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1 OUR COMMITMENT TO YOU

To uphold Tanac and Tanagro's commitment to providing a safe and healthy work environment for all Employees, the Ethics Committee presents our updated Code of Conduct. This document sets forth the behaviors and guidelines that all of us must follow. Delivering an outstanding product for Tanac and Tanagro means not only delivering quality on time, but also providing a product grounded in non-negotiable values: honesty and transparency. The value of our work reflects the respect we have for one another and our commitment to good conduct.

The second edition of the Tanac and Tanagro Code of Conduct reflects the continuous improvement applied to our Integrity and Conduct processes. To ensure the professional growth of every person who gives their best at work, we are constantly strengthening trust in our relationships and business activities.

We invite you to read this Code carefully. It describes our standards and the measures to be taken in situations we do not tolerate in our relationships. Feel confident to use our Whistleblowing Channel, available 24 hours a day, to clarify questions about behaviors and attitudes. Where necessary, we encourage you to report any situation you have experienced or witnessed that breaches the rules set forth herein. Promoting a Culture of Integrity at Tanac and Tanagro is an essential foundation for building and maintaining our collective integrity. Your cooperation is key to this process!

Ethics Committee

2 CONDUCT WITH PURPOSE

We have a great commitment to fulfill every day we begin our activities at Tanac and Tanagro. The Code of Conduct enables our purpose to be fulfilled with the assurance that each one of us will know how to conduct themselves with respect and diligence.

Committed to integrity in order to fully live our purpose

2.1 Our Purpose

To connect people, nature and innovation to build sustainable growth that transforms life cycles.

2.2 We and the Code of Conduct

Everyone involved in Tanac and Tanagro's activities must comply with the safety and conduct guidelines. Ensuring good conduct at every level of our relationships is what builds trust in our Integrity Program. Accordingly, this Code applies to:

We lead by example in good conduct

- Shareholders, Executive Officers and Board Members;
- Employees;
- Suppliers and Service Providers;
- Any person present on our premises;
- Other stakeholders connected to our company;

The way we act and make decisions reflects the values we cherish and shapes the image and reputation of Tanac and Tanagro. Our conduct must be one of integrity, regardless of the context and conditions we are dealing with.

Our behavior may influence how our colleagues, customers and the communities in which we operate trust our brand. Good conduct must therefore be observed wherever we represent Tanac and Tanagro, such as:

We act with integrity in every context

- At our workplaces: the farms and the Montenegro, Porto Alegre and Arroio dos Ratos sites;
- In face-to-face and written communications with our customers and suppliers;
- At onboarding sessions, training sessions and celebrations, both on and off company premises;
- On social media and any other online channel;
- Anywhere your behavior may affect the professional reputation of your colleagues or of Tanac and Tanagro themselves.

3 DIVERSITY AND INCLUSION

We support and respect people in all their diversity. Tanac and Tanagro make it clear that everyone is welcome to work with us and, so that everyone feels comfortable performing their activities, we count on you to keep our workplace safe.

We do not tolerate moral (psychological) or sexual harassment, or prejudice based on gender, skin color, nationality or ancestry, sexuality, age, ableism (physical and intellectual disabilities), political views, pregnancy, or physical characteristics such as weight, height and others; nor any form of harassment of any nature, including political or electoral harassment, or discrimination based on opinion, party affiliation, ideological conviction or electoral stance, including during election periods, pursuant to Article 157 and Article 628-A, item I, of the Brazilian Consolidated Labor Laws (CLT) and item 1.4.1.1 of Regulatory Standard No. 1 (NR-01).

Talent comes in every form**Reject, speak up and report:**

- Reject any behavior that offends or excludes people – you are part of our culture of integrity;
- If you witness any treatment that reflects this type of behavior, immediately notify your manager;
- Contact the Whistleblowing Channel to report behaviors you have witnessed or that have happened to you.

4 HUMAN RIGHTS

We uphold Human Rights beyond our own operations.

We do not maintain business relationships with companies or individuals that disregard any article of the Universal Declaration of Human Rights. Our policies and standards establish that:

Equal in dignity and respect

- We have zero tolerance for forced and child labor;
- Job offers are made based on fair criteria and in accordance with local laws;
- We value diversity and offer equal and fair opportunities to all Employees;
- We continuously strive to create a workplace free from harassment, bullying, prejudice and discrimination;
- We respect and uphold our Employees' right to freedom of association to protect their interests.

5 OCCUPATIONAL HEALTH AND SAFETY

Tanac and Tanagro invest in safety equipment and training to protect the physical and mental well-being of Employees, prioritizing and valuing life. Leaders must set the example and ensure the implementation of the companies' Safety Management Principles and Golden Rules.

Safety guidance and guidelines, as well as consequence measures, are set out in a specific rule under the Consequence Management Procedure. All ideas for improving safety are welcome!

The 6 Golden Rules for Thinking Safe at Work:

- Think safe when working at height;
- Think safe when operating equipment with hazardous energy;
- Think safe when working in confined spaces;
- Think safe about machine guarding and control systems;
- Think safe and keep machines and pedestrians apart;
- Think safe when operating critical equipment.

6 PROTECTION OF COMPANY ASSETS

Responsibility for the security and proper use of company assets is part of our job duties. All Employees must ensure the proper use and safekeeping of Tanac and Tanagro's equipment, machinery and property in the course of their activities. These assets range from machinery, vehicle fleets and IT equipment to intangible assets such as market strategies, patents, trademarks and databases.

Just as we protect our own assets, we carry out our activities with due regard for the property of third parties. Caring for the property of companies and individuals is also a way of respecting the communities in which we operate.

To ensure the proper use of Tanac and Tanagro's assets, adhere to the following conduct:

- Store the assets you use properly, keeping them secure against theft and robbery;
- Follow the instructions and switch off equipment after use;
- Report any improper handling or storage;
- Do not access third-party information without proper authorization;
- Use assets solely for operational and business purposes;
- Return the assets you use with care, for proper storage by the responsible department.

7 INFORMATION TECHNOLOGY RESOURCES

Tanac and Tanagro's IT and communication resources are made available to support your daily work. User accounts and passwords for information technology resources are personal and non-transferable. Misuse of these resources and the sharing of user accounts and passwords are not permitted.

Please note that, where necessary, communications, e-mails, websites and files may be accessed to verify potential misconduct, such as:

Verifiable situations:

- Sharing of confidential and/or proprietary information of Tanac and Tanagro;
- Damage to company assets, such as fraud, theft and the like;
- Access to content inappropriate for the workplace;
- Inappropriate communications that breach the Code of Conduct.
- Sharing of party-political or electoral content on the company's official communication channels, such as corporate e-mail, work messaging groups, notice boards and other institutional media.

8 CORPORATE COMMUNICATIONS

Tanac and Tanagro's communications with the media, communities and Employees are based on transparency and on the accuracy of the information and data presented. For this reason, all information must always be checked and approved prior to publication.

Our public position on any situation or topic must be communicated by the persons assigned to that role; therefore, no unauthorized person may speak on behalf of Tanac and Tanagro.

Please also bear in mind the rules of this Code when expressing yourself publicly: any breach of the conduct set forth herein may be reviewed by the Ethics Committee and may result in a sanction or consequence measure.

Tanac and Tanagro do not take part in any political party or party ideology, and no association with, or expression of, this kind is permitted.

In compliance with Law No. 9,504/1997 (Brazilian Elections Law) and with the ruling of the Brazilian Federal Supreme Court (STF) in Direct Action of Unconstitutionality (ADI) No. 4,650, Tanac and Tanagro, as legal entities, are prohibited from making donations, financial contributions, providing facilities, lending their brand or offering any other form of support to candidates, political parties or electoral campaigns.

In relationships among Employees, and between Employees and managers, customers, suppliers and other stakeholders, all forms of political or electoral harassment are prohibited, including coercion, pressure or retaliation based on opinion, ideological conviction, party affiliation or electoral stance. This prohibition also covers recruitment and hiring processes, the use of hierarchical position to induce votes, support or political expression, and situations occurring in virtual environments, such as work communication groups and corporate social networks.

Tanac and Tanagro's reputation is directly linked to our attitudes towards the community; therefore:

Communication rules:

- Do not send information or data to third parties without authorization;
- Do not express positions on behalf of the company unless you are assigned to do so;
- Notify your manager immediately if third parties request information about the company.

9 CONFIDENTIAL OR PRIVILEGED INFORMATION

Data or information on projects, financial and strategic planning, industrial data, or personal data of Tanac and Tanagro Employees must not be shared with third parties without authorization. All Employees are contractually bound to keep Tanac and Tanagro's information confidential, an obligation that survives the termination of their employment contract.

The personal data of Employees and third parties is protected by the Brazilian General Data Protection Law (LGPD) and must therefore be processed in accordance with the guidelines set out in the Law and in Tanac and Tanagro's internal regulations.

Data on political opinions is considered sensitive personal data under Article 5, item II, of the LGPD, and is subject to enhanced confidentiality, including when it is disclosed in the course of investigating reports.

10 RISK ASSESSMENT AND MANAGEMENT (NEW)

Tanac and Tanagro maintain a periodic compliance risk assessment process (Integrity Risk Mapping), conducted by the Ethics Committee together with the managers of each area, to identify, prioritize and address the main conduct, legal, financial, labor, environmental and corruption risks to which our activities are exposed. The results of this assessment guide our internal controls, training and the priorities of this Code of Conduct.

Your role in risk management

- Report to your manager, to the responsible area or to the Whistleblowing Channel any situation that, in your judgment, poses a significant risk to people, to the environment or to the integrity of Tanac and Tanagro;
- Take an active part in training and risk mapping activities when invited by your area or by the Ethics Committee;
- Follow the controls and procedures established for higher-risk activities, without shortcuts or unauthorized exceptions.

This process is periodically reassessed to keep pace with changes in the business, in legislation and in the environment in which Tanac and Tanagro operate.

11 INTERNAL CONTROLS

Tanac and Tanagro maintain internal controls that ensure segregation of duties, approval authority limits and traceability of decisions in higher-risk activities, particularly in finance, procurement, contracting and interactions with Public Officials.

Your role in internal controls

- Comply with the approval authority limits and segregation of duties established for your activity, without unauthorized exceptions;
- Do not hold, or allow anyone else to hold, conflicting roles, such as purchasing and paying, or receiving raw materials and controlling inventory;
- Report to your manager or to the Whistleblowing Channel any attempt to circumvent established controls.

12 LEGAL AND QUALITY COMPLIANCE

Our production, product sales and administrative processes are subject to national and international legislation, as well as to quality and management system standards.

Tanac and Tanagro are fully committed to complying with all Laws and Standards in their entirety, monitoring and evidencing their proper implementation. All Employees are directly responsible for safeguarding legal certainty and quality.

Fair business takes us further**You must always:**

- Follow policies, standards and work instructions, without exception;
- Attend training sessions and carefully read communications on legislative updates;
- Cooperate with quality audits by implementing improvement actions within the agreed timeframe;
- Notify your manager when procedures are not being carried out in accordance with applicable rules and laws.

Our sustainability and business growth depend on our good conduct. Our commitment to integrity depends on you. Therefore, your conduct must:

- Respect the segregation of duties established within activities, in management system settings and in approval authority limits;
- Conduct negotiations with business partners that do not present conflicts of interest with government bodies or with members of Tanac's governance bodies;
- Notify management or Governance whenever you believe your decision-making may constitute a conflict of interest;

- Report any situation you witness that may become, or already constitutes, a conflict of interest.

13 THIRD-PARTY RELATIONSHIPS

We are guided by technical and quality criteria when supplying our products and when purchasing goods or contracting services. Our market prospecting and customer relationship processes respect fair competition practices and establish professional relationships based on transparency.

Our purchasing and contracting processes follow good market selection and quotation practices, offering equal opportunities to bids that meet quality and legal compliance criteria. We give preference to business partners who share our values of environmental stewardship, fair employment and free competition.

As examples of expected behavior, we expect you to:

- Submit commercial proposals in line with free competition practices, ethical conduct and respect for customers' decisions;
- Select suppliers and service providers based on established criteria of quality, price and legal compliance;
- Not hire or subcontract companies or individuals that present a conflict of interest arising from friendships or family relationships directly linked to you or to Tanac and Tanagro's management;
- Always verify the reputation and legal compliance of business partners, avoiding relationships with disreputable companies and individuals.

14 CONFLICTS OF INTEREST

A conflict of interest arises when a decision is made in the course of Tanac and Tanagro's activities that places the interests of the Employee, or of a person related to them, ahead of the interests of the company.

Decision-making must follow technical criteria and ethical principles. It is unacceptable for anyone making choices in Tanac and Tanagro's business to favor themselves or any other individual by using our structure and assets, to the detriment of our purpose. A conflict of interest may arise:

- When hiring employees or third parties with direct family ties or friendships;
- When selecting business partners with whom one has corporate or associative ties;
- Within activities, when the same person performs conflicting roles, such as: purchasing and paying; paying and recording in the accounts; receiving raw materials and controlling inventory;
- With public officials who carry out inspections of Tanac and Tanagro and have any connection with the business conducted.

Specific guidelines on preventing and combating corruption in interactions with Public Officials are set out in the 'Anti-Corruption' section below.

15 ANTI-CORRUPTION

Tanac and Tanagro have a zero-tolerance policy towards corruption in any of its forms and are committed to conducting their business ethically, with integrity and transparency, in compliance with Law No. 12,846 of August 1, 2013 (Brazilian Anti-Corruption Law, also known as the Clean Company Act), Law No. 8,429/1992 (Administrative Improbity Law) and other applicable national and international regulations.

Interactions with Public Officials

- All Employees are prohibited from, directly or indirectly, promising, offering, giving or authorizing any undue advantage – whether in cash, goods, services or benefits of any kind – to any Public Official, domestic or foreign, or to any third party related to them, for the purpose of obtaining an advantage, facilitating business or influencing decisions in favor of Tanac and Tanagro;
- The payment of bribes, kickbacks or so-called 'facilitation payments' is prohibited, regardless of the amount.

Third Parties, Partners and Suppliers

- All agents, customs brokers, consultants, service providers and other third parties acting on our behalf must comply with anti-corruption laws and with the principles of this Code.

16 PERSONAL RELATIONSHIPS

Tanac and Tanagro respect the privacy of Employees and members of the governance bodies. Personal relationships occur naturally in shared environments such as the workplace.

To ensure fair people management and to mitigate potential conflicts of interest, intimate relationships between persons connected to Tanac and Tanagro must be disclosed to Human Resources. Send an e-mail to recursoshumanos@tanac.com.br for more information. If you wish to ask anonymously, submit your question through the Whistleblowing Channel.

17 HOW WE HANDLE GIFTS AND GIVEAWAYS

Our business relationships may involve celebrations and the exchange of compliments, gifts and promotional items to seal an agreement or pay tribute. To ensure that such a pleasant moment does not give rise to a conflict of interest, the following rules apply to giving and receiving gifts, promotional items and tributes:

Honesty is non-negotiable

- We may give and receive gifts and promotional items bearing the logo of Tanac, Tanagro or partner companies;
- Gifts and promotional items without a logo must be declined. If such an item is received and cannot be returned, hand it over to your direct manager;
- Giving gifts or promotional items without the Tanac and Tanagro logo requires prior authorization from the Legal department;
- Tributes, interviews and any public reference to an Employee or a member of the governance bodies that relate to a business partner or that may constitute a conflict of interest must be reported directly to the Ethics Committee.

In interactions with Public Officials, the prohibitions set out in the 'Anti-Corruption' section of this Code also apply cumulatively.

18 WHISTLEBLOWING CHANNEL

A Culture of Integrity is our commitment to doing what is right

Tanac and Tanagro have a well-established system for reporting accounts, situations and questions concerning misconduct, understood primarily as conduct that contravenes the provisions of this Code of Conduct.

The Whistleblowing Channel has a security system to maintain confidentiality and prevent whistleblowers from being traced. You may submit a report anonymously or identify yourself; in both cases, confidentiality will be maintained.

The Whistleblowing Channel also receives and handles reports related to political and electoral harassment and suspected corruption, ensuring the same confidential treatment afforded to all other violations of this Code.

Any form of retaliation, reprisal or unfavorable treatment against anyone who reports in good faith or who refuses to yield to political or electoral pressure is prohibited. Retaliation is, in itself, subject to the disciplinary measures provided for in this Code.

After a report has been submitted, the whistleblower may remain in contact anonymously and provide any information needed to resolve the situation. When providing information about the report, the more details you include – such as dates, locations, persons involved or witnesses – the more effective the actions taken will be.

In accordance with the rules established for the investigation process, the Committee will appoint qualified persons to investigate the matter. It is therefore necessary that you:

- Keep an eye on the chat between the Committee and the whistleblower in case further information is needed. The chat preserves anonymity;
- Attend training sessions and read the instructions on how best to use the Whistleblowing Channel;
- Trust the conduct process – everyone involved will be treated with respect throughout the investigation.

19 HOW TO MAKE A REPORT

You can contact Contato Seguro through the following channels:

Contato Seguro – Ethics Channel

- 0800 601 8698

Visit: contatoseguro.com.br/tanac

Contato Seguro is the company responsible for receiving reports concerning our conduct. Under its contract, Contato Seguro does not disclose information about whistleblowers or allow location tracking, regardless of the position or identity of the person reported.

After the report has been reviewed by the Channel administrators, it is forwarded to the Ethics Committee, which determines how it will be handled. If any Committee member is involved, that member will not be informed of the report.

Report handling is a structured process. The evidence of the reported situations must be verified; your contribution of information is therefore crucial to reaching the best solutions.

20 SANCTIONS AND REMEDIAL MEASURES

We keep our commitments

Fulfilling our conduct commitments also means taking action when the rules are not followed. Responses to breaches of conduct are decided by the Tanac and Tanagro Ethics Committee based on guidelines for conflict resolution, reconciliation and disciplinary measures. The following are examples of conduct subject to disciplinary measures in accordance with the Law:

- Failing to comply with applicable Laws and quality Standards, particularly in employment relationships;
- Working under the influence of alcohol, drugs or any substance that alters perception and cognition;
- Stealing or robbing personal items, documents, data or assets belonging to Tanac and Tanagro;

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- Falsifying internal or external records to benefit oneself, Tanac, Tanagro or third parties;
- Acting with prejudice or discrimination under any circumstances;
- Engaging in moral (psychological) or sexual harassment, regardless of the number of occurrences;
- Inciting or engaging in violence at any location under the responsibility of Tanac and Tanagro;
- Making a decision or influencing someone while in a conflict of interest;
- Offering or receiving an undue advantage, particularly where public officials are involved;
- Leaking personal or business data, regardless of whether any party gains or loses a financial advantage;
- Engaging in, inciting or condoning political or electoral harassment against colleagues, customers, suppliers or third parties;
- Committing acts of corruption, bribery, kickbacks or accounting fraud, including through third parties, in breach of the Anti-Corruption Law (Law No. 12,846/2013).

21 UPDATES TO AND EFFECTIVENESS OF THE CODE OF CONDUCT

The Ethics Committee monitors new relevant situations involving conduct and integrity and, in order to maintain a strong culture of integrity, this Code will be reviewed under the leadership of the Ethics Committee and approved by the Board of Directors. This Code becomes effective immediately upon its release date.

Complete the acknowledgment and commitment form on the next page and submit it to the People & Management department.

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22 REVISION HISTORY

Table 1 - Revision Control

REV.	DATE	RESPONSIBLE	REMARKS
00	15/07/2024	Ethics Committee	Initial issue (1st edition).
01	24/08/2026	Ethics Committee	Revision of the Code of Conduct (2nd edition) carried out to: (1) include the mandatory requirement to address political and electoral harassment in employment relationships (Article 157 and Article 628-A, item I, of the CLT; item 1.4.1.1 of NR-01); (2) include a specific Anti-Corruption section, reinforcing Law No. 12,846/2013; and (3) strengthen two compliance pillars – Risk Assessment (pillar 2) and Internal Controls.