



2025 SUSTAINABILITY REPORT

Integrated solutions
that drive foreign trade.



CONTENTS

1.	ABOUT THIS REPORT	2	6.	LEADERSHIP: RESPONSIBLE OPERATIONS IN THE VALUE CHAIN	59
2.	MESSAGE FROM THE CEO	3		Customers: trust and operational excellence, 60 Suppliers: sustainability in the supply chain, 64	
3.	2025 HIGHLIGHTS	5			
	Recognition , 10 Certifications , 11		7.	CARE FOR PEOPLE: THE VALUE BEHIND PERFORMANCE	71
4.	COMEXPORT: STABILITY, SECURITY, AND COMPETENCE	13		Employees, 72 Health and safety, 76 Community, 90	
	Who we are, 14 Organizational drivers, 15 Business strategy, 16 Differentiators in services, markets, and customers, 23 Production segments, 27		8.	ECO-EFFICIENCY: PROPER USE OF NATURAL RESOURCES	93
5.	GOVERNANÇA CORPORATIVA: TRUST AND BUSINESS LONGEVITY	41		Water and effluents, 95 Energy, 97 Waste, 98 Greenhouse gas emissions, 100	
	Corporate structure, 42 Ethics and integrity, 44 Financial results, 51 Engagement with stakeholders, 55 Sustainability integrated into governance, 57		9.	GRI CONTENT	103
			10.	CREDITS	108

GRI 2-2, 2-3, 2-4, 2-5, 2-14

The 2025 Sustainability Report was prepared based on the Global Reporting Initiative (GRI) methodology, aligning our communication with the most recognized international reporting standards. Each section has been structured to convey, objectively and transparently, the Company's performance in the topics most relevant to our ESG strategy, topics defined through materiality studies and an analysis of our business model. The economic, environmental, and social indicators, in turn, demonstrate how we manage these areas and reflect our commitment to customers, suppliers, employees, and the community.

1 Sustainable Supply Chain



E

2 Quality

3 Sustainable Logistics and Eco-Efficiency

4 Talent Attraction and Retention



S

5 Diversity and Inclusion

6 Health, Safety, and Labor Compliance

7 Integrity, Compliance, and Risks



8 Product Traceability

9 Digital Innovation and Cybersecurity

Furthermore, the content was prepared with the support of the Sustainability team, and the final version was approved by senior leadership, who actively participate in strategic decision-making and the validation of the Company's information.

We reaffirm our commitment to providing safe, efficient, and innovative foreign trade solutions across various economic sectors, combining the continuous improvement of our practices with the values that underpin the legacy of a traditional family-owned company. For any inquiries or questions regarding this Report, please contact us at esg@comexport.com.br.



In an increasingly dynamic corporate environment, marked by supply chain instability, freight rate fluctuations, regulatory and tax changes, and increasing operational pressures, the ability to adapt has evolved from a competitive advantage into an essential condition for corporate longevity and growth. At COMEXPORT, this capacity is part of our history.

Over more than 50 years, we have built a track record defined by our ability to understand scenarios, anticipate market shifts, and transform complexity into solutions. As a leader in foreign trade, we feel the immediate impact of the external environment on our customers' operations. Therefore, we seek to interpret this landscape intelligently, identify risks and opportunities, and act strategically to connect markets, partners, and viable alternatives. Today, approximately 3% of all products imported into Brazil pass through COMEXPERT, resulting in **1.5 million tons of cargo handled annually**, which shows the significance of our role in Brazilian foreign trade.

We aim to increasingly be the best partner for our more than **1,000 customers**. In 2025, we took further steps in this direction, strengthening our leadership position and expanding our presence in sectors strategic to the country, such as automotive, energy, sanitation, pharmaceuticals,

Over more than 50 years, we have built a track record defined by our ability to understand scenarios, anticipate market shifts, and transform complexity into solutions. ”

and machinery and equipment, as well as specialized port and customs infrastructure. This momentum resulted in a **gross revenue of R\$ 62.34 billion, net revenue of R\$ 38.10 billion, and R\$ 8.73 billion in economic value.**

COMEXPORT sits at the heart of the value chain. From this position, we coordinate stakeholders, mobilize our global network, and pave the way forward. This attribute becomes even more evident during critical moments. Long-standing relationships, deep knowledge of international trade, and a strategic connection to China remained key assets in navigating adverse situations.

Highlights of the period included the strengthening of FXport's operations and the expansion of logistics and operational infrastructure, featuring new vehicle storage facilities in Espírito Santo and Pernambuco, as well as the implementation of Pre-Delivery Inspection (PDI) processes that enabled highly complex operations. The inauguration of the Ceará Automotive Plant (PACE), with an annual production capacity of 20,000 electric vehicles, also stood out as a major strategic milestone, representing the Company's transformation in the face of significant challenges and its contribution to the advancement of sustainable mobility in the country.

In recent years, COMEXPORT also had a significant workforce growth, bringing legitimate demands, such as preserving the relationship, agility, and strength of our culture. By 2025, we conquered a workforce with **957 employees, representing a 27.6% increase** over the previous year. To sustain this progress consistently, we seek to balance growth with our core identity by investing in our people through training, internal engagement, quality initiatives, and the maturation of our management practices.

At the same time, we have intensified initiatives related to governance, compliance, sustainability, and ISO certification, reinforcing our commitment to building an organization that is increasingly structured and prepared for the future. In this context, we can highlight our commitment to the Business Pact for Integrity and Against Corruption, an initiative of the

Ethos Institute for Business and Social Responsibility, as well as the development and publication of our Diversity, Equity, and Inclusion Policy and our Sustainability and ESG Policy; these represent important milestones in consolidating our institutional guidelines.

We recognize that the business environment will increasingly demand innovation, creativity, and new ways of creating value for stakeholders. We are mindful of this context and respond promptly, adjusting our business model with discipline and a focus on operational efficiency, smart capital allocation, and financial sustainability, while investing in technology, operational intelligence, system robustness, and support for operational scale. Over the past four years, **approximately R\$ 70 million has been invested in technology**, aligning with the Company's evolution and the growing complexity of its operations.

In 2025, excellence, quality, agility, partnership, security, and trust were the key drivers of our operations. All of this is possible only because we have a clear understanding of what guides us.

With this spirit, we plan COMEXPORT's next steps: with responsibility, a forward-looking vision, and confidence in the potential of our company, our people, and the connections we have built throughout our history.

Alan Goldlust
CEO of COMEXPORT

In 2025, excellence, quality, agility, partnership, security, and trust were the key drivers of our operations. All of this is possible only because we have a clear understanding of what guides us. ”



2025 HIGHLIGHTS

Discover the key results and
achievements reached in partnership
with our stakeholders.

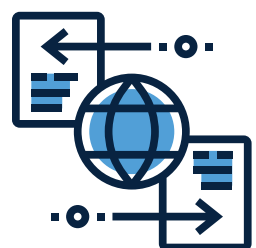
COMEXPORT: KEY FIGURES



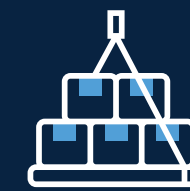
Over
1,000 customers*
served.



Around
3%
of all products imported into Brazil
are handled by COMEXPERT.



Over
1.5 million tons
of cargo are transported annually.



Import of
150,000 tons
of bulk products annually.



Over
200,000 vehicles
are imported and handled annually.



Over
10,000 import operations
annually.



Over
3,500 containers
are transported per month.



Over
100 aircraft
are imported annually.

* Our customer base includes multinational companies across all sectors.

GOVERNANCE



Revenue exceeding
R\$ 62.34 billion.



R\$ 8.73 billion
in economic value generated.



R\$ 38.10 billion
in net revenue.



Around
R\$ 70 million
invested in technology
over the past four years.



Adherence to the Business Pact for Integrity and Against Corruption.



Development and publication of the
Diversity, Equity, and Inclusion Policy.



Development and publication of the
Sustainability and ESG Policy.



Disclosure of **key highlights, sustainability reports, and ESG materials** to the market via the corporate website.



806 documentos
Quality Management System documents approved.



189 employees trained

in strategic and humanized communication.



SOCIAL



957 employees,
a 27.6% increase
compared to the previous year.



Over
R\$ 30 million
in employee benefits.



10% increase
in meal/food vouchers.



86% participation rate
in the Organizational Climate Survey.



15,226
registrants for the
COMEXPORT GRAAC
Run and Walk.



A close-up photograph of a large, clear water droplet resting on a green leaf. The droplet acts as a lens, reflecting the surrounding green foliage and sky. The leaf's veins are clearly visible beneath the droplet.



3,600 litros
liters of liquid waste, generated from cleaning the oil-water separator (OWS) system and washing materials used in minor vehicle repairs, disposed of via a licensed company.



167.3 toneladas
of waste diverted from disposal through recycling.



227.05 tCO₂e offset,
reinforcing our commitment to **neutralizing emissions.**

RECOGNITION

COMEXPORT's performance in 2025 was recognized through awards that highlight the Company's achievements across various areas and attest to the consistency of its strategy, its **commitment to continuous improvement**, and its **ability to excel** in an increasingly competitive environment.



Valor Inovação

Ranked as the 3rd most innovative company in Brazil's commerce sector, for the second consecutive year, climbing 13 spots compared to the previous year.



**Top Supplier
no setor de
máquinas e
equipamentos**

At the Intermodal event, received the Standout Award – Gold Category, presented by customer Kion South America, a global leader in the supply of forklifts and supply chain solutions.



IEL-ES Annual Ranking

COMEXPORT
Trading ranked first
among the 200
largest companies
in Espírito Santo,
a result driven by
growth of over 100%
in the Company's net
operating revenue.



Supplier of the year (GM)

Recognized by General Motors (GM) at its 33rd annual supplier awards, reinforcing the Company's operational excellence and its significance within the global automotive supply chain.

The pursuit of operational excellence and responsible management is also reflected in the certifications we have received. These internationally recognized certifications attest to the quality of the processes adopted by COMEXPORT and the Group's companies.

The pursuit of operational excellence and responsible management is also reflected in the certifications we have received. These internationally recognized certifications attest to the quality of the processes adopted by COMEXPORT and the Group's companies.



COMEXPORT received two Better Stands seals (Silver category) for the stands showcased at Intermodal and NT Expo. This recognition highlights the adoption of more responsible solutions focused on reducing environmental impact.



COMEXPORT and its subsidiary, Kalium Chemical, maintained this certification, thus restating our commitment to delivering products and services that meet the highest quality standards.



Kalium Chemical maintained the certification, demonstrating our commitment to the continuous improvement of environmental performance.



Comexport received the international EcoVadis COMMITTED badge, which recognizes its corporate sustainability performance and reinforces the company's commitment to transparency and ESG practices.

CERTIFICAÇÕES



Clean Company Seal

COMEXPORT joined the Business Pact for Integrity and Against Corruption and conquered the Clean Company Seal, reinforcing its commitment to ethics, transparency, and good governance practices.



Carbon Neutral Seal

For the second consecutive year, Comexport renewed its carbon-neutral certification, fully offsetting Scope 1 and 2 emissions while making progress in mapping and offsetting Scope 3 emissions.



GPTW Seal

A key achievement in 2025 was earning the Great Place to Work (GPTW) certification for the fourth consecutive year, maintaining performance levels comparable to the previous year despite a 20% increase in the number of respondents.





COMEXPORT: STABILITY, SECURITY, AND COMPETENCE

We are synonymous with intelligence in foreign trade, offering personalized, innovative services to ensure our customers' success.

WHO WE ARE

GRI 2-1, 2-6

Founded in 1973, COMEXPORT has established itself as Brazil’s largest foreign trade company, combining experience, scale, and the ability to coordinate complex operations to meet the challenges of an increasingly dynamic and globalized business environment. Throughout a journey defined by adaptation, growth, and diversification, the company has built a reputation based on **operational excellence**, market intelligence, and the provision of integrated solutions that create value for diverse customers across different sectors.

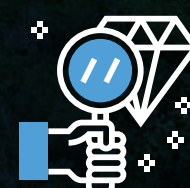
A privately held, family-owned business headquartered in the city of Vitória, State of Espírito Santo, Brazil, the Company has now **957 employees** and has served for over 50 years as a benchmark and strategic partner for organizations that seek agility, expertise, and strategic insight in foreign trade.



» Offer safe, efficient, and innovative solutions in foreign trade.



» Ensure excellence in foreign trade by investing in people, innovation, and customer satisfaction. And thus, inspire and increasingly become a reference in the sector.



» **Performance:** We are committed to offering personalized, innovative, and high-performance services to ensure the success of the Company and our customers.

» Innovation: Using technology combined with the technical and intellectual excellence of our team, we are attentive to changes to always bring innovation to our customers and partners.

» **Respect and Ethics:** We prioritize ethics and respect in everything we do. This way, we build our reputation and earn the trust of our employees, customers, and business partners.

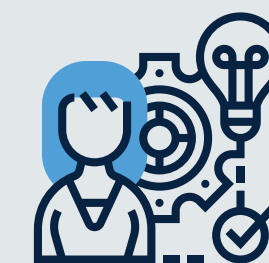
» Care for People: We believe that everyone involved with the company can contribute to everyone's success. We inspire, train and build a healthy and constructive relationship with our employees, customers, and business partners every day.

GRI 2-22

The Company's operations remained anchored by four core pillars, innovation, customer service, training, and communication, which had already been under development in previous years. In 2025, these pillars continued to guide the company's activities, particularly in strengthening its reputation regarding matters of high regulatory complexity.



COMMUNICATION



STRATEGIC PILLARS



COMMUNICATION

We prioritize a clear, integrated, and collaborative approach to sharing goals, results, and progress. This strategy enhances the engagement of employees, customers, suppliers, and communities, creating an environment of trust and strategic alignment.

Our Strategy:

- Implement new communication channels such as newsletters.
- Redesign the current intranet.
- Create a new website.
- Increase presence in the press and social networks.
- Build a unique corporate language.
- Produce an institutional video.
- Redefine our mission, vision, and values.
- Promote direct and collaborative communication.

We are experts and absolute leaders in the sector in which we operate. Now, we will disseminate our actions and activities to different audiences and communication channels. With the collaboration of our entire team, we will take our success story to the entire world.



HUMAN DEVELOPMENT

Investing in people is essential for COMEXPORT. We promote ongoing training, implement well-being policies, ensure workplace safety and encourage talent retention, building an inclusive environment that stimulates professional growth.

Our Initiatives:

- Organizational climate survey.
- Assessment of organizational structure and review of career plan.
- New guidelines for leadership development.
- Implementation of training agenda.
- Adaptation of internal performance assessment.
- Talent engagement and retention actions.

Our talents will continue to build a company that is increasingly prepared to develop and implement innovative and safe foreign trade solutions.

STRATEGIC PILLARS



CUSTOMER SATISFACTION

Customer experience and success are at the heart of our strategy. COMEXPORT offers customized, efficient, and high-value-added logistics solutions, working to constantly increase satisfaction and engagement.

Our Initiatives:

- Support to the Sales department in implementing new operations.
- Use of technology for the continuous improvement of COMEXPORT systems.
- Application of customer satisfaction surveys (NPS).
- Maintenance of ISO 9001 certification.
- Planned implementation of ISO 14001.
- Ensuring an increasingly better service experience at every customer touchpoint.

We are transforming the relationship with our customers through innovation and stability to deliver our key differentiator: integrated, value-added solutions.



INNOVATION

In that period, we also created the Artificial Intelligence department and the “AI Champions” group, comprising representatives from various areas, to support the spread and strengthening of this culture within the company.

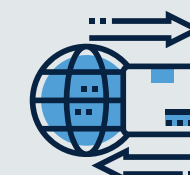
Digital transformation is a key pillar of COMEXPORT’s strategy, combining innovation, process automation, data intelligence, and cybersecurity, always in compliance with global best practices, ensuring increasingly agile, safe, and sustainable operations.

Our commitment is to invest more and more in innovation and in the development of people who, with dedication and responsibility, convert technology into solid and lasting results for our Company.

GRI 2-6

Through this model, the Company drives operational efficiency, quality, and security, while enhancing competitiveness, underpinned by strategic negotiations aimed at cost reduction, adherence to local regulations, and compliance with international standards.

With the most comprehensive infrastructure in the market, COMEXPORT simplifies this process for its customers, providing security and optimizing logistics, taxation, and planning.



Distribution

- Order picking and dispatch;
- Transport to customers;
- Delivery management;
- Focus on deadlines, service, and cargo integrity.

In 2025, COMEXPORT further evolved its solutions portfolio, expanding its scope beyond the traditional import model to offer more integrated and complex solutions, such as warehousing, distribution, and customer financing. This move reinforces the Company's ability to meet diverse demands with greater sophistication, efficiency, and value creation.

COMEXPORT OPERATIONAL CENTERS

Our operating model is underpinned by a robust and comprehensive structure, considered one of the most complete in the sector. COMEXPORT is present at major ports along the Brazilian coast and maintains operations across various regions of the country. This presence strengthens our domestic and international operations and reinforces our ability to anticipate scenarios, identify opportunities, and support customers in highly complex situations.

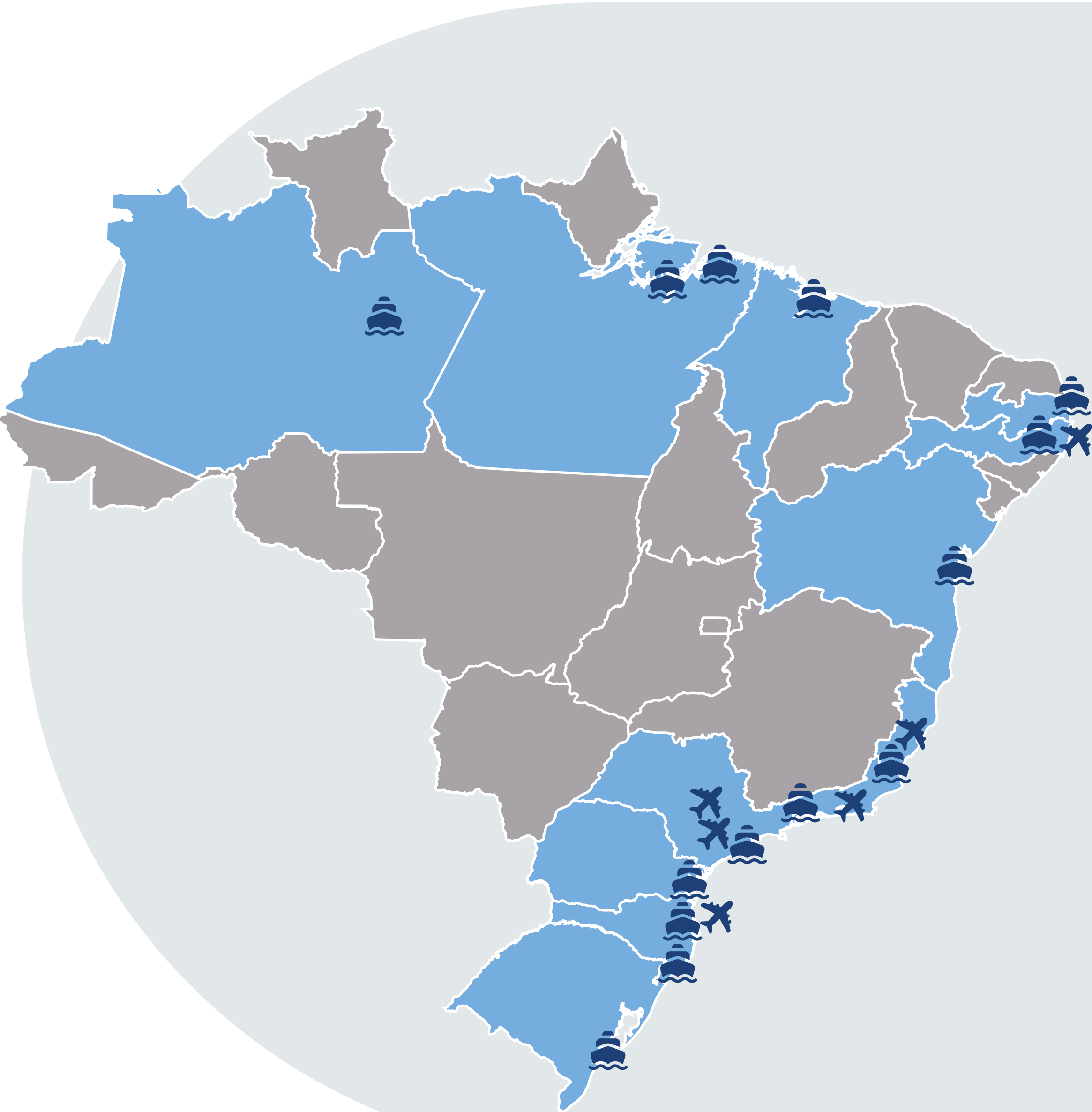
To facilitate these activities, our operations rely on two key models: direct distribution with local inventory, and the outsourcing of operations, either on a made-to-order basis or “on account and by order” basis.

OPERATIONS IN PORTS

- Port of Santos (SP)
- Port of Itajaí (SC)
- Port of Vitória (ES)
- Port of Suape (PE)
- Port of Paranaguá (PR)
- Port of Rio de Janeiro (RJ)
- Port of Rio Grande (RS)
- Port of São Francisco do Sul (SC)
- Port of Salvador (BA)
- Port of Manaus (AM)
- Port of Aratu (BA)
- Port of Belém (PA)
- Port of Itaqui (MA)
- Port of Cabedelo (PB)

OPERATIONS IN AIRPORTS

- Guarulhos (SP)
- Viracopos (SP)
- Vitória (ES)
- Galeão (RJ)
- Santos Dumont (RJ)
- Recife (PE)
- Navegantes (SC)



A world map with a light gray background. The study area is highlighted in blue. It includes Brazil, China, and parts of Europe and Africa. The map also shows the outlines of other continents and countries in a darker gray.

OFFICES

OFFICES

- Belo Horizonte (MG) - 3 employees
- Varginha (MG) - 2 employees
- Parauapebas (PA) - 1 employee
- Rio de Janeiro (RJ) - 1 employee
- Araquari (SC)**
- Curitiba (PR)**
- João Pessoa (PB)**
- Recife (PE)**
- Serra (ES)**
- Vila Velha (ES)**

We also maintain an international presence through structures located in markets strategic to our operations.

INTERNATIONAL OFFICES***

- A1 Commodities Uruguay – Uruguay
- CX TRADING AG – Switzerland
- COMEXPORT GMBH – Austria
- COMEXPORT Shanghai – China

*** In these countries, we do not have in-house staff but we operate through consultants and local partner offices.

DISTRIBUTION CENTERS (DC):

We have two Distribution Centers designed to provide comprehensive logistics solutions and support highly complex operations in the automotive sector.

- **Suape (PE) Distribution Center:** It features an operational area exceeding 200,000 m² dedicated to major automakers and has inspected over 60,000 vehicles as part of industrialization and Pre-Delivery Inspection (PDI) processes. In addition to logistics management, activities at the facility include carpet cutting, primer application, labeling, and final inspection, as well as the installation of accessories such as running boards, skid plates, tonneau covers, decals, and wheel covers. Currently, 53 employees work directly at the site.
- **Cariacica (ES) Distribution Center:** Spanning an area of 160,000 m², the facility features infrastructure similar to that of Suape, including dedicated customer areas and comprehensive operational spaces. In 2025, it received 62,615 units, shipped 68,543, and carried out 57,416 PDI (Pre-Delivery Inspection) processes. The operation employs a workforce of 70 people.

The units operate under strict equipment control and calibration standards (ISO 9001). With agile and assertive processes, we maintain operational reliability through quick and intelligent decisions, optimizing flows and maximizing results for our customers.



Suape DC

+200,000 m²

of operational area

+60,000

vehicles inspected
in PDI processes



Cariacica DC

+160,000 m²

of operational area

+57,000

vehicles inspected
during PDI processes



SERVICE DIFFERENTIATORS, MARKETS, AND CUSTOMERS

COMEXPORT Trading consolidates the Group's trading and foreign trade operations, serving as a strategic hub for structuring international business and connecting global customers, suppliers, and various supply chain stakeholders. Its operations encompass indirect imports and exports, proprietary trading, and the design of international flows tailored to the specific needs of each customer and market segment.

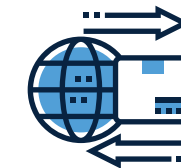
Through an integrated approach, the company combines solutions in logistics, tax structuring, financing, and foreign exchange management, enabling greater efficiency in executing complex operations and coordinating the various stages of foreign trade. This model facilitates the optimization of timelines, costs, and operational workflows, while simultaneously enhancing transaction predictability and security.

Organized by market segments, such as automotive, aviation, energy, and consumer goods, among others, COMEXPORT Trading combines technical expertise, strategic vision, and coordination capabilities to meet diverse demands across various business contexts. In doing so, it strengthens COMEXPORT's positioning as a strategic partner for companies seeking intelligence, integration, and efficiency in their international operations.



IMPORT AND EXPORT MODELS

COMEXPORT offers various import and export models, such as Purchase and Sale on Demand (“CVE”), Import on Account and Order (“C&O”), and Business Process Outsourcing (BPO), that enable structuring operations with greater tax, financial, and operational efficiency. To complement this model, integrated logistics solutions, such as 4PL (Fourth-Party Logistics), enhance supply chain coordination capabilities, optimize costs and timelines, and strengthen the management of complex operations across diverse markets and sectors.



COMPETITIVENESS OF THE FOREIGN TRADE VALUE CHAIN

This suite of services takes on even greater importance in a challenging context like that of 2025, characterized by international cost volatility, regulatory changes, and a high-interest-rate environment in Brazil. Against this backdrop, the Company maintained its adaptability and continued to support customers through tailored approaches, **operational excellence, and high-quality service**, factors that helped preserve its competitiveness across the entire foreign trade value chain.



STABILITY AND MODERNIZATION

Backed by robust infrastructure, a strategic geographic footprint, and established expertise, we combine financial stability and a proven track record with the continuous modernization of our practices and tools. In 2025, this strategy translated into maintaining and expanding the customer base, increasing business volume, growing cross-selling with existing customers, and securing new contracts that outperformed historical benchmarks.



CUSTOMS MANAGEMENT AND COMPLIANCE

Our competitive edge also lies in customs management and regulatory compliance. Our specialized team handles tax classification, license acquisition, monitoring of legal requirements, and customs clearance, thereby reducing risks, streamlining workflows, and ensuring compliance. In 2025, this capability stood out as COMEXPORT strengthened its expertise in areas related to tax reform, establishing the Company as a **benchmark for fiscal and tax solutions** within a highly complex regulatory environment.



TECHNOLOGY AND INTELLIGENCE

Technology and market intelligence play a central role in this strategy. The COMEXPORT Management System (CMS) enables the entire import process to be managed in a single location, fostering greater transparency and efficiency at every stage:

COMEXPORT Management System (CMS)



Tracking of all
process stages



Cost and invoice control



Integration with external systems



Real-time access to information

Beyond simply keeping pace with the transformations in international trade, we continuously invest in innovation, research, and technology development to create tools and business models capable of meeting new market demands with agility and strategic vision.



CUSTOMER ADVISORY SERVICES

Using a consultative approach, we also advise our customers on process reviews, tax planning, and the use of tax incentives, helping to boost competitiveness, profitability, and resilience in a rapidly changing business environment.



CONSULTATIVE APPROACH



1. Logistics Integration

Offers integration of all logistics providers; development, implementation, and management of Supply Chain projects (foreign trade); standardization of operational procedures; and customization combined with agility.



2. Multidimensional Tracking Technology

Features a Multidimensional Tracking System exclusive to the operating model, fully integrated with the Company's backend, enabling seamless integration with Enterprise Resource Planning (ERP) systems.



3. Operational Simplification

Focuses on reducing and optimizing operational procedures, simplifying accounting processes, and optimizing headcount.



4. Tax optimization

Provides access to tax benefits within incentive validation frameworks and ICMS credit monetization, alongside comprehensive tax planning (covering ICMS, ICMS-ST, IPI, and PIS/COFINS taxes). Conducts detailed tax analyses and studies to identify cost-reduction opportunities, leverage tax incentives, and structure more efficient operations, all while ensuring compliance with current legislation and alignment with each customer's strategic goals.



5. Financial Optimizations

Manages and executes payments and foreign exchange operations; provides inventory optimization solutions and cash flow flexibility.



6. Integrity and Compliance

COMEXPORT ensures that all processes involving its solutions are conducted securely, in compliance with all regulations and laws in effect across the countries where it operates. It manages risk comprehensively and implements modern policies regarding Compliance and Legal, Tax, and Regulatory Integrity, supported by internal and external audit mechanisms.

This blend of tradition and innovation also drives the expansion and diversification of our portfolio. In 2025, COMEXPORT maintained its leadership in the automotive, machinery and equipment, and energy segments, with a particular focus on the photovoltaic and wind sectors, and made strides in areas

where it previously had a smaller footprint, such as the pharmaceutical and chemical industries. This initiative also led to the development of new business lines and Group companies, such as PACE, A1, Fxport, and the energy new business unit.

PRODUCTION SEGMENTS

GRI 2-6

Leveraging technical expertise and an integrated business perspective, we operate across various sectors, strategically addressing the specific characteristics of each production segment, most notably:

AGRICULTURE SECTOR

A1 Commodities focuses on the origination and trading of agricultural commodities, connecting Brazilian producers to global markets through structured operations that maintain close ties to the field and are driven by excellence.

Focusing on products such as sesame, beans, cotton, and sugar, the company combines technical expertise, contract management, quality control, and export experience to meet increasingly demanding requirements. This model integrates traceability, certifications, and long-term relationships with suppliers and customers, resulting in above-average market compliance and customized service tailored to the specific needs of each partner and supply chain.

Producers find a partner in A1 focused on tailored operational structuring, with access to solutions that include credit facilitation, input supply, and financial protection strategies.





In the beverage segment, the period was marked by media coverage regarding counterfeiting incidents that affected various brands. Nevertheless, the customer's strength and market credibility enabled the situation to be managed efficiently, with transparent communication and the preservation of stakeholder trust. As a result, there was no significant impact on commercial performance, and sales remained stable throughout the year.

- Pioneering role in the importation of alcoholic beverages, serving benchmark customers in this segment.
- Reduction of costs and lead times for olive oil imports for major market players.
- Use of tools such as Power BI to enhance logistical and financial control.

AUTOMOTIVE SECTOR

In 2025, uncertainty within the automotive landscape drove COMEXPORT's evolution. In an environment marked by the entry of new Chinese players, the rise of electric vehicles, and significant shifts in logistics and customs dynamics, the Company transformed sector uncertainties into opportunities for expansion, diversification, and strengthening.

The automotive sector remained one of our key pillars of operation. Throughout the year, we maintained our position as the country's largest vehicle importer, expanded our portfolio to serve approximately 20 automakers, and consolidated our presence with about 90% of traditional automakers' customer bases. Among companies that outsource foreign trade and automotive logistics processes, COMEXPORT held a 70% to 75% market share, representing over 90% of the volume in units. The period was also marked by the renewal of important contracts, keeping all customers of our existing base.

This performance was accompanied by the strengthening of our logistics infrastructure. COMEXPORT expanded the space dedicated to this segment by over 300,000 m², developed new system integrations with automakers to enhance visibility into the operations it manages, and continued investing in processes that combine efficiency, traceability, and reliability. The Company also pioneered imports using the new DUIMP system and led innovative port initiatives, including the first Ro-Ro vessel operation at Portocel, in Espírito Santo.

Beyond the import of finished vehicles, we expanded our market offering through projects involving the processing of parts and components and by incorporating PACE (Ceará Automotive Plant) into our automotive solutions.

Throughout the year, we maintained our position as the country's largest vehicle importer, expanded our portfolio to serve approximately 20 automakers, and consolidated our presence with about 90% of traditional automakers' customer bases. ”



CEARÁ AUTOMOTIVE PLANT (PACE)

PACE represents one of the most emblematic milestones in COMEXPORT’s recent transformation. Located in Horizonte, Ceará, the plant was designed to become the country’s first multi-brand automotive hub dedicated to the production of electric and hybrid vehicles.

Its implementation required intense coordination across various areas of the Company within a short and challenging timeframe. In just a few months, the operation evolved from an initial phase into an organized industrial structure, and its inauguration in December 2025 marked the realization of this strategic investment. The facility currently employs 70 direct and 30 indirect staff members.

With a total area of 120,000 m², 24,000 m² of productive built-up area, and an initial capacity of 20,000 vehicles per year, PACE is located 95 km from the Port of Pecém, offering favorable logistical conditions to integrate international suppliers, particularly from China, into local industrial operations. This model reduces reliance on fully imported vehicles and boosts the potential for regional development, job creation, and the strengthening of the supply chain.

Key highlights include:

- The handover of industrial facilities in December.
- The implementation of end-to-end management.
- The standardization of production processes.
- The structuring of governance and the integrated flow linking forecasting, orders, production, and invoicing.

The period was also marked by the achievement of the “Shift to Commerce” (STC) milestone, which enabled product sales and validated the quality standards required by the OEM, alongside the institutional and governmental recognition gained through the project’s national visibility.

In early 2026, the plant began production of the first vehicle, operating above the projected ramp-up curve. This result highlights not only the consistency of the implemented model but also PACE’s potential to establish itself as a benchmark in automotive manufacturing, contributing to the development of the regional industrial hub and to a new phase of mobility in Brazil.



70

direct employees

30

indirect staff members



120,000 m²

of total area

24,000 m²

of productive built-up area



Since 2023, we have doubled our operational volume in the sector, a trend that continued through 2025 and is expected to persist into 2026. We closed the year with 109 imported aircraft, consolidating our position as Brazil's leading trading company in this segment and exceeding R\$ 4.5 billion in revenue.

We closed the year with 109 imported aircraft, consolidating our position as Brazil's leading trading company in this segment and exceeding R\$ 4.5 billion in revenue. ”

- Meticulous document analysis.
- Close monitoring of every stage of the process.
- Agile, high-quality service.
- Solid relationships with service providers.
- A highly specialized team that stays constantly up-to-date on regulatory requirements.

COMEXPORT

PHOTOVOLTAIC SOLAR ENERGY

The year 2025 was challenging for the centralized generation segment, particularly the solar power plant market, due to structural changes and significant regulatory pressures. Increased import duties directly impacted the economic viability of new projects, while operational constraints within the electrical system heightened uncertainty regarding generation and revenue predictability.

In contrast, the distributed generation segment, focused on the retail market and rooftop systems, demonstrated greater resilience. Demand remained stable, driven primarily by commercial and industrial consumers seeking to reduce energy costs and increase their energy autonomy.

Against this backdrop, a key strategic development in the sector was the advancement of energy storage solutions (BESS – Battery Energy Storage Systems). Energy storage came to be viewed as an essential component for mitigating the impacts of curtailment, enhancing grid efficiency and stability, and enabling the replacement of more polluting sources, thereby strengthening the energy transition and fostering access to more sustainable energy solutions.

COMEXPORT, in turn, distinguished itself by demonstrating consistent adherence to ESG practices in a sector that is increasingly demanding partners aligned with these guidelines and capable of offering sustainable solutions across the entire value chain. Furthermore, we participated in import operations and the logistical structuring for some of the year's largest solar projects and distributors, totaling an equipment capacity exceeding 2 GWp.

[...] a key strategic development in the sector was the advancement of energy storage solutions (BESS – Battery Energy Storage Systems). ”





Growth in this sector, driven by both the expansion of Brazilian pharmaceutical companies and the interest of foreign firms in entering the Brazilian market, has increased the demand for partners capable of handling barriers to entry, sanitary regulations, and highly controlled logistics flows; COMEXPORT has been recognized by its customers as that partner.

Logistics also represents one of the operation's key challenges, particularly at airports, where the need for predictability and control is even greater for sensitive goods. To navigate in this scenario, we maintain close contact with the parties involved and develop **customized solutions** that foster workflows that are more predictable, secure, and compliant with applicable regulations. In doing so, we strengthen our presence in a sector where technical expertise, compliance, and reliability are crucial to operational success.

COMEXPORT's operations in the pharmaceutical industry have gained prominence in a market characterized by high regulatory complexity [...]

FINANCIAL SECTOR

FXPort leads COMEXPORT's foreign exchange and financial solutions division, operating in an integrated manner with foreign trade operations. Authorized to operate by the Central Bank of Brazil, the company combines technology, financial intelligence, and connections with multiple institutions to make international transactions more efficient, transparent, and competitive.

Key milestones for FXPort in 2025 included:

- The structuring and launch of the business unit.
- The development of a proprietary technology platform.
- The establishment of partnerships with financial institutions.
- Expanding access to foreign exchange and financial solutions for companies of various sizes.

The company also made strides in promoting financial and technological education for its customers, covering topics such as digital payments and stablecoins.



MACHINERY AND EQUIPMENT

In 2025, the Machinery and Equipment segment solidified its importance to COMEXPORT, driven by the Chinese industry's growing share of global trade and the Company's ability to turn market opportunities into new business and distinctive logistics solutions.

A significant milestone in this journey was COMEXPORT's participation in Bauma China in November 2024. Participating in one of the sector's largest global trade fairs strengthened relationships with international manufacturers and helped secure new business partners, expanding the Company's operational opportunities for 2025.

China's rise as the primary source of imports for the segment continued to shape the market. In 2024, approximately 50% of global production of "yellow line" machinery and equipment originated in China, a figure projected to reach around 60% by the end of 2027, representing a 10-percentage-point increase. Anticipating this trend, COMEXPORT strengthened its engagement with companies in the sector, expanding its participation in foreign trade flows and specialized logistics.

In this period, we also expanded businesses with existing customers, reflecting market confidence in COMEXPORT's ability to deliver integrated, efficient solutions tailored to the needs of each industry.

Another highlight of 2025 was the consolidation of the One-Stop Shop model, which enables the structuring of operations by simultaneously using various tax incentives and customs regimes, tailored to the specific characteristics of each project. Combining solutions across multiple locations drove gains in competitiveness and cost optimization, while offering greater logistical flexibility for the import of raw materials, equipment, and self-propelled machinery.

In this period, we also expanded businesses with existing customers, reflecting market confidence in COMEXPORT's ability to deliver integrated, efficient solutions [...]



GRI 416-1

“

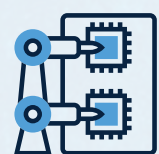
That same year, Kalium also made progress in meeting the legal requirements to enable the import and sale of inputs for the food industry, a sector subject to more extensive regulations, reflecting the company's commitment to regulatory compliance.



COMEXPORT operates in other segments, such as:



Construction.



Electronics.



Fine and Semi-Fine Jewelry.



Optical Industry.



Automotive Parts.



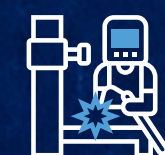
Tires and Inner Tubes.



Machinery & Equipment.



Metal.



Steel.



Telecommunications.



Fertilizers.

PARTICIPATION IN STRATEGIC EVENTS

Throughout 2025, COMEXPORT participated in strategic trade shows and events that boosted opportunities to strengthen relationships, keep pace with industry transformations, and share knowledge with customers, partners, and market leaders. The Company's presence at these events also helps increase its visibility, identify trends, and consolidate its operations within increasingly dynamic and competitive environments.



Event	Segment
Abrafati	Paints and Coatings
ANEA Cotton Dinner Golf & Tournament	Agriculture Sector
Brazil Equip Show (BES)	Construction, Mining, and Agriculture
Brazil Windpower	Wind Power
Catarina Aviation Show*	Business aviation and automotive industry
Concrete Show	Construction
Expo Ceará	Cosmetics
Expotech	Chemistry
FCE Cosmetique	Cosmetics
FCE Pharma*	Pharmaceutical Sector
FebraTêxtil*	Textile Sector
FENASAN	Sanitation and Environment
FI South America (FiSA)	Food and Beverages
FISA	Food
Fispal Tecnologia	Food and Beverage
FutureCom	Innovation
Gulfood	Agriculture Sector
In Cosmetics	Cosmetics
In-Cosmetics Latin America	Cosmetics
Innovation day	Cosmetics
Intermodal South America	Freight transport, logistics, intralogistics, and foreign trade
LABACE*	Business Aviation
Logística do Futuro	Logistics
NON-GMO Summit Brasil	Agriculture Sector
NT EXPO*	Infrastructure
SCAJ World Specialty Coffee - Tokyo	Agriculture Sector
The Brazil Conference & Expo	Fruit, Flowers, and Vegetables (FFLV)
The Smarter E South America	Intersolar

* Events where COMEXPORT had a sponsored booth.



Catarina Aviation Show

COMEXPORT stood out as the event's largest exhibitor, showcasing brands such as Mercedes-Benz, McLaren, Aston Martin, Chevrolet, and Hyundai to the public. This participation reinforces the Company's strategy of creating exclusive platforms for connection and experience, bringing global brands closer to a highly qualified audience and strengthening its presence in a high-value segment.

Intermodal South America

It is one of Latin America's leading events for logistics, foreign trade, and transportation. Participation in the event reinforces the company's commitment to innovation, logistical efficiency, and the development of solutions that connect markets and drive international trade, while also fostering integration across various economic sectors and the entire foreign trade supply chain.



CORPORATE GOVERNANCE: TRUST AND BUSINESS LONGEVITY

We base our decisions on ethics and respect, building a reputation of integrity and fostering enduring relationships with our stakeholders.

COMEXPORT's corporate governance is structured to ensure transparency, integrity, and efficiency, fostering sustainable value for the stakeholders. With a management and compliance model grounded in responsibility, fairness, and accountability, the Company operates in compliance with industry standards.

CORPORATE STRUCTURE

In 2025, COMEXPORT continued to advance its process of institutional structuring and maturation. Building on the path outlined in the previous report, this period was marked by efforts to refine the Company's corporate structure, update corporate definitions, and bring greater consistency to workflows that still operate in a decentralized manner, thereby reinforcing the foundations for sustainable and more integrated growth.

Although the Company already has active mechanisms in place to support management and decision-making, challenges regarding mapping, formalization, and consolidation of information still remain. Key ongoing advances include the development of a policy on decision-making authority and responsibilities, the updating of the corporate structure and tax registration numbers (“CNPJ”) of the Group’s companies, and a review of the organizational chart and criteria regarding high-level governance. The absence of a Board of Directors also points to opportunities for further formalizing corporate governance.

Currently, COMEXPORT's corporate structure is headed by COMEXPORT Companhia de Comércio Exterior, a holding company established as a closely held corporation ("Sociedade Anônima"). Among the companies comprising the group, A1 Commodities is also incorporated as a closely held corporation. The other controlled companies are organized as limited liability companies, forming a diversified structure that keeps pace with the expansion and specialization of the group's operations.

COMEXPORT GROUP COMPANIES

COMEXPORT Companhia de Comércio Exterior			PACE Planta Automotiva do Ceará Ltda
COMEXPORT Trading Comércio Exterior Ltda			A1 Commodities S.A.
Mercanta Comércio Exterior			A1 Commodities Uruguay S.A.S
CXT Distribuidora Ltda			Fxport Câmbio Ltda
COMEXPORT Serviços Ltda			COMEXPORT Corretora de Seguros Ltda
Kalium Chemical, Comércio, Importação e Exportação Ltda			COMEXPORT Trading GMBH
CX Trade AG			

GRI 2-9, 2-11, 2-12, 2-13, 2-15

Company	Key Executives
COMEXPORT Companhia de Comércio Exterior	Alan Goldlust*, Roberto Milani, Rodrigo Guerra, Rodrigo Teixeira, Sergio Vladimirschi, Silvana Ortiz
COMEXPORT Trading Comércio Exterior Ltda	Alan Goldlust*, Breno de Oliveira, Francisco de Paula Nogueira, Juliano Lefreve, Luiz Fernando Braga, Roberto Milani, Rodrigo Guerra, Rodrigo Teixeira, Sergio Vladimirschi, Silvana Ortiz
Mercanta Comércio Exterior	COMEXPORT's Key Executives
CXT Distribuidora Ltda	COMEXPORT's Key Executives, Luiz Cossa and Roberto Meira
COMEXPORT Serviços Ltda	COMEXPORT's Key Executives
Kalium Chemical, Comércio, Importação e Exportação Ltda	COMEXPORT's Key Executives and Dennis dos Santos
PACE Planta Automotiva do Ceará Ltda	COMEXPORT's Key Executives
A1 Commodities S.A.	COMEXPORT's Key Executives and Alexander Von Erlea
A1 Commodities Uruguay S.A.S.	COMEXPORT's Key Executives and Alexander Von Erlea
Fxport Câmbio**	COMEXPORT's Key Executives and Fernando Pierri
COMEXPORT Corretora de Seguros Ltda***	COMEXPORT's Key Executives
COMEXPORT Trading GMBH	COMEXPORT's Key Executives
CX Trade AG	COMEXPORT's Key Executives

*** Registered on 26/06/2025.



Shareholders' meetings are called as necessary, especially in situations involving corporate changes or regulatory requirements, ensuring that all resolutions are conducted in a structured and transparent manner and in compliance with applicable regulations, aligning shareholders' and members' interests with the company's strategy.

ETHICS AND INTEGRITY

GRI 2-23, 2-24, 2-25, 3-3

In 2025, COMEXPORT’s Integrity Program consolidated improvements implemented over the previous year and expanded mechanisms for the prevention, monitoring, and management of risks related to ethics, compliance, and reputation. A key pillar of the initiative is the fight against corruption, an effort supported by guidelines, procedures, and awareness-raising actions that steer the conduct of the Company and its stakeholders.

In this context, the Company continued to rely on its Code of Integrity, Supplier Code of Ethical Conduct, and Anti-Corruption Policy as guiding references; these documents articulate the principles and commitments that shape its operations and reinforce clear expectations regarding ethical conduct, integrity in relationships, and compliance with applicable regulations.

Highlights of the period include the strengthening of the Integrity Committee, established in December 2024, through collective decision-making on operations and sensitive matters, in accordance with its internal regulations. The period was also marked by advancement in governance practices and mechanisms aimed at consolidating an organizational culture grounded in transparency, accountability, and the prevention of misconduct.

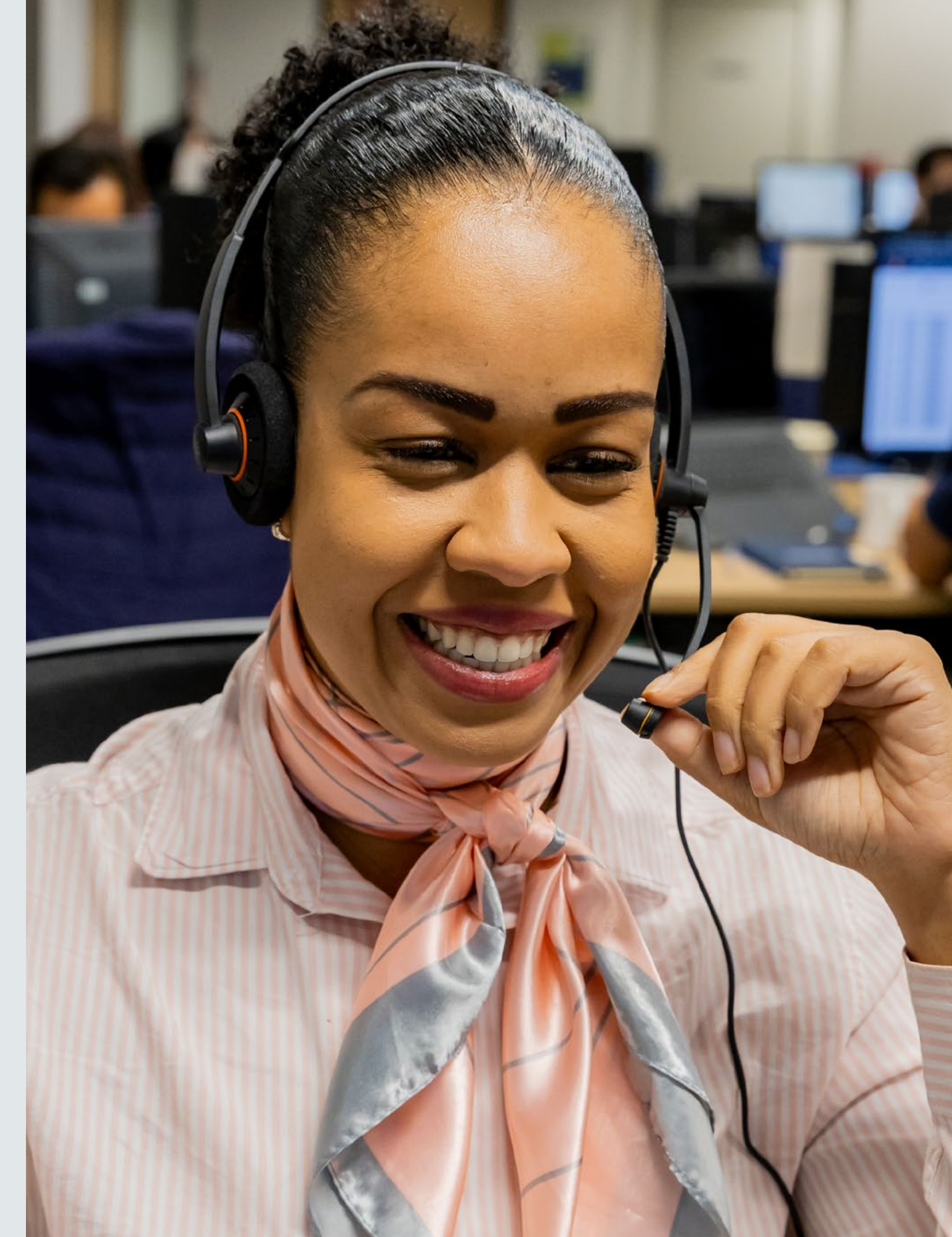
COMEXPORT has joined the Business Pact for Integrity and Against Corruption and obtained the “Empresa Limpa” (Clean Company) Seal. This achievement reinforces the Company’s commitment to ethics, transparency, and good governance practices, while also strengthening the initiatives of its Integrity Program and the culture that guides its decisions and relationships with employees, customers, and partners.



GRI 2-16, 2-25, 2-26

In 2025, the Company implemented a significant evolution in the Channel's structure by switching its report-intake platform. This upgrade enhanced the process for recording and handling reports through forms that are more interactive and tailored to COMEXPORT's specific context, enabling a more organized, agile investigation process aligned with the company's needs.

- » Strengthening non-retaliation guidelines, thereby increasing the sense of security and trust regarding the channel.
- » Bolstering documentation for the analysis and referral stages.
- » Promoting the tool during Compliance and Anti-Corruption training sessions.



<https://comexport.becompliance.com/canal-etica/canal-denuncias>



REPORT HANDLING FLOW



Reports and Complaints

We receive anonymous or non-anonymous reports and complaints, which depends on the choice of the reporter.



Analysis by the Ethics Committee

Each case is carefully examined to determine the need for and scope of investigation.



Implementation of Corrective Actions

Where applicable, to address irregularities and prevent recurrence.



Feedback to the Whistleblower

Subject to confidentiality requirements and the nature of each case.

WHISTLEBLOWER CHANNEL REPORTS

GRI 406-1

	2025
Received	4
Handled	3
Pending	1
Related to discrimination	4

Increased awareness and education regarding the Whistleblowing Channel, harassment, and discrimination led to a rise in the number of situations reported and handled.

GRI 2-23, 2-24, 2-25, 3-3

- » Strengthening of the Legal and Compliance functions.
- » Implementation of the “Be Compliance” platform, designed for the analysis and continuous monitoring of third parties.
- » Inclusion of the active supplier and customer base in recurring monitoring routines, thereby enhancing operational regularity and decision-making security.

GRI 2-27

Progress made during the year includes:



Also noteworthy are the review and publication of documents that help consolidate more robust internal guidelines aligned with the organization's priorities, including:

- In 2025, eight regulatory notices of violation were recorded, five of which were paid during the reporting period.

TRAINING AND AWARENESS

GRI 2-15, 2-25

Training and awareness initiatives contributed to strengthening the culture of integrity at COMEXPORT, expanding employees' knowledge on critical topics, especially anti-corruption, ethical conduct, use of the Whistleblower Channel, and individual responsibilities in complying with internal guidelines.

Among the main advances of the period, we can highlight the refreshing of the Anti-Corruption Compliance training, reaching 89% of employees, equivalent to more than 800 people trained on the subject.



89%
of employees
participated in the
Anti-Corruption
Compliance training



Publication of documents to consolidate more robust internal guidelines aligned with the organization's priorities



A hand is shown typing on a laptop keyboard. Overlaid on the screen is a large, glowing blue padlock icon, symbolizing digital security or encryption. The background is dark and blurred, with some faint, illegible text visible on the left side of the screen.

GRI 3-3, 418-1

In 2025, COMEXPORT strengthened its information security and data protection, a topic of growing importance in corporate strategy, led by the Information Technology department. Amidst the accelerated digitalization of operations, the Company focused on enhancing policies, processes, tools, and controls, aiming to make the IT environment more secure, resilient, and aligned with legal requirements and market best practices.

The area's priorities included advancing cybersecurity maturity, based on internationally recognized frameworks such as CIS and NIST, and aligning systems with regulatory requirements, such as tax reform and DUIMP (Single Import Declaration). Other highlights include:

- Upgrading technology infrastructure, including replacing the primary network protection system (firewall) at the São Paulo unit, installing new equipment to improve traffic and information control, and extending these measures to other branches.
- Updating network security settings, including a review of rules governing access, connections, and permissions.
- Segregation of internal networks based on access profiles and functions.
- Progress in personal data management, involving the mapping of data flows across Company departments and the dissemination of guidelines to prevent unauthorized access and security incidents.
- Strengthening of internal guidelines, with the Brazilian General Personal Data Protection Law (LGPD) and Information Security Policy currently undergoing approval.

Even in the absence of reported data leaks, privacy breaches, or complaints from regulatory agencies, the Company maintained a proactive stance regarding cyber risks. This approach reinforces the understanding that information security is not limited to incident response but constitutes a cross-cutting pillar of governance and operational reliability.

This approach reinforces the understanding that information security is not limited to incident response but constitutes a cross-cutting pillar of governance and operational reliability. ”

FIGHTING FRAUD AND CYBER THREATS

In 2025, COMEXPORT launched a safety culture project focused on raising employee awareness regarding the importance of daily prevention. The initiative included talks, communications, and guidance featuring practical safety tips, covering both the corporate environment and personal life, aimed at reinforcing preventive behaviors and heightening employee awareness of potential threats.

At the same time, the Company made progress on key technical fronts, focusing on reducing vulnerabilities and enhancing its response capabilities. Key advances during the year include:

- » **Implementation of tools to monitor and respond to security incidents**, enabling continuous monitoring of the technology environment, faster identification of suspicious behavior, and more agile responses to potential threats.
- » **Application of additional security settings** to all corporate laptops, aiming to make the devices more secure and less exposed to vulnerabilities and unauthorized access.
- » **Continuous monitoring of operating system security updates**, ensuring the ongoing remediation of known flaws and the reduction of vulnerabilities across the Company's devices.
- » **Enhancement of the Endpoint Detection and Response (EDR) tool**, strengthening the ability to identify, analyze, and prevent threats that could affect corporate computers and other equipment.

Regarding third-party relationships, the cyber risk assessment of suppliers and critical systems is currently in the study and implementation phase. The Company is evaluating the adoption of more structured mechanisms, which may include standard contractual clauses, the definition of minimum-security requirements, and monitoring and auditing practices, in order to expand cyber risk governance across the value chain.



STRATEGIC GOALS FOR CYBERSECURITY

For the upcoming cycles, the strategic cybersecurity agenda outlines significant new advances, including:

- Implementation of a more robust access review process.
- Adoption of a password vault.
- Implementation of DLP solutions for data leak prevention.
- Replacement of EDR, involving an upgrade of protection tools.
- Publication of the Information Security Policy (ISP).
- Creation of an information security-focused project management process.
- Implementation of asset management.
- Development of a data map.
- Creation of an information classification standard.
- Drafting of a privacy policy.

FINANCIAL RESULTS

In 2025, COMEXPORT demonstrated its ability to transform operational performance into positive impacts for various stakeholders in a sustainable manner, increasing economic value generation by 16% compared to 2024.

The distribution of this value aligned with business dynamics throughout the fiscal year. The amount allocated to personnel costs grew by 15%, while the cost of third-party capital rose by 66%.

Another highlight was the growth in the return on equity, which rose by approximately 264%, meaning higher returns for shareholders.

The period reflected a positive cycle of expansion, impacting operations, capital structure, and earnings.

GENERATED AND DISTRIBUTED ECONOMIC VALUE

GRI 201-1

GRI 201-1			
		Total 2024	Total 2025
Total Added Value to be Distributed		R\$ 7,527,218	R\$ 8,735,806
Distributed Value: Personnel		R\$ 133,840	R\$ 153,875
Contributions		R\$ 6,009,836	R\$ 4,812,763
Distributed Value: Third-Party Capital Remuneration		R\$ 640,843	R\$ 1,067,226
Distributed Value: Equity Capital Remuneration		R\$ 742,699	R\$ 2,701,942

ECONOMIC PERFORMANCE (R\$ THOUSAND)



NET EQUITY

2023	R\$ 1,760,347
2024	R\$ 2,211,252
2025	R\$ 4,188,060



NET REVENUE

2023	R\$ 17,707,758
2024	R\$ 35,727,865
2025	R\$ 38,106,487



GROSS REVENUE*

2023	R\$ 30,375,895
2024	R\$ 58,016,528
2025	R\$ 62,340,851



NET INCOME

2023	R\$ 625,074
2024	R\$ 742,699
2025	R\$ 2,701,942

* Total value of transactions carried out for the account and by order of third parties

COMEXPORT demonstrated consistent economic and financial performance, maintaining focus on the disciplined execution of its strategy even amidst an environment characterized by macroeconomic challenges, regulatory changes, and the growing complexity of global supply chains.

The increase in Net Operating Revenue was driven by an expanded customer base, growth in transaction volumes, and the provision of increasingly integrated and customized solutions. Meanwhile, Net Income underscores the Company's solidity by combining growth with profitability, a result stemming primarily from efficient cost and expense management, operational economies of scale, and a structured approach to financial and tax management.

This performance was also reflected in the strengthening of the Company's equity structure. In 2025, Shareholders' Equity grew by 89.40% compared to the previous year, a trend aligned with the strategy of sustainable growth and the maintenance of a balanced financial structure.

At the same time, operating cash generation remained robust, enabling the preservation of proper liquidity levels and supporting the execution of strategic investments. Efficient working capital management, combined with continuous monitoring of financial obligations, reinforced the organization's financial discipline and resilience.

Supported by this financial foundation, investments made in 2025, approximately R\$ 20.8 million, were primarily directed toward innovation, process digitalization, infrastructure modernization, and new business development. Additionally, R\$ 157.8 million was invested in the new companies PACE and FXport. Together, these investments align with the Company's long-term strategy and contribute to increased operational efficiency, competitiveness, and value generation for stakeholders.

With solid foundations in governance, operational efficiency, and social and environmental responsibility, COMEXPORT remains committed to generating sustainable long-term value.



COMEXPORT submits its financial statements for external verification by independent auditors with recognized technical qualifications, in line with its commitment to high standards of corporate governance, transparency, and integrity for all information disclosed to the market and stakeholders.

Overseen by senior management, this process encompasses the review of financial statements, the assessment of relevant internal controls, and the issuance of an opinion on the adequacy of the practices adopted, in compliance with applicable regulations.

As a complementary practice, the Company maintains an ongoing communication with the independent auditors and facilitates discussions regarding the results with leadership.

TAX REFORM

In light of the progress of tax reform in Brazil, embodied by Constitutional Amendment No. 132/2023, COMEXPORT has been proactively developing and providing tax expertise tailored to its customers' operations.

In this context, the following areas of activity stand out:



Strategic and advisory support

Assistance in interpreting new tax rules and their impact on foreign trade operations, the logistics chain, and pricing.



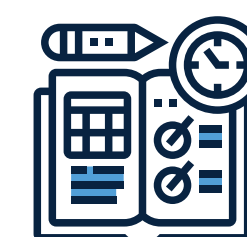
Simulations and impact studies

Development of comparative analyses between current and future tax models, enabling the identification of risks, opportunities, and tax efficiency gains.



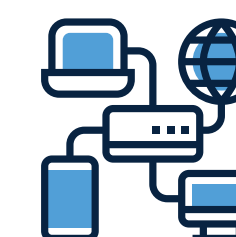
Review of operational structures

Assessment of import, export, and local operation flows, focusing on tax optimization in light of new regulatory guidelines.



Capacity building and knowledge dissemination

Conducting workshops, developing technical materials, and fostering customer engagement to provide continuous updates on the progress of reform regulations.



Integration with operational solutions

Aligning tax strategies with the trading, logistics, and financial structuring solutions offered by COMEXPORT.

GRI 2-29

- Customers.
- Employees.
- Suppliers and Partners.
- Regulatory Bodies and Industry Associations.
- Community and Society.
- Financial Sector and Banks.
- Associations and Technical Bodies.

- Periodic meetings and committees.
- Satisfaction surveys.
- Supplier performance evaluations.
- Internal communication programs.
- Training and alignment initiatives.
- Corporate reports.
- Participation in industry initiatives.

CUSTOMERS



- Business email and phone.
- Corporate website.
- Corporate social media.
- Dedicated access to the COMEXPORT Management System (CMS), a technology channel for relationship management and service delivery.

EMPLOYEES



- Intranet and internal communications.
- HR channels, such as email, meetings, and training sessions.
- Corporate social media.
- Internal events and recognition programs.

SOCIETY AND GENERAL PUBLIC



- Corporate website with public information.
- Corporate social media.
- Sustainability Reports.
- Social and environmental responsibility events.

PARTICIPATION IN ASSOCIATIONS

GRI 2-28

Association/Entity	Relationship with COMEXPORT
Associação Brasileira de Aviação Geral - ABAG (Brazilian General Aviation Association)	Activity in the aviation industry, involving foreign trade operations and structured import projects for aircraft, parts, and equipment.
Associação Brasileira de Empresas de Comércio Exterior - ABECE (Brazilian Association of Foreign Trade Companies)	Active participation in discussions regarding sector policies and regulations.
Associação Brasileira da Indústria Têxtil e de Confecção - ABIT (Brazilian Textile and Apparel Industry Association)	Engagement with companies across the supply chain and monitoring of international trade trends and opportunities.
Associação Brasileira de Empresas Trading - ABRACOMEX (Brazilian Association of Trading Companies)	Relationship with the representative body for the foreign trade sector, focused on strengthening import and export activities in Brazil.
Associação Brasileira do Veículo Elétrico - ABVE (Brazilian Electric Vehicle Association)	Monitoring of technological trends and business opportunities related to electric mobility and the energy transition.
Associação de Empresas Revendedoras de Aeronaves - AERA (Association of Aircraft Dealer Companies)	Engagement with the representative body for the aircraft sales market and the executive aviation sector.
Câmara de Comércio e Indústria Brasil-Alemanha - AHK Brasil (Brazil-Germany Chamber of Commerce and Industry)	Business networking, promotion of international business, and participation in initiatives that strengthen bilateral trade.
Associação Nacional dos Exportadores de Algodão - ANEA (National Association of Cotton Exporters)	Participation of A1 Commodities in the association.
Câmara de Comércio e Indústria Japonesa do Brasil (Japanese Chamber of Commerce and Industry of Brazil)	Relationship with an organization focused on strengthening trade and industrial relations between Brazil and Japan.
Câmara Portuguesa de Comércio no Brasil (Portuguese Chamber of Commerce in Brazil)	Relationship with an organization dedicated to promoting trade and business relations between Brazil and Portugal.

Association/Entity	Relationship with COMEXPORT
Câmara de Comércio Sueco-Brasileira (Swedish-Brazilian Chamber of Commerce)	Relationship with an organization dedicated to strengthening trade and business relations between Brazil and Sweden.
Conselho Empresarial Brasil-China - CEBC (Brazil-China Business Council)	Member of the CEBC, focusing on strengthening economic, financial, commercial, and industrial relations between Brazil and China.
Associação Brasileira de Automação (GS1 Brasil) (Brazilian Automation Association - GS1 Brazil)	Relationship with the organization responsible for standardizing identification and automation systems within the supply chain and international trade.
Instituto Aliança Procomex	Relationship with an organization dedicated to facilitating foreign trade and improving the regulatory environment for import and export operations in Brazil.
Instituto Nacional de Processamento de Embalagens - INPEV (National Institute for the Processing of Packaging)	Relationship with the entity responsible for managing the reverse logistics of agricultural pesticide packaging in Brazil.



SUSTAINABILITY INTEGRATED INTO GOVERNANCE

With the creation of the ESG department in late 2024, 2025 marked the beginning of structuring COMEXPORT's sustainability agenda in a way that is more integrated into the Company's governance.

STRENGTHENING THE ESG CULTURE

A culture of responsibility was fostered by the ESG D-Day, an initiative aimed at raising internal awareness and embedding sustainability as a core value in the Company's daily operations. The initiative involved disseminating content to raise awareness through stickers, information kiosks placed at various sites, and corporate videos, thereby increasing the topic's visibility within the corporate environment and encouraging employee engagement. At the same time, the #comexportsustentável (#sustainablecomexport) agenda helped solidify this culture among external audiences as well, reaffirming ESG as an integral part of the company's identity and positioning.

During the onboarding process, new employees participate in ESG training designed to introduce key concepts and practices of corporate sustainability. The content

covered an introduction to the topic and its market relevance, the Company's ESG strategy and commitments, and the three pillars underpinning this agenda:

- **Environmental:** focusing on waste management, conscious resource use, and carbon emissions.
- **Social:** relating to diversity, well-being, and community relations.
- **Governance:** emphasizing ethics, integrity, and compliance.

The training also demonstrates how ESG connects to the daily work of each employee and highlights the importance of sustainability indicators and reports, as well as frameworks like the GRI, in promoting transparency and accountability.

Throughout the year, training sessions were held to raise employee awareness and develop competencies in areas such as:

Topic	Business Unit	No. of Participants
Environmental Aspects	Cariacica DC*	117
World Environment Day	Cariacica DC and Suape DC	111
Selective Waste Collection	Cariacica DC	72
Social-Environmental Work	Cariacica DC	28
Environmental Controls	CD Cariacica	47
Waste Control	Cariacica DC	2
Corporate Sustainability	Cariacica DC	53
Environmental Integration	Cariacica DC and Suape DC	36
Chemical Leakage Control	Cariacica DC	37
Quality of Work Life	Cariacica DC	13
The 3 R's of Selective Waste Collection	Cariacica DC	12
HSE Retrospective 2025	Cariacica DC	45
Environmental Emergency Drill	Cariacica DC	6
Safety and Environment Campaign	Cariacica DC	83
“Tampinhas do Bem” (Bottle Caps for Good) Project	Cariacica DC and Port of Vitória	110

- * Distribution Center (DC)

ESG STRATEGIC PLANNING

In 2025, COMEXPORT maintained its materiality matrix as a reference to guide its ESG strategy and prioritize the issues most relevant to the business and its stakeholders.

COMEXPORT's materiality encompasses topics that directly align with the nature of its operations, market demands, and the evolution of responsible corporate practices.

COMEXPORT MATERIALITY

Material Topic	Description	ESG Dimension	SDG
Sustainable Supply Chain	Encouragement of responsible practices, ensuring that purchased products and services comply with environmental, social, and ethical standards.	 Environmental (E)	8, 12, 16 and 17
Quality*	Rules and standards to ensure excellence in operational, logistical, and commercial processes, aligned with international regulations.		9 and 12
Sustainable Logistics and Eco-Efficiency*	Planning to minimize the environmental impact of operations, reducing emissions and optimizing resources.		9, 11, 12 and 13
Talent Attraction and Retention*	Strategies to attract and retain qualified professionals, promoting an environment of development and satisfaction.	 Social (S)	4 and 8
Diversity and Inclusion	Promoting an inclusive work environment, respecting and valuing racial, gender, and cultural diversity.		5, 8 and 10
Health, Safety, and Labor Compliance*	Ensuring a safe environment for employees, preventing accidents and ensuring respect for labor rights.		3 and 8
Integrity, Compliance, and Risks*	Ethical and transparent management, adhering to regulatory standards and mitigating logistical and financial risks.	 Governance (G)	8 and 16
Product Traceability	Monitoring each stage of the product path to ensure quality, safety, and transparency.		9, 12 and 16
Digital Innovation and Cybersecurity*	Application of technology for automation and protection of systems, ensuring efficiency and compliance with the Brazilian General Data Protection Law (LGPD).		9 and 16

* Material topics prioritized in 2025.

2025 ESG HIGHLIGHTS:

- » Publish the first **Sustainability Report**, following the GRI standard.
- » First **greenhouse gas (GHG) emissions inventory**, covering Scopes 1 and 2, along with offsetting of own emissions, resulting in the achievement of carbon-neutral status.
- » Adoption of the **UN Global Compact** and achievement of the **EcoVadis Committed** badge.
- » Strengthen **ESG governance**, structuring the ESG Committee and defining strategic goals.
- » Development and publication of the **Diversity, Equity, and Inclusion Policy**, focusing on equality of opportunity.
- » Development and publication of the **ESG and Sustainability Policy**.
- » Promotion of **environmental and social initiatives**, including carbon offsetting and corporate philanthropy projects.
- » Launch of **ESG materials for customers and suppliers**, ensuring greater transparency and engagement.
- » **6 ESG Committee meetings**, with 11 members representing strategic areas such as ESG, HR, Marketing, Legal, Distribution Center Operations, and Sales.

2026 SUSTAINABILITY PLAN



For upcoming cycles, the Company intends to raise its level of ambition. Next steps include expanding Scope 3 coverage in the GHG emissions inventory and improving the EcoVadis score, with the goal of achieving a medal in the assessment.

VOLUNTARY COMMITMENTS



COMEXPORT has also advanced voluntary commitments that reinforce its ESG agenda and its institutional positioning. In 2025, the Company became a signatory of the UN Global Compact, in a symbolic and strategic step, supported by the leadership, including the CEO, which contributes to driving the internalization of the ESG agenda within the organization.



LEADERSHIP IN RESPONSIBLE OPERATIONS IN THE VALUE CHAIN

More than following trends, we are committed to leading the transformation towards a more ethical, innovative, and sustainable foreign trade.

CUSTOMERS: TRUST AND OPERATIONAL EXCELLENCE

GRI 3-3

At COMEXPORT, **operational excellence** is a principle that underpins the trust within customer relationships. It is supported by an Integrated Quality Management System (IQMS) aligned with rigorous international standards. ISO 9001 certified, the Company adopts an approach based on processes and continuous improvement, featuring the mapping of all areas and a systemic view of operations. Integrated into the Quality Manual, this mapping contributes to execution that is more reliable and aligned with the organization's commitments to excellence and performance.

Quality management is tracked via strategic indicators focused on operational efficiency and goal achievement, enabling the monitoring of process performance, the identification of improvement opportunities, and the strengthening of the continuous pursuit of excellence.



QUALITY INDICATORS

- » **Supplier Quality Index (SQI):** Reinforces governance and compliance in the supply chain.
- » **Internal and external audits:** Identifies opportunities for improvement and corrects any non-conformities.
- » **Operational Non-Conformity Indicator:** Measures the number of deviations identified in operational processes and allows for the assessment of internal control effectiveness.
- » **Customer Satisfaction Indicator:** Monitors customer perception regarding the quality of services provided.
- » **SLA (Service Level Agreement) Indicators:** Monitor the Company's performance in meeting agreed-upon deadlines and operational requirements.

Strategic indicators are monitored monthly, ensuring efficiency and transparency. Operational processes are monitored by customer-specific KPIs, ensuring predictability and high performance.

Throughout 2025, COMEXPORT continued to strengthen its Integrated Quality Management System (IQMS), focusing on standardizing routines, enhancing controls, and consolidating a management approach increasingly driven by performance, traceability, and continuous improvement.

Key advances during the period include:

- Review and update of procedures and flowcharts for operational import processes, enhancing the standardization and traceability of operations.
- Strengthening of non-conformity control and corrective action management, addressing deviations identified throughout the year.
- Improvement of IQMS document controls, with 806 documents, both new and revised, approved.
- Advancement of the supplier qualification and approval process, including the qualification of 14 pharmaceutical suppliers and the approval of 74 new suppliers.
- Structured monitoring of 378 indicators and operational SLAs, reinforcing process performance tracking.
- Execution of 23 internal, external, and certification audits, as well as seven customer audits, which contributed to identifying opportunities for operational improvement.
- Implementation of process automation and digital tools, enhancing real-time monitoring and decision-making agility.
- Strengthening the integration of quality, environmental, and safety functions, including the implementation of ISO 14001 and organizational culture initiatives, such as 5S programs and training focused on integrated management practices.

QUALITY TRAINING

COMEXPORT invests in employee development, promoting continuous training to ensure alignment with quality standards.

Training	Attending Employees	Total Hours per Employee
Strategic and humanized communication	189	14h
External provider approval, deviations, External Process Non-Conformity, and SQL	15	8h
Calibration of measuring equipment	7	1h
Control of documented information	30	7h
Change planning and control	22	4h
Non-Conformity record	20	2h

CUSTOMER SATISFACTION

COMEXPORT completed the second cycle of its regular customer satisfaction survey, aiming to assess perceptions regarding the quality of services provided and identify opportunities for process improvement. Currently, our satisfaction level falls within the excellence range.



RISK AND OPPORTUNITY MANAGEMENT

GRI 416-1, 416-2

COMEXPORT adopts a proactive approach to quality risk management, based on identifying, assessing, and monitoring risks associated with operational processes. This work involves mapping activities and analyzing severity and probability, supported by a risk matrix that enables to prioritize critical issues and define controls that match the identified level of exposure.

In practice, risk management is integrated into the Company’s operational routine and aims to prevent impacts that could compromise service quality and operational flow, such as documentation errors in foreign trade processes, operational delays, information inconsistencies, non-conformities in customs procedures, and adverse effects on customers’ logistics chains. Key measures adopted include:

- » Mapping and periodic review of processes.
- » Identification of critical control points.
- » Recording and addressing deviations.
- » Tracking corrective and preventive actions.
- » Monitoring performance indicators.

The methodology follows standardized, corporate guidelines across all Company units, yet its application takes into account the specific characteristics of each operation. In general, risks are classified into two categories: strategic risks, which are analyzed by the Executive Board, and operational risks, which are assessed and monitored by the departments responsible for the relevant processes. In units with greater operational complexity, such as distribution centers, additional controls are implemented regarding logistics activities, vehicle movement, and warehouse management. In administrative units, the focus is on risks associated with document-related and operational processes, as well as information management.

This preventive approach is also relevant in operations involving highly regulated sectors. Currently, 14.29% of COMEXPORT’s products and services fall into segments such as pharmaceuticals, cosmetics, food and beverages, and essential inputs. To ensure compliance with applicable requirements, the company assesses the impact of its products and services on customer health and safety through regulatory compliance analysis of imported goods and a supplier qualification process managed by the Integrated Quality Management System (IQMS), always in accordance with the guidelines established by regulatory authorities.

Additionally, COMEXPORT fulfills the ancillary obligations associated with the operational procedures of certain regulatory authorities by sharing relevant data with its clients, thereby ensuring transparency and compliance in its operations.

SUPPLIERS: SUSTAINABLE SUPPLY CHAIN MANAGEMENT

GRI 3-3, 204-1

COMEXPORT adopts a strategic approach to fostering an increasingly responsible supply chain by incorporating environmental, social, and governance (ESG) criteria into supplier selection and monitoring processes. In a sector where operational efficiency relies on the coordination of multiple logistics agents and service providers, the Company recognizes the importance of mitigating risks and promoting best practices throughout its value chain.

The Company's supplier base is distributed across various operational categories:



30
warehouses.



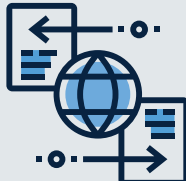
1 insurance company.



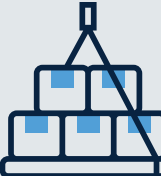
60
carriers.



1
inspection company.



10 freight forwarders.



8
unloading companies.



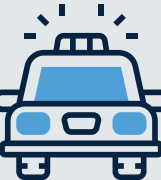
5
shipowners.



3 port operators.



10 ports and airports.



3 escort companies.

Regionally, this distribution shows the extensive reach of the operation, with suppliers linked to different business units, such as Santa Catarina (5), São Paulo (46), Suape (19), and Cariacica (49).

MANAGEMENT, APPROVAL, AND MONITORING PROCESS

Guided by corporate guidelines, such as the Integrity Code, the Third-Party Contracting Policy, and the Contracts Policy, the process for selecting, qualifying, and evaluating business partners follows a structured workflow to ensure alignment with COMEXPORT's standards at every stage:

- » **Registration and Initial Assessment:** Registration in the internal system, including an analysis of certifications, performance history, and market references.
- » **Due Diligence and Risk Analysis*:** Verification of environmental, social, and regulatory compliance.
- » **Contracting Approval and Formalization:** Signing of contract with clauses on ethics, social and environmental responsibility, and commitment to good corporate practices.
- » **Continuous Monitoring and Auditing:** Periodic assessment of service quality, environmental impacts, and compliance with contractual obligations.

* Special attention is given to suppliers deemed critical, particularly those involved in activities with potential environmental impact or those linked to waste management, transportation, storage, and logistics operations. In such cases, the qualification process includes a more in-depth assessment of social-environmental and regulatory compliance requirements.

Following qualification, the Company reinforces its expectations regarding conduct and performance through guidance documents, such as the Supplier Code of Ethics and the External Providers Manual, which are then provided to qualified partners. Furthermore, suppliers must complete a specific technical questionnaire, which is subsequently analyzed by COMEXPORT's specialized team to ensure compliance with the standards required by the organization.

New suppliers are strategically developed, with the involvement of the Executive Board and the Procurement, Market Intelligence, and Technical departments.



KEY DEVELOPMENTS OF THE YEAR



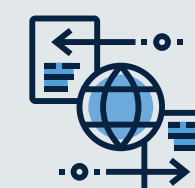
Creation of a loyalty agreement

COMEXPORT implemented a loyalty agreement containing clauses regarding the Company's conduct and corporate policies. The initiative aims to strengthen the protection of business relationships, safeguarding against potential direct contact between partners and customers, and contributing to greater security in interactions throughout the supply chain.



Greater integration in the approval process

The qualification process for road carriers and service providers operating in the pharmaceutical sector now involves integrated collaboration among the Logistics, Quality, Credit*, and Legal** departments, resulting in a more robust and rigorous analysis.



Third-party management at distribution centers

Inclusion of assessment questionnaires, document review, and, where applicable, audits. The aspects evaluated include:

- **Quality:** Technical capability, adherence to regulatory requirements, and compliance with Integrated Quality Management System (IQMS) standards.
- **Labor Relations:** Compliance with labor laws, respect for human rights, and adherence to the Supplier Code of Ethics.
- **Environment:** Compliance with applicable environmental regulations, adoption of appropriate waste management practices, and submission of environmental permits when required.



Initiation of monitoring for recurring suppliers

Verification of
documentation and
labor-related aspects for a
portion of this supplier base.

* Issues a technical opinion on the service provider's financial health, indicating whether or not they are suitable for approval.

** Responsible for background checks, examining the Company's history from social-political and reputational perspectives.

RESULTS OF THE ASSESSMENTS IN 2025

GRI 308-1, 308-2, 414-1, 414-2

In 2025, 100% of new suppliers underwent due diligence and integrity analysis before being hired. In cases where negative environmental or social impacts were identified, corrective measures were taken to ensure compliance.

COMEXPORT



100%
of new suppliers

were assessed based on environmental and social criteria.



104
suppliers

underwent environmental and social impact analyses, considering factors such as atmospheric emissions, waste generation, fuel consumption, and biodiversity.

KALIUM CHEMICAL



100%
of new suppliers

were assessed
based on
environmental criteria.



100
suppliers

underwent environmental impact analyses.

GRI 3-3

During this period, the CMS recorded 2.89 million pageviews, engaged 3,908 users, used 104 structured databases for query and analysis, and provided customized Power BI dashboards to 28 customers, highlighting the platform's expanded use in operations and customer relations.



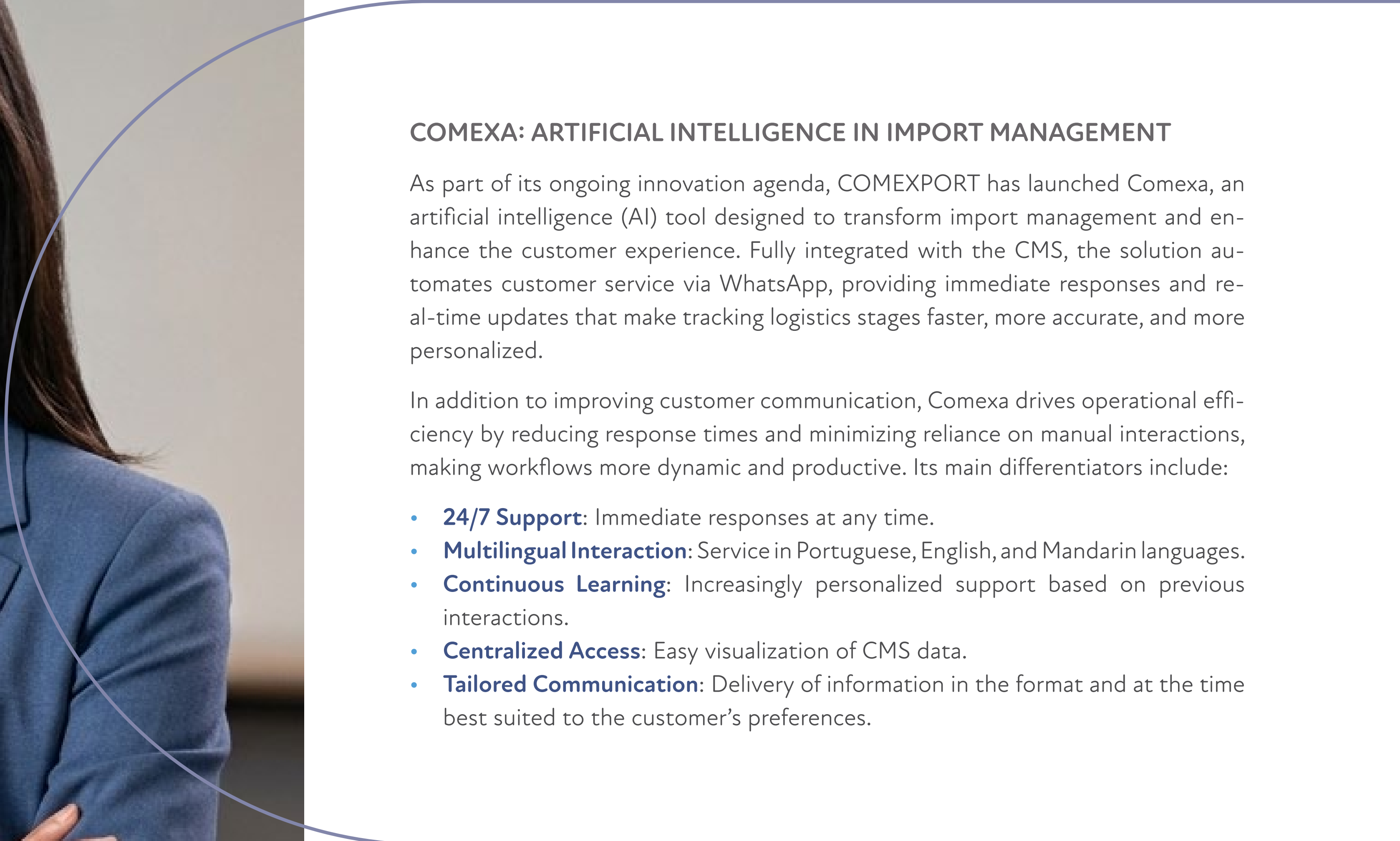


With over 180 customizable fields, its key differentiators are:

- » **Customized reports**, with inclusion and exclusion of fields according to the user's needs.
- » **Detailed tracking by SKU and chassis**, ensuring accurate traceability.
- » **Data Mart**, a tool that allows data extraction and updating with just one click.
- » **Real-time container tracking**, allowing greater predictability in the logistics chain.
- » **API integration**, allowing connection with customers' ERP systems for instant access to import data.
- » **Electronic document management**, with direct viewing and download on the platform.
- » **Automated email notifications** with alerts regarding key milestones, such as the arrival of cargo at the market and the registration of the Import Declaration.

In addition to traceability, the improvements focused on operational efficiency, error reduction, and information transparency. Key achievements include the processing of over 400,000 tax inquiries, the creation of 94 customized dashboards, the implementation of data-loading workflows handling more than 12,000 loads annually, and the generation of over 1,300 freight quotes.

Automation initiatives also contributed to reducing manual tasks and **boosting productivity**. In 2025, RPA tools reduced the workload by approximately 316,000 hours, which is equivalent to the work of about 156 people.



COMEXA: ARTIFICIAL INTELLIGENCE IN IMPORT MANAGEMENT

As part of its ongoing innovation agenda, COMEXPORT has launched Comexa, an artificial intelligence (AI) tool designed to transform import management and enhance the customer experience. Fully integrated with the CMS, the solution automates customer service via WhatsApp, providing immediate responses and real-time updates that make tracking logistics stages faster, more accurate, and more personalized.

In addition to improving customer communication, Comexa drives operational efficiency by reducing response times and minimizing reliance on manual interactions, making workflows more dynamic and productive. Its main differentiators include:

- **24/7 Support:** Immediate responses at any time.
- **Multilingual Interaction:** Service in Portuguese, English, and Mandarin languages.
- **Continuous Learning:** Increasingly personalized support based on previous interactions.
- **Centralized Access:** Easy visualization of CMS data.
- **Tailored Communication:** Delivery of information in the format and at the time best suited to the customer's preferences.



CARE FOR PEOPLE: THE VALUE BEHIND PERFORMANCE

We believe that success is built on inspiration, empowerment, and healthy relationships with our employees and communities.

EMPLOYEES

GRI 2-7, 2-8

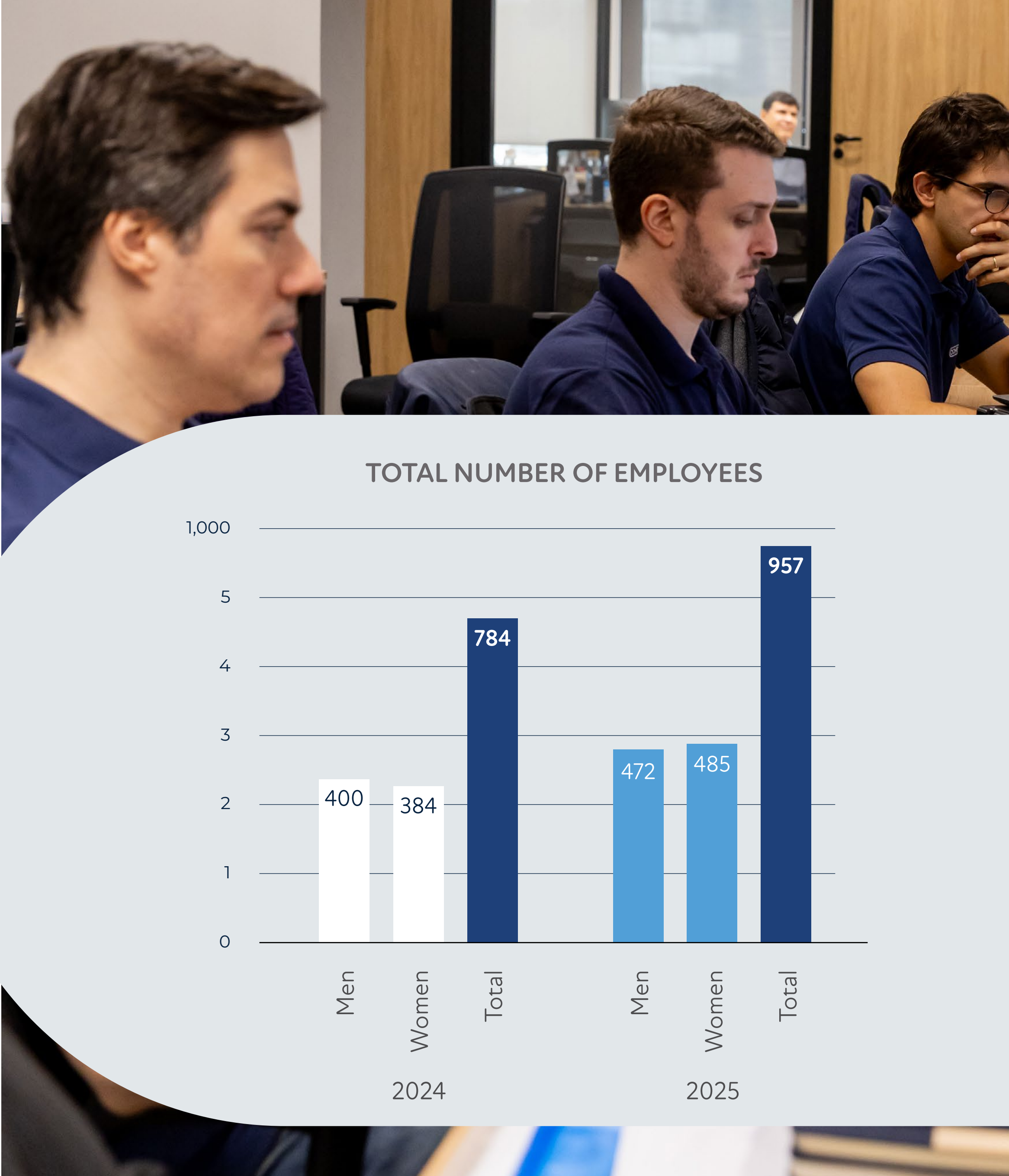
Reflecting its business expansion, COMEXPORT recorded a 27.5% increase in its workforce, in 2025, reinforcing the importance of initiatives focused on attracting, developing, and retaining talent.

EMPLOYEES BY GENDER AND WORK REGIME

Work Regime	2024			2025		
	Men	Women	Total	Men	Women	Total
Permanent	397	376	773	471	485	956
Temporary	3	8	11	1	0	1
Total	400	384	784	472	485	957

EMPLOYEES BY GENDER AND WORKING HOURS

Working Hours	2024			2025		
	Men	Women	Total	Men	Women	Total
Full time	391	375	766	461	473	934
Part time	9	9	18	11	12	23
Total	400	384	784	472	485	957



EMPLOYEES BY REGION AND WORK REGIME

Region	2024			2025		
	Permanent	Temporary	Total	Permanent	Temporary	Total
North	5	0	5	1	0	1
Northeast	46	0	46	93	0	93
Central-West	0	0	0	0	0	0
Southeast	678	11	689	811	1	812
South	44	0	44	51	0	51
Total	773	77	784	956	1	957

EMPLOYEES BY REGION AND WORKING HOURS

Region	2024			2025		
	Full time	Part time	Total	Full time	Part time	Total
North	5	0	5	1	0	1
Northeast	46	0	46	91	2	93
Central-West	0	0	0	0	0	0
Southeast	671	18	689	793	19	812
South	44	0	44	49	2	51
Total	766	18	784	934	23	957

North

1 employee

Northeast

93 employee

Southeast

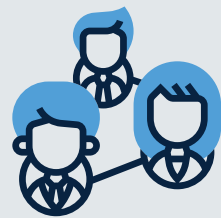
812 employee

Total

957 employees

South

51 employee



In addition to direct employees, COMEXPORT establishes partnerships with self-employed workers and service providers.

3 self-employed workers in 2024

2 self-employed workers in 2025

TALENT ATTRACTION AND RETENTION

In addition to the increase in the workforce, 2025 was also marked by an expansion of leadership roles, driven by both internal promotions and new hires. This shift brought new challenges for people management and was reflected in turnover metrics.

In 2025, the overall rate stood at 19.17%, comprising 9.08% voluntary departures and 10.07% involuntary ones. An analysis of historical data shows that, following gradual declines between 2021 and 2024, the rate rose again in 2025, reflecting the dynamics of this cycle.

Turnover				
Year	Active	Voluntary	Non-voluntary	General
2024	787	8.41%	9.16%	17.58%
2025	956	9.08%	10.07%	19.17%

LABOR RELATIONS

GRI 2-30, 3-3

COMEXPORT seeks to ensure fair and transparent conditions in labor relations. As a result, 100% of employees are covered by union representation. The company does not enter into individual collective agreements, relying exclusively on collective bargaining agreements applicable to specific job categories and the characteristics of each operation.

The following table presents the trade unions that regulate the operation categories:

Operation Category	Trade Union
TRADING COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of Itajaí (SC)
TRADING COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of São Paulo (SP)
TRADING COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of Espírito Santo (ES)
TRADING COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of the Cities of Cabo de Santo Agostinho and Vitória de Santo Antão (PE)
CXT COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of Belo Horizonte and Metropolitan Region (MG)
CXT COMERCIÁRIOS	Trade Union for Retail Trade of Parts and Accessories for Vehicles of São Paulo (SINCOPEÇAS)
CXT COMERCIÁRIOS	Trade Union for Workers in the Commerce of Goods and Services of the City of Parauapebas (PA)
KALIUM COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of São Paulo (SP)
KALIUM COMERCIÁRIOS	Trade Union for the Commerce Sector Workers of Itajaí (SC)
TRADING SERVIÇOS	Trade Union for Employees of Independent Trade Agents and Consulting, Expertise, Information, and Research Companies and Accounting Services Companies of São Paulo (SP)

To reinforce best practices in labor relations, COMEXPORT uses the Work Schedule and Human Resources Management System (SINERGYRH), which supports the management of labor and union-related information.

The processes managed by SINERGYRH undergo external audits by the consultancy firm Baker Tilly, reinforcing integrity and compliance in people management.

BENEFITS

COMEXPORT offers a benefits package focused on the well-being, quality of life, and professional development for the employees. In 2025, the total investment in this area was R\$ 31,038,000.



R\$ 31,038,000
invested in
benefits



100%
of employees
covered by union
representation

GRI 403-3, 403-6

- » Comprehensive medical and dental care for employees and their family dependents.
- » Life insurance that includes benefits such as a maternity/paternity kit to support parents of newborns.
- » Vidalink, offering a 50% subsidy on medication costs.
- » Wellhub, providing access to gyms and physical activities at special rates, plus the option to add up to three dependents to the plan.
- » Remote medical care and 24-hour ambulance in case of emergency.
- » Quality of Life program, featuring functional training, team sports, quick massages, and workplace exercise sessions.

FOOD AND TRANSPORTATION

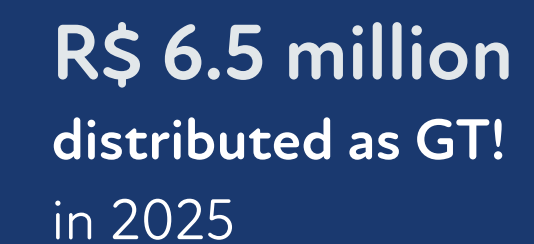
- Meal and/or food vouchers, with a 10% adjustment in 2025 and an extra year-end credit of R\$ 390 per employee.
- On-site cafeteria, depending on the unit availability.
- Transportation, parking or van vouchers, depending on the location.

FLEXIBILITY AND QUALITY OF LIFE

- Flexible hours and hybrid work model.
- “Partner Bazaar,” offering discounts on products from some COMEXPORT customers.
- Two annual get-togethers at all units.
- COMEXPORT Kids, a special event for employees’ children, strengthening their bond with the Company and fostering a sense of pride in belonging.

FINANCIAL PROMOTION AND STABILITY

- **Profit Sharing.** To reward performance achieved in 2025, in addition to the standard profit sharing payment, all COMEXPORT employees eligible for the program received an additional amount equivalent to 32.5% of the calculated payout.
- **Private pension plan,** providing long-term financial security.
- **Growing Together (GT!),** a long-term incentive for managers and senior-level roles, with a vesting period of four years. Eligibility requires at least two years of company tenure or one year in the role following a promotion.





COMEXPORT strives to maintain a transparent and participatory environment where employees have access to information and opportunities to make their voices heard. To achieve this, the company employs various communication and feedback channels, such as the intranet, internal announcements, HR emails, meetings, training sessions, corporate social networks, internal events, and award programs.

- **Comex Comunica:** Responsible for distributing official announcements via email and on the notice boards.
- **Corporate TVs:** Weekly presentation of key company highlights.
- **Whistleblowing Channel:** A confidential channel for suggestions, complaints, and reports of misconduct, fostering transparency and ethical workplace relations.
- **Organizational Climate Survey:** A key tool for capturing employee perceptions and guiding action plans. In 2025, the survey included 865 eligible people invited and 743 respondents, achieving an 86% participation rate. COMEXPORT's overall average was 79%, while the average for the top 150 companies was 88%. Data from recent years shows consistent participation and improving indicators, reflecting the Company's ongoing effort to monitor the employee experience and turn perceptions into concrete improvements.

Indicators	2024	2025
Total eligible people	691	865
Total respondents	615	743
Participation rate (%)	89	86
COMEXPORT overall average	82	79
Overall average of the top 150	93	88

All areas that reached low scores in the previous cycle improved their indicators and the perception of the benefits offered, highlighting the importance of structured communication and active listening for enhancing the organizational environment.

MEETINGS FOR STRATEGIC ALIGNMENT

COMEXPORT holds periodic meetings to consolidate the organizational culture and align teams with the strategic guidelines:

- » **Leaders' Meeting:** Presentation of results and strategic challenges.
- » **Chat with the Board:** Monthly event to promote proximity and transparency.
- » **Prime Time:** Weekly meetings focused on strategic decision-making.
- » **Quality Talk:** Monthly analysis of processes and indicators.
- » **Strategic Committees:** Focused on specific areas of the organization, such as Operations, Technology, HR, ESG, Marketing, and other areas, contributing with technical analyses, decision-making and strengthening governance.
- » **Cross-Functional Integration Meetings:** Opportunity to share experiences and coordination among different areas.
- » **Training and Lectures:** Training on industry trends and the macroeconomic landscape.



DEVELOPMENT AND TRAINING

GRI 404-2

In 2025, COMEXPORT continued to invest in employee development and in consultancies providing in-house training.

Communication was a key topic, identified through daily monitoring and internal audits as one of the business's core strategic competencies. In view of this, the Company conducted training on Strategic and Humanized Communication for 200 employees from the Operations division, aimed at improving communication flows both internally (across departments) and externally (in interactions with customers, suppliers, and partners). The training program comprised a total of 15 hours per participant.

Another key area of focus was the preparation of new leaders. With this objective in mind, COMEXPORT held the Leadership Journey, aimed at newly promoted or hired leaders. The program covered topics such as Being a Leader, Hiring and Onboarding, Communicating, Developing and Celebrating, Maximizing Results through Feedback, Conflict Management, and Time Management, totaling 30 hours of training per leader. In addition to group training, participants received individual support from the Training and Development team.

CORPORATE TRAINING AND CONTINUING EDUCATION



Atlas Corporate University: Continuous learning platform providing strategic content to keep employees up to date.



Internal training: training programs led by the Training and Development team covering topics strategic to the business.



Specialized external courses: training aligned with the technical requirements of each role*.



Academic education subsidy: financial support for undergraduate, graduate, specialization, and extension studies, linked to the Individual Development Plan (IDP).



Language courses: full funding to enhance communication skills.



Effectiveness assessment: monitoring training outcomes to ensure the quality of the programs offered.

* In 2025, the Tax Department invested in external courses to keep employees up to date on tax reform, focusing on organizational alignment and the mitigation of operational impacts.

VOCATIONAL TRAINING AND INNOVATION

Summer Job, a program created to provide immersion in the corporate world and complement the academic training of young talent, gained prominence in 2025 as an initiative aimed at talent attraction and retention.

In 2025, the program continued to offer experiences to university students in Brazil and abroad during their academic breaks. The initiative also contributes to the development of technical skills, broadens knowledge of foreign trade, and helps build career-relevant professional networks.

TRAINING HOURS BY CATEGORY

GRI 404-1

	2024		2025	
Operation Category	Men	Women	Men	Women
Officers	4h	4h	5h	4h
Managers	17h	15h	8h	18h
Coordinators	17h	16h	16h	29h
Analysts	9h	8h	8h	13h



Average training
per employee
in 2025:
13 hours



Average training
per employee
in 2024:
11 hours



PERFORMANCE AND COMPETENCY ASSESSMENT

GRI 404-3

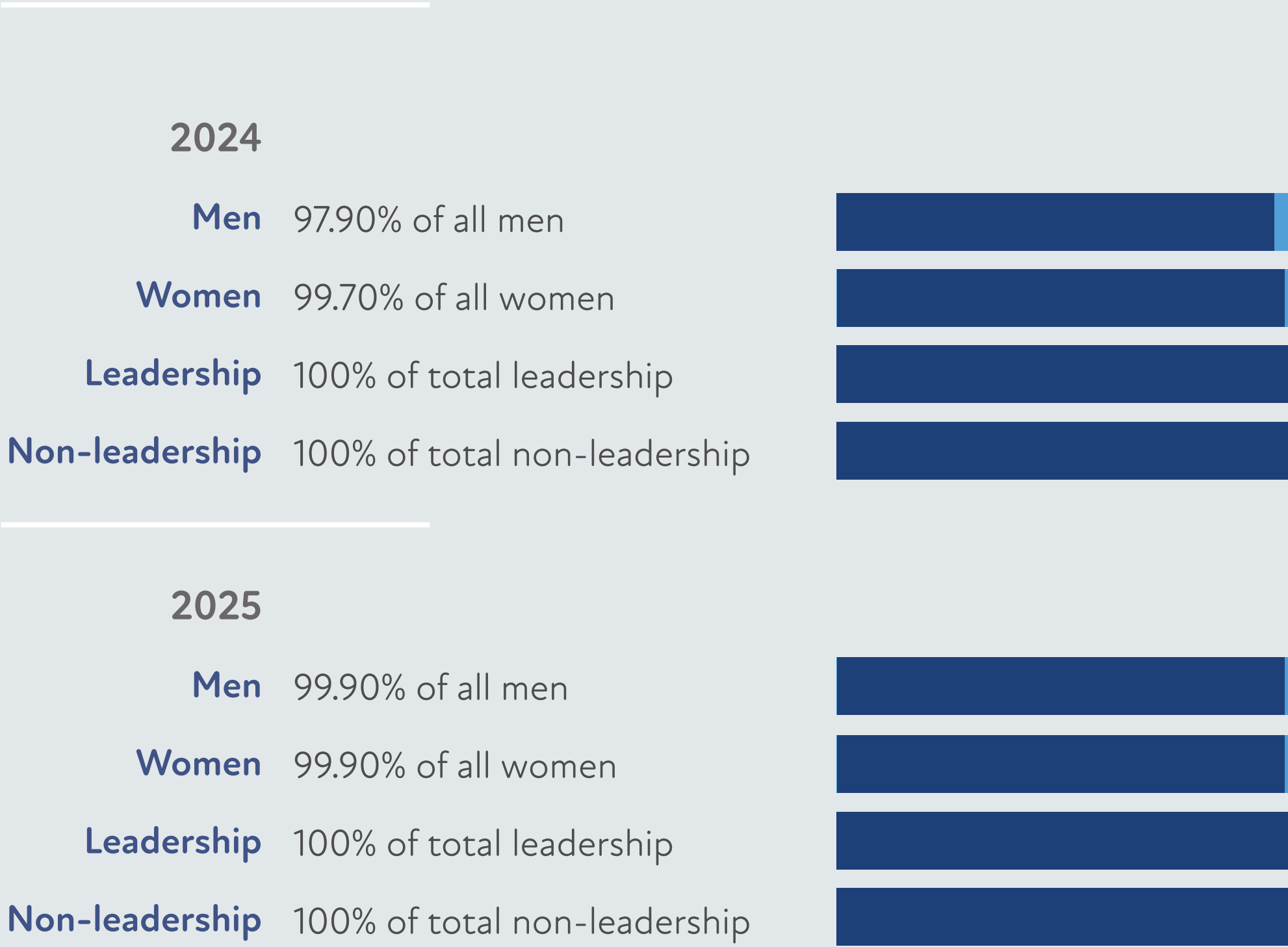
In 2025, COMEXPORT implemented a new performance assessment and electronic time-tracking system, enhancing control efficiency and supporting decisions regarding professional development.

The assessments conducted during the period focused primarily on employees’ behavioral competencies. With this process, rather than focusing solely on the achievement of goals, we sought to demonstrate how each professional performs throughout the delivery process. The competencies assessed included: Communication, Resilience and Adaptability, Knowledge Management, Service Excellence, Results Focus, and Leadership, the latter applying to roles involving direct people management.

Assessment results are also taken into account for internal mobility processes. When considering merit-based awards or promotions, the company reviews the final ratings from the past two years. Employees with performance ratings below expectations are not eligible for internal moves, a policy applied consistently across all organizational levels.

Compared to the previous year, there was a 16% increase in the number of employees eligible for the evaluation process, while the 95% participation rate remained across both cycles.

PERCENTAGE OF EMPLOYEES WITH REGULAR PERFORMANCE AND CAREER EVALUATIONS





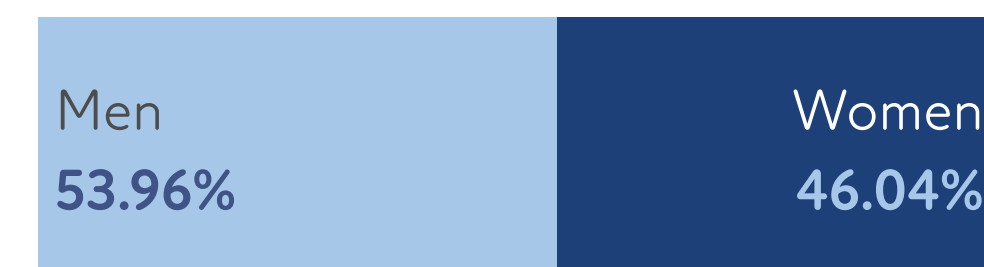
GRI 2-21

COMEXPORT has made progress in gender equality, but there are still challenges in equalizing salaries between men and women in certain positions. The company monitors this issue closely, focusing on the adoption of increasingly fair and transparent practices.

2024



2025



PROPORÇÃO SALARIAL POR DEMOGRAFIA DE SENIORIDADE

Seniority	2024		2025	
	Men	Women	Men	Women
Senior Manager	52.57%	47.43%	51.6%	48.4%
Managers	51.16%	48.84%	44.6%	55.4%
Supervisors	50.6%	49.4%	50.1%	49.9%
Coordinators	46.1%	53.9%	47.7%	52.3%
Specialists	49.0%	51.0%	49.9%	50.1%
Sales Employees	45.49%	54.51%	47.5%	52.5%
Senior Analysts	48.43%	51.57%	49.3%	50.7%
Mid-Level Analysts	50.25%	49.75%	50.1%	49.9%
Entry-Level Analysts	50.31%	49.69%	49.7%	50.4%
Assistants	49.64%	50.36%	49.1%	50.9%
Operation Employees	46.87%	53.13%	49.1%	50.9%
Entry-Level Assistant	49.91%	50.09%	44.1%	55.9%
Interns	50%	50%	52.2%	47.8%

HEALTH AND SAFETY

GRI 3-3, 403-1, 403-8

COMEXPORT considers health and safety to be essential pillars for building a safe, productive, and balanced work environment. To this end, it maintains an Occupational Health and Safety (OHS) Management System that encompasses the Cariacica Distribution Center, the TIMS Distribution Center (Serra), the Port (Vila Velha), and the Suape Distribution Center, covering 100% of employees and third-party contractors while ensuring compliance with regulatory standards and best practices applicable to its operations.

Occupational safety management is structured around:

- Risk Management Plans (RMP).
- Occupational Health Medical Control Programs (“PCMSO”) and regular Health, Safety, and Environment (HSE) routines.
- Specialized Services in Occupational Safety and Medicine (“SESMT”).
- Emergency Brigade.

In 2025, the Company made progress in strengthening this system, notably through:

- » Updating the Quality Policy to an Integrated Policy, formally incorporating Safety.
- » Developing and implementing new corporate procedures, such as Safety in PDI and Risk Management.
- » Conducting mandatory training and occupational safety training sessions.
- » Intensifying safety campaigns and Daily Safety Talks with operational teams.
- » Implementation of the COMEXPORT Minute program, aimed at raising awareness and preventing workplace risks.
- » Procurement and replenishment of Personal Protective Equipment (PPE) and Collective Protective Equipment (CPE).
- » Enhancement of the supplier qualification process, incorporating more robust safety criteria.

The management structure was organized to meet the legal requirements set forth in Brazilian labor legislation, taking into account the nature of operations, external provider management, audits, and customer demands. In this context, priority attention is given to the following Regulatory Standards (NRs):



NR-01

Alignment with the new ORM (Occupational Risk Management)/RMP (Risk Management Plan) model, with a focus on the inclusion and assessment of psychosocial risks;



NR-23

Reinforcement of the emergency response team and provision of specific training on firefighting for electric vehicles;



NR-35

Strengthening of controls related to working at heights, particularly during vehicle unloading operations performed by third parties.

HAZARD IDENTIFICATION AND RISK ASSESSMENT

GRI 403-2, 403-9

COMEXPORT employs a process integrated into its Risk Management Program (RMP) and guided by ISO 45001 principles to identify hazards, assess risks, and prevent impacts on occupational health and safety, both in its direct operations and in activities involving suppliers and service providers.

The identification and assessment process takes into account:

- Document reviews.
- Surveys of operational activities and processes.
- Identification of hazards* associated with each activity, including physical, chemical, and biological agents, accident risks, and hazardous conditions.
- Qualitative and, where applicable, quantitative risk analysis, considering probability, severity, and exposure.
- Regular monitoring and, when necessary, inspections.

The quality of these processes is ensured through structured controls, technical competence, and document traceability. The activities are conducted by professionals qualified and/or certified in Occupational Health and Safety, possessing specific training and experience commensurate with legal and technical requirements. When performed by third parties, the Company requires prior approval and verifies criteria such as technical capability, team qualifications, proven experience, and regulatory compliance.

* When necessary, supplementary reports are prepared with the support of a qualified professional to substantiate the characterization or de-characterization of hazardous conditions.

The results obtained serve as a basis for the continuous improvement of the Occupational Safety Management System, supporting:

- The consolidation of information in the Risk Management Program (RMP).
- The definition of control measures and action plans based on criticality.
- The updating of operational procedures.
- The targeting of specific training and preventive campaigns.

The key indicators for the year were:

Indicator	2025	
	Employees	Outsourced Employees:
Deaths Resulting from Work-Related Injuries	0	0
Rate of Deaths Resulting from Work-Related Injuries	0	0
Accidents with Severe Consequences Related to Work (excluding deaths)	0	4
Rate of Accidents with Severe Consequences Related to Work (excluding deaths)	0	2
Outsourced Employees Covered by System with External Audit/Certification	0	26
Recorded Work-Related Accidents with Mandatory Reporting (including deaths)	0	2

GRI 403-10

- » Specialized training for the Emergency Response Team, involving 19 participants, focused on electric vehicle firefighting. The training covered risks related to lithium-ion batteries, thermal behavior, isolation techniques, the correct use of PPE, and the application of fire blankets, hydrants, and hoses.
- » Update to the Emergency Response Plan (ERP), incorporating specific procedures for incidents involving electric vehicles, defining operational workflows, responsibilities, and mitigation measures, as well as providing training on the subject.

Work-related incidents are investigated through a structured process that considers the identification of hazards and the assessment of associated risks, the definition of corrective measures based on the hierarchy of controls, and the analysis of necessary improvements to the occupational health and safety management system.



GRI 403-3, 403-6

The COMEXPORT Well-Being Program promotes quality of life both inside and outside the workplace, complementing the benefits offered by the Company. Key initiatives include:

- » **Protected Area – Ambulance:** Emergency care in the workplace, with immediate support in urgent cases.
- » **Partnership with SESC:** Easy access to cultural events and leisure activities for employees and their dependents.
- » **Functional Training and Physical Conditioning:** Specialized monitoring for running races and training at Parque do Povo, in São Paulo (SP), led by sports consultant Fábio Ornelas.
- » **Spaces for Sports:** Volleyball and soccer courts to foster integration among teams.

Employees can also use the CUID@R App, developed in partnership with the SulAmérica Health Plan, which offers:

- Personalized health monitoring, with a questionnaire on habits and an individual report.
- Educational content and tips on preventing diseases.
- Integration with the company's systems, facilitating access to information on benefits and payroll.





COMEXPORT fosters employee participation in occupational health and safety matters through formal dialogue channels, training sessions, and awareness campaigns. This process helps strengthen accident prevention, enhance risk awareness, and encourage safe practices in daily operations.

At units where legislation requires the establishment of an Internal Accident Prevention Commission (CIPA), the Company holds monthly meetings with the CIPA, in accordance with applicable requirements. The commission is responsible for identifying workplace hazards, proposing preventive measures, monitoring health and safety initiatives, and raising employee awareness regarding safe behaviors. At units where a formal CIPA is not established, due to the company size criteria set by legislation, these matters are addressed through communications and meetings, ensuring continuous guidance and monitoring.

Throughout 2025, the Company also conducted training sessions focused on regulatory standards, occupational risks, prevention, and employee health. Key training sessions included:

- » **Risk vs. Job Function Training** (NR-01), with 56 employees trained in Cariacica and Suape.
- » **Training on NR-06** (PPE), with 56 employees in Cariacica and Suape.
- » **CIPA Training** (NR-05), with 4 employees in Cariacica and Suape.
- » **Training on NR-17** (Ergonomics), with 40 employees in Cariacica.
- » **Training on NR-26** (SDS and Safety Signage), with 30 employees in Cariacica and Suape.

PREVENTIVE ACTIONS

- **White January:** Mental health-related activities.
- **January (Summer Campaign):** Lecture on skin cancer prevention, featuring a display and sale of sunscreens.
- **April (Flu Vaccination):** 464 doses administered to employees and their dependents.
- **Yellow May:** Campaign promoting accident prevention and safety.
- **May (Preventive Health Campaign):** Focused on high blood pressure and blood glucose levels; 94 consultations provided.
- **July (Webinar “Mental Health and Well-Being Also Depend on Your Finances”):** 425 participants.
- **August (“Well-Being Tailored to You”):** Encouragement to adopt healthy eating habits and engage in physical activity, with 184 participants.
- **Yellow September:** Campaign featuring on-call psychological and psychiatric support for employees.
- **October (Women’s Health):** In-person talks led by healthcare professionals on the importance of preventive screenings.
- **November (Men’s Health):** Talk by a healthcare professional on the importance of preventive screenings and health care, focusing on prostate cancer prevention.
- **November (Dengue vaccination):** 73 participants.
- **Red December:** HIV and STI awareness and prevention campaign, with 99 participants.



COMMUNITY

GRI 413-1, 413-2

COMEXPORT recognizes that its activities extend beyond foreign trade operations to include building transparent and responsible relationships with society. To this end, it maintains communication channels aimed at the general public, such as its corporate website, social media (including Instagram and LinkedIn), and the Sustainability Report, which expand access to information regarding its practices, results, and commitments.

This relationship is underpinned by guidelines that direct the conduct of social initiatives with integrity and transparency. The Company adopts a Social Responsibility and Sponsorship Policy, aligned with its Integrity Program, that establishes criteria for donations, institutional support, and sponsorships, thereby preventing the misuse of resources and ensuring control, evaluation, and compliance processes.

Social initiatives prioritize partnerships with recognized institutions, focusing on well-being, health, and the inclusion of vulnerable populations. Furthermore, supported projects must meet applicable legal requirements and demonstrate their results, reinforcing COMEXPORT's commitment to socially responsible operations that align with community needs.

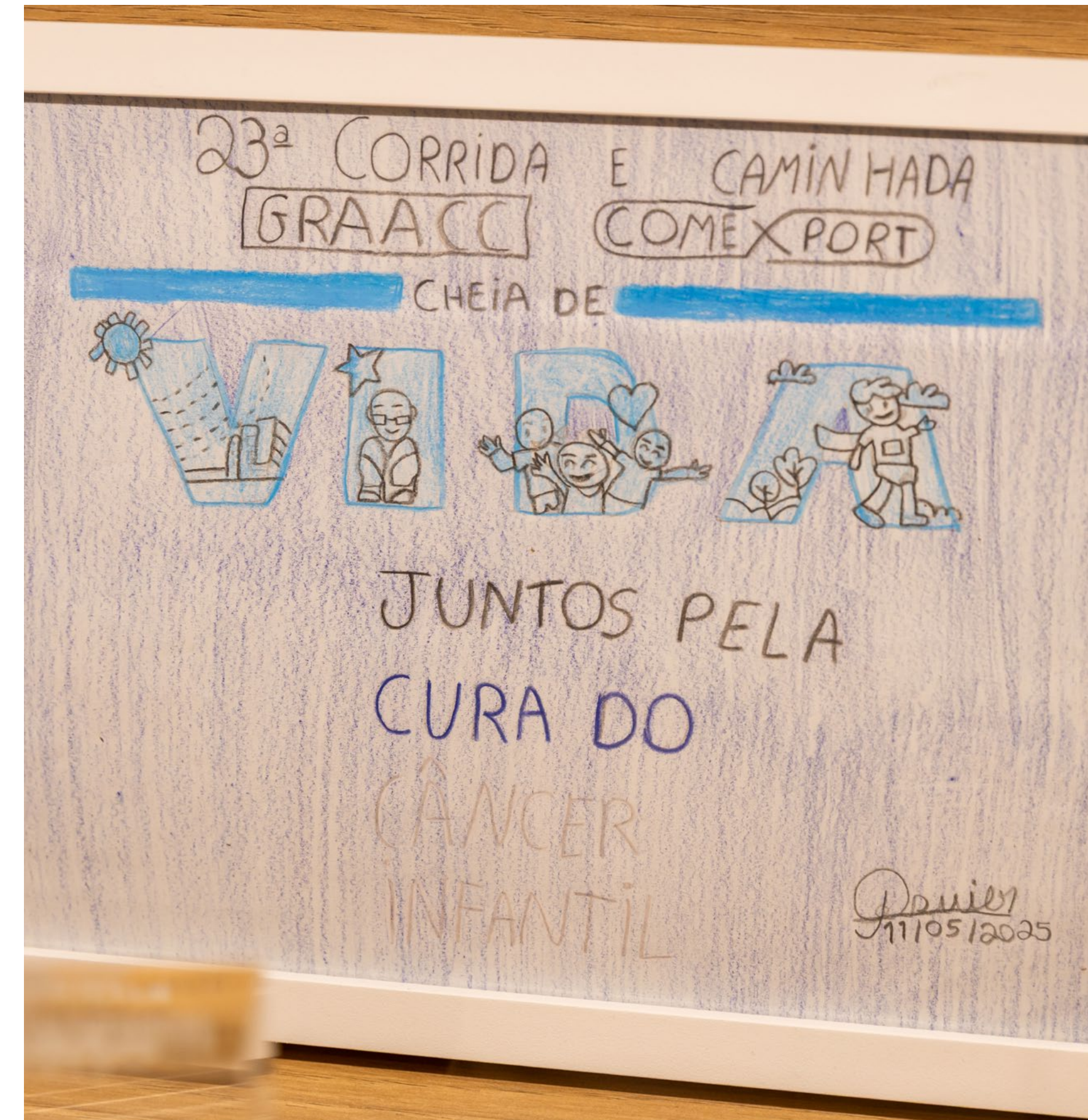
SOCIAL PROJECTS AND INITIATIVES

COMEXPORT supports social initiatives aligned with its purpose of positively contributing to society, focusing on actions related to health, the promotion of sports, and solidarity-driven engagement. In 2025, these areas gained even greater visibility, expanding the reach of campaigns and strengthening the mobilization of employees, customers, and partners around important causes.

PARTNERSHIP WITH GRAACC: SUPPORT GROUP FOR ADOLESCENTS AND CHILDREN WITH CANCER (GRAACC)

COMEXPORT's support for the organization is demonstrated through both financial contributions and active participation in charitable initiatives.

The GRAACC COMEXPORT Run and Walk is a key symbol of this partnership; in 2025, it drew **15,226 participants**. Beyond simply sponsoring this initiative, we mobilize employees, customers, and partners around the cause, turning engagement into solidarity and helping to raise funds for pediatric cancer treatment.





In 2025, COMEXPORT organized another volunteer initiative in partnership with the Instituto Velho Amigo, bringing together employees and the elderly individuals served by the institution. The event fostered social interaction, integration, and the exchange of experiences, strengthening bonds and promoting social inclusion. The initiative involved the participation of 25 employee volunteers.

Presented below are the key projects supported and their respective impacts:

Project	Purpose	Social Impact by the Numbers
COMEXPORT GRAACC Run	An initiative carried out in partnership between COMEXPORT and GRAACC, aiming to raise funds for the treatment of children and adolescents with cancer.	15,226 registered participants R\$ 2.7 million raised (gross amount) 34,000 digital media screens reached in the city of São Paulo Estimated 500 million weekly campaign views R\$ 1 million in bonus media to promote the cause
Instituto Velho Amigo	An organization dedicated to the social inclusion of vulnerable older adults, focusing on health promotion, social interaction, and autonomy.	261 people served at the Regina Costa Heliópolis Social Center 5,080 people indirectly impacted by the Revitaliza Program 2,710 people reached on the International Day of Older Persons 80 people served through community-based initiatives in Rio de Janeiro Distribution of essential items to approximately 2,800 older adults in vulnerable situations.



ECO-EFFICIENCY: PROPER USE OF NATURAL RESOURCES

The future of business is directly
linked to the responsible
management of natural resources.



In 2025, COMEXPORT strengthened its environmental management, focusing on structuring more consistent practices, improving controls, and fostering a culture oriented toward eco-efficiency.

The Company's Environmental Management System is structured based on ISO 14001 requirements, encompassing an Environmental Policy, risk and impact assessment, the definition of goals and indicators, and action plans aimed at improving environmental performance. Currently, this system is implemented at the Cariacica unit (Espírito Santo), which serves as a benchmark for the organization's environmental management and as a foundation for extending environmental practices to other business units. In 2025, the operation also advanced its preparations for the environmental certification process.

In this same context, we made investments aimed at consolidating the Environmental Management System, including hiring specialized consultancy services for technical support, regulatory monitoring, and the advancement of internal environmental practices. COMEXPORT also uses specialized software to monitor and stay updated on environmental regulations.

In addition, investments are made in training focused on controlling environmental impacts, specifically regarding waste and chemicals, and on raising awareness about environmental integration.

GRI 303-1, 303-2, 303-5

As part of initiatives aimed at consumption efficiency, the Company implemented a rainwater withdrawal and storage system, featuring a 20,000-liter tank, used for irrigating garden beds and cleaning various areas. This measure reduces demand on the water supply network and enhances operational resilience during periods of water scarcity.

Monitoring is carried out on a monthly basis and was reinforced in 2025 with the installation of a dedicated water meter to record the volume of water used for vehicle washing.

GRI 303-3

For the São Paulo office, the increase in water withdrawal from third parties is primarily linked to improvements in the quality and representativeness of the data used. In 2025, the Company began using more precise and comprehensive information provided by the building management, which more accurately reflects the area actually occupied within the building. Thus, despite the increased number of employees and the existence of a new floor, the observed variation does not necessarily reflect a real increase in consumption, but rather an enhancement in the measurement methodology.



GRI 303-4

We also manage the aqueous liquid waste from the periodic cleaning of this system, as well as from the washing of materials used in minor repairs. During the period, 3,600 liters were disposed of by a licensed company. This process helps reduce the risk of soil and water body contamination, while also meeting environmental requirements and the conditions of applicable permits.



A low-angle, close-up shot of a white wind turbine against a clear blue sky. The image shows the tower, nacelle, and parts of the three blades, with a small blue circular detail on the nacelle.

- Lighting of administrative, operational, and support areas;
- Charging of electric vehicles used in operations;
- Operation of the vehicle washing machine;
- Use of electronic equipment in offices;
- Use of auxiliary equipment required for operational activities.

In 2025, total consumption rose from 1,625.2 MWh to 2,007.72 MWh. This increase is primarily attributed to the expansion of the Suape Distribution Center and the opening of a new floor at the São Paulo office, reflecting the growth of operations and the workforce.

GRI 302-1, 302-4

Throughout the period, all recorded consumption was classified as originating from renewable sources, consistent with the predominant share of hydroelectric power in the Brazilian electricity generation mix.

Even without direct control over energy procurement, the Company maintains initiatives aimed at conscious usage and waste reduction. Measures adopted include:

- ## Eco-efficiency



Management is carried out through a Waste Management Program aligned with the National Solid Waste Policy. The program encompasses segregation at the source, traceability, document control, and proper disposal by licensed companies. This process enables tracking materials generated in our direct operations and ensures compliance with current environmental legislation.

WASTE HIGHLIGHTS

In 2025, COMEXPORT expanded the segregation of recyclables, strengthening internal selective waste collection, and improving the traceability of waste destinations. It also maintained partnerships with waste picker associations, contributing to the proper handling of materials and the generation of positive social-environmental impact. The highlights of the year include:

- Directing recyclable materials to local associations.
- Donating reusable materials, such as automotive seat cover fabrics, to manufacture bag linings and mattress covers.
- The “Tampinhas da Rua” (Street Caps) project, focused on collecting plastic caps for sale to support families and children involved in educational initiatives.
- An internal awareness campaign aimed at reducing waste and improving material sorting, including the elimination of plastic cups.



425.6 t
of total waste,
a reduction of 179.4 t
compared to 2024

Throughout the year, we sent 4,722.02 kg of recyclable waste to associations that handle this type of material.

During this period, we produced 425.6 tons of waste, of which 167.3 tons were diverted from disposal through recycling. Compared to 2024, there was a reduction in the total amount generated and an increase in waste recycling, reflecting improvements in segregation, internal controls, and material reuse.

GRI 306-3

	Total Generated 2024 (t)	Total Generated 2025 (t)
Hazardous Waste	4.8	3.4
Non-Hazardous Waste	600.2	422.2
Total	605	425.6

GRI 306-4

	Total Diverted 2024 (t)	Total Diverted 2025 (t)
Hazardous Waste Recycled	0.7	0
Non-Hazardous Waste Recycled	97.1	167.3
Total Diverted from Disposal	97.8	167.3

GRI 306-5

	Total Directed 2024 (t)	Total Directed 2025 (t)
Hazardous Waste Directed to Landfills	4.1	3.4
Non-Hazardous Waste Directed to Landfills	503.1	254.9
Total Waste Directed to Disposal	507.2	258.3



GRI 305-1, 305-2, 305-3

This year, we conducted our second GHG inventory, expanding the scope of analysis compared to the previous cycle. While the initial assessment covered only Scopes 1 and 2, the new edition included Scope 3, comprising emissions associated with employee commuting, business travel, and waste generated during operations.

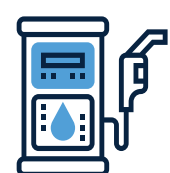
* Biogenic CO₂ emissions are considered neutral because they result from the burning of biomass and the consumption of fuel produced from it; since this biomass has already absorbed greenhouse gases from the atmosphere during its growth, these emissions are understood to be offset within the biogenic cycle.

Grand total (without biogenic CO ₂)	187.35	2,026.65
Total Biogenic CO ₂ *	39.82	187.43



336.44 t CO₂e
of emissions avoided

through waste recycling
in 2025.



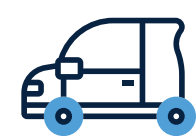
19.49 t CO₂e
of emissions reduced

through the use of ethanol in the vehicle fleet in 2025.



**16.77 t CO₂e
of emissions offset**

via the donation of 1,500 tree seedlings for reforestation through the Forest Restoration Project.



3.28 t CO₂e of emissions offset

through the offsetting of vehicle fleet emissions via Localiza's *Neutraliza* project.



In partnership with CO2 Créditos de Carbono,

we offset **207 tCO₂e**

by supporting **Rondinha Small Hydropower Plant (SHP)**, a clean energy project located on the Chapecó River, within the Uruguay River Basin, in the city of Passos Maia, State of Santa Catarina (SC) The plant operates without large reservoirs, thereby reducing environmental impacts, and includes initiatives such as aquatic fauna monitoring and the restoration of preservation areas.

WE ARE CARBON NEUTRAL

For the second consecutive year, Comexport has shown its commitment to tackling climate change by renewing its carbon-neutral certification. In this cycle, we fully offset our own emissions (Scopes 1 and 2), contributing to their neutralization and reinforcing our management and reduction strategy. To achieve our long-term goal of becoming Net Zero, we have already begun mapping Scope 3 emissions and have offset all emissions identified over the past year.

NET ZERO COMMITMENT

Our goal is to map, reduce, and offset all our emissions, engaging customers and suppliers





NET BALANCE

	Scope 1 and 2	Scope 1, 2 and 3
CO ₂ e Emissions	206.58t	2,026.65
Biogenic CO ₂ emissions (CO ₂ biog)	38.02t	187.43t
CO ₂ e reduction and avoided emissions	19.49t	355.93t
CO ₂ e removal and offsetting	227.05t	227.05t
Net balance (Emissions - Offsetting)	- 20.47t	+1,799.60t

Based on the data obtained and the volume of imports in 2025, the following GHG emission intensity indicators were calculated:

Year	Scope	Imports	Emissions (tCO ₂ e)	GHG emission indicator (tCO ₂ e/import)
2024	1 and 2	23,000	187.44	0.0081
2025	1 and 2	29,269	206.58	0.0071
	1, 2 and 3		2,026.65	0.0692



GRI CONTENT

GRI CONTENT

GRI	INDICATOR DESCRIPTION	PAGE/COMMENTS
2-1	Organization Details	Companies that are part of the COMEXPORT Group: COMEXPORT Companhia de Comércio Exterior (CNPJ: 43.633.296/0001-90); COMEXPORT Trading Comércio Exterior Ltda (CNPJ: 01.135.153/0001-09); Mercanta Comércio Exterior (CNPJ: 42.432.711/0001-85); CXT Distribuidora Ltda (CNPJ: 25.381.863/0001-87); COMEXPORT Serviços Ltda (CNPJ: 20.098.431/0001-40); Kalium Chemical, Comércio, Importação e Exportação Ltda. (CNPJ: 07.357.799/0001-17); PACE Planta Automotiva do Ceará Ltda (CNPJ: 58.327.084/0001-52); A1 Commodities S.A. (CNPJ: 36.848.286/0001-07); a1 Commodities Uruguay S.A.S (RUC 218909070011); Fxport Câmbio LTDA (CNPJ: 61.126.511/0001-49); COMEXPORT Corretora de Seguros Ltda (CNPJ: 61.472.172/0001-52); COMEXPORT Trading GMBH (CNPJ: FN 392830); CX Trade AG (CNPJ: CHE-332.453.442).
2-2	Entities included in the organization's sustainability reports	2
2-3	Reporting period, frequency, and contact point	2
2-4	Restatements of information	2
2-5	External assurance	2
2-6	Supply chain profile	14, 19, 27
2-7	Employees	72
2-8	Workers who are not employees	72



GRI	INDICATOR DESCRIPTION	PAGE/COMMENTS
305-3	Other indirect (Scope 3) GHG emissions	100
306-1	Waste generation and significant waste-related impacts	98
306-2	Management of significant waste-related impacts	98
306-3	Waste generated	99
306-4	Waste diverted from disposal	99
306-5	Waste directed to disposal	99
308-1	New suppliers that were screened using environmental criteria	67
308-2	Negative environmental impacts in the supply chain and actions taken	67
403-1	Occupational health and safety management system	84
403-2	Hazard identification, risk assessment, and incident investigation	85
403-3	Occupational health services	76, 87
403-4	Worker participation, consultation, and communication on occupational health and safety	88

GRI	INDICATOR DESCRIPTION	PAGE/COMMENTS
403-5	Worker training on occupational health and safety	88
403-6	Promotion of worker health	76, 87
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	88
403-8	Workers covered by an occupational health and safety management system	84
403-9	Work-related injuries	85
403-10	Work-related ill health	86
404-1	Average hours of training per year per employee	80
404-2	Programs for upgrading employee skills and transition assistance programs	79
404-3	Percentage of employees receiving regular performance and career development reviews	81
406-1	Incidents of discrimination and corrective actions taken	46

GRI	INDICATOR DESCRIPTION	PAGE/COMMENTS
413-1	Operations with local community engagement, impact assessments, and development programs	90
413-2	Operations with significant actual and potential negative impacts on local communities	90
414-1	New suppliers that were screened using social criteria	67
414-2	Negative social impacts in the supply chain and actions taken	67
416-1	Assessment of the health and safety impacts of product and service categories	37, 63
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	63
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	49





CREDITS

Overall Coordination

ESG and Sustainability Department – COMEXPORT

Information Collection

COMEXPORT

We thank all the team members who contributed to the preparation of the 2025 Sustainability Report.

GRI Consulting and Writing

Nexus Consultoria em Sustentabilidade

Design and Layout

Nexus Consultoria em Sustentabilidade

Photos by

Juliana Rossini Fotografia
COMEXPORT Image Bank
Shutterstock



Av. das Nações Unidas, 10.989 – Vila Olímpia
São Paulo – São Paulo – Brazil
ZIP CODE: 04578-000