



EXECUTIVE VERSION

Sustainability Report 2025

TRANSPORTATION & LOGISTICS





1. WHO WE ARE

Message from Management

Grupo SADA celebrates, in 2026, a journey built on hard work, entrepreneurship, and commitment to people. Over these five decades, we have evolved, diversified our businesses, and strengthened our capacity to generate value for clients, employees, partners, and communities.

In 2025, we continued advancing our growth and innovation strategy. We expanded our presence in Mercosur with the acquisition of Manatil, in Uruguay, accelerated the digital transformation of our operations through the Control Tower, and advanced in preparing new investments in the circular economy, with emphasis on the expansion of Igarapé Reciclagens' (IGAR) activities.

We also strengthened our climate agenda and our ambition to contribute to the decarbonization of logistics. For the third consecutive year, we received the Gold Seal of the Brazilian GHG Protocol Program, reinforcing the transparency of our emissions management. The progress achieved with the CNG-powered fleet and our participation in the COP30 discussions demonstrate the Group's commitment to low-carbon solutions and to building more sustainable logistics.

People remain at the center of our strategy. Throughout the year, we expanded initiatives focused on health, safety, and well-being, strengthening the prevention culture and preparing leaders for the challenges of today's work environment.

In the social arena, we achieved significant results through corporate volunteering and investments exceeding BRL 15.7 million in initiatives aimed at community development. Our work seeks to generate a positive impact in the territories where we are present, with special attention to the protection of children, youth, and women.

These advances reflect a governance approach that integrates strategy, risk management, and social and environmental responsibility into business decisions. Looking ahead, we remain committed to building an increasingly innovative, efficient company, ready to lead the transformation of logistics, generating value in a sustainable and lasting way.

Vittorio Medioli,
Founder and President — Grupo SADA.



Grupo SADA

Grupo SADA brings together companies that operate in an integrated way across different sectors of the economy, forming an ecosystem capable of offering complementary solutions throughout the entire value chain of its clients.

This multi-sector presence strengthens business resilience, expands innovation opportunities, and makes it possible to combine operational efficiency, sustainability, and long-term development.



SADA Ecosystem

Logistics and Mobility

- > Automotive transportation
- > General cargo
- > Integrated logistics
- > Specialized services

Industry

- > Road implements
- > Industrial equipment
- > Automotive solutions

Energy and Natural Resources

- > Biofuels
- > Fuel distribution
- > Power generation
- > Forestry and reforestation

Circular Economy

- > Automotive recycling
- > Waste management
- > Materials reuse

Communication and Relations

- > Print media
- > Digital media
- > Content production

Social Impact and Sports

- > Medioli Foundation
- > Ana Medioli Early Childhood Center
- > Sports and community projects

WHY DOES THIS MATTER TO OUR CLIENTS?

- > Integrated solutions across different stages of the value chain
- > Greater operational and innovation capacity
- > Diversification that strengthens the Group's resilience
- > Expertise accumulated across multiple strategic sectors

50 years in **motion**

Grupo SADA keeps pace with the transformations of the Brazilian economy, expanding its operations, diversifying its businesses, and building long-term relationships with clients, employees, and communities.

As we approach 2026, we celebrate a journey marked by entrepreneurship, innovation, and adaptability. What began as a transportation operation has become an ecosystem of companies operating in logistics, industry, energy, recycling, communication, reforestation, sports, and social investment.

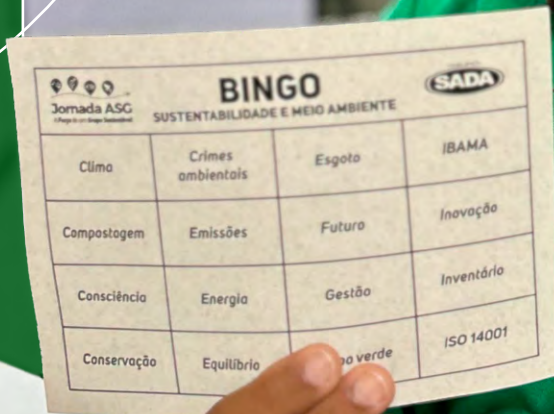
The 50-year milestone represents not only a celebration of our history, but also a commitment to the future: to continue generating value through operational excellence, innovation, and increasingly sustainable practices.

More than
30
companies

More than
9,000
employees

Presence in
Brazil and
Mercosur

2. WHAT IS MATERIAL TO THE BUSINESS



Roberto Faustino das Chagas,
SADA Combustíveis LTDA
(Cabo de Santo Agostinho PE).

In 2025, Grupo SADA enhanced its materiality process by incorporating the concept of Double Materiality, which simultaneously considers the impacts of operations on society and the environment and the risks and opportunities capable of influencing business performance.

The process involved internal leadership, clients, suppliers, employees, and other stakeholders, making it possible to identify the topics most relevant to the strategy and to long-term value creation.

As a result, four priority pillars were defined for the Transportation & Logistics segment's operations:



Safety as social impact

Promoting people's safety within and outside operations, integrating occupational health and safety with road safety and strengthening a prevention culture.

Energy transition and climate

Advancing the decarbonization of operations and supporting clients in reducing emissions, strengthening competitiveness and value generation in a low-carbon economy.

Operational resilience

Strengthening the organization's response capacity in the face of operational, technological, and digital security risks, ensuring continuity and reliability of services.

Value chain governance

Promoting high standards of ethics, integrity, and responsible management with suppliers, partners, and affiliated contractors that are part of the logistics operation.

These topics guide Grupo SADA's management and are aligned with the Sustainable Development Goals (SDGs) most closely connected to its operations, with emphasis on health and well-being, decent work, innovation, responsible consumption, climate action, effective institutions, and partnerships for sustainable development.

Double Materiality

- > Safety as social impact
- > Energy transition and climate
- > Operational resilience
- > Value chain governance

PRIORITY SDGS



Risk Management

Risk management is one of the pillars of Grupo SADA's governance and supports strategic decision-making in an increasingly dynamic and complex business environment. In 2025, the company strengthened its monitoring and control mechanisms through the implementation of impact matrices specific to its different business segments and the creation of the Executive Risk Committee.

Throughout the period, 359 corporate risks were mapped, tracked by treatment plans and continuous monitoring. Management also advanced in the integration of technology, data, and operations, with the consolidation of systems, implementation of the Control Tower, and expanded use of Business Intelligence tools to support decision-making.

In the value chain, the Group maintains supplier due diligence and monitoring processes, with a focus on integrity, compliance, and human rights. In 2025, no cases of child labor or labor analogous to slavery were identified in the company's own operations or in the monitored supply chain.

The company also strengthened its capacity for preventing and responding to critical events by structuring its reputational risk management, including the implementation of a Crisis Management Manual and the mapping of 71 reputational risk scenarios.

359 corporate risks monitored

71 crisis scenarios mapped

0 cases of child labor or analogous to slavery

Indicator	2025
Corporate risks mapped	359
Reputational risk scenarios mapped	71
Pre-contractual supplier assessments	87
High-criticality cases identified	12
Cases of child labor or labor analogous to slavery identified	0
Executive Risk Committee	Implemented



Isabele Priscila Gonçalves de Lima Rocha,
SADA Transportes (Golana - PE).

3.

HOW WE GENERATE VALUE



Transportation

Transportation is the origin and the main driver of growth for Grupo SADA. Over the years, we have developed one of the largest automotive logistics operations in Latin America, combining scale, geographic reach, and specialized expertise to serve automakers, suppliers, and companies from different sectors of the economy.

Our operations cover automotive transportation, general cargo, and the movement of strategic inputs, connecting industries, distribution centers, and consumer markets across different regions. The continuous pursuit of operational efficiency, safety, and quality allows us to offer solutions aligned with each client's specific needs.

Logistics

Grupo SADA acts as a strategic partner in managing complex logistics chains. Our operations integrate warehousing, materials handling, distribution, dedicated logistics, and specialized services, contributing to greater efficiency, predictability, and reliability of processes.

The integration among the Group's different companies expands our ability to offer complete solutions, tailored to the operational challenges of sectors such as automotive, industrial, energy, and consumer goods.

Innovation

Innovation is one of the pillars underpinning the evolution of Grupo SADA's businesses. In 2025, we continued expanding the use of digital technologies to strengthen operational management, improve the client experience, and increase the efficiency of operations.

Among the highlights of the period is the evolution of the Control Tower, an initiative that increases the visibility of operations and strengthens data-driven decision-making. The incorporation of new technologies, monitoring systems, and analytical tools contributes to safer, more efficient, and more connected operations.

Infrastructure

Grupo SADA's operational capacity is supported by a robust infrastructure, made up of operating units, logistics centers, a specialized fleet, industrial operations, and assets strategically distributed across Brazil and Mercosur.

Continuous investments in modernization, operational capacity expansion, and process improvement strengthen the Group's competitiveness and expand its ability to respond to the demands of increasingly dynamic and demanding markets.

Herildo Gonçalves Machado,
SADA Reflorestamento (Carbonita - MG).

4.

HOW WE CARE FOR THE PLANET



Highlights of the Year

BRL 45.6 million

invested in the expansion
and modernization of
the fleet with Euro 5 and
Euro 6 standard trucks

UP TO 97% recyclability

rate achieved by the IGAR
recycling center, reinforcing the
circular economy strategy

32 TRAILERS CNG-powered

The fleet operating with
Compressed Natural Gas doubled
compared to the PREVIOUS year

100% of offset electricity

All electricity consumption from Transportation
and Logistics operations (Scope 2) was fully offset
through I-REC certificates

COMPANIES CERTIFIED IN EMISSIONS REPORTING

18 companies of the
Group have a complete
emissions inventory with
the GHG Protocol Gold Seal



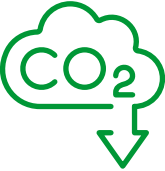
Emissions

Emissions management is one of the pillars of Grupo SADA's sustainability strategy. In 2025, the company earned, for the fourth consecutive year, the Gold Seal of the Brazilian GHG Protocol Program, reinforcing its commitment to the transparency and quality of the climate information it reports. The integration between operational systems and the inventory consolidation platform increased data traceability, reduced inconsistencies, and strengthened the reliability of the information used in environmental management.

The quality of the information supports decision-making and guides Grupo SADA's decarbonization strategies, which invest in fleet modernization and resource optimization, with a focus on technical feasibility and operational efficiency. In transportation and logistics, priority is given to the use of transition fuels and high-performance technologies, suited to Brazil's long-distance realities.

In 2025, Grupo SADA expanded its Compressed Natural Gas (CNG)-powered transportation capacity, consolidating one of the largest low-carbon-intensity operations for vehicle transportation over short and medium distances. In its internal operations, the company maintains a corporate policy of fueling its light and hybrid fleet entirely with ethanol, due to the lower lifecycle impact of emissions.

This strategy is reinforced by continuous investments in asset renewal, prioritizing state-of-the-art technologies, such as the Euro 5 and Euro 6 standards, which help reduce emissions of atmospheric pollutants. Additionally, the incorporation of vehicles equipped with ecodriving systems enables the optimization of fuel consumption and rigorous monitoring of driving patterns.



GREENHOUSE GAS EMISSIONS (tCO₂e) – 2025

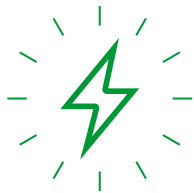
Scope 1 – direct emissions	2025 (tCO ₂ e)
Brazul Transporte de Veiculos Ltda	1,787.57
Sada Transportes e Armazenagens Ltda	5,997.06
Transzero Transportadora de Veiculos Ltda	2,843.27
Total	10,627.90

Scope 2 – indirect emissions from energy acquisition (location-based)	2025 (tCO ₂ e)
Brazul Transporte de Veiculos Ltda	93.42
Sada Transportes e Armazenagens Ltda	80.08
Transzero Transportadora de Veiculos Ltda	77.30
Total	250.80

Scope 2 – indirect emissions from energy acquisition (market-based)	2025 (tCO ₂ e)
Brazul Transporte de Veiculos Ltda	0.00
Sada Transportes e Armazenagens Ltda	0.00
Transzero Transportadora de Veiculos Ltda	0.00
Total	0.00

Scope 3 – other indirect emissions	2025 (tCO ₂ e)
Brazul Transporte de Veiculos Ltda	79,210.39
Sada Transportes e Armazenagens Ltda	162,420.21
Transzero Transportadora De Veiculos Ltda	61,509.39
Total	303,139.99

Energy



Renewable fuels in the light-duty fleet

The decarbonization of operations also extends to Grupo SADA's administrative and support activities. In 2025, the company consolidated a corporate policy establishing the priority use of ethanol in place of gasoline in all flex-fuel vehicles of the light-duty fleet, reinforcing its commitment to expanding the use of renewable fuels and reducing the emissions intensity associated with operations.

The initiative guides fueling decisions across the organization and contributes to diversifying the energy mix used by the company's own fleet. Although specific situations, such as operational restrictions or the unavailability of ethanol in certain locations, still require the use of gasoline, the corporate guideline keeps the biofuel as the priority option.

In 2025, consumption by the company's own light-duty fleet totaled 544 thousand liters of fuel, of which about 280 thousand liters corresponded to the use of ethanol. The result evidences the progress of the strategy of gradually replacing fossil fuels with renewable alternatives, aligned with the Group's decarbonization and environmental efficiency commitments.

OWN LIGHT-DUTY FLEET CONSUMPTION 2025

Fuel	Consumption
Ethanol	279,723
Gasoline	264,517

51.4% of the own light-duty fleet's consumption in 2025 was fueled with ethanol, the renewable fuel prioritized by corporate policy.



Waste



Grupo SADA continues strengthening waste management across its operations, with a focus on impact prevention, legal compliance, and the expansion of circular economy practices. Sorting and segregation are carried out at the points of generation, seeking to ensure environmentally appropriate disposal and greater use of materials.

The strategy prioritizes reuse, recycling, and waste recovery initiatives, respecting the operational characteristics and feasibility of each unit. In 2025, advances in control and monitoring processes helped expand the quality of reported information and strengthen the management of the topic across the entire operation.

During the period, 47% of the waste generated was directed to treatment or recovery, reinforcing the Group's commitment to reducing the amount of material sent to final disposal.

In 2025, participating units avoided sending to final disposal approximately 83.60 t of metal and ferrous scrap, 11.71 t of contaminated oil, 0.53 t of PPE, 152.14 t of tires, 10.42 t of batteries, 50.53 t of paper and cardboard, and 3.56 t of electronic scrap, demonstrating the project's potential to expand waste recovery and reduce improper final disposal.

Company	Class I Hazardous (t)	Class II Non-hazardous (t)
Brazul	22.34	1,720.13
Sada Transportes	736.44	1,054.54
Transzero	303.26	374.67
Grand Total	1,062.04	3,149.34

Category	Volume (t)
Class I Waste (Hazardous)	1,062.04
Class II Waste (Non-Hazardous)	3,149.34
Grand Total	4,211.38



Water Resources

Although Grupo SADA's Transportation and Logistics operations are not water-intensive, the company monitors its impacts and seeks to strengthen efficient management of the resource across its units. In 2025, the company's main operations were mapped using the Aqueduct tool from the World Resources Institute (WRI), making it possible to identify areas subject to different levels of water stress and support the prioritization of management actions.

The assessment showed that 47% of the monitored operations are located in regions classified between medium-high and high water stress, reinforcing the importance of responsible water management and continuous monitoring of risks associated with the availability of the resource.

Indicator	2025
Monitored operations with public water supply	89%
Total water consumption	44,043 megaliters
Consumption in water-stressed areas	24,981 megaliters
Public water supply	61%

Conscious consumption

In 2025, Grupo SADA strengthened initiatives aimed at promoting a culture of conscious consumption and responsible use of resources. As part of this movement, the Conscious Consumption Manual was launched, bringing together practical guidance to support employees in adopting more sustainable habits in the workplace and in daily life.



TO LEARN MORE,
CHECK OUT THE
QR CODE ALONGSIDE



Juliana Felix da Silva,
SADA Transportes (Goiana - PE).

5.

HOW WE CARE FOR PEOPLE



Safety

People's safety remains a priority for Grupo SADA. In 2025, the company strengthened its Health and Safety Management System, based on preventive practices, continuous monitoring of occupational risks, and promotion of employee well-being.

The main highlight of the period was the consolidation of the Safe Operations Program, an initiative that integrates leadership, operational teams, and management tools to strengthen the prevention culture. Since its implementation, the program has contributed to a 45% reduction in lost-time accidents since the start of the Safe Operations Program, including a 15% drop between 2024 and 2025.

The strategy is complemented by the Care Program, which brings together actions focused on physical health, mental health, and quality of life, including psychological support, encouragement of physical activity, awareness campaigns, and well-being promotion initiatives. In 2025, 8.2 million hours worked were recorded, with no occurrence of fatalities, reflecting the company's ongoing commitment to safer, healthier work environments.



Care Program Actions

- > **Expectant Mothers' Pathway:** guidance and support meetings for expectant mothers, family members, and support networks during pregnancy, childbirth, and the postpartum period.
- > **Hello Baby Program:** multidisciplinary follow-up for pregnant and postpartum women, with specialized support and guidance throughout the parenting journey.
- > **Mental Health and Balance:** mental health awareness actions, in addition to psychological support through a partnership with a specialized platform.
- > **Quality of Life and Movement:** encouragement of physical activity and initiatives focused on employee well-being and quality of life.
- > **Education and Awareness:** dissemination of content and best practices on health, prevention, and self-care through internal communication channels.
- > **Infrastructure and Facilities:** provision of parenting support structures and care and diagnostic services at the company's facilities.

45%
Reduction in lost-time
accidents since the start
of the Safe Operations
Program

8.2 million
hours worked



PDI SADA Transportes (Igarapé - MG)

Development

People development is one of the pillars of Grupo SADA's management strategy. In 2025, the company strengthened its technical training, leadership development, and professional development initiatives through corporate programs aimed at the continuous qualification of its teams.

Among the highlights of the period are the training programs for drivers and mechanics, the expansion of Conecta Corporate School, and the continuity of the More Education Program, an initiative supporting employees' technical education, undergraduate, graduate, and MBA studies. In 2025, the Group recorded 93,704 hours of training, reaching an average of 19.1 training hours per employee. The More Education Program benefited 187 professionals, with an investment of approximately BRL 299 thousand.

In addition, the company strengthened the dissemination of sustainability practices across the value chain, maintaining mandatory Sustainable Procurement training for professionals in the Supply area.

Diversity

Diversity and inclusion are part of Grupo SADA's people management strategy and contribute to strengthening the organizational culture, innovation, and sustainable development of the business. In 2025, the company advanced in monitoring diversity indicators and expanded initiatives aimed at gender equity, inclusion, and appreciation of differences.

The Group also maintained initiatives aimed at promoting gender equity, strengthening female leadership, racial literacy, the inclusion of trans people, and support for the Affinity Groups, expanding spaces for dialogue and awareness across the organization.

DE&I INDICATORS 2025

Indicator	Result
Women in total workforce	26.4%
Women in senior leadership	30.0%
Women in management, coordination, and supervision	30.6%
People between 30 and 50 years old	52.3%
Black and mixed-race people	63.1%
People with disabilities	2.34%
Discrimination reports reviewed	23
Substantiated cases with corrective measures implemented	2

Isabele Priscila Gonçalves de Lima Rocha,
SADA Transportes (Goiana - PE).

6.

HOW WE STRENGTHEN SOCIETY



Grupo SADA's social investment is part of its shared value generation strategy and seeks to contribute to the development of the territories where it operates. In 2025, the initiatives supported by the company were concentrated in four priority fronts: education and culture, sports, protection of childhood and human rights, and strengthening of vulnerable communities.

Throughout the period, the supported projects promoted social inclusion, the education of children and youth, cultural appreciation, protection of rights, and community mobilization in different regions of the country. The strategy combines direct investment, partnerships with civil society organizations, and the engagement of employees and suppliers.

Summary of Private Social Investment actions

Social investment in
Transportation & Logistics of
BRL 12.8 MILLION

BRL 131.7 MILLION

in purchases made with
local suppliers

18,008

orders placed with local
suppliers

Local supplier
participation

78% OF
ORDERS

156.5 THOUSAND

people impacted by the A
Mensagem de Jequi project

4,450

CHILDREN AND
ADOLESCENTS

benefited by
the volleyball
program

71.5 THOUSAND

people impacted by the
Faça Bonito campaign



Featured projects



Education, culture, and territorial development

The A Mensagem de Jequi project, developed with quilombola communities in Minas Gerais, promoted environmental education, cultural appreciation, and the preservation of traditional knowledge. The initiative reached 23 cities in four states and impacted more than 156 thousand people.

Sport as a tool for inclusion

Support for sport benefited 4,450 children and adolescents through volleyball centers and youth academies distributed across 25 Brazilian cities, reinforcing the role of sport in civic education and human development.



Protection of childhood and human rights

Through the Na Mão Certa program and the Faça Bonito campaign, Grupo SADA strengthened actions to prevent the sexual exploitation of children and adolescents, raising awareness among employees, drivers, and communities in 66 cities across 12 Brazilian states, impacting more than 71,500 people.



Highlights and future outlook

As Grupo SADA approaches its 50th anniversary, we continue building a journey based on adaptability, innovation, and the generation of sustainable value. The company's evolution reflects its commitment to integrating economic growth, social and environmental responsibility, and long-term vision, preparing the business for the challenges of a constantly changing market.

Looking ahead, Double Materiality guides our strategic priorities and reinforces commitments to topics central to the sector and to society, such as decarbonization, diversity, innovation, and governance. We will continue expanding our presence in businesses aligned with the low-carbon economy, strengthening an approach that is increasingly transparent, responsible, and prepared to generate lasting positive impact.

The figures below signal that we are on the right track with our commitments.

Luisa Medioli,
Sustainability Director

Highlights

+20%
in general cargo

Growth of the segment in 2025, with more than 367 thousand tons transported

+17%
in total fleet

Expansion accompanied by 11% growth in own-fleet revenue

BRL 1.6 BILLION
in new market

The acquisition of Greencar expanded the Group's operations into the vehicle customization segment



**BRL 15.7
MILLION**

invested in social initiatives

Resources allocated to projects and social development programs throughout the year

Social Impact

**516,729
people reached**

across 113 cities distributed over 14 Brazilian states

601 REPORTS

**registered in the
integrity channel**

Tool established as a channel of trust, listening, and transparency

**100% OF THE
OWN FLEET
MONITORED
BY TELEMETRY**

With 43% of vehicles already equipped with video telemetry and fatigue sensors, expanding operational safety

**90% OF EMPLOYEES
trained on the first day**

Integration with a focus on ethics, conduct, and organizational culture from the very start of the journey

**-45% in lost-time
accidents**

Result achieved by the Safe Operations Program

AUTODATA 2025 AWARD

Recognition for the transformation of the logistics fleet and for decarbonization initiatives, including the remanufacturing of trucks for use with CNG and biomethane.

**MELHOR AR AWARD
(FETCEMG/PROGRAMA
DESPOLUIR) gold seal**

Recognition for the monitoring and reduction of fleet emissions, with a high standard of environmental performance in road transportation.

**COMPLIANCE ON TOP 2025
companies category**

Recognition for leadership in governance, ethics, and compliance.

**SETCESP SUSTAINABILITY
AWARD**

Recognition for the ESG Journey and Safe Operations programs, which integrate sustainability, operational efficiency, and safety.

**9TH INTELIJUR AWARD
1st place in the transportation sector**

Award for the legal automation project via RPA, which increased efficiency in the management of tax certificates and tax compliance.



CREDIT

This is the condensed version of the 2025 Sustainability Report of Sada Transportation & Logistics. To access the full document, click here. [INSERT LINK]

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IMAGES

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