



Sustainability Report **2024**



*We take care of
tomorrow with what
we produce today*

Letter from the Board of Directors

GRI 2-22

It is with great enthusiasm that we present the results achieved by Vosso do Brasil in 2024, reaffirming our commitment to excellence, innovation and sustainability, pillars that guide us in our mission to produce highquality, practical and personalized food in a sustainable way.

The year was marked by significant achievements. We recorded a 20.8% increase in revenue, reaching BRL 448 million. This result reflects the strengthening of our relationships with customers and employees, as defined by our vision of being a company of constant growth through process optimization and the pursuit of new markets in the retail, food service, and industrial segments.

Our commitment to social and environmental responsibility has also been greatly reinforced. We achieved a recycling rate of 95.7%, a historic milestone that

symbolizes our dedication to the principles of sustainability and the circular economy. This progress was only possible thanks to the collaborative work of a team committed to our values: customer focus, integrity, teamwork, people development, commitment to results, a culture of food safety, and social and environmental responsibility.

Every achievement at Vosso do Brasil is the result of the dedication of our employees, the trust of our partners, and the choice of our customers. We will remain focused on creating value for everyone, building an even more prosperous and sustainable future.

We thank everyone who is part of this journey and we reaffirm our commitment to continue innovating and leading with responsibility.

Joachim Gerecht

President of Vosso do Brasil



Willkommen: get to know our report



GRI 2-1 | 2-2 | 2-3 | 2-4

That our foods are full of flavor, you already know. What you do not know yet is the “seasoning” we add to every part of the chain that produces and delivers our products. That is why we created this material: the recipe for our corporate sustainability.

This is the first sustainability report from Vossko do Brasil Alimentos Congelados Ltda., better known as Vossko do Brasil. Located in the city of Lages, state of Santa Catarina, we are a company of the Vossko Group, whose headquarters are located in Ostbevern, Germany.

Developed based on the Global Reporting Initiative (GRI) Standards, this report covers the period from January 1st to December 31st, 2024. The report preparation process involved the active participation of the Board of Directors throughout all stages of review and approval of the content up to this version.

The material gathers information related to environmental, social and governance aspects. The information presented, including

financial data, reflects exclusively the activities of Vossko Brasil. Specific situations related to VOSSKO GmbH & Co. KG will be duly highlighted in the texts, tables, and graphs, where applicable.

Considering the company’s relationship with the European market, it is worth mentioning that compatibility was observed between the GRI guidelines and the Corporate Sustainability Reporting Directive (CSRD) – the regulation that governs corporate sustainability reporting in the European Union (EU). In other words, this report aligns with European standards for reporting indicators.

This document marks the beginning of a path we have charted towards a more sustainable future. To this end, we intend to maintain a biennial reporting cycle. We hope you enjoy this report and discover our results and expectations for the future!

We share our contact channels for questions, compliments or suggestions:

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► Relevant topics

GRI 3-1 | 3-2 | 3-3

In an in-depth benchmarking study, nine companies were evaluated for strategic comparison with Vosso, including top-ranked companies from the Corporate Sustainability Assessment (CSA) and Morgan Stanley Capital International (MSCI) rankings. A total of 79 detailed material topics were identified, highlighting the five key topics for the sector: product and service quality; occupational health, safety and well-being; raw materials and inputs; climate change (including mitigation, adaptation, and transition); and commitment to biodiversity.

This alignment reflects a growing movement toward market best practices and indicates the need to focus on these areas to strengthen the commitment to sustainability, meet stakeholder expectations, and ensure competitiveness.

The emphasis on these topics also highlights the company's responsibility to respond to increasingly urgent issues, such as environmental conservation and maintaining healthy and safe work environments, especially in a context of transition to a more sustainable economy.

The analysis of material issues carried out by the company's ESG Committee and Board of Directors culminated in the identification of four central macro-topics that will guide its practices and policies.

- **Product quality and safety**
Subtopic: products.
- **Occupational health, safety and well-being**
Subtopics: occupational health, safety and well-being; labor practices and commitment to human rights.
- **Corporate governance**
Subtopics: ethical business conduct; corporate governance and supply chain.
- **Environmental management**
Subtopics: raw materials and inputs; waste and effluents; greenhouse gas emissions and energy resources.



Correlation of material topics with commitments

Material topic	Subtopic	GRI indicators	Commitments	Sustainable Development Goals (SDG)
Product quality and safety	Products	2-23 2-24 2-25 2-26 2-29 416-1 416-2 417-2 417-3	<p>Commitment to excellence: ensure that all products meet established food quality and safety standards, meeting customer expectations regarding the quality and safety of the products supplied.</p> <p>Commitment to sustainable innovation: foster continuous innovation to improve product quality while minimizing environmental and social impact.</p> <p>Commitment to transparency: ensure open and honest communication with consumers and customers about the quality and safety of the products supplied.</p> <p>Commitment to continuous improvement: implement an ongoing process to improve food quality and safety, based on customer feedback and internal audits.</p> <p>Commitment to regulatory compliance: ensure that all products fully comply with applicable standards and regulations.</p>	  
	Occupational health, safety and well-being	403-1 to 403-10	<p>Commitment to comprehensive health: promote health actions, seeking the well-being of employees.</p> <p>Commitment to safety: ensure that all work environments comply with safety standards and that safe practices are strictly followed.</p>	
	Occupational health, safety and well-being	Labor practices	2-7 2-8 2-21 2-24 2-25 2-26 2-27 2-29 2-30, 401-1 401-2 401-3 402-1 404-1 404-2 404-3	<p>Commitment to prevention: focus on preventing occupational accidents and illnesses through training, active care, continuing Labor education and improvements in working conditions.</p> <p>Commitment to a safe work environment: ensure a safe and healthy work environment for all employees.</p>
	Commitment to human rights	2-7 2-8 2-21 2-24 2-25 2-26 2-27 2-29 2-30 202-1 201-3 203-2	<p>Commitment to accident prevention: adopt preventive measures to minimize the risks of accidents and occupational diseases.</p>	

Material topic Subtopic GRI indicators Commitments Sustainable Development Goals (SDG)

Corporate governance	Ethical business conduct	2-21 2-24 2-25 2-26 2-27 2-29 2-30	<p>Commitment to inclusion and diversity: promote an inclusive work environment where diversity is valued and respected.</p> <p>Commitment to integrity and ethics: promote a culture of integrity and ethics in all business operations and interactions.</p> <p>Commitment to professional development: provide continuous opportunities for professional and personal development for all employees.</p> <p>Commitment to sustainability and responsibility: ensure that corporate governance practices contribute to the organization’s sustainability and social responsibility.</p>
	Corporate governance	2-9 2-12 2-13 2-16 2-23 2-21 2-24 2-25 2-26 2-27 2-29 2-30	<p>Commitment to transparency: maintain transparent labor practices, ensuring that all employees are aware of their rights and duties.</p> <p>Commitment to dignity at work: ensure that all employees are treated with respect and dignity, with fair and safe working conditions.</p> <p>Commitment to transparency and accountability: maintain clear and accessible communication with all stakeholders, ensuring that key actions and decisions are shared regularly and in a comprehensible manner.</p>
	Supply chain	2-25 2-27 2-29 205-1 205-2 205-3 308-1 308-2 410-1	<p>Commitment to the sustainable supply chain: develop and implement an integrated set of due diligence procedures that ensure compliance with social, environmental, and ethical criteria, promoting transparency and accountability in all operations and the supply chain.</p>



Environmental management	Raw materials and inputs	301-1 301-2 306-1 306-2 306-3 306-4 306-5	
	Waste and effluents	303-2 303-4	<p>Commitment to efficient resource management: adopt management practices that ensure the efficient and responsible use of natural resources, such as water, energy and raw materials.</p> <p>Commitment to reducing environmental impacts: seek and apply technologies and processes that minimize environmental impacts, maintaining competitiveness and aiming to prevent pollution.</p>
	Greenhouse gas emissions	305-1 to 305-7	<p>Commitment to compliance and continuous improvement: ensure compliance with all environmental laws and regulations and continually seek improvements in environmental processes and practices.</p>
	Energy resources	302-1 to 302-4	<p>Commitment to environmental education: promote awareness and training of employees on sustainable environmental practices and the importance of environmental management.</p>
	Water resources	303-1 303-3 303-5	





► Approach to stakeholder engagement

GRI 2-15 | 2-29

Vosso aims to foster positive and ethical relationships with its stakeholders, ensuring transparency and integrity in all interactions. To this end, it adopts clear and structured guidelines in documents such as the Code of Conduct; Supplier Code of Conduct; Manual of Relations with Public Agents; Gifts, Giveaways and Entertainment Manual; Hospitality and Travel Manual; Third Party Hiring Policy; and Quality Policy.

In 2024, the company defined its stakeholders as part of its ESG journey. Targeted communication strategies will be developed by the company to expand its communication and engagement.

2024 highlights

► Environmental (E)

104 MWh of energy savings per year;

95.7% waste recycling.

► Social (S)

6% growth in the number of women in the workforce;

0.1 turnover rate in the year;

+ 16 thousand hours of training for employees;

+ 3,5 thousand kg of products donated to non-profit institutions.

► Governance (G)

20.7% increase in annual revenue;

928 export processes carried out;

29 new products projects.



▶▶▶ **Rückblick**
A look back

► *Wir sind Vossko*

We are Vossko

We are Vossko do Brasil, part of the Vossko Group, a German company located in the municipality of Ostbevern, Warendorf district, administrative region of Münster, state of North Rhine-Westphalia.

Founded in 1982 by Bernhard and Maria Vosskötter, our company remains family-owned, currently run by the couple's sons, Dietmar and Clemens. Established in the European market, Vossko is synonymous with excellence. With a constant focus on the customer, its philosophy is to honor its values by producing quality, convenient, and personalized food.

Due to the success of its business in Germany, Vossko opened another company in Brazil. The city of Lages, in the Santa Catarina plateau, was chosen to house the new factory. Thus, in January 2003, construction began on Vossko do Brasil, which began operations in October of the same year.

Over time, the factory expanded and acquired internationally recognized certifications. Today, Vossko do Brasil has over 500 employees, producing approximately 2,000 tons of food per month across four production lines.

The company sells frozen chicken meat products domestically and internationally. Therefore, it has a comprehensive quality management system to ensure complete product safety and meet the needs and expectations of its customers and consumers.

The history of Vossko do Brasil

1982

Vossko launches in Germany



1985

Partnership with Rewe



2006

New certification
International
Featured
Standards (IFS)

2003

Foundation of the subsidiary Vosso do Brasil



1987

Export business begins



2010

Relaunch of the
Vossoko brand

2012

New Brand
Reputation
Compliance (BRC)
certification

2016

New Sedex
Members
Ethical Trade
Audit (SMETA)
certification

2021

Opening of Vossoko Haus Brasil



2024

Achievement of the Mais
Integridade Seal



Mission

Produce high-quality, practical, and personalized food in a sustainable way.

Vision

To be a company with constant growth, through strengthening relationships with customers and employees, optimizing processes and seeking new markets in the retail, food service and industrial segments.

Values

- Customer focus;
- Integrity;
- Teamwork;
- Develop people;
- Commitment to results;
- Food safety culture;
- Socio-environmental responsibility.



Our value chain

GRI 2-6

Vosso do Brasil's operations begin with the receipt and storage of inputs and raw materials and continue through processing and transformation into finished products. The food is then shipped, stored, and distributed to customers.



▶ Our services

GRI 2-6

With over 20 years of experience in the domestic and international markets, Vosso do Brasil specializes in the production of frozen foods based on animal and vegetable proteins. The company combines cutting-edge technology with rigorous quality standards, offering a diverse portfolio of convenient and tasty products, aimed at both the end consumer and the foodservice sector.

Vosso's portfolio includes beef and poultry, as well as ready-to-eat frozen products. The company also sells items to businesses that produce ready-to-eat meals, such as delivery restaurants.

Total of national ingredients: **62.1%**

Total of imported ingredients: **37.9%**

Total of national primary and secondary packaging: **100%**

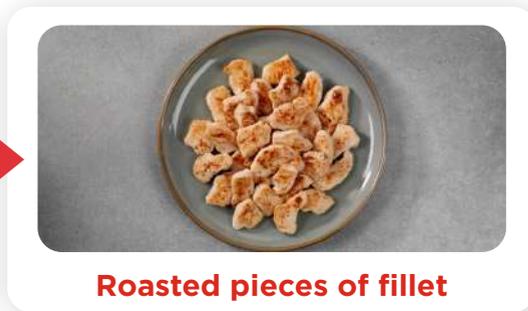
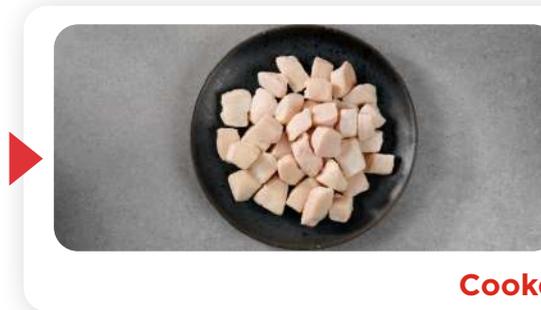
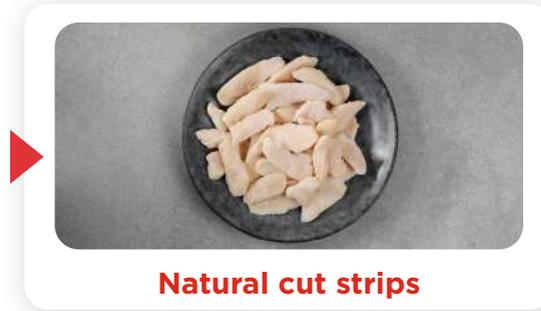
Total of national raw material **100%**

National processing and freezing: **100%**

The company also operates with third-party retail brands and sells its own products in Lages through Vosso Haus. Opened in 2021, the store is located at 1275 Rua Humberto de Campos in the Coral neighborhood.



Our products





Formed breaded breader



Cube skewers



Formed tempura breading



Breaded fillet



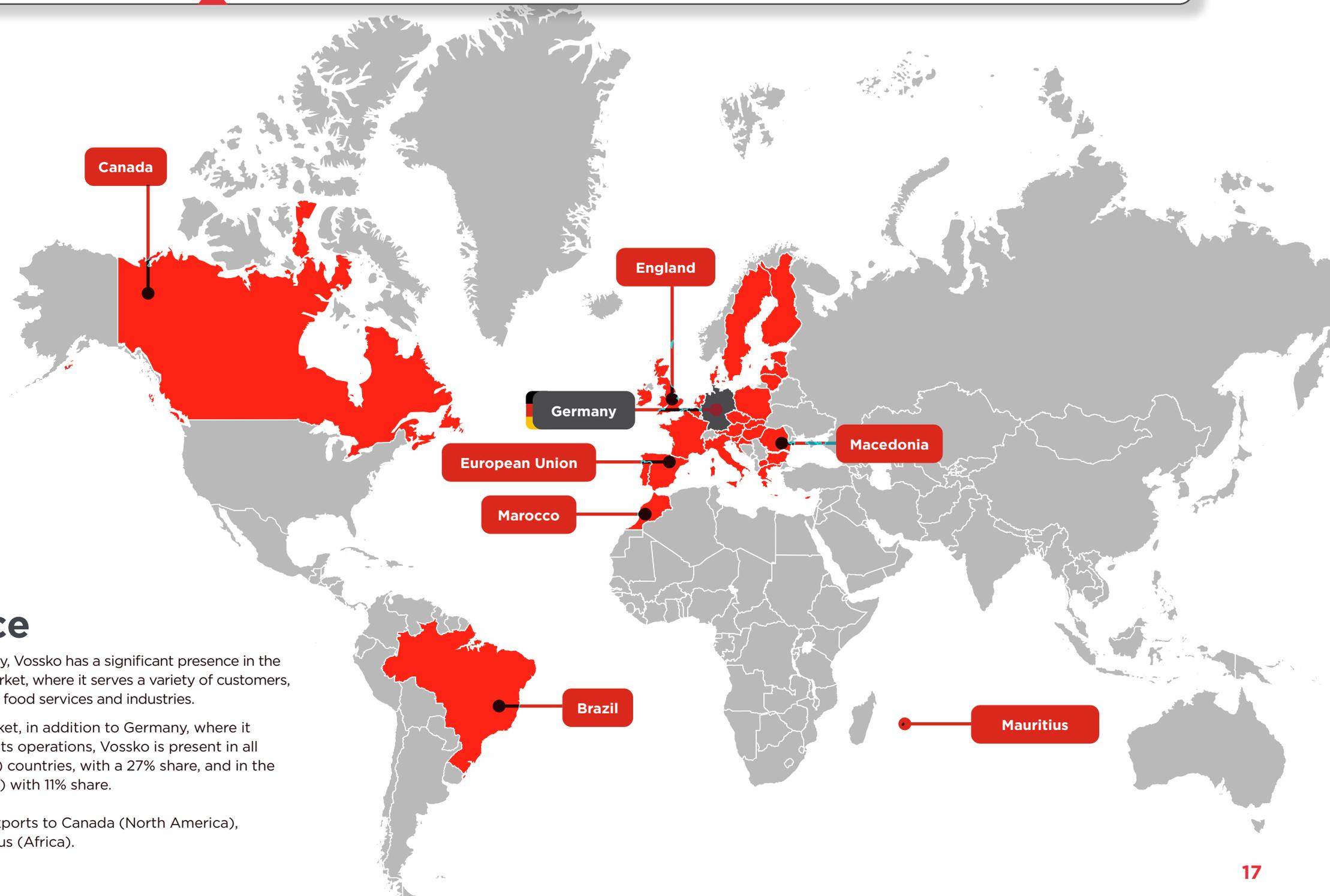
Fried fillet in pieces



Crunchy dinos



Fried strips



Market presence

As a German company, Vossko has a significant presence in the German domestic market, where it serves a variety of customers, from supermarkets to food services and industries.

In the European market, in addition to Germany, where it concentrates 61% of its operations, Vossko is present in all European Union (EU) countries, with a 27% share, and in the United Kingdom (UK) with 11% share.

The company also exports to Canada (North America), Morocco and Mauritius (Africa).

▶ Quality management

GRI 3-3 | 416-1 | 416-2 | 417-1 | 417-2 | 417-3

For Vosso do Brasil, there is no distinction between market, customer, or product type. Each product represents a family, a life, that deserves complete care, respect, and protection.

At Vosso do Brasil, food quality and safety are not just goals — they are commitments present at every stage of the production process. Based on a safe, legal, and authentic system, the company structured its Food Quality and Safety Manual to ensure reliable products that comply with legislation and meet customer expectations. This commitment is reinforced by an internal culture of continuous improvement, encouraging all employees to maintain standards of excellence.

To ensure product safety, Vosso adopts the Hazard Analysis and Critical Control Points (HACCP) methodology, which defines control and monitoring points, as well as corrective and preventive measures. Risk management is supported by certified document analysis, ensuring the effectiveness of its actions. As part of its ongoing commitment to quality and safety, the company has maintained a history free of records of products posing health risks.

To demonstrate its quality efforts, Vosso maintains IFS Food (International Featured Standards) and BRC Food (British Retail Consortium) certifications, which, although voluntary, are considered a strategic priority by the company. Obtaining and renewing certifications involves rigorous audits conducted by accredited bodies. Furthermore, Vosso regularly undergoes customer audits, focusing on quality and safety standards. These evaluations are essential to maintain the company's reputation and conquer new markets.

Vosso's excellence is also evidenced by its exemplary regulatory conduct. The company maintains a consistent track record of no food safety violations, as well as no recalls or product recall — a direct reflection of the effectiveness of its preventive measures.

With four thermal processing lines in operation, Vosso transforms raw materials from certified and approved suppliers into high-quality foods. These suppliers rigorously meet the requirements of the target markets, ensuring that their products comply with the strictest national and international standards.

The company's quality management system is built on the principle of total assurance at every stage of the process. This care ensures that products meet customer and regulatory requirements, reinforcing Vosso's position as a reference in the sector.

One of the pillars of this control is traceability, essential for monitoring each stage of the process, quickly identifying any risks, and ensuring consumer safety. This practice strengthens transparency and customer trust, setting the company apart in the market.

To ensure even greater control and standardization, Vosso adopts a set of mandatory procedures called self-controls. Required by law, these protocols detail the work and inspection standards throughout the entire processing process, ensuring product compliance and authenticity. The ongoing practice of self-controls is an essential tool for the sustainability of Vosso's operations.

Procedure

- Maintenance

- Water supply

- Integrated pest control

- Standard operational and pre-operational sanitation procedure

- Hygiene, hygienic habits and employee health

- Sanitary procedures of the operation

- Control of raw materials, ingredients and packaging material, including supplier selection and approval

- Temperature control

- Hazard analysis and critical control points

- Laboratory testing management

- Product formulation control and fraud prevention

- Traceability and collection

- Support for official certification

Furthermore, Vosso ensures that all legal information is clearly and transparently displayed on its label, complying with current legislation for the category, including nutritional information, which is an essential tool for promoting healthy eating choices, supporting the management of health conditions, and increasing transparency between consumers and producers. No nonconformities related to labeling, communication, or marketing were identified. The company has not received any infraction notices nor has it registered any recalls due to non-compliance with labeling information.

In addition, it is worth noting that this system is greatly strengthened by the actions of the Brazilian Ministry of Agriculture and Livestock (Mapa), which carries out regular inspections at all stages of the process and contributes to achieving an even greater level of efficiency and accuracy.

Research and Development (R&D)

In order to ensure the quality and continuous improvement of its products, Vossko has a Research and Development (R&D) department dedicated to studies to create new products and changes to existing products.

The department receives requests from the Foreign Market and Domestic Market sales teams, who make initial contact with customers and understand their expectations regarding the project. In 2024, new products reached a volume of approximately 545 tons.

Throughout the product development process, whether the project progresses to the kitchen or production line testing stage, it undergoes quality assessment and registration procedures. When planning any project, the department takes into account legal and customer requirements. Every sample is identified and stored during the product's validity.

With this structure, Vossko is able to deliver safe, tasty, and excellent-quality food to its customers, bringing it to the tables of families throughout Brazil and other countries.

In 2024, new products reached a volume of around 545 tons.



National and international connections

Vosso's sales, marketing, and R&D management strategy also includes creating and maintaining national and international connections by participating in major food industry events. The company was present at several trade shows in 2024.

The month of June was marked by Vosso's participation in Exposuper, in Balneário Camboriú, Santa Catarina state. Company representatives were able to attend inspiring lectures on key topics in today's market.

In August, the company attended the International Animal Protein Show (SIAVS 2024), held by the Brazilian Animal Protein Association (ABPA), one of the most important events in the agricultural sector in Brazil. During the event, the company presented its product portfolio, highlighted its innovations, and reiterated its responsible and sustainable approach, always focusing on quality and consumer needs.

Participating in such a significant event for the industry reinforces Vosso do Brasil's commitment to excellence in food production and the development of the national supply chain. The fair provided an opportunity to explore new markets, innovations, network, in addition to following the trends and new technologies in the segment.

In October, Vosso do Brasil proudly attended ExpoLages 2024, one of the largest multisector events in the Serra Catarinense region. Throughout the event, the company showcased its product portfolio, shared its history, and strengthened ties with partners, customers, and visitors who have been part of its history in Brazil.

Once again, ExpoLages has established itself as a space for exchange, growth and celebration of the strength of the inland cities. Participating in a fair so important to the regional economy and culture reinforces Vosso do Brasil's commitment to local development and the roots that connect it to the community.



In the same month, Vosso went to Paris, France, to participate in the Salon International de l'Alimentation (SIAL 2024), one of the largest fairs in the world for showcasing innovations in the food sector.

During the fair, the company had the opportunity to present its products to a diverse and demanding audience, strengthen strategic partnerships, and explore new avenues for international expansion. Vosso professionals were able to expand the brand's reach and learn about new technologies and growth opportunities.

Participation in SIAL 2024 represented another step towards sustainable growth, with a focus on practical, tasty food solutions aligned with the demands of the modern consumer.

► Certificates and recognitions

Certificates

- **IFS Food (International Featured Standards):** international food quality and safety certification recognized by the Global Food Safety Initiative (GFSI). Vosso is certified in the current version with Higher Level status.



- **BRC Food (British Retail Consortium):** certification that establishes high quality and safety standards for the food industry, also recognized by GFSI. Vosso holds AA status in the current version.



- **Halal Certification:** meets cultural and religious criteria, expanding Vosso's reach to Muslim communities. It reflects respect for diversity, increases consumer confidence, and enables exports to countries where certification is mandatory.



- **Sedex Members Ethical Trade Audit (SMETA):** this is a globally recognized ethical audit used to assess and ensure responsible business practices in supply chains.



- **Initiative for Compliance and Sustainability (ICS):** it is a social audit conducted and based on national legislation, besides the International Labour Organization (ILO) conventions and the Universal Declaration of Human Rights, which guarantees a comprehensive and internationally recognized assessment of the social and labor aspects of the operation.



Initiative for Compliance and Sustainability

Seal

- **Mais Integridade:** awarded by the Ministry of Agriculture and Livestock (Mapa), the seal recognizes companies that demonstrate high standards of integrity, ethics and transparency in their business practices.





Unternehmensführung Corporate governance

▶ Corporate governance

GRI 3-3 | 2-9 | 2-10 | 2-11 | 2-16 | 2-17 | 2-18 | 2-28

Simplicity and agility shape Vossko’s governance. With a lean structure, typical of family businesses, decision-making is quick and strategic alignment is more direct. The partners comprise the core group, alongside the Board of Directors — formed by the CEO Joachim Gerecht and Strategic Planning Manager Glicério Rambo — and a team of leaders responsible for the areas.

The CEO occupies the highest level of the governance structure, being responsible for strategic decisions and the general management of the company, as defined in the articles of association.

To strengthen management and ensure more efficient decisions in line with company guidelines, support committees dedicated to strategic and operational issues were established, in addition to the ESG and Information Security Committees, which operate in an integrated and continuous manner. The composition of these committees is the responsibility of the Board of Directors, which selects their members based on technical criteria and the strategic relevance of each topic. The CEO is appointed by the shareholders, as established in the articles of association and applicable legislation.

Aligned with the principle of governance and response to significant impacts, Vossko maintains a structured Contingency

Plan with guidelines to ensure the continuity of operations and mitigate risks that may compromise product quality and customer service. The board actively participates in the responsible committee, ensuring agility in decisionmaking and coordination of strategic responses.

Regarding ESG, Vossko’s leaders demonstrate strong commitment to the agenda and have been continually updating themselves through the ESG Journey. Even without a formal training program for the Board of Directors, the initiative has already contributed significantly to strengthening the company’s ESG culture. Senior leadership recognizes the strategic relevance of these practices for the sustainability and competitiveness of the business, gradually incorporating ESG principles into their decisions and organizational culture. Furthermore, as part of its commitment to continuous leadership development, the company provides feedback to senior management.

Finally, it is important to add that Vossko is finalizing its Governance Code and ESG Policy, scheduled for release in 2025. The document will formalize responsibilities, define decision-making authority, and reinforce the commitment to transparency and long-term sustainable value creation.

Who is Joachim Gerecht?

Born in Hannover, Germany, Joachim Gerecht came to Brazil in the late 1980s to study Veterinary Medicine at the State University of Santa Catarina (Udesc), graduating in 1990.

After working for meat processing companies and gaining experience as a product salesperson for Vossko in Germany, Joachim received an invitation that would change his life and Vossko’s history: he was asked to present a project to build the company in Brazil. Joachim, of course, accepted.

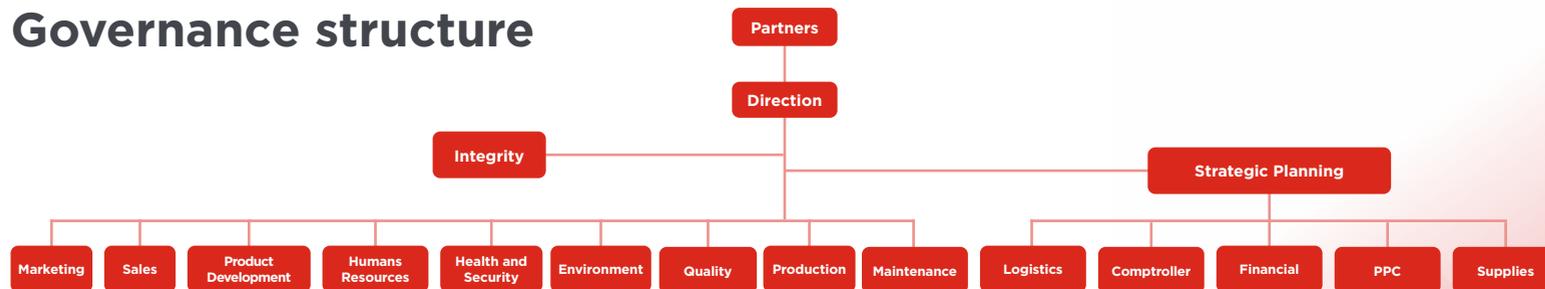
Construction of Vossko do Brasil began in January 2003. Nine months later, the company began operations.

At the moment, Joachim is a member of the Advisory Board of the Federation of Industries of the State of Santa Catarina (Fiesc) and the Center of Industries of the State of Santa Catarina (Ciesc). He also serves on the Advisory Committee of the Lages Business Association (Acil).

With specializations in Poultry Health and Administration, Joachim has held the position of CEO of Vossko do Brasil for over 20 years.



Governance structure



▷ Policy commitments

GRI 2-23 | 2-24 | 2-25

Several policies organize a system that ensures Vosso's accountability and integrity: the Non-Harassment Policy, Supplier Code of Conduct, Integrity Policy, and Diversity Policy, among others. These documents are validated by senior leadership and define clear guidelines for identifying, correcting, and applying measures in appropriate cases, in addition to detailing the processes to be followed.

Corporate policies are widely available in several easily accessible physical locations, including the company entrance, administrative building hallways, and cafeterias. They are also integrated into the content of the institutional website and into a folder on the corporate network to which all users have access.

Policies are communicated and reinforced to all employees during the onboarding process and through periodic training. For third parties, the Supplier Code of Conduct is available on the company website, and all those who provide services at the unit receive training.

As a result of its commitment to compliance, Vosso do Brasil was awarded the Mais Integridade Seal by the Ministry of Agriculture and Livestock. The seal recognizes integrity practices by agribusiness companies. Strictly speaking, in March 2024, the company made a public commitment to maintain these practices and ensure the evolution of its integrity program.



Vosso do Brasil also received SMETA certification and the Socially Responsible Company Seal, which attests to the alignment between Vosso do Brasil's principles and the practices of its activities.

Publicly available policy commitments

The company also transforms policies into concrete practices through well-defined management and operational procedures that guide its actions. Examples include the Code of Conduct and the LGPD (General Data Protection Law) policy. These processes are continually improved and supported by ongoing training programs, ensuring that employees at all levels fully understand the company's commitments and are prepared to proactively incorporate them into their work routines. Furthermore, each new strategy or policy is subject to a thorough review by senior management to verify its consistency with the reinforced commitments.

Vosso has a specific management procedure for the operation of the communication and reporting channel, considered one of the fundamental pillars of its integrity program, with potential for continuous improvement.

There was no stakeholder consultation regarding the design, review, operation, or improvement of the channel. The format was defined based on market guidelines and the perceptions of members of the Integrity department and other managers. However, some conversations are being conducted with employees to assess their satisfaction with various aspects of the company, including the channel.



Vosso policies

Policy	Description
Code of Conduct	Defines standards of behavior and values for employees and partners
Supplier Code of Conduct	Guides responsible practices aligned with the company's values
Non-Harassment Policy	Ensures a safe and respectful work environment for everyone
Integrity Policy	Reinforces commitment to ethics, transparency and legal compliance
Land Use Policy	Regulates sustainable practices in the use of natural resources
Inclusion Policy	Promotes diversity and equal opportunities in the company
Human Rights Policy	Ensures respect and protection of the fundamental rights of all
Quality Policy	Sets standards to ensure excellence in products and services
Inclusion Policy for People with Disabilities (PWD)	Promotes accessibility and inclusion in the corporate environment
Diversity Policy	Encourages the appreciation of different perspectives and experiences
Health, Safety and Environmental Policy	Prioritizes employee well-being and environmental sustainability
Donation and Sponsorship Manual	Defines criteria for social contributions and support for external initiatives
Hospitality and Travel Manual	Regulates expenses and conduct on corporate travel
Gifts, Giveaways and Entertainment Manual	Establishes guidelines to avoid conflict of interest
Manual of Relations with Public Agents	Guides ethical and transparent interactions with authorities
ESG Marketing Manual	Directs communication strategies aligned with sustainable practices
Integration Manual	Guides new employees regarding the company's vision, mission and values, as well as the required ethical stance



▷ Ethical business conduct

GRI 2-12 | 2-13 | 2-26 | 2-27 | 2-28 | 205-1 | 205-2 | 205-3 | 206-1 | 207-2 | 207-3

As part of its commitment to an ethical and responsible culture, Vossko do Brasil established a dedicated Integrity department in October 2021, appointing a responsible person. The creation of this role arose from the need to strengthen risk management and align with global best practices in corporate governance and transparency.

Also in 2021, the company joined the Jornada Agro Íntegra Program, an initiative promoted by the Alliance for Integrity and GIZ (Deutsche Gesellschaft für Internationale Zusammenarbeit). During this period, essential guidelines were adopted to build a solid structure focused on institutional integrity.

As a result of the learning and strategic actions undertaken during the journey, the role of Compliance Officer was established, responsible for leading actions related to this topic. With this role established, complaints and reports — previously managed by the Human Resources department — are now handled independently, under the direct supervision of the Board of Directors, ensuring greater impartiality and confidentiality.

In early 2022, Vossko formalized its commitment by joining the Agro-Integral Registry, receiving official approval on January 31st. This accession marked a new cycle, strengthening the practices already in place.

In February of that same year, the Integrity department was created, dedicated exclusively to managing and improving the Integrity Program. As a result, the company revised its key regulatory documents — such as the Code of Conduct, the Supplier Code of Conduct, and the Non-Harassment Policy — to align them with the new structure and principles that guide the handling of complaints and communications.

To consolidate this progress, the Integrity Policy was developed, establishing the company's mission, vision and values. This movement reaffirms the institutional commitment to responsible, transparent business practices that are in line with society's expectations.

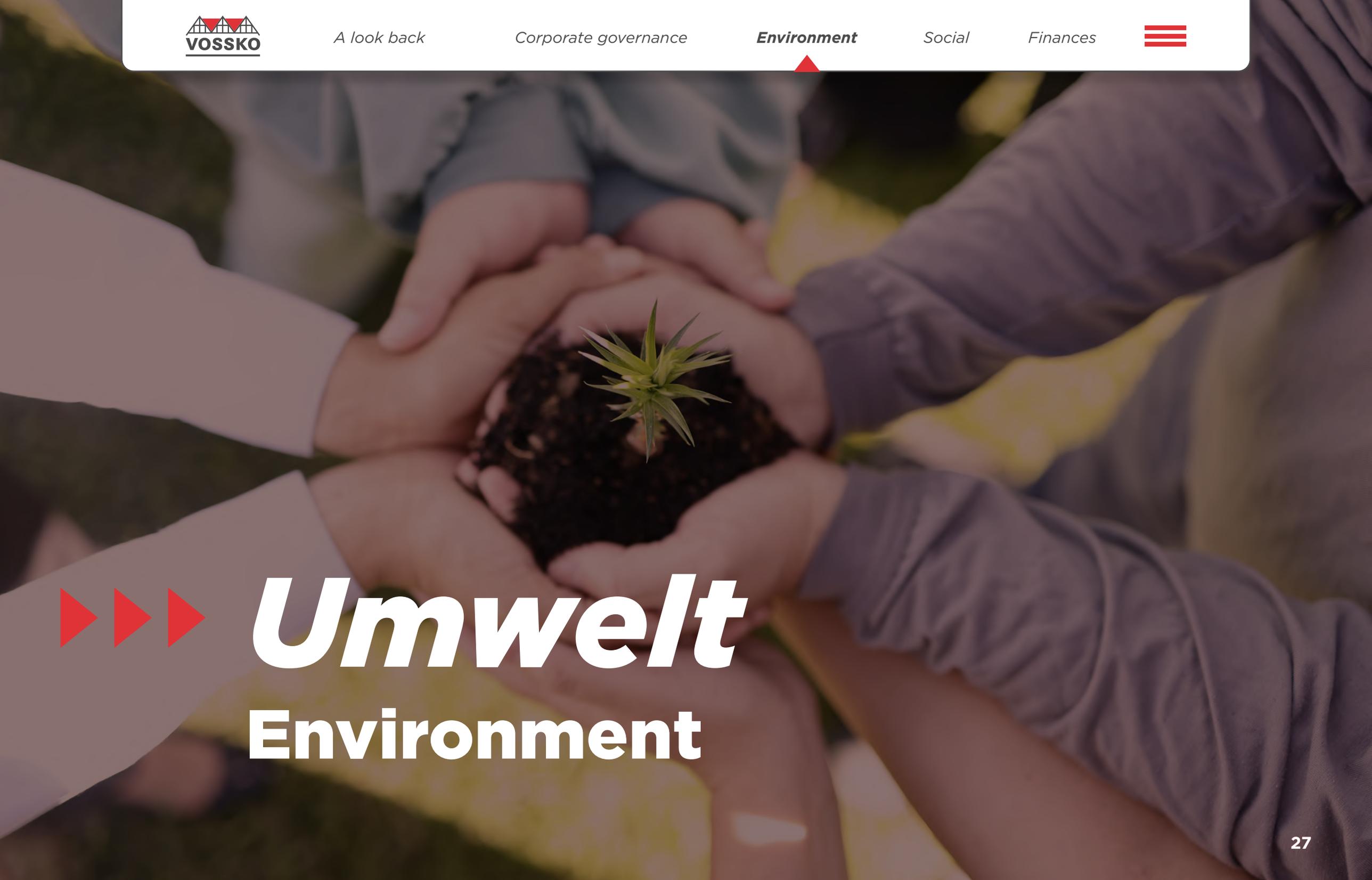
Communications and Reporting Channel

To reinforce transparency, any issue related to unethical or illegal behavior, or that compromises the organization's integrity, including tax issues, can be reported through the Communication and Reporting Channel. The channel guarantees a safe and confidential environment for reporting irregularities, ensuring compliance with the Code of Conduct and other internal regulations. To facilitate access, the company provides physical forms at strategic locations and an official digital platform for recording reports. Available on the company's website, the platform receives reports from both external parties and employees.

In 2024, the Communication and Reporting Channel registered 33 reports, none of which were related to corruption. All reports were duly analyzed and addressed. All reports received through the official channel are carefully reviewed and processed by the responsible committee, ensuring compliance with the company's established principles.

It is important to emphasize that, as a reflection of its integrity, Vossko is not involved in any process related to unfair competition or other illegal practices in the market.

 **Communications and Reporting Channel Channel**



▶▶▶ ***Umwelt***
Environment

► Environmental responsibility: actions and results

GRI 3-3

104 MWh of energy savings per year;

95.7% waste recycling;

-43.8% hazardous waste generated compared to 2022.

Responsibility means being to answer one's own actions or for something or someone. It consists of being accountable. With this in mind Vossko assumes responsibility for its impacts on the environment.

Vossko's environmental management framework is comprised of six subthemes: raw materials and inputs, energy consumption, water and effluents, waste management, and greenhouse gas (GHG) emissions. This chapter presents the actions taken to minimize the impacts of each subtheme and the results achieved.

► Energy consumption

GRI 302-1 | 302-2 | 302-3 | 302-4 | 302-5

The organization's energy intensity rate covers exclusively internal consumption, considering three main sources: electricity, fuels for heat generation in boilers and fuels for internal movement, such as those used in forklifts and tractors.

Vossko implemented energy efficiency measures, including replacing three exhaust fans with more efficient models, resulting in estimated savings of 13 MWh/year. Furthermore, the installation of vapor mass meters improved control

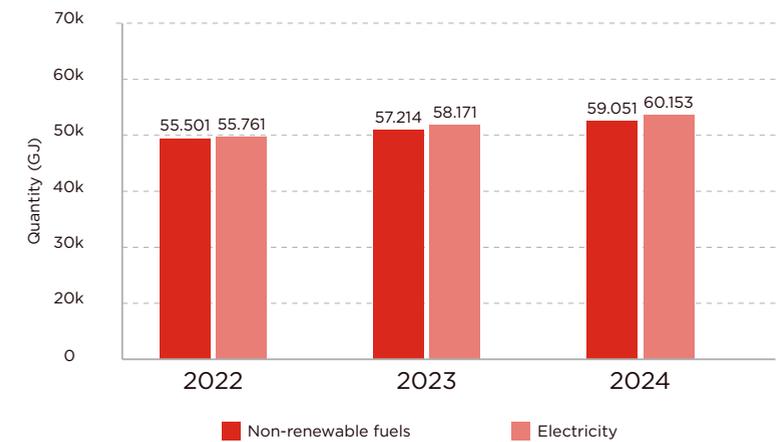
and accuracy in monitoring consumption. As part of its commitment to sustainability, the company promoted awareness-raising initiatives among employees, encouraging responsible consumption practices and waste reduction.

Another significant advancement was replacing the compressor motor responsible for generating cold air with a more efficient model, resulting in annual savings of 91 MWh. At the same time, the company transitioned its energy mix for heat generation, replacing liquefied petroleum gas (LPG) with natural gas.

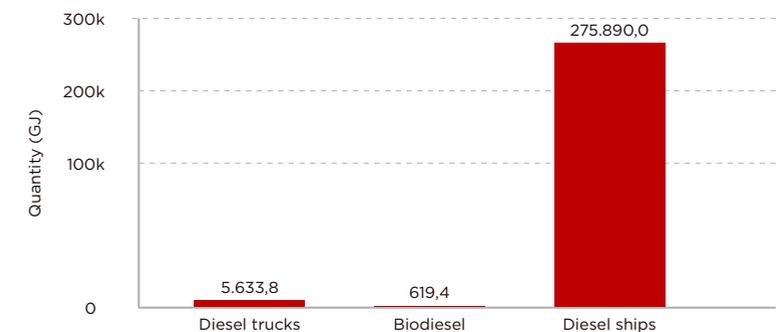
Concerned about energy consumption in its value chain, Vossko measures the consumption of maritime fuel used to transport its products. For the energy intensity of this mode, the values adopted were 0.09 MJ/t.km (IEA, 2022)—megajoules per ton per kilometer (a unit used for cargo transportation and energy efficiency)—and the fuel's calorific value of 40.15 MJ/l (EPE, 2021).

Based on a proportional calculation, a specific consumption of 0.0022 l/t.km was estimated. Because maritime transport occurs transnationally, the data used come from international sources. The conversion factors follow the Brazil GHG Protocol methodology. The specific consumption of diesel fuel in maritime transport was calculated based on the report from the Building Environmental Performance Information System (Sidac).

Energy consumed (2022-2024)



Types of energy consumed in 2024 (GJ)



▶ Water and effluents

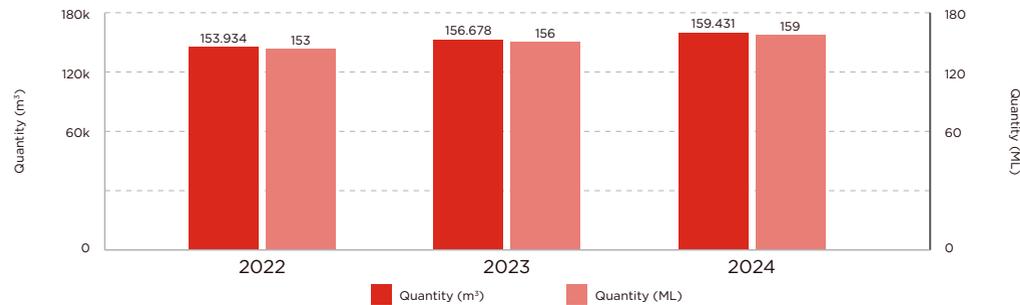
GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

Water, a source of life, is present in many human activities. At Vosso, most of the water used in production is obtained from licensed artesian wells, ensuring a strategic supply. Each well has water meters to record the volume collected daily, ensuring an efficient water resource management.

The manufacturing facility is not located in a region experiencing water stress, which contributes to sustainable management. Vosso does not use water storage as a strategy for water security or long-term supply, maintaining only limited storage for immediate operational needs.

The company maintains a proactive approach to water resource management and supports conservation initiatives. It has a partnership with the Environmental Police to patrol the river basin and promotes environmental education among employees and the community.

Groundwater capture (2022-2024)





Water consumption and management

Water is used in various production stages and is used rationally, with a focus on reducing waste. Consumption is monitored daily through measurements at different points throughout the operation, allowing for stratification by shift and equipment. If the consumption indicator shows an upward trend, corrective actions are taken, involving the entire team responsible.

Water management also includes annual consumption reduction targets. A group of professionals monitors data daily and defines actions to achieve the established objectives. For new projects, the impact on water consumption is assessed before approval and implementation.

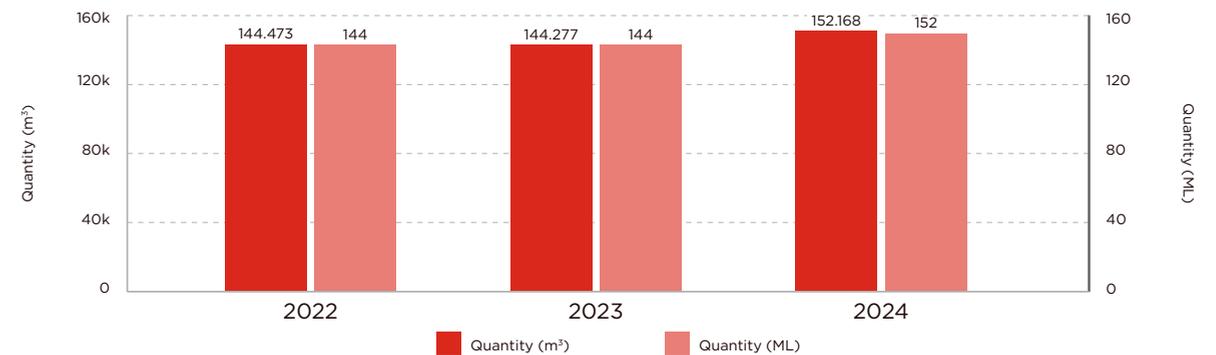
Effluent treatment and monitoring

After use, the water passes through the effluent network and continues to the Effluent Treatment Plant (ETP), where it undergoes physical, chemical, and microbiological processes, achieving up to 99% pollutant removal efficiency and ensuring compliance with legal parameters. The treated effluent is then discharged into the receiving body, the Amola Faca River, where periodic analyses are performed to assess its environmental impact.

Well water quality is also regularly monitored with physical, chemical, and microbiological analyses, complying with potability regulations and environmental standards. If any parameter is found to be outside specifications, corrective measures are taken in accordance with corporate operational standards.

Furthermore, all effluents generated at the factory are monitored by flow meters, ensuring full compliance with legislation.

Surface water discharge (2022-2024)



▷ Raw materials and inputs

GRI 301-1 | 301-2 | 301-3

20 thousand tons of chicken purchased in 2024

Animal protein and related products are Vosso's raw materials. Therefore, the company maintains strict control over its inputs, acquired from suppliers. Monitoring ranges from identifying each supplier and the origin of the products to categorizing inputs, price analysis, and financial impact. The Supply Chain manages this information internally, ensuring accuracy and transparency in the submission of data obtained through direct measurements from the company itself.

The company complies with strict control standards, fully meeting the requirements of national and international legislation, as well as the guidelines of regulatory bodies and best manufacturing practices, ensuring that its products are completely safe for consumption.

▷ Waste management

GRI 306-1 | 306-2 | 306-3 | 306-4 | 306-5

Vosso has a Solid Waste Management Plan, an integral part of its environmental management system, based on the principles of non-generation and minimization of waste production. The document covers actions for segregation, packaging, identification, collection, transportation, storage, and final disposal.

The Environmental Supervisor periodically monitors the quantities and types of waste generated, issuing monthly reports to monitor and evaluate environmental performance.

Most of the waste generated is organic, such as sewage sludge and meat processing waste, and is sent for internal and external composting. Metals, paper, plastic, wood, used vegetable oil, and construction debris are recycled. Lubricating oils are re-refined, and used vegetable oil is exported to the Netherlands for biodiesel production. Non-recyclable waste is sent to industrial landfills or for electricity cogeneration. Hazardous waste receives specific treatment and is sent to a Class I industrial landfill.

Waste is stored according to its risk class in appropriate locations, following safety and environmental protection standards, including floor waterproofing, roofing, ventilation, rainwater drainage, liquid containment, and appropriate signage and labeling of containers. Licensed companies collect the waste and assess it for its processing, storage, byproducts generated, occupational safety, and compliance with environmental and labor regulations.

Waste management follows technical criteria to minimize impacts on public health and the environment. Waste is stored according to its characteristics in tanks, drums, containers, skips, or plastic bags. Within the factory, burning, burying, or illegally dumping any type of waste is prohibited. For temporary storage, the industry relies on waste centers located in strategic areas, such as the workshop, yard, oil room, and ETP warehouse. Removal is carried out periodically by licensed third-party companies, which dispose of the waste appropriately.

Vosso monitors the volume of waste generated by the industry, weighing it at the time of collection for final disposal. This control is performed using the Waste Transport Manifest (MTR in Portuguese acronym) in the Environmental Institute (IMA) system. After disposal, the responsible partner provides the Final Destination Certificate (CDF in Portuguese acronym).

All waste destined for third parties is managed through contracts with environmental responsibility clauses, periodic audits and submission of compliance documents.

In 2024, 95.7% of the company's waste was recycled. With the exception of general waste and materials contaminated with oil or paint (hazardous waste), all other waste was recycled.

As part of the reduction strategies, measures were adopted to minimize the volume of sludge from the ETP and the disposal of meat, flour, and seasoning waste. These materials represent over 70% of the solid waste generated and are treated to reduce environmental impacts.

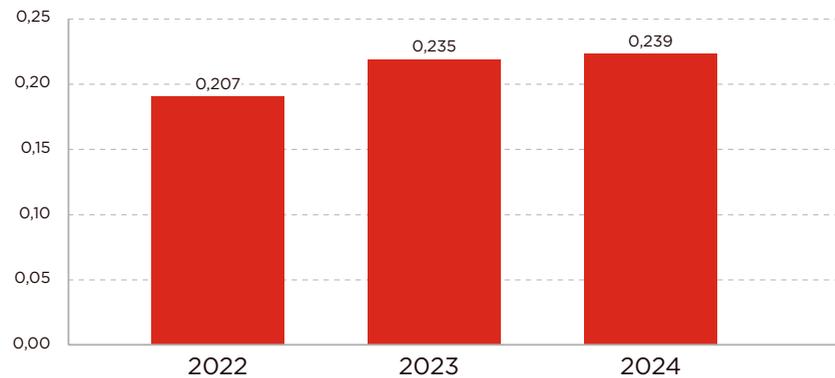
Performance indicators and results

Vosso uses two indicators to evaluate its performance in solid waste management:

- **Recycling percentage:** shows the percentage of solid waste that was sent for reuse, regardless of the technology used (composting, cogeneration, re-refining or biodiesel, recycling).
- **Waste generation index** (IGR in Portuguese acronym): shows the amount of waste generated by the amount of products produced (kg waste/kg finished product).

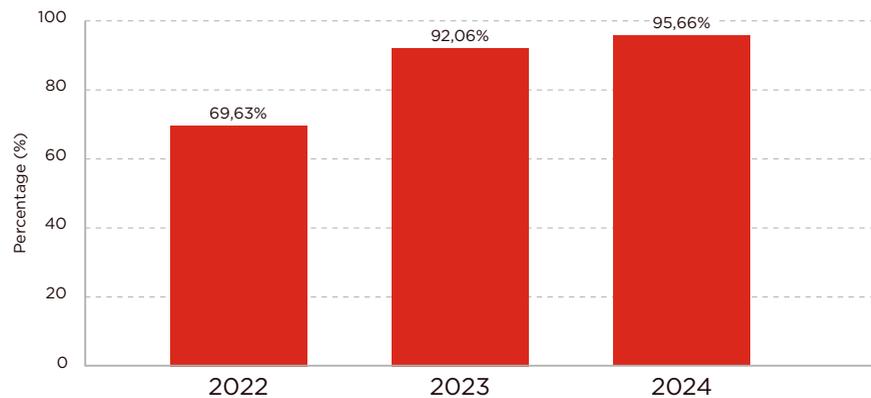
The total waste generated increased from 4,054 tons in 2022 to 4,324 tons in 2023 (6.6%) and 4,602 tons in 2024 (13.5%), compared to 2022. This increase was due to the greater generation of sludge and leftovers from meat processing, which are directly related to the production mix and changed from whole cuts to smaller products.

Intensity (t/performance indicator)



In 2024, 95.7% of the company's waste was recycled. With the exception of general waste and materials contaminated with oil or paint (hazardous waste), all other waste was recycled.

Recycling percentage (%)



Regarding hazardous waste, in 2022 the total volume was 1030 kg, reducing to 610 kg in 2023 (39.1%) and 440 kg in 2024 (43.8%), compared to 2022. This reduction is due to Vosso's greater control and responsibility in waste segregation.

▶ Greenhouse gas (GHG) emissions

GRI 305-1 | 305-2 | 305-3 | 305-4 | 305-5 | 305-6 | 305-7

GHG emissions in the last three years

2022: 11.230,31 tCO₂eq

2023: 11.259,76 tCO₂eq

2024: 11.458,00 tCO₂eq

Since 2014, Vosso has been conducting GHG inventories, improving the data collection process and gradually expanding the scope of the information collected. Emissions come from stationary and mobile sources, waste, and fugitive emissions.

2022, because it encompasses the majority of the factory's emissions, was defined as the base year for calculation, although some emissions related to ground transportation of inputs, employee commuting, and business travel have not yet been included. Total emissions for this year were 11,230.31 tCO₂eq.

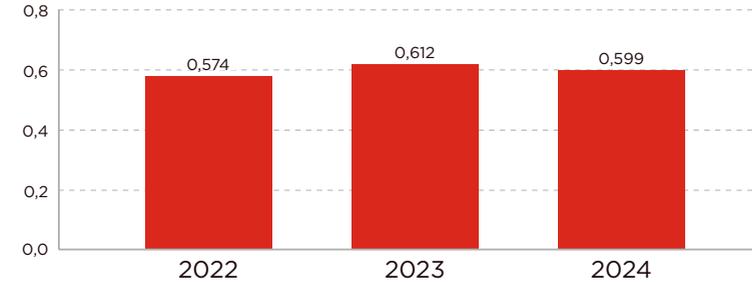
In 2023, with the support of specialized consultancy, an inventory was prepared that included emissions not covered in scope 3 in 2022. The inventory followed the GHG Protocol Brazil guidelines - using version 2024.0.2 of the tool, with emission factors based on the Global Warming Potential (GWP-AR5). The resulting total was 11,259.76 tCO₂eq. During this period, Vosso implemented strategies to increase productivity, reduce resource consumption, and reduce environmental impacts, such as replacing old equipment with high-energy-efficiency equipment and reducing the volume of waste sent to landfills. This explains why, despite improved data collection, there was no increase in total CO₂eq emissions.

In 2024, emissions reached 11,458.00 tCO₂eq. Almost all of the organic waste generated by the company was composted, and there was an increase in the efficiency of effluent treatment. These two conditions contributed to the reduction of scope 1 emissions, offsetting the increased emissions in scope 2. The company purchases its electricity through the National Integrated System (SIN), and the variation in the emission factor for electricity dispatched through the SIN affected the increase in scope 2 emissions, which rose from 622,264 CO₂eq in 2023 to 910,025 CO₂eq in 2024.

Regarding emissions intensity control, Vosso monitors emissions per ton of chicken produced. In recent years, these values have remained relatively stable.

Emission intensity control

Total emissions (tCO₂e - scopes 1, 2 and 3)



Regarding the consumption of substances controlled by the Montreal Protocol, the company maintains strict control of the gases used, with systematic recording in environmental inventories and periodic reporting to the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA), ensuring compliance with current legislation.

The company also conducts periodic analyses of atmospheric emissions from thermal heaters that use natural gas as fuel, ensuring that emissions values are within regulatory limits. All equipment has individual emissions reports and is accurately monitored.

[Access Vosso's 2024 GHG Inventory](#)

Environmental impacts of suppliers GRI 308-1 | 308-2

Regarding the environmental impacts of the supply chain, Vosso intends to structure an ESG audit to be applied to its main input suppliers starting in 2025. This process aims to minimize negative impacts that could pose risks to the company.

Currently, all waste management partners are evaluated using environmental criteria that consider labor issues, occupational safety, environmental controls, general licensing, waste management, gases, effluents, and selective waste collection, as well as recycling practices. Currently, only an environmental license is required for chicken meat suppliers.



▶▶▶ ***Soziales***
Social

▶ Human values: our most valuable capital

GRI 3-3 | 2-7 | 2-8 | 2-30 | 401-1 | 401-3

42% of leadership positions are held by women

7% growth in the number of women in the 2023-2024 comparison

0.1% annual turnover rate

24.2% increase in staff considering 2022-2024

16 thousand hours dedicated to employee training

99.9% of employees covered by collective bargaining agreements.



Human capital — Vossko do Brasil’s most valuable asset — is constantly evolving, driven by the company’s ability to attract and retain talent with excellence. It ended 2024 with a total of 554 employees, 12% more than the previous year — an indicator that signals the company’s success in its people management strategy.

Also noteworthy is the advancement in female representation, with a 7% increase in the number of female employees between 2023 and 2024. Among male employees, the number remained the same.

In addition to its permanent staff, Vossko relies on the dedication of interns, young apprentices, and outsourced professionals working in areas such as Maintenance, Controlling, and Occupational Health and Safety — employees who contribute to the continuity and dynamism of operations with the same shared values and purpose.

Number of employees in the last 3 years

Year	Man	Woman	Total
2022	248	198	446
2023	264	221	485
2024	316	238	554

In 2024, the total number of new admissions was 78. Analysis by gender shows that, despite a slight predominance of women hiring compared to men, there was a reduction for both groups in 2024. Women had a hiring rate of 0.19 in the year.

Talent retention stands out as one of Vosso's pillars, reflected in the turnover rate of 0.1 in 2024*. Constant monitoring of admissions and dismissals ensures responsible people management. This ongoing monitoring not only assesses the effectiveness of recruitment and retention policies but also reinforces alignment with corporate values.

In compliance with current Brazilian legislation, Vosso offers maternity and paternity leave and develops the Healthy Pregnancy program, a series of informative lectures for expectant mothers, offering emotional, psychological, and practical support. As a gesture of support, mothers receive the Stork Kit — a set of items for newborns to celebrate this special moment. In 2024, the employee retention rate after 12 months of returning from parental leave was 50%.

	2022			2023			2024		
	Hiring	Total number	Rate	Hiring	Total number	Rate	Hiring	Total number	Rate
BY GENDER:									
Man	37	248	0,15	63	264	0,24	33	316	0,10
Woman	42	198	0,21	59	221	0,27	45	238	0,19
BY AGE GROUP:									
Under 30 years old	168	446	0,38	178	485	0,37	168	205	554
From 30 to 50 years old	241	446	0,54	266	485	0,55	241	306	554
Over 50 years old	37	446	0,08	41	485	0,08	37	43	554
Total	79	446	0,18	122	485	0,25	79	78	554

Notes: The hiring rate is calculated by the ratio between the number of hires and the total number of employees in the period. To calculate the annual turnover rate, the formula (hires + dismissals/2)/total employees on December 31st was used.

▷ Workforce integration

To provide new employees with a warm welcome and effective adaptation, in line with corporate values and guidelines, Vossko do Brasil implements a structured 90-day onboarding program. The onboarding program includes a series of planned initiatives, beginning on the first day of work with a program dedicated to introducing standards and principles related to Occupational Health and Safety, Quality, Environment, Information Security, and Integrity — essential topics for beginning a professional journey within the organization.

During this initial phase, the Onboarding Manual is also provided, a comprehensive material that guides new employees on the principles of ethical conduct, official communication channels, and internal policies. More than just an informative tool, the manual strengthens the connection with the organizational culture, which is based on integrity, transparency, and mutual respect.

Starting on the second day, new employees are accompanied by a Welcomer – a professional assigned to facilitate the newcomer's acclimation. The Welcomer is responsible for showing them the company's facilities, assisting with initial routines, such as meals and breaks, and integrating them into the work team, fostering the development of healthy bonds and interpersonal relationships. This support continues for the first 15 days.

As part of the monitoring process, employees participate in two formal meetings with Human Resources, held approximately 30 and 90 days into their onboarding. These meetings aim to assess their progress in adapting to the organizational environment and the team. The program ends with the End of Trial Period Assessment, conducted by the immediate leader, which considers aspects of the employee's adaptation to Vossko do Brasil's culture and corporate practices.

The company offers a specific onboarding program for service providers that includes, among other topics, the presentation of the Code of Conduct and guidelines for respect and ethics in the corporate environment. This initiative reinforces Vossko's institutional commitment to building relationships based on integrity and mutual respect.

It should also be noted that the company's asset security is carried out entirely through outsourced companies, whose practices are aligned with the policies and principles adopted by the organization.

Vossko do Brasil recognizes the importance of human rights as an essential foundation for strengthening an ethical, inclusive and socially responsible organizational culture. In line with this understanding, training actions focused on this topic will be developed throughout 2025, reaffirming the company's commitment to respecting human dignity and promoting fair and equitable work environments.



▷ Training and qualification

GRI 404-1 | 404-2 | 404-3

Vossko dedicated more than 16,000 hours to training its employees in 2024. Monitoring of these activities, however, is carried out only by gender and total hours, without distinction by employee category.

The company also offers supervisors participation in the Leadership Academy, which provides these leaders with the knowledge necessary for their roles. The Leadership Academy empowers supervisors to lead more effectively, fostering a positive impact on their teams and strengthening connections between the organization's different leadership levels.

To encourage professional development, the company offers an education grant to eligible employees, covering 80% of the cost of the courses, while employees contribute the remaining 20%. This benefit covers graduation, MBA, and master's degree, as well as language courses such as English and German. Vossko also partners with the Youth and Adult Education (EJA in Portuguese acronym) program, encouraging employees to complete elementary and high school.

Regarding performance reviews, feedback is also an essential component of Vossko's culture, as it helps maintain people's professional development and the quality of deliverables.

In addition to all this, it is worth mentioning that the company recognizes opportunities for improvement in this context, aiming to implement other initiatives in the future.



▷ Benefits

GRI 401-2

Committed to the well-being, health, and personal and professional development of its employees, Vossoko offers benefits and agreements — including non-mandatory ones — to all employees. These benefits and agreements are presented to new hires upon onboarding and are also described in the Onboarding Manual.

Benefit

On-site meals

Food card

Transportation voucher

Medical assistance / health insurance

Daycare assistance

Group life insurance

Educational assistance

Pharmacy

Annual flu vaccination campaign

Partnership with educational institutions

Profit sharing (PLR in Portuguese acronym)

▷ Valuing diversity

Vossoko values diversity and inclusion, reflecting this commitment in its team composition. In 2024, 42% of its leadership team was female. In other functional categories, men accounted for approximately 55% of the total workforce. The predominant age range among the company's professionals is between 31 and 50 years old.

To further strengthen its inclusive culture, the company promotes ongoing initiatives such as discussion groups, lectures, Diversity Week, and harassment prevention training. It also has a Diversity Policy that guides and reinforces its commitment to equity.

Additionally, Vossoko maintains a specific management procedure for communication and reporting, reinforcing its commitment to a fair and respectful work environment.

In terms of pay equality, Vossoko released, as required by the Ministry of Labor and Employment (MTE), the Salary Transparency Report, a document detailing employee compensation. The report used Brazilian Classification of Occupations (CBO in Portuguese acronym), a system that organizes and classifies professions in the country.

[Access the 2024 Pay Transparency Report](#)



▷ HR programs: appreciation, well-being, and community connection

Believing that an organization’s success is directly linked to the well-being and appreciation of its employees, Vossko develops and maintains several Human Resources programs focused on engagement, personal development, and community connection. These initiatives are part of our commitment to social responsibility, directly reflecting the pillars of ESG.

Vossko Family Program

This program opens the doors of our company to welcome employees’ families. They have the opportunity to learn about the organization’s structure, closely monitor their loved ones’ work routine, and participate in a special tasting of our products. This closeness strengthens the bond between employees, family, and the company, fostering an environment of greater belonging and pride.

Volunteer Program

We have engaged employees who voluntarily participate in internal and external initiatives. We’ve already visited daycare centers and nursing homes, promoting donations and social activities. This program reinforces our commitment to solidarity and citizenship, bringing the company closer to the community and encouraging conscious and generous attitudes.

Vossko Program Open Doors

Seeking to strengthen ties with society, we held “Vossko Open Doors,” an initiative that invites the community to visit our facilities and learn more about our production processes. It’s a way to promote transparency, education, and engagement with the general public.



Birthday of the Month Program

All our employees are warmly remembered on their birthdays, receiving a gift and a personalized card. This practice reinforces individual care and ongoing recognition.

Internal Library

To encourage reading and continuous development, we maintain an internal library with a diverse collection of books available for loan. We value knowledge as a tool for personal and professional growth, promoting the habit of reading among our employees.

Company Time Program

We recognize and value the dedication of those who build our trajectory with us. Therefore, employees who complete 5, 10, 15, and 20 years with the company are honored with a special gift and a celebratory lunch. This celebration reinforces our commitment to longevity, recognition, and respect for each employee's history.

Through these programs, we reaffirm our commitment to practices that promote well-being, human development and integration with society.



▷ Occupational health, safety and well-being

GRI 403-1 | 403-7 | 403-8

“Vosso do Brasil attributes inestimable value to the topics of safety, health and the environment for environmental preservation and, above all, the physical integrity of employees and service providers” – Health, Safety and Environmental Policy.

At Vosso, workplace safety is a core value embedded in our organizational culture. Our Occupational Health and Safety Management System (OHSMS) is based on regulatory standards (NR in Portuguese acronym) and risk management principles, encompassing practices, policies, and procedures that reflect the company’s commitment to employee well-being.

Through this system, we identify, assess, control, and eliminate risks present in our daily operations. Throughout 2024, we implemented approximately 105 improvements in our process, ensuring preventive and corrective actions that make workplaces safer.

By following specific standards and guidelines, Vosso strengthens its health protection routine and promotes an environment where everyone can perform their duties with greater tranquility and confidence. Our OHSMS is comprehensively implemented, reaching 100% of our workforce, including all employees, contractors, and workplaces within the plant.

Furthermore, throughout the year, our occupational safety technicians conducted more than 600 hours of Safety Dialogue (SD) with our team, reinforcing engagement and promoting the exchange of experiences in the field.

To ensure a proactive approach to preventing and mitigating significant impacts on occupational health and safety that are directly linked to its operations, products or services, Vosso adopts a series of strategies that include:

- **Risk assessment in contracted activities:** we carry out documentary and service assessments of contractors with the support of the Supply and HR departments to ensure that they also comply with Occupational Health and Safety (OHS) standards, preventing risks that may impact our operations;

- **Project management:** we implement some project management practices that include OHS assessments from the planning phase, identifying and mitigating risks before they become problems;
- **Risk communication and safety culture:** we carry out periodic integrations with all service providers, clearly and objectively presenting the risks, communication channels and safety devices specific to each area;
- **Monitoring and audits** we conduct regular inspections of workplaces to ensure compliance with OHS standards and identify opportunities for continuous improvement.

Actions to prevent and control identified hazards and risks:

- **Handling heavy equipment:** we implement strict safety protocols for the use of machinery and equipment, preventing accidents and injuries;
- **Exposure to hazardous substances:** we control the handling of chemicals, ensuring the proper use of personal protective equipment (PPE) and adequate ventilation in the workplace;
- **Ergonomics:** we adapt workstations to reduce musculoskeletal strain and injuries, and we monitor environmental factors, ensuring comfortable and safe spaces.



Prevention, participation and continuous monitoring of hazards and risks

GRI 403-2 | 403-4 | 403-9

Vosso takes a comprehensive and transparent approach to ensuring occupational health and safety, fostering a safe and collaborative work environment. To this end, we have implemented accessible channels that allow employees to report hazards and risk situations confidentially and securely. Key programs include the Internal Committee for the Prevention of Accidents and Harassment (CIPA in Portuguese acronym), the Workplace Risk Observation Program — which aims to provide immediate guidance and promote active care — and monthly awareness-raising initiatives, such as the “Segundou com S de Segurança” campaign. We also conduct themed campaigns addressing the proper use of personal protective equipment, hand protection, and several other topics. We also provide suggestion boxes and a structured communication channel, using an internal form, enabling employees to stop work when they observe a situation that poses a risk to their life or health.

All reports received are treated confidentially and systematically analyzed by the OHS team. The data collected is used to identify patterns, review procedures, improve training, and reassess occupational risks, with a focus on accident prevention and mitigation. The company’s internal policy, reinforced by the Code of Conduct, expressly prohibits any form of retaliation, ensuring the protection of employees who use these channels.

Additionally, the company maintains a Health and Safety Committee with a representative composition, including members from management, Human Resources, operational areas, Maintenance, and the CIPA. The committee acts in a consultative and proactive manner, being responsible for training and guiding employees, in addition to promoting management’s awareness of effective safety dialogues. Its responsibilities include discussing work environments, existing risks, and the best strategies to reduce or eliminate them; proactively recognizing employees who excel in safety; presenting improvements to infrastructure related to occupational health and safety; and analyzing indicators, accidents, and action plans. The committee meets monthly, and its recommendations are discussed with senior management for validation and implementation.



To strengthen the safety culture and encourage active participation, the company developed the **Safety Proactivity Recognition Program**, aimed at recognizing employees who adopt preventive behaviors and contribute to improvements in the work environment.

Every month, randomly selected departments indicate employees who excelled in criteria defined by leadership, such as:

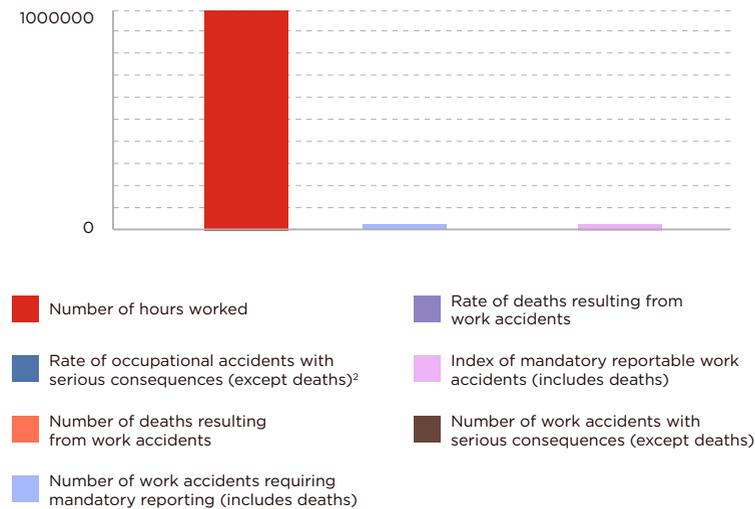
- Proposals for improvements;
- Positive influence on safety practices;
- Risk identification and suggestions for safe execution of activities.

Recognitions take place during meetings of the Health, Safety, and Ergonomics Committee, attended by leadership, and include the presentation of certificates and internal announcements of the honorees. In 2024, 12 employees were recognized.

Cases of accidents or deviations are investigated in detail. Investigations follow a standardized operating procedure with clearly defined steps: immediate notification, formation of a multidisciplinary team, evidence collection, root cause analysis, definition of corrective measures, and documentation through an internal form. Investigation results are presented at weekly supervisory meetings and monthly meetings of the CIPA and the OHS and Ergonomics Committee.

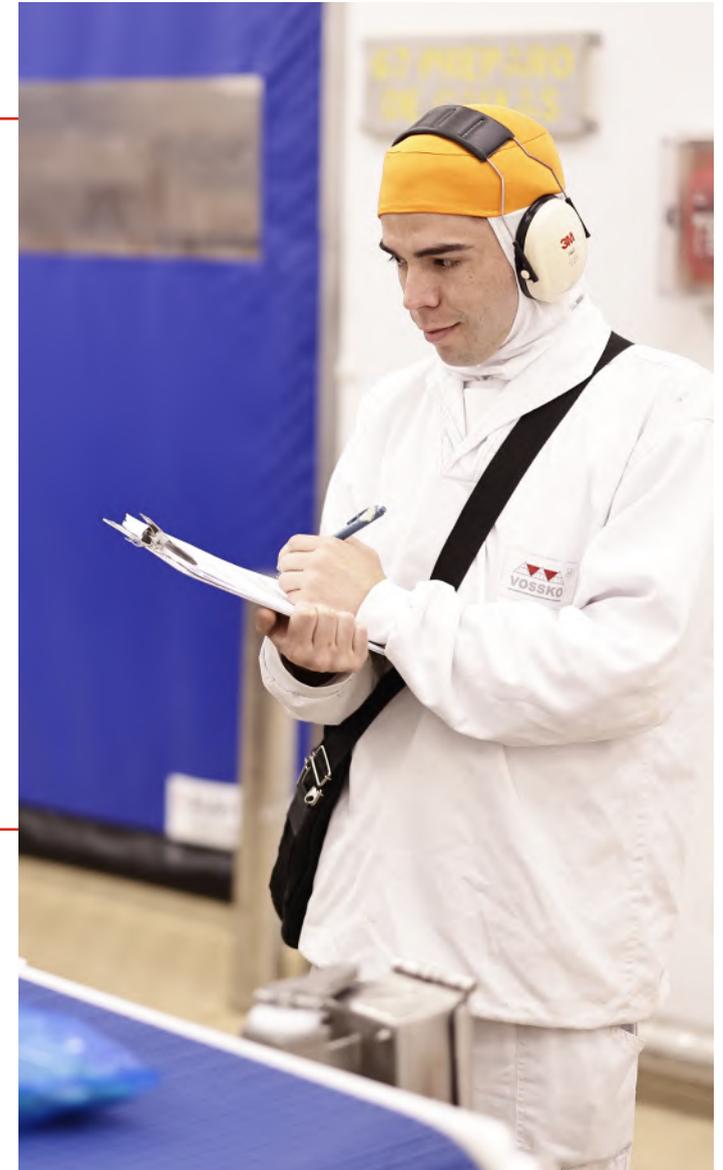
Lessons learned are incorporated into the management system, contributing to updated risk assessments, operational procedures, and focused training. This process strengthens our prevention and response capabilities, aligning with best practices in health and safety management.

Work accidents in 2024 (own employees)



Notes: ¹Accident with time off and serious injury whose treatment necessarily requires medical attention and/or monitoring and absence from work for more than 15 days, counting from the next working day.

²The rates were calculated based on 1,000,000 hours worked, using the following formula: (number of accidents with time off/number of hours worked) x 1,000,00



OHS training

GRI 403-5

A systematic and continuous approach to Occupational Health and Safety training is adopted by the company, with the aim of strengthening accident prevention and promoting a safe and conscious work environment. We have an annual training schedule, aligned with on-demand vigilance, ensuring that all employees are properly prepared to deal with the risks inherent to their activities.

Training is organized into different modalities, according to each employee's profile and role. All new employees and hires participate in an initial onboarding session, during which they are introduced to the company's OHS principles and standards. Subsequently, role-specific training is conducted, addressing the risks associated with the activities performed and applicable preventive measures.

Additionally, we provide training focused on identifying and controlling occupational risks, focusing on various existing programs. To ensure continuous updating, we offer initial and periodic training, aligned with changes in risks, technological advances, and industry best practices.

The training is delivered in-person, with theoretical and practical classes taught by OHS experts, as well as hands-on activities in the workplace. This strategy promotes contextualization and immediate assimilation of the content, ensuring that the acquired knowledge is effectively incorporated into operational routines and strengthening the safety culture at all levels of the organization.



Occupational health and well-being

GRI 403-3 | 403-6 | 403-10

Our organization’s occupational health and wellness services play a strategic role in managing health risks and promoting employee well-being. We focus on prevention, active surveillance, and recovery support, integrating medical and ergonomic measures into our processes.

Among the main activities carried out, active surveillance with occupational medical examinations stands out, which aim at the early detection of work-related diseases and continuous monitoring of the health of employees.

The company maintains an adequate structure to assist employees and, when necessary, provide immediate referral to specialized services. We also manage sick leave, ensuring continuous monitoring of cases and promoting the progressive reintegration of employees, in alignment with leadership and the Human Resources department.

To ensure the quality and accessibility of services, our healthcare team is constantly trained, has in-depth knowledge of activities and production processes, and operates in modern, well-equipped

facilities. Services are available throughout the company, with flexible scheduling and emergency hours, facilitating employee access to care.

In addition to occupational health, we promote the comprehensive health of our employees through programs that also address risks not directly related to the workplace. We offer a comprehensive corporate health plan, partnering with local clinics and hospitals for consultations and various treatments. We also offer support from a multidisciplinary team, encouraging the adoption of healthy habits and ongoing care for physical and mental health.

We hold monthly meeting following the suggestions of the Occupational Health Medical Control Program and addressing topics relevant to genuine care, such as vaccination, disease control (diabetes, hypertension, obesity), women’s and men’s health care, mental health care, hearing conservation, ergonomics at work and at home, among others.



Seasonal campaigns

- **White January – Mental health:** installation of a stand with the presence of a psychologist, addressing the importance of self-knowledge, physical activity, leisure and healthy eating.
- **February – Summer care:** guidelines on preventing skin cancer, with tips and curiosities about the disease.
- **Blue March – Oral health:** a dentist will give a talk on dental care, associated risks, and the importance of chewing well for efficient digestion.
- **Green April – Physical activity:** providing space with exercise bikes and games, encouraging practice and highlighting the health benefits.
- **May – World No Tobacco Day:** presentation of the harmful effects of tobacco for smokers and non-smokers, in addition to the dissemination of support channels for those who want to quit smoking.
- **July – Viral Hepatitis Awareness Month:** rapid testing and guidance in partnership with Epidemiological Surveillance.
- **August – National Cholesterol Prevention and Control Day:** during the Internal Week for Accident Prevention (SIPAT in Portuguese acronym), talk with a nutritionist about the importance of healthy eating and physical activity for preventing cardiovascular diseases.
- **Yellow September – Suicide prevention:** lecture “The Power of Speech” with psychologist, including meditation dynamics.
- **Pink October – Prevention and promotion of women’s health:** in partnership with the Advanced Oncology Center, lectures, guidance, consultations, and additional exams were held for female employees. At the company’s headquarters, a physiotherapist specializing in women’s health led a discussion on preventive care.
- **Blue November – Prostate cancer prevention:** lecture with a physiotherapist on the importance of early diagnosis and preventive care.
- **Red December – Fight against HIV:** installation of an informational mural about prevention of HIV and other infectious diseases.



Our health promotion programs also include actions aimed at preventing chronic diseases and harmful habits, such as smoking and excessive alcohol consumption, as well as initiatives to control conditions such as obesity, hypertension, and diabetes, with regular medical monitoring and guidance. We also encourage physical activity through partnerships with gyms and the provision of educational content on quality of life, well-being, and selfcare. Through these integrated actions, we reinforce our commitment to the comprehensive health of our employees, promoting a safer, healthier, and more humane work environment.

VOSSKO



Finanzen

Finances



▶ Financial performance: results that support our purpose

Vosso do Brasil ended 2024 with **gross revenue of BRL 448 million**, representing a 20.8% increase compared to 2023. This result was driven by a **4.3% increase in production volume** compared to the previous year and by the strong recovery in the appreciation of the Euro against the Real in the second half of 2024, an extremely relevant factor in increasing revenue for exporting companies.

Vosso also distinguished itself by strengthening its international operations, conquering new markets. In addition to strong performance in the foreign market, the company maintained solid domestic operations, increasing its market share through partnerships with third-party brands, and with efficient cost management and a focus on productivity, ensuring sustainable operating margins.

EBITDA (earnings before interest, taxes, depreciation and amortization) has remained stable over the last 3 years, which reflects not only significant growth in revenues, but also the company's maturity in strategic planning and its ability to adapting to global market dynamics. Vosso do Brasil remains on an upward

trajectory, with positive perspectives for 2025, based on competitiveness, quality, and social and environmental responsibility.

The company's balance sheet and other financial statements are audited annually, ensuring compliance with current accounting principles and providing security and legitimacy to the information presented. This practice reinforces the confidence of business partners, financial institutions, regulatory bodies, and stakeholders in general in the company's soundness and responsible management.

The external audit not only validates accounting figures, but also contributes to the continuous improvement of the organization's internal processes and governance, ensuring that Vosso operates based on reliable data and in full compliance with Brazilian tax and accounting standards, demonstrating its seriousness and commitment to ethics, regulatory compliance, and the sustainability of its operations in the national and international markets.



▶▶▶ ***GRI content
index***



Declaration of use

Vosso do Brasil Alimentos Congelados Ltda has reported based on GRI Standards for the period from January 1st,2024 to December 31st, 2024.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location/Explanation
	2-1 Organization details	3
	2-2 Entities included in the organization's sustainability report	3
	2-3 Reporting period, frequency and point of contact	3
	2-4 Restatements of information	As this is our first reporting cycle, there are no restatements of information to report as there are no previous reports to reference.
	2-5 External verification	The financial information mentioned was audited by a third party. However, the report was not subject to external assurance.
	2-6 Activities, value chain and other business relationships	13, 14
	2-7 Employees	6, 35
GRI 2: General Disclosures 2021	2-8 Workers who are not employees	6, 35
	2-9 Governance structure and its composition	7, 23
	2-10 Appointment and selection to the highest governance body	23
	2-11 President of the highest governance body	23
	2-12 Role played by the highest governance body in overseeing impact management	7, 26
	2-13 Delegation of responsibility for impact management	7, 26
	2-14 Role played by the highest governance body in sustainability reporting	3



GRI Standard

Disclosure

Location/Explanation

GRI 2: General 2021	2-15 Conflict of interest	8, 25 Gifts, Giveaways and Entertainment Manual
	2-16 Communicating critical concerns	7, 23
	2-17 Collective knowledge of the highest governance body	23
	2-18 Performance assessment of the highest governance body	23
	2-19 Remuneration policies	39 Salary Transparency Report
	2-20 Process for determining remuneration	Confidentiality restrictions
	2-21 Proportion of total annual remuneration	Confidentiality restrictions
	2-22 Declaration on a sustainable development strategy	2
	2-23 Policy commitment	6, 24
	2-24 Incorporation of policy commitments	6, 7, 24
	2-25 Processes to repair negative impacts	6, 7, 24
	2-26 Mechanisms for advice and raising concerns	7, 26
	2-27 Compliance with laws and regulations	6, 7, 26
	2-28 Participation in associations	23, 28
2-29 Approach to stakeholder engagement	6, 7, 8	
2-30 Collective bargaining agreements	35	



GRI Standard	Disclosure	Location/Explanation
GRI 3: Material Topics 2021	3-1 Process of defining material themes	5
	3-2 List of material themes	5
	3-3 Management of material themes	18, 23, 28, 35

Product quality and safety

GRI Standard	Disclosure	Location/Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 18
GRI 416: Consumer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by product and service categories	6, 18
	416-2 Cases of non-compliance regarding health and safety impacts caused by products and services	6, 18
GRI 417: Marketing and Labeling 2016	417-1 Requirements for information and labeling of products and services	6, 18
	417-2 Cases of non-compliance regarding information and labeling of products and services	6, 18
	417-3 Cases of non-compliance regarding marketing communication	6, 18

Well-being, health and safety at work

GRI Standard	Disclosure	Location/Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	6, 35
GRI 202: Market Presence 2016	202-1 Ratio between the lowest wage and the local minimum wage, with gender breakdown	39 The company's salaries are aligned with the minimum wages established in current collective agreements and conventions, ensuring compliance with applicable legal and union regulations. This information can be found in the Salary Transparency Report .
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	42 We present the company's strategies for impacts on occupational health and safety
GRI 401: Employment 2016	401-1 New hires and employee turnover	6, 35, 36
	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	6, 39
	401-3 Maternity/paternity leave	6, 35
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	6, 42, 46
	403-2 Hazard identification, risk assessment and incident investigation	6, 43
	403-3 Occupational health services	6, 46
	403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	6, 43
	403-5 Training of workers in occupational health and safety	6, 45
	403-6 Promoting worker health	6, 46



GRI Standard	Disclosure	Location/Explanation
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	6, 42
	403-8 Workers covered by an occupational health and safety management system	6, 42
	403-9 Work accidents	6, 43
	403-10 Occupational diseases	6, 46
GRI 404: Training and Education 2016	404-1 Average training hours per year, per employee	6, 35, 38 Information unavailable/incomplete. Currently, hours are consolidated by the year as a whole, not by employee.
	404-2 Programs to improve employee skills and provide assistance with career transitions	6, 38
	404-3 Percentage of employees receiving regular performance and career development reviews	6, 23, 38 Information unavailable/incomplete. Feedback processes are conducted to identify future improvements to this requirement.

Corporate governance

GRI Standard	Disclosure	Location/Explanation
GRI 3: Material Themes 2021	3-3 Management of material themes	7, 23
GRI 205: Fight Against Corruption 2016	205-1 Operations assessed for corruption-related risks	7, 26
	205-2 Communication and training in anti-corruption policies and procedures	7, 26
	205-3 Confirmed cases of corruption and measures taken	7, 26

GRI Standard	Disclosure	Location/Explanation
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected based on environmental criteria	7, 33
	308-2 Negative environmental impacts of the supply chain and measures taken	7, 33
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	7, 37

Environmental management

GRI Standard	Disclosure	Location/Explanation
GRI 3: Material Topics 2021	3-3 Management of material topics	7, 28
GRI 301: Materials 2016	301-1 Materials used, broken down by weight or volume	7, 31
	301-2 Raw materials or recycled materials used	7, 31
GRI 302: Energy 2016	302-1 Energy consumption within the organization	7, 28
	302-2 Energy consumption outside the organization	7, 28
	302-3 Energy intensity	7, 28
	302-4 Reduction of energy consumption	7, 28
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	7, 29
	303-2 Management of impacts related to water disposal	7, 29
	303-3 Water collection	7, 29
	303-4 Water disposal	7, 29
	303-5 Water consumption	7, 29



GRI Standard	Disclosure	Location/Explanation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	7, 33
	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy purchases	7, 33
	305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions	7, 33
	305-4 Greenhouse gas (GHG) emissions intensity	7, 33
	305-5 Reduction of greenhouse gas (GHG) emissions	7, 33
	305-6 Emissions of ozone-depleting substances (ODS)	7, 33
	305-7 Emissions of NOX, SOX and other significant atmospheric emissions	7, 33
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	7, 31
	306-2 Management of significant waste-related impacts	7, 31
	306-3 Waste generated	7, 31
	306-4 Waste not intended for final disposal	7, 31
	306-5 Waste intended for final disposal	7, 31

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Credits

Vosso is honored to present its first Sustainability Report, the result of the work of many hands. The company expresses its gratitude to everyone who contributed to the production of this material — employees, partners, leaders, and the production team. If you have any questions or comments, please contact us by email: esg@vossko.com.br.

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