

Annual report 2021/22



ourofino
agrocência



PASSIONATE
ABOUT VICTORY



PEOPLE
WHO SHINE



INNOVATING
FOR THE FUTURE

Ourofino Agrociência Manifesto

We are passionate about victory, because the path to it strengthens us and we learn not to give up along the journey. Our steps are consistent, true, agile, and intense and leave our marks of courage and entrepreneurship wherever we go. Our people shine, with every challenge, with freedom and security to create and dare, because for us the future is innovation!

Our legacy is built on the fertile soil of Brazilian agriculture, by the strength and energy of our people, who make it happen! Everything we do has the mission of nurturing the world with sustainable practices that connect us with and transform lives. We sow ideas, smiles, collaboration, and solutions. We research, undertake, manufacture new ways of defending and preserving agriculture, while engaged to our purpose.

We reap results, innovations, and achievements. We reap cooperation, integration, and happiness!

Whether it is raining or shining, strength and enthusiasm are our fuel to win!

We have the courage, the boldness, and the ability to achieve the impossible.

Our way of doing things is very much our way... It's simple...

Things are not complicated here.

We lead and act with transparency and respect..

We are engaged to developing and valuing each talent that has been with us and those who are coming, adding new experiences, skills, and dreams.

We grow up together.

Our values make us real, unique, great, and strong!

They move us and our culture transforms, connecting and inspiring the shine of our people, projecting our view to build an innovative future, which makes us even more passionate, with each victory.

For us at Ourofino Agrociência, this is our essence and daily, we reimagine ne Brazilian agriculture!

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Introdução

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Message from the CEO

GRI 102-14

I am honored and very happy to take over the leadership of a company that is passionate about victory and has an incredible team of people who shine every day, always seeking to reimagine Brazilian agriculture. As soon as I became the CEO of Ourofino Agrociência, the Board of Directors determined that we develop the necessary paths to achieve the Company's strategic goals in the next five years. In this way, we began our journey towards the desired future, investing in initiatives that ensured greater integration between teams, increased operational efficiency, and developed our people.

2021 was a really challenging year for the company's management and unprecedented in the Company's history. When we look at our journey over this last corporate year, I am proud of the maturity and resilience levels demonstrated by the team, over the months, to respond to the challenges presented.

We have crossed many adverse scenarios, mostly caused by the pandemic, and which directly impacted the agricultural crop protection sector. We were exposed to major exchange rate fluctuations, closing of ports in important regions of shipment of



Marcelo Abdo
CEO

inputs, scarcity of raw materials, an unobserved increase in logistics and production costs, among others.

The "perfect storm" imposed on us the need to make a strategic adjustment, in the middle of the second half of 2021, to mitigate the main risks imposed on our market and, consequently, on Ourofino Agrociência. Thus, our new strategy has been exposed to business partners and stakeholders in a transparent, agile, and proactive manner. The implementation of this strategy involved many renegotiations, evolving deadlines, products, and positioning.

This movement has brought us some turbulence, but at the same time, a great learning opportunity, ensuring greater sustainability to the business in the long term. The change in strategy proved to be correct at the end of the corporate year and we were able to deliver historical results to the Company. We reached a net revenue of BRL 1.7 billion, which represents a growth of 21.6% compared to the result of the previous corporate year. Our adjusted EBITDA closed at BRL 175.8 million and adjusted net income at BRL 138.9 million, representing 8% of net revenue.

By searching for the strategic goals related to business growth, we spent the year devoting ourselves to restructuring and improvements aimed at gaining operational efficiency. With this, we generate many benefits provided by process review, resource rationalization and digital transformation. The results obtained this year and the ad-

vances that are still to come, ensure us a safer and more integral environment for decision-making and are part of the Company's maturation.

By being focused on developing our people and in accordance with the Company's purpose in an engaged and strengthened way, we reached a great milestone for the cultural evolution of Ourofino Agrociência.

The process involved polls directed at the Company's professionals, as well as the development of workshops and awareness focused on each of the cultural pillars. This strategic movement is not only planned to 2022 but is very natural for our teams since the behaviors and cultural pillars were already experienced by all of us. Cultural Evolution is fundamental to express the new moment of the Company and allow us to have increasingly better goals, through values that make us real, unique, big, and strong:

Passionate about Victory, People Who Shine and Innovating for the Future.

They all express the most striking characteristics and behaviors that make us who we are and demonstrate our commitment to a sustainable, promising future with great long-term results.

Thinking about the leverage of the business, we strengthened the Company's capital structure with a contribution of BRL 250 million made by the partners in March 2022. This value allows us to grow with sustainability and security, as we depend less on external capital in the process. This was only possible due to the trust of the partners in the current business model and the structured growth projections presented. The main investments are linked to industrial expansions, incorporation of new technologies, launch of new products and expansion of inventory of inputs.

This year we celebrate a series of important new product launches. As a highlight, we strengthened our portfolio with new solutions developed for soybean cultivation, the most representative in Brazil. This brings us important opportunities for 2022 and we will invest in strengthening our participation within the cereals market, exploiting our potential in relevant crops like corn and cotton.

In search of the desired future, we invested in strengthening the ESG agenda within the operations of Ourofino Agrociência, with emphasis on the creation of the first official discussion forum related to the topic, the ESG Committee. This new, non-statutory body has the mission of advising the Company's senior leadership in the devel-

opment and implementation of the ESG strategy. Formed by members from different areas, this group of professionals will be fundamental to spread the ESG culture to our stakeholders. For 2022, the Committee will also support the materiality review, with a focus on updating the company's strategic sustainability priorities.

We are aware of our role and our responsibilities as a young company seeking to reimagine Brazil's agriculture. I believe that the key to walking safe and sustainable paths is the development of our people who shine, who are increasingly integrated and proud of the cultural values built by Ourofino Agrociência in these more than 10 years of existence.

I thank all the professionals and partners who supported us and made it happen in a challenging, but at the same time very revealing year. We are ready for the future, and we want more, always believing in the protagonism of each person and in the transformative potential of this Company, which I am so proud to lead.

Enjoy the reading!



Marcelo Abdo

CEO

We strengthened the Company's capital structure with a contribution of BRL 250 million made by the partners in March 2022.

Key figures and highlights of the last year



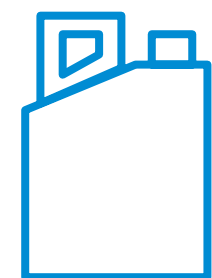
We carried out a process of cultural evolution to update the values, involving all the Company's professionals



We launched the Corporate University and increased our average training hours by more than 55%



About 2% of last year's revenue was directed to research and development (R&D)



We launched 7 new solutions focused on the cereals market and with a direct impact of 5.1% on revenue for the year

Economic indexes (BRL million)

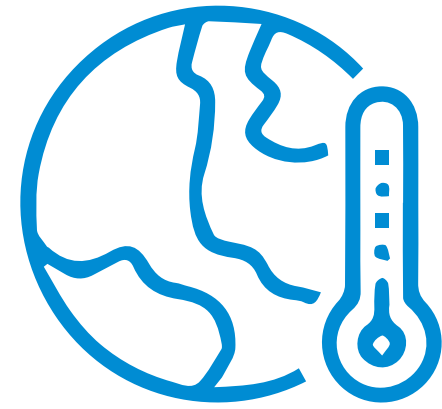
	2019/20	2020/21	2021/22
Net revenue	1,214.5	1,436.3	1,746.3
Adjusted gross profit*	309.6	322.5	336.2
Adjusted EBITDA*	175.7	197.9	175.8
EBITDA Margin (%)	14.5	13.8	10.1
Adjusted net income*	87.3	89.9	138.9
Net margin (%)	7.2	6.3	8.0
Total assets	1,661.5	1,847.3	2,630.8
Owners' Equity	416.4	482.3	808.5
Net debt	(145.6)	115.5	(58.4)
Net Debt/Adjusted EBITDA	(0.8)	0.6	(0.3)

Note 1: (*) In 2019/20 and 2020/21, we did not recognize net income and adjusted EBITDA.

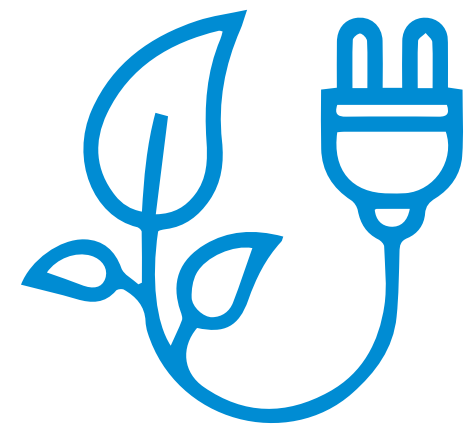
Note 2: Adjusted gross profit disregards expenses with impairment of intangible assets and gains or losses on derivative instruments settled within the period, which are classified in the financial result and are intended to protect the Company's margin.

Note 3 Adjusted net income, in 2022, disregards non-recurring effects related to expenses with strategic consultancies, gains or losses with unsettled exchange variation (accrual and MtM). The tax effects of IRPJ/CSLL resulting from the adjustments were considered.

Note 4: Adjusted EBITDA was adjusted considering the effects of exchange variation related to settled amounts that are classified in the financial result and have as origin gain or loss of margin, revenue and/or expenses considered of unusual or eventual nature related to strategic consultancies, claims and damages, impairment, and tax debts.

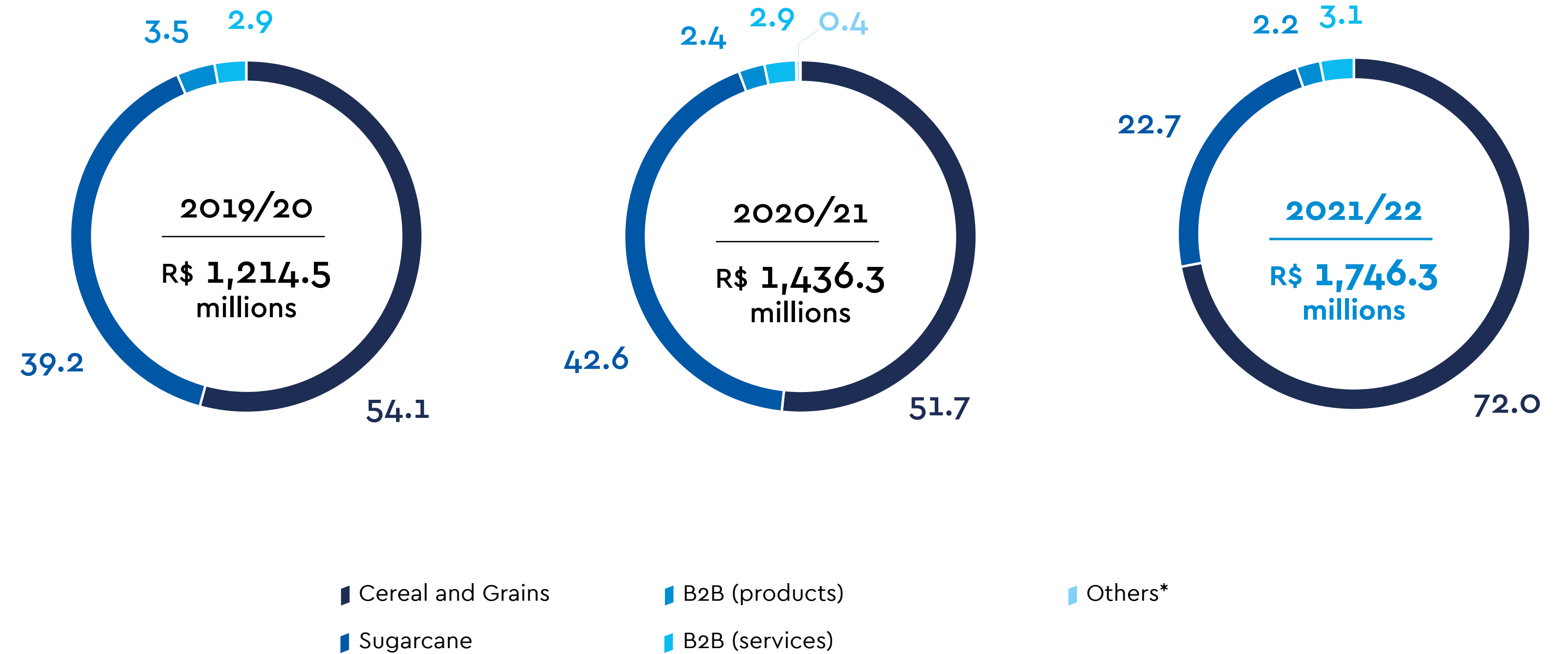


We maintained our greenhouse gas (GHG) emission intensity at 0.00002 tCO₂ equivalent per kg/L of crop protection products produced



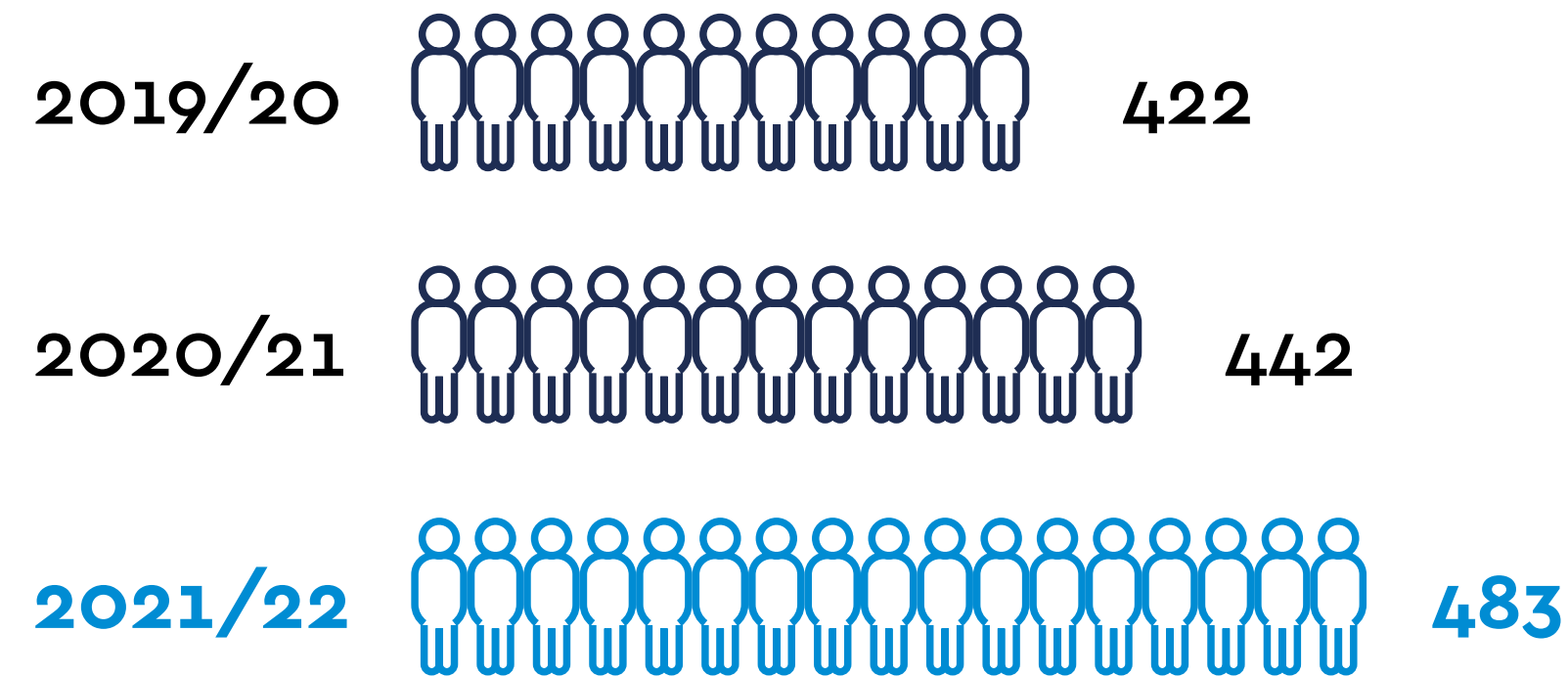
We retrofit 80% of the lighting in the industrial area and achieved a reduction of 48% in installed energy load

Revenue Representativeness by Segment

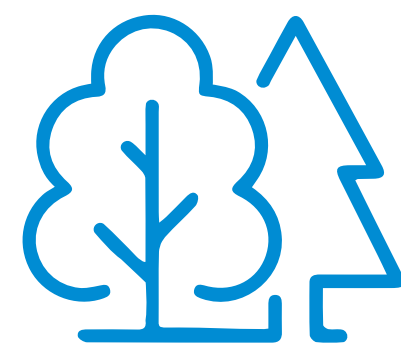
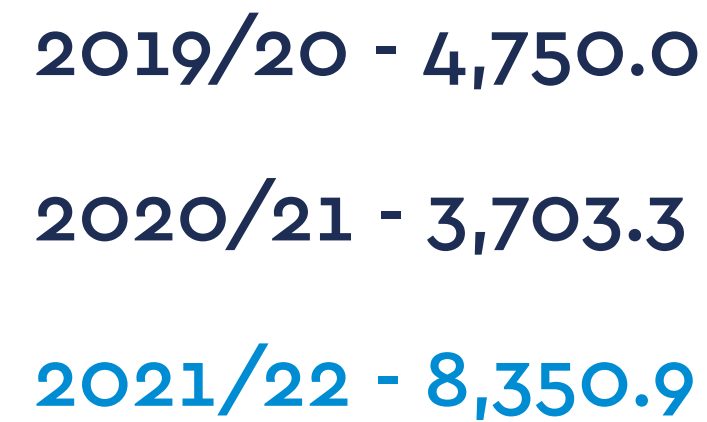


Note: (*) Revenue from the subsidiary Ouro Fino Hong Kong Limited, arising from commissions received through the intermediation of services.

Number of professionals



Environmental investments (BRL thousand)



Note 1: The values presented above do not include expenses with salaries of professionals.

Note 2: The amounts include the use of technical consultancies, investments in improvements, waste disposal, new equipment, maintenance, and operational services.

Our Uberaba industrial complex (MG)

304 h

of external audits

128 h

of internal audits

8 million

in improvements and expansion of production capacity

In our experimental units we conducted more than

700 experiments and tests

in the last agricultural year

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Ourofino Agrociência

Ourofino Agrociência is a Brazilian privately held corporation with more than a decade of existence. We seek, every day, to reimagine Brazilian agriculture, through the development and sale of agricultural crop protection products focused on the national market, while present in all Brazilian states. Ourofino Agrociência's operation is focused on the main national agricultural crops, such as: sugarcane, soybeans, corn, peanuts, citrus, wheat, rice, potatoes, beans, tomatoes, and cotton. **GRI 102-1, 102-6**

We are already present in the routine of thousands of retailers, distribution channels, cooperatives, mills, sugarcane suppliers and rural producers throughout the country. Our solutions cover a portfolio of 74 products and are expanding, with the expectation of reaching, in the next 10 years, more than 200 products. Our solutions are innovative, efficient, and adapted to the local reality. These striking characteristics reflect our cultural values and the result of a lot of dedication from a team that aims at innovation for the future, is passionate about victory and has incredible people who shine every day. **GRI 102-2, 102-7**

The Company's corporate structure has the Japanese partners Mitsui & Co. and Ishihara Sangyo Kaisha Ltd. (ISK) owning 25% of the capital. The remainder is distributed among the founding and minority partners, in which Ourofino Química S.A. continues as the parent company and, Ourofino Hong Kong Ltd. and Shanghai Ourofino Trading Co., as subsidiaries. We operate from the initial stages of research and development to the production and delivery of solutions to the market, through a team of 483 professionals, distributed throughout the national and Chinese territory. **GRI 102-5, 102-45**

Our administrative headquarters are in the northeast region of the state of São Paulo, in the city of Ribeirão Preto, where most of the administrative professionals are allocated. Our industrial complex is in the city of Uberaba, state of Minas Gerais, where the formulations of the products are made. **GRI 102-3, 102-4**



Complementing the operations, we highlight our largest structure dedicated to testing, which accommodates most of the professionals in the Company's Research and Development (R&D) department, the Experimental Station of Guatapar (SP). Closing the areas dedicated to the experiments, we have other smaller experimental stations, located in Camb (PR),

Bandeirantes (PR) and Rio Verde (GO). And, to meet the logistical needs of Ourofino Agrocincia, we use a network of six outsourced distribution centers (DCs), which operate in the cities of Igarapava (SP), Cuiab (MT), Carazinho (RS) and Uberaba (MG). **GRI 102-4**
Internationally, we have a support office in Shanghai (China), which allows us to get closer to the main

suppliers of inputs and a more strategic view of risks. With the same intention, in 2020, we allocated a professional within the facilities of our shareholder Mitsui, in India. Soon, we intend to establish a structure like the Chinese, due to the importance of local partners and relationships for our business. **GRI 102-4**

Ourofino being the Highlight

GRI 102-7

+1.7 billion
in annual
revenue

+64.1 billion
kg/L of agrochemicals
produced annually

+3,700
active customers



In Brasil

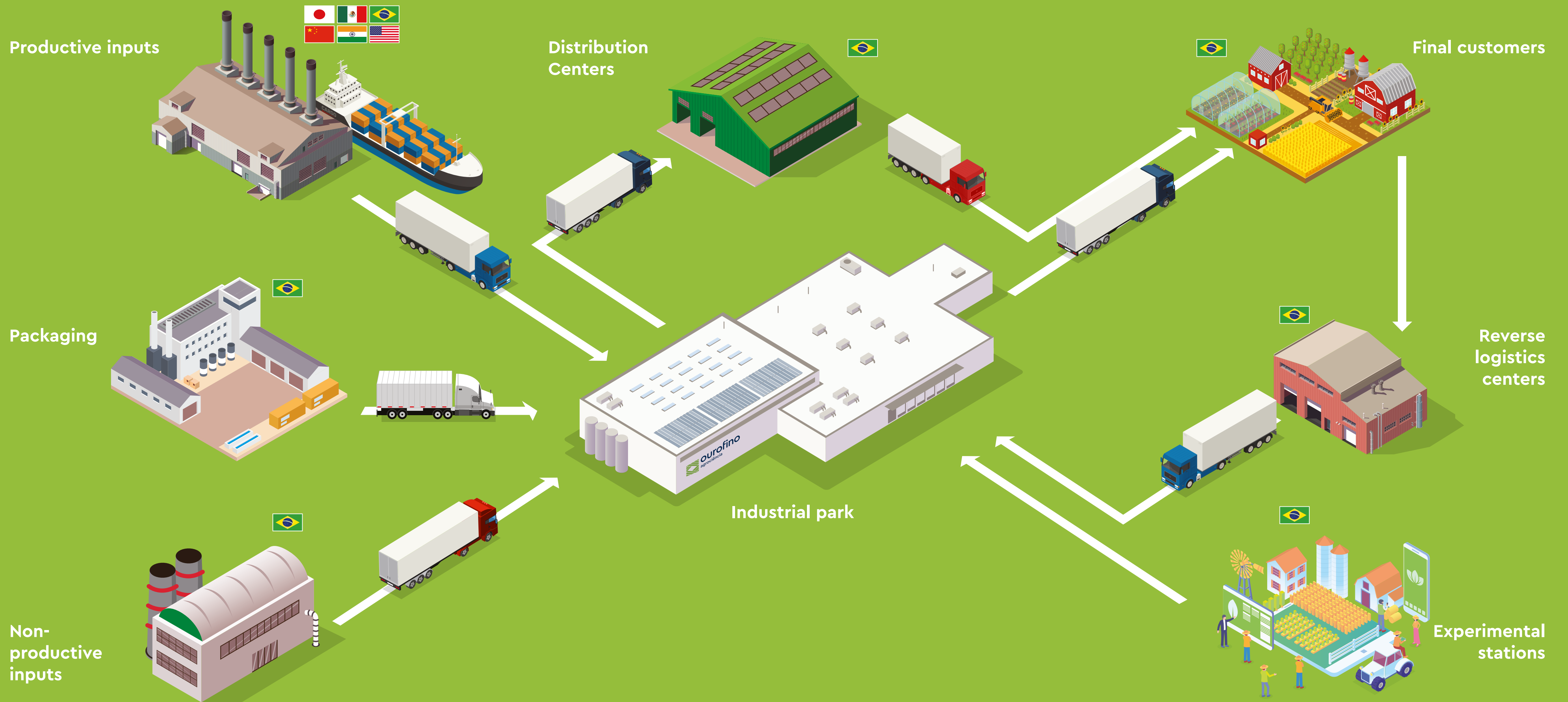
- 1** administrative headquarters
- 1** industrial park
- 6** distribution centers
- 1** technological center for research, development, and innovation
- 4** experimental stations



Global Chain

- 1** office on Chinese soil
- +** BRL 1,104 million in purchases of imported inputs
- +** 65 international suppliers

Learn about the flow of our value chain



Governance and leadership

Since the beginning of Ourofino Agrociência's operations, we have always kept our leadership organized and structured, based on the best governance practices in the market, such as the recommendations of the Brazilian Institute of Corporate Governance (IBGC). This condition allowed us to grow consistently, generating value for the whole society and building the future we wanted. We believe in corporate governance as one of the central foundations of business and fundamental to our sustainability and credibility in the market.

Despite being a privately held company, we have adopted a series of modern and safe management practices, associated with governance structures that are based on solid cultural pillars of integrity and transparency.

This condition translates into a safe environment for business partners and supports us, before crucial audiences, considering the business model of Ourofino Agrociência, as investors and financial institutions.



Our current governance structure is formed by the Board of Directors, Fiscal Council and Executive Board. Complementing this team, we have the advisory committees, such as the Strategic Innovation and Directive Committees, which assist in the decision-making of higher instances. This year, we reinforced the committees with the creation of the ESG and Diversity Committees, both dedicated to socio-environmental issues. **GRI 102-18**

All members of the governance bodies and committees are chosen by the Company considering their respective professional trajectories, specializations, and experiences in the company's segment, as well as an unblemished reputation and absence of conflicts of interest. Currently, Ourofino Agrociência has independent members on its board and with proven relevance in their respective areas of activity. The members of the Board of Directors were re-elected on April 30, 2021, by the General Meeting. **GRI 102-24**

The Executive Board is liable for communicating to our Board the most significant demands that are outside its decision-making scope. These communications, followed by discussions and definitions, are carried out

in meetings with the participation of the Directors and Executive Board, or even by periodic communications, such as the One Report. In the last corporate year, we had four meetings of the Board, where strategic aspects of the business were addressed, with guidelines dedicated to the evaluation of results and budget review. **GRI 102-27, 102-33, 102-34**

General Meeting

Main sphere for the general deliberations of Ourofino Agrociência, this select group of shareholders is liable for directing the Company in matters of great relevance, always focused on business development and resolution of potential conflicts. The meetings take place annually and are held by a diverse and highly trained group of professionals. For extraordinary situations, an additional Meeting may be convened.

This year, we reinforced the committees with the creation of the ESG and Diversity Committees, both dedicated to socio-environmental issues.

Council Board

GRI 102-22, 102-23

Number of Members: 7, 3 of them are independent.

Position: Liable for the strategic guidelines and general resolutions of the Company, acting with the support of the advisory committees in the supervision of the activities developed by the different Boards. It also directs, in periodic agendas, the main corporate goals, in addition to delegating authority to the CEO, CFO and Executive Boards so that they can act through specific strategies, goals, programs and controls with great independence within the social, environmental, and financial spheres. In specific or extreme cases, the Board may be involved to facilitate or even define the Company's position on specific or high-risk matters. This guiding role is fundamental for strengthening the organizational culture, risk management and effectiveness of corporate strategies.

GRI 102-19, 102-20, 102-26

Term of office: 2 years.

Meetings in the corporate year: 4 meetings.

Who appoints: General Assembly.



Fiscal Council

(beginning of term of office in July 2021)

Number of Members : 3 independent members and 3 alternate members.

Position: Liable for overseeing the actions of the Company's management, including evaluation of the annual balance sheets and financial statements.

Term of office: 1 year in general but applied to the interval between the General Assemblies.

Meetings in the corporate year: 4

Who appoints: General Assembly.

- **Luiz Antônio Santos Baptista**
Independent Member
- **Cesar Augusto Campezo Neto**
Independent Member
- **Anselmo José Buosi**
Independent Member
- **Rogério de Almeida Vergueiro Saltes**
Alternate member
- **José Paulo Marques Neto**
Alternate member
- **Dario José Micharki Júnior**
Alternate member

Executive Board

Number of Members: 11

Position: Responsible for transforming strategic planning into reality through business management and alignment with the resolutions of the Board of Directors.

Term of office: none.

Meetings in the corporate year: 12 (via Steering Committee).

Who appoints: Presidency and/or Council Board .

Requirements for selecting participants: The choice of these professionals follows technical criteria, including knowledge in finance, analysis of balance sheets and financial and accounting statements, independence, unblemished reputation, and absence of conflicts of interest.

- **Norival Bomamichi**
Deputy Director
- **Jardel Massari**
Deputy Director
- **Marcelo Abdo**
Chief Executive Officer (CEO)

- **Alessandro Henrique Flamini**
Chief Financial Officer (CFO)
- **Thaís Balbão Clemente Bueno de Oliveira**
Director of Regulatory Affairs
- **Rogério Fernandes Vargas**
Commercial Director
- **José Edson de Carvalho**
Industrial Director
- **Leonardo Campos Araújo**
Marketing, Research and Development Director
- **Bárbara Tamara Mendes**
Procurement Director
- **Soshiro Nakaoka**
Corporate Planning Director
- **Luciana D'Elboux Lourenço**
Director of People Management and Social Performance

Advisory Committees

GRI 102-18, 102-22

Our committees are essential to support governance bodies in the moments of decision making and risk analysis of the business, including the participation of external reference professionals.



Strategic Innovation Committee

Norival Bonamichi; Marcelo Damus Abdo; Alessandro Henrique Flamini; Leonardo Campos Araújo; Thaís Balbão Clemente Bueno de Oliveira; Bárbara Tamara Mendes; José Edson de Carvalho; Soshiro Nakaoka; Rogério Fernandes Vargas; Roberto Estêvão Bragion de Toledo; Diego Gonçalves Alonso; Richard Feliciano; Gilberto Fernando Velho; Hayda Oliveira Souza Doria; Phelippe Sant'anna Honorio Ferreira and Thiago Marcelo Ribeiro Gianeti.

Permanent external consultants: Edivaldo Velini, Caio Carbonari, Rubem Oliveira Junior, Jamil Constantin and Hércules Campos.

Eventual guests: Edson Donizeti de Mattos, Flavia de Oliveira Biazotto and Lennis Afraire Rodrigues.



Steering Committee

Norival Bonamichi; Jardel Massari; Marcelo Damus Abdo; Alessandro Henrique Flamini; Bárbara Tamara Mendes; José Edson de Carvalho; Leonardo Campos Araújo; Thaís Balbão Clemente Bueno de Oliveira e Soshiro Nakaoka; Rogério Fernandes Vargas and Luciana D'Elboux Lourenço.



ESG Committee

Luciana D'Elboux Lourenço; José Edson de Carvalho; Alessandro Henrique Flamini; Marcelo Damus Abdo; Marcos Renan Afonso Costa; Thiago Marcelo Ribeiro Gianeti; Anselmo Belodi Junior; Debora Justini Araujo; Izabeli Camilo Pereira; Flávio Lima Ponzio and Daniel de Camargo Abeid.



Regulatory Affairs Committee

Norival Bonamichi; Alessandro Henrique Flamini; Thaís Balbão Clemente Bueno de Oliveira; José Edson de Carvalho; Barbara Tamara Mendes; Rogério Fernandes Vagas; Leonardo Campos Araújo; Hayda Oliveira Souza Doria; César Augusto Kurohane; Marcos Renan Afonso Costa; Richard Feliciano; Gilberto Fernando Velho e Bruna Lara Teles Daroz.



Intellectual Property Committee

Leonardo Campos Araújo; Bárbara Tamara Mendes, Bruna Lara Teles Daróz; Cesar Augusto Kurohane; Diego Gonçalves Alonso; Gilberto Fernando Velho; Hayda Oliveira Souza Doria; Marcos Renan Afonso Costa; Richard Feliciano; Roberto Estêvão Bragion de Toledo; Soshiro Nakaoka; Tahuany Rosa; Thaís Balbão Clemente Bueno de Oliveira and Thiago Marcelo Ribeiro Gianeti.



Diversity and Inclusion Committee

Flávio Lima Ponzio, Marcelo Damus Abdo, Luciana D'Elboux Lourenço; Ola Maher Alajaty, Caio Cidral, Marcio Gonçalves Dionisio, Debora Justini Araújo, Júlia Mazarin Pradela, Barbara Jacob Chaves, Aparecida Imaculada de Oliveira, Antônio Paulo Bianchi Lopes, Elaine Cristina Nogueira, Armando Cesar Marques Mendonça Luz, Vagner Delvecchio, Rafaella Karine Lemes, Aline Colucci Escoura and Renata Aparecida Gonçalves Silva.



Ethics and Compliance Committee

Alessandro Henrique Flamini; Luciana D'Elboux Lourenço; Andre Ricardo de Campos Gotardo and Marcos Renan Afonso Costa.

Cultural Journey

GRI 102-16

In the last year, Ourofino Agrociência has maintained its successful trajectory based on the purpose of reimagining Brazilian agriculture and embarked on a new cultural journey, which also brought a review of the company's values. The last two years have been marked by important restructuring in the Company and a lot of learning for all people, as we went through international crises, the Covid-19 pandemic and, at the same time, maintained the pace of growth in a rapidly expanding market.

This period of reflection and change culminated in a great moment in 2021, when we were able to revisit our values and thus strengthen the culture for the entire Company. The process of cultural evolution of Ourofino Agrociência was a milestone in our history and very important for the engagement of employees, being a fundamental factor to achieve our goals and strategic plans.

We believe that our values move us, and culture transforms us. Therefore, we reinforce the behaviors and practices that define us as Ourofino Agrociência, summarized in three central values:

- ▮ **Passionate about victory;**
- ▮ **People who shine;**
- ▮ **Innovating for the future.**

To create this new moment, these values were presented to our employees along with our missions and visions (internal and external) at a major event that took place on September 10, 2021. In addition to our entire workforce, José Roberto Guimarães, former coach of the Brazilian women's volleyball team joined the meeting, held 100% online, his participation was beyond inspiring.

Our purpose

Reimagine Brazilian Agriculture

External View

Nourishing the world with sustainable solutions and practices

Inside View

Connecting and transforming agribusiness and people's lives

External Mission

Reimagining Brazilian agriculture transforming knowledge into results

Internal Mission

Create innovative solutions with agility, simplicity, and courage

Our values



PASSIONATE ABOUT VICTORY

Strength and enthusiasm are our fuel for overcoming results.
We make it happen.

Definition of our values

- We anticipate demands;
- We are direct and agile;
- We are engaged in achieving challenging results.

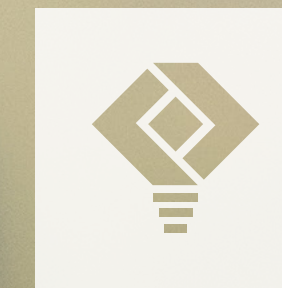
Expected behavior



PEOPLE WHO SHINE

We have the courage, the boldness, and the ability to achieve the impossible.
We translate ideas into actions.

- We provide a favorable environment for development;
- We practice empathy and respect without distinction;
- We create and cultivate relationships of trust and synergy.




INNOVATING FOR THE FUTURE

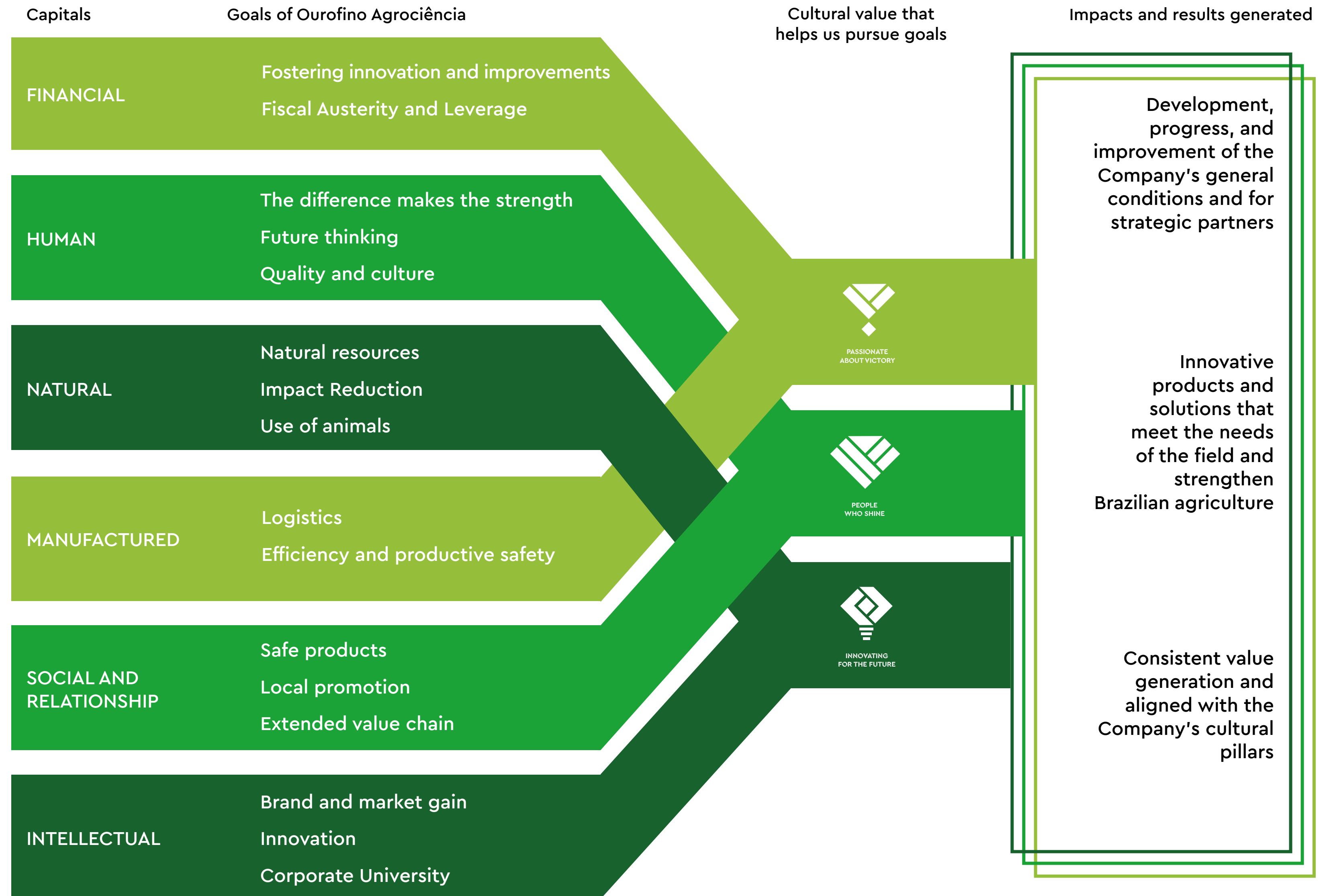
We look forward to building the desired future.
Innovation is part of our DNA.

- We convey our vision with clarity and enthusiasm for the future;
- We encourage transformative ideas for building a better world;
- We always evolve.

Business model

This last year was a period of many transformations in Ourofino Agrociência when we strove to improve our internal processes and expand the potential of the entire operation. We have had many important initiatives in each of the Company's capitals, always in search of greater sustainability, value creation and operational efficiency. Below, we illustrate how our business model works and transforms investments in capital into impacts and results.

 Some interactivity on this page may not work in all browsers. In that case, download this PDF document on your computer to have access to them all.





Business strategy for value creation

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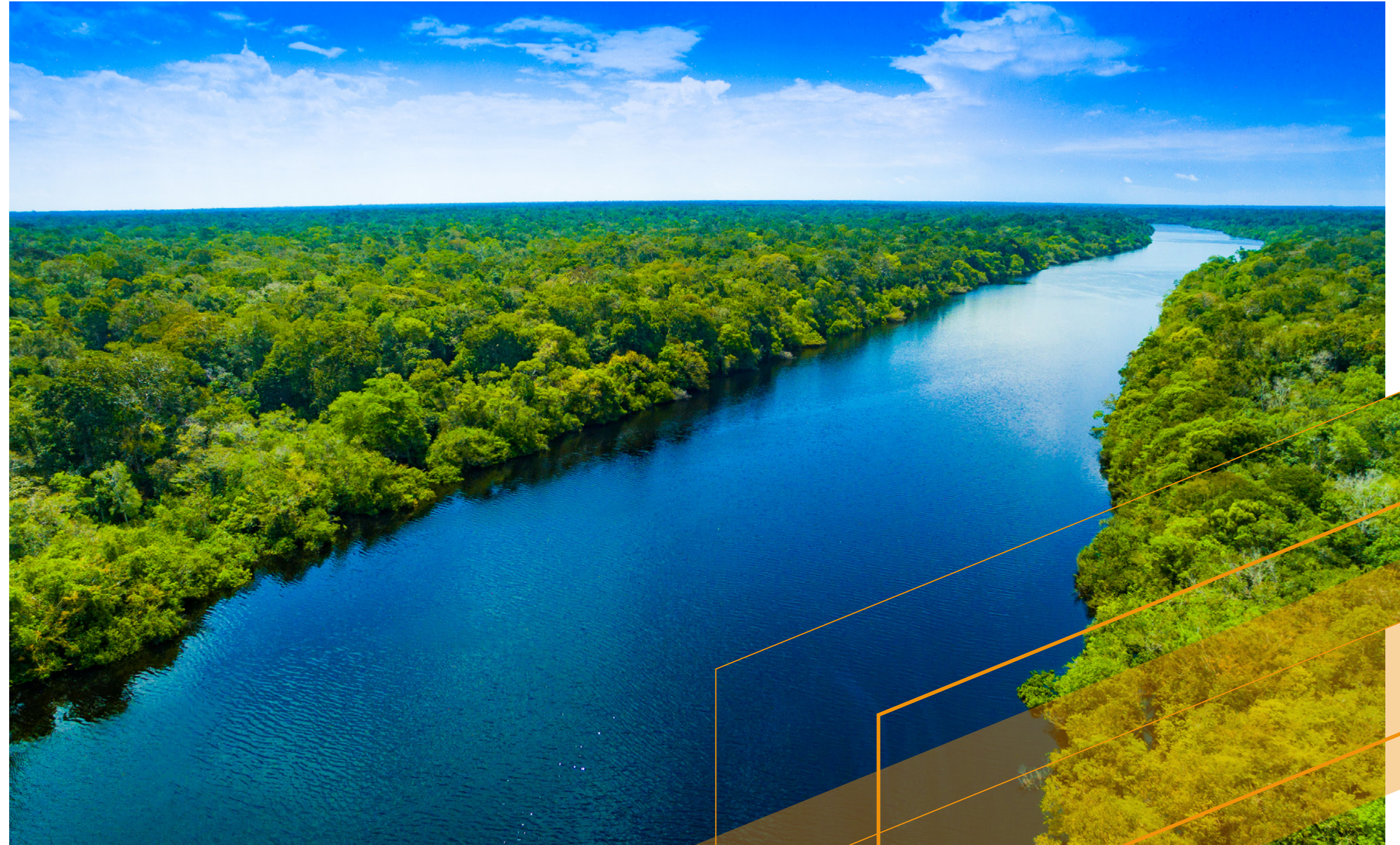
46 Materiality

Sustainable development

We seek, every day, to reimagine Brazilian agriculture through the development of innovative products that meet the needs of rural producers and other customers involved in our value chain. To pursue this goal and meet our growth strategy, we believe in maintaining a robust management, supported by pillars of sustainable development and oriented to the generation of value.

Investments in processes and care related to the ESG (environmental, social, and corporate governance) agenda have always been a priority within Ourofino Agrociência, as we observed great benefits in this stance. Streamlining efforts, reducing risks, anticipating global changes, and positively impacting future generations are just some of the opportunities we see within the ESG agenda.

Our ESG management is conducted in an integrated manner by several sectors of the Company, but with the leadership of the theme focused on our area of People Management and Social Performance.



We have gradually expanded the number of initiatives aimed at business growth that are thought of in a more sustainable and innovative way. To this end, in 2021, we created the Company's first ESG Committee, which brings a complementary vision for leadership decision-making, in addition to discussing issues related to the challenges expressed in the SDGs (Sustainable Development Goals) and, consequently, of relevance to the business and market.

We are at a time when the sustainability aspects and related opportunities are clearer for our teams and have been more inserted in routines and work. Within these advances, some work fronts have proven to be true growth drives for the business. Below, we share some of the main fronts that help us pursue the future ambitions of Ourofino Agrociência and create value for society:

Productive efficiency

Undoubtedly, this is one of the most powerful fronts in the Company. We have made great advances in the improvement and review of processes in general, resulting in a more agile company, with more rational processes and with less socio-environmental impact.

To accelerate this work front, we structured the area of Productive Excellence, which has the responsibility to accelerate this process within the industrial complex of Uberaba (MG), through the development of specific projects and technical training.



Research, development, and innovation

In line with the Company's purpose of reimagining Brazilian agriculture, we invest approximately 2 to 3% of our total revenue annually in research, development, and innovation. Investments are directed to expand our internal capacity through improvements made in experimental stations, purchase of state-of-the-art machinery, structuring of laboratories, entry of new professionals, agreements with research entities, among others.

We cannot fail to mention the continuity of the reimagined product line, which is still under development. This line has solutions with innovative formulations that have a greater capacity to adapt to Brazilian climatic conditions and have characteristics that reduce potential environmental impacts, such as: greater absorption, photoprotection of molecules and greater resistance to rainfall.

Mitigation of socio-environmental impacts

Within this work front, the focus is on the development of initiatives and controls that reduce the operational risks of Ourofino Agrociência and promote a safe environment of great confidence. Therefore, we have a lot of synergy and joint work between the Health, Safety and Environment (HSE) and People Management areas, which provide internal and external initiatives for the inclusion of local communities in social projects, rationalization in the use of natural resources and promotion of a low-carbon chain.

Many of the proposed initiatives involve the incorporation of policies, procedures and standards aligned with the main challenges of the company and society, always linked to the concepts of sustainability and ESG. One of the important topics, for example, are the hostile variations of weather conditions, which can bring great losses to our customers and, consequently, lead to the default in the payment of sales performed in installments. For this topic, it is imperative that we have not only policies to contribute to combating climate change, but a credit team capable of anticipating risk scenarios.

Our credit team acts directly in the field, consolidating and managing information proactively to predict critical situations or even negative trends. This process is reinforced using a credit system that monitors different locations and brings us permanent alerts for decision making. In the last year, after many cycles increasing our procedural efficiency, we managed to zero the Company's default rate, which is a milestone for the company and the market. **GRI 201-2**

Reimagine Protection in the Field

With the reduction of cases of contamination and cooling of the pandemic, we expect to advance with the Company's stewardship program in 2022. The program, called Reimagine Protection in the Field, has as its central goal to disseminate throughout the value chain (mainly to growers) the best practices of application and care with Ourofino Agrociência products. On-site training, delivery of specific booklets, communications, are among the actions planned for this year, among others. We believe in the program as a tool to disseminate knowledge and strengthen the Ourofino brand, in addition to fostering high performance agriculture and with great potential to reduce environmental impacts.

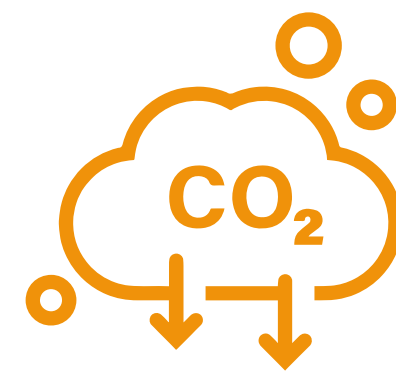


ESG targets with banks

For the strengthening of the ESG agenda and the growth of more sustainable initiatives in the Company, we have two agreements signed with financial institutions based on annual goals and linked to fundamental topics, such as:



Reduction of the generation of liquid effluents from the production of Ourofino Agrociência solutions



Improvement of greenhouse gas (GHG) management with a focus on scope 3



Reduction of electricity consumption in our industrial complex (area lighting)



Creation of an ESG committee



Obtaining ISO 45001 certification

Within the 2021/22 corporate year, we managed to evolve a lot in the proposed challenges and reached 80% of the agreed goals. These actions and the management proposed by the Company to meet each of the goals and our performance are demonstrated throughout the chapters of this report.

In addition to the strategic work fronts commented, we outlined our strategy for sustainable development since 2014, using the materiality process as a guide for the definition of the central themes to be worked on by the company. In the second half of 2022, we will carry out a new review of this process, incorporating the perceptions of the relationship audiences and this is the Company's new moment, considering that the last review was carried out more than 2 years ago.

Products and clients

We believe in a relationship of integrity and transparency with our business partners, always adopting a proactive, direct, and agile stance. We seek proximity with customers and producers from all over Brazil, offering innovative solutions and high-quality products, adapted to the reality of national agriculture.

Our team and commercial activities have undergone, in the last year, many important restructurings carried out to expand customer service, understand their needs and strengthen the relationship. This continuous movement of improvements and internal developments was key to being able to respond to the problems faced by

the crop protection market in 2021.

With the course of the pandemic, exchange rate variations, the reduction of global inventories of primary inputs, reduction of container circulation, logistical delays and port closure were just some of the consequences observed throughout the period. This atypical scenario has set a great challenge ahead of us, as many of the costs involved in the production and development of our products had been changed.

In this way, we had to sit at the table with our customers to develop a strategy that would mitigate this market moment and could mitigate the risks for both

sides. We held numerous meetings with the leaders of our strategic partners and were proactive in communicating and exposing Ourofino Agrociência's strategy for this moment of crisis.

We were very transparent and fair in decision-making and, as a result, we were able to largely reverse the situations of potential insecurity for the Company. Our clients understood the systemic problem presented and, once again, Ourofino Agrociência was able to deliver a great year to shareholders. Our agile, resilient, and aggregating posture shows that we are on the right track and prepared for the big challenges.

Integrated Management System (IMS)

GRI 103-2, 103-3 | 416, 102-11

Every day, our teams are engaged in achieving challenging results that exceed the expectations of our customers and partners distributed throughout the value chain. To this end,, we follow strict management controls at all production stages to deliver a higher level of quality and safety of products, in addition to reducing potential productive impacts on the environment, protecting employees involved in production and generating value to society.

Our processes are structured and organized by an Integrated Management System (IMS) of preventive nature, involving quality, environment, occupational health, and safety topics. In addition to SGI, we have our risk culture, which together with other concepts of sustainability and productive efficiency, improves controls and brings a more holistic and resilient view to the system.

The SGI has specific governance formed by policies, procedures, indicators and documents that guide the teams' processes and work routines, organized by technical and managerial areas that continuously promote investments in the productive areas, team

training and critical analysis. All System guidelines, which are based on national and international regulatory standards and sector-specific legislation, are constantly updated, and trained by the company's employees, and the management indicators are monitored by the leaders.

Annually, we receive a large load of internal and external audits carried out by clients, certifying/ accrediting bodies, and supervisory bodies. This process is managed by our Quality Management team and has the central objective of attesting our level of compliance in relation to legal, regulatory, and contractual requirements, observing the potential risks involved to business partners and other stakeholders.

External audits, for the most part, are carried out by customers and business partners, whose focus is on outsourced production lines set up in the industrial complex to serve them. In this last cycle, we received the recertification audit of the quality standard ABNT NBR ISO/ IEC 17025 and maintenance of the standards ABNT NBR ISO 14001, ISO 9001, ISO 45001.

As a highlight of this year, we made the transition to the ISO 45001 standard: 2018, related to occupational health and safety management. The new standard has common elements found in all ISO management

system standards and uses a simple plan-do-check-act (PDCA) model, which provides a framework for organizations to plan what they need to implement to minimize damage risks. The measures should address concerns that can lead to long-term health problems and absence from work, as well as those that give rise to accidents. ISO 45001 replaces OHSAS 18001, the world's previous reference for workplace health and safety.

At the end of 2021, Ourofino Agrociência obtained another important certification for its activities, the OAS (Authorized Economic Operator) - Level 2 Compliance, issued by the Federal Revenue Service of Brazil.



Certification: ISO 9001:2015
Target unit: Industrial complex of Uberaba (MG) and administrative office of Ribeirão Preto (SP)



Certification: ISO 14001:2015
Target unit: Uberaba Industrial Complex



Certification: ISO 45001:2018
Target unit: Uberaba Industrial Complex

Customer Service and concerns with customers

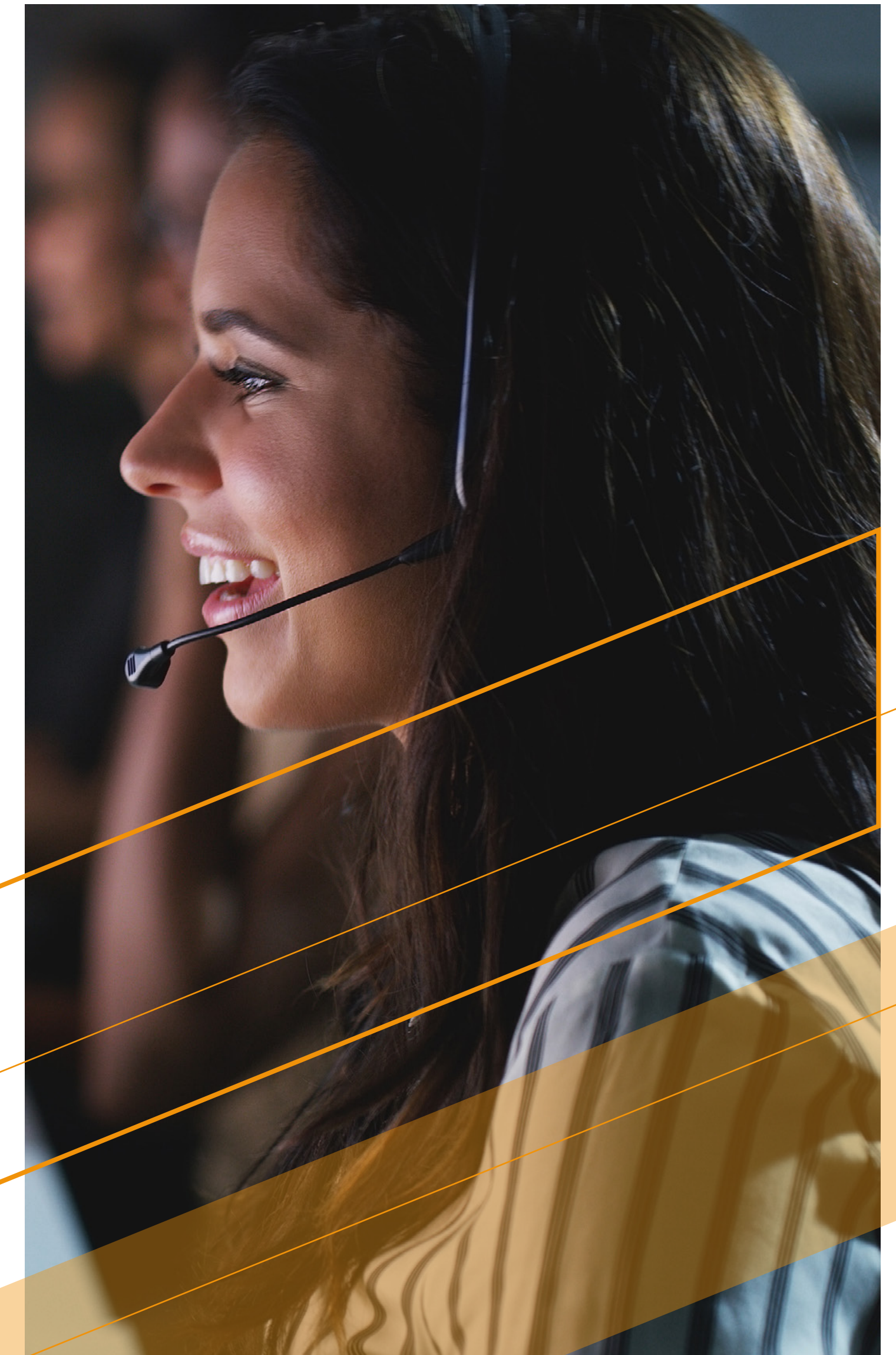
One of our cultural pillars has always been proximity to stakeholders in our value chain. We adopted a proactive and transparent posture for conflict resolution to respond to the different demands coming from the market and seek a constant dialogue with the main commercial fronts represented by retailers, cooperatives, mills and growers spread throughout the national territory.

Our conduct for customer service is guided by the Company's Code of Conduct and other important legislation, such as the Consumer Protection Code. We have ATIVO, a Customer Service Department (SAC) managed by the Commercial Board and structured to receive the main demands of customers, whether via our website, telephone, WhatsApp or even via social networks.

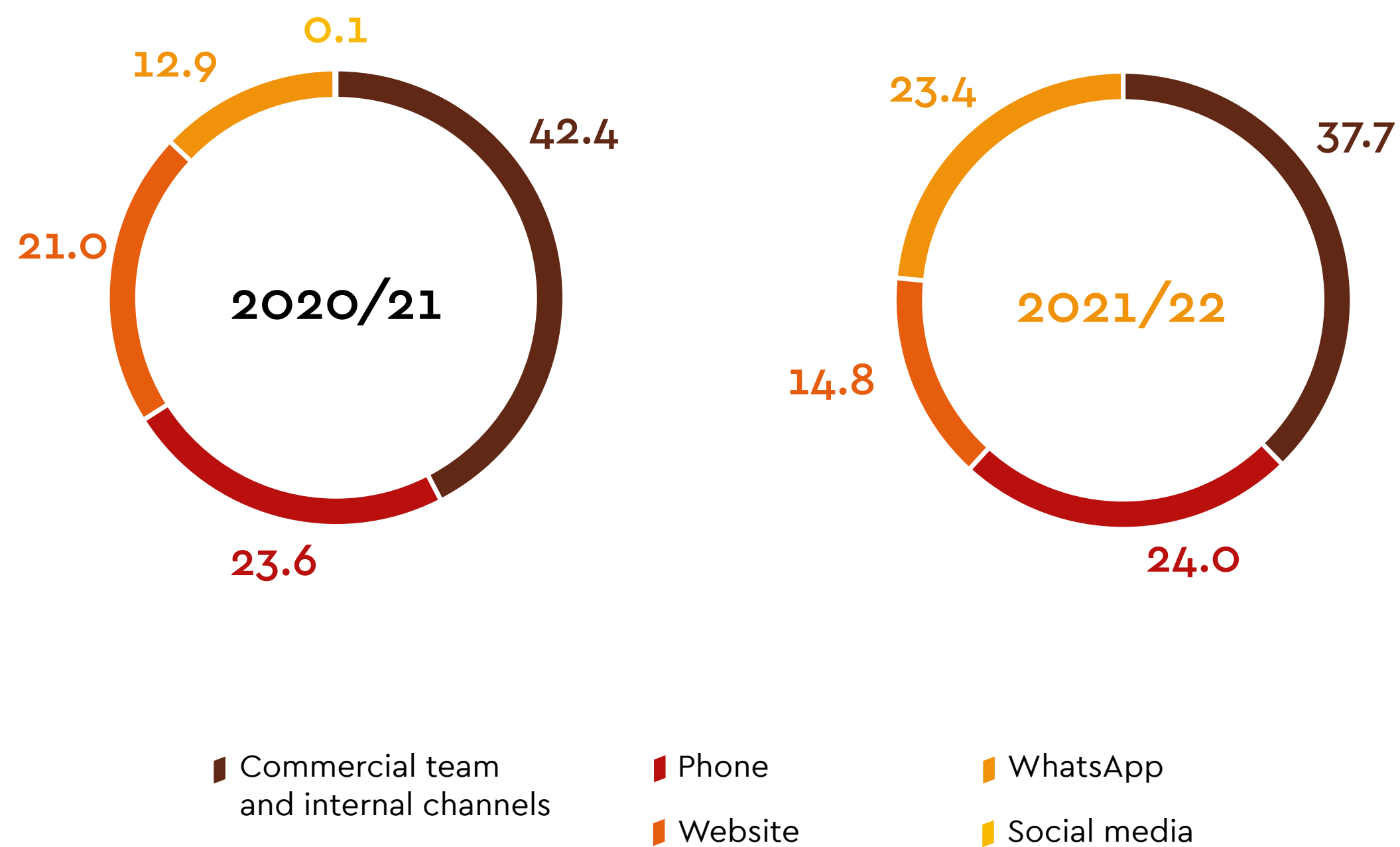
Within ATIVO, the focus is on mitigating potential deviations in product quality and safety, through investigation, taking planned corrective actions and an agile return to claimants. The resolution of deviations

and conflicts is done in an integrated manner and involving different areas, according to the criticality and origin of the demand. Among the demands observed in recent years, we mostly have requests for visits from our representatives and products, technical questions about product use, quality or product performance occurrences, logistics, among others. In addition to the ATIVO, we have other important digital channels that assist us in capturing information and perceptions from our relationship audiences. This information is worked to guide us in making strategic decisions involving these audiences. In general, we use the various digital channels of Ourofino Agrociência to disseminate important advances, product launches, technical information, among others.

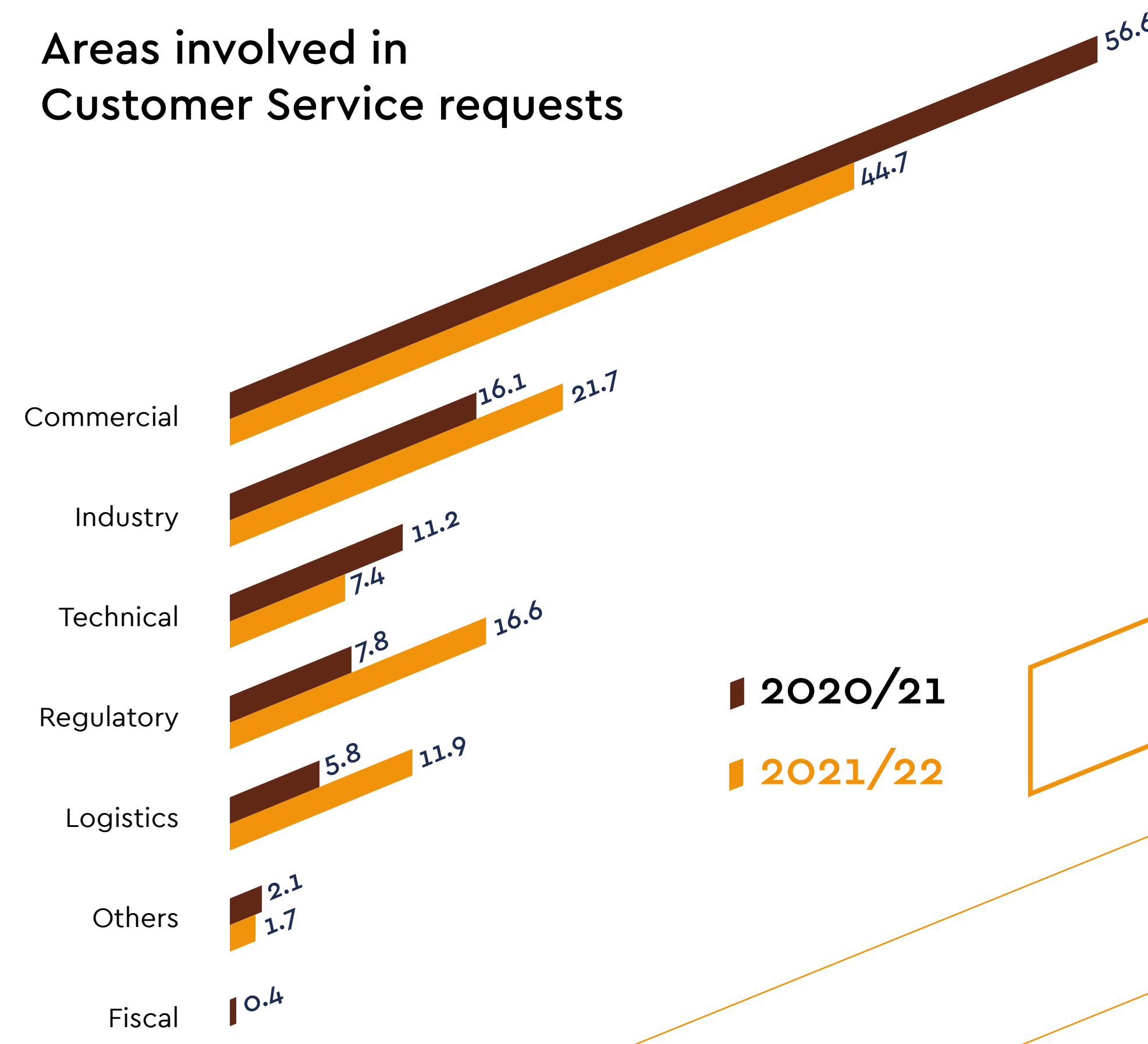
We are very active on LinkedIn, Instagram, Facebook, YouTube and the Ourofino Agrociência website itself, which receives constant updates.



Source of requests received via Customer Service (%)



Areas involved in Customer Service requests



Note 1: The data presented do not consider services related to requests for human resources, product offers, services, and sponsorships.

Note 2: The data referring to the item "Commercial team and internal channels" are related to the occurrences received by the teams and commercial representatives. Occurrences have a certain specificity and are related to occurrences in deliveries, product breakdown, commercial agreement, customer interdictions, among others.

Entries

The last corporate cycle was marked by a series of product launches that were important and strategic for Ourofino Agrociência. We had 7 new high-value-added solutions placed for the cereals market and with emphasis on soy products, which inaugurates an important front, since, currently, this crop comprises the largest agricultural market in Brazil. The new products had a positive impact on the Company and, together, accounted for 5.1% of total revenue.

DistintoBR®

Graminicide composed by one of the most used molecules in drought seasons.

Crops: Cotton, Potato, Sugar cane, Eucalyptus.

Goemon®

Insecticide indicated for the management of pests, among them, caterpillars of difficult control.

Crops: Coffee, Corn, Soybeans, Tomato.

Poderus®

Selective fungicide, with high systemicity and fast translocation, enabling protection in the Initial development.

Crops: Cotton, Coffee, Sugar Cane, Eucalyptus, Corn, Soybeans, Wheat.

Vivantha®

Systemic action insecticide, with broad control spectrum and strong action for many sucking pests.

Crops: Cotton, Rice, Potato, Coffee, Beans, Tobacco, Corn, Soybeans, Wheat.

Esteio®

Esteio® is a selective acaricide to natural enemies.

Crops: Coffee, Citrus, Tomato.

ÍmparBR®

Insecticide.

Crops: Rice, Corn, Wheat.

Pontual®

Complete fungicide for the control and management of Resistance of diseases in soybean crops.

Crops: Soy.



Commercial highlights in numbers



Sugarcane
BRL 419.9 million
in revenue

35% drop



Cereals
BRL 1,346.6 million in
revenue

72% growth



Outsourcing
BRL 106.5 million
in revenue

20% growth



**Sales to
cooperatives**
BRL 312.5 million
in revenue

10% drop

Product labeling GRI 103-2, 103-3 | 417

The information on the packaging, package inserts and other labels of all Ourofino Agrociência solutions is crucial to describe and alert customers and professionals in the field about the correct handling, chemical identification, hazard observation and application of products. We follow strict labeling standards for our products and packaging determined by Brazilian regulatory bodies, such as the National Health Surveillance Agency (Anvisa), the Ministry of Agriculture, Livestock and Supply (MAPA) and the Brazilian Institute of Environment and Renewable Natural Resources (IBAMA).

The information and potential updates present in the Company's materials are monitored by the teams of the RDI, Procurement, Marketing, Health, Safety and Environment (HSE) sectors, in addition to the support of other technical and legal areas. All indications present in the labeling and other communications meet NBR 14.725, including the requirements of land, sea, and air transport. In addition, we also include the guidelines and specifications related to the reverse logistics program managed by the National Institute for Empty Packaging Processing (INPEV), which we are associated with.

Information present in products Ourofino Agrociência GRI 417-1

- ▮ Trademark
- ▮ Product composition
- ▮ Company logo
- ▮ Class and type of formulation
- ▮ Company (address, CNPJ, registration number)
- ▮ Manufacturer
- ▮ Batch or lot number
- ▮ Date of manufacture and expiration
- ▮ Toxicological class
- ▮ Classification of the Environmental Hazard Potential
- ▮ Usage precautions
- ▮ Handler and importer
- ▮ Formulator
- ▮ First Aid Recommendations
- ▮ Usage precautions
- ▮ Telephone for emergency situations

Research, development, and innovation

Delivering products with differentiated, safe formulations that meet the needs of the field with the least possible environmental impact, are goals of Ourofino Agrociência throughout its line of solutions. For this, we continue with large annual investments focused on research and development.

In the last corporate year, this amount reached BRL 33.9 million, representing about 2% of our revenues. The investments, for the most part, are directed at the development of formulations of new more sustainable and efficient solutions, in addition to the establishment of partnerships with entities and research companies throughout Brazil.

Our R&D (Research and Development) and RD&I (Research, Development and Innovation) teams are responsible for several work fronts, which include fundamental steps for the market we are inserted in, from initial phase testing, through validation tests, to studies and development of new formulations.

The test and validation protocols are conducted in laboratories within the Uberaba industrial complex (MG) and in our experimental stations, which are strategically distributed in different regions of Brazil. The geographic choice of these experimental units is made to simulate different edaphoclimatic conditions existing in Brazil.

The protocols applied follow strict Brazilian and international quality standards, in addition to applicable national legal requirements and GLP (Good Laboratory Practices). Field tests are accredited by the Ministry of Agriculture, Livestock and Supply (MAPA) considering, in 100% of cases, the evaluation of impacts on the health and safety of users and professionals involved in the management of solutions within the manufacturing process. **GRI 416-1**

Our main experimental station is in the municipality of Guatapar (SP) and has an area of more than 1,000 hectares.

A good part of the R&D team is allocated in the Experimental Station, and we have a complete labora-

tory structure of greenhouses and vegetation units for conducting studies, developing projects in partnership and training professionals. The structure is a reference among the experimental models implemented in Brazil and allows us to independently carry out 700 studies on average per year.

Dedicated to innovation projects, which include the improvement and development of new formulations, our RD&I team operates within the laboratory structure present in the Company's industrial complex. As part of this structure, we have some of the production lines on a reduced scale, which allows us to test and adjust manufacturing processes before the industrial scale is applied.

The entire development is supported by the Board of Regulatory Affairs, which supports the conduct of the entire legal process of RD&I in search of optimizing the time of launch of new products to the market. To accelerate the development of new formulations and innovation, we have a series of strategic partnerships with researchers and universities throughout Brazil, which guarantee us a wider range of options and a continuous portfolio improvement.

We have some partners currently hired and projects linked to Universidade Estadual Paulista (Unesp) of Jaboticabal and Botucatu, Escola Superior de Agricultura (ESALQ), Universidade Estadual de Campinas (Unicamp), Instituto Agronmico (IAC) of Ribeiro Preto and Empresa Brasileira de Pesquisa Agropecuria (Embrapa).

Innovation and digital transformation

Innovation has always been part of Ourofino Agrociência's DNA and is key to the market we operate in when we think about sustainability and longevity. We are preparing to follow the growth curve projected for the company in the coming years and, for that, we know that we have a lot of work ahead.

We believe in innovation in its broadest form, and we want to incorporate this concept more and more into the routine of our employees. Therefore, this year we established the area of Innovation and Digital Transformation of Ourofino Agrociência. This area was created to optimize and organize all existing innovation-related opportunities and, above all, create innovative solutions with agility, simplicity, and courage.

We are accelerating digital initiatives and projects within the Company, with a new clear strategy to reimagine three pillars, (I) Excellence in operation, (II) Channel performance and (III) Farmer's farming results. So, we may differentiate the company from the market and bring competitive advantages.

In the last year, due to the conditions imposed by the pandemic, we had the opportunity to leverage this transformation. We kept the professionals working from home, offering adequate structural conditions and digital tools so that everyone could perform their role in the best possible way, minimizing social distancing and increasing their level of collaboration and productivity.

This year, we had a great technological investment with the structuring of more projects and initiatives focused on the digital journey of Ourofino Agrociência. All this effort reflects our desire to grow and reimagine agriculture in Brazil, knowing that technological growth and digital evolution are driving forces for our future ambitions.

Our strategic ambition is to be a reference in the digital transformation of Brazilian agribusiness until 2027, with actions and projects connected to the three pillars mentioned, supported by an intense development work. This process directly involves our Academy of the Future, inclusive innovation, and awareness events, thus creating multipliers of our DNA.

We invested around BRL 800,000 in SAP Fiori technology and hardware, expanding the digitization of processes in general, always in search of efficiency and reducing waste generation. During the year, 14 new robots for process automation were incorporated into the industry. Another highlight is the implementation of the new SAP Rise S/4 HANA, with its go-live projected for the beginning of 2023.

And for the next few years, we will have great advances, since our projected investments are already double the amount contributed in 2021/22, which demonstrates the Company's momentum and how it believes in its digital journey.



Advances in innovation and digital transformation structure

BRL
2 million

invested in structure, database cleaning, and data architecture



We applied the 1st corporate maturity survey

160h

of training and talks with an average audience of 130 employees



Delivery of the corporate university platform.

Advances in new digital business

- Definition of the company's 26/27 strategy, divided between innovation and digital business hubs;
- Development of digital products for customers;
- Integration of digital channels and customer service.

With the increasing use of digital systems and technologies, we observe in the market the growth of cases of cyberattacks. With a focus on keeping us protected and mitigating potential risks, we have also invested in modern data security environments. We know that this intangible asset is of great importance to the Company, and we monitor the integrity of our systems in real time, as well as the digital bases.

Knowing this, in the last corporate year we have developed a series of additional protections for the company, such as phishing and pentest testing, in

addition to the adoption of cutting-edge antivirus and anti-spam solutions. This care has ensured a safe environment in the past period, and we have not recorded any adverse impacts or vulnerability situations related to cyberattacks. **GRI 418-1**

Digital investments bring us a higher level of security and are continuous in our operations, always in conjunction with legal and regulatory updates on topics such as privacy and data protection. With the General Personal Data Protection Law (LGPD) coming into force in 2020, we have strengthened our policies and processes to keep us aligned with legal requirements and, above all, maintain a high level of integrity and security, including with our communication channels prepared to receive any report related to the topic. **GRI 418-1**

How we think about digital transformation

We aim to involve the entire value chain of the Company in our digital journey, transforming the current reality by understanding the internal and external views of the main stakeholders and acting with our eyes in the future.

External optics

Understand the needs of customers, business partners and how to connect and expand our interaction.

Internal optics

Understand the best way to structure ourselves to evolve and create digital solutions to generate value to target audiences in an agile and accurate way.

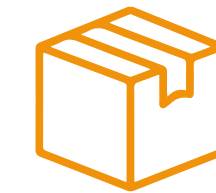
What we want

- ▮ Exceed expectations and retain customers and business partners.
- ▮ Expand our level of digitization;
- ▮ Streamline resources and processes;
- ▮ Create value for customers and value chain.



Operational excellence

This year, we have followed our strategic evolution to support the Company's growth through initiatives and projects focused on efficiency in general. Below, we share the main projects developed in our industrial complex, led by the Industrial Excellence team.



Standardization of secondary packaging for product lines

We decreased and standardized the dimensions of the box of some products, following the packaging standard of Velpar K (-33%) and decreased the size of the internal plastic bag (-10%). As a result, we were able to optimize the product without financial investment, just by rethinking the design. The work involved the RD&I, Procurement, and Industrial Excellence teams.

Benefits observed:

- Estimated reduction of 15 tons of cardboard per year;
- Indirect reduction of 8,000,000 liters of water per year, considering that 540 liters of water are required to produce one kilogram of cardboard;
- Expansion by 100% of the volume of product storage per pallet;
- Reduction of 50% of trips for transportation of the product.



Productivity in formulation units

During an event in the last quarter of 2021, our teams conducted assessments based on Kaizen methodology in the industrial complex, considering their work environments. With this exercise, we had many opportunities for improvement raised and implemented in 2022.

Benefits observed:

- Shorter cleaning time due to the elimination of unnecessary or underused parts and pieces;
- Increased efficiency and rationalization of labor due to procedural improvements;
- Elimination of risks to employees due to structural modifications of equipment;
- Lower water consumption during tank cleaning;
- Reduction of decontamination time and generation of effluents;
- Reduction of setup time by 16%, exceeding the target of 15%.

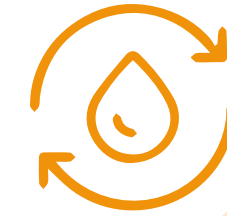


Implementation of the Oransys System

In line with the Company's digitalization process, we implemented a software for monitoring routines and generating productivity indicators. In real time, we started to measure dozens of detailed information on performance, availability, stops/reasons, among others. The system is still able to generate notifications by cell phone or email to managers.

Benefits observed:

- ▮ Indirect savings of approximately 170,000 liters of water, considering the annual volume we stopped consuming of paper and the amount of water required for its production;
- ▮ Reduction in the generation of residues



Reuse of product water

During each decontamination process to produce a new product, 12,000 liters of water + residues of the previously formulated product are generated. Considering that we repeat this process 100 times a year, 1,200,000 liters of water are used. The objective of the project was to reuse the water during the formulation of the product in which the decontamination water was generated. Several tests and analysis were necessary for the release of the project, including adjustments in the process so that there was no change in the grinding time, microbiological analysis of the product formulated with the reuse of water and stability test of all Ourofino products produced in the target units.

Benefits observed::

- ▮ Lower water consumption during tank cleaning;
- ▮ Reduction of waste and effluent generation by 80%.








Partnerships and supported initiatives

GRI 102-12, 102-13

We support and participate in a series of voluntary and sectoral initiatives that allow us to advance in the management of more responsible processes and in the construction of value for society. In addition, these associations are fundamental in observing market trends and expanding the Company's area of influence.

Below, we list the main institutions and initiatives to which we have some link or even support.

	Partner's mission	Relationship Status
	Represent and promote the defense of the common rights and interests of its members, participation, and defense of the sector in collective bargaining and collaboration with the government, as a technical and advisory body in the promotion of a predictable, transparent, and science-based regulatory framework.	Associate and participant of the Board of Directors.
	Promote Brazilian industrial development in fine chemistry, biotechnology, and its specialties.	Associate and participant of the Technical Board.
	Promote the correct disposal of empty packaging from agrochemicals manufacturers.	Associate and participant of the Board of Directors.
	Gather, produce, and disseminate information, based on science, aimed at the conservation of Brazilian biodiversity and the harmonious and sustainable coexistence of agriculture with bees and other pollinators.	Sponsor.
	Foster research and development of works with plant protection products, in addition to participating in the main strategic discussions on fungicide resistance management in the country.	Associate.

Partner's mission**Relationship Status**

Promote the correct use of crop protection products in Brazilian agriculture to protect crops and contribute to guaranteeing people's basic right to food, respecting beekeeping, protecting bees and the environment

Sponsor.



HRAC-BR
Comitê de Ação a
Resistência aos Herbicidas

Encourage research, training, dissemination and development of work in weed resistance to herbicides, in addition to supporting good agricultural practices to prevent and mitigate the problems of weeds resistant to herbicides in different crops.

Associate.



Comitê de Ação à Resistência a Inseticidas
Brasil

Foster research and development of works with plant protection products, in addition to participating in the main strategic discussions on the management of resistance of pests to insecticides and acaricides in the country.

Associate.



INSTITUTO PROHUMA DE ESTUDOS CIENTÍFICOS

Develop a database (scientific) and exposure data of rural workers handling crop protection products in Brazil.

Associate.



Association of specialists, institutions, and companies active in the fronts of research and development of technologies in four essential areas for sustainable agricultural production - germplasm, biotechnology, agrochemicals and biological products.

Associate.



Programa Brasileiro
GHG Protocol

Encourage corporate culture for the preparation and publication of greenhouse gas (GHG) emission inventories, providing participants with access to international quality instruments and standards.

Adherent and follower of the guidelines.



INTEGRATED
REPORTING <IR>

Assist companies and governments to understand and communicate their impacts on critical sustainability issues such as climate change, human rights, governance, and social welfare.

Adherent and follower of the guidelines.

Materiality

GRI 102-21, 102-40, 102-42, 102-43, 102-44, 102-47

For Ourofino Agrociência, the material topics are those with the capacity to affect our future ambitions and the creation of value for the Company in the short-, medium- and long-term horizons. We aim to understand the real impacts of our activities from the perspective of different stakeholders and, thus, become part of the solution before society.

This continuous process of evolution of our materiality is carried out based on the methodology of the Global Reporting Initiative (GRI). The themes considered material, together with other priorities defined by the leadership, form the strategic pillars of Ourofino Agrociência in sustainability and ESG.




The material themes of this report remained the same as in the last fiscal cycle. For the second half of 2022, we anticipate a complete review of the materiality, when we will align the ESG and sustainability priorities to the new moment of the Company.


The current materiality was built through a process carried out in 2019, which involved about 90 participants from the company's main stakeholders. Employees, suppliers, public agents, customers, financing entities, among others, were consulted. The process was carried out in four stages and lasted three months, in which the Company's internal and external views were combined in a list of six central topics, namely:

- Innovation, research and knowledge;
- Quality and product safety;
- Long-term partnerships;
- Business integrity;
- Compliance and certification;
- Commercial strategy.

The list of material topics is our basis for selecting the GRI indicators that will be part of the Annual Report, in addition to observing their connections with the United Nations Sustainable Development Goals (SDGs). This additional exercise allows us to calibrate the real impact against the society demands. These links and relationships are presented in the following table.

Material topics and GRI 103-1

Material topic	Related GRI	SDG Correlation	Capital correlations	Where the impact takes place	Affected audiences
<p>Innovation, research, and knowledge</p> <p>Develop innovative solutions adapted to the reality of Brazilian agriculture, which can generate positive impacts on society and producers.</p>	<p>404 Training and education</p> <p>415 Public Policy</p>		<p>Natural</p> <p>Human</p> <p>Intellectual</p> <p>Finance</p>	<p>In and out of operations</p>	<ul style="list-style-type: none"> ▮ Employees ▮ Society ▮ Clients
<p>Product Safety and Quality</p> <p>Maintain the highest standard of quality and safety for the solutions developed by the Company, including compliance with normative, legal, and other standards subscribed by the organization.</p>	<p>404 Training and education</p> <p>416 Customer health and safety</p> <p>417 Marketing and labeling</p>		<p>Manufactured</p> <p>Human</p> <p>Social and Relationship</p>	<p>Out of operations</p>	<ul style="list-style-type: none"> ▮ Government ▮ Society ▮ Clients
<p>Long-term partnerships</p> <p>Establish lasting relationships with the different and sectors present in our value chain, which value common principles and thus ensure positive interdependence based on respect, operational excellence, and trust.</p>	<p>203 Indirect economic impacts</p> <p>204 Purchasing practices</p> <p>308 Environmental assessments of suppliers</p> <p>408 Child labor</p> <p>409 Forced labor or analogous to slave labor</p> <p>412 Human Rights</p> <p>413 Local communities</p> <p>414 Social evaluation of suppliers</p>		<p>Social and Relationship</p>	<p>In and out of operations</p>	<ul style="list-style-type: none"> ▮ Suppliers ▮ Clients

Material Topic	Related GRI	SDG Correlation	Capital correlations	Where the impact takes place	Affected audiences
<p>Business Integrity</p> <p>Meet the requirements set out in our policies and commitments, protecting the Company's values, and keeping us aligned with the expectations of full and transparent performance of our stakeholders.</p>	201 Economic performance 202 Market presence 203 Indirect economic impacts 205 Fighting Corruption 206 Anti-competitive behavior 401 Employment 405 Diversity and Equal Opportunities 406 Nondiscrimination 407 Freedom of association and collective bargaining 412 Human Rights 415 Public Policy 418 Customer Privacy Violations		Financial Manufactured Natural Human Intellectual Social and relationship	In and out of operations	<ul style="list-style-type: none"> ▮ Employees ▮ Society ▮ Suppliers ▮ Government ▮ Clients ▮ Funding entities
<p>Compliance and certification</p> <p>Keep the Company's Integrated Management System (IMS) updated and aligned with the concept of continuous improvement, sustainability and ESG, ensuring the brand's certifications and reputation.</p>	302 Energy 303 Water 304 Biodiversity 305 Emissions 306 Effluents and waste 307 Environmental Compliance 403 Occupational health and safety 404 Training and education		Manufactured Natural Human Social and relationship	Out of operations	<ul style="list-style-type: none"> ▮ Environment ▮ Clients
<p>Commercial strategy</p> <p>Maintain strategic actions in the commercial field aligned with the Company's personality and, thus, differentiate us in the agricultural crop protection market.</p>	201 Economic performance 419 Socioeconomic compliance		Financial Social and relationship	In and out of operations	<ul style="list-style-type: none"> ▮ Clients ▮ Funding entities

Result and performance

50 Finance

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Finance

GRI 103-2, 103-3 | 201

Austerity, transparency, and integrity are the guiding pillars of financial management and the basis of the market relations built by Ourofino Agrociência since its foundation.

In this last corporate year, we faced another challenging and year which was full of nuances and tested the Company's entire ability to respond to moments of crisis. The market for agrochemicals was greatly affected by the pandemic, directly and indirectly, with consequences for the entire value chain. We went through exchange rate variations never seen in our market, reduction in the supply of agricultural inputs with the consequent increase in these items, explosion in sea freight costs, interruptions in global production chains. In addition to the production shutdown in Chinese factories (our main input market) and the shortage of containers.

Thus, we had to be agile and our leadership, together with the entire executive body, was very resilient and able to respond in a timely manner. We made a change of route in our business strategy and managed to overcome the difficulties and risk scenarios imposed by the pandemic, resulting in another great year for Ourofino Agrociência, where we reached the historical mark of 1.8 billion revenues.

We are very proud of the results achieved and we know that it is a collective achievement, of an incredible team who is passionate about victory.



Financial performance in numbers

The following are the comparisons and variations of the Company's main financial ratios considering the fiscal year from April 1, 2021, to March 31, 2022.

As a general result, our net revenue was increased by 21.6% compared to the previous year, reaching the mark of BRL 1,746.3 million. Our adjusted EBITDA was BRL 175.8 million and adjusted net income closed at BRL 138.9 million, which represented an increase of 54.6% when compared to the previous period.

Main indicators (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Net revenue	1,436.3	1,746.3	21.6
Cost of sales	(1,113.8)	(1,410.1)	-26.6
Adjusted gross profit*	322.5	336.2	4.3
Net expenses	(129.4)	179.3	25.9
Adjusted operating income	180.3	156.9	-13.0
Operational margin (%)	12.6	9.0	-3.6 p.p.
Net financial result	58.2	-19.0	-67.4
Income and social contribution taxes	32.2	1	165.6
Adjusted net income	89.9	138.9	54.6
Net margin (%)	6.3	8.0	1.7 p.p.
Adjusted EBITDA*	197.9	175.8	-11.2
EBITDA Margin (%)	13.8	10.1	-3.7 p.p.

Note: (*) In 2019/20 and 2020/21, we did not acknowledge net income and adjusted EBITDA.

Net sales revenue by segment (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Sugarcane	611.6	395.8	-35.3
Cereal and Grains	743.2	1,257.6	69.2
B2B(products)	34.3	38.3	11.6
B2B (services)	41.7	54.3	30.2
Other	5.5	0.2	(95.8)

Note: In 2021, we did not acknowledge adjusted expenses.

The cereals/grains segment showed a strong net revenue growth of 69.2% compared to the previous period, accumulating a net revenue of BRL 1,257.6 million. This significant result was driven by the strategic commercial focus on this segment, associated with the launch and campaigns of new products. The highlights in the year were due

Gross profit per segment (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Sugarcane	156.5	74.9	-52.1
Cereal and Grains	139.7	240.7	72.3
B2B(products)	2.6	2.3	-11.4
B2B(services)	18.6	18.4	-0.7
Other	5.1	(0.1)	-101.6

to the good performance of Off Road, Vivantha, Teburaz and SingularBR products.

The sugarcane segment fell 35.3% year-over-year, due to difficulties in the availability of active ingredients in the market, reduction of margins and exchange rate variation.

Expenses (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Sale, general, administrative, and other expenses	(129.4)	(162.8)	25.9
Percentages on net revenue (%)	8.9	9.3	0.3 p.p.

Note: In 2021, we did not acknowledge adjusted expenses.

Expenses for the year totaled BRL 162.8 million, an increase of 25.9% year-over-year and an increase of 0.3 p.p. in net revenue. The increase was mainly due to expenses with reinforcement in the back-office structure, both administrative and commercial, application of collective bargaining in the year of 11% against 4.8% of the previous year and increase in the provision for payment of Profit Sharing (PLR).

EBITDA and EBITDA margin (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Adjusted EBITDA	197.9	175.8	-11.2
EBITDA Margin (%)	13.8	10.1	-3.7 p.p.

Note: In 2021, we did not recognize adjusted EBITDA.

In the period, we added an EBITDA of BRL 175.8 million, representing a reduction of 11.2% compared to the same period of the previous year. This reduction is related to the difficulties imposed by the pandemic and that affected the sector in general in 2021, with emphasis on the strong exchange rate variation, closing of ports in China, and delay in receiving assets.

Finance income (costs) (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Net financial result	58.2	19.0	67.3

Note: In 2021, we did not acknowledge adjusted expenses.

The adjusted net financial result decreased 67.3% compared to the previous year, reaching BRL 19 million. The reduction in financial expenses/revenues is mainly due to the increase in income from financial investments and the adjustment to the present value of sales, offset by the increase in interest on loans due to the increase in the SELIC rate and the increase in interest rates for external funding. The purpose of derivative instruments is to protect exchange variation and for the year 2022, there was an improvement in the effectiveness of the contracted hedge.

Net Income (BRL Million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Adjusted net income	89.9	138.9	54.6
Profit margin (%)	6.3	8.0	1.7 p.p.

Net income was BRL 138.9 million with a net margin of 8%, reflecting an increase of 1.7 p.p. when compared to the previous year. This positive result reflects the correct mitigation strategy adopted during the second half of 2021, facing another year of pandemic, and considering all the consequences resulting from it.

Indebtedness (BRL million)

	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)	Variance (%)
Bank debt (net of derivatives)	472.2	487.2	3.2
Cash and cash equivalents	356.7	545.6	53.0
Net debt	115.5	(58.4)	-150.5

On March 31, 2022, the Company's net debt was negative in the amount of BRL 58.4 million, a reduction of 150.5% compared to the previous year, mainly reflecting the higher generation of cash flow from financing activities, which came from shareholders' capital contribution in the amount of BRL 250.0 million.

The Company deleveraged in terms of financial operations, settling more liabilities than raising funds in the market.

Aging of bank indebtedness (BRL million)

	Variance (%)
2022	108.5
2023	64.0
2024	253.8
2025	40.9
2026	7.6
2027	3.1
2028	2.2
2029	2.2
2030	2.2
2031	2.2
2032	0.5

Economic added value (BRL)

GRI 201-1

	March 2020 (closing fiscal year)	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)
Prescription			
Gross sales of products and services	1.274.534,763	1,493,720,310	1,848,993,502
Other revenues	251,513	3,264,035	(1,970,240)
Revenues related to the construction of own assets	19,659,953	19,262,631	15,577,764
Estimated Losses on credits for doubtful accounts	(2,577,458)	243,403	896,294
Subtotal	1,291,868,771	1,516,490,379	1,863,497,320
Inputs acquired from third parties			
Cost of products, goods, and services sold	(834,667,390)	(1,033,507,998)	(1,347,526,794)
Materials, energy, third-party services, and others	(128,615,823)	(137,492,696)	(149,942,858)
Asset Value Loss / Recovery	(3,167,071)	(264,779)	(281,150)
Subtotal	(966,450,284)	(1,171,265,474)	(1,497,750,802)
Gross added value	325,418,487	345,224,906	365,746,518
Depreciation and amortization	(13,801,853)	(17,628,238)	(18,928,053)
Net value added produced by the entity	311,616,634	327,596,667	346,818,466
Added value received in transfer			
Equity accounting results	-	-	-
Financial income	247,185,581	165,299,174	221,017,666
Others	84,397	2,247,855	679,626
Total added value to be distributed	558,886,611	495.143.696	568.515.758

Distribution of economic added value (BRL)

GRI 201-1

	March 2020 (closing fiscal year)	March 2021 (closing fiscal year)	March 2022 (closing fiscal year)
Personnel			
Direct compensation	68,683,890	71,252,025	82,750,110
Benefits	14,363,418	18,560,283	21,399,841
Fund For Length of Service (FGTS)	4,636,377	5,273,152	6,413,316
Taxes, fees, and contributions			
Federal	47,582,804	46,840,643	1,069,130
State	27,843,030	27,618,516	32,195,908
Municipal	120,878	101,605	308,258
Third-party Capital Compensation			
Interest Rates	302,754,654	230,239,686	316,203,843
Rentals	2,884,802	2,495,226	3,003,712
Others	2,741,984	2,905,338	5,151,588
Compensation on equity capital			
Interests on equity capital	20,000,000	19,500,000	-
Dividends	2,477,733	4,644,215	23,754,762
Retained Earnings/Loss for the Year	67,274,775	65,713,007	76,265,289
Participation of non-controlling interests in retained earnings	-	-	-
Value added to be distributed	558,886,612	495,143,696	568,515,758

People who shine

GRI 103-2, 103-3 | 401, 103-2, 103-3 | 405

We are very proud of our multicultural team of dedicated professionals who, every day, transform into reality the ideals present in the purpose of Ourofino Agrociência. Our team is made up of people with courage, boldness, and the ability to achieve the impossible.

Caring for people has always been a vocation of the company and, more than ever, it is one of the main growth drives of Ourofino Agrociência. We value individuals' differences and understand their power in building and growing successful teams. For this, we provide a favorable environment for the development of all, focused on the construction of value for society.

We have an amazing team of 483 employees. Most are distributed in the cities of Ribeirão Preto (SP) and Uberaba (MG), where the administrative office and the industrial complex are located, respectively. The rest of the workforce is spread across other operations in Brazil and China.



We seek balanced groups and environments, where each professional can develop and value their work, regardless of gender, creed, race, age, customs or traditions, etc. This respectful practice is a rule in Ourofino Agrociência and is guided by our Code of Conduct.

To achieve all the business goals projected for the coming years, we celebrated, in April 2021, the structuring of the new Board of People Management and Social Performance. Throughout the year, the Board promoted a series of important restructuring in processes and business areas, making the company more competitive and attractive compared to other players in the market.

The changes range from reviews of the evaluation and compensation programs, through the review of benefits, to the creation of the Inclusion and Diversity Committee and our Corporate University. Actions were also taken to remedy the generation of company data and information, which must be worked strategically, including to facilitate compliance with the General Data Protection Law (LGPD).

Professionals by employment contract and gender GRI 102-8

	2019/20	2020/21	2021/22		
			Men	Women	Total
Effective professionals (Brazil)	415	434	354	122	476
Effective professionals (China)	7	7	6	1	7
Temporary professionals (Brazil)	42	1	5	3	8
Third party professionals (Brazil)	117	12	88	40	128

Note 1: We consider all professionals listed on our payroll as effective, including apprentices.

Note 2: All data is compiled by payroll.

Note 3: The data presented do not consider trainees. Regarding the interns, on March 31, 2022, we had 4 men and 3 women on the payroll.

Note 4: In Brazil, our distribution of effective professionals is as follows: 420 in the southeast, 32 in the Midwest, 14 in the south, 9 in the northeast and 1 in the north. For temporary workers and third parties, we have 8 and 128 respectively, allocated in the southeast.

Programs and benefits offered

Our care for people is genuine. Therefore, we make a point of offering a series of benefits that surprise and delight our internal audience. This wide range of benefits offered to Ourofino Agrociência professionals consider their local needs, market practices, union deliberations and quality of life.

With the structuring of the new Board of People Management and Social Performance, we invested in reviewing the benefits offered by the company, which include permanent, trainee and temporary professionals. These changes were promoted to make the Company more attractive and competitive in the market in which we operate.

As a highlight, we can mention the incorporation of the working from home scheme for administrative activities, now as an official modality of hybrid work in the company. To strengthen the practice and bring adequate conditions, we started to provide ergonomic kits and cost assistance to the company's employees.

We also look critically at important benefits such as our medical coverage, which is in the process of renegotiation, to improve the services offered. We cannot fail to mention, as in previous years, the special attention given to the granting of maternity and paternity leave within Ourofino Agrociência. In 2021/22, we approved 3 maternity leaves and 6 paternity leaves, obtaining a maintenance fee for these professionals after 12 months from their return of 100% and 83.3%, respectively.

GRI 401-3



Portfolio of benefits offered GRI 401-2, 403-6

	Effective	Interns	Temporary	Extensible for dependents
Life insurance	■	■	-	■
Medical assistance	■	■	-	■
Dental assistance	■	■	-	■
Private pension	■	-	-	-
Profit sharing	■	-	-	-
Food voucher/basic food staple	■	■	■	-
Meal voucher /on-site meal	■	■	■	-
Transportation / parking	■	■	■	-
Gympass	■	■	-	■
Labor gymnastics	■	■	■	-
Day Care Allowance	■	-	-	-
Christmas food staple and / or card	■	■	-	-
Birthday present	■	■	-	-

	Effective	Interns	Temporary	Extensible for dependents
Baby kit	■	■	-	-
Dinner voucher for time of service (every 5 years)	■	-	-	-
Bonus for time of service (10, 15, 20 and 25 years)	■	-	-	-
Afternoon Snack	■	■	■	-
Wedding present	■	-	-	-
School supplies	■	-	-	-
Reimbursement for children with disabilities	■	-	-	-
Educational grant	■	-	-	-
Gifts on commemorative dates	■	■	-	-

Union and labor relations GRI 102-41

We maintain a long-standing and close relationship with the entities representing our professionals. We have an annual calendar established with each of the institutions, carrying out important negotiations and discussions on social topics and topics of interest to workers, such as working conditions and salary adjustments.

This year we have approached the unions to present our variable compensation program, Ouro Plus

and the new work schedules at the Uberaba (MG) industrial plant, which now adopts the Marshall Journey, allowing employees to spend more time with their families.

We maintained two collective agreements aligned with the needs and expectations of the parties involved, the professionals of the industrial complex, who represent 45.2% of the workforce, supported by Stiquifar (Union of Workers in the Industries of the Manufacture of Alcohol, Plastics, Cosmetics, Fertilizers, Chemicals and Pharmaceuticals) and the other professionals, who make up 54.8% of the workforce, covered by the SEAAC (Union of Employees of Autonomous Trade Agents and Advisory, Expertise, Information and Research Companies and Accounting Services Companies of Ribeirão Preto). As for the professionals allocated in China, we follow the local labor laws.

Hiring and remuneration

We aim to retain and attract the best professionals in the market, so that together we can make the ideals expressed in our purpose a reality. Our People Consulting area is liable for the new hires and the conduct of the attraction processes, always employing maximum transparency and valuing technical criteria, regardless of who performs the process or function in question.

The Company's remuneration and awards are determined by strictly technical criteria, added to market references, such as: sectorial research and benchmarking. Also, this year, we incorporated another salary survey as a basis to maintain our competitiveness in the face of competition. The salaries of men and women follow the same ranges in the company and no significant differences are observed in the payroll.

We have also improved the talent attraction process and instituted a new variable compensation program, called Ouro Plus. The program was structured to value the company's employees who stand out, promoting great annual awards and with coverage for the entire operation. The new requirements for evaluation based on cultural pillars are inserted in the program.

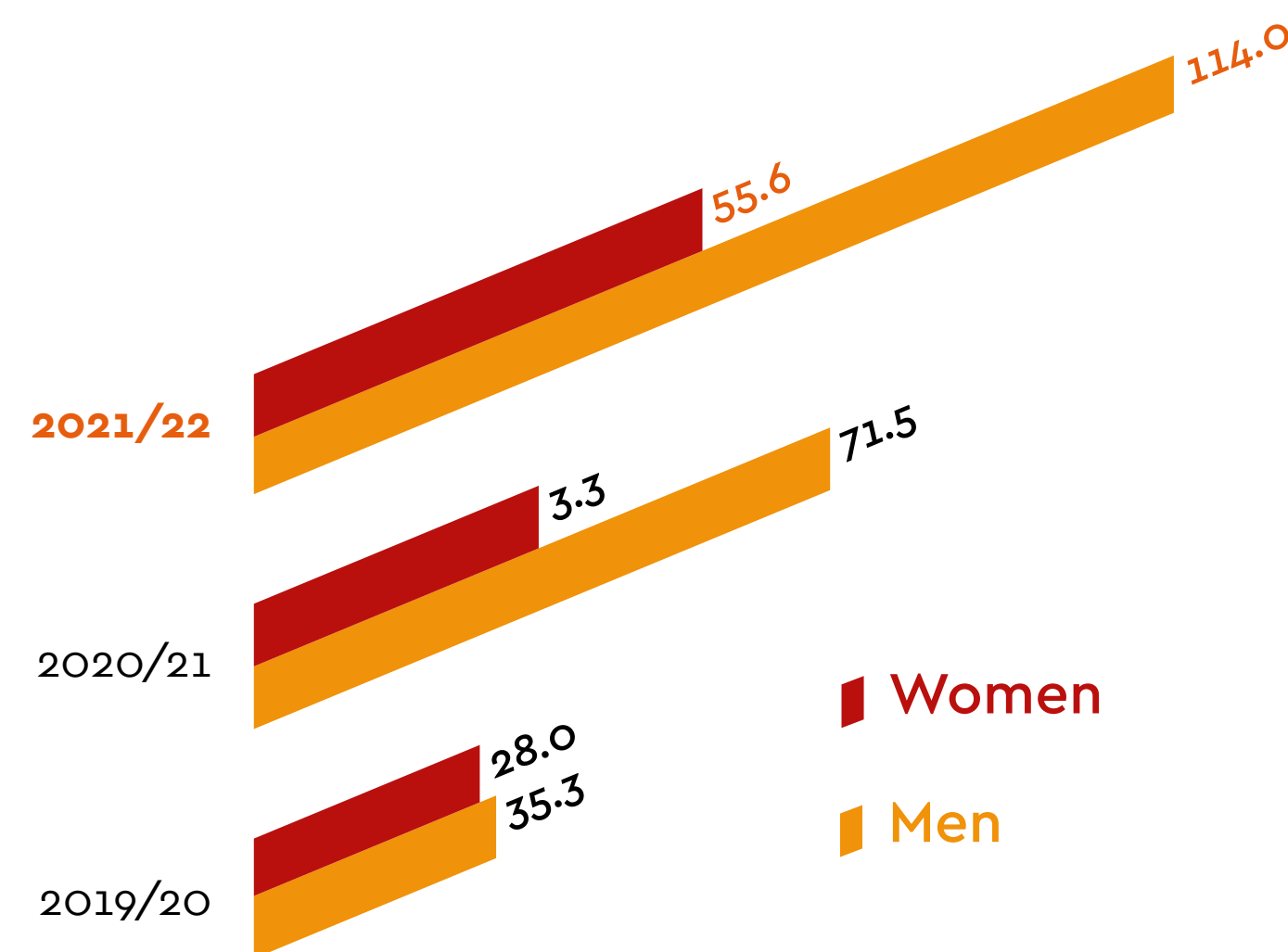
On the other hand, the remuneration of the executives with the highest decision-making level is the responsibility of the shareholders, who, together with the People Management area, determine the remuneration based on market research. We also established an ILP (Long-Term Incentive) program with virtual actions and five-year liquidity for the Executive Officers.

Corporate University GRI 103-2, 103-3 | 404

Thinking about strengthening our intellectual capital and bringing a higher level of training to everyone in the Company, in December 2021, we launched Uni Ourofino Agro, our Corporate University. The University has three physical libraries, located in the company's main operations, and a digital platform that allows everyone remote access to several courses.

We consider the new structure as a strategic and continuous learning tool, in which the priority is to evolve everyone's professional and personal skills, aligned with the values and purpose of Ourofino Agrociência. In the structure of the University, we centralized the entire training and qualification grid of the company. We increased our average training hours for men by more than 59% and for women by more than 57%. These significant advances demonstrate the importance of the University in the productive and intellectual future of the company. It is divided into six academies, namely the Sales, Leadership, Solutions, Technical, Cultural and the Future Academies. Thus, everyone has the possibility of finding content that interests them and contributes to their improvement.

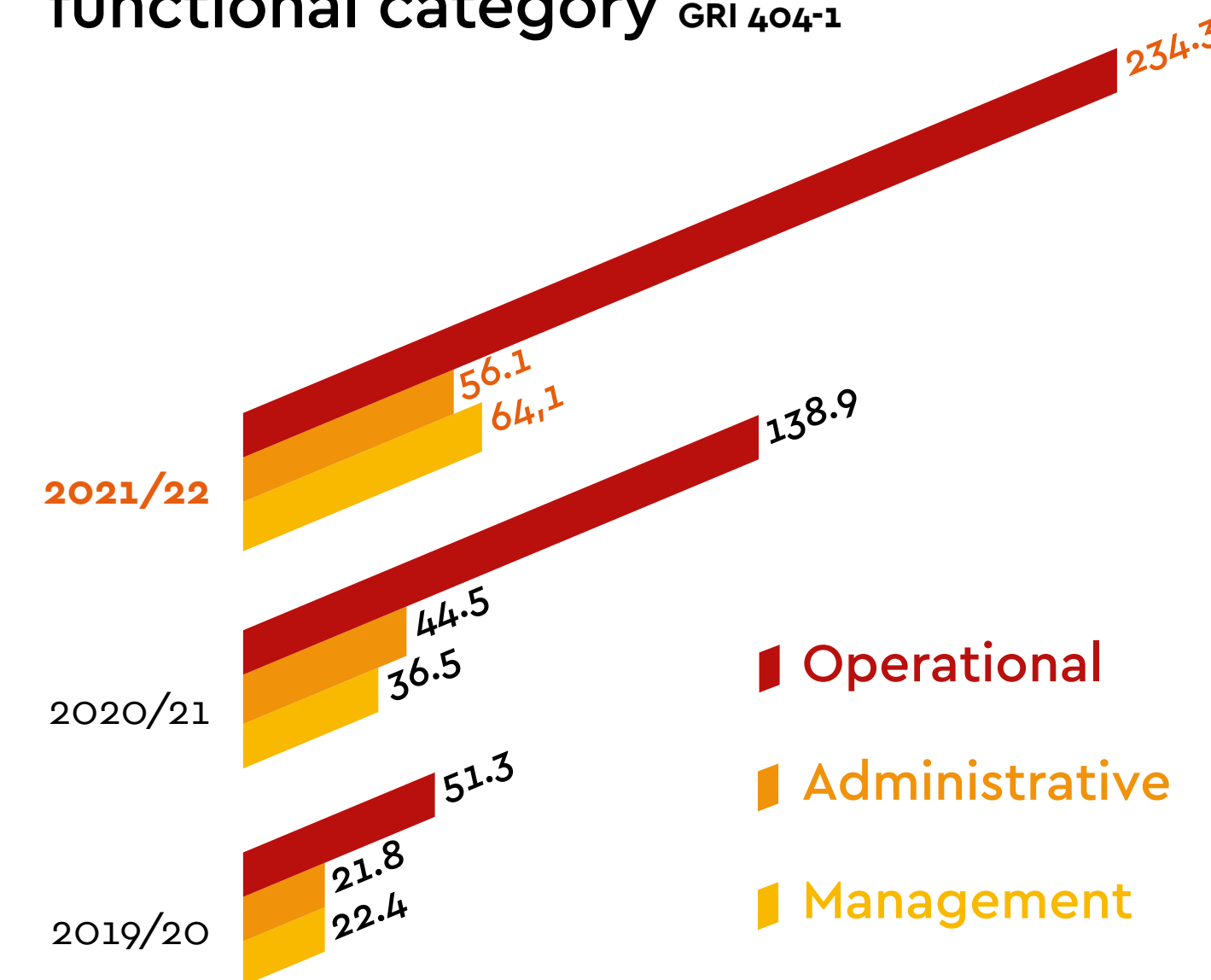
Average hours of training by gender GRI 404-1



Note 1: Average calculated considering the number of effective professionals on March 31, 2020, 2021 and 2022.

Note 2: The calculations presented consider only effective and allocated professionals in Brazil.

Average hours of training by functional category GRI 404-1



Health and safety **GRI 103-2, 103-3 | 403, 403-7**

The safety and well-being of professionals are a priority and non-negotiable values for Ourofino Agrociência. We take the health of our workers seriously and work every day to strengthen a culture of preventative safety, ensuring the best possible conditions for teams to maintain good mental and physical health.

The Health, Safety and Environment (HSE) sector is liable for coordinating the health and safety management in the Company's operations. Management is organized by an Integrated Management System (IMS), which covers several aspects critical to the organization, such as quality, environment, health, and safety.

Occupational health and safety aspects are structured through a series of instructions, documents, and work support programs, which are based on market regulations, national and international legal requirements, in addition to ISO 45001:2018, related to occupational health and safety management. This structure covers direct and outsourced professionals (630 people on average), who represent 74.5% of the company's total population. **GRI 403-1, 403-2, 403-8**

The occupational health and safety management at Ourofino Agrociência has two foundations: the PPRA (Environmental Risk Prevention Program), where we outline the main physical, chemical and biological risks of operations, and the PCMSO (Occupational Health Medical Control Plan).

In addition, we structured other sources of information that contribute to the vision of risks and controls of operations, the main ones being:

- PCA (Hearing Preservation Program);
- PPR (Respiratory Protection Program);
- AET (Ergonomic analysis of work);
- LPRO (Survey of Occupational Hazards and Risks);
- PRA (Preliminary Risk Analysis);
- Hazop (Hazard and Operability Study).

With the inauguration of the Corporate University, we were able to strengthen our safety culture through investment in training. In the last corporate year, we conducted more than 9,000 hours of training, which represent a major advance compared to the previous year. Of this workload, 3,368 hours invested in own professionals and 2,413, in third parties. Also, we had 310 health and safety integrations carried out with



the participation of 502 service providers, 82 employees and 86 temporary employees, resulting in 2,680 hours of training. **GRI 403-5**

Another important highlight of this last corporate cycle was the beginning of defensive driving qualifications involving the fleet professionals from Ribeirão Preto (SP) and Guatapar (SP). Those first classes, which include the technical and commercial areas, totaled about 90 hours of training.

Throughout 2021, with the continuation of the pandemic, the health service maintained its fundamental role of leading the care of employees, mainly in the industrial operation of Uberaba (MG), which remained active throughout the period.

The health team continued the routine of care with all suspected cases of Covid-19, following a strict protocol of removal and monitoring. During the year, we recorded 182 cases of contamination, but with no cases of high severity.

The health care of the industrial complex is carried out in its own outpatient structure, which has a dedicated team and is available during administrative hours. The team performs basic care in general, in addition to periodic and assistance evaluations. For emergency cases and with high severity, we count

on hospitals affiliated with the region to make the referral. For professionals allocated outside the operation of Uberaba (MG), care is provided by the network of hospitals and medical centers also covered. **GRI 403-3, 403-6**

For another year, we have not registered occupational diseases caused by the performance of functions in our operations. This is the result of continuous investment in studies and implementation of improvements made by the Company in job positions.

We continue to look at our processes with a preventive vision, incorporating EPCs (Collective Protective Equipment), distributing PPE (Personal Protective Equipment) and providing ergonomic kits for personnel working from home. **GRI 403-10**

We support and promote specific health and safety forums organized by company employees with the potential to create value and protect life. We value the engagement of workers in favor of a safer environment, and we bet on this involvement to

strengthen our preventive and IMS culture.

We seek participatory forums that transcend the meeting room and, this year, it was no different. We kept our Emergency Brigade and the Internal Commission for Accident Prevention (Cipa) active, formed by professionals from Ourofino Agrocincia and fixed third parties, including various hierarchical levels.

The Brigade kept monthly agendas focused on emergency prevention, including visits and inspections of equipment and functional areas, training, and emergency drills. In general, the structure has 55 brigade members distributed in the operations of Uberaba (MG), Ribeiro Preto (SP) and Guatapar (SP).

Our CIPA has a team of 24 CIPEIROS, also distributed by the main operations of the Company and promotes monthly meetings. These agendas discuss concepts of prevention of occupational accidents and diseases, with the identification and implementation of measures to mitigate various risks. **GRI 403-4**

Annual events and agenda

Within our calendar, we have established several annual milestones to increase engagement and strengthen the Company's health and safety culture. In the last year, even with the pandemic, we have maintained our operations normally, taking care and practices to combat Covid-19. As a highlight, we had:

- ▮ Internal Week for the Prevention of Occupational Accidents and the Environment (Sipatma);
- ▮ Influenza vaccination campaign
- ▮ Emergency brigade
- ▮ White January - prevention of mental health diseases;
- ▮ Yellow September (suicide prevention);
- ▮ Pink October - prevention of breast cancer;
- ▮ Blue November - prevention of prostate cancer;
- ▮ Lecture on questions about vaccination against Covid-19.



Main health and safety rates GRI 403-9

	2019/20	2020/21	2021/22
Ourofino Agrociência Professionals			
Injuries with work leave	-	-	-
Rate of injuries with work leave	-	-	-
Injuries without work leave	2	2	1
Rate of injuries with work leave	2.3	2.3	1.1
Lost Days Rate	-	-	-
Rate of occupational diseases	-	-	-
Number of deaths	-	-	-
Total man hours worked (HHT)	881,893	870,204	931,764
Average number of professionals per period	434	448	469

	2019/20	2020/21	2021/22
Fixed outsourced professionals			
Injuries with work leave	1	-	1
Rate of injuries with work leave	3.9	-	2.6
Injuries without work leave	1	-	-
Rate of injuries with work leave	3.9	-	-
Lost Days Rate	27.3	-	-
Rate of occupational diseases	-	-	-
Number of deaths	-	-	-
Total man hours worked (HHT)	256,080	311,520	382,800
Average number of professionals per period	97	118	145

Note 1: The accident was registered with an employee in the operation of Uberaba (MG) and is related to glass breaking and contact with a sharp object.

Note 2: For all accidents occurred in the operations and calculation of frequency rates, we used the Brazilian Standard (NBR) 14.280 of Occupational Accident Registration (Cat) as a parameter together with Nexo Técnico Previdenciário (NTEP). The calculation is based on the number of accidents per man/hour worked multiplied by 1,000.00.

Note 3: The Company's OSH management base is based on Regulatory Standard 4 (NR4) of Specialized Services in Safety Engineering and Occupational Medicine.

Supply Chain

GRI 103-2, 103-3 | 308, 103-2, 103-3 | 407, 103-2, 103-3 | 408, 103-2, 103-3 | 409, 103-2, 103-3 | 412, 103-2, 103-3 | 414, 102-9

We have a network of pulverized suppliers with strategic partners distributed in various regions of Brazil and the world. We create and cultivate relationships of trust and synergy based on core values for the Company such as integrity, quality, social well-being, and care for the environment.

Suppliers present in our value chain are basically divided into two main categories, the first of direct materials used in formulations and packaging, and the second of indirect materials applied in maintenance or company facilities. Currently, our chain consists of more than 1,000 suppliers, with most of them located in Asia, with emphasis on China and India.

This dependence on international markets is a characteristic of the agrochemicals sector, since the production of the main basic inputs of the formulations is in these regions, requiring broad management and involving the understanding of international legislation, validation of long quotation processes, exchange variations and complex logistical webs.

70 to 90% of the final value of our finished product is composed of the cost of inputs. Thus, the management of the entire supply chain and the relationship with major partners is one of the most strategic themes and of fundamental importance for the future ambitions of Ourofino Agrociência.

Given its importance, we have an experienced and multidisciplinary team led by the Procurement Board to organize the entire supply process of the Company. Most of the team is allocated to the Ribeirão Preto (SP) office and we have the support of professionals present in Shanghai (China) and New Delhi (India). Professionals in international structures are strategic, as they form a crucial support network for the Company's business model, since most of the supply of productive inputs comes from China, India, and neighboring regions.

We can say that the last year was highly challenging for everyone involved in the topic of supplies. We faced very uncertain scenarios, with risks of supply disruption, restrictions on access to major suppliers and exchange rate variations. All these conditions were imposed as direct and indirect consequences of the global Covid-19 pandemic.

Even with this environment of total insecurity, our team, which is passionate about victory, worked with determination and enthusiasm to achieve challenging results and managed to deliver a great result in this last corporate year.

We adopted a joint strategy with several technical areas, led by the Procurement area, to anticipate the receipt and increase in the inventories of the main inputs, which allowed us to keep production in full operation. In addition, we also broadened our horizons in search of new sources for the formulations' inputs. This movement aims to expand the supply options of Ourofino Agrociência through the

prospecting of manufacturers located preferably outside the China and India axis.

This work will result in a more secure environment in the coming years and will ensure, even partially, a wider range of strategic partners ready to work with the company in times of crisis.

Conduct with the supply chain

The relationship with suppliers is guided by the Code of Conduct designed specifically for our supply chain. The Code, mentioned in all established contracts, sets out the minimum parameters required by the Company for the establishment of a relationship, involving important issues such as socio-environmental aspects, combating corruption, data protection and human rights. **GRI 412-3**

We have a Supplier Qualification Program, where we periodically evaluate our partners through documentary analysis and audits. This process reduces the Company's exposure to potential risks and encourages the adoption of responsible and excellent practices. This last year, with the maintenance of the pandemic situation around the world, our on-site audits remained restricted and thus, no significant situations of non-compliance were observed in the topics highlighted above. **GRI 407-1, 408-1, 409-1**

Within the Program we observe a series of requirements related to environmental, social and governance (ESG) aspects, which allow us to establish a more responsible management and with a positive impact on the categories of suppliers, including industrial assets, logistics and various services. Finally, the Program evaluates compliance with applicable national and international laws, ensuring healthy and safe conditions for both sides.

Evaluation of the GRI chain

GRI 308-1, 308-2, 412-1, 414-1, 414-2

	2020/21	2021/22
Number of new suppliers assessed based on environmental criteria*	15	2
Number of new suppliers assessed based on social criteria*	15	2
Contracted suppliers (current in the portfolio) based on environmental criteria (%)**	7.0	7.0
Contracted suppliers (current in the portfolio) based on social criteria (%)***	8.0	8.0

Note 1: (*) The data presented consider only suppliers located in China and evaluated in the referenced corporate year.

Note 2: (**) Both national and international suppliers have the required environmental certifications, and this aspect is a criterion for disqualification or blocking purchases.

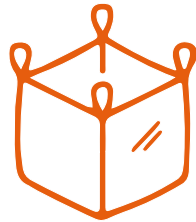


Note 3: (***) The data presented consider the entire international portfolio and audits carried out in the reference corporate year.

Note 4: The data for fiscal year 2020/21 were reviewed

Approval of suppliers

Another important process involving our supply chain is supplier approvals. The approvals aim to reduce the risks for the finished products manufactured by the Company and to increase, in general, the operational efficiency through the establishment of a series of pre-established multidisciplinary conditions with the commercial partners.

Number of approvals carried out per source type

	Approvals	Status
 Raw material	7	Approved
 Packaging	5	Approved
 Logistic services	1	Approved

Importance of local suppliers GRI 103-2, 103-3 | 204

We believe in the transformative power we have in the communities close to the Company's operations and zones of influence. Therefore, we aim to strengthen local economies through the acquisition of items (productive and non-productive) and services from companies located close to our most relevant operations, that is, Ribeirão Preto (SP) and Uberaba (MG). Thus, in the last year, we moved BRL 295.1 million in local purchases, of which 24.5% were indirect materials and services and 75.5% direct.

Distribution of domestic purchases by type (BRL million) GRI 204-1

	2019/20		2020/21		2021/22	
	Amount	Representation (%)	Amount	Representation (%)	Amount	Representation (%)
Location	102.2	65.6	151.0	87.0	244.4	82.8
Not Local	53.7	34.4	22.6	13.0	50.7	17.2
Total	155.9	100.0	173.6	100.0	295.1	100.0

Note: Purchases considered local are those made within a radius of up to 500 km away from our industrial complex in Uberaba (MG) and office in Ribeirão Preto (SP).

Distribution of purchases by location (BRL million) GRI 204-1

	2019/20		2020/21		2021/22	
	Amount	Representation (%)	Amount	Representation (%)	Amount	Representation (%)
National	155.9	16.8	173.6	16.8	295.1	21.1
International	772.1	83.2	857.2	83.2	1,104.2	78.9
Total	928.0	100.0	1,030.8	100.0	1,399.3	100.0

Note: The calculations consider the value of the dollar on the day of the invoice entry (2021/22).

Distribution of domestic purchases by material type (BRL million) GRI 204-1

	Direct Materials		Indirect materials and services	
	Amount	Representation (%)	Amount	Representation (%)
National	176.7	13.8	103.3	86.7
International	1,103.3	86.2	15.9	13.3
Total	1,280.0	100.0	119.2	100.0

Note: The calculations consider the value of the dollar on the day of the invoice entry (2021/22).



Local impact

GRI 103-2, 103-3 | 202, 103, 103-3 | 203, 103-2, 103-3 | 413

We look forward to building a more promising future for communities close to Ourofino Agrociência's operations. We know our responsibility as value builders in society and seek to empower people and families in the search for better living conditions.

Our People Management and Social Performance area is responsible for managing and supporting the Company's social investment policies, always applying a recognition approach to local talents and pre-existing potential in the communities worked. This social look is one of the hallmarks of Ourofino Agrociência since the beginning of the activities, and one of the most present behaviors in our culture.

We have evolved the way in which we invest in local social capital, privileging projects with lasting potential and with a focus on social responsibility, that is, that somehow have connection and impact the core business of the company. The social projects supported during the last fiscal year followed

this direction and were carried out based on mechanisms of promotion present in federal and municipal legislation, such as the Federal Law of Incentive to Culture (Rouanet), Federal Law of the Statute of Children and Adolescents and the National Program of Support to the Health Care of People with Disabilities (Pronas/PcD).

This year, specifically, due to the difficulties imposed by the pandemic and global crisis, we have considerably reduced investments in social projects. Private investments had a contribution of BRL 69.3 thousand, restricted to small donations made over the period. The fairs and events, on the other hand, were maintained, and we had a value of 1.6 million contributed for this purpose. We consider the fairs and events as contributions of local impact, due to our strong commercial presence in most of the Brazilian states affected by the actions.

GRI 203-1, 413-1



Focusing on communities and families negatively affected by the Covid-19 pandemic, Ourofino Agrociência promoted several social events. To make a difference in the lives of these people, our people who shine embraced the cause and, as volunteers, participated in campaigns of blood donation, clothing, food, toys and even as mentors in the training of young people in socio-emotional skills to differentiate themselves in the labor market. Another key role in creating local value is in fostering the hiring of local professionals, with family and history in the regions where we operate. This conduct allows Ourofino Agrociência to generate local income, strengthen ties with communities and even better understand the reality in which it operates. Within the staff, we have about XX% born locally and among the Directors, CEO and CFO, the representativeness reaches 70% **GRI 202-2**

Highlights of actions and social projects of the last year

Projete the future

Free socio-educational program, because of the partnership between the project and the regional private initiative. More than teaching concepts of financial education, employability, and entrepreneurship, Projete helps young people in public schools to follow the path in search of a future of more opportunities. The program aims to train professionals and citizens

at the same time, incorporating education fronts in technical and social areas that involve aspects of communication, critical spirit, perseverance, optimism, leadership, and responsibility. At Ourofino Agrociência we had 17 employees participating as volunteers in the program, who mentored 100 second- and third-year high school students.



Solidarity drive-thru

Because of the pandemic, many families faced moments of economic difficulty. Thinking about this sad reality, we celebrated the anniversary of Ourofino Agrociência in a different and special way: with a solidarity drive thru. The employees took a gift and, in return, donated non-perishable food. The action collected more than 200 kg of food, as well as hygiene and cleaning products that were donated to underserved communities in Ribeirão Preto (SP), Guatapar (SP) and Uberaba (MG).



#Correntedobem campaign

Several blood centers throughout the country had their stocks at critical levels, with a drop in blood donations due to the increase in cases of coronavirus and influenza. The passion for Brazilian agribusiness runs in the veins, and solidarity too! Therefore, we invited our people who shine to make a difference in the #CorrenteDoBem campaign. It took place in two editions, both at the Administrative Office, and allowed us to save about 280 lives with the blood collected.



Natural resources

GRI 103-2, 103-3 | 307

While innovating for the future, we must strengthen the culture of responsible use of natural resources in all links in the value chain that involve Brazilian agriculture. For this, we carry out the environmental management of the Company's activities broadly and in line with the best market practices, seeking maximum operational efficiency and influence on business partners.

The Company's environmental management is coordinated by the HSE (Health, Safety and Environment) area, which has a fundamental role in structuring the control and monitoring processes of our performance. The environmental topic is part of our IMS (Integrated Management System) and is structured, as well as occupational health and safety, based on a series of policies, procedures, and indicators, governed by the international standard ISO 14001 and Brazilian legislation.

Ourofino Agrociência's Uberaba (MG) industrial complex is at the center of concerns regarding environmental management, as it presents the greatest risks and potential impacts on the environment, considering the existing production cycle in the various plants. The HSE area, despite being directly linked to the industrial complex, has a corporate role and is present in the management of the company's other sites, especially at the largest experimental station in Guatapar (SP).

In general, we adopted a preventive stance and focused on the rationalization of natural resources. This conduct is expressed through programs, goals and indicators for all aspects considered critical or even important environmentally, having regular reports to the leaders.



We have important annual investments for the environmental and complementary thematic areas, which reached BRL 8.4 million in the past cycle, considering the use of technical consultancies, waste disposal, maintenance, and operational services, among others. Of this amount, we directed, about BRL 2.4 million, to paving and waterproofing of roads, improvements of our Hazop (safety and environment), installation of new gas washers in two plants and improvements in our sewage treatment plant (ETE).

Water GRI 103-2, 103-3 | 303

Water management is one of the priorities of the environmental management of Ourofino Agrociência. This resource is strategic for our business model and essential for the type of solution developed by the Company. Water use is present from our field activities related to research and development to industrial operations. In this way, its availability and quality affect the full functioning of the company.

As a fundamental resource, our HSE area adopts responsible management to rationalize the use of the resource internally, as well as to meet Brazilian legal standards regarding water use, including the implementation of efficiency, treatment, and monitoring

programs. As part of the management, we have a preventive posture and maintain continuous monitoring of the studies released by the River Basin Committee of the region. Studies point out to potential risks of unavailability, changes or even threats to the availability of the resource. Those risk scenarios are unfolded in our matrix of environmental aspects and impacts, with their monitoring following the criteria of the IMS, which include analysis of the magnitude of the impact and preparation of an action plan to treat potential deviations. **GRI 303-2**

The Company's main water use is in the industrial complex of Uberaba (MG), where we have the highest demand for the resource and the production processes are arranged. As we are in an isolated area of Uberaba (MG), our collection is carried out by two tubular wells with an intake volume of 225,627 m³/year. The resource is taken from the Rio Grande Hydrographic Basin (not designated as a protected area), with an extension of 143,400 km² and located between the states of Minas Gerais and São Paulo, with 60% of its area present in the territory of Minas Gerais. The right of use is granted by the state and, therefore, the company remains informed about climate change and about delegations and guidelines of the Water Management Insti-

tute on the implementation of water stress policies. Rio Grande, in Minas Gerais, is the water body closest to Ourofino Agrociência's operation and with great local relevance in terms of economic activities such as agriculture, livestock, industrial production and tourism. In this context, in the last corporate year, we have not recorded impacts or indications of change in the quality or volume of the resource, arising from the activities performed by the company. **GRI 303-1**

Water use is present from our field activities related to research and development to industrial operations

Total volume of water withdrawn per source (m³)

GRI 303-3, 303-5

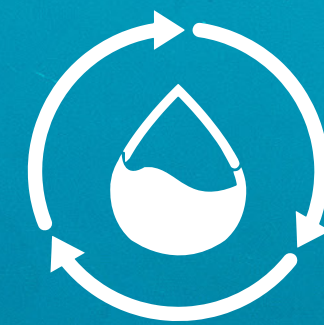
Groundwater
(artesian wells)

2019/20 - 60,162.0

2020/21 - 59,825.1

2021/22 - 84,506.4

Note: Data referring to the Uberaba industrial complex (MG). The reported data were obtained by measuring water meters and hour meters installed in artesian wells and measured daily by the HSE team.

Recycled and reused waterTotal water reused or
recycled (m³)

2019/20 - 14,696.2

2020/21 - 9,872.0

2021/22 - 3,176.10

Total water
withdrawn (m³)

2019/20 - 63,402.9

2020/21 - 59,825.1

2021/22 - 84,506.4

Ratio of the volume of wa-
ter reused and recycled
by the total volume of new
water withdrawn (%)

2019/20 - 23.1%

2020/21 - 16.5%

2021/22 - 3.8%

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Note: In October 2020, we had a damage to the irrigation structure of the green areas, caused by a fire in large vegetation that affected the company's premises. With the damage to the pipes, it was not possible to account for the total water reused during the period, as the measuring equipment (water meters) were destroyed. The replacement of the control and measurement items was completed in October 2021, from where the monitoring of the treated effluent volume was resumed.

Effluents GRI 103-2, 103-3 | 303

The operations, especially the industrial ones, carried out by Ourofino Agrociência, generate sanitary and industrial effluents capable of contaminating soils and waters. To protect the environment and communities, we adopted the parameters required in Joint Normative Resolution Copam/CERH-MG No. 1, of May 5, 2008, which provides for the conditions and standards of effluent discharge, which are regularly assessed by our HSE team.

The treatment of effluents in our largest operation, the industrial complex of Uberaba (MG), is determined according to the load and characteristics of the contaminants. For industrial effluents with the presence of contaminants, the material is sent to the vacuum/evaporation concentrator, followed by treatment by reverse osmosis and/or external incineration carried out by a qualified partner.

The effluents classified as domestic, with their origin from the toilets, pantries, and cafeterias, are sent to the sewage treatment plant (ETE) present in the operation. The ETE performs the biological treatment of the effluent, composed of three ponds, a filter and chlorination system, and the treated water is re-

used for fertigation of the Ecological Park. Thus, Ourofino does not dispose of water in receiving bodies. **GRI 306-2**

For the management of water quality standards for application in fertigation, continuous controls and monitoring are adopted, following the standards established in our Operating License and in accordance with current legal requirements. Finally, it is worth mentioning that we directed all the cargo obtained by rainwater drainage also to the Ecological Park, after storage in a specific containment dike.

As a highlight of this year, we started to reuse and reincorporate the water generated in the cleaning of the production lines of Ourofino Agrociência solutions.

The volume of water-based contaminated liquid is now used in the next campaign of the same product. This process has the proper laboratory controls and quality attestation of the plant's technical team and represents an important advance in the

natural resource economy. In the last year, we have reincorporated about 1.3 million liters of water into products. **GRI 306-2**

With the adoption of more sustainable practices, we reached an average of 215,684 kg/L produced for each cleaning done, compared to 276,200 kg/L in the last cycle (2020/21). In addition, we generated less waste per campaign cleaning, reaching an average of 3,081 kg this year, which is 14.3% less than the previous corporate cycle.

Wastes GRI 103-2, 103-3 | 306, 306-1, 306-2

The HSE team is also liable for the waste management of Ourofino Agrociência and aims, based on structured programs and reduction goals, to increase our efficiency in the subject. Today, our largest volume of materials is generated within the industrial complex of Uberaba (MG), where we have an internal area for the storage and segregation of waste.

To ensure greater management of the waste generated by our products in the most diverse locations in Brazil, we are associated with Inpev (National Institute for Empty Packaging Processing). The institution works on the reverse logistics of the sector we are part of, and this information even appears on the labeling of our products.

This year, we started to reuse the raw material packaging to allocate the waste that would already be discarded in the industrial operation of Uberaba (MG). We use packaging that, after screening, include the quality and safety necessary for the activity, avoiding the need to use a brand new box. As a result, we reused around 18,600 packages throughout the year, ceasing to use 27,900 new boxes for waste disposal.

Waste destined by composition (t)

GRI 306-3, 306-4, 306-5

	Quantity generated	Quantity Treated
Non-hazardous		
Paper, cardboard, and carton	91.0	91.0
Plastic	105.9	105.9
Metals	2.0	2.0
Wood and pallets	765.7	765.7
Common waste of organic origin	107.5	107.5
Civil construction rubble and waste	181.6	181.6
Hazardous		
Uncleaned contaminated drums	620.8	620.8
Contaminated solid waste	514.6	514.6
Liquid waste contaminated with solvents, paints, and oils	356.4	356.4
Contaminated liquid waste from aqueous base	812.8	812.8
Total	3,558.3	3,558.3

Intensity of generation of liquid hazardous waste without tolling process *

	2020/21	2021/22
Waste sent for evaporation (Kg/L)	328,398.0	387,221.0
Waste sent for incineration (Kg/L)	174,761.0	176,778.8
Total waste forwarded (Kg/L)	503,159.0	563,999.8
Annual production volume without tolling (t*)	38,826.8	39,470.3
Generation intensity (Kg/L per t produced)	12.9	14.2

Note 1: (*) The Company's partners in the tolling process require that the hazardous waste generated be totally sent to incineration, and thus is not in the post-production recovery and reuse processes.

Note 2: The amounts presented include the liquid waste from all the Company's production processes without tolling.

Note 3: Our increase in intensity is justified due to market instability in the supply of inputs and delays in delivery. This lack of predictability led us to an increase in the number of cleaning processes, but there was an improvement in the process, as in the text of the chapter. If we were in a year with activities in the usual pattern, we would have reduced the generation of liquid hazardous waste resulting from cleaning.



Ecological Park **GRI 103-2, 103-3 | 304**

Ourofino Agrociência's industrial complex is in the Industrial District of the city of Uberaba (MG), an area considered urban by the city's zoning. Isolation is purposeful, far from protected areas considered of great value for local or national biodiversity and ensures a strategic position in relation to logistics. **GRI 304-1, 304-2**

Within the industrial perimeter, we have an area of 3.2 hectares called Ecological Park. Its vegetation formation is remnant of Cerradão, and it is likely that, initially, it was characterized as Deciduous Seasonal Forest (dry forest) over basaltic outcrop. With the process of fragmentation of this forest, the invasion of Brachiaria Grass was favored and the subsequent establishment of Cerradão.

As one of the conditions of our Operating License, we are committed to ensuring the condition and evolution of the park. For this, we have our own internal team that carries out, quarterly, mowing, pruning, fertilization, and pest control activities. In December 2012, the Park received the planting of 1,000 seedlings of endemic Cerrado species and, since then, the evolution of the area has been monitored. The latest surveys showed about 65 species of wild animals, distributed in 15 orders and three families. **GRI 304-3**

In 2021, we carried out another replanting action in the park, in an area of approximately 3,045 square meters. In it, seedlings of *Tabebuia* spp., trees commonly called Ipês of the yellow and purple species, were planted, with the purpose of complementing the local vegetation and expanding the coverage.

Energy GRI 103-2, 103-3 | 302

Like water, energy management is considered strategic for the Company and a key factor for business success. The unavailability of this resource can significantly affect us and negatively impact the value chain of which we are a part.

To ensure efficient management which is capable of implementing procedural improvements to rationalize the use of energy, we have a Maintenance sector dedicated to its monitoring and control. The sector actively monitors potential vulnerability and risk scenarios, always bringing opportunities for gains in industrial operations.

The Company's main operation, the Uberaba industrial complex (MG), has its energy supply from the free market, which allows us to have part of our energy, generated from renewable sources. In recent years, we have invested in improvements capable of enabling significant consumption reductions throughout the industrial process, mainly focused on efficiency in general.

We are always looking for cleaner, low-consumption production. As a strategy, we mainly focus on the replacement and acquisition of technologies/

equipment, process improvements, training of professionals and improvements of facilities. These pillars are present in our annual projects and strategic budget for energy management.

In the year, we reached a total of 595.1 GJ of savings generated, considering how much we stopped using normal electricity due to the continuous incorporation of translucent tiles in the various operational areas, in addition to the savings generated using solar heating in showers. Also, in the 2021/22 corporate cycle, we implemented a large energy efficiency project, where we retrofit 80% of the lighting in the industrial area, replacing sodium and metal vapor lamps with led lighting.

As a result, we had 25% savings in lighting energy consumption when compared to the 2020/21 cycle. Our installed load also dropped by about 48%. GRI 302-4



Energy consumed internally by source type (Gj) GRI 302-1

		2019/20	2020/21	2021/22
Nonrenewable	Liquefied Petroleum Gas (LPG)	3,167.7	4,047.1	4,309.2
	Diesel Oil	697.5	492.4	369.3
	Electricity*	21,542.4	23,136.4	22,370.8
Renewables	Solar Power	151.6	107.9	170.4
Total		25,559.2	27,783.8	27,219.7

Note 1: Data referring to the Uberaba industrial complex (MG).

Note 2: 1,004 Gj of energy left over from the free market was sold.

Note 3: For the classification of generating sources, BEN2019 (National Energy Balance) was used.

Note 4: The calculations of the indicator do not include the fuel consumption of vehicles of the Company's fleet.

Note 5: The presented consumptions were obtained by software and internal control spreadsheets.

Note 6: The electricity consumed comes from the Free Market and is partially composed of renewable sources.

Note 7: (*) In the volume of electricity (18,060.3 Gj), the consumption of heating (1,062.3 Gj) and cooling (3,248.2 Gj) were added.

Note 8: The consumptions presented are obtained by the energy bills and internal control spreadsheets.

Energy intensity GRI 302-3

	2019/20	2020/21	2021/22
Total energy consumed (GJ)	25,559.2	27,783.8	27,219.7
Annual production volume (kg/L*)	50,527,316.8	55,782,929.4	64,112,525.2
Energy intensity (Gj per kg/L produced)	0.00051	0.00050	0.00042

Note 1: Data referring to the Uberaba industrial plant (MG);

Note 2: (*) Unit of measurement that represents volume produced for combined liquid and solid solutions, regardless of the form. This unit is usually used in the market for agrochemicals to express volume.

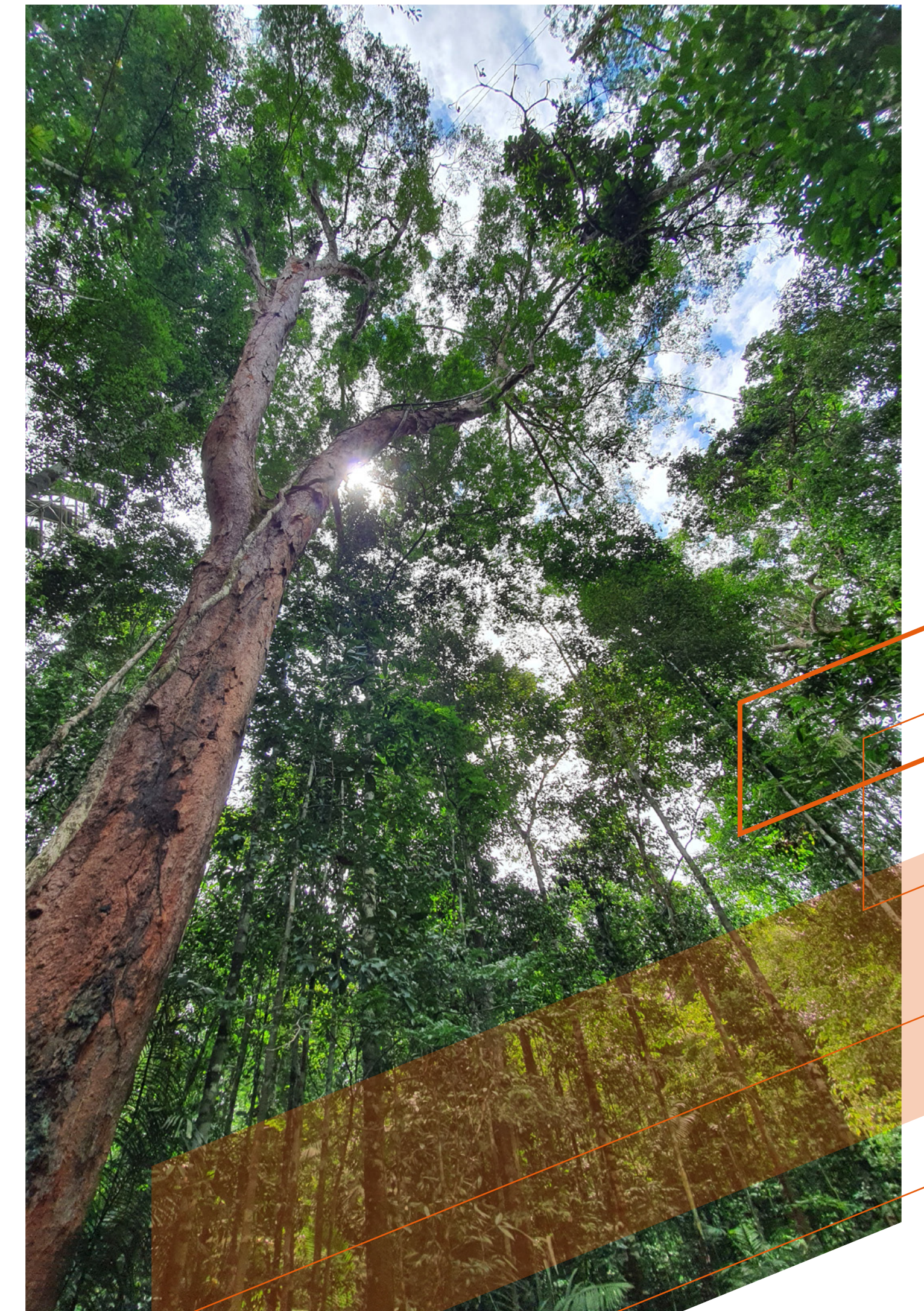
Emissions GRI 103-2, 103-3 | 305

We aim to contribute to the global challenge of reducing greenhouse gas (GHG) emissions and we know our responsibility to the value chain and stakeholders. We also know the importance of the topic and we want to increasingly provide improvements that result in the generation of value to society and, at the same time, combat climate change.

The Company's main efforts to reduce GHG emissions are associated with the expansion of initiatives aimed at procedural efficiency, incorporation of new technologies and development of more sustainable solutions.

In the last corporate year, we have kept our emissions monitored through the preparation of the carbon inventory, following the methodology of the Brazilian GHG Protocol Program.

Our emission intensity remained at the level of the last corporate year, reaching 0.00002 tCO₂ equivalent per kg/L of agrochemicals produced. Scope 1 direct emissions had a small increase of 10.7%, driven by the greater use of vehicles for trips of professionals, since the teams resumed their routines with the cooling of the pandemic. Scope 2 indirect emissions had a large increase, resulting from the variation of the mix of energy sources of the Brazilian electric matrix with the emission factor of the national grid doubling in value in 2021. This increase was due to the greater activation of thermoelectric plants and lack of rain. **GRI 302-5**



Greenhouse gas (GHG) emissions GRI 305-1, 305-2

	2019/20	2020/21	2021/22
Scope 1 direct emissions (tCO ₂ equivalent)	711.9	532.5	589.5
Scope 2 indirect emissions (tCO ₂ equivalent)	516.0	394.3	951.7
Scope 1 + 2 biogenic emissions (tCO ₂ equivalent)	100.1	88.9	129.2

Intensity of greenhouse gas (GHG) emissions GRI 305-4

	2019/20	2020/21	2021/22
Total GHG emissions (tCO ₂ equivalent)	1,227.9	926.8	1,541.3
Annual production volume (kg/L*)	50,527,316.8	55,782,929.4	64,112,525.2
Emission intensity (tCO ₂ equivalent per kg/L produced)	0.00002	0.00002	0.00002

Note 1: Data referring to the Uberaba industrial plant (MG).

Note 2: (*) Unit of measurement that represents volume produced for combined liquid and solid solutions, regardless of the form. This unit is usually used in the market for agrochemicals to express volume.

Other greenhouse gas (GHG) emissions GRI 305-3

	2020/21	2021/22
Business trips - scope 3 (tCO ₂ equivalent)	0.1	29.1
Deliveries and freight - scope 3 (tCO ₂ equivalent) *	2,311.2	4,459.1

Note 1: Data referring to the Uberaba industrial plant (MG).

Note 2: (*) Unit of measurement that represents volume produced for combined liquid and solid solutions, regardless of the form. This unit is usually used in the market for agrochemicals to express volume.

Note 3: The 2020/21 freight data were revised considering the full corporate year.

Intensity of greenhouse gas (GHG) emissions for freights GRI 305-4

	2020/21	2021/22
Handling load (t)	16,568.4	35,398.1
Associated greenhouse gas emissions (tCO ₂ equivalent)	2,311.2	4,459.1
Emission intensity (tCO ₂ equivalent per t of cargo handled)	0.139	0.126

Note: As a strategy to reduce our GHG intensity for freight, we reduced the use of trucks and bitrucks, increased the use of road trains, reduced the contracting of fractional freight, and prioritized the use of newer vehicles and the use of S10 fuel.

Corporate Responsibility

89 Ourofino Conduct

93 Our risks



Reimaginando a agricultura brasileira.

Inovando para a agricultura brasileira.

Presença constante. Construindo valor.

Crescendo com a agricultura brasileira.

Ourofino Conduct

GRI 103-2, 103-3 | 205, 103-2, 103-3 | 206, 103-2, 103-3 | 406, 103-2, 103-3 | 407, 103-2, 103-3 | 418, 103-2, 103-3 | 419, 102-11, 102-16

Ourofino Agrociência's conduct is based on solid values of corporate responsibility, which have accompanied us since its foundation and are a fundamental part of our culture. We aim, every day, to ensure sustainable solutions and practices to the world through the adoption of a responsible, integral, ethical and transparent posture in any relationships or businesses established along our value chain, in Brazil or abroad, involving the public and private sectors.

The Risk and Compliance department is responsible for the governance and coordination of the entire corporate risk management system (internal and external) and the main exposure scenarios. The area, which reports directly to the Company's CEO, has as main goals the protection of shareholders' capital, the guarantee of the physical and mental integrity of professionals and the reduction of potential negative events to the company's strategic goals, in addition to safeguarding our cultural values and the environment. The area has a broad scope of

operation, which includes all the company's operations in Brazil and abroad.

With the support of the Company's leadership, we adopted a series of internationally recognized risk and compliance guidelines, such as the Coso Enterprise Risk Management - Integrated Framework (2017) and modern market methodologies. Within risk management, all scenarios identified by the technical team are classified according to their impact and the probability of occurrence, associated with quantifications of damages in financial terms, reputation, and image. This mapping is continuously reported and reviewed, always bringing us an updated and holistic view of the various possible risk scenarios.

Our Risk and Compliance area, with the support of the Company's leaders, follows a continuous workflow, fed back by the various areas distributed in the operations. This cycle results in three main activities, described below:

We aim, every day, to ensure sustainable solutions and practices to the world through the adoption of a responsible, integral, ethical and transparent.



Compliance risks

The methodology used to effectively measure and manage opportunities and risks involves the adoption of probability and impact assessments, associated with quantifications of damages in financial terms, reputation, and image. Thus, we obtain an overview that allows us to take more effective and assertive measures. All levels of the Company are involved in this process, increasing awareness, and understanding of risks, which is essential in creating a culture of compliance.

We always seek transparency and support decisions in known scenarios, ensuring safety and compliance with mandatory requirements or subscribed by Ourofino Agrociência. Over the last corporate year, we continued the work of reviewing and improving our risk matrix. The scenarios and notes were reviewed based on the experiences and changes that have occurred in recent years in the market.

Following the same methodology used to manage general risks, compliance issues are constantly evaluated, and the potential risks discussed with the Company's presidency. In addition, complaints and specific situations are investigated and treated with the support of the Ethics Committee. In the last year, we continued to map the risks of processes and operations, noting a high evolution in actions aimed at our weaknesses. During the evaluations, no critical cases involving significant risks related to corruption were identified, nor were cases of corruption recorded in the Company. **GRI 205-1**



Corporate procedures and guidelines

The Code of Conduct of Ourofino Agrociência is available to all our stakeholders, being it externally via the website, or internally via intranet. The document outlines the ethical and moral principles advocated by Ourofino Agrociência in the conduct of its relations through the value chain. The material deals with important issues such as human rights, combating corruption and standards of ethical behavior in general.



Knowledge, communication and training

The strategy for disclosing Ourofino Agrociência's risk and compliance standards, policies and guidelines, whether internal or external, involves conducting communication campaigns, digital calls, communications and targeted events. This dynamic is complemented by training conducted with a variety of audiences in person and online.

**Ethical Channel** GRI 102-17, 102-33, 102-34

Our Ethics Channel, operated by an outsourced company, has its scope of action covering the Company's professionals, suppliers and customers, including national and international operations. The focus of the Channel follows on the investigation of reports related to ethical deviations, conduct and acts of corruption (including bribery practices, facilitation payments, fraud, extortion, collusion and money laundering). All complaints and reports

received are recorded by an independent team and forwarded to the Risk and Compliance team, which guarantees the discretion and confidentiality of the process. For cases of greater impact or that represent potential financial damage, image or reputation, the higher instances of the Company may be triggered for the adoption of mitigation measures.

The Ethics Channel is available 24 hours a day and seven days a week to receive complaints. The service is available in three languages (Portuguese, Spanish and English), on the numbers and addresses below:

 **0800-981-4636 (Brazil) | 01-800-752-2222 (China)**

 **+55 11 4780 6110 (WhatsApp)**

 **resguarda.com/ourofinoagro**

 **etica.ourofinoagro@resguarda.com**

 **E-Chat**



[Click here](#) or point your cell phone camera to access our Code of Conduct

Government relations GRI 103-2, 103-3 | 415

We aim to influence the entire value chain in the adoption of ethical and transparent management practices, which can strengthen the market where we operate, including relations with public and government entities. We remain committed to combating illegal conduct, inside and outside the operations of Ourofino Agrociência, adopting the guidelines of the Company's Code of Conduct as a guideline.

Our guidelines are clear and prohibit support for political representatives or militants and the making of donations to parties or government entities. On

the other hand, as a company in the agrochemical market, we use fiscal, state and federal government incentives, which are related to the segment of activity and nature of some of the activities developed in our productive scope, such as research and development (R&D).

Thus, we believe that the result of the use of these incentives by the Company generates positive impacts in the regions of influence of Ourofino Agrociência. These incentives allow us to advance scientific development and ensure greater competitiveness for the Brazilian product.

We remain committed to combating illegal conduct, inside and outside the operations of Ourofino Agrociência, adopting the guidelines of the Company's Code of Conduct as a guideline.

Our Risks

GRI 102-11, 102-15

As already mentioned, the Risk and Compliance area is responsible for structuring our risk management control practices and, at the same time, strengthening the company's compliance culture. The area led the Company's main risk monitoring and reporting in the last corporate year, regardless of its nature. The following are the main risks mapped by Ourofino Agrocência, our controls, action method and associated opportunities:



Financial risks

Our concern

As a company in the agribusiness segment, we are exposed to a wide range of internal and external events that can significantly affect the achievement of our financial and non-financial goals, such as: liquidity, counterparty credit, variation in exchange rates and volatility in the price of commodities.

Our expertise

To combat such risks, we aim to strengthen our financial risk policy, which ranges from interest rates to minimum cash requirements. We monitor cash flow and have defined procedures to ensure the availability of financial resources. We also focus on sales with short deadlines and cheaper fundraising strategies. Ourofino Agrociência has sufficient liquidity to ensure the fulfillment of all its payment obligations. In addition, the company maintains a good relationship and facilitated credit lines with banks. To manage counterparty credit risks, we regularly review our customers' capacity. Annually, customers are subjected to credit analysis, where political and economic scenarios are considered for credit limit purposes. Credit limits are set for all customers. The risks related to the exchange rate and floating interest, as well as the volatility in the price of commodities, are avoided or mitigated using derivative financial instruments.

Associated Opportunities

We work so that, increasingly, Ourofino Agrociência is recognized in the market for the solidity of its business and the strengthening of its brand.



Compliance with regulatory bodies

Our concern

Our activities are linked to extensive regulations subject to change, particularly in the areas related to products, competition, antitrust laws, anti-corruption law, patent laws, tax laws, data protection and environmental laws. Investigation of possible legal violations may result in the imposition of civil or criminal sanctions, including substantial monetary fines and other adverse consequences, affecting our reputation and our commercial success.

Our expertise

Our system of internal controls is defined to mitigate the possible risks of violations of rights and/or laws. Also, as part of our compliance program, our employees receive training periodically, not only related to specific changes and regulations, but also to the ethical conduct expected and practiced by Ourofino Agrociência and its administrators. In 2019, we created the Risk and Compliance area, responsible for internal audit practices, risks and compliance and with independent performance. All risks and deficiencies in processes that may expose the Company are mapped and reported to senior management for guidance in relation to appropriate actions. In addition, we monitor current and potential legal disputes and report them to the Executive Board. This monitoring is the result of close cooperation between the operational and administrative areas, together with the legal area.

Associated Opportunities

Continuously reinforce our commitment to ethics and integrity, promoting actions based on transparency and focused on combating any occurrences of non-compliance that may come to our attention.



Business shutdown

Our concern

Our operations may be disrupted by earthquakes, fires, power outages or interruptions in the supply chain.

Our expertise

We combat risk by maintaining relationships with alternative suppliers, with long-term contracts and expanding our raw material and finished product inventories. The Procurement area regularly reviews the risks related to our suppliers and key assets to seek alternatives in the market to minimize dependence on suppliers and expand opportunities. In addition, for some products, Ourofino Agrociência has a safety inventory to meet the contracts signed with our customers for a limited period until the normalization of activities, if the facilities are affected by natural events that impact their operation.

Associated Opportunities

Improve our preventive measures and crisis management, aiming at potential scenarios of partial or total interruption of operations, including the continuous monitoring of our industrial processes.

Competitiveness and sales volume

Our concern

We may face increased competition in the market for agrochemicals. Consolidation processes, as well as aggressive marketing and pricing strategies, especially for generic products, can negatively affect us.

Our expertise

We continually improve our product portfolio to maintain competitive capacity. We analyze the market and competition to seize opportunities and address emerging risks with appropriate measures. In addition to innovation, the main components of our competitiveness are in our cost management and continuous process optimization. We have a robust Research and Development (R&D) area capable of carrying out the development of projects and products appropriate to the needs of the market and our customers. We also maintain a technical department structure in direct contact with clients and researchers, identifying opportunities and evaluating existing projects. Our structure in China ensures that the suppliers chosen for the projects are active and financially healthy to ensure post-registration supply.

Associated opportunities

We work to ensure that, increasingly, the Company is recognized as an innovative brand and focused on meeting the needs of the market, our customers, and re-imagining Brazilian agriculture transforming knowledge into results.



People management

Our concern

Qualified and dedicated professionals are essential to the success of Ourofino Agrociência. Difficulties in recruiting, retaining and developing people can have significant consequences for the Company's future. In addition, the unfavorable organizational climate or the lack of transparency in organizational changes can lead to a decrease in the motivation of such professionals.

Our expertise

We combat such risks by implementing processes for recruiting and developing people aligned with the market and the Company's values, in addition to performance evaluations that refer to action plans for team development. In addition, through periodic processes of general and climate surveys, we were able to map the needs of our employees, always in line with the culture of Ourofino Agrociência. In addition, we strive for transparent communication with the entire Company.

Associated Opportunities

We continuously review our internal policies and processes for recruiting and developing people, to remain being recognized by the market and in regions where the Company operates, always focusing on valuing our people whoshine.



About this Report

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101 GRI summary content

129 Additional information

136 Staff

Base and structure

Ourofino Agrociência's Annual Report is structured and published every 12 months, based on the Company's fiscal cycle. The report presents the main projects and results of our activities in the period between April 1, 2021, and March 31, 2022, always comparatively to previous years and highlighting the main advances. The information in the material refers to all the Company's operations, however, for cases with specificities or restrictions regarding the scope, the detailing is contextualized through explanatory notes in the graphs, tables and other texts. **GRI 102-50, 102-52**

The basis and structure of the material is based on the methodology of the Global Reporting Initiative (GRI), Standards version and essential option, in addition to some of the Integrated Reporting guidelines of the International Integrated Reporting Council (IIRC) and the United Nations (UN) Sustainable Development Goals (SDGs). In relation to the guidelines of the Integrated Report, we have evolved our degree of alignment with the requirements, and we intend, within the next years, to ful-

ly meet all parameters. **GRI 102-46, 102-54**

The Company's leaders are engaged in ensuring the completeness of the Annual Report, always based on the integration of information and collective thinking. The disclosure of the information present in the Annual Report is aligned with the strategic pillars of conduct of Ourofino Agrociência and reinforces our engagement to transparency with the main stakeholders of relationship and market.

The indicators and financial data are in line with our Financial Statements, which were externally audited, as in previous years, and follow Brazilian regulations and the International Financial Reporting Standards (IFRS). The Annual Report was also audited externally, and its data was ensured by an independent company (letter on page 100). The inventory of greenhouse gas (GHG) emissions did not undergo specific assurance. The external assurance process was led by the People Management and Social Performance area and involved most of the company's areas, always with the support of the

leaders in preparing the evidence and conducting the necessary reviews. **GRI 102-48, 102-49, 102-56**

Our Annual Report, like the reports of previous years, is available in full to all stakeholders on our website, in Portuguese and English. The complete navigable PDF material can be downloaded from the QR Code link below and, for any suggestions, questions and comments on the content of this and other reports, please contact us via Contact Us, also accessible via QR Code below. **GRI 102-53**

Letter of Assurance

GRI 102-56



INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT ON THE NON-FINANCIAL INFORMATION INCLUDED IN THE INTEGRATED REPORT

To the
Board of Directors and Shareholders of
OURO FINO QUÍMICA S.A. "OUROFINO AGROCIÊNCIA"
Ribeirão Preto - SP

Introduction

We have been engaged by **Ouro Fino Química S.A. "Ourofino Agrociência"** ("Company") to present our limited assurance report on the non-financial information included in the 2021/2022 Annual Report ("Report") for the period from April 2021 to March 2022.

Our limited assurance does not cover prior-period information, or any other information disclosed together with the Annual Report, including any incorporated images, audio files or videos.

Responsibilities of the management of Ourofino

The management of **Ouro Fino Química S.A. "Ourofino Agrociência"** is responsible for:

- Selecting and establishing adequate criteria for the preparation of the information included in the Annual Report;
- Preparing the information in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI - Standards) and with Guidance CPC 09 – Integrated Reporting, related to the Basic Conceptual Framework for Integrated Reporting, prepared by the International Integrated Reporting Council (IIRC); and
- Designing, implementing and maintaining internal control over the significant information for the preparation of the information included in the Integrated Report, which is free from material misstatement, whether due to fraud or error.

Independent auditors' responsibility

Our responsibility is to express a conclusion on the non-financial information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, based on the limited assurance engagement conducted in accordance with the Technical Communication CTO 07/2022, approved by the Federal Accounting Council and prepared based on NBC TO 3000 - Assurance Engagements Other than Audits or Reviews, issued by the Federal Accounting Council (CFC), which is equivalent to the international standard ISAE 3000, issued by the International Federation of Accountants. Those standards require that the auditor complies with ethical requirements, including independence requirements, and other responsibilities of these standards, including those regarding the application of the Brazilian Quality Control Standard (NBC PA 01) and, therefore, the maintenance of a comprehensive quality control system, including documented policies and procedures on the



compliance with ethical requirements, professional standards and relevant legal and regulatory requirements.

A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) consists primarily of inquiries of management and other professionals of the Company who are involved in preparing the information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, as well as the application of analytical procedures to obtain evidence that enables us to issue a limited assurance conclusion on the information taken as a whole. A limited assurance engagement also requires the performance of additional procedures when the independent auditors becomes aware of matters that lead them to believe that the information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, taken as a whole, may present material misstatements.

The selected procedures were based on our understanding of the aspects related to the compilation, materiality and presentation of the information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, and other circumstances of the engagement and our considerations on the areas and processes associated with the material information disclosed in the 2021/2022 Annual Report, in which material misstatements might exist. The procedures comprised, among others:

- (a) the planning of the engagement, considering the materiality, the volume of quantitative and qualitative information and the operational and internal control systems that served as the basis for the preparation of the information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**;
- (b) understanding the calculation methodology and procedures for compilation of indicators through inquiries of managers responsible for preparing the information;
- (c) applying analytical procedures to quantitative information and making inquiries regarding the qualitative information and its correlation with the indicators disclosed in the information included in the 2021/2022 Annual Report; and
- (d) when non-financial data relate to financial indicators, comparing these indicators with the financial statements and/or accounting records.

The limited assurance engagement also included compliance with the guidelines and criteria of the GRI – Standards applied in the preparation of the information included in the 2021/2022 Annual Report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Scope and limitations

The procedures applied in a limited assurance engagement vary in nature and timing, and are less detailed than those applied in a reasonable assurance. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the level that would be obtained in a reasonable assurance engagement. Had we performed a reasonable assurance engagement, we might have identified other matters and any misstatements that might exist in the information included in the



2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**. Therefore, we do not express an opinion on this information.

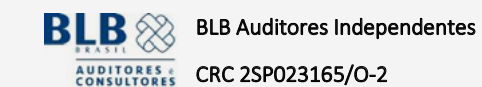
Non-financial data is subject to more inherent limitations than financial data, given the nature and diversity of methods used to determine, calculate or estimate such data. Qualitative interpretations of data materiality, relevance and accuracy are subject to individual assumptions and judgments. Additionally, we did not carry out any work on reported data for previous periods, nor in relation to future projections and goals.

The preparation and presentation of sustainability indicators followed the criteria of the GRI– Standards and, therefore, do not have the objective of ensuring compliance with social, economic, environmental or engineering laws and regulations. Those standards establish, however, the presentation and disclosure of any non-compliance with such regulations when significant sanctions or fines occur. Our assurance report should be read and understood in this context, inherent to the selected criteria (GRI– Standards).

Conclusion

Based on the procedures performed, described herein, and the evidence obtained, nothing has come to our attention that cause us to believe that the non-financial information included in the 2021/2022 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"** has not been prepared, in all material respects, in accordance with the criteria and guidelines of the Global Reporting Initiative (GRI – Standards) and with Guidance CPC 09 – Integrated Reporting.

Ribeirão Preto SP, July 14, 2022.



Robson Santesso Pires
CRC 1SP265990

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GRI Summarized content

GRI 102-55

GENERAL DISCLOSURES

Organizational Profile

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	102-1 Name of the Company	12	
	102-2 Activities, brands, products and services	12	
	102-3 Location of headquarters	12	
	102-4 Location of operations	12, 13, 14	
	102-5 Nature of ownership and legal form	12	
	102-6 Markets served	12	
	102-7 Size of the company	12, 21	
	102-8 Information on employees and other workers	59	8

102-9 Supplier chain

68, 69

102-10 Significant changes in the organization and in its supply chain

We had changes in the capital structure, considering that in Mar/08/2022 there was an increase in the Company's capital stock through the capitalization of reserves, without the issuance of new shares, as well as the capital contribution by the shareholders with the issuance of new shares. Due to the increase, the Company's capital stock became six hundred and six million, one hundred and seven thousand, sixty reais and eighty-four cents (BRL 606,107,060.84).

102-11 Precautionary Principle or approach

31, 88, 89, 90, 92, 93, 94, 95, 96, 97

102-12 Initiatives developed externally

44, 45



102-13 Participation in associations

44, 45





Strategy





GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	102-14 Statement of the senior decision maker	5, 6, 7	
	102-15 Key impacts, risks and opportunities	92, 93, 94, 95, 96, 97	

Ethics and integrity

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	102-16 Values, principles, standards and norms of behavior	21, 22	
	102-17 Mechanisms for advice and concerns about ethics	90	

Governance

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: Divulgações gerais 2016	102-18 Governance structure	17, 20	
	102-19 Delegation of authority	18	
	102-20 Executive level responsible for economic, environmental and social topics	18, 20	
	102-21 Consultation of stakeholders on economic, environmental and social topics	46	
	102-22 Composition of the highest governance body and its committees	18	 
	102-23 Chair of the highest governance body	18	

102-24 Selecting and appointing the highest governance body and its committees		17	
102-25 Conflicts of interest	We value best corporate governance practices and all decisions about operations are submitted to shareholders, according to the competencies defined by the Bylaws. In the event of a possible conflict of interest, the member may abstain from voting or even the other members of the deliberative bodies suggest abstention in relation to the subject or focus matter.		
102-26 Role of the highest governance body in the definition of purpose, values and strategy		18	
102-27 Collective knowledge of the highest governance body		17	
102-28 Performance evaluation of the highest governance body	We do not have a formal process in place to evaluate the performance of the Board of Directors.		
102-29 Identifying and managing economic, environmental and social impacts	The Board of Directors does not carry out the identification and management of environmental and social impacts. This role is delegated to the specific Boards that carry out the work through dedicated teams. In cases where the risk to the business is too high or extreme situations, the Board is involved to assist in decisions.		
102-30 Effectiveness of the risk management processes	The Board of Directors does not carry out an effectiveness assessment for environmental and social risks. This role is delegated to the specific Boards that carry out the work through dedicated teams.		

102-31 Review of economic, environmental and social topics

The Board of Directors does not carry out an effectiveness assessment for environmental and social risks. This role is delegated to the specific Boards that carry out the work through dedicated teams.

102-32 Role of the highest governance body in the reporting process

Our Sustainability Report is approved by the Company's CEO and CFO.

102-33 Communicating Critical Concerns

17, 90

102-34 Nature and total number of critical concerns

17, 90

102-35 Compensation policies

The compensation of the Board of Directors is defined based on market research, and we do not make any payment of variable compensation for this category. The Board also has its compensation defined based on market research and the CLT regime. Directors are eligible for-Profit Sharing (PLR) as provided in the category Collective Bargaining Agreement. In general, all positions of the Company are eligible for-Profit Sharing (PLR) as approved in the Collective Bargaining Agreement, considering the following rule for the bonus: CEO and CFO (6 salaries), Directors (5 salaries), Managers, Commercial Manager, Commercial Consultants (4 salaries), Coordinators, Specialists, Researchers and other Consultants (3 salaries), other Operational and Administrative positions (2 salaries). Salaries follow a global market methodology, through a system of points that considers the sample of salaries within the same segment, as well as size, invoicing, number of employees, size of the business, scope, complexity and diversity of the business, in addition to other job evaluation factors.

102-36 Processes for compensation determination

The salary ranges and dynamics start from the internal analysis made by a consultant, which is based on the Company's Compensation Policy and defined job and salary structure. In addition, a global independent market methodology is used in conjunction with a survey of the agribusiness segment. The entire methodology and structure of positions and salaries was reviewed jointly with external market experts.

102-37 Envolvimento dos públicos de relacionamento na remuneração

The Company has a published Compensation Policy based on business strategy and market practices. This Policy was developed by the Compensation area and taken for approval in a meeting with the Company's managers, where interactions, contributions and reviews are carried out.

16

102-38 Proportion of total annual compensation

We have chosen not to disclose this information because we consider it confidential.

102-39 Percentage increase in proportion of total annual compensation

We have chosen not to disclose this information because we consider it confidential.

Stakeholder engagement

GRI Standard	Disclosure	Page / Justification for Omission	SDG
	102-40 List of Stakeholders	46	
GRI 102: General Disclosures 2016	102-41 Collective bargaining agreements	62	8
	102-42 Identification and selection of Stakeholders	46	

102-43 Approach to Engagement of Stakeholders	46
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102-44 Key topics and concerns	46
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Reporting practices

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	102-45 Entities included in the restated financial statements	12	
	102-46 Defining Report Contents and Topic Boundaries	99	
	102-47 List of Material Topics	46	
	102-48 Restatements of information	99	
	102-49 Changes in reporting	99	
	102-50 Reporting period	99	
	102-51 Date of the most recent report	The last Sustainability Report is on our website and refers to the 2019/20 fiscal year.	
	102-52 Report Cycle	99	

102-53 Contact point for questions regarding the report	99
102-54 Option according to GRI Standards	99
102-55 Summary of the GRI content	101 - 128
102-56 External securing	99, 100

MATERIAL TOPICS

Economic Performance

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	50	
	103-3 Evolution of the management approach	50	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	56, 57	
	201-2 Financial implications and other risks and opportunities due to climate change.	28	

201-3 Obligations of the defined benefit plan and other retirement plans

The liabilities of the pension plans are covered by the funds already contributed by the organization and participating employees, in the respective pension plans. A possible coverage of liabilities by the organization can be carried out only in case of deficit caused by externality. Today, the plans are made available to all permanent employees and have salary contribution ranging from 2% to 6% (supplementary pension), with the Company's contribution between 100% and 200% of the amount invested by the professional, varying according to their permanence time. In 2021/22, Ourofino Agrociência made a total of BRL 1,494,680.5 in contributions and the participants made a total of BRL 1,774,366.2. The variation in the amounts of 2020 and 2021/22 contributions was mainly linked to the increase in the number of participants and wage increases.

201-4 Financial assistance received from the government

We have chosen not to disclose this information because we consider it confidential.

Market presence

GRI Standard	Disclosure	Page / Justification for Omission	SDG
	103-1 Explanation of the material topic and its limits	47, 48	
GRI 103: Management Approach 2016	103-2 Management approach and its components	73, 74	
	103-3 Evolution of the management approach	73, 74	
GRI 202: Market presence 2016	202-2 Proportion of senior management members hired in the local community	135	

202-2 Proporção de membros da alta direção contratados na comunidade local

74



Indirect economic impacts

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	73, 74	
	103-3 Evolution of the management approach	73, 74	
GRI 203: Indirect economic impacts 2016	203-1 Development and impact of investments in infrastructure and services offered	73	
		The Company has no evaluation or studies to effectively evaluate the significant indirect economic impacts generated by our presence.	

Purchasing practices

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	71	

103-3 Evolution of the management approach

71

GRI 204: Purchasing practices 2016

204-1 Proportion of spending on local suppliers in major operating units

71, 72

12

Fighting corruption

GRI Standard

Disclosure

Page / Justification for Omission

SDG

103-1 Explanation of the material topic and its limits

47, 48

GRI 102: General Disclosures 2016

103-2 Management approach and its components

88, 89, 90

103-3 Evolution of the management approach

88, 89, 90

205-1 Operations subject to risk assessments related to corruption

89

16

GRI 205: Fight against corruption 2016

205-2 Communication and Training in Anti-Corruption Policies and Procedures

129

16

205-3 Confirmed cases of corruption and measures taken

We have not registered cases of corruption in the last corporate year.







16

Anti-competitive behavior

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 102: General Disclosures 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	88, 89, 90	
	103-3 Evolution of the management approach	88, 89, 90	
GRI 206: Anti-competitive behavior 2016	206-1 Lawsuits filed due to anti-competitive behavior, trust and monopoly practices	We have not filed lawsuits for anti-competitive behavior, antitrust and/or monopoly practices in the last corporate year.	16

Energy

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	83	
	103-3 Evolution of the management approach	83	

GRI 302: Energy 2016	302-1 Energy consumption within the organization	84	
	302-3 Energy intensity	84	
	302-4 Reducing power consumption	83	
Water			
GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	77, 79	
	103-3 Evolution of the management approach	77, 79	
GRI 303: Water and effluents 2018	303-1 Interactions with Water as a Shared Resource	77	
	303-2 Managing Impacts Related to Water Discharge	77	
	303-3 Water withdrawal	78	

303-4 Disposal of water

Ourofino Agrociência does not dispose of water or effluents treated in water bodies or similar, but as a good practice uses the water resulting from the treatment in the biological plant for the irrigation of the green areas of the Ecological Park, present in the industrial complex of Uberaba (MG).



303-5: Water consumption

78



Emissions

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	82	
	103-3 Evolution of the management approach	82	
GRI 305: Emissions 2016	304-1 Own operational units, leased or managed in or adjacent to protected areas and areas of high biodiversity located outside protected areas	82	12, 14, 15
	304-2 Significant impacts of activities, products and services on biodiversity	82	12, 14, 15
	304-3 Protected or restored habitats	82	14, 15






304- 4 Species included in the IUCN Red List and national conservation lists with habitats located in areas affected by the organization's operations

In operational areas, including the Ecological Park, we have no records of species listed in the Red List of Threatened Species of the International Union for Conservation of Nature (IUCN) or national conservation lists.




GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103- 2 Management approach and its components	85	
	103- 3 Evolution of management approach	85	
GRI 305: Emissions 2016	305- 1 Direct emissions of greenhouse gases (Scope 1)	86	3 12 13 14 15
	305- 2 indirect emissions of greenhouse gas (Scope 2)	86	3 12 13 14 15
	305- 3 Other indirect greenhouse gas emissions (Scope 3)	86	3 12 13 14 15
	305- 4 Green House Gas Emissions (GHG) rate	86	13 14 15
	305-5 Reduction of GHG emissions	85	13 14 15

Wastes



GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	80	
	103-3 Evolution of the management approach	80	
GRI 306: Wastes 2020	306-1 Waste generation and significant waste-related impacts	80	
	306-2 Management of significant waste-related impacts	79	
	306-3 Waste generated	80	
	306-4 Waste not destined for final disposal	80	
	306-5 Waste destined for final disposal	80	

Environmental compliance




GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	76, 77	
	103-3 Evolution of the management approach	76, 77	
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	We did not register non-compliance with environmental laws and regulations that resulted in significant fines or sanctions during the last corporate year. We have legal management software that allows us to demonstrate compliance with mandatory requirements and others related to the environment.	

Environmental evaluation of suppliers







GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70	
	103-3 Evolution of the management approach	68, 69, 70	

GRI 308: Environmental evaluation of suppliers 2016	308-1 New suppliers that were selected using environmental criteria	70	
	308-2 Negative environmental impacts in the supply chain and measures taken	70	

Employment

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	58, 59	
	103-3 Evolution of the management approach	58, 59	
GRI 401: Employment 2016	401-1 New hire rates and employee turnover	130, 131	
	401-2 Benefits granted to full-time employees who are not offered to temporary or part-time employees	61	
	401-3 Parental leave	60	

Occupational health and safety

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	64, 65	
	103-3 Evolution of the management approach	64, 65	
GRI 403: Occupational health and safety	403-1 Occupational Safety and Health Management System	64	
	403-2 Hazard identification, risk assessment and incident investigation	64	
	403-3 Occupational health services	65	
	403-4 Participation, consultation and communication of workers on occupational health and safety	65	
	403-5 Training of workers in occupational safety and health	64, 65	
	403-6 Promotion of worker health	61, 65	

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

64



403-8 Workers covered by an occupational health and safety management system

64



403-9 Work-related Injuries

67





403-10 Work-Related Illness

65





Training and education


GRI Standard	Disclosure	Page / Justification for Omission	SDG
	103-1 Explanation of the material topic and its limits	47, 48	
GRI 103: Management Approach 2016	103-2 Management approach and its components	63	
	103-3 Evolution of the management approach	63	

GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	63	
	404-2 Continuing learning programs for employees and preparation for retirement	Currently, we do not have specific continuous learning programs for professionals and preparation for retirement.	
	404-3 Percentage of employees receiving regular performance and career development reviews	We had 100% of the eligible professionals participating in the company's Performance Management Cycle over the last corporate year, which totaled 355 employees. We consider eligible those who, until the beginning of the evaluation process, have at least 3 months of work. Regarding the functional categories, of the 355 participants, we had 197 employees from the administrative area, 75 from management and 83 from operations.	


Diversity and equal opportunity

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	58, 59	
	103-3 Evolution of the management approach	58, 59	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	132, 133, 134	
	405-2 Ratio of basic wage and compensation of women and men	135	


Non-discrimination

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	88, 89, 90	
	103-3 Evolution of the management approach	88, 89, 90	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	We have not recorded incidents of discrimination in the last corporate year.	


Freedom of association and collective bargaining

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70, 88, 89, 90	
	103-3 Evolution of the management approach	68, 69, 70, 88, 89, 90	
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining agreement may be being violated or present a risk of violation	70	






Child labor

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70, 88, 89, 90	
	103-3 Evolution of the management approach	68, 69, 70, 88, 89, 90	
GRI 408: Child Labor 2016	408-1 Operations and suppliers with significant risk of child labor	70	


Forced labor or slave-like labor

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70, 88, 89, 90	
	103-3 Evolution of the management approach	68, 69, 70, 88, 89, 90	
GRI 409: Forced labor or slave-like labor 2016	409-1 Operations and suppliers identified as having significant risk for the occurrence of forced or slave labor	70	


Human rights


GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70, 88, 89, 90	
	103-3 Evolution of the management approach	68, 69, 70, 88, 89, 90	
GRI 412: Human Rights 2016	412-1 Operations that have undergone human rights reviews or impact assessments	70	
	412-2 Employee training on human rights policies or procedures	129	 
	412-3 Significant investment contracts and agreements that include human rights clauses or have been subject to human rights assessment	70	 

Local communities


GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	73, 74	
	103-3 Evolution of the management approach	73, 74	
GRI 413: Local Communities 2016	413-1 Operations with implemented programs of local community engagement, impact assessment and local development	73	
	413-2 Operations with significant actual and potential negative impacts on local communities	We have no records of any real significant or negative impacts on local communities close to the main operations of Ourofino Agrociência	

Social assessment of suppliers

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	68, 69, 70	
	103-3 Evolution of the management approach	68, 69, 70	





GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	70	
	414-2 Negative social impacts on the supply chain and measures taken	70	

Public policy


GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	91	
	103-3 Evolution of the management approach	91	
GRI 415: Public Policy 2016	415-1 Political contributions	We have not registered any contributions to campaigns, parties and/or candidates for public office in the last year.	

Consumer Health and Safety


GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	31	
	103-3 Evolution of the management approach	31	

GRI 416: Consumer Health and Safety 2016	416-1 Products and services for which health and safety impacts are assessed	37	
	416-2 Noncompliances related to impacts caused by products and services on health and safety	We have not registered incidents related to health and impacts on the safety of products and services in the last corporate year.	
Marketing and Labeling			
GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	35	
	103-3 Evolution of the management approach	35	
GRI 417: Marketing and labeling 2016	417-1 Requirements for product and service information and labeling	35	 
	417-2 Noncompliances concerning information and labeling of products and services	We did not register noncompliance regarding information and labeling of products and services.	
	417-3 Noncompliances relating to marketing communications	We did not register any non compliances regarding marketing communications in the last corporate year.	

Customer Privacy Violations

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	88, 89, 90	
	103-3 Evolution of the management approach	88, 89, 90	
GRI 418: Customer Privacy Violations 2016clientes 2016	418-1 Proven complaints received regarding customer privacy violation	40	

Socio-economic compliance

GRI Standard	Disclosure	Page / Justification for Omission	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	47, 48	
	103-2 Management approach and its components	88, 89, 90	
	103-3 Evolution of the management approach	88, 89, 90	
GRI 419: Socioeconomic compliance	419-1 Non-compliance with social and economic laws and regulations	We have not registered non-compliance with social and economic laws and regulations in the last corporate year.	

Additional Information

Professionals communicated and trained in anti-corruption and human rights by functional category GRI 205-2, 412-2

	2019/20	2020/21	2021/22
Management	47	-	73
Operational	129	-	298
Operational	38	35	20
Number of professionals reported and trained	214	35	391
Total number of professionals	415	434	483
Professionals reported and trained in the year (%)	51.6	8.1	81.4

Note 1: The 2021/22 data, present in the indicator, are related to the integration training of new effective professionals in Brazil and Code of Conduct training conducted in May and April 2021.

Note 2: All trained professionals were previously communicated and, thus, the number of people trained and communicated is the same. The Code of Conduct, which is the basis of training, addresses elements related to the topic of human rights and anti-corruption.

Note 3: The total number of professionals in Brazil used to calculate the percentage of trained professionals considers the employees included in the Company's payroll on the last day of the fiscal year.

Note 4: The data presented do not consider the operations of China.

Note 5: The 2021/22 data considers as operational the operators and Production leaders and Maintenance technicians.

Annual hires by gender GRI 401-1

	2019/20		2021/22		2021/22	
	Quantity	Representation (%)	Quantity	Representation (%)	Quantity	Representation (%)
Men	61	73.7	70	79.5	83	70.9
Women	24	27.3	18	20.5	34	29.1
Total	85	100.0	88	100.0	117	100.0

Note: The data presented do not consider trainees and the operations of China.

Exit of professionals by gender GRI 401-1

	2019/20		2021/22		2021/22	
	Quantidade	Representação (%)	Quantidade	Representação (%)	Quantidade	Representação (%)
Homens	50	67,6	62	82,7	55	73,3
Mulheres	24	32,4	13	17,3	20	26,7
Total	74	100,0	75	100,0	75	100,0

Note: The data presented do not consider trainees and the operations of China.

Annual hires by age group GRI 401-1

	2019/20		2021/22		2021/22	
	Quantity	Representation (%)	Quantity	Representation (%)	Quantity	Representation (%)
Under 30 years	30	35.3	34	38.6	41	35.0
Between 30 and 50 years old	51	60.0	53	60.2	71	60.7
Over 50 years	4	4.7	1	1.1	5	4.3
Total	85	100.0	88	100.0	117	100.0

Note: The data presented do not consider trainees and the operations of China.

Exit of employees by age group GRI 401-1

	2019/20		2021/22		2021/22	
	Quantity	Representation (%)	Quantity	Representation (%)	Quantity	Representation (%)
Under 30 years	15	20.3	24	32.0	17	22.7
Between 30 and 50 years old	52	70.3	46	61.3	53	70.7
Over 50 years	7	9.4	5	6.7	5	6.7
Total	74	100.0	75	100.0	75	100.0

Note: The data presented do not consider trainees and the operations of China.

Distribution of individuals by gender in governance positions and other functional categories (%) GRI 405-1

	2019/20			2020/21			2021/22		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board of Directors	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0
Audit Committee	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0
Executive Board	80.0	20.0	100.0	80.0	20.0	100.0	78.6	21.4	100.0
Management	76.9	23.1	100.0	80.6	19.4	100.0	77.6	22.4	100.0
Administration	64.5	35.5	100.0	62.7	37.3	100.0	59.9	40.1	100.0
Operational	97.7	2.3	100.0	100.0	-	100.0	92.0	8.0	100.0

Note: The data presented do not consider trainees and the operations of China and India.

Distribution of individuals by age group in governance positions and other functional categories (%) GRI 405-1

	2019/20				2020/21				2021/22			
	Under 30 years	Between 30 and 50 years old	Over 50 years	Total	Under 30 years	Between 30 and 50 years old	Over 50 years	Total	Under 30 years	Between 30 and 50 years old	Over 50 years	Total
Board of Directors	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Audit Committee	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Executive Board	-	55.0	45.0	100.0	-	58.0	42.0	100.0	-	71.4	28.6	100.0
Management	-	76.9	23.1	100.0	-	87.1	12.9	100.0	3.0	83.6	13.4	100.0
Administration	28.6	62.2	9.2	100.0	25.4	70.2	4.4	100.0	26.0	69.2	4.8	100.0
Operational	24.6	71.5	3.9	100.0	19.2	75.0	5.8	100.0	21.0	73.5	5.6	100.0

Note: The data presented do not consider trainees and the operations of China.

Diversity (PwD*) by categories by functional categories (%) GRI 405-1

	2019/20	2020/21	2021/22
Board of Directors	-	-	-
Audit Committee	-	-	-
Executive Board	-	-	-
Management	3.8	0.2	1.5
Administration	0.4	0.4	0.9
Operational	2.3	0.4	3.7

Note 1: (*) PwD - Person with disabilities or permanent limitations (visual, auditory, physical or intellectual).

Note 2: The data presented do not consider trainees and the operations of China.

Comparison between lowest salary by gender and minimum wage (BRL) GRI 202-1

	2020/21	Ratio between wage	2021/22	Ratio between wage
Wage Cap	1,304		1,518	
Lower Female Wage	1,816	1.4	2,227	1.5
Lowest Male Wage	1,564	1.2	1,961	1.3

Note: The data presented do not consider trainees and the operations of China.

Ratio between women's and men's salaries by functional category GRI 405-2

	2019/20	2020/21	2021/22
Management	0.8	1.1	1.0
Expert	0.8	1.3	1.3
Commercial	-	1.2	1.1
Operational	1.0	1.0	1.0
Apprentice	1.0	1.1	1.0
Technical*	1.4	-	-
Operational*	-	-	-

Note 1: (*) For these categories we have only male representatives acting and therefore the relationship between salaries does not appear.

Note 2: The data presented do not consider trainees and the operations of China.

Note 3: For this indicator, the data are further separated into functional categories to reduce possible distortions linked to salary ranges.

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