

Sustainability Report 2024



Cooperating to improve
people's lives

SUMMARY

BOARD OF DIRECTORS

Message from the CEO

ABOUT THE REPORT

Reading guide

Material Topics

ABOUT US

Our history

Operations and value chain

GOVERNANCE

Management

Ethics, integrity and transparency

Quality

Innovation

SOCIAL

People, culture and inclusion Training and culture

Hiring, compensation and benefits Diversity and inclusion

Health and safety at work Community

ENVIRONMENTAL

Environmental priority program

Sustainable agriculture and livestock

Biodiversity and ecosystem Water

Effluents Waste


Climate change Energy

Greenhouse gas emissions

GRI SUMMARY



This report is interactive.

You can navigate through the report using the menu located on the side of the internal pages of each chapter and to return to the index, click on 



Message from the CEO on behalf of the Board of Directors

GRI 2-22

The year 2024 was special for Lar Co-operativa Agroindustrial. We celebrated six decades of history, reaffirming our co-operative identity and commitment to associates, employees, partners and communities. More than a milestone, this moment reinforces our purpose: **To cooperate to improve people’s lives.** Throughout the year, we advanced in the pillars of sustainability, balancing economic development, environmental responsibility and social commitment. We expanded units, invested in training and strengthened our presence in the national and international markets. Lar’s poultry farming business celebrated its 25th anniversary, consolidating its position among the largest in Brazil. Despite the challenges of climate and economics, we achieved significant financial results, reflecting our solidity, resilience and efficiency. Our commitment to sustainability guided advances in renewable energy, water reuse and reforestation. We reused 2.5 million liters of water and planted 318 trees. The Environmental Priority Program and the Lar Sustainability Program – partners promote good practices in the production chain. We invested in governance, valuing people, and promoting well-being and inclusion.

In 2024, we also reinforced our commitment to innovation, implementing new technologies to optimize production processes and improve traceability in the food chain. The Lar Week event was an important milestone, bringing the community together and promoting educational and interactive activities. We have also strengthened our social actions, with projects aimed at developing the communities where we operate, promoting education, inclusion and assistance to families in vulnerable situations. Our purpose is the essence of the Cooperative and guides us into the future. We also reaffirm our commitments for the future, aligned with Lar’s sustainability and agribusiness challenges. We will continue to invest in expanding environmental, social and governance initiatives, ensuring a positive and lasting impact for our members and society as a whole. We thank everyone who is part of this journey and we continue working towards a promising future.



BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY


Irineo da Costa Rodrigues
Chief Executive Officer

BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY

ABOUT THE REPORT

GRI 2-2 | 2-3 | 2-4 | 2-5 | 2-6 | 201-1

We present the sustainability report of Lar Cooperativa Agroindustrial. This document represents a milestone in our sustainability journey, consolidating our socio-environmental commitment to the future of the planet and future generations. Covering the period from January 1st to December 31st, 2024, this report addresses the most relevant and priority environmental, social and governance (ESG) aspects for Lar and its stakeholders. In accordance with the Global Reporting Initiative (GRI) guide, this report will be published annually, assured by an independent company.

This edition marks a change in the reporting structure adopted by Lar, moving from the referential use to the full application of the applicable GRI Standards. Due to this methodological transition, we do not include

reformulations and comparisons of previously reported information.

The information in this report covers the operations of Lar Cooperativa Agroindustrial, Lar Paraguay and Lar Credi, which had their financial statements audited by a third party and are available here.



Lar Cooperativa



Lar Paraguay



Lar Credi



Scan the QR Code and check out Lar's complete reports and balance sheets for 2024

Lar's financial statements report includes the related entities. In the sustainability report, we only mention entities that have production and revenue.



Sustainability has always been at the core of our trajectory. At Lar, we transparently strengthen strategic themes for operations, reporting our performance to everyone involved in the Cooperative's production and business chain.

We remain firm in our purpose: **"Cooperating to improve people's lives"**.



Check out the Data from the External Verification carried out by ABNT



READING GUIDE

Our sustainability report presents a summary of the main themes addressed, structured according to the **ESG pillars** - **Environmental (E)**, **Social (S)** and **Governance (G)**. These pillars reflect our initiatives and practices, reinforcing our commitment to transparency in all areas of activity.

The Global Reporting Initiative (GRI), an international non-profit organization, is a reference in the development of guidelines for sustainability reports. Based on this global standard, we organize the relevant topics and their impacts into specific indicators. At the end of the report, we provide a summary that unites the main aspects and performance metrics, detailing their relationship with this structure and indicating the pages and locations where each one can be found. Throughout the document, we also highlight the connection between our actions and the Sustainable Development Goals (SDGs).

The adoption of the SDGs reinforces the Cooperative's commitment to the United Nations (UN) 2030 Agenda. To prepare this report, we identified opportunities and challenges in the environmental, social and economic dimensions, determining the most relevant material topics for our business and the community. The methodology used for this definition is detailed on pages 6 and 7. Throughout the report, the ESG pillars, GRI Indicators, SDGs and material topic icons will be duly signaled, providing a clear and integrated view of our actions.



ESG (Environmental, Social and Governance) represents the principles that guide a company's sustainability. Pillar **E (Environmental)** is related to emissions management, resource efficiency and environmental conservation. **S (Social)** deals with the impact on communities, people's well-being and human rights. Aspect **G (Governance)** guides ethics, transparency, regulatory compliance and good management practices.

MATERIAL TOPICS

GRI 2-1 | 2-23 | 2-24 | 2-25 | 3-1 | 3-2 | 3-3

We developed the materiality matrix based on the results of an opinion survey, identifying the most relevant topics for both the preparation of the sustainability report and the Cooperative's strategic planning. The construction process was structured in three stages:

MAPPING

We conducted the mapping of the stakeholders involved in Lar's business activities and relationships, with the support of the engagement of internal teams. Based on this process, the main categories were defined, taking into account the level of relevance and the degree of involvement with the Cooperative, resulting in the identification of eight priority groups of stakeholders: Lar associates, direct suppliers, internal customers, external customers, strategic collaborators, financial institutions, the press and regulatory bodies.

The frequency of reviewing the materiality matrix will be every 4 years. New reviews may be carried out if there is a significant change in the context of the Cooperative and/or in the relationship of stakeholders reported through this document.

PRIORITIZATION

The process of defining the material themes was conducted with the support of a survey prepared by the Sustainability Management team, in collaboration with the Cooperative's directors, superintendents, managers, coordinators and analysts. At this stage, the most relevant themes were identified and mapped, considering their positive and negative impacts on Lar Cooperativa's activities in the ESG (Environmental, Social and Governance) context.

As a result, 38 potential priority themes were defined, 15 related to the Environmental (E) axis, 13 related to the Social (S) axis and 10 related to the Governance (G) axis. These themes were made available for assessment of priority and relevance by stakeholders. The collection of perceptions was carried out through online forms, sent to the categories previously identified as most engaged in Lar's activities and business, contributing significantly to the definition of the Cooperative's ma-

terial themes. Based on the materiality analysis, Lar Cooperativa Agroindustrial established commitments and goals aligned with its priority ESG themes. Derived from its sustainability policies and practices, these commitments guide strategic actions for the sustainability of the business, generating value for associates, employees, the community and the environment.

MATERIAL THEMES

The results of the survey indicated the most relevant themes, according to the perception of our stakeholders. After detailed analysis by the Sustainability Committee and validation by the Executive Board, six priority material themes were defined for the Cooperative:

- Ethics, integrity and transparency
- Occupational health and safety
- Sustainable agriculture
- Training, education and career
- Soil management and conservation
- Service quality and customer satisfaction

The material topics “Sustainable Agriculture” and “Management and Conservation” were unified into “Sustainable Agriculture and Livestock”. The themes “Occupational Health and Safety” and “Training, Education and Career” were unified into “People, Culture and Inclusion”. The theme “Ethics, Integrity and Transparency” was maintained and the theme “Service Quality and Customer Satisfaction” was expanded with the inclusion of the theme of innovation, being called “Quality and Innovation”.

Lar adopts the ESG Seal, translating its essence in the Environmental, Social and Governance scope:



To identify the material topics raised by Lar, we will use the icons below:



SUSTAINABLE AGRICULTURE AND LIVESTOCK

Addresses the application of sustainable practices in agriculture and livestock farming and the importance of technical monitoring for the sustainable development of operations.



PEOPLE, CULTURE AND INCLUSION

Involvement of people in the Cooperative's activities and business. Professional development, labor relations, health, safety and well-being. Engagement with Lar's culture and cooperative principles.



ETHICS, INTEGRITY AND TRANSPARENCY

The Cooperative's actions regarding transparency, ethics and compliance with regulations, standards and policies.



QUALITY AND INNOVATION

Addresses compliance with applicable certifications, legislation and standards, maintenance of quality programs, innovation, adoption of new technologies and continuous improvement in processes, products and services.





BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY

ABOUT US

GRI 2-1

We are Lar Cooperativa Agroindustrial, a cooperative headquartered in Medianeira - Paraná, present in several states of Brazil and Paraguay, through Lar Paraguay SRL. We operate efficiently in the field, offering seeds and inputs of proven quality, specialized technical assistance and security in the marketing of the agricultural production of our members and customers. Our portfolio of chicken cuts is internationally recognized, reaching more than 100 countries. For six decades, we have established quality standards that reflect our commitment to sustainability, innovation and ethics in human relations.



We are the single cooperative that employs the most people in Brazil and we take this strength to the world.



MEMBERS

14,156

LAR COOPERATIVA

9,682

LAR CREDI



EMPLOYEES

24,390

LAR COOPERATIVA

395

LAR PARAGUAY

85

LAR CREDI

Our history

GRI 2-1

The decades that shaped us

1960
1970

The Foundation

It all began in 1964 in the small village of Missal when 55 farmers joined forces around a common ideal: **to build a better life together**. The Lar Cooperative was born based on faith, work and solidarity.

1970
1980

Structure and Trust

The cooperative grew. The first investments in storage, drying and transportation came. The culture of cooperation was consolidated as an economic and social model — strengthening the trust of its members.

1980
1990

Strength in the Field

Lar became a regional reference in grain production. With responsibility and strategic vision, it expanded its presence in Western Paraná and paved the way for new growth cycles.

2010
2020

Expansion and Protagonism

The cooperative breaks boundaries: it expands markets, diversifies activities, and strengthens international partnerships. The professionalization of management and the focus on innovation make Lar one of the largest cooperatives in Brazil.

2000
2010

The Era of Poultry Farming

Poultry integration expands, boosting jobs, income, and technology. Lar becomes an agribusiness powerhouse. Investments in quality, research, and social responsibility grow.

1990
2000

Industrialization and Vision of the Future

The decade was marked by major decisions: the arrival of the first agro-industries, the strengthening of logistics and the focus on food processing. In 1999, Lar's poultry farming was born — a bold bet, today a symbol of success.

2020
2024

Purpose and Transformation

Even in the face of global challenges, Lar achieves historic results and invests in education, sustainability and people. In 2024, it celebrates its 60th anniversary, 25 years in poultry farming and clearly defines the purpose that has always driven it:

“ Cooperating to improve people’s lives ”

Purpose

In 2024, Lar Cooperativa Agroindustrial materialized its purpose as: **“Cooperating to improve people’s lives”**. This purpose reflects the essence and roots of the cooperative, which has been working for six decades in the economic and social development of its members, employees and communities. It is a motto, a daily practice. This purpose is present in every decision, project and initiative undertaken. Whether in the development of new agricultural technologies, in the promotion of sustainable practices, or the creation of new business opportunities.

“**Cooperating to improve people’s lives**”



COOPERATING
It's our **identity**.



TO IMPROVE
It's our **culture**.

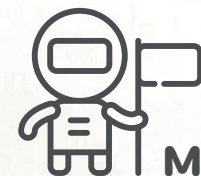


PEOPLE'S LIVES
It is the goal of all **human endeavors**.

As a Cooperative committed to the well-being of our members and the community, we follow the seven fundamental principles of cooperativism:

1. Voluntary and free membership
2. Democratic management by members
3. Economic participation of members
4. Autonomy and independence
5. Education, training and information
6. Intercooperation
7. Commitment to the community

LAR COOPERATIVA AGROINDUSTRIAL



Mission

To promote the **economic and social development of members and the community, in a sustainable manner**, by adding value to agricultural production.



Values

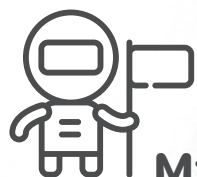
- **Respect** for people and the environment;
- **Ethics and honesty**;
- **Commitment** to results;
- Continuous **Innovation and Learning**;
- **Integrity** with suppliers, customers and the community;
- Belief in **God**.



Vision

To be the **best agro-industrial cooperative in Brazil**, being perceived by customers through the **excellence of its products and services**.

LAR CREDI



Mission

To contribute to the economic and social development of its members, by offering modern financial products and services, based on relationships, simplicity and low-cost operations.



Values

With respect for people and the environment, through ethical principles and free from prejudice, together with a transparent process, seek solidity and longevity in business and relationships.



Vision

To be perceived by members and users for excellence in service and delivery of financial products and services.

LAR PARAGUAY

Mission

To promote the economic and social development of customers and the community in a sustainable manner by increasing agricultural productivity.

Values

- Respect for people and the environment;
- Ethics and honesty;
- Commitment to results;
- Innovation and continuous learning.

Vision

To be the best Paraguayan agribusiness company, recognized by customers for the excellence of our services and products.

Highlights and Awards



We reaffirm our leading role in the agribusiness scene, with awards and significant positions in national and international rankings. In 2024, we received the following recognitions:

- **3rd largest** chicken meat producer in South America and the **31st largest in the world** in the Watt Poultry International ranking;
- It is among the **300 largest cooperatives in the world** in terms of business volume according to the World Cooperative Monitor;
- **9th overall** in the ranking of the “**500 Largest Companies in the South**” by Grupo Amanhã;
- **2nd place** in the **Innovation Champions** category in Amanhã Magazine;
- **1st place in the Who's Who Award** – Oscar of Cooperativism in the categories of Female Leadership, Economic-Financial Performance, Innovation and Technologies, Technical Assistance – Poultry Farming and Grain Production and Storage;
- CEO **Irineo da Costa Rodrigues** was honored for his leadership in fostering innovation, in the **Iguassu Valley Award**;
- **Bayer Coopera+ Impulsion Program**: Lar stood out with its regenerative agriculture project for the development of soil carbon monitoring methodologies;
- Highlighted in the Oscar of Communication and Oscar of Innovation of UPL of Brazil, in both with 1st place;
- Awarded at **Expomet 2024**, in the Carne Forte Award – represented by veterinarian Daniel Dalla Costa;
- Received the **Best Regional Lots Award 2023** for the best hatching rate of fertile eggs, granted by Cobb-Vantress;
- **8th Place TOP 10** – Agribusiness in 100 Open Corps, which recognizes Lar's connection with Startups;
- Lar is among the **150 most innovative companies in the country** according to the Prêmio Inovação Brasil;
- Lar Paraguay was recognized as an “**Inspiring Volunteer**” by the Team Paraná award due to the solidarity movement Cosechando Amor [Harvesting Love].

Our brands

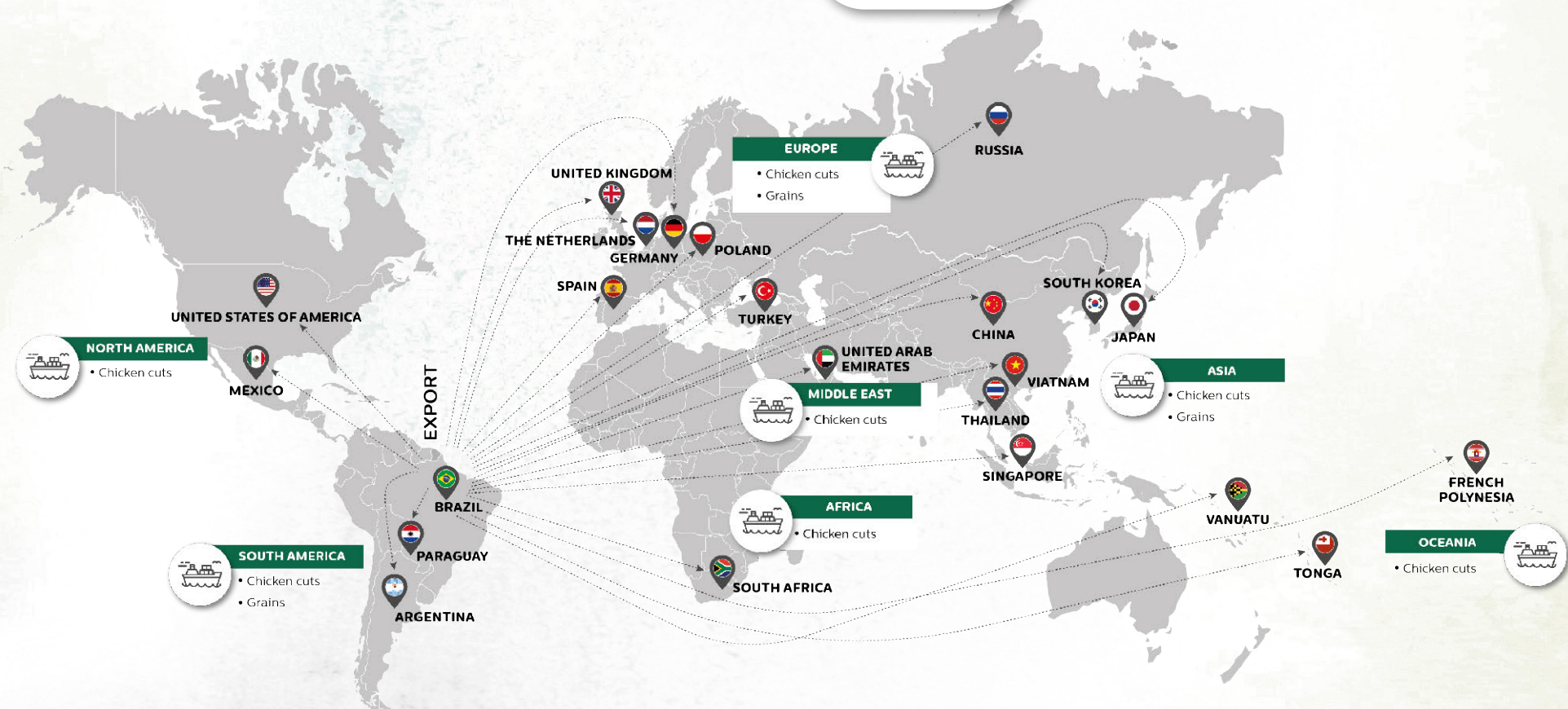
GRI 2-1

We are dedicated to meeting market demands with High-quality standards offering products that combine convenience, flavor and safety. We work with brands of chilled, frozen and processed foods available in Brazil and abroad. In addition, we produce excellent soybean seeds, focused on boosting productivity and profitability in the crops of our associates and customers.



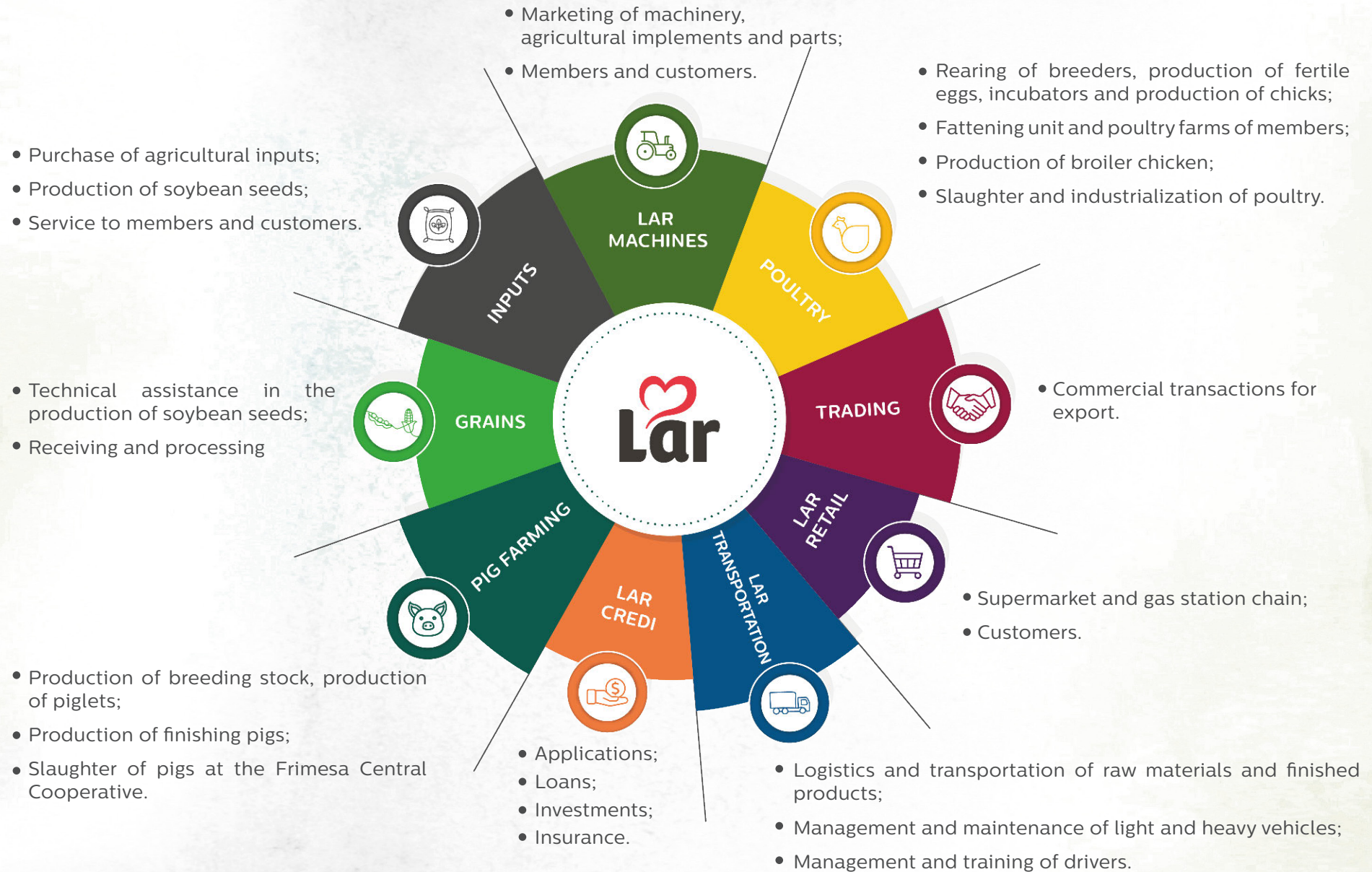

INTERCOOPERATION

- Frimesa
- Cotriguaçu
- Copagril
- UniTI
- Primato



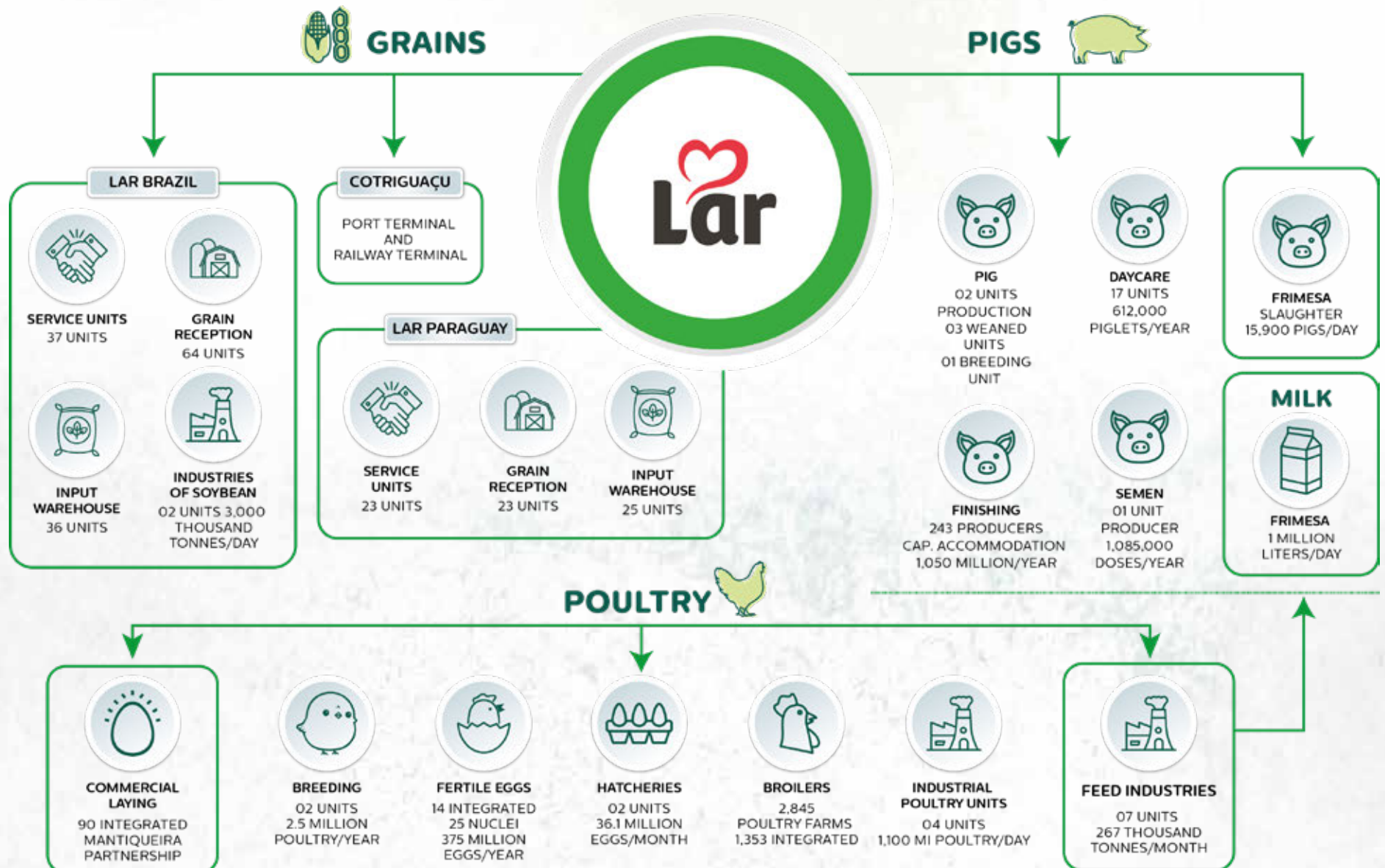
VALUE CHAIN

GRI 2-6



PRODUCTION CHAIN

GRI 2-6



*The data correspond to Lar's operations in the period from January 01 to December 31, 2024.

STAKEHOLDERS ENGAGEMENT

GRI 2-28 | 2-29

We value constant dialogue and interaction with our stakeholders, who are identified as individuals or groups that have interests, are affected or could be affected by the organization's activities. We maintain open and accessible communication channels. Our approach and engagement extend through various means and events, aiming to strengthen partnerships and promote active community participation. Some of the main channels and initiatives we use include:

COMMUNICATION CONSULTANCY

Channels dedicated to disseminating information and news, such as radio, magazine, website and social media about the Cooperative, sharing our positioning in the market and in the community.

MEMBERS COMMITTEES

We work in committees: for production chain activities, the Women's Committee, the Youth Committee and the Members' Innovation Committee, seeking to increase the role of these audiences in our initiatives.

PRODUCER SERVICE UNITS

We offer direct contact with producers, providing assistance and support for their production.

FORUMS AND LAR EVENTS

We hold events such as LAR AGRO+Integração Pecuária, LAR AGRO+Milho, CooperAves, Cooper-Sui, CooperOvos, CooperAgri, Cooper-Ovosfértéis, CooperCreche, CooperLeite, Lar Day, intending to update and engage our members and partners on issues relevant to their properties.

PARTICIPATION IN THE INNOVATION ECOSYSTEM

We hold workshops with members, participate in actions of the Iguassu Valley ecosystem, cooperate with innovation environments (Espaço Impulso, Hub Senai Paraná Cooperativo, Cientech), Novo Arranjo de Pesquisa e Inovação (NAPI), and participate in the Oeste em Desenvolvimento Program.

SUPPORT AND SPONSORSHIP

We invest in initiatives that promote development, awareness, health

support services, opportunities and well-being of the community.

MEETINGS WITH PARTNERS

We establish strategic partnerships and promote knowledge sharing through meetings, process demonstrations and presentation of results.

LAR WEEK AND LAR DAY

We promote events aimed at the external public and which aim to demonstrate the dimension and relevance of the Cooperative, in addition to providing interaction and involvement with the local community.

LAR DAY



LAR WEEK



Point the camera to the QR Code above and watch videos of our events.

PROTAGONISM IN THE SECTOR

GRI 2-9 | 2-28 | 2-29 | 2-25

We participate in associations and organizations that represent the interests of the agroindustrial and cooperative sectors. This action aims to strengthen the governance of the sector discuss ways to mitigate the impacts of the sector, and foster innovation and regional development.

BRAZIL

Environment

- Committee of Hydrographic Basins (Paraná Basin 2, Paraná Basin 3 and Piquiri Basin);
- International Center for Renewable Energy – Biogas (CiBiogás);
- Paraná Council of Natural Resources (CONPARNI);
- Association of Agrochemical Traders of the West Coast – collection of packaging (ACCO);

Regional and business development

- Municipal trade associations;
- Developing West Program (POD);
- Brazilian Institute of Finance Executives of Paraná (IBEF-PR);
- Paraná Supermarket Association (APRAS);
- Brazilian Banking Association (ABBC);
- Credit Cooperative Guarantee Fund (FGCOOP);

Logistics efficiency

- Union of Workers in the Transport Industry of Paraná (SINTROPAR);

Grains, seeds and agricultural inputs

- Paraná Seed and Seedling Producers Association (APASEM);
- Association of Soybean Seed and Crop Producers of the State of Santa Catarina (APROSESC);
- Brazilian Post-Harvest Association (ABRAPOS);
- Association of Biofuel Producers of Brazil (APROBIO);

Labor Relations and Occupational Safety and Health

- Union of Agricultural, Livestock and Agroindustrial Cooperatives of the Western Region of Paraná (SINCOOPAR OESTE);
- Federation and Organization of Cooperatives of the State of Paraná (FECOOPAR).

PARAGUAY

- Chamber of Oilseed Exporters of Paraguay (CAPECO);
- Association of Seed Importers of Paraguay (PARPOV);
- Association for Collection of Pesticide Packaging (SINGEVE).

In addition, Lar has representatives who participate in the management of organizations that represent cooperatives in agribusiness, such as the Organization of Cooperatives of Brazil (OCB), Organization of Cooperatives of Paraná (OCEPAR), Brazilian Association of Animal Protein (ABPA), Union of Poultry Product Industries of the State of Paraná (SINDIAVIPAR), State Committee for Poultry Health (COESA) and Foundation for the Support of Animal Science and Technology (FACTA).



BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY

GOVERNANCE





MANAGEMENT

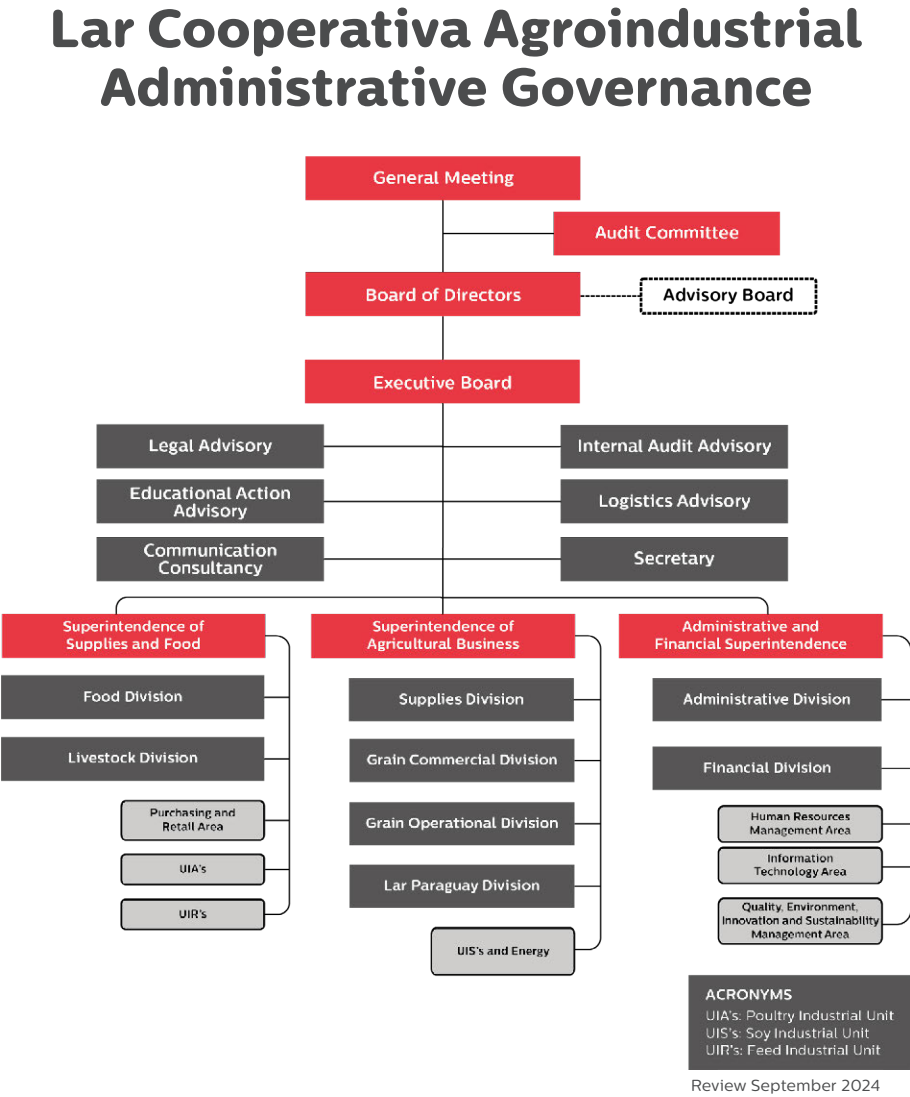
GRI 2-1 | 2-9 | 2-10 | 2-11 | 2-12 | 2-13

Lar Cooperativa Agroindustrial has a democratic management system that allows people to participate in decision-making. To support this process, we have a structure composed of executive and non-executive members, allowing participation and representation in the Cooperative.

Lar is managed in an integrated manner by members of the Executive Board, the Board of Directors and the Audit Committee. The representatives are elected by the members and work together with the three superintendencies of Lar: Agricultural Business, Supplies and Food and Financial Administration.

The organizational structure of Lar Cooperativa is represented by its general organizational chart, which demonstrates the interconnection between the various areas and business units of the cooperative.

Lar Credi has a specific organizational chart, which reflects its own governance and its differentiated operation within the cooperative system. Its organizational chart details the strategic sectors focused on credit management, financial services and relationships with members, ensuring that operations are aligned with the guidelines of the credit union and the needs of its members. In this way, Lar Credi maintains synergy with the general structure of the cooperative, while operating autonomously in its financial management, strengthening its role in the economic development of its members.



Board of Directors

The Board of Directors plays the role in defining the Cooperative's strategic guidelines. It holds frequent meetings (twice a month) to discuss strategic, administrative, political, social, financial, accounting, tax and operational issues, among other responsibilities. The members are elected every four years, in the voting process at the Annual General Meeting (AGM), ensuring renewal and continuity in the Cooperative's governance. The board is made up of the Executive Board, formed by the CEO of Lar, who also serves as chairman of the board, the vice-presidents, and the other board members.

BOARD OF DIRECTORS LAR COOPERATIVA AGROINDUSTRIAL



Chief Executive Officer
Irineo da Costa Rodrigues

Officer 1st Vice-President
Diogo Sezar de Mattia

Officer 2nd Vice-President
Urbano Inacio Frey

Directors
Simoni Tessaro Niehues
Adriano José Finger
André Luiz Périco
Michael Adriano Rosso
José Carlos Colombari
Jakson Demétrio Lamin

BOARD OF DIRECTORS LAR CREDI

President
Irineo da Costa Rodrigues

Vice-President
Diogo Sezar de Mattia

Directors
Urbano Inacio Frey
Simoni Tessaro Niehues
Adriano José Finger
André Luiz Périco
Michael Adriano Rosso



Audit Committee

Our Cooperative has an Audit Committee made up of three effective members and three alternates, all members elected annually at the General Meeting. Its main responsibilities include meeting at least once a month to monitor the Cooperative's activities, analyze balance sheets, financial statements, books, documents and monthly statements, ensuring the veracity and transparency of the information presented at the Annual General Meeting.

EFFECTIVE



Jackson Luis
Holler



Catia Regina
Defendi Schneider



Édio Rodrigo
Welter

ALTERNATES



Vanessa
Anderson



Willian
Bertoncello



Ariel Koch

ADVISORY BOARD

The Advisory Board is made up of 82 representatives, including members of the Board of Directors and the Audit Committee, as well as members of the Activity Committees. Its mission includes performing educational, advisory and support functions for the Board of Directors, contributing to strengthening governance. In addition, the Advisory Board is responsible for preparing future leaders to work in the management and governance of the Cooperative, ensuring its continuity and excellence.



Process management and support for senior management

SUPERINTENDENT OFFICES

With the growth and expansion of the Cooperative, the volume of activities and the complexity of processes have also increased. To meet these demands, in 2017 we implemented a new governance structure at Lar, with the creation of three superintendencies that support the Executive Board in making short, medium and long-term decisions. The superintendencies were organized into the areas of Supplies and Food, Agricultural Business and Financial Administration, with professionals designated to lead each function. This structure is linked to the Executive Board, ensuring strategic alignment, fulfillment of commitments, management of impacts on the areas and operational efficiency.



Administrative/Financial
Clédio Roberto Marschall



Agricultural Business
Vandeir José Dick Conrad



Supplies and Food
Jair José Meyer

GENERAL MANAGER LAR PARAGUAY

Rogério Luis Butzen

EXECUTIVE OFFICERS LAR CREDI

Chief Business Officer
Elderson Capitani

Chief Operations Officer
Giulieno Andrey de Oliveira

ANNUAL GENERAL MEETING (AGM)

The Annual General Meeting is a management practice open to the participation of all members, in which decisions of interest to the Cooperative and its members are made. It is held after the end of the fiscal year to hold the election and inauguration of the boards and board members in accordance with the Bylaws, promote the approval of the financial statements, allocation of surpluses to associates, approval of the compensation model for officers and directors, approval of investments, approval of the governance model, among other matters. As a preparatory stage, pre-assemblies are held in the various regions where the Cooperative operates, aiming to strengthen the relationship and encourage the engagement of associates to participate in the AGM.

COMMITTEES

GRI 2-9 | 2-10 | 2-12 | 2-13 | 2-14 | 2-16 | 2-17

BY ACTIVITIES

We have specialized Committees that represent the link between the Cooperative and the producers. They play a crucial role in bringing demands and alternatives for analysis and discussion. Among the main ones, CooperAves, CooperSui, CooperLeite and CooperAgri stand out. Each committee aims to promote efficient management and sustainable development in their respective areas of activity, contributing decisively to the strengthening and continuous growth of the Cooperative.



WOMEN'S COMMITTEE

This initiative is essential to foster female leadership and encourage the active participation of members in the management of the Cooperative and in decisions about their properties, in addition to contributing significantly to the advancement of cooperativism. The action involves a total of 42 participants.

YOUTH COMMITTEE

The group's purpose is to strengthen the role of young people, encouraging and promoting their active participation in family businesses, and recognizing the vital importance of this group in the current context of cooperatives. The initiative has the participation of 42 young people, who contribute to the development of succession and strengthening of cooperatives in the region.

SUSTAINABILITY

The Committee is composed of managers from the Cooperative related to the areas of Human Resources Management, Educational Action, Environment, Innovation, Quality, Internal Auditing, Communications Advisory and Executive Board. Its mission is to ensure the efficient circulation of information, foster integration between areas and actively act in the proposal, validation and communication of ongoing actions and projects. Analyze and address issues that represent risks or have a direct impact on the long-term results of the business. In addition, propose and validate policies, information and reports generated from Sustainability actions. One of the objectives of this Committee is to monitor the Cooperative's indicators. In this way, we continually consolidate our dedication to responsible practices aligned with current challenges.

ETHICS, INTEGRITY AND TRANSPARENCY

GRI 2-9 | 2-15 | 2-16 | 2-17 | 2-23 | 2-24 | 2-25 | 2-26 | 2-27 | 3-3 | 205-1 | 205-2

Ethics, integrity and transparency are essential for the credibility and sustainability of Lar Cooperativa Agroindustrial. The impacts of this topic include legal compliance, mitigation of operational and reputational risks, stakeholder trust and the promotion of an honest and safe work environment. The lack of good practices in these aspects can compromise governance, affect business relationships and negatively impact the organizational culture.

To ensure efficient management and well-founded decisions, we encourage continuous data analysis and risk assessment in all areas of the Cooperative. To this end, we have implemented a set of conduct guidelines that reaffirm our principles and clearly communicate rights, responsibilities, behavioral guidelines and coexistence practices within the organization. We are committed to promoting respectful relationships and ensuring an ethical, transparent, honest and healthy work environment.

Our management structure is composed of the Executive Board, the Board of Directors and the Audit Committee, supported by well-defined Bylaws that are widely disseminated among members. The democratically elected representatives work together with the three Lar superintendencies, ensuring integrated and participatory governance. We also highlight the important role of the Audit Committee, the Board of Directors and the Advisory Board in getting closer to the members, encouraging their active participation and valuing their contributions in the decisions and direction of the Cooperative.



GOVERNANCE



CODE OF ETHICS AND CONDUCT

Based on the risk assessment regarding corruption and other actions related to integrity and transparency, we adopt measures to mitigate negative impacts. We have procedures that establish rules on negotiations in relationships with customers and suppliers. As for the control of cases of corruption and/or advantages received by employees from customers or suppliers, in the event of proven situations of fraud, bribery or obtaining of personal advantages, an analysis is carried out and the appropriate measures are taken by the legal department. In more serious cases, contracts are terminated, such as unilateral termination.

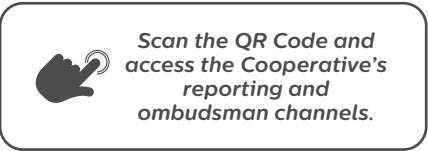
We have a Code of Ethics that clearly defines expectations regarding the actions of employees and everyone who maintains a relationship with the Cooperative, reflecting its organizational culture and guiding the stance in the face of possible violations of conduct, including practices to prevent and mitigate conflicts of interest, corruption, guarantee of human rights, ethical conduct and respect for the environment. The code of conduct is disclosed to all members of governance and other employees through available training and to suppliers in contract clauses.



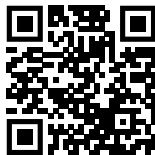
COMPLAINTS AND OMBUDSMAN CHANNEL

We have a dedicated area to evaluate all operations and ensure that internal processes are being followed correctly. We also analyze/investigate suspicions regarding non-compliance with procedures and regulations. We provide a complaints channel accessible on Lar’s official website, via email and telephone, which allows situations to be reported in an identified, confidential or anonymous manner, ensuring that the information is forwarded for investigation and treatment. This year, 221 complaints were registered, which were analyzed and the actions taken with those involved were taken. When possible, the actions taken are reported to the complainant. The effectiveness and absence of recurrence are monitored.

Lar Credi’s Ombudsman’s Office is a communication channel between the cooperative and its members and users of products and services. Its purpose is to deal with demands not resolved in the usual first service, including conflict mediation. The Ombudsman’s Office receives, analyzes and provides formal, appropriate treatment within the regulatory deadline, with transparency, independence, impartiality and exemption.



Lar Cooperativa
Agroindustrial



Lar Credi

STRATEGIC PLANNING

We have a robust strategic plan, with clear objectives to be achieved by 2030. This document uses the Cooperative's mission, values and vision as a premise, offering precise guidance for all actions. The plan establishes fundamental pillars and guides decision-making, with the aim of achieving the established objectives and ensuring the sustainable development of the Cooperative.

CUSTOMER SATISFACTION

We periodically evaluate customer satisfaction and consumer opinions through surveys available in digital format for the various segments of the Cooperative. This process allows us to understand the public's expectations, identify opportunities for improvement and strengthen relationships. Another way for Lar customers to provide feedback is through our Customer Service channel.

PROCESS PERFORMANCE MANAGEMENT

We continuously monitor and evaluate the performance of processes through indicators developed by each management area. The effectiveness and efficiency of these processes are critically analyzed, considering the fulfillment of annual objectives and their alignment with the Strategic Planning.

We adopt clear policies for quality management, conducting critical analyses and managing the business, ensuring consistency and continuous improvement.

INTEGRATED MANAGEMENT POLICY

Lar has an Integrated Management Policy that guides its operations with a focus on quality, safety, socio-environmental responsibility and innovation. In addition to establishing guidelines for continuous improvement, valuing people and respecting human rights, the policy reaffirms the cooperative's commitments and its responsible business conduct, ensuring legal compliance and strengthening ethical and transparent governance. Commitments related to the policy requirements are established, translated into validated objectives, monitored and analyzed in critical analysis meetings held periodically by management with the responsible work teams. The policy is communicated through institutional documents, training, on the cooperative's website and dissemination during the negotiation process.



*Scan the QR Code and
check the Cooperative's
Integrated Management
Policy or on the website:
lar.ind.br*



REGULATORY MANAGEMENT

The Cooperative manages the legal aspects of the various production chains, adapting to the requirements of the activities developed. We continually invest to ensure compliance with laws and regulations applicable to the different segments in which Lar operates, particularly labor regulations (including occupational health and safety), consumer protection, labeling standards, and tax and fiscal regulations. All documents related to these regulations are stored and kept up to date in an electronic document management system. In addition, we have a Legal Advisory department, an integral part of our governance structure, which provides support in the evaluation and management of contracts, in addition to monitoring processes involving the Cooperative, ensuring compliance with all legal and regulatory requirements.

INFORMATION SECURITY (LGPD)

Committed to protecting the data of our members, employees, customers, and suppliers and to excellence in the provision of services, we have adapted our processes to the requirements of the General Data Protection Law (LGPD – Law 13,709/2018). To ensure compliance with the rules and promote awareness among all employees involved in the processing of personal data, we have structured the Privacy and Personal Data Preservation Committee, known as the LGPD Committee, developing a culture of data protection through periodic newsletters, training, and assessments to ensure compliance and security in our operations.

CONSUMER SERVICE

We provide consumers with a contact channel, customer service (SAC), where we receive spontaneous complaints and can resolve doubts about products and services or regarding the Cooperative. After the negotiations, the actions taken are reported to the consumer and, when applicable, their effectiveness is monitored. We also assess customer satisfaction through consultation when the contact is finalized. In 2024, we had 1,687 records in Brazil and 4 records in Paraguay, including complaints, suggestions, and other requests.



Scan the QR Code and access the Cooperative's Customer Service or the website: www.lar.ind.br



QUALITY

GRI 2-23 | 3-3 | 416-1 | 416-2 | 13-9 | 13-10 | 13-11

Our premise is to pay attention to quality in all links of the chain, we comply with the current legislation that applies to our activities and we are attentive to new market opportunities. In addition, we have innovation in our essence and values, identifying opportunities for continuous improvement.

COMMITMENT TO QUALITY

Lar Cooperativa operates with transparency and integrity, ensuring the compliance of its processes and respecting customers, employees, members and the community. We produce safe food from the field to the table, promoting training actions and disseminating the culture of food safety throughout the production chain.

Our programs define guidelines and indicators, ensuring excellence in our operations. This solid foundation allows the commercialization of products to more than 100 countries, meeting customer demands and national and international regulatory aspects.

In 2024, Lar Cooperativa carried out 899 audits, strengthening the Quality Management System.

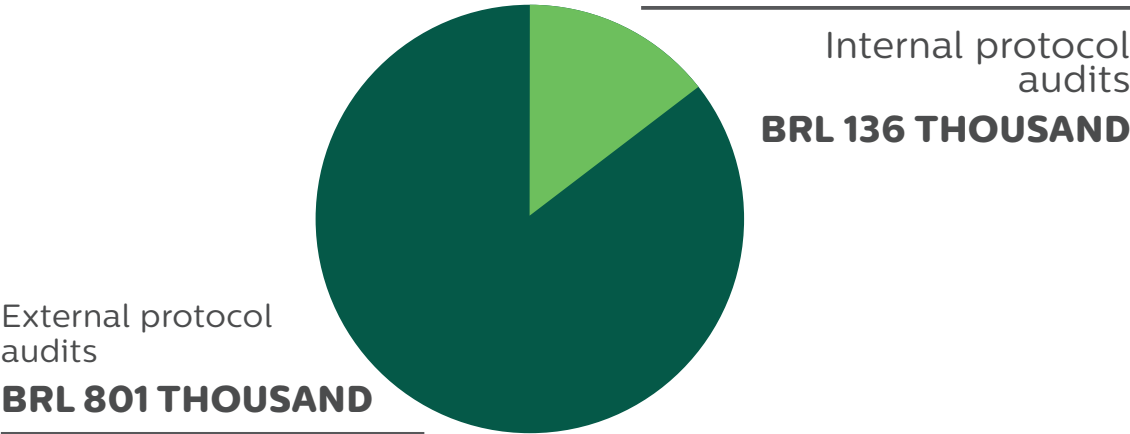


GOVERNANCE

QUALITY PROGRAMS

With a journey of over 20 years, Lar has implemented quality programs and certifications with national and international recognition, which aim at authenticity and legality from the acquisition of raw materials to final delivery. Based on all this history and experience, we have identified food safety as one of the main pillars that allowed the standardization and consolidation of the culture of quality, grouping them into a program for investment of efforts, resources and ensuring excellence in all our production units. To achieve this purpose, strict inspection standards are routinely applied in production processes, through monitoring, inspections, traceability and training, for The organization rigorously evaluates all products and services regarding their impacts on health and safety, supported by several certifications. Furthermore, it adopts internal protocols and audits, which accounted for 899 internal and external audits in 2024. There is no record of food loss, as meat waste from the poultry slaughter process is reused to produce animal feed.

INVESTMENT IN AUDITS



Training and Culture

Provide knowledge and strengthen the Culture of Quality, aiming to provide products and services with excellence.

Process Modeling and Management

Standardize processes and apply Good Management Practices, focusing on meeting Lar’s Integrated Management Policy and Strategic Planning.

Integrity and Trends

With a commitment to transparency and integrity, Lar has a solid foundation of attitudes for the production of safe food for consumption, from the field to the table.

Food Management and Safety

We have quality certifications and internal programs that aim at authenticity and legality from the acquisition of raw materials to final delivery.

Food safety

GRI 416-1 | 416-2

The quality of products and services is a strategic pillar to ensure customer satisfaction, food safety and market confidence. Maintaining high quality standards reduces operational risks, avoids waste and strengthens the organization's reputation. Failures in this aspect can compromise the brand's credibility and generate financial and environmental impacts. To achieve excellence, we follow rigorous standards and certifications, conduct constant audits and invest in the continuous improvement of our processes and team. All broiler slaughterhouses are inspected by the Federal Inspection Service (SIF), a control system of the Brazilian Ministry of Agriculture and Livestock (MAPA) that assesses the quality of animal-based food production. In addition, the units inspected by SIF and all animal feed units have Traceability and Recall procedures, which provide resources to ensure proper product identification, ensuring that they are promptly tracked and removed from distribution channels when necessary. In addition, legal guidelines are followed to inform consumers about a recall. To ensure the effectiveness of the processes, simulations are carried out periodically in 15 units.

We have a Hazard Analysis and Critical Control Points (HACCP) program, which covers all stages of production and, if there are deviations, they are identified, classified and corrected according to internal protocols. We have several certifications in place, covering food safety, social responsibility, animal welfare and compliance with Islamic jurisprudence.

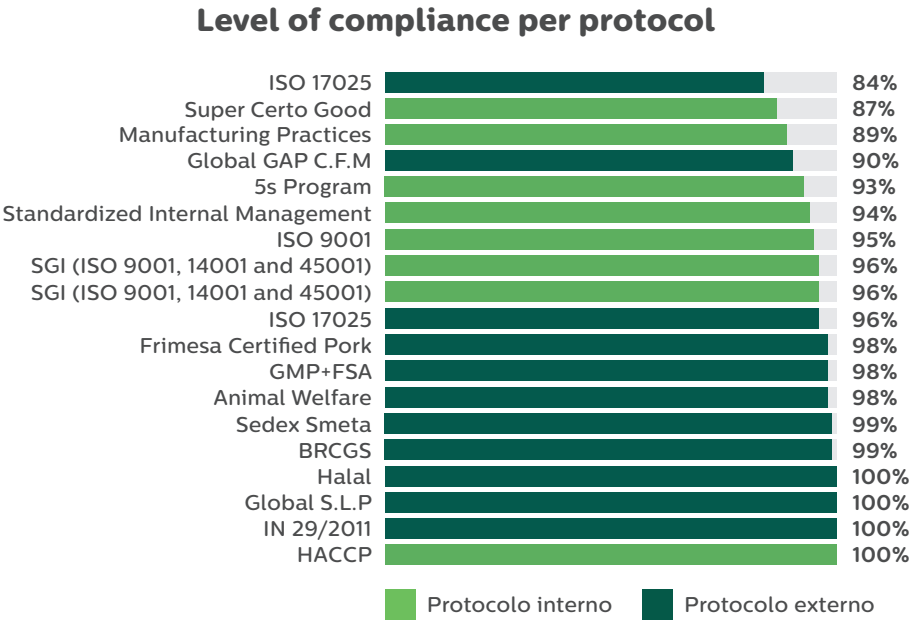
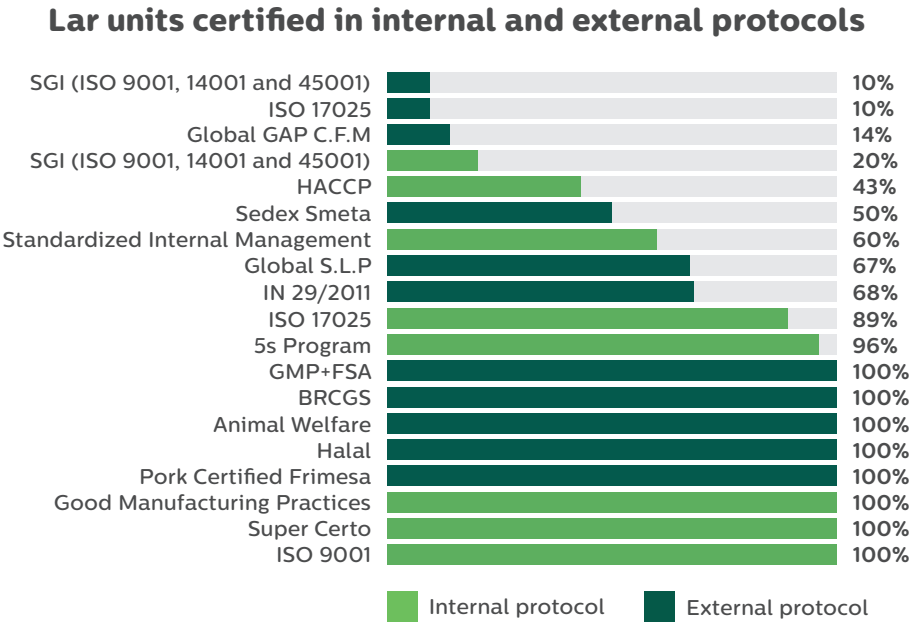
To ensure the quality and safety of our input suppliers, we have structured audit programs based on international food safety standards.



Our assessments follow strict criteria, ensuring that our suppliers meet the highest standards of compliance, traceability and good manufacturing practices. With this approach, we ensure that the entire supply chain is aligned with legal requirements and best practices, reinforcing our commitment and concern for excellence and food safety. A culture of quality is the foundation for the continuous improvement of our processes and especially in the constant development of our people. We believe that continuous improvement of skills and knowledge is fundamental to guaranteeing food safety. To this end, we continually invest in training and qualification, giving our employees the tools they need to evolve in their roles and make a significant contribution.



To ensure that our processes are continuously updated and correctly conducted in compliance with applicable legislation, we periodically check for new regulations or legal updates.



Programs and Certifications



5S PROGRAM

A program implemented at Lar since 1995 to improve aspects of organization, cleanliness and standardization, together with continuous improvement in all processes.



SEDEX SMETA

Implemented at Lar since 2020, aimed at transparency with social responsibility, health, safety and the environment.



LAR SUSTAINABILITY PROGRAM - MEMBERS

Implemented at Lar since 2022, its aim is to recognize and encourage sustainable practices among its members, using criteria aligned with the ESG pillars.



GLOBAL S.L.P.

Implemented at Lar since 2011, with requirements focused on sustainable production, social and animal welfare.



GLOBAL G.A.P.

Implemented at Lar since 2011, with requirements for the manufacture of compound feed.



HALAL

Implemented at Lar since 2004 to ensure compliance with the requirements of Islamic law.



GMP+FSA

Implemented at Lar since 2017, it aims to ensure that production, storage and transportation are carried out responsibly and within the required safety standards.



FRIMESA CERTIFIED PORK

Implemented at Lar since 2011, the program seeks to standardize pig production, guaranteeing the quality and traceability of production, based on current legislation.



ANIMAL WELFARE

This certification has been in place at Lar since 2023 and is aimed at the humane slaughter of poultry, recognized by PAACO (Professional Animal Auditor Certification).



BRCGS

Certification implemented at Lar since 2004 to harmonize food safety standards throughout the supply chain.



STANDARDIZED INTERNAL MANAGEMENT

Program implemented at Lar since 2011 to improve processes, products, services and customer satisfaction at the Service and Operational Units.



ISO 9001

Program implemented at Lar since 2002 to improve processes, products, services and customer satisfaction at the Industrial Units.



ISO 17025

Certification recognized in Lar since 2017, promoting confidence in the operation of laboratories, with a focus on competence, impartiality and operation.



ISO 14001

Implemented at Lar since 2023 to mitigate accidents and occupational illnesses and create a safe working environment.



ISO 45001


Implemented at Lar since 2023, with the purpose of mitigating accidents, occupational illnesses and creating a safe working environment.



NORMATIVE RULING 29/2011

Certification implemented at Lar since 2012, meeting MAPA (Ministry of Agriculture and Livestock) standards aimed at stimulating agriculture.





Access the Indicators Center and learn more about Lar's programs and certifications.



LAR SUSTAINABILITY PROGRAM MEMBERS



This initiative aims to recognize and encourage sustainable practices on rural properties, boost economic development and strengthen local communities. It covers grain and livestock activities, with the process of evaluating properties on the ESG pillars, translated into environmental, social, process management

and property management criteria.

The first edition took place in 2022 and was called the Home Sustainability Award. In order to promote improvement, participant engagement and the expansion of the program to a greater number of members, we expanded the recognition categories in the 3rd edition in 2024:

- **Lar Sustainability Award:** score <90%;
- **Lar Sustainability Seal:** intermediate level: score >90.01 and <94.99%;
- **Lar Sustainability Seal:** advanced level: score >95%.

The Lar Sustainability Award, which recognizes the best practices in Grain and Livestock farming, gave prizes to the three best-rated properties:



GRAIN ACTIVITY

1st Place: Alesandro Parise - Santa Terezinha de Itaipu (PR)

2nd Place: Jean Michael Weber - Sete Quedas (MS)

3rd Place: Pedro Luiz Vanazzi - Santa Helena (PR)

LIVESTOCK ACTIVITY

1st Place: Michael Adriano Rosso - Santa Helena (PR)

2nd Place: Jair Daronch - Serranópolis do Iguaçu (PR)

3rd Place: Fernanda Salbego Colombari de Almeida - São Miguel do Iguaçu (PR)



SOCIAL

- Social responsibility
- Working conditions
- Worker safety



ENVIRONMENTAL

- Use of natural resources
- Waste
- Applicable legislation



PROCESS MANAGEMENT

- Care for the soil
- Animal welfare
- Biosecurity



PROPERTY MANAGEMENT

- Culture and training
- Documents and records
- Indicators and targets



For the Lar Sustainability Seal – Intermediate Level, the three best-ranked properties were awarded and another 14 properties received recognition for their commitment to good sustainable practices.

INTERMEDIARY LEVEL

1st Place: Hilário João Kunzler – Missal (PR)

2nd Place: Jacson Daniel Conrath – São Miguel do Iguaçu (PR)

3rd Place: João Vilmar Moraes – Ramilândia (PR)

Members who receive the Lar Sustainability Seal have access to exclusive benefits, such as specialized technical advice on the award's criteria and targeted training opportunities. This journey of learning and improvement includes training in essential areas such as:

- Waste management and agricultural projects;
- Agricultural cultivation techniques;
- Reverse logistics of pesticide packaging;
- Risk management in rural properties;
- Cash flow and cost of production;
- Rural property management;
- First aid.

Three members with the best scores reached the Advanced Level of the Home Sustainability Program and one property was honored for its commitment to sustainable practices.

ADVANCED LEVEL

1st Place:

Valério Canalle – Ramilândia (PR)

2nd Place:

Fernando Langwinski – Santa Terezinha de Itaipu (PR)

3rd Place:

Jakson Demétrio Lamin – Matelândia (PR)



SUPPLIERS

GRI 2-6 | 13-3 | 13-4 | 13-13 | 13-16 | 13-17 | 407-1 | 408-1 | 409-1 | 13-20 | 13-21 | 13-23

With a diversified supply chain, Lar Cooperativa maintains strategic partnerships with more than 6,000 direct suppliers. In 2024, payments to these suppliers exceeded R\$ 6 billion, covering negotiations for inputs and services essential to the operation.

We recognize that due to the complexity of the supply chain, we are exposed to operational, regulatory and socio-environmental risks. Aware of these exposures, the cooperative has adopted a structured process for evaluating and managing suppliers. Responsible supply chain management makes it possible to reduce the likelihood of these risks, mitigate negative impacts and, at the

same time, boost positive impacts, such as strengthening governance, supporting local suppliers and partnering in the dissemination of sustainable and ethical practices in the agro-industrial sector.

Lar's computerized system currently allows the origin and production conditions of the products purchased by Lar to be traced back to the local level, and we are committed to improving this process. We promote integrated actions according to the criticality of each supply category throughout its production chain, including social and environmental aspects, business management, quality and engagement with the promotion of sustainability.

LEGAL RESPONSIBILITY

- Verification of registration with the relevant bodies, financial health, history of legal proceedings and compliance with current legislation;
- Traceability, identification and monitoring of environmental and social criteria;
- Application of evaluation questionnaires, documentary checks and on-site verifications when applicable;
- Validation of contractual commitments, confidentiality of information and negotiating conditions.

COMMUNICATION AND DEVELOPMENT

- Clear specifications on processes, products, services and labor supply criteria where applicable;
- Adherence and action to comply with the procedures and policies established by Lar, including the fight against corruption;
- Evaluation of performance in meeting specifications and close communication for improvement.



In 2024, Lar did not identify any deviations involving suppliers related to the conversion of natural ecosystems, disrespect for land rights, risks of forced labor or labor analogous to slavery, child labor and young workers exposed to dangerous work, compromising freedom of association or collective bargaining and any other that could be considered critical to sustainability.

ANIMAL WELFARE

GRI 13-11

The main purpose of Lar Cooperativa's Animal Welfare Program is to promote humane slaughter, with an emphasis on valuing the animals' sentience. The program aims to implement practices that guarantee product quality and the moral and ethical integrity of the entire production process for poultry and pigs.

This approach seeks to ensure that all procedures adopted are in line with the highest standards of animal welfare, reflecting the cooperative's commitment to social responsibility and respect for life.

RESPONSIBLE AND ETHICAL MANAGEMENT

Lar Cooperativa ensures that all animals are treated with respect and dignity. To ensure the animals' well-being, we have specialized professionals who oversee all aspects of health and management. We follow a strict policy of not using anesthetics, anti-inflammatories, hormones or growth treatments on the species we breed.

CERTIFICATION AND COMPLIANCE

The poultry slaughtering process at Lar Cooperativa is 100% certified in Animal Welfare by QIMA WQS, under the PAACO protocol (NCC - National Chicken Council). In addition, we have the Home Sustainability Program - associates, which is covered by 55 Animal Welfare requirements, among all the species assessed. We are also constantly evaluated on 55 requirements by the SCF (Frimesa Certified Swine). These evaluations reflect our commitment to best practices in animal care and the sustainability of production processes.

RATIONAL USE OF ANTIBIOTICS

In broiler production, we have adopted an approach of reduction and rational use of antibiotics, with continuous monitoring that enables a detailed analysis of consumption and ensures compliance with best management and food safety practices. All the medicines used are prescribed exclusively by veterinarians, ensuring their responsible use.





Auditor Leandro Camero, in a PAACO audit, at Poultry Industrial Unit 3 - Rolândia.

POULTRY HANDLING

- The chicks come from units registered with the Ministry of Agriculture and Livestock (MAPA). When they arrive at the houses, they have adequate heating, feeding and hydration systems for their comfort.
- The aviaries are designed to offer adequate space and thermal comfort, with air conditioning systems and bedding changes when necessary to ensure hygiene and comfort.
- Housing density is monitored to ensure that the birds can express natural behaviors and free movements. When it comes to harvesting, we have appropriate procedures in place and invest in training for those involved, while the vehicles are kept in hygienic conditions. When receiving the birds, we carefully monitor temperature and humidity to ensure their comfort.
- In the poultry slaughter plants, we have adopted practices to ensure that slaughter is carried out in a humane and respectful way for the animals.

2024 IN SUMMARY

Trainings

R\$ 36,000

Invested in trainings

2,394

Trained people

PAACO Compliance

98%

Lar Sustainability Program Compliance - Members

91%

SCF Compliance

97%

Global S.L.P Compliance

100%

INNOVATION

GRI 3-3



GOVERNANCE

Innovation is essential to boost competitiveness, efficiency and sustainability in the agro-industrial sector. The use of new technologies, processes and management models makes it possible to optimize productivity, reduce environmental impacts and meet the growing demands of the market. Failure to innovate can limit the organization's growth and adaptation to changes in the sector.

At Lar Cooperativa Agroindustrial, innovation is part of our values and acts as a strategic pillar that drives us forward. We promote programs that encourage the active participation of employees and associates in generating ideas, investing internal resources and seeking external sources to make innovative projects possible.

We use digital solutions to identify opportunities and explore new businesses, as well as map strategic demands together with different areas, developing collaborative projects. Our role as protagonists in the innovation ecosystem reinforces our commitment to the future and competitiveness of the cooperative.

Since 2016, we have had an Innovation Program, structured into six facets of action, each of which has an annual work plan structured with specific objectives to meet the Cooperative's strategic planning.

PARTICIPATION IN THE INNOVATION ECOSYSTEM

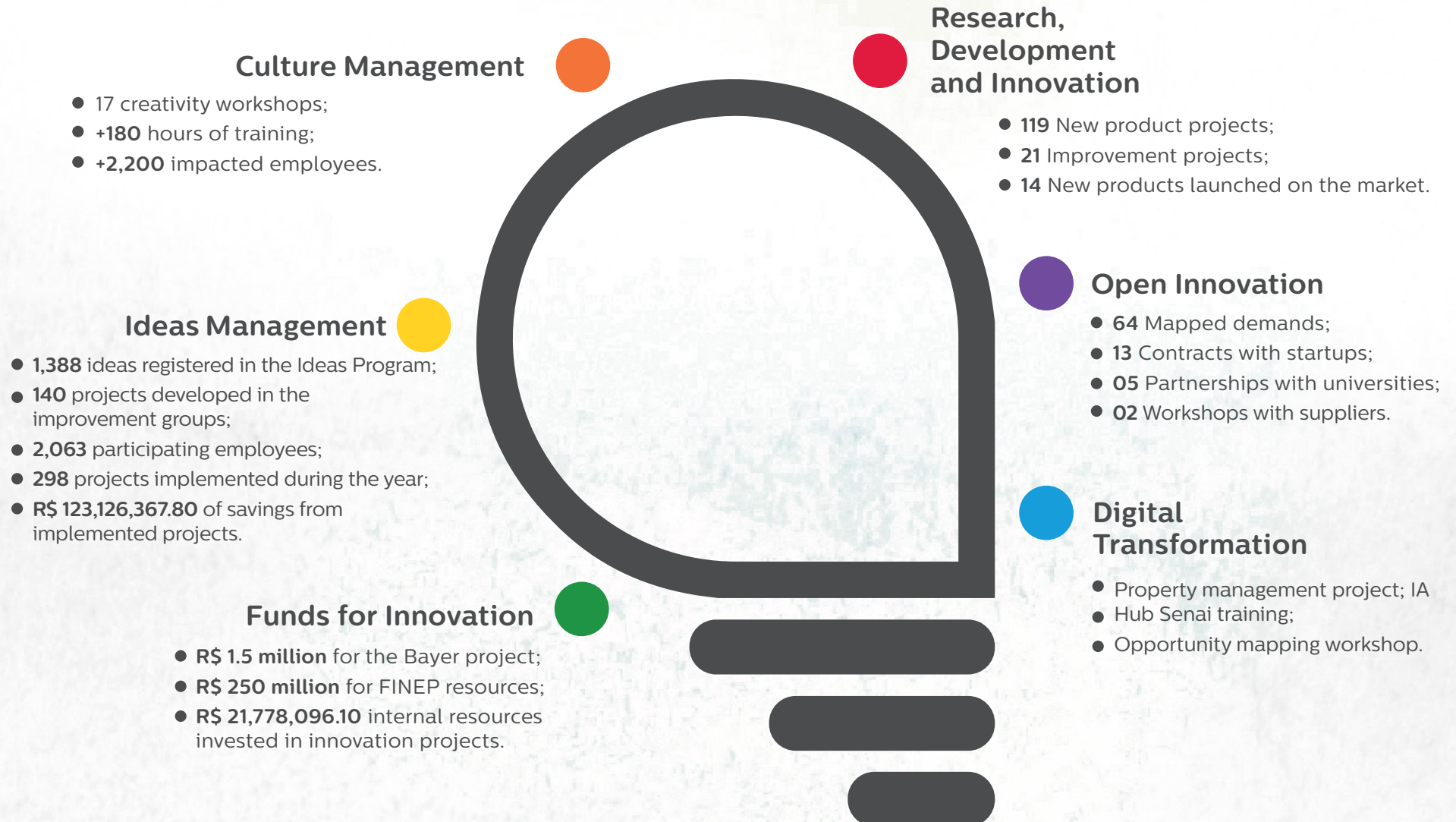
We hold workshops with strategic suppliers, participate in actions of the Iguassu Valley ecosystem, cooperate with innovation environments (Espaço Impulso, Hub Senai Paraná Cooperativo, Cientech), New Research and Innovation Arrangements (NAPI) and participate in the West in Development Program.

Lar is among the 150 most innovative companies in the country according to the Valor Inovação Brasil Award and has been recognized with other important awards.

These highlights show its strategic performance in the search for innovative solutions, and continuous improvement of processes and practices that generate a positive impact for the cooperative, its members and the community.



Innovation Program



COMMITMENTS AND GOALS

GRI 2-6 | 2-24 | 2-23

GOVERNANCE



COMMITMENTS	GOALS - UP TO 2030	STATUS 2024
Cooperative Management Structure	Maintain the structure of the advisory board as support for educational and advisory actions to the Board of Directors and for leaders who can contribute to the succession of the Cooperative and its properties until 2030	Fulfilled
Cooperative Management Structure	By 2025, structure a compliance program, combining practices and policies involving internal controls, a code of conduct, relations with third parties and cooperative members, a whistleblowing channel, among other applicable practices	In progress
Management system for food safety and sustainable food production	Certify and maintain requirements: • BRCGS standard for the poultry slaughtering process (Poultry Industrial Matelândia, Cascavel and Marechal Cândido Rondon) annually until 2030; • Halal standard in poultry slaughtering units with a focus on safe food production and religious aspects by 2030; • GMP+ standard for the production of soybean meal, hulls and oil (Soybean Industrial Unit of Céu Azul-PR and Caarapó-MS) annually by 2030	Fulfilled
ESG on rural properties	Launch regulations and compliance criteria for the Lar Sustainability Award for rural properties owned by Lar members by 2022	Fulfilled
ESG on rural properties	Maintain Big Four audit, Internal Audit (Home), Supervisory Board and Board of Directors until 2030	Fulfilled
	Structuring a Lar Sustainability standard and seal for rural properties by 2023	Fulfilled
	Implement the Home Sustainability Label (ESG) on 50 rural properties by 2030	In progress



BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY



SOCIAL

PEOPLE, CULTURE AND INCLUSION

GRI 2-7 | 2-8 | 3-3



In our journey of valuing people, culture and inclusion, we recognize our employees as essential pillars of our success. As the singular cooperative that employs the most people in Brazil, we are dedicated to providing not only jobs, but also opportunities for professional growth and personal development.

The impacts of this theme include job creation, the strengthening of the cooperative culture, diversity in the workplace and the well-being of employees. In addition, social inclusion and professional training help to reduce inequalities and strengthen talent retention.

To manage these impacts, Lar adopts human development and inclusion programs, promoting a safe, respectful environment and continuous growth.

BRAZIL		PARAGUAY	
Apprentices	980	Apprentices	0
Interns	49	Interns	5
Seasonal Workers	216	Seasonal Workers	183
Third Parties	11	Third Parties	31
Total	1,256	Total	219

Data collection: in Brazil, employee indicators are managed by the Senior Web system and in Paraguay by the Dolphin and Human Talent systems.

EMPLOYEES BY REGION AND GENDER

BRAZIL				
EMPLOYEES	SOUTH		WEST CENTRAL	
	Men	Women	Men	Women
Employees	12,170	11,042	848	330
Permanent	12,170	11,042	848	330
Temporary	0	0	0	0
No guarantee of working hours	0	0	0	0
Full Time	12,170	11,042	848	330
Partial	889	893	60	83

PARAGUAY				
EMPLOYEES	SOUTH		NORTH	
	Men	Women	Men	Women
Employees	122	30	202	41
Permanent	122	30	202	41
Temporary	150	0	110	0
No guarantee of working hours	0	0	0	0
Full Time	122	30	202	41
Partial	0	0	0	0

TRAINING AND CULTURE

GRI 2-17 | GRI 2-24 | 404-2 | 2-25



At Lar Cooperativa, we value knowledge and continuous training as essential pillars for the growth and development of our members and employees.

Through Lar Universidade Corporativa we affirm our commitment to education and human development.

We believe that corporate education is key to making our operations more efficient, promoting not only the sharing of knowledge, but also the development of essential skills to drive our business forward and achieve our objectives and goals.

Lar Universidade Corporativa goes beyond a physical structure, it is an organizational approach that meets the strategic needs of the Cooperative, working both in person and remotely. In partnership with some local educational institutions, we seek to offer a diversified portfolio of training courses that meet the demands of our members and employees, contributing to the strengthening of knowledge and professional development throughout the Cooperative.

Training for employees



Events
2,283



Participations
49,903



Total hours
trained
408,110



Lar Investment
R\$ 1,793,892



LAR EDUCA
Distance Learning Platform

Through the Lar Educa online platform, we offer a wide range of courses and training on these topics:

- **Leadership:** personal, professional and economic development, demonstrate real cases of success, understanding financial health, emotional intelligence, leadership fundamentals, leadership and management fundamentals.
- **Culture:** Lar's code of ethics, financial education and access to content demonstrate the cooperative's culture and values of **"nosso jeito de ser"** (the way we are).
- **Business:** digital transformation by preparing and planning the steps for the transition in the correct manner of its implementation, negotiation practices and customer experience.
- **Operational Excellence:** personal development with teachings on time management and productivity, the practice of 5S, good handling practices in food services, as well as the availability of technical courses.

We have completed various training courses via the Corporate University

- End of the Leaders Factory Program VI and VII;
- End of Postgraduate course in Industrial Maintenance Management (UTFPR);
- Technical Course Graduations: Electromechanics, Quality and Safety at work;
- Training for professional civil firefighters;
- End of the Feed Training School;
- End of the Seller Program 6.1;
- End of the Newborn program;
- ESG+Coop training in partnership with Ocepar.

Registrations
16,040

In progress
981

Completed
9,018

PEOPLE DEVELOPMENT

GRI 2-18 | 404-1 | 404-2 | 404-3

NEWBORN LEADERSHIP

We believe that investing in the development of our leaders is fundamental to the success of our organization. The newborn program aims at offering a space for learning, sharing experiences and developing essential skills for new leaders. Participants receive information on organizational culture, time management, strategic planning, emotional intelligence, conflict management, assertive communication, artificial intelligence and leadership, performance indicators, continuous learning, among other topics.

LEADERS FACTORY

A program developed by a specialist professional to offer the most modern tools for professionals to improve their leadership skills. In 2024, the Leaders Factory reached its seventh edition and over the years, the program has included 142 participants, 63 women and 79 men, with 596 hours of training. This program reinforces Lar's principle of developing and recognizing internal talent with opportunities, achieving significant indica-

tors: 50% were promoted, 82% were retained, thus totaling high-performance leaders in quantity and quality ready to accompany the Cooperative's growth.

PERFECTING USING THE CUMBUCA METHOD

Adopting dynamic and effective methodologies, we have adopted the Cumbuca Project, in which the leadership group meets to study and debate the content of books that address strategies applicable to the workplace. The choice of works is aligned with the current needs of the Cooperative, with a focus on strengthening leadership, improving people management, achieving excellent results, and promoting the development of an increasingly humanized Cooperative.

COMPETENCIES AND PERFORMANCE EVALUATION

In order to meet the need for better qualification of employees within the Cooperative, we have an annual performance evaluation program using the specialist platform Feedback House,

in which employees belonging to the Executive Board, Superintendents, division and area managers, leaders, administrative and operational areas participate. It includes the stages of self-assessment, evaluation of the employee by the manager, goal setting, calibration and an individual development plan.

The purpose of the performance appraisal is also to guide where each employee can go, through their efforts and based on the performance appraisal, goals and nine box methodology, which consists of a reward program for over-performance in meeting goals and behavior.

NOSSO JEITO PROGRAM

Lar Cooperativa's Nosso Jeito program aims to promote a culture of valuing people, with a focus on employee well-being. It seeks to provide opportunities for personal and professional growth, creating a more human and collaborative environment. Leadership is assessed using the 360° method to develop competencies and alignment with purpose.

OPPORTUNITIES AND TRAINING FOR MEMBERS

GRI 404-2

We offer training to all members and promote the culture of cooperativism, highlighting its foundations, values and principles. We continue to encourage family succession, supporting the formation of new leaders and ensuring the continuity of the properties. Through collaborative work with families, we maintain our commitment to their development and the achievement of their goals, seeking to achieve effective results. Our actions remain organized according to the target audience: members in general, women and young people. In 2024, we held 423 events, including courses, lectures and other training, expanding our activities and strengthening our presence among members. For women, we continue to emphasize the importance of playing a leading role in a world of constant change, highlighting the role of women as an indispensable figure for the balance and development of the family, property, community and Cooperative. For young people, we are stepping up our efforts to develop skills

that will prepare them to be leaders in the future and agents of change in their communities. In 2024, we expanded our workshop on innovation, entrepreneurship and social responsibility, and strengthened our mentoring programs, connecting young people with experienced professionals from the cooperative sector. These initiatives continue to inspire new generations to bring innovative ideas and to actively engage with the Cooperative, ensuring its evolution and relevance in the future.

COOPERJOVEM

The Program aims to contribute to the training of educators and children based on the teaching-learning relationship, built on the principles, values and practice of cooperation.

MIRIMCOOP AND JUNIORCOOP

Launched in 2024, these programs are aimed at children and young people aged 8 to 12 and 13 to 18, with the aim of disseminating cooperativism and

showing how it transforms realities.

PROPERTY MANAGEMENT

The Property Management Program aims at identifying, monitoring and managing indicators for numerical economic and financial analysis for decision-making. It also helps to identify improvements and organize the property.

HERDEIROS DO CAMPO

The Herdeiros do Campo Program for member families aims to work on succession and to understand how to think together about the future of the property. The program also aims at specifying how to structure succession planning.

JOVEM APRENDIZ AGRO

Lar Cooperativa has launched an innovative program for members' children, focused on youth development and family succession. In partnership with Sescop/PR and Semear, participants receive training with practical activities supervised by parents and teachers.

HIRING, REMUNERATION AND BENEFITS

GRI 2-18 | 2-19 | 2-20 | 2-30 | 404-1 | 404-3 | 13-20

We have an ethical recruitment policy, ensuring that all workers receive written contracts in a language they understand. These guidelines also apply to employment agencies used for recruitment, and any cases of non-compliance are identified and dealt with in accordance with established internal procedures. The cooperative has adopted a digital admission system that prevents people under the age of 16 from registering, guaranteeing compliance with labor legislation and preventing child labor in the organization.

Our remuneration policy is based on transparency and principles of fair pay. With regard to fixed remuneration, all employees, including members of the highest governance body and senior executives, are covered by the Collective Bargaining Agreement signed with the union where applicable. This agreement guarantees an equal annual salary increase for everyone, promoting a fair and uniform salary base. For the units located in Paraguay, the living wage is defined on the basis of an independent evaluation.

Variable remuneration is structured according to pre-established targets and is primarily directed at production units, based on objective performance criteria. In addition, commissioned salespeople also have access to this remuneration model, encouraging the achievement of commercial results and strengthening business performance.



Our remuneration policy is based on transparency and principles of fair pay.

Termination payments are made in accordance with current labor legislation, guaranteeing all employees' rights in the event of termination. Concerning retirement benefits, we offer employees who receive above the National Social Security Institute (INSS) ceiling the option of joining the Private Pension Plan, with the Cooperative's participation, providing complementary financial security for the retirement period. It should be noted that these remuneration policies are applied uniformly to

all employees, including members of the highest governance body. The directors have their pro-labors defined and approved at the Annual General Meeting, following the same adjustment criteria negotiated by the union on the base date. Therefore, we ensure that pay equity is maintained throughout the organization. We do not have a Claw-back practice (recovery of amounts paid to employees in cases of irregularity). To ensure that working conditions in the supply chain comply with

institutional and legal frameworks, the Cooperative requires the submission of INSS and FGTS payment slips, ensuring that workers have access to the social and labor protection provided for in national legislation. Documents related to Occupational Health and Safety are requested, as well as proof of mandatory training. These requirements help prevent false employment relationships and ensure that work in the supply chain is subject to legally recognized contracts.

OUR BENEFITS



MEAL VOUCHER



CHRISTMAS BASKET



CHILDCARE ALLOWANCE



EDUCATION ALLOWANCE



POSTGRADUATE FUNDING



HEALTH BONUS



HEALTH INSURANCE



BIRTHDAY PRESENT



RECOGNITION FOR LENGTH OF SERVICE



ATTENDANCE BONUS



PROFIT SHARING



REWARD FOR PERFORMANCE



LENGTH OF SERVICE BONUS

DIVERSITY AND INCLUSION

GRI 405-1 | 406-1



Simone Biscaia
Poultry Unit
Manager 4

We understand that diversity is a source of wealth and creativity, which is why we value inclusion in all our operations. We believe that by welcoming and respecting the different perspectives, experiences and skills of our employees, we create an environment where everyone feels valued and empowered to contribute to the Cooperative’s success.

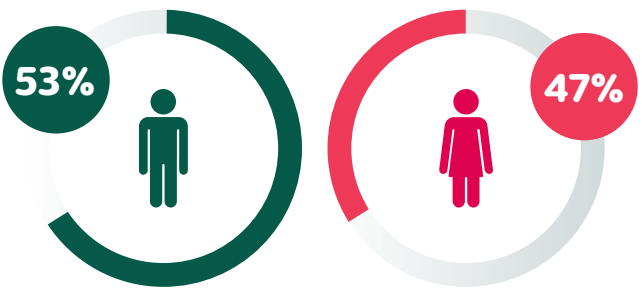
In our Recruitment and Selection policy, we reinforce our commitment to inclusion and compliance with labor laws. We strive for fair and equitable recruitment, selecting candidates based on their suitability for the position. We have an online assistant to manage vacancies and we use criteria that avoid any form of discrimination. We ask for the necessary information and do not retain original documents, only copies are required for registration. The partner agencies only issue referral letters, without interfering in the selection process. We also provide an evaluation form for participating candidates. Contracts are made available in accessible languages, at least in English, Spanish, French and Portuguese.

GOVERNANCE BODIES



Until 30 years-old	0%
30 to 50 years-old	52%
Above 50 years-old	48%

EMPLOYEE



Until 30 years-old	63%
30 to 50 years-old	33%
Above 50 years-old	4%

*Age range of new employees in 2024



These figures refer to Lar Cooperativa Agroindustrial. For Lar Paraguay and Lar Credi, go to the indicators center.



OCCUPATIONAL HEALTH AND SAFETY

GRI 403-1 | 403-2 | 403-3 | 403-4 | 403-5 | 403-6 | 403-7 | 403-8

We have a Specialized Service in Safety Engineering and Occupational Medicine (SESMT), made up of technicians, engineers, doctors, nurses and civil firefighters, who provide continuous support to the units. We seek to ensure a safe and healthy working environment for all employees, promoting well-being and quality of life. To this end, we have implemented an Occupational Health and Safety Management System, in compliance with legal requirements, with the following programs:

Occupational Health Medical Control Program (PCMSO)

It covers all our units and employees, whether they are in administrative, industrial or production environments. Through this program, we guarantee periodic medical examinations, clinical assessments and occupational health monitoring.

Internal Accident Prevention Commission (CIPA)

We have an Internal Accident Prevention Commission made up of employee and company representatives who work together to identify risks, implement preventive measures and promote educational activities to ensure safety at work and improve working conditions.

Risk Management Program (RMP)

It is designed for preventive purposes and focuses on identifying, assessing and controlling physical, chemical, biological, ergonomic and accident risks to ensure a safe working environment.

Hearing Control Program (HCP)

We have adopted the Hearing Control Program, which aims to preserve the hearing health of workers exposed to high noise levels. It includes periodic monitoring, the provision of appropriate Personal Protective Equipment (PPE) and educational activities, guaranteeing the prevention of occupational hearing loss.

Technical Report on Environmental Working Conditions (LTCAT)

We guarantee the quality of the hazard identification and risk assessment processes by hiring specialized companies with competent and qualified professionals to carry out the Technical Reports, guaranteeing the accuracy and reliability of the information.

Respiratory Protection Program (RPP)

We have implemented a Respiratory Protection Program to ensure the safety of workers exposed to contaminants in the air. The program includes the proper selection of respirators, training and monitoring of environmental conditions, preventing occupational respiratory diseases.

These programs cover not only permanent employees, but also interns, contractors and remote workers (where applicable). They include specific training and safety procedures adapted to each activity, with the aim of protecting everyone.

For Lar Paraguay, its occupational health and safety management system (including the identification of occupational risks) is established and documented in accordance with the ISO 45001 reference standard and national legislation. We make it easier for workers to access medical and health services by offering medical insurance to all employees, including their families and beneficiaries at the Instituto de Previsión Social - IPS (Social Security Institute).

The main risks of accidents at work with serious consequences involve confined spaces, dangerous movements of machinery, working at heights, electricity, flammables and classified areas. In addition to investing in the safety area by providing the necessary structure, we promote ongoing prevention, awareness and well-being actions in the workplace.

REGULATORY COMPLIANCE COURSES (NRS)

To ensure that our employees are properly trained and informed about aspects related to health and safety at work, we offer training courses on regulatory standards.

NEW EMPLOYEE INTEGRATION PROGRAM (PINF)

In the PINF, we integrate essential in-

formation on occupational safety, ensuring that new employees are aware of safety procedures from the start of their journey in the company.

WEEKLY SAFETY DIALOGUES (DSS)

Employees have the opportunity to discuss occupational risks, activities or dangerous situations specific to the work environment.

INTERNAL WORK ACCIDENT PREVENTION WEEK (SIPAT)

In 2024, we held SIPAT and the 11th edition of SEINTEGRA, covering the units in Brazil and Paraguay. During the event, we promoted talks and activities to strengthen the culture of safety, the environment and quality, with a focus on raising awareness among all employees.

Health Insurance

Lar offers an optional health plan for its employees, guaranteeing access to a network of health professionals and establishments. In addition, in the units that have occupational doctors, they provide elective non-work-related care and, when necessary, advise, treat and/or refer employees to specialties.



Labor Gymnastics and Quick Massage

Lar offers gymnastics sessions led by a specialized professional. In addition, employees have access to Quick Massage on a monthly.

“Pink October” and “Blue November” Campaigns

Lar promotes actions to raise awareness of breast cancer prevention (Pink October) and prostate cancer prevention (Blue November), encouraging preventive examinations.

CUIDE-SE+ Program Truck

A mobile clinic that travels around the state of Paraná visiting Lar Cooperativa’s industrial units to offer, at no cost to the employee, preventive examinations capable of diagnosing skin, breast and uterine cancer at an early stage and thus increasing the possibility of a cure.

Pregnant Women’s Aid Program (PROAGES)

Support for pregnant women through medical care, guidance on maternal health, baby care, family planning and labor procedures.

CUIDE-SE+

Nutritional and psychological programs for employees, either individually or in groups through lectures. The purpose is to encourage healthier eating habits and take care of mental health with the support of trained professionals.

FIC – COOPERATIVES' INTERNAL HAPPINESS

GRI 403-4 | 403-5 | 403-6 | 403-7

We value the well-being and quality of life of our employees and their families, which is why we have implemented the Cooperative Internal Happiness (FIC) program, an initiative that aims to measure and promote happiness in our Cooperative.

Developed with the support of the OCB System (Organization of Brazilian Cooperatives) and Sescop's National Social Promotion Committee, the FIC is inspired by the Gross Domestic Happiness (GNH) index, which considers humanistic values to measure happiness in groups and communities and addresses nine essential dimensions: psychological well-being, standard of living, education, health, environment, culture, governance, use of time and community vitality. We carried out actions at the Soy Industrial Unit in Céu Azul, at the Administrative Center in Medianeira and the Egg, Chick and Breeder Incubator Unit. Based on the results, a series of actions were established with more than 800 employees taking part.



We value the well-being and quality of life of our employees and their families.

Mental health care

In 2024, Lar implemented the Mental Health program for its employees, reinforcing its commitment to well-being and quality of life in the workplace. The initiative was developed in partnership with the National Cooperative Learning Service in Paraná (SESCOOP/PR), with the participation of other cooperatives, and its main objective is to strengthen the organizational culture focused on mental health, as well as offering support and therapeutic options accessible to employees.

The program is structured around three main axes, which allow for a broad and effective approach to the issue:

- **Mapping psychosocial factors:** identifying elements that can have an impact on employees' mental health;
- **Employee training:** training and educational activities to promote mental health care and reduce stigma;
- **Individualized therapy sessions:** specialized care for those who need professional support.

To carry out the program, Lar has a strategic partnership with the Social Service for Industry (SESI), which provides trained professionals to provide psychological care to employees.

We believe that initiatives like this are fundamental to strengthening engagement, productivity and well-being of our teams, promoting a healthier and more welcoming work environment.



*...strengthening the
engagement, productivity and
well-being of our teams...*



CONVERSATION WITH THE PRESIDENT GRI 2-29

Since the “Conversation with the President” program was launched on October 19, 2023, Lar Cooperativa Agroindustrial has held more than 30 meetings between employees and the Executive Board. The initiative aims to strengthen internal communication, encourage collaboration and continuously improve the cooperative.

During the meetings, employees have the opportunity to talk directly to the directors, share experiences, learn about the sector’s challenges and opportunities and align their activities with the institutional vision.

In addition to contact with senior management, these moments allow the exchange of experiences with other employees and the opportunity to learn more about Lar’s history. The space also allows for suggestions and the search for joint solutions, promoting an environment of active listening and reinforcing the cooperative’s purpose: **cooperating to improve people’s lives.**

Sustainability is a central theme in these conversations. This exchange strengthens employee engagement and reaffirms the cooperative’s mission to grow sustainably, promoting people’s development and well-being.



The initiative aims to strengthen internal communication, encourage collaboration and continuously improve the cooperative.

COMMUNITY

GRI 2-17 | 413-1 | 413-2 | 201-1 | 203-1 | 203-2

Lar Cooperativa Agroindustrial plays a fundamental role in regional economic inclusion through the generation and distribution of value, investments in infrastructure, services and community actions, training of its members and equitable distribution of financial results. In 2024, the cooperative achieved a record financial result of R\$ 922.3 million, representing a growth of 66.1% compared to 2023. Of this amount, more than R\$ 330 million was distributed to members, including bonuses on inputs, grain loyalty, corn quality and capital payments. Notably, the distribution of balance sheet surpluses grew by 117.95%, jumping from R\$ 46 million in 2023 to over R\$ 100 million in 2024.

Lar invests in projects and communicates demands to political leaders that benefit not only its members, but the entire community. The initiatives include:

- Requests for improvements in infrastructure such as the duplication of highways and improvements in rural roads, new investments in electricity;

- Construction and expansion of storage and processing units, increasing production capacity and efficiency;
- Partnerships with educational institutions, promoting training for young people and workers in the agro-industrial sector;
- Encouraging research and development into sustainable technologies, improving farming practices and preserving the environment.

In addition, the economic impacts of Lar boost the local economy by generating direct and indirect jobs, strengthening the agricultural sector and encouraging the adoption of more efficient and sustainable production practices. In 2024, membership grew by 3.9%, while the number of employees increased by 3.6%. Lar values the personal and professional development of its members, offering various training opportunities. The cooperative organizes lectures, courses and training aimed at all members of the cooperative's families, including women and young people aged 14 and over. These initiatives aim to prepare the new

generations for succession on farms and to strengthen cooperative leadership.

FACILITATING ECONOMIC INCLUSION AND ACCESS TO CREDIT

Lar Credi plays an essential role in economic inclusion, offering favorable rural credit conditions for producers. Access to financing for the purchase of machinery, infrastructure, agricultural insurance and crop costs allows cooperative members to modernize their activities, respond to risks and guarantee the financial security of their businesses, resulting in greater productivity and contributing to a stronger and more competitive agribusinesses.




Financial Statements 2024
Lar Cooperativa



Report and Balance Sheet/Financial Statements 2024 Lar Paraguay



Financial Statements 2024
Lar Credi

Scan the QR Code or access the websites: 
www.lar.ind.br | www.lar.com.py | www.larcredi.com.br

Initiatives implemented in 2024

COOPERATION DAY

The C Day - Cooperating Day, is an initiative dedicated to volunteering and carrying out actions that transform the lives of people and communities. In 2024, the event was marked by the results of the internal campaign by the region's cooperatives to collect donations for flood victims in the state of Rio Grande do Sul (Brazil). During the month of June, Lar Cooperativa mobilized all of its units in Paraná, Mato Grosso do Sul, Santa Catarina and Paraguay, collecting 352 tons of non-perishable food, water, cleaning materials, clothing and furniture. The action had the active participation of employees, members, partners and suppliers.

CANTAROLAR

Lar's annual Cantarolar event strengthens the cooperative's ties with the community, promoting not only culture but also social sustainability. Through this initiative, Lar encourages the active participation of local residents, associates and employees, promoting an environment of integration and appreciation of regional traditions. The 16th Cantarolar held in 2024 stood out for its diversity, not only in terms of musical rhythms, but also in terms of the nationality of the entrants, which included countries such as Venezuela and Paraguay.

BENEFIT TO ENTITIES

In 2024, ICMS Reinvestment Projects were submitted and approved by the State Government, benefiting entities in the region: Lar dos Idosos de Medianeira; Recanto Parque Iguaçu; Associação dos Portadores de Parkinson; Uoppecan and Casa Abrigo Bom Samaritano, totaling R\$ 533,455.84. We would like to highlight the supply of a scanner board for the new digital mammography system at UOPECCAN (*União Oeste Paranaense de Estudos e Combate ao Câncer*) in Medianeira, Paraná, through the Paraná Competitive Program in partnership with the Paraná State Government. For the same organization, we take part in fundraising campaigns (such as Dia MC Lanche Feliz) and raising awareness about health care.

SCHOOL GARDEN PROJECT

Lar Paraguay is implementing a School Garden program at San Alberto Magno Elementary School. As well as installing a vegetable garden for the schoolchildren, tools, equipment and vegetable seeds were given to them to start planting.

WORLD WATER DAY

Planting of native seedlings and recovery of springs with students from the Tancredo Neves Municipal School on Sandro Barth's property in Linha Pacuri in Santa Helena/PR. It provided a unique hands-on learning experience about the importance of water and environmental conservation. During the visit to a spring recovered through our Spring Recovery Program, the children experienced the complete water cycle up close and learned about it in a fun and entertaining way. As well as receiving information about the importance of preserving springs, the students took part in planting trees native to the region, actively contributing to the revitalization of the environment.

BRAVÍSSIMO CULTURAL PROJECT

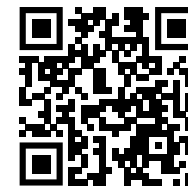
We support cultural programs through the Bravíssimo project, which aims to enrich society's knowledge through classical music.

SOLIDARITY CAMPAIGNS

We bought boxes of chocolates and employees donated them to the children and teenagers at CAIA - *Centro de Atendimento e Infância e Adolescência de Medianeira*, in celebration of Easter. At Christmas, we encourage solidarity by distributing Santa Claus letters from the deaf children who study at AMESFI - Associação Medianeirense de Surdos e Fissurados.

LECTURE ON THE ENVIRONMENT

In the Nuestra Señora de la Asunción Park in Hernandarias (PY), together with the square's committee and the scouts, a workshop was held on the importance of caring for the environment, in celebration of National Environmental Education Day, which consisted of a dynamic session with children, young people and adults to understand the concepts, practices and benefits of caring for natural resources.



Access the QR Code and get to know the Cosechando Amor solidarity movement supported by Lar Paraguay.



Apprentice Agro Program

In 2024, Lar Cooperativa launched an innovative program focused on the development of young people and the continuity of family succession in agribusiness. The Young Apprentice Agro Program is aimed at the children of members, with the objective of preparing future generations to lead rural properties, ensuring the continuity and strengthening of local agribusiness. Based on the Apprenticeship Law (law 10.97/2000), the program meets the mandatory quota of 5% of apprentices, representing more than 1,100 young people throughout Brazil, and in Paraná, the program is a pioneer.

In its first edition, the program offered 69 vacancies for young children of cooperative members, who develop directly on family properties, providing a connection between education and the countryside. The program offers these apprentices not only technical and practical training, but also certification, remuneration and benefits, promoting a solid education that integrates theoretical learning with daily rural life. The employment contract guarantees all labor rights and respects the routine of the properties, allowing young people to reconcile work with studies.

The subjects offered include cost management, entrepreneurship and agricultural practices, among others, providing a broad view of agribusiness and preparing young people for the challenges of the future. The Young Apprentice Agro Program is a strategic response to the difficulties of hiring young workers in the field and is directly aligned with the sustainability of agribusiness. Furthermore, the project seeks to expand its scope in the coming years, contributing to the training of new rural leaders and entrepreneurs, and strengthening family succession in rural areas.



COMMITMENTS AND GOALS

GRI 2-6 | 2-24 | 2-23



SOCIAL

COMMITMENTS	GOALS - UP TO 2030	STATUS 2024
Training of members and employees	Promote undergraduate courses focused on agribusiness to employees and members by 2022	Met
Inclusion of women and young people in rural entrepreneurship	Maintain and promote actions with a youth committee aimed at developing entrepreneurship skills focused on agribusiness (leadership, business succession, influence to make transformations in the sector and society)	Met
	Maintain and promote actions with a women’s committee aimed at developing skills with an emphasis on leadership and protagonism, appreciation and emotional structure, and integration of women into society	Met
Strategic guidelines regarding Social Responsibility	Certify and maintain the requirements of the sustainable business and supply chain solutions (Sedex) standard and audit of the ethical trade of Sedex members (SMETA), in the Industrial Units of Poultry in Matelândia and Cascavel by 2026	Met
Compliance with the 7th principle of cooperativism in the interest of the community	Maintain the implementation of social and environmental projects: Cooperate Day and Environment Week by 2030	Met



BOARD OF DIRECTORS

ABOUT THE REPORT

ABOUT US

GOVERNANCE (G)

SOCIAL (S)

ENVIRONMENTAL (E)

GRI SUMMARY



ENVIRONMENTAL

ENVIRONMENTAL PRIORITY PROGRAM

GRI 2-13 | 2-25

An initiative carried out through continuous maintenance actions and strategic partnerships with environmental agencies at municipal, state and national levels, with the objective of promoting environmental management in Lar's activities. The initiative is divided into five aspects, in which the actions are conducted by adopting the best practices for environmental preservation and recovery. The focus is to promote ecologically responsible practices, in collaboration with partners, for the execution of projects aimed at improving the environment.

WATER AND EFFLUENTS

- Promote sustainable water use
- Protect springs
- Maintain the efficiency of treatment systems and the quality of final effluent

AIR

- Maintain air quality

ENERGY

- Rationalize energy consumption
- Adopt clean and sustainable energy sources

SOLID WASTE

- Reduce the generation of waste
- Properly dispose of solid waste

CULTIVATION AND ENVIRONMENTAL MANAGEMENT

- Develop actions focused on environmental education in the home and the community



*...best practices
for environmental
preservation and recovery.*

SUSTAINABLE AGRICULTURE AND LIVESTOCK

GRI 2-13 | 2-25 | 3-3



ENVIRONMENTAL

Agribusiness plays a fundamental role in economic growth, job creation and ensuring global food security, ensuring the production of quality food. The impacts of this topic include production efficiency, ecosystem preservation, climate change mitigation and quality of life in the countryside. Inadequate management can result in soil degradation, loss of biodiversity and increased greenhouse gas emissions, putting the productivity and sustainability of the sector at risk.

To this end, the sector is continually seeking innovative solutions that increase efficiency, reduce environmental and social impacts, and promote sustainable agricultural practices. These initiatives include the use of precision agriculture technologies, soil conservation, the adoption of renewable energy, and the implementation of responsible management practices.

In this scenario, we reaffirm our commitment to adopting practices that integrate economic, social, and environmental aspects at all stages of the agricultural and livestock production chain, from obtaining raw materials to delivering the final product to the consumer. Our focus is on methods that prioritize soil health and fertility, in addition to increasing productivity in a responsible manner.

Lar has a highly qualified technical team that offers specialized support to rural producers in the management and improvement of their agricultural and livestock operations. This support includes the selection of cultivars, soil preparation, pest and disease control, animal management and other practices that boost productivity, profitability and sustainability of activities in the field.

We also provide targeted training to qualify producers, encouraging the conservation of natural resources, strengthening social well-being, excellence in management and business continuity.

In Livestock, we adopt animal welfare as a fundamental pillar for poultry and swine production. We seek to ensure adequate structural and management conditions for animals throughout the production chain. In addition, we promote training and qualifications for employees involved in animal management. We operate and have animal welfare procedures aligned with legislation and good practices, both nationally and internationally. Our approach aims to ensure adequate conditions at all stages of the production process, which involves adequate nutrition, structure and health monitoring of animals.



Dia de Campo Lar (Lar Field Day)

Dia de Campo Lar (Lar Field Day) is an annual event where producers have the opportunity to learn about new technologies that contribute to productive efficiency and sustainable practices in the exhibition areas. The event aims to reaffirm its role as a complete solution for its members, offering everything from technical assistance and sales of inputs to grain receipt. The integration of services such as Lar Máquinas and Lar Credi also contributed to this goal.

As is tradition, in 2024 the first day of the event was dedicated exclusively to women, highlighting their leading role in the field, bringing together more than 900 participants at Lar Centro de Eventos. This significant number highlights the growing presence and influence of women, reinforcing their importance in all dimensions of agribusiness. The event also stood out for its wide variety of solutions for summer crops, with 37 soybean cultivars, each accompanied by personalized technical recommendations. In addition, the active participation of more than 40 business partners provided producers with direct contact with new technologies and opportunities.

One of the highlights was the presentation of innovation and sustainability initiatives promoted by Lar Cooperativa. The exhibition area offered participants the chance to learn about the latest technologies and sustainable agricultural practices, with highlights including:

- **Augmented Reality and Innovation:** augmented reality glasses provided visitors with an immersive experience in the cooperative's production processes, demonstrating its commitment to technological innovation. This initiative not only made learning more dynamic, but also provided producers with valuable information on best agricultural practices.
- **Lar Sustainability Program - members and Spring Recovery Program:** The dissemination of the Lar de Sustainability Program - members and the registration in the Project for the Spring Recovery Program highlighted the cooperative's commitment to environmental preservation.



BIODIVERSITY AND ECOSYSTEM

GRI 2-13 | 2-25 | 304-1 | 304-2 | 304-3 | 13-13

Lar values biodiversity and is dedicated to preserving healthy ecosystems through sustainable actions and environmental awareness. We emphasize the importance of biodiversity for agriculture and food security, reinforcing our values by emphasizing its crucial role in maintaining healthy ecosystems.

The Cooperative encourages the use of biological products in the field, sustainable alternatives for controlling pests and agricultural diseases, in addition to carrying out initiatives such as the Spring Recovery Program and the sustainable management of eucalyptus for biomass production. It has a forest heritage related to the legal reserve and a permanent preservation area with 1,745 hectares of native vegetation. In 2024, we distributed and/or planted more than 4,500 native tree seedlings in the region where we operate during events for employees, associates and the community.

We invested in improving our facilities, with the aim of improving the liquid effluent and atmospheric emissions treatment system, following established standards. The release of liquid effluent and atmospheric emissions is carried out in accordance with current legislation. Therefore, pollution-related impacts are within legal limits and are continuously monitored.

Our operations cover 13 units (totaling 1,288 hectares) located within or near Environmental Protection Areas (APA). APAs are essential for protecting the environment and Lar operates in compliance with these areas in accordance with the legislation. We respect and guarantee the right to use land in accordance with current legislation and its applicability, through property registration, contracts, Rural Environmental Registry, property title, environmental licenses and public records. During the reporting period, we did not have any cases of violation of land use rights.

Lar's Integrated Management Policy includes actions to educate and raise awareness among employees and suppliers about the importance of environmental conservation, rational use of natural resources and the prevention and mitigation of environmental impacts in our operations.



WATER

GRI 2-13 | 303-1 | 303-2 | 303-3 | 303-4 | 303-5 | 304-3

We are committed to the responsible management of water resources, recognizing water as a vital resource for our operations, as well as for the community and the environment. We have a responsible approach to managing the impacts related to the use and disposal of water, in compliance with legislation, permits and licenses. We work in partnership with stakeholders, such as authorities, suppliers and customers, to promote the efficient use of water resources.

We implement conservation, reuse and consumption monitoring practices, ensuring the management of water as a shared resource. We have adopted water reuse systems from industrial effluents in the Rolândia and Matelândia Poultry Industrial Units and by 2024, we will have reduced the volume of water collected for poultry slaughter by around 2.5 billion liters.

We have implemented the Water Committee in the Matelândia and Cascavel poultry industrial units, with the objective of developing initiatives aimed at identifying and mitigating environmental impacts related to water use, while also seeking to identify opportunities for improvement in this aspect. We consume water mainly in our production processes, where we continuously monitor effluents to ensure that they meet the established discharge standards. It is important to emphasize that we are aware of the impacts related to water, and we work to mitigate these effects through good management practices. All of Lar’s collection sources are from freshwater regions where total dissolved solids are ≤ 1.000 mg/L, segregated into 4 types of collections, capturing a total of approximately 14.3 million m³/year.

We promote actions with our associates to reduce water consumption, minimize impacts and recover springs, benefiting the local community. In 2024, with the support of our associates, we recovered 148 springs, totaling 419 springs recovered since the beginning of the program at Lar.



419

springs recovered

since the beginning of the program at Lar



Recovered spring on the property of member Sandro Barth located in Linha Pacuri – Santa Helena (PR)

Effluents

GRI 303-2 | 303-4

The management of liquid effluents, including the volume of generation, the treatment system and the final destination, is conducted through Environmental Control Plans. This plan is prepared in accordance with the guidelines established by the competent environmental agency and subsequently integrated with the relevant environmental licenses. Therefore, we ensure that liquid effluents are properly treated and disposed of in accordance with current legislation. It is worth mentioning that Lar Cooperativa's operations do not use hazardous products in their production processes. To ensure quality in the final disposal of effluents in our operations, we adopt a comprehensive approach that considers multiple factors and regulations.

Firstly, in places without specific requirements for final disposal, we follow the guidelines established by the competent environmental agencies, subject to environmental licenses and permits. In cases where direct discharge into water bodies is not feasible, we employ alternatives such as soil infiltration, forestry irrigation and reuse in the process, always seeking solutions that minimize the environmental impact.

Our LAR units that generate treated effluents include Poultry Industrial Units, Soy Industrial Units, Swine Production Units and Feed Industrial Units, which together generate a total of approximately 9.9 million m³/year of industrial effluents, and an estimated total of 281.6 thousand m³/year of sanitary effluents, segregated into different types of final disposal, with all disposals made in areas with total dissolved solids of ≤ 1.000 mg/L.

We do not have any water storage identified as causing significant water-related impacts; the data collected for the information was provided or stipulated. Our main line of business is the food industry; the industrial liquid effluents generated do not contain priority substances that require special removal during treatment.



Effluent treatment system for water reuse at the Matelândia Poultry Industrial Unit (PR)

WASTE

GRI 2-13 | 2-25 | 306-1 | 306-2 | 306-3 | 306-4 | 306-5

In all of our units, we manage waste in accordance with the requirements of current legislation and in accordance with the principles of our Environmental Priority Program.

In this initiative, **“properly disposing of solid waste”** is one of our main areas of activity, aiming to ensure its correct disposal. We constantly promote awareness campaigns, seeking to involve employees and associates in Lar’s environmental purpose. In addition, we classify and store the waste generated by the Cooperative in appropriate environments until its final destination.

The waste originating from Lar’s animal production units, such as waste from cleaning stalls, is sent to biodigesters for treatment and subsequent use in the production of biogas. Likewise, the other effluents generated in the Cooperative’s other units are disposed of in accordance with current legislation, ensuring their correct disposal. Through our partners, we promote reverse logistics of waste, such as the partnership with the com-

pany Reciclus, in 2024, 1,189 light bulbs were collected in our supermarket units, in addition to the Instituto Paranaense de Reciclagem (InPar), which carries out the reverse logistics of post-consumer packaging of Home products in Brazil, where we had an investment of BRL 160 thousand reais for this process.

Associação dos Comerciantes de Agroquímicos da Costa Oeste has collected and disposed of almost 336 tons of agricultural pesticide packaging, collected in 15 municipalities where we operate. We provide our members with a reverse logistics program for waste from animal health care, with 44 tons of waste being disposed of in the municipalities in the region where we operate in Paraná.

We seek to optimize waste management in our units. The allocation of organic waste to dehydrators and the implementation of solid separators at the inlet of biodigesters, among other practices, aim to maximize efficiency and minimize environmental impact.

We use waste to generate energy at the

Poultry Industrial Unit 2 by reusing the sludge generated at the liquid effluent treatment plant, which helps reduce the volume of waste destined for disposal in landfills.

The waste is monitored using the Waste Transport Manifest (MTR) and, after disposal, the Final Destination Certificate (CDF) is issued. The Sinir platform allows for efficient monitoring and management of waste throughout the process.

In 2024, Lar Cooperativa Agroindustrial generated a total of 957 thousand tons of waste. Non-hazardous waste represents 99.9% of the total generated, of which 99.5% is not destined for final disposal and is considered reusable. At Lar Cooperativa, we actively encourage our members to adopt dehydrators and roto-accelerators as part of the animal carcass disposal process.

This practice not only optimizes composting, but also contributes to reducing the total volume of waste generated in our operations. In addition, several Lar units send organic waste and boiler ash to partners specialized in composting.

CLIMATE CHANGE

GRI 2-13 | 2-25 | 201-2 | 13-5 | 13-6 | 304-2

Changes in weather patterns over time directly impact agricultural production, such as lack or excess of rain, rising temperatures, changes in the incidence of pests, among others. These challenges require initiatives and commitments that ensure the sustainability of the sector and food security on a global scale. In light of this scenario, there is an opportunity to highlight the practices adopted to quantify atmospheric emissions, prioritizing the reduction of greenhouse gases and the optimization of production processes in agribusiness. With the current challenge involving climate change and its possible impacts, we promote actions that seek to act directly on this issue:

CULTIVATION ROTATION

We encourage the application of cultivation rotation in the associates' arable areas, since this practice promotes improvements in soil conservation, increased productivity, promotes improvements in the physical, chemical and biological characteristics of the soil, and enables a reduction in the occurrence of resistant weeds and pests in crops. In addition, this practice can be applied in conjunction with the direct planting technique.

PEST CONTROL

We recommend that members use efficient methods for adequate pest control and increased crop productivity, in addition to monitoring and recording pests and/or diseases, using tolerant and resistant cultivars, adopting refuge in the planting area, and using pesticides and/or biological products according to the prescription issued by the agronomist.

SOIL CARE

Lar has procedures that guide Good Agricultural Practices, which guide actions related to soil management. It encourages its members to perform soil analyses to monitor fertility, optimize fertilization, and sustainably improve productivity. In our production units, control is also performed through periodic analyses, following the parameters required by environmental licensing when applicable.

USE OF BIOLOGICAL PRODUCTS

We encourage the use of biological products in crops by members, since they are made from natural products that enable the control of agricultural pests and diseases, presenting a lower environmental impact in maintaining the physical, chemical and microbiological characteristics of the soil.

CONSCIOUS USE OF AGRICULTURAL PESTICIDES

We encourage the conscious and safe use of agricultural pesticides. We monitor the volume sold at Lar service units in accordance with regulations. Agronomists issue prescriptions according to the need for application and advise on the appropriate times and conditions for application, in addition to providing guidance on the storage conditions of pesticides and packaging after use. We provide our members with collection points for pesticide packaging, either at some of our producer service units or through partners.

COMPOSTING

We encourage members to use dehydrators and roto accelerators in the disposal process for animal carcasses, seeking to optimize the composting process and reduce the volume of waste generated. In addition, several Lar units send organic waste and boiler ash to partners who perform composting, as it is a sustainable process, aiming at better management of solid waste. Through this process, it is possible to reduce the volume of waste in a shorter period of time and produce an organic compost with a higher nutrient content in its composition.

TECHNOLOGIES AND MANAGEMENT

We encourage the use and application of technologies in the management of animal production and agriculture, to increase the efficiency of processes and contribute to increasing the productivity of the member.

Some of the technologies used in animal production are: real-time temperature control in poultry houses, automation of feeders and water supply, use of more efficient exhaust fans, application of the composting process for the final disposal of animal carcasses, among other technologies. In agriculture, precision agriculture, use of drones, use of more efficient agricultural machinery, use of cultivars that are tolerant and resistant to climate change, among other available technologies, are encouraged.

SOIL CARBON PROGRAM

We have partnered with a supplier to develop innovative solutions for diagnosing soil carbon in its production chain, with an investment of BRL 1.5 million in the development of the project.

GRAIN ORIGATION GRI 13-23

We are committed to tracking the origin of the grains acquired by the Cooperative, using socio-environmental criteria, by 2025. The process aims to ensure a sustainable grain supply chain, aiming to guarantee the traceability of the grains acquired in the biomes in which we operate.

SPECIALIZED TECHNICAL GUIDANCE IN AGRICULTURE

We have a specialized technical team to assist our members. These professionals monitor and guide the development of crops and animal production through periodic visits, in addition to preparing prescriptions according to the needs of each member. We have also implemented the Soil Management System (SMS), a fundamental initiative to guarantee the sustainability and efficiency of our agricultural activities. The SMS aims to diagnose the cooperative members' agricultural areas, identifying possible problems in the soil or plants that may limit production, in addition to proposing solutions for correction.

GREENHOUSE GAS INVENTORY

We measure and monitor greenhouse gases that are quantified in the Carbon Inventory, following the methodology of the Brazilian GHG Protocol Program (Greenhouse Gas Protocol).

TRAINING FOR ASSOCIATED FAMILIES

We provide training for associated families regarding Good Practices in the care and preservation of the environment, focusing on the initiatives of Lar's Environmental Priority Program, and with a strong emphasis on compliance with legal aspects on rural properties, such as:

- Environmental licensing and compliance with conditions in agricultural and livestock activities;
- Registration in the State System for Mandatory Forest Replacement (SERFLOR);
- Permit for water collection and use;
- Rural Environmental Registry (CAR) and georeferencing of rural properties;
- Federal Technical Registry (CTF) of the Brazilian Institute of the Environment and Renewable Natural Resources (IBAMA);
- Environmentally appropriate disposal of waste.

OPTIMIZED AND SUSTAINABLE ANIMAL FEED

The incorporation of enzymes in animal nutrition improves the digestibility of food, enhancing the use of nutrients present in the raw materials of the feed. This advance results in a lower consumption of inputs and in the reduction of environmental impacts, especially in the emission of greenhouse gases from waste. In 2024, it is estimated that the use of food enzymes will have prevented the release of 684,172 tons of CO₂, reinforcing the commitment to sustainability and productive efficiency.

SEED QUALITY

Lar Cooperativa offers seeds of legal origin and is listed in the Agricultural Zoning of the Ministry of Agriculture. With quality seals and supporting documentation, such as the Compliance Agreement, the cooperative reinforces the importance of responsible planting, respecting the Sanitary Vacancy and the Agricultural Zoning of Climatic Risks (ZARC). In its seed treatment process, it receives independent auditing and technical risk analysis, such as the Excellent Treatment Seal and the SEEDs Seal, carried out in partnership with suppliers. The adoption of biological products in treatment reduces the use of chemical products, offers greater tolerance to nematode attacks and biotic and abiotic stresses, in addition to multiple effects on growth.

ELECTRONIC MANAGEMENT OF ENVIRONMENTAL LICENSES

The environmental licenses of members involved in the poultry and swine production chains are monitored by a robot that scans and identifies data in the Water and Land Institute (IAT) licensing system, resulting in a constantly updated data survey that is readily available for monitoring by the Environmental Management sector.



DESPOLUIR PROGRAM IN TRANSPORTATION

In 2024, Lar Cooperativa's Logistics area joined the Despoluir Program, an initiative of the National Transport Confederation (CNT) in partnership with SEST SENAT. This program aims to promote sustainable practices in the transport sector, reducing pollutant emissions and improving air quality. A central component of the Despoluir Program is the Environmental Vehicle Assessment (AVA), which monitors vehicle emissions to ensure compliance with environmental standards. The assessments are carried out by specialized technicians following the guidelines established in CONAMA Resolution No. 418/2009 and IBAMA Normative Instruction No. 6/2010.

By implementing cleaner transportation practices, the cooperative not only contributes to environmental preservation, but also promotes operational efficiency and fuel savings.



ENERGY

GRI 302-1 | 305-2

Lar encourages the rational use of energy through the Environmental Priority Program, which aims to rationalize energy consumption, seeking energy efficiency in processes through awareness-raising actions and investment in renewable energy in its energy matrix. Understanding the crucial dependence on energy in its production chain and the risks related to the process, we incorporate renewable energy sources such as the use of biomass, photovoltaic energy and biogas, seeking not only to meet its energy demands but also to highlight innovation and the search for a more sustainable future.

FREE CONTRACTING ENVIRONMENT (ACL)

The largest portion of the energy consumed by the Cooperative, approximately 97%, comes from purchases from generating companies, which ensure cost reduction for the units, mainly from incentivized sources and traceability of the source used. The acquisition operations are encouraged by plants that use clean and renewable sources, and the suppliers' energy generation matrix currently consists of power plants using sources such as solar, wind and biomass.

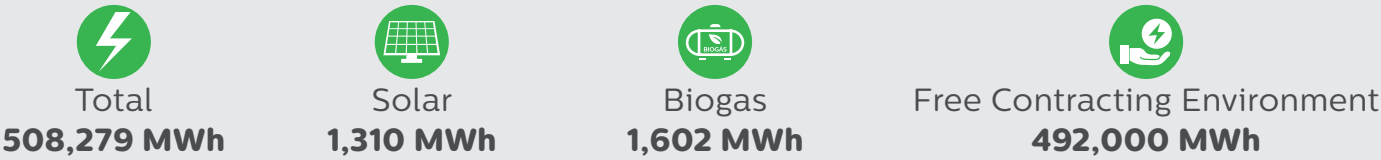
USE OF BIOMASS

We use biomass from reforested eucalyptus trees to generate thermal energy in our industrial and grain processing units. Part of the raw material for the production of biomass comes from Lar's reforestation areas.

PHOTOVOLTAIC ENERGY

Thinking about expanding sustainable generation, photovoltaic generation plants were built in some units in Paraná, these plants were even installed to promote local commerce and encourage installation by their members. For the units in Mato Grosso do Sul, we use the system with a partner to offset credits through a consortium. We currently have 15 solar plants, which produce approximately 100,000 kWh per month, which supply operational and industrial units and gas stations.

ELECTRIC ENERGY MATRIX



Biodiesel production

In 2024, Lar Cooperativa consolidated its position as a biodiesel producer, reaffirming its commitment to sustainability. Based on its modern soybean crushing unit in Caarapó (MS), it expanded its production capacity and optimized processes, ensuring a high-quality renewable biofuel, in accordance with the guidelines of the National Agency of Petroleum, Natural Gas and Biofuels (ANP). With a monthly production of approximately 4.5 million liters of B100 biodiesel, made 100% from soybean oil, derived from soybeans grown by its members, the Cooperative offers a viable and sustainable alternative to fossil fuel. In addition to boosting the regional economy, B100 biodiesel reduces greenhouse gas emissions by up to 95% compared to regular diesel.

Through the commercialization of biodiesel, we strengthen partnerships with distributors and focus on innovation, continuing to expand our operations and consolidate ourselves as a reference in the production of clean and renewable energy.

...the Cooperative offers a viable and sustainable alternative to fossil fuels.



GREENHOUSE GAS EMISSIONS

GRI 2-13 | 2-25 | 305-1 | 305-2 | 305-4

Responsible management of greenhouse gas (GHG) emissions in agribusiness is essential to meet the demand for food production, in addition to preserving natural resources and meeting the needs of future generations. It is important to highlight that several actions and investments by Lar over the years converge on the theme of decarbonizing production chains. We mapped direct and indirect greenhouse gas emissions using the GHG Protocol (Greenhouse Gas Protocol) and the Intergovernmental Panel on Climate Change methodology as a reference, aiming to measure and manage emissions from the public and private sectors. We consolidated emissions management, which showed that the majority of emissions come from scope 1 (86%) for Lar Brazil and (97%) for Lar Paraguay, as a result of liquid effluent treatment systems, mobile combustion and agricultural activities. Thereafter, indirect emissions from scope 2 (14%) for Lar Brazil and (3%) for Lar Paraguay, are related to the use of purchased electricity. In 2024, we generated a total of 505,374.895 tons of biogenic emissions mainly due to the use of biomass as fuel and a total of 122 tons of biogenic removals with the transformation of agricultural areas into forestry.

BRDE Labs Program provides access to a startup with a solution for mapping greenhouse gases (GHG)

Lar entered into a strategic partnership agreement with the Banco Regional de Desenvolvimento Extremo Sul (Southern Regional Development Bank (BRDE)), through the innovation program, aiming to carry out the proof of concept of the tool for carrying out inventory in scope 1, 2 and 3. The startup AKVO made available and customized the management tool.

The measurement of emissions from Lar's units and associated producers were accounted for in accordance with the GHG Protocol methodology.

Lar Cooperativa has the GHG Protocol Gold Seal, which is the highest level certification for the management of greenhouse gas (GHG) emissions. This recognition indicates that the cooperative carries out a complete and transparent inventory of its emissions, meeting the criteria of methodological rigor and independent verification.

BRAZILIAN PROGRAM
GHG PROTOCOL | CYCLE 2024



The gold seal is awarded to complete greenhouse gas emissions inventories verified by a third party

Access: fgv.br/ghg

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CENTRO DE ESTUDOS
EM SUSTENTABILIDADE

Programa Brasileiro
GHG Protocol

LAR BRAZIL

GREENHOUSE GAS EMISSIONS (tCO ₂ e)	
SCOPE 1	162,524.692
SCOPE 2	27,037.328
TOTAL	189,562.02

DIRECT GREENHOUSE GAS EMISSIONS (tCO ₂ e) AND BIOGENIC CO ₂ EMISSIONS (t) BY TYPE (SCOPE 1)		
Category	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (t)
Mobile combustion	35,440.108	5,356.943
Stationary combustion	13,371.490	499,105.927
Land use change	0	912.025
Solid waste and liquid effluents	100,763.305	0
Fugitives	1,311.548	0
Agricultural Activities	11,638.242	0

EMISSION INTENSITY tCO ₂ e./ton - FINISHED PRODUCT	
2023	0.01280
2024	0.01587

LAR PARAGUAY

GREENHOUSE GAS EMISSIONS (tCO ₂ e)	
SCOPE 1	7,972.20
SCOPE 2	247.70
TOTAL	8,219.90

DIRECT GREENHOUSE GAS EMISSIONS (tCO ₂ e) AND BIOGENIC CO ₂ EMISSIONS (t) BY TYPE (SCOPE 1)		
Category	Emissions (tCO ₂ e)	Biogenic CO ₂ Emissions (t)
Mobile combustion	622.10	117.01
Stationary combustion	7,350.10	279,796.25
Land use change	0	0
Solid waste and liquid effluents	0	0
Fugitives	0	0
Agricultural Activities	0	0

EMISSION INTENSITY tCO ₂ e./ton - FINISHED PRODUCT	
2023	-
2024	0.0092

The greenhouse gas inventory for 2024 is in the final stages of completion and validation. In this report, we present a preview of the most recent data available. The final version will be published on the official GHG Protocol website, on the public emissions registry page.



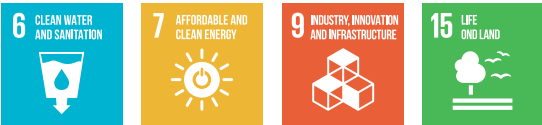
Scan the QR Code and check the full version on the official website: registropublicodeemissoes.fgv.br



COMMITMENTS AND GOALS

GRI 2-6 | 2-24 | 2-23

ENVIRONMENTAL



COMMITMENTS	GOALS - UP TO 2030	STATUS 2024
Invest in the preservation of water resources (WATER).	Recover at least 50 springs/year by 2030	Met
	Reduce the consumption of water used for poultry slaughter in the Matelândia and Rolândia Poultry Industrial Units by implementing water reuse	Met
Sustainability in grain sourcing	Structure policy, engage suppliers and perform traceability of grains received by the Cooperative through socio-environmental criteria, by 2025	In progress
Work on projects to reduce greenhouse gases (GHG) as support for decarbonization (AR)	Plant at least 300,000 eucalyptus seedlings by 2022	Met
	Carry out a study to implement a project focused on generating electricity or biomethane from the energy use of biogas	Met
	Invest in the production of biodiesel from soybean oil at the Soybean Industrial Unit 2, by 2025	Met
	Produce approximately 780,000 kWh/year of energy from photovoltaic plants Met installed at Lar Cooperativa by 2024	Met


GRI SUMMARY


STATEMENT OF USE

Lar Cooperativa Agroindustrial reported in compliance with GRI standards for the period from January 1, 2024 to December 31, 2024.

GRI 1 USED

Fundamentals 2021

GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
GENERAL CONTENT				
	GRI 2 General Disclosure 2021	2-1 Organization details	6, 7, 8, 9, 13 and 20	
		2-2 Entities included in the organization's sustainability reporting	4	
		2-3 Reporting period, frequency and contact point	4 and 91	
		2-4 Restatements of Information	4	
		2-5 External assurance	4	
13.20 and 13.21		2-6 Activities, value chain and other business relationships	4, 14, 15, 16, 37, 43, 63 and 80	
		2-7 Employees	Indicators center + page 45 	

 Scan the QR Code and check the Indicators Center or click on the text indicated above



GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
GENERAL CONTENT				
	GRI 2 General Disclosure 2021	2-8 Workers who are not employees	Indicators center + page 45 	
		2-9 Governance structure and composition	18, 20, 24 and 25	
		2-10 Nomination and selection of the highest governance body	20, 21, 23 and 25	
		2-11 Chair of the highest governance body	20 to 23	
		2-12 Role of the highest governance body in overseeing the management of impacts	20 to 24	
		2-13 Delegation of responsibility for managing impacts	20 to 24, 65, 66, 68, 69, 71, 72 and 78	
		2-14 Role of the highest governance body in sustainability reporting	24	
		2-15 Conflicts of interest	25	
		2-16 Communication of critical concerns	24 and 25	Partial restriction of confidentiality
		2-17 Collective knowledge of the highest governance body	24, 25, 46 and 59	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
GENERAL CONTENT				
	GRI 2 General Disclosure 2021	2-18 Evaluation of the performance of the highest governance body	48 and 50	
13.20 and 13.21		2-19 Remuneration policies	50	
13.20 and 13.21		2-20 Process for determining remuneration	50	
		2-21 Annual total compensation ratio	-	Confidentiality restrictions
		2-22 Statement on sustainable development strategy	3	
		2-23 Policy commitments	6, 25, 29, 43, 63 and 80	
		2-24 Embedding policy commitments	6, 25, 43, 46, 63 and 80	
		2-25 Processes to remediate negative impacts	6, 18, 25, 46, 65, 66, 68, 71, 72 and 78	
		2-26 Mechanisms for seeking advice and raising concerns	25 to 28	
		2-27 Compliance with laws and regulations	Indicators center + pages 25 to 28	Partial restriction of confidentiality



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
	GRI 2 General Disclosure 2021	2-28 Memberships in associations	17 and 18	
		2-29 Approach to stakeholder engagement	17, 18, 58, 67	
		2-30 Collective bargaining agreements	50	
	GRI 3: Material Topics 2021	3-1 Process to determine material topics	6 and 7	
		3-2 List of material topics	6 and 7	
		3-3 Management of material topics	6, 7, 25, 29, 30, 41, 45 and 66	
13.2 and 13.22	GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	4 and 59	
13.2, 13.3, 13.6		201-2 Financial implications and other risks and opportunities due to climate change	Indicators center + 	
13.22	GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	59	
13.22		203-2 Significant indirect economic impacts	59	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
13.26	GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Indicators center + page 25 	
13.26		205-2 Communication and training about anti-corruption policies and procedures	Indicators center + page 25 	
13.26		205-3 Confirmed incidents of corruption and actions taken	Indicators center 	
13.25	GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		Confidentiality restrictions
	GRI 302: Energy 2016	302-1 Energy consumption within the organization	76	
13.7	GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Indicators center + page 69 	
		303-2 Management of water discharge-related impacts	Indicators center + pages 69 and 70 	
		303-3 Water withdrawal	Indicators center + page 69 	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
	GRI 303: Water and Effluents 2018	303-4 Water discharge	Indicators center + pages 69 and 70 	
		303-5 Water consumption	Indicators center + page 69 	
13.3, 13.5, 13.13	GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Indicators center + page 68 	
13.3, 13.4, 13.5 and 13.6		304-2 Significant impacts of activities, products and services on biodiversity	Indicators center + page 68, 72 and 73 	
13.3		304-3 Habitats protected or restored	68 and 69	
		304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Indicators center 	
13.1	GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Indicators center + page 78 	
13.1		305-2 Energy indirect (Scope 2) GHG emissions	Indicators center + pages 78 and 79 	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
13.1	GRI 305 Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Not applicable	
13.1		305-4 GHG emissions intensity	79	
13.1		305-5 Reduction of GHG emissions	Not applicable	
13.1		305-6 Emissions of ozone-depleting substances (ODS)	Not applicable	
13.1		305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Indicators center 	
13.6 and 13.8	GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Indicator center + page 71 	
13.6 and 13.8		306-2 Management of significant waste-related impacts	Indicators center + page 71 	
13.6 and 13.8		306-3 Waste generated	Indicator center + page 71 	
13.6 and 13.8		306-4 Waste diverted from disposal	Indicators center + page 71 	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
13.6 and 13.8	GRI 306: Waste 2020	306-5 Waste directed to disposal	Indicators center + page 71 	
13.19	GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	53 and 54	
13.19		403-2 Hazard identification, risk assessment and incident investigation	53 and 54	
13.19		403-3 Occupational health services	53 and 54	
13.19		403-4 Worker participation, consultation, and communication on occupational health and safety	53, 54 and 56	
13.19		403-5 Worker training on occupational health and safety	53, 54, 56 and 57	
13.19		403-6 Promotion of worker health	53, 54, 56 and 57	
13.19		403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	53, 54, 56 and 57	
13.19		403-8 Workers covered by an occupational health and safety management system	Indicator center + page 53 	



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GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
13.19	GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Indicators center 	Partial restriction of confidentiality
13.19		403-10 Work-related ill health	Indicators center 	
		404-1 Average hours of training per year, per employee	Indicators center + page 48 and 50 	
	GRI 404 Training and Education 2026	404-2 Programs for upgrading employee skills and transition assistance programs	46 to 49	
13.19		404-3 Percentage of employees receiving regular performance and career development reviews	Indicators center + page 48 and 50 	
13.15	GRI 405 Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees	Indicators center + page 52 	
		405-2 Ratio of basic salary and remuneration of women to men		Confidentiality restriction
13.15	GRI 406 Non-Discrimination	406-1 Incidents of discrimination and corrective actions taken	Indicators center 	 Scan the QR Code and check the Indicators Center or click on the text indicated above 
13.18	GRI 407 Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	37	

GRI SECTORAL STANDARD	GRI STANDARD	CONTENT	LOCATION	REASON FOR OMISSION
MATERIAL TOPICS				
13.17	GRI 408 Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	37 and 38	
13.16	GRI 409 Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	37	
13.14	GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	Indicators center 	
13.12	GRI 413 Local Communities 2016	413-1 Operations with local Community engagement, impact assessments, and development programs	59	
13.12		413-2 Operations with significant actual or potential negative impacts on local communities	59	
13.24	GRI 415 Public Policies 2016	415-1 Political contributions		Not considered a material topic for Lar.
13.9, 13.10 and 13.11	GRI 416 Consumer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by product and service categories	29 to 32	 <p>Scan the QR Code and check the Indicators Center or click on the text indicated above</p> 
13.9, 13.10 and 13.11		416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Indicators center + pages 29 to 32 	
13.9, 13.10 and 13.11	Animal Health and Welfare	-	39 and 40	
13.23	Supplier traceability	-	37 and 74	

ADMINISTRATIVE MANAGEMENT 2024

Chief Executive Officer
IRINEO DA COSTA RODRIGUES

Director 1st Vice President
DIOGO SEZAR DE MATTIA

Director 2nd Vice President
URBANO INACIO FREY

BOARD OF DIRECTORS

Simoni Tessaro Niehues
Adriano José Finger
André Luiz Périco
Michael Adriano Rosso
José Carlos Colombari
Jakson Demétrio Lamin

FISCAL BOARD - Staff

Jackson Holler
Catia Regina Defendi Schneider
Édio Rodrigo Welter

Alternates

Vanessa Anderson
Willian Bertoncello
Ariel Koch

SUPERINTENDENTS

Administrative/Financial - **Clédio Roberto Marshall**
Agribusiness - **Vandeir José Dick Conrad**
Supplies and Food - **Jair José Meyer**

2nd EDITION

Lar Cooperativa Agroindustrial

PHOTOS

Lar Cooperativa Collection

GRI ASSURANCE

ABNT

FOR MORE INFORMATION

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