

Annual
Sustainability
Report 2024

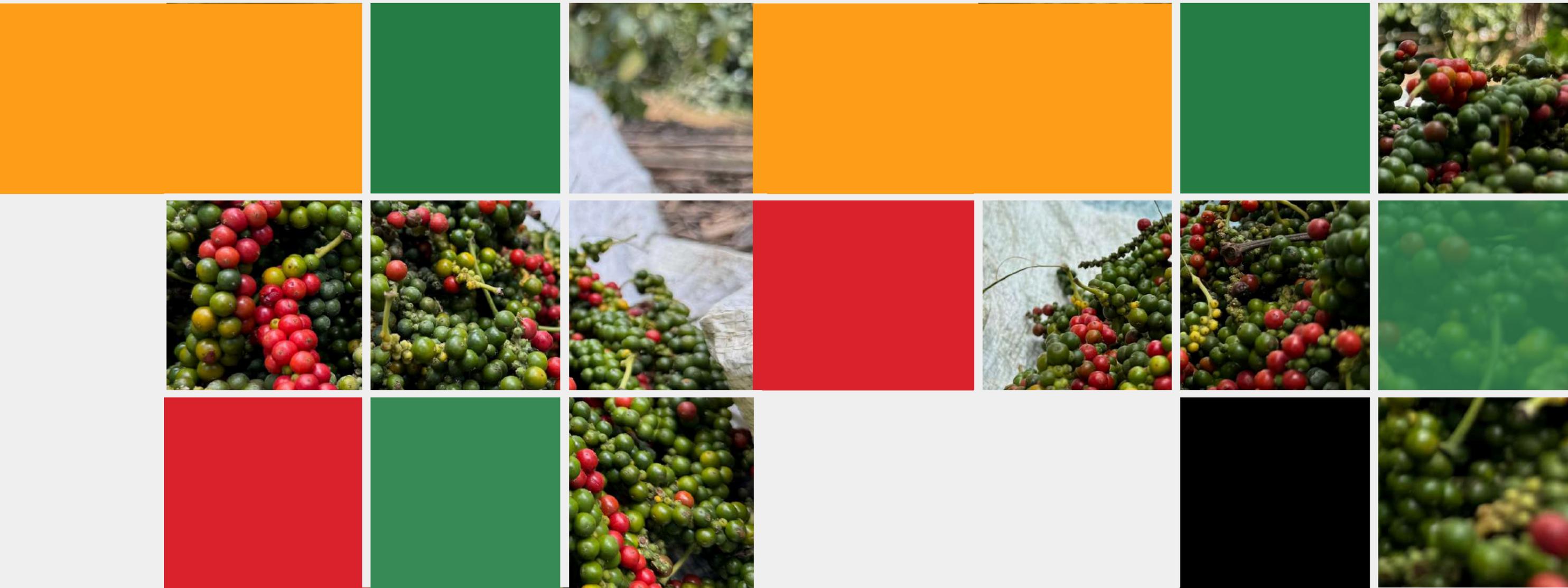




Table of Contents

Introduction	02
Production	08
Traceability	14
Dialogue with Farmers	18
GEO Project	20
Sustainable Development	24
Greenhouse Gas Inventory	30
Consumption	34
Governance	38
Social	40
Sustainable Development Goals	44
GRI	46

Leadership Statement

Dear employees, partners, and stakeholders,

It is with great pride that I share the progress and challenges that marked this cycle at Tropoc. In a year of significant transformations, we reaffirmed our commitment to strong governance, the promotion of social development, and the preservation of the environment — pillars that guide all our decisions and practices.

Our journey, which began in Pará, now also expands to Espírito Santo, strengthening our position in the black pepper trading market. This expansion is not only geographic but also reflects our continued investment in sustainable and responsible practices that value both our partners and employees, as well as the communities in which we operate.

By strengthening our governance processes, we ensure transparency and integrity at every stage of our business — both essential to facing the challenges of a dynamic and globalized market. At the same time, we have prioritized actions that foster socio-environmental development, promoting the empowerment of local farmers and care for the natural resources that sustain our production.

Our sustainability efforts reflect our belief that economic success must go hand in hand with social and environmental responsibility. We will continue to invest in initiatives that improve operational efficiency and strengthen our role throughout the value chain, contributing to a fairer and more sustainable future.

I am deeply grateful for the dedication of the entire Tropoc team and the trust of our partners. Together, we are building a company that not only delivers results but also positively transforms the communities and the environment around us.

Sincerely,

Alexandre Melo

CEO - Tropoc



Purposeful production

Black pepper is in our essence, and we want to share it with you

At Tropoc, we believe that spices are more than just flavour – they are an experience, a legacy and a promise of quality that touches lives on every continent. With over 50 years of agro-industrial experience, our mission is clear:

- To guarantee our customers quality, recognised and certified raw materials.
- To offer our customers a technical, logistical and commercial advantage.
- To provide rural farmers with business and income opportunities in the Amazon geo-economic region.
- To ensure transparency and traceability.
- To supply products supported by a robust Sustainability Programme.

But our commitment goes beyond these pillars. We are motivated to support farmers by increasing productivity through bringing knowledge to the field, promoting the development of rural communities and preserving the ecosystems surrounding the properties. **Our core values - global presence, financial strength, customer-centric solutions, environmental management and respect for our employees - guide every decision we make.**

Our vision is to be recognised worldwide as a benchmark for quality and sustainability, becoming the largest and most innovative company in our segment in Latin America, while supplying the global market with meticulously selected and tested products.

At Tropoc, we are not just in the spice business; we are in the business of creating lasting value for farmers, communities and the planet. Together with our customers, suppliers and partners, we are meeting today's demands and paving the way for a sustainable future.



A brief summary of 2024

 **4.2** thousand tonnes pepper received

expansion into the **Espírito Santo** market 

 new **branch** in Pará

direct purchase points **5** in Pará **1** in Bahia

4 direct purchasing agents 



15 product specifications 

 sales to more than **20 countries**

107 collaborators  **14** internal events 

 **43** community events

857 direct purchases from farmers 

78% of the total volume purchased during the year

purchases of 1 tonne to **1kg** 
from small to large farmers

Single-value products

Handcrafted, a unique pepper reveals incomparable flavours

Tropoc pepper is synonymous with excellence and authenticity. Cultivated manually in regions rich in biodiversity, it incorporates the unique characteristics of the location, resulting in a high-quality product with a distinctive and unmatched flavour. Each variety of pepper developed by us reflects the perfect balance between tradition and innovation, ensuring an intense aroma and distinctive flavour.

6 product types



- whole
- clean
- sorted
- sterilised
- granulated
- ground

Black Pepper

Black pepper is obtained by naturally drying the grains in the sun, without undergoing irradiation processes. This variety, the most widely consumed in the world, is recognised for its characteristic pungency, woody aroma and spicy notes that enhance the flavour of various recipes.

Red Pepper

Made from dehydrated ripe fruits, red pepper stands out for its intense orange-red colour and slightly spicy flavour. Its sensory profile is milder than that of black pepper, offering a balanced and aromatic touch to dishes.

White Pepper

The result of selecting ripe fruits, white pepper is obtained by removing its outer shell. This process enhances its subtle and refined notes, making its flavour smoother and more delicate, ideal for dishes where the balance of seasonings is essential.

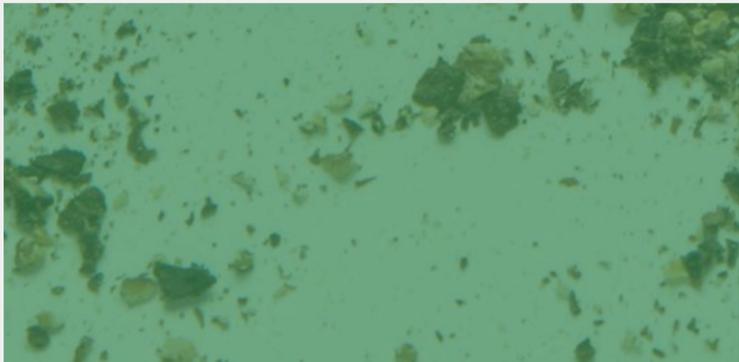
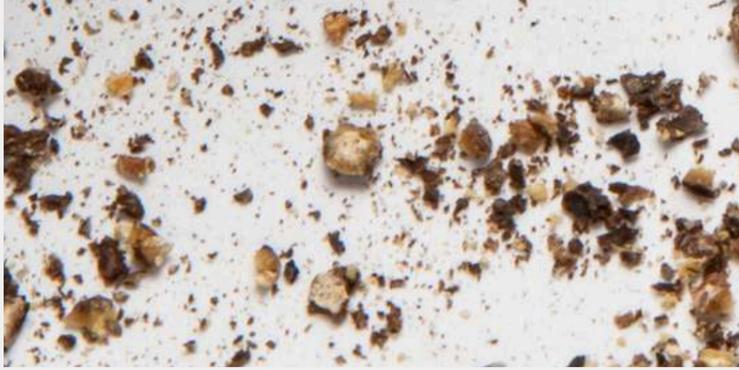
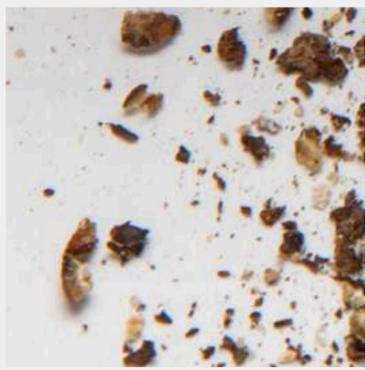
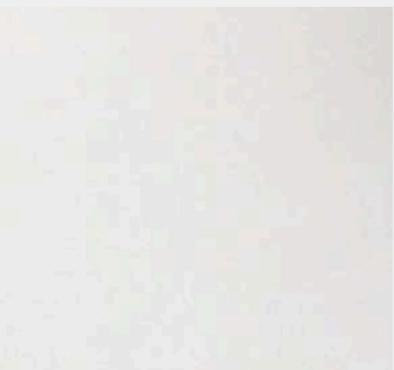
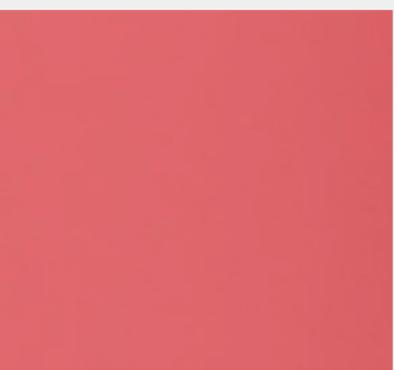
Green Pepper in Syrup

Harvested before fully ripe, green peppers in syrup retain an intense and distinctive aroma. Their flavour, however, is fresher and milder than other varieties, adding a delicate and balanced touch to dishes.

Dried Green Pepper

Selected while still in the physiological ripening stage, dehydrated green peppers are harvested with their characteristic vibrant colour. After harvesting, the peppers undergo a careful process of threshing, washing and sun drying, following strict hygiene standards. Produced using Tropoc's exclusive method, this is AD dehydrated green pepper – considered the most sustainable in the world.





What makes our industry unique

At Tropoc, pepper reprocessing is synonymous with technology, precision and commitment to quality. We continuously invest in state-of-the-art equipment and automated systems, which allow us to preserve the unique characteristics of the spice at all stages of processing. This modernisation not only optimises the use of raw materials, but also minimises product losses, ensuring that each grain retains its aroma, flavour and sensory value.

Our commitment to excellence is reflected in the technical rigour of our leadership team. Formed by a diverse group of people with unique character and professionalism, managers implement innovative practices throughout the production chain, always combining respect and productivity in the operation. In addition, the entire team involved in the process is continuously trained and qualified, ensuring that each employee is prepared to operate with maximum efficiency and quality.

This combination of strategic investments in technology and human development reinforces our market position and our commitment to sustainability.

We have transformed pepper processing into a high-quality process that values farmers, employees, and the end consumer.

The certifications that confirm our actions



We operate directly in the field

Traceability: connecting farmers, quality and sustainability

Our Traceability Programme goes far beyond simple product identification. It represents our commitment to transparency, quality and sustainable development, strengthening the direct connection with farmers in a state as vast and challenging as Pará.

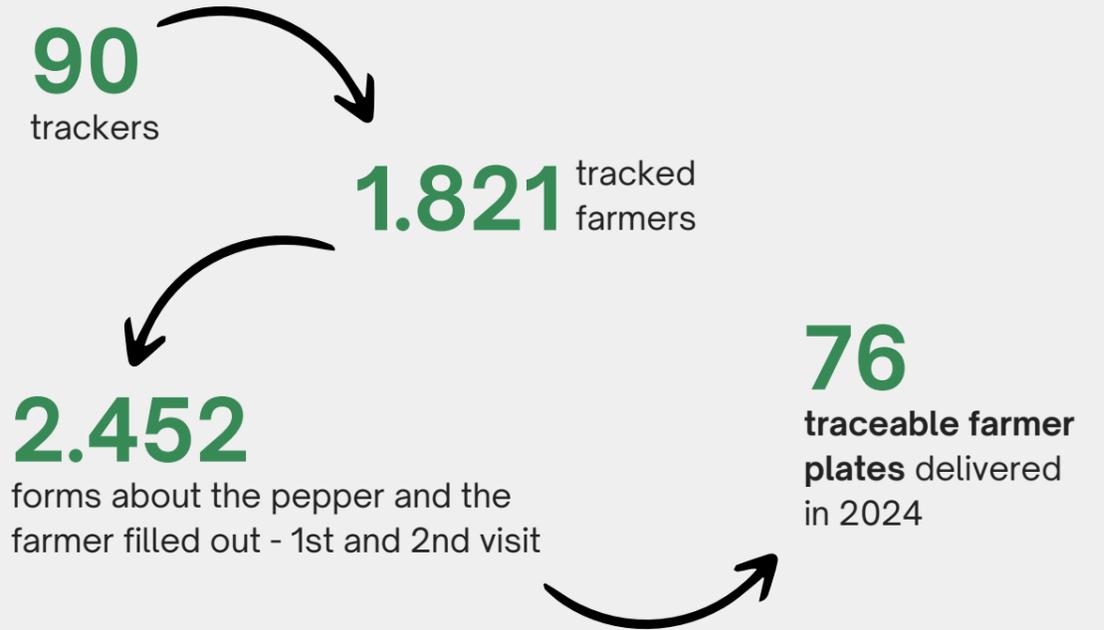
Since 2017, we have continuously improved our traceability processes. Initially, we used more comprehensive forms, which have been restructured over the years to better suit the local context and purpose of the project. With this evolution, we have expanded our reach, tracking new farmers and reaching regions that are difficult to access. Today, we have an online dashboard that integrates accurate data from farmers, properties and pepper fields with geographical location, providing a complete and transparent view of the origin of our pepper.

In 2023, we took an important step by establishing a partnership with EMATER – Public Company for Technical Assistance and Rural Extension of the Government of the State of Pará. This collaboration allows us to bring technical knowledge directly to farmers, assisting them in the cultivation and management of pepper, with a view to improving productivity and product quality.

Tropoc contributes to travel costs and office equipment, ensuring that EMATER can carry out on-site traceability, even on the most remote properties. This public-private partnership has led to a significant increase in the number of traced farmers, especially in areas that were never visited before.

Our biggest challenge is to achieve 100% traceability. We are implementing pilot projects with selected farmers to structure total traceability, facing the particularities of a market that does not operate with formal purchase and sale contracts and still relies on intermediaries who break the direct connection with the farmer.

Investing in traceability is investing in transparency, in added value to the product and in strengthening rural communities. At Tropoc, we believe that knowing the farmer, their property and their way of life is essential to value traditional knowledge and offer opportunities for growth and innovation in black pepper management. Thus, we contribute with our own hands to the sustainable development of the Amazon region.





Farmer: Clodoaldo Barbosa Mendes, *Baía*



Farmer: Elson Cardoso, *São Miguel do Guamá*



Farmer: Raimundo M. do Nascimento, *Terra Alta*



Farmer: José Fernandes da Silva, *Santa Maria do Pará*



Farmer: Antônio Valdecy, *Santa Maria do Pará*

We spoke with those who work directly with the land

At Tropoc, we believe that proximity to farmers is essential to strengthening our production chain. That is why we make a point of going into the field regularly to talk to farmers, understand their needs and value the work they do. We often organise roundtable discussions with rural communities, creating a healthy space for dialogue, where farmers have the opportunity to express their demands and challenges.

These meetings are also a chance for us to share our technical knowledge about black pepper management, contributing to the development and continuous improvement of agricultural practices. Our intention is to evolve and, at the same time, inspire, creating an environment of productive exchange among all those involved.

This is how we seek to show farmers that Tropoc is present and always ready to support them, with the aim of ensuring greater productivity, sustainability and a promising future for all.

Meeting with Farmers



Roundtable Discussion



Farmers' visit

On the other hand, welcoming farmers to Tropoc is a valuable opportunity to strengthen our partnership and mutual trust. When farmers visit our facilities, they have the chance to see our processes up close, as well as our concern for quality and care for the environment. This direct contact allows us to exchange knowledge, better understand the demands of the field and reinforce our commitment to working together towards a more efficient and sustainable production chain.



We are looking at the properties of black pepper

The GEO Project is a strategic initiative by Tropoc, designed to identify and monitor areas of deforestation on black pepper farms on an annual basis. This analysis is essential for assessing the real situation of farmers in the state of Pará, allowing for the correlation of regions with the greatest forest loss to the proximity of the main spice markets. With the GEO Project, Tropoc stands out as a pioneer in this approach, reaffirming its commitment to sustainability and strengthening the entire spice production chain.

Identification of Investigated Areas

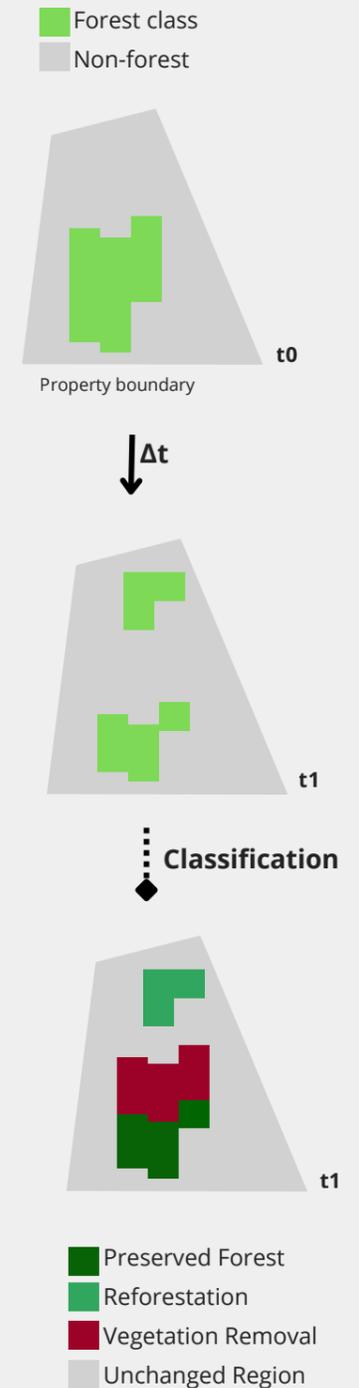
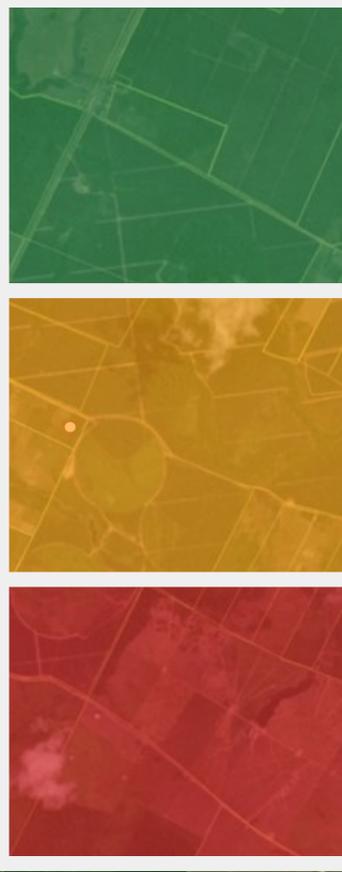
The starting point is the database with the geolocation of farmers, which comes from Tropoc's Traceability Programme. Using the Rural Environmental Registry (CAR) database, we extracted the polygons of rural properties that include black pepper farmers. This spatial delimitation focuses the analysis on areas of interest, where interventions and monitoring will be carried out.

Land Use Identification

To assess changes in forest cover, georeferenced land use layers provided by Mapbiomas (collection 9) are used. Within each polygon, forest areas are identified based on pixel classification. The analysis compares the first and last years investigated to measure three situations:

- Vegetation Removal
- Reforestation
- Preserved Forest

With a spatial resolution of 30 metres, this approach allows the area corresponding to each situation on the properties to be calculated.





Overlap with protected areas

In addition to deforestation, we investigated where these properties are actually located. We analysed the overlap with protected areas, Conservation Units, Indigenous Lands, areas under embargo by IBAMA (Brazilian Institute of the Environment and Renewable Natural Resources) and ICMBio (Chico Mendes Institute for Biodiversity Conservation), environmental agencies of the Brazilian government.

By integrating this information, the GEO Project provides a detailed view of changes in environmental dynamics, enabling early identification of deforestation areas and monitoring of regeneration processes. This combination of data and technology strengthens Tropoc's commitment to sustainability, allowing the identification of properties and the provision of this information to the responsible public agency.

Sustainable development is a priority

We work both on and off the field

Sustainable development is at the heart of our strategies and operations. Committed to environmental preservation and social well-being, we implement actions that strengthen our production chain and value our employees. We work side by side with black pepper farmers, promoting training and encouraging agricultural practices that preserve the forest's natural resources, ensuring responsible and quality production. At the same time, we invest in an inclusive, safe work environment that encourages the personal and professional growth of each member of our team.

These initiatives demonstrate our commitment to an integrated vision of sustainability. We believe that by investing in the development of our partners and employees, we are contributing to the construction of a resilient value chain committed to sustainability, today and in the future.

Regenerative agriculture - gliricidia

To encourage regenerative agriculture, Tropoc maintains a clonal garden of gliricidia (*Gliricidia sepium*) for the production of seedlings for farmers. Gliricidia is used as a living support for pepper plants, which are climbing plants that need physical support to develop properly.

This practice is strongly recommended by EMBRAPA (Brazilian Agricultural Research Corporation), as it is a legume and contributes to nitrogen fixation in the soil. The rapid growth of gliricidia results in significant biomass production from pruning, which can be used as ground cover. This cover helps to maintain ideal moisture and temperature conditions for pepper plant development, while the decomposition of biomass promotes the addition of organic matter, improving soil health.

In addition to its agronomic benefits, gliricidia offers advantages to farmers by providing shade to crops, which creates more favourable thermal conditions during harvesting and pepper management. Furthermore, gliricidia seedlings can be sold to other farmers or used as cattle feed, expanding their applications and adding value to agricultural production.

Potential for carbon removal by the soil of the pimental with **Gliricidia**

-0.75 tCO₂e /ha.year

reduction of **47%** of emissions from the pepper plant



Gliricidia

Black Pepper



Purchase directly from the farmer

To ensure fair prices for growers and reach small farmers located in remote rural areas, Tropoc has three people in Pará and one in Espírito Santo who negotiate directly with farmers. Visiting farms, negotiating fair prices for products and helping with pepper transport ensures recognition for farmers and their work.

On-Farm Biologicals

We are conducting an innovative pilot project focused on the home production of biologicals 'on farm' and their application in the cultivation of black pepper. The use of biologicals aims to strengthen soil and plant health and reduce dependence on conventional chemical inputs. The expectation is that this practice will contribute to the development of a high-yield pepper plant, with a production potential of 18 tonnes per hectare.

Experimental field

Research field in partnership with EMBRAPA to study management techniques, pepper productivity, and irrigation with different support systems: live gliricidia stakes and wooden stakes.

My 3K pepper field

The idea for the project arose from the need to increase the productivity of black pepper plantations in Pará, given that production rates are higher in other regions of the country. In partnership with agronomists from EMATER, Tropoc organises meetings with farmers to understand the management practices adopted and identify the challenges faced. This approach enables the establishment of effective strategies to improve pepper productivity and, consequently, increase farmers' income.

4 3K project meetings
66 participating farmers

'An important step in continuing this work is the assessment and quantification of organic matter and carbon provided by gliricidia in the system, which has been improving soil quality with each year of cultivation.'

João Paulo Both - EMBRAPA researcher

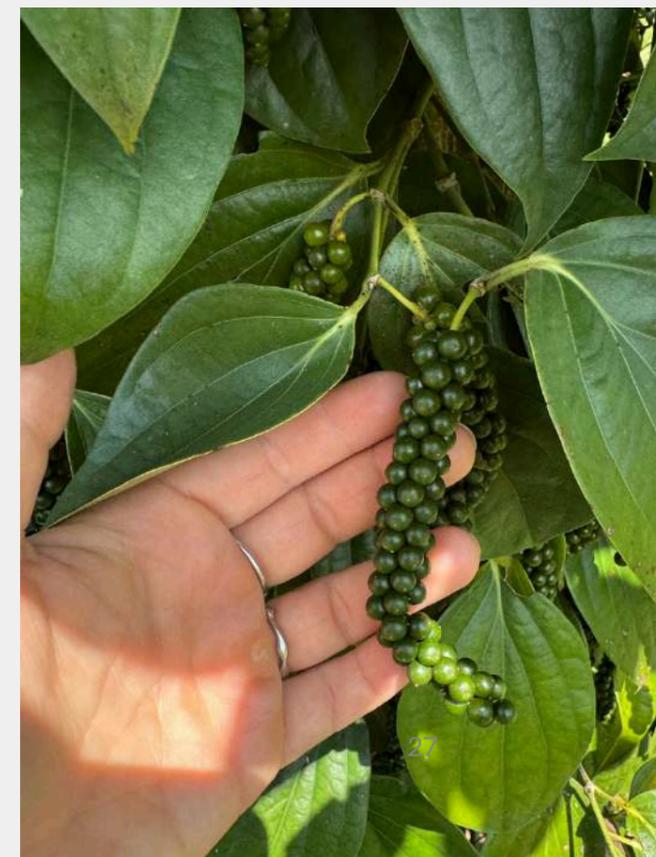
Soil analysis



To ensure excellence in black pepper production, we conduct soil analyses for key farmers who face difficulties in managing their crops, identifying the specific soil conditions of each property. In partnership with EMATER, the results of these analyses form the basis for individual agronomic recommendations, which are taken directly to the farmers. This integrated approach allows farmers to adopt best management practices, optimising pepper productivity and quality.

275 soil analyses
226 affected farmers

partnership renewed until 2030
total investment of R\$ 2 millions

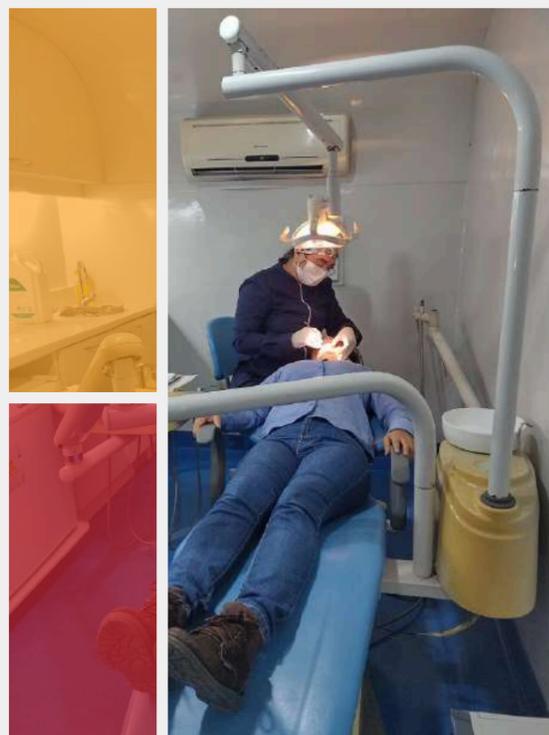


Conscious consumption

We promote awareness campaigns that encourage conscious consumption and the adoption of sustainable practices. In our actions, we use recycled paper in our materials and opt for biodegradable and reusable cups, reducing the environmental impact of disposable waste and favouring a circular economy.

Sustainability Week

In 2024, we held our first Sustainability Week in conjunction with the other Fuchs Gruppe units. Tropoc's sustainability manager, Eduardo Pavão, taught employees how to make and manage a homemade organic waste composter.



Dental partnership with SESI for Tropoc employees

Solar Irrigation

Throughout the year, Tropoc selects outstanding farmers to finance the purchase of solar panels for crop irrigation. Given current climatic conditions, irrigated pepper production is essential to maintain productivity and product quality.



Oil recycling and collection

Tropoc demonstrates its commitment to sustainability through responsible waste management. We have five collection points, distributed across four municipalities - Castanhal, Tomé-Açu, Acará and Baião, where we receive recyclable waste and cooking oil. These materials are sent to the correct destination, ensuring that they are recycled or treated in an environmentally appropriate manner.

Recycling is fundamental to the circular economy, reducing the amount of waste sent to landfills, saving energy and preserving natural resources. By encouraging recycling, Tropoc not only contributes to reducing environmental impacts, but also reinforces its commitment to building a more sustainable future for all.

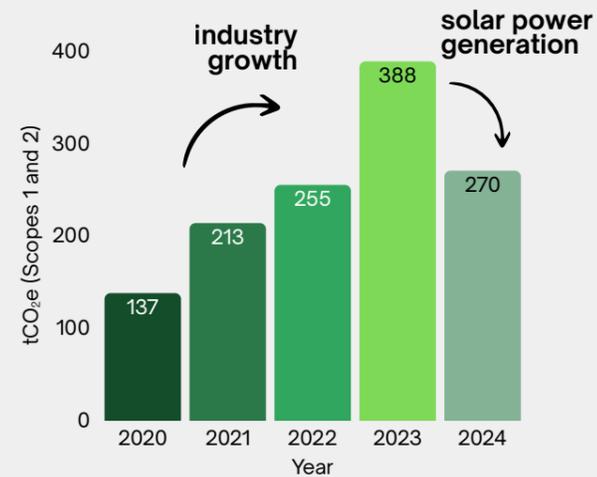
Recycled waste in 2024

	Castanhal - Tropoc	Castanhal - comunidade	Tomé-Açu	Acará	Baião
Cardboard	297 kg	15.848,5 kg	15.809,5 kg	39 kg	-
Glass	45 kg	7.371 kg	7.361 kg	10 kg	-
Plastic	1.127 kg	1.207,9 kg	1.109,9 kg	85 kg	13 kg
Metal	1.465 kg	-	-	-	-
Oil	-	442,9 kg	140 kg	-	302,9 kg
Electronic waste	166 kg	-	-	-	-
Batteries, light bulbs and batteries	482 kg	-	-	-	-
Total	3.582 kg	24.870,3 kg	24.420 kg	134 kg	315,9 kg

We are one step ahead in GHG measurement

Conducting a GHG (Greenhouse Gas) inventory is essential for Tropoc to understand and manage its carbon intensity effectively. By incorporating the three scopes – Scope 1, which covers direct emissions from operational activities; Scope 2, related to indirect emissions from energy consumption; and Scope 3, which includes other indirect emissions throughout the value chain – the company obtains a broad view of its environmental impacts.

This approach not only allows for the identification of opportunities to reduce emissions and optimise processes, but also promotes transparency and environmental responsibility towards investors, customers and other stakeholders. With an inventory composed of the three scopes and regularised over the years, the industry can develop more assertive strategies to mitigate impacts, driving innovation and competitiveness in the market, in line with the demand for sustainable development.



- Stationary combustion
- Mobile combustion
- Fugitive emissions
- Agricultural activities
- Waste

270 tCO₂e **>** 0.02 tCO₂e/t produced

scope 1

- Electricity - clean energy production by solar panels

We have reduced our Scope 2 emissions **to zero**

- Upstream and downstream transport and distribution
- Business travel
- Home-work emissions

538 tCO₂e

scope 3



Sun-dried

Paraense black pepper stands out for its artisanal sun-drying process, a traditional method that preserves its natural characteristics and gives production a sustainable edge. Unlike conventional dryers that use firewood, this technique avoids carbon emissions and reduces environmental impact. In addition, the process requires daily management by farmers, who carefully spread the grains on tarpaulins at dawn and collect them at the end of the day, ensuring uniform drying and high quality. This manual care reflects a commitment to authenticity, sustainability and the appreciation of traditional knowledge in the black pepper production chain.

for each export batch are **saved**

30m³ - 60m³

wood that would be used in a conventional dryer



We monitor our consumption

The numbers behind our operation

Water

Tropoc supplies its operations with water from artesian wells located on its property, in compliance with all environmental standards and legislation. The water intake has the necessary permits issued by the Pará State Secretariat for the Environment and Sustainability, in accordance with State Law No. 6831 and the National Water Resources Policy. Water quality is monitored regularly, following protocols required by the public environmental agency.

Waste

Tropoc's industrial activities mainly generate recyclable waste from packaging processes. In processing, the waste produced is exclusively Non-Hazardous and Inert (class II-A), with no biological, chemical or radiological risks to the environment or the health of employees. All waste generated is correctly segregated and collected by a company specialising in waste management, ensuring its proper disposal in line with sustainable practices.

Energy

Brazil has one of the most sustainable energy matrices in the world, with 49% of total production coming from renewable sources. **In Pará, this index is even more significant, with 98% of electricity generated from renewable sources.**

At Tropoc, the energy used comes mainly from hydroelectric plants, with the Tucuruí-PA Plant being the main source. Supply and distribution are carried out by Equatorial Pará Distribuidora de Energia S.A., through a conventional supply line.



We work together to make a difference

Our governance is built on ethical and inclusive foundations that value each employee

Committed to gender equality, we have implemented recruitment and promotion policies that ensure equal opportunities for men and women, recognising that diversity strengthens innovation and decision-making.

Respect for differences is a fundamental pillar of our culture, reflected in the way we encourage collaboration and value multiple perspectives within the company. In this context, programmes such as Young Apprentice play a crucial role, providing young talents with the opportunity to enter the job market with training and professional development.

In addition, Tropoc's career plan is a strategic tool that fosters internal growth, recognising employee performance and commitment. Combined with this, our physical work structure is carefully planned to promote well-being, ensuring safe and healthy environments that boost productivity and satisfaction for all.

These initiatives demonstrate our commitment to integrating robust governance and human capital appreciation practices, contributing to the sustainability and continuous development of our organisation.



Let's go a little further, we come to the community



New Jerusalem School library refurbishment
- Acará



Sesi race sponsorship
- Castanhal



Rebuilding two classrooms at the Cardoso school



Delivery of kimonos for the Mais Ação social project
- Castanhal



Delivery of school kits to the communities of Acará, Baião, São Caetano de Odivelas, São Miguel do Guamá and Tomé-Açu



Delivery of toys on Children's Day
- Baião, Igarapé-Açu, Santa Maria do Pará, Tomé-Açu and Acará



Conversation round with farmers from the Calmaria community
- Tomé-Açu



Strategic meeting with the São Mateus Rural Union
- Espírito Santo



Training farmers to use brushcutters



Delivery of football uniforms to the Saudade II community



Our actions reflect our global commitment

Alignment with the SDGs

Tropoc is committed to a sustainable business model in line with the UN's Sustainable Development Goals (SDGs). Through its initiatives and practices, the company contributes directly to six SDGs, promoting positive impacts on the black pepper production chain and the socio-economic development of the communities involved.

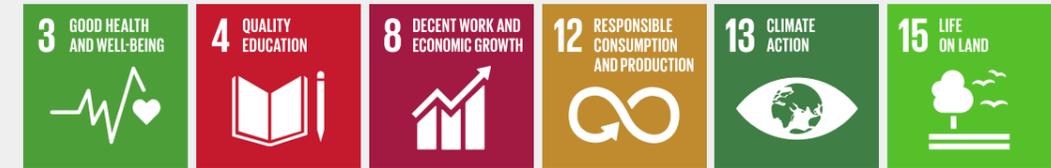


Health and Well-being - SDG 3

We invest in food quality and safety, ensuring that all pepper peppers sold follow strict health standards. In addition, through direct contact with farmers, we promote good agricultural practices that reduce the use of inappropriate chemical inputs, benefiting the health of farm workers and end consumers. In our industry, the well-being and safety of our employees is a priority.

Quality Education - SDG 4

Training farmers is an essential pillar for the development of the sector. We organise training sessions and discussions in the field, sharing technical knowledge about sustainable cultivation, good agricultural practices and the environment. In doing so, we strengthen the farmers' knowledge base and encourage more efficient and responsible production.



Decent Work and Economic Growth - SDG 8

We are a key part of the pepper pepper chain for hundreds of rural farmers, providing a fair purchase with a difference in product quality. The partnership with EMATER strengthens technical assistance, enabling productivity gains and, consequently, greater financial stability for farmers. We also maintain a qualified team internally, guaranteeing decent working conditions and opportunities for professional growth.

Responsible Consumption and Production - SDG 12

Traceability is one of Tropoc's main commitments to ensuring transparency in the production chain. This process makes it possible to monitor the origin of the black pepper, promoting sustainable agricultural practices directly with the farmer. Investment in processing technology also helps to minimise losses and increase production efficiency. All the waste generated in our industry is correctly disposed of.

Action Against Global Climate Change - SDG 13

To meet the challenges of climate change, we carry out an annual GHG Inventory, estimating emissions in the three scopes. This approach allows us to understand and manage carbon intensity effectively, identifying opportunities to reduce emissions. Together with the GEO Tropoc Project, which monitors deforestation and regeneration in the areas tracked, we reinforce our commitment to responsible climate practices, contributing to a more resilient future.

Terrestrial Life - SDG 15

The preservation of ecosystems is a non-negotiable commitment. Through the GEO Tropoc Project, we analyse the regions where agricultural practices are most aligned with the conservation of the Amazon rainforest. This initiative allows us to proactively identify areas that need action from the responsible public bodies. In this way, we contribute to the balance between agricultural production and environmental preservation.

GRI Index



Global Reporting Initiative

This document constitutes Tropoc's Sustainability Report for the year 2024, covering the activities carried out from 1 January to 31 December. It is a direct successor to the 2023 report, maintaining continuity in the company's annual reporting and sustainable development analysis practices.

This report was drawn up on the basis of the GRI Standards, with a view to adhering to the fundamental principles of transparent and responsible reporting. Data collection and verification relied on the active collaboration of our management team and consultants specialising in sustainability, with a view not only to accuracy but also to the possibility of independent verification. This process had the final approval of Tropoc's highest governance body.

We are committed to the highest quality and transparency. The data and information presented here follow the principles of accuracy, clarity and comparability, and are collected up to the month of March 2025. However, we recognise the possibility of errors and are open to corrections and improvements.

Content, Design and Text

GEOCARBON

Eduardo Pavão - Agronomist

Laura Vanini Polli - Biologist

Questions

eduardo.pavao@geocarbon.com.br



GRI 1 - FUNDAMENTALS

GRI 2 - GENERAL CONTENTS

2.1 -

- a. Produtos Tropicais de Castanhal Ltda.
- b. Member of the FUCHS GRUPEE - DF WORLD OF SPICES AND FUCHS GMBH
- c. Castanhal - Pará
- d. Brazilian operation.

2.2 - There is no entity contained in the report.

2.3 -

- a. 42 pg
- b. The company has chosen not to disclose economic information in the public version of the report, as this is strategic data. However, the data may be requested and the company will assess whether or not disclosure is authorised.
- c. 42 pg
- d. 42 pg

2.4 - There has been no reformulation.

2.5 -

- a. 12 - 13 pg
- b. There was no external verification in this report.

2.6 -

- a. 8 - 19 pg
- b. 8 - 19 pg
- c. 24 - 33 pg

2.7 -

- a. 91 men and 16 women, all from the Castanhal region
- b. all employees are permanent and full-time. In 2024, 14 temporary employees were hired for the harvest period (a period of fluctuation in the number of employees), all men and from the Castanhal region, of whom 3 were hired. All employees have guaranteed working hours. All the information refers to employees with a contract valid until 31 December 2024 and is declared by the person in charge of Tropoc's Human Resources department.

2.8 -

- a. Restaurant: 6 people - responsible for providing food for employees, serving 4 meals a day: breakfast, lunch, dinner and supper. Agrovieira: 12 people - responsible for the pimental. Occupational Safety Technician: 1 person - responsible for looking after occupational safety in the company. José Adilson: 1 person - responsible for maintenance and machinery. All the information refers to contracts valid on 31 December 2024 and is declared by the person in charge of Tropoc's Human Resources sector (there are no fluctuations throughout the year).

2.9 - Tropoc's highest governance body is made up of professionals with extensive experience in the sector and in business management, guaranteeing strategic management in line with the organisation's objectives. The governance body is led by the company's CEO, who also acts as chairman, ensuring alignment between strategy and operational execution. The members are selected on the basis of technical and strategic criteria, guaranteeing a solid and transparent decision-making process. The mandate follows internal guidelines that ensure continuity and the renewal of governance as necessary. Members may hold additional positions in industry organisations, always ensuring that their roles are compatible with their responsibilities. Tropoc seeks to promote a diverse and inclusive environment, ensuring the participation of different professional profiles and perspectives in governance. Tropoc's governance maintains an open channel of dialogue with strategic stakeholders, ensuring that their expectations and needs are taken into account in the decision-making process.

Composition of the highest governance body and its committees

Franciano Vieira - CEO

Arthur Gonçalves - Diretor de qualidade

Anderson Cunha - Gerente de operação

Rose Gleyce Cunha - Gerente administrativo

Julia Chiho - Gerente de Qualidade

2.10 -

The nomination and selection process for the highest governance body and its committees follows guidelines that guarantee transparency, diversity and strategic alignment with the organisation's objectives. Criteria such as experience, qualifications and the ability to contribute to responsible and effective decision-making are taken into account. This process ensures that the organisation has a governance team prepared to face challenges and generate sustainable value in the long term. The selection takes into account stakeholder perspectives, member diversity and independence.

2.11 -

At Tropoc, the CEO also acts as chairman of the highest governance body. This structure seeks to align strategy with operational execution. To avoid conflicts of interest, the company adopts governance mechanisms such as a FUCHS Gruppe board and well-defined assignments between executive and governance functions. These measures guarantee transparency and balance in decision-making.

2.12 -

Tropoc's highest governance body is responsible for developing ideas, approving and reviewing the organisation's statement of values, mission, strategies and sustainability policies. These guidelines direct the company's actions on environmental, social and governance (ESG) issues. In overseeing due diligence, the body assesses and manages Tropoc's impacts on the economy, the environment and people. This process includes engaging with stakeholders to identify risks and opportunities, whose contributions are taken into account when formulating sustainable strategies. The effectiveness of these processes is analysed by the governance body, ensuring continuous improvement and alignment with best sustainability practices.

2.13 -

Tropoc works together to manage its economic, environmental and social impacts with a company specialising in sustainability, ensuring expertise in the implementation and monitoring of its sustainable practices.

This company works alongside Tropoc's senior executives and other areas, ensuring that strategic guidelines are applied effectively. Regular reports and meetings are held with the

highest governance body, enabling continuous supervision and decision-making in line with the organisation's sustainability principles.

2.14 -

Tropoc's CEO (for management 2025) reviews and approves all the information in the report, ensuring strategic alignment, accuracy and transparency in the disclosure of the company's impacts. The review includes verifying the consistency of the information and compliance with sustainability guidelines, ensuring transparency and credibility in communication with stakeholders.

2.15 -

Tropoc adopts practices common to large companies to prevent and mitigate conflicts of interest, including internal governance guidelines, the views of independent leaders and regular audits. Potential conflicts, such as cross-participation in management bodies, relationships with related parties and shareholdings, are monitored and, where applicable, disclosed to stakeholders to ensure transparency.

2.16/2.26 -

Tropoc provides safe and accessible channels for employees and stakeholders to seek advice and report ethical concerns. The company has an ombudsman channel on its website, managed by a specialised company, and an internal channel exclusively for employees. Complaints and concerns can be sent anonymously via QR Code or deposited in a complaints box in the canteen, reaching the CEO directly for analysis and action. In 2024 there were 6 reported concerns, all of which have been resolved.

2.17 -

Tropoc invests in continuously improving the skills and knowledge of its highest governance body on sustainable development by participating in key ESG meetings. In addition, the company has a consultancy specialising in sustainability, which periodically works with the CEO and the governance body, offering technical support and expertise to inform decisions relating to environmental, social and governance issues.

2.18 -

The performance of Tropoc's highest governance body is assessed directly by Fuchs Gruppe's governance leaders, ensuring alignment with the group's guidelines. The evaluation takes place periodically and covers the supervision of the company's economic, environmental and social impacts. If opportunities for improvement are identified, corrective measures are implemented, such as adjustments to the composition of the governance body and improvements to

organisational practices.

2.19 -

At Tropoc, remuneration policies for members of the highest governance body and senior executives are structured based on objective criteria and aligned with strategic objectives and performance. Remuneration is fully linked to objectives and performance, as set out in Tropoc's "Position and Salary Policy" document. This model ensures that incentives are directly linked to the achievement of targets, contributing to transparency, fairness and competitiveness in Tropoc's corporate governance.

2.20 -

Tropoc's remuneration plan is based on objective criteria and aptitude and performance targets, with the aim of establishing a fair and equitable structure for all employees. The purpose of this strategic model is to:

- Define classification criteria;
- Determine fair salaries;
- Promote fairness;
- Encourage professional development;
- Control costs in a sustainable manner.

In this way, Tropoc ensures that remuneration is aligned with both market requirements and the company's operational and strategic objectives, encouraging excellence and continuous growth in all areas.

2.21 -

The company has chosen not to disclose remuneration figures in the public version of the report, as this is confidential data. However, the data may be requested and the company will assess whether or not disclosure is authorised.

2.22 -

a. 2 - 3 pg

2.23 -

4 - 5 pg

Tropoc adopts and follows recognised sustainability guidelines, aligning its practices with international standards and applicable regulations. The company integrates these principles into its operations, promoting social and environmental responsibility and ethical governance in all its activities.

2.24 -

Tropoc establishes clear policies to ensure that it fulfils its commitments to sustainability. These policies cover topics such as environmental impact, human rights and business integrity. The implementation and monitoring of these guidelines is conducted in partnership with a consultancy specialising in sustainability, ensuring compliance and continuous improvement.

2.25 -

Tropoc adopts a structured process to identify and remedy negative impacts on its operations. Issues are raised through ombudsman channels, internal audits and dialogues with stakeholders. When an impact is identified, the company assesses the causes, defines corrective action plans and monitors the effectiveness of the measures implemented, ensuring continuous improvements.

2.27 -

There were no non-conformities.

2.28 -

Tropoc participates in the BSA (Brazilian Spice Association) and the ABEP (Brazilian Pepper Exporters Association).

2.29 -

Tropoc adopts a structured approach to engaging with stakeholders, including employees, customers, suppliers, investors and local communities. These groups are identified based on their direct or indirect relationship with the company's operations and their influence on the organisation's results and impacts.

Engagement aims to promote transparency, continuous dialogue and decision-making that is more in line with the expectations and needs of stakeholders. To ensure meaningful engagement, Tropoc uses regular meetings, newsletters and an independent ombudsman channel, ensuring that all voices are heard and considered in the development of its strategies and policies.

2.30 -

At Tropoc, we do not work with collective bargaining agreements. All working conditions and terms of employment are defined through individual agreements, which fully guarantee employees' rights.

