SUSTAINABILITY REPORT

2025

Galvani

Summary

INTRODUCTION

Ana Beatriz Barbosa Magalhães de Freitas
Industrial Complex of Luís Eduardo Magalhães

Galvani

Letter from the Chief Executive Officer

GRI 2-22

At Galvani, we believe that producing fertilizers directly contributes to the development of Brazilian agriculture and to the country's food security. Our purpose of Transforming Land into Life guides our decisions, investments, and how we operate in the territories where we are present.

We have made progress on our infrastructure projects, notably the implementation of the Irecê Mining Unit and the expansion of the Luís Eduardo Magalhães Industrial Complex, initiatives that are part of our growth plan, with more than BRL 1 billion projected by 2027. This movement is supported by a management model based on the pillars of competitiveness, growth, and sustainability, which guide the generation of value in the long term.

Following our sustainability strategy, we have improved our reporting of greenhouse gas emissions, expanded energy efficiency initiatives, and strengthened environmental management and biodiversity protection. Initiatives such as the Lina Galvani Institute and the Parque Vida Cerrado embody these actions by promoting environmental conservation, local development, and the creation of sustainable opportunities. In parallel, we remain dedicated to building and maintaining our Social License to Operate, through transparent dialogue and responsible action, generating a positive impact in the territories where we are present.

We continue to prioritize people development and the training of our employees. and strengthening the safety culture. Renewal of the Great Place to Work certification and the recognition with the Agro Mais Integridade Seal reinforces our commitment to a work environment based on trust, ethics, and valuing people. We invite you to review this report, which presents our key achievements and results.

Enjoy your reading.

Marcelo Silvestre
CEO of Galvani

Letter from the Chairman of the Board of Directors (BoD)

GRI 2-22

We understand sustainability as an essential element for the longevity of businesses and the generation of long-term value. Corporate governance at Galvani remains a central pillar of our strategy. The Board of Directors (BoD) plays an active role in monitoring strategic execution, overseeing risk management, governing people, and guiding socio-environmental practices, ensuring alignment between financial performance, operational efficiency, and social responsibility.

Sustainability governance has been strengthened with clear guidelines, monitoring bodies, and management mechanisms that promote transparency, ethics, and accountability. This model allows us to monitor risks and opportunities, guide capital allocation, and ensure that the company's growth is supported by responsible practices, generating a positive impact on the territories where we operate.

We remain committed to driving the sustainable development of Brazilian agribusiness with discipline, consistency and long-term vision, honoring the company's trajectory and promoting value creation for all stakeholders, always guided by our purpose of Transforming Land into Life.

Enjoy your reading.

Rodolfo Galvani Jr.
Chairman of the Board of Directors (BoD)

ABOUT GALVANI

José Pedro da Silva Neto and Leandro da Mata,
Angico dos Dias Mining Unit

Galvani

GRI 2-1 | GRI 2-2 | GRI 2-6

Fosnor – Fosfatados Norte e Nordeste S.A. (Galvani) is a privately held corporation incorporated under Brazilian law, with its administrative headquarters in the city of São Paulo, State of São Paulo, Brazil.

A 100% Brazilian company, it has operated exclusively within the national territory since the 1970s, in the segments of mining, mineral processing, chemical production, and the manufacture of phosphate fertilizers.

Galvani has operational units in the municipalities of Campo Alegre de Lourdes, in the village of Angico dos Dias, producing phosphate concentrate, and in Luís Eduardo Magalhães, where its industrial complex for fertilizer production is located. It also has a unit in the implementation phase in the municipality of Irecê, all in the State of Bahia.

The company is the only fully vertically integrated producer of phosphate fertilizers in the North and Northeast regions of Brazil, integrating its value chain from raw material extraction, through mineral processing and industrialization of products destined for the agricultural segment.

Its main markets are concentrated in the MATOPIBA region – which encompasses the states of Maranhão, Tocantins, Piauí and Bahia – as well as other agricultural regions of the country. The company directly serves rural producers, agricultural cooperatives, and distributors in the sector.

As part of its growth and modernization plan, Galvani is executing a robust expansion project, which includes a commitment to investments in excess of BRL 1 billion by 2027. The initiative includes expanding the production capacity of phosphate fertilizers, modernizing the technology of industrial and processing units, optimizing operational and energy efficiency, expanding the logistics infrastructure to serve strategic markets, and increasing the supply of nutritional solutions for crops served in MATOPIBA and other agricultural regions of the country.

With the purpose of "Transforming Land into Life", Galvani develops nutritional solutions focused on soil fertility and plant nutrition, supporting increased agricultural productivity in a responsible and sustainable way.

OUR VALUES

CUSTOMER FOCUS

Comprehensive attention to the customer and their needs.

OWNER'S MIND

Think like a business owner with responsibility and entrepreneurial attitude.

TRANSPARENCY

Make goals and results clear.

INNOVATION

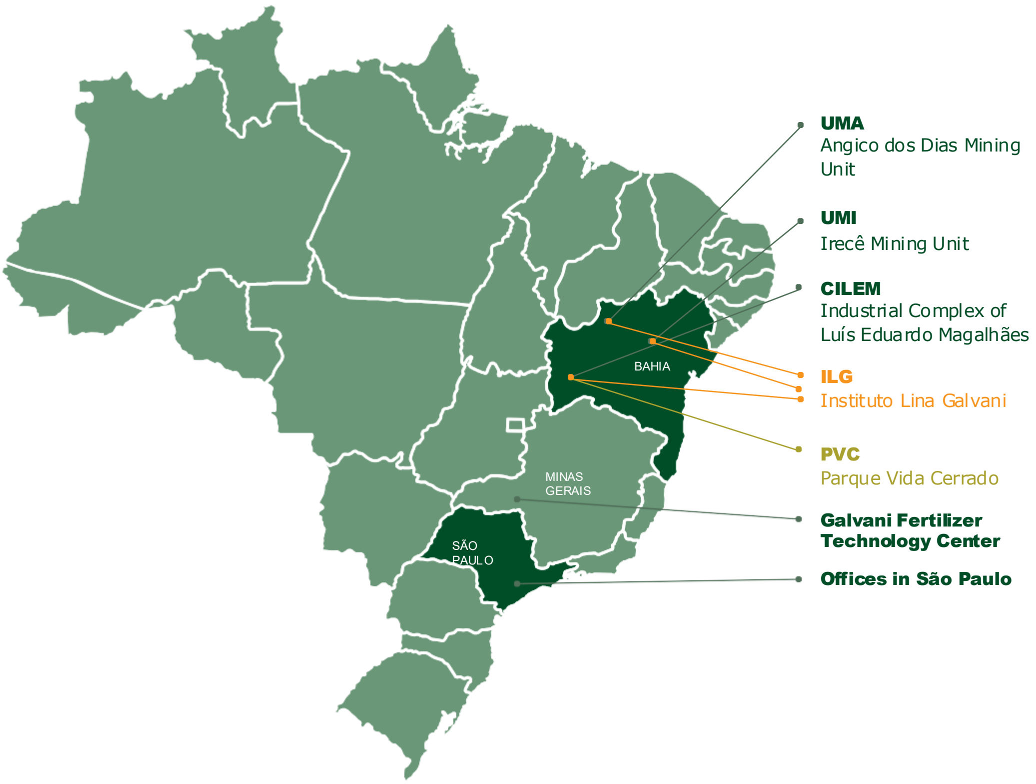
Always seek new and efficient solutions.

SIMPLICITY

We believe the simplest is best.

Where we are

The Company's operations are concentrated in the State of Bahia and include the Angico dos Dias Mining Unit, the Luís Eduardo Magalhães Industrial Complex, and the Irecê Mining Unit (under construction), which, in an integrated manner, connect mineral production to the stages of industrial transformation.



Angico dos Dias Mining Unit – UMA

It produces the phosphate concentrate that supplies the Luís Eduardo Magalhães Complex (CILEM), using exclusive and innovative technology to concentrate phosphate from the rock without the use of water (dry ore concentration).

Luís Eduardo Magalhães Industrial Complex – CILEM

The Complex receives phosphate from UMA and other raw materials from suppliers, which are rigorously evaluated for their chemical and physical quality. The phosphate is acidified so that its nutrients are available to the plants, and mixed with other elements according to each client's needs. At CILEM, the production process of Galvani's fertilizers takes place.

Irecê Mining Unit – UMI

The Unit is under construction and is a highly innovative, sustainable, and economically viable phosphate mining venture that adopts a technological route that is unprecedented in Brazil, based on the calcination of primary ore. This allows for the full utilization of the mineral resource, the elimination of tailings, dams, and liquid effluents, and the conversion of byproducts into agricultural amendments.

Timeline

1978
Inauguration of the phosphate warehouse in Paulínia/SP

1983
Inauguration of the Paulínia Industrial Complex/SP

1992
Inauguration of the Industrial Complex of Luís Eduardo Magalhães/BA

1996
Phosphate mining in Lagamar/MG

1998
Phosphate mining in Irecê/BA

2003
Creation of the Lina Galvani Institute

2005
Phosphate mining in Angico dos Dias/BA

2006
Creation of the Parque Vida Cerrado

2014
Yara acquires 60% of Galvani and initiates a *joint venture* to leverage the Serra do Salitre and Santa Quitéria projects.

2015
Start of construction of the Serra do Salitre/MG Mining Industrial Complex

2019
Closing of joint venture with Yara. Galvani regains control of operations in the Northeast

2022
Galvani begins doubling fertilizer production at CILEM.

2023
Preliminary license for primary ore exploration in Irecê/BA and celebration of the 20th anniversary of the Lina Galvani Institute.

2024
Celebrating 90 years of Galvani and 18 years of Parque Vida Cerrado.

2025
Beginning of the activities of the Lina Galvani Institute in Irecê/BA and reopening of the new headquarters in Luís Eduardo Magalhães/BA

What We Produce - Activities, Value Chain and Markets Served

GRI 2-

Galvani operates in an integrated manner throughout the phosphate fertilizer value chain, acting in the stages of mining, mineral processing, sulfuric acid production and fertilizer manufacturing, in addition to direct sales to the end customer. This vertically integrated model strengthens control over the quality of inputs, ensures traceability throughout the production process, and contributes to greater operational efficiency and closer ties with the agricultural market.

Products

The fertilizers produced by Galvani provide essential nutrients to plants and are developed from raw materials of mineral origin, transformed by controlled industrial processes, focusing on agronomic efficiency, operational safety and environmental responsibility.

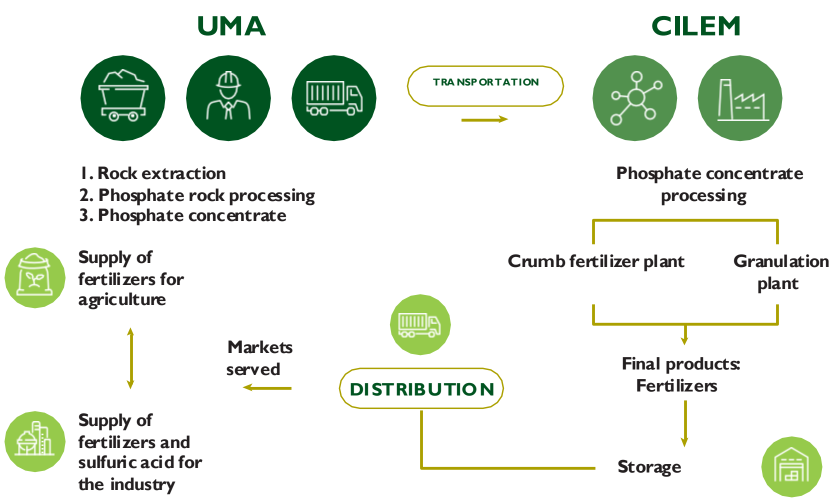
The portfolio is structured into the GR, MG, PHOSMIX, and PHOSGRÃO families, designed to meet different agronomic, productive, and regional needs. In 2025, the Company implemented significant technical advancements, among which the following stand out:

- The increase in P_2O_5 content in strategic products, especially in the PHOSGRÃO family;
- the reorganization of the MoNi line within the PHOSMIX family, with the incorporation of micronutrients directly into the phosphate granule, increases the nutritional efficiency of the formulations.

Markets served

Galvani's commercial activity is concentrated exclusively in the Brazilian market, with a primary focus on the MATOPIBA region (Maranhão, Tocantins, Piauí and Bahia). In this context, the Company serves rural producers, agricultural cooperatives, and input distributors, contributing to the development of one of the most dynamic agricultural frontiers in the country.

Production chain



Research, Development and Innovation (PD&I)

The Company operates in an integrated manner with the production sector, going beyond the sale of fertilizers to offer specialized technical assistance to its clients. This support assists producers and consultants in managing soil fertility and plant nutrition, strengthening relationships with the market and promoting the efficient use of agricultural inputs.

During this period, investments were made in research, development, and innovation, with the establishment of technical partnerships and monitoring the demands of different production systems. This action contributes to the improvement of formulations, the rationalization of input use, and the development of more agronomically efficient, economically viable, and environmentally responsible solutions.

Aureo Ferreira de Souza,
Industrial Complex of Luís Eduardo Magalhães

Participation in trade fairs and institutional forums in the MATOPIBA territories (Maranhão, Tocantins, Piauí and Bahia), combined with conducting regional research, contributes to the continuous improvement of the fertilizer portfolio and to strengthening dialogue with producers, consultants and partner institutions.

In 2025, Galvani was present at the main fairs and events in the sector, among which the following stand out:

- Super Dia (BA)
- AgroRosário (BA)
- Bahia Farm Show (BA)
- Agro360 (TO)
- National Fertilizer Congress – ANDA (SP)
- Passarela da Soja e Milho (BA)
- Exposibram (BA) – the largest mining fair in Latin America, with the Company's first participation as an exhibitor.

Technical moment performed during the Bahia Farm Show 2025.

Stand at the AgroRosário Fair 2025.

Bahia Farm Show 2025 Stand.


Executive Board receives visitors at the Exposibram 2025 stand.

Economic and Operational Performance 2025

GRI 2-1

The year 2025 was characterized by a challenging environment for the fertilizer sector, influenced by credit restrictions, high interest rates, and geopolitical instability. Given this scenario, Galvani maintained strategic consistency and showed progress in key indicators. The company expanded its market share, strengthened its product portfolio, and increased operational efficiency, ensuring higher quality and reliability in customer service.

The progress of infrastructure projects also represented a milestone during this period. It is important to emphasize the progress in the implementation of the Irecê Mining Unit (BA) and in the expansion of the Luís Eduardo Magalhães Industrial Complex (BA). These initiatives are aligned with the commitment to invest more than BRL 1 billion by 2027, aimed at expanding production capacity and strengthening long-term competitiveness.

Information regarding economic performance, investments, market environment, and project progress can be found in the Galvani Management Report .

Overview 2025

726 thousand tons
of fertilizers delivered

Net revenue
BRL 1.37
billion

EBITDA of
BRL 233
million

Annual installed capacity

250 thousand tons
of the phosphate concentrate

245 thousand tons
of sulfuric acid

635 thousand tons
of phosphate fertilizers

Certifications

Great Place to Work® Certification (GPTW) (2025 and 2026)	I-REC Standard Certificate	GHG Protocol – Silver Seal (Complete Inventory – Categories E1 and E2)	Plus Seal Integrity Ministry of Agriculture and Livestock	Lilac Seal Equity of Gender Government of Bahia	Seal *Childhood*	Award of Companies with Best Management 2024	Award Best and Largest Companies of Brazil 2024 Exame Magazine

Management Model

Modelo de Gestão da Galvani

Aligned for a **Sustainable Future**

Galvani's Management Model is the key to our company's success.

It focuses on guiding us to achieve excellence in performance and the best results in three pillars: **Competitiveness, Growth and Sustainability**.

These pillars are based on our business strategy, investment capital and also the unfolding of our goals.

Associations and Strategic Partnerships

GRI 2-28

Galvani maintains a strong commitment to sustainability, social development, and business ethics, reflected in its active participation in industry associations and strategic partnerships that promote best practices and a positive impact on society. In 2025, the company integrated and strengthened its operations with important organizations:

National Association of Fertilizer Dissemination (ANDA): promoting efficiency and innovation in the fertilizer supply chain.

Brazilian Mining Institute (IBRAM): contribution to governance and sustainability in the mineral sector.

Ethos Institute: guides companies in corporate sustainability and social responsibility practices.

Business Pact against the Sexual Exploitation of Children and Adolescents on Brazilian Highways – Na Mão Certa Program / *Childhood* Brazil: commitment to the protection of children and adolescents.

Social Service of Industry (SESI) and National Service of Industrial Training (SENAI) - Partnership for the SEJA PRO+ Project, aimed at professional training, social inclusion and promotion of technical skills for people in the community, contributing to employability and strengthening the local social fabric.

The Union of Extractive Industries of Metallic Minerals, Noble and Precious Metals, Precious and Semi-precious Stones and Magnesite in the State of Bahia (SINDIMIBA): represents and strengthens the mineral extractive industries of Bahia, promoting integration, institutional dialogue and development of the sector.

National Union of Raw Materials Industries for Fertilizers (SINPRIFERT): involvement in industrial policies and socio-environmental responsibility.

Moraci Mendes do Nascimentos and Lucas Barbosa dos Santos
Irecê Mining Unit.

About the Report

GRI 2-2 | 2-3 | 2-4 | 2-5 | 2-14

The Sustainability Report presents Galvani's economic, environmental, social, and governance performance, reflecting its corporate strategy, sustainability commitments, impact management, risks, and business opportunities. Starting in 2025, the report will be published annually.

The information presented here covers the operations of the Angico dos Dias Mining Unit (UMA), in Campo Alegre de Lourdes (BA); the Luís Eduardo Magalhães Industrial Complex (CILEM), in Luís Eduardo Magalhães (BA); the administrative offices in São Paulo (SP), as well as specific information related to the Irecê Mining Unit (UMI), in Irecê (BA), currently in the installation phase.

This Report covers the period from January 1st to December 31, 2025 and was prepared in accordance with the Standards of the *Global Reporting Initiative* (GRI 2021). The Company reports its general disclosures (GRI 2), information on material topics (GRI 3), and specific indicators applicable to the identified material topics, as presented in the GRI Index at the end of this report.

Throughout the document, the main advances, results, and actions implemented in line with the goals of Galvani's Sustainability Strategy are presented, highlighting the integration between operational performance, impact management, and the Company's long-term commitments.

The content reflects Galvani's corporate values and the principles of its Sustainability Strategy, reaffirming its commitments to integrity, ethics, environmental protection, respect for human rights, the development of the communities where it operates, and corporate governance standards.

The report was approved by the Executive Board and the Board of Directors (BoD), and was not submitted for external assurance by an independent consulting firm.

Learn more|
For information related to this report, such as questions and suggestions, please contact us by email: **comunicacao@galvani.ind.br**

Report Highlights

ENVIRONMENTAL

Parque Vida Cerrado
– ecological restoration

370 ha
planted

27.849
seedlings produced

+12 thousand kg
of seeds collected

14,000
Native seedlings distributed

Renewable energy certification (Seal *I-REC Standard*)

Silver Seal
GHG Protocol
Full Inventory E1 and E2

SOCIAL

Workstations
Jobs generated (permanent + temporary)
1,608 people
(+6.4% vs. 2024)

Social investments
Supported projects
BRL 1.6 million

Investment in capacity building
Training and development
~ BRL 1.5 million

Investment in purchases with local suppliers
BRL 183,74 million

Labor safety
Reduction of Accident Frequency Rate (TF)
–70% (of 5.46 to 1.63 per MMHH)

GOVERNANCE

Investment commitments until 2027
BRL 1 billion
by 2027 expansion of productive capacity

Instituto Lina Galvani
Amount invested in projects for the community
BRL 2,6 million

Diversity Women
17%
Female representation in the workforce

Absenteeism
Annual Absenteeism Rate Reduction
1,72%
(-27% vs. 2024)

Company with Best Management Deloitte
Management Award/Ranking

Agro Mais Integrity Seal
Recognition from MAPA - Ministry of Agriculture and Livestock

Lilac Seal – CILEM Unit
Recognition of equity and prevention of violence against women

Open Doors
Participants in visits and dialogues
+350 visitors to operating units

CORPORATE GOVERNANCE

São Paulo Office – headquarters Villa Lobos.

Galvani

Board of Directors (BoD)

Based on a solid foundation in corporate governance, Galvani organizes its management through a Board of Directors, Advisory Committees to the Board of Directors (BoD), and a management team composed of market executives.

The Board is composed of seven members — five representatives of the shareholders and two independent directors. The BoD's central responsibility is the strategic oversight of the Company, including the management of impacts, risks, and opportunities related to sustainability, economic, social, and environmental performance, in accordance with corporate governance guidelines and ESG principles.

The BoD's operation is regulated by internal regulations, which establish criteria for composition, competencies, the functioning of the committees, and the election of their coordinators. The decisions are formally recorded in minutes, communicated to the Executive Board through the *Governance Officer* and maintained in a document management system with restricted access to the directors.

The election of members takes place at a Shareholders' Meeting, in accordance with the Shareholders' Agreement and the company's Articles of Association. Independent directors meet formal qualification criteria, have experience in strategic management, and possess knowledge in risk assessment and corporate governance.

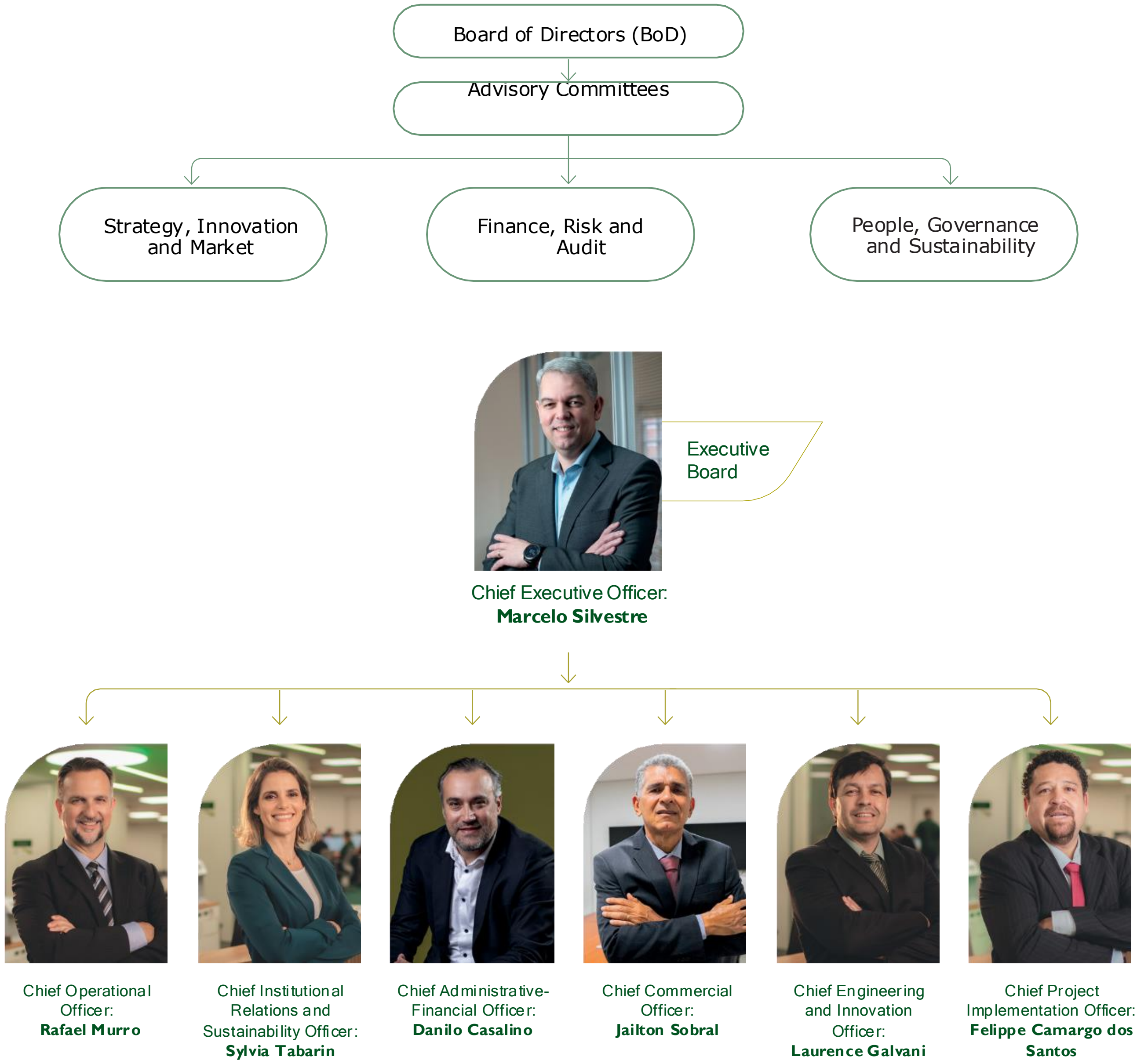
The Chairman of the Board of Directors (BoD), Rodolfo Galvani Júnior, does not hold an executive position, ensuring the separation between governance and management.

In 2025, the BoD held six regular meetings, in even months, with analysis of critical topics such as financial performance, sustainability, environment, workers' rights, relations with *stakeholders*, corporate risks and long-term strategic drivers, in alignment with the company's governance policies and risk management systems.

Leaders gathered in São Paulo during the presentation of the company's results, with live transmission to the units in Bahia.

Governance Structure

GRI 2-9 | 2-12 | 2-13



The directors and officers possess high technical qualifications and experience in the mining, fertilizer, and related sectors, and are formally aligned with Galvani's vision, mission, and values, with mandatory adherence to the Code of Conduct and corporate policies.

Advisory Committees

GRI 2-12 | 2-13 | 2-17 | 2-18

The Board of Directors (BoD) is supported by three standing advisory committees: Strategy, Innovation and Market; Finance, Risks and Audit; and People, Governance and Sustainability. These committees have a multidisciplinary composition, meet monthly, and operate in a structured manner to monitor risks, assess impacts, track material issues, and analyze strategic agendas that require deliberation by senior governance, ensuring an integrated approach to the business strategy.

Responsibility for impact management at Galvani is delegated to the strategic committees that support the Board of Directors (BoD), which have formal responsibilities for the continuous monitoring of risks and impacts mapped in the materiality process, as well as for evaluating environmental, social, economic, and governance issues relevant to the organization. Each member of the committees has responsibilities defined according to their area of expertise, ensuring technical, cross-functional, and effective governance.

Sustainability Governance and Oversight

The Board of Directors (BoD) exercises strategic supervision of issues related to sustainability, including risks, opportunities and economic, environmental and social impacts relevant to the business. The material issues identified in the process were presented to the Executive Board and subsequently submitted to the Board of Directors (BoD) for their information, discussion, and strategic direction in 2024. Throughout 2025, monitoring was carried out periodically through ordinary BoD meetings, in which performance indicators, progress towards targets, and any critical risks associated with ESG issues are reported.

In 2025, the name of the then People, Governance and Social Responsibility Committee was updated to People, Governance and Sustainability Committee, consolidating the integration of socio-environmental issues into the strategic agenda and the formal corporate governance structure.

Executive sustainability management is conducted by the Institutional Relations and Sustainability Directorate, reporting directly to the CEO, ensuring alignment between corporate strategy and operational impact management. Where applicable, socio-environmental indicators form part of the performance evaluation criteria for senior leadership, strengthening the link between institutional commitment, sustainable value creation, and corporate governance.

The performance of the Board of Directors and committees is evaluated periodically according to criteria defined in the internal regulations and the corporate governance model.

Governance Instruments

GRI 2-15 | 2-16

Galvani maintains a structured set of corporate policies, standards, and instruments that underpin its governance and guide the ethical, responsible, and sustainable conduct of its business, ensuring alignment with best market practices, Brazilian legislation, and ESG principles.

In 2025, the company made progress in strengthening this regulatory framework with the publication of the Sustainability Policy and the Corporate Social Responsibility Policy, establishing formal guidelines for the integrated management of environmental, social, and governance issues. During the same period, strategic policies were reviewed and updated, notably the Corporate Risk Management Policy, the Anti-Money Laundering Policy, the Internal Regulations of the Ethics Committee, and the Code of Conduct, among other compliance and integrity instruments.

These policies are monitored and implemented in an integrated manner with the company's management systems, with oversight from senior governance, ensuring their effective application in decision-making processes, operations, and relationships with stakeholders, contributing to increasingly efficient, transparent management oriented towards long-term sustainability.

Conflicts of Interest and Communication of Critical Concerns

GRI 2-15 2-16

Galvani's Shareholders' Agreement and Articles of Association establish guidelines for the prevention, identification, and handling of conflicts of interest within the scope of corporate governance, including restrictions on transactions with related parties, subject to qualified approval by the Board of Directors (BoD). Members of senior governance and the Executive Board must declare any potential conflicts of interest, which are then evaluated by the appropriate bodies.

The Company maintains a formal and confidential channel for communicating critical concerns related to ethics, integrity, and relevant risks. The feedback received is handled according to internal procedures and reported periodically to the People, Governance and Sustainability Committee and the Board of Directors (BoD), ensuring adequate oversight by senior governance.

SUSTAINABILITY STRATEGY

Moraci Mendes do Nascimento and Arianny Souza
Irecê Mining Unit.

Galvani

Sustainability Strategy

GRI 3-1 | 3-2

The definition of Galvani's material topics was carried out in 2024, through a structured process and methodologically aligned with the Global Reporting Initiative (GRI) standards. The entire methodology adopted, including scope, prioritization criteria, engagement of *stakeholders*, collection instruments and validation steps, is described in detail in the previous Sustainability Report.

The materiality analysis was conducted based on the double materiality process, also aligned with the European Sustainability Reporting Standards (ESRS). In this context, environmental, social, and governance aspects relevant to Galvani were identified from the perspective of impact materiality, considering the positive and negative impacts that the Company causes or may cause on the environment, people, human rights, and the economy — an "inside-out" approach.

Additionally, risks and opportunities were analyzed from a financial materiality perspective, considering the potential impacts these issues may have on the company's economic and financial performance, business continuity, and value creation—an "outside-in" approach. This process ensures an integrated view of material issues, strengthening strategic decision-making, guiding sustainability goals, and integrating the ESG agenda into Galvani's corporate governance.

For the purposes hereof, the material topics defined in 2024 were considered, as well as the goals and commitments established in the Sustainability Strategy, ensuring continuity, methodological coherence and consistency in the management and reporting of impacts, risks, and opportunities over time.

In 2025, Galvani consolidated an evolution trajectory marked by discipline in process management. Throughout the year, material issues were managed in a cross-cutting and integrated manner with operational routines and management systems, ensuring alignment between strategic priorities and operational efficiency.

Actions to strengthen the safety culture, investments in employee training, actions to improve environmental performance, training and development, strengthening Daily Routine Management (Operational and Maintenance - GRD), the implementation and standardization of corporate management controls and tools, the pursuit of continuous improvement through the Semear+ Program (Lean Six Sigma projects), and the maturation of risk management formed a structured set of initiatives aligned with the material topics and goals of the Sustainability Strategy. This integrated approach increased the Company's operational reliability, strengthened process governance, and helped overcome one of the year's main challenges — operational stability.

By aligning materiality, efficiency, governance, and sustainability, Galvani strengthens its ability to generate consistent financial results, promote responsible operational performance, and create lasting value for employees, partners, customers, communities, and society.

Material Issues

GRI 3-3

1. Climate Adaptation and Resilience
2. Waste & Circular Economy
3. Emissions and Energy
4. Water and Wastewater

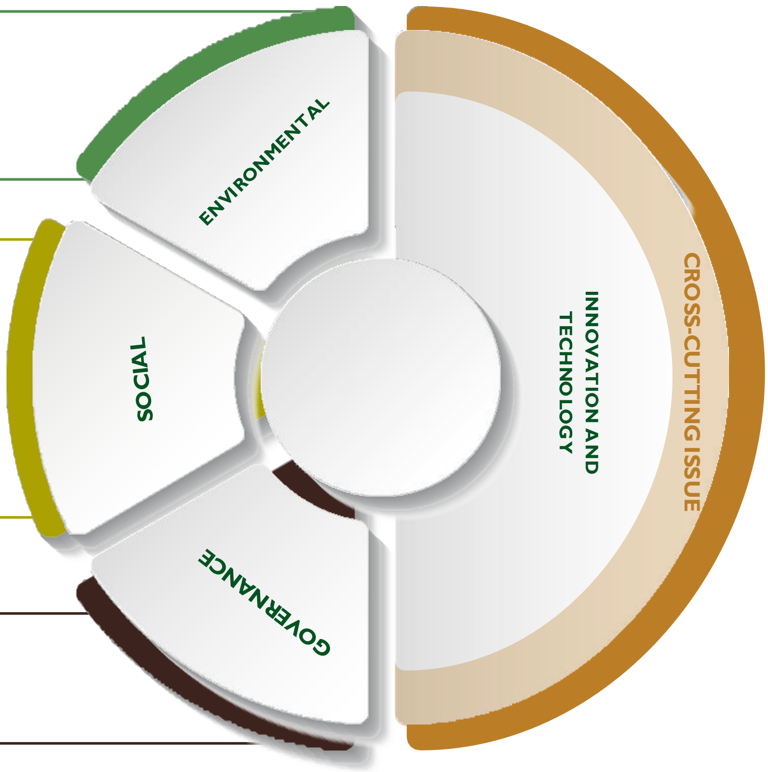
RELEVANT ISSUE I: Biodiversity

5. Employment practice and professional development
6. Worker health and safety
7. Community relations and social license to operate
8. Product and Process Safety
9. Economic Impact

RELEVANT ISSUE 2: Diversity and Inclusion

10. Compliance, ethics and integrity
11. Risk Management
12. Privacy and cybersecurity

RELEVANT ISSUE 3: Supply Chain Management and Human Rights



The material issues presented result from the materiality process conducted in 2024, according to the methodology described herein.

For the 2025 cycle, there were no changes to the list of material topics compared to the previous period, a decision validated by the Executive Board and the Board of Directors (BoD).

The management of each topic, including goals and indicators, is detailed in the corresponding sections of this report.

ENVIRONMENTAL ISSUES

Uglesia Juliana da Silva Nogueira
Irecê Mining Unit.

Galvani

Galvani recognizes efficient environmental management as a strategic element of its business and integrates it in a structured way into its planning, operations, and corporate governance. Its projects are conducted with a focus on prevention, efficiency, and continuous improvement, prioritizing the reduction of natural resource consumption, the responsible use of water and energy, the minimization of waste and emissions, and the mitigation of environmental impacts throughout the production cycle.

In 2025, aiming to strengthen the integrated performance between Environment and Occupational Safety, the organizational structure was reconfigured to the Health, Safety and Environment (HSE) model, with dedicated teams in the operational units under the same management, expanding synergy in risk management, standardizing processes and fostering a preventive culture, in addition to reinforcing value creation in the territories where it operates.

Climate Adaptation and Resilience

GRI 3-3 | GRI 201-2

Climate change presents physical and transitional risks with the potential to impact business continuity, especially in relation to extreme events such as water scarcity and rising temperatures in the state of Bahia. According to the Intergovernmental Panel on Climate Change (IPCC), drought events and heat waves tend to increase in frequency and intensity in global warming scenarios, with significant impacts on the availability of water resources and the security of production systems (IPCC, Assessment Report AR6). In the Brazilian context, the National Water and Basic Sanitation Agency (ANA) points to trends of reduced water availability and longer drought periods in several basins in the Northeast, including areas of Bahia, increasing the exposure of operations to risks related to water use and the continuity of activities. These scenarios call for the incorporation of climate adaptation and resilience strategies into risk governance, in order to mitigate the physical, operational, and socio-environmental impacts associated with climate change.

During that period, in alignment with international benchmarks for climate risk management and corporate report, Climate Risk was formally classified as a priority risk, becoming part of the corporate risk matrix and being monitored directly by senior leadership.

As mitigation and resilience-building measures, actions are adopted that focus on the efficient use of natural resources, proper management of waste and effluents, continuous monitoring of environmental indicators, and an annual inventory of Greenhouse Gas (GHG) emissions.

Monitoring of emissions is in a continuous process of improvement, with a progressive expansion of the scope of information reported through the Public Emissions Inventory. As a next step, an independent external audit of the inventory is planned, with the aim of strengthening its credibility, transparency, and adherence to emerging regulatory requirements, including the Carbon Market Legal Framework (Law No. 15,042/2024), which establishes the Brazilian Emissions Trading System (SBCE) and will set requirements for the measurement, reporting, and verification of Greenhouse Gas emissions in the country.

Waste Management and Circular Economy

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

Waste management is a material topic for Galvani, considering the potential environmental impacts associated with the industrial and mining activities developed at the Luís Eduardo Magalhães Industrial Complex (CILEM), the Angico dos Dias Mining Unit (UMA) and the Irecê Mining Unit (UMI) under implementation, including risks of soil and water contamination, emissions, use of natural resources and inadequate final disposal. The issue is integrated into the sustainability strategy, risk management, and legal compliance.

The three units adopt a standardized management model, guided by the Solid Waste Management Plan (PGRS), in accordance with the National Solid Waste Policy (PNRS). The process contemplates identification, classification, segregation, temporary storage, transport and environmentally appropriate disposal, using traceability instruments such as Waste Transport Manifest (MTR) and Certificates of Final Disposal (CDF), ensuring control and transparency.

Waste is classified as hazardous or non-hazardous and stored in Waste Storage Facilities designed according to technical safety criteria, including specific controls for hazardous waste. The Company prioritizes waste prevention, source reduction, reuse, recycling, and other forms of recovery prior to final disposal.

Recyclable waste, such as metals, wood, paper, and plastics, is sent for recycling to qualified partners. Organic waste generated at CILEM, UMA, and UMI is sent for composting, with reuse of the compost in seedling nurseries, recovery programs for degraded areas and environmental initiatives. Waste from mining processes is disposed of in controlled and monitored structures, with continuous evaluation of its viability for future reuse.

In 2025, the Company strengthened the Waste Management Program in its three Units, focusing on reducing waste generation, improving performance indicators, enhancing traceability, optimizing logistics, and qualifying technical partners. Management is supported by ongoing environmental education programs, including Integrated Daily Dialogues (IDDs), internal campaigns, and socio-environmental initiatives with communities surrounding operations, raising awareness about responsible consumption and composting.

The results are monitored by generation, destination, and valorization indicators, reported periodically to internal governance, allowing for continuous evaluation of the effectiveness of actions and mitigation of environmental impacts associated with operations.

William Abrão Braga
Angico dos Dias Mining Unit

Waste Generated by type	Unit	2025	2024	2023
Hazardous (Class I)	UMA	2,70	82,11	26,10
Hazardous (Class I)	CILEM	47,44	54,94	121,31
Non-hazardous (Class II)	UMA	51,54	49,95	102,40
Non-hazardous (Class II)	CILEM	3.114,56	1.354,34	3.700,05
Rock waste	UMA	2.737.546,00	2.263.564,00	2.286.988,00
Tailings	UMA	392.402,00	238.633,00	369.935,00
Total waste recovered	All units	3.133.164,24	2.503.738,34	2.660.872,86

Note: both waste rock (rocks with no economic value for the current process) and tailings (beneficiated rocks that were rejected in the current dry process) are deposited in piles within the unit itself. Waste rock piles are occasionally used in environmental remediation activities, and tailings piles may be used in the future in wet beneficiation processes.*

Note: The residues of the two units in operation were considered. The increase in waste generation is justified by the expansion works of the Luís Eduardo Magalhães Industrial Complex (CILEM).

Manoel Messias Benevides dos Santos, Ana Beatriz Barbosa Magalhaes de Freitas and Johnatas Andre Rocha dos Santos
Industrial Complex of Luís Eduardo Magalhães

Emissions and Energy

GRI 3-3 | 302-1 | 302-3

Galvani recognizes energy consumption and air emissions as material issues, considering their potential impacts on climate change and operational efficiency. The company prioritizes contracting electricity from incentivized renewable sources and invests in self-generation as a structuring strategy for mitigating emissions.

The acquisition of electricity is handled by the Supply area, which is responsible for contracting in the free market and guaranteeing the renewable origin of the energy. Monitoring and controlling energy consumption is carried out by operational areas, which track performance, efficiency, and process stability indicators.

Energy consumption

Galvani contracts electricity consumed in the free market, exclusively from renewable sources, such as small hydroelectric plants (PCHs), solar power plants, and wind farms. Since 2013, the Luís Eduardo Magalhães Industrial Complex (CILEM) is supplied with renewable energy via the free market, and since 2016 the Angico dos Dias Mining Unit (UMA) has adopted the same model.

At CILEM, approximately 60% of the energy consumed comes from self-generation, associated with the sulfuric acid production process, while the remaining 40% is supplied by the free renewable energy market.

In 2025, units CILEM and UMA received the I-REC certificate (International Renewable Energy Certificate), formally attesting to the renewable origin of the electricity consumed. Certification reinforces traceability, transparency and alignment of the Company to international standards for proving renewable energy.

Biomass Production

In line with the goals of the Sustainability Strategy, the eucalyptus planting project for biomass production recorded progress during the period. Implemented across a total area of 1,281.15 hectares, distributed among three farms located near CILEM/BA, the project is progressing as planned.

Between 2024 and 2025, 917.96 hectares of eucalyptus trees were planted. The project is scheduled to be completed in 2029, with an estimated annual production of 44,000 tons of biomass, contributing to a reduction in dependence on external energy inputs and mitigating impacts associated with the supply chain — such as emissions related to transportation and logistics.

Greenhouse Gas Emissions - GHG

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

In 2025, Galvani publicly reported its greenhouse gas (GHG) emissions for the first time under the Brazilian *GHG Protocol* Program, referring to the base year 2024, obtaining the Silver Seal. This milestone represents a significant step forward in consolidating the Company's climate agenda.

The inventory was prepared according to the *GHG Protocol* methodology, adopting an operational control approach to define organizational limits and contemplating Scope 1 and 2 emissions. The quantification considered sources such as fossil fuel consumption in mobile and stationary equipment, emissions from industrial processes, as well as consumption of purchased electricity.

Scope 2 emissions were accounted for using both the location-based method which considers the average emission factor of the electricity grid) as well as the market-based method (based on the purchase choice, which considers specific contracts or renewable energy certificates), ensuring greater comparability and adherence to international best practices.

As part of the sustainability strategy and continuous improvement of climate management, monitoring of Scope 3 emissions was initiated, gradually expanding the scope of the inventory to include relevant indirect emissions throughout the value chain, such as transportation of inputs and products, waste treatment, and other applicable categories. This development will allow for a more comprehensive view of the climate impacts associated with operations and will support the definition of future mitigation strategies.

Indicator GRI	Reported information	Data 2024	Methodological observations
GRI 305-1	Direct emissions (Scope I)	8,290.73 tCO_2e	It includes stationary combustion, mobile combustion, industrial processes and effluent treatment. Operational control approach.
GRI 305-2	Indirect energy emissions (Scope 2)	0.00 tCO_2e (market-based)	Scope zeroed through the acquisition of I-RECs (100% renewable energy). Calculated using the market-based approach.
GRI 305-3	Other indirect emissions (Scope 3)	4,351.67 tCO_2e	Includes Category 3 (fuels and energy), Category 5 (waste) and other relevant sources.
GRI 305-4	Emissions intensity	7.489 $kgCO_2e$/ton	Intensity calculated by the ratio between total GHG emissions (Scope I + Scope 2) and total production (tons) in the period. Does not include Scope 3 emissions.
GRI 305-6	Biogenic emissions	69,718 tCO_2 (biogenic)	Reported separately, according to the GHG Protocol methodology.

Water and Wastewater

GRI 3-3 | 303-1 | 303-2

Water and wastewater management is a key issue for Galvani, given the impacts associated with water resource use, wastewater generation, and the risks related to water scarcity—especially in the Brazilian semi-arid region, where the Angico dos Dias Mining Unit (UMA) and the Irecê Mining Unit (UMI), currently under implementation, are located. This topic is part of the Company's environmental governance, which systematically monitors water consumption, quality, and disposal.

Water management and use

Water management in the units is guided by efficient use, loss control, continuous monitoring, and legal compliance.

At UMA, the phosphate beneficiation process is carried out dry, without the use of water or chemical reagents and without the generation of tailings dams, significantly reducing pressure on water resources. The water used in support activities comes from granted artesian wells, with consumption monitored daily by water meters and recorded in an integrated management system. Part of the rainwater is directed to the mine pit and reused for wetting internal roads, mitigating the resuspension of particles and optimizing the use of the resource.

At CILEM, water comes from the local utility company for administrative use and from underground wells for industrial purposes. Consumption is monitored by water meters, and quality is tracked according to the requirements of the operating license. In 2024, the Rainwater Treatment Plant began operating, with a 73,000 m³ reservoir, allowing for the collection, treatment, and use of rainwater in the production of sulfuric acid, expanding reuse and reducing dependence on groundwater extraction.

A weather station supports the monitoring of climate variables for better water management. In 2024, the Company expanded its groundwater quality monitoring with the installation of 24 new monitoring wells, strengthening preventive management and environmental control.

At the Irecê Mining Unit (UMI), currently under construction, drinking water is supplied by the local utility company, while water used in construction and road wetting comes from licensed underground wells. Consumption is monitored daily, allowing for operational control and rational use, especially in the context of regional water restrictions.

Total volume of water consumed in megaliters – GRI 303	2025	2024	2023
UMA	12,05	10,97	9,07
CILEM	625,83	474,04	342,23
Grand total	637,88	485,01	351,30

Wastewater Management

GRI 303-3 | 303-4 | 303-5

Wastewater management is an integral part of the Environmental Management System and includes the control of water intake, use, treatment, reuse, and final disposal in operational units. The extracted groundwater undergoes appropriate treatment before being used in industrial processes and support activities.

The effluents generated are treated according to their type (industrial or sanitary), in accordance with applicable environmental legislation and CONAMA Resolutions No. 357/2005 and No. 430/2011. There is no discharge of industrial effluents into surface water bodies.

In the UMA and CILEM operational units, management includes:

- Reuse of industrial wastewater in the production process, whenever technically feasible;
- Treatment of oily effluents by means of water-oil separation systems, with subsequent reuse or environmentally appropriate disposal;
- Treatment of sanitary wastewater in appropriate systems, in accordance with legal requirements.

At the Irecê Mining Unit, during the implementation phase, sanitary effluents are directed to regulated septic tanks. The operational phase includes the implementation of a Wastewater Treatment Plant (WWTP) for the structured treatment of sanitary effluents and greywater, expanding operational control and mitigating potential impacts on soil and water resources.

Indicators related to water intake, consumption, reuse, quality, and disposal of effluents are monitored periodically and reported to internal governance, allowing for continuous evaluation of water performance, identification of opportunities for improvement, and management of risks associated with water quality. Management is complemented by ongoing awareness and environmental education initiatives for employees.

Biofossas

Initiated in 2025, with continuation planned for 2026, the Galvani Biofossas project implements decentralized evapotranspiration wastewater treatment systems (Biosep) in three public schools surrounding the Angico dos Dias Mining Unit, in Campo Alegre de Lourdes (BA), benefiting 165 students.

Biosep is a sustainable sanitary solution that treats sewage through natural evapotranspiration processes, without discharging effluents into the soil or water bodies. By replacing rudimentary septic tanks, it eliminates contamination risks and contributes to improved sanitation and public health. The initiative is complemented by environmental education activities that strengthen awareness within the school community and encourage the replication of the technology.

Biodiversity

GRI 3-3 | 304-1 | 304-2 | 304-3

Galvani maintains biodiversity as a material topic in its sustainability strategy, recognizing the potential impacts of its activities on *natural habitats*, especially related to vegetation suppression, soil movement and alteration of ecosystems. The Company adopts practices of prevention, mitigation, compensation and environmental recovery, with systematic monitoring and compliance with current legislation, including the Forest Code (Law No. 12.651/2012), the National System of Conservation Units – SNUC (Law No. 9.985/2000) and other applicable regulations.

The units operate in distinct biomes, requiring specific management approaches:

Luís Eduardo Magalhães Industrial Complex (CILEM)

Located in the Cerrado biome, within an urban context, the actions prioritize the maintenance of green areas, compliance with environmental requirements, and the mitigation of operational impacts, considering the specific characteristics of the biome and its surroundings. Furthermore, as part of its Environmental Education initiatives, the unit donates seedlings of native Cerrado species.

Angico dos Dias Mining Unit (UMA)

Located in the Caatinga biome, in a predominantly rural region within the Drought Polygon, characterized by high environmental sensitivity. Throughout the year, areas undergoing environmental restoration, as well as Permanent Preservation Areas (APP) and Legal Reserves (RL), were maintained and monitored, in accordance with applicable legislation and environmental conditions.

The Unit also operates its own nursery for the production of native seedlings, intended for vegetation restoration, floristic enrichment and ecological restoration.

In 2025, a new area for the Recovery of Degraded Areas Plan (PRAD) was implemented, covering approximately 1.95 hectares, in addition to actions to densify the vegetation barrier, compensatory plantings, and the donation of native seedlings.

Ecologically sensitive areas

81.87 hectares classified as ecologically sensitive areas, continuously monitored.

Significant impacts on biodiversity

21.54 hectares with significant impacts on biodiversity, with a reduction compared to the previous cycle.

***Habitats* under restoration**

3.33 hectares in the process of restoration or rehabilitation in 2025.

The strategy for restoring the areas is structured around five pillars: floristic diversification, encouragement of natural regeneration, promotion of faunal recolonization, recovery of soil quality, and increased vegetation cover. The actions utilize strategies to accelerate natural regeneration, adaptive management, and continuous monitoring of seedling survival and ecological stability.

Irecê Mining Unit (UMI) – under implementation

Located within the Caatinga biome, an ecosystem of high environmental sensitivity, the unit treats biodiversity as a critical aspect from the implementation phase onwards. The unit maintains a nursery with an annual capacity of 15,000 seedlings of native Caatinga species, guaranteeing regional genetic origin and phytosanitary quality. In the second half of 2025, compensatory planting and vegetation densification began on 2.91 hectares, with expansion planned for 2026.

Protected and conserved areas

184.5 hectares of Legal Reserves (RL), owned and leased, duly protected;

1 Private Natural Heritage Reserve (RPPN), with 26 hectares, under management since 2010, with preserved native vegetation and access control.

Habitats under restoration

13.74 hectares in a Degraded Area Recovery Plan (PRAD), in the final phase of technical monitoring;

1.95 hectares of new area implemented in PRAD in 2025;

2.91 hectares with compensatory planting and increased vegetation density, with expansion planned for 2026.

Donation of Native Seedlings

In 2025, Galvani donated 14,000 native seedlings from the Caatinga and Cerrado biomes in the territories where it operates, destined for municipalities, schools, institutions, and communities, supporting vegetation restoration, the recovery of degraded areas, and environmental education.

Dhemes Fernandes de Sousa
Angico dos Dias Mining Unit

Land Management

Galvani maintains structured land management processes as part of its approach to identifying, preventing, and mitigating socio-environmental impacts related to land use and occupation. Georeferenced mapping and formal delimitation of operational areas, Permanent Preservation Areas (APPs), Legal Reserves, and other environmentally sensitive zones contribute to the territorial integrity of operations and the planning of conservation actions. of biodiversity and the legal and environmental compliance of activities. Transparency in defining land boundaries also promotes the prevention of conflicts related to land use, ensures respect for the rights of traditional communities, and supports relationships with surrounding communities, strengthening the management of local impacts and consolidating territorial control as an instrument for dialogue, risk mitigation, and socio-environmental responsibility.

Parque Vida Cerrado

Founded in 2006 by Galvani and maintained by the Lina Galvani Institute and associates, the Park works to conserve the biodiversity of the Cerrado, a biome of global importance. Its actions are aligned with the Sustainable Development Goals (SDGs), the Montreal Global Biodiversity Framework, and the UN 2030 Agenda, adopting integrated practices of ecological restoration, species conservation, and community engagement, focusing on reversing biodiversity loss and generating long-term socio-environmental benefits. To promote sustainable coexistence with the Cerrado biome and establish itself as a benchmark in conservation, research, and socio-environmental education, contributing to the global biodiversity goals by 2050.

The Parque Vida Cerrado established structured goals until 2030 to consolidate conservation actions of biodiversity, ecological restoration, scientific research, environmental education and community engagement, with intermediate targets set for 2024 and 2025. The strategic guidelines include the maintenance and reproduction of threatened species, the establishment and monitoring of sampling sites, the restoration of degraded areas, reaching audiences through conservation projects, the production of technical and scientific knowledge, and fundraising through institutional partnerships.

In 2025, the Park celebrated 19 years of operation, with a direct impact over the years on more than 35,000 people and the reproduction of more than 40 wild animals, including endangered species.

Results for 2025:

370
hectares planted (restoration and regenerative agriculture)

12,244.64 kg
of native seeds distributed with the West of Bahia Seed Network

623
students participated in the resumed school visit program, one of the pillars of its educational initiatives.

27.849
Seedlings distributed

732,73
hectares in areas in the process of restoration accumulated between 2020 and 2025

30
sampling sites established in agricultural and native areas

Publication of the first fauna survey in Western Bahia

Main fronts of action

Wildlife conservation

Maintenance of specialized infrastructure for the reproduction, rehabilitation, and conservation of endangered Cerrado species, such as the maned wolf and the marsh deer, in accordance with national and international biodiversity conservation guidelines.

Restoration ecology

Implementation of projects to recover degraded areas using native Cerrado species, integrating ecological restoration and regenerative agriculture.

Education and community involvement

Teacher training, community education, and social engagement in conservation efforts, promoting sustainable practices and disseminating knowledge about biodiversity.

Promoted ecosystem services

Climate regulation

The ecological restoration conducted by the Center of Excellence in Restoration contributes to carbon capture and climate regulation, benefiting society and local communities that depend on climate stability for productive activities.

Support services – biodiversity conservation

Integrated action in reproduction, rehabilitation and release of species, in addition to systematic monitoring of fauna and flora in restored areas, guaranteeing services such as pollination, biological control and ecological balance.

Water cycle regulation

Recovery of Permanent Preservation Areas (APPs) and Legal Reserves (RLs) through ecological restoration projects for water infiltration, aquifer recharge, spring protection, and water security.

Cultural services – education, research and socio-environmental value

Providing infrastructure for environmental education, scientific research, and knowledge production, promoting the appreciation of the Cerrado biome and training new generations committed to its conservation.

SOCIAL ISSUES

Students from the Maria Otília Lutz State College's technical high school program in agriculture visiting the Luís Eduardo Magalhães Industrial Complex through the Open Doors Program.

Galvani

People, Organizational Culture and Development

At Galvani, people management is integrated with corporate governance and the business's sustainability guidelines. Organizational culture is guided by the appreciation of people and the creation of safe, healthy, inclusive, and respectful work environments, recognizing that organizational performance is directly related to the well-being, satisfaction, and engagement of its employees.

This approach reflects the understanding that industrial and mining operations involve inherent risks, requiring structured management to mitigate negative impacts—such as workplace accidents, exposure to occupational hazards, and turnover—and maximize positive impacts, such as job creation, professional development, technical training, and socioeconomic strengthening of the regions where it operates.

In 2025, Galvani had a total of 1,608 permanent and temporary employees, representing a growth of 6.4% compared to 2024, a direct reflection of expansion projects, the strengthening of operations, and the consolidation of the company's growth strategy.

Leonardo Henrique Mota Heffer da Costa Vitoria Viana da Silva
Corporate Office of São Paulo – Villa Lobos.

Employment Practices and Professional Development

GRI 3-3 | 401-1 | 401-2 | 404-1 | 404-2

The topic of Employment Practices and Professional Development was defined as material in the impact analysis process carried out in 2024, which assessed risks and opportunities related to attracting, retaining, developing, and engaging employees, considering their economic and social impacts. Prioritization involved internal consultations, strategic risk analysis, and alignment with corporate planning.

This context encompasses impacts related to employment, health and safety, training, diversity, and inclusion.

Galvani manages these impacts through structured people management policies and practices, focusing on attracting and retaining talent, developing skills, and training leaders. Strengthening professional development is a strategic pillar, supported by ongoing programs of technical qualification, behavioral training, and career management.

The compensation policy seeks to ensure
External competitiveness, internal equity, and compliance with collective agreements. The model includes base salary, profit sharing for CLT employees, including directors, in addition to long-term incentives for the board. The policy is periodically reviewed by the People Committee. The Company conducts salary surveys to monitor adherence to market practices. Employees under the CLT receive a package of financial and non-financial benefits, while temporary employees receive benefits according to the guidelines applicable to each unit.

During this period, the ratio between the annual compensation of the highest-paid employee and the average of the others, was 16.87, considering CLT employees (excluding interns, apprentices, trainees and advisors).

Behavioral competency assessments are conducted annually through a corporate platform, linked to individual goals. In 2025,
321 employees participated in the process, the results of which support the Individual Development Plans (IDPs) and structured career management.

Any incidents of discrimination are handled in a structured manner by the Compliance area, in conjunction with Human Resources and under the supervision of the People Committee, ensuring proper investigation, confidentiality, and the implementation of corrective and preventive measures, with a view to strengthening an ethical, safe, and respectful work environment.

Collective bargaining agreements

GRI 2-30

During the period covered by this report, 100% of Galvani's direct employees were covered by collective bargaining agreements, considering the state and municipality where the company's units are located. This calculation does not include third parties, apprentices, interns, members of the Board of Directors (BoD), or the Executive Board.

Employee benefits in CLT fixed regime

GRI 401-2

- Medical and dental care
- Childcare allowance (according to the collective bargaining agreement of each locality)
- Language assistance (for senior and leadership positions)
- Christmas Basket
- Birthday Day Off
- Maternity kit
- Extended maternity leave (120 days)
- Extended paternity leave (20 days)
- Hybrid work model (for the administrative office)
- Profit Sharing Program (PPR)
- Life Insurance
- Gym Benefits
- Food vouchers
- Meal vouchers and/or cafeteria in operational units
- Transportation voucher and/or chartered to operational units

GPTW Certification

In 2025, Galvani renewed the *Great Place to Work* (GPTW) certification, achieving 76% favorability. The main improvements were recorded in the areas of Pride, Respect, Impartiality, Recognition, Training and Development, and Benefits.

Based on the research results, structural actions aimed at development, well-being, and engagement were implemented, with particular emphasis on Galvani University.
with development paths aligned with the business strategy (pilot project with 200 employees), the expansion of benefits (such as TotalPass for dependents, extension of paternity leave and maternity kit), the strengthening of well-being and quality of life initiatives, and the Educational Assistance Program (subsidy of up to 60% for technical and academic training, according to current policy).

Turnover Rates GRI 401-1

During the period, Galvani recorded a cumulative turnover rate of 1.7% per year, reflecting the Company's growth and the expansion of its operations. New hires were linked to the expansion of strategic projects and the strengthening of critical areas, while turnover management was conducted in an integrated manner with talent attraction, development, and retention policies, focusing on team stability, operational continuity, and business sustainability.

**Only permanent employees were considered for the Turnover Rate calculation*

Number of permanent and temporary employees

Number of permanent employees by region and sex - GRI 2-7	Men	Women	Total
Luís Eduardo Magalhães	463	72	535
Irecê	36	13	49
Angico dos Dias	195	13	208
Office – Vila Lobos	78	61	139
Office – Pinheiros	30	8	38
Total	802	167	969

Number of permanent and outsourced employees by region - GRI 2-7	2025	2024	2023
Luís Eduardo Magalhães (BA)	827	828	770
Irecê (BA)	231	188	156
Angico dos Dias (BA)	358	343	322
São Paulo (SP)	192	152	119
Total	1,608	1,511	1,367

Competency Development and Leadership Training

GRI 3-3 I 404-

The Company understands that strengthening technical and behavioral skills helps mitigate risks related to talent shortages and succession planning for strategic positions, as well as maximizing positive impacts such as innovation, productivity, and retention of qualified professionals.

With a focus on attracting, developing, and retaining talent, the company implements structured actions based on the results of organizational climate surveys, using the diagnoses as a basis for the continuous improvement of the work environment and people management practices.

As a people development strategy, in 2025 the organization expanded its actions for the continuous development of employees, structuring a culture of learning, encouraging innovation, and strengthening competencies aligned with the organizational strategy, preparing teams for sustainable growth. Among the actions implemented, the following stand out:

Program *Trainee*: After two years of implementation, the program consolidated its strategic role in preparing young talents to strengthen internal succession, concluding with the hiring of four *trainees* out of the six participants, who began their journey in 2023.

Leadership development: Mapping and diagnosis of middle and senior leadership, identifying critical competencies and strategic challenges. Based on this process, a development path aligned with the corporate culture and strategy was structured. As a result, 21 leaders were trained at the Development Academy, in partnership with the Getulio Vargas Foundation – FGV.

***Business Partners* in operations:** Implementation of the *Business Partners* model in operations, with the strategy of bringing the Human Resources area closer to employees and acting proactively in meeting business needs.

Educational Aid Program: A structured initiative to encourage technical and academic training, with financial support, according to criteria defined in internal policy, covering different levels of education and areas of the organization.

Corporate University: Structured as a permanent platform for professional development,
integrates technical, behavioral, and managerial training, aligned with the strategic needs of the business and the development of skills for the personal and professional growth of the employee.

In 2025, Galvani invested BRL 1.5 million in capacity building and training, totaling more than 7,000 hours of development and impacting 423 employees in its units.

Samille de Queiroz and Helena Alves
Industrial Complex of Luís Eduardo Magalhães

Well-being and Quality of Life

GRI 3-3 I 403-6 I 404-2 I 401-2

Well-being and Quality of Life is integrated into the management of the material topic of Employment Practices and Professional Development and is related to mitigating impacts associated with psychosocial risks, occupational illness, absenteeism, as well as promoting positive impacts such as talent retention, productivity and strengthening the organizational climate.

In line with its sustainability strategy, Galvani implements structured actions to promote the physical and mental health of its employees, seeking to foster a healthy, safe, and balanced work environment. The initiatives are monitored by the Human Resources and Occupational Health and Safety areas, with tracking of indicators such as participation rates, organizational climate, and absenteeism.

In the area of emotional health and prevention, campaigns and lectures aligned with national agendas were carried out, such as White January (mental health), Lilac August (prevention of violence against women) and Yellow September (valuing life), in addition to expanding access to psychological support. These actions aim to raise awareness, reduce stigma, and encourage people to seek preventive support.

To promote physical health, the Company maintains labor gymnastics in operational units, benefit of access to gyms through gym allowance for employees and dependents, and *quick massage* in administrative offices. These initiatives contribute to the prevention of occupational diseases and the improvement of overall well-being.

Additionally, integration and recognition initiatives are promoted, such as:

- Women's Month, with lectures and activities to promote self-care.
- Mother's Day celebration
- Father's Day Celebration
- Celebrating the Birthdays of Those Born in This Month
- June Festival at São Paulo offices
- Celebrating Children's Day, giving gifts to over 600 children – the children of employees.
- Men's Football Championship
- Annual end-of-year party with family participation.
- Last Friday of every month without a meeting

Promoting well-being is directly related to the Company's commitment to diversity, equity, and inclusion, since psychologically safe and respectful environments are essential for valuing differences and preventing discrimination, harassment, and structural inequalities.

Diversity and Inclusion

GRI 405-1 | 405-2 | 406-1

Diversity and Inclusion is a materially relevant topic for Galvani because it is directly related to mitigating the risks of discrimination, unequal opportunities, and low representation of minority groups, as well as promoting positive impacts associated with equity, innovation, and strengthening the organizational culture.

The Company maintains a Diversity, Equity and Inclusion Policy, which guides recruitment, selection, development and promotion practices, with a focus on increasing the representation of women, people with disabilities (PWDs), different ethnic-racial groups, and professionals over 50 years of age.

The effective number of active CLT employees as of December 31, 2025, totaled 969 professionals, of which 802 men (83%) and 167 women (17%). Black and mixed-race people represented 67% of the workforce, while 1.7% of the staff consisted of people with disabilities. Employees over the age of 50 accounted for 13% of the total.

Distribution of permanent employees by hierarchical level and sex (%)	2025 Men	2025 Women	2024 Men	2024 Women
Executive Board	0,62%	0,10%	0,75%	0,13%
Management	1,65%	0,21%	2,14%	0,38%
Monitoring	4,85%	1,03%	4,90%	1,13%
Coordination	3,20%	1,13%	3,14%	1,38%
Officers	3,31%	0,00%	3,51%	0,00%
Technical / Administrative	19,71%	11,97%	19,22%	10,55%
Operational	49,43%	2,79%	50,13%	2,64%
Total	82,77%	17,23%	83,79%	16,21%

With the goal of increasing diversity and equity, the following actions were implemented:

- Dissemination of affirmative action job openings for women and people with disabilities;
- Prioritization of female candidates in selection processes with technical equivalence;
- Valuing the professional experience of people over 50 as a strategy to mitigate ageism;
- Recruitment guidelines focused on equal opportunities.

The results are monitored periodically by the Human Resources department and reported to internal governance, contributing to the continuous improvement of best practices and the strengthening of an inclusive and respectful environment.

Galvani has committed to increasing the participation of women in its workforce by 2030. This objective guides the implementation of structured actions integrated into the processes of people management, recruitment, development, and succession, ensuring the consistent evolution of female representation at all levels of the organization.

As part of this strategy, the Company promotes key leadership skills development programs aimed at Training and preparing women for decision-making positions, as well as visibility and inspiration initiatives, through the internal dissemination of professional trajectories of women who have built careers at Galvani and now hold leadership and prominent positions.

Additionally, initiatives are adopted to promote work-life balance, strengthen inclusive environments, and continuously review organizational practices, creating the necessary structural conditions to sustainably expand female participation in technical, strategic, and leadership positions.

Lilac Seal Certification

Galvani was recognized with the Lilac Seal, an official certification from the Government of the State of Bahia, granted through the Secretariat for Policies for Women. The Seal recognizes organizations that adopt best practices in promoting gender equality, empowering women, and combating discrimination and harassment in the workplace.

This achievement reinforces Galvani's institutional commitment to women's empowerment and to building a safe and inclusive organizational environment.

Andressa Sodré Dourado and Helena Alves de Almeida
Industrial Complex of Luís Eduardo Magalhães

Seja Pro+ Program

Education, Opportunity and Transformation for Women

The Be Pro+ Program represents an important commitment of Galvani to the educational, social and cultural development of the communities where the company operates. The initiative, carried out in partnership with the Service

The Social Service of Industry (SESI), the National Service of Industrial Training (SENAI) Bahia, the Ministry of Labor and Employment (MTE), and supporting companies are integrating Youth and Adult Education (EJA) with professional technical training, expanding real opportunities for qualification and employability.

In 2025, the third EJA (Youth and Adult Education) class was formed in Irecê, composed exclusively of women over 18 years of age, providing female empowerment and equal access to education. The class, made up of 20 students, is following an educational path that will culminate in June 2026 with certification as Production Planning and Control Assistants, contributing to boosting the autonomy, leadership, and professional future of these women.

Students from the Seja Pro+ Program, carried out in partnership between Galvani, SESI and Senai in Luís Eduardo Magalhães.

For Galvani to invest in education is also investing in the sustainable development of communities and in building transformative pathways

Worker Health and Safety

GRI 3-3 | 403-1 | 403-2 | 403-3 | 403-6 | 403-9

Worker Health and Safety is a material issue for Galvani, considering the industrial and mining nature of its operations and the inherent risks, such as exposure to physical, chemical and mechanical agents, work at height and operation of large equipment.

The main negative events include:

Workplace accidents, occupational diseases, absences from work, and damage to physical and psychosocial well-being. Positive impacts include the preservation of life, the strengthening of a preventive culture, the reduction of absences, and operational continuity.

Health and Safety management is integrated into corporate governance and incorporated into decision-making processes, with cross-functionality across technical and operational areas. Guided by the Occupational Health and Safety Policy, it establishes guidelines for the identification, assessment, and control of risks. legal compliance and incident prevention, with active participation of leaders and employees.

Preventive management is structured through the Risk Management Program (RMP), which includes the identification, prioritization, and control of hazards based on impact and probability criteria, ensuring risk mitigation and continuous improvement in safety performance.

In 2025, the effectiveness of the Health and Safety management system was evidenced by consistent advances in key performance indicators:

- Accident Frequency Rate: reduced from 5.46 to 1.63 per million man-hours (-70%).
- Severity Rate: decreased from 2,524.81 to 187.63 lost days per million man-hours (-93%).
- Safety Report: 44% increase in registrations (from 3,217 to 4,627), indicating greater engagement and a strengthening of the preventive culture.

Ariane Alecrim and Alaíde Sampaio
Industrial Complex of Luís Eduardo Magalhães

Employees during Safestart training at the Luís Eduardo Magalhães Industrial Complex.

SAFESTART®

To consolidate a behavior-centered safety culture, the *SafeStart* Program was implemented as a tool for managing behavioral risks, strengthening the ability of teams to identify critical personal states and prevent errors that could result in incidents.

The *SafeStart* program is a global behavioral safety program that focuses primarily on raising awareness of human factors, personal states, and risky behaviors, empowering employees to recognize critical situations, make safer decisions, and apply preventive techniques both in the workplace and in their personal lives. The project promotes the internalization of safety as a value, encouraging self-responsibility, mutual care, and open communication about risks.

First Cycle Results *SAFESTART*

The first cycle of the Program was completed in the CILEM and UMA units, achieving participation of over 80% of the staff — a milestone that demonstrates the growing engagement and maturity of the teams. The steps involved in-person training, field observations, application of educational modules, and integration of concepts into operational routines.

Throughout this cycle, a total of 5,384 hours of training and capacity building were carried out, with 1,616 hours at the UMA unit and 3,768 hours at CILEM, encompassing in-person training, practical activities, and field reinforcement actions.

ZERO ACIDENTE COM AFASTAMENTO

Galvani adopts structured criteria for incident registration, investigation, and handling, with a clear definition of responsibilities, deadlines, and implementation of corrective and preventive actions. The training programs are organized based on a matrix of legal requirements and risk assessment, ensuring the maintenance of the technical and behavioral skills necessary for the safe execution of activities.

During this period, the implementation of routine management and the strengthening of management inspections increased the standardization of operational controls, the early identification of deviations, and visibility into critical risks. Among the mitigation measures adopted, the following stand out: intensified breathalyzer testing, improvements in signage, and reinforcement of containment measures in high-risk areas.

The company maintains a structured Ethics Hotline, which ensures confidentiality, whistleblower protection, and appropriate handling of complaints related to misconduct, strengthening the principles of integrity, transparency, and accountability. Additional information is available in the Governance section of this report.

- **Safety Report**: a structured channel for reporting deviations, unsafe conditions, and opportunities for improvement, with a 44% increase in reports (from 3,217 in 2024 to 4,627 in 2025), demonstrating greater maturity in the preventive culture and confidence in the management system.
- **Investments in Safety:** investment of BRL 6.3 million allocated to meet legal requirements and strengthen operational safety, focusing on NR 10, 12, 23, 26 and 35. The resources included training, structural improvements and awareness campaigns, expanding the level of protection beyond regulatory requirements.

Workplace accidents - Employees - GRI 403	2025	2024	2023
Total man-hours worked	1.720.222	1.265.650	1.119.046
Number of reporting accidents required	1	7	14
Number of accidents with serious consequences (except death)	0	1	4
Mandatory reporting accident rate	0,12	1,10	1,57
Accident rate with serious consequences	0,00	0,79	1,57



Employees of the Angicos dos Dias Mining Unit during SafeStart training.

Occupational Health

GRI 403-1 | 403-2 | 403-3 | 403-6

Occupational health management encompasses all Company units, with structured and continuous care, including 24-hour healthcare services at CILEM and UMA with the involvement of the corporate occupational physician and the operation of clinics, in accordance with RDC No. 50, the requirements of the Health Surveillance and the Regional Council of Medicine (CRM), as well as a legally qualified nursing team, in accordance with the standards of the Regional Council of Nursing (COREN).

Health and well-being initiatives reinforce the Company's commitment to the safety and care of people, consolidating a culture of prevention, responsibility, and continuous attention in all its activities.

Labor gymnastics activity performed at the Angico dos Dias Mining Unit.

Product and Process Safety

GRI 416-1 | 416-2

Galvani adopts a systematic and preventive approach to chemical management and process safety, focusing on protecting human health, ensuring operational integrity, and preventing environmental impacts. This management approach includes the identification, assessment, classification, and prioritization of substances with the highest risk, in accordance with applicable legal requirements and technical references, supported by operational controls such as the use and storage of appropriate chemicals, environmentally sound disposal, continuous training, and monitoring of operational conditions, reducing occupational, environmental, and operational risks associated with chemicals.

The Process Risk Management System (PSM – SEPRO) integrates risk assessment and treatment into the company's operational standards, encompassing safety in the handling and storage of chemical products, fire protection, spill response, and systems for controlling and mitigating residual risks. In 2025, the system prioritized the prevention of *Loss of Primary Containment* (LOPC) events, contributing to the reduction of risks to health, the environment, and operational continuity.

For new installations and process modifications, specific safety analyses are carried out in accordance with design requirements, safe operation, and adequate operator training, with periodic updates of hazard analyses throughout the installation's lifecycle. In 2025 it was carried out the Diagnosis of Legal Requirements applicable to the management of chemicals and process safety, with mapping of non-conformities, risk classification and preparation of an action plan.

Sample analysis in progress with proper use of PPE and handling of chemical reagents, ensuring safety, accuracy, and compliance with operational procedures.

Integrated Management System (IMS)

GRI 3-3 | 2-27

Aligned with its purpose and values, Galvani strengthens the safety of its products and processes through its Integrated Management System (IMS), which consolidates policies, procedures, and programs essential to supporting the Management Model and ensuring operational excellence with socio-environmental responsibility.

The Integrated Management System and Continuous Improvement area works to disseminate a culture of continuous improvement, promoting training, internal controls, and performance monitoring, ensuring that safety is incorporated into operational routines.

Through structured tools — such as Daily Routine Management (DRM), G+ (5S), Critical Analysis Report (CAR), Change Management (CMR), Semear+ Program, A3 and Kaizen — the corporate strategy is broken down into concrete actions, ensuring standardization, traceability and continuous improvement of processes.

Strengthening the Integrated Management System (IMS)

- Structured diagnosis based on ISO 9001, ISO 14001, ISO 45001 and ISO 55001 standards and ESG criteria;
- Mapping of 1,062 critical activities, enhancing the robustness of risk management;
- A survey of 2,145 legal requirements and 32,629 obligations for evaluation;
- Implementation of the Internal Audit process for the Integrated Management System (IMS), with a pilot project in the Sulfuric Acid process;

People Development and Culture of Excellence

- Over 950 employees trained in G+ (5S), RAC, GEM, A3 and Kaizen, and Action and Document Management in SE Suite, totaling 109 hours of training between 2024 and 2025.

Operational Discipline and Reliability (G+ / 5S)

- Conducting 420 internal audits.
- Consolidation of the Health and Self-Discipline aspects of the G+ Program.
- Adhesion rates: CILEM 87% and UMA 93% in 2025 (above 85%), reflecting increasing operational maturity.

PROGRAMA
Semear+

Efficiency and Value Generation (Semear Program⁺ – *Lean Six Sigma*)

- 16 projects implemented and 93 mentoring;
- BRL 10.5 million in financial gains, with reduction of operating losses, standardization and control of process variability;
- Operational Stability and Asset Management (GRD Maintenance, which contributes to operational stability through five pillars: predictive maintenance, inspection, lubrication, planning, and failure analysis);

By integrating governance, risk management, compliance, and continuous improvement, Galvani ensures that its products and processes meet quality and safety standards, mitigating potential impacts on health, the environment, and stakeholders.

The consistent improvement in operational indicators, the strengthening of the risk culture, and the expansion of internal audits demonstrate the growing maturity of the Integrated Management System as a strategic pillar for product and process safety, contributing to the generation of sustainable value and to the trust of customers, communities, and partners.

Yellow Belt Formation

Galvani strengthened its culture of continuous improvement through training *Yellow Belt-Lean Six Sigma*, initiative of the Semear Program+. The training enhanced skills in data analysis, structured problem-solving, and process management.

As a result, 16 projects were developed with direct gains for the productive, logistical and strategic processes, with increased efficiency, standardization and generation of value for the business.



Moments of the Yellow Belt Project 2025.

Community Relations and Social License to Operate

GRI 3-3 | 413-1 | 413-2

Corporate Social Responsibility and Institutional Relations

Galvani's Corporate Social Responsibility (CSR) is structured in three pillars: 1) Strategic axis for generating shared value;

2) Strengthening of the social license to operate and;
3) Promotion of sustainable development in the territories where it operates. Its actions are guided by the Corporate Social Responsibility and Community Relations Policy, which establishes principles, guidelines, prioritization criteria, and governance mechanisms for planned, monitored, transparent actions aligned with national and international best practices.

These practices are integrated into a structuring institutional strategy that is inseparable from Community Relations. The shares are continuously strengthened, keeping pace with the expansion of operations and the growth of the company.

In an industrial and mining context characterized by direct interaction with territories, communities, and public authorities, the Company recognizes that the sustainability of the business is directly related to the quality of the relationships established with its *stakeholders* and to maintaining the social license to operate.

This understanding guides the articulation of community relations, dialogue with public authorities, and private social investment. The area acts in a transversal way, supporting the other areas of the organization, contributing to the advancement of strategic agendas, the qualification of the institutional dialogue and the transformation of territorial listening into structured local development actions.

The definition of priorities for action in Corporate Social Responsibility is guided by Galvani's material topics, by social diagnoses of the territories, by annual image and reputation surveys, and by the Company's territorial planning instruments.

These benchmarks allow for the identification of priorities, stakeholder expectations, and opportunities for action aligned with local realities, ensuring coherence between corporate strategy, Environmental, Social, and Governance (ESG) materiality, and structured social relationships.

A Galvani orients its social investments to educational, cultural and sports initiatives, according to the guidelines defined in its Corporate Social Responsibility Policy.

História Cantada, Social project carried out in several schools of Luís Eduardo Magalhães and Irecê with support from Galvani.

Master Plan as a strategic reference

The consolidation of this performance is supported by the construction and implementation of the Stakeholders Master Plan for each unit, which serves as a reference instrument for prioritizing themes, defining strategic audiences, and directing institutional and social actions. This plan ensures alignment between expectations of *stakeholders*, corporate strategy, territorial relationship and social investment.

In 2025, the results demonstrated high adherence to the axes defined in these instruments, especially in strengthening structured dialogue, expanding relationship channels, supporting institutional agendas, and prioritizing initiatives in the areas of education, culture, and sports, reinforcing Galvani's role as an agent inducing local development.

In 2025, Galvani recorded 710 direct interactions with stakeholders, including institutional meetings, technical visits, dialogue sessions, mediation of demands, and regulatory negotiations, reflecting the company's active presence in the territories and its commitment to ongoing relationships based on active listening and transparency.

Relationship with the Community

As part of the implementation of the *Stakeholders* Master Plan, Galvani has structured a set of strategic actions aimed at strengthening dialogue, transparency, and institutional presence in the territories where it operates. These actions are part of the community relations strategy and reflect Galvani's commitment to construction of building trust, active listening, and fostering sustainable long-term relationships. Among the prioritized initiatives, three key structural actions stand out as they embody this strategic guideline for territorial action and community engagement.

The Galvani in Schools Program is an initiative of Galvani aimed at approaching school communities, especially in early childhood education. Through educational, playful, and participatory activities, the program highlights the Company's importance to regional development and Brazilian agriculture. The initiative also promotes environmental awareness and understanding of responsible production.

- 172 students impacted;
- Acting in 3 municipal schools in the town of Angico dos Dias and Luís Eduardo Magalhães;
- Development of environmental education, awareness-raising and civic training initiatives;
- Strengthening the bond between the company and the school communities.

Activities carried out in the Galvani Program in Schools in Luís Eduardo Magalhães.

Open Doors Program

The Open Doors Program is one of Galvani's main relationship initiatives with society. Through guided tours of the operations, the program allows neighboring communities, educational institutions, public officials, and other stakeholders to gain firsthand knowledge of the mining processes, fertilizer production, and the company's role in agribusiness development. This approach strengthens trust and consolidates lasting relationships in the territories where we operate.

During the visits, participants can observe the production process, understand Galvani's operations in the region, and learn about the main control measures adopted by the company. The meeting also includes a time dedicated to questions, sharing experiences, and actively listening to the residents' perceptions, reinforcing the close relationship and partnership with the community.

- 20 guided tours carried out throughout the year in the units: CILEM, UMA and UMI.
- 399 visitors were received at the operational units.
- Participation of neighboring communities, educational institutions, public authorities, and strategic partners.

The Open Doors Program is a space for dialogue, listening, and building trust with the community, designed to present, in a transparent manner, Galvani's actions and its commitment to the environment and people. Applications for participation can be sent to the email: portasabertas@galvani.ind.br.

Visit of students from the Biotechnology Engineering course at the Federal University of Western Bahia - UFOB to the Luís Eduardo Magalhães Industrial Complex.

Visit of students from the Geology course at the Federal University of Ouro Preto - UFOP to the Irecê Mining Unit.

Linha Verde

Linha Verde is integrated into Galvani's institutional relationship structure as a formal channel for listening to and engaging in dialogue with communities. Last year, the channel underwent a review of its workflows and procedures and was integrated into the Community Relations area, expanding its scope to include handling questions, suggestions, compliments, and requests related to the company's operations. This structure strengthens traceability, standardization of service, and integration with other institutional relationship tools.

It is a free and permanent channel for listening to the community, structured as an official tool for dialogue, transparency, and strengthening the relationship with the population. Through the Green Line, it is possible to register suggestions, compliments, questions, complaints, and requests related to the Company's operations, ensuring proper handling, traceability, and a response to the feedback.

In 2025, 49 complaints were registered, all of which were handled in a structured manner, with registration in the system, referral to the responsible areas, and formal feedback to the complainants.

Linha Verde
Telephone: 0800 033 3309

Private social investment

Galvani adopts private social investment as a strategic instrument for territorial development, aligning social demands, public policies, and business objectives. Whenever possible, the Company primarily utilizes tax incentive mechanisms, framed within the educational, cultural, and sports sectors, according to guidelines established in its institutional policy, thus expanding the reach and effectiveness of the supported initiatives.

Economic Impact **GRI 3-3 | GRI 203-2 | GRI 204-1**

In fiscal year 2025, Galvani's total investment in projects, donations, and sponsorships—considering its own resources and funds from tax incentive laws—totaled BRL 1,683,717, allocated in a planned and structured manner, based on formal eligibility, due diligence, approval, governance, and monitoring criteria, in accordance with guidelines established in corporate policies and Corporate Social Responsibility management instruments, directly benefiting a total of 11,673 people.

In 2025, the focus was on structuring projects and projects of public interest.

Education, culture and territorial development

- **Sponsorship of the "História Cantada" project in public schools in Irecê, Lapão, and Luís Eduardo Magalhães.**
  - Direct benefit to 1,821 students and 41 teachers, with training programs for educators.
- **Sponsorship of cultural initiatives, such as:**
  - Concert by Toninho Ferragutti and the Quinteto da Paraíba;
  - São João de Irecê;
  - Quadrilha Junina de Campo Alegre de Lourdes;
  - Sabores e Saberes Fair in Angico dos Dias;
  - Northeastern Christmas Play in Irecê;
  - Social inclusion, sport and public policies.

- Strengthening the sports infrastructure of the football field used by the Angico dos Dias community, focusing on promoting well-being, encouraging sports practice, and improving the local quality of life;
- Support for women's educational sport in Irecê through the donation of uniforms;
- Strengthening education and digital inclusion, with the donation of computers to the Irecê Territorial Center for Professional Education - CETEP;
- Contributions to the Municipal Funds for Children and Adolescents and to the Municipal Funds for the Elderly;
- Strengthening public policies for social protection through partnerships with institutions, private social investment, campaigns to protect children and adolescents — including the "Na Mão Certa" Program from *Childhood* Brazil —, participation in gender equity initiatives, such as the Lilac Seal in the State of Bahia, and participation in forums and councils, aligned with the strategy for sustainability and development of the territories.

Galvani's Corporate Social Responsibility initiatives are conducted based on formal governance criteria. The company seeks to develop its initiatives in close partnership with the Lina Galvani Institute, of which it is a sponsor, aiming for strategic convergence and maximization of socio-environmental impact. To this end, it established a Synergy Committee, responsible for integrating and aligning actions with ILG's pillars of operation, ensuring complementarity, efficiency in resource allocation, and greater effectiveness of investments in the territories where Galvani operates.

Journalism Award Mining and Sustainability

Galvani sponsored the Mining and Sustainability Journalism Award — an initiative that recognizes journalistic productions focused on best practices, challenges, and socio-environmental impacts of mining, reinforcing its commitment to transparency and sustainability in the sector. The 2025 edition was held in partnership with the Bahia Mineral Production Company (CBPM), the Brazilian Mining Institute (IBRAM), and the Bahia Professional Journalists Union (Sinjorba).

The ceremony took place on October 29, 2025, during the Exposibram fair in Salvador, and was publicized through the organizers' channels. BRL 54,000 in prizes were allocated. In the main categories, the winners received BRL 6,200 (1st place), BRL 3,050 (2nd place) and BRL 2,000 (3rd place). The special category "National Production on Mining and Sustainability in the State of Bahia" awarded a single prize of BRL 9,000, highlighting nationally recognized works focused on sustainable mining in Bahia.

Instituto Lina Galvani

GRI 413-1

Created in 2003, the Lina Galvani Institute (ILG) is a civil society organization (CSO) dedicated to community development, socio-productive inclusion, and the promotion of economic autonomy in the territories where Galvani operates.

Their work is integrated into Galvani's sustainability strategy, contributing to strengthening the social license to operate and generating shared value.

In 2025, ILG maintained its activities in the municipalities of Angico dos Dias and Luís Eduardo Magalhães (BA) and consolidated its presence in Irecê (BA), in line with Galvani's expansion process, with emphasis on the territory that will receive a new industrial unit, currently in the implementation phase. This anticipated performance reinforces the preventive and structuring approach to territorial development.

The Institute deepened its agenda of socio-productive inclusion, structuring projects focused on employability and strengthening local productive
supply chains and development of skills for work, in line with the social priorities defined in Galvani's materiality process.

By investing in a structured way in the social and economic development of territories, the Lina Galvani Institute contributes to building more resilient, inclusive, and sustainable communities, expanding opportunities, strengthening local capacities, and promoting positive long-term impacts in the regions where Galvani operates.

ILG's performance is structured in three strategic axes: *Socio-productive inclusion, focusing on training, employability and income generation; Community Development, aimed at strengthening the social fabric and promoting local leadership; and Biodiversity Conservation, through initiatives such as the Parque Vida Cerrado, which integrates actions for environmental protection, education and appreciation of the biome.*

Year	2024	2025
Amount invested	730 thousand Brazilian Reais	2.6 million Brazilian Reais
Territory	Luís Eduardo Magalhães and Angico dos Dias	Luís Eduardo Magalhães and Angico dos Dias and Irecê
Direct impact	1290 people	1208 people
Indirect impact	3.6 thousand people	4.8 thousand people
Hours of activity	2000	1360

Programs executed in 2025:

Connect Youth Program
Angico dos Dias and Irecê

Focused on the personal and professional development of young people, with a structured training path to prepare them for the job market, lasting five months.

- 85 young participants (15 to 19 years);
- More than 630 hours of training;
- Average investment of BRL 3.3 thousand per participant;

Participants of the Conecta Jovem Program

Entrepreneurs of the Impulsa Bahia Program

Women Entrepreneurs Fair held inside the Luís Eduardo Magalhães Industrial Complex, an action in partnership with the Lina Galvani Institute through the Impulsiona Bahia Program.

Impulsiona Bahia Program
Luis Eduardo Magalhães

Designed to strengthen entrepreneurship, the program focuses on training and supporting micro and small entrepreneurs, with an emphasis on businesses led by women.

- 1,650 people benefited;
- More than 310 hours of training;
- BRL 200 thousand in seed capital for business acceleration.

Rural Economic Development Programs Initiatives aimed at rural productive inclusion and strengthening family farming in Angico dos Dias and Irecê, with a focus on increasing income and economic autonomy.

- 304 people benefited;
- Average investment of BRL 1,700 per participant;
- BRL 472,000 invested in equipment, production infrastructure, and training.

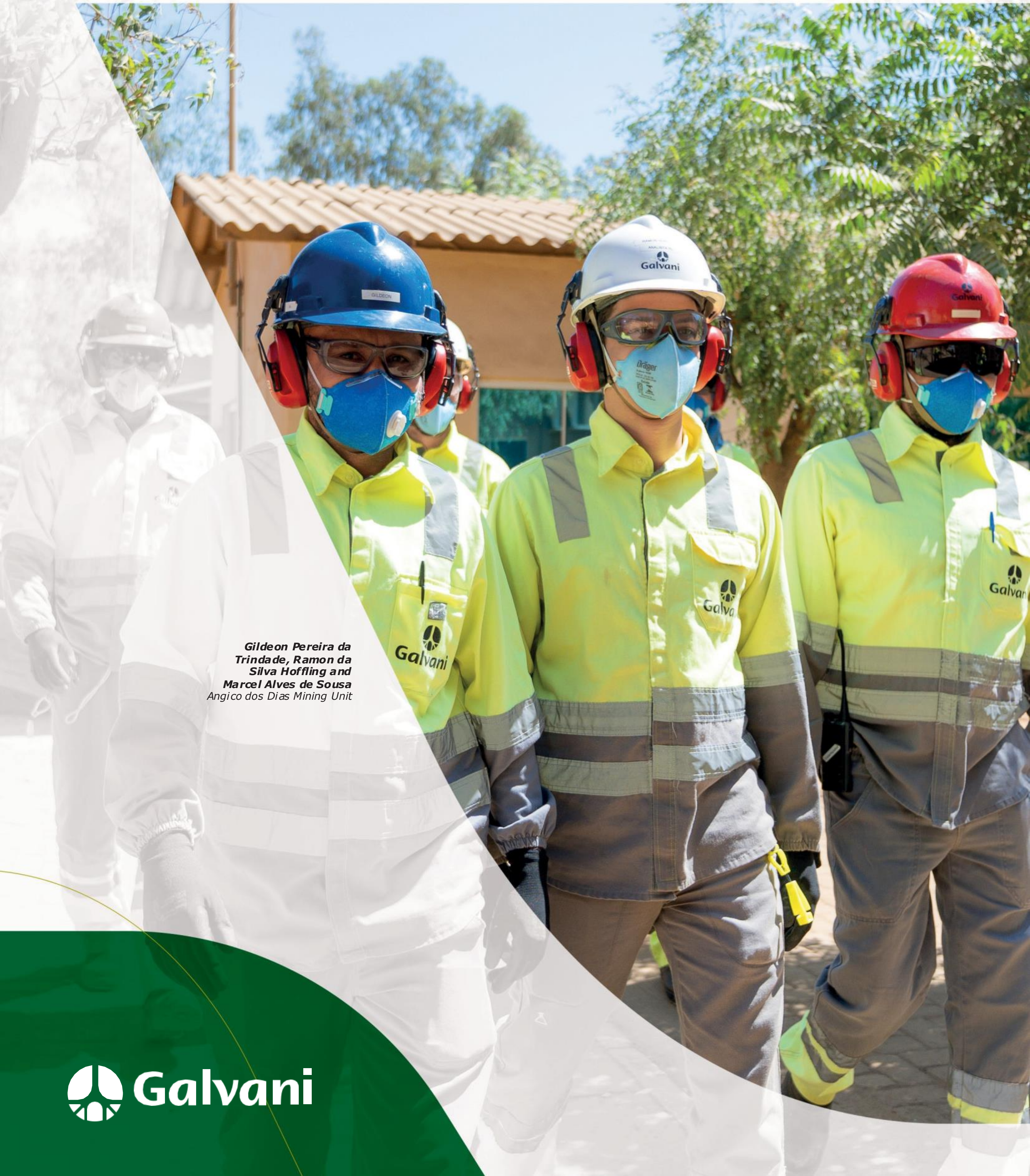
Community Development Programs

Programs aimed at institutional strengthening, community empowerment, and the training of local leaders, with the goal of consolidating anchor organizations in the territories.

- 37 leaders in training;
- More than 90 hours of training;
- BRL180 thousand invested in training and institutional regularization.

In 2025, the Entrepreneurship Fairs of the Impulsa program, held in Angico dos Dias and Luís Eduardo Magalhães, consolidated the actions for socio-productive inclusion supported by Galvani and the Lina Galvani Institute. In Angico dos Dias, the 1st Open-Air Market brought together more than 15 entrepreneurs and generated approximately BRL 4,500 in sales. In Luís Eduardo Magalhães, the Impulsiona fair had 21 entrepreneurs and moved more than BRL 7,000, strengthening women's economic autonomy and income generation.

GOVERNANCE
ISSUES



Gildeon Pereira da Trindade, Ramon da Silva Hoffling and Marcel Alves de Sousa
Angico dos Dias Mining Unit

Compliance, Ethics and Integrity

GRI 2-23 | 2-24 | 2-26 | 205-2 | 205-3

Galvani manages the topic of Ethics and Integrity through a structured Integrity Program, strengthened between 2023 and 2025 under the leadership of a specialist dedicated to the subject. The Program is integrated into the corporate strategy and risk management, with oversight from senior leadership and the Board of Directors (BoD), conducted through executive committees.

The Program includes policies, procedures, compliance risk mapping, controls, training, a Whistleblowing Channel, and mechanisms for monitoring and continuous improvement. The effectiveness of the Program is periodically monitored by formal governance bodies, which assess risks, controls, and the evolution of the ethical culture, with a preventive focus and alignment with ESG principles and the expectations of *stakeholders*.

Risk assessment related to corruption

Galvani has improved its compliance risk mapping, identifying and prioritizing behavioral, operational, and reputational risks, with a particular focus on corruption and misconduct risks. The assessment covered both internal operations and the value chain, with a focus on critical suppliers and third parties.

Within the supply chain, the company improved its supplier evaluation and monitoring process (*due diligence*), with the direct participation of the Compliance area in defining the policy, analyzing risks, and identifying warning signs that may indicate legal, ethical or financial risks, in addition to continuous monitoring through a specialized system.

This improvement strengthened prevention, standardized analyses, and ensured greater traceability and transparency in decisions related to the hiring and maintenance of suppliers.

Communication and training on anti-corruption policies and procedures

Galvani has formal policies and guidelines related to integrity and the prevention of corruption. During this period, the publication of the third version of the Code of Conduct stood out, as well as the consolidation of the policies on Conflict of Interests, Gifts and Presents, and Prevention of Money Laundering, applicable to employees, partners, and third parties.

In the area of skills development, compliance training was conducted, including content on the Code of Conduct and new policies, reaching 100% of active employees. Specific actions were also promoted to prevent harassment and foster a healthy work environment, including in-person training and initiatives within the context of the Internal Week for the Prevention of Workplace Accidents – SIPAT. Communication and actions by the Compliance area with operational units have been intensified, focusing on mitigating the main risk identified in the mapping: behavioral deviations.

Marcelo Silvestre, Danilo Casalino and Vinicius Aurichio receive the Agro More Integrity Seal from the Ministry of Agriculture and Livestock of Brazil.

In 2025, Galvani was once again recognized by the Ministry of Agriculture and Livestock (MAPA) with the Agro Mais Integridade Seal – 2025/2026 cycle, one of the main public recognitions for companies committed to ethics, transparency and good governance practices in Brazilian agribusiness.

The achievement and renewal of the certification demonstrate the maturity of the Company's Compliance Program, reflecting the continuous evolution of its practices in preventing, detecting, and combating corruption. The recognition considers, among other aspects, the effectiveness of the Whistleblowing Channel, the application of the Code of Conduct, and the provision of ongoing training.

and the integration of socio-environmental criteria into management.

This progress is corroborated by the positive evolution of the indicators evaluated by the Ethos Institute, within the scope of the Business Pact for Integrity and Against Corruption, of which Galvani is a signatory.

Galvani Ethics Line

Phone: **0800 721 9562 (08h to 20h)**
Email: **galvani@linhaetica.com.br**
Website: **http://www.canaldeetica.com.br/linhaeticagalvani/**
P.O. Box: **79518 - CEP 04711-904 - São Paulo/SP**

Risk Management

GRI 2-12 | 2-13 | 2-16

Risk Management is one of the pillars that underpin Galvani's longevity, resilience, and sustainable growth. Through a structured process of identifying, assessing, monitoring, and addressing strategic, financial, operational, compliance, and socio-environmental risks, the company strengthens its ability to anticipate scenarios, mitigate adverse impacts, and capture opportunities that generate value in the short, medium, and long term.

Risk management is integrated into Galvani's corporate governance model and decision-making processes, ensuring alignment with the business strategy and stakeholder expectations. This approach allows potential vulnerabilities to be transformed into performance levers, contributing to the sustainability of results and preparing the organization for future challenges.

Galvani Risk Governance

Lines of Defense:

1. **Managers, Risk Owners and Focal Points** Responsible for identifying, assessing and managing risks in their respective areas, as well as for implementing and monitoring controls and action plans.
2. **Risk Management and Internal Controls Team** Responsible for structuring the corporate methodology, mapping and monitoring risks, consolidating information, communicating corporate risks, and supporting areas in defining and strengthening controls and mitigation actions.
3. **Internal Audit** It operates independently, conducting control tests and evaluating the effectiveness of implemented actions, contributing to the strengthening of governance, transparency, and reliability of processes.

Bruna Honorato, Thais Pardini and Patrícia Bitar
Corporate Office in São Paulo.

Jamerson Rodrigues Santos and Mike Brendon Bahia da Gama
Industrial Complex of Luís Eduardo Magalhães

Galvani maintains a Corporate Risk Management Policy that guides the company's risk management process.

In 2025, Galvani made progress in improving the governance, systems, and monitoring of corporate risks. The structuring and calculation of the Key Risk Indicators (KRIs) for the Top 10 Corporate Risks stands out, and these are now reported monthly to the Board of Directors (BoD) and managers, as well as presented to the company's executive committees. This process strengthened transparency, an integrated view of risks and agility in decision making.

Additionally, initiatives aimed at strengthening the risk management culture and environment were implemented, including thematic internal communications, periodic meetings to discuss the risk landscape, application of the Risk Management Maturity Perception Survey to directors, managers and focal points, as well as systematic reviews of risk mapping and associated controls.

Risk Management: Protecting Value, Driving Results

At Galvani, a risk culture is a pillar for generating sustainable results, integrating structured management, internal controls, and employee engagement to strengthen operational stability, process efficiency, and the company's competitive positioning.

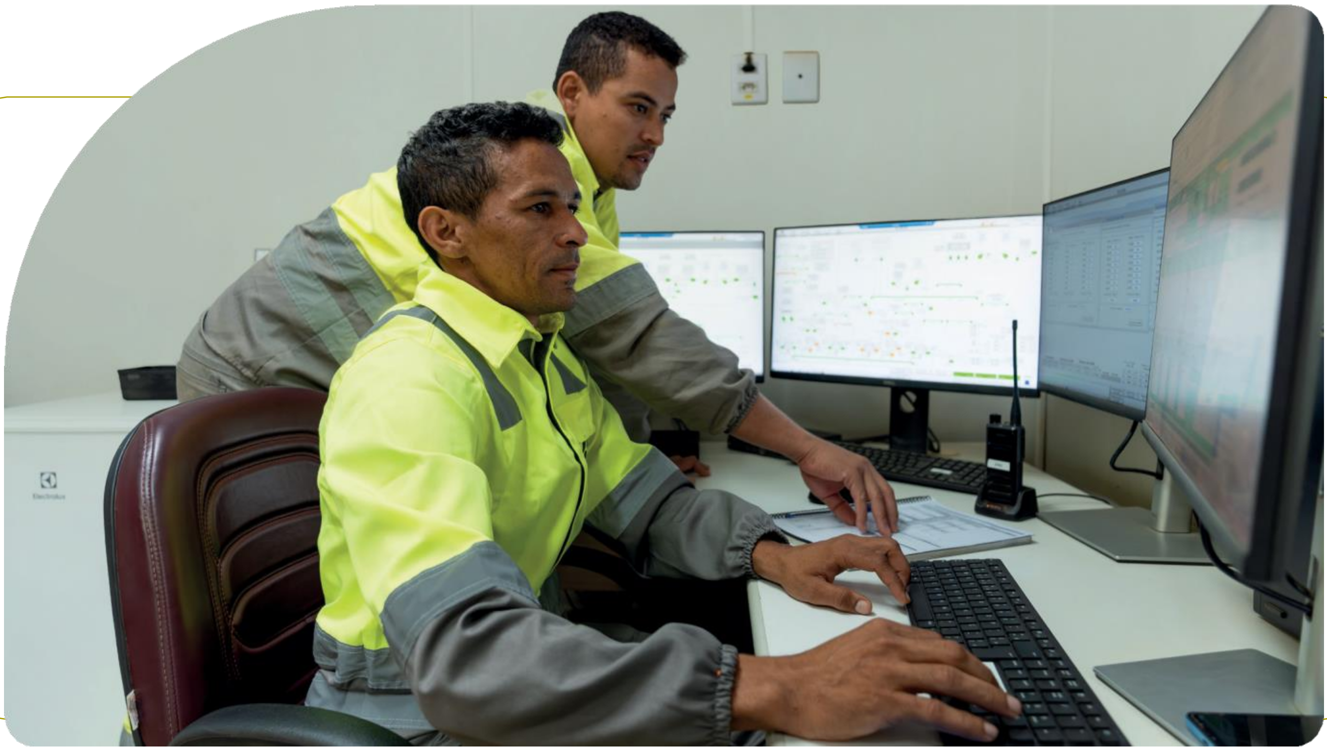
Privacy and Cybersecurity

GRI 418-1

Cybersecurity is treated as a material topic at Galvani, considering its potential impacts on data protection, operational continuity, information integrity and corporate reputation. The theme is integrated into the Company's governance structure and risk management system, with supervision by senior leadership and periodic monitoring by the Risk Management area.

In 2025, the Company strengthened its control structure through continuous investments in technologies, processes and monitoring of the corporate environment, covering internal environments and cloud computing. Management includes periodic vulnerability assessment, threat intelligence initiatives (*Threat Intelligence*), analysis of attack vectors and monthly monitoring of Key Risk Indicators (*KRIs*). Cyber risk remains among the top ten enterprise risks.

The Information Security and Privacy Committee held monthly meetings to analyze scenarios, global trends in attacks and/or digital scams (*ransomware*) and relevant incidents, supporting preventive decisions and mitigation strategies. In the preventive scope, the Company expanded employee awareness actions, complementing the mandatory annual training with initiatives such as Information Security Week and periodic communications with educational content, applying good market practices to the theme and culture of digital security.



André Ferreira de Sousa and Andre Ferreira de Sousa
Angico dos Dias Mining Unit

Vulnerabilities management

- Correction of more than 40,000 vulnerabilities in digital systems and environments;
- Addressing over 95% of vulnerabilities classified as critical;
- Conducting 57 information security trainings, with videos and educational quiz;
- Conducting 4 awareness campaigns about *phishing* (a criminal practice aimed at the improper acquisition of personal information).

Information Technology

Galvani executed a strategic portfolio of technology projects focused on continuous improvement, with an emphasis on increasing operational efficiency, reducing costs, and strengthening critical business processes. Among the main advances, the evolutions in Human Resources, Production and Maintenance systems stand out, as well as the beginning of the implementation of integrated operational data management, expanding the integration, traceability and reliability of information.

New systems were also implemented for controlling operational shutdowns and laboratory management, increasing the accuracy, speed, and standardization of processes. Adjustments resulting from the tax reform were made, studies were conducted to modernize the business management system, and access controls and asset management were reinforced, enhancing information security and compliance.

Privacy and Data Protection

Under the leadership of the Data Protection Officer (DPO), Galvani has strengthened its privacy governance by updating policies, improving its inventory of personal data, and continuously evaluating partners and suppliers, in alignment with the LGPD (Brazilian General Data Protection Law) and best market practices, in addition to structuring ongoing employee training aimed at achieving greater privacy maturity by 2030.

Emanuelle Alves Sabino
Corporate Office in São Paulo.

Supply Chain Management and Human Rights

GRI 2-6 | 308-1 | 308-2 | 414-1 | 414-2

Supply chain management is treated as a material issue by the Company, considering the potential impacts related to human rights, labor practices, legal compliance, and socio-environmental and reputational risks associated with third parties and contracted companies. To mitigate these risks, a structured model for approval and monitoring was adopted, based on criteria of risk, materiality, and economic relevance, which includes analysis of legal, labor, and socio-environmental compliance, including specific requirements for the prevention of child labor and forced or slave-like labor.

In 2025, supply chain governance was strengthened through improvements in approval and evaluation processes, with prioritization guided by economic relevance and associated risks. Although the majority of the financial volume of purchases is concentrated in approved suppliers, challenges related to the regularization of strategic suppliers, especially those with greater economic representation, have been identified.

As a process improvement, the homologation process was digitized, with the adoption of a structured system based on objective criteria of risk, compliance, and materiality, increasing the traceability and efficiency of the analyses. The use of public data, automation, and analytical intelligence contributed to increased operational capacity and consistent improvement in compliance indicators throughout the year.

In the context of global supply chains, specific evaluation criteria applicable to international suppliers have been structured, considering their regulatory and operational particularities, while maintaining alignment with the ESG requirements already adopted for national suppliers.

Purchases from local suppliers

GRI 204-1 | 202-5

Galvani has maintained its commitment to strengthening local purchases as part of its territorial development strategy. For monitoring purposes, the Company classifies as local suppliers those located within the Operational Core (0–100 km) of the units.

In 2025, the three operational units accounted for 777 distinct service providers, of which 31.92% were located in the Operational Core. In this perimeter, BRL 183.74 million were invested, an amount BRL 36.7 million higher than that recorded in 2024 (BRL 147 million). Hiring was concentrated especially in the regions of Luís Eduardo Magalhães, Angico dos Dias and Irecê (BA), contributing to income generation, strengthening the local economy and boosting regional production chains.

The growth in the volume of local purchases in relation to the previous year reinforces the consolidation of the Sustainable Purchasing Policy and the Company's commitment to the economic development of the territories where it operates.

Suppliers Committee

Strengthening supply chain management was consolidated through the work of the Supplier Committee, a formal governance body with a technical and advisory role, responsible for ESG risk analysis, legal compliance, audits, and handling non-conformities related to suppliers and contracted companies. The Committee began meeting monthly, promoting alignment between the areas of Procurement, ESG, Compliance, Legal and other areas involved, ensuring integration between risk management and commercial decisions.

Throughout the year, critical risks associated with supplier approval, audits, complaints received through the ethics hotline, and labor compliance of contracted companies were analyzed, focusing on mitigating socio-environmental, legal, financial, and reputational risks. The actions included monitoring suppliers classified as critical, recommending corrective measures proportionate to the level of risk identified and, when applicable, adopting contractual restrictions.

Within the framework of Human Rights, supply chain assessment includes verifying potential situations of child labor and forced or slave-like labor. Suppliers deemed critical are subject to enhanced due diligence, which may include document audits, certification reviews, consultation of restricted lists, and application of specific contractual clauses regarding human rights. Up to the end of 2025, no confirmed cases of child labor or forced labor involving approved suppliers were identified. Any potential risk or non-compliance situations are addressed through corrective action plans, which are monitored until they are resolved, thus consolidating the preventive approach and shared responsibility throughout the value chain.

Partnership *Childhood* Brazil – Na Mão Certa Program

Galvani fully complied with the actions foreseen as a signatory of the Business Pact for the End of Sexual Violence against Children and Adolescents and, in recognition of meeting the guidelines established by the Na Mão Certa Program, received the Certificate in recognition of the partnership, issued by *Childhood* Brazil.

Throughout the year, educational initiatives were implemented targeting drivers and logistics partners, addressing topics such as prevention, identification of risk situations, reporting procedures, and protection mechanisms.

Artwork from the "Fazer Bonito" Campaign, held in 2025.

CROSS-CUTTING ISSUE

Priscila Lopes Fernandes *Luís Eduardo Magalhães Industrial Complex*

Eurismar Pereira dos Santos *Industrial Complex of Luís Eduardo Magalhães.*

Galvani

Innovation and Technology

GRI 2-12 | GRI 2-13 | GRI 3-3

Galvani recognizes innovation as a strategic vector for generating sustainable value, increasing competitiveness and strengthening organizational resilience. In a landscape of rapid technological and market transformations, open innovation enhances the Company's ability to connect with partners, customers, suppliers, and the innovation ecosystem, promoting the co-creation of solutions and the agile incorporation of new technologies into its processes.

Aligned with its growth strategy and principles of corporate sustainability, the company has advanced in structuring innovation as a strategic pillar, through the implementation of policies, guidelines, and governance bodies dedicated to the topic. The integrated performance of the Executive Board and the Board of Directors (BoD) reinforces the supervision and strategic direction of initiatives, ensuring alignment with long-term objectives, operational expansion, and the generation of shared value.

As a result of this strategy, Galvani initiated structuring projects that embody the integration between technology, innovation, and operational efficiency.

The implementation of the Customer Portal stands out, integrating commercial, financial, logistical, and shipping processes into a unified digital platform, promoting improved customer experience, increased transparency, and efficiency gains. In addition, the use of technologies of computer vision for monitoring the use of Personal Protective Equipment (PPE) and identifying safe areas, contributing to strengthening the safety culture and optimizing industrial operations.

Open Innovation Committee

Galvani's Open Innovation Committee acts as a formal governance body responsible for guiding, prioritizing, and monitoring initiatives related to the topic, ensuring their integration with the corporate strategy and sustainability principles. With the participation of senior leadership, the committee evaluates opportunities, risks, and investments in innovation, promoting structured and data-driven decision-making, as well as monitoring the performance and impact of implemented initiatives.

Artificial Intelligence (AI) and Digital Transformation

GRI 2-12 | GRI 2-13 | GRI 3-

Artificial Intelligence (AI) has been applied as a tool to drive the Company's digital transformation, contributing to the improvement of data-based decision making. Adopting AI solutions generates significant gains in operational efficiency, increased productivity, and greater agility in executing critical processes, through the automation of repetitive tasks and the expansion of teams' analytical capabilities.

More than the implementation of isolated solutions, Galvani has advanced in building a continuous organizational capacity in AI, with application in operational flows, predictive analysis and intelligent automations. This approach contributes to reducing rework, mitigating operational risks, and creating scalability to support sustainable business growth.

The development of this area is structured, focusing on governance, information security, and compliance. The Company has established a framework for validating AI agents and calculation engines, with technical, security, and regulatory compliance criteria, ensuring the responsible and ethical use of the technology. This guideline strengthens control over strategic assets, promotes greater customization of solutions, and reduces dependence on standardized market tools, aligning technological innovation with specific business needs.

Fertilizer Technology Center (CTF)

Galvani maintains the Fertilizer Technology Center (CTF), located in Uberaba, in which BRL 1.9 million was invested throughout the year to strengthen research activities, laboratory testing, and the development of new projects. CTF drives innovation, continuous process improvement, and portfolio enhancement, focusing on efficiency, quality, and competitiveness.

Galvani initiated vertical integration and production with an innovative approach, consolidating expertise over the years in phosphate mining and processing, sulfuric and fluorosilicic acid production, as well as fertilizer manufacturing, storage and handling, granulation and acidification.

To expand and deepen this knowledge, the Galvani Fertilizer Technology Center was created, where engineers and technicians conduct studies, optimizations, and experiments on bench and pilot scales, developing technologies that strengthen the company's performance and contribute to more efficient and sustainable solutions for the sector.

Between the technologies and initiatives under development at CTF, the following stand out:

- Dry beneficiation, promoting water conservation and eliminating the need for tailings dams;
- Separation and hydration of calcium and magnesium oxides;
- Calcination and flotation of ores;
- Production of phosphoric acid by the dihydrate and hemihydrate processes;
- Purification of phosphoric acid by precipitation;
- Tests for phosphate production;
- Formulation, acidification and granulation of complex fertilizers;
- Extraction by solvents;
- Ion exchange extraction.

The initiatives led by CTF reinforce Galvani's commitment to innovation, operational efficiency, and technological development, contributing to the continuous evolution of production processes, the reduction of environmental impacts, and the strengthening of the Company's competitiveness.

GRI 3-3

Luís Eduardo Magalhães Industrial Complex - CILEM

In 2025, the Company consolidated a significant advance in its operational management model, positioning Innovation and Technology as a cross-cutting material topic and a structuring element of its sustainability strategy. The digital transformation implemented at the CILEM unit has strengthened production efficiency, asset reliability, and data governance, with positive impacts on the economic and environmental pillars.

The evolution stemmed from a scenario characterized by fragmented systems, manual records, and low integration between areas. Although the data was available, limitations in consolidation and analysis reduced the speed and accuracy of decision-making. Throughout the exercise, the integration between corporate and process systems, centralized in a single database, enabled the transition to a model driven by reliable, historical information available in near real-time.

This transformation represented a technological modernization, supporting the process of continuous improvement and operational efficiency.

Operational Performance

As a result of digitalization and the strengthening of Daily Routine Management (DRM), significant progress was observed:

- Greater availability of critical assets;
- Reduction of unscheduled downtime;
- Increased stability of the production process;
- Reducing operational losses and deviations.

Even with a slight decrease in overall volumes compared to the previous year, the unit maintained high levels of efficiency, reflecting the robustness of its processes and the consolidation of a culture of reliability.

Eurismar Pereira dos Santos
Industrial Complex of Luís Eduardo Magalhães

Employees of the Angico dos Dias Mining Unit.

Contributions to Sustainability

The incorporation of technology into the production process has also generated positive effects on environmental management. Greater operational stability contributes to:

- More efficient use of energy;
- Reduction of waste of raw materials and inputs;
- Minimization of indirect emissions associated with rework and shutdowns;
- Extension of the useful life of the equipment.

By reducing losses and increasing predictability, the Company optimizes the consumption of natural resources and strengthens its energy efficiency, connecting technological innovation to the mitigation of environmental impacts.

Commitment to Continuous Improvement

The consolidation of the integrated data platform lays the foundation for future initiatives, such as predictive maintenance, advanced analytics, and structured energy efficiency projects. Beyond immediate operational gains, digital transformation strengthens business resilience and sustains long-term value creation.

By integrating innovation, technology, and responsible management, the Company is advancing in building a more efficient and reliable operation, strengthening its commitment to transparency, performance, and sustainability.

Irecê Mining Unit – UMI

The project represents one of Galvani's most innovative technological initiatives, introducing a groundbreaking beneficiation route in Brazil, based on the calcination of primary phosphate ore, developed by the company since 2019 and made possible by recent advances in thermal systems. This technological solution allows for the full utilization of the mineral resource, eliminating the generation of tailings and effluents.

The industrial plant was designed to be 100% free of mining tailings, replacing dams with an integrated process that includes crushing, grinding, calcination, hydration, and physical separations, enabling the conversion of the byproduct into a high-magnesium agricultural amendment. The operation will also feature a closed-loop process water system, ensuring complete recirculation and significantly reducing the need for new water intakes – an innovation that is especially relevant in the semi-arid context of Irecê. The project also incorporates modern systems for continuous environmental monitoring, control of air emissions, and particulate abatement.

Thus, even in its implementation phase, Irecê is already establishing itself as a benchmark in technology applied to mining, combining innovation, sustainability, environmental responsibility, and state-of-the-art industrial solutions.

Danilo dos Santos Lopes
Irecê Mining Unit.

ANNEXES

Maurício Ramos de Matos and Hernandes Aguiar dos Santos *Luís Eduardo Magalhães Industrial Complex.*

Sustainability Strategy

In the period, the company revised the goals of the Sustainability Strategy, preserving the previously defined material topics. The review included wording adjustments and updated targets, with the aim of ensuring greater consistency with the operational context.

ENVIRONMENTAL				
Material Issue	Goal	Light	Progress (2025 - 2030)	SDG
Climate Adaptation and Resilience	Publish the GHG Emissions Inventory - Scopes 1 and 2 on the GHG *Protocol* platform and expand the monitored categories of scope 3, starting in 2026.	●	100% (continued)	13 COMBATE ÀS ALTERAÇÕES CLIMÁTICAS
Climate Adaptation and Resilience	Expand the use of renewable energy for expansion projects by 2030.	●	100% (continued)	13 COMBATE ÀS ALTERAÇÕES CLIMÁTICAS
Energy and Emissions	Plant 1,200 ha of eucalyptus by 2026.	●	91%	7 ENERGIA ACESSÍVEL E LIMPA
Energy and Emissions	Annual generation of 44,000 tons per year of biomass from 2029.	●	0% (within the deadline)	7 ENERGIA ACESSÍVEL E LIMPA
Energy and Emissions	Acquire IREC certification for units that already use renewable energy starting in 2025.	●	100% (continued)	13 COMBATE ÀS ALTERAÇÕES CLIMÁTICAS
Waste and Circular Economy	Develop and implement, by 2026, a Waste Management Program based on circular economy principles.	●	50%	12 CONSUMO E PRODUÇÃO RESPONSÁVEIS
Water and Wastewater	Maximize water efficiency by utilizing 100% of collected rainwater by 2030.	●	10%	6 ÁGUA LIMPA E SANEAMENTO

SOCIAL				
Material Issue	Goal	Light	Progress (2025 - 2030)	SDG
Worker's Health and Security	Implement a behavioral safety culture program (SafeStart) in operational units, training leaders to implement the program starting in 2025.		50%	8 EMPREGO DIGNO E CRESCIMENTO ECONÔMICO
Employment and Professional Development Practices	Implement actions to balance personal and professional life, aiming to achieve 90% employee satisfaction in annual climate surveys by 2030.		78%	8 EMPREGO DIGNO E CRESCIMENTO ECONÔMICO
Community relations and social license to operate	To improve by 10%, compared to 2025, the social impact mapped through annual social and reputational diagnoses carried out in the territories.		10%	11 CIDADES E COMUNIDADES SUSTENTÁVEIS
Product and process safety	Report of non-conformities identified in the Legal Requirements Diagnosis with risk classification.		60%	12 CONSUMO E PRODUÇÃO RESPONSÁVEIS
Economic Impact	To increase by up to 30%, compared to 2024, the number of people directly and indirectly benefiting from the supported projects, while maintaining the same level of financial contribution allocated to private social investment projects.		22,2%	8 EMPREGO DIGNO E CRESCIMENTO ECONÔMICO
Diversity and Inclusion	To achieve a minimum of 20% female representation in the workforce, across various areas of the company, by 2030.		1,29%	5 IGUALDADE DE GÊNERO

GOVERNANCE				
Material Issue	Goal	Light	Progress (2025 – 2030)	SDG
Ethics and integrity	Conduct campaigns and strengthen an ethical culture, promoting communication initiatives so that all employees are aware of and informed about the whistleblowing channel.	●	100%	16 PAZ, JUSTIÇA E INSTITUIÇÕES FORTES
Cybersecurity	To keep the number of vulnerabilities within acceptable limits defined by the company's security policies and risk management.	●	Stable	16 PAZ, JUSTIÇA E INSTITUIÇÕES FORTES
Cybersecurity	Integrate and automate the company's main systems starting in 2025, ensuring security, access control, and operational efficiency.	●	70%	9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA
Data Privacy	Improve compliance with data privacy regulations and ensure annual training on the subject for all employees by 2030.	●	100% (Continuous)	9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA
Supply chain management and human rights	Identify, assess, and approve high- and medium-risk suppliers using ESG criteria by 2026.	●	100%	17 PARCERIAS EM PROL DAS METAS
Supply chain management and human rights.	To empower suppliers on ESG criteria to promote sustainable and responsible practices by 2030.	●	0% (On time)	17 PARCERIAS EM PROL DAS METAS
Supply chain management and human rights.	Implement a system of screening and blocking suppliers to ensure compliance with corporate governance policies and mitigate operational and reputational risks.	●	100%	17 PARCERIAS EM PROL DAS METAS
Risk Management	In 2025, conduct a diagnostic assessment of the Integrated Management System (IMS), based on compliance with the requirements of ISO 9001:2015, ISO 14001:2015, ISO 45001:2024, and ISO 55001:2024 standards, incorporating ESG considerations, in order to evaluate the level of adherence and identify gaps in relation to PR 2030 or IWA 48.	●	100%	16 PAZ, JUSTIÇA E INSTITUIÇÕES FORTES
Risk Management	Map and structure the main *key risk indicators* (KRIs) of the company's top 10 risks to measure the exposure of each of them.	●	100%	16 PAZ, JUSTIÇA E INSTITUIÇÕES FORTES
Innovation and Technology	Install mechanical and environmental failure monitoring systems on critical equipment by 2027.	●	10%	9 INDÚSTRIA, INOVAÇÃO E INFRAESTRUTURA

Content of GRI Indicators

Environmental Issues:
GRI 306-4 | Waste diverted from disposal

Waste Not Intended for Final Disposal	Unit	2025	2024	2023
Hazardous (Class I)	UMA	2,37	0,30	1,16
Hazardous (Class I)	CILEM	5,22	0,00	0,00
Non-hazardous (Class II)	UMA	61,35	30,27	78,36
Non-hazardous (Class II)	CILEM	374,91	275,93	2.790,52
Non-hazardous (Class II)	IRECÊ	–	0,00	0,00
Total waste not destined for disposal.		443,85	306,50	2.870,04

Note: Waste destined for recycling, reverse logistics, composting, and other forms of recovery, without being sent to landfill, is considered "not intended for disposal".

GRI 306-5 | Waste destined for disposal

Waste not destined for final disposal	Unit	2025	2024	2023
Hazardous (Class I)	UMA	8,88	81,81	24,94
Hazardous (Class I)	CILEM	42,22	54,94	121,31
Non-hazardous (Class II)	UMA	42,78	19,68	24,04
Non-hazardous (Class II)	CILEM	2.739,65	1.078,41	909,53
Total waste not destined for disposal.		2.833,53	1.234,84	1.079,82

Note: Waste rock and tailings from the UMA unit were not considered, as they remain stored within the unit.

GRI 306-4 | Waste diverted from disposal

Organic Waste for Composting	2025	2024
UMA	6,71	7,92
CILEM	4,20	14,54
Total composted waste	10,91	22,46

Water Resources Management GRI 303-3 | Water abstraction

Water catchment	Unit	2025	2024
Subterranean	UMA	12,05	10,97
Subterranean	CILEM	622,46	472,95
Third Party Underground	UMA	0,00	0,00
Third Party Underground	CILEM	3,37	4,42
Total amount of water collected	UMA	12,05	10,97
Total amount of water collected	CILEM	625,83	477,37

GRI 303-5 | Water consumption

Type of Water Consumption	Unit	2025	2024	2023
Underground + Third-party underground	UMA	12,05	10,97	9,07
Underground + Third-party underground	CILEM	625,83	477,37	346,31
Total		637,88	488,34	355,38

GRI 305-4 | GHG emissions intensity

Intensity of Greenhouse Gas Emissions	2025
Total GHG emissions (Scopes 1, 2 and 3) – tCO_2e	12.662,13
Consolidated gross revenue (BRL)	1.479.222.709,91
Emission intensity (tCO_2e / million BRL revenue)	8,56

Methodology: Emission intensity was calculated by considering total GHG emissions from Scopes 1, 2, and 3 divided by the company's consolidated gross revenue for the period.

Greenhouse Gas Emissions GRI 305-1 | GRI 305-2 | GRI 305-3

Total Emissions by Scope	2025 (tCO_2e)	Participation (%)
Scope 1	7.417,57	58,58%
Scope 2	1.132,49	8,94%
Scope 3	4.112,07	32,48%
Total	12.662,13	100%

GRI 305-1 | GRI 305-2 | GRI 305-3

Emissions per Operating Unit	Emissions (tCO_2e)	Participation (%)
UMA	7.111,35	56,16%
CILEM	5.173,11	40,86%
Administrative Office	377,67	2,98%
Total	12.662,13	100%

Note: Biogenic emissions refer to emissions from the combustion of biomass and other renewable sources, reported separately from fossil fuel emissions, according to the methodology of the Brazilian GHG Protocol Program.

GRI 305-1 | Direct emissions (Scope 1)
GRI 305-3 | Other indirect emissions (Scope 3)

Biogenic Greenhouse Gas Emissions	Biogenic Emissions ($tCO2_2bio$)
Scope 1	72.130,60
Stationary Combustion	71.535,06
Mobile Combustion	595,54
Scope 3	54,76
Solid Waste generated in operations	4,32
Commuting	50,44
Total	72.185,36

Social Issues
GRI 2-7 | Employees

Permanent Employees by Region and Gender	2025	2024	2023
Luís Eduardo Magalhães (BA) - Men	470	376	324
Luís Eduardo Magalhães (BA) - Women	73	58	50
Irecê (BA) – Men	36	18	9
Irecê (BA) – Women	13	2	0
Angico dos Dias (BA) – Men	196	181	172
Angico dos Dias (BA) – Women	13	12	10
São Paulo (SP) – Men	100	92	78
São Paulo (SP) – Women	68	57	48
Total	969	796	691

GRI 405-1 | Diversity in governing bodies and employees

Distribution of Permanent Employees by Hierarchical Level and Gender (%)	2025 Men	2025 Women	2024 Men	2024 Women
Executive Board	0,62%	0,10%	0,75%	0,13%
Management	1,65%	0,21%	2,14%	0,38%
Monitoring	4,85%	1,03%	4,90%	1,13%
Coordination	3,20%	1,13%	3,14%	1,38%
Officers	3,31%	0,00%	3,51%	0,00%
Technical / Administrative	19,71%	11,97%	19,22%	10,55%
Operational	49,43%	2,79%	50,13%	2,64%
Total	82,77%	17,23%	83,79%	16,21%

Note: Percentages calculated based on the total number of permanent employees in each period.

GRI 401-1 | New hires and employee turnover

New Hiring of Employees by Gender	2025	Rate	2024	Rate	2023	Rate
Men	286	76%	192	76%	127	71%
Women	90	24%	60	24%	53	29%
Total	376	100%	252	100%	180	100%

GRI 401-1 | New hires and employee turnover

New Employee Hires	2025	Rate	2024	Rate	2023	Rate
Under 30 years	170	45,2%	109	43%	76	42%
Between 30 and 50 years old	186	49,5%	124	49%	94	52%
Over 50 years	20	5,3%	19	8%	10	6%
Total	376	100%	252	100%	180	100%

GRI 401-1 | New hires and employee turnover

Region New Employee Hires	2025	Rate	2024	Rate	2023	Rate
By region	2025	Rate	2024	Rate	2023	Rate
CILEM	245	65,1%	169	67%	110	61%
UMA	38	10,2%	25	10%	9	5%
Other regions	93	24,7%	58	23%	61	34%
Total	376	100%	252	100%	180	100%

Note: The rates represent the percentage share of each category in relation to the total new hires for the period.

GRI 401-3 | Parental Leave

Maternity / Paternity Leave	2025	2024	2023
Men entitled to leave	1.529	1.210	1.108
Women entitled to leave	234	184	157
Men who returned from leave	30	13	3
Women who returned from leave	6	5	2
Men who stayed after 12 months	4	2	3
Women who remained after 12 months	0	3	3

Content Summary GRI

Statement of use Galvani reports this content in reference to the GRI Standards for the period from 01/01/2025 to 12/31/2025.	
GRI 1 used	GRI 1: Fundamentals 2021
Applicable GRI sectoral standard	GRI 14: Mining

GRI Standard	Content	Location	Omission			GRI Sector No.
			Requirement	Reason	Exploration	
GRI 2: General Content 2021	2-1 Details of the Organisation	p. 8, 14				
	2-2 Entities included in the organization's sustainability report	p. 8, 17				
	2-3 Reporting period, frequency, and contact information	p. 17				
	2-4 Reformulations of information	p. 17				
	2-5 External verification	p. 17				
	2-6 Activities, value chain and other business relationships	p. 8, 11, 69				
	2-7 Employees	p. 42				
	2-8 Workers who are not employees	p. 42				
	2-9 Governance structure and its composition	p. 21				
	2-10 Nomination and selection for the highest governing body	p. 20				
	2-11 Chairman of the highest governing body	p. 20				
	2-12 Role of the highest governance body in overseeing impact management	p. 21, 22, 65, 75, 76				
	2-13 Delegation of responsibility for impact management	p. 21, 22, 65, 75, 76				
	2-14 Role performed by the highest governance body in sustainability reporting	p. 17				
	2-15 Conflicts of interest	p. 23				
	2-16 Communicating crucial concerns	p. 23, 65				
	2-17 Collective knowledge of the highest governing body	p. 22				
	2-18 Performance review of the highest governance body	p. 22				
	2-19 Remuneration policies	p. 41				
	2-20 Process for determining remuneration	p. 41				
	2-21 Proportion of total annual remuneration	p. 41				
	2-22 Declaration on a Sustainable Development Strategy	p. 5, 6				
	2-23 Policy Commitments	p. 23, 63				
	2-24 Incorporation of policy commitments	p. 23, 63				
	2-25 Processes for repairing negative impacts	p. 22, 25, 29				
	2-26 Mechanisms for advice and raising concerns	p. 63				

GRI Standard	Content	Location	Omission			GRI Sectorial No.
			Requirement	Reason	Exploration	
GRI 2: General Content 2021	GRI 2-27 Compliance with laws and regulations	p. 53		No data available	The company has not established criteria for determining significant cases of non-conformity. However, it is committed to developing these criteria in the future, ensuring that all non-conformities are assessed fairly and accurately, aligning with industry best practices and regulatory requirements.	
	2-28 Participation in associations	p. 16				
	2-29 Approach to stakeholder engagement	p. 25				
	2-30 Collective bargaining agreements	p. 41				
GRI 3: Material Issues 2021	3-1 Process of defining material topics	p. 25				
	3-2 List of material issues	p. 25				
Macrothema: Environmental						
Material Issue: Climate Adaptation and Resilience						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.2.1
GRI 201: Economic Performance	201-2 Financial implications and other risks and opportunities arising from climate change	p. 28				14.2.2
Material Issue: Emissions and Energy						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.1.1
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	p. 32				14.1.5
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	p. 32				14.1.6
	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	p. 32				14.1.7
	305-4 Intensity of greenhouse gas (GHG) emissions	p. 32				14.1.8
	305-5 Reduction of greenhouse gas (GHG) emissions			No data available	There was no reduction in GHG emissions as a result of the expansion of operations of the company.	14.1.9
	305-6 Biogenic CO_2 emissions	p. 32				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 31				14.1.2
	302-2 Energy consumption outside the organization			No data available	Information may be available in the next reporting cycle.	14.1.3
	302-3 Energy intensity	p. 31		No data available	Information may be available in the next reporting cycle.	14.1.4

GRI Standard	Content	Location	Omission			GRI Sectorial No.
			Requirement	Reason	Exploration	
Material Issue: Water and Wastewater						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75, 76				14.7.1
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	p. 33				14.7.2
	303-2 Management of impacts related to water disposal	p. 33				14.7.3
	303-3 Water catchment	p. 34				14.7.4
	303-4 Water Disposal	p. 34				14.7.5
	303-5 Water consumption	p. 34				14.7.6
GRI 304: Biodiversity 2016	304-1 Operations located in or near protected areas and areas of high biodiversity value	p. 35				
	304-2 Significant impacts of activities, products and services on biodiversity	p. 35				
	304-3 *Habitats* protected or restored	p. 35, 36				
Material Issue: Waste & Circular Economy						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75, 76				14.5.1
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	p. 29				14.5.2
	306-2 Management of significant impacts related to waste	p. 29				14.5.3
	306-3 Waste generated	p. 29				14.5.4
	306-4 Waste not intended for final disposal	p. 29				14.5.5
	306-5 Waste destined for final disposal	p. 29				14.5.6
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected based on environmental criteria	p. 69				
	308-2 Negative environmental impacts in the supply chain and measures taken	p. 69				
Relevant Issue: Biodiversity						
GRI 304: Biodiversity 2016	304-1 Operational units in protected or adjacent areas	p. 35, 37				14.4.3
	304-2 Significant impacts on biodiversity	p. 36, 39				14.4.4
	304-3 *Habitats* protected or restored	p. 38, 39				14.4.5
	304-4 Species on the IUCN Red List	p.	Not identified	Not applicable		14.4.8
Macrotema: Social						
Material Issue: Worker health and safety						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75, 76				14.16.1
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	p. 48, 51				14.16.2
	403-2 Hazard identification, risk assessment and incident investigation	p. 48, 51				14.16.3
	403-3 Occupational health services	p. 48, 51				14.16.4
	403-4 Worker participation, consultation and communication with workers regarding occupational health and safety	p.				14.16.5
	403-5 Training of workers in occupational health and safety	p.				14.16.6
	403-6 Promoting worker health	p. 44, 48, 51				14.16.7
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	p.				14.16.8
	403-8 Workers covered by an occupational health and safety management system	p.				14.16.9
	403-9 Workplace accidents	p. 48				14.16.10
	403-10 Occupational diseases	p.				14.16.11

GRI Standard	Content	Location	Omission			GRI Sectorial No.
			Requirement	Reason	Exploration	
Material Issue: Employment and Professional Development Practices						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.17.1
GRI 202: Market presence 2016	202-1 Ratio between the lowest salary and the local minimum wage, broken down by gender.			No data available		14.17.2
	202-5 Ratio between the standard starting salary by gender and the local minimum wage	p. 69				
GRI 401: Employment 2016	401-1 New hires and employee turnover	p. 41, 42				14.17.3
	401-2 Benefits offered to full-time employees that are not offered to temporary employees	p. 41, 44				14.17.4
	401-3 Maternity/Paternity Leave	p. 82				14.17.5 and 1421.3
GRI 402: Labor relations 2016	402-1 Minimum notice period for operational changes			No data available		14.17.6
GRI 404: Training and education 2016	404-1 Average number of training hours per year, per employee	p. 41		Incomplete data.		14.17.7 and 1421.4
	404-2 Programs for the improvement of employee skills and assistance with career transitions	p. 41, 43, 44				14.17.8
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers selected based on social criteria	p. 69				14.17.9
	414-2 Negative social impacts on the supply chain and measures taken	p. 69				14.17.10
GRI 407: Trade union freedom and collective bargaining 2016	407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be at risk			No data available		1420.2
	Report the number of strikes and lockouts involving 1,000 or more workers lasting a full shift or more, and their total duration in days workers were off work.			No data available		1420.3
Material Issue: Community relations and social license to operate						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.10.1
GRI 413: Local communities 2016	413-1 Operations involving engagement, impact assessments and development programs focused on the local community.	p. 36, 55, 60				14.10.2
	413-2 Operations with significant negative impacts – actual and potential – on local communities	p. 55				14.10.3
Material Issue: Product and Process Safety						
GRI 3: Material Issues 2021	3-3 Management of the material issue					14.15.1
GRI 306: Wastewater and waste 2016	306-3 Significant spills			Confidentiality restrictions	This data is processed internally	14.15.2
	Report the number of process safety accidents during the reporting period, describe their impacts, and the measures taken to rectify them.			Confidentiality restrictions	This data is processed internally	14.15.3
Material Issue: Economic Impact						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.9.1
GRI 203: Indirect Economic Impacts 2016	203-1 Investments in infrastructure and support services			Incomplete data.		14.9.3
	203-2 Significant indirect economic impacts	p. 58				14.9.4
GRI 204: Procurement Practices 2016	204-1 Proportion of spending with local suppliers	p. 58, 69				14.9.5
	Report the percentage of workers hired from the local community at the unit level of mining, broken down by gender, and the definition used by the organization for "local community"			No data available		14.9.6

GRI Standard	Content	Location	Omission			GRI Sectorial No.
			Requirement	Reason	Explanation	
Relevant Issue: Diversity and Inclusion						
GRI 405: Diversity and equality of opportunities 2016	405-1 Diversity in governing bodies and employees	p. 45				14.21.5
	405-2 Ratio between the base salary and remuneration received by women and those received by men	p. 45		Confidentiality restrictions	This data is processed internally	14.21.6
GRI 406: No breakdown 2016	406-1 Cases of discrimination and corrective measures taken	p. 45		Confidentiality restrictions	This data is processed internally	14.21.7
Macrothema: Governance						
Material Issue: Compliance, ethics and integrity						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 26, 28, 29, 31, 32, 33, 35, 41, 43, 44, 48, 53, 55, 58, 72, 75				14.22.1
GRI 413: Local communities 2016	205-1 Operations assessed for corruption-related risks	p. 63				14.22.2
	205-2 Communication and training in anti-corruption policies and procedures	p. 63				14.22.3
	205-3 Confirmed cases of corruption and actions taken	p. 63		Confidentiality restrictions	This data is processed internally	14.22.4
Material Issue: Risk Management						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 65				
Cross-Cutting Issue: Innovation and Technology						
GRI 3: Material Issues 2021	3-3 Management of the material issue	p. 72				
Relevant Issue: Supply chain management and human rights						
GRI 408: Child Labor 2016	408-1 Operations and suppliers with a significant risk of child labor cases	p. 69, 70				14.18.2
GRI 409: Forced or Slave-Like Labour 2016	409-1 Operations and suppliers with a significant risk of forced labor or labor analogous to employment. slave	p. 69, 70				14.19.2
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers selected based on social criteria	p. 69				14.18.3 and 14.19.3
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts caused by products and services	p. 52				
	416-2 – Cases of non-compliance related to impacts on the health and safety of products and services	p. 52				

Material topics of the GRI sector standard determined as non-material	
Topic	Explanation
Topic 14.3 Air emissions	The impact of air emissions was not considered significant.
Topic 14.6 Tailings	The topic was addressed in the report, but was not considered significant.
Topic 14.8 Closure and rehabilitation	The topic is treated internally and was not considered significant in this reporting cycle.
Topic 14.11 Rights of Indigenous Peoples	This does not apply due to the lack of proximity between operations and indigenous peoples.
Theme 14.12 Land and natural resource rights	For this cycle, the topic was not considered significant.
Topic 14.13 Artisanal and small-scale mining	This topic does not apply to the context of Galvani's operations.
Topic 14.14 Safety Practices	The topic was not considered significant in this reporting cycle.
Topic 14.23 Payments to governments	This topic does not apply. Galvani does not make payments to governments.
Topic 14.24 Public policies	This topic does not apply. Galvani does not engage in public policy.
Topic 14.25 Conflict-affected and high-risk areas	The topic was not considered significant in this reporting cycle.

Produced By: Galvani Communication and ESG Area

Report coordination: Sylvia Tabarin – Director of Institutional Relations and Sustainability Patrícia Figueiredo – ESG Specialist

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