

ESG REPORT 2024



TRANSPORT AND LOGISTICS

MESSAGE FROM MANAGEMENT

[GRI 2-22]

We are pleased to present the ESG Report for SADA Transportes, Brazul, and Transzero, which comprise the Transport and Logistics vertical of the SADA Group.

This report is more than a summary of achievements between January and December 2024 — it reflects the consolidation of a culture that values sustainability, ethics, innovation, and genuine care for people. Through strategic decisions and the collaborative work of our teams, we have advanced our commitment to transforming logistics into a force for positive impact.

Let us move forward together, with courage, consistency, and collaboration!



Vittorio Mediolì
President

VISION FOR THE FUTURE

The path we have walked over the years has led us to achieve remarkable milestones.

Our commitment to transformation is unwavering and firmly focused: to be recognized as the Group that is revolutionizing transport and logistics, turning it into a true driver of positive change for society and the planet.

THE SADA GROUP [GRI 2-1] [GRI 2-2] [GRI 2-6]

The SADA Group originated from the entrepreneurial vision of Vittorio Mediolì, who left Italy in the 1970's and founded the company in Contagem (MG), as a small transportation company focused on the automotive sector.

Over time, SADA operations were expanded to Betim/MG, and it began to diversify its operations in areas such as steelmaking, commerce, services, bioenergy, graphic services, and sports.

Currently, the Group is present in more than 50 Brazilian cities and also operates in Argentina, Chile, and Uruguay. With over 30 companies and operations in 10 economic sectors, it has more than 48 years of history, guided by the mission to "Contribute to the improvement of the environment in which we live, exploring new horizons with innovation and offering products and services in a sustainable way. We aim to inspire, generate value, and be a space for society transformation" and driven by a future-oriented vision committed to sustainability and long-term development.

The Transport and Logistics (T&L) vertical is one of the pillars of the SADA Group. Renowned for its excellence, it delivers integrated and efficient solutions that meet the demands regarding automotive and general cargo transportation across Brazil and abroad.

With robust infrastructure including vehicle yards and parking buildings that accommodate over 100,000 vehicles, the Group ensures efficiency, safety, and preservation of transported assets. Companies under this vertical include:

SADA Transportes e Armazenagens

Founded in 1976, this company marks the beginning of the SADA Group. This company has become a benchmarking in logistics, warehousing, and port operations, providing comprehensive solutions for general cargo transport.

Brazul

Acquired in 2009, Brazul pioneered vehicle transportation using car carriers, replacing individual vehicle deliveries from factories to car dealerships and significantly increasing automotive logistics efficiency.

Transzero

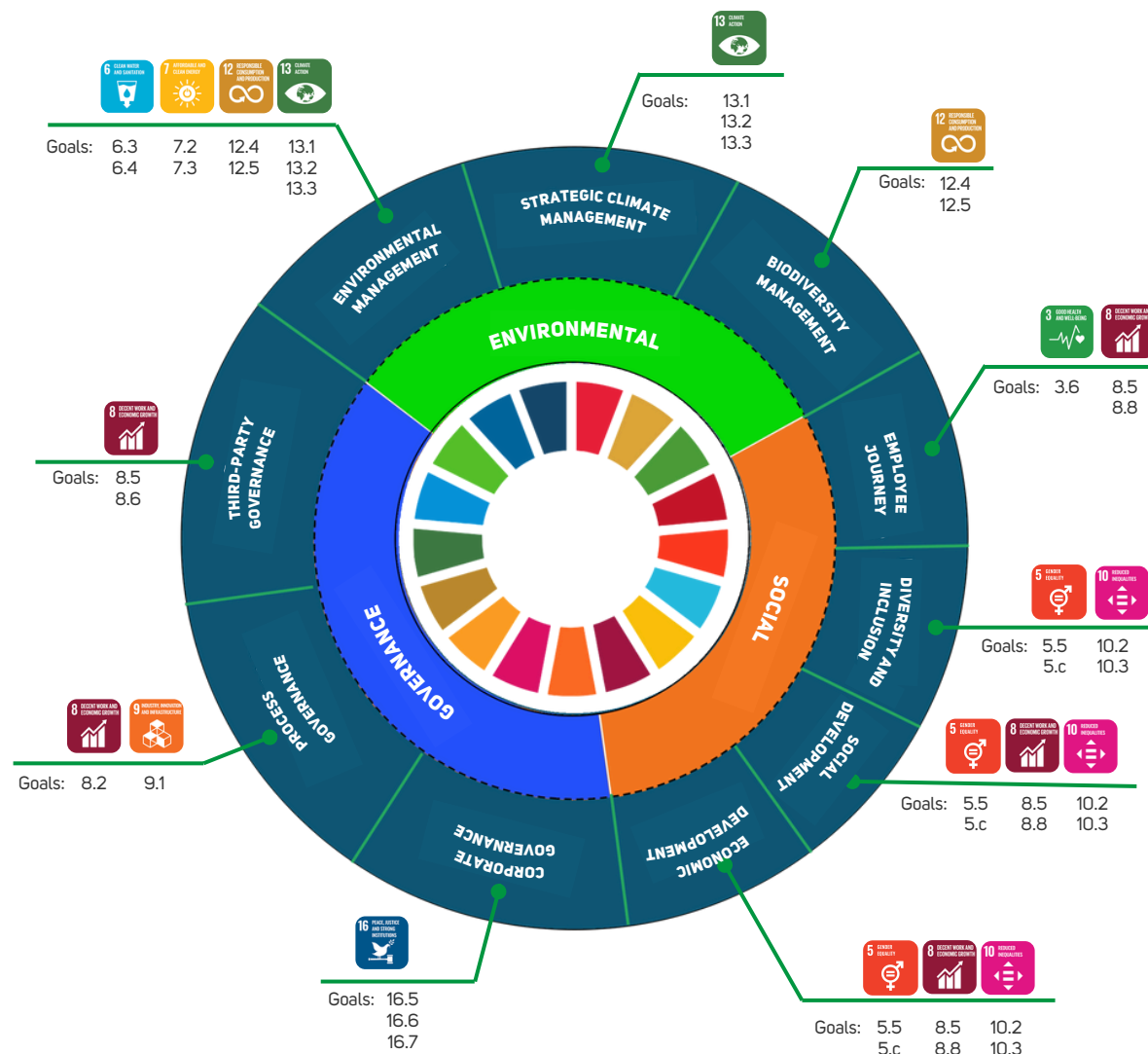
Founded in 1963, Transzero evolved from a small fleet into one of the leading vehicle carriers in Latin America.

MATERIALITY [GRI 3-1] [GRI 3-2]

The materiality matrix of the Transportation and Logistics (T&L) segment was developed based on national and international guidelines that guide corporate sustainability practices. The process of defining material topics was conducted through interviews with internal and external audiences, stakeholder surveys, and prioritization of national and international protocols.

The perception regarding the relevance of the addressed topics enabled the unfolding of material topics in alignment with the Sustainable Development Goals (SDGs), in which the strategic materiality of the Transportation and Logistics vertical was integrated into the vision of the 2030 Agenda, and each of the 10 priority SDGs presented reflects the organization's relevance to the global language of Sustainability.

The result of this process enabled the consolidation of the strategy that prioritizes actions of the SADA Group's T&L companies over the cycle. Aiming to build institutional maturity from a sustainable development perspective, the Group prioritized four SDGs as guiding pillars for its initiatives. Throughout the report, the actions presented will be aligned with the following SDGs:



AWARDS AND RECOGNITION

July

- ✓ Best Legal Department Practices Award
- ✓ Legal Department 4.0

August

- ✓ OAS – Organization of American States Certification

September

- ✓ Great Place to Work
- ✓ Future Law Awards

October

- ✓ 10th Sustainability Award – SETCESP
- ✓ VOL Award

November

- ✓ Gold Seal – 18th Annual "Na Mão Certa" Event
- ✓ Company of the Year – Mano Down Institute
- ✓ ISO 45001 Certification

December

- ✓ Green Carbon Certificate by NDD
- ✓ Innovation Protagonists Award – ABGI Brazil

GOVERNANCE

The governance in the Transport and Logistics companies of the SADA Group is founded on corporate guidelines from the perspective of a management model based on the principles established in the IBGC Code of Best Practices:



INTEGRITY



TRANSPARENCY



EQUITY



ACCOUNTABILITY



SUSTAINABILITY

By adopting them, we prioritize compliance with applicable legislation, supported by a commitment to employee safety, risk identification, and integrity.

Senior Management [GRI 2-9] [GRI 2-10] [GRI 2-11] [GRI 2-12] [GRI 2-14]

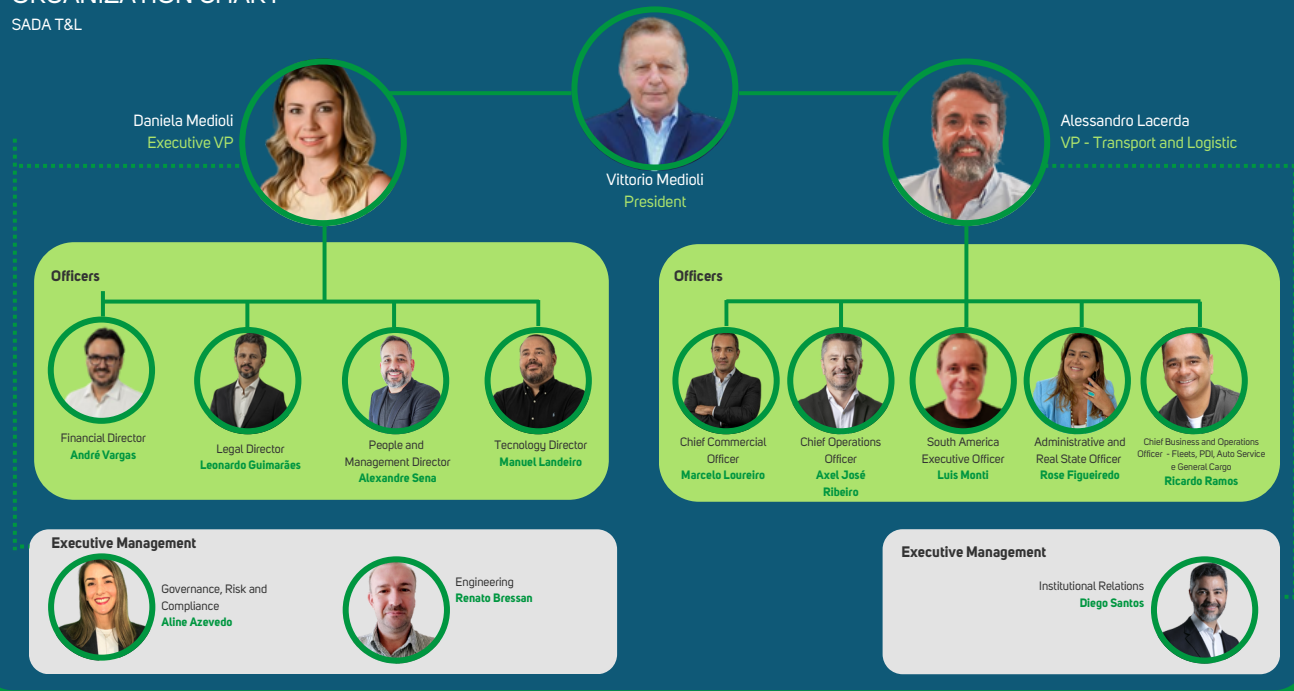
The SADA Group is led by a President, followed by Vice Presidents and Officers

Senior management of the Group reinforces the commitment to establish engaged leadership in managing operational risks and impacts, while enhancing opportunities aligned with the organization's objectives.

The President and Vice-Presidency are responsible for promoting the integration of sustainability into strategic decisions, ensuring that the company's actions are aligned with environmental, social, and governance commitments.

ORGANIZATION CHART

SADA T&L



[GRI 2-17]

Senior management took part in the "Jornada das Estrelas" (Star Trek) program, designed to strengthen leadership across three key pillars: self-awareness, team management, and sustainability.

Our committees [GRI 2-13]

- ▶ Ethics Committee
- ▶ ESG Committee (Environmental, Social, and Governance)
- ▶ Diversity, Equity, and Inclusion Committee
- ▶ Occupational Health and Safety Management Committee
- ▶ Executive Committee
- ▶ Risk Committee

Risk management, ethics, and compliance

[GRI 2-16] [GRI 2-23] [GRI 2-24] [GRI 2-25] [GRI 2-26]

Risks related to the operations are identified, properly recorded, and continuously monitored through the IBSolutions risk management platform, which consolidates assessments and data in a centralized manner.

In 2024, 64 risks were identified related to environmental, social, and governance aspects, including environmental, cyber, reputational, regulatory, and compliance risks.

Our culture of integrity is supported by solid governance instruments and institutional policies that ensure everyone works in compliance and commitment with applicable rules, laws, and regulations in force.

Highlighted policies and codes include:

- ▶ Code of Ethical Conduct
- ▶ Integrity Program Policy
- ▶ Compliance Program Policy
- ▶ Third-Party Code of Conduct
- ▶ Whistleblower Channel Policy
- ▶ Governance and Risk Management Policy
- ▶ Internal Audit Policy

Whistleblower channel

The SADA Group's whistleblower channel operates 24 hours a day, 7 days a week, and is available to both internal and external audiences via phone, website, or e-mail.

Operated by an independent company, it ensures confidentiality, impartiality, and protection against retaliation.

Reports and complaints are investigated based on the Good Faith Whistleblower Protection and Consequences Policies, encouraging ethical conduct and continuous improvement within the organization.

 <https://contatoseguro.com.br/gruposada>

 0800 800 8303 

 0800 345 8173 

Integrity Program

The Integrity Program is essential in operations, working at all organizational levels to foster an ethical and transparent environment.

The program prevents, detects, and corrects ethical deviations, fraud, and irregularities, reducing risks and strengthening relationships with clients, partners, and society.

Its main components include risk and third-party assessments, ongoing communication about integrity, training, specific policies and procedures, a whistleblower channel, and internal investigations.



Integrity in Relationships and

Anticorruption [GRI 2-15] [GRI 205-1] [GRI 205-2] [GRI 205-3]

The SADA Group continuously works to prevent conflicts of interest by monitoring and analyzing situations that could lead to biased decisions benefiting the company or third parties.

All new employees fill out forms regarding family relationships, and an open channel is available for reporting potential conflicts of interest. In 2024, 8.4% of applicants reported having some family bond.

To combat corruption, the company follows the guidelines of Law 12.846/2013, applicable to everyone involved with the Group.

Policies and codes of conduct guide ethical relationships with stakeholders and are reinforced through initial and periodic training.

Commitment to Human Rights

[GRI 408-1] [GRI 409-1]

The Sada Group rejects any kind of child labor, forced labor, or practices analogous to slavery, and takes a preventive approach throughout its operations and supply chain.

The company conducts due diligence when hiring suppliers, includes specific contractual clauses, and promotes training in ethical conduct. Also, it developed the Multiplicar Program to raise awareness on sensitive issues.

In 2024, no cases related to such practices were recorded, reinforcing its commitment to respectable working conditions.

SADA50+

In 2023, Grupo SADA developed the SADA50+ program focused on sustainability and the business's long-term continuity.

This strategic plan sets out guidelines for the next five years for the Transport and Logistics vertical aiming to tackle challenges and increase competitiveness.

The strategy is organized into four pillars: People, Internal Processes, Clients, and Results. Each pillar includes specific projects to drive the development of its respective area. The program reinforces the commitment to sustainable decision-making and long-term growth.



ESG JOURNEY

In 2024, Grupo SADA launched the “ESG Journey – The Strength of a Sustainable Group,” consolidating environmental, social, and governance culture within its operations.

The initiative engaged over



With a simultaneous schedule over four themed weeks: Sustainability, Social, Environmental, and Governance.



OPERATIONAL CAPITAL AND INNOVATION [GRI 2-1] [GRI 2-6]

Grupo SADA's Automotive Transport and Logistics vertical offers end-to-end solutions, from transporting inputs to delivering finished vehicles to vehicle manufacturers, rental companies, and fleet operators.

With yards capable of accommodating more than 100,000 vehicles, operations ensure safety, traceability, and efficiency. Specialized services include yard management, pre-delivery inspection (PDI), customizations, export/import operations, transportation for events, and real-time tracking.

In addition, the Group operates in general cargo transportation, covering sectors such as steel, food, paper, and cellulose, also offering solutions for special transportation and cargo under customs transit regime (DTA).

In warehousing, it provides facilities for standard, chemical, and hazardous cargos, with cross-docking and transit-point logistics operations. The port operation connects plants, terminals, and ports (RJ, Itaguaí, Vitória, and Santos), including container and cabotage solutions, supported by four strategically located logistics terminals.

OUR INVESTMENTS

[GRI 203-1]

The SADA Group invested approximately BRL 61 million in the acquisition of 102 new vehicles with cleaner and more efficient technologies, expanding its fleet and contributing to the reduction of environmental impacts.

It also made significant infrastructure improvements, such as modernizing operating facilities and upgrading logistics yards with a focus on safety, productivity, and community well-being.

Among the completed works, the following stand out: trenches, expansion of warehousing areas, installation of anti-hail systems, security cameras, facial recognition turnstiles, fire protection systems, and improvements to warehouses and entrance gates.

These actions reinforce the company's commitment to operational excellence and regional development.

SOLUTIONS THAT TRANSFORM

The SADA Group intensified its investments in innovation to strengthen competitiveness and optimize its operations. It participated in Intermodal 2024, highlighting its expansion strategy and the technologies applied to transportation.

Our digital solutions strengthen governance, enhance productivity, and increase responsiveness to the sector's demands.

Among the systems and improvements, the following stand out:

PDI on Track: customer journey tracking platform with performance indicators.

YMS: Yard Management System: digitizes and integrates the management of yards, with real-time tracking.

SADA LOG 2.0: new logistics information platform with Azure AD security, automated pipelines, ongoing audits, and scalable architecture.

Control Tower: centralizes and monitors operations in real-time with reports and action plans.

MOKI: smart platform for operational management with digital checklists, inspections, data analysis, and ongoing improvement.

Operating with Purpose: Our Certifications

The certifications obtained by SADA Group's units demonstrate the company's commitment to quality, environmental management, occupational safety, and compliance with logistics processes.



OUR NUMBERS

WHERE WE ARE

AUTOMOTIVE LOGISTICS

+30

Logistics centers and
vehicle yards

+1.4 million

Vehicles dispatched
(domestic)

+160 thousand

Vehicles dispatched
(export)

+2.7 million

Vehicles stored

+155 thousand

Trips completed

+1.7 million

PDI services
performed

GENERAL CARGO

380 thousand

Tons Transported

22 thousand

Trips completed

SADA TRANSPORTES

+776 thousand

Vehicles dispatched
(domestic)

+85 thousand

Vehicles dispatched
(export)

+1.6 million

Vehicles stored

+82 thousand

Trips completed

TRANSZERO

+203 mil

Vehicles dispatched
(domestic)

+14 mil

Vehicles dispatched
(export)

263 mil

Vehicles stored

+22 mil

Trips completed

BRAZUL

+438 mil

Vehicles dispatched
(domestic)

+59 mil

Vehicles dispatched
(export)

839 mil

Vehicles stored

+51 mil

Trips completed



NATURAL CAPITAL

The SADA Group integrates sustainability into its vision for the future by prioritizing resilient and responsible logistics practices.

With a focus on environmental management, the Group ensures compliance with environmental licensing and legal requirements through monitoring, technical reports, training, and compensatory actions—promoting logistics in accordance with environmental laws.

WASTE [GRI 306-1] [GRI 306-2] [GRI 3-3]

In 2024, SADA Group generated 5,783.4 tons of waste from its logistics and administrative operations.

Waste was classified according to ABNT NBR 10004/2004 into hazardous (Class I) such as oil and contaminated filters, and nonhazardous (Class II), such as wood, carton and tires. The company adopted sustainable technologies like co-processing and oil rerefining, diverting approximately 1,229 tons of waste from final landfill disposal, by sending it to co-processing and re-refining processes. Reinforcing its commitment to responsible environmental management.

Waste Generated [GRI 306-3]

TOTAL WASTE GENERATED (TONS)	CLASSIFICATION	
COMPANY	CLASS I	CLASS II
BRAZUL	13.1	100.1
SADA	968.9	4198.1
TRANSZERO	0.8	502.4
GRAND TOTAL	982.8	4800.6

Waste Not Sent for Final Disposal

[GRI 306-3]

OUTSIDE THE ORGANIZATION	SUBSIDIARY	DISPOSAL	CLASS I – HAZARDOUS (TONS)	CLASS II – NON HAZARDOUS (TONS)
	BRAZUL	Blending / co-processing	0.0007	--
		Co-processing	12.22	--
		Re-refining	0.0025	--
		Physicochemical / biological treatment	1.498	--
	TOTAL BRAZUL		13.7212	--
	SADA TRANSPORTES	Co-processing	23.675	--
		Re-refining	4.36	--
		Aerobic/anaerobic biological treatment	--	251.631
		Physicochemical / biological treatment	934.5	--
	TOTAL SADA TRANSPORTES		962.535	251.631
	TRANSZERO	Co-processing	0.18	--
		Aerobic/anaerobic biological treatment	--	0.72
	TOTAL TRANSZERO		0.18	0.72
GRAND TOTAL			976.4362	252.351

Waste Sent for Final Disposal

[GRI 306-5]

OUTSIDE THE ORGANIZATION	SUBSIDIARY	DISPOSAL	CLASS I - HAZARDOUS (TONS)	CLASS II - NON-HAZARDOUS (TONS)
	BRAZUL	Class I Landfill	11.63	--
		Class II Landfill	--	87.91
	TOTAL BRAZUL		11.63	87.91
	SADA TRANSPORTES	Class I Landfill	6.33	--
		Class II Landfill	--	3773.19
		C&D Landfill or Class IIA/IIB Landfill	--	173.26
	TOTAL SADA TRANSPORTES		6.33	3946.45
	TRANSZERO	Class I Landfill	0.58	--
		Class II Landfill	--	501.7
	TOTAL TRANSZERO		0.58	501.7
GRAND TOTAL		18.54	4536.06	

Intelligent Waste Management: From Source Reduction to Circular Economy

The SADA Group promotes the sale of waste as a sustainable and economically viable practice, allocating materials such as metal scrap, contaminated oil, PPE, tires, and batteries to certified partners.

In 2024, over 118 tons were properly allocated, avoiding improper disposal and promoting circular economy, traceability, and reduced environmental impacts.

[GRI 306-2] [GRI 306-4]

Since October, disposable cups were replaced by reusable ones at various units, reducing approximately 109,000 single-use cups per month

[GRI 301-1] [GRI 306-2] [GRI 306-4]

The Secure Printing Project, through authentication at the time of printing, prevents waste and promotes a more sustainable organizational culture. In 2024, it resulted in BRL 50,000 in avoided costs and 38 trees preserved. Additionally, the carbon emissions offset program carried out tree planting in partnership with Simpress and the Green Carbon Program by NDD. The planted trees can be viewed via a QR Code.



307.66

Trees planted by 2024



155437,60

Tons of CO₂ by 2024

WATER RESOURCES [GRI 303-1] [GRI 303-2] [GRI 3-3]

The companies SADA Transportes, Brazul, and Transzero use water primarily for human consumption, cleaning, and vehicle maintenance, with supply provided through the public water network.

The IMS Policy guides preventive and sustainable water use actions. In Igarapé/MG, rainwater is collected for firefighting. Starting in 2025, the company will implement environmental education and awareness actions for responsible water use among employees.

Educate to Transform: Sustainable Connections [GRI 404-2]

Environmental education at SADA Group is viewed as a strategic pillar for strengthening the organizational culture focused on sustainability.

It fosters awareness and engagement among employees, communities, and partners, broadening the understanding of the impacts of business activities and encouraging more responsible practices.

Through initiatives such as the ESG Journey and local programs, the Group promotes employee engagement in environmental education actions, contributing to a more informed society committed to sustainable development.

In 2024, SADA units in the North and Northeast regions stood out for their activities aligned with environmental awareness dates and

regional partnerships. In Goiana/PE, awareness campaigns marked dates such as World Water Day, Earth Day, and Environment Day with discussion circles, interactive activities, and educational materials. At Transzero Camaçari/BA, Environment Day was highlighted through employee engagement in debates on sustainability within the logistics sector.

The Betim/MG unit stood out in 2024, with a 100% increase in participation in environmental actions, directly impacting more than 1,000 people. The Green June program in Betim included the planting of native seedlings and interactive games that involved 869 employees.

These initiatives reinforce the importance of sustainability as a bridge between local knowledge and the regional engagement of the teams. For 2025, Grupo SADA aims to expand these initiatives with approaches that are even more participatory, collaborative, and tailored to the realities of each region.

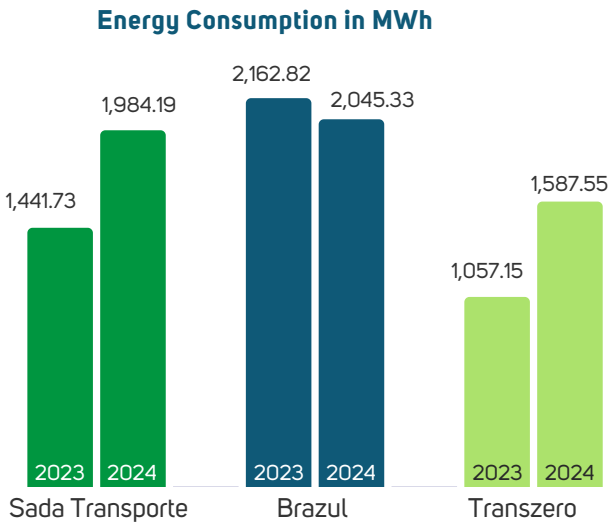


ENERGY CONSUMPTION WITHIN THE ORGANIZATION [GRI 302-1] [GRI 3-3]

In 2023, total electricity consumption by SADA Transportes, Brazul, and Transzero was 4,661.70 MWh.

In 2024, consumption increased to 5,617.07 MWh, according to monthly monitoring. Currently, the organization does not have formal targets for energy reduction or efficiency.

However, recognizing the importance of the topic, International Renewable Energy Certificates (I-RECs) were acquired as a way to offset part of the emissions generated by electricity consumption.



Toward Low-Carbon Logistics: GHG Emissions Management

Greenhouse Gas (GHG) emissions, primarily resulting from the burning of fossil fuels in SADA Group's logistics operations, represent one of the organization's main environmental challenges. To address this issue, the company adopts energy efficiency and decarbonization strategies, maintaining its commitment to low-carbon logistics.

The Group annually conducts its emissions inventory covering scopes 1 (direct), 2 (purchased energy), and 3 (other indirect), with external verification and reporting to the Brazilian GHG Protocol Program, which earned the company the gold seal in 2022 and 2023.

In 2024, direct emissions reported by SADA Transportes, Brazul, and Transzero totaled 32,900.84 tCO₂e, with an overall total of 904,673.65 tCO₂e across all scopes.

The methodology applied follows the GHG Protocol with GWP from the IPCC Fifth Assessment Report (AR5), ensuring data accuracy, traceability, and comparability. No significant structural changes occurred in operations that would impact the inventory, and the consolidation approach used was operational control.



SUMMARY OF TOTAL EMISSIONS IN TONS OF CO ₂ EQUIVALENT (TCo ₂ E)					
SCOPE	SCOPE 1	SCOPE 2 (LOCATION-BASED)	SCOPE 2 (MARKET-BASED)	SCOPE 3	GRAND TOTAL
CH ₄	194.87			32,618.77	32,813.65
CO ₂	12,827.29	294.04	-6.45	826,696.44	8,9817.77
HFC	19,689.64				19,689.64
N ₂ O	189.04			12,163.56	12,352.60
GRAND TOTAL	32,900.84	294.04	294.04	871,478.77	904,673.65

Direct GHG emissions [GRI 305-1]

GAS FAMILY	GAS	GWP	2024 GHG INVENTORY (LOCATION-BASED)
CH ₄	CH ₄	28	194.87
CO ₂	CO ₂	1	12,827.61
HFC	HFC-32	677	3,465.01
	HFC-125	3170	16,224.63
N ₂ O	N ₂ O	265	189.05
GRAND TOTAL			32,900.84

2024 GHG INVENTORY - GRUPO SADA (LOCATION-BASED)	
OPERATING UNIT	SCOPE 1
BRAZUL TRANSPORTE DE VEÍCULOS LTDA	2,538.58
SADA TRANSPORTES E ARMAZENAGENS LTDA	26,145.26
TRANSZERO TRANSPORTADORA DE VEÍCULOS LTDA	4,217.01
GRAND TOTAL	32,900.84

Indirect GHG emissions [GRI 305-2]

2024 GHG INVENTORY – SADA GROUP (LOCATION-BASED)"		SCOPE 2	
OPERATIONAL UNIT	LOCATION	MARKET-BASED	
BRAZUL TRANSPORTE DE VEÍCULOS LTDA	112.07	0.00	
SADA TRANSPORTES E ARMAZENAGENS LTDA	95.51	-6.90	
TRANSZERO TRANSPORTADORA DE VEÍCULOS LTDA	86.48	0.45	
GRAND TOTAL	294.03	-6.45	

Direct GHG emissions [GRI 305-1]

GAS	GWP	SCOPE 3
CH ₄	28	32,618.77
CO ₂	1	826,696.44
N ₂ O	265	12,163.56
GRAND TOTAL		871,478.77

CATEGORY	SCOPE 3
Fuel- and Energy-related activities not included in scope 1 or 2	22,911.42
Purchased goods and services	57.57
Employee commuting	1,285.50
Waste generated in operations	32,638.90
Transportation and Distribution (upstream)	814,412.39
Business travel	172.99
GRAND TOTAL	871,478.77



COMMITMENTS AND INITIATIVES

[GRI 3-3] [GRI 305-5]

The SADA Group has reinforced its commitment to reducing environmental impacts and greenhouse gas emissions (GHG). Key initiatives include:

- ▶ Investment of BRL 61 million to renew the fleet with 102 Euro 6 vehicles.
- ▶ Route optimization using intelligent systems.
- ▶ Increased use of alternative fuels such as ethanol and compressed natural gas (CNG).

These actions are part of a decarbonization plan aligned with market best practices.

Despoluir Program – SADA Betim

[GRI 3-3] [GRI 305-5]

SADA Transportes e Armazenagem – Betim branch was awarded the 2024 Better Air Seal – Gold Category for its participation in the Despoluir Program, which promotes the control of vehicle emissions through opacity testing, in accordance with CONAMA standards and manufacturer limits.

The award reinforces the alignment of operational practices with the company's GHG emissions reduction targets.



Carbon Credit Project – BERC Reforestation [GRI 305-5] [GRI 304-1]

BERC Reforestation, a SADA Group company, initiated a carbon credit generation project in Jussara (GO), covering approximately 840 hectares. The initiative uses species like African mahogany and Australian cedar with high carbon sequestration potential.

The estimated removal ranges from 230,000 to 384,000 tons of CO₂ over approximately 30 years.

With an expected duration of 37 years, the project reinforces the company's commitment to nature-based solutions, with new areas being mapped for the program expansion.

Efficiency Motion: CNG Engines in Transfer Logistics [GRI 305-5]

In 2024, Grupo SADA began operating 16 CNG-powered trailers in partnership with vehicle manufacturers. By 2025, 35 more vehicles are expected to be converted. Tests showed an average 15.5% reduction in direct GHG emissions compared to diesel.

Each trailer can carry up to 8 vehicles (approx. 10,400 kg of payload), with a total gross weight of 27,580 kg—maintaining robustness and efficiency with lower environmental impact. This reinforces the company's role in transitioning to a cleaner, more sustainable energy matrix.



BIODIVERSITY [GRI 304-2] [GRI 3-3]

The SADA Group integrates sustainability into its vision for the future, prioritizing resilient and responsible logistics practices.

With a focus on environmental management, the Group ensures compliance with environmental licensing and legal requirements through monitoring, technical reports, training, and compensatory actions, promoting logistics operations in accordance with environmental legislation.

BEYOND TRANSPORT AND LOGISTICS

Green Businesses for a Sustainable Future

The SADA Group diversifies its operations with a focus on sustainability, investing in ethanol, renewable energy, reforestation, and automotive recycling. These initiatives strengthen the circular economy and the intelligent use of natural resources, promoting innovation and environmental value beyond the logistics sector.

Bioenergy [GRI 302-1] [GRI 302-4] [GRI 305-5] [GRI 306-2]

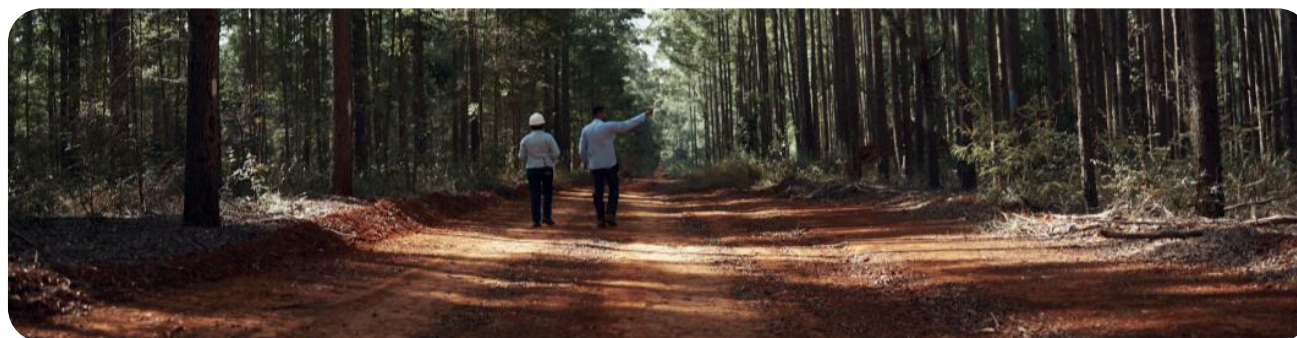
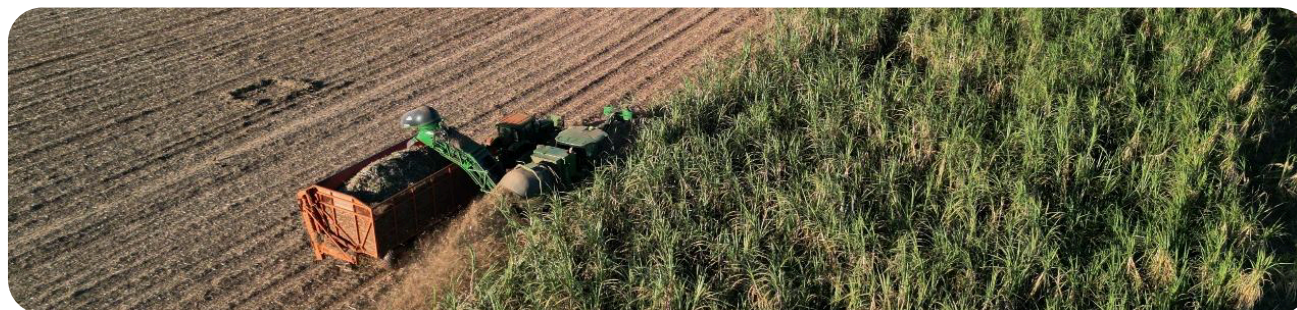
The Group's bioenergy companies produce ethanol and electricity from sugarcane biomass. By-products are reused as fertilizers, promoting a circular economy and reducing the use of chemical inputs. The most recent harvest produced 115 million liters of ethanol.

IGAR [GRI 301-2] [GRI 306-2] [GRI 306-4] [GRI 3-3]

IGAR, located in Igarapé/MG, is the Group's automotive recycling facility, with a capacity of up to 360,000 vehicles per year. It enables efficient material separation and cutting-edge technology for sorting ferrous and non-ferrous scrap. The initiative reinforces the pillars of the circular economy.

Reforestation [GRI 304-3] [GRI 305-5]

SADA Reflorestamento operates in MG and GO with over 11,000 hectares planted. It uses biological control for forest management, reducing chemical use and preserving ecosystems. The initiative has already sequestered around 2.3 million tons of CO₂ and plans an expansion for over 10,400 hectares contributing to environmental restoration and climate change mitigation.



HUMAN CAPITAL [GRI 2-7]

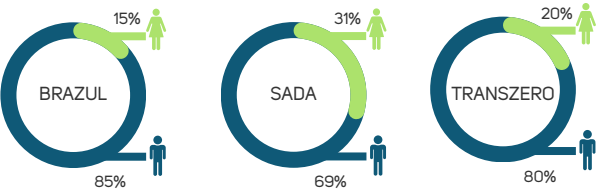
With a trajectory marked by innovation and excellence in logistics and transportation, SADA Group recognizes that its employees are the driving force behind maintaining its leadership in the sector.

The 2024 numbers reflect our workforce in a structured manner, reaffirming our commitment to diversity, equity, and representation across different regions and hierarchical levels. This promotes an inclusive, fair, and sustainable corporate environment, aligned with the principles that guide our operations.

COMPANY	QUANTITY¹
BRAZUL	1207
SADA TRANSPORTES	2623
TRANSZERO	537
GRAND TOTAL	4,367

¹ Note: The numbers presented include employees with permanent full-time contracts, as well as apprentices and interns with part-time contracts. In 2024, as a strategic decision, the organization prioritized the consolidation of aggregated employment data and, in this cycle, did not perform a breakdown by contract type per company.

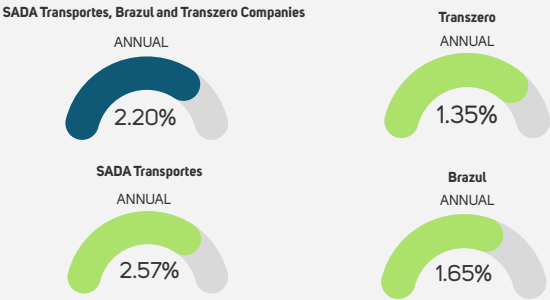
Gender composition of teams across the companies



Employee Turnover [GRI 401-1]

The Sada Group adopts ongoing strategies to promote employee retention, with a focus on reducing turnover. Key actions include regular meetings to analyze goals and turnover indicators, enabling adjustments to people management practices, as well as ongoing investment in expanding and improving the benefits package. In 2024, company turnover remained below 2.6%.

Turnover Rate



Hires [GRI 401-1]

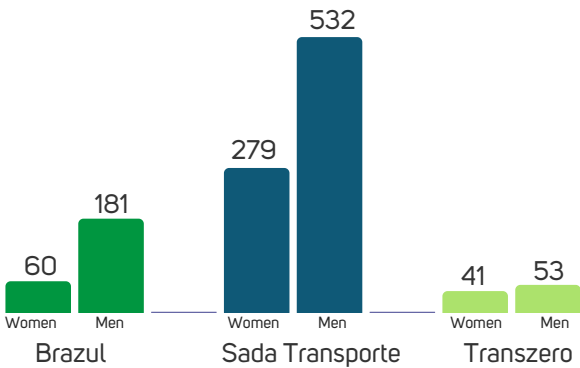
Hires at SADA Group still reflect a male predominance, especially due to the historically male-oriented culture of the transportation and logistics sector. The company acknowledges this challenge and reinforces its commitment to SDG 5 by promoting inclusive policies and affirmative actions to increase female participation and build a more equitable work environment.

Indirect Jobs [GRI 2-8]

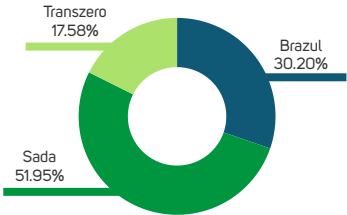
Self-employed drivers are service providers who use their own vehicles and play a strategic role in SADA Group’s logistics operations. They are responsible for transporting cargo along regional and interstate routes.

In 2024, the Group had 3,351 self-employed drivers, who were integrated into operations as essential contributors to delivery efficiency and reach. This partnership highlights the importance of these professionals within the logistics chain, recognizing their autonomy and direct contribution to operational results.

Number of Hires in 2024



Self-employed drivers per company



SAFE AND INCLUSIVE ENVIRONMENT

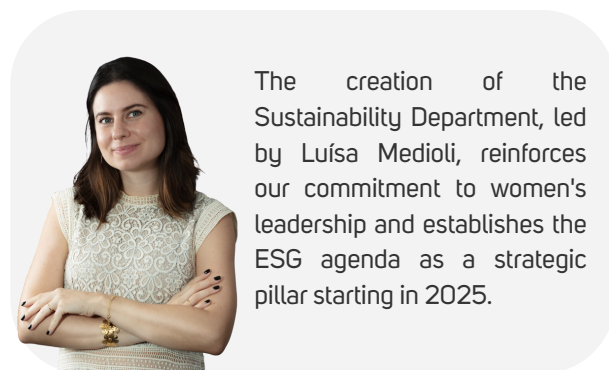
[GRI 406-1]

Reports of Discrimination Management

In 2024, 27 reports of discrimination were registered, of which 8 are still in progress, 12 were referred for technical analysis, and 7 were concluded (2 unfounded and 5 inconclusive). The increase in reports reflects growing trust in the reporting channels, which operate with empathy, confidentiality, and seriousness. The organization maintains its commitment to diversity, equity, and inclusion, working across areas such as gender, race, persons with disabilities (PWD), generations, and LGBTQIAP+, promoting a safe and respectful environment for all.

Gender – Equity and Women’s Leadership

The SADA Group operates strategically to promote gender equity, implementing initiatives such as women-only training programs, hiring targets, scholarships, and incentives for increasing female representation. In 2024, a 77% increase in the number of women in operations was recorded, and a progressive target was set to expand the presence of women in leadership positions, reinforcing the Group’s commitment to inclusion.



The creation of the Sustainability Department, led by Luísa Medioli, reinforces our commitment to women's leadership and establishes the ESG agenda as a strategic pillar starting in 2025.

Diversity that drives!

In 2024, SADA Group accelerated inclusion through initiatives that inspire real change. The “Women in Operations” program was awarded by SETCESP for increasing female representation in road transportation. The “Com Elas” event brought together 67 women leaders in a transformative immersion, fostering female leadership. The “Pride Stories” series gave voice to employees from different areas, promoting empathy and reaching over 85,000 views!

Accessibility in Focus

The inclusion of people with disabilities was a top priority: we created an exclusive committee, qualified 60 employees in Brazilian Sign Language (Libras), and hired visually impaired massage therapists in a project that combines well-being and inclusion. We also implemented targeted inclusion training and ensured accessibility at events with 17 *Libras* interpretation sessions.

Education and equity side by side

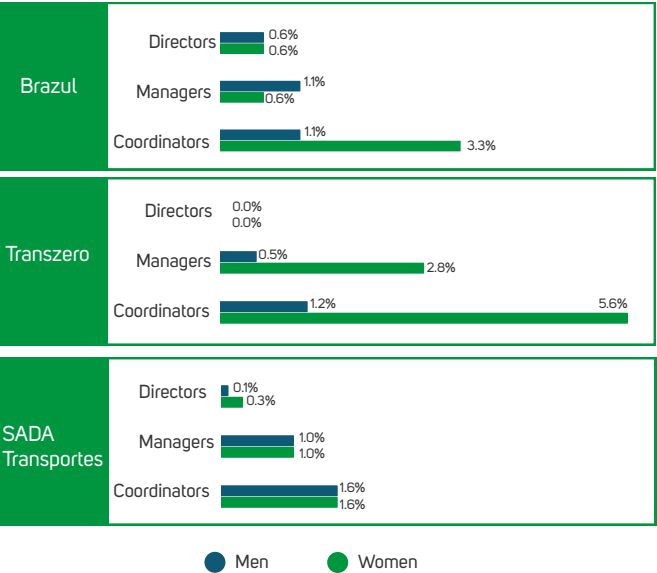
The “Mais Educação” program was restructured to include income-based subsidies and affirmative action spots, promoting real opportunities for growth. We launched the Diversity and Inclusion Library, a virtual space for ongoing learning with accessible training and workshops, reinforcing our commitment to literacy and awareness.

Presence and leading roles

From the IEC Forum to the Minas Gerais Diversity Week, we were present at strategic events and strengthened partnerships. We conducted a racial census with 90% engagement and increased awareness initiatives by 133%. All of this is part of our effort to ensure that diversity is truly lived in everyday life and reflected in every space within our organization.



Leadership diversity [GRI 405-1]



COMMITMENT TO PEOPLE [GRI 401-2]

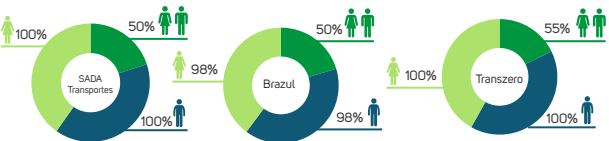
In a healthy and welcoming work environment, people feel valued and motivated. That's why we offer benefits that go beyond the basics, such as health insurance, dental care, meal vouchers, Christmas gift baskets, and access to gyms. We also provide specific initiatives focused on mental health, including a psychology platform offering up to 52 sessions per year.

Throughout the year, various well-being initiatives were carried out, such as discussion circles during health campaigns, quick massage and foot spa sessions on International Women's Day, cultural raffles, family integration programs ("Lá em Casa"), and support provided during pregnancy and maternity leave. This support includes training paths, lactation rooms, and distribution of school kits.

Paternity Leave [GRI 401-3]

SADA Group's companies ensure the right to parental leave for their employees and monitor return-to-work rates and retention after 12 months. In all companies, the return-to-work rate was 100% for both genders, while retention rates varied: at Transzero, it was 71% for women and 100% for men; at SADA, 85% for women and 87% for men; and at Brazil, 43% for women and 88% for men.

Ratio of the lowest salary to the local minimum wage [GRI 202-1]



Ratio of basic salary between women and men [GRI 405-2]



COMPENSATION [GRI 2-19] [GRI 2-20] [GRI 2-21]

SADA Group's compensation policy is based on three fundamental perspectives: the development of business-aligned competencies, the attractiveness of the value proposition for employees, and the sustainability of costs.

Executive compensation is based on position responsibilities, collective performance, and goal achievement. For non-operational positions, the Point Factor Methodology is applied to assess the relative value of each function.

External consultants support the review of salary benchmarks, aligning short-, medium-, and long-term objectives. The structure includes base salary as fixed compensation, and short-term incentives such as variable compensation and profit sharing, focused on exceeding strategic targets.

Regarding total annual compensation, the ratios between average leadership pay and that of other employees were: 2,308.22% at SADA Transportes (with a 2.57% salary increase), 1,738.91% at Brazil (39.54%), and 1,031.74% at Transzero (45.69%), considering base salary, profit sharing program, and bonuses for all employees, including part-time workers.

PERFORMANCE EVALUATION [GRI 404-3]

The SADA Group adopts the Development Circuit as its annual performance evaluation process, focusing on employees' technical and behavioral competencies.

For corporate areas (administrative and operational), we use the LG management tool, which includes five stages: evaluation, consolidation using the 9Box methodology, feedback, construction of the Individual Development Plan (IDP), and final system registration.

In 2024, 1,090 employees participated in the process, with a 77% engagement rate. The results directly impacted the meritocracy cycle, which in that year led to 104 job reclassifications, 123 merit recognitions, and 760 promotions—reflecting the Group's commitment to internal growth.

Training and Development [GRI 404-1] [GRI 404-2] [GRI 3-3]

In 2024, SADA Group totaled 70,402 hours of training and restructured its Training and Development area with the launch of the *Conecta* corporate school, based on the 70-20-10 methodology. The school was organized into five pillars — Leadership, Corporate and Business, Behavioral, Technical, and Technological Acceleration — which guided the educational programs.

The employee development journey is guided by the Development Circuit, which links performance evaluation to individual (IDP) and collective (CDP) development plans.

In addition to *Conecta*, we offer SADAFLIX, a platform focused on developing competencies identified through performance evaluations (such as Effective Communication), and the Operational Development Circuit, which delivers training on essential topics such as productivity, quality, safety, attendance, and teamwork.

For leadership roles, the Strategic Leadership Development Programs and the "Leaders in Motion" initiative stand out, offering tailored learning journeys based on profile and job function, with a focus on self-awareness, communication, conflict management, ESG, and sustainable performance. The Apprentice Program continues to serve as a gateway for young talent, in partnership with training institutions across Brazil.

Occupational Health and Safety

[GRI 404-1] [GRI 404-8] [GRI 3-3]

Commitment to Life: Health and safety are non-negotiable values at SADA Group. The Integrated Management Policy (SGI) guides all actions and covers 100% of workers, including both direct employees and third-party contractors.

ISO 45001 Certification: Three units were certified in 2024. The goal is to expand coverage in the coming years.

Risk Management: Hazards are identified, analyzed, and controlled. Procedures such as PRA and SRPP are implemented in all units, and drills ensure their readiness.

Continuous Training: Trainings, campaigns and DDSS (Daily Defensive Safety) are part of the routine. The SIPAT (Internal Week for the Prevention of Workplace Accidents) and the themed months strengthen the prevention culture.

Dialogue and Participation: Employees actively dialogue with the company through CIPA (Internal Commission for Accident Prevention), SSO (Occupational Health and Safety) Committees, and Observation Cards. Their suggestions result in real improvements.

Monitoring System: Intelligent platforms monitor accidents and indicators in an integrated manner.

Safe Operations Project: The project focuses on training, clear communication, and collective engagement regarding safe operations, and it was implemented in key units in partnership with dss+ Consulting.

24-Hour Emergency Service: Ambulances are available in Betim and Igarapé. Fast and safe service in case of emergencies.

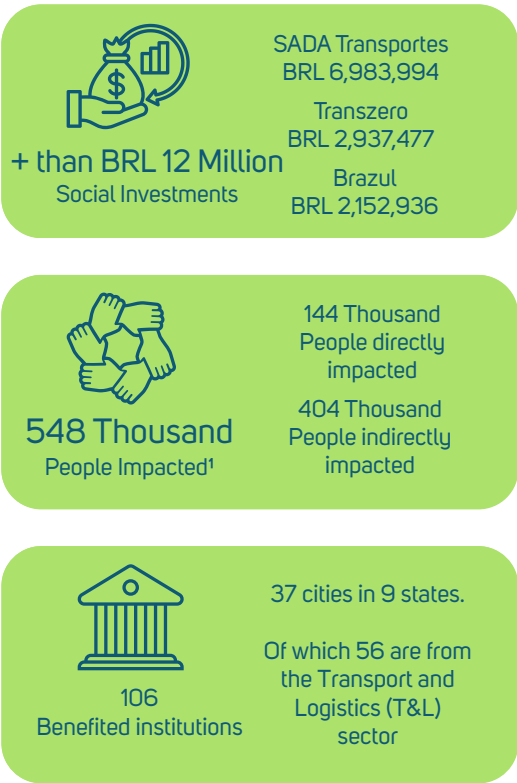
Internal Laboratory: Occupational and private medical exams are conducted at SADA Betim, offering greater agility and convenience for employees.

Absenteeism Dashboard: It is a new tool that tracks employee leave in real time, supporting preventive decision-making and strengthening health care efforts.

SOCIAL AND RELATIONSHIPS
CAPITAL

Throughout 2024, SADA Group intensified its engagement initiatives, transparent dialogue, and social investment, reaffirming our purpose of transforming realities with and for people.

Our actions are guided by a social priorities framework that encompasses topics such as education, sports, protection and promotion of rights, and the fight against violence toward women and girls.



MEDIOLI FOUNDATION

Since 1990, the Medioli Foundation has been supporting people in vulnerable situations, promoting dignity through the donation of essential items.

In 2024, BRL 68,752.80 were invested in social assistance initiatives, resulting in the distribution of 66 wheelchairs, 55 shower chairs, 360 food baskets, 390 blankets, and 80 sleeping mats.

ANNA MEDIOLI CHILDREN'S CENTER

Since 2008, the Foundation has maintained the Anna Medioli Children's Center, which provides full-time care for 312 children aged 0 to 5, focusing on holistic development.

With an annual cost of BRL 4.4 million and over 237,000 meals served, the Center directly impacts 376 people and indirectly benefits more than a thousand, through a humanized, inclusive, and transformative educational approach.

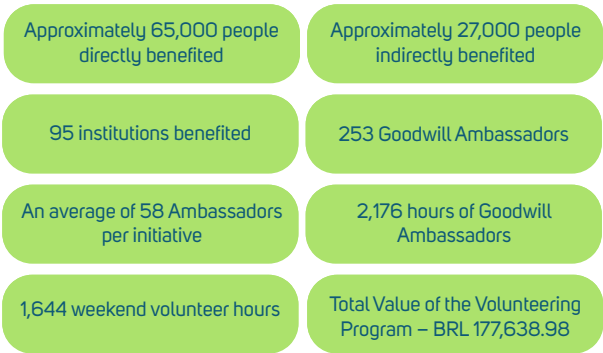


CORPORATE VOLUNTEERING [GRI 413-1]

At SADA Group, we believe that transformation begins when people come together with a common purpose.

Since 2019, through the Corporate Volunteering Program, we have encouraged our employees to become agents of change.

Corporate Volunteering Results



SPONSORED PROJECTS [GRI 201-1] [GRI 413-1]

As part of its social responsibility strategy, SADA Group consistently invests in sponsored projects through both its own resources and tax incentive mechanisms.

In 2024, more than BRL 11 million were allocated to initiatives in the areas of education, culture, sports, and citizenship, benefiting approximately 445,000 people directly and indirectly.

Child Protection: A Transformative Commitment

Since 2022, SADA Group's Transport and Logistics companies have been part of the "Na Mão Certa" Program by Childhood Brasil, promoting a Circle of Protection on Brazilian highways. With a focus on preventing the sexual exploitation of children and adolescents, our drivers do more than transport cargo—they act as true Protection Agents, trained to identify and report situations of risk.

In 2024, through the "Faça Bonito" campaign, we reinforced this commitment with actions in 47 cities across 12 states, mobilizing over 7,500 employees and directly impacting more than 50,000 people. A total of 392 communication materials were aired on the radio, and in-person activities were carried out at 29 gas stations, in partnership with 22 protection agencies.

With a social investment of BRL 28,363.80, we show that protecting childhood is more than an institutional value—it's a concrete and continuous action in pursuit of a safer, fairer, and more humane Brazil for our children and adolescents.



Customer Satisfaction [GRI 2-29]

With active listening and a focus on excellence, Brazul, Transzero, and SADA Transportes carried out another edition of the Satisfaction Survey for Vehicle Manufacturers and Dealerships. The study evaluated topics such as customer service, logistics, and service quality. In 2024, 95% of respondents identified themselves as brand advocates, reflecting trust and loyalty.

Privacy and Data Protection [GRI 418-1]

The SADA Group maintains a robust Privacy and Data Protection Governance Program, with a dedicated team, updated policies, and continuous monitoring. In 2024, improvements were implemented in risk mapping, technical opinions, training, and supplier evaluation. The result: zero incidents, zero complaints, and a strengthened data protection culture at all levels of the organization.

Supplier Relations [GRI 2-6] [GRI 204-1]

Based on ethics, responsibility, and transparency, SADA Group adopts rigorous practices for the selection and monitoring of suppliers, promoting partnerships aligned with its values. In 2024, 77% of orders were placed with suppliers from the same state, and 56% of total procurement value was directed to local companies, strengthening the regional economy.

The 1st edition of the Annual Contract Recognition awarded 21 partners for their operational excellence and alignment with the company's principles.

Environmental Assessment of Suppliers [GRI 308-1]

With a focus on sustainability and the mitigation of social and environmental risks, Transzero, Brazul, and SADA apply a robust self-assessment questionnaire to strategic suppliers. Since 2023, on-site audits have complemented the process, with technical visits conducted on a sampling basis to verify aspects such as environmental management, waste disposal, and licensing.

Multiplicar Program

Launched in 2024, the Multiplicar Program promotes the sustainable development of the value chain through workshops and mentorships focused on ESG. The first edition comprised 8 hours of training, covering topics such as LGPD (General Data Protection Law), social responsibility, risk management, and conscious purchasing. The initiative strengthens ethical and environmental alignment with suppliers.

Stakeholders Engagement [GRI 2-29]

SADA Group maintains a structured dialogue with strategic stakeholders — such as clients, suppliers, shareholders, and labor unions — to anticipate risks, improve management, and strengthen responsible practices. Emerging topics are discussed internally through committees and periodic meetings.

Engagement with Public Authorities [GRI 415-1]

The Group's companies guide their engagement with public authorities through ethics, legality, and transparency, reinforcing their commitment to integrity and strict compliance with the law. Unlawful practices such as bribery or favoritism are strictly prohibited.

Relationship with Unions

[GRI 2-28] [GRI 2-30] [GRI 407-1] [GRI 402-1]

In 2024, 100% of employees from SADA Group's logistics companies were covered by collective bargaining agreements, negotiated with labor unions. The Group values constructive dialogue with unions, respects freedom of association, and firmly rejects any anti-union practices. Negotiations cover topics such as working hours, occupational health and safety, and compensation, ensuring fair and balanced labor relationships.

About This Report [GRI 2-3] [GRI 2-5]

This report presents the main results, commitments, and strategies of SADA Group in the transportation and logistics segment for the period from January 1 to December 31st, 2024.

It was developed in accordance with the GRI Standards 2021 and externally verified by Bureau Veritas, ensuring compliance with GRI requirements.

Questions or requests for additional information may be directed to: falecom@sada.com.br

CLOSING LETTER

We close this cycle by reaffirming that each action reported reflects conscious choices toward a more just, inclusive, and sustainable future. Our ESG Report is more than an accountability tool — it is a strategic instrument for learning transparency, and balanced development across economic, social and environmental dimensions.

This year, we made progress in aligning with our priority SDGs: Good Health and Well-being (SDG 3), Gender Equality (SDG 5), Climate Action (SDG 13), and Peace, Justice and Strong Institutions (SDG 16), strengthening practices focused on tangible goals and lasting impacts.

With our eyes on the present and our commitment to the future, we continue mobilizing people, inspiring leadership, and driving innovation as a transformative force. The journey goes on, guided by responsibility and the determination to do things differently — and better — at every step.



Daniela Medioli
Vice - President



View the full ESG and Social Responsibility Report via the QR code or on our website

www.gruposada.com.br/sustentabilidade/relatorios

