

SUSTAINABILITY REPORT

2025

CASTANHAL · PARÁ · BRAZIL

tropoc Since 1973 Pepper it up!

ORIGINAL BELÉM Brasil PEPPER

FUCHS GRUPPE



From the Amazon to the world

BLACK PEPPER VALUE CHAIN IN PARÁ

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How this report was prepared

This report presents the activities and results of Tropoc's Sustainability Programme for 2025. The initiative focuses on the black pepper value chain in Brazil, particularly operations in Pará, in the North Region, with an additional presence in Espírito Santo, in the Southeast Region.

The report was prepared with reference to the GRI Standards and consolidates internal data, management and governance systems, social initiatives and technical contributions from the company's various business areas.

The content was defined by considering the relevance of material topics to the business strategy, their environmental and social impacts, and the expectations of the company's key stakeholders.

Tropoc's technical and management teams contributed to the preparation of the report. Its final content was reviewed and approved by senior leadership, ensuring alignment with the company's strategic guidelines and sustainability commitments. No methodological adjustments were required in relation to previous editions.

GRI 2-2 · 2-3 · 2-4 · 2-5 · 2-6

A message from the CEO

Dear employees, partners and stakeholders,

The year 2025 was a period of consolidation and progress for Tropoc. Alongside expanding our operations, we strengthened the quality of our work, focusing on traceability, value chain management and closer relationships with farmers.

COP30 in Belém, Pará, placed the region where we operate at the centre of global discussions on climate and land use. It reinforced the opportunity to demonstrate, through data and transparency, how value chains can develop sustainably.

Throughout the year, we improved traceability across the value chain. The introduction of new monitoring tools, which enable us to verify the social and environmental compliance status of each farmer and their property, strengthened our monitoring capabilities and informed our decisions on social and environmental risk management.

We also advanced carbon measurement in Tropoc's forest regeneration area. This project uses data to track changes in carbon stocks and demonstrates the contribution of natural assets to robust climate strategies.

These achievements reflect the engagement of farmers, the commitment of our team and alignment with the Fuchs Group's guidelines. Building a more efficient, transparent and resilient value chain is an ongoing process that requires discipline and continual adaptation.

We close this reporting period with pride in our achievements and confidence that Tropoc will remain a benchmark for sustainability in the black pepper value chain.



Alexandre Melo
CEO · TROPOC
GRI 2-22

2025 AT A GLANCE

5,545 T
Black pepper volume purchased

75 %
Direct purchases from farmers

100 %
Purchases checked via App - Farmer Compliance Verification

959
Direct purchases (farmer)

13
Countries served

94
Permanent employees

21.2 T
Black pepper purchased from the gliricidia system

29
Community events

337 MWH
Energy consumed
→ 97% own solar generation

74 HA
Amazon forest under regeneration

Gold Seal
Gold Seal in the Public GHG Emissions Registry (complete inventory + Scope 3)

COP30
Participation in Agrizone Belém, Pará

Connecting the Amazon to global markets for over 50 years

For over five decades, Tropoc, Produtos Tropicais de Castanhal Ltda., has built a history rooted in black pepper and the Amazon from its base in Castanhal, Pará. A Brazilian company and member of the Fuchs Group, a global leader in spices, Tropoc operates in the black pepper value chain, connecting Amazonian farmers to domestic and international markets. Its history spans regions and borders, bringing local production to destinations around the world.

Its portfolio reflects this diversity: black, white, red and green pepper, offered in various specifications and particle sizes to serve industrial and commercial customers in 13 countries.

THREE COMPLEMENTARY AREAS

This connection is built through three complementary areas, following black pepper from its origin to the market:

- Sourcing · direct purchasing, technical development and support for local production.
- Industrial processing · investment in technology, standardisation and quality control.
- Sales · compliance with international regulatory requirements.

GRI 2-1 · 2-6



Guiding principles put into practice

Tropoc's guiding principles reflect its position in the global spice value chain and its relationship with the region where it operates. They shape decisions and come to life in how the company conducts its operations, engages with farmers and connects origin to markets.

MISSION

To provide customers with raw materials of recognised quality and distinctive technical, logistical and commercial capabilities, while generating business and income opportunities for Amazonian farmers, based on traceability and sustainability throughout the value chain.

VISION

To be recognised globally for quality and sustainability in the black pepper value chain, remaining among the leading companies in the sector and expanding our international presence while staying connected to our origins and farmers.

VALUES

Customer focus

Technical, logistical and commercial solutions aligned with market needs.

Respect for people

Respect for the employees, communities and farmers who make up the value chain.

Efficiency and stability

A sound business and global presence supported by continuous investment in technology and processes.



Environmental management

Commitment to the environment through practices that reduce impacts and promote responsible use of natural resources.

Transparency and traceability

The foundation for building trust throughout the value chain.

GRI 2-23

Three interdependent pillars

At Tropoc, sustainability begins on the farm and shapes how the company conducts its operations. This approach is structured around three interdependent pillars that guide operational, commercial and strategic decisions and translate into concrete practices and long-term investment.

Forests and the environment

Integrating environmental management into farming means promoting good agricultural practices, using inputs more efficiently and seeking alternatives that support increasingly sustainable production. These include living gliricidia supports in place of conventional wooden stakes. In operations, this commitment includes an annual greenhouse gas emissions inventory, continuous measures to optimise production, and forest carbon measurement on Tropoc's property. Annual carbon sequestration by Tropoc's forest is sufficient to offset the annual Scope 1 and 2 emissions from the company's industrial operations.

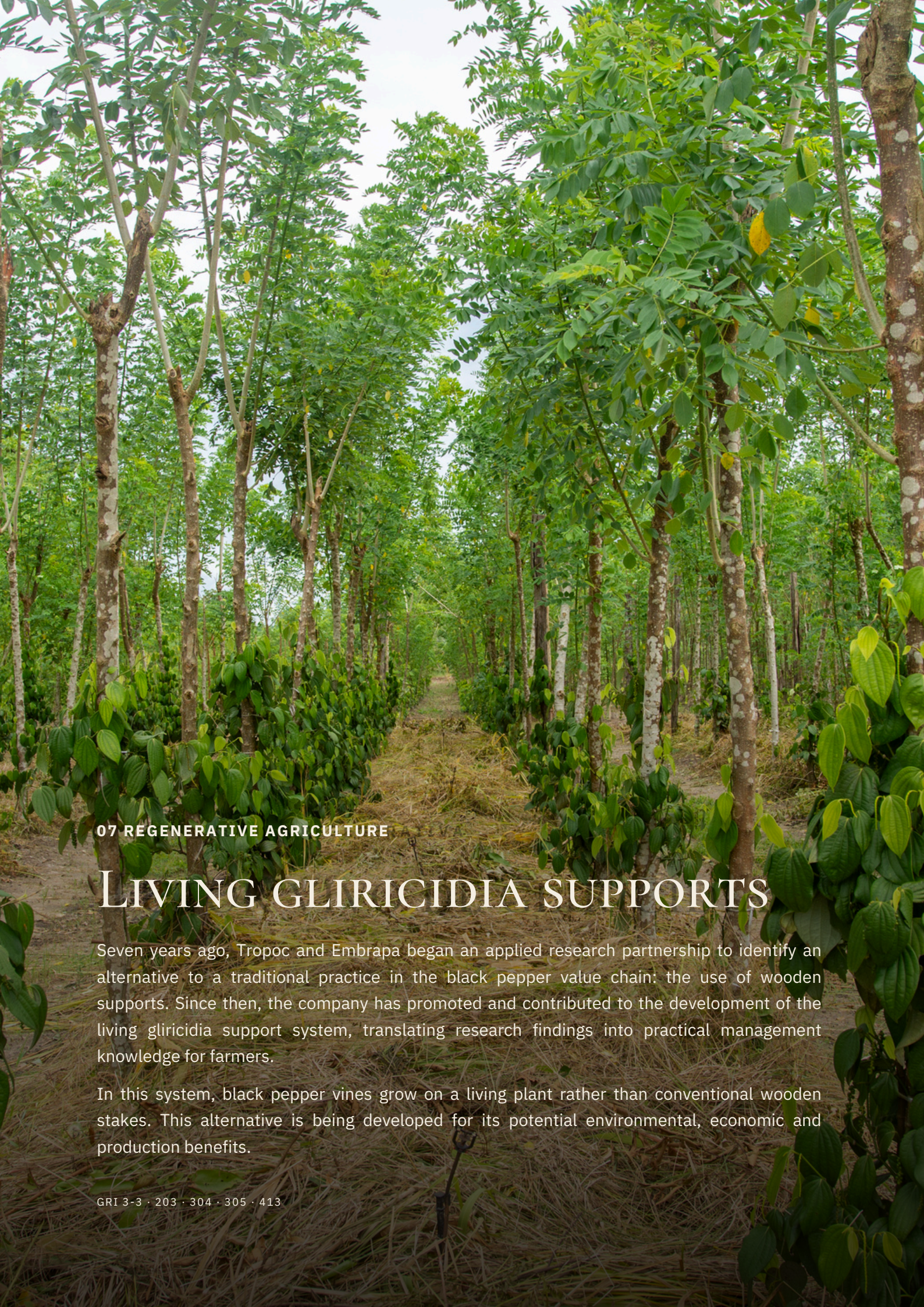
Sustainable production

Tropoc's work centres on the source of its products: on the farm and alongside farmers. The aim is to support the transition of black pepper farming towards a more sustainable and resilient production model, particularly through living gliricidia supports, which reduce reliance on wooden stakes, increase vegetation cover and improve soil conditions. This transformation also involves promoting good agricultural practices, efficient input management and on-farm technical assistance, bringing applied research closer to farmers' needs. These efforts are complemented by value chain traceability, supported by a system that verifies farmers' social and environmental compliance status.

People and transparency

Strengthening farmers and rural communities means maintaining close relationships with people in the value chain and the regions where Tropoc operates. This pillar brings together training and farm safety, support for farmers' health and well-being, and initiatives focused on education, sport and local communities. Throughout the year, these efforts include training, activities with farmers, support for children and young people, and participation in community initiatives in black pepper farming municipalities in Pará, strengthening Tropoc's relationships with people and the region.

GRI 2-22 · 2-23 · 2-24



07 REGENERATIVE AGRICULTURE

Living gliricidia supports

Seven years ago, Tropoc and Embrapa began an applied research partnership to identify an alternative to a traditional practice in the black pepper value chain: the use of wooden supports. Since then, the company has promoted and contributed to the development of the living gliricidia support system, translating research findings into practical management knowledge for farmers.

In this system, black pepper vines grow on a living plant rather than conventional wooden stakes. This alternative is being developed for its potential environmental, economic and production benefits.

GRI 3-3 · 203 · 304 · 305 · 413

PRODUCTION CONTEXT

For decades, black pepper cultivation in Pará relied on wooden stakes as the main structure for supporting and training the vines. This is an established practice among farmers, but it depends on a forest resource whose origin and availability are not always monitored throughout the value chain.

The recurring use of wood for this purpose highlighted the need for more efficient alternatives consistent with forest resource conservation. Replacing stakes with living gliricidia supports offers an opportunity to improve production efficiency, reduce reliance on wooden stakes and increase the presence of trees in cultivated areas.

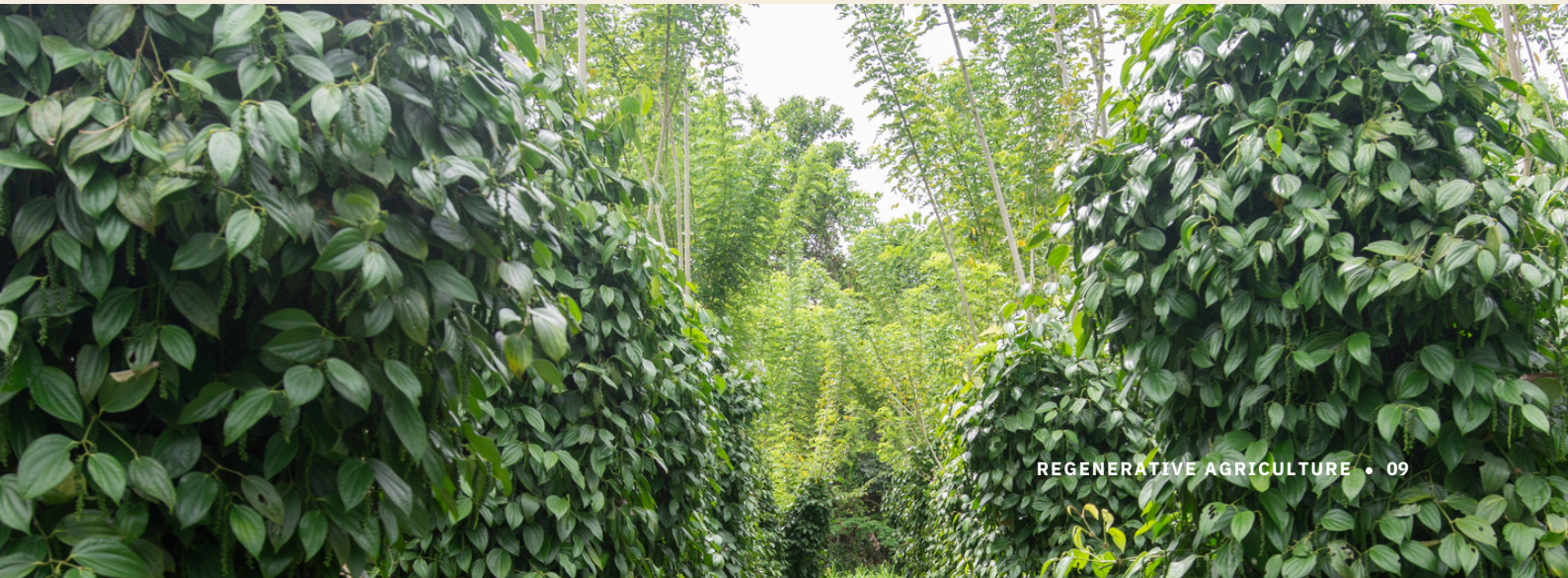
LIVING GLIRICIDIA SUPPORTS

In 2018, Tropoc, in partnership with Embrapa Amazônia Oriental, UFRA and Emater-PA, began supporting an alternative to conventional wooden stakes in black pepper cultivation: living gliricidia supports (Gliricidia sepium).

Gliricidia supports black pepper vines and, as a legume, contributes in other ways: it promotes biological nitrogen fixation, generates biomass through pruning, adds organic matter and carbon to the soil, provides shade, and helps retain soil moisture and maintain soil structure.

In addition to increasing vegetation cover in cultivated areas, the living support system reduces reliance on wood and supports more efficient, diversified farming consistent with the responsible use of natural resources.

With living supports, farmers grow the structure that supports their black pepper vines, incorporating tree planting into the production system and reducing reliance on wooden stakes.



Research and rural extension

The gliricidia system is developed through a project combining applied research and rural extension. At Tropoc's own experimental field, maintained through long-term partnerships with research institutions, knowledge is built through practical experience by testing different management practices and irrigation and fertilisation regimes.

Each result helps establish technical production parameters for the living gliricidia support system and translates field experience into guidance for farmers.

USD 1.35 M
CUMULATIVE INVESTMENT SINCE 2018

9
COMPLETED ACADEMIC STUDIES

TO 2030
EMBRAPA AND EMATER PARTNERSHIPS RENEWED

URTs
FIELD VALIDATION BEFORE ADOPTION

SCIENTIFIC BASIS AND EXTENSION

- 3 doctoral theses, 4 master's dissertations and 2 undergraduate research projects completed by 2025.
- Experiments at Technology Reference Units (URTs), where farmers observe the system before adopting it.
- Partnerships with Embrapa Amazônia Oriental and Emater-PA renewed through 2030.

GOOD AGRICULTURAL PRACTICES

- [ ] Soil management and permanent vegetation cover between rows.
- [ ] Scheduled gliricidia pruning, returning biomass to the soil as organic matter.
- [ ] Biological nitrogen fixation and more efficient input use.
- [ ] Continuous agronomic monitoring of yield, soil and pruning regimes.
- [ ] Addition of carbon to the soil.

Field experimentation also takes place in Pimental 18K, a project on Tropoc's property combining biological inputs and practices from the Iamakawa Programme, with a focus on quality, soil health and high yields. It tests management strategies to improve production performance, with the experimental goal of achieving the maximum yield potential of each black pepper plant.

Indicators for the gliricidia system

The area cultivated with gliricidia in Pará grew from 70 ha in 2014 to 1,150 ha in 2025, a more than sixteenfold increase over a decade. In 2025, Tropoc purchased 21.2 tonnes of black pepper grown under the regenerative system.

ENVIRONMENTAL INDICATORS

Carbon intensity *living support · (Cool Farm Tool)*	**~13% lower than the conventional system**
Increase in soil carbon *baseline already calculated*	**CO_2 flux estimate under development**

ECONOMIC IMPACT FOR FARMERS

INDICATOR	GLIRICIDIA SUPPORT SYSTEM	CONVENTIONAL SYSTEM
Internal rate of return (IRR)	**40%**	24%
Payback period	**47 months**	59 months
Cumulative expenditure per hectare	**39% lower**	(ref.: BRL 90,000/ha)

SOURCE:
E. M. Pavão. Black pepper production in the State of Pará: options for production intensification and impacts on CO_2 emissions. Master's dissertation. FGV. 2022.

> Tropoc offers a premium of up to USD 180 per tonne for black pepper grown under the gliricidia system.
>
> In a value chain comprising mainly smallholder farmers, initial establishment costs are significant. Cost, efficiency and environmental performance indicators help assess medium- and long-term viability.

GRI 203 · 3-3

Engaging farmers and strengthening the value chain

Strengthening a value chain also means creating opportunities to listen, exchange experiences and learn with those who work on the land every day. From 2022 to 2025, Tropoc held meetings and discussion groups with partner farmers to strengthen good agricultural, social and environmental practices in the black pepper value chain.

These meetings connected technical knowledge with on-farm realities through dialogue on soil management, appropriate input use, regenerative agriculture, social and environmental compliance, and the prevention of child labour and labour under conditions analogous to slavery.

68
MEETINGS WITH FARMERS

927
FARMERS ENGAGED

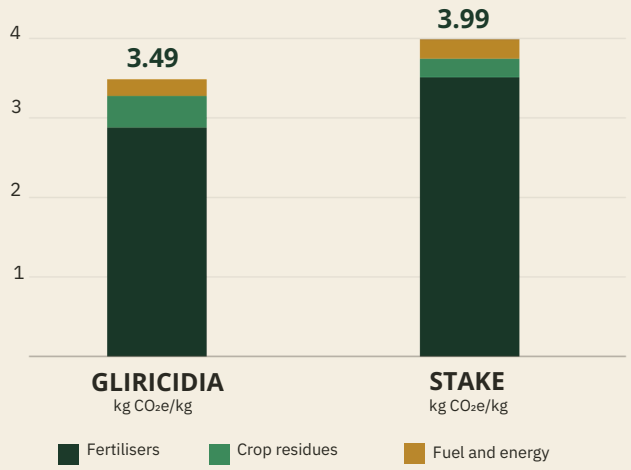
327
SOIL ANALYSES WITH FERTILISATION RECOMMENDATIONS

> By combining applied research, technical assistance and farmer engagement, Tropoc's project to develop the gliricidia living support system connects knowledge with practice. The initiative seeks to support more sustainable and efficient black pepper cultivation, in line with the market's environmental criteria.



Carbon footprint

In partnership with the Fuchs Group, Tropoc's sustainability team calculated the carbon footprint of black pepper using the Cool Farm Tool platform, comparing two cultivation systems up to the farm gate: living gliricidia supports and conventional wooden stakes.



- The wooden stake system has a carbon intensity approximately 14% higher than the gliricidia system.
- Fertilisers are the dominant emissions source in both systems.
- Emissions per kilogram depend strongly on the yield in that year.

EMISSIONS SOURCE · kg CO_2e/kg	Gliricidia support system	Conventional stake system
Fertilisers	2.880	3.510
Crop residues	0.396	0.235
Fuel and energy	0.211	0.244
Pesticides	0.00	0.00
Total	**3.487**	**3.989**

UNDER DEVELOPMENT · NEXT STEPS

The allocation of increased soil carbon from gliricidia pruning biomass is under study, in line with the requirements of the GHG Protocol Land Sector and Removals Guidance. Next steps include integrating primary data and using specific emission factors that reflect the regional context of black pepper production in Pará.



The quality of black pepper begins before processing. It begins with trust and technical support.

Traceable purchases

Tropoc's purchases are linked to formally registered suppliers, with identification records and basic information on the farmer or supplying company. In 2025, an automated social and environmental verification stage was added, cross-checking supplier data against environmental and social criteria applicable to the black pepper value chain.

LAYER 1 · LEGAL AND SOCIAL CHECKS

For all suppliers, this stage checks individual and company tax IDs (CPF and CNPJ) against official public databases for environmental embargoes issued by Ibama and ICMBio, administrative misconduct and electoral ineligibility records, and inclusion on the register of employers linked to labour under conditions analogous to slavery.

The results help identify potential issues and support the social and environmental assessment of suppliers before and throughout the commercial relationship.

LAYER 2 · SPATIAL ANALYSIS

Rural properties are also checked spatially against public datasets on PRODES deforestation; environmental embargoes issued by Ibama, ICMBio and Pará State; Indigenous lands; quilombola territories; agrarian reform settlements; forest conservation units; undesignated public forests; archaeological sites; and flood-prone areas.

This stage also checks the Rural Environmental Registry (CAR) status in SICAR, the main public reference for identifying rural properties and describing their environmental characteristics. This information complements spatial analysis and helps verify the registration status of properties linked to suppliers, strengthening the social and environmental assessment of production.

Operating principle: alerts of irregularities in the databases consulted suspend purchasing until the situation has been verified.



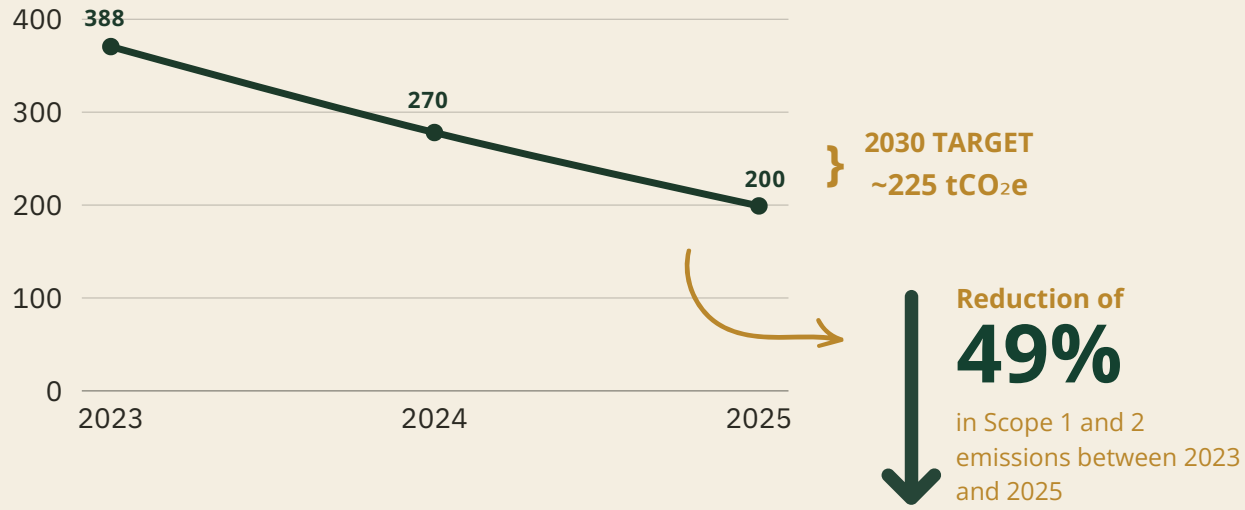
GRI 2-6 · 2-23 · 2-24 · 2-25 · 2-27 · 3-3



Decarbonisation, targets and measurement

Tropoc is committed to reducing Scope 1 and 2 emissions by 42% by 2030 (2023 baseline), in line with the Fuchs Group's Science Based Targets initiative (SBTi) targets. Its annual GHG inventory categorises sources and measures emissions, informing the reduction strategy. Tropoc participates in the Brazilian GHG Protocol Programme, and its inventories are public and verified by a third party.

DECARBONISATION PATHWAY · SCOPES 1 AND 2 · tCO_2e



MAIN DRIVERS OF EMISSIONS REDUCTION

- Stationary combustion is the largest source of Scope 1 emissions (around 65% in 2023). Optimising industrial operations has reduced GHG emissions.
- Electricity: own solar generation replaces electricity purchased from the grid, bringing Scope 2 emissions close to zero.

Between 2023 and 2025, Scope 1 and 2 emissions fell from 388 tCO_2e in 2023 to 270 tCO_2e in 2024 and 200 tCO_2e in 2025, a reduction of 49% over the period.

GRI 305-1 · 305-2 · 305-5



11 · TROPOC FOREST

A REGENERATING FOREST

Tropoc maintains 74 hectares of naturally regenerating Amazon forest on its property, following a restoration process begun over 40 years ago. Vegetation has gradually returned, creating conditions for native flora to recover and for local wildlife to find shelter, food and movement corridors.

The forest's ecological importance extends beyond carbon. Continued natural regeneration can support habitat formation, biodiversity conservation and the gradual recovery of forest ecosystem functions. The impact of regeneration was measured by estimating carbon stocks and removals. Imaflora conducted the forest inventory under the Carbon on Track programme, while Geocarbon conducted the technical removals study, independently audited by Bureau Veritas.

INDICATOR	VALUE
Current carbon stock	~25,565 tCO_2
Potential carbon stock	~45,611 tCO_2
Projected carbon removals by 2100	~15,469 tCO_2
Estimated removals in 2025	**613 tCO_2**

In 2025, estimated carbon removals in Tropoc's forest totalled 613 tCO_2, over three times the 200 tCO_2e emitted under Scopes 1 and 2 by its industrial operations.
The forest thus fully offset these emissions, with an estimated surplus of approximately 413 tCO_2 for the year.

Tropoc's forest is monitored using camera traps. In recent years, the records have confirmed the presence and movement of diverse wildlife, including mammals, birds and reptiles such as armadillos, pacas, agoutis, monkeys, anteaters, sloths, deer, toucans and various snakes. This complements environmental monitoring of the forest.

Energy, water and waste

From the energy powering operations to the water used in industrial production and the experimental field, natural resources support each stage of the black pepper value chain. Tropoc therefore systematically monitors consumption and waste generation as part of its ongoing efforts to improve efficiency and reduce environmental impacts.

ENERGY

337 MWh

Consumed in 2025: 327 MWh (97%) supplied by own solar generation and 10 MWh (3%) by the grid.

WATER

15,221 m³

Total consumption across operations, including industrial production and irrigation of the experimental research field.

WASTE

3,293 kg

Generated in operations and managed by specialist third-party companies.

Methodological note: consumption data refer to the Castanhal headquarters facility.

RESOURCES THAT CONTRIBUTE TO QUALITY

Producing high-quality black pepper also requires attention to the resources used throughout the process. Energy supports operations and processing; water serves industrial activities and the experimental field; and waste management seeks to ensure appropriate handling and disposal of the materials generated.

By monitoring each of these flows, Tropoc integrates operational efficiency, product quality and environmental responsibility, advancing towards an increasingly efficient and sustainable production process.





GHG Protocol Gold Seal

Tropoc's GHG emissions inventory follows the Brazilian GHG Protocol Programme methodology, covering all three scopes defined by the protocol. Results are publicly reported in the Public Emissions Registry and independently verified by a third party.

SCOPE 1

199 tCO_2E

Stationary and mobile combustion, fugitive emissions, agricultural activities and effluents.

SCOPE 2

0.87 tCO_2E

Electricity purchased from the grid.

SCOPE 3

641.7 tCO_2E

Upstream and downstream transport and distribution, employee commuting and business travel.

200 tCO_2e *Emissions → industry* **- 613** tCO_2e *Removals → forest* **= -413** tCO_2e *Removals > Emissions*

In 2025, Tropoc retained the Gold Seal under the Brazilian GHG Protocol Programme, awarded to organisations reporting all three emissions scopes with external verification. This is the programme's highest level of rigour.

This methodological rigour enables reported data to be compared over time and with other organisations in the sector, an essential condition for a robust climate strategy.

GRI 305 · 2-5







A PARTNERSHIP BUILT ON THE FARM

Tropoc's relationship with farmers extends beyond purchasing. It is a long-term partnership built on the farm, based on trust, technical support and encouragement of more sustainable practices.

OUR ACTIVITIES IN 2025

TYPE OF ACTIVITY	ACTIONS	PARTICIPATION
Discussion groups and meetings with farmers	**17**	245 farmers
Community initiatives	**10**	→ *Donations, sponsorships and event support*
Events with Tropoc employees (internal initiatives)	**3**	→ *Sustainability Week, SIPAT and CIPA (employee safety)*
Radio interviews – communication	**7**	→ *Discussion of black pepper management and markets*
Regenerative agriculture	**100+ plants**	→ *Gliricidia planting at the Baião URT*

29
COMMUNITY EVENTS

245
FARMER PARTICIPATIONS

TOPICS ADDRESSED

- GOOD FARMING PRACTICES AND BLACK PEPPER MANAGEMENT
- REGENERATIVE AGRICULTURE AND GLIRICIDIA
- PREVENTING CHILD LABOUR AND LABOUR ANALOGOUS TO SLAVERY
- SOCIAL AND ENVIRONMENTAL COMPLIANCE

From a sign installed on a farm to a gift given to a child, each initiative has its own significance. Together, they reflect an approach grounded in close relationships with the farmers, families, communities and forest that make up the region where Tropoc operates.

GRI 2-29 · 3-3 · 413

KNOWLEDGE THAT STAYS WITH FARMERS

Strengthening the black pepper value chain means giving farmers lasting resources beyond the harvest: technical knowledge, workplace safety and recognition of the origin of their products.

FARMER TRAINING – BRUSH CUTTER OPERATION

GLIRICIDIA PLANTING AT BAIÃO URT

14
TRACEABILITY SIGNS INSTALLED

327
SOIL ANALYSES WITH RECOMMENDATIONS · 2022–2025

In 2025, Tropoc expanded training, safety initiatives and direct support for farmers. Training on brush cutter and chainsaw operation provided practical guidance on the proper use of equipment and the prevention of accidents in rural work.

At the Technology Reference Unit (URT) in Baião, planting gliricidia brought technical knowledge into practice on farms, reinforcing the URT's role as a reference for farmers in the region.

In Acará, eyeglasses provided to participants in the Meu Pimental 3K project addressed a practical need among farmers, contributing to improved well-being and quality of life.

To make this guidance widely accessible, Tropoc maintains direct communication with farmers through radio programmes and WhatsApp groups, sharing technical information and market guidance across approximately 40 municipalities in the state.

Together, these initiatives reflect close engagement with farmers, combining training, communication and attention to everyday needs.

TRACEABILITY ON THE FARM

Tropoc installed 14 traceability signs on farms in Baião. Each sign identifies the farmer, the property and its link to Tropoc's value chain directly in the black pepper field.

For farmers, the sign visibly recognises that their production has a known, documented origin, a condition increasingly required by international markets.

For Tropoc, it puts a principle into practice: knowing where every kilogram of black pepper it purchases comes from. Bringing traceability from the system onto farms turns a technical requirement into a means of recognising farmers' contribution.



Tropoc traceable farmer sign

INVESTING IN THE FUTURE OF COMMUNITIES

Tropoc's presence in the regions where it operates is reflected in its support for education, sport and the cultural expressions of local communities.

50
SCHOOL SUPPLY KITS · ANAPU MUNICIPALITY

30
MARTIAL ARTS UNIFORMS · YOUNG ATHLETES IN CASTANHAL

20
CHILDREN'S DAY GIFTS

12
UNIFORMS · CARDOSO QUILOMBOLA COMMUNITY

As part of its ESG programme, Tropoc provided 50 school supply kits to children from low-income rural worker families. Beyond supplying materials for daily study, this initiative helps ease household expenses and enables children to participate in school activities with greater confidence and better learning conditions. It reflects care, appreciation for education and recognition of families whose livelihoods depend on rural work. By supporting these children's education, Tropoc reaffirms its commitment to rural communities and to creating opportunities for future generations.



In Castanhal, responding to young people's interest in sport, Tropoc provided 30 athletes with new martial arts uniforms, supporting their continued participation. Beyond supplying equipment, the initiative recognises sport as a means of social inclusion and personal development, encouraging discipline, respect, perseverance and teamwork. Through this action, Tropoc reaffirms its commitment to youth development and stronger community ties.



Christmas is a special time, but not every child has the opportunity to receive a gift. With this in mind, Tropoc joined a gift donation campaign for children facing social vulnerability, helping make the celebration more welcoming and joyful. The children's happiness on receiving their gifts marked the initiative and moved those involved. Beyond the provision of material items, it expressed care, solidarity and inclusion, strengthening Tropoc's ties with the community and creating lasting memories.

By supporting education and sport, Tropoc helps expand development opportunities for children and young people in the community. Access to school materials and encouragement to participate in sport help reduce barriers to participation, support learning and encourage discipline, respect, cooperation and perseverance. These initiatives also strengthen relationships among families, schools and local organisations, promoting social inclusion and a sense of belonging. For Tropoc, supporting education and sport means investing in people and helping build a community with more opportunities and better prospects for future generations.

CULTURE AND RECOGNITION OF TRADITIONAL COMMUNITIES

In September 2025, Tropoc supported the Nova Esperança School in the Cardoso Quilombola Community, in Baião, by providing school uniforms. School uniforms offer warmth and represent discipline, tradition, social equality and self-esteem for students. Wearing them strengthens students' sense of belonging to the school community and helps reduce visible differences in clothing associated with household economic circumstances.

For low-income families who depend on rural work, this contribution helps ease the costs of their children's education. For children, it represents care and encouragement to participate in school life with greater confidence. The initiative strengthens Tropoc's ties with the community and reaffirms its commitment to education, social inclusion and respect for the cultural identity of traditional communities.



Eugênio Community - Municipality of Baião



GRI 2-29 304

THE PEOPLE BEHIND TROPOC

Valuing people begins within the company and extends to the families and communities with which Tropoc engages, strengthening relationships, well-being and connection.

Care for the people who make up Tropoc takes the form of ongoing health, safety and well-being initiatives. In partnership with SESI, the company continued providing dental care for employees, expanding access to preventive oral healthcare.

Participation in the SESI Run encouraged physical activity and healthier habits. In December, the Internal Workplace Accident Prevention Week (SIPAT) engaged employees in discussions on safety, prevention and quality of life at work.





Tropoc Ice Cream Day

BRINGING PEOPLE TOGETHER AT TROPOC

In 2025, Tropoc created opportunities for employees and their families to come together. These included Ice Cream Day, a Fuchs Group tradition marking the birthday of its founder, Dieter Fuchs, which brings teams together in a celebration shared across the group.

The year also included Father's Day and Children's Day activities, monthly birthday celebrations and an end-of-year gathering accompanied by the distribution of staple food hampers.

Tropoc participated in the Castanhal Agricultural Fair with a space at the Farmers' Fair and supported the Círio de Nazaré festivities in Santa Isabel do Pará and Vila de Apeú. It also sponsored the Nipo Gastronomic Festival in Acará, which celebrates local cuisine and the legacy of Japanese immigration in the region.

During the Fuchs Group's Sustainability Week, employees took part in an ecological walk and planted a kapok tree in the company's regenerating forest area, where the Iratama Apiary was also revitalised. In the same area, a wildlife inventory using camera traps documented 22 native Amazonian species, indicating progress in regeneration across the 74 hectares of forest restored and protected for more than 40 years.



Tropoc at COP30



In 2025, COP30 in Belém, Pará, reinforced the Amazon's central role in global discussions on climate, land use and sustainable production. For Tropoc, a company founded and developed in this region, the event provided an opportunity to contribute to debates directly connected to the realities of its value chain.

Tropoc participated in Agrizone, a venue bringing together agribusiness initiatives and stakeholders committed to addressing climate challenges, promoting dialogue among the public, farmers, companies, research institutions and policymakers.



KEY TOPICS

- Traceability and socio-environmental compliance
- Agricultural productivity in the Amazon
- Sustainability and low-carbon production
- Regenerative agriculture and climate resilience

GRI 2-29





15.1 · HIGHLIGHTS

Tropoc at COP30

As a sponsor of the Agrizone area at COP30, Tropoc presented the benefits of adopting living gliricidia supports in partnership with Embrapa. Its stand welcomed farmers from the region and shared knowledge on sustainable practices, showcasing the sustainability of black pepper grown in Pará.

Discussions and presentations addressed black pepper management, regenerative agriculture using living gliricidia supports, product quality and good agricultural practices.



VISITORS TO THE TROPOC STAND

Farmers from ten municipalities represented Pará's black pepper sector: Acará, Tomé-Açu, Baião, São Francisco do Pará, Igarapé-Açu, São Miguel do Guamá, Santa Maria do Pará, São Caetano de Odivelas, Terra Alta and São Domingos do Capim.

The stand also welcomed municipal and state authorities, representatives of Indigenous peoples and visitors from different regions, broadening dialogue on black pepper production, sustainability and the development of black pepper farming in Pará. Tropoc's network of partner farmers spans approximately 40 municipalities in the state.

375
FARMERS
VISITED THE STAND

10
MUNICIPALITIES
REPRESENTED



Ethics, transparency, and compliance

Tropoc's governance is guided by ethics, transparency and compliance, in line with the Fuchs Group's corporate guidelines. Leadership sets strategic direction and continuously monitors the economic, environmental and social issues relevant to the business, integrating them into operations.

INTERNAL MECHANISMS

- ○ Code of Conduct and Employee Handbook
- ○ External, independent and anonymous grievance channel
- ○ Anonymous suggestion and complaint box on the premises
- ○ Direct communication with leadership and senior management
- ○ Sedex-SMETA (Sedex Members Ethical Trade Audit), assessing labour practices, health and safety, the environment and business ethics

PEOPLE DEVELOPMENT

- ☐ Young Apprentice Programme
- ☐ Career plans with opportunities for internal progression
- ☐ Recruitment policies promoting equitable opportunities and recognising diversity
- ☐ Training, courses and capacity building focused on employees' technical and professional development

Tropoc maintains practices focused on labour compliance, health and safety, professional development and employee well-being. The SMETA audit complements this process, broadening the assessment of social, environmental and business ethics practices.



GRI 2-9 · 2-12 · 2-23 · 2-24 · 2-26 · 2-27



17 · OUR TEAM

A locally recruited team

Tropoc employs local people under the collective bargaining provisions of the Union of Food Industry Workers of Castanhal and Region, Pará. Temporary employees are hired only during the peak black pepper production period. The following figures refer to employees with active contracts as at 31 December 2025.

PERMANENT	
Total	**94**
Men	80
Women	14

TEMPORARY · 2025 HARVEST	
Total	**15**
Men	9
Women	6

EDUCATION	
Higher education	15
In higher education	9
Secondary school	19

GRI 2-7

Where to find each disclosure

This report was prepared with reference to the GRI Standards. The table maps the reported disclosures to their respective sections in this document.

GRI DISCLOSURE	REPORT SECTION
2-1, 2-6	Who we are
2-2, 2-3, 2-4, 2-5	About this report
2-7	Our team
2-9, 2-12, 2-23, 2-24, 2-26, 2-27	Governance
2-22	Message from leadership
2-23	Purpose, mission and values
2-25	Traceability · Governance
2-29	Communities and farmers · COP30 · Rural development
3-3	Regenerative agriculture · Traceability · Forest
203	Regenerative agriculture
302, 303, 306	Resource management
304	Tropoc Forest · Regenerative agriculture · People
305-1, 305-2, 305-5	GHG inventory · Forest · Decarbonisation plan
305	Carbon footprint · Regenerative agriculture
413	Communities and farmers · Regenerative agriculture





TROPOC · PRODUTOS TROPICAIS DE CASTANHAL LTDA.

Castanhal · Pará · Brazil

Reporting period: 1 January to 31 December 2025