

Annual Report

2020/21

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Welcome

Introduction to the Annual Report

In this chapter

- Leadership message
- Figures, highlights and indicators

Welcome

Introduction to the Annual Report

For another year, we keep proud to share with our relationship audience the main results obtained by the company in the period of April 1st 2020 and March 31st 2021. The report encompasses the financial results indicators and non-financial, going through environmental, social and governance scopes (ESG).

Launching the Annual Report of Ourofino Agrociência is still our main way of providing information to society and it allows us to demonstrate how we generate value, the impacts generated by the operation and care taken, as well as we conceive a more sustainable future.

For the second year in a row, the report complies with the new fiscal cycle of the Company and its structure is guided by priority themes established by the materiality process performed in the beginning of 2020. Along the process the views of the main stakeholders and leadership of the company were considered.

The base of the material is established on the methodology of the Global Reporting Initiative (GRI) and guidelines of the International Integrated Reporting Council (IIRC). Despite the challenging year, we have loads to celebrate and we would like to invite you to participate in this history. Once more, be welcome and have a great read!

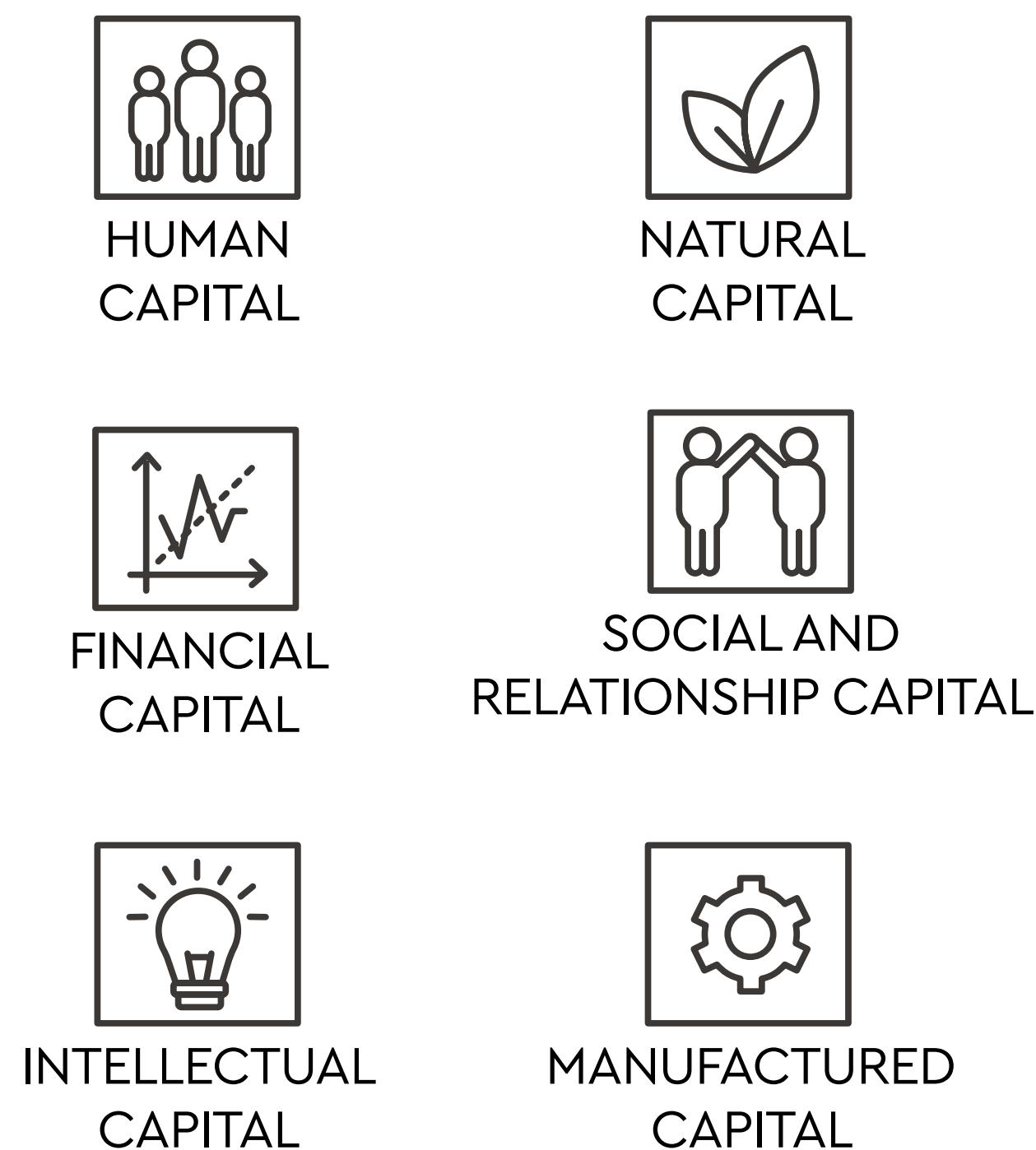


In order to access our financial demonstrations, use this QR Code



Capitals and Sustainable Development Objectives (SDO)

Throughout the report, observe the connections between the chapters and sessions with the capitals of the guidelines of the IIRC and the SDO of the United Nations (UN). The icons bellow will be your reference:



Leadership message

GRI 102-14, 102-15

We have gone through one of the most difficult times in the history of Ourofino Agrociência. On the very year we celebrated our tenth anniversary, we faced the biggest sanitary crisis of contemporaneity with the dissemination of the new corona virus pandemic.

The year had many uncertain scenarios and high complexity, it became a key moment of reaffirmation of our commitment with people and life valuing.

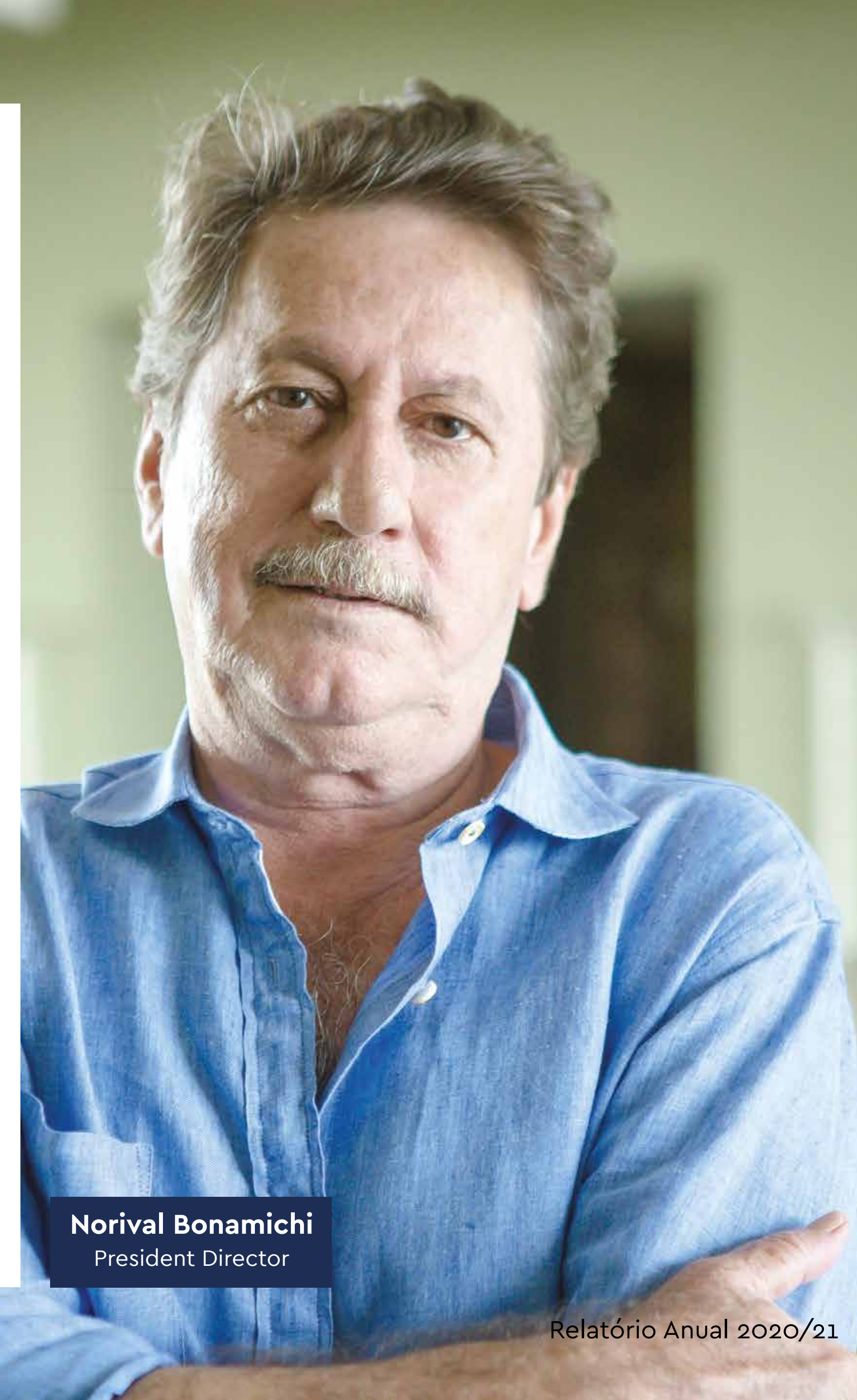
We took notice of our fragility and how it is important to count on people who are aligned with one single purpose.

In the beginning of 2020 office in China already monitored the corona virus surge and would inform us that we were to face something uncommon. The leadership of Ourofino Agrociência kept alert to the events and maintained its monitoring in Brazil and China. As the disease scaled and the declaration of the World Health Organization

(OMS) that we were facing a pandemic, we implement the Corona virus Impact Management Committee.

The actions coming from the leadership and the Committee had a clear and unique purpose of caring firstly for people and their families. Thus, in around a week, we mobilized all of the administrative operation of the Company into remote work and implemented new safety protocols throughout the operation. Such change is unprecedented in the Company and demanded a lot of efforts and adjustments of all the team, being that we did not have home office as a common practice. However, remote work brought us many lessons and allowed for a rapid evolution of operational efficiency in general. Throughout the period, our teams have shown great adjustment skills and despite the distance, we kept united by a common goal.

Our market was considered an essential activity and thus, we kept our operation on throughout the whole period, facing an increase in the costs of production and exchange rate variation that was highly uncommon, with a significant reduction of



Norival Bonamichi
President Director



Marcelo Abdo
Vice-president Director

practiced margins. We also had delays from Chinese suppliers and the increase of competition in the market of crop protection products with additional difficulties. Even with this challenging context, the company for over an year, reached good outcomes, which were the result of an agile management that was committed to the well-being of people. We reached net revenues of BRL 1.4 billion, representing a growth of 18.3% compared to the 2019/ 20 result. The Ebitda reached BRL 197.9 million and net income of BRL 89.9 million, representing 6.3% of net revenue. We celebrated 10 years of Ourofino Agrociência in 2020, looking forward to what future will bring while motivated to reimagine Brazilian agriculture in the years to come. In a year when we expected to be in our new headquarters, inaugurated in January 2020, we had the opportunity to reflect and realize that the union of the company's team goes beyond our physical space. Certainly, in these 10 years, we had the opportunity of structuring a cohesive team, that is ready for challenges.

This year we invested on operational efficiency, strengthening the ESG aspects and cost reduction. We keep on automatizing processes and making enhancements in many areas in order to make our operation more profitable, sustainable and efficient. Over BRL 5.1 million were invested

in the industrial Complex in the period, being a good part dedicated to expanding our productive capacity and at the same time, incorporating process innovations. We have reached considerable savings through the rationalization of the resources around BRL 59.3 million, which allows us to project changes for the next years and generates important opportunities for the optimization of the operation.

The portfolio of the company kept on ascending and brought incredible perspectives for the following years.

We have had the launch of Trix, Teburaz, Kaivana, Off Road, Nori and UnanimeBR, diversifying our products and at the same time strengthening market share in some important and strategic crops for the business. Up 2023, we project a portfolio with around 106 products, a great part of them being reimaged, that is to say, adapted to Brazilian reality and more sustainable.

The partnership with Mitsui and ISK evolved significantly on the last year. As a result of the relationship, we have come to have a professional from Ourofino Agrociência allocated in the office of Mitsui in New Delhi, which brings many competitive advantages and proximity with lo-

cal suppliers from India. For the following years, we have great expectations of developing the relationship with our Japanese partners and thus, expand the variety of launches, including new molecules and patents.

This year, we started to incorporate sustainability goals linked to bank financing obtained by the company (Sustainability Linked Loans), as a way to promote more sustainable practices throughout the operation. The targets are linked to reduced carbon emissions as well as lower waste generation. We work to evolve processes and structure programs that maintain practices in a permanent way and aligned with the objectives of Ourofino Agrociência.

In this cycle we also named our material Annual Report, because it comprises all the results of the year and does not distinguish past progress and difficulties by themes. Our Annual Report traces details and many other results for 2020/21.

We know that we are shrouded in a very uncertain and out-of-the-ordinary scenario of recent years. We will still live a complex period and will have to focus on the best choices, not only for the business, but for people.

We believe in the evolution of society in the face of the challenges faced and seek to be part of the transformations that are to come. We will continue to be aligned with our purpose and in search of the value of people, the environment and businesses.

We expect a new, more prosperous year that will represent a turning point in the current situation of the entire planet. Our work continues and we reinforce our commitment to keeping people safe and bringing prosperity to Brazil's agribusiness.

We go on together, always!


Norival Bonamichi
President Director


Marcelo Damus Abdo
Vice-president Director



Numbers, highlights, and indicators



About
2.5% of last year's revenue went to research and development



Our main product in the last year was Templo, a premium Glyphosate that is part of the reimagined products and that had a **growth of 110,0%**, due to the strong work of launching the product.



We have worked in **47 projects of new formulations** with launch estimate to 2021, being **10 new products**

Economic Indexes (BRL million)

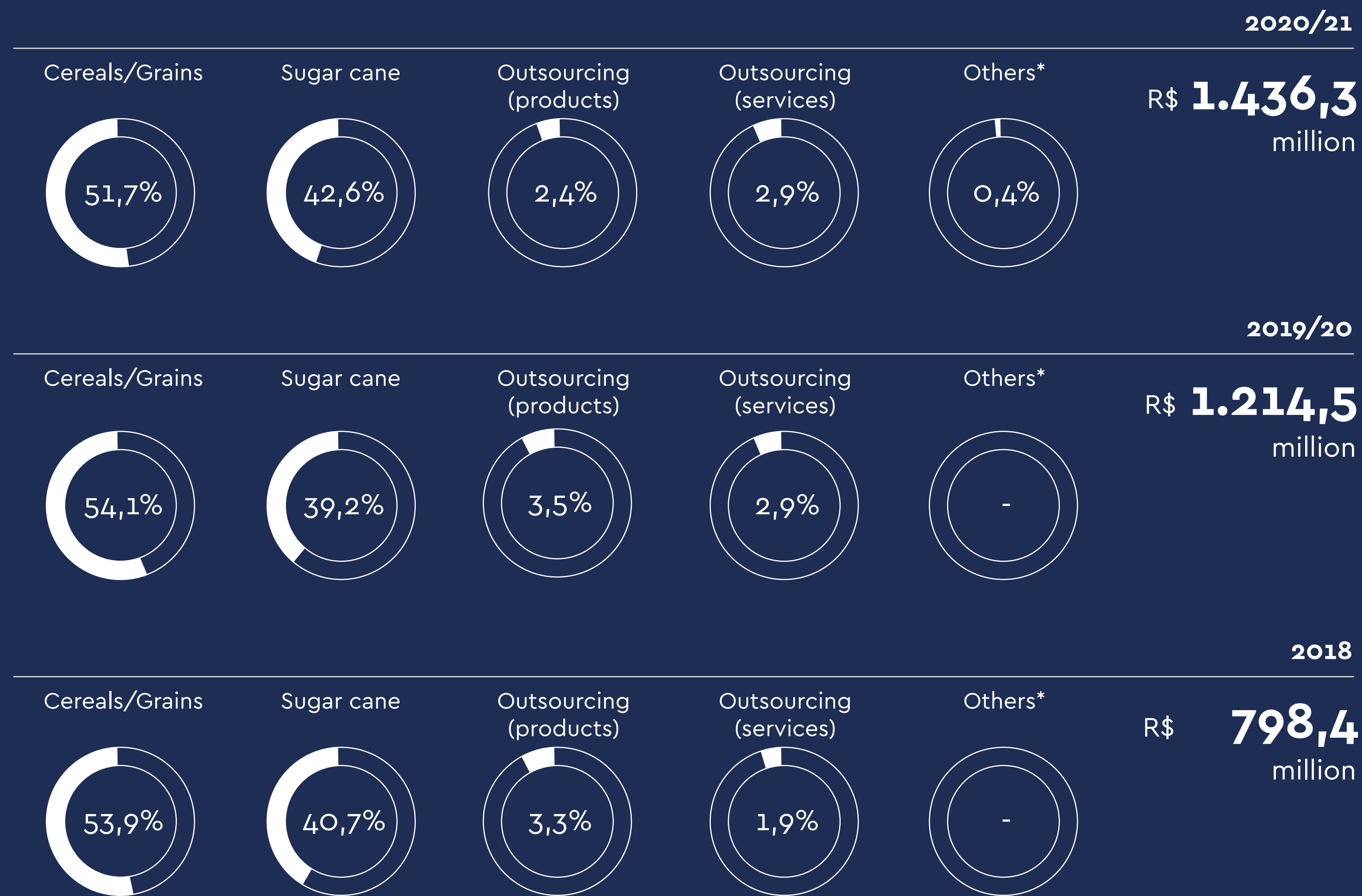
	2018	2019/20	2020/21
Net Revenue	798,4	1.214,5	1.436,3
Gross profit	241,7	309,6	322,5
Ebitda	135,2	175,7	197,9
EBITDA margin (%)	16,9	14,5	13,8
Net Profit	68,0	87,3	89,9
Net Margin (%)	8,5	7,2	6,3
Total Assets	1.035,3	1.661,5	1.847,3
Net Equity	350,9	416,4	482,3
Net Debt*	41,6	(145,6)	121,0
Net Debt/EBITDA	0,3	(0,8)	0,6

Note: (*) In this case net debt includes the company's commercial lease.

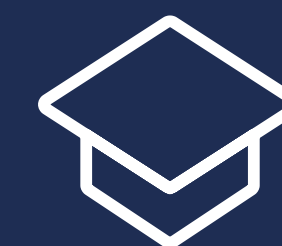


We reduced our greenhouse gas (GHG) emission intensity by 29.2 %, due to reduced vehicle use and energy consumption

Revenue by Segment



Note: (*) Revenues from the controlled Ouro Fino Hong Kong Limited, derived from commissions received by intermediation of services.



27,335.6 hours of training in technical and behavioral skills, including topics related to safety, health, integrity, ethics and the environment

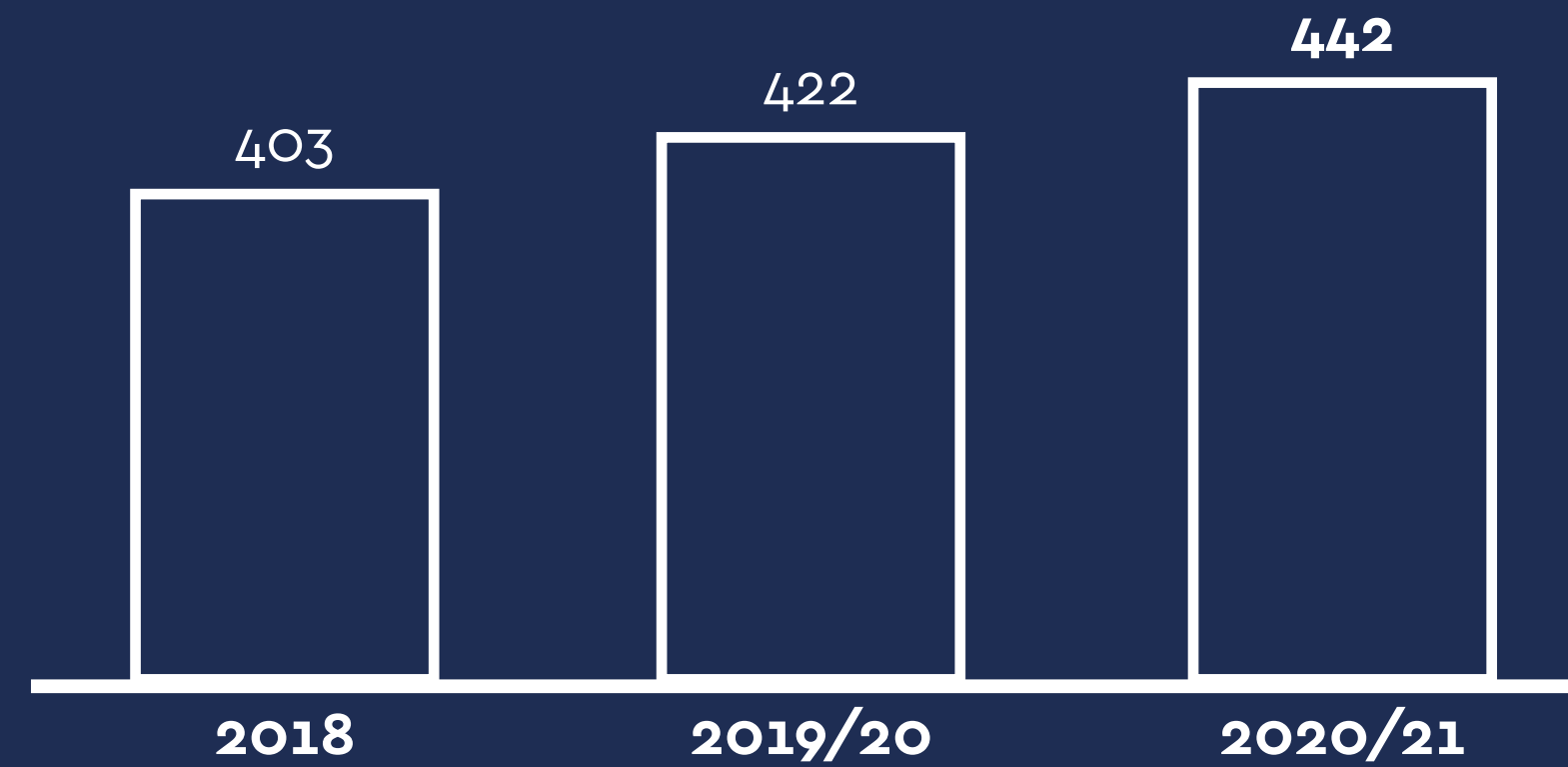


We donated about **11,288.6 liters of alcohol GEL** to entities in the cities of Uberaba and Ribeirão Preto



We reduced **45.7% of the industrial effluents** generated in the Uberaba (MG) complex, incorporating engineering improvements, expanding the reuse of cleaning water and standardizing the process of line setup

Number of trained professionals

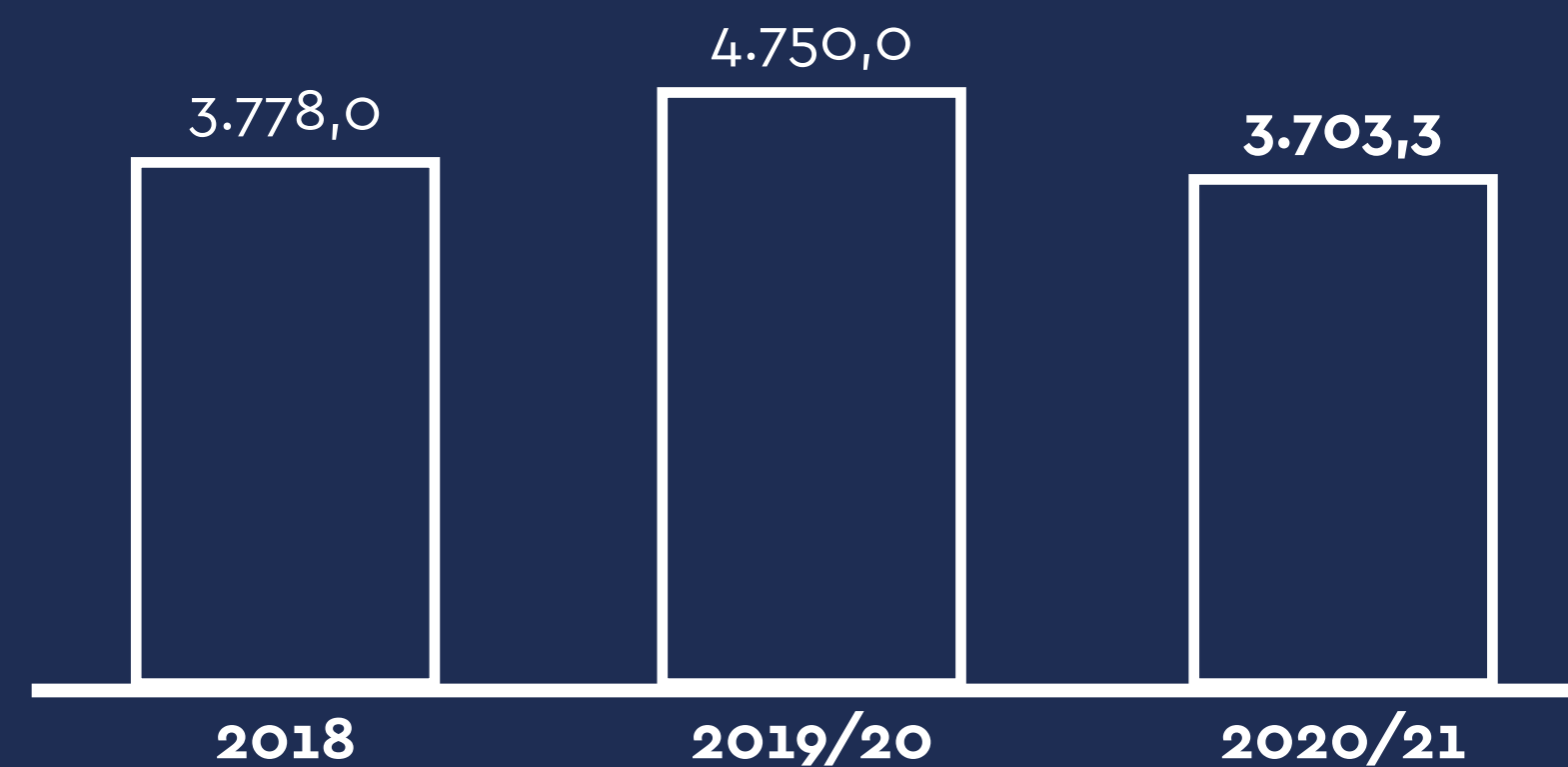


We conducted **304 hours of external audits and 128 hours of internal audits** at the Uberaba industrial complex (MG)



We have reached **100.0% of managers** and professionals trained in our Code of Conduct

Environmental investments (BR thousands)



We invested more than **BRL 5.1 million** improvements and extensions of the productive capacity of the Uberaba industrial complex (MG)



We have conducted over **680 experiments and tests** in our experimental units

Note 1: The above figures do not include expenditures on professional salaries.
Note 2: The amounts include the use of technical consultancy services, investments in improvements, waste disposal, new equipment, maintenance and operational services.

Essence of Ourofino Agrociência

10 years of success direct from the field

In this chapter

- Our History
- Business model
- Combat the invisible enemy
- Strong culture
- Governance and leadership
- Corporate Responsibility

Essence Ourofino Agrociência

10 years of success direct from the field

Brazilian Originated, we have operated for 10 years in the segment of crop Protection, and we are present in the day by day of thousands of growers and companies

In 2020, Ourofino Agrociência completed its first decade of existence and operation in the Brazilian crop Protection Market. This path was only possible through the hard work of special people and professionals who always made the difference being bonded by common goals.

From the start of our activities, the founding partners and childhood friends, Norival Bonamichi and Jardel Massari, lapidated the values of the company based on their roots and values. Honesty and respect are the principles which guide us, be it in the relationship among work colleagues, clients, commercial partners, the environment and the community.

After 10 years, we are thinking beyond and we want to dedicate ourselves to reimagining Brazilian agriculture, building a history of success that makes us proud, mainly by maintaining alive the noble values that guided us here.

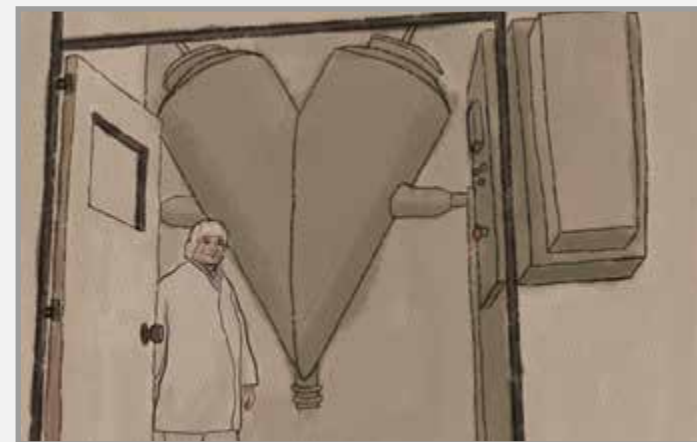
Ourofino Agrociência will keep on contributing with Brazil, agribusiness, creating development, inclusion, and sustainable opportunities to people.



Our history

Our whole path is supported by the innovative DNA of our founders, Norival Bonamichi and Jardel Masari. From its name, a tribute to the mining district of Ouro Fino where both were raised, to the practical and efficient work style, we maintain the reference of these two entrepreneurs who, since 1987, invest in agribusiness

1987- Boldness to invest



The journey of the partners has as its foundation simplicity since their innovative work started with the sale of a car and other savings resulting in the development of a veterinary industry distributor.

1997 - Innovation as differential



Creation of Innovation, Development and Research Department (RD&I).

2004 - Acknowledged labor



The founding partner and president Norival Bonamichi, receives in Monte Carlo, in the Principality of Monaco, the prize Master of Business for Entrepreneur of the year, from Ernest & Young.

2005 - New factory



The growth of the veterinary company demanded a new space, projected and built in Cravinhos - SP. The industry was planned to serve the most rigorous demands of international and Brazilian markets.

2009 - New challenges



Building of our factory in the chemical industrial district of Uberaba (MG) one of the most modern crop protection factories in the world, idealized within World Class Manufacturing Patterns.

2012 - Experimental Station



In the experimental station in Guatapar, the RD&I department is created being responsible for bringing innovative solutions for the portfolio of products and services.

2012 - Going global



in Shanghai, China, an office with specialists who are responsible for strengthening the relationship with suppliers and guaranteeing, in loco, the quality of raw materials.

2016 - Expansion of the factory



The rapid growth of the company has made it necessary to build new warehouses. Besides, a dispersible granule plant (WDG) for herbicides was inaugurated.

2017 - A new era



With the purpose of reimagining Brazilian Agriculture, we have the commitment to inspire a new era of development, productivity, and growth, creating new possibilities for the challenges of Brazilian agriculture.

2019 - New strategic partnerships



Announcement of the strategic partnership with Japanese multinationals Mitsui and ISK strengthening the search for solutions that are adapted for tropical agriculture.

2020 - New headquarters



With three thousand square meters, the new office has been designed to provide higher integration among teams and sectors, with a positive experience in the execution of daily tasks.

2020 - Over BRL 1.3 billion



With teamwork and engaged professionals, the company has reached the landmark of over BRL 1.3 billion in billing in one accounting year (2019/2020) exceeding the expectations of growth that were estimated in the beginning of the project.

The future is right there



We were able to accomplish what few companies did in only 10 years. And we will accomplish much more!

Business model

This virtuous cycle goes through increasingly structured and efficient processes to achieve the full potential of the resources employed in the activities of the operations

Below we illustrate how we transform the capitals of the Company into results and impacts throughout the chain.



Structure and size of operations

We are Ourofino Agrociência, a limited company with closed capital and Brazilian origin that completed 10 years of existence in 2020. We operate on the development and sales of crop protection products for the domestic market with representativeness in all Brazilian states. We believe that we can reimagine agriculture in the country, bringing innovative, more efficient solutions and adapted to local reality. **GRI 102-1**

Since 2019, the corporate structure of the company has the Japanese partners Mitsui & Co. and Ishihara Sangyo Kaisha Ltd. (ISK) with 25% of the capital and the rest, distributed among minority partners and the founding partners, keeping Ouro Fino Química S.A. as controller and Ouro Fino Hong Kong Ltd. And Shanghai Ouro Fino Trading Co., as controlled. We operate from the initial stages of research and development to the production and delivery of formulations. The targeting of products serves the main national crops, such as sugarcane, soybeans, corn, peanuts, citrus, wheat, rice, potatoes, beans, tomatoes and cotton. **GRI 102-2, 102-5, 102-6, 102-45**

Our headquarters is located in the midlands of São Paulo, in the city of Ribeirão Preto and we have a team formed by 442 professionals, distributed throughout the national territory and countries in Asia (China and India).

We have a large network of relationships that includes about 3,800 active customers and more than 1,000 suppliers between international and national.

GRI 102-3, 102-7

Completing our operational structure we have the industrial complex in Uberaba (MG) and experimental stations in Cambé (PR), Bandeirantes (PR), Rio Verde (GO) and Guatapar (SP). The Guatapar Experimental Farm (SP) is our largest structure dedicated to testing and accommodates the greatest part of the Research and Development (RD & I) team of the Company. We also have a logistics service network with six distribution centers (CDs), all outsourced and operating in the cities of Igarapava (SP), Cuiab (MT), Ca-

razinho (RS) and Uberaba (MG). We also have a support office in Shanghai (China) that allows us greater proximity to major suppliers. In June last year, we allocated a professional within Mitsui's facilities in India, with views on a future office in the region for operations support. **GRI 102-7**

Ourofino Agrociência products are already part of the routine of resales, distribution channels, cooperatives, mills, cane suppliers and rural producers throughout the country and comprise an ever-expanding portfolio with more than 68 solutions and that, by 2023, we expect to expand it to more than 106 products. **GRI 102-7**

Our current strategy is focused on expanding the horizons of the company, including the advancement of our role in several crops in Brazil, strengthening the brand through a culture of sustainability and ESG, sensitive products and investments in projects that drive to new heights in the market. To achieve this success, we rely on the engagement and vision of the leaders of Ourofino Agrociência, teams aligned with a strong culture of valuing people and finally, in the belief in our purpose.

Presence in Brazil and global chain

GRI 102-7

+ than BRL 1.5 billion
in annual revenues

+ than 55,8 million Kg/L
of crop protection
products produced
annually

Brasil

- 1 Administrative headquarters
- 1 Industrial Park
- 6 Distribution Centers
- 1 Research, Development, and innovation Technology Center
- 4 Experimental Stations
- + de 3.800 active clients

Global chain

- + than 65 International Suppliers
- 1 Office in China
- 1 professional in Indian soil
- + than BRL 857 million in purchases of imported supplies

Important Products 2020/21

Templo[®]

(glifosato com tecnologia Duo Sal)

ImperadorBR[®]

(carbendazim)

PonteiroBR[®]

(sulfentrazone)

FortalezaBR[®]

(tebutiuram)

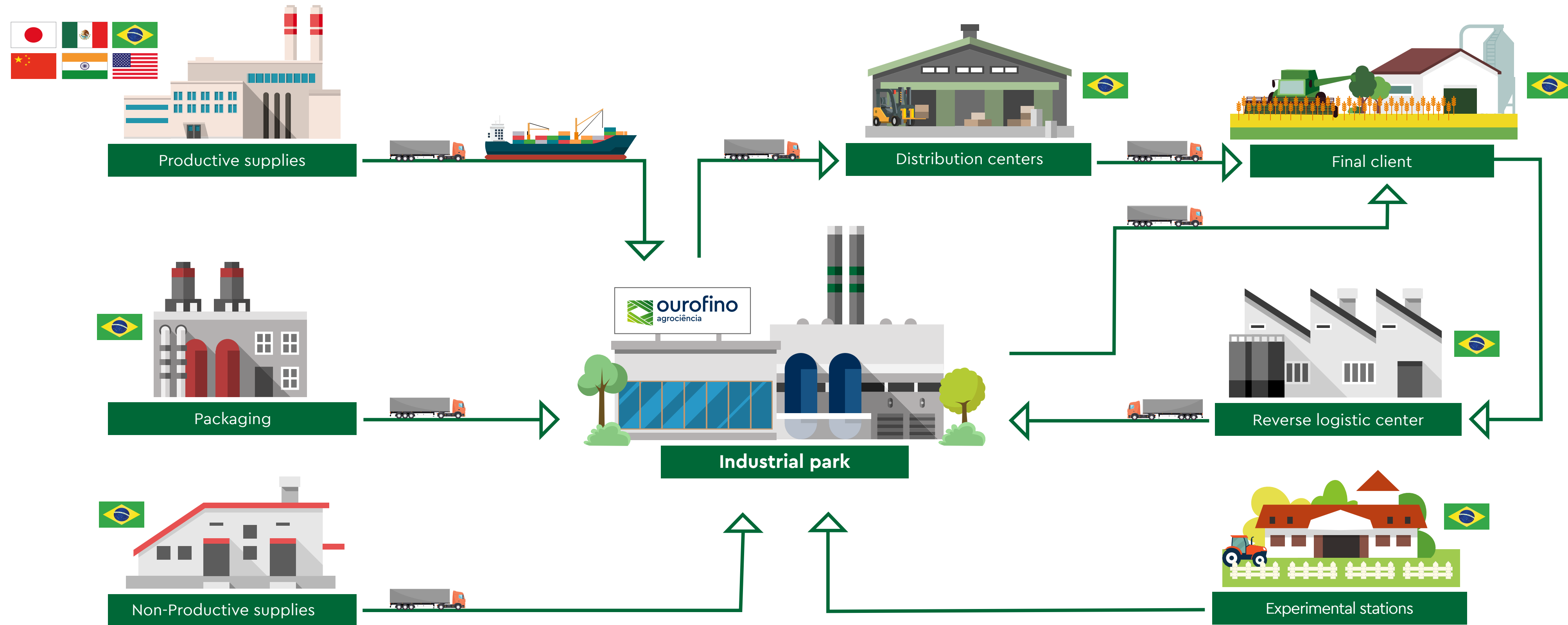
Kaivana[®] 360 CS

(clomazone)

Quallis[®]

(2,4-D + picloram)

Structure of value



Highlights



We maintain a heterogeneous network of national and international partners, always aligned with the requirements and standards of quality, ethics, and integrity of the company, including care for the environment and the reduction of social impacts.



We have increased the level of process informatization and increased operational efficiency throughout the value chain.



Most of the active suppliers for our formulations are in China and India.

Combat the invisible enemy

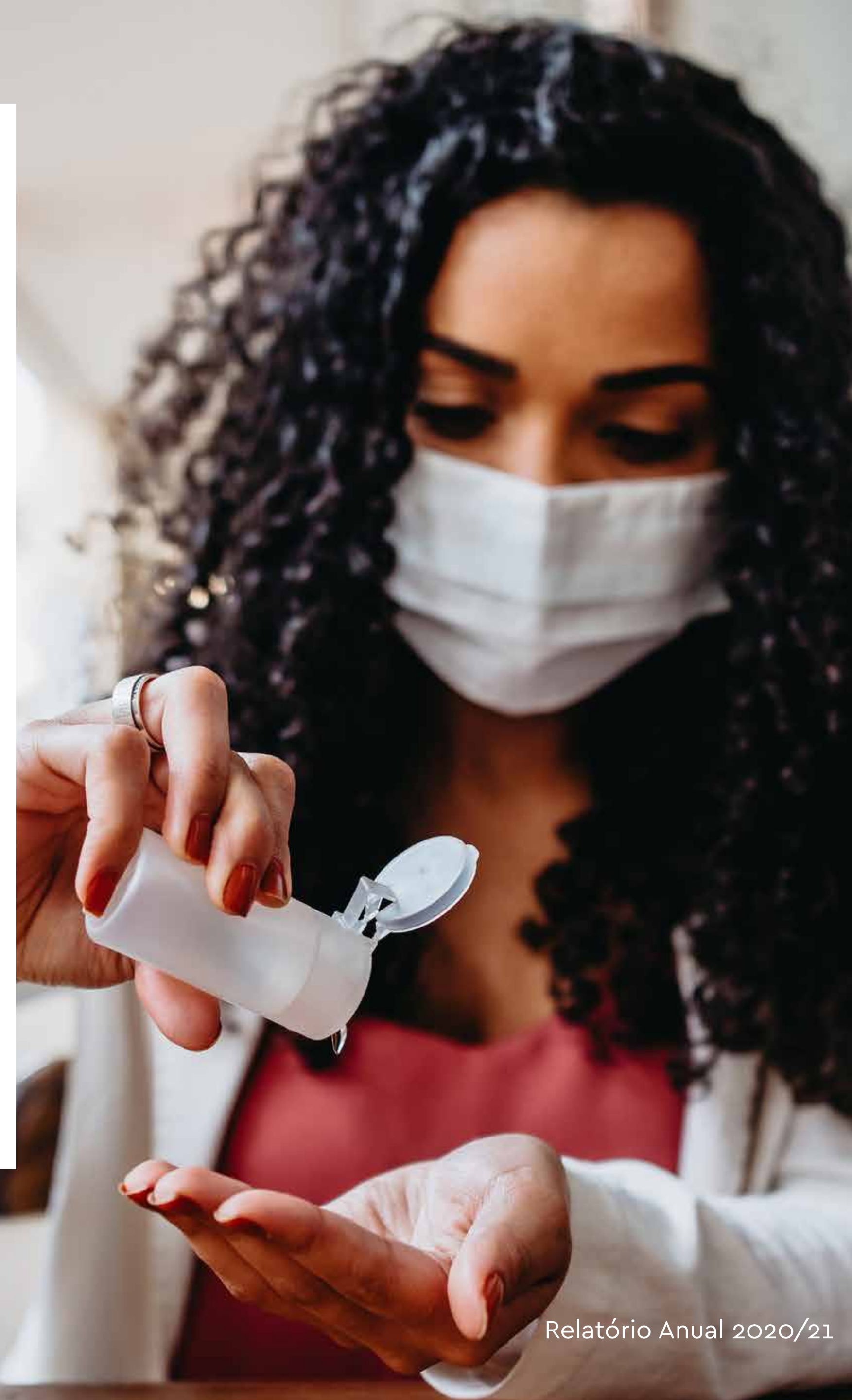
In the last year, we had to reinvent ourselves and take care of people in a way that we had never imagined within the risk scenarios of Ourofino Agrociência

It was at the end of the second half of 2019, when our advanced office in Shanghai (China), informed us that local authorities were concerned about a new virus identified in the small city of Wuhan in Hubei province. At first the information was very scarce and the countries, including Brazil, showed no apprehension regarding potential impacts of the disease outside of China .

In early 2020 and with the escalation in the number of cases, the scenario began to change, and the information of recklessness already identified by our team in China began to confirm itself. International organizations begun to show concern and study the virus, which was identified as a variant of the coronavirus family, called SARS-CoV-2 and the disease it caused as Covid-19. In early 2020 meetings, our leadership already

knew it needed to closely monitor the evolution of the disease and its potential impacts on operations and people. Even in the first months of the year, the new coronavirus began to be identified in several countries and those infected were already in the thousands, until on March 11, 2020, the World Health Organization (WHO) elevated the status of contamination to a pandemic.

With this statement from the WHO and the increasingly complex scenario, including Covid-19 cases in Brazil, we created in March 2020 our Coronavirus Impacts Management Committee. The committee was structured by a multidisciplinary team formed from key areas such as People Management, Health & Safety and Environment (SSMA) and Risks and Compliance, besides other leaderships.





Now, with the committee set up, it had the mission to discuss and deliberate on the company's actions to face the public health crisis. The meetings took place daily at first, and then their periodicity began to be wider according to the understanding of the disease and actions taken. We have seven central pillars to face the pandemic from which all the strategic planning of actions throughout the crisis have derived, highlighted below:

- Risk assessment and clarification of emergency response mechanisms, including plans, division of work and study of future scenarios;
- Establishment of a specific crisis methodology for communicating information to professionals and family members, as well as other relationship audiences;
- Focus on the physical and mental well-being of people, including constant analysis of each activity performed by the professionals and how we could adapt routines and work environments in a safe and effective way;
- Focus on developing logistic supply chain risk response plans;
- Development of strategy for maintaining relationships with customers due to the difficulty of resuming previous business model in the short term;
- Adaptation of work routines and environments to COVID-19 specific safety protocols, including restrictive and preventive measures for confirmed or suspected cases;
- Budget adjustments and cost management, including cash flow planning and stakeholder advance notification mechanisms.

Timeline with some highlighted events and actions related to the fight against COVID-19

- **12/31/2019**-China fires the first alert about the new coronavirus.
- **02/26/2020**-the Brazilian Ministry of Health confirms the first case of coronavirus in the country.
- **03/11/2020**-World Health Organization (WHO) has declared the pandemic.
- **03/16/2020**- Establishment of the Coronavirus Impacts Management Committee to discuss and deliberate on actions to tackle the public health crisis.
- **03/16/2020** - Implementing of many actions, among them: remote work/home office for activities compatible with this modality of work and people framed in the risk group;
 - Internal communication channel for the care of those employees with suspected symptoms of COVID-19;
 - Prohibition of national and international travel;
 - Prohibition of visits to the industrial unit;
 - Adequacy of meetings through web tools or digital platforms;
 - Establishment of a quarantine protocol (of 14 days) for all those who returned from international trips or from places with a high incidence of the disease;
 - Expansion of measures of distancing, control, and sanitation of internal environments;
- **17/04/2020** - Start of the manufacturing of alcohol gel (70%) and distribution of Kits (alcohol and masks) - Donations contemplated the Cancer Hospital of Uberaba (MG) and included 50 basic supplies kits to the city hall of Uberaba (MG)
- **22/04/2020** - Return of the activities in our industrial complex with the adoption of the following measures:
 - Establishment of rigid safety protocols;
 - Monitoring of all professionals, including daily measuring of temperature;
 - Guidance through communication channels of the company about measures and necessary care for the prevention of contamination by Coronavirus;

- ▼
 - Maintenance of safe distance among workers, especially in places which are more sensible and have a potential for agglomerations (canteen and dressing rooms);
 - Priorizing of natural ventilation in workplaces and transportation of Teams;
 - Home office for administrative and professional areas inserted in the groups of risk.
 - "Teachings to preserve your tranquility and well-being amid the explosion of emotions that the current situation can cause", with the participation of a psychology professional.
- **29/05/2020**- publication ofMunicipal decree ofRibeirão Preto, allowing the operation of the offices, with limitation of 20.0% of the capacity and for 4 hours daily; Our committee deliberates the maintenance of the home office until there is greater security for gradual resumption of activities;
- **04/06/2020** - Implemented OF rapid screening and testing questionnaire of all suspected cases of Covid-19 contamination (MG)
- **05/06/2020** - Donation of alcohol gel to Hospitais do Amor and Regional de Uberaba (MG)- José Alencar, besides Adevirp (Associação dos Deficientes Visuais de Ribeirão Preto), clients and professionals, in a total of 13.560 flasks;
- **24/06/2020** - Donation of BRL 30.0 thousand for the campaign "Match funding Saving lives", promoted by Mitsui, in partnership with the National Bank for the Economic and Social Development (BNDES), to support public hospitals in all regions of our country;
- **25/06/2020** - Chairs and work monitors made available to professionals in home office, aiming better ergonomic conditions of remote work;
- **01/07/2020** - Expansion of schedules and number of vehicles for the transportation of professionals of the company, with the establishment of maximum occupation capacity of 50%;
- **Jun/Jul/2020** - Donation of 15 thousand masks for clients in all national

- ▼ territory and 200 gel alcohol boxes in association with partner retailers;
- **14/08/2020** - Development of "Protocol of Safety and Health" to the Commercial area, with the guidance and care for visits to clients and partners;
- **21/08/2020** - Promotion of webinar focused on the difficulties and opportunities that came up with relationships, mainly family ones, in this pandemic period (action linked to the father's celebration month);
- **02 to 04/09/2020** - Realization of the first 100% online Week of Labor Accidents Prevention (Sipat) of Ribeirão Preto (SP) and Guatapar (MG).
- **23/09 to 01/10/2020** - Mapping of employees belonging to the first group that returned to presential activities in the administrative office, complying with occupation rate of 40% established by the Protocol of the State of Sao Paulo;
- **10/05/2020** - First group of the "Careful Return" of the activities in the administrative office. At this first moment, only professionals out of the risk frame could leave home office, that do not use public transportation and do not have children in school;
- **11/25/2020** - Presential activities in the administrative office suspended, due to the considerable increase of cases in the city of Ribeirao Preto/SP;
- From the end of 2020 until the date of the launching of the Annual Report 2020/21, all safety measures follow in accordance with state protocols and aligned to the guidance from leadership to protect health and safety of our professionals, clients, and suppliers.

Strong culture

GRI 102-16

In these 10 years of existence of Ourofino Agrociência, we have strengthened the culture of the company gradually and have made our way of working, even stronger

Simplicity, agility, and transparency are only some of the features that represent well the origins of the Company and that guide us until today. We operate with a diverse and multicultural team of 442 professionals that understand the challenge and the responsibility of putting into practice, every day the purpose to reimagine agriculture in its work journeys.

From the revision of our branding in 2017, we have improved the understanding of the cultural pillars, values and beliefs that brought Ourofino Agrociência to the development stage of the current days and at the same time, we incorporated important elements to the future of the company. In the last years, we have strengthened the management of social environmental and governance aspects, represented by the ASG abbreviation in Portuguese or ESG in English. We have observed investors and financial entities, ever more concerned in supporting companies that besides being

economically healthy objectively seek to contribute for the improvement of planet conditions. Those so called "investments with purpose" and the new mindset of the market, bring us important advantages, once these practices are already mature and in speedy evolution in Ourofino Agrociência.

The management of ESG is conducted in the Company by various areas, such as Law, People Management, Health, Safety and Environment (SSMA) and Risks and Compliance.

Together those sectors compose the support structure that does not only allow us to have a great relationship with financial entities, but at

the same time diminish environmental, regulatory risks and yet prevent crisis.

In general, the dimensions of ESG in Ourofino Agrociência have evolved continuously and aligned to the corporate culture. In the environmental dimension, efforts are aimed at reducing the use of natural resources, as well as chain impacts, including carbon management. In the social dimension, focus is aimed at improvements of work conditions for professionals, including the following up of careers and their development, suppliers, and commercial partners. Still on this dimension, we have evolved in issues such as social responsibility which include priority themes, as diversity and fight against discrimination. At last, in the governance dimension, we have evolved in our internal controls and mechanisms to ensure a complete administration supported by solid transparency and accountability to society pillars.

Purpose Ourofino Agrociência

GRI 102-6, 102-7

Reimagining Brazilian agriculture

Our purpose is related to our commitment to inspire a new era of development, productivity and growth, creating new possibilities for the challenges of Brazilian agriculture.



Pillars

Innovating for Brazilian agriculture

Developing new products and solutions based on the needs and characteristics of tropical agriculture, in the enhancement and better use of the knowledge developed by Brazilian agriculture research, with simplicity, fast answers and smaller impact.

Constant presence

Building value

Establishing close and transparent relationships based on our Brazilian origin and experience, going beyond commercial approaches, present on grower's daily activities, partners and agricultural communities, sharing knowledge, resources and building value, fast answers and minor impact.

Growing with Brazilian Agriculture

Encouraging and promoting entrepreneurship, interaction and collaboration among members of the agricultural community, growing together and contributing for the recognition and the evolution of Brazilian agriculture.



Governance and leadership

From the beginning of our operations, we maintain our leadership organized to provide consistent results aligned with the company's purpose

Ourofino Agrociência is a Brazilian company recognized for its strong corporate culture and constant presence in resales, cooperatives, mills and in the life of rural producers. Our culture was built on solid pillars of integrity and transparency, ensuring an important relationship of trust with the agribusiness market.

We prioritize modern and secure management practices with well-established and mature governance structures that have accompanied us from the start of operations.

This brings security to business partners and supports us in the face of audiences crucial to Ourofino Agrociência's business model, such as investors and banks. Although we are a privately

held company, we invest in strengthening requirements and policies for corporate governance, including the installation of specific and support committees and compliance policies, among others.

Structure, roles and participants

GRI 102-18, 102-19, 102-20, 102-22, 102-23, 102-24, 102-26

The Ourofino Agrociência governance structure is formed by the Board of Directors, Supervisory Board and Executive Board. Completing the structure, we have the Director and Innovation Committees, both non statutory. We do not have a committee devoted to environmental issues which are addressed to the governing level.

In the beginning of the last fiscal year, we had the entry of Mr. Hiroyuki Honda in administrative council board in a new election. In other governance structure positions, we have not had any changes.



Administrative Council (start of mandate march 2019*)

Number of members: 7, being 5 independent.

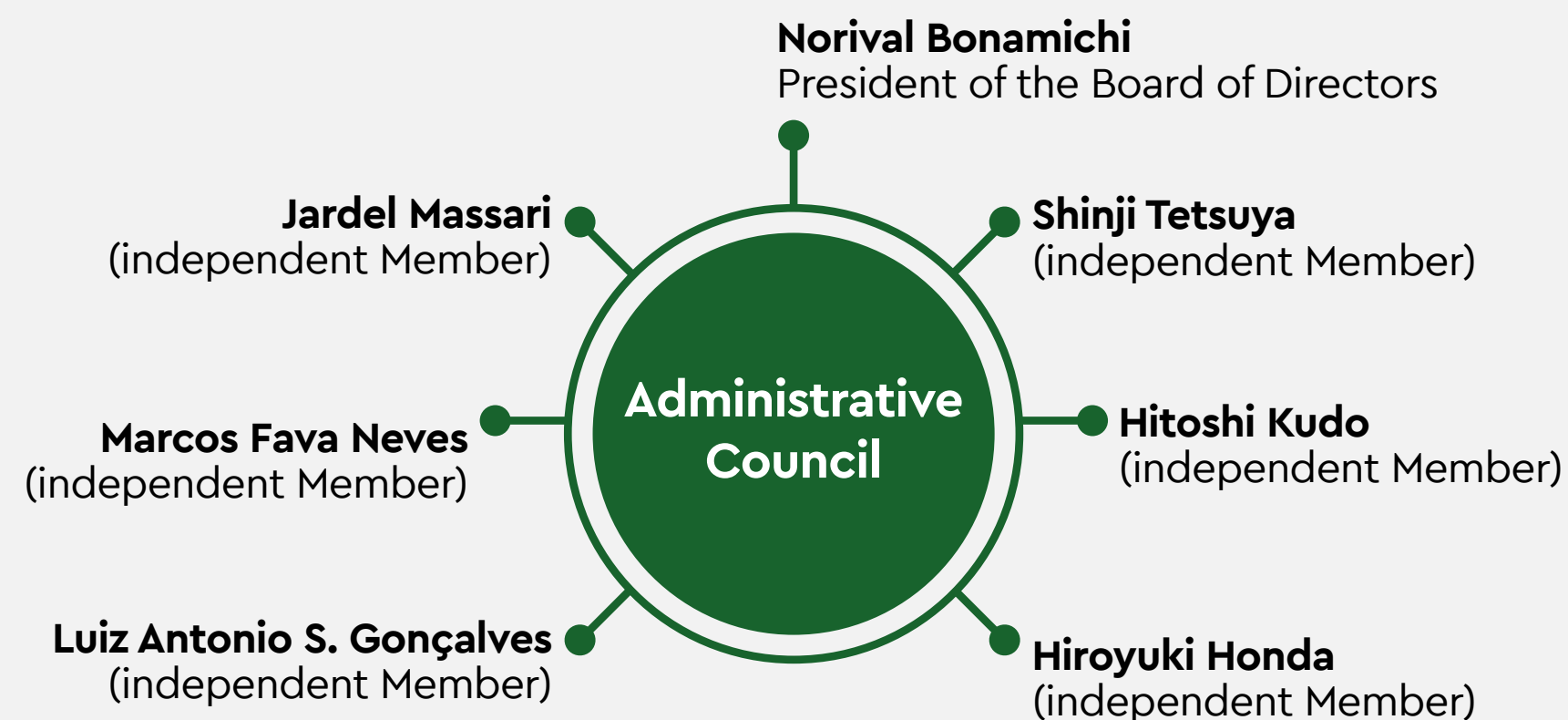
Role: Responsible for the strategic guidelines and general deliberations of the company, it acts in the supervision of the activities carried out by different directors. It directs in periodic agendas the main corporate objectives and delegates authority to the Vice-presidency and executive boards to act within the social, environmental and financial spheres, and thus, define strategies, goals, programs and specific controls, as needed. In special or extreme cases, the Council may be involved to facilitate or even define the position of the Company.

Filling time: 2 years.

Meetings in 2020/21: 4

Who designates? General Shareholders Assembly Requirements for the selection of participants: The choice of these professionals follows technical and behavioral criteria, through the observation of their expertise, market experience and independence.

Requirements for selection of participants: The choice of these professionals follows technical and behavioral criteria, passing through the observation of their expertise, market experience, independence, reputation unblemished and absence of conflicts of interest.



Note: (*) Mr Hitoshi Kudo was elected on 12/08/2019 and Mr Hiroyuki Honda was elected on 28/04/2020

Fiscal Council (start of mandate July 2020)

Number of members: 3

Role: Responsible for overseeing the actions of the company's directors, including evaluation of the annual balance sheets and financial statements.

Mandate Period: 1 year in general, however applied to the interval between the Ordinary General Assemblies.

Meetings in 2020/21: 4

Who designates? General Shareholders Assembly

Requirements for participant selection: The choice of these professionals follows technical and behavioral criteria, through the observation of their Area market experience and independence.

Cesar Augusto Campezo Neto (independent Member)

Luiz Antônio Santos Baptista (independent Member)

Anselmo Buosi (independent Member)

Board of Executive Officers

Number of members: 10

Function: Formed by the Company's executives is responsible for turning strategic planning into reality through the business management and alignment to the Board of Directors' resolutions.

Meetings in 2020/21: Meetings held by the Steering Committee.

Who designates? Presidency and/or Board of Directors.

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



Committees for support and advice

Our committees are essential to assist governing bodies in decision making and analysis of business risks, including external participants.

Innovation Committee

Meetings in 2020/21: We haven't had a meeting in the last year.

Participants: Norival Bonamichi; Miguel Favotto Padilha; Thaís Balbão Clemente Bueno de Oliveira; Marco Antônio Drebes da Cunha; Richard Feliciano; Roberto Estevão Bragion de Toledo; Bárbara Tamara Mendes; Caio Carbonari (invited Technician); Edivaldo Domingos Vellini (invited Technician).

Steering Committee

Meetings in 2020/21: 12 with the participation of managers and other invited leaderships)

Participants: Marcelo Damus Abdo; Alessandro Henrique Flamini; Miguel Favotto Padilha; Bárbara Tamara Mendes; José Edson de Carvalho; Leonardo Campos Araújo; Thaís Balbão Clemente Bueno de Oliveira; Soshiro Nakaoka.

Corporate Responsibility

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

We intensively seek to map and control risks of processes and operations, ensuring alignment with the culture of the company.

Our conduct is guided by the principles of transparency, ethics and integrity. These concepts are aligned with the cultural pillars of corporate responsibility of Ourofino Agrociência and form the basis for any relationships or businesses established along our value chain, in Brazil or abroad, including the public and private sectors. This secure environment guarantees us ideal conditions for our future ambitions, growth strategy and generation of value to society.

The management of Risks and Compliance is responsible for coordination the compliance process of the Company, with direct report to the vice presidency. The requirements have their mandatory application in all operations of Ourofino Agrociência, including the Board of Directors and overseas units. With a focus on prevention, compliance guidelines seek to disseminate and foster a culture of integrity, risks and controls throughout the chain.

We use the best available market practices to structure Ourofino Agrociência's compliance guidelines.

Our Risks and Compliance area, with the support of company's leaderships follows a continuous work flow which receives feedback from various areas distributed in operations. This cycle results in a series of activities described below:

1. Compliance Risks

Following the same methodology used for general risk management, compliance issues are constantly evaluated and potential risks discussed with the company's Vice-President.

In addition, complaints and specific situations are investigated and handled by the Risk and Compliance team and with the Ethics Committee and

other support areas. In the past year, we have been more intensively engaged in mapping and controlling the risks of processes and operations, noting a high evolution in actions aimed at our weaknesses. We work on continuous improvement in search of greater efficiency and risk management. In the last year, during evaluations no critical cases involving significant risks related to corruption were identified, nor were cases of corruption registered in the company. **GRI 205-1**

2. Corporate procedures and guidelines

Our Business Code of Conduct is made available to all stakeholders. . The document, which is available externally via our website and internally through intranet, marks ethical and moral principles recommended by Ourofino Agrociência in conducting its relations through the value chain. Available in Portuguese, the material encompasses important subjects as human rights, fight against corruption and

ethical behavior rules in general. We performed a complete update of the Code of Conduct of the company in 2020, making it more aligned to current time. We also launched the supplier-specific code of Conduct, which represents an important step forward in aligning the chain to the principles considered fundamental in Ourofino Agrociência's compliance management. In addition to the code, we have invested in recent months in a series of corporate regulations that guarantee us better conditions and dissemination of compliance concepts, planned for the next fiscal cycle.

3. Knowledge, communication and training

The strategy of dissemination of Ourofino agrociência's standards, policies and guidelines,

whether for internal or external use, involves carrying out communication campaigns, digital calls, targeted communications and events. This dynamic is complemented by trainings conducted with more varied audiences in person and on-line. In the past year, despite the difficulties, the company has updated and disclosed its internal policies and procedures, based on needs assessments to improve its internal processes and its guidelines. Policies such as financial risk management, Remuneration Policy and Information Security, as well as the new version of the Code of Conduct.



4. Ethics Channel

GRI 102-17, 102-33, 102-34

Our complaints channel maintained its scope of action, covering the company's professionals, suppliers and customers, including national and international operations. The focus of the channel is the investigation of cases related to ethical deviations, conduct and acts of corruption, including bribery practices, facilitation payments, extortion fraud, collusion and money laundering. All complaints and reports received are recorded by an independent team and reported to the team of Risks and Com-

pliance, which guarantees the secrecy and confidentiality of the process. For cases of greater impact or which represent potential financial, image or reputation damage, the higher levels of management of the Company may be engaged for the adoption of mitigation measures. Last year, we registered 16 complaints, which were investigated and treated. From this total, only one was found to be proceeding and had subsequent correcting actions.

Bellow are the paths to access the Ethics Channel, available every day during 24 hours and with services provided in three languages (Portuguese, Spanish and English).



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



www.resguarda.com/denunciaourofinoagro



etica.ourofinoagro@resguarda.com



In order to access our Code of Conduct use this QR Code



Business Strategy

Our view to the future

In this chapter

- We are different
- Projects and investments
- Risk Management
- Sustainable Development and the business
- Partnerships
- Materiality

Business Strategy

Our view to the future

We are motivated to follow our business plan aligned to the purpose of the company, generating positive impacts on society and maintaining the perennial growth of these 10 years of Ourofino Agrociência

With a structure in full development and a team with more than 400 professionals, we have expanded our protagonism in the agricultural market. We know the responsibility that such growth imposes on us, but we also see great opportunities linked to the moment. Our products are already part of the routine of thousands of rural producers, cooperatives, mills and others, and the impacts of our actions are of great relevance in society and the agricultural defensive sector.

Our future plans follow aligned to the purposed of reimagining Brazilian agriculture and are directed by strategic pillars of the Company.

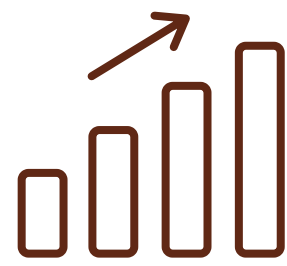
The characteristics of the company's personality are also fundamental to keep our management simple and agile, building a safe and sustainable road where we can continue to generate positive impacts in the social, environmental and economic spheres.

For the definition of annual goals, as well as strategic planning, the main leaders of the company are involved. The process takes place in an integrated way and with the participation of the Board of Directors, presidency, Vice-presidency and executive boards, which have the mission of implementing the defined strategies.

In recent years, our ambitions are focused on the long term and involve a broad restructuring of the company, with the intention of expanding the business to a new level, where we can develop molecules and register patents.

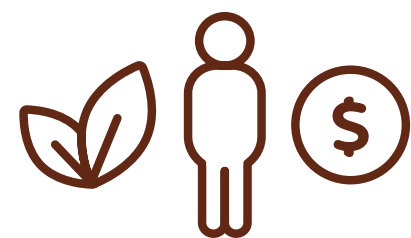
In addition to the expected advances cited, our planning and growth is centered on six main points, being:





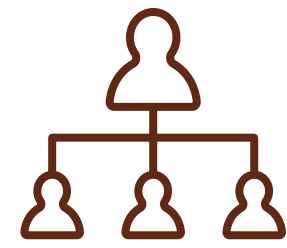
Business Growth and Profitability

Expanding our participation in the various Brazilian agricultural crops through portfolio expansion, channel evolution and commercial efficiency and exploring new regions with market potential. We also seek to maintain and evolve our financial health, leading a recovery of margins and other important indexes to more favorable levels that make it possible to invest in business expansion.



Sustainability and Opportunities

Strengthen the culture of sustainability and ESG through programs that include leadership engagement and consequent strengthening of the brand towards the relationship audiences. This process also allows us to identify opportunities to reduce the impacts caused by operations and thus increase the confidence of the market and investors in the management of the company.



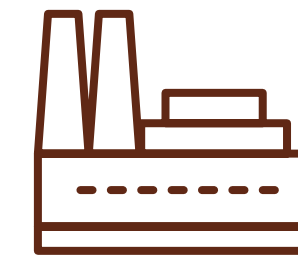
Valuing of people and performance

Ensure constant assessments for all professionals of the company which allow to value talents and strengthen people Management. Thus, we will maintain a high-performance team capable of leading the company to the expected growth levels, generating development opportunities for all and return to shareholders.



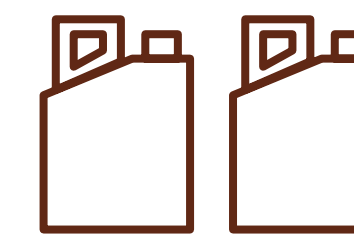
Research and innovative solutions

Continue to expand the investments in research, development and innovation of the company, always in search of differentiation in relation of the competition and with the focus on formulations adapted to the Brazilian reality. The investments involve the expansion of partnerships with research centers and universities throughout Brazil.



Operational Excellence

Expand programs, processes and actions in favor of strengthening the company's culture of operational excellence, minimizing losses and waste, reducing the idleness of the industrial complex, incorporating the concepts of Industry 4.0 and streamlining processes.



Portfolio Expansion

Develop a growing range of solutions adapted to the Brazilian reality and that allow the company to expand its participation in the most diverse agricultural crops.

We are different

Understand why we keep growing on the last 10 years and the competitive advantages bonded to the Ourofino Agrociência brand

Alignment between business and purpose

The results gotten on the 10 years of Ourofino Agrociência existence reflect the alignment between the express will in our purpose of reimagining Brazilian agriculture and the commitments of leaderships and professionals in the company.

Structured Growth

Everything in Ourofino Agrociência is structured strategically and planned to happen in short, medium and long term. Our estimates, investment and growth plans have risk scenario evaluation and decision are always taken with austerity, with goals and management indicators.

Multichannel sales with capillarity throughout Brazil

Our capacity of service encompasses almost all Brazilian cities that have crop areas from 3.680 sales points, besides sales made directly to final clients, as mills and rural producers. The

commercial team is distributed by regions that cover a good part of the national territory, offering to different clients, customized solutions through the best sales channel possible. Our deliveries are supported by distribution Centers which encompass an annual movement of over 16 thousand deliveries.

Constant Investments in Research and Development

We have our own Research and Development (R&D) structure focused on the performance of tests and assays for the application of protocols for the validation of products. We also have a Research, Development and Innovation structure that counts on a team focused on working and improving formulations of products and the development of new technologies.

Different Formulations

We develop differentiated formulations and with

better adaptability to Brazilian conditions. These efforts have as central objective, to increase the productive efficiency of the customers and at the same time, to reduce the potential impacts to the environment and people involved in the process.

Quality first

GRI 403-7

Among the various commitments made by the company, quality and safety of the products have always been in the first place. The entire operation and product development process follow strict national and international market guidelines, including local legislations. Besides, we have a management system focused on all the industrial process, which is certified and conducted by a team of specialists.

Projects and investments

We keep on investing and evolving operations of the Company, aiming at reducing the impacts of the business and at the same time generating value to society.

Green Financing Santander

Value: BRL 150.000.000,0

Description: Long term credit line linked to sustainability targets (Sustainability Linked Loan). The company obtains a reduction in the borrowing rate, by reaching the pre-established targets in the contract and validated by the sustainability area of the bank involved in the financing.

Adjustment of the lorry parking area

Value: BRL 1.375.620,0

Description: Waterproofing of the lorry parking area of the Uberaba industrial complex (MG), reducing the risks of soil contamination in cases of fuel leaks, and vehicle accidents caused by holes and deformities that occur in the gravel due to the high flow of vehicles.

Project and patent application

Value: BRL 7.000.000,0

Description: Conducting studies for the assessment of environmental risk for pollinators - bees, with the aim of contributing to the environmental reassessment made by the Brazilian Institute of the environment and Renewable Natural Resources (Ibama), in the analysis of registration lawsuits based on Thiamethoxan.

Promotion of research and development through the financing of studies and projects (FINEP)

Value: BRL 40.000.000,0 of due balance in February 2021 and BRL 8.700.000,0 to be released.

Description: Long term credit line, focused on the incentive to innovation and in the development of new technologies. This is the main existing subsidies route in the company for development, research, and innovation currently.

Improvements in the Uberaba Industrial Complex (MG)

Value: BRL 3.706.994,0

Description: Increased production efficiency and safety of the industrial complex through investments in process review, plant extensions, incorporation of new technologies, installation of protections and infrastructure, among others.

Assessment and succession plan

Value: BRL 493.227,2

Description: Performance of assessment to identify priorities and gaps of individual competencies of the company and thus, development of specific programs for leaderships and the area of People Management. This process allows us better conditions to face current and future challenges of Ourofino Agrociência, including the succession plan of the company.

Risk Management

GRI 102-11, 102-15

The company's risk management practices protect our reputation, future ambitions and enable us to take a preventive stance throughout the value chain.

With the creation of the risk and Compliance area, established in the previous fiscal cycle, we were able to evolve our risk management control practices in a more organized way and at the same time, strengthen the culture under the theme throughout this past year. The area began to lead the main monitoring and risk reporting of the company regardless of their nature.

The area followed with direct reporting to the Vice president and was structured based on internationally recognized standards and principles, such as COSO Enterprise Risk Management - Integrated Framework (2017) and ISO 31000:2018. All risks identified by the area are classified according to their impact and probability of occurrence, associated with quantifications of damage in terms of financial, reputation and image. This

mapping is continuously reported and reviewed, which brings us an updated and holistic view of the various scenarios, thus bringing the necessary support for decision-making. In the past year, the risk and Compliance team has played a key role within the coronavirus Impact Management Committee which, together with other areas, such as people management and Health & Safety and Environment (SSMA), has worked continuously in the management of risk scenarios and creation of mitigation protocols.

In addition to the fight against the pandemic, another important focus of last year was on structuring and reviewing policies, associated with capturing opportunities for improvement.

Below we present the main risks for the company, our controls and way of operating:

Financial risks

Our concern

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

Our practice

To combat these risks, we seek to strengthen our risk policy, which covers everything from interest rates to requirements for minimum cash maintenance. We monitor cash flow and have procedures established to ensure the availability of financial resources. We also focus short term sales and strategies to attract cheaper resources. Ourofino Agrociência has sufficient liquidity to ensure compliance with all its payment obligations. In addition, the company maintains good relationship and facilitated credit lines with banks. To manage credit risk of the counterpart,

we regularly review the capacity of our customers. Every year, clients are subject to our credit analysis, where political and economic scenarios are considered for credit limit purposes. Credit limits are set for all clients. Risks related to exchange rate and floating interest rates, as well as volatility in commodity prices, are avoided or mitigated using derivative financial instruments.

Associated opportunities

We work so that, each time, Ourofino Agrociência is more acknowledged in the market for the robustness 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 areas related to products, competition, antitrust laws, anti-corruption law, patent law, tax law, data protection and environmental laws. The investigation of possible legal violations can result in the imposition of civil or criminal penalties, including substantial monetary fines

and other adverse consequences, damaging the reputation of the Company and our business success.

Our practice

Our system of internal controls is set to mitigate the possible risks of rights and / or laws violations. Also as part of our compliance program,

our professionals receive regular training, not only related to specific changes and regulations, but also with regard to ethical conduct expected and practiced by the Company and its management. In 2019, we created the area of Risk and Compliance, responsible for internal audit practices, risks and compliance in the Company, operating independently. All risks and weaknesses of processes that could expose the Company to such risks are mapped and reported to senior management for guidance regarding the appropriate actions. In addition, we monitor the current and potential legal disputes and report them to the Executive Board. This monitoring is the result of close coope-

ration between the operational and administrative areas, along with the legal department.

Associated opportunities

Continuously strengthen 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 downtime

Our concern

Operations may be interrupted by earthquakes, fires, power outages or interruptions in the supply chain.

Our practice

We combat the risk maintaining relationships with alternative suppliers with long-term contracts and expanding our inventory of raw materials and finished product. The Procurement area regularly reviews the risks related to our suppliers and key active ingredients in order to seek alternatives in the market to minimize the dependence on suppliers and

expand opportunities. In addition, for some products, Ourofino Agrociência has safety inventories to meet the contracts celebrated with our clients for a limited period until normalization of the activities if the facilities are hit by natural events that affect its operation.

Associated opportunities

Improve our preventive measures and crisis management, targeting potential scenarios of partial or total disruption of operations, including continuous monitoring of our industrial processes.

Competitiveness and sales volume

Our concern

We may face a growing competition in the crop protection market. Consolidation processes and aggressive marketing strategies and pricing, particularly for

generic products, may adversely affect us.

Our practice

We continually improve our product portfolio to maintain competitiveness. We analyze the market and competition to seize opportunities and tackle emerging risks with appropriate measures. In addition to innovation, the key components of our competitiveness are in our cost management and continuous process optimization. We have a robust Research, Development and Innovation (RD&I) area that is able to carry out development projects and suitable products to the market and to our clients. We also have a technical department structure in direct contact with our clients and researchers, seeking to

identify opportunities and to assess the existing projects. Our structure in China also ensures that selected suppliers for the projects are active and financially healthy to ensure the supply post registration.

Associated opportunities

We work to ensure that, increasingly, the Company is recognized as an innovative brand and focused on serving the needs of the market, our customers, and reimagining Brazilian agriculture

People Management

Our concern

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

team development. In addition, through periodic processes of general research and climate, we were able to map the needs of our teams and keep aligned with the values and culture of Ourofino Agrociência. In addition we value a transparent communication channel with all the Company's professionals.

Our practice

We combat these risks by implementing recruitment and development of people aligned to the market and the Company's strategic objectives, besides performance evaluations that refer to plans of action aiming at

Associated opportunities

We continuously review our policies, internal processes of recruitment and development of people, in order to keep being acknowledged by the market and in regions of great activity of the company, always with the focus on valuing of human capital.

Sustainable Development and the business

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

Investing in sustainable practices that generate business results are the key to broadening the engagement of relationship audiences

Since the beginning of Ourofino Agrociência's operations, we had already projected that sustainable development aspects would be crucial in the long term and a differential factor in the company's success. Anticipating market changes, reducing impacts and ensuring better conditions for future generations are just some of the numerous advantages we see from sustainability management. We are in constant transformation and in recent years, our vision has matured, become broad, imperative and present in the most diverse processes and relationships established in our value chain.

We understand the challenges inherent to agribusiness as great opportunities to evolve the implementation of increasingly sustainable solutions that contribute positively to the whole society. This thinking has led us to focus on efficiency, be it productive or even as a basis for product formulations. We continue to structu-

re more efficient processes and gradually incorporate even more aspects of sustainability in the routines of all the company's professionals.

Our advances in sustainability are anchored by work fronts directed by the strategic planning and vision of the company's leadership.

Below are some of the main fronts that have advanced in 2020/21 effectively:

Research, Development & Innovation

Focus and link with sustainability: development of more efficient solutions, with innovative formulations that promote high performance agriculture and lower environmental impact. The development of innovations involves the incorporation of new technologies and the establishment of partnerships with teaching and research entities throughout Brazil. One of the best internal examples is our line of reimagined products that present greater capacity to adjust to brazi-





lian climatic conditions and have more sustainable characteristics, such as increased absorption, molecule photoprotection, greater resistance to rain and expanded adhesiveness.

Reduction of impacts

Focus and link with sustainability: development of initiatives, controls and processes to prevent or mitigate the impacts caused by Ourofino Agrociência's activities. On this front, we have a lot of interaction between areas of Health & Safety and Environment and people management, to integrate solutions that result in opportunities for local communities, rationalization in the use of Natural Resources and a low carbon chain. Many of the proposed solutions involve the incorporation of policies, procedures and standards aligned with the concepts of sustainability and associated goals. Another factor of attention and with implications for our business, are hostile variations of weather conditions.

The increase or absence of rainfall for example can bring great losses to our customers and consequently lead to payment default of the forward sales. In this way, it is imperative that we have not only actions to combat climate change, but a credit team capable of anticipating risk scenarios. Our credit team acts directly in the field,

consolidating and managing information to anticipate critical situations or even negative trends. This process is reinforced by the use of a credit system that monitors different locations and brings us permanent alerts for decision making. Over the 10 years of Ourofino Agrociência, this way of working has brought us very low rates of default. **GRI 201-2**

Productive Efficiency

Focus and link with sustainability: Constant evolution in the improvement and revision of processes in order to produce our solutions the maximum rationality in the use of resources (financial, environmental and social), without waste, in the shortest time and at the best cost. For this, we have invested in infrastructure improvements and installed capacity, computerization of processes, acquisition of quality machinery and equipment, as well as maintaining a team of professionals aligned by a common goal and an area of Operational Excellence.

Reimagine Protection on the Field

Focus and link with sustainability: Structuring of constant actions linked to the corporate stewardship program, which disseminate throughout the chain, the best practices of

application and care with Ourofino Agrociência products. Among the actions are specific trainings, booklets, communications and others. All this package of activities seeks to promote the safety of producers, the reduction of environmental impacts and high-performance agriculture, besides better efficacy of the product. In addition to the practices mentioned above, since 2014, we have carried out the materiality process periodically, which through internal and external consultations, identifies the perceptions of the relationship audiences about the impact caused by the company's activities in relation to economic, social and environmental aspects. The results obtained over the years help us in structuring the annual report and prioritizing strategy for topics related to sustainability.






Over the past year, we have also made important advances within the company's logistics sector and have incorporated a series of actions to increase operational efficiency, which have resulted in reductions in greenhouse gas (GHG) emissions. Associated with the theme in 2021, we intend to carry out the replacement of the entire industrial plant lighting system by led lamps, and thus, reduce our carbon emission. Finally, we have sought differentiated credit lines associated with sustainability management, which allow us to expand the actions in this regard and at the same time, have access to better conditions. This move is completely linked to the maturation of the company's ESG practices and cited on page 24 of this report.



Partnerships

GRI 102-12, 102-13

We associate with sector institutions and are involved with voluntary initiatives that allow us to advance in the management of more responsible processes, which anticipate trends and expand the company's zone of influence

	Partner Mission	Relationship status
 <p>SINDIVEG SINDICATO NACIONAL DA INDÚSTRIA DE PRODUTOS PARA DEFESA VEGETAL</p>	Representing and promoting the defense of the common rights and interests of its members, participation and defense of the sector in collective labor negotiations and collaboration with the public authorities, as a technical and advisory body in promoting a predictable, transparent and science-based regulatory framework.	Member and participant of the Board of Directors.
 <p>ABIFINA</p>	Promote Brazilian industrial development in the area of fine chemistry, biotechnology and its specialties.	Associate and participant of the Technical Board.
 <p>inPEV</p>	Promote the correct disposal of empty packaging from manufacturers of agricultural pesticides.	Member and participant of the Board of Directors.
 <p>A.B.E.L.H.A Associação Brasileira de Estudos das Abelhas</p>	Gather, produce and disseminate information, based on scientific basis, aimed at the conservation of Brazilian biodiversity and the harmonious and sustainable coexistence of agriculture with bees and other pollinators.	Associated
 <p>Brasil FRAC COMITÉ DE AÇÃO A RESISTÊNCIA A FUNGICIDAS</p>	Encourage research and development of work with phytosanitary products, in addition to participating in the main strategic discussions on fungi resistance management to fungicides in the country.	Associated

	Missão do parceiro	Status do relacionamento
	Sindiveg's platform, focused on promoting the correct use of agricultural pesticides in Brazilian agriculture to protect crops and contribute to ensuring the basic right of food to people, respecting beekeeping, promoting good practices for the production of honey through specialized technical assistance, protecting bees and the environment.	Associated
	Seek continuous organizational improvement, the modernization of the sector, with active participation in the construction of regulatory frameworks.	Associated
	Promote research, training, dissemination and development of work in the area of weed resistance to herbicides, in addition to supporting good agricultural practices for prevention and mitigation of herbicide-resistant weed problems in different crops.	Associated
	Encourage research and development of work with phytosanitary products, in addition to promoting strategic discussions on pest resistance management to insecticides and acaricides in the country.	Associated
	Stimulate corporate culture for the preparation and publication of greenhouse gas (GHG) emission inventories, providing participants with access to international quality instruments and standards.	Adept and follower of the guidelines.
	Develop a database (scientific) and exposure data of rural workers who handle crop protection products in Brazil.	Associated
	Specialist association, institutions and operating companies on the fronts of research and technology development in four essential areas for sustainable agricultural production - germplasm, biotechnology, chemical crop protection and biological products.	Associated
 	Assist companies and governments to understand and communicate their impacts on critical sustainability issues such as climate change, human rights, governance and social welfare.	Adept and follower of the guidelines.

Materiality

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

Comprehend the real impacts of our activities under the view of different relationship audiences is fundamental and a full part of the evolution process of the company.

Use of the materiality review process based in the methodology of Global Reporting Initiative (GRI) as a complementary tool in the identification of relevant themes to the business. The topics considered material together with other priorities defined by the leadership form the strategic pillars of Ourofino Agrociência.

In this last cycle, we kept the material themes obtained in the process carried out in 2019. The work lasted three months and involved about 90 stakeholders inside and outside the company. The audiences consulted were: professionals of the company, Society, suppliers, government, customers and financing entities. The consultations were conducted via questionnaire, sent by e-mail and presented a rate of return of 21.0%.

The process was structured in four main stages where, first, the most relevant issues present in the management of Ourofino Agrociência and in the last materiality processes were raised, in

addition to the definition of which consultation audiences would be chosen. Next, we consulted the stakeholders by sending the research focused on identifying the priority themes for each of the parties.

In the third stage, the results were analyzed and weighted for the validation of the senior leadership of Ourofino Agrociência in the next stage. Finally, in the last stage, the leaders of the company made their considerations based on strategic criteria and we obtained the final list of material topics. As a final extract, we obtained six central themes which make up the current materiality of Ourofino Agrociência, being:

- Innovation, research and knowledge;
- Quality and safety of the product;
- Long-term Partnerships;
- Business Integrity
- Compliance and Certification;
- Commercial strategy

Annually and as a base step for the structuring of the Annual Report, we analyze the connexions between the material themes and the indicators present in the GRI guides. We also observe the level of alignment with the guidelines of the International Integrated Reporting Council (IIRC) and the objectives of Sustainable Development (ODS) of the United Nations. This additional exercise allows us to calibrate the real impact regarding demands from society.

Material themes and limits

GRI 103-1

Material Theme	Correlation ODS	Capital Correlation	GRI	Where main impacts occur
<p>Innovation, research and knowledge Developing innovative solutions and adapted to the reality of Brazilian agriculture, which can generate positive impacts on society as well as to growers.</p>	8 9 11 12	Finance Intellectual Human Natural	404 Training and Education 415. Public Policies	<ul style="list-style-type: none"> Professionals of the company Society Customers
<p>Quality and safety of the product Maintaining the highest standard of quality and safety for the solutions developed by the company, including compliance with regulatory, legal and other organizational standards.</p>	3 12	Manufactured Human Social and relationship	404 Training and Education 416 Health and safety of the client 417 Marketing and labeling	<ul style="list-style-type: none"> Government Society Customers
<p>Long-term Partnerships Establishing lasting relationships with different sectors present in our value chain, highlighting common principles and thus ensuring a positive interdependence based on respect, trust and operational excellence.</p>	12 16	Social and relationship	203 Indirect Economic Impacts 204 Purchasing Practices 308 Environmental Assessment of suppliers 408 Child labor 409 Forced Labor or Similar to Slave Labor 412 Human rights 413 local Community 414 Social Evaluation of suppliers	<ul style="list-style-type: none"> Suppliers Customers
<p>Business Integrity Meeting the requirements set out in our policies and commitments, protecting the Company's values and keeping us aligned to honest and transparent performance expectations of our stakeholders.</p>	8 16	Finance Manufactured Natural Human Intellectual Social and relationship	201 Economic Development 202 Presence in the Market 203 Indirect Economic Impacts 205 Combating Corruption 206 Unfair Competition 401 Employment 405 Diversity and equal opportunities 406 Non discrimination 407 Association Freedom and collective agreement 412 Human rights 415. Public Policies 418 Breach of client privacy	<ul style="list-style-type: none"> Professionals of the company Society Suppliers Government Customers Financing Bodies
<p>Compliance and Certification Keep the Integrated Management System (IMS) of the Company updated and aligned with the concept of continuous improvement, ESG, ensuring the certifications and brand reputation.</p>	6 7 12 13	Manufactured Natural Human Social and relationship	302 Energy 303 Water 304 Biodiversity 305 Emissions 306 Effluents and waste 307 Environmental Compliance 403 Occupational Health and safety 404 Training and Education	<ul style="list-style-type: none"> Environment Professionals of the company Customers
<p>Commercial strategy Maintain strategic actions in the commercial field aligned to the Company's personality and thus differentiate ourselves in the crop protection market.</p>	1 2 8	Finance Social and relationship	201 Economic Development	<ul style="list-style-type: none"> Customers Financing Bodies

Results

Value creation and impacts

In this chapter

- Business Finances
- Products and Clients
- Our team
- Productive chain
- Local action and communities
- Environment

Results

Value creation and impacts

We are transforming agents of society and we seek broad results, much beyond the ones observed in the financial indicators and of management of the Company

Aligned to the purpose of the Company, we really want to make a difference in the agribusiness sector. The maturity generated on these 10 years of existence, helps us understand our role better in society and how we can generate value to our relationship public mirrored by our chain.

We are in a new moment of the company where we value the relationship with the chain a lot and invest in actions that may really closely link bonds and understand the main needs of each interested party.

This understanding and closeness with the chain generates incredible opportunities for all. Thus, we may expand the positive impacts of the company and at the same time, reduce externalities produced by the activities of the business.

Throughout the last annual report, we are gradually incorporating more elements present in the view of the Integrated Report of the International Integrated Reporting Council (IIRC). For this year, we organized on this session of the report, the results and indicators of the company's management in the logics of the transformation of capitals. Thus, all of the oncoming themes present, will be associated to the capitals considered more important and with links of higher impact on the opening title.



Finances of the business



Austerity and integrity are the guiding pillars of financial management and fundamental to the relationships built with the market in these 10 years of Ourofino Agrociência

In one of the most challenging years in the history of Ourofino Agrociência, we reached the incredible mark of BRL 1.5 billion in turnover. With our segment being considered essential, we maintained the pace of investments and increments performed in operations, aiming at our future ambitions and maintaining our growth curve.

Throughout the year, the pandemic triggered adverse scenarios, affecting all of our value chain. Among the difficulties presented throughout the period, without a doubt the exchange variation was the main challenge, followed by the delays of raw materials coming from China and the change of the administrative operation to home office. Despite the difficulties, the new scenario was also important in preparing for remote work, a global trend, which has potential to generate economic opportunities through the remote operation.

Below, we present the comparisons and variations of the financial indicators considering the new fiscal period of the company from April 1, 2020 to March 31, 2021.

As a result, net revenue increased 18.3% over the previous year, reaching the BRL 1.436,3 million mark.

Our EBITDA was BRL 197.9 million and net profit reached BRL 89.9 million, representing an advancement of 3% compared to the previous period. **GRI-102-7**

Main Financial indicators - (BRL) million

	Mar/2020	Mar/2021	Variation (%)
Net Revenue	1.214,5	1.436,3	18,3
Sales Cost	(905,0)	(1.113,8)	23,1
Gross profit	309,6	322,5	4,2
Net expenses	(147,8)	(142,2)	-3,8
Operational Profit	161,8	180,3	11,4
Operational Margin (%)	13,3	12,6	-5,3
Net Financial Result	(43,1)	(58,2)	35,0
Income Tax and Social Contribution	(31,4)	(32,2)	2,5
Profit	87,3	89,9	3,0
Operational Margin (%)	7,2	6,3	-12,5
Ebitda	175,7	197,9	12,6
Ebitda margin (%)	14,5	13,8	-4,8

Net Revenue by Segment (BRL million)

	Mar/2020	Mar/2021	Variation (%)
Sugar cane	476,9	611,6	28,2
Cereals/Grains	658,2	743,2	12,9
Outsourcing (products)	43,2	34,3	-20,6
Outsourcing (services)	36,2	41,7	15,2
Other	-	5,5	100,0

Gross Profit (BRL million)

	Mar/2020	Mar/2021	Variation (%)
Gross profit	309,6	322,5	4,2
Gross profit for sugarcane	123,5	156,5	26,7
Gross profit for cereal/ grains	124,1	139,7	12,6
Gross profit for B2B (products)	13,2	2,6	-80,3
Gross profit for B2B (services)	10,9	18,6	70,6
Gross profit for others	-	5,1	100,0

The segment of sugarcane presented an important increase of 28.2% when compared to the previous period, with net revenue of BRL 611.6 million.

This result was reinforced by the good results of the products FortalezaBR, Velpar K and SingularBR. In cereals / grains, we had net income of BRL 743.2 million and growth of 12.9% compared to last fiscal year. It is important to emphasize the high level of maturity of the portfolio of sugar cane in relation to the other segments, since it has been worked longer by Ourofino Agrociência.

The segment of cereals / grains is booming and with good prospects for the coming years, considering the addition of new records and the launch of solutions.

Finally, we had considerable growth in the service outsourcing segment and decrease in the B2B products, due to the reduction on the demand of industrial clients.

This year, general and administrative sales expenditures totaled BRL 142.2 million, representing a decrease of 3.8%.

Such decrease is justified by the new home office regimen of the administrative teams and also associated to the savings policies adopted in the year for the reduction of costs in a general way.

Our EBITDA closed in BRL 197.9 million, with margin of 13.8% and a decrease of 4.8% over the previous year.

The reduction happened because of the impact of the pandemic and its consequences in all of our value chain, drop in the gross margins, strong competition and great unfavorable exchange rate.

Sales, General and Administrative Expenses (BRL Million)

	Mar/2020	Mar/2021	Variation (%)
Sales, General, Administrative Expenses and others	147,8	142,2	3,8
Percentage of net revenue (%)	12,2	9,9	2,3

Ebitda & Ebitda margin (BRL millions)

	Mar/2020	Mar/2021	Variation (%)
Net Profit	87,3	89,9	3,0
Net Margin (%)	7,2	6,3	12,5
Net Financial Result	43,1	58,2	35,0
Income Tax and Social Contribution	31,4	32,2	2,5
Depreciation and amortization	13,8	17,6	27,5
Ebitda	175,7	197,9	12,6
Ebitda margin (%)	14,5	13,8	- 4,8

Financial result (BRL million)

	Mar/2020	Mar/2021	Variation (%)
Net Financial Result	(43,1)	(58,2)	(35,0)

Net Profit (BRL million)

	Mar/2020	Mar/2021	Variation (%)
Profit	87,3	89,9	3,0
Profit Margin (%)	7,2	6,3	-12,5

In relation to the financial Result, we had a negative variation of 35.0% in relation to the last fiscal year.

This increase occurs due to the great exchange rate variation caused by the strong devaluation of the BRL in relation to the American dollar, summed to the strong elevation of the bank spreads during the worst period of the pandemic.

Net income was BRL 89.9 million with a net margin of 6.3%, reflecting a drop of 12.5% compared to the previous year.

These results reflect the difficulties imposed by the pandemic and mainly the loss of margin derived from the increase in productive costs and by previously mentioned factors.

Economic value added (BRL)

GRI 201-1

	2018	Mar/2020	Mar/2021
Revenue			
Gross Sales of products and services	842.181.151	1.274.534.763	1.493.720.310
Other revenues	351.509	251.513	3.264.035
Revenue relating to the construction of own assets	17.588.735	196.659.953	19.262.631
Estimated losses in doubtful debts credits	(1.648.221)	(2.577.458)	243.403
	858.473.17	1.291.868.771	1.516.490.379
Supplies purchased from third parties			
Cost of goods, goods and services provided	(487.258.887)	(834.667.390)	(1.033.507.998)
Materials, energy, B2B and other	(103.080.789)	(128.615.823)	(137.492.696)
Loss/Recovery of active values	(977.894)	(3.167.071)	(264.779)
	(591.317.571)	(966.450.284)	(1.171.265.474)
Value added gross	267.155.604	325.418.487	345.224.906
Depreciation and amortization	(12.601.463)	(325.418.487)	(17.628.238)
Net value added produced by entity	254.554.141	311.616.634	327.596.667
Value added received in transfer			
Financial Revenues	119.677.229	247.185.581	165.299.174
Others	112.149	84.397	2.247.855
Value added total to distribute	374.343.519	558.886.611	495.143.696

Economic added value distribution (BRL)

GRI 201-1

	2018	Mar/2020	Mar/2021
Staff			
Direct Remuneration	61.913.187	68.683.890	71.252.025
Benefits	13.477.585	14.363.418	18.560.283
Severance Indemnity Fund for Employees (FGTS)	4.127.500	4.636.377	5.273.152
Taxes, fees and contributions			
Federal	37.028.100	47.582.804	46.840.643
State	23.485.980	27.843.030	27.618.516
Municipal	63.964	120.878	101.605
Remuneration of capital to third parties			
Interest	161.698.117	302.754.654	230.239.686
Rentals	2.252.862	2.884.802	2.495.226
Others	2.261.680	2.741.984	2.905.338
Remuneration of own capital			
Interest over own capital	19.757.409	20.000.000	19.500.000
Dividends	214.839	2.477.733	4.644.215
Retained profits/ Exercise Loss	48.277.136	67.274.775	65.713.007
Distributed Value added	374.343.519	558.886.612	495.143.696

Products and Clients



We seek proximity with customers and producers from all over Brazil, offering innovative solutions adapted to national reality

With a decade of existence, we have established our business model, focused on understanding the needs of the field and building relationships of trust with our customers. The difficulties and scenarios of recent years, together with the strategic actions implemented to strengthen relations, demonstrate the importance of protecting the company's reputation and establishing lasting bonds of trust with the main players in our chain. This move made by the company has ensured the consistent growth results achieved in recent years.

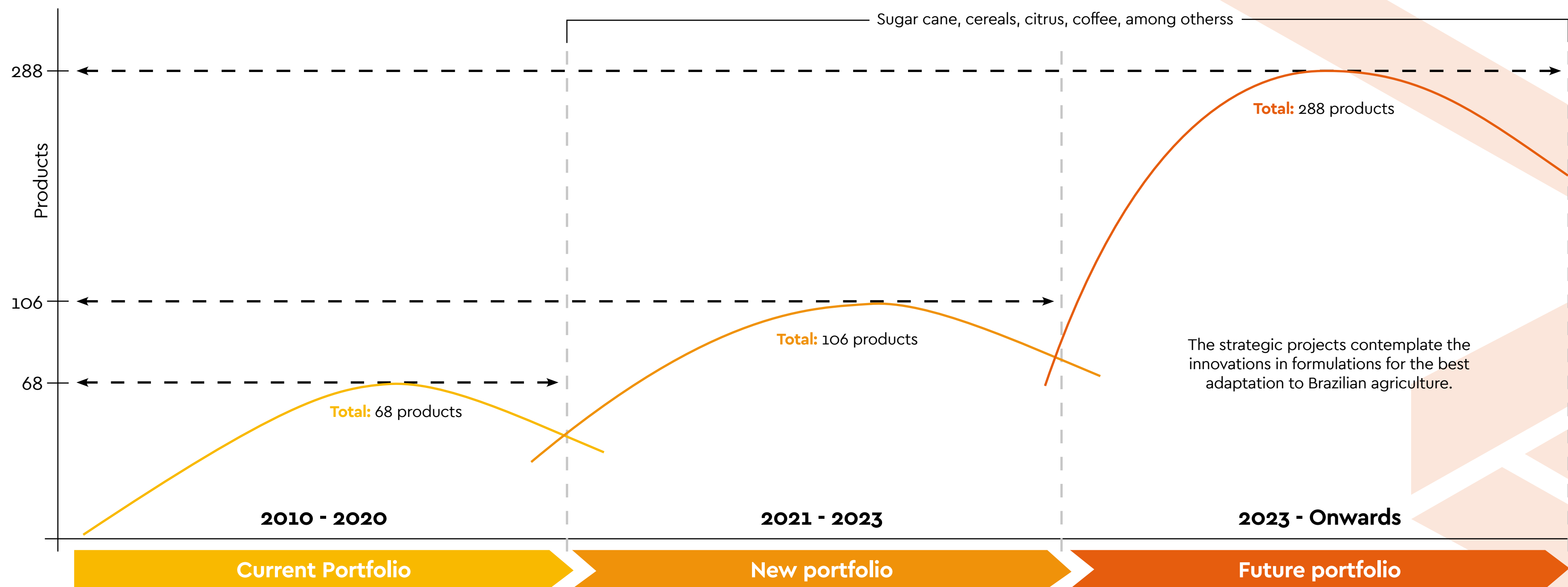
We operate in various business fronts segregated by crop, client type or even service offered.

To serve this demand, maintaining ourselves relevant and gaining new markets, we have adopted an important agenda focused on innovation and productive efficiency. Those actions are diverse and bonded among various departments, from investments in new formulations adapted to the Brazilian reality, development of training platforms and knowledge to producers, expansion of the portfolio of solutions, improvements of processes, quality and safety of products and research & Development.

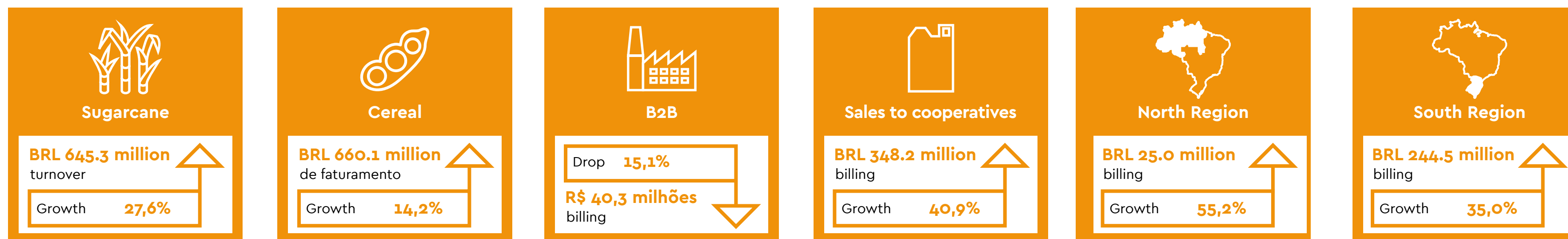
Our challenge for the next years includes advancing gradually in the expansion of the product portfolio, commercial strategy and of marketing of the Company.



Current portfolio and future projection



Commercial Highlights



Considering all of the new products, independently of class, we had six important launches in 2020/2021 that together represented 5.0% of the total revenues of the company, being:

Trix[®] Teburaz[®] Kaivana[®] 360 CS Off Road[®] Nori[®] UnânimeBR[®]

 *To know our products
use this QR Code*

Business Relationship

Our portfolio is in constant evolution to serve particularities of the main Brazilian Crops. To maintain a close relationship and to fully understand the needs of retailers, cooperatives, mills and rural growers, we operate with a commercial and technical team of over 90 agronomists, dedicated to sales and technical assistance.

Our presence is national and sales in the last fiscal year were shared as follows: 40.8% in the southeast region, 31.7% in the midwest, 16.6% in the south, 9.1% in the northeast and 1.7% in the north. In relation to the most representati-

ve states, the state of Sao Paulo has participated with 28.7% of our sales, followed by Mato Grosso with 12.9, Minas Gerais with 11.8% and Goias with 11.3%.

The last period was particularly complex for our operation, once the proximity with clients routinely, was always one of the features of the team led by our Commercial Board. The team faced the challenge of performing and operating through online tools and remote support. Certainly, this new moment brought us important learning, generating cost reduction and a horizon of opportunities. In addition, the pan-

demically brought uncertainties in the receipt of finished products from our suppliers or even of the inputs for the formulation of solutions. This condition kept us even more alert to negotiations with clients and required an even greater degree of efficiency from our professionals.

We can say that the fiscal cycle 2020/21 was one of the most challenging for the commercial area, but at the same time of much overcoming and learning.

Innovation

Anticipating trends, making products more adapted to the Brazilian reality and having less impact, undoubtedly form the central pillar of the Company's innovation.

We believe in the ability of our team of professionals to reimagine the current agriculture model, which associated with modern structures offered by the installations of Ourofino Agrociência, can transform the reality of thousands of growers and customers throughout Brazil.

For yet another year, we have continued investments in research, development and innovation, reaching the mark of BRL 35.9 million,

or representing 2.5% of the revenues of the last fiscal year, including improvements in structures and labs, processes and the establishment of partnerships.

Our research and Development (R&D) team is responsible for several fronts of work, which include from early stage testing, testing for product validation to the study and development of new formulations.

Testing and validation protocols are conducted in our experimental stations strategically located in different regions of Brazil, which have varied edafoclimatic conditions, and in our laboratory within the Uberaba industrial complex (MG). The protocols follow the strictest Brazilian and international market quality standards, in addition to the applicable national laws and the requirements of Good Laboratory Practices (GLP). Field tests are accredited by the Ministry of Agriculture, Livestock and Supply (MAPA), considering in 100.0% of cases, the evaluation of Health and Safety impacts of users and professionals involved in





the management of solutions within the manufacturing process. **GRI 416-1**

Among the experimental stations, we highlight the one in Guatapar (SP) which has an area of more than one thousand hectares and complete structure for studies, development of projects and partnerships, training of professionals, in addition to allocating most of the R&D team. The structure is a reference among the experimentation models implemented in Brazil and allows us to carry out more than 680 Studies per year, more independently.

Another important structure for innovation projects is the laboratory located within the Uberaba industrial complex (MG). In this operation, we have the RD&I team and focused on developing and perfecting the formulations of the products. This process is supported by the Regulatory Board that monitors the entire legal process and aims to reduce, where possible, the time for the launch of new products into the market.

As a complement to the innovation strategy, we have continuously invested in partnerships with renowned research centers and universities across the country.

Among the partners with established contracts we have projects linked to Universidade Estadual Paulista (Unesp) from 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).

We remain confident in the promising future of the company, mainly due to the investments and the foundations built in recent years involving aspects of innovation, research and technology. We believe that we can go up from a generic company to an important player in the development of molecules and patents.

Transparency and service to clients

GRI 102-43, 102-44

We maintain a close relationship with our customers and other interested parties. An agile approach to conflict resolution and transparency are central to expanding the dialog with retailers, cooperatives, mills, rural producers and other public, whether in national territory or other countries.

Our operation keeps on being guided by our Code of Conduct and other important legislation, such as the Consumer Protection Code.

Our customer service (SAC), called Contact Us, is coordinated by the company's commercial area and has a dedicated team. Available on our website, this communication channel is the main tool of Ourofino Agrociência to capture demands and address responses to customers and partners, including commercial requests, technical questions and use of products, among others.

On this last year, we reinforced our operation through the online channels of Company, such as LinkedIn, Instagram, Facebook and Youtube.



In addition to important sources for capturing information and insights, digital presence allows us to maintain more agile, close and engaging relationships with customers and business partners. Still within digital channels, we have invested in our corporate website (ourofinoagro.com.br), seeking to broaden its interactivity and content. In

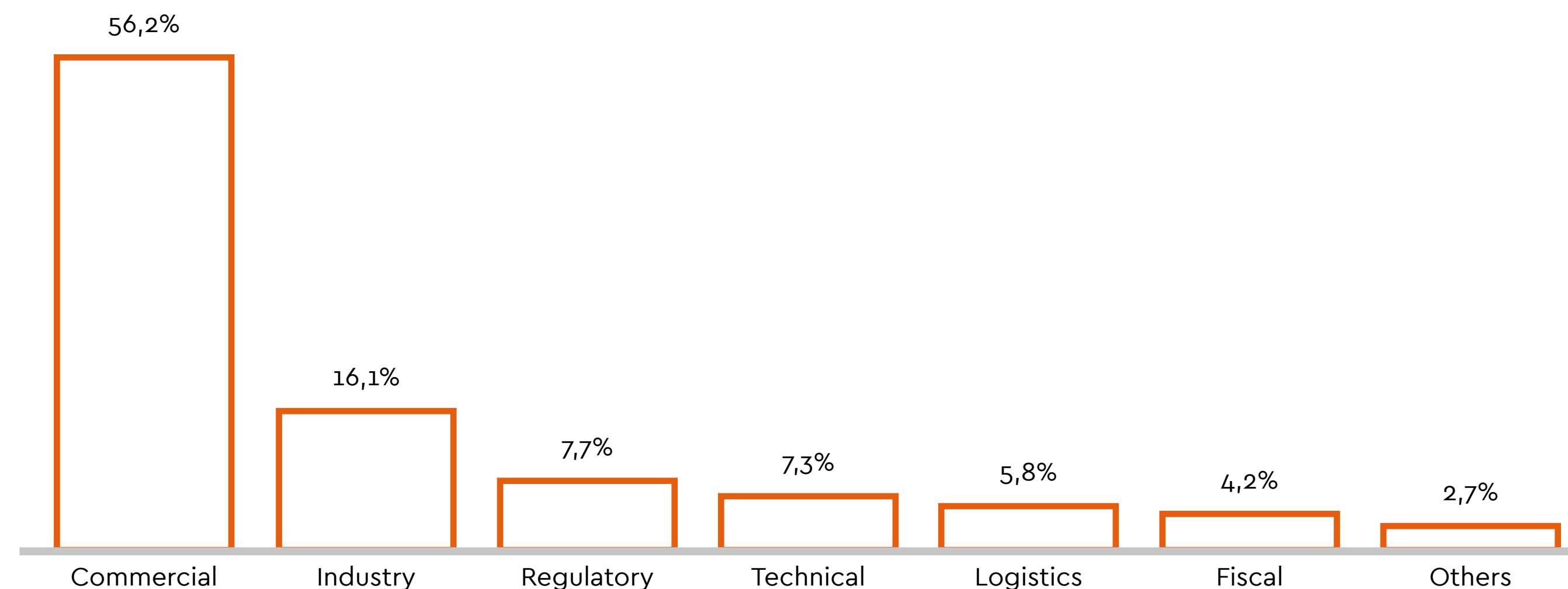
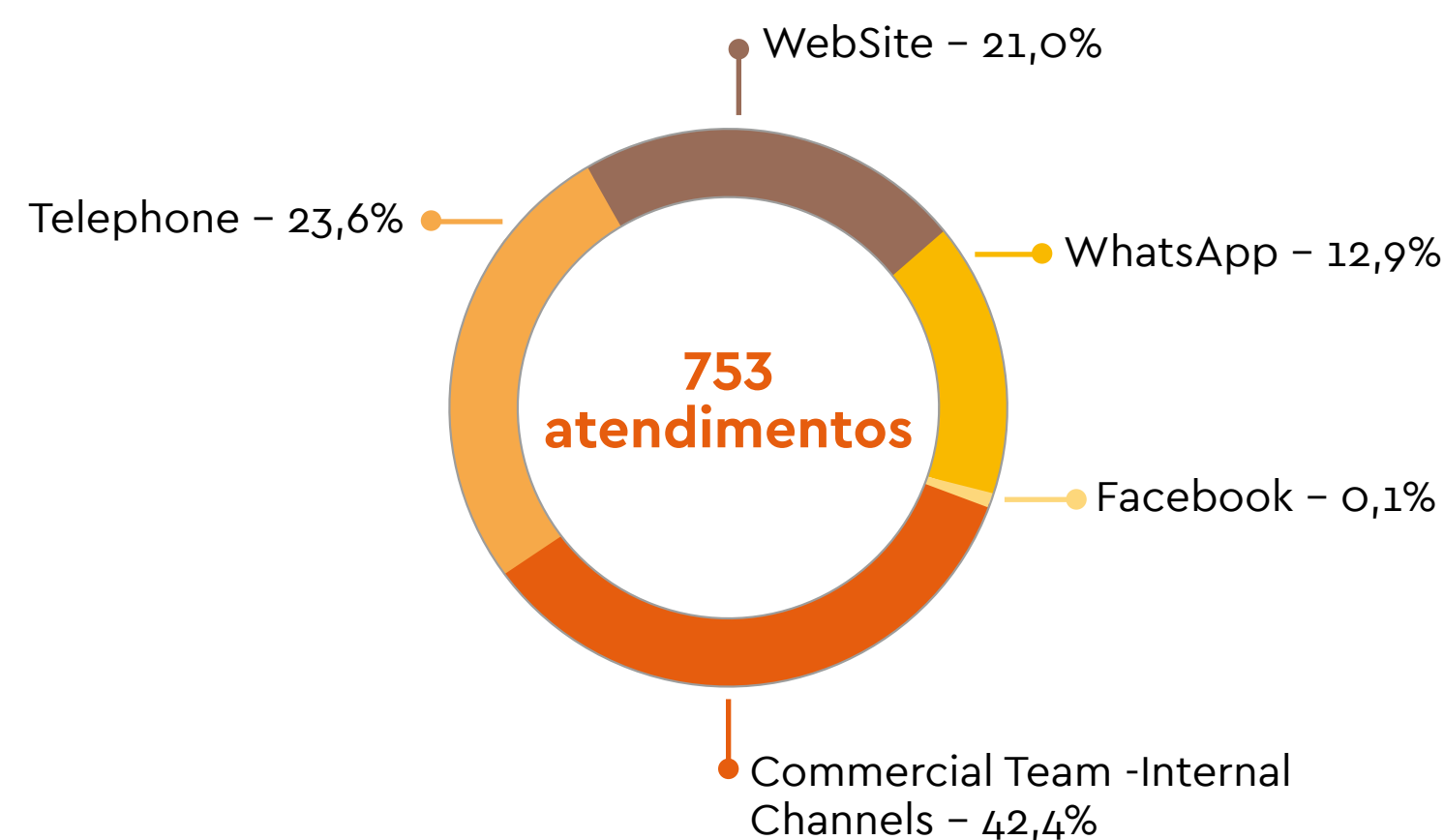
general, we use the various digital channels of Ourofino Agrociência to disseminate important advances of the company, product launch, technical information, among others.

Within the SAC (Customer Service Channel), the central focus is on mitigating product quality and safety deviations, through investigation, taking

planned corrective actions and giving agile feedback to claimants. The resolution of the deviations is made in an integrated way, always involving many areas according to the criticality of the demand.

Origin of requests received through SAC

Areas involved in the requests of SAC



Note 1: The data presented do not consider requests for Human Resources, offers of products, services and sponsorships.

Note 2: The data referring to the item "sales team / internal channels" are related to the occurrences received by commercial teams and representatives. The occurrences have a certain specificity and are related to occurrences in deliveries, product damage, commercial agreement, bans on customers, among others.

Integrated Management System (IMS)

GRI 103-2, 103-3 | 416

We seek to exceed the expectations of our customers and business partners through the development of high quality solutions and extreme security.

Every day, producers from the most diverse places in Brazil or even large multinational companies use our products and solutions for the field, and certainly, the strengthening of this bond of trust is a fundamental factor for our future ambitions and crucial for the growth of the brand.

Every day, producers from the most diverse places in Brazil or even large multinational companies use our products and solutions for the field, and certainly, the strengthening of this bond of trust is a fundamental factor for our future ambitions and crucial for the growth of the brand. Throughout the years, we adopted continuous

improvement of our processes as a general premise to evolve the level of quality and product safety, besides reducing the impacts to the environment and involved professionals. For this, we have a preventive Integrated Management System (IMS), which involves constant investments in production lines, team training and critical analysis. IMS is also strengthened by our risk management culture, which together with the concepts of sustainability and quality, improves the controls and bring a more holistic view of the business.

The structure of the IMS is formed by policies, procedures and documents that direct the processes and work routines of the teams. Besides being widespread, the guidelines of IMS are constantly trained by professionals and have indicators of management that are linked to them, which are followed by the leadership. All of the standards of IMS are established based on specific legislation, national and international regulations of the sector. **GRI 102-11**

Our quality area together with HSSE sector and other areas, annually attend a large load of audits carried out by clients, certifying/ accrediting bodies and supervisory bodies. The audits aim at certifying our level of conformity regarding established standards.

The following are the main certifications maintained and obtained over the last fiscal year:



Certification: ISO 9001:2015
Target Unit: Uberaba Industrial Complex (MG) and administrative office of Ribeirao Preto/SP.



Certification: OHSAS 18001:2007
Target Unit: Uberaba Industrial Complex (MG)



Certification: ISO 14001:2014
Target Unit: Uberaba Industrial Complex (MG)

Product labeling

GRI 103-2, 103-3 | 417

We follow strict labeling standards set by Brazilian regulatory agencies such as the National Health Surveillance Agency (Anvisa), the Ministry of Agriculture, Livestock and Supply (MAPA) and the Brazilian Institute of Environment and Natural Renewable Resources (IBAMA). This service and potential changes are closely monitored by the company's risk management, which together with the technical support of the quality and regulatory areas, protect Ourofino Agrociência from sanctions and legal non-conformities.

The information present in 100,0% of the product categories of the Company are structured by the regulatory team and attend NBR 14.725, including the requirements of land, sea and air transport. The package leaflet and product label also have information referring to the reverse logistics program managed by the National Institute of Empty Packaging Processing (Inpev), which we are part of. This alignment ensures greater security in the application, storage and handling of products by professionals and partners throughout the value chain.

Information present in the products of Ourofino Agrociência

GRI 417-1

- Brand
- Composition of the product;
- Company logo
- Class and type of formulation;
- Company (address, CNPJ (Corporate Taxpayer's ID), registry No.);
- Manufacturer
- Batch Number
- Manufacturing and Expiration date;
- Toxicological class
- Potential environmental hazard classification;
- Safety Use Measures
- Handler and importer;
- Formulator
- Recommendations of first aid;
- Safety Use Measures
- Phone for emergency situations.



Our Team

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



HUMAN CAPITAL



SOCIAL AND RELATIONSHIP CAPITAL

We are proud of the multicultural team of engaged professionals that transform the ideals expressed in the purpose of Ourofino Agrociência, into reality

Brazil and in other countries. We value the differences and understand their power in building and developing successful teams and therefore, we consider them as fundamental bases for the development of the business and impact on the generation of value for society.

We have an incredible group of 442 professionals, made up of people of diverse backgrounds, creeds and world views. Most of the team, about 80%, is allocated in the cities of Ribeirão Preto (SP) and Uberaba (MG), where the Admi-

nistrative office and industrial complex are located respectively. The rest of the workforce is divided in the other operations by Brazil, China and India.

We seek teams and balanced environments, where each professional has possibilities of development and appreciation for their work, regardless of their gender, belief, thought, ages, customs or even principles. This respectful action is the rule at Ourofino Agrociência and is guided by our Code of Conduct.

Our area of People Management is responsible for managing the human capital of the Company. Our operation is guided by the new strategic plan called GROW, which has six defined dimensions based on the professional journey being:



Hiring and remuneration

The hiring and remuneration determination processes are critical for the company and we have the responsibility to fully comply with them in relation to the workforce and other determined parties.

Our hiring is carried out by the People Management Team by using maximum transparency and valuing technical criteria, regardless of who is carrying out the process or performing the function in question. In terms of remuneration and awards, we also follow strictly technical criteria added to market references, such as sectoral research and benchmarking.

Within the staff of Ourofino Agrociência, there are no significant differences in the remuneration of men and women.

This is the result of our balanced dynamics, and which values competence above all. The remuneration of the highest decision-making level executives, is up to the shareholders in conjunction with the area of Personnel Management, always based on market practice.

Professionals by work contract and region GRI 102-8, 401-1

GRI 102-8, 401-1

	2018	2019/20	2020/21		
			Homens	Mulheres	Total
Permanent (Brazil)	397	415	326	108	434
Permanent (China)	6	7	6	1	7
Permanent (India)	-	-	1	-	1
Temporary (Brazil)	20	42	11	1	12
Third Parties (Brazil)	84	117	105	29	134

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

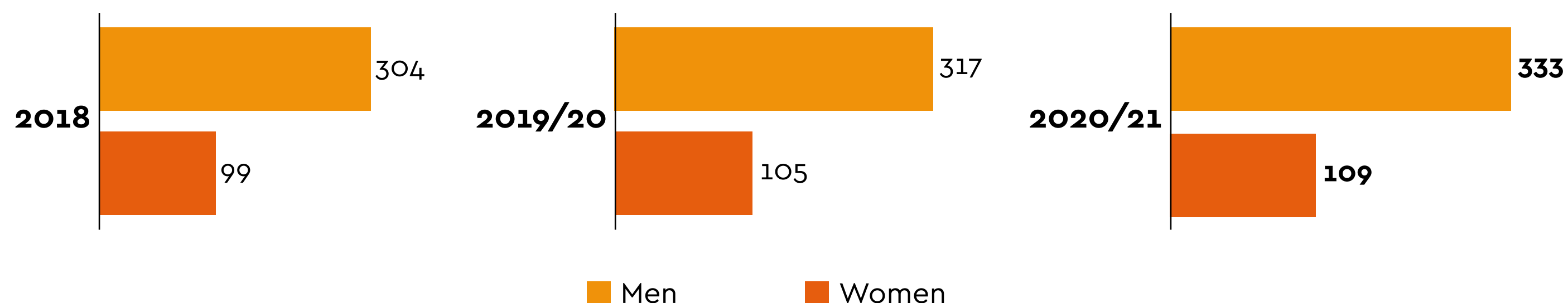
Note 2: All data is compiled by payroll.

Note 3: The data presented do not consider trainees.

Note 4: In Brazil our distribution of permanent professionals is performed as follows: 369 in the Southeast, 33 in the Midwest, 21 in the South, 9 in the Northeast and two in the north.

Team by gender

GRI 102-8



Benefits and quality of life

We offer an extensive portfolio of benefits to the professionals from Ourofino Agroscience, always in line with their local needs, union deliberations and people's expectations.

The benefits cover permanent, interns and temporary professionals and we also take special care in the granting of maternity and paternity leaves to all of the company's professionals.

In the last year, we had the deliberation of seven licenses among permanent professionals, being four for fathers and three for newly mothers.

After 12 months back to work, we had only one case of a woman that did not remain in our staff. This way, our rates of return were 100.0% for men and 66.6% for women. **GRI 401-3**



Benefit portfolio by type of contract

GRI 401-2, 403-6

	Cash	Trainees	Temporary staff	Extensible for dependents
Life insurance*	■	■	-	■
Medical Assistance	■	-	-	■
Dental Assistance	■	-	-	■
Private Pension Plan	■	-	-	-
Profit sharing (PSP)	■	-	-	-
Food voucher/ Meal vouchers	■	■	■	-
Meal voucher / meal on site	■	■	■	-
Transport / Parking	■	■	■	-
Gympass	■	■	-	■
Labor gymnastics	■	■	■	-
Childcare Assistance	■	-	-	-
Christmas Basket or Voucher	■	■	■	-
Birthday present	■	■	-	-
Baby Kit	■	■	-	-
Dinner celebration for time of employment (every 5 years)	■	-	-	-
Employment time bonus (10, 15, 20 and 25 years)	■	-	-	-
Afternoon Snack	■	■	■	-
Wedding gift	■	-	-	-
School Supplies	■	-	-	-
Reimbursement for children with special needs	■	-	-	-
Educational grant	■	-	-	-
Presents in celebration occasions	■	-	-	-

Note: (*) Life insurance has 50.0% coverage for spouses and 10.0% for children.

Work Negotiations

GRI 102-41

We maintain a close and long-term relationship with the entities representing our professionals, including unions.

We have an annual calendar established with each of the institutions, when we carry out important negotiations and discussions on social topics of workers' interest, such as working conditions and salary adjustments.

Thus, we keep collective agreements in line with the needs and expectations of the parties.

The professionals in the industrial Complex of Uberaba (MG) are represented by the Union of Workers in Ethanol Manufacturing, Plastics, Cosmetics, Fertilizers, Chemical and Pharmaceutical (Stiquifar) Industries and other professionals by Autonomous Trading Agents Employees' Union and Consulting, Inspection, Information and Research Companies and Accounting Services Compa-

nies (SEAAC) in Ribeirão Preto (SP). We currently have two active collective agreements covering Ourofino Agrociência in Brazil, being 45.4% of the workforce via Stiquifar and 54.6% via SEAAC.

As for the professionals working in China and India, we follow the local labor laws, and when there is a workers' representative body, the coverage of collective agreements reaches 100.0%.



Capacity Building and training

GRI 103-2, 103-3 | 404

We have adapted to the new reality imposed by the coronavirus pandemic in this last fiscal year. The training process has undergone a complete review as most of the team has been at home for the past 12 months.

We have learned many lessons and we have observed important opportunities related to digital content and ways of applying online training.

In this past year, we have focused on the development of relevant competences and skills, which strengthens the company's intellectual capital and that, in many cases, are fundamental for risk management as it includes legal and institutional trainings.

For the elaboration of the annual plan, we also take into consideration the training needs identified by the technical leaders along with the People Management area.

We ended the year with 27,011.2 hours of training, most of which was applied remotely/online. The in-person hours are assigned to the teams

at the industrial complex, who maintained their work routine according to safety protocols.

The load of training and awareness-raising this year clearly included aspects related to the pandemic and other important issues such as health and safety, quality, processes and operational excellence, environmental risks, among others.

Average training hours by gender

GRI 404-1

	2019/20	2020/21
Men	30,2	71,5
Women	28,0	35,3

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

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

Average hours of training per functional category

	2019/20	2020/21
Management	22,4	36,5
Administrative	21,8	44,5
Operational	51,3	138,9

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

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

Health and Safety

GRI 103-2, 103-3 | 403, 403-7

The safety and well-being of professionals are non-negotiable and extremely important for Ourofino Agroscience. We value people's health and we strive every day to strengthen our culture of preventive safety and to maintain ideal conditions for the teams to remain physically and mentally healthy.

Our commitment to life is a value shared by everyone having responsibilities distributed at all levels of the company.

The Health, Safety and Environment area (HSE) is the one responsible for coordinating the health and safety management within the operations, following the guidelines established by the integrated management system (IMS)/(SGI) which is certified in the OHSAS 18001 standard (health and safety management). The structure of the system has a series of instructions, documents and support programs to manage the aspects of health and safety at work and it covers the di-

rect and outsourced professionals (118 professionals on average), which represents 55.0% of the total population. The (IMS)/(SGI) has as its scope the company's national and international operations and it is based on Market regulations and on national and international legal requirements. **GRI 403-1, 403-8**

As a master line, we maintain a program of Environmental Risk Prevention Program (PPRA) where the main physical, chemical and biological threats in operations are identified, which together with the Medical Control Plan for Occupational Health (PCMSO), form the foundations of health and safety management of the Company's work. Additionally, we structured other information sources that contribute in view of risks and operation controls, being: Hearing Conservation Program (PCA), the Respiratory Protection Program (RPP), the Ergonomic Work Analysis (AET), Survey of Occupational Hazards and Risks (LPRO) Preliminary Risk Analysis (RPA), Hazard and Operability Study (Hazop), among others. **GRI 403-2**

Investments of BRL 758.2 thousand for the mitigation of the process safety risks which were identified during the Hazop were a highlight from last year. This study had a direct impact on the plant's efficiency, having seen the reduced risk



of failures and the greater procedural reliability generated.

Our safety culture is strengthened by constant training applied to the company's professionals, which are largely related to regulatory standards and legal requirements. In 2020/21, a total of 4,726 hours of training performed by its own professionals and 1,886 hours by outsourced ones. We also had 134 health and safety integrations carried out with the participation of 425 integrated service providers and totaling 1,700 hours of training. **GRI 403-5**

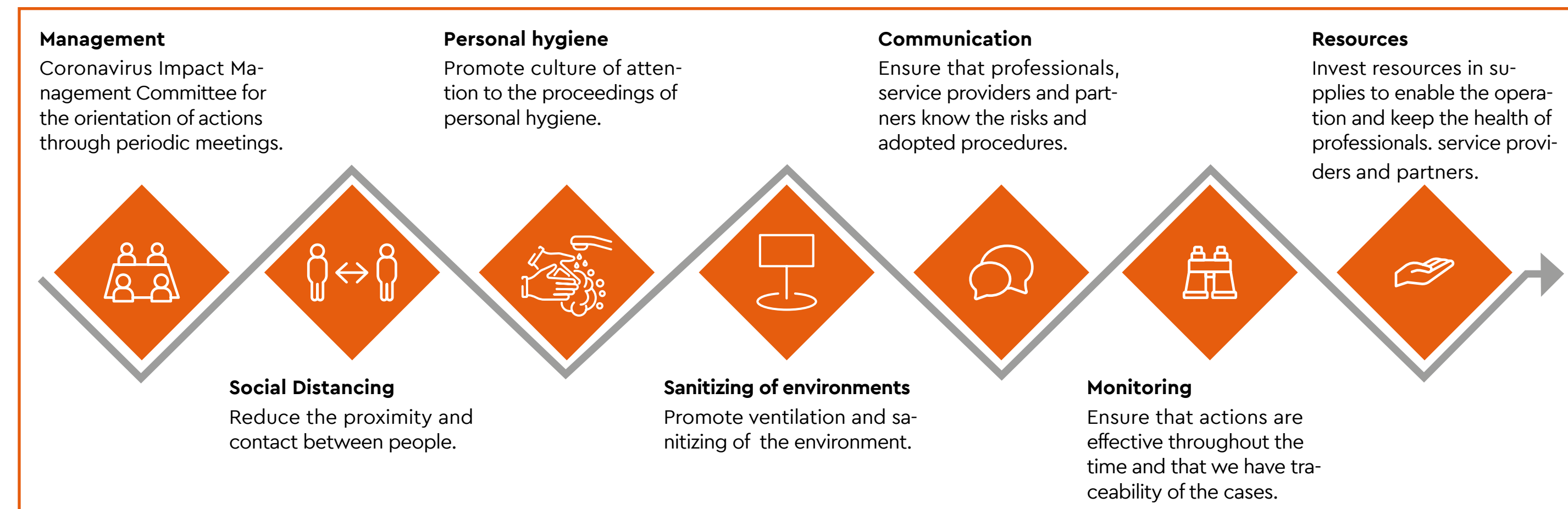
The health service played a key role in combating the pandemic in this last year, as the industrial operation in Uberaba (MG) remained active most of the time.

The health team's mission was to maintain a routine of caring and monitoring within the industrial complex in order to prevent cases of Covid-19. All suspected cases followed a strict protocol for removal and monitoring by the health team. At the end of the fiscal cycle, 61 ca-

ses of Covid-19 were registered, with one professional showing high clinical severity.

All service at the industrial complex happens at the first-aid room, which counts with a dedicated team and is available during administrative hours to provide general care, periodic evaluations and assistance, in addition to emergency care in case of incidents or accidents. Depending on the severity of the event, we send the professional to private hospitals in the region. For professionals allocated outside the Uberaba operation, care is provided by the network of hospitals and associated medical centers. **GRI 403-3, 403-6**

This year, the health area has worked intensively on the elaboration of health and safety protocols related to Covid-19, as well as on the monitoring and follow-up of the cases. Four main protocols were structured, designed to meet the specific needs of the industrial complex in Uberaba (MG), the experimental station in Guatapar (SP), the office in Ribeiro Preto (SP), and the commercial area. The protocols guidelines are aligned with the pillars highlighted below:





For activities with a potential to generate labor related diseases, we have developed actions of mitigation to ensure well being of professionals and reduce the inherent risks to the functions. As a highlight, we may cite function rotation, installation of collective protections and ergonomic adaptations in all of the industrial complex. All this care has provided us with no record of occupational diseases over the years, and in 2020/21 it has not been different. **GRI 403-10**

We value forums of participation, consultation and communication of workers on occupational health and safety.

Last year, the Emergency Brigade and the Internal Accident Prevention Commission (CIPA) formed by Ourofino Agrociência professionals and fixed third parties, with the participation of

different hierarchical and functional levels, were essential in fighting the pandemic. The professionals supported the new implemented protocols in an exemplary conduct, in addition to helping with the guidance of preventive measures against the spread of Covid-19, promoting the culture of collective and individual health preservation of workers.

Our Brigade is gathered monthly and promoted the prevention of emergencies through inspection of emergency equipment, training and simulations of emergency scenarios. In general, the structure counts on 54 brigadiers distributed in Uberaba (MG), Ribeirão Preto (SP) and Guatapar (SP). The internal commission for the prevention of accidents was conducted by a team of 22 members distributed by the Company's main operations. In these monthly meetings, the team promoted concepts for the prevention of accidents and diseases resulting from work by identifying and implementing measures to mitigate risks. **GRI 403-4**

Engagement and preventive actions

We annually conduct several actions to increase engagement and awareness of the Company's professionals on issues involving health and safety aspects. Last year, despite part of the professionals being allocated home we had the Internal Week of Occupational Accident Prevention and Environment (SIPATMA), vaccination campaigns, deworming and awareness of issues such as Pink October (prevention of breast cancer), Blue October (prevention of prostate cancer), among others.

But, undoubtedly, the highlight of the year was the strengthening of prevention culture through the Hero of the Month program. The program aims at the participation of its own and outsourced professionals in the search for risky conditions and behaviors in the company's facilities. The identified situations are pointed out through safety observations and analyzed by the HSE/SSMA team. Professionals with the highest number of successful observations are rewarded and given due credit monthly. The program was also incorporated into environmental notes and became the main risk prevention tool in the industrial complex.

Major health and safety rates

GRI 403-9

	2018	2019/20	2020/21
Professionals Ourofino Agrociência			
Injury resulting in medical leave	0,0	0,0	0,0
Injury rate resulting in medical leave	0,0	0,0	0,0
Injuries not resulting in medical leave	3	2	2
Injury rate not resulting in medical leave	7,0	2,3	2,3
Rate of Missed Working Days	0,0	0,0	0,0
Rate of Occupational Diseases (ROD)	0,0	0,0	0,0
Number of deaths	0	0	0
Total Worked hours (TWH)	428.302	881.893	870.204
Average workers per period	396	434	448
Fixed outsourced professionals			
Injury resulting in medical leave	0	1	0
Injury rate resulting in medical leave	0,0	3,9	0
Injuries not resulting in medical leave	1	1	0
Injury rate not resulting in medical leave	4,3	3,9	0
Rate of Missed Working Days	0,0	27,3	0,0
Rate of Occupational Diseases (ROD)	0,0	0,0	0,0
Number of deaths	0	0	0
Total Worked hours (TWH)	229.680	256.080	311.520
Average workers per period	87	97	118

Note 1: The accidents that occurred with our own team are related to contact with a chemical product and falls on the same level.

Note 2: Data from direct professionals show a fall in the comparison of the last three years in relation to the number of work-related accidents resulting in medical leave. This is the result of a coordinated and integrated effort focused on continuous improvement, together with the adoption of tools that enhance the efficiency of the management of safety and occupational health risks (SST), related to all activities of the organization. This year the highlight was the strengthening of preventive actions based on professional reports.

Note 3: For all accidents that occurred in the operations and calculation of frequency rates, we use as parameter the Brazilian Standard (NBR) 14280 of The Occupational Accident Registry (CAT) together with the Technical Social Security Link (NTEP). The calculation is based on the number of accidents per man / hour worked multiplied by 1,000,000.

Note 4: The Company's SST management base is responsible for Regulatory Standard 4 (NR4) of Specialized Services in Safety Engineering and Occupational Medicine.

Productive chain



SOCIAL AND
RELATIONSHIP CAPITAL

GRI 102-9, 103-2, 103-3 | 308, 103-2, 103-3 | 406, 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

Having a chain spread across Brazil and other countries, we established relationships with our partners centered on sensible aspects such as: environmental, social and governance (ESG), quality and financial

The relationship and management of the supply chain is a strategic theme for the activities of Ourofino Agrociência, since the cost of our finished product is composed 70.0% to 90.0% by the cost of the associated supplies. Our supply chain comprises more than 1,000 business partners with substantial representation from international companies, mainly located in Asia. This peculiarity requires a broad management with an understanding of international legislations, validation of long quotation processes, exchange rate variations and complex logistical variants.

The Procurement board is responsible for organizing all of the supply process of Ourofino Agrociência. The department is formed by a multidisciplinary team with professionals allocated in Brazil, at the international office in Shanghai (China), and within the structure of Mitsui, in New Delhi (India). Professionals in international struc-

tures are strategic because they form a crucial support network for the company's business model as most of the supply of production inputs come from China, India and neighboring regions.

Our suppliers are divided into two main categories, where the first group related to direct material and the second to indirect ones. Direct materials are characterized by their productive application in formulations and filling of solutions, while indirect materials are used in the maintenance process or in the company's facilities.

Within the supplier program of Ourofino Agrociência, we adopt a series of requirements related to environmental, social and governance (ESG) aspects. These guidelines allow us to establish a more responsible management with a positive impact on the categories of suppliers including industrial assets, logistics and several services. The whole process follows the applicable na-

tional and international laws, ensuring healthy conditions and transparent relationships throughout the supply chain.

This way, we add commitment clauses to comply with the Code of Conduct of Ourofino Agroscience to all contracts to be closed by the company, thus establishing the parameters of conduct, socio-environmental, anti-corruption, data protection and human rights expected in commercial relationships. **GRI 412-3**

Another highlight of the program is the supplier qualification and approval process, which includes periodic assessments (before and during supply) and audits of partners chosen by sampling. The main objective of the process is to ensure adequate conditions for the supplying, including compliance with contractual, social and environmental requirements and labor practices (including violation of human rights). In addition, the process gives us a broad view of the risks of established partnerships, where we evaluate market, labor, financial and legal risks.

This past year, we were really affected by the pandemic with regards to on-site audits of partners, who are an important analysis tool for critical suppliers (suppliers of productive and non-productive items typified as chemical pro-

ducts) and complement our view of risks with even more assertive information. In 2020/21, due to the pandemic and the limitations imposed by the Brazilian governments, as well as by the World Health Organization (WHO), only 38 suppliers were visited in China and no significant situations were identified in the topics related above. **GRI 407-1, 408-1, 409-1**

Monitoring of Suppliers

We launched in 2021, the Code of Conduct for suppliers, which establishes criteria and more specific requirements to their reality.

Thus, with the launch of the new Code summed to the audits, the program of qualification and the insertion of contractual clauses, we have moved a step further into the value chain risk management, disseminating and strengthening a business model that is more responsible and ethical.

In the last fiscal year, we had an important improvement carried out in our checklist that is applied in suppliers audits. The document was reviewed to establish clearly, ESG aspects that enable our evaluation and make it more robust and detailed.

Evaluation of the chain

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

2020/21

Number of new suppliers assessed by environmental criteria/aspects	15
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Number of new suppliers assessed by social criteria/aspects	15
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Percentage of contracted suppliers (current on the portfolio) by environmental criteria/aspects	100,0
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Percentage of contracted suppliers (current on the portfolio) by social criteria/aspects	40,0
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Note 1: (*) Data presented consider only suppliers located in China and assessed in 2020.

Note 2: ()** Both National and international suppliers have required environmental certification and this aspect is a disqualification criteria or blocks purchases.

Note 3: (*)** Data presented consider all of the international portfolio and audits performed in 2020.

Local Action and Communities

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



O investimento nas comunidades presentes em nossas zonas de influência é chave para nutrir relações perenes e de confiança mútua entre pessoas e empresa

We recognize the transforming potential we have before communities and people involved in our value chain. That transforming force has its base supported by the acknowledgment of potentialities and empowerment of communities. We aim at creating long lasting bonds through projects that are aligned to our corporate strategy which contribute to positive impacts to all those involved.

Ourofino Agrociência's actions are directed to impact the main areas of influence of the business, that is to say, mainly around the cities of Ribeirão Preto/SP and Uberaba/MG, places where our headquarters and the industrial Park of

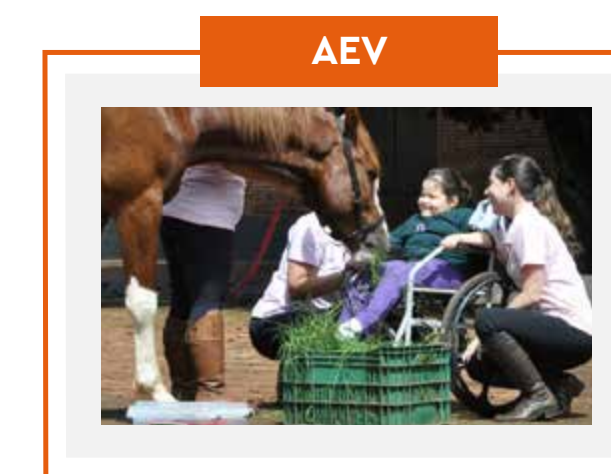
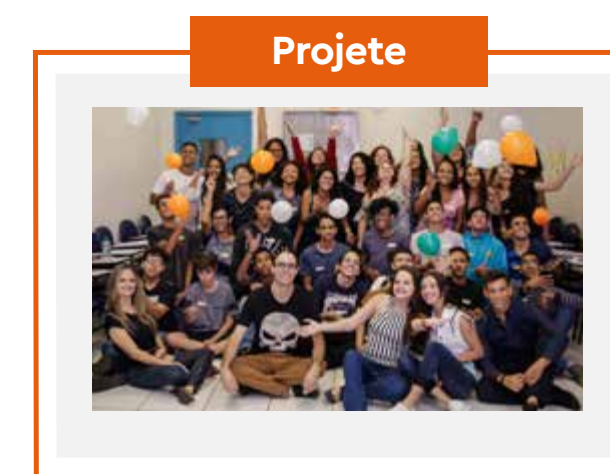
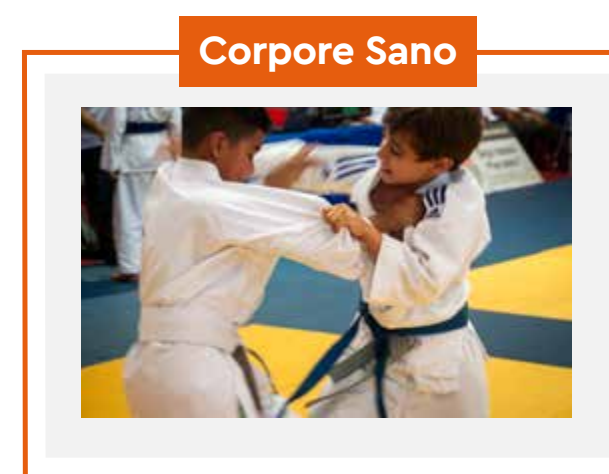
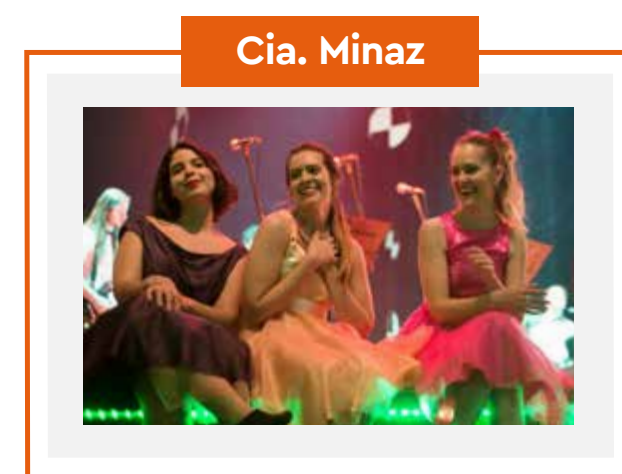
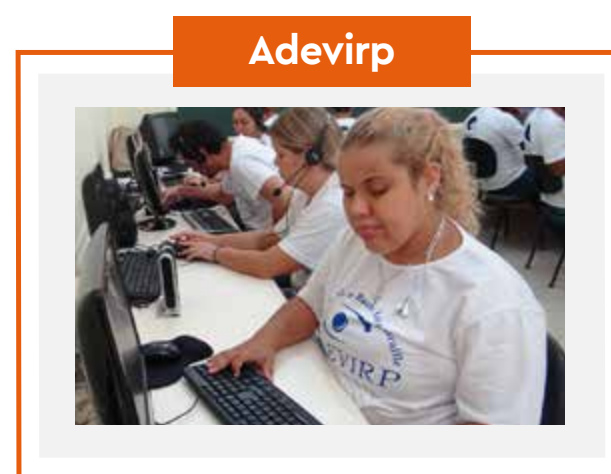
the company are located. We also extend our operation to some strategic regions, where the crops served by our portfolio or even related to commercial activity are present.

Projects and investments are defined by Marketing and People Management Areas, and in the last year, they covered distinct segments of society. To assist and enable the process we used various tax incentives and regional development programs, as well as investments from the Company itself.

In the last year, due to the restrictions imposed by the pandemic, we have not held much of the events and fairs we would like to, which gene-

rate a series of indirect benefits for local producers and professionals in the segment, including knowledge improvement and technical training. The events were mostly held on line, where we were also able to be present and impact the related audiences in the best possible way. Finally, we maintained our solidarity and volunteer actions, especially the Páscoa Solidária, a Campanha do Agasalho, food and toy donation actions and the Outubro Rosa. **GRI 413-1**

Supported projects in 2020/2021



Annually, we carry out a monitoring accompanied by a critical analysis to evaluate the evolution of the projects and initiatives supported. The amounts of investments are disclosed annually in our Annual Report, and for the coming years we will expand our management with a series of management improvements and specific strategy improvement.

We intend to act through four macro actions, which will be the basis of the management model:

- **Specific procedures and Policies:** Specific policies and procedures: creation and review of corporate regulations to align the management of social investments, organizing and parameterizing the initiatives of Ourofino Agrociência.
- **Social investment committee:** Creation of a specific and multidisciplinary committee to determine investments, benefits and social strategy.
- **Public commitment:** To establish a public framework before the society of Ourofino Agrociência's intentions and actions in relation to social investments, as well as the Company's general priorities.
- **Management goals and indicators:** Establishment of goals and monitoring indicators that contribute to the evolution of projects and at the same time allow us to increase the efficiency of actions.



Investments, projects and beneficiaries supported

GRI 203-1, 413-1

	Local	Funding instrument	2019/20	2020/21
Tax incentives				
Companhia Minaz	Ribeirão Preto (SP)	Federal Cultural Incentive Law - Rouanet	200.000,0	142.000,0
Projeto Fundação Cultural Suábio Brasileira	Guarapuava (PR)	Federal Cultural Incentive Law - Rouanet	40.000,0	20.000,0
Hemocentro				
Cantinho do Céu	Ribeirão Preto (SP)	Statute of the Federal Law of Children and Adolescents	20.000,0	25.500,0
Associação dos Deficientes Visuais de Ribeirão Preto (Adevirp)	Ribeirão Preto (SP)	Statute of the Federal Law of Children and Adolescents	20.000,0	25.500,0
Sociedade Beneficente Evangélica de Ribeirão Preto (Soberp)	Ribeirão Preto (SP)	Statute of the Federal Law of Children and Adolescents	20.000,0	-
Lar Padre Euclides	Ribeirão Preto (SP)	National Fund for the Elderly	30.000,0	38.250,0
Casa do Vovô	Ribeirão Preto (SP)	National Fund for the Elderly	30.000,0	38.250,0
Projeto A-COR-DAR	Ribeirão Preto (SP)	Federal Sports Incentive Law	30.000,0	-
Judô Corpore Sano	Ribeirão Preto (SP)	Federal Sports Incentive Law	30.000,0	76.500,0
Associação de Pais e Amigos dos Excepcionais (Apae)	Jardinópolis (SP)	National Support Program for the Health of the Person with Disabilities (Pronas/PCD)	60.000,0	-
Associação Musical de Ribeirão Preto*	Ribeirão Preto (SP)	Federal Cultural Incentive Law - Rouanet	-	20.000,0
O Fantástico Mundo dos Alimentos*	Uberaba (MG)	Federal Cultural Incentive Law - Rouanet	-	120.000,0
Associação de Equoterapia Vassoural*	Pontal (SP)	Statute of the Federal Law of Children and Adolescents	-	25.500,0
Private investment				
Associação dos Deficientes Visuais de Ribeirão Preto (Adevirp)	Ribeirão Preto (SP)	Internal analysis or indication	48.000,0	48.000,0
Mosteiro Imaculada Conceição	Uberaba (MG)	Internal analysis or indication	1.000,0	-
Associação Projete	Ribeirão Preto (SP)	Internal analysis or indication	10.000,0	12.000,0
Patrocínio atleta (karatê)	Ribeirão Preto (SP)	Internal analysis or indication	58.000,0	-
Hospital do Amor	Barretos (SP)	Internal analysis or indication	12.000,0	-
Fundo Filantrópico de Combate à Covid-19 -SITAWI*	Ribeirão Preto (SP)			30.000,00
Prefeitura Municipal (doação de cestas básicas)*	Uberaba (MG)	Internal analysis or indication	-	2.475,00
Fairs and events**				
Several	Several	Internal analysis or indication	1.632.816,2	857.573,8
Total			2.301.816,2	1.558.048,8

Note 1: (*) New projects or investments that entered the list this year.

Note 2: ()** Due to distribution and influence of commercial fronts of Ourofino Agrociência, we consider the trade shows and events as local contributions / impacts due to our strong commercial presence in most Brazilian states.

Local purchases and contracts

GRI 103-2, 103-3 | 204

We have local purchase policies that work as important tools for the generation of income and of local positive social impact.

Despite our great dependance on external suppliers, located in countries such as China and India, we prioritize national purchases within our possibilities.

Due to the great geographic diversity of suppliers, we consider purchases performed within Brazil as local. We prioritize suppliers located near the industrial complex in Uberaba (MG) and headquarters of Ribeirão Preto (SP), but it is not always possible, due to the specificity of certain production items. Giving priority to local purchases also reduces logistic and environmental impacts, and at the same time, it expands our productive efficiency. Last year, we operated BRL 173.6 million in local purchases, being this amount 24.5% of indirect materials and services and 75.5% of direct. GRI 204-1

Another way to contribute to the generation of positive impacts and local income is giving priority to hiring professionals from neighboring regions to the Main Operations of the Company, having Ribeirão Preto (SP) and Uberaba (MG) as main focuses. In the high leadership of Ourofino Agrociência (Presidency, Vice-Presidency and Boards), we have a team made by 84.6% local professionals. As for the rest of the team, we have representativity of 81.3%. GRI 202-2

Government

GRI 103-2, 103-3 | 201, 103-2, 103-3 | 415

We remain committed to combating illegal conduct inside and outside Ourofino Agrociência's operations. Through integrated practices and transparent processes we seek to influence our market and people throughout the value chain in the adoption of ethical practices.

We adopt the guidelines of the Company's Code of Conduct in our relationships with public officials, which restrain any act of active or passive corruption. Our guidelines prohibit the support to representatives or political activists and donations to parties or government entities.

On the other hand, as an agrochemical company, we have state and federal tax incentives,

which are related to the field of activity and nature of some of the activities developed in our production scope, such as research and development (R&D). We believe that the result of the use of such incentives by the company produces significant socio-economic impacts in the regions where Ourofino Agrociência is most influential and at the same time, it produces significant scientific development to the country, since most of the incentives are linked to R&D.

Environment

GRI 103-2, 103-3 | 201, 103-2, 103-3 | 307



We are aware of our obligations and we consider it fundamental to promote the responsible use of natural resources throughout our value chain in a structured and aligned way with the best market practices

Environmental management is coordinated by the Health, Safety and Environment (SSMA)/ (HSE) area of the Company, and structured in a series of policies, procedures and indicators.

Environmental management is part of the Integrated Management System (SGI)/ (IMS) and has its activities guided by compliance and legal service, risk management, market practices, regulatory requirements (ISO 14001) and contractual requirements.

The industrial complex of Uberaba (MG) is the operation that demands greater attention in relation to environmental aspects, such as water, effluents, waste, atmospheric emissions and environmental licen-

se conditions. Although the SSMA team is located at the industrial complex, environmental management covers other operations including the experimental farm in Guatapar. For all aspects considered in some way critical or even important environmentally, we have goals and monitoring indicators with regular reporting to leadership.

Environmental guidelines are constantly evolving in Ourofino Agrocincia processes and are directed to cover from the choice of suppliers and inputs to the delivery of products and return of packaging via reverse logistics. We have also advanced in incorporating more efficient and innovative technologies into the Company's activities which together with good controls can effectively reduce operations impacts.

To expand our social and environmental practices and to innovate Brazilian agriculture we launched in early 2021, and in partnership with Santander Bank, a program called Green Financing. This line is exclusive to the promotion of projects that create value

based on the pillars of sustainable development and, consequently, aligned with the environmental and social policies of Ourofino Agrocincia.

A good example, and as an integral part of the goals agreed with financial entities for next year, are the proposed reductions in the generation of effluents / dangerous liquid waste liquids per Kg / L produced and in the consumption of electricity, both in the industrial complex of Uberaba (MG). For effluents, we expect to reach 15% of reduction and for electricity, around 10%.

Last year, we invested BRL 2 million specifically in actions for the reduction of environmental impacts in productive and logistic areas. Actions were coordinated by the HSE team and focused in mitigating soil, air and water contamination. We also invested in training throughout the period, which summed 829 hours of training and over 780 participating professionals (internal and third parties).

Hydric Resources

GRI 103-2, 103-3 | 303

Water resources are fundamental in our productive activities and are part of the Company's strategic inputs. Both field and industrial activities, depend of its availability to fully work.

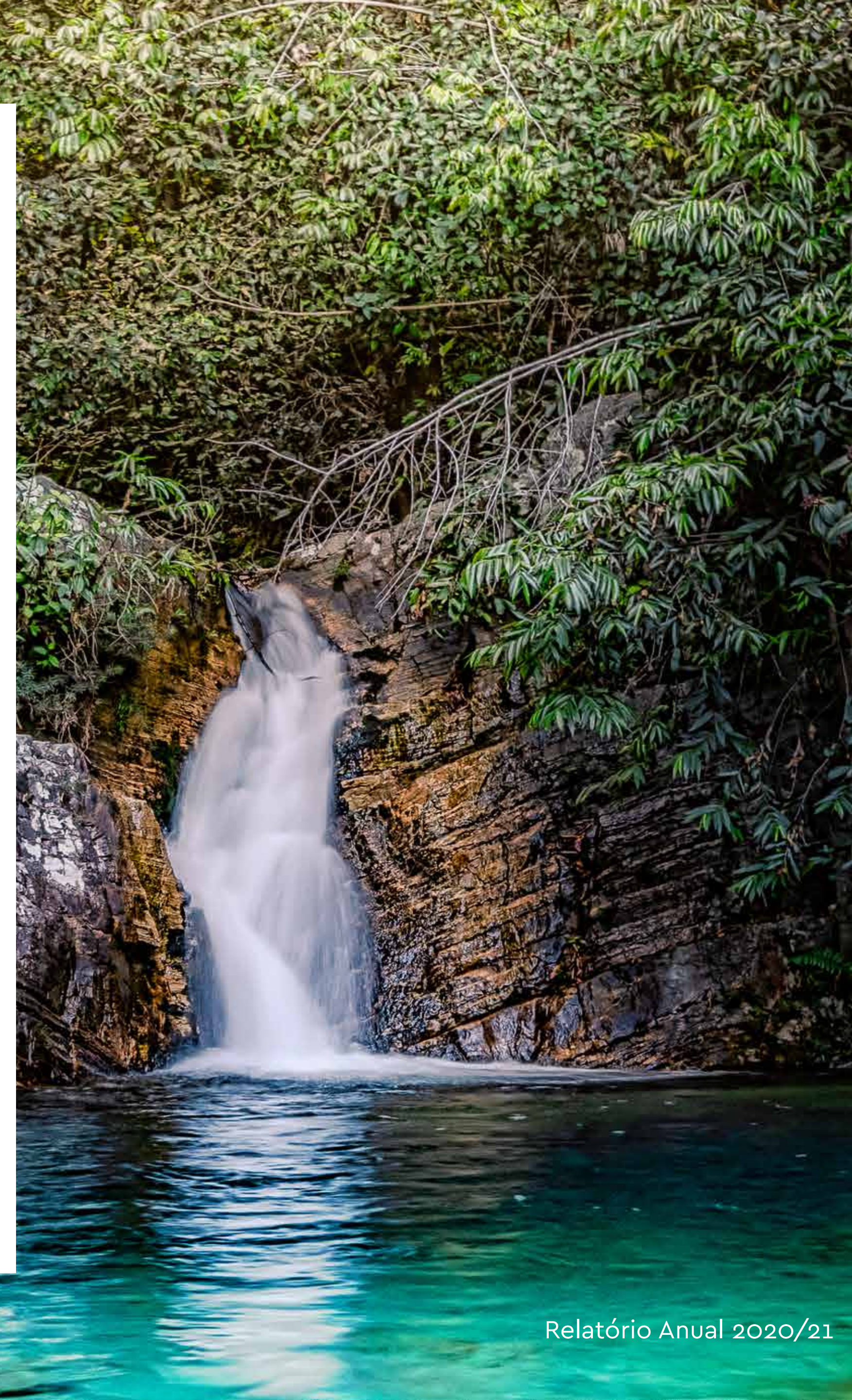
In this way, we invest in responsible management that works towards meeting all legal standards regarding the use of the resource, in the implementation of efficiency, treatment and monitoring programs.

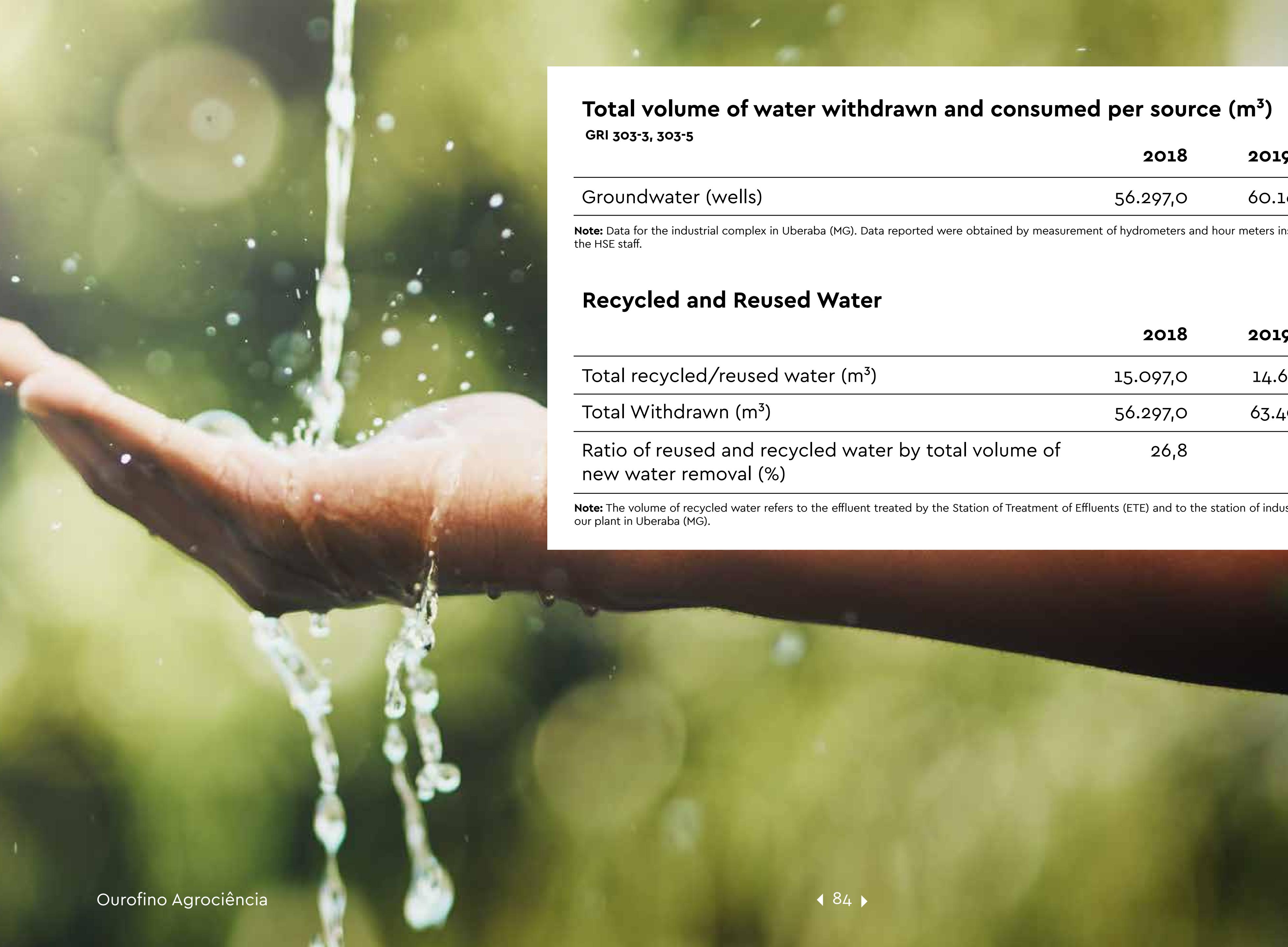
In addition to the activities already mentioned, the management of water resources conducted by the SSMA team maintains continuous monitoring of the studies disseminated by the Hydrographic Basin Committees/ Comitês de Bacias Hidrográficas of the region where potential risks of unavailability, changes or even threats are pointed out. In addition, several risk scenarios involving the resource are present in our matrix

of environmental aspects and impacts. Monitoring is established at activity level following the SGI criteria that include the magnitude of impact analysis and the elaboration of an action plan for the treatment of deviations. **GRI 303-2**

The industrial complex of Uberaba (MG) follows as the operation with the highest demand for water resources and has its supply carried out by two tubular wells with an authorized catchment volume of 227,105 m³/year. The resource is captured from the Rio Grande Hydrographic Basin (not designated as a protected area) with an extension of 143,400 km² and it is located between the states of Minas Gerais and São Paulo, having about 60.0% of its area present in Minas Gerais territory.

Close to the industrial complex, we have Rio Grande as the main water body of the region and being fundamental to the economic activities of regional communities, such as agriculture, livestock, industrial production and tourism. In this context, in the latter fiscal, we recorded impacts or indications of change in the quality or volume of the resource arising from the consumption or use of the resource by the industrial complex of Uberaba (MG). **GRI 303-1**





Total volume of water withdrawn and consumed per source (m³)

GRI 303-3, 303-5

	2018	2019/20	2020/21
Groundwater (wells)	56.297,0	60.162,0	59.825,1

Note: Data for the industrial complex in Uberaba (MG). Data reported were obtained by measurement of hydrometers and hour meters installed in wells and measured daily by the HSE staff.

Recycled and Reused Water

	2018	2019/20	2020/21
Total recycled/reused water (m ³)	15.097,0	14.696,2	9.872,0
Total Withdrawn (m ³)	56.297,0	63.402,9	59.825,1
Ratio of reused and recycled water by total volume of new water removal (%)	26,8	23,1	16,5

Note: The volume of recycled water refers to the effluent treated by the Station of Treatment of Effluents (ETE) and to the station of industrial water treatment, both located in our plant in Uberaba (MG).

Effluents

GRI 103-2, 103-3 | 306, 306-5

We are aware of our responsibility in protecting water bodies and soil from potential contamination stemming from the generation of effluents from Ourofino Agrociência operations. For such, we follow the standards established by the applicable legislation for the release of effluents, performing a close management focused on meeting legal parameters.

The effluents generated in the industrial complex of Uberaba (MG) undergo different proces-

ses according to their load of contaminants. Industrial effluents contaminated are sent to our vacuum concentrator/evaporation followed by reverse osmosis and/or incineration in a third party company. On the other hand, effluents considered domestic coming from toilets, dining rooms and cafeterias, go through our biological treatment plant composed of three ponds, a filter and chlorination system. The waters resulting from this treatment are used for irrigation of the green areas of the Ecological Park present in the Uberaba industrial complex itself

(MG). For such disposal, we adopted the parameters required in the Copam/CERH-MG No. 1 Joint Regulatory Deliberation of May 5, 2008, which provides for the conditions and patterns of effluent release, which are regularly measured by our HSE team. Finally, we direct our rain drainage also to the Ecological Park after storage in a containment dam. It is noteworthy that the park is not designated as a protected area and does not have any protected species.

Disposal of waste by type, source and destination (Kg)

GRI 306-1

	Origin	Treatment type	2019/20	2020/21
Industrial	Tank Cleaning	Evaporator /reverse osmosis and external incineration	927.614,0	509.293,0
	Cleaning tanks contaminated with solvents, colorants and others	External incineration	433.975,4	247.988,0
Domestic	Use of bathrooms, kitchen and dining room	Biological Treatment plant	14.696,2	9.872,0
Total			1.376.285,6	767.153,0

Note: Data for the industrial complex in Uberaba (MG).

Waste

GRI 103-2, 103-3 | 306

All waste management of Ourofino Agrociência is coordinated by the HSE team having as its central objective the reduction of generation, and expansion of the efficiency of potentially waste-generating processes.

The largest volume of waste is generated by the industrial complex of Uberaba (MG) and we have an internal area for the storage and segregation of waste. The area has received important investments in recent years and, through its recent expansion, it has managed to meet the current demands of the complex.

The other sites are also managed by the HSE team, but the volumes of waste generated are low and show little presence of contaminated materials.

Waste by disposal method (t)

GRI 306-2

	Source	2018	2019/20	2020/21
Hazardous waste	Liquid Evaporation	1.914,1	927,6	509,3
	Solid Recovery	299,2	327,8	460,1
	Solid Incineration	349,6	490,6	506,0
	Liquid Incineration	561,6	524,0	248,0
Total		3.124,5	2.270,0	1.723,4
Non-hazardous	Recycling	183,7	219,3	220,4
	Recovery	489,3	724,8	788,1
	Industrial landfill	213,5	218,2	283,1
Total		886,5	1.162,3	1.291,5

Note 1: Data for the industrial complex in Uberaba (MG).

Note 2: For hazardous waste, the evaporation treatment (made by a specialized company) is linked to materials such as industrial sludge; recovery (made by a specialized company) is linked to materials such as empty drums of hazardous products; incineration (made by specialized company) is linked to materials such as Class I solid and liquid waste.

Note 3: For non-hazardous waste, the mentioned recycling is linked to materials such as plastics, cardboard, paper and metals; recovery is linked to materials such as pallets, drums and pails; landfill is connected to non recyclable and non contaminated residues, organic waste and construction debris.

Intensity of the generation of hazardous liquid residues without tolling process*

GRI 306-2

	2020/21
Residues sent to evaporation (Kg/L)	328.398,0
Residues sent to incineration (Kg/L)	174.761,0
Total redirected residue (Kg/L)	503.159,0
Annual production volume without tolling (t*)	38.826,8
Intensity of generation (Kg/L by produced t)	12,9

Note 1: (*) The partners of the Company in the tolling process demand that the hazardous residues generated be totally sent to incineration and thus, they shall not be part of post production recovery and reuse processes.

Note 2: Values presented contemplate liquid residue from all productive processes of the company without tolling.

Hazardous waste transported and treated (t)

GRI 306-4

	2018	2019/20	2020/21
Transported	2.315,2	2.270,0	3.014,8
Imports	0,0	0,0	0,0
Exports	0,0	0,0	0,0
Treated	3.124,5	2.270,0	3.014,8

Note: Data for the industrial complex in Uberaba (MG).



Ecological Park

GRI 103-2, 103-3 | 304

The industrial complex of Ourofino Agrociência is located in the industrial district of the city of Uberaba (MG), away from communities and protected areas of great value for biodiversity. Within the industrial perimeter, we have an area of 3.15 hectares called Ecological Park. GRI 304-1, 304-2

As one of the conditions of our Operating License, we have the commitment to care for the conditions of the Park and invest efforts for its complete recovery.

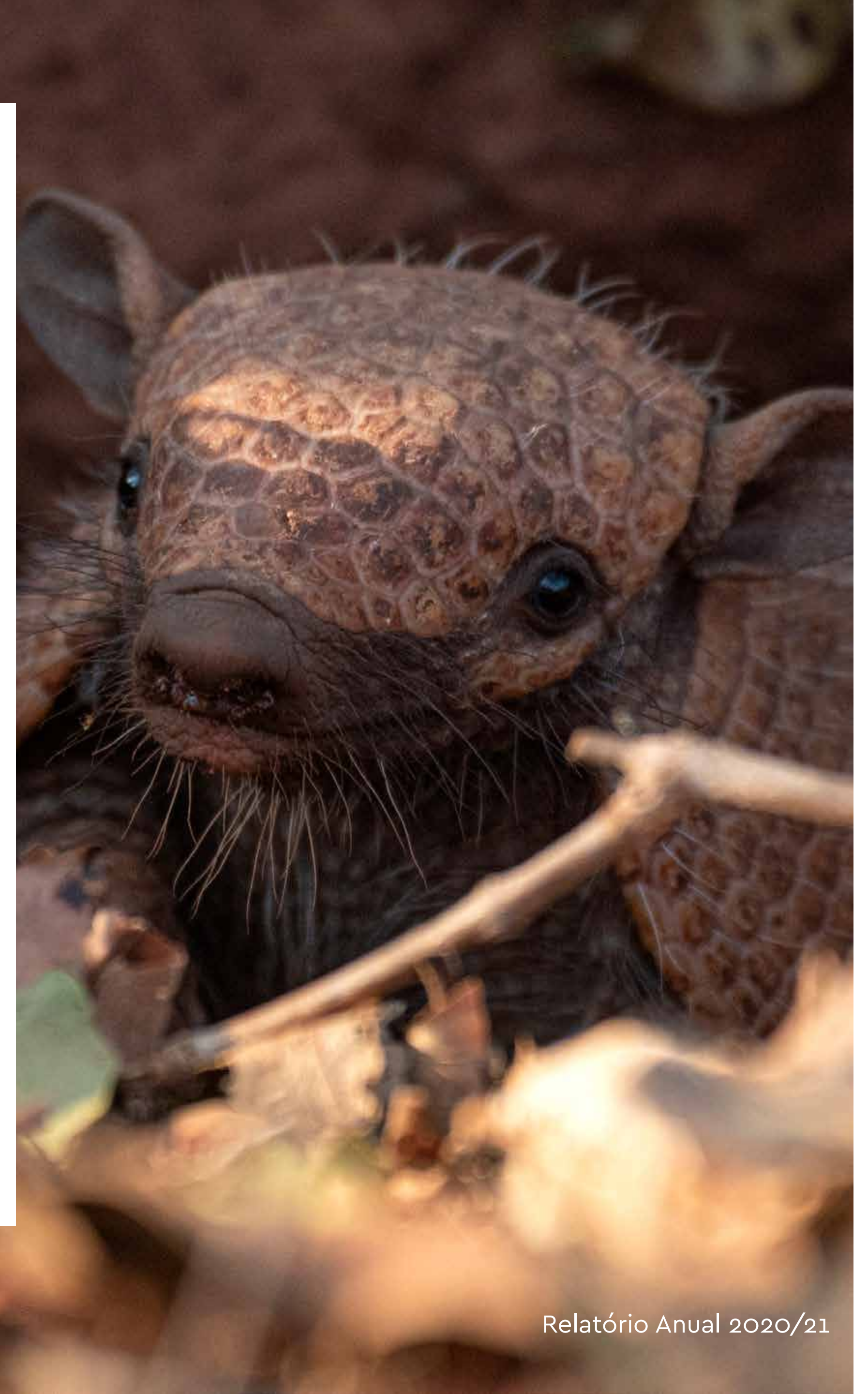
Its plant formation is remnant of cerrado, and it is likely that initially it would be characterized as deciduous seasonal forest (dry forest) on basaltic outcrop. And through the process of fragmentation of this forest there was the favoring of the invasion of brachiaria grass and the subsequent establishment of the cerrado.

The Park has its maintenance carried out quarterly by an internal team, which coordinates the

activities of mowing, pruning, fertilizing and pest control. Since 2012, the area has been planted by endemic species in the region and its evolution is monitored.

The latest studies have recorded 65 species of wild animals, distributed in 15 orders and three families. Among the bird species recorded, we have 29% insectivorous and 29% omnivorous, followed by grain-eating and carnivorous, both with ten species and 15% of representativeness each. Over the last few years, we have recorded the presence of reptiles, such as Jararaca and rattlesnakes, and amphibians such as the Cururu Toad, as well as nine-banded armadillo footprints. As a highlight of the vegetable species we have the Tyrannidae family as the most representative, followed by Columbidae, Furnariidae and Emberizidae. GRI 304-3

For the following years, we intend to recompose the park even more, incorporating planting focused in the expansion of vegetation coverage that are at the same time important for our Green House Gas Emissions (GHG) compensation.



Energy

GRI 103-2, 103-3 | 302

We consider the energy management of the industrial complex of Uberaba (MG) where we have the highest consumption of Ourofino Agrociência strategic. The unavailability of this resource can significantly affect our operation and negatively impact the value chain we are part of. In this way, our Maintenance area is responsible for monitoring and closely follow vulnerability scenarios and potential risks related to the process. Other operations, such as experimental farms and offices, have no significant impact on the Company's consumption.

In recent years and aligned with the Company's purpose, we have invested in solutions and improvements in the plant that are capable of enabling significant consumption reductions throughout the industrial process. We wish for a low consumption production with lower impact and high energy efficiency.

Our strategy of reducing consumption focuses on four main fronts including the acquisition or exchange of equipment, the training of professionals, process improvements and, ultimately,

structural improvements. These fronts are often mixed in the projects proposed annually and are complementary when we think of the final goal of energy management.

We have invested in effective solutions to generate savings in energy use, including the gradual incorporation of transparent roof tiles for natural illumination and extension of the solar water heating system for showers in the locker rooms.

Thus, in the last year, we reached a total of 997.1 GJ of savings generated. For the fiscal year 2021/22, we anticipate a large investment in energy efficiency due to the retrofit of 80.0% of the lighting of the industrial area. We will replace the sodium vapor and metallic steam lamps with LED lighting. **GRI 302-4**





Energy consumed internally by source type (Gj)

GRI 302-1

		2018	2019/20	2020/21
Non-renewable sources	Liquefied petroleum gas (LPG)	2.001,0	3.167,7	4.047,1
	Diesel Oil	328,0	697,5	492,4
Renewable	Electricity	18.601,2	21.542,4	23.136,4
	Solar energy	101,7	151,6	107,9
Total		21.031,9	25.559,2	27.783,8

Note 1: Data for the industrial complex in Uberaba (MG).

Note 2: There is no commercialization of energy.

Note 3: For the classification of generating sources, NEB2019 (National Energy Balance) was used to classify the generating sources;

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

Note 5: Electricity comes from the free market and consists of 50.0% of the energy coming from hydroelectric plants (CPFL and Votorantim) and the other 50.0% from small hydroelectric plants (SHPs), photovoltaics, biomass use and wind energy.

Note 6: The consumptions presented were obtained by software and internal control spreadsheets.

Energy intensity

GRI 302-3

	2018	2019/20	2020/21
Total energy consumed (Gj)	21.031,9	25.559,2	27.783,8
Annual production volume (Kg/L*)	29.477.431,2	50.527.316,8	55.782.929,4
Energy intensity (GJ per kg / L produced)	0,00071	0,00051	0,00050

Note 1: Data for the industrial complex in Uberaba (MG).

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

Emissions

GRI 103-2, 103-3 | 305

We are aware of our responsibility to increase efficiency in the use of natural resources and reduce greenhouse gas (GHG) emissions throughout the chain. We seek to influence professionals and partners in search of more sustainable processes that fight climate change.

We believe that our main potential to reduce GHG emissions is to increase productive and procedural efficiency ranging from the acquisition of inputs to our delivery logistics.

This year, we continue to inventory emissions and to mature measurements, primarily of scope one and two based on the methodology of the Brazilian GHG Protocol Program.

Due to the restrictions imposed by the pandemic and with virtually all administrative staff working remotely we had large GHG emission reductions within scope 1 and 2. Direct emissions of scope 1 reduced by 25.2% and were pulled down by the lower use of vehicles for the displacement of professionals. Indirect emissions of scope 2, on the other hand, fell 23.6% due to lower energy consumption in the various operations. In general, our emission intensity reached 0.000017 tCO₂ equivalent per Kg/L of pesticides produced, which represents a drop of 29.2% compared to the past fiscal cycle. **GRI 305-5**

Business trips, which belong to the accounting of scope 3 also had a considerable fall since we had only one trip made in the entire period of 2020/21 by the Company's professionals. This year we started to include in the calculations the GHG emissions generated in the process of delivery and freight of products. This change will help us identify cost and efficiency reduction opportunities associated with one of the high-emission steps in our value chain.

Green House Gas Emissions (GHG)

GRI 305-1, 305-2

	2018	2019/20	2020/21
Direct Scope Emissions 1 (tCO ₂ equivalent)	430,2	711,9	532,5
Indirect scope emissions 2 (tCO ₂ equivalent)	429,1	516,0	394,3
Biogenic scope emissions 1 + 2 (tCO ₂ equivalent)	60,7	100,1	88,9

Others Green House Gas Emissions (GHG)

GRI 305-3

	2018	2019/20	2020/21
Business trips at - scope 3 (tCO ₂ equivalent)	228,8	262,8	0,1
Business trips - scope 3 (tCO ₂ equivalent)*	-	-	153,3

Note: (*) We started to calculate emissions from product deliveries and freights in 2020/21.

Intensity of Green House Gas Emissions (GHG)

GRI 305-4

	2018	2019/20	2020/21
Total greenhouse gas emissions GHG (tCO ₂ equivalent)	859,3	1.227,9	926,8
Annual production volume (Kg/L*)	29.477.431,2	50.527.316,8	55.782.929,4
Intensity of emissions (tCO ₂ equivalent per kg / L produced)	0,000029	0,000024	0,000017

Note 1: Data for the industrial complex in Uberaba (MG).

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

Methodology

About the report

In this chapter

- Letter of assurance
- Summarized content
- Additional Information
- Editorial Members

Methodology

About the report

In this edition, we now call it **Ourofino Agrociência annual report, integrating the main projects and results of our activities in the period between April 1, 2020 and March 31, 2021** **GRI 102-50, 102-52**

The structure of the report follows that of recent years based on the methodology of the Global Reporting Initiative (GRI), standards version and essential option, some of the integrated reporting guidelines of the International Integrated Reporting Council (IIRC) and the United Nations Sustainable Development Goals (SDGs). In relation to the integrated report, we have advanced in the implementation of the concepts throughout the report and believe that in the next two years we will fully meet the guidelines required by the IIRC. **GRI 102-46, 102-54**

The data present in this material represent all the Company's operations, but for cases where there are restrictions or even information update, we've added notes in the texts and

graphics. The economic indicators are in line with our financial statements and have been audited externally and follow Brazilian regulations and International Financial Reporting Standards (IFRS). **GRI 102-48, 102-49**

The annual report follows with its independently assured data (letter on page 95), but the inventory of greenhouse gas emissions (GHG) has not been audited separately. The process was attended by all the company's directors and their teams for the reporting of necessary evidence and adjustments. All stages were guided by the pillars of transparency, objectivity and integrity present in the culture Ourofino Agrociência. **GRI 102-56**

Our Annual Report is available to various audiences of Ourofino Agrociência on our website, in Portu-

guese and English. For any suggestions, questions and comments about the content of this report, please contact us via Contact Us on our website: **ourofinoagro.com.br/contato**. **GRI 102-53**

Letter of assurance



INDEPENDENT AUDITORS' LIMITED ASSURANCE REPORT

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

Introduction

We were engaged by **Ouro Fino Química S.A. "Ourofino Agrociência"** ("Company") in order to apply limited assurance procedures on the information disclosed in the 2020/2021 Annual Report ("Report"), accompanied by this report, for the year ended March 31, 2021, period from April 2020 to March 2021.

Responsibilities of the management of Ourofino

The management of **Ouro Fino Química S.A. "Ourofino Agrociência"** is responsible for preparing and adequately presenting the information contained in the 2020/2021 Annual Report, in accordance with the criteria determined by the GRI (*Global Reporting Initiative*) guidelines *Standards* version, and for the internal controls it has determined necessary to enable the preparation of this information free from material misstatement, whether due to fraud or error.

Independent auditors' responsibility

Our responsibility is to express a conclusion on the information contained in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, based on the limited assurance work conducted in accordance with the Technical Communication CTO 01/2012, approved by the Federal Accounting Council and prepared based on the NBC TO 3000 - Assurance Engagements Other than Audits and Review, issued by the Federal Accounting Council (CFC), which is equivalent to the international standard ISAE 3000, issued by the International Federation of Accountants, applicable to non-historical information. These standards require compliance with ethical requirements, including independence requirements and that the work be performed with the objective of obtaining limited assurance that the information included in the 2020/2021 Annual Report, taken as a whole, is free from material misstatements.

1



A limited assurance engagement conducted in accordance with NBC TO 3000 (ISAE 3000) primarily consists of inquiries to the Company's management and other Company professionals who are involved in preparing the information contained in the 2020/2021 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 auditor becomes aware of matters that lead them to believe that the information included in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**, taken as a whole, may present significant misstatements.

The selected procedures were based on our understanding of the aspects related to the compilation and presentation of the information included in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"** and other circumstances of the engagement and our consideration of areas where material misstatements could exist. The procedures included:

- 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 contained in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**;
- the understanding and analysis of the information disclosed in relation to the type of management of the material aspects;
- analysis of the processes for preparing the Report and its structure and content, based on the Content and Quality Principles of the Sustainability Report *Standards of the Global Reporting Initiative – GRI (GRI – Standards)*;
- evaluation of sampled non-financial indicators:
 - ✓ Understanding the calculation methodology and procedures for compilation of indicators through interviews with managers responsible for preparing the information;
 - ✓ Applying analytical procedures on quantitative information and inquiries about qualitative information and its correlation with the indicators disclosed in the Report;
 - ✓ Analysis of evidence supporting the information disclosed;
 - ✓ Analysis of the reasonableness of the justifications for omissions in performance indicators associated with aspects and topics identified as material in the Company's materiality analysis;
 - ✓ Comparison of financial indicators with financial statements and/or accounting records.

We believe that the information, evidence and results obtained in our engagement are sufficient and appropriate to support our conclusion in a limited manner.

2



Scope and limitations


The procedures applied in the limited assurance engagement are substantially less extensive than those applied in the reasonable assurance engagement, as its objective is to issue an assurance on the information included in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"**. Consequently, we are not able to obtain assurance that we are aware of all matters that would be identified in a reasonable assurance engagement aimed at issuing an opinion. If we had performed an engagement with the objective of issuing an opinion, we could have identified other matters and possible misstatements that might exist in the information contained in the 2020/2021 Annual Report of the **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 do not carry out any work on data reported for previous periods, nor in relation to future projections and goals.

Conclusion

Based on the procedures performed, described in this report, nothing has come to our knowledge that leads us to believe that the information contained in the 2020/2021 Annual Report of **Ouro Fino Química S.A. "Ourofino Agrociência"** have not been compiled, in all material respects, in accordance with the GRI guidelines (*Global Reporting Initiative*) *Standards* version, according to the assumptions and methodologies of **Ouro Fino Química S.A. "Ourofino Agrociência"**.

Ribeirão Preto SP, May 27, 2021.

 BLB Auditores Independentes
CRC 2SP023165/O-2


Rodrigo Garcia Giroldo
CRC 1SP222658/O-9

3

Summarized content

GRI 102-55

Divulgações gerais

General Disclosures

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 1 Name of the organization	18	
	102 - 2 Activities, brands, products and services	18	
	102 - 3 Headquarters address	18	
	102 - 4 Location of operations	18	
	102 - 5 Nature of ownership and legal form	18	
	102 - 6 Markets Served	18	
	102 - 7 Size of the organization	18, 19, 51	
	102 - 8 Information on employees and workers	68	8
	102 - 9 Supply Chain	76, 77	
	102 - 10 Significant changes in the organization and its supply chain	We didn't have significant changes in the last fiscal year, in relation to operations and supplier chain.	
	102 - 11 Precautionary approach or principle	38, 39, 40, 41, 65	
	102 - 12 Externally developed initiatives	45, 46	
	102 - 13 Membership in associations	45, 46	

Strategy

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 14 Declaration from the senior decision maker	6, 7, 8	
	102 - 15 Key impacts, risks and opportunities	6, 7, 8, 38, 39, 40, 41	

Ethics and Integrity

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 16 Values, principles, standards and norms of behavior	24, 25, 26	16
	102 - 17 Mechanisms of counseling and concerns about ethics	32	16

Governance

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 18 Structure of governance	27	
	102 - 19 Delegation of authority	27, 28	
	102 - 20 Responsible executive level for economic, environmental and social topics	27, 28	
	102 - 21 Consultation with stakeholders on economic, environmental and social topics	47	16
	102 - 22 Composition of the highest organ of governance and of its committees	27, 28, 29	5 16
	102 - 23 President of the highest organ of governance	27, 28	16
	102 - 24 Selecting and appointing the highest governance body and its committees	27, 28, 29	5 16

102 - 25 Conflicts of interest

We cherish the best corporate governance practices and all decisions about the operations are submitted to the shareholders, according to the competencies set by the Bylaws. In the event of possible conflict of interest, the member may abstain from voting, or the other members of the governing bodies may suggest abstention regarding the subject matter or focus.

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102 - 26 Role of the highest governance body in the definition of the purpose, values and strategies

27, 28

102 - 27 Collective knowledge of the highest organ of governance

We do not have a formal process established to develop and improve the collective knowledge of the Board of Directors. Everyone is aware of the main policies of the Group and Code of Conduct.

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102 - 28 Assessment of the performance of the highest organ of governance

We do not have a formal process set up 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 perform the identification and management of environmental and social impacts. This role is delegated to Directors who perform specific work by dedicated teams. In cases where the risk to the business is very high or in extreme situations, the Council is engaged to assist in decision making.

16

102 - 30 Effectiveness of risk management processes

The Board of Directors does not perform the assessment of efficacy for environmental and social risks. This role is delegated to Directors who perform specific work by dedicated teams.

102 - 31 Review of economic, environmental and social topics	O Conselho de Administração não realiza avaliação de eficácia para riscos ambientais e sociais. Este papel é delegado às Diretorias específicas que realizam o trabalho por meio de equipes dedicadas.
102 - 32 Role of the highest governance body in the process of reporting	Nosso Relatório de Sustentabilidade é aprovado pelo Diretor Vice-presidente da Companhia.
102 - 33 Communicating critical concerns	32 The critical concerns first pass through the evaluation of the responsible Board and if necessary, they are presented in regular meetings of the Administrative Council. The definition and the review of the strategic planning, expansion projects and investment programs also go through the Administrative Council's assessment.
102 - 34 Nature and total number of critical concerns	32
102 - 35 Remuneration policies	The remuneration of the Administrative Council is set based on market research conducted and the company does not perform payment of variable compensation for this category. The Board also has its remuneration based on market research and CLT regime. The Directors are eligible for Profit and Results Sharing (PSP) as provided for in the Collective Labor Agreement of the category. In general, all the Company's positions are eligible for participation in PSP as approved by the Collective Labor Agreement, considering the following rule for the bonus: Directors (5 salaries), Managers (4 salaries), Coordinators and Specialists (3 salaries),

	<p>Consultants (up to 12 salaries), Sales Manager (up to 8 salaries), other Operational and Managerial positions (1 to 2 salaries). Wages follow market approach, , through a points system that takes into account the sample of wages within the same segment as well as size, turnover, number of employees, size of business, scope, complexity and business diversity in addition to other job evaluation factors.</p>
<p>102 - 36 Processes for determining remuneration</p>	<p>The ranges and wage dynamics come from internal analysis made by a consultant based at the Company's remuneration policy and structure of positions and salaries set. In addition an independent global market methodology together with a research of the agro segment is used as a complement. The entire methodology and structure of roles and salaries was revised together with external market specialist consultants.</p>
<p>102 - 37 Involvement of stakeholders in remuneration</p>	<p>The Company has a Remuneration Policy published based on business and market practices strategy. This policy was developed by the area of remuneration and brought for approval at a meeting with executives of the company, where interactions, contributions and revisions are performed.</p>
<p>102 - 38 Proportion of total annual remuneration</p>	<p>We choose not to disclose this information since we consider it confidential.</p>
<p>102 - 39 Percentage increase of the proportion of total annual remuneration</p>	<p>e choose not to disclose this information since we consider it confidential.</p>

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Engagement with stakeholders

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 40 Stakeholders List	42, 43, 44, 47, 48	
	102 - 41 Collective negotiation agreements	70	8
	102 - 42 Identification and selection of stakeholders	42, 43, 44, 47, 48	
	102 - 43 Approach to stakeholders engagement	42, 43, 44, 47, 48, 63, 64	
	102 - 44 Key topics and concerns	42, 43, 44, 47, 48, 63, 64	

Reporting practices

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	102 - 45 Entities included in the consolidated financial statements	18	
	102 - 46 Defining report content and limits of the topic	94	
	102 - 47 List of material topics	42, 43, 44, 47, 48	
	102 - 48 Restatements of information	94	
	102 - 49 Changes in the report	94	
	102 - 50 Period of the report	94	
	102 - 51 Date of most recent report	O último Relatório de Sustentabilidade encontra-se em nosso <i>website</i> e refere-se ao exercício fiscal de 2019/20.	
	102 - 52 Cycle of the report	94	
	102 - 53 Contact point for questions regarding the report	94	
102 - 54 Option of agreement in accordance with the GRI Standards	94		

102 - 55 Summary of GRI Contents	96 a 116
102 - 56 External assurance	95

Material Topics

Economic Development

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	81	1 5 8 16
	103 - 3 Evolution of management approach	81	
GRI 201: Economic Performance 2016	201 - 1 Direct economic value generated and distributed	56, 57	2 5 7 8 9
	201 - 2 Financial implications and other risks and opportunities due to climate change	43	13
	201 - 3 Defined benefit plan obligations set and other retirement plans	The liabilities of the pension plans are covered by the resources already invested by the organization and participating employees in their pension plans. A possible coverage of liabilities by the organization, can be performed only in case of deficit caused by externalities. Today, plans are made available to all permanent employees and count on salary contribution ranging from 2.0% to 6.0% (complementary pension), in contrast, the Company's contribution 100.0% to 200.0% of the amount invested by the employee ranging according to his time with the company. In 2020/21, Ourofino Agrociência made a total of BRL 1,317,643.5 in contributions and participants contributed a total of BRL 1,536,687.5.	

The variation of the values of contributions from 2019 and 2019/20 was linked mainly to the increase in the number of participants.

201 - 4 Financial assistance received from Government

We choose not to disclose this information since we consider it confidential.

Presence in the Market

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	81	
	103 - 3 Evolution of management approach	81	
GRI 202: Presence in the Market	202 - 2 Proportion of members of senior management hired from the local community	81	1 8 17

Indirect Economic Impacts

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	78, 79	
	103 - 3 Evolution of management approach	78, 79	
GRI 203: Indirect Economic Impacts 2016	203 - 1 Development and impact of infrastructure investments and services offered	80	2 5 7 9 11
	203 - 2 Significant Indirect Economic Impacts	We do not assess significant indirect economic impacts generated by our presence effectively.	1 2 3 8 10 17

Purchasing Practices

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	81	
	103 - 3 Evolution of management approach	81	
GRI 204: Purchasing Practices 2016	204 - 1 Proportion of Spending on local suppliers in important operational units	81	12

Combating Corruption

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	30, 31, 32	
	103 - 3 Evolution of management approach	30, 31, 32	
GRI 205: Combating Corruption 2016	205 - 1 Operations subjected to corruption risk assessments	30	16
	205 - 2 Communication and training on policies and procedures to fight corruption	117	16
	205 - 3 confirmed cases of corruption and measures taken	We have not recorded cases of corruption in the last fiscal year.	16

Unfair Competition

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 102: General Disclosures 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	30, 31, 32	

	103 - 3 Evolution of management approach	30, 31, 32	
GRI 206: Unfair Competition 2016	206 - 1 Lawsuits for unfair competition, trust and monopoly practices	We have not recorded legal actions for anti-competitive behavior, antitrust and / or monopoly practices in the last fiscal year.	16

Energy

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	89	
	103 - 3 Evolution of management approach	89	
GRI 302: Energy 2016	302 - 1 Energy consumption within the organization	90	7 8 12 13
	302 - 2 Energy consumption out of the organization	There is no use outside the organization.	7 8 12 13
	302 - 3 Energy Intensity	90	7 8 12 13
	302 - 4 Reduction of energy consumption	89	7 8 12 13

Water

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2018	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	83	
	103 - 3 Evolution of management approach	83	
GRI 303: Water 2018	303 - 1 Interaction with water as a shared resource	83	3 6 12
	303 - 2 Management of impacts related to water discharge	83	3 6 12 14

303 - 3 Water Removal	84	3 6 12 14
303 - 4 Disposal of water	Ourofino Agrociência does not dispose of water or effluents treated in hydric bodies or similars.	3 6 12 14
303 - 5 Water consumption	84	3 6 12

Biodiversity

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	88	
	103 - 3 Evolution of management approach	88	
GRI 304: Biodiversity 2016	304 - 1 Own operational units, leased or managed in or adjacent to protected areas and areas of high biodiversity located outside protected areas	88	12 14 15
	304 - 2 Significant impacts of activities, products and services on biodiversity	88	12 14 15
	304 - 3 Protected or restored habitats	88	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.	14 15

Emissions

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	91, 92	
	103 - 3 Evolution of management approach	91, 92	
GRI 305: Emissions 2016	305 - 1 Direct emissions of greenhouse gases (Scope 1)	92	3 12 13 14 15
	305 - 2 indirect emissions of greenhouse gas (Scope 2)	92	3 12 13 14 15
	305 - 3 Other indirect greenhouse gas emissions (Scope 3)	92	3 12 13 14 15
	305 - 4 Green House Gas Emissions (GHG) rate	92	13 14 15
	305 - 5 Total GHG emission reduction	92	13 14 15

Effluents and residues

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	85, 86	
	103 - 3 Evolution of management approach	85, 86	
GRI 306: Effluents and residues 2016	306 - 1 Water disposal by quality and destination	85	3 6 12 14
	306 - 2 Waste by type and disposal method	86, 87	3 6 12
	306 - 3 Significant Leaks	We have not recorded significant leaks in the last fiscal year.	3 6 12 14 15
	306 - 4 Transportation of hazardous waste	87	3 12

306 - 5 Water bodies affected by discharges and / or water drainage	85	6 15
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Environmental Compliance

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	82, 83, 84, 85, 86	
	103 - 3 Evolution of management approach	82, 83, 84, 85, 86	
GRI 307: Conformidade ambiental 2016	307 - 1 Non conformity with environmental laws and regulations	We do not record non-compliance with environmental laws and regulations that resulted in significant fines or sanctions during the last fiscal year. We have a legal management software that allows us to demonstrate the fulfillment of mandatory requirements and others related to environment.	12 13 14 15 16

Environmental Assessment of suppliers

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 308: Environmental Assessment of suppliers 2016	308 - 1 New suppliers selected using environmental criteria	77	3 6 12 14
	308 - 2 Negative environmental impacts in the supply chain and measures taken	77	12 13 14 15 16

Employment

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	66, 67	
	103 - 3 Evolution of management approach	66, 67	
GRI 401: Employment 2016	401 - 1 Rate of new hires and turnover of employees	68, 118, 119	5 8
	401 - 2 Benefits granted to full-time employees that are not offered to temporary employees or part-time employees	69	8
	401 - 3 Maternity/paternity leave	69	5 8

Occupational Health and safety

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2018	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	72, 73, 74, 75	
	103 - 3 Evolution of management approach	72, 73, 74, 75	
GRI 403: Occupational Health and safety 2018	403 - 1 occupational health and safety management system	72	3 8
	403 - 2 Hazard identification, risk assessment and incident investigation	72	3 8
	403 - 3 Occupational health services	73	3 8
	403 - 4 Participation, consultation and communication of workers on occupational health and safety	74	8

403 - 5 Training of employees in occupational health and safety	73	3 4 8
403 - 6 Promotion of workers' health	73, 69	3 8
403 - 7 Prevention and mitigation of impacts on occupational health and safety directly linked by trade relations	36, 72, 73, 74, 75	3 8
403 - 8 Workers covered by health management and occupational safety system	72	8
403 - 9 injuries related to work	75	3 8
403 - 10 Labor related illness	74	3 8

Training and Education

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	71	
	103 - 3 Evolution of management approach	71	
GRI 404: Training and Education 2016	404 - 1 Average hours of training per employee	71	4 5 8
	404 - 2 Continuous learning programs for employees and preparation for retirement	Currently we do not have specific continuous learning programs for professionals and preparation for retirement.	8

Diversity and equal opportunities

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	67	
	103 - 3 Evolution of management approach	67	
GRI 405: Diversity and equal opportunities 2016	405 - 1 Diversity in governance bodies and employees	120, 121	5 8
	405 - 2 Mathematical ratio of salary and remuneration between women and men	121	5 8 10

Non discrimination

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 406: Non discrimination 2016	406 - 1 incidents of discrimination and corrective actions taken	We have not recorded cases of discrimination in our operation in the last fiscal year.	5 8 16

Association Freedom and collective agreement

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	8 16
GRI 407: Association Freedom and collective agreement 2016	407 - 1 Operations and suppliers identified in which the right of performing association freedom and collective agreement may be being breached or there is risk	77 We have not registered , nor been aware of any cases of operations or suppliers in which such right may be in risk or violated. Our reporting channels are still active and the code of conduct specific for suppliers was launched in the past year, reinforcing our commitment with the theme.	

Child labor

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 408: Child labor 2016	408 - 1 Operations and suppliers with significant risk of child labor incidents	77 We have not registered , nor been aware of any cases of operations or suppliers that may have such aspect. Our reporting channels are still active and the code of conduct specific for suppliers was launched in the past year, reinforcing our commitment with the theme.	8 16

Forced Labor or Similar to Slave Labor

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 409: Forced Labor or Similar to Slave Labor 2016	409 - 1 operations and suppliers identified as significant risk to the occurrence of forced or slave analogous Labor.	77 We have not registered , nor been aware of any cases of operations or suppliers that may have such aspect. Our reporting channels are still active and the code of conduct specific for suppliers was launched in the past year, reinforcing our commitment with the theme.	8

Human Rights

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 412: Human Rights 2016	412 - 1 Operations that have been subjected to human rights reviews or impact assessments	77	8
	412 - 2 Employee training on human rights policies or procedures	117	4 8
	412 - 3 Agreements and significant investment contracts that include human rights clauses or that have undergone assessments related to human rights	77	8 16

Local Communities

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	78, 79	
	103 - 3 Evolution of management approach	78, 79	
GRI 413: Local Communities 2016	413 - 1 Operations with implemented programs of engagement of the local community, assessment of impacts and local development	78, 79, 80	
	413 - 2 Operations with significant potential impacts or actual negative impacts on local communities	We did not record actual or significant negative impacts on local communities near the main operations in the last fiscal year.	1 2

Social Assessment of suppliers

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	16
	103 - 2 Management approach and its components	76, 77	
	103 - 3 Evolution of management approach	76, 77	
GRI 414: Social Assessment of suppliers 2016	414 - 1 New Suppliers selected based on social criteria	77	
	414 - 2 Negative social impacts in the supply chain and measures taken	77	5 8 16

Public Policies

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	81	
	103 - 3 Evolution of management approach	81	
GRI 415: Public Policies 2016	415 - 1 Political contributions	Ourofino Agrociência does not perform political donations nor contributions, according to what Brazilian legislation establishes.	16

Health and safety of the consumer

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	65	
	103 - 3 Evolution of management approach	65	
GRI 416: Health and safety of the consumer 2016	416 - 1 Products and services which have impacts assessed on health and safety	61, 62	
	416 - 2 Non-compliances concerning impacts of products and services on health and safety	We did not register non-conformities related to impacts of products and services on health and safety in the last fiscal year.	16

Marketing and labeling

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	66	
	103 - 3 Evolution of management approach	66	

GRI 417: Marketing and labeling 2016	417 - 1 Requirements for information and labeling of products and services	66	12 16
	417 - 2 Non-compliances related to information and labeling of products and services	We have not registered non-compliances related to information and labeling of products and services.	16
	417 - 3 Non-compliances related to marketing communications	We did not register non-compliances related to marketing communications in the last fiscal year.	

Breach of client privacy

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	30, 31, 32	
	103 - 3 Evolution of management approach	30, 31, 32	
GRI 418: Breach of client privacy 2016	418 -1 proved complaints received regarding the breach of client privacy	We did not register complaints or cases relating to the breach of client privacy or loss of data in the last fiscal year.	16

Socioeconomic Compliance

GRI Standard	Promotion	Page/ Reason for Omission	SDG
GRI 103: Management Approach 2016	103 - 1 Explanation of the material topic and its limits	48	
	103 - 2 Management approach and its components	30, 31, 32	
	103 - 3 Evolution of management approach	30, 31, 32	
GRI 419: Socioeconomic Compliance 2016	419 - 1 Non-compliance with laws and social and economic regulations	We did not register non-compliances with laws and social and economic regulations in the last fiscal year.	16

Additional Information

Complement to Indicators GRI 205-2 and 412-2

Professionals trained and informed in anti-corruption themes and human rights by functional category

	2019/20	2020/21
Management	47	-
Administrative	129	-
Operational	38	35
Number of informed and Trained professionals Year	214	35
Total number of professionals Brazil	415	434
Professionals who were trained and informed within Year (%)	51,6	8,1

Note 1: The data from 2020/2021 present in the indicator are related to training for the integration of new permanent employees in Brazil.

Note 2: All trained professionals were previously informed and thus the number of trained and informed people is the same. The Code of Conduct is the basis of training and it addresses elements related to the theme of human rights and anticorruption.

Note 3: The data consider only the professional that are part of payroll of the company in the last fiscal year. Based on this new understanding, we altered the way we calculate the indicator, being the value of 2019/2020 reviewed.

Note 4: The data presented do not consider trainees and the operation in China and India.

Complement to Indicator GRI 401-1

Hiring professionals by gender

	2018		2019/20		2020/21	
	Quantity	Representativeness (%)	Quantity	Representativeness (%)	Quantity	Representativeness (%)
Men	30	48,4	61	73,7	70	79,5
Women	32	51,6	24	27,3	18	20,5
Total	62	100,0	85	100,0	88	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Hiring professionals by age

	2018		2019/20		2020/21	
	Quantity	Representativeness (%)	Quantity	Representativeness (%)	Quantity	Representativeness (%)
Under 30	38	61,3	30	35,3	34	38,6
Between 30 and 50	23	37,1	51	60,0	53	60,2
Over 50 years old	1	1,6	4	4,7	1	1,1
Total	62	100,0	85	100,0	88	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Output of professionals by gender

	2018		2019/20		2020/21	
	Quantity	Representativeness (%)	Quantity	Representativeness (%)	Quantity	Representativeness (%)
Men	49	77,8	50	67,6	62	82,7
Women	14	22,2	24	32,4	13	17,3
Total	63	100,0	74	100,0	75	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Leaving of professionals by age

	2018		2019/20		2020/21	
	Quantity	Representativeness (%)	Quantity	Representativeness (%)	Quantity	Representativeness (%)
Under 30	15	23,8	15	20,3	24	32,0
Between 30 and 50	44	69,8	52	70,3	46	61,3
Over 50 years old	4	6,4	7	9,4	5	6,7
Total	63	100,0	74	100,0	75	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Complement to Indicator GRI 405-1

Professional distribution by gender in governance positions (%)

	2019/20			2020/21		
	Men	Women	Total	Men	Women	Total
Administrative Council	100,0	0,0	100,0	100,0	0,0	100,0
Supervisory Board	100,0	0,0	100,0	100,0	0,0	100,0
Board	80,0	20,0	100,0	80,0	20,0	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Professional distribution by age into functional categories (%)

	2019/20				2020/21			
	Up to 30	Between 30 and 50	Above 50 years old	Total	Up to 30	Between 30 and 50	Above 50 years old	Total
Gestão	0,0	76,9	23,1	100,0	0,0	87,1	12,9	100,0
Administração	28,6	62,2	9,2	100,0	25,4	70,2	4,4	100,0
Operacional	24,6	71,5	3,9	100,0	19,2	75,0	5,8	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Professional distribution by gender into functional categories (%)

	2019/20			2020/21		
	Men	Women	Total	Men	Women	Total
Gestão	76,9	23,1	100,0	80,6	19,4	100,0
Administrativo	64,5	35,5	100,0	62,7	37,3	100,0
Operacional	97,7	2,3	100,0	100,0	0,0	100,0

Note: The data presented do not consider trainees and the operation in China and India.

Diversity (Disabled Person) by functional categories (%)

	2019/20	2020/21
Management	3,8	0,2
Administrative	0,4	0,4
Operational	2,3	0,4

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

Note 2: The data presented do not consider trainees and the operation in China and India.

Complement to Indicator GRI 405-2

Relationship between wages of men and women by functional category

	2018	2019/20	2020/21
Management	0,8	0,8	1,1
Specialist	0,8	0,8	1,3
Commercial*	-	-	1,2
Administrative	1,0	1,0	1,0
Apprentice	1,0	1,0	1,1
Technical*	1,4	1,4	-
Operational*	-	-	-

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

Note 2: The data presented do not consider trainees and the operation in China and India.

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

Complement to Indicator GRI 204-1

Distribution of national purchase type (BRL)

	2019/20		2020/21	
	Value	Representativeness (%)	Value	Representativeness (%)
Local	102.212.799,1	65,6	151.003.345,1	87,0
Not local	53.688.256,7	34,4	22.566.008,7	13,0
Total	155.901.055,8	100,0	173.569.353,8	100,0

Note: We consider local purchases those carried out within a radius of up to 500 km away from our industrial complex in Uberaba (MG).

Purchase distribution by location (BRL)

	2019/20		2020/21	
	Value	Representativeness (%)	Value	Representativeness (%)
National	155.901.055,8	16,8	173.569.353,8	16,8
International	772.120.000,0	83,2	857.211.583,7	83,2
Total	928.021.055,8	100,0	1.030.780.973,5	100,0

Note: The calculations consider the average dollar at BRL 5.14.

Distribution of national purchase by type of material (BRL)

	2019/20				2020/21			
	Direct materials		Indirect Materials and services		Direct materials		Indirect Materials and services	
	Value	Representativeness (%)	Value	Representativeness (%)	Value	Representativeness (%)	Value	Representativeness (%)
National	84.463.165,2	63,2	17.749.633,9	79,6	117.267.395,9	89,5	33.735.949,3	79,4
International	49.126.624,8	36,8	4.561.631,9	20,4	13.827.643,2	10,5	8.738.365,4	20,6
Total	133.589.790,1	100,0	22.311.265,8	100,0	131.095.039,1	100,0	42.474.314,7	100,0

Editorial Members

Vice presidency

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People and Sustainability Executive Management

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Schmidt Consulting

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