Mato Grosso

Inpasa supports charitable events aimed at raising funds for the hospital's healthcare programs.



### Casa da Amizade – Senhoras Rotaryanas

We support a wide range of projects that help at-risk individuals.



### Sinop Rotary Club

Inpasa organized a fundraiser to purchase wheelchairs for people with reduced mobility, including the elderly and individuals with disabilities.



### Nova Mutum City Hall

We support social inclusion for the elderly population by offering a recreational facility at Parque das Águas.



### Nova Mutum Rotary Club

We organized fundraisers to support Rotary Club's orthopedic assistance program and also for donations to the Mato Grosso Cancer Hospital.





# Governance

This section describes our governance structure, decision-making processes, and approach to ensuring transparency, ethics, and accountability to all stakeholders. We strive to promote a culture of integrity throughout the value chain. Two material topics are addressed in this section: Ethics, integrity, and compliance, and Supply chains.

## Governance structure

GRI 2-9, 2-10

Inpasa's primary governance bodies are the General Stockholders' Meeting, the Board of Directors, and the Executive Board. Directors and board members are chosen based on their technical expertise and industry experience. Their duties as outlined in our Bylaws are as follows:

### General Stockholders' Meeting

This body is responsible for decision-making regarding the election or removal of board members, approval of financial statements, determination of overall remuneration for board members and senior management, and other relevant

matters. The Board convenes at the end of each fiscal year or whenever necessary.

### Board of Directors

The Board of Directors is responsible for setting strategy and priorities, appointing and removing members of senior management, and making decisions regarding significant investments, among other duties. The board comprises three members, including a representative of the majority shareholder, a minority shareholder, and one member from the Executive Board. The Chairman of the Board of Directors does not have an executive role in the company. **GRI 2-11**

#### MEMBERS OF THE BOARD OF DIRECTORS\* GRI 2-9

Member	Title	Start of tenure
José Odvar Lopes	Chairman of the Board	December 2021
Rafael Augusto Ranzolin	Member	December 2021
Fernando Zioli Alfini	Member and Chief Administrative and Financial Officer	December 2021

\*Inpasa is currently redesigning the Governance structure and creating committees to advise the Board of Directors

Technical expertise and industry experience are the criteria used in selecting Board members.



## Executive Board Composition



**Fernando Zioli Alfini**  
Chief Administrative and Financial Officer



**Flavio Peruzo Pires Gonçalves**  
Chief Commercial Officer



**Gustavo Mariano Viana Leite Oliveira**  
Chief Ethanol Commercial Officer



**Itiel Cerkunvis Gonçalves**  
Chief Maintenance and Automation Officer



**Wagner Langner**  
Chief Process and Production Officer

## Executive Board

The Executive Board is responsible for the general management of the company's affairs and for implementing the guidelines and strategies approved by the Board of Directors.

In 2022 we completed a review of job positions and salaries and introduced significant changes to our organizational structure. The new structure is currently being refined with the assistance of independent consultants, with a focus on executive positions and governance

bodies. Our compensation policy was developed based on industry benchmarking assessments. **GRI 2-19, 2-20**

To enhance employee engagement around corporate governance, we conducted meetings with managers across our three sites to explore current governance practices, risk management, and the next steps to achieve continuous improvement.



We have worked to continuously improve our governance practices at Inpasa.



Our revised Code of Conduct and Ethics is more contemporary and readily accessible.

## Ethics, Integrity and Compliance **GRI 3-3**

In 2022 we made significant progress in Ethics, Integrity, and Compliance management. This included a reorganization of our Compliance department and an overhaul of various procedures and policies. These changes are aimed at supporting the company's rapid growth while upholding our commitment to people, the environment, and best practices.

Our Code of Conduct and Ethics was the first document to undergo a comprehensive review and relaunch. The Code encapsulates our mission, vision, and values, and was updated to reflect internal discussions with the active involvement of top management. Inpasa's Code of Conduct and Ethics is designed to be easily understandable, using plain and straightforward language. In addition, we have taken steps to enhance the accessibility of our policies. These policies have been relocated on our website and intranet and have been disseminated to employees. Other policies in place at Inpasa include:

- Anti-corruption Policy
- Compliance Policy
- Donation & Sponsorship Policy
- Disclosures Policy
- Securities Trading Policy
- Dividend Policy

The Compliance department has also focused on building an ethical culture by reviewing processes and promoting compliance. With our company's recent growth, it became necessary to establish a standard set of decision-making rules appropriate to the scale of the business, related risks, and our commitment to ethics and integrity.

To mitigate conflict of interest risks, our Code of Conduct contains related guidance and we have investigation procedures in place at our Compliance department. **GRI 2-15**

## Our governance commitment to sustainable development

GRI 2-12, 2-13, 2-23, 2-24

Senior management regularly reviews and updates our values, mission, strategies, policies, and goals related to sustainable development. All relevant policies are reviewed by the Executive Board and must be observed by all employees and contractors engaged in business with the company. Furthermore, we respect and uphold the rights outlined in the Universal Declaration of Human Rights.

Our supplier contracts incorporate our core commitments, which are non-negotiable. We provide employees with regular training to ensure compliance with company policies and commitments.

LEARN MORE: **Our ethics and compliance policies are available on our [website](#).**



### What Inpasa's Code of Ethics says

Learn about our stance—as articulated in our Code of Ethics—on key issues related to Ethics, Integrity, and Compliance:

- Harassment: we do not tolerate any form of workplace or sexual harassment, discrimination, threats, or intimidation against employees at any hierarchical level.
- Forced and child labor: Inpasa is committed to championing the eradication of child and slave labor, and our supplier contracts establish penalties for those involved in such practices.
- Environment: we are committed to using resources and facilities responsibly and compliantly.
- Anti-corruption: we do not accept or offer any form of financial or personal advantage from or to suppliers or any public or private institutions.
- Conflict of interest: personal interests should never take precedence over professional conduct.
- Data protection: we work to protect and prevent breaches of customer, supplier, and employee data.

See our Pocket Guide to the Code of Conduct and Ethics on Inpasa's website.



## Whistleblowing Hotline

GRI 2-23, 2-25, 2-26

The Compliance team is responsible for investigating reports and ensuring employee compliance with laws, internal policies, and our Code of Conduct and Ethics. The team continually strives to improve its internal procedures to reduce exposure to risks.

We have established a Whistleblower Channel to receive reports of potential violations of the Code of Conduct and Ethics or applicable laws and regulations. This channel is managed by an independent firm and is accessible 24/7 through both a phone line and a website. Whistleblowers have the option to remain anonymous. We take a no-tolerance approach to any form of intimidation or retaliation against bona fide whistleblowers.

Whistleblowing reports are documented on the platform and then investigated by the Compliance team. After the investigation is completed, the whistleblower receives

feedback about the investigation findings through the platform, confidentially and anonymously. The Compliance team produces a final report and submits it to the Integrity/Compliance Committee for review and determination of appropriate action.

Additionally, we operate a Customer Service Desk (SAC) where stakeholders can submit suggestions and complaints. This channel is managed by the Quality department, which oversees case management, processing, and feedback. Our service desk is currently undergoing restructuring.



LEARN MORE:  
**Whistleblowing  
Hotline number:  
0800 800 9595.**

**Whistleblowing  
Channel Website.**

**Contact Us Webpage.**

## Supply Chain

GRI 3-3, 308-1, 308-2, 414-1, 414-2

We highly value our relationships with all stakeholders, including our suppliers, as they play a crucial role in the company's success. Inpasa strives to be an ethical and dependable business partner, upholding contractual and financial commitments while building trust in our commercial relationships.

We are also committed to disseminating sound social and environmental practices and integrity throughout the supply chain. Our contracts incorporate provisions against forced labor, child labor, and illegal deforestation. We do business only with suppliers who fully comply with all legal requirements.

Suspected or reported contractual breaches are investigated and can result in sanctions if substantiated. Inpasa actively monitors the slave labor blacklist published by the Ministry of Labor and Employment (MTE) and declines to do business with listed companies. We also

track media reports on illegal labor, with a particular focus on the areas where we operate. In addition, we are active participants in the *Na Mão Certa* program, an initiative against roadside sexual exploitation of children and adolescents, and regularly conduct awareness campaigns on this issue.

Climate change poses a risk to our supply chain, which we closely monitor. Extreme rainfall or droughts can impact the quantity and quality of the raw materials required for our production process.

Our strategies to mitigate this risk involve:

- Early sourcing of corn;
- Continuous monitoring of weather developments both within and outside the states and countries where we operate;

- Active monitoring of domestic and international markets through our market intelligence department; and
- Expansion of corn storage capacity at our facilities.





## Partnership with Sebrae to develop supply chains in Mato Grosso do Sul

Inpasa and Sebrae Mato Grosso do Sul have entered into a technical partnership agreement with the aim of enhancing the competitiveness of suppliers in the southern area of the state. As part of the agreement, Inpasa has joined the Supply Chain Development Working Group to conduct studies and implement enabling initiatives for micro and small-scale suppliers.

The Working Group addresses the needs of anchor companies, or large enterprises in the region. Sebrae

analyzes these anchor companies' requirements and incorporates them into specific training and consultancy programs designed for satellite micro and small businesses. The partnership with Inpasa Brazil is a part of Sebrae's Corporate Connections program, a strategy to connect industry majors with small businesses. Sebrae, with over 14 years of experience in supply chain development, is a benchmark for best supplier qualification practices nationwide. For Inpasa, this agreement will unlock new opportunities to increase the positive impact of our operations.



Sebrae, with over 14 years of experience in supply chain development, is a benchmark for best supplier qualification practices nationwide.

# GRI Content Index

**Statement of use**

Inpasa has reported with reference to the GRI Standards. The report covers the period from January 1, 2022, to December 31, 2022.

**GRI 1 used**

GRI 1: Foundation 2021

GRI STANDARD / ANOTHER SOURCE	CONTENT	LOCATION
GRI 2: General Contents 2021	2-1 Organizational details	Inpasa's headquarters is located at Rodovia BR-163, KM 817, S/N, Zona Rural, Sinop/MT, CEP.: 78.559-899   Caixa Postal 267. Page 16.
	2-2 Entities included in the organization's Sustainability reporting	3
	2-3 Reporting period, Frequency and contact point	3
	2-4 Restatements of information	There are no restatements of information, as this is Inpasa's inaugural Sustainability Report.
	2-5 External assurance	This report has not been independently assured.
	2-6 Activities, value chain and other business relationships	8
	2-7 Employees	43, 48
	2-8 Workers who are not employees	48
	2-9 Governance structure and composition	63
	2-10 Nomination and selection of the highest governance body	63
	2-11 Chair of the highest governance body	63
	2-12 Role of the highest governance body in overseeing the management of impacts	66
	2-13 Delegation of responsibility for managing impacts	66
	2-14 Role of the highest governance body in sustainability reporting	24
	2-15 Conflicts of interest	65
	2-16 Communication of critical concerns	Critical concerns are not communicated to the highest governance body.
	2-17 Collective knowledge of the highest governance body	24

GRI STANDARD / ANOTHER SOURCE	CONTENT	LOCATION
GRI 2: General Contents 2021	2-18 Evaluation of the performance of the highest governance body	Inpasa has no process in place for evaluating the performance of the highest governance body.
	2-19 Remuneration policies	64
	2-20 Process to determine remuneration	64
	2-22 Statement on sustainable development strategy	7
	2-23 Policy commitments	66, 67
	2-24 Embedding policy commitments	66
	2-25 Processes to remediate negative impacts	67
	2-26 Mechanisms for seeking advice and raising concerns	67
	2-27 Compliance with laws and regulations	There were no instances for which non-monetary sanctions were incurred by the company.
	2-28 Membership associations	25
GRI 3: Material Topics 2021	2-29 Approach to stakeholder engagement	6
	2-30 Collective bargaining agreements	Percentage of employees covered by collective bargaining agreements: 32%. Collective bargaining agreements are established through negotiation with unions.
	3-1 Process to determine material topics	4
	3-2 List of material topics	4
<b>MATERIAL TOPIC: ETHICS, INTEGRITY AND COMPLIANCE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	65
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	The total monetary value of financial assistance received from governments during the reporting period was R\$ 725,769,000 in tax credits and benefits.
GRI 202: Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	49
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	All operations were assessed for risks related to corruption.
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	In 2022 we provided no communication or training on anti-corruption policies and procedures to our employees, workers or business partners.
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	We had no confirmed instances of corruption in the year.
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	There were no legal actions for anti-competitive behavior, anti-trust, or monopoly practices in 2022.
GRI 415: Public Policy 2016	415-1 Political contributions	There were no political financial or other contributions in the year. Our Compliance and Donations and Sponsorship policies forbid any political or party contributions.

GRI STANDARD / ANOTHER SOURCE	CONTENT	LOCATION
<b>MATERIAL TOPIC: HEALTH, SAFETY AND WELL-BEING</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	52
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	52
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	54
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	54
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	52
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	46, 56
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	53
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	54
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	58
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	54
<b>MATERIAL TOPIC: CLIMATE CHANGE</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	37, 38
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	38
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	37, 39
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Our Sinop, Nova Mutum and Dourados operations generated more electricity than they consumed, selling the surplus to the national grid. Scope 2 emissions are therefore not reported for these operations, in accordance with the GHG Protocol Brazil methodology. Inpasa's scope 2 emissions inventory includes only emissions for our São Paulo offices, totaling 0.64 tCO <sub>2</sub> e.
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	37, 39
GRI 305: Emissions 2016	305-4 GHG emissions intensity	38
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	There were no emissions reductions from 2021 to 2022.
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)	There were no ODS emissions in 2022.
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	37, 39

GRI STANDARD / ANOTHER SOURCE	CONTENT	LOCATION
<b>MATERIAL TOPIC: HUMAN RIGHTS AND LABOR RELATIONS</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	50
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination were reported.
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	50
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	50
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	50
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	50
GRI 411: Rights of indigenous peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	There were no reported incidents of violations involving rights of indigenous peoples in 2022.
<b>MATERIAL TOPIC: ATTRACTING, DEVELOPING AND RETAINING EMPLOYEES</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	43
GRI 201: Economic Performance 2016	201-3 Defined benefit plan obligations and other retirement plans	Inpasa does not have a private pension plan for employees.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	48
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	47
GRI 401: Employment 2016	401-3 Parental leave	49
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	49
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	43
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	There were no regular performance and career development reviews during the reporting period.

GRI STANDARD / ANOTHER SOURCE	CONTENT	LOCATION
<b>MATERIAL TOPIC: SUPPLY CHAIN</b>		
GRI 3: Material Topics 2021	3-3 Management of material topics	68
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	68
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	68
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	68
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# Credits

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