

2025

MANAGEMENT AND
SUSTAINABILITY
REPORT



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A Message from the Administration

NURTURING LIVES WITH RESPONSIBILITY

For Nutrire, 2025 was a year defined by maturation, strength, and a clear sense of purpose. Releasing our first Management and Sustainability Report represents a major milestone in our journey. This report goes beyond a simple review of our numbers; it underscores our commitment to elevating the sustainable practices that guide our daily operations.

In an industry driven by the ever-deepening bond between people and their pets, we reaffirm our commitment to responsibility, quality, and a long-term vision. We do more than manufacture pet food; we nourish the companions of thousands of families.

We know that pets now hold a central place in Brazilian homes. They are family members, life companions, and sources of affection. This cultural shift demands from us not only technical excellence but also sensitivity, ethics, and a commitment to the impact we generate on society and the environment.

Throughout this year, we have consistently advanced on our journey of institutional evolution. We have strengthened our governance, invested in the development of our people, and improved processes with a focus on efficiency and sustainability. We continue to invest in innovation, always attentive to the new demands of pet parents and their pets, who seek quality, transparency, and responsibility from the brands they engage with.

We also faced significant challenges. The economic environment required discipline, resilience, and adaptability. More complex production chains, cost pressures, and a changing regulatory landscape demanded firm and strategic decisions. We responded with planning, operational efficiency, and, above all, internal unity. Every challenge was treated as an opportunity for learning and growth.

Sustainability remains at the core of our strategy. We made progress in reducing environmental impacts, continuously improving processes, and using resources mindfully. We reinforced actions focused on animal welfare and the development of the communities where we operate. We believe that growing sustainably means balancing economic results, environmental responsibility, and social commitment.

Our greatest asset remains our people. We invest in talent development, in strengthening our organizational culture, and in building an environment based on respect, collaboration, and shared purpose. We know that it is the people who, every day, build the Nutrire we want for the future.

Looking ahead, we remain confident. As the pet industry continues to transform, we want to be at the forefront of this evolution, innovating responsibly, strengthening our partnerships, and expanding our contribution to an increasingly ethical and professional market.

We will remain steadfast in the purpose that guides us: being present in homes around the world, nurturing lives with sustainability and innovation, and providing quality experiences that promote happiness and well-being for pets, their families, and the entire ecosystem.

We thank our employees, customers, partners, and suppliers for walking alongside us. The future is built with trust, commitment, and vision, and we are ready to keep moving forward.

Enjoy the reading!

Alvonir Anderle
Executive Director

Gerson Simonaggio
Partner-Director



2025 Highlights

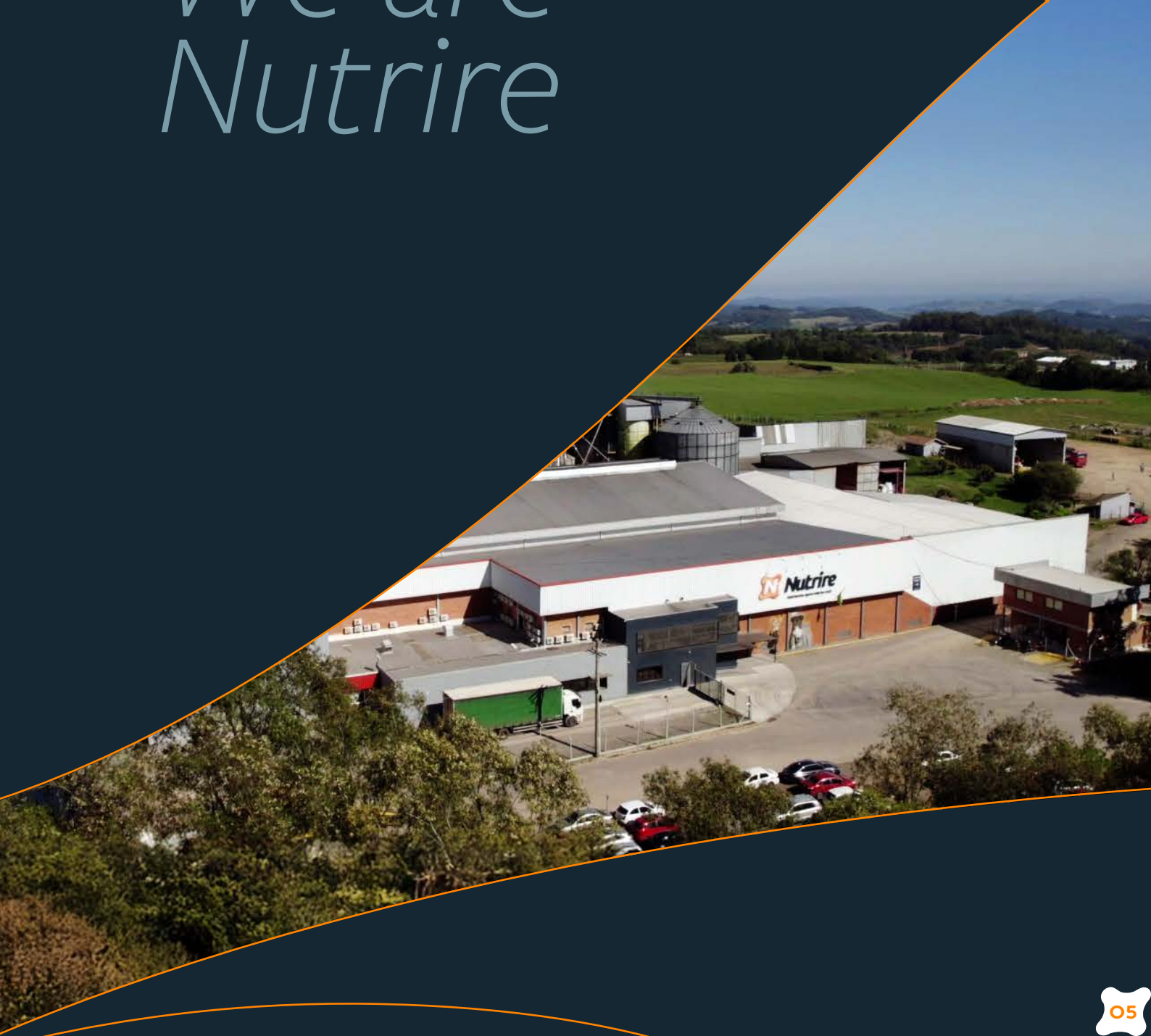
-  Commercial presence in 26 Brazilian states
-  Exporting to 50 countries
-  Nutrire is among the top 10 pet food manufacturers in Brazil
-  Most exported product from the city of Garibaldi, RS
-  2nd company with the highest net revenue in Garibaldi, RS
-  ISO 9001
-  5 NGOs directly supported with donations
-  Over BRL 360,000 invested in social projects in 2025 alone
-  1 million kg of plastic packaging collected from 2017 to 2025
-  7 million liters of liquid effluents treated from 2014 to 2025





CHAPTER 1

We are Nutrire





We are Nutrire

Nutrire is a family-owned company founded in 2001 in the Serra Gaúcha region, born with the purpose of offering high-quality food for dogs and cats. From the beginning, its journey has been built on values such as responsibility, proximity, and a commitment to the well-being of pets.

Over the years, the company has consolidated its presence in the domestic and international markets, expanding its operations and strengthening partnerships. Currently, it has manufacturing plants in Garibaldi (RS) and Poços de Caldas (MG), as well as an extensive network of representatives and partners in Brazil and abroad, which broadens its reach and reinforces its ability to serve different customer profiles with efficiency and care. The Poços de Caldas plant, opened in 2016, was built to serve the central regions of Brazil, especially the Southeast, providing greater proximity to distributors and better logistical access,

including proximity to ports, strategically contributing to the brand's expansion.

Backed by a constantly evolving structure and a team of 429 employees, Nutrire blends dynamism, innovation, and a close connection with its community. This environment fosters agile decision-making, continuous learning, and the gradual incorporation of practices aligned with sustainability and the longevity of the business. At the same time, it continuously invests in technology, high-quality raw materials, process improvement, and team training, seeking to develop food that meets the nutritional needs of pets with safety and reliability.

This momentum is also reflected in its results. The company recorded revenue growth of 5% between 2023 and 2024, and 1% between 2024 and 2025, consolidating its track record of sustainable expansion. In Brazil, it holds approximately a 3% volume market share in the pet food segment and ranks among the top ten manufacturers in the country out of over 200 companies, a position that reinforces its relevance in a competitive and constantly changing sector.

More than just producing food, Nutrire contributes to the health, vitality, and moments of affection between people and their pets. It is with this technical and emotional responsibility that the company continues to strengthen its operations, looking to the future with consistency, sensitivity, and a commitment to sustainable development.

Mission

We strive for excellence and balance in nutrition, sustainably improving our products to ensure the satisfaction of our partners, pets, and pet households.

Vision

To be present in homes around the world, nurturing lives with sustainability and innovation, providing quality experiences that promote happiness and well-being for pets, their families, and the entire ecosystem.

Values

Positively surprising our customers.

Social and environmental responsibility.

Quality, commitment, and innovation drive our goals.

Human development with empathy and respect for diversity.

Trained and qualified people.

Engagement in the pursuit of results.



Nutrire Timeline

🏠 Structure 🌐 Expansion 📦 Brand 🏆 Awards 🐾 Launch

- 2001 🏠 ● Start of operations at the Garibaldi (RS) plant
- 2003 📦 ● Launch of commercial brands
- 2004 🌐 ● 1st export to South America
- 2007 🌐 ● Started commercializing in Central America
- 2008 🌐 ● Arrived in Africa
- 2009 🌐 ● Arrived in Asia
- 2012 📦 ● Nutrire rebranding
- 2016 🏠 ● Opening of the Poços de Caldas (MG) plant
- 2017 🔍 ● Monello Dog is the 3rd most recognized brand by retailers in Southern Brazil
- 2018 🏆 ● Awarded at the 45th RS Export Awards
 - Monello Dog named the 3rd top-of-mind brand among retailers in Southern Brazil
 - Winner of the Carrinho AGAS Award for Best Pet Food Supplier
- 2019 🌐 ● Global expansion reached four continents
 - Achieved 5th top-of-mind pet brand in Brazilian retail
 - Carrinho AGAS Award: Best Pet Food Supplier
- 2020 🏆 ● Awarded at the 48th RS Export Awards
- 2021 🏆 ● Awarded at the 49th RS Export Awards
- 2022 🏆 ● Awarded at the 50th RS Export Awards
- 2023 🏆 ● Awarded at the 51st RS Export Awards
- 2024 🏆 ● Awarded at the 52nd RS Export Awards
 - Carrinho AGAS Award recipient
 - Debuted the Monello Bites for Cats product line
- 2025 🐾 ● Debuted the Monello Bites for Dogs product line
 - Awarded at the 53rd RS Export Awards
 - Recognized as the largest exporter in the pet segment at the 1st Compazz World Pet Summit



Integrated Management System

Nutrire ensures the effectiveness of its Management System through the active commitment of Senior Management in disseminating its Policy to internal and external audiences. Internally, communication is ongoing, through visual resources such as bulletin boards and information panels, as well as regular meetings and onboarding presentations for new employees.

For mapped stakeholders, such as clients, consumers, partners, employees, suppliers, regulatory bodies, local communities, and animal protection associations, the Policy is transparently made available via emails, corporate announcements, the website, and social media. This practice reinforces the company's commitment to transparency, strategic alignment, and accountability in conducting its activities.

With those initiatives, Nutrire's Management System goes beyond meeting formal requirements, consolidating itself as a strategic tool to guide decisions, promote continuous improvement, and strengthen an organizational culture based on ethics, quality, safety, and responsibility. By ensuring its Policy is widely understood and accessible, the company reinforces the alignment between purpose, practices, and results.

GOVERNANCE

Strategic Planning 2025 - 2028

Nutrire structured its Strategic Planning for the next three years focusing on four main pillars: People, Internal Processes, Market and Customers, and Finance. The process defined clear goals and targets, guiding the company's priorities for the period.

The strategy was presented to all employees, reinforcing internal alignment and the importance of each department's contribution to

achieving the results. To drive engagement, printed materials with a unique visual identity were developed, symbolized by a tree, representing planting the seed, watering and caring for the seedling, and ultimately reaping the rewards. Finally, employees were invited to sign a corporate banner, reaffirming their commitment to the strategic drivers and the future of the company.



Operational Efficiency and Financial Soundness

Over the past five years, Nutrire recorded a cumulative growth of 17.7% in gross revenue, the result of management driven by planning, financial discipline, and the strengthening of its commercial operations. The evolution of CapEx during the same period saw an increase of 71.9%, reflecting structured investments aligned with the company's long-term strategy.

Key initiatives contributing to the business's efficiency and financial sustainability include

implementing a credit engine to support direct sales, deploying an online platform for corporate travel management, structuring supply chain finance with raw material suppliers, and contracting international credit insurance. Furthermore, the company advanced in developing Business Intelligence (BI) tools applied to cash flow, increasing predictability and supporting decision-making.

Following a cycle of strong growth during the pandemic, the landscape from 2023 onwards began presenting political and economic challenges, both in Brazil and in the international market, alongside increased competitiveness with the entry of new players into the pet segment. Even so, the company maintains a stable growth trajectory, albeit at a lower level than initially projected, demonstrating resilience and adaptability in the face of market fluctuations.

PORTFOLIO AND MARKETS

Our Products

Nutrire develops pet food with a broad and structured portfolio, capable of meeting different nutritional needs, consumption profiles, and market segments. Projects are guided by technical criteria,

continuous evolution, and responsibility, keeping pace with sector transformations and sustaining consistent investments in quality, safety, and sustainability.



Super Premium - Select By Monello

Launched in 2023, Select by Monello consolidates Nutrire's presence in the super-premium segment, integrating into the portfolio a line developed with a focus on high nutritional performance, digestibility, and longevity. The formulas use selected ingredients and follow strict technical criteria, focusing on the optimal

utilization of nutrients and metabolic balance. The line covers different life stages of pets, maintaining nutritional consistency, high acceptance, and elevated quality standards.

Nutritional highlights:

Animal protein as the first ingredient, promoting high digestibility and supporting muscle maintenance;

Inclusion of microalgae biomass, a DHA source associated with healthy development and longevity;

A mix of fruits and vegetables, natural sources of vitamins, minerals, fibers, and antioxidants, contributing to intestinal health and coat condition;

A prebiotic blend that helps balance the intestinal microbiota and nutrient absorption;

Sustainable approach, with 100% recyclable packaging and a focus on the responsible selection of ingredients.



Functional snacks – Monello Bites

The Monello Bites line expands Nutrire's portfolio in the snack segment by incorporating a functional proposal, developed to complement pets' daily diets with a focus on well-being, longevity, and continuous care. Initially launched for cats in 2024 and expanded to dogs in 2025, the products were formulated to meet specific needs, going beyond the traditional concept of a reward and reinforcing the snack's role as an active part of the nutritional routine.

The formulas use selected ingredients and functional additives applied in a targeted manner, according to the purpose of each product, such as digestive, immune, metabolic, or oral support. The inclusion of prebiotics, functional fibers, natural extracts, and strategic micronutrients contributes to an approach aligned with the current demands of pet parents. With high palatability and shapes

tailored to different pet profiles, Bites reinforce the brand's positioning by integrating functionality, convenience, and technical consistency, keeping pace with the evolution of conscious consumption in the pet food market.



Monello
bites

Monello Premium Especial

With over 20 years of history in the pet food market, Monello has established itself as a benchmark brand in the premium special segment. Recognized for its consistent nutritional quality, it has built a significant presence over time in both domestic and international markets, as well as a lasting relationship of trust with distributors, retailers, and pet parents.

The formulas are developed with selected ingredients and strict technical criteria, focusing on digestibility, nutritional balance, and suitability for the different life stages of dogs and cats. This direction reinforces the brand's positioning as a strategic choice in the category, combining proven nutritional performance, responsible innovation, and widespread recognition in the pet market.



Birbo Premium

Present in the pet food market for over two decades, Birbo has built its track record in the premium segment based on proximity to the consumer and a broad presence in sales channels. The brand stands out for its consistency of delivery and its ability to serve different profiles of pet parents, maintaining relevance over time.

Its portfolio includes complete and balanced foods designed to meet the daily nutritional needs of dogs and cats, focusing on quality, acceptance, and competitiveness. Birbo represents a traditional and strategic brand within the premium category, sustaining its position through a consolidated presence and continuous recognition in the pet market.



Bancat, Bandit, and Bolt Mais

The Bancat, Bandit, and Bolt Mais brands make up Nutrire's portfolio with structured lines designed to expand the company's operations across different regions, channels, and consumer profiles. Developed to offer complete and balanced food, they ensure the adequate intake of essential nutrients for the daily routine of dogs and cats.

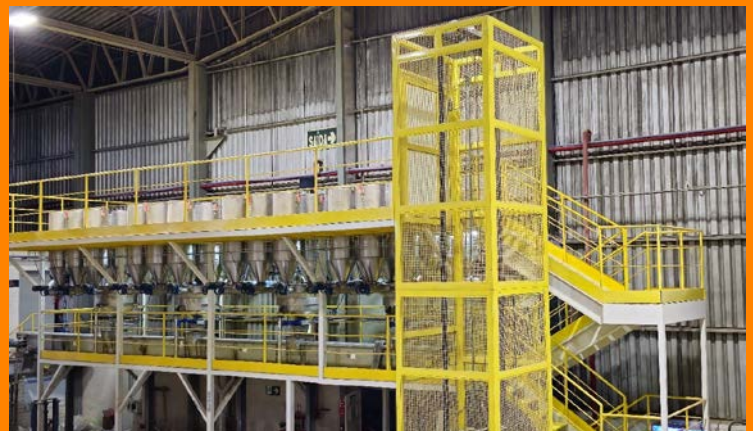


With a competitive positioning, the brands maintain alignment with internal standards for quality, food safety, and regulatory compliance. In this way, they strengthen Nutrire's presence across different market fronts, broadening access to reliable nutrition and contributing to the consistency and comprehensiveness of the portfolio in the pet sector.

Infrastructure

Nutrire relies on an industrial structure designed to sustain its growth, ensure operational efficiency, and provide quality service to the various markets in which it operates. Considering both plants, it features over 29,375.89 square meters of built area and an installed production capacity of 16,000 tons per month.

Continuous investments in facilities, technology, and production processes reinforce the company's commitment to excellence, safety, and the sustainable evolution of its operations. In 2025, the following were implemented at the Garibaldi plant:



Packaging Lines

Operations

Installation of two packaging lines including a scale, metal detector, bagging system, checkweigher, Cartesian palletizing cell, stretch film applicator machine, pallet label applicator machine, safety barriers compliant with NR-12 (Brazilian safety standard), team training, and spare parts for 1 year.



Restructuring of the Premix area

Process



Upgrade of packaging equipment

Maintenance



Drive-in

Storage

Automated drive-in racking with satellite carts enabling high-density storage with multiple depths; its operating method is based on FIFO principles and can be operated semi-automatically with forklifts or 100% automatically with stacker cranes.



New boiler

Utilities



Two dosing lines

Production



Four finished product silos

Infrastructure

Commercial Presence and Operations

Nutrire has consolidated its position as a major player in the Brazilian pet food sector, ranking among the top 10 manufacturers in the country out of a universe exceeding 200 companies. Its operations are particularly relevant in the Southern Region, where it maintains a strong regional presence and close relationships with its strategic markets.

The company's commercial structure is balanced between the domestic market and exports, reflecting a diversified and resilient strategy. Currently, 47% of revenue comes from export operations, carried out through international distribu-

tors. In the domestic market, 35% of sales occur via distributors, 9% refer to outsourcing operations, and the remaining volume consists of direct sales.

This model is supported by a broad network of relationships, which includes 52 international importers and 35 distributors in Brazil, ensuring a consistent presence across different channels and market profiles. Within the country, Nutrire has a physical presence in all 26 states, expanding its reach and strengthening its proximity to clients and partners nationwide.





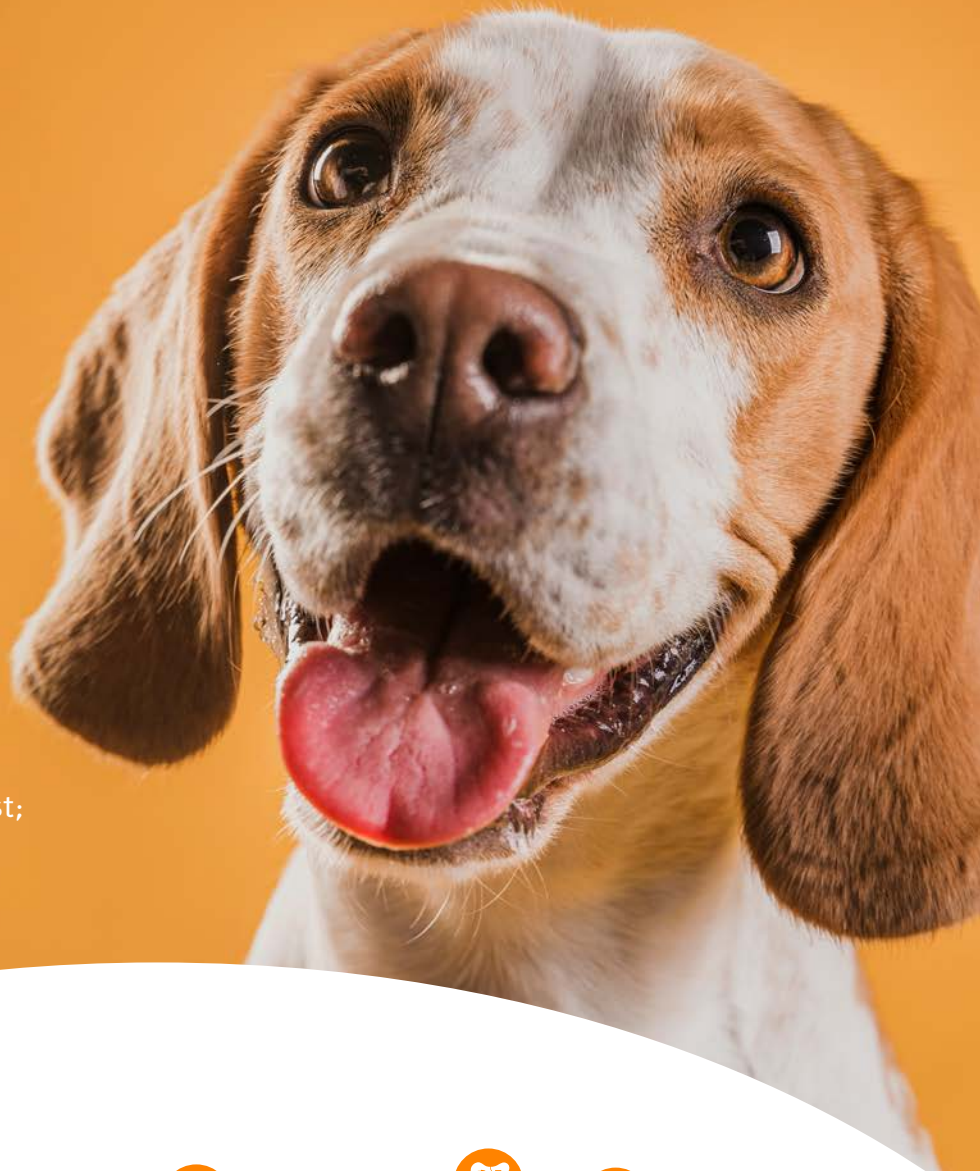
Nutrire Operations

Plants:
Garibaldi (RS) and
Poços de Caldas (MG)

Products present in
26 Brazilian states

Exports: South America,
United Arab Emirates,
and Asia.

70% of sales to the South;
25% of sales to the Southeast;
5% to other regions



Commercial Structure and Trade Marketing

The commercial structure is robust and specialized, aligned with its strategy for growth and brand strengthening in both domestic and international markets. The commercial team consists of 30 professionals, with seven dedicated exclusively to the foreign market and 23 operating in the domestic market, including salespersons and representatives, ensuring qualified coverage and close relationships with different customer profiles.

The trade marketing department plays a strategic role in this process, with a coordinator, three analysts, and an assistant executing activities that directly support points of sale. Their activities include training, execution monitoring, sell-out initiatives, and technical support, contributing to the strengthening of the brand experience and increased performance of commercial partners.

Seamlessly integrated, marketing operations are directly connected to demand generation and support for the commercial network. For 2026, the company plans to participate in nine trade fairs and five regional events in Brazil, in addition to four international fairs, expanding brand visibility, customer relationships, and the prospecting of new markets. These initiatives involve the presence of brand promoters, brand activations, and spaces dedicated to the public, reinforcing the strategy of proximity to consumers and commercial partners.



Trade Shows and Commercial Events

PETSERRA SUMMIT - CAXIAS DO SUL/RS

Recognized as the largest pet sector trade show in the Serra Gaúcha region, PetSerra Summit represented an important opportunity to consolidate commercial partnerships, increase the visibility of the portfolio's brands, and connect with industry professionals, retailers, and the end public.



EXPOAGAS - PORTO ALEGRE/RS

One of the main events for the supermarket sector in Southern Brazil, Expoagas featured Nutrire's presence, highlighted by the launch of the Monello Bites Dog product, strengthening the Monello brand's positioning and expanding the portfolio's exposure to a relevant retail audience. The company was also present at the regional meetings in Santa Maria, Lajeado, and Sant'Ana do Livramento.



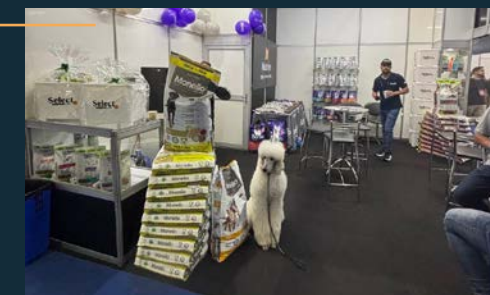
FEIPET - NOVO HAMBURGO/RS

Considered one of the main pet industry trade shows in the country, FEIPET highlighted the Select by Monello, Birbo, and Monello brands, as well as the launch of the Monello Bites Dog product. Commercial and marketing efforts boosted business generation, closeness with customers and partners, and Nutrire's recognition as a benchmark in pet nutrition.



FEIRA PET SUL BRASIL - SÃO JOSÉ/SC

Nutrire's presence prioritized interaction with customers, partners, and pet industry professionals, contributing to the strengthening of the brand's institutional presence. The initiative expanded its visibility, consolidated relevant connections, and supported the expansion of commercial opportunities.



SUPERPET – CAMPINAS/SP

The participation focused on reinforcing Nutrire's institutional positioning in the pet sector, exchanging insights with market professionals, customers, and commercial partners, as well as expanding brand visibility at one of the segment's leading events in Southern Brazil.



FEIRA PET CRICIÚMA – CRICIÚMA/SC

During SuperPet, the Select by Monello pet food took center stage, reinforcing its positioning with professional and specialized audiences. The company's participation featured booth activations and the presence of influencers, expanding institutional visibility, connections with customers and partners, and the generation of new commercial opportunities.



VET CONNECTION – PORTO ALEGRE/RS

Nutrire's strategy centered on strengthening ties with veterinarians, industry professionals, distributors, and business partners. The initiative strengthened the institutional presence in the veterinary channel, increased brand visibility, and contributed to prospecting opportunities with a technical and specialized audience.



CONVENÇÃO REGIONAL DE SUPERMERCADOS LITORAL – TRAMANDAÍ/RS.

The event brought together supermarket owners, suppliers, and industry professionals, promoting knowledge exchange and the generation of commercial opportunities. The schedule included an expanded business fair, lectures from the ABRAS in Action project, and the participation of national retail experts.



International Trade Shows

Nutrire reinforces its presence in the global market by participating in international trade shows and events in the pet sector. These gatherings represent important relationship platforms with distributors, customers, and commercial partners, while also enabling the identification of trends, innovations, and expansion opportunities in different markets. Among the main events the company attends are:

GLOBAL PET EXPO - ORLANDO/EUA

One of the premier pet industry trade shows, held annually in the United States and organized by the American Pet Products Association (APPA) and the Pet Industry Distributors Association (PIDA). Participating in the event strengthens relationships with commercial partners and expands brand visibility in one of the most relevant markets in the sector. It also offers a significant opportunity to keep up with global consumer trends, innovation, and product positioning.

ZOOMARK INTERNATIONAL - BOLONHA/ITÁLIA

One of the largest pet industry trade shows in Europe and a major meeting point for manufacturers, distributors, and market professionals. Presence at the event contributes to consolidating commercial partnerships on the European continent, while also expanding relationships with international customers and strengthening brand positioning in strategic markets.

INTERZOO - NUREMBERG/ALEMANHA

Considered the world's largest international pet industry trade show, it brings together companies and professionals from over 100 countries and stands out as one of the main global business platforms for the sector. Participation in the event aims to strengthen presence in the international market, expand relationships with distributors, and identify new commercial opportunities.

INSTITUTIONAL AND RELATIONSHIP EVENTS

- **FENACHAMP**
Garibaldi / RS

- **BAH BBQ**
Vale dos Vinhedos, Bento Gonçalves / RS

- **FESTIVAL DO GROSOLI**
Garibaldi / RS

- **CARNAVALE - WINE GARDEN**
Bento Gonçalves / RS

- **SERRA GAMES**
Caxias do Sul / RS

- **FESTIVAL DESPERTAR DO VALE**
Vale dos Vinhedos, Bento Gonçalves / RS

6 EVENTS · SERRA GAÚCHA, RIO GRANDE DO SUL





CHAPTER 2

*Product
and Pet Care*



Food Quality and Safety Management

Nutrire maintains an ongoing commitment to the continuous improvement of the quality and safety of its products. In this regard, the company adopts and maintains certifica-

tions that ensure, prove, and provide visibility to the robustness, reliability, and effectiveness of its production processes.

Good Manufacturing Practices (GMP) are a quality tool that determines important requirements for food safety. It is a set of standards that standardize and define procedures, quality control methods, manufacturing, facility conditions, equipment, corrective and preventive maintenance, packaging, storage, and product distribution.



ISO 9001 – Quality Management System

Establishes the requirements for a Quality Management System focused on process standardization, operational efficiency, and continuous improvement. For Nutrire, this certification plays a vital role in reinforcing corporate governance. It gua-

rantees that our products and processes are executed with strict consistency and control, meeting both customer expectations and stringent legal requirements.

Hazard Analysis and Critical Control Points (HACCP) System

Nutrire adopts the HACCP system—an internationally recognized methodology for food safety management aimed at identifying, evaluating, and controlling hazards throughout the production process—ensuring the quality, safety, and reliability of products for the RS plant.

As part of this system, the company has a Food Safety Team (FST) responsible for the implementation, monitoring, and continuous improvement of controls, ensuring the compliance of processes, products, and packaging with applicable legal and regulatory requirements. Additionally, it has a multidisciplinary Crisis Management Committee that assesses and makes decisions regarding critical events with a potential impact on product safety, legal compliance, or corporate image.

A Crisis Management Protocol is maintained, establishing guidelines

and responsibilities for the prevention, management, and mitigation of critical situations, including actions in the pre-crisis, crisis, and post-crisis phases, with a focus on reducing impacts and ensuring business continuity



IFS (International Featured Standards) Letter of Confirmation

Nutrire invests in a strategy to strengthen product safety and process transparency. Accordingly, the company underwent an independent assessment conducted by SGS, resulting in the issuance of a Letter of Confirmation under the IFS Progress Food scheme, version 3, with intermediate-level approval. This demonstrates compliance with applicable food safety and quality

requirements, achieving a score of 96.74%.

This is a set of international standards focused on food safety and quality, helping meet requirements for legality, authenticity, and risk management throughout the supply chain for the MG plant.

Legal Requirements

In addition to the certifications obtained, the organization ensures full compliance with current legislation, as well as applicable national and international regulatory requirements, including, but not limited to:

NORMATIVE INSTRUCTION NO. 4/2007

Technical Regulation establishing the hygienic-sanitary conditions and Good Manufacturing Practices applicable to facilities manufacturing animal feed products;

DECREE NO. 12,031/2024

Provides for the mandatory inspection and oversight of products intended for animal feed;

OFFICIAL MISSIONS FROM IMPORTING COUNTRIES

whose regulatory requirements are evaluated, verified, and validated through official audits and inspections, ensuring legal compliance to serve international markets.



Quality Indicators and Objectives

The company establishes, monitors, and analyzes Quality Performance Indicators to guarantee process effectiveness, ensure product safety, and promote the continuous improvement of the Food Quality and Safety Management System. Key indicators include: the evolution of the Quality Management System – legal and regulatory compliance, customer service complaints, food safety, and analytical proficiency. These objectives are established, monitored periodically, and reviewed by senior management, ensuring alignment with organizational strategy.

Research and Development

At Nutrire, innovation is directly linked to how products are conceived, formulated, and brought to life. Development stems from sound technical decisions and an ongoing reading of the nutritional, regulatory, and operational demands of the pet food market, both in Brazil and abroad.

The Research and Development department operates in an integrated manner, with zootechnicians and veterinarians involved in formulation, applied research, regulatory evaluation, and packaging development, ensuring alignment among nutritional performance, safety, and industrial viabi-

lity. In addition to nutritional and functional criteria, development considers ingredient sourcing, resource efficiency, and the utilization of co-products whenever technically feasible, contributing to more responsible supply chain practices.

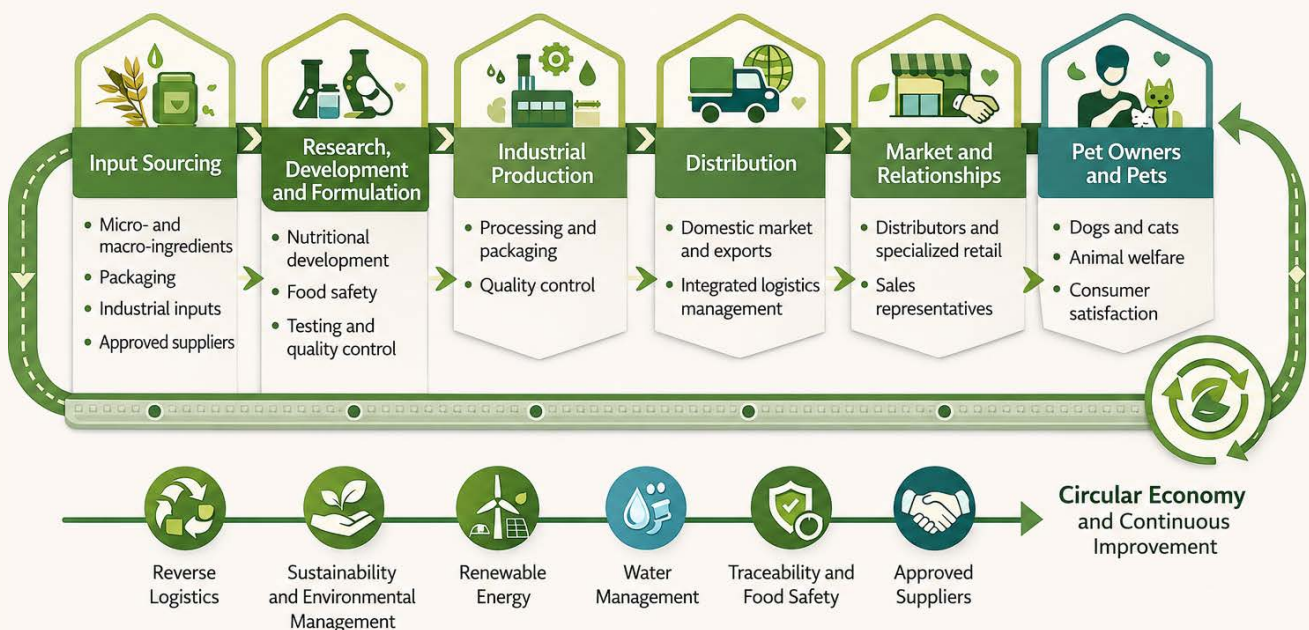
The regulatory front acts strategically, with special attention to exporting to over 50 countries, ensuring that products, ingredients, labeling, and packaging meet international legislation and protocols, maintaining the same technical standards applied to the Brazilian market.

Integrated Value Chain

It is structured to span from the origin of raw materials to the final consumer, focusing on quality, food safety, and animal welfare. Each step operates in an interconnected manner and is guided by technical and regulatory standards.

Across the board, sustainability practices, environmental management, traceability, energy efficiency, and reverse logistics permeate the entire process, ensuring legal compliance and responsible value creation. This integration strengthens the company's competitiveness and highlights its commitment to ethical, efficient, and sustainable operations throughout the entire chain.

Integrated Value Chain



Efficient supply chain management

Nutrire adopts as an institutional guideline the exclusive acquisition of supplies and contracting of services from duly approved suppliers. This process is considered strategic to ensure quality, safety, legal compliance, and traceability, strengthening risk management and the consolidation of a responsible and sustainable value chain.

In 2025, 81 supplier approvals were carried out. The process is structured and systematic, based on legal, technical, and quality criteria, ensuring that all commercial partners meet the requirements established by the company. Raw material suppliers are classified into three categories: micronutrients, macronutrients, and packaging.

All suppliers are evaluated through the Supplier Qualification Index (IQF, in Portuguese), which measures performance based on criteria such as meeting technical specifications, meeting deadlines, and the conformity of the products or services provided.

Approved suppliers that hold recognized food quality and safety certifications, such as ISO 9001, ISO 22000, BRC, IFS Food, FSSC 22000, or equivalent standards, are exempt from submitting the self-assessment checklist. For those without certifications, it is mandatory to complete the self-assessment checklist, which is used to analyze their level of compliance. Based on the results, the supplier is classified according to internal criteria, which define the frequency of re-evaluation and ensure continuous performance monitoring.

From the start of supply, all raw materials and packaging undergo evaluation upon receipt and during their use in the production process. When non-conformities are identified, Non-Conformity Reports (NCR) are issued. The supplier has up to 15 days, depending on the criticality of the occurrence, to present an action plan, which must be validated by the Quality department. If necessary, the company can block the supplier, the input, or the packaging until the technical requirements are fully met.

As part of the supply chain development strategy, the company conducts periodic visits to suppliers and regularly participates in industry trade shows and events (direct and indirect items) as part of the organization's strategy. The goal is to strengthen relationships with commercial partners, monitor market trends and innovations, and identify new business opportunities.

These meetings also help to increase synergy with the requesting departments and other internal clients, allowing for better alignment regarding needs, challenges, and development prospects. Active presence in these environments favors the prospecting of new suppliers, the development of strategic partnerships, and the continuous search for more competitive, sustainable, and innovative solutions.

By fostering this closeness to the market and encouraging internal collaboration, the Procurement department reinforces its role as an essential agent in value creation for the organization, contributing to more assertive decisions, greater transparency in the supply chain, and stronger relationships with partners and stakeholders.



Service Providers

For service providers, a documentary analysis of the company and its employees is initially carried out, along with an assessment of suitability and labor and financial responsibility. After this stage, the providers go through onboarding. Once it is proven that they meet the requirements, they are approved to execute services at the facility. After this stage, the providers go through onboarding.



Innovation and Technology in Packaging

Packaging development is treated as a strategic element right from the initial stages of projects. In the products launched in recent years, the company has made significant progress in adopting 100% recyclable packaging, using monolayer materials (PE – polyethylene). This initiative reinforces Nutrire's participation in sustainability actions, while also considering essential technical criteria, such as packaging performance, moisture and oxygen barriers, food protection, shelf-life stability, and logistical efficiency.

The entire process is supported by tests in climate chambers and partnerships with external laboratories responsible for validating the quality, safety, and shelf-life parameters of the products. This model is strengthened by the development and qualifi-

cation of suppliers aligned with the same technical and responsible principles, prioritizing quality, traceability, and environmental commitment.

In this way, Nutrire consolidates a development process that connects technical knowledge, regulatory responsibility, applied sustainability, and a long-term vision, supporting the continuous evolution of its portfolio in an increasingly demanding and globalized market.



Customer Service and Relationship Management

Customer Service (SAC) is one of the company's main relationship channels, playing a strategic role in active listening and demand management throughout the value chain. In addition to serving the end consumer, it also acts as an integrated interface between distributors, retailers, and the plant's internal departments, contributing to the continuous improvement of products, services, and processes.

It logs and handles inquiries such as questions, requests, complaints, suggestions, and compliments. All interactions are logged and categorized to enable traceability, prioritization, and periodic analysis. When necessary, demands are escalated for second-level resolution, with feedback provided to the requester within established timeframes and according to severity.

THE INQUIRIES RECEIVED ARE ROUTED ACCORDING TO THEIR NATURE:



END CONSUMER

Usage guidelines, product information, requests, and after-sales complaints.



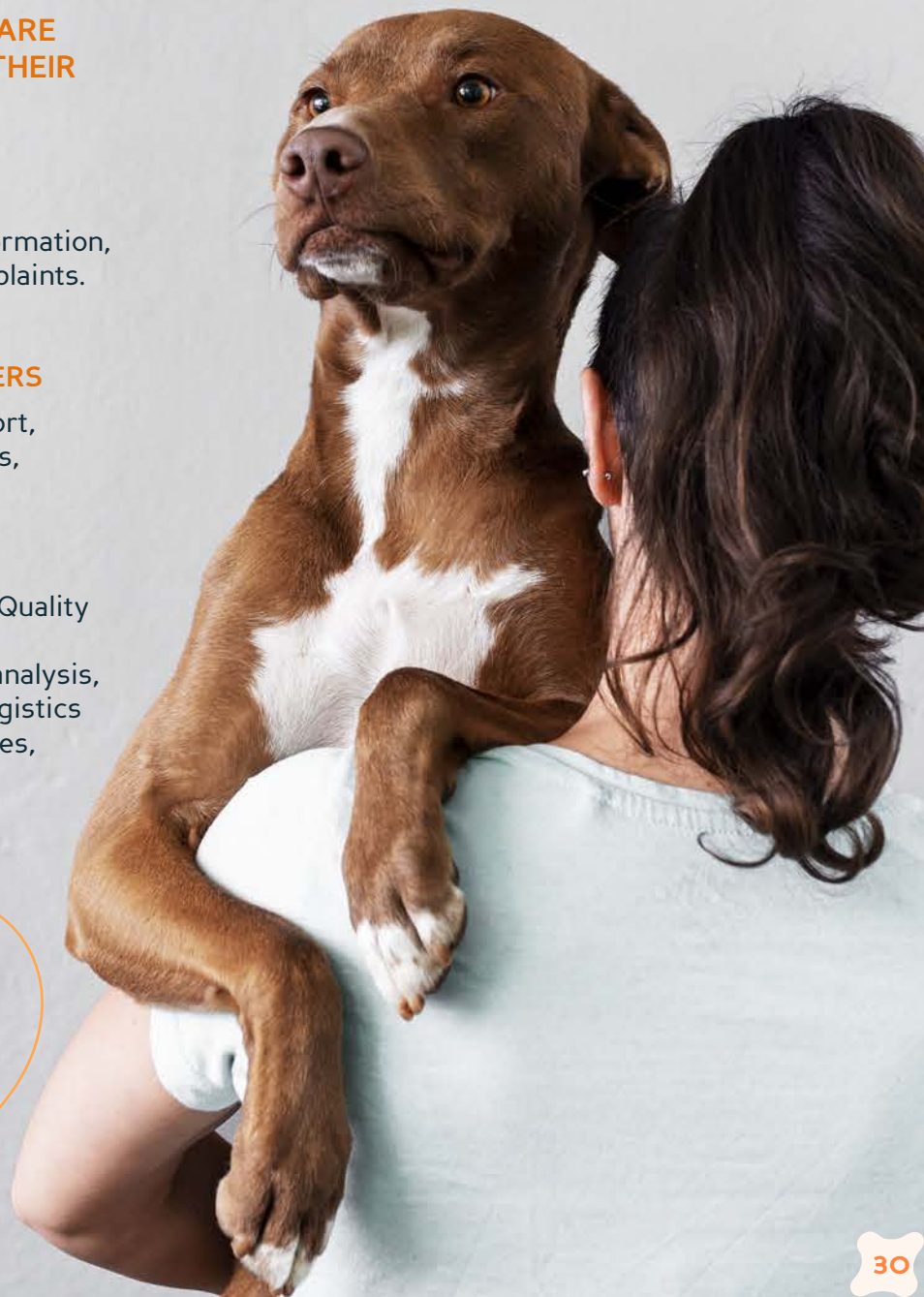
DISTRIBUTORS AND RETAILERS

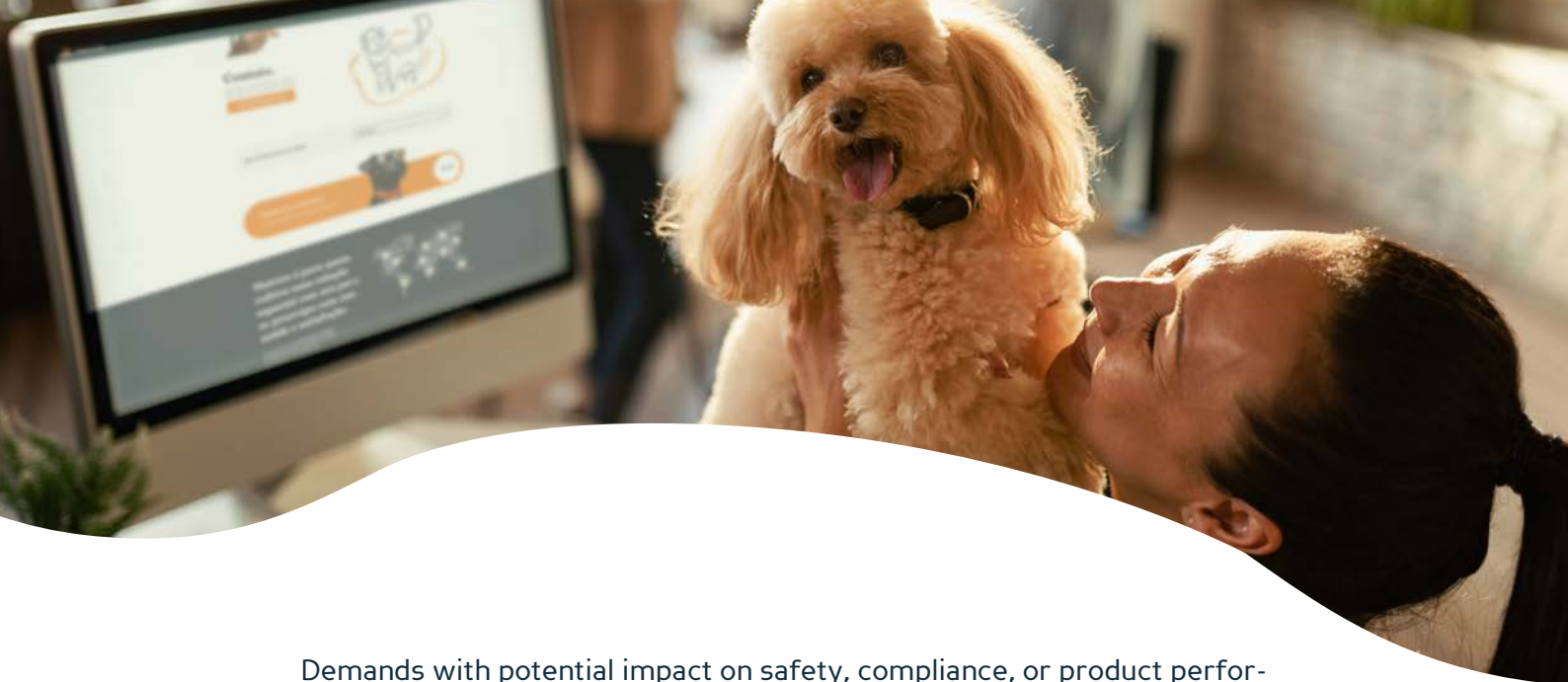
Commercial-operational support, management of delivery issues, replacements, and returns.






PLANT INTERFACE

Initiating procedures with the Quality department (investigation of non-conformities, root cause analysis, and corrective actions) and Logistics (transportation issues, deadlines, damages, and traceability).









Demands with potential impact on safety, compliance, or product performance follow an internal prioritization and analysis workflow. In its interface with the plant, Customer Service:

-  Engages the responsible departments for technical investigation and response formulation
-  Monitors the execution of corrective and preventive actions, when applicable
-  Promotes the consolidation of lessons learned to adjust processes, specifications, and operational standards

This model ensures that customer support goes beyond merely answering contacts, serving as a feedback loop for quality and supply chain management, thereby strengthening the customer experience and operational reliability. The company recognizes Customer Service as a relevant tool for managing impacts and building trust in relationships with customers and commercial partners. In this regard, our next steps include:

-  Improving the standardization of ticket categorization and closure
-  Expanding the structured capture of post-service feedback
-  Strengthening integration routines with Quality and Logistics, with more frequent monitoring of recurrences and the effectiveness of corrective actions
-  Gradually evolving the KPI dashboard, maintaining public and comparable disclosure, prioritizing percentage-based metrics

In 2025, 2,158 contacts were received. Of these, 34% were related to Nutrire and were routed as needed. Customer Service (SAC) can be reached by phone at 0800 645 3014 during business hours, or via email at sac@nutrire.com.br

Customer Satisfaction

Customer experience is monitored through the Net Promoter Score (NPS) indicator, currently measured in Rio Grande do Sul with consumers of the company's products. The recorded score is 85%, indicating a high level of satisfaction and loyalty, serving as a benchmark for the continuous improvement of products, communication, and relationships.

This set of initiatives demonstrates a structured commercial operation with national and international reach, a focus on long-term partnerships, technical support to the market, and constant investment in brand presence, contributing to value creation throughout the entire pet supply chain



CHAPTER 3

People Management





People Management and Human Development

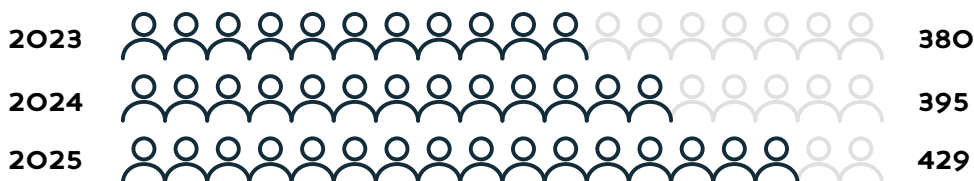
People management is one of the pillars supporting the company's strategy and sustainable growth. The Human Resources department operates in an integrated manner with the business, promoting an ethical, safe work environment aligned with organizational values.

Focusing on talent attraction, development, and retention, the company strengthens a culture based on responsibility, respect, and commitment to results. The practices adopted cover legal compliance, professional development, engagement, and well-being,

contributing to building relationships of trust and ensuring the longevity of the business.

In 2025, Nutrire had 429 employees distributed across the Rio Grande do Sul and Minas Gerais plants, working in three shifts under contracts compliant with Brazilian Labor Laws (CLT), including apprentices and interns. During this period, the company recorded a 16% growth in its workforce, reflecting the expansion of activities and the strengthening of the organization.

Total Employee Growth



Employees by gender and age group



Corporate Benefits

Benefits are structured to promote quality of life, safety, and employee appreciation. Aligned with best market practices and current legislation, the organization offers a set of benefits that contribute to well-being, work-life balance, and strengthening the bond with the company, recognizing that engaged people are essential for the sustainability and results of the business.



Attendance Bonus

a monthly benefit paid to employees who fulfill their entire work schedule and have no absences during the period. In cases of missed hours, the amount is granted proportionally. Payment is made via a specific card for this benefit.



In-house restaurant

provides greater convenience and practicality for the daily meals of employees and third-party workers at the facility.



Chartered transportation

employee commuting is facilitated through chartered transportation, operated by an outsourced company, with pre-defined routes and stops.



School supplies allowance

aimed at student employees or those with children enrolled in regular education, helping to support education and family development.



Annual flu vaccination

contributes to promoting health and well-being in the workplace.



Education incentive:

reimbursement of up to 60% of course fees. To grant the benefit, criteria such as the field of study and the applicability of the knowledge to company activities are considered, encouraging professional development aligned with business needs.



SESI Partnership

dental care provided on-site, which facilitates access to basic dental services, offering greater convenience and contributing to employee healthcare.



Profit Sharing Program (PPR)

a benefit tied to the achievement of previously established goals and indicators. The amount is calculated and paid semi-annually, according to the rules defined and communicated to employees.



Recognition on commemorative dates

on special occasions such as Christmas, Easter, International Women's Day, Mother's Day, Father's Day, and Labor Day, the company gives gifts to employees as a token of appreciation.



Birthday celebrations

throughout the month, employees celebrating their birthdays receive a special bonus, marking the occasion and reinforcing the company's care for the people who make up its team.



Length of service recognition

the company values the career path of its professionals by awarding prizes for every five years of work, including cash bonuses. For employees with the longest tenure, a special experience is also offered in the form of a leisure trip to an attractive destination in Brazil.

Recruitment and Selection

The Recruitment Policy aims to attract and select employees ethically, efficiently, and impartially. The goal is to ensure candidates meet the technical requirements, competencies, and behavioral profiles demanded by the available positions, while also aligning with the company's values and strategic objectives.

Gender Diversity in Leadership Roles

The gender distribution in leadership roles, which encompass the Executive Board, management, supervision, and coordination, indicates 29 men and 10 women. The information presented contributes to monitoring diversity indicators and evaluating practices aimed at gender equity and equal opportunity.

New Employee Onboarding

This stage involves different company departments, such as Health and Safety, People Management, and Product Quality. During this process, the manufacturing operations and product characteristics are presented, and a facility tour is conducted, allowing new professionals to get a closer look at the company's operations.

As a welcoming gesture, employees receive a welcome gift, which may include a personalized t-shirt, notepad or notebook, and a water bottle or cup. The initiative seeks to make this initial moment more welcoming and mark the beginning of the professionals' journey at Nutrire.

Internal Communication

Internal communication is a strategic pillar for strengthening organizational culture, disseminating information, and engaging people. At Nutrire, communication channels such as email, WhatsApp, bulletin boards, the HR Portal, and corporate events are used in an integrated manner to ensure messages are delivered clearly, accessibly, and in alignment with the company's values.





Occupational Health and Safety

Nutrire views occupational health and safety as an ongoing commitment to the lives and well-being of its people. It is a continuous process involving planning, prevention, training, and active participation at all levels of the organization, focused on reducing risks, promoting health, and ensuring a safe return home at the end of every shift.

Actions are planned and executed in an integrated manner across both company plants, promoting the alignment of practices, the standardization of procedures, and the exchange of experiences. This joint effort strengthens the safety culture, increases the effectiveness of preventive measures, and contributes to more consistent results throughout the organization.

Occupational Health and Safety Policy

The policy is based on the prevention of accidents and occupational diseases, compliance with current legislation, and continuous process improvement. The main pillars include valuing life and

health, preventing occupational risks, complying with Regulatory Standards (NRs), and promoting a safety culture with the active participation of employees.

Occupational Risk Management

The company adopts systematic practices to identify, assess, and control risks in the workplace. This is done by developing and maintaining the Risk Management Program (PGR), conducting activity risk analyses, performing periodic safety inspections, investigating and addressing incidents and near-misses, and adopting collective and administrative control measures, as well as using

Personal Protective Equipment (PPE).

As part of its structured prevention efforts, the company maintains a continuous process of compliance with Regulatory Standards, notably NR 10 (Safety in Electrical Installations and Services) and NR 12 (Occupational Safety in Machinery and Equipment).



Accident Prevention

In the process of analyzing and investigating accidents and incidents, the company follows the Systematic Cause Analysis Technique (SCAT), which allows it to identify root causes, propose effective corrective and preventive actions,

and avoid recurrences. Furthermore, the company uses biometric control and distribution for PPE, ensuring traceability, proper delivery tracking, compliance with replacement schedules, and greater transparency in the process.

Occupational Health and Quality of Life

Initiatives are developed to promote the physical and mental health of workers, including: Occupational Medical Control Programs (PCMSO), mandatory medical exams, health and disease prevention campaigns, promotion of ergonomics and workstation adjustments, and guidance on healthy habits, hydration, and self-care.



Training and Awareness

Continuous training is a core pillar of occupational health and safety, aimed at strengthening the preventive culture and encouraging safe behavior in the workplace. Training and educational activities are promoted throughout the year, such as Daily Safety Dialogues (DDS), mandatory training according to NRs, onboarding for new employees and contractors, thematic health and safety campaigns, and the actions of the Internal Commission for Accident and Harassment Prevention (CIPA) and the Emergency Brigade.





Internal Week for Occupational Accident Prevention (SIPAT)

At Nutrire, SIPAT is an important awareness tool focused on preventing accidents, promoting health, and encouraging safe behaviors in the workplace. Currently, SIPAT is held in a hybrid format, combining in-person actions with online activities, which broadens the reach of the initiatives and facilitates the participation of employees from different shifts and departments. This model allows for greater flexibility in accessing content through virtual lectures, videos, and digital materials, integrated with in-person activities such as special DDS sessions, lectures, and practical exercises.

Emergency Brigade

Nutrire has a structured Emergency Brigade that integrates with the occupational health and safety system. It acts preventively and correctively in situations that may pose risks to people and facilities, such as incipient fires, evacuations, and first aid response. This work helps protect the physical integrity of employees, contractors, and visitors.

The company maintains trained and qualified brigade members during all operating hours of the plant, ensuring immediate care and a rapid response to emergencies, regardless of the shift. In addition to responding to incidents, the Emergency Brigade supports train-

ing, drills, and preventive actions, strengthening the prevention culture and the safe continuity of operations.





CHAPTER 4

Communication and Engagement

Digital Positioning and Institutional Communication

Nutrire's digital presence and that of its brands are part of the company's corporate communication strategy, acting as a relevant channel for building relationships with consumers, partners, clients, and other stakeholders. Through its digital platforms, the company shares information on animal nutrition, pet well-being, institutional initiatives, and educational content, contributing to transparency, dialogue, and the dissemination of knowledge in the pet sector.

The @nutrire_oficial profile plays a central role in corporate communication, presenting the company's industrial structure, its quality standards, certifications, recognitions, and operations in national and international markets. Through this channel, Nutrire also publicizes initiatives related to innovation, sustainability, and governance, in addition to valuing people, organizational culture, and the company's participation in sector actions and events. This activity contributes to strengthening the institutional reputation and consolidating the perception of an organization committed to quality, productive responsibility, and the development of the pet supply chain.

In addition, the digital channels of the portfolio brands, @monello_oficial, @selectbymonello, and @birbopremium, expand the reach of the company's communication by sharing content related to animal nutrition, pet

care, responsible cohabitation, and animal welfare. These channels also act as spaces for information and relationship building with consumers, reinforcing the company's commitment to clear, accessible communication aligned with the dissemination of responsible practices in the pet universe.

In addition to its own channels, Nutrire has a network of 11 partner influencers who support the expansion of the reach of the company's and its brands' digital communication. This activity takes place through the sharing of content on social networks, contributing to greater visibility of institutional and brand messages, expanding the potential for engagement with different audiences, and strengthening



proximity to consumers in digital environments.

The work of these partners also favors the dissemination of content related to nutrition, care, and animal welfare in more accessible formats connected to the routine of pet owners. In this way, working with influencers integrates the company's communication strategy as a complementary front for relationship building, digital presence, and reach expansion, in line with efforts to

strengthen the institution and get closer to society.

The integrated operation of these platforms and partnerships contributes to expanding the reach of institutional messages and strengthening the presence of Nutrire and its brands in the digital environment, consolidating these channels as relevant means of connecting with the company's different audiences.



Together, the four institutional and brand digital platforms have more than 54,000 followers, consolidating themselves as important channels for information, relationship building, and strengthening the digital presence of Nutrire and its brands. The consolidated follower base refers to the total registered in December 2025.

Additionally, the company maintained partnerships with 11 influencers during the period, who contributed to expanding the reach of digital communication and supporting the dissemination of content related to nutrition, care, and animal welfare.



2025 Awards and Recognitions

The year 2025 was marked by awards and recognitions highlighting Nutrire's commitment to quality, innovation, and sustainability.

BRANDS THAT DECIDE 2025 -

A survey promoted for 27 years by newspaper Jornal do Comércio, assessing the recall and preference of business leaders in Rio Grande do Sul. In the 2025 edition, the Monello brand was voted the second most remembered brand by the people of Rio Grande do Sul in 2024, demonstrating the market's trust in its products.



RS EXPORT AWARD -

Industry Sector Highlight - Received for the seventh time, the recognition highlights excellence in the international market and consolidates its position as one of the main Brazilian exporters of pet food, operating in over 50 countries.



COMPAZZ WORLD PET SUMMIT AWARD -

Granted during the Comppazz World Pet Summit, held in São Paulo with the support of ApexBrasil. The award recognizes leadership in pet segment exports among over 80 Brazilian and international companies.



AGAS SHOPPING CART AWARD (CARRINHO AGAS) - BEST PET FOOD SUPPLIER - MONELLO -

A distinction granted by the Rio Grande do Sul Supermarket Association (AGAS) through the Carrinho Agas award, one of the most traditional in the supermarket sector. The recognition highlights excellence in pet food supply and the contribution to strengthening retail in Rio Grande do Sul.



2025 ECONOMIC BALANCE (2024 DATA) -

Highlighted in the publication organized by the Chamber of Industry and Commerce (CIC) in partnership with the Garibaldi Municipality, holding relevant positions in local economic performance: 1st most exported product from the municipality, 2nd company with the highest net revenue, and 3rd best company in Garibaldi, reinforcing its contribution to the region's economic development.





CHAPTER 5

Social and Environmental Responsibility





Sustainable and Conscious Processes



The Greenlike project aims to encourage and unify Nutrire's environmental and social initiatives. Among other fronts, it seeks to reach the company's entire supply chain, distributors, retailers, and consumers to promote social and environmental awareness.

From 2014 to 2025

- 💧 Water Preservation: 7,781,170.4 liters of treated liquid effluents
- 💧 Waste sent for co-processing: 315 m³ or 101.31 tons

From 2017 to 2025

- ♥ Collected plastic packaging: 1,030,661.6 kg
- 🐾 Feeding dogs and cats: 1,055,799 meals donated
- 🌲 Tree seedlings preserved: 148,608

Environment

WATER RESOURCE MANAGEMENT

Nutrire's production processes use water at different stages of operation, ranging from essential uses like food preparation, hand hygiene, and sanitary use to industrial operations. These demands include internal cleaning of sectors, sanitization of floors and equipment, incorporation into production inputs, and feeding industrial boilers.

Water abstraction at the Rio Grande do Sul and Minas Gerais plants occurs predominantly through artesian wells. Complementarily, the Poços de Caldas (MG) plant also uses public water supply provided by the Municipal Water and Sewage Department (DMAE), to a lesser extent.

According to monitoring records, the total volume consumed during the period remained significantly below the authorized limits in the respective grants. In Garibaldi, consumption represented approximately 45% of the granted volume, while in Poços de Caldas it corresponded to 39.31% of the authorized total, evidencing a controlled and efficient use of water resources.



Rio Grande do Sul

WATER CONSUMPTION IN RS (VOLUME IN M)

Well 1

granted  11.520


Well 2

granted  20.411

Total granted 31.930,8

Total consumed 14.636,6

45,8% of the grantee used

 outorgado

Minas Gerais

WATER CONSUMPTION IN MG (VOLUME IN M)

Well 1

granted  22.192


Well 2

granted  17.520

Total granted 39.712

Total consumed 17.871,1

45,0% of the grantee used

 outorgado

Effluent Treatment and Disposal

Liquid effluent treatment is carried out internally only at the Garibaldi (RS) plant. At the Poços de Caldas (MG) plant, effluents are sent to a licensed company responsible for proper collection and treatment. The Effluent Treatment Station (ETE) operates 24 hours a day, year-round, on a batch basis according to demand.

Monitoring is conducted through indicators such as Biochemical Oxygen Demand (BOD) and Chemical Oxygen Demand (COD), which evaluate the efficiency of organic matter removal. In 2025, operations to remove organic matter at the ETE averaged 94.25% for

BOD and 96.81% for COD, demonstrating high efficiency in removing organic matter from the treated effluent.

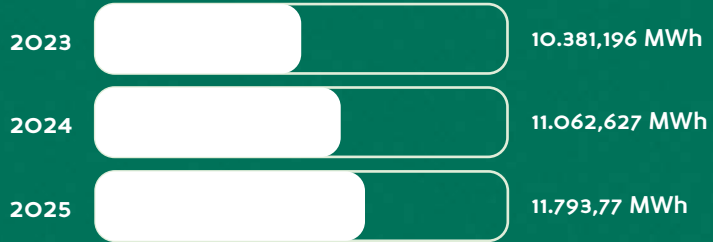
In 2025, 397.85 m³ of effluent were treated at the Garibaldi plant, of which 348.79 m³ were reused, representing an 87.67% reuse rate. At the Poços de Caldas plant, the total volume sent for external treatment was 345.02 m³ in the same period. Disposal was carried out entirely through a licensed company, ensuring environmental compliance.



Energy Management and Renewable Sources

The electricity consumed in the plants has come entirely from renewable sources since 2014, reinforcing the company's commitment to sustainability and the reduction of environmental impacts. These sources include wind, solar, biomass, Small Hydropower Plants (SHP), and Hydropower Generating Plants. (CGH).

The company is part of the Free Contracting Environment (ACL), known as the free energy market, a model that allows direct negotiation with suppliers. This choice provides greater cost predictability, strategic consumption management, and the possibility of contracting energy from renewable sources. The conscious consumption of renewable energy, besides contributing to the planet, earned the Eco Ludfor Seal, which guarantees the origin of the energy and reports the amount of CO2 tons that are no longer emitted into the environment.



THE COMPANY LUDFOR, WHICH CERTIFIES THE USE OF CLEAN ENERGY, ISSUES AN ANNUAL CERTIFICATE:



The total reduction in CO2 emissions is directly linked to the comparison of renewable energy consumption in the period; that is, the amount emitted is equivalent to the preservation of specific tree seedlings.

YEAR	REDUCED CO2 EMISSIONS	TREE SEEDLINGS PRESERVED
2023	410,085 tCO2e	11.331
2024	602,0642 tCO2e	16.652



Greenhouse Gases

Nutrire conducted a Greenhouse Gas Inventory (GHG) covering Scope 1 (direct emissions) and Scope 2 (indirect emissions related to purchased energy) at its operational units. The inventory was prepared in accordance with the guidelines of the Intergovernmental Panel on Climate Change (IPCC), following the recommendations of the Brazilian GHG Protocol Program and the ABNT NBR ISO 14064-1:2018 standard.

The GHG Protocol methodology, an internationally recognized standard, is structured around the principles of relevance, completeness, consistency, accuracy, and transparency. For the emission calcula-

tions, the greenhouse gases covered by the Kyoto Protocol were considered, ensuring alignment with applicable international references.

For monitoring and reporting purposes, Nutrire's GHG is quantified using the emission intensity indicator for production activities, expressed in tons of CO₂ equivalent per ton of feed produced (tCO₂e/t). This indicator allows evaluating the organization's climate performance proportionally to the production volume, facilitating comparative analysis over time and supporting the definition of continuous improvement goals.

GREENHOUSE GASES MONITORED

CO ₂	Carbon Dioxide	Released from the burning of fossil fuels, such as coal, oil, natural gas, and their derivatives, or by mobile and stationary sources, or through deforestation.
CH ₄	Methane	Released by the burning of mobile and stationary sources, in solid waste and effluent treatment processes, by enteric fermentation, and the management of animal waste, among others.
N ₂ O	Nitrous Oxide	Released by the burning of mobile and stationary sources and by the treatment of effluent processes.
HFCs	Hydrofluorocarbons	Released by refrigeration equipment, such as air conditioning and refrigerators, for example, the refrigerant gases R-134a, R-404A, R-407C, R-410, used in power distribution equipment.

SCOPE	2023 Ton CO2 equivalent	2024 Ton CO2 equivalent
Direct emissions from sources owned or controlled by the enterprise, such as burning fossil fuels in vehicles and equipment.	132.907,80 Ton CO2 equivalent	327.272,02 Ton CO2 equivalent
Indirect emissions from the purchase of electricity, heat, or steam consumed by the enterprise.	858,44 Ton CO2 equivalent	677,70 Ton CO2 equivalent
TOTAL	133.766,24	327.949,72

An increase in stationary combustion emissions was observed in 2024, particularly due to the lower thermal exchange efficiency of the boiler, demanding more fuel for steam generation. The manual feeding of the boiler with inputs such as eucalyptus logs and sawdust, combined with production demand, led to a significant increase in fuel for running the equipment. It should be

noted that possible mechanical and structural wear, in turn, demanded excessive fuel consumption. Production was also higher compared to the previous year, contributing to the increase in emissions during the period. The newly installed equipment is fueled by eucalyptus chips, providing greater process efficiency and a consequent reduction in greenhouse gas emissions.

New Boiler Drives Greater Operational Efficiency

Nutrire has invested in purchasing and installing a new boiler with a steam capacity of 15,000 kg/h and 12 kgf/cm² of pressure, highlighting its robust investment and dedication to both operational and environmental efficiency. By integrating advanced technologies, such as a traveling grate, modern emissions control, and an exclusively biomass-fueled system, the equipment delivers superior combustion efficiency and enhanced energy recovery.

Additionally, the automated ash removal system helps streamline operations, cutting down on waste generation while upgrading air emission controls in strict accordance with environmental best practices. This milestone bolsters the reliability of the company's production process and solidifies its continuous pursuit toward more sustainable and

Waterway Logistics

Committed to the continuous improvement of its environmental practices, the company initiated the use of waterway transport for part of its cargo in 2025. This initiative reinforces the search for more sustainable logistical solutions, since this transportation mode presents lower energy consumption and lower greenhouse gas emissions per transported volume.

The adoption of this alternative contributes to making operations more efficient and aligned with good environmental practices. As a result of the actions implemented throughout the year, 25 tons of CO₂ equivalent (CO₂e) were neutralized, strengthening the company's commitment to reducing its carbon footprint and building an increasingly responsible operation.

Waste Management

It is fully aligned with the National Solid Waste Policy, with consolidated operational procedures at both plants. Structured practices are adopted to ensure the environmentally appropriate disposal of waste generated by its activities.

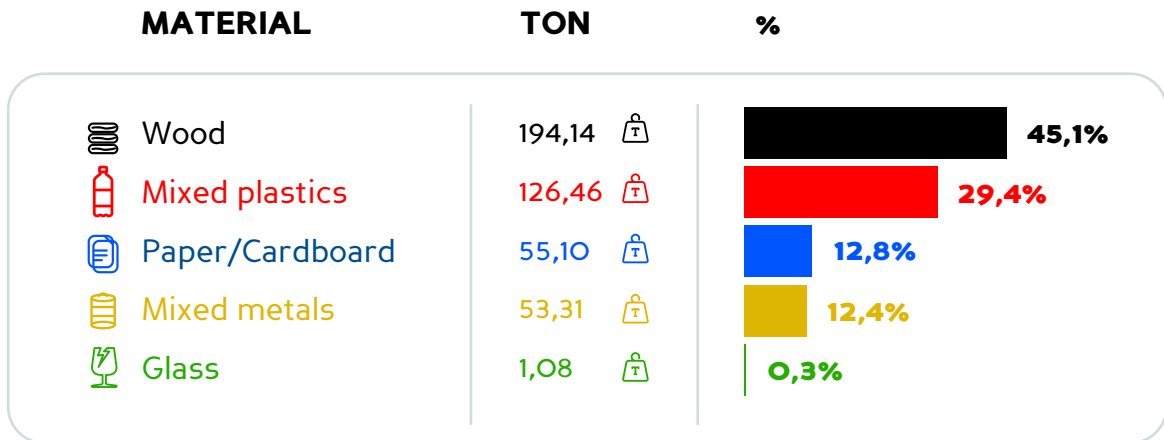
At the Garibaldi plant, since 2014, solid waste from the industrial process, such as maintenance and outsourced service waste, which cannot be directly recycled, is entirely sent for co-processing. This initiative positions Nutrire as one of the first companies in the region to send 100% of its non-recyclable waste to this environmentally appropriate disposal method.

In the period from 2014 to 2024, approximately 101.31 tons of waste were sent for co-processing, totaling a volume of 392 m³. The results demonstrate the consistency of the adopted policy and the ongoing commitment to reducing environmental impacts.

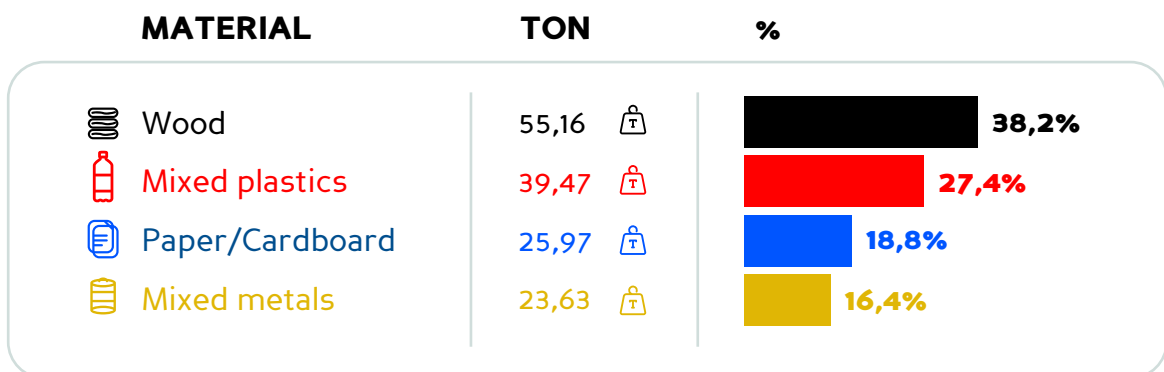
Packaging Reverse Logistics

Nutrire complies with legal requirements related to packaging reverse logistics, ensuring proper disposal through the Packaging Reverse Logistics Association (Aslore). The initiative ensures compliance with the minimum recovery target of 30% of packaging placed on the market, as stipulated by current legislation. Through this action, the company contributes to strengthening the circular economy, promoting the reinsertion of materials into the production chain and reducing the environmental impacts associated with improper waste disposal.

Recyclable waste 2025 RS (ton)



Recyclable waste 2025 MG (ton)



Recyclable Waste

The recyclable waste generated by Nutrire is classified into three main groups, encompassing paper and cardboard, flexible and rigid plastics, metal scrap, and, in smaller volumes, glass. Segregation is carried out internally, followed by classification and disposal according to the applicable recycling technology. Among the most representative materials in the production process, wood and plastic waste stand out.





Non-Recyclable Waste

Non-recyclable waste represents a smaller fraction of the process and is classified into Class I categories, which comprise hazardous waste, and Class II, which covers non-hazardous waste.



The total amount of Class I non-recyclable waste is 5.702 tons, while Class II totaled 14.72 tons, representing 72.08% of Class II (non-hazardous) waste and 27.91% of Class I (hazardous) waste.

It is worth highlighting the priority given to sending Class II waste for co-processing over other disposal alternatives, such as industrial landfills, which can generate long-term environmental liabilities with shared responsibility between the generator and the disposal facility. As the amount of Class II waste generated in the operation is greater than that of Class I, diverting this waste from landfills becomes a relevant aspect of the company's environmental management, contributing to the reduction of impacts associated with final disposal.

Non-Recyclable Residue 2025 in RS (ton)

Class I	3,62 
Class II	8,66 

Non-Recyclable Residue 2025 in MG (ton)

Class I	2,08 
Class II	6,08 



Organic Waste

Organic waste generated by Nutrire is classified into three categories: process waste, food scraps, and biological waste. The largest volume corresponds to organic process waste, resulting from the start-up and setup stages of food production machinery.

Process waste is sent for composting by a licensed company, ensuring environmentally appropriate treatment. Meanwhile, food and biological waste originating from the in-house restaurant operated by an outsourced team are sent to the public collection system in accordance with municipal regulations.

**Organic waste
2025 RS (ton)**

Ash	49	♻️
Organic process waste	184,8	♻️
Food waste	30	♻️
Biological waste	12	m³

**Organic waste
2025 MG (ton)**

Ash	26,37	♻️
Orgânicos de processo	246,66	♻️
Food waste	52,50	♻️
Biological waste	6	m³

CHAPTER 6

Social





Dog Therapy: affection and well-being

Nutrire supports the Dog Therapy project, an animal-assisted therapy initiative developed in partnership with APAE Garibaldi (RS) and APAE Poços de Caldas (MG). The initiative uses interaction with dogs as a tool to promote the physical and emotional well-being of the individuals served by these institutions.

The project consists of scheduled visits by dogs to care and rehabilitation centers, providing moments of affectionate contact and emotional stimulation. Studies on Animal-Assisted Therapy indicate that this interaction contributes to the increased release of oxytocin and endorphins, which are associated with feelings of affection, stress reduction, and overall well-being improvement.

When caring for people with special needs, dog therapy fosters socialization, sensory stimulation, and emotional strengthening, acting as a complement to conventional therapies. The activities strictly follow hygiene, safety, and animal welfare standards, in accordance with the guidelines of the institutions and healthcare facilities involved.

By supporting the Dog Therapy project, the company reinforces its commitment to humanizing care and promoting quality of life. The initiative expands the company's social impact by strengthening the bond between humans and animals, aligning emotional health, social responsibility, and the brand's purpose.





Support for animal protection organizations

Nutrire contributes by donating dog and cat food to civil society organizations that work in animal protection and welfare. Over the period, the company allocated more than 12 tons of food to support the daily care of vulnerable animals, strengthening the work of partner NGOs and reaffirming its commitment to responsible, solidarity-driven practices aligned with respect for life.

BENEFITING ORGANIZATIONS

ONG SPA Bicho Feliz, Garibaldi	RS
Força nas Patinhas, Poços de Caldas	MG
Canil da Prefeitura de Poços de Caldas	MG
Associação de Proteção aos animais, Carlos Barbosa	RS
ONG Patas e Focinhos, Bento Gonçalves	RS



Support for tax-incentive projects

Nutrire supports projects by directing funds, via its Corporate Income Tax (IRPJ), to initiatives that promote social inclusion, human development, and cultural appreciation. This action reinforces its commitment to social responsibility and generating a positive impact in the communities where it operates. In 2025, over BRL 360,000 were invested. Below are the projects that benefited during the period, highlighting Nutrire's commitment to building responsible corporate practices connected to the community's needs.

INCENTIVO À CULTURA LEI ROUANET

- Backing the initiatives of CTG Sentinela da Serra, Garibaldi, RS

Performing Arts

- Polentaço – The History of Our History, by the Center of Italian Traditions, Monte Belo do Sul, RS

Dance

- Inclusive Theatrical Christmas Parade – Santa's Enchanted Workshop, promoted by APAE Garibaldi, RS

Performing Arts

- Drivers' Festival in Garibaldi, RS.

Performance/Recording of Regional Music

- Knowledge of Instrumental Music with Traditional Gaúcho Dances, Garibaldi, RS

Music

- Cultural Village – Educational Cultural Workshops, Porto Alegre, RS.

Educational and Cultural Actions

- Poços de Caldas National Book Fair and Flipoços, MG

Literary Event.

- Multi-Arts Festival, Porto Alegre, RS
Cultural and Artistic Exhibitio

SPORTS INCENTIVE LAW

- Ecovela Series, developed by the Rio Grande do Sul Windsurfing Association, Porto Alegre, RS.

- Ecological Surfboard – Sustainability is Our Beach – Year V, Eco Garopaba Association, SC.

- Educating Through Sports – Canoas, RS.

FUNCRIANÇA (Child and Adolescent Fund)

- Citizen Sports Club: Socio-emotional Intelligence, Young Men's Christian Association (ACM-RS) – Vila Restinga Olímpica, Porto Alegre, RS.

- Comprehensive Care Project for Children and Adolescents with Cancer, Children's Cancer Institute. Porto Alegre, RS.

MUNICIPAL FUND FOR THE ELDERLY

- Oncological Support for the Elderly, Irmandade da Santa Casa de Misericórdia de Porto Alegre, RS.

- Public Calamity Relief Project – Support for the Elderly. Porto Alegre, R



MUSIC AND SOLIDARITY

Held in July in Garibaldi, RS, the charity event Rock Solidário was promoted in partnership between Nutrire and Simonaggio, combining entertainment and solidarity through a concert by the band Echos of Time. The initiative raised BRL 5,145.00, which was fully donated to the SPA Bicho Feliz NGO. In addition to the financial support, 3,417.8 kg of dog and cat food were donated to the NGO, and 185 cutlery kits were donated to municipal schools, expanding the action's social impact and reinforcing the company's commitment to social responsibility and community engagement.



2025 MANAGEMENT AND SUSTAINABILITY REPORT

Editorial Committee or Coordination
Nutrire Team and Management

Graphic design and desktop publishing
Everton TX

Photos
Nutrire archives and image bank

Content consulting
Bem Responsabilidade Social e Sustentabilidade

Questions, suggestions, and comments about this publication can be sent to sustentabilidade@nutrire.ind.br.

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GARIBALDI, MAY 2026.

