



ESG Report

2022

EST. 1949  
**PRIMA**  
FOODS

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# President's Message

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Prima Foods takes its responsibilities very seriously.

While generating thousands of direct and indirect jobs, the company is keenly aware of its role in society and fosters sustainable relationships that enable the organization's longevity.

In recent years, Prima Foods has engaged in a range of activities to address the company's environmental, social and governance responsibilities.

We believe that our good economic performance stems from the efforts of all our employees and business partners, with whom we share the vision of continued development in all aspects of ESG.

Our shareholders and the company's directors are completely committed to this guideline.



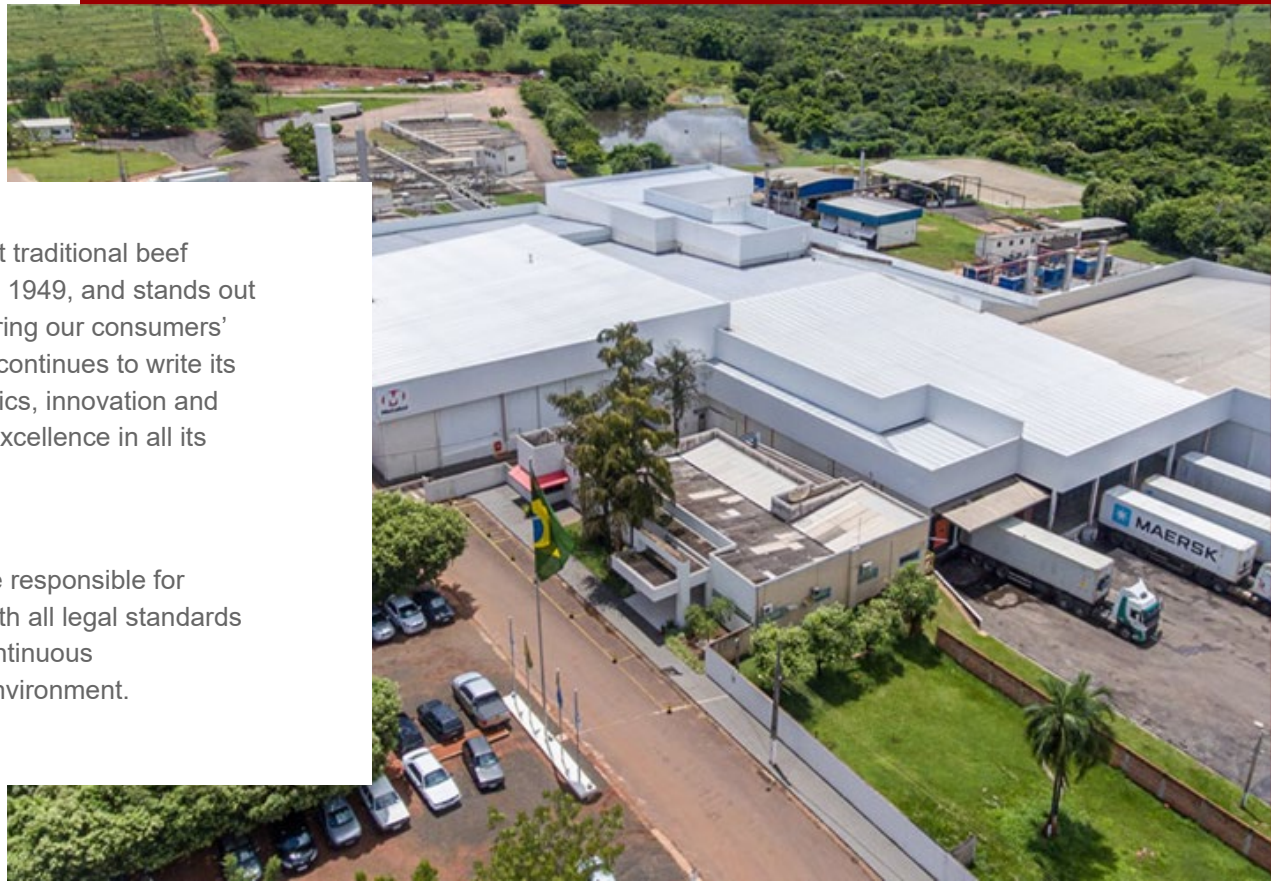
**José Augusto de Carvalho Junior**  
Chief Executive Officer

# The Company

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Prima Foods is one of Brazil's most traditional beef slaughterhouses. It was founded in 1949, and stands out for the quality of its products, ensuring our consumers' full trust and recognition. Today, it continues to write its own history of success through ethics, innovation and commitment, constantly pursuing excellence in all its processes, products and services.

As part of our quality policy, we are responsible for supplying safe foods, complying with all legal standards and procedures, bringing about continuous improvement and respecting the environment.



# Our History

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1949

*Sociedade Industrial de Carnes* is set up in the city of Araguari, Minas Gerais.

1970

Creation of the Mataboi Brand.

2008

Launch of the Di Prima Brand.

2014

Purchased by JBJ Investimentos .

2019

Celebration of 70 years of history!

2020

Change of corporate name to **Prima Foods S.A.**

# We are completely prepared to supply the domestic and international markets.

The modern facilities of Prima Foods enable supplying domestic and international markets with a complete line of products, offering the highest degree of excellence in all its processes including slaughter, deboning, packaging, chilling, freezing and storage.

The Business comprises 3 Production Units:

1

**Araguari, MG:**  
Slaughter capacity 1,200 head/day

2

**Santa Fé de Goiás, GO:**  
Slaughter capacity 900 head/day

3

**Cassilândia, MS:**  
Slaughter capacity 500 head/day







We have an annual slaughter capacity of approximately 800,000 head, we engage 2,500 direct employees, and we supply wholesale, retail chains and food service.

We have a wide-range of products recognized for their quality, sold domestically and exported to over 100 countries. Our brands are Mataboi, Di Prima and 177, the latter exported to China.

**2,500+**  
employees

**2,000+**  
partner cattle  
ranchers

**1,000+**  
clients

**100+**  
countries  
approved to sell



# Mission, Vision and Business

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## Our Mission

To exceed clients' expectations through continuous improvement in every aspect of our organization and processes.

## Our Vision

To achieve recognition by our clients and partners for our professionalism and operational excellence.

## Our Business

To produce high-quality beef.





# Directors



**José Augusto de Carvalho Junior**  
Chief Executive Officer



**Rafael Liberati**  
Industrial Director



**Antônio Marcos dos Reis**  
Administrative Director



**Marcos Gonçalves**  
Sourcing Director

# Board of Directors

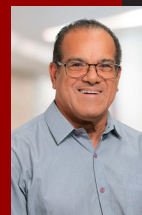
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**Lucas Terra Rabelo Magalhães**  
Chairman



**José Augusto de Carvalho Junior**  
Member



**Joel de Aquino**  
Member



**Rodrigo Terra Junqueira Torres**  
Vice Chairman



**Warlei Tana**  
Member

# Products

Tradition in quality, taste and safety

We are a traditional Brazilian slaughterhouse operating for over 70 years. We supply the highest quality beef meeting international standards.



Cuts of the highest quality in trimming, tenderness and flavor.



Brand exclusively for sale to China.



A line of traditional cuts that are well presented and meet the demands of the broadest range of palates.



# Financial Soundness

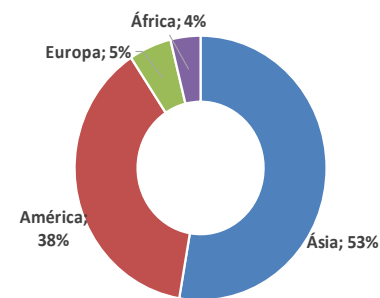
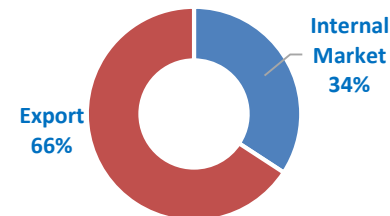
## Performance

### Net Revenue and EBITDA

R\$ - Million	2022	2021	Variation (%)
Net Revenue	3.803	3.012	26%
EBITDA	335	174	93%
% EBITDA	9%	6%	52%

- In 2022, sales set a new record of R\$ 3.8 billion, up 26% over the previous year, driven by strong prices, greater sales volume, a wider range of exports, and more favorable exchange rates.
- The international market accounted for 65,8% of sales in the period.

2022



# Environment

## Waste Management

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### Non -Hazardous Solid Waste

- Our solid waste management program, PGRS, is updated annually and approved in external audits.
- Brazilian government platforms (MTR-FEAM, SINIR and SIGOR) enable us to trace all solid waste produced.
- Internal facilities receive and temporarily store waste.
- Solid waste materials are disposed of by sale or donation, only to environmentally appropriate companies using certified transport, giving priority to local businesses..
- Cattle rumens generated in our process go to local farming communities as manure.



# Environment

## Waste Management

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### Hazardous Solid Waste

- In-house program approved by environmental agencies.
- Specific Environmental Emergency Plan for chemical and hazardous substances, including periodic drills.
- Isolated and secured storage facilities.
- Contracts with environmentally licensed transport companies, insured for environmental emergencies.
- “End to end” traceability using government platforms.

# Environment

## Air Quality

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### Atmospheric Emissions

- Heat is generated by biomass-burning boilers, exclusively running on re-forested wood.
- Boilers operate with atmospheric emissions control systems.
- Quarterly analyses of atmospheric waste generated are carried out by companies accredited by meteorological agencies.
- Emissions of black smoke from mobile sources and diesel-run equipment are carefully monitored.

# Environment

## Water and Wastewater Management

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### Water Management

- Uptake of water has all required permits necessary to fulfill the company's daily consumption needs.
- A contingency plan is regularly updated.
- An awareness program for optimizing water consumption includes mapping and monitoring.
- Water storage and consumption are planned daily.
- Water reuse system supplies truck and lairage washing.

# Environment

## Water and Wastewater Management

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### Water Quality

- Water supplies are constantly monitored by the company's specialized laboratory.
- Periodical testing is carried out by MAPA-approved, ISO 17025-accredited laboratories.
- Continuous training and specialization in water safety and treatment ensures engagement with current standards and technologies.
- Water used in equipment is monitored to ensure safety and process quality.



# Environment

## Water and Wastewater Management

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### Wastewater

- Production facilities have their own wastewater treatment plants – W W TPs.
- Monitoring of the physical, chemical and microbiological quality of discharged treated water is assessed by approved laboratories.
- Biostimulants are used in treatment systems for better performance and to protect the environment.
- Wastewater treatment projects reduce the usage of natural water resources.



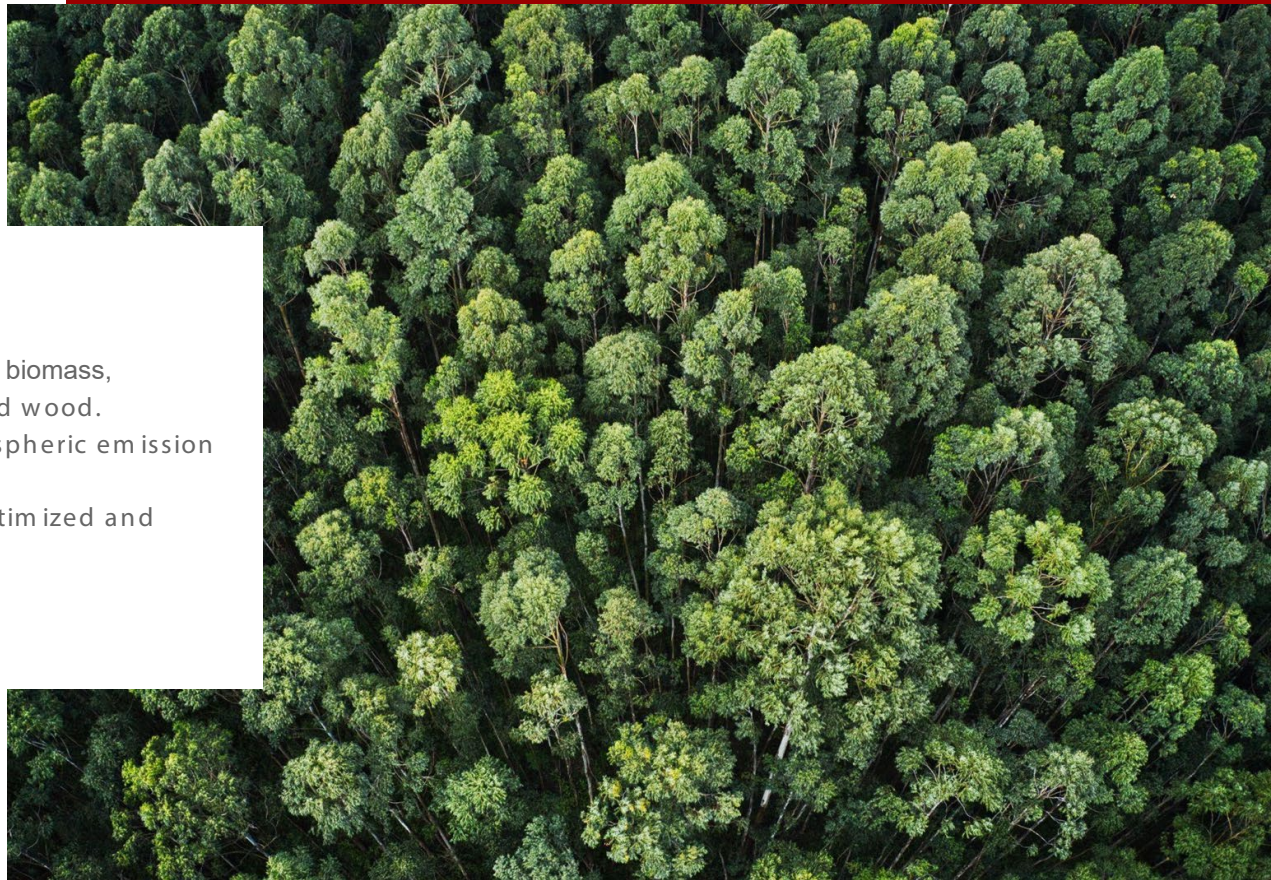
# Environment

## Natural Resources

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### Energy

- Steam generation is based on biomass, using exclusively reforested wood.
- Boilers operate with atmospheric emission control systems.
- Energy consumption is optimized and monitored.





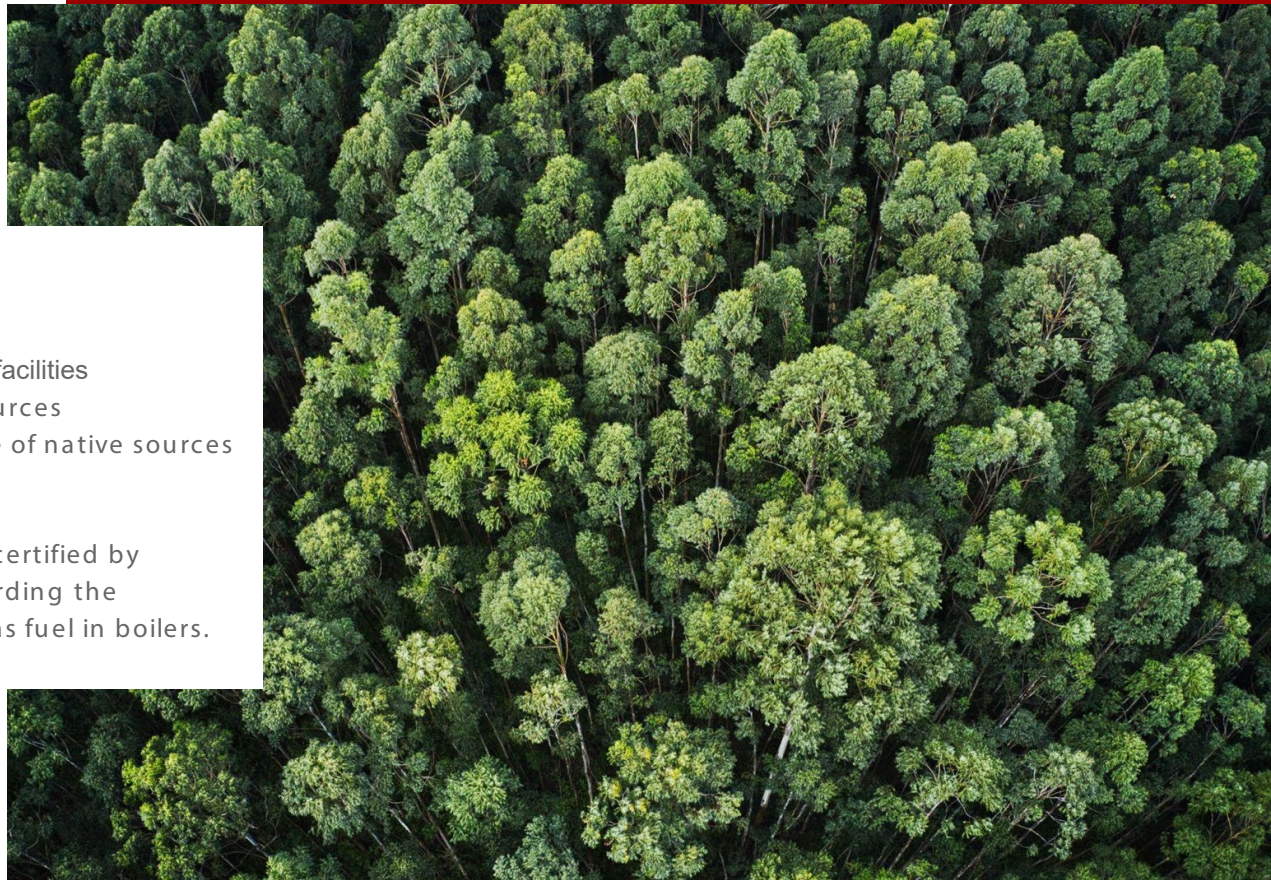
# Environment

## Ecological Impact

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### Biodiversity

- Firewood used by production facilities comes from renewable sources (reforestation), and the use of native sources is prohibited.
- Manufacturing plants are certified by competent agencies, regarding the consumption of firewood as fuel in boilers.



# Environment

## Ecological Impact

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### Animal Welfare

- Standardized animal handling in the slaughterhouses.
- Ongoing improvement of pens, in order to prevent accidents, falls or slips, and to enhance the animal comfort.
- Frequent training of employees and drivers who handle the animals.
- Visits to supplier farms in order to address any actions that constitute animal mistreatment.
- Monitoring animal welfare Indicators for continuous improvement.





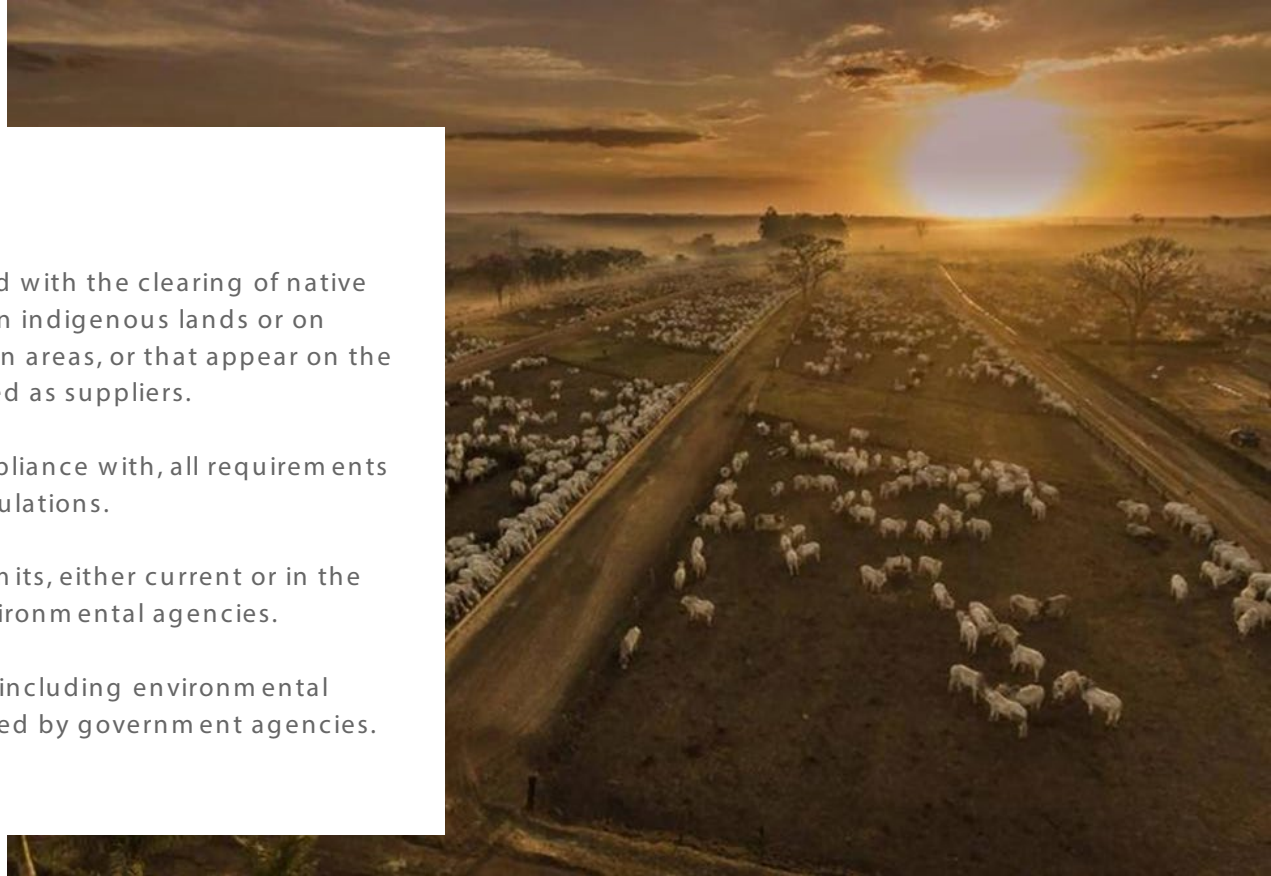
# Environment

## Ecological Impact

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### Environmental Footprint

- Any farms that are involved with the clearing of native forests, that encroach upon indigenous lands or on environmental preservation areas, or that appear on the IBAMA blacklist, are banned as suppliers.
- Management of, and compliance with, all requirements follows environmental regulations.
- Production sites have permits, either current or in the process of renewal, by environmental agencies.
- Land occupation and use, including environmental interventions, are authorized by government agencies.



# Environment

## Ecological Impact

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### Product Life Cycle

- Priority is given to sourcing from packaging suppliers that possess environmental certification, providing post-usage recycling.
- Reverse logistics policy for packaging implemented in main domestic markets.





# Environment Sustainability

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## Sustainable practices throughout the entire production process

We believe that sustainable growth is the best path forward for the business, our consumer and the environment. We have therefore developed an environmental management system that reflects our commitment to complying with legislation and to seeking continual improvement of our processes.



# Social Responsibility

## Food safety

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### Product

- HACCP programs in place at manufacturing plants.
- Self controls are audited by MAPA (Ministry of Agriculture, Livestock and Food Supply).

### Primary packaging

- Food safety certification aligned with standards recognized by GFSI (Global Food Safety Initiative).
- Product-contact packaging preferably manufactured by suppliers with international certification for food safety, who use materials that have migration test reports.

### Traceability and Recall

- Upstream and downstream traceability in the production chain enables product location and recall.

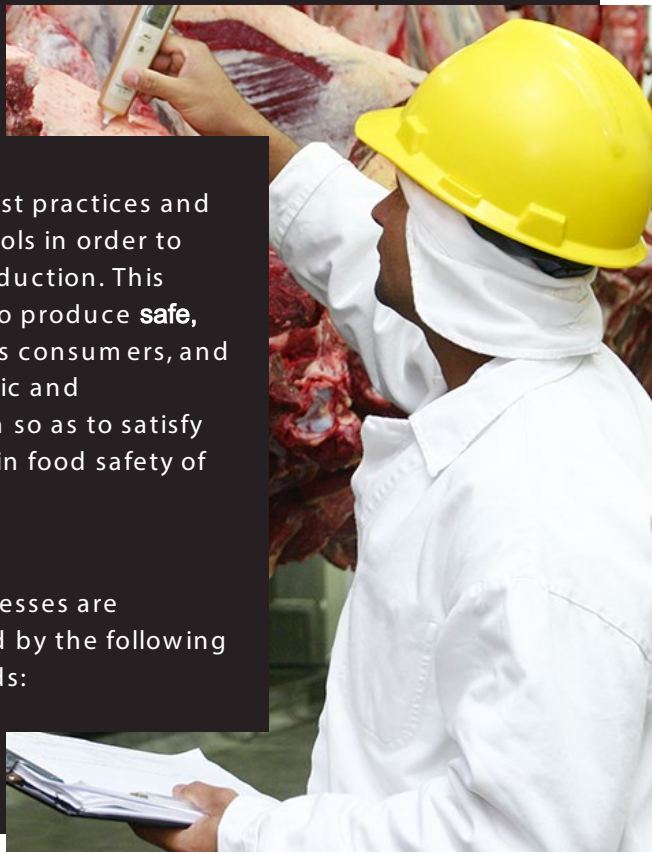


# Social Responsibility

## Quality

Prima Foods follows best practices and applies very strict controls in order to monitor 100% of its production. This enables the company to produce **safe, top -quality foods** for its consumers, and to comply with domestic and international legislation so as to satisfy the strictest standards in food safety of the market.

All the production processes are monitored and certified by the following programs and standards:



- BRC (British Retail Consortium – AA Category – Global Standard Food v.7) – food safety standards created by the Association of British Retailers
- GMP – Good Manufacturing Practices
- HACCP – Hazard Analysis and Critical Control Points
- SSOPs – Sanitation Standard Operating Procedures
- FAMBRAS – Brazilian Federation of Muslim Associations
- SISBOV – The Brazilian System for the Identification of Beef Cattle and Buffalo
- As well as other standards linked not only to the Ministry of Agriculture but also to the specific demands of customers and markets.





# Social Responsibility

## Supply Chain Management

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### Suppliers and Service Providers

- Fair and equal treatment of suppliers, regardless of size.
- Suppliers must comply with labor and health requirements for all employees rendering services.
- On-boarding program ensures workplace safety, specifically addressing each activity to be executed.
- Suitable conditions are provided throughout any individual's stay on the premises.



# Social Responsibility

## Supply Chain Management

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### Cattle Farmers

- Purchasing only from establishments not blacklisted by the government for hiring slave or child labor.
- Fair and equal treatment of suppliers.
- Suitable facilities are available for drivers while they remain on the premises during disembarkation of cattle and truck sanitation.





# Social Responsibility

## Occupational Health and Safety

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### Accident evaluations

- Accidents are investigated, searching for root causes and defining action plans.
- Safety committee meets monthly, with participation of directors, evaluating actions and monitoring indicators.

### Dissemination of the Safety Culture

- Safety instructions are prioritized during the onboarding program for new hires.
- Specific training is required for employees who undertake hazardous activities.
- An accident prevention week is promoted annually in order to maintain a high level of safety awareness.
- Consultants lend expertise to strengthen safety culture.



# Social Responsibility

## Working Conditions

### Training and Education

- Onboarding for new employees
- Leadership preparation program
- On-the-job skills development
- Industrial capacity-building courses

### Organizational Development

- In-house recruitment program
- Leadership alignment with organizational goals
- Annual performance assessment for managers and administrative personnel

### Rewards System

- Industry-standard compensation and benefits
- Annual bonuses for managers
- Productivity rewards for operational personnel



# Social Responsibility

## Human Rights & Community Relations

**Promoting a corporate culture of respect for diversity, and equality of opportunity**

- Ongoing process to sensitize employees and encourage changes in individual and current collective behavior, develop an inclusive workplace, combat any form of discrimination, incentivize respectful treatment and combat harassment.
- Regular program to encourage the hiring and incorporation of special needs applicants.
- Strong percentage of women in the organization.

**Social development initiatives in the community**

- Professional capacity-building project aimed at people with special needs.
- 'My First Job' Program (industrial apprenticeship program).
- Hiring of refugee foreigners as part of the Brazilian government's Humanitarian Response Plan.



# Governance

## Business Management

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### Corporate Management

- Professional management
- Board of Directors
- Advisory agencies

### Standards, Policies and Procedures

- A centralized document-management system that allows easy access to the company's guidelines

### Auditing

- An annual plan for auditing internal processes
- Balance sheets reviewed by a first-line independent auditing company

### Legal and Regulatory Environment Monitoring

- The company has internal structures to enable it to keep abreast of any regulatory or legislative changes that affect the business.



# Governance

## Risk Management

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### Critical Risks

- Mapping critical processes and setting up contingency plans to mitigate possible situations that might impact the company's activities.
- Daily records of incidents help the company avoid risk

### Insurance

- Property
- Consequential Loss
- Transportation of consignments
- Civil liability
- D&O

### LGPD (Brazilian General Data Protection Law)

- Setting up procedures to protect individuals' data.

# Governance

## Corporate Ethics

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### Corporate Conduct Guidelines

- A periodically-updated online document in Portuguese and English available to all the company's employees and external audiences

### Combating Corruption

- The company does not allow its employees, or individuals representing it, to offer, request, pay or accept bribes.

### Antitrust Actions

- The company's commercial decisions are grounded upon fair dealing and just market relations.
- The company does not enter into any kind of agreement or understanding with competitors in order to fix prices, to collude in bidding processes, to distribute clients among them, or to restrict supply.

### Approach to Conflicts of Interest

- The company does not allow its employees to negotiate in order to obtain privileges of any nature, neither for themselves nor for third parties.

### Integrity Program - Compliance

- This means having procedures in place to avoid irregularities in the company's operations.

