



Annual Report

2022/23



MANIFEST

WE ARE PASSIONATE ABOUT VICTORY, BECAUSE THE PATH TO VICTORY MAKES US STRONGER AND WE LEARN NOT TO GIVE UP ALONG THE WAY.

OUR PEOPLE SHINE, WITH EACH NEW CHALLENGE, WITH FREEDOM AND SECURITY TO CREATE AND DARE, BECAUSE, FOR US, **THE FUTURE IS INNOVATION**.

WE ENCOURAGE TRANSFORMATIVE IDEAS TO BUILD A BETTER WORLD: **WE ALWAYS EVOLVE**.

WE ARE WELCOMING, WE LISTEN ACTIVELY AND WE ARE ALWAYS OPEN TO DIALOGUE. WE ARE COMMITTED TO DEVELOPING AND VALUING EACH TALENT THAT HAS TAKEN ROOT WITH US AND THOSE THAT ARE ARRIVING, ADDING NEW EXPERIENCES, SKILLS AND DREAMS. WE GROW TOGETHER.

FOR US, AT OUROFINO AGROCIÊNCIA, THIS IS OUR ESSENCE AND SO, DAILY, **WE REIMAGINE BRAZILIAN AGRICULTURE!**



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INTRODUCTION

OUR REPORT

It is with great honor that Ourofino Agrociência presents, for another consecutive year, its Annual Report - a document that reflects our dedication to adhere to the best practices of transparency and completeness of information. Through this report, we share with our investors and stakeholders the main themes that permeate our business.

In addition, we highlight the advances achieved in relation to the main indicators present in our ESG management and how we generate value for those who relate to us. This report is a evidence of

our commitment to transparency and to building sustainable value chain relationships.

Despite the numerous challenges faced throughout the year, we accelerated the company's main strategic initiatives and advanced in investments in innovation, partnerships and, above all, in people. This report presents not only those advances, but also the capital allocation strategy for the coming years, the economic and financial performance and the initiatives aimed at meeting the interests of our clients, suppliers, integrated growers,

employees and society in general.

The data and information in this report refer to the period from April 1, 2022 to March 31, 2023 and was developed strictly following the guidelines established by the Global Reporting Initiative (GRI), in its Standards version, with the Essential agreement option. In addition, we incorporated some guidelines from the International Integrated Reporting Council (IIRC) for integrated reporting, along with the Sustainable Development Goals (SDGs) established by the United Nations (UN).

GRI 102-50, 102-54

Regarding the Integrated Reporting guidelines, we are committed to increasingly improving our adherence and aim to fully meet all parameters soon. Therefore, for the next cycle, we also plan to report the Sustainability Accounting Standards Board (SASB) indicators.

It is important to emphasize that the information contained in the material applies to all the Company's operations, however, in cases of specificities or restrictions regarding the scope, such information is contextualized through explanatory notes in the graphs, tables and other texts. **GRI 102-48, 102-49**

Ourofino Agrociência reinforces its commitment to transparency by disclosing the Annual Report, which is prepared with the integration of information and the collective thinking of its leaders. The information in the report refers to all operations and is in line with the company's strategic pillars of conduct, demonstrating its commitment to providing accurate and reliable data to its main stakeholders and market.

The financial data of Ourofino Agrociência are in accordance with the Financial Statements, which underwent an external audit in accordance with

Brazilian standards and the International Financial Reporting Standards (IFRS). In addition, the company's Annual Report was also externally audited by an independent company, as described in the letter available on page 115. To ensure the integrity of the process, the People Management and Social Performance area led the assurance process, with the support of the other areas of the company. **GRI 102-56**

As in previous years, the Annual Report is available in full on our website for all our stakeholders, in Portuguese and English.

The complete material in browsable PDF can be downloaded using the QR Code available next to. For suggestions, questions or comments on the content of this and other reports, please contact our team through the Contact Us section, also accessible using the QR Code next to. **GRI 102-53**

NEW MATERIALITY

GRI 102-21, 102-40, 102-42, 103-1

With the aim of offering meaningful content consistent with the needs of our stakeholders, we revised our materiality matrix throughout the second half of the social cycle

that ended in March 2023. This review allows us to identify and be transparent regarding the topics that most impact and influence Ourofino Agrociência's businesses and stakeholders.

To follow the materiality principles of the GRI Standards and the Integrated Reporting Framework, we carried out a long process that included the steps described below:



Step 1 Identification of relationship audiences

We carried out mapping of the relationship publics involving the vision of the Boards and leaders of the company, followed by individual dynamics to define the degrees of significance of each one of them. At the end of the process, we prepared a preliminary list of the main audiences to be consulted in the next steps.



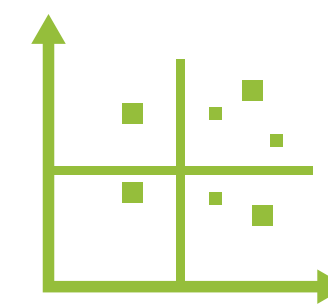
Step 2 Definition of thematic

We structured a list of relevant topics to research with relationship audiences based on internal document analysis, market ESG guides, leadership perception, previous materiality processes, among others. The topics were transformed into questions and inserted into a digital consultation tool.



Step 3 Carrying out research and consolidation

We sent the materiality survey to the main stakeholder groups defined in the first stage, namely: shareholders, board members, investors, direct suppliers, employees, regulatory bodies, clients, financial institutions and commercial consultants. The results of this study were previously consolidated to be presented to senior leadership.



Step 4 Definition of materiality

The results obtained from the online survey were presented to the company's Chief Officers, who were able to contribute with their perceptions and thus structure the final version of the materiality matrix. As a result, we selected five priority topics for both business and relationship audiences.



Material topics and limits GRI 102-44, 102-46, 102-47, 103-1

	GRI related	SDG correlation	Correlation capitals	Where the impact takes place	Affected audiences
<p>Product safety</p> <p>Ensuring the safety and effectiveness of the product throughout its lifespan, from manufacture to proper disposal, including risk assessment, transportation, distribution and proper guidance for product use.</p>	<ul style="list-style-type: none"> 103 416 Consumer health and safety 103 417 Marketing and labeling 103 404 Training and education 	<ul style="list-style-type: none"> 1 2 12 	<ul style="list-style-type: none"> Manufactured Intellectual Social & relationship Human 	<p>Inside and outside the company</p>	<ul style="list-style-type: none"> Shareholders and investors Clients Financing entities Suppliers Print and digital media Government
<p>Climate change and environmental responsibility</p> <p>Management of greenhouse gas emissions throughout the chain, considering the opportunities for a low-carbon economy, responsible use of natural resources and, above all, the management of waste and effluents in operations.</p>	<ul style="list-style-type: none"> 103 201 Economic performance 103 301 Materials 103 302 Energy 103 303 Water 103 304 Biodiversity 103 305 Emissions 103 306 Wastes 	<ul style="list-style-type: none"> 6 9 12 13 	<ul style="list-style-type: none"> Natural Human 	<p>Inside and outside the company</p>	<ul style="list-style-type: none"> Shareholders and investors Clients Communities Financing entities Suppliers Society
<p>Business integrity</p> <p>Practices adopted to foster an ethical culture and honest behavior at all levels of action, including anti-corruption policies and the adoption of practices and unblemished conduct in all relationships with stakeholders.</p>	<ul style="list-style-type: none"> 103 201 Economic performance 103 205 Fighting corruption 103 206 Unfair competition 103 307 Environmental compliance 103 308 Environmental assessment of suppliers 103 401 Employment 103 403 Occupational health and safety 103 404 Training and education 103 405 Diversity and equal opportunities 103 406 Non-discrimination 103 407 Freedom of association or collective bargaining 103 408 Child labor 103 409 Forced labor or labor analogous to slavery 103 412 Human rights 103 414 Social evaluation of suppliers 103 415 Public policy 103 418 Customer privacy violations 103 419 Socioeconomic compliance 	<ul style="list-style-type: none"> 16 	<ul style="list-style-type: none"> Social & relationship 	<p>Inside and outside the company</p>	<ul style="list-style-type: none"> Shareholders and investors Clients Collaborators Financing entities Suppliers Print and digital media Government Society
<p>Innovation</p> <p>Promotion of an innovation environment capable of preparing the company for changes and new market demands, including the development of innovative solutions adapted to the reality of Brazilian agriculture.</p>	<ul style="list-style-type: none"> 103 Management approach 103 404 Training and education 	<ul style="list-style-type: none"> 8 9 	<ul style="list-style-type: none"> Manufactured Intellectual 	<p>Inside and outside the company</p>	<ul style="list-style-type: none"> Employees Clients Suppliers Public Power Society
<p>Financial results and investments</p> <p>Analysis of the economic and financial performance, as well as the identification of the main investments, including the growth strategy adopted by the company and its future to guarantee the continuity of its expansion in a sustainable way.</p>	<ul style="list-style-type: none"> 103 201 Economic performance 103 202 Market presence 103 203 Indirect economic impacts 103 204 Procurement practices 103 413 Local communities 	<ul style="list-style-type: none"> 8 9 12 	<ul style="list-style-type: none"> Manufactured 	<p>Inside and outside the company</p>	<ul style="list-style-type: none"> Shareholders and investors Employees Communities Clients Financing entities Suppliers Society

MESSAGE FROM THE CEO

GRI 102-14, 102-15

It is with great pleasure that we present the Sustainability Report of Ourofino Agrociência, covering the corporate period from April 2022 to March 2023. Expanding in the agricultural pesticides market, our company is undergoing a transformation, advancing from a specialist in generics to a high-tech organization, focused on the development of differentiated molecules and formulations, suited to the reality of Brazilian agriculture.

In this context, we carried out a review of our materiality matrix during the second half of the social cycle that ended in March 2023, with the aim of offering meaningful content consistent with the needs of our relationship audiences. This review allows us to identify and be transparent regarding the topics that most impact and influence Ourofino Agrociência's businesses and stakeholders.



We had an excellent performance, with positive results in both revenue and EBITDA, particularly in the first two quarters of last year, considering the uncertainties throughout the cycle. Despite market challenges, we implemented strategies to mitigate risks and ensure a favorable outcome for the company.

One of the actions taken was to maintain a high inventory, allowing expenses to be covered and business continuity to be ensured. In addition, we anticipate billing to ensure presence on the client's shelf, contributing to the good annual performance. We attribute the success of this period to the commitment of the team, which worked collaboratively and focused on achieving the best results.

We ended the corporate year with net revenue of BRL 2 billion, representing growth of 14.4% over the previous year. Our adjusted EBITDA closed at BRL 314.1 million and adjusted net income at BRL 234.2 million, equivalent to 11.7% of net revenue.

The highlight of the year and an essential pillar for the company's future is the expansion of strategic partnerships with laboratories and technology companies for

the development of molecules, patents and new formulations.

In this context, we formalized the contract for the production and sale of the Terrad'or herbicide, developed in partnership with the Korean company FarmHannong. Terrad'or has an unprecedented molecule in Brazil, bringing significant benefits to farmers.

Since 2019, when we established partnerships with ISK and Mitsui, we have made progress in research and development, aiming at greater competitiveness. Following our purpose of Reimagining Brazilian Agriculture, in 2022, we started sales of Goemon®, the result of this collaboration. This insecticide presents a new molecule in the country, developed by ISK Biosciences, shareholder of Ourofino Agrociência.

Such actions express our future aspiration and commitment to invest in technology and innovation, promoting sustainable and prosperous development.

In the last cycle, we progressed in certifications and awards. It was an honor to be among the top ten crop protection product companies for the second consecutive year and to win first place in the Innovation category of the Estádio Empresas Mais Award. In addition, being ranked

by the Great Place to Work (GPTW) among the ten best industries to work in Brazil is an extremely significant achievement for us.

Another important recognition was the More Integrity Seal from the Ministry of Agriculture and Livestock (MAPA), received in February 2023. These achievements motivate us to continue working ethically, responsibly and transparently, demonstrating our team's commitment to developing sustainable solutions for the agricultural sector.

Investments in all Ourofino Agrociência's business areas are essential for us to achieve these awards, and we remain committed to excellence in people management. We maintain the restructuring to ensure that employees are in the right positions and prepared for the company's new level, with a focus on innovation. In the industrial area, we implemented actions such as the revision of the Operators' Individual Development Plan (OIDP) and the Leadership Development Program (LDP), with the creation of a succession map, valuing and retaining talent.

This year, we are restructuring our sales strategy, focusing on proximity to clients and generating demand. Our goal is to offer advanced technologies and contribute to precision agriculture, meeting the specific needs of our Brazilian partners,

expanding our presence in the field and investing in marketing to strengthen relationships.

We also expand strategic partnerships with other players in the sector, offering more training and high-quality support, ensuring our clients have access to the best practices and products available. With an integrated approach focused on generating value, we continue to drive the sustainable growth of the crop protection products sector.

To reach the goal of BRL 3 billion in revenues in the 2023/24 cycle, the company will invest more than BRL 6 million in process and system improvements, with a view to maximizing gains and minimizing losses. We are migrating our systems base to the cloud, ensuring greater security, scalability and flexibility, reducing server maintenance costs and employing cutting-edge technologies. We are confident that these initiatives will ensure the company's long-term sustainability.

We also directed investments to the Industrial Complex of Uberaba (MG), aiming to increase our production capacity and improve efficiency in the production of agricultural defensives.

Among the main projects of this last cycle, we highlight the expansion of

the insecticide warehouses, with an investment of BRL 23 million, adding more than eight thousand new pallet positions and increasing the total storage capacity by more than 30%.

With this, Ourofino Agrociência can store more products, ensuring greater efficiency in the production processes.

Another relevant project was the installation of a third filling line for liquid herbicides, with an investment of BRL 13.2 million, significantly expanding our total filling capacity. In addition, we continually invest in safety and the environment, improving dust discharge and collection systems, grant monitoring for artesian wells and particulate monitoring systems, among others.

An important initiative for the next corporate cycle is the investment in consultancy specializing in tax planning, aiming at assertiveness and better tax management at the company.

Additionally, we will invest BRL 5 million in digital transformation, through developments in Power BI, Customer Experience and Innovation Hub.

Ourofino Agrociência is committed to contributing

to a more efficient and responsible agricultural production, offering sustainable and high-performance solutions for agriculture. We will continue working to achieve our growth targets, while caring for the environment and promoting social responsibility.

In summary, our report presents the results achieved by Ourofino Agrociência in the last corporate period. The achievements and investments made demonstrate the company's commitment to innovation, sustainability and continuous growth in the agricultural pesticides market. With an engaged team and well-defined strategies, Ourofino Agrociência is ready to face future challenges and contribute significantly to the development of Brazilian agriculture.

Marcelo Abdo

Ourofino Agrociência CEO



FEATURED OPERATIONS

GRI 102-4

+ 68.2
million Kg/L of pesticides produced

+ 3,7
active clients throughout Brazil

+ 600
employees, distributed throughout Brazil

In Brazil

- 1 administrative** headquarter
- 1 industrial** complex
- 6 distribution** centers
- 1 technological** research, development and innovation center
- 5 experimental** stations



Around the world

- + 60 international** suppliers
- 1 office** on Chinese territory
- + BRL 1.8 billion** in purchases of imported inputs

Important expansions

GRI-102-10

Opening of two new distribution centers operated by third parties in the cities of Igarapava (SP) and Aparecida de Goiânia (GO), totaling six units to meet the logistical needs of Ourofino Agrociência.

Construction of two new storage sheds with six thousand square meters of built area, increasing storage capacity and reducing the need for offsite storage, which brings more flexibility for production planning and cost reduction.

KEY FIGURES AND FACTS

- ▶ Start of production and commercialization of the Terrad'or herbicide, which has a new molecule in Brazil
- ▶ The company's first patent with the start of sales of Goemon®, an insecticide with a new molecule developed by ISK Biosciences, one of the shareholders of Ourofino Agrociência
- ▶ Patent approval in Brazil, Japan, Mexico, Canada and Russia for the Templo product
- ▶ We joined the Great Place to Work (GPTW) ranking, among the ten best industries to work in the country

- ▶ We obtained the More Integrity seal from the Ministry of Agriculture and Livestock (MAPA)
- ▶ BRL 46.9 million allocated to research and development (R&D) of new products
- ▶ Investment of BRL 23 million in expanding warehouses in the insecticide area, which increases our capacity by more than 30%



Economic indexes (BRL million)

	2020/21	2021/22	2022/23
Net Revenue	1,436.3	1,746.3	1,998.0
Adjusted gross profit	322.5	336.2	581.0
Adjusted EBITDA	197.9	175.8	314.1
EBITDA Margin (%)	13.8	10.1	15.7
Adjusted net profit	89.9	138.9	234.2
Net margin (%)	6.3	8.0	11.7
Total assets	1,847.3	2,630.8	2,439.5
Net equity	482.3	808.5	977.5
Net debt	115.5	(58.4)	(39.6)
Net Debt/Adjusted EBITDA	0.6	(0.3)	(-0.1)

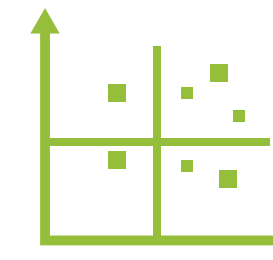
Note 1: In 12M22 and 12M23, we disregarded expenses with impairment of intangible assets and gains or losses on derivative instruments settled within the period, which are classified in the financial result and are intended to protect the Company's margin.

Note 2: In 12M22, we adjusted EBITDA to disregard the effects of exchange variation referring to settled amounts that are classified in the financial result and originate from gain or loss of margin.

Note 3: In 12M23, we adjusted EBITDA to disregard the effects of exchange variation referring to settled amounts that are classified in the financial result and originate from margin gain or loss, in addition to amortization due to impairment.

Note 4: In 12M22, we disregard the non-recurring effects related to expenses with strategic consulting, gains or losses with unsettled exchange variation (accrual and MtM). We consider the tax effects of IRPJ/CSLL arising from the adjustments.

Note 5: In 12M23, we disregard the non-recurring effects related to expenses with strategic consulting, impairment, damage claims and extemporaneous credit from previous years, in the adjusted net profit. We consider the tax effects of IRPJ/CSLL arising from the adjustments.



Development of a new sustainability materiality, conducted by the People Management and Social Performance area, in partnership with the company's ESG Committee



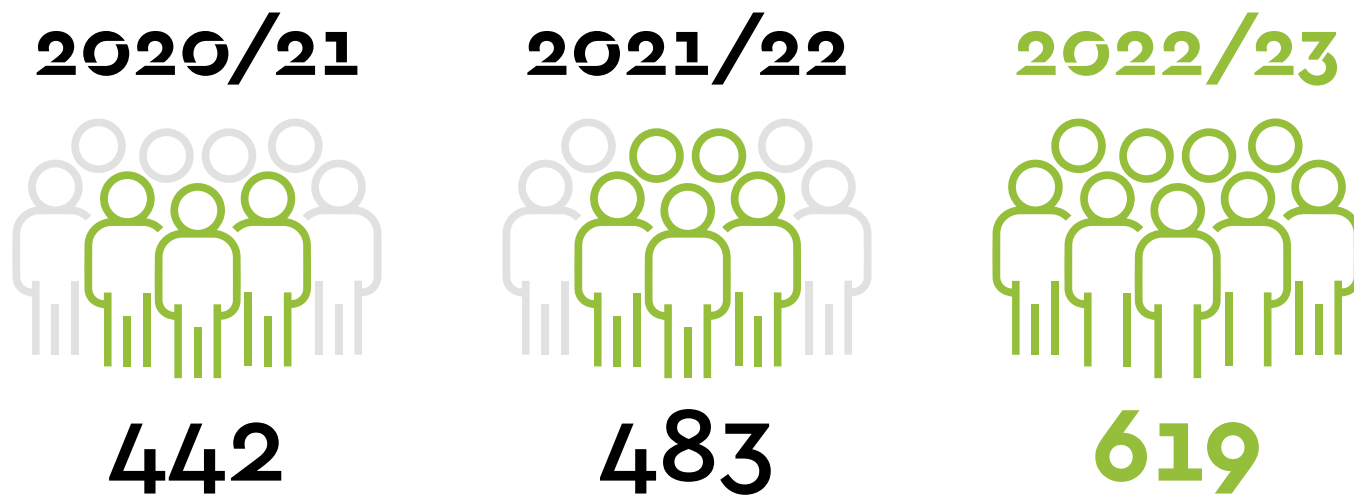
Implementation of the Marshall Journey for the industrial complex teams

Revenue by segment

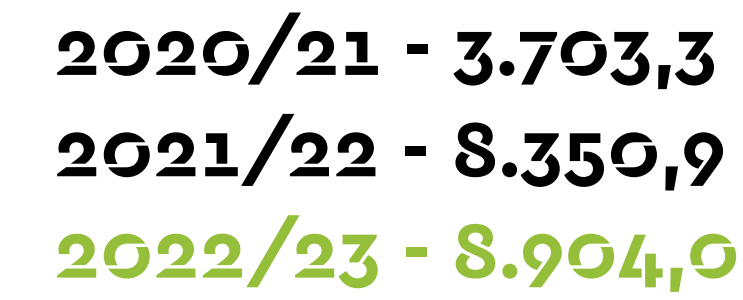
Cereals/ grains	Sugar cane	Outsourcing (products)	Outsourcing (services)	Others*	Amount (BRL million)	Fiscal Year
51.7%	42.6%	2.4%	2.9%	0.4%	1,436.3	2020/21
72.0%	22.7%	2.2%	3.1%	-	1,746.3	2021/22
68.2%	25.4%	2.3%	4.1%	-	1,998.0	2022/23

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

Our employees



Environmental investments (BRL thousands)



Note 1: The amounts presented above do not include expenses with professional salaries.

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

128 h

of external audit

150 h

of internal audits at the industrial complex located in Uberaba (MG)

We carry out more than

350

experiments and trials annually in our research facilities





ABOUT US

WINNING ESSENCE

Ourofino Agrociência is a privately held Brazilian company that has been operating for more than a decade in the development and sale of agricultural crop protection products for the national market. With a presence in all Brazilian states, the company is focused on the main agricultural crops present in our territory, such as sugar cane, soy, corn, cotton, among others. **GRI 102-1, 102-6**

We are present in the routine of thousands of resellers, distribution channels, cooperatives, mills, sugar cane suppliers and rural producers throughout the country. Our solutions comprise a vast portfolio of 81 products, which is in full expansion, with the expectation of reaching more than

200 products in the coming years. Following the company's purpose, we seek innovative, efficient solutions and, above all, adapted to the local reality. These outstanding characteristics reflect our cultural values and the result of a lot of dedication from a diverse team who is passionate about victory. **GRI 102-2, 102-7**

We have a corporate structure composed of Japanese partners Mitsui & Co. and Ishihara Sangyo Kaisha Ltd. (ISK), which own 25% of the capital, while the remainder is distributed among the founding and minority partners. Ourofino Química S.A. is the parent company and Ourofino Hong Kong Ltd. and Shanghai Ourofino Trading Co. are controlled. We operate in all phases, from research and development to production and delivery of solutions to the market, through a team of 619 professionals throughout the national and Chinese territory. **GRI 102-5, 102-45**

Our administrative headquarters are in Ribeirão Preto, in the midlands of São Paulo state, where most administrative professionals are based. In the city of Uberaba, in Minas Gerais state, we have our industrial complex, where product formulations are carried out. Complementing the operations, we have the Experimental Station in Guatapar (SP), which houses most of the

professionals in the Company's Research and Development (R&D) department, and other smaller experimental stations in Camb (PR), Bandeirantes (PR) and Rio Verde (GO). To meet our logistical needs, we have a network of six outsourced distribution centers (DCs), which operate in Aparecida de Goinia (GO), Igarapava (SP), Cuiab (MT), Carazinho (RS) and Uberaba (MG). **GRI 102-4**

Internationally, we have a support office in Shanghai (China), which allows us to be closer to the main suppliers of inputs and to have a more strategic view of risks. Since 2020, we have the support of a Mitsui professional allocated in New Delhi, India, with the same intention. Soon, we intend to establish a structure similar to the Chinese one, due to the importance of local partners and relationships for our business. **GRI 102-4**



Reimagined products

GRI 102-2

Ourofino Agrociência products are innovative, efficient and adapted to the reality of Brazilian agriculture. One of the main outstanding lines in our portfolio is the so-called Reimagined Products. These solutions are developed with high technology and considering the unique characteristics of Brazilian agriculture, such as the high pressure of weeds and diseases, the need for planting and harvesting throughout the year, heavy rainfall, high temperatures and the presence of straw in the soil. This ensures that these products are more efficient and adequate to meet the specific demands of the Brazilian agricultural market.



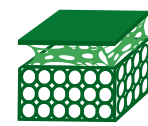
Reimagined Product

Developed for Brazilian agriculture

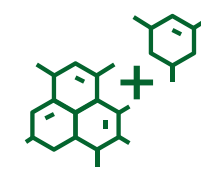
Main features



Absorption



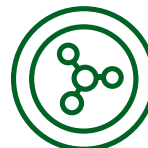
Adhesion



Compatibility



Encapsulation



Photoprotection



Transposition



Systemicity



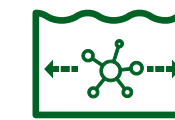
Drought tolerance



Rainfall tolerance



Gradual release



Soil distribution



Ourofino Agrociência Culture

GRI 102-16, 102-43

The institutional purpose of Ourofino Agrociência is to reimagine Brazilian agriculture, developing technologies and solutions adapted to the characteristics of tropical agriculture. Our mission is to nourish the world with sustainable practices, establishing a deep connection with rural people and transforming lives.

The way we do things is simple and is reflected in three core values that make us real, unique, great and strong:

#PeopleWhoShine

#PassionateAboutVictory

#InnovatingForTheFuture

These values move us, strengthen our culture and promote the transformation we constantly seek.

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

Purpose

Reimagining Brazilian agriculture

Pillars

1. 1. Innovating for Brazilian agriculture

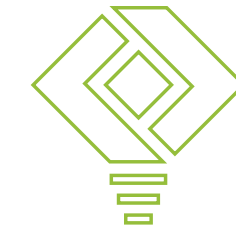
Developing new products and solutions based on the needs and characteristics of tropical agriculture, improving and better using the knowledge developed by Brazilian agricultural research, with simplicity, quick responses and less environmental impact.

2. 2. Constant Presence. Building Value

Establishing close and transparent partnerships based on our Brazilian origin and experience, going beyond the commercial approach, present in the daily lives of farmers, partners and agricultural communities, sharing knowledge, resources and building value.

3. 3. Growing with Brazilian agriculture

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



PASSIONATE ABOUT VICTORY

PEOPLE WHO SHINE

INNOVATING FOR THE FUTURE

Values



Definition of values

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

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

We look ahead to build the desired future.
Innovation is part of our DNA.

Expected behavior

- We anticipate demands;
- We are direct and agile
- We are committed to achieving challenging results.

- We provide a favorable environment for development;
- We practice empathy and respect interchangeably.
- We create and cultivate relationships based on trust and synergy.

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



It is with great joy that we share the recent achievements that are strengthening the culture of our company. From the commitment to transparency, evidenced by initiatives such as #FIQUEPORDENTRO (Get Inside), the monthly results meeting led by our CEO and ECOA (Ourofino Agrociência Collaborators Meeting), to the celebration of the first year of the Cultural Day, we are moving towards the vision of the company's future. Our goal is to increasingly integrate and align our employees in relation to our values, interdisciplinary projects and corporate strategies.

To this end, we structure projects that promote commercial excellence and innovation in our

processes, including a budget created jointly by the board in this regard. We also review our revenue cycles, identifying opportunities for improvement and building action plans for teams and leadership. Also, this year, we highlight the importance of having participated for the first time in GPTW, with a score of 93 and positioning ourselves among the ten best companies in the industry of our size.

With all these initiatives, we are working to further reduce the company's entropy level, which was already low, around 10%. Our commitment to strengthening the company's culture is evident in all actions and decision-making. We will continue to promote interdisciplinary projects and transparency initiatives, in addition to training our ambassadors and developing action plans to further improve our processes.

EXTERNAL VIEW

Nourish the world with sustainable solutions and practices.

EXTERNAL MISSION

Reimagine Brazilian agriculture, transforming knowledge in result

EXTERNAL VIEW

Connect and transform agribusiness and people's lives

EXTERNAL MISSION

Create innovative solutions with agility, simplicity and courage

BUSINESS MODEL

Ourofino Agrociência Culture

Purpose

Reimagining Brazilian agriculture

Values

People who shine

Innovating for the future

Passionate about victory

Most accessed capitals

Financial Capital

BRL 2 billion in revenue
BRL 39.6 million of net debt
BRL 314.1 million in EBITDA



Maintenance of responsible management practices and excellent financial ratios, resulting in a safe environment for investors and with good leverage capacity.

Intellectual Capital



Continuous investment in research and development, including the expansion of strategic partnerships with research institutions, companies, laboratories and others. In addition, the contents and new courses offered by the corporate university were expanded, with a direct impact on the career development and productivity of employees.

Share Capital

BRL 7.7 million sent to social projects through the use of incentive instruments, events and training, within the company's influence zones.



Development of reimagined products adapted to the Brazilian reality guarantee greater efficiency in their application and thus reduce socio-environmental risks.

Natural Capital



Expansion of systematization, implementation of technology and increase in operational efficiency programs, guarantee the significant reduction of environmental risks throughout the production chain and allow better management of central themes such as waste and greenhouse gas emissions.

Manufactured Capital



- 1** industrial complex
- 5** experimental stations
- 6** distribution centers

Transformation



Inbound

Direct and indirect inputs



Research, production and sales

Development of varied research, production of agricultural pesticides, product marketing, supply chain management, logistics and after-sales support



Outbound

Agricultural pesticides for the main agro crops in Brazil

↑ Potential positive impacts

- (+) Increased agricultural productivity;
- (+) Improvement in product quality;
- (+) Development of knowledge and new technologies;
- (+) Job creation;
- (+) Contribution to food security.

⊖ Potential negative impacts

- (-) Miscellaneous environmental impacts;
- (-) Risks to human and animal health;
- (-) Threat to biodiversity and natural ecosystems;
- (-) Farmers' dependence on the crop protection industry;
- (-) Controversies surrounding the use of genetically modified organisms (GMOs)

Value generation

Investors, shareholders and partners

Economic results in line with the expectations of investors, shareholders and partners.

Brazilian agro market

Gradual growth in the agricultural pesticides market and strengthening of intellectual assets through the launch and promotion of the development (research and innovation) of new products, formulations and unprecedented molecules in Brazil.

Society

Financial support, dissemination of knowledge in local communities and environmental and social investments through instruments of development, events and training.

CORPORATE GOVERNANCE

We are aware of our importance in the Brazilian agricultural sector and the responsibility we carry with the different stakeholders spread throughout the value chain. Therefore, we maintain a robust decision-making structure, with highly trained professionals and disciplined by modern management policies, which guarantee greater alignment with the cultural and fundamental principles of the corporation.

We remain structured based on the best governance practices in the market, such as the recommendations of the Brazilian Institute of Corporate Governance (IBGC), among others.

Even though we are a privately held company, we maintain a differentiated position in relation to governance, as we consider it one of the most important foundations of the business and an essential factor for credibility and longevity in the market. All this investment results in a safe environment that supports the Ourofino Agrociência business model.

The last fiscal year, like the previous one, was marked by major challenges in the crop protection market, commercial and supply conditions, which once again reinforced the importance of the company's corporate governance structure, as well as its advisory committees. Also, as a highlight, we had the ESG and diversity committees advancing on important agendas in line with the expectations of our stakeholders.

Governance structure

GRI 102-18

The governance structure remained unchanged in the last corporate year, comprising the Board of Directors, Fiscal Council and Executive Board. The structure is complemented by the advisory committees, whose role is to subsidize complex decisions on different subjects through technical recommendations.

The criteria for choosing the members of the governance bodies, as well as the committees, continue to consider their professional careers, technical skills and experiences in the Ourofino Agrociência segment. We also make it a point to have professionals with an unblemished reputation and absence of conflicts of interest to carry out their duties.

In the independent board of directors, we have relevant and attested leaders in their respective areas of activity. The members of the Board of Directors were re-elected on april 30, 2021, by the General Meeting. **GRI 102-24**

Board of Directors (term of office starting in april 2021)

GRI 102-22

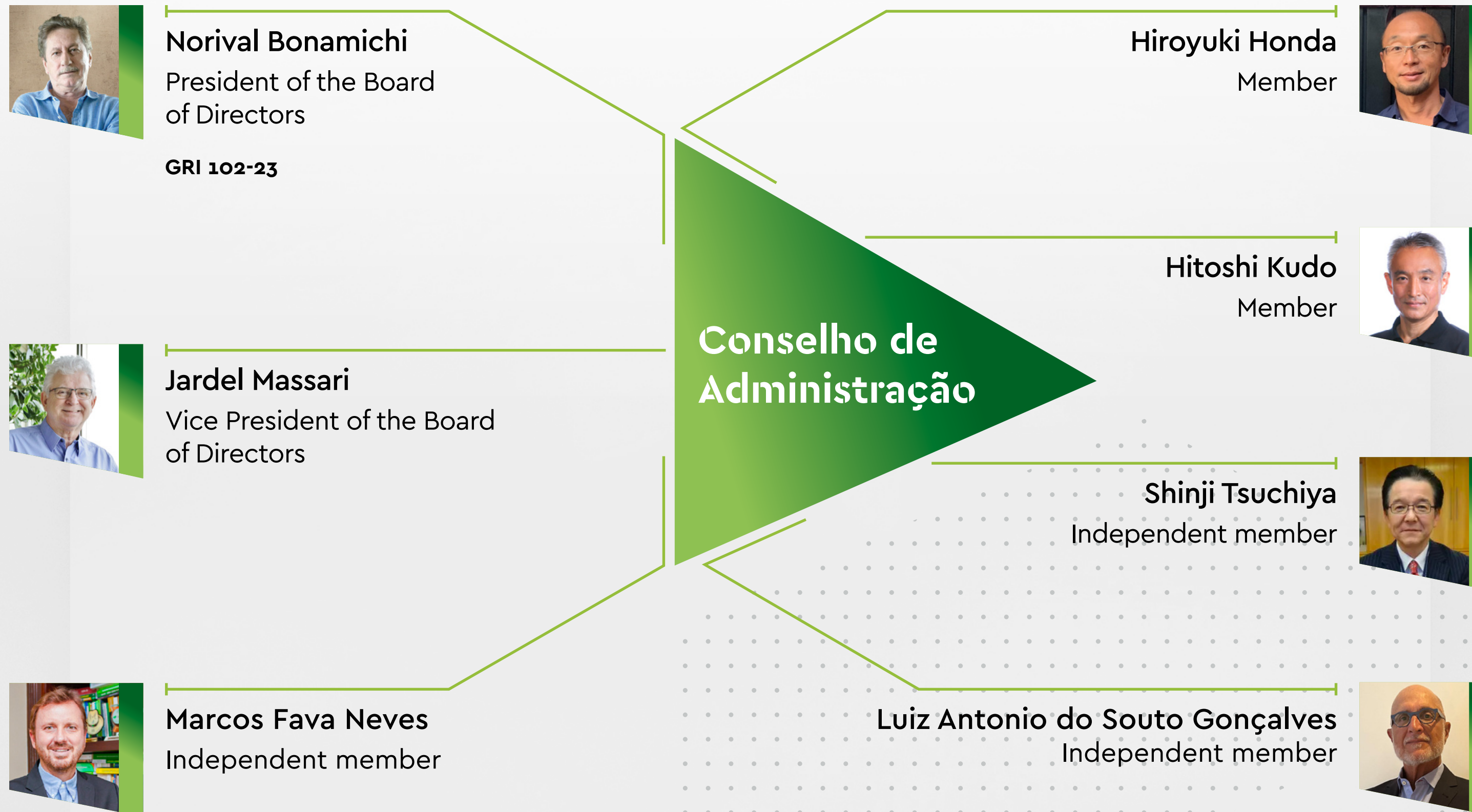
Members: Seven (three of them are independent)

Responsibility: Structuring the Company's strategic guidelines and general deliberations, as well as accompanying the executive body in the execution of strategic planning and risk management. The Board plays a key role in delegating authority to leadership, including the Chief Executive Officer (CEO) and Chief Financial Officer (CFO). This posture guarantees a very independent performance by the executives and in their decision-making in the social, environmental and financial spheres. **GRI 102-19, 102-20, 102-26**

Term of office: Two years

Meetings in the corporate year: Four

Who appoints: Elected at the General Meeting



Fiscal Council

(term of office starting in may 2022)

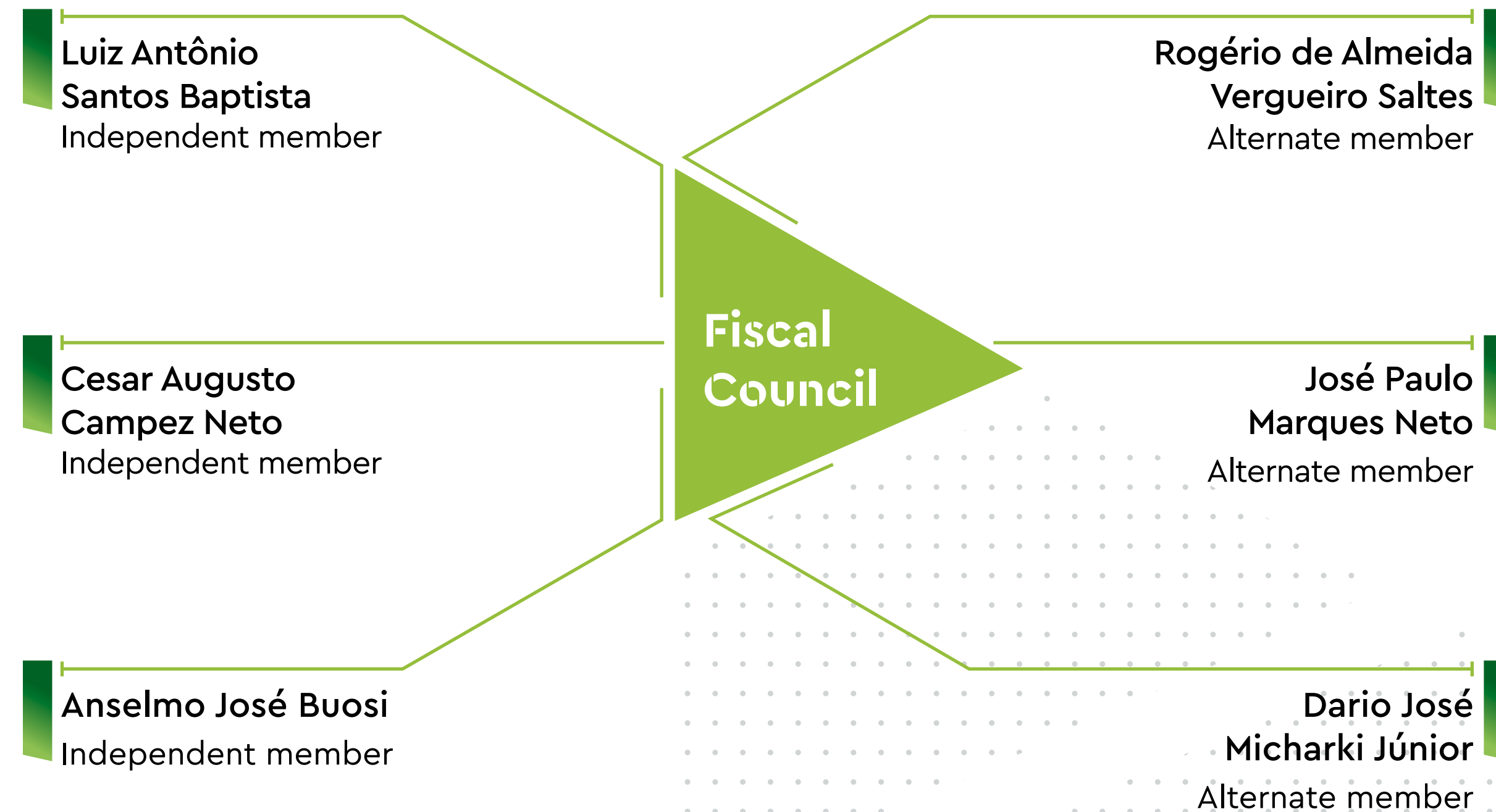
Number of members: Six (three of them are independent and three substitutes)

Responsibility: Supervise the actions of the Company's managers, considering the legal parameters and requirements present in the Bylaws. This body's group of professionals is also responsible for overseeing the balance sheets and financial statements issued throughout the year.

Term of office: One year

Meetings in the corporate year: Four

Who appoints: Elected at the General Meeting



Executive Board

Number of members: 11

Responsibility: Turning strategic planning into reality through business management and alignment with the Board of Directors' resolutions. The Executive Board is responsible for communicating significant demands and potential risks to the business to the Board. In the last corporate year, agendas and meetings with the Board addressed strategic aspects, evaluation of results and budget review. **GRI 102-27, 102-33, 102-34**

Meetings in the corporate year:

12 (via Steering Committee)

Who appoints: CEO and/or Board of Directors

Evaluation: Except for Deputy Directors, all members are formally evaluated for their performance annually

- ▶ **Norival Bomamichi**
Deputy Director
- ▶ **Jardel Massari**
Deputy Director
- ▶ **Marcelo Damus Abdo**
Chief Executive Officer (CEO)
- ▶ **Alessandro Henrique Flamini**
Chief Financial Officer (CFO)
- ▶ **Thaís Balbão Clemente Bueno de Oliveira**
Director of Regulatory Affairs
- ▶ **Rogério Fernandes Vargas**
Commercial Director

- ▶ **José Edson de Carvalho**
Industrial Director
- ▶ **Leonardo Campos Araújo**
Marketing, Research and Development Director
- ▶ **Bárbara Tamara Mendes Caetano**
Procurement Director
- ▶ **Soshiro Nakaoka**
Corporate Planning Director
- ▶ **Luciana D'Elboux Lourenço**
People Management and Social Performance Director

Advisory committees GRI 102-22

The various Committees that exist in our governance structure are essential to support important decisions that the company's leaders need to take daily. Technical knowledge combined with the participation of external members brings the technical robustness necessary for us to reduce any type of risk to the business and provide greater assertiveness in investments.



Innovation Strategic Committee

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

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

Occasional guests: Edson Donizeti de Mattos, Flavia de Oliveira Biazotto e Lennis Afraire Rodrigues.



Steering Committee

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



Ethics and Compliance Committee

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



ESG Committee

Fixed members: Alessandro Henrique Flamini; Andrea Cristina Mujali Ribeiro; Andre Ricardo de Campos Gotardo; Anselmo Belodi Junior; Debora Justini Araujo; Izabeli Camilo Pereira; José Edson de Carvalho; Luciana D'Elboux Lourenço; Luiz Wanderlei Braga; Marcos Renan Afonso Costa; Marcelo Damus Abdo; Thiago Marcelo Ribeiro Gianeti; Vanessa Pacceli Oliveira.



Intellectual Property Committee

Fixed members: Barbara Tamara Mendes; Bruna Lara Teles Daróz; Diego Gonçalves Alonso; Leonardo Campos Araújo; Marcos Renan Afonso Costa; Richard Feliciano; Roberto Estêvão Bragion de Toledo; Soshiro Nakaoka; Tahuany Rosa; Thaís Balbão Clemente Bueno de Oliveira; Thiago Marcelo Ribeiro Gianeti.



Diversity and Inclusion Committee

Fixed members: Aline Colucci Escoura; Antonio Paulo Bianchi Lopes; Aparecida Imaculada de Oliveira; Armando Cesar Marques Mendonça Luz; Caio Cidral; Debora Justini Araujo; Gabriela Pereira Lopes; Julia Mazarin Pradela; Luciana D'Elboux Lourenço; Marcio Gonçalves Dionisio; Marcelo Damus Abdo; Moacir Ferreira Neto; Ola Maher Alajaty; Rafaella Karine Lemes; Renata Aparecida Gonçalves Silva; Vagner Delvecchio; Vanessa Pacceli Oliveira.

OUROFINO AGROCIÊNCIA CONDUCT

GRI 102-16, 102-17, 103-2, 103-3 | 205, 206, 406, 419, 205-1

At Ourofino Agrociência, we believe that corporate responsibility is fundamental to the success of our business, with cultural values cultivated as the basis of our ethical conduct since the foundation of the company until the present day. We are committed daily to offering sustainable solutions and practices that benefit the Brazilian agribusiness, adopting a responsible, honest and transparent attitude in all relationships and business carried out, regardless of where they are along our value chain, whether in Brazil or abroad, with public or private sectors.

The Risks and Compliance department coordinates the corporate risk management system and exposure scenarios, with the direct responsibility of the CEO of Ourofino Agrociência. Its objectives include protecting shareholders' capital,

guaranteeing the integrity of professionals and reducing possible negative events to the company's strategic objectives, in addition to safeguarding cultural values and the environment. Its activities cover all the company's operations in Brazil and abroad.

We adopt internationally recognized risk and compliance guidelines as the central line of management, such as the Coso Enterprise Risk Management - Integrated Framework (2017). All scenarios identified by the technical team are classified according to their impact and likelihood of occurrence, with mapping reported and continually revised for an up-to-date and holistic view of possible risk scenarios. This allows quantification of financial damage, reputation, image, among others.

The fight against corruption is a relevant topic and addressed in different ways (training and procedures) by the company to prevent the inappropriate involvement of employees with service providers, business partners or even with private and/or public agents. Everyone is instructed to report any suspected violation via the Ethics Channel, which is managed independently and autonomously to receive and investigate complaints.

We care about integrity at all stages of our operations, including third-party engagements. To ensure that our business partners meet our strict ethical and compliance standards, the Risk and Compliance department works closely with the Legal area to carry out reputational analysis and legal consultations regarding high-risk third-party engagements.

Thus, we seek to detect and prevent possible non-compliance, risks of fraud, corruption and other compliance risks that could compromise our integrity and reputation.

We routinely carry out compliance risk assessments, which are discussed with the CEO. Occasional situations, regardless of sector or entry area, are investigated with the support of the company's

Ethics Committee. In the last year, we did not have significant changes in our risk map, but we maintained the implementation of improvement actions aimed at protecting the business. During the last corporate cycle, no critical cases involving significant risks related to corruption were identified, nor were cases of corruption recorded in the company during the assessments.



Code of Conduct

We have a Code of Conduct that guides the company's ethical and moral principles in its relationships. Available to all relationship audiences, the document can be accessed externally via the company's website and internally via the intranet. The code addresses important issues such as human rights, anti-corruption and ethical behavior.

Ethical Channel GRI 103-2

Our Ethical Channel, operated by a third-party company, has its scope of action covering the Company's professionals, suppliers and customers, including national and international operations. The Channel's focus continues investigating reports related to cases of fraud, harassment, discrimination, acts of corruption, among other acts that violate Anti-Corruption Law No. 12.846/2013, the Code of Conduct and the internal policies of Ourofino Agrociência.

All complaints and reports received are recorded by an independent team and forwarded to the Ourofino Agrociência Ethics Committee, which guarantees secrecy and non-retaliation to good faith complainants. For cases of greater impact or that represent potential financial, image or reputational damage, the Company's superior instances may be called upon to adopt mitigation measures. The Ethics Channel is available 24/7 to receive complaints in three different languages (Portuguese, Spanish and English), through the following numbers and addresses:



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



+55 11 4780 6110 (WhatsApp)



resguarda.com/ourofinoagro



etica.ourofinoagro@resguarda.com



E-Chat



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



Communication and training

GRI 103-2, 103-3 | 205

Ourofino Agrociência disseminates its risk and compliance standards and guidelines through communication campaigns, digital calls, announcements and events. The company also offers face-to-face and online training for different audiences. This disclosure strategy aims to ensure compliance with internal and external standards related to ethics and transparency in business.



Government relations

GRI 103-2, 103-3 | 415, 415-1

Ourofino Agrociência maintains ethical and transparent relations with the government, following internal policies, moral standards and laws, such as the Brazilian Anti-Corruption Law (12.846/2013). Our commitment is not to tolerate illegal acts, such as corruption and bribery, in accordance with the company's Code of Conduct. In 2022/23, we did not make donations to political parties or candidates, nor did we have any political party position, respecting the provisions of Federal Law No. 13.165/2015.



Client privacy

GRI 103-2, 103-3 | 418

Ourofino Agrociência values the privacy of its publics and is in compliance with the General Data Protection Regulation (GDPR). We have a specific policy to address the matter and we conduct internal analyses to ensure the efficacy of our processes. We are in constant development and progress to improve our data protection and privacy practices.



BUSINESS STRATEGY

PRESENT AND FUTURE

We are in an important moment of transition at Ourofino Agrociência, in which we focus on expanding our portfolio of technological solutions, aimed at the specific needs of the Brazilian agricultural market. As a company, we recognize that it is essential to evolve beyond the supply of generics and, therefore, we constantly seek new strategic partnerships that can contribute to the development of innovative products and solutions, bringing new molecules and technologies to Brazil.

Our goal is to provide increasingly effective and sustainable solutions that can support the growth of the Brazilian agricultural sector and help our clients to obtain the best results in their crops. For this, we work closely with our partners, both in Brazil and abroad, in search of advanced technologies and differentiated solutions that can add value to our products.

We believe this transition is critical to the company's long-term success and the sustainable development of the Brazilian agricultural sector.

We will continue to invest in research and development, as well as establish strategic partnerships with companies that share our vision of innovation and sustainability. As part of this process, we launched two patented products, the result of our partnerships with the multinationals ISK Biosciences and FarmHannong.

The first product is Goemon, an insecticide with a new molecule in Brazil, which combines high efficiency, selectivity and control stability throughout the Brazilian territory. Goemon offers a broad spectrum of control and a prolonged residual effect, being essential for Integrated Pest Management (IPM), with a rotational action mechanism and selectivity to natural enemies.

Terrad'or is the second product in our line and is an exclusive herbicide in the country, which is highly effective in controlling resistant weeds before planting soybean and corn crops, as well as pre-harvest in crops such as soybeans and others. Developed in partnership with the multinationals FarmHannong and ISK, Terrad'or has an innovative formulation that combats several weeds before planting, being quickly absorbed by the soil and with an inhibitory action on the Protox enzyme.

Also in 2023, we will launch a new formulation of Thiafenacil with an exclusive molecule, ConfianteBR, which is specially developed for coffee and citrus crops. We believe that this innovation will be one of the main pillars for us to continue advancing in our sector.

Terrad'or®



Goemon®



Attributes

Broad spectrum of weed control

Fast absorption

Good compatibility with other products

Versatility

Efficiency already proven

Benefits

Excellent performance in the control of resistant weeds, such as sourgrass, goosegrass, horseweed, among others, in the pre-planting management of soybeans and corn

Excellent control speed and tolerance to rain after application

Safe application in association with glyphosate, glufosinate, graminicides and hormonal herbicides, resulting in excellent performance

Flexibility and weed control at different stages

Management of resistant weeds

Attributes

New molecule

High selectivity

Prolonged residual

Broad spectrum of control

Benefits

Low exposure, higher control efficiency and stability

Low impact on natural enemies and the environment

Longer period of control

Control of various pest species

OUR RISKS

GRI 102-11, 102-15

Ourofino Agrociência's risk management follows the best market practices and is based on international standards, including ISO 31000, the Coso framework. We adopt probability and impact assessments to measure and manage opportunities and risks, using financial, reputational and image metrics. With this, we obtain an overview to take more effective measures and involve all levels of the Company in this process to create a culture of compliance.

We seek transparency and compliance with the mandatory

or subscribed requirements for our operation and, over the last few years, we have revisited our risk matrix based on experiences and changes in the market, ensuring security and support for decisions in known scenarios.

Our Risks and Compliance area is responsible for structuring risk control and management practices, which directly impacts the strengthening of the company's compliance culture. Below, we present the main mapped risk scenarios, controls, ways of acting and opportunities:



Financial risks

(Capital impacted: Financial)

Our concern

As a company in the agribusiness segment, we face a series of financial risks, both internal and external, which could negatively impact the achievement of our objectives. Among the most significant risks are liquidity, counterparty credit, changes in exchange rates and volatility in commodity prices.

Our performance

We have a Financial Risk Management Policy that is constantly updated, and, through its guidelines, we seek to identify and measure the risks that exist in our business, manage, monitor and mitigate these risks through processes and systems that evolve all the time. We use derivative financial instruments, such as hedging tools to protect the company's cash and net income. We are constantly seeking to reduce the period for receiving sales, lengthening appropriate negotiations for payment terms with suppliers and strategic inventory management to preserve the company's financial cycle and its need for working capital. We regularly review our clients' ability to manage counterparty credit risk and set credit limits for all of them through a robust limit assignment process.

Associated Opportunities

Further protect the company's results by restructuring the area, improving financial indicators and automating activities.



Compliance with regulatory bodies

(Capital impacted: Financial, Natural and Human)

Our concern

We are subject to rules and regulations that may change, particularly in the areas of product registration, competition, antitrust, anti-corruption, patents, taxation, data protection and the environment. Violations of legal parameters can result in civil or criminal penalties, affecting our reputation and business success.

Our performance

The Regulatory Affairs area is responsible for ensuring compliance with legislation regarding product registration and for evaluating regulatory scenarios, providing strategic information on risks and opportunities for the business and establishing continuous improvement practices, always within legal parameters. We have an internal control system and an Integrity Program that includes training for employees. We created the Risks and Compliance area in 2019, responsible for internal auditing and monitoring risks and process deficiencies. Current and potential legal disputes are monitored in close cooperation between the operational and legal areas, and all issues are reported to the Executive Board.

Associated Opportunities

Reinforce our commitment to ethics and integrity, promoting transparent actions and focusing on combating any instances of non-compliance that may come to our attention.



Business shutdown

(Capital impacted: Financial, Social and Human)

Our concern

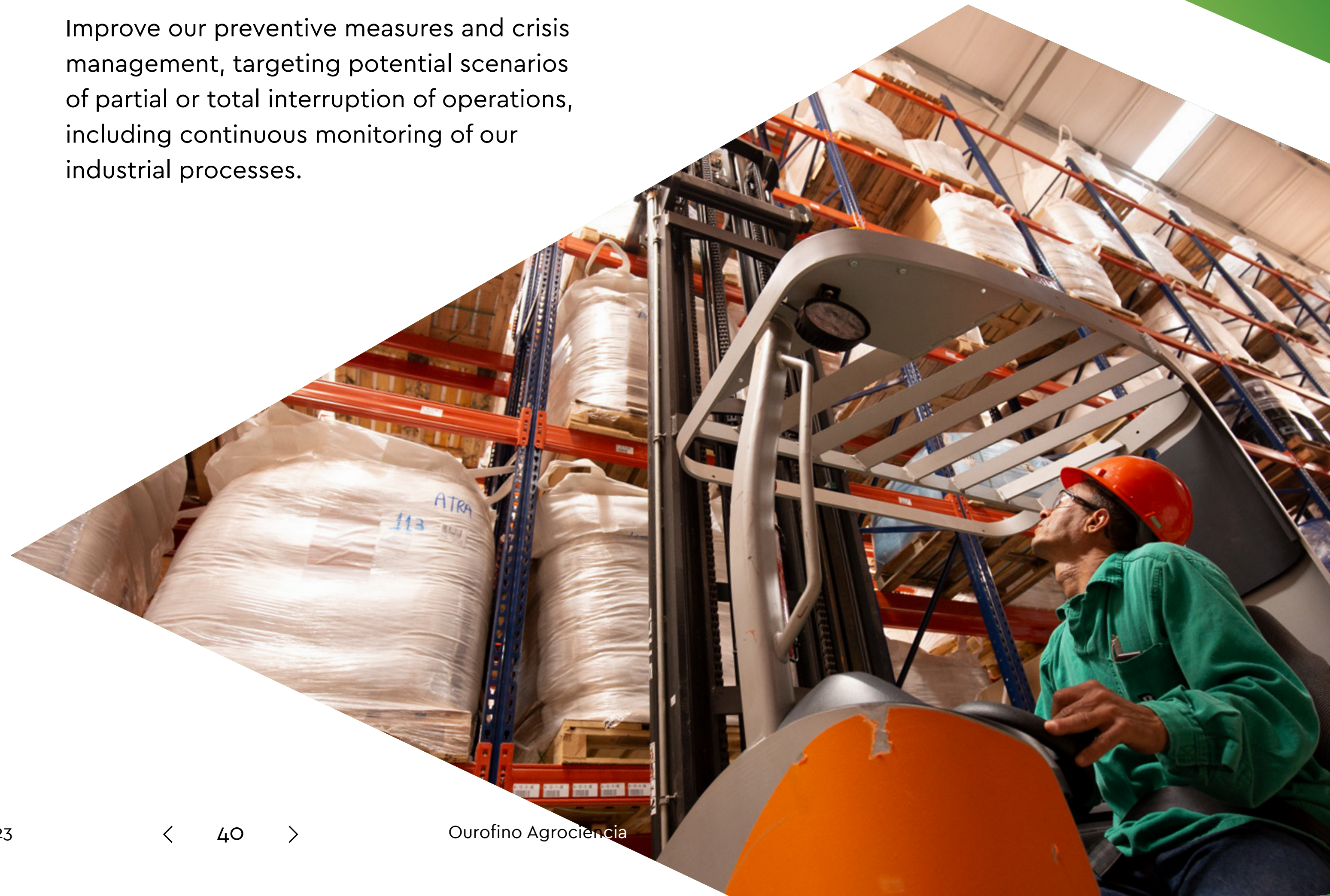
Paralyzed operations due to weather and adverse events such as earthquakes, fires, supplier interruptions or power outages.

Our performance

We combat risk through relationships with alternative suppliers, long-term contracts and expansion of raw material and finished product inventories. The Procurement area regularly reviews the risks of our suppliers and main assets, seeking alternatives to minimize dependence and expand opportunities. In addition, we have a safety inventory to meet contracts with clients for limited periods in case of interruption of activities due to natural events.

Associated Opportunities

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





Competitiveness and sales volume

(Capital impacted: Financial, Intellectual and Manufacturing)

Our concern

Market with high inventories and negative impact on demand due to increased competition in the crop protection market, entry of new Chinese players with generic molecules, ongoing consolidations and aggressive marketing and pricing strategies, especially for generic products, which have seen a significant price drop in some raw materials from China, which may adversely affect us.

Our performance

We keep our portfolio updated to maintain our competitiveness, with constant market and competition analysis to identify risks and opportunities. We prioritize innovation and cost and process optimization, with a qualified R&D team and a technical department in direct contact with clients, producers and researchers. Furthermore, our structure in China guarantees active and financially sound suppliers for post-registration supply.

Associated Opportunities

Strengthen the company's brand as innovative and focused on meeting the needs of the market, our clients and reimagining Brazilian agriculture, transforming knowledge into increasingly expressive results through intense work on training and expanding our commercial structure, bringing us closer together of the farmer, establishing a transparent and reliable relationship supporting the process of adding value in the relationship with our clients and partners



People management

(Capital impacted: Human and Intellectual)

Our concern

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

Our performance

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

Associated Opportunities

Maintain market recognition in regions where the Company has a large presence through constant reviews of our policies and internal processes for recruiting and developing people with a focus on valuing the team.



INVESTMENT AND CAPITAL ALLOCATION

Along the projects of the Industrial Complex of Uberaba (MG) of Ourofino Agrociência, we can highlight some that have a more significant value. One of them was the expansion of warehouses in the insecticides area, with an investment of BRL 23 million, which added more than 8,492 new pallet positions, increasing the company's total storage capacity by more than 30%.

Another high-value project is the installation of a third filling line for liquid herbicides, with an investment of BRL 13.2 million, which increased the total filling capacity by 30%. This project is ongoing and is scheduled for completion in May 2023.

We can also highlight the expansion of the formulation capacity of the CEI plant, with an investment of BRL 2 million, which will double the current formulation capacity of the plant. This project is also in progress and is scheduled for completion in May 2023.

In addition to these projects, the company

also invested in expanding its bulk storage capacity, with the installation of three new tanks with a capacity of 65,000 liters each, totaling an additional capacity of 195,000 liters, and in safety and the environment, with an investment of BRL 743,000 in improvements to the big bag discharge system, fractionated hoods, enclosing the big bag addition system, grant monitoring system for artesian wells, particulate monitoring system for dust collectors and disk breaker for powder storage silos.

Although all the projects are important for the company, the projects for expanding the warehouses in the insecticides area, the third liquid herbicide bottling line and expanding the formulation capacity of the CEI plant, have a more significant value for the company, both in terms of investment and increase of productive capacity.

Operational Excellence

Throughout this year, we continued to improve our strategy to support the company's growth, focusing on projects and initiatives aimed at operational efficiency as well. Below, we highlight some of the main projects implemented in our industrial complex under the leadership of the Industrial Excellence team.



Study Project CEH (Emulsifiable Herbicide Concentrate)

Analysis and implementation of improvements in the production process, aiming at optimizing the unit's capacity.

Direct benefit: optimization of the production capacity of the Herbicide Emulsifiable Concentrate Unit.

Indirect benefit: greater efficiency in production and better use of the plant.



Product Time Evolution Project

Adjustment of points in the production process, resulting in greater efficiency and production capacity.

Direct benefit: efficiency gains and greater production capacity.

Indirect benefit: better relationship with clients and greater competitiveness in the market.



Project Digitalization of Formulation Processes

Implementation of digital solutions for online management of indicators and automation of the liquid formulation process.

Direct benefit: automation of production management with online monitoring of indicators.

Indirect benefit: increased productivity, elimination of paper records and improved accuracy of information.



Mancozebe Presentation Change Project

Replacement of the traditional packaging of the active Mancozebe for big bags, improving ergonomics, safety and waste reduction.

Direct benefit: improved ergonomics and process safety, as well as reduced waste.

Indirect benefit: sustainability and lower operating costs, without the need for additional investments.

Pressurized Water Project

Adoption of pressurized water hoses at strategic points in the plant to decontaminate the units, replacing the use of the Karcher machine.

Direct benefit: significant reduction in water consumption when using pressurized water hoses for decontamination.

Indirect benefit: optimization of the use of resources and contribution to the company's sustainability.

What's is to come for next year

Spray Ball Automation Project

The project seeks to automate the operation of the spray balls in the dispersers of the Concentrated Suspension Formulation plants, using pre-programmed automation.

Projected benefits: Increased productivity, reduced decontamination time and improved safety.

Bain-Marie Improvement Project

Addition of flap lids in bain-marie to prevent heat dissipation and water evaporation during the raw material heating process.

Projected benefits: Productivity gain, water and energy savings.

Hood Project

Implementation of a hood at the SCH unit, following the model already adopted at the CEI/SL2 unit.

Benefits: Gain of time in the processes of adding bags and sacks, increased productivity and greater safety.

Project Improvement in the Pallet Distribution System

Modify the pallet distribution system to better serve the two insecticide liquid filling machines simultaneously.

Projected benefits: Greater efficiency and performance in the filling process.



Signaling System Project

Implementation of a visual management system to signal demand for payment of raw materials from Logistics to Production.

Projected benefits: Reduction in the movement of logistics operators, increased productivity and greater security.



Collective Box Standardization Project

Adoption of generic boxes per presentation, customized with the product label, reducing the number of SKU boxes.

Projected benefits: Lower storage volume, lower minimum order and greater efficiency in the labeling process.



Batch System Project

Description: Automation of the process at the CEI formulation unit, standardizing and automating parameters of the formulation process controlled via a supervisor.

Projected benefits: Gain in productivity, accuracy and traceability.

Transformation and digital products

Throughout the year, we continued to invest significantly in the digital journey of Ourofino Agrociência, seeking to reimagine agriculture in Brazil and become a reference in the digital transformation of agribusiness in the coming years. We made investments in SAP Fiori technology and hardware, expanding the digitization of processes and reducing waste generation. We incorporated new robots for process automation and worked on the implementation of the new SAP Rise S/4 HANA, with its go-live projected for the beginning of 2023.

We continue to advance in the structure of innovation and digital transformation, in addition to new digital businesses, always attentive to data security. We strengthened our policies and processes in compliance with the General Law for the Protection of Personal Data (LGPD) and worked to involve the company's entire value chain in our digital journey, acting with an eye on the future and

transforming the current reality through understanding the internal and external views of the main stakeholders.

For the next corporate cycle, important advances are already foreseen, such as the migration of the company's entire systems base to the cloud, with part in Microsoft and part in AWS with SAP. This will provide greater efficiency and agility in processes, in addition to ensuring greater data security.

Another investment by Ourofino Agrociência will be BRL 5 million in digital transformation, through developments in Power BI, Customer Experience and Innovation Hub.

Thus, we hope to improve the client experience, increase operational efficiency and innovate in new products and services.

INNOVATION, RESEARCH AND TECHNOLOGY

We have always incorporated innovation as a central element of our identity and winning culture, being of vital importance both for the market in which we operate and for our future goals. We aim to establish ourselves as a pioneering company, presenting increasingly relevant solutions, encompassing new molecules, patents and products adjusted to the specificities of Brazilian agriculture. Thus, we continually strive to deliver more value to society, respecting the sustainability principles that guide our activities.

We value innovation in its broadest form and aim to incorporate it more and more into the daily lives of our employees, encouraging everything from specific improvements to major projects. With this purpose in mind, we recently established the Innovation and Digital Transformation area within our company, and it is in full development and preparing processes for a promising future.

This new division was conceived to improve and systematize all existing innovative opportunities, focusing, above all, on creating pioneering, agile, uncomplicated solutions, aligned with market needs.

Research and Development

The R&D (Research and Development) and RDI (Research, Development and Innovation) teams work in different areas, covering crucial stages for the market in which we operate.

These stages range from initial tests, passing through validation tests, to the study and development of new formulations.

The testing and validation protocols are carried out in laboratories in the industrial complex of Uberaba (MG) and in our experimental stations, strategically distributed in different regions of Brazil, in order to simulate different edaphoclimatic conditions existing in the country. We follow strict national and international quality standards, in addition to legal requirements and GLP (Good Laboratory Practices). Field tests are accredited by the Ministry of Agriculture, Livestock and Supply (Mapa), always considering the impact assessment on the health and safety of users and professionals involved in handling solutions in the manufacturing process. **GRI 416-1**

Our main experimental station is in Guatapar (SP) and covers an area of over 1,000 hectares.

This is where most of the R&D team is allocated, with a complete laboratory structure, including greenhouses for carrying out studies, developing projects in partnership and training professionals. This infrastructure is a reference among the models of experimentation implemented in Brazil, allowing us to run, independently, about 700 studies annually.

Focused on innovation projects, such as the improvement and development of new formulations, our PDI team works in a laboratory structure located in the company's industrial complex.

The structure has a lot of embedded technology, including production lines on a reduced scale, which

allows us to test and adjust manufacturing processes before application on an industrial scale.

All this development of new formulations is supported by the Regulatory Affairs Department, which assists in conducting the entire PDI legal process, with a view to optimizing the launch time of new products on the market. To accelerate the development of new formulations and innovation, we have established strategic partnerships with researchers and universities throughout Brazil, expanding our options and promoting the continuous improvement of our portfolio.

Currently, we have partners and projects linked to Universidade Estadual Paulista (Unesp) de Jaboticabal e Botucatu, Escola Superior de Agricultura (Esalq), Universidade Estadual de Campinas (Unicamp), Instituto Agronmico (IAC) de Ribeiro Preto, Empresa Brasileira de Pesquisa Agropecuria (Embrapa), Universidade Federal de Viosa (UFV) and Universidade Federal de Lavras (UFLA).



Partnerships for the future

During this year, Ourofino Agrociência achieved significant advances in terms of innovation, especially thanks to the strengthening of strategic partnerships with renowned laboratories and technology companies, focused on the development of new molecules, patents and formulations. An important achievement was the formalization of the contract for the production and sale of the Terrad'or herbicide, the result of collaboration with the Korean company FarmHannong. This product presents a pioneering molecule in the Brazilian market and promises to provide multiple benefits to the country's farmers. Our path of growth in research and development, started in 2019 through the partnerships established with ISK and Mitsui, has been boosting

our competitiveness. In line with our purpose of Reimagining Brazilian Agriculture, in 2022 we reached an important milestone by entering the patent market with the launch of Goemon, a product resulting from this joint work.

The Goemon insecticide introduces in Brazil an innovative molecule developed by ISK Biosciences, shareholder of Ourofino Agrociência.

These achievements not only reinforce our feeling of satisfaction, but also demonstrate our future aspirations and our commitment to the continuous application of resources in technology and innovation. Thus, we respond to the growing needs of the agricultural sector and contribute to a sustainable and prosperous development in Brazil.

SUSTAINABLE DEVELOPMENT

We strive to reimagine Brazilian agriculture, creating innovative and personalized solutions to meet the demands of rural producers and other partners. This commitment is based on a solid culture of sustainability, present in our daily lives since the company's founding, and is guided by robust management, dedicated to generating value for a wide variety of audiences with which we relate.

ESG governance (environmental, social and corporate governance) in our company is carried out in an integrated manner, involving different sectors of the organization. However, leadership in this area is centralized in the People Management and Social Performance area, ensuring consistent alignment in all ESG-related activities.

Aiming at our ambitions and a more sustainable future, we strengthen the ESG agenda by expanding the role of the ESG Committee, created in 2021, throughout the corporate year. This was the main forum for discussions on the subject and led the company's new materiality process. The Committee has been meeting periodically and involving a growing number of participants, thus expanding the representativeness of the different views present in our workforce.

Ambitions, goals and guidelines

We are experiencing a notable moment in the ESG management of Ourofino Agrociência, as sustainability is strongly guided by the materiality process, which underwent a comprehensive review this year. Through this process, we determine the topics of greatest impact and relevance for the business and our main stakeholders. Updating our matrix highlighted topics such as product safety, climate change, environmental responsibility and innovation, among other crucial aspects.

In the next cycle, the topics arising from the materiality process will guide the establishment of specific commitments for each one of them, integrating the company's initiatives related to the Sustainable Development Goals (SDGs).

Sustainability in everyday life

The progressive integration of ESG principles into Ourofino Agrociência has resulted in a more consistent adherence to sustainability aspects in our daily activities. In this scenario of evolution, several areas have driven the growth of the business and below, we present some of the fundamental fronts that continue to guide us towards a more sustainable future and create value for society:



Production efficiency: Production efficiency continues to be a priority for the company. Progressively, we improved and reviewed processes, resulting in a more agile, rational company with reduced socio-environmental impact. Our Productive Excellence area remains focused on accelerating this evolution in the Uberaba (MG) industrial complex, through specific projects and technical training.



Research and development: Aligned with the purpose of reinventing Brazilian agriculture, we annually invest 2 to 3% of the company's revenue in research, development and innovation. We expanded our internal capacity with improvements in experimental stations, new advanced equipment, laboratories, team structuring and establishment of partnerships with technology companies and institutions in Brazil and abroad. We highlight the continued progress in the line of reimagined products, including new molecules and patents, with innovative formulations and environmentally responsible characteristics.



Mitigation of socio-environmental impacts: We focus on initiatives to minimize operational risks and create a safe environment at Ourofino Agrociência. The

Health, Safety, Environment and Social Performance area works together to promote social projects, rational use of natural resources and a low-carbon chain. We adopt policies aligned with sustainability and ESG challenges, such as combating climate change and anticipating default risks. Our credit team acts proactively in the field, with constant monitoring through a credit system. As a result, we have zeroed or even maintained the company's default rate well below the market rate.



Field Protection: Acting directly with producers and partners, Reimagine Proteção no Campo of Ourofino Agrociência program seeks to disseminate the best practices for applying and caring for its products throughout the chain, especially for producers. Actions include on-site training, booklets and communications, aimed at promoting high-performance agriculture with less environmental impact.



ESG goals with banks: To drive the ESG agenda and promote more sustainable initiatives, we have two agreements with financial institutions based on annual targets related to ESG topics.

Supported partnerships and initiatives

GRI 102-12, 102-13

We are actively involved and contribute to various voluntary and sectoral initiatives, which make it possible to advance in the management of more responsible processes and in the creation of value for society. Furthermore, these associations are crucial to monitor market trends and expand Ourofino Agrociência's area of influence.

Supported voluntary initiatives

Programa Brasileiro
GHG Protocol

Brazilian GHG Protocol Program

We follow the guidelines and prepare our greenhouse gas emission inventories publications based on their protocols.



Global Reporting Initiative (GRI)

Ourofino follows the GRI guidelines, helping the company to understand and communicate its impacts on critical sustainability issues such as climate change, human rights, governance and social well-being.



Mais Integridade

We support this initiative, which reinforces our commitment to ethics and integrity in operations.



Great Place to Work (GPTW)

This year's certification underscores our commitment to creating a positive and collaborative work environment, promoting a healthy and inclusive corporate culture.

Participation in associations, institutions and other entities



Crop Life Brasil

Member, associated with an organization focused on research and development of technologies for sustainable agricultural production.



Insecticide Resistance Action Committee (IRAC)

Member, encourages research and development on pest resistance to insecticides and acaricides in the country.



Instituto Nacional de Processamento de Embalagens Vazias (INPEV)

Member and party of the Board of Directors, ensures the proper disposal of empty containers of crop protection products.



PROHUMA

Member, creates a scientific database and information on exposure of rural workers who handle agricultural pesticides in Brazil.



HRAC-BR
Comitê de Ação a
Resistência aos Herbicidas

Herbicide Resistance Action Committee Brazil (HRAC-BR)

Member, encourages research and development in the area of weed resistance to herbicides and promotes good agricultural practices for the prevention and mitigation of related problems.



Associação Brasileira das Indústrias de Química Fina, Biotecnologia e suas Especialidades (ABIFINA)

Member and participant of the Vice-Presidency, encourages Brazilian industrial development in fine chemicals, biotechnology and its specialties.



sindiveg

Sindicato Nacional da Indústria de Produtos para Defesa Vegetal (Sindiveg)

A member of the Board of Directors, he defends the rights and interests of associates and collaborates with the government towards a clear regulatory framework based on science.



Associação Brasileira de Estudo das Abelhas (A.B.E.L.H.A.)

Sponsor, disseminates scientific information for the conservation of Brazilian biodiversity and sustainable coexistence between agriculture and pollinators.



Fungicide Resistance Action Committee (FRAC)

Member, encourages research and development related to phytosanitary products and management of fungal resistance to fungicides in the country.



ColmeiaViva®

COLMEIA VIVA

Sponsor, supports the proper use of pesticides in Brazilian agriculture, respects beekeeping, protects bees and the environment.

EYES ON THE CLIENT

We are committed to establishing stronger connections with our clients and partners. To this end, we restructured our sales strategy, focusing efforts on proximity and demand generation. We believe in integrity and transparency as the basis of our interactions, adopting a proactive, direct and agile posture. Our goal is to serve clients and producers throughout Brazil with innovative solutions and high quality products, adapted to the reality of national

agriculture. As our field presence expands, we invest in high-quality marketing and training to strengthen relationships with our partners.

The restructuring of our team and commercial activity allowed us to expand client service, better understand their needs and consolidate our relationships.

This continuous improvement process has helped us adapt to changes in the crop protection product market.

To address the growing challenges of the agricultural sector, we work together with our strategic partners, maintaining open and clear communication about our strategies and objectives. With a collaborative and transparent approach, we build solid and lasting relationships.

We believe that our agile and resilient stance puts us on the right track to overcome future challenges and drive sustainable growth in the crop protection industry.

Integrated management system (SGI)

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

Ourofino Agrociência teams work hard to achieve challenging goals and exceed the expectations of clients and partners throughout the value chain. The commitment is to deliver products with a high level of quality and safety, reduce potential impacts on the environment, protect employees involved in production and generate value for society.

The company's processes are structured through a preventive Integrated Management System (SGI), which covers issues of quality, environment, health and safety at work. Allied to SGI, risk culture, together with other concepts of sustainability and production efficiency, improves controls and provides a more holistic and resilient vision of the system.

SGI governance is made up of policies, procedures, indicators and guiding documents that organize the processes and routines of the teams, divided into technical and managerial areas. These groups promote continuous investments in productive areas, team training and critical analyses. The system's guidelines are based on national and

international regulatory standards and legislation specific to the sector and are constantly updated and disseminated among employees.

To certify the level of compliance with legal, regulatory and contractual requirements, Ourofino Agrociência performs several internal and external audits annually. These processes, managed by the Quality Management team, have the central objective of observing the potential risks involved to commercial partners and other interested parties.

External audits are mostly carried out by clients and business partners whose focus is on outsourced production lines in the industrial complex. In the last cycle, we continued with a large volume of audits, with the certification of the ISO 45001 Health and Safety standard and the maintenance of the ABNT NBR ISO 14001 and ISO 9001 standards.

In 2021, we obtained the Authorized Economic Operator (OEA) certification - level two compliance, issued by the Federal Revenue Service of Brazil, which proves our commitment to following the best international standards of safety and compliance in foreign trade. The program establishes criteria and standards for companies that operate in foreign trade, aiming to facilitate the flow of goods and reduce security risks throughout the process.

Active certifications at Ourofino Agrociência



Certification: ISO 9001:2015

Target unit: Industrial complex in Uberaba (MG) and administrative office in Ribeirão Preto (SP)



Certification: ISO 14001:2015

Target unit: Industrial complex in Uberaba (MG)



Certification: ISO 45001:2018

Target unit: Industrial complex in Uberaba (MG)

Customer Service Department (CSD)

Ourofino Agrociência has as its cultural pillar proximity to its stakeholders in the value chain. The company adopts a proactive and transparent posture to resolve conflicts and meet the different demands of the market, maintaining a constant dialogue with its main commercial fronts, such as resellers, cooperatives, mills and rural producers throughout the national territory.

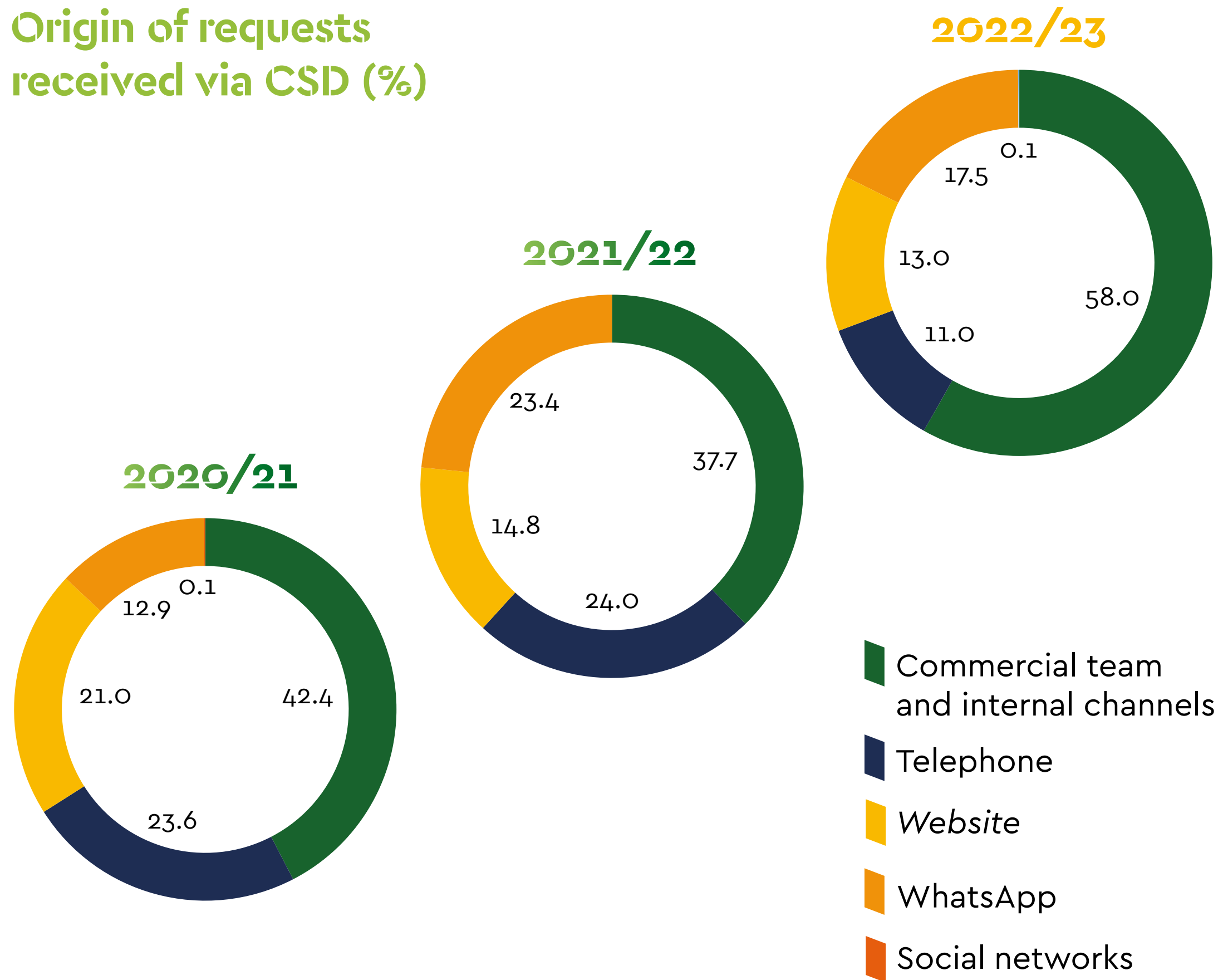
Customer services follows the Company' Code of Conduct and other relevant legislation, including the Consumer Protection Code.

The company's CSD, called Ativo, is managed by the Commercial Department and structured to receive the main demands of customers through various channels, such as the website, telephone, WhatsApp and social networks.

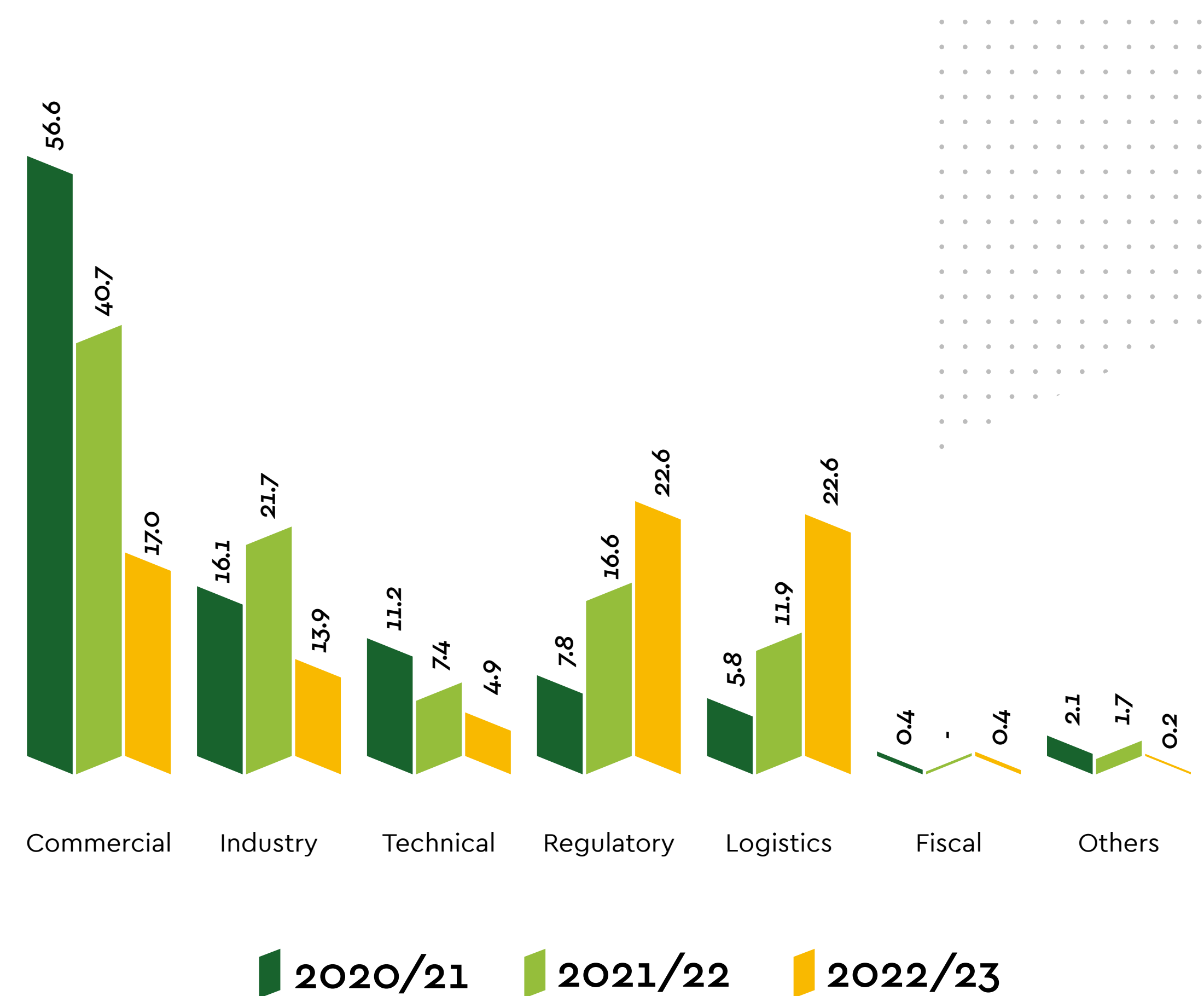
The central focus of the CSD is on mitigating deviations in product quality and safety, with investigation, taking corrective actions and quick return to the claimants. The company also uses other digital channels, such as LinkedIn, Instagram, Facebook, YouTube and the website, to capture customer information and perceptions and use them in strategic decision-making. These channels are used to share important advances, product launches, technical information and other relevant updates.



Origin of requests received via CSD (%)



Areas involved in CSD requests (%)



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

Note 2: The data referring to the item "Commercial team and

internal channels" are related to the occurrences received by the teams and sales representatives. Occurrences have a certain specificity and are related to occurrences in deliveries, product breakdown, commercial agreement, customer interdictions, among others.

News from the commercial area and in our portfolio

During the 2022/23 social cycle, we invested in different initiatives for the development of our commercial team, aiming to ensure a more consultative approach in generating demand with commercial partners.

We expanded the sales team by hiring 23 new employees, ensuring greater capillarity and coverage in relevant areas with growth potential.

In addition, we created the Commercial Intelligence Area, which mapped processes and KPIs with the commercial area to provide more clarity, direction and follow-up by area, supporting the company's new journey.

To ensure the adoption of the new mindset focused on specialties, we implemented a project in partnership with the external consultancy Vector, which designed the entire strategic routine

in the daily lives of the Sales Consultant and managers. This involved everything from mapping the agricultural calendar for each territory to customizing proactive actions, client segmentation and prioritization, training on planning visits and acquiring apps and tablets to support the strategic management of the routine and the client.

We also evolved in the Digital Commercial Business Unit, with the expansion of headcounts, systems and client prospecting, the creation of the Client Portal to provide account management and analytics, and the development of the credit accelerator, which made it possible to assess the viability customer credit in just a few seconds. Another important initiative was the Tiamex Program, which received investments of BRL 500,000 in the training model for the team, including technical training, workshops with researchers and consultative sales, in addition to training and self-knowledge programs for managers.

Current portfolio of

81

products

Portfolio to be registered for the next years of

42

products, totaling

123

products including new formulations and clones

● Launches 2022/23 cycle

▶ DistintoBR®

Graminicide composed of one of the most used molecules in dry seasons.

Cultures: Cotton, Potato, Sugar Cane, Eucalyptus

▶ Terrad'or

Herbicide essential for the handling of resistant weeds with broad spectrum and good compatibility.

Cultures: Soy

▶ Poderus®

Selective fungicide, with high systemicity and rapid translocation, providing protection in early development.

Cultures: Cotton, coffee, sugar cane, Eucalyptus, Corn, Soy, Wheat

▶ Vivantha®

Systemic action insecticide, with broad spectrum of control and strong action against several sucking pests.

Cultures: Cotton, Rice, Potatoes, Coffee, Beans, Tobacco, Corn, Soy, Wheat

▶ Esteio®

Esteio is a selective acaricide to natural enemies.

Cultures: : Coffee, Citrus, Tomato

▶ ÍmparBR®

Insecticide for the initial protection of crops.

Cultures: Rice, Corn, Wheat

▶ Pontual®

Complete fungicide for the control and resistance management of soybean diseases.

Cultures: Soy

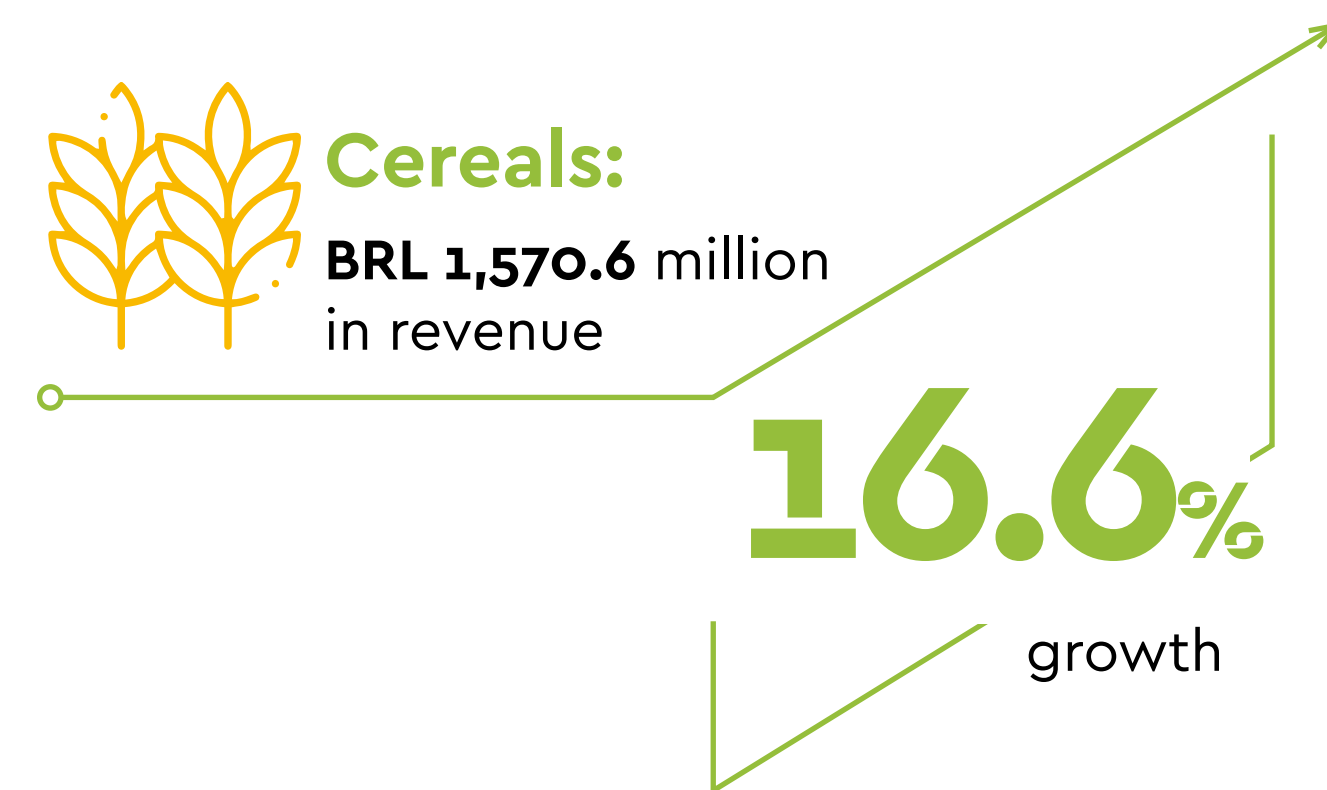
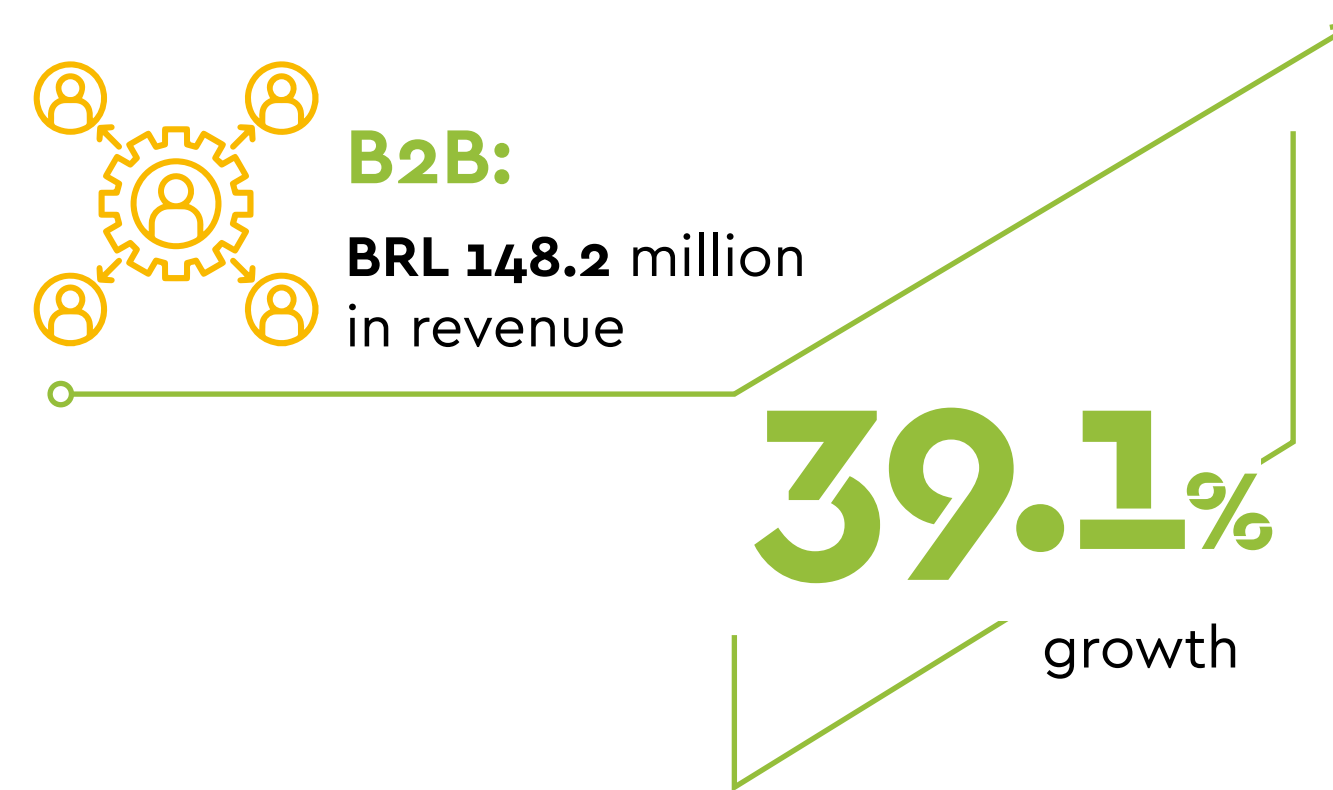
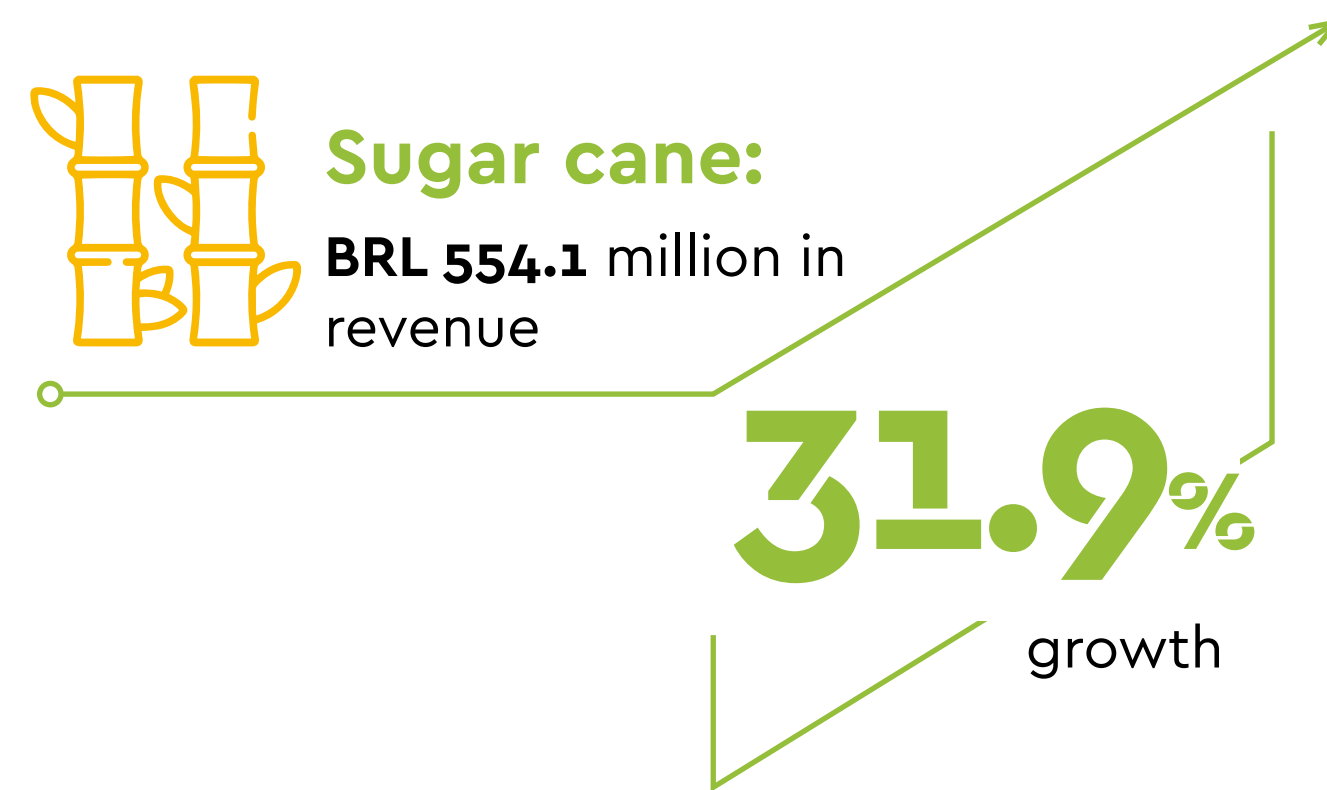
▶ Goemon®

Insecticide indicated for the management of pests including caterpillars that are difficult to control.

Cultures: Coffee, Corn, Soy, Tomato



Commercial highlights in numbers



In 2022/23, we had the launch of Kairós and Arbust and the second year of sales of the premium products launched in 2021/22 (Esteio, Goemon, Impar, Poderus, Pontual, Teburaz and Vivantha).

Together, these products accounted for 16.3% of Ourofino's revenue (discounting B2B sales).



Our presence is national and sales, in the last fiscal year, were divided as follows: 38.5% in the Southeast, 27.8% in the Midwest, 21.4% in the South, 9.9% in the Northeast and 2.5% in the North. Regarding to the most representative states, the state of São Paulo participated with 22.8% of our sales, followed by Minas Gerais with 15.4% and Rio Grande do Sul with 10.7%.

Product labeling

GRI 103-2, 103-3 | 417

In the crop protection industry, safety and sustainability have become increasingly important issues, driven by the growing awareness and demand from customers regarding the quality and origin of products. This has led companies to adopt more responsible and sustainable practices, in addition to following the laws and government regulations that govern the production and commercialization of these products, including labeling rules and requirements for obtaining registrations and authorizations for sale.

At Ourofino Agrociência, the information on packaging, inserts and labels is crucial to describe and alert professionals in the field regarding the correct handling, chemical identification, observation of dangers and

application of products. We follow strict labeling standards to ensure compliance with government regulations established by Brazilian regulatory bodies such as Anvisa, Mapa and Ibama.

To ensure that all information meets regulatory requirements, we constantly monitor updates to the Company's materials. This is done by teams from the RDI, Procurement, Marketing, HSE and other technical and legal areas. All indications on the labels and other communications comply with NBR 14,725, including the requirements for land, sea and air transport, as well as the guidelines and specifications regarding the reverse logistics program managed by Inpev, of which we are associated.

Information on Ourofino Agrociência products GRI 417-1

- Trademark
- Product composition
- Company logo
- Class and type of formulation
- Company (address, CNPJ, registration number)
- Manufacturer
- Batch or lot number
- Date of manufacture and expiration
- Toxicological class
- Classification of potential environmental hazards
- Precautions for use
- Handler and importer
- Formulator
- First aid recommendations
- Precautions for use
- Telephone number for emergency situations



RESULT AND PERFORMANCE

FISCAL MANAGEMENT

As part of Ourofino Agrociência's commitment to transparent and responsible fiscal management of our financial resources, we recognize the importance of maintaining compliance with applicable tax laws and regulations. Furthermore, we believe that sound fiscal management is essential for the company's growth, the creation of value for our shareholders and the promotion of the well-being of society.

In our past cycle, we faced an uncertain and challenging scenario, directly impacted by higher production costs, lower margins on agricultural products, logistical obstacles caused by the war in Ukraine and losses in agricultural production due to weather events. Comparing with the previous year, we showed a significant evolution, adapting to the necessary changes, implementing strategies to reduce risks and considering the variables, achieving remarkable results thinking about the long term of our operation.

At the beginning of the cycle, we had a very strong start, driven by the reactive movement of the market to the difficulties faced in the previous year, such as the scarcity of inputs in general, among other factors. Faced with this situation, the market has sought to protect itself and

secure supplies since the beginning of the fiscal year.

Observing market trends, we adopted a billing anticipation strategy to avoid devaluation of products and this approach proved to be effective. Thus, during the first half of the year, we recorded important results for the sustainability of the year in terms of product revenue and margin. We also adopted a more conservative financial management and reduced gross debt by BRL 57.2 million, deleveraging the company.

With the market supplied after the first half of the year, competition increased, and product prices showed a downward trend. The different teams at Ourofino Agrociência acted immediately, and we had to make margin and price adjustments throughout the period, but the initial impulse allowed us to deliver, at the end of the corporate year, margin and EBITDA above expectations.

The challenge for the end of the year was to ensure that our products were consumed by the market and for that, we adopted a robust communication and marketing strategy, focused on the generation and use of products, and invested in operational excellence with a CAPEX of more than BRL 82 million.

Financial performance

GRI 103-2, 103-3 | 201

Below, we present the comparisons and variations of the Company's main financial ratios considering the fiscal year between April 1, 2022, and March 31, 2023. As a general result, our net revenue increased by 14.4% compared to the previous year, reaching the mark of BRL 2 billion. Adjusted EBITDA reached BRL 314.1 million and adjusted net income amounted to BRL 234.2 million, which represented an increase of 68.5% in relation to the previous year.

We are very satisfied with the Company's financial performance in the 2022/23 cycle, which proved to be very positive, with significant growth in all the main indexes. This result reflects the success of our management and investment strategies, which allowed us to expand our net revenue and increase the profitability of the business. We believe we are well positioned to continue to grow and create value for our shareholders and other relationship audiences.

Main financial indicators (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Net Revenue	1,746.3	1,997.9	14.4
Cost of sales	(1,410.1)	(1,416.9)	0.5
Adjusted gross profit*	336.2	581	72.8
Net expenses	(179.3)	(288.5)	60.9
Adjusted operating profit*	156.9	292.5	86.5
Operating margin (%)	9.0	14.6	5.6 p.p.
Net financial result	(19.0)	(26.6)	40.0
Income tax and social contribution	1	(31.7)	3,036.6
Adjusted net profit*	138.9	234.2	68.5
Net margin (%)	8.0	11.7	3.7 p.p.
Adjusted EBITDA*	175.8	314.1	78.7

Net sales revenue by segment (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Sugar cane	395.8	508.1	28.4
Cereals/grains	1,257.6	1363.8	8.4
B2B (products)	38.3	45.0	17.6
B2B (services)	54.3	81.1	49.3
Others	0.2	-	-

Gross profit by segment (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Sugar cane	74.9	120.4	60.6
Cereals/grains	240.7	409.4	70.1
B2B (products)	2.3	10.1	335.9
B2B (services)	18.4	41.1	123.2
Others	(0.1)	-	-

The Company's net revenue increased by 14.4% compared to the same period of the previous year, totaling BRL 1,997.9 million. This result is mainly due to the higher sales volume and price gains.

The sugar cane segment had the highest growth, leveraging 28.4% over the previous year. Also corroborated with the result, the increases recorded in the segments of cereals and grains and provi-

sion of industrialization services.

The Company maintained its strategic focus on new product launches, marketing campaigns and access to new markets, which also contributed to the result. The good performance of Templo, SingularBR, Off Road, Fortaleza, Vivantha, Teburaz and Brilhante products is also noteworthy.

Expenses (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Expenses with general, administrative and other sales	(162.8)	(260.0)	59.7
Percentages on net revenue (%)	9.3	13.0	3.7 p.p.

SG&A (Sales, General & Administrative) expenses for the year totaled BRL 260 million, representing an increase of 59.7% compared to the same period of the previous year and an increase of 3.7 p.p. of net revenue. The increase was mainly due to expenses with reinforcement of the back-office structure, both administrative and commercial, participation in fairs and commercial events, as well as marketing campaigns to strengthen the brand.

There was also an increase in the provision for payment of Profit Sharing (PS) and implementation of the long-term incentive plan (LTI – Phantom Units) approved at the meeting. Both had an increase in expenses in the amount of BRL 33.8 million.

EBITDA and EBITDA margin (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Adjusted EBITDA	175.8	314.1	78.7
EBITDA Margin (%)	10.1	15.7	56.2

Adjusted EBITDA for the year was BRL 314.1 million, representing an increase of 78.7% compared to the same period of the previous year and an increase of 5.6 p.p. of net revenue reinforcing the improvement in the quality of the result. This increase was due to the growth in sales and the reduction in the cost of products, which were positively affected by carry-over inventory, acquired at prices below replacement cost.

Financial result (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Adjusted net financial result	(19.0)	(26.6)	40.0

The adjusted net financial result showed an increase of 40% in relation to the previous year. Even reducing the Company's financial leverage in 2022/23, from the point of view of total gross debt, we had an increase in interest on operations of around 22.1% (from 11.6% to 14.9%), derived from the high Selic/CDI rate and a larger volume of credit assignment operations. These operations are directly linked to sales growth, as they are used as a commercial tool to release credit limits for clients.

On the other hand, we had a high growth in income from financial investments, also related to the high level of the Selic/CDI rate. Added to this is the fact that we sought greater diversification in the Company's cash investments, raising our average rate from 104.3% in 2021/22 to 105.4% CDI in 2022/23.

Net income (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Adjusted net profit	138.9	234.2	68.5
Profit margin (%)	8.0	11.7	3.7 p.p.

Adjusted net income was BRL 234.2 million with a net margin of 11.7%, reflecting an increase of 68.5% and 3.7 p.p. when compared to the previous year. This positive result reflects the successful strategy of maintaining car-

ry-over inventory at a lower cost than replacement in the first half, which strongly contributed to improving the gross margin, in addition to increasing revenues and reducing financial expenses.

Indebtedness (BRL million)

	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)	Variation (%)
Bank debt (net of derivatives)	487.2	430.0	-11.7
Cash and cash equivalents	545.6	469.6	-13.9
Net debt	(58.4)	(39.6)	-32.2

In the Company's debt management in 2022/23, we experienced a year of gross deleveraging, in which we reduced the total volume of bank debt by BRL 57.2 million.

The contribution of BRL 250 million in March 2022 provided a capital structure that allowed the company to manage its debt that sought to reduce financial expenses with interest on loans, and at the same time did not fail to seek opportunities in the market to increase

its sales, always looking for good deals, translating Ourofino Agrociência's purpose and positioning into operating margins above the historical average.

We made a position change, from working capital (4131 w/ swap) to Indirect NCE, in the order of BRL 150 million, aiming at reducing the average spread and we settled 100% of our FINIMP exposure within the year.

Aging of bank debt (BRL million)

	Variation (%)
2023	41.4
2024	325.3
2025	42.0
2026	8.7
2027 to 2032	12.6

Added economic value (BRL)

GRI 201-1

	March 2021 (end of fiscal year)	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)
Revenues			
Gross sales of products and services	1,493,720,310	1,848,993,502	2,155,977,727
Other revenues	3,264,035	(1,970,240)	(7,946,578)
Revenues related to the construction of own assets	19,262,631	15,577,764	15,416,762
Estimated losses on bad debt settlement credits	243,403	896,294	1,381,299
Total partial	1,516,490,379	1,863,497,320	2,164,829,210
Inputs purchased from third parties			
Cost of products, goods and services sold	(1,033,507,998)	(1,347,526,794)	(1,323,030,776)
Materials, energy, third-party services and others	(137,492,696)	(149,942,858)	(211,996,126)
Loss/Recovery of asset values	(264,779)	(281,150)	(5,674,157)
Total partial	(1,171,265,474)	(1,497,750,802)	(1,540,701,059)
Gross added value	345,224,906	365,746,518	624,128,152
Depreciation and amortization	(17,628,238)	(18,928,053)	(23,660,987)
Net added value produced by the entity	327,596,667	346,818,466	600,467,165
Added value received in transfer			
Equity in earnings	-	-	-
Financial revenue	165,299,174	221,017,666	247,265,946
Others	2,247,855	679,626	4,115,862
Total added value to be distributed	495,143,696	568,515,758	851,848,973

Distribution of economic value added (BRL)

GRI 201-1

	March 2021 (end of fiscal year)	March 2022 (end of fiscal year)	March 2023 (end of fiscal year)
Personal			
Direct remuneration	71,252,025	82,750,110	139,157,233
Benefits	18,560,283	21,399,841	36,354,917
Severance Indemnity Fund (FGTS)	5,273,152	6,413,316	9,380,391
Taxes, fees and contributions			
Federal	46,840,643	1,069,130	67,125,049
State	27,618,516	32,195,908	22,800,287
Municipal	101,605	308,258	152,610
Remuneration of third-party capital			
Fees	230,239,686	316,203,843	337,817,428
Rents	2,495,226	3,003,712	4,497,735
Others	2,905,338	5,151,588	3,653,022
Remuneration of own capital			
Interest on own capital	19,500,000	-	50,000,000
Dividends	4,644,215	23,754,762	12,028,696
Retained profit/loss for the fiscal year	65,713,007	76,265,289	168,881,604
Non-controlling interest in retained profit	-	-	-
Added value distributed	495,143,696	568,515,758	851,848,973

PEOPLE MANAGEMENT

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

The People Management area at Ourofino Agrociência is essential to ensure the company's long-term success. By identifying and developing talent, in addition to strengthening the company's culture, the HR team contributes to the company's accelerated and sustainable growth.

Currently, we have a team of 619 employees, most of whom are allocated in two strategic cities:

Ribeirão Preto (SP) and Uberaba (MG). In Ribeirão Preto, we have the administrative office, where our dedicated employees work to ensure excellence in our processes and services. In Uberaba, the

company's industrial complex is located, which is responsible for the production and manufacture of our products. Nor can we fail to mention the professionals allocated in our office in China, who play a fundamental and strategic role in the business.



Professionals by employment contract and gender

GRI 102-8

	2020/21		2020/22		2022/23
			Men	Women	Total
Effective professionals (Brazil)	434	476	442	170	612
Effective professionals (China)	7	7	5	2	7
Temporary professionals (Brazil)	1	8	17	9	26
Third party professionals (Brazil)	12	128	113	64	177

Note 1: We consider all professionals listed on our payroll to be permanent, which includes apprentices.

Note 2: All data is compiled by Payroll.

Note 3: The data presented do not consider interns. Regarding interns, on March 31, 2023, we had seven men and 11 women on the payroll.

Professionals by type of job and gender

GRI 102-8

	2022/23		
	Men	Women	Total
Integral	436	153	589
Partial	6	17	23

Note: Professionals listed in the indicator do not include apprentices.

Distribution of professionals by gender in governance positions and other functional categories (%)

GRI 102-8

	2020/21		2021/22		2022/23	
	Men	Women	Men	Women	Men	Women
Board of Directors	100.0	-	100.0	-	100.0	-
Fiscal Council	100.0	-	100.0	-	100.0	-
Board	80.0	20.0	78.6	21.4	66.7	33.3
Management	80.6	19.4	77.6	22.4	74.7	25.3
Administration	62.7	37.3	59.9	40.1	61.5	38.5
Operational	100.0	-	92.0	8.0	86.4	13.6

Note: The data presented does not consider interns and operations in China.

Distribution of professionals by age group in governance positions and other functional categories (%)

GRI 102-8

	2020/21			2021/22			2022/23		
	Below 30 years	Between 30 and 50 years	Over 50 years	Below 30 years	Between 30 and 50 years	Over 50 years	Below 30 years	Between 30 and 50 years	Over 50 years
Board of Directors	-	-	100.0	-	-	100.0	-	-	100.0
Fiscal Council	-	-	100.0	-	-	100.0	-	-	100.0
Executive Board	-	58.0	42.0	-	71.4	28.6	-	66.7	33.3
Management	-	87.1	12.9	3.0	83.6	13.4	3.4	81.6	15
Administration	25.4	70.2	4.4	26.0	69.2	4.8	30.3	64.8	4.9
Operational	19.2	75.0	5.8	21.0	73.5	5.6	24.3	69.4	6.3

Note: The data presented does not consider interns and operations in China.

Prepared for the future

In 2022, the company continued its restructuring to ensure that the right people are in the right place, as well as preparing its talent to take on challenges in the future. Therefore, we implemented several measures, some of which are highlighted below:

Assessment of the commercial team

Last year, we updated the skills map for the commercial team, defining the essential skills to face the challenges of a specialty and technology company like Ourofino Agrociência. A mapping of 100% of Technical Sales Representatives (TSRs) was also carried out and the result of this assessment was deployed in a development and training plan that begins in the next corporate cycle.

Performance evaluation

As of last year, the values (passionate about winning, people who shine and innovating for the future) brought by the cultural journey developed over the last cycles, began to be included in employee performance evaluations. This reflects our belief and reinforces the importance given to the purpose and values that brought us here.

- ▶ Development of Career Individual Development Plans (IDP);
- ▶ Conducting leadership courses at the Corporate University to help employees develop essential skills to assume leadership positions;
- ▶ Implementation of the "Leadership in Practice" program to train talent identified as ready to take on new challenges;
- ▶ Implementation of a new retention policy to ensure that your talents continue to grow and develop within the company.

Succession map

In 2022, the company mapped its employees from the Senior Analyst level to the level of readiness for succession in their respective careers, considering the sensitivity of the positions to the business and key people. Based on this mapping, several initiatives were implemented to ensure the development of these talents:



MELISSA MORI

Remuneration

GRI 103-2, 103-3 | 201, 102-35, 102-36, 201-3

We always want to attract and retain the best professionals in the market to achieve the vision expressed in our purpose and ambitions for the future. The Internal People Management Consultancy team is responsible for the hiring and attraction process, following the highest standards of transparency and appreciation of technical criteria, regardless of who performs the process or function in question.

Our remuneration policy follows market practices and individual performance, based on an internal structure of positions and salaries and complemented by a global methodology and market research. The remuneration methodology applied at Ourofino Agrociência is revised periodically using external consultants and market specialists, aiming to ensure that our employees are fairly rewarded for their work. The company's remuneration and premiums are determined by strict criteria and based on agribusiness market references, such as sector surveys and benchmarking.

We value salary equality, and our employees, regardless of gender, follow the same salary ranges in the company. There are no significant differences in the payroll between men and women and we seek equity in all salary ranges to maintain a fair and balanced work environment for all employees. We believe this is fundamental for building an organizational culture based on ethical and sustainable values. **GRI 405-2**

The Executive Board's remuneration is based on market research and a CLT regime, being eligible for Profit Sharing (PS) in accordance with the Work Collective Bargaining Agreement for the category. Board members' remuneration is also determined through market research and does not include variable values.

In general, all positions in the company are eligible for PLR, following specific rules for the bonus based on the position held.



Well-being and quality of life

Ourofino Agrociência has genuine concern for people as one of its values. In order to meet this premise, the company offers a wide range of benefits that go beyond what is common in the market. These benefits are customized according to local needs, market practices, union deliberations and the professionals' quality of life, covering all employees, from permanent employees to interns and temporary workers.

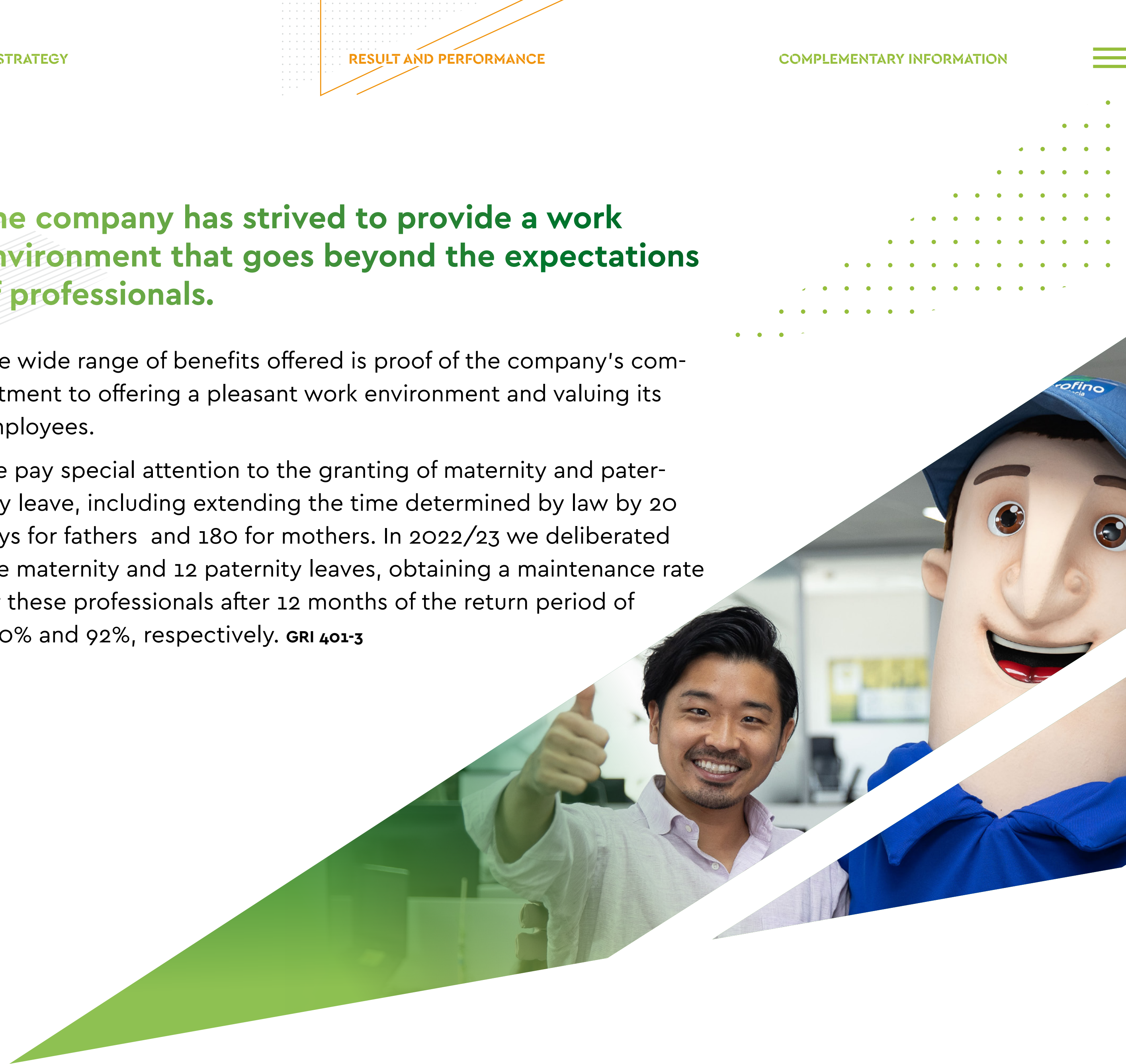
The People Management and Social Performance Board is responsible for reviewing the benefits offered by the company. Assessments are carried out annually to make the company more attractive and competitive in the market in which it operates. The new structure of the board allowed for an even greater investment in this aspect.

In the previous cycle, we extended the Ouro Plus program to all employees, providing an extra annual bonus and, therefore, increasing our competitiveness compared to the market. In addition, it was possible to reduce the workload and provide more possibilities for remote work through the Home Office, which can now be carried out up to three times a week. There were also significant improvements in medical insurance and the benefit of school supplies for children between two and 14 years old, in addition to adjustments in the assistance policy for employees with children with disabilities.

The company has strived to provide a work environment that goes beyond the expectations of professionals.

The wide range of benefits offered is proof of the company's commitment to offering a pleasant work environment and valuing its employees.

We pay special attention to the granting of maternity and paternity leave, including extending the time determined by law by 20 days for fathers and 180 for mothers. In 2022/23 we deliberated five maternity and 12 paternity leaves, obtaining a maintenance rate for these professionals after 12 months of the return period of 100% and 92%, respectively. **GRI 401-3**



Benefits offered

GRI 401-2, 403-6



	Effective	Interns	Temporary	Extendable to dependents
Life insurance	✓	✓	-	✓
Health care	✓	✓	-	✓
Dental care	✓	✓	-	✓
Private pension plan	✓	-	-	-
Profit sharing (PS)	✓	-	-	-
Meal voucher/Basic food basket	✓	✓	✓	-
On-site lunch/meal voucher	✓	✓	✓	-
Transport/parking	✓	✓	✓	-
Gympass	✓	✓	-	✓
Labor gymnastics	✓	✓	✓	-
Childcare assistance	✓	-	-	-
Christmas Basket and/or Christmas card	✓	✓	-	-
Birthday gift	✓	✓	-	-
Baby kit	✓	✓	-	-

Dinner voucher for years of service (every five years)		-	-	-
Bonus for years of service (ten, 15, 20 and 25 years)		-	-	-
Afternoon snack				-
Wedding gift		-	-	-
School supplies		-	-	-
Reimbursement for disabled children		-	-	-
Educational allowance		-	-	-
Gifts on commemorative dates			-	-
Vaccination campaigns			-	-
Home Office assistance			-	-
Ergonomic kit			-	-
Payroll loan		-	-	-
Personal Support Program – Auster		-	-	

Team training GRI 103-2, 103-3 | 404, 404-2

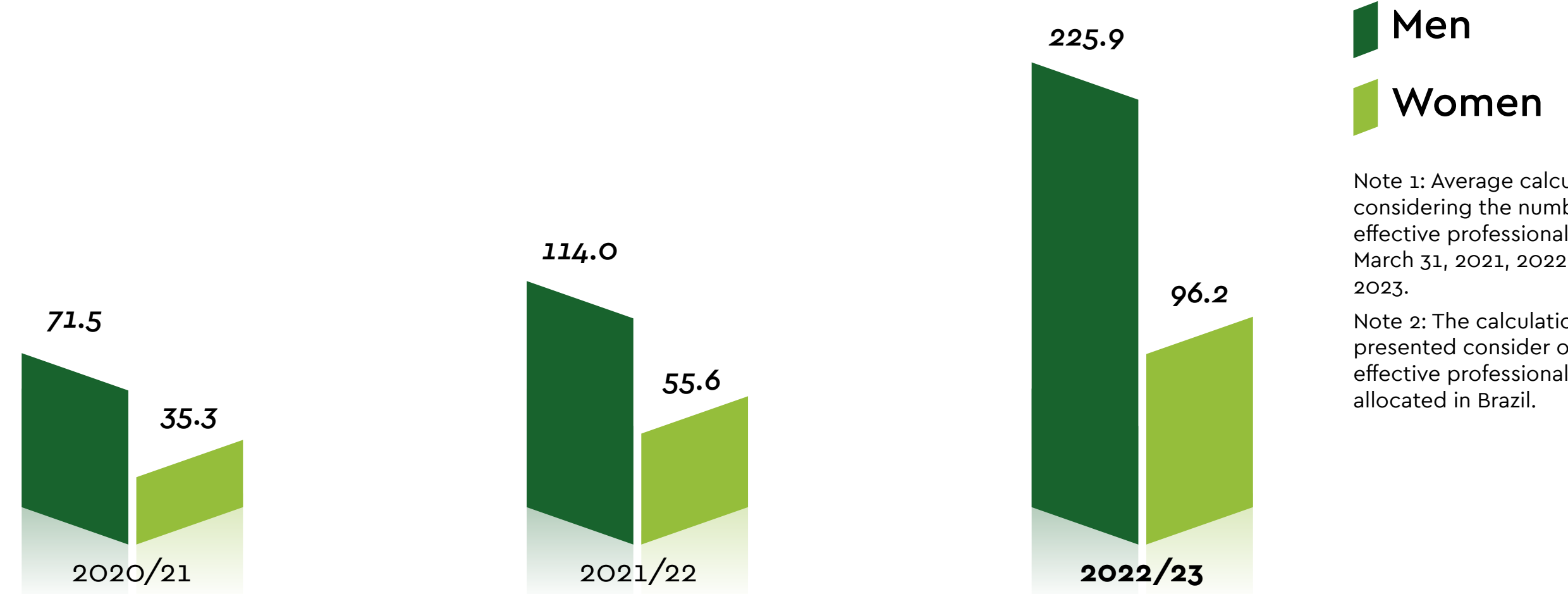
In December 2021, we launched Uni Ourofino Agro, our Corporate University filled with varied content, always connected to the business strategy. The University aims to strengthen the intellectual capital and raise the level of qualification of everyone in the Company.

The University's three physical libraries are in the company's main operations and a digital platform allows remote access to various courses. Currently, we maintain the entire qualification and training grid of the company centralized in the structure of the University in six academies: Academy of Sales, Leadership, Solutions, Technique, Culture and the Future.

In the last corporate cycle, we offered customized development actions for several areas, such as team buildings in Industry, Logistics, Procurement, R&D, Regulatory Affairs, People Management, training in commercial consultative sales and marketing and marketing management training for the executive board, highlighting even more the importance of continuous training.

With the set of initiatives, the company recorded an average increase in the number of training hours for men by more than 50.4% and for women by more than 57.7%. These figures prove the company's commitment to investing in the professional and intellectual development of its employees, with Uni Ourofino Agro playing a key role in this process.

Average hours of training by gender GRI 404-1

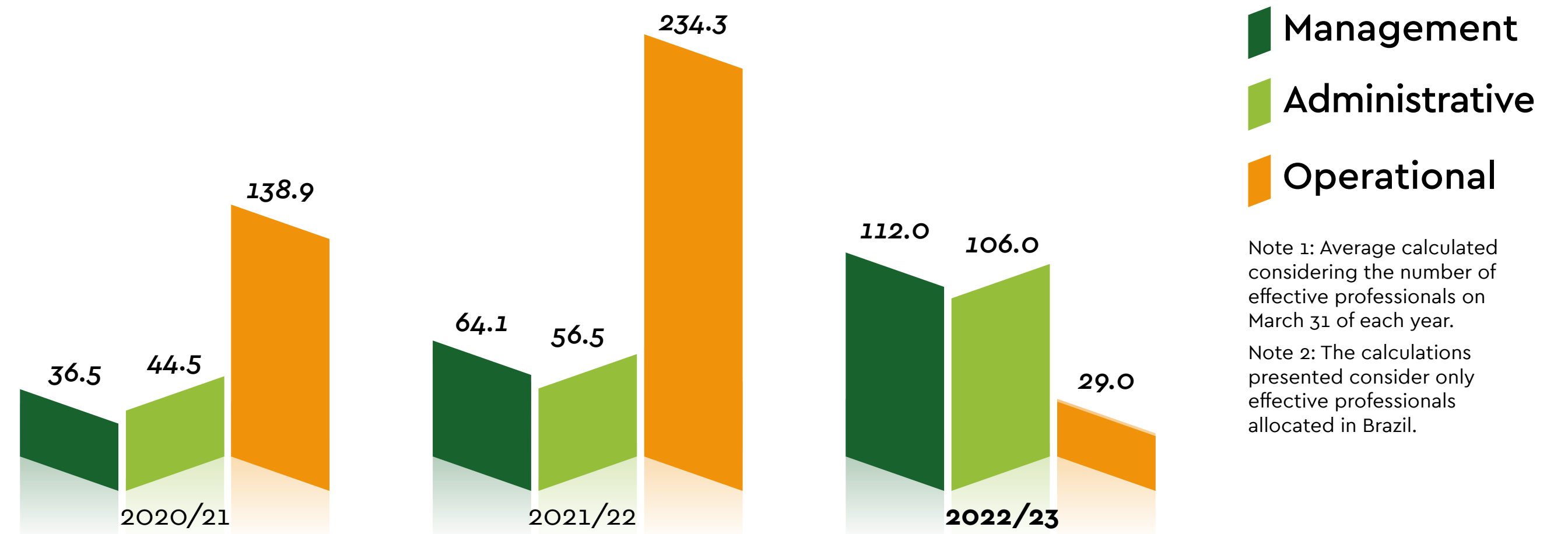


Men
Women

Note 1: Average calculated considering the number of effective professionals on March 31, 2021, 2022 and 2023.

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

Average hours of training per functional category GRI 404-1



Management
Administrative
Operational

Note 1: Average calculated considering the number of effective professionals on March 31 of each year.

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

Performance of professionals GRI 404-3

In the last year, 100% of eligible professionals participated in the company's Performance Management Cycle, totaling 624 employees. To be eligible, employees must have at least three months of work at the start of the assessment process. Of the total number of participants, 58% were from the administrative sector, 14% from management and 28% from operations. This initiative is important to ensure that all employees have the opportunity to develop and grow within the company, in addition to aligning individual objectives with the organization's strategic objectives.

Diversity GRI 103-2, 103-3 | 405

As an agribusiness company, we are fully aware of the importance of diversity, multiculturalism and the plurality of ideas as inherent aspects of our culture. We believe that promoting a welcoming and inclusive work environment is essential to encourage constructive dialogue and contribute to a fairer and more respectful society for all people. For this reason, we have adopted a zero-tolerance policy for any type of discrimination and are committed to adopting affirmative inclusion policies.

Diversity Committee

We decided to create a diversity committee to promote inclusion and equal opportunities in our company. All committee members went through a literacy process to better understand issues related to diversity. In the first diversity week of Ourofino Agrociência, we addressed important topics such as female leadership, race and inclusion of people with disabilities.

Golden Generations Program

We are proud to have programs aimed at the inclusion and development of young people at the beginning of their careers. To this end, we have entered partnerships with important social institutions linked to employability (Projete and Feti), in addition to relying on the children of employees to hire trainees. We also open and offer intern vacancies for the 50+ audience.

Within our program, these professionals can work in several different areas within the company, which expands their possibilities of knowledge of the company's business areas, supporting their career choices. In addition, each trainee has a trained mentor (employee) who supports you in your development and career choices, and we also offer training, performance check-in and development of special projects.

Events promoted with the support of the Social Performance area

ECOIA

The abadás that were distributed to our employees were personalized by an institution that also supported us in the sequence, preparing and serving a special coffee break in the announcement of our GPTW seal.

Women's Day

We offer free beauty salon services to women in situations of social vulnerability.

Blood donation

On-site campaign, in partnership with the Blood Center of Ribeirão Preto, which collected more than 40 blood bags.

Blue November

Walk to promote healthy habits and collect hygiene and cleaning products for the cancer hospital in Uberaba (MG).

Solidarity Easter

Donation of chocolate to NGOs for the elderly in Ribeirão Preto (SP).



Union and labor relations

GRI 102-41

The company maintains a close and long-standing relationship with the entities that represent its professionals, carrying out negotiations and discussions on topics of interest to workers, such as working conditions and salary adjustments.

Professionals in the industrial complex are supported by Stiquifar, while the rest are covered by SEAAC. For professionals in China, the company follows local labor laws.



Industrial complex - 45.7% of the workforce (Stiquifar - Union of Workers in the Alcohol, Plastics, Cosmetics, Fertilizers, Chemicals and Pharmaceuticals Manufacturing Industries)



Other professionals - 54.3% of the workforce (SEAAC - Union of Employees of Autonomous Commerce Agents and Advice, Expertise, Information and Research Companies and Accounting Services Companies of Ribeirão Preto)

Health and safety

GRI 103-2, 103-3 | 403, 403-1, 403-2

At Ourofino Agrociência, health and safety of professionals are essential values. We constantly seek to improve our preventive safety culture, providing a healthy and safe work environment for our teams. The Health, Safety and Environment (HSE) department is responsible for managing safety in our operations, coordinating an Integrated Management System (SGI) that includes critical aspects such as quality, environment, health and safety.

Our health and safety at work practices are based on market standards, legal requirements and the ISO 45001:2018 standard, which we were re-certified in 2022, covering direct and outsourced professionals (which represent about 43% of the total company). The work structure is composed of policies, instructions, documents and work support programs. We have more than 290 regulations related to health and safety at work available in the system, in addition to seven procedures and 53 specific work instructions on the subject. **GRI 403-8**

The main programs integrated into health and safety practices are Risk Management Program

(RMP), ERP (Environmental Risk Prevention Program) and the OHMCP (Occupational Health Medical Control Plan). In addition, we rely on other important sources of information to identify risks and controls in operations, such as the HCP (Hearing Conservation Program), RPP (Respiratory Protection Program), EWA (Ergonomic Work Analysis), HSOR (Hazard Survey and Occupational Risks), PRA (Preliminary Risk Analysis) and Hazop (Hazard and Operability Study).

Risk management in health and safety is carried out comprehensively and in accordance with specific corporate standards and NBR 14280. Identification considers all hazards related to health and safety at work, environmental agents, human behavior, routine and non-routine activities, hazards originating from outside and/or created in the vicinity, processes, installations, machines, equipment and operations.

To define controls, the hierarchy is applied, as shown in the image on the side.



We investigate all occurrences and risk situations, including threats, accidents, illnesses related to the work environment and deaths, existing in the company's operations and we maintain continuous evaluations of the health and safety system with monitoring of proactive and reactive indicators. This process is endorsed by weekly and monthly agendas with the participation of different levels of the organization and with the establishment of risk reduction targets.



Important advances in the last year

This year, with the aim of reinforcing prevention and bringing management closer to the workforce, we implemented the Genba Inspection, a proactive measure carried out directly in the process areas. The checklist includes topics such as behavior, 5S/housekeeping, machines and equipment/NR-20, chemical products, emergencies, documents and high-risk work.

We also adopted a digital system to improve the management of tools such as risk analysis, approvals, standardization and data traceability, including Change

Management, Occurrence Investigation and HSE Observation Program. Such improvements seek a more preventive action.

We launched "Compliment", a recognition program that allows employees to highlight safe behavior, reinforcing the importance of valuing and disseminating positive attitudes.

Finally, we implemented a personal protective equipment (PPE) distribution machine with biometric control to optimize traceability and compliance in delivery. This initiative streamlined the process and helped manage costs related to PPE.

Forums and trainings

GRI 403-4, 403-5

We believe in the importance of participatory forums to promote the safety and protection of our employees' lives. Therefore, we encourage and support the organization of specific events on health and safety, promoted by the employees themselves. We value the engagement of all workers in favor of a safer environment and seek to strengthen our preventive culture and Integrated Management System (SGI) through this involvement.

As a highlight of these forums, we can mention our Emergency Brigade and the Internal Commission for Accident Prevention (ICAP). In both cases, we have professionals from Ourofino Agrociência and fixed third parties, covering different hierarchical levels.

The Brigade holds monthly agendas focused on preventing emergencies, with visits and inspections

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of equipment and functional areas, as well as training and emergency simulations. CIPA discusses concepts of prevention of accidents and occupational diseases, identifying and implementing measures to mitigate risks. As of March 20, 2023, CIPA received yet another attribution, which was to include topics related to preventing and fighting sexual harassment and other forms of violence at work in its activities and practices and had its name changed to Internal Commission Prevention of Accidents and Harassment – ICPAH . Currently, we have 57 brigade members distributed in the operations of Uberaba (MG), Ribeirão Preto (SP) and Guatapar (SP) and a team of 21 members in the main operations of the Company.

Another important tool for strengthening the safety culture is the annual investment in professional training offered via the corporate university. In the last year, we reached more than 300,000 hours of training, which represents an increase of 44% compared to the previous year. Of this amount, 8,487 hours were allocated to own professionals and 4,636 hours to third parties. Also, we had 230 new health and safety integrations carried out for own employees and 824 outsourced and temporary workers, resulting in this volume.

Vehicle Safety Program

In the last cycle, with the aim of preventing accidents involving Ourofino Agrociência's vehicle fleet, we developed an efficient and essential Vehicle Safety Program to ensure the protection of people. The initiative also generated significant reductions in costs related to fleet management, claims and fuel consumption, in addition to contributing to the reduction of carbon emissions.

One of the strengths of the Program was the application of theoretical and practical training in defensive driving for the technical and commercial fleet. At the end of the fiscal year, we reached 90% of the target audience.

Leaders actively participated in the project, prioritizing employee engagement, preventing traffic accidents and raising awareness about the importance of a responsible and safe posture on the roads.

Health management

GRI 403-3, 403-6

We adopt a preventive approach based on studies and occupational health indicators that are strictly controlled to monitor the health of our employees. The workers' medical records are kept at the Health Service and the physician in charge of the Occupational Health Medical Control (PCMSO) guarantees the confidentiality of the information at the Uberaba unit.

The Company has an outpatient clinic that provides health care to employees during administrative hours in our large operation, the industrial complex in Uberaba (MG). To add to the Health Team, in 2022 a nursing technician was hired for the factory in Uberaba and an occupational physician once a week, focused on the administrative unit in Ribeirão Preto and once a month on the experimental farm in Guatapar. The health team performs periodic assessments, assistance and basic care, referring employees to partner hospitals in the region in emergency cases.

Among the main health campaigns carried out in the year, we had:

- ▶ Immunization against flu at no cost to employees and at an affordable price for their dependents;
- ▶ Worming Campaign;
- ▶ Campaign for the prevention of cervical cancer;
- ▶ White January - Mental health prevention, with the right to a lecture by the creator of White January;
- ▶ Yellow September - Suicide prevention, providing time for relaxing massages, guidance and Prevention on the topic;
- ▶ Pink October - with lectures on the subject and exemption from the co-payment of the health plan for female employees and dependents who had a mammogram during the month;
- ▶ Blue November - a walk was carried out to promote and encourage the practice of physical activity, in addition to health care (measurement of blood pressure and prostate cancer guidelines). Participants made donations that totaled more than 75 kg of food donated to Hospital Hlio Angotti, which provides cancer treatments in Uberaba (MG).

With the aim of intensifying care for the physical and mental well-being of the factory's employees, a quick massage service with massage therapists was started, offering relaxation sessions, relief of muscle tension and improvement in circulation twice a week.

In addition, another year has passed, and we celebrate the absence of registers of occupational diseases resulting from activities carried out in our operations. This result reflects the constant investment in study, monitoring and improvements implemented by our company in the workplace. **GRI 403-10**

Annual events calendar

To strengthen the Company's health and safety culture, we have established several annual milestones in our calendar of events. Among the highlights of the last year, we had:

- ▶ April - Internal Work Accident Prevention Week (IWAPW);
- ▶ April - Annual Environmental Health and Safety Training Program (EHSTP);
- ▶ May - Traffic Accidents Prevention;
- ▶ July - Occupational Safety Week;
- ▶ October - Personal Protective Equipment (PPE) and Toxicology;
- ▶ Blue November - Prostate cancer prevention.

Key health and safety rates GRI 403-9

	2020/21	2021/22	2022/23
Ourofino Agrociência Professionals			
Injuries with leave	-	-	-
Injuries with leave rate	-	-	-
Injuries without leave	2	1	3
Injuries without leave rate	2.3	1.1	2.4
Lost days rate	-	-	-
Occupational disease rate	-	-	-
Number of deaths	-	-	-
Total man hours worked (HHT)	870,204	931,764	1,224,536
Average number of professionals per period	448	469	608
Fixed outsourced professionals			
Injuries with leave	-	1	1
Injuries with leave rate	-	2.6	2.1
Injuries without leave	-	-	-
Injuries without leave rate	-	-	-
Lost days rate	-	-	14.8
Occupational disease rate	-	-	-
Number of deaths	-	-	-
Total man hours worked (HHT)	311,520	382,800	469,920
Average number of professionals per period	118	145	178

Note 1: The registered accidents occurred with two own employees in the Uberaba (MG) operation and one employee in Ribeirão Preto.

Note 2: For all accidents occurring in operations and calculation of frequency rates, we use the Brazilian Standard (NBR) as a parameter

14,280 of the Occupational Accident Registry (Cat) in conjunction with the Technical Social Security Nexus (NTEP). The calculation is based on the number of accidents per man/hour worked multiplied by 1,000.00.

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

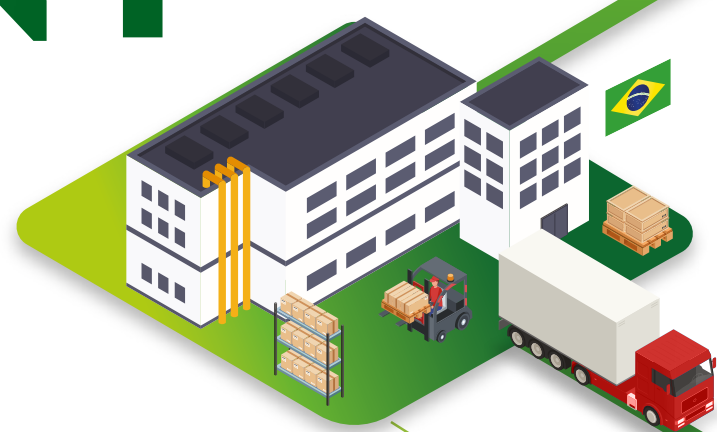
CHAIN MANAGEMENT AND LOCAL IMPACT

Productive inputs
Purchase of production inputs from different countries based on the specific Code of Conduct for suppliers



Distribution centers

End clients
+ 35 tons of products delivered per year to clients through all over Brazil



Industrial complex
Industrial complex with annual production of 68.2 million kg/L of agricultural pesticides per year



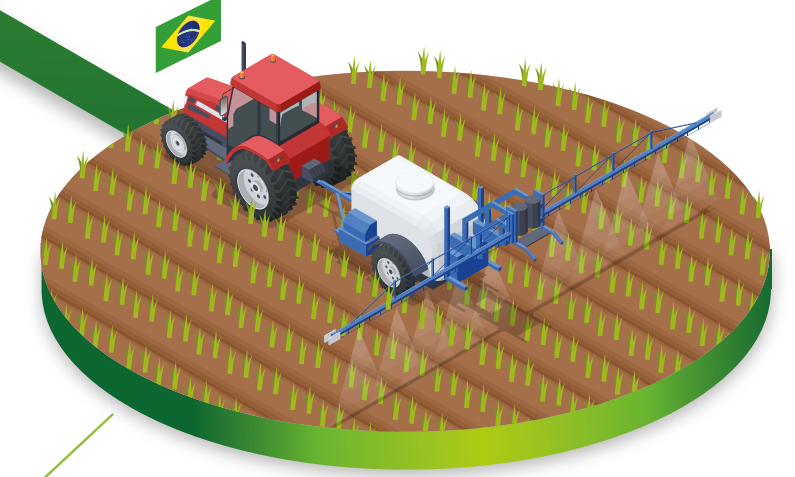
Reverse logistics centers
60% of packaging used by clients is returned via reverse logistics

Non-productive inputs
About 75.3% of purchases of non-productive inputs are considered local and are within a 500 km radius of the industry



Packaging
Use of approved suppliers to supply the industry with an average supply of 80,000 units/month

Experimental stations
About 30 experiments performed on average per month



+ than 700 suppliers distributed in 13 countries

+ than 1,970 clients served throughout Brazil

+ than 790 own and outsourced professionals

+ than BRL 24 million invested in actions aimed at generating value in the chain (expansion of warehouses in the insecticide area and bulk storage capacity)

Supply chain

GRI 103-2, 103-3 | 204, 308, 407, 408, 409, 412, 414, 102-9, 412-1

We have a network of suppliers distributed in different regions of Brazil and the world. This network is driven by relationships based on core values for the Company, such as integrity, quality, social well-being and care for the environment. The company cultivates relationships of trust and synergy with its strategic partners, ensuring a dispersed and efficient supply chain.

Comprised of more than seven hundred suppliers, our supplier network is divided into two main categories: direct and indirect materials. The first category is made up of inputs used in the formulations and filling of the final product, while the second is made up of materials used in the company's maintenance or facilities.

Most direct input suppliers are located in Asia, with emphasis on China and India. This dependence on international markets is a characteristic of the agricultural pesticides sector, requiring broad and complex management that involves understanding international legislation, validating quotation processes and managing exchange rate fluctuations.

At Ourofino Agrociência, supply chain management and the relationship with major partners are matters of great importance, as inputs represent between 70% and 90% of the final value of our finished product. Therefore, our multidisciplinary team, led by the Procurement Department, works hard to organize the Company's entire procurement process.

Most of this team is located in our office in Ribeirão Preto (SP). We also have the support of professionals in Shanghai (China) and New Delhi (India), who play a crucial role in the support network for our business model, since a large part of the production inputs come from China, India and neighboring regions.

At the beginning of the 2022/23 cycle, due to market uncertainties experienced throughout 2021/22, the Procurement area adopted preventive measures to maintain a high stock of inputs for New Year's Eve. This condition allowed us to keep clients supplied and boosted sales in the first months of the year.

As in the past cycle and with our eyes focused on risk contingency, we maintained our work in the search for new sources of inputs for formulations. This move reduces our dependence on the China-India axis and ensures greater security for strategic partners, especially clients, in times of crisis or shortages, such as those experienced during the pandemic.

Inputs evaluated with second source option

	Existing total	Evaluated until 2021/22	Evaluated until 2022/23
Feedstock	96	28	40
Packaging	797	17	50
Total	893	45	90

Looking at the supply chain

Since 2021, supplier relationships have been guided by a code of conduct designed specifically for our supply chain. All contracts established by Ourofino Agrociência refer to the Code in their body, ensuring that partners are aware of the minimum parameters required for us to establish some type of

relationship with them, addressing important topics such as socio-environmental aspects, combating corruption, data protection and human rights. **GRI 412-3**

We also have a Supplier Qualification Program that continually evaluates our partners through document analysis and audits. This process reduces the company's exposure to potential risks and encourages responsible practices throughout the chain.

Within the program, we observe a series of requirements related to environmental, social and governance (ESG) aspects, which allow us to establish a more responsible management and positively impact supplier categories, including industrial assets, logistics and various services. Compliance with applicable national and international legislation, ensuring fair and safe conditions for both parties. Last year, we did not show any material violations throughout the processes and evaluations carried out in the supplier network. **GRI 407-1, 408-1, 409-1**

Suppliers' evaluation

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

	2020/21	2021/22	2022/23
Number of new suppliers evaluated based on environmental criteria*	15	2	16
Number of new suppliers evaluated based on social criteria*	15	2	16
Contracted suppliers (current in the portfolio) based on environmental criteria (%)**	7.0	7.0	10.0
Contracted suppliers (current in the portfolio) based on social criteria (%)***	8.0	8.0	7.0

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

Note 2: (**) Both national and international suppliers have the required environmental certifications, and this aspect is a criterion

for disqualification or purchase blocking.

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

Approval of suppliers

Another important process involved in our supply chain is supplier approval. These pre-approvals aim to reduce the risk of a company producing finished products and generally increase operational efficiency, establishing a series of pre-conditions and multidisciplinary supply with the supplier network.

For the next social cycle, we will hire a platform/tool that will help us with the optimization, verification and assurance of practices aimed at corporate sustainability at Ourofino Agrociência suppliers.

Number of approvals

	2021/22	2022/23
Feedstock	7	48
Packaging	5	26
Logistic services	1	46

Note: The pandemic resulted in a long period without conducting on-site audits, which are part of the approval process. With the resumption of these processes, we managed

to carry out many audits this year, which explains the significant increase in numbers compared to the previous cycle.

Local suppliers

GRI 103-2, 103-3 | 204

We support the communities close to the operations and areas of influence of Ourofino Agrociência. We make a point of involving companies close to the company's operations in our value chain and thus strengthening local economies. This effort is focused on the acquisition of items (productive and non-productive) and services.

As a metric, we consider local suppliers, those partners located less than 500 km from the company's most important operations, that is, in the cities of Ribeirão Preto (SP), where our central office is located, and Uberaba (MG), where we operate the industrial complex. In 2022/23, we registered a total of BRL 285.1 million in local purchases, of which 23% went to indirect materials and services, while the other 77% went to direct materials.

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

	2020/21		2021/22		2022/23	
	Value	Representation (%)	Value	Representation (%)	Value	Representation (%)
Local	151.0	87.0	244.4	82.8	285.1	75.3
Non-local	22.6	13.0	50.7	17.2	93.5	24.7
Total	173.6	100.0	295.1	100.0	378.6	100.0

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

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

	2020/21		2021/22		2022/23	
	Value	Representation (%)	Value	Representation (%)	Value	Representation (%)
Domestic	173.6	16.8	295.1	21.1	378.7	17.9
International	857.2	83.2	1,104.2	78.9	1,743.3	82.1
Total	1,030.8	100.0	1,399.3	100.0	2,122.0	100.0

Note: The calculations consider the value of the dollar on the day of entry of the invoice.

Communities and areas of influence

GRI 103-2, 103-3 | 413

We are fully aware of our responsibility to society and aspire to create value for people and families in the communities close to Ourofino Agrociência operations, as well as in the areas of influence of our activities. We seek a prosperous shared future, in which the benefits stimulate the connection between both parties and ensure a lasting relationship.

The Social Performance area at Ourofino Agrociência is part of the People Management team and manages social investment policies, valuing local talent and potential in communities, in addition to taking care of people inside and

outside our organization. This social approach has been a fundamental principle since the beginning of operations, being deeply rooted in the organizational culture, reinforcing our commitment to social responsibility and sustainable development.

In recent years, we have improved our investment in local social capital, focusing on long-term projects and social responsibility in the communities where we have the most presence and employees. The main supported projects follow the incentives of federal and municipal laws, such as the Rouanet Law and the Child and Adolescent Statute.

Throughout the year, we invested a total of BRL 7.7 million in social projects, including private contributions, which totaled BRL 159.6 thousand. In terms of participating in and conducting events and fairs, we reached a figure of BRL 5.8 million.

GRI 203-1, 413-1

It is worth noting that, by participating in agribusiness fairs and events, we also generate significant value for local communities, fostering sustainable regional development and boosting the economy. We believe that our support for these events drives the creation of jobs, both temporary and permanent, and offers training and workshops to qualify professionals in the sector. Thus, we actively contribute to the growth and prosperity of these communities.

Investments, projects and beneficiaries supported (BRL)

GRI 203-1

Tax breaks

Benefited	Local	Incentive plans	Value in 2022/23 (BRL)
Companhia Minaz	Ribeirão Preto (SP)	Federal Culture Incentive Law – Rouanet	150,000.00
Projeto Fundação Cultural Suábio Brasileira	Guarapuava (PR)	Federal Culture Incentive Law – Rouanet	100,000.00
Associação dos Deficientes Visuais de Ribeirão Preto (Adevirp)	Ribeirão Preto (SP)	Federal Law of the Statute of Children and Adolescents	84,000.00
Lar Padre Euclides	Ribeirão Preto (SP)	Lei Federal do Fundo Nacional do Idoso	83,000.00
Casa do Vovô	Ribeirão Preto (SP)	Lei Federal do Fundo Nacional do Idoso	83,000.00
Judô Corpore Sano	Ribeirão Preto (SP)	Lei Federal de Incentivo ao Esporte	175,000.00
Associação Musical de Ribeirão Preto	Ribeirão Preto (SP)	Federal Culture Incentive Law – Rouanet	75,296.36
22nd Ribeirão Preto International Book Fair	Ribeirão Preto (SP)	Federal Culture Incentive Law – Rouanet	150,000.00
Projeto Cuidar – Hospital do Câncer de Barretos	Barretos (SP)	Federal Law of the Statute of Children and Adolescents	250,000.00
Pedala Ribeirão 4	Ribeirão Preto (SP)	Lei Federal de Incentivo ao Esporte	75,000.00

Projeto Bom de Nota, Bom de Tom	Ribeirão Preto (SP)	Federal Culture Incentive Law – Rouanet	224,772.80
Requalificação do Memorial Chico Xavier	Uberaba (MG)	Federal Culture Incentive Law – Rouanet	100,000.00
PwD Classes Project (flute, keyboard, tambourine, triangle and cajon)	Ribeirão Preto (SP) and Uberaba (MG)	Federal Culture Incentive Law – Rouanet	199,930.84
Private investment			
Associação dos Deficientes Visuais de Ribeirão Preto (Adevirp)	Ribeirão Preto (SP)	Internal analysis or indication	113,142.48
Associação Projete	Ribeirão Preto (SP)	Internal analysis or indication	25,000.00
Movimento de Mulheres Ligadas ao Agro	Cuiabá (MT)	Internal analysis or indication	12,500.00
Associação Engenheiros Agrônomos	São Paulo (SP)	Internal analysis or indication	5,000.00
American Chamber of Commerce	São Paulo (SP)	Internal analysis or indication	2,500.00
Fundação de Apoio a Pesquisa Agrícola	Campinas (SP)	Internal analysis or indication	1,500.00
Fairs and events			
Several	Diversos	Internal analysis or indication	5,762,601.13
Total (tax incentives + private + fairs and events)			7,672,243.61

Outstanding actions from the last cycle

Whenever possible, we link our events and internal marketing actions with our social commitment calendar. This responsible and genuinely human look is one of the hallmarks of Ourofino Agrociência since the beginning of its activities, and one of the most present behaviors in our culture.



Warm Clothing and Circular Economy Campaign

In addition to the already traditional collection of blankets and warm clothes, we joined the sustainable fashion wave and encouraged the circular economy by organizing a "Feira do Agasalhor" for our #GenteQueBrilha in Ribeirão Preto, Guatapar and Uberaba. In it, our employees donated pieces of clothing in good condition for holding bazaars that allowed us to help warm the hearts of children and adults from three partner NGOs of Ourofino Agrocincia.



Arrai Solidrio

To support the NGO Dona Nair, employees in the cities of Ribeiro Preto (SP) and Guatapar (SP) received delicious June kits. We also had a draw for Kits from Escola de Educao Especial Egydio Predeschi. As a result, the amount invested to give gifts to our people could also help the Ribeiro Preto associations.



Geraes de Ouro

The "Geraes de Ouro" program, aimed at younger trainees, had a social nature. For this purpose, we took advantage of the partnership with Projete, a socio-educational program in Ribeiro Preto (SP) to include them in our selection processes. All are young public-school students, from the first to the third year of high school. In addition, relatives (children, stepchildren, nephews, etc.) of Ourofino Agrocincia employees were also able to participate.

Indirect economic impacts

GRI 103-2, 103-3 | 202, 203, 203-2, 413-1, 413-2

Understanding the indirect economic impacts of our operation allows us to progress in a long-term sustainability agenda, attentive to the specific opportunities and demands of the municipalities where we have greater influence, such as Ribeiro Preto (SP) and Uberaba (MG) for human and territorial development.

We promote the hiring of local professionals with family ties and history in the regions where we operate. This approach enables Ourofino Agrocincia to boost local income generation, strengthen community ties and better understand the environment in which it operates. Among the organization's leaders, such as executive officers, CEO and CFO, local representation reaches 70%. GRI 202-2

Still in the context of positive indirect impact, we can mention one of the projects supported by the Company for some years now, Projete o Futuro. Free socio-educational program, the result of a partnership between the project and the regional private initiative.

More than teaching concepts of financial education, employability and entrepreneurship, Projete helps

public school youth to follow the path in search of a future with more opportunities, training professionals and citizens at the same time, incorporating education fronts in technical areas and social aspects that involve aspects of communication, critical spirit, perseverance, optimism, leadership and responsibility. Our professionals constantly participate as volunteers in the project through mentoring.

Impacts of our operations

GRI 413-2

The indirect impacts of Ourofino Agrociência's operations in the municipalities where we operate may vary depending on the local context and specific practices at the time. It is important to emphasize that we implement responsible management strategies and practices to minimize negative impacts and maximize positive ones where we operate.



Potential positive impacts



Stimulating the local economy: The presence of Ourofino Agrociência can generate business opportunities and attract suppliers, boosting the local economy.



Job generation: The company creates direct and indirect jobs, benefiting the local population and contributing to the socioeconomic development of the region.



Qualification and professional training: Ourofino Agrociência can offer training and qualification programs for employees and the local community, improving skills and employability.



Social investment and corporate philanthropy: The company can invest in local social and environmental projects, promoting sustainable development and the well-being of the communities where it operates.



Potential negative impacts



Pressure on natural resources: Demand for natural resources such as water and land could increase, potentially creating conflicts with local communities and impacting the environment.



Disorderly growth: The expansion of operations can lead to the disorderly growth of cities, causing urban and infrastructure problems.



Impact on local infrastructure: Increased vehicle traffic and demand for public services such as health and education can overwhelm local infrastructure.



Social differences: The company's presence can generate social inequalities if benefits are not distributed equitably among community members.

ENVIRONMENTAL MANAGEMENT

GRI 103-2, 103-3 | 307

We seek the efficient use of natural resources, as well as the mitigation of environmental impacts arising from our activities, including post-consumption. This is a constant concern at Ourofino Agrociência and, therefore, we invest in technologies and practices that reduce waste and promote the circular economy. In addition, we are always looking for new solutions that can further improve our environmental performance and contribute to the sustainability of the planet.

Coordinated by the HSE (Health, Safety and Environment) area, the company's environmental management plays a fundamental role in structuring the control and monitoring processes of our

performance. The environmental theme is part of our SGI (Integrated Management System) and is structured based on a series of policies, procedures and indicators governed by the international standard ISO 14001 and Brazilian legislation.

In the environmental management adopted by the company, we seek to prevent and rationalize the use of natural resources through programs, targets and indicators for critical or environmentally important aspects. The HSE area operates corporately at all our sites, including the industrial complex in Uberaba (MG), which demands greater care due to the potential risks and environmental impacts inherent to the process.

Investments and improvements

More than BRL 8.4 million were invested in improvements related to the environment, including the automation of the water collection system, the use of a particulate detector to measure the amount of solid particles in the air flow, the implementation of a chapel for the fractionation of ICS (Inhalable Crystalline Silica) and RCS (Respirable Crystalline Silica) powders, with the inclusion of a dust collector, and the installation of a gas scrubber for the CEI fractionated chapel (Volatile Organic Compounds Emitted by Sources stationary).

Automating the water harvesting system can make it more efficient, reducing waste and increasing the efficiency of water use.

The particulate detector is a piece of equipment that measures the number of solid particles present in the air flow, making

it possible to control the emissions of atmospheric pollutants.

The SCI and SCH powder fractionation hood is a structure used for handling these chemical products and their fractionation, ensuring a safe and controlled environment for workers and avoiding exposure to toxic substances. The dust collector, in turn, is a device used to capture and remove solid particles suspended in the air.

Finally, the gas scrubber is an equipment used to remove gaseous pollutants, such as sulfur dioxide and nitrogen dioxide, which are emitted during industrial processes. The installation of this equipment can contribute to reducing the company's environmental impact, especially in relation to volatile organic compounds emitted by stationary sources.

Legal compliance GRI 307-1

We can point out that compliance with environmental laws and regulations is a fundamental aspect of our environmental management practices. To meet this demand, we promote several discussion forums and have an extensive agenda conducted by the HSE team together with other areas, aiming to address the main risks and actions. Compliance maintenance is carried out in partnership with several areas, including operational areas and the legal team. In the 2022/23 period, we did not record any fines or assessments of an environmental nature in our operations, demonstrating the company's ongoing commitment to environmental responsibility.

Wastes

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

Waste management is extremely important in the operation of Ourofino Agrociência, as it helps to minimize the environmental impacts of industrial activity. In addition, efficient waste management can also bring economic benefits, such as reducing disposal costs and the possibility of reusing materials.

For those reasons, we invest in structured programs, with reduction targets and performance indicators to promote responsible management of waste generated in operations.

The industrial complex in Uberaba (MG) is responsible for the largest generation of waste in our operations. Thus, we implemented an internal area for the storage and segregation of these materials, to ensure responsible management of the waste generated, in addition to various operational controls.

The company's main concern is the post-consumption of Ourofino Agrociência products. Improper disposal of packaging can cause soil and water contamination, negatively impact the health of people and animals, in addition to affecting people's quality of life.

To ensure efficient management of waste generated by packaging used in our products throughout Brazil, we have a strategic partnership with Inpev (Instituto Nacional de Processamento de Embalagens Vazias). The institution works with the reverse logistics of the sector in which we operate, managing waste near various customers served and ensuring proper disposal and promotion of recycling of materials.

The partnership with Inpev is mentioned on the labels of all the company's products and constitutes a fundamental partnership to guarantee the responsible management of waste and contribute to the construction of a more responsible value chain.

Following the same premise as in previous years, we continued to use raw material packaging and packaging that would be discarded due to problems with the art or outdated, to allocate the waste that would already be discarded in the industrial operation in Uberaba (MG). Packages are used that, after sorting, contemplate the quality and safety necessary for the activity, avoiding the need to use a blank box and discard the empty package. As a result, this year, we reused 24,705 packages, which represents about 60% of the total used. We also had 1,200 pallets of waste that originated from reused packaging.

Waste disposed of by composition (t)

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

	Generated quantity		Treated quantity	
	2021/22	2022/23	2021/22	2022/23
Non-hazardous				
Papers, cardboard and paperboard	91.0	76.8	91.0	76.8
Plastics	105.9	74.3	105.9	74.3
Metals	2.0	9.9	2.0	9.9
Wood and pallets	765.7	812.0	765.7	812.0
Common residue of organic origin	107.5	88.7	107.5	88.7
Construction debris and waste	181.6	158.6	181.6	158.6
Hazardous				
Uncleaned contaminated drums	620.8	620.3	620.8	620.3
Contaminated solid waste	514.6	506.3	514.6	506.3
Liquid waste contaminated with solvents, paints and oils	356.4	490.1	356.4	490.1
Water-based contaminated liquid waste	812.8	1,398.1	812.8	1,398.1
Total	3,558.3	4,235.1	3,558.3	4,235.1

Intensity of liquid hazardous waste generation without tolling process *

	2020/21	2021/22	2022/23
Waste sent for evaporation (Kg/L)	328,398.0	387,221.0	470,880.0
Waste sent for incineration (Kg/L)	174,761.0	176,778.8	195,494.2
Total waste sent (Kg/L)	503,159.0	563,999.8	666,374.2
Annual production volume without tolling (t*)	38,826.8	39,470.3	33,479,294.3
Generation intensity (Kg/L per ton produced)	12.9	14.2	19.9

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

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

Note 3: Waste from new products (NPIs) and from rework or reprocessing are excluded from this comparison.

Note 4: The generation intensity number (Kg/L per t produced) increased due to the change in the contamination limit becoming more restrictive, which demands more water for the setup.

Recyclability

GRI 103-2, 103-3 | 301, 301-2, 301-3, 306-2

During the year, we joined the Campo Limpo System, a national reverse logistics program for empty crop protection packaging. As a result, we placed around one million recycled packaging on the market, contributing to the reduction of waste and greenhouse gas emissions. This reduction represents a decrease of approximately 930.6 tons of CO₂ equivalent per year.

Another important initiative was the recovery and/or rework of approximately 563.2 tons of own products, preventing this material from being discarded or destined for incineration.

Of this volume, 200.1 tons were herbicides and 363.1 tons were

insecticides. Unfortunately, it was not possible at this stage to segregate the fungicide category. This action demonstrates our commitment to the responsible management of resources and the fight against waste.

The recovery and/or rework is done for those products that were returned due to the need to change packaging, labels, package leaflet, external packaging, revalidation of expiry dates and others. The recovered/reworked volume represents 1.6% of what was sold, which shows our care with sustainability and the reduction of environmental impacts. It is worth mentioning that this calculation did not consider the volume of tolling services.

Water GRI 103-2, 103-3 | 303

Water management is one of the main concerns regarding the environment at Ourofino Agrociência. This feature plays a strategic role in our business model and is fundamental to the solutions we develop.

Our HSE area, together with other sectors, adopts a responsible approach to optimize the use of water internally and comply with Brazilian legal regulations regarding the use of this resource. Water is used from field activities, related to research and development, to industrial operations, directly affecting the company's operation.

We currently have water efficiency, treatment and monitoring programs in the main production bottlenecks. In addition, we maintain a preventive posture, closely monitoring the studies released by the region's River Basin Committee, which indicate possible risks of scarcity and changes in the availability of the resource.

Scarcity scenarios are included in our matrix of environmental aspects and impacts, and their monitoring follows SGI criteria, which involve analysis of the magnitude of the impact and preparation of action plans to address possible threats and

deviations related to the topic. **GRI 303-2**

The greatest demand for water in our company occurs in the industrial complex of Uberaba (MG), where the production processes are located. In this isolated area, we capture water from two tubular wells with an authorization granted for 225,627 m³/year. The water is obtained from the Rio Grande Hydrographic Basin, which extends over 143,400 km² between the states of Minas Gerais and São Paulo.

We remain informed about climate change and guidelines from the Water Management Institute regarding water stress policies. The Rio Grande, in Minas Gerais, is the closest water body to the operations of Ourofino Agrociência and is of great local importance for economic activities such as agriculture, livestock, industrial production and tourism. In the last corporate year, we did not record impacts or signs of change in the quality or volume of the water resource resulting from the company's activities. **GRI 303-1**

In the last year, water consumption in wells one and two was 28% and 25.9%, respectively, of the total authorized by the grant. In the previous cycle, in 2021/22, consumption was higher and represented 37.5% of the total authorized value, when adding the two wells.

However, this year, despite the same volume granted, the total consumption of water collection in the current cycle had a significant drop, reducing to 27% of the total amount authorized. It is important to highlight the need to monitor water consumption in a conscious and responsible manner, to guarantee a more prosperous and sustainable future.





Total volume of water withdrawn per fountain (m³)

GRI 303-3

	2020/21	2021/22	2022/23
Groundwater (artesian wells)	59,825.1	84,506.4	61,517.0

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



Recycled and reused water

GRI 303-3

	2020/21	2021/22	2022/23
Total reused or recycled water (m³)	9,872.0	3,176.10	4,344.4
Total water withdrawn (m³)	59,825.1	84,506.4	61,517.0
Ratio of the volume of reused and recycled water to the total volume of new water withdrawn (%)	16.5	3.8	7.1

Note: For the 2022/23 cycle, we established an environmental goal linked to our Profit-Sharing Program (PSP) of reusing 80% of the water generated in the decontamination processes of Ourofino Agrociência campaigns. Our goal was to follow a validated procedure and only send 20% of the water generated to evaporation/incineration. At the end of the cycle, we were able to reuse 83% of the water generated in the setup process.



Water consumption (m³)

GRI 303-5

	2022/23
Total water collected	61,517.0
Total effluents	5,495.3
Water consumption (collected water – effluents)	56,021.7

Note: For the 2022/23 cycle, we consider the total effluents: liquid waste destined for evaporation (470.9), treated sanitary effluent destined for fertirrigation (4,344.4) and water reused in the process (680.0).



Effluents GRI 303-2

The activities of Ourofino Agrociência, especially the industrial ones, result in the generation of sanitary and industrial effluents, which can contaminate soil and water. Aiming to protect the environment and communities, we follow the parameters established in the Joint Normative Decision Copam/CERH-MG No., of May 5, 2008, which regulates the conditions and standards for the release of effluents, which are regularly controlled by our HSE team.

At the Uberaba (MG) industrial complex, we treat effluents according to the load and characteristics of the contaminants.

Industrial effluents with contaminants are sent to a vacuum/evaporation concentrator, followed

by reverse osmosis treatment and/or external incineration performed by a qualified partner.

Domestic effluents, originating from toilets, pantries and cafeterias, are directed to the Sewage Treatment Station (STS) present in the operation, which performs the biological treatment of the effluent, consisting of three ponds, a filter and chlorination system, and the Treated water is reused for fertigation in the Ecological Park. Therefore, we do not dispose of water into other water sources. .

The management of water quality standards for application in fertigation includes continuous controls and monitoring, in accordance with the standards established in our Operating License and current legal requirements. In addition, we forward all the cargo obtained by rainwater drainage to the Ecological Park, after storage in a specific containment dike.

As a practice, we have incorporated the reuse and reincorporation of the water generated in cleaning the solutions' production lines. The volume of water-based contaminated liquid is used in campaigns for the same product, with due laboratory controls and quality certification from the plant's technical team. This represents a significant advance in saving natural resources, with around 6.8 million liters of water reincorporated in the process in the last year.

Water discarded by fountain (m³)

GRI 303-4

	2020/21	2021/22	2022/23
Surface water	-	-	-
Municipal collection network	-	-	-
Ground	9,872.0	3,176.10	4,344.4
Evaporation process	328.4	387.2	470.9
Internal reuse in various processes	Not available	1,324.0	680.0

Biodiversity

We are aware of the importance of biodiversity for the sustainability and health of ecosystems. We recognize that the proper handling of our products by customers and producers is crucial to protecting biodiversity. Therefore, we invest in training and awareness of our partners to ensure that they use our solutions in a responsible and sustainable way, minimizing negative impacts on the environment.

Reimagine Proteção no Campo

This program's main objective is to disseminate throughout the value chain, especially to producers, the best practices for applying and caring for Ourofino Agrociência products and, consequently, reducing impacts on biodiversity and natural environments.

Within the program are training, distribution of specific booklets, communications and other resources to involve our clients and partners. We are satisfied with the positive impact that the program has generated, both in the dissemination of knowledge and in strengthening the Ourofino Agrociência brand.

Another crucial factor in contributing to the protection of biodiversity is the continuous expansion of our line of Reimagined Products. As already mentioned in the Report, these innovative and sustainable solutions combine high agricultural performance with less environmental impact.

Ecological Park GRI 103-2, 103-3 | 304, 304-1, 304-2, 304-3

Located in the Industrial District of Uberaba (MG), the Ourofino Agrociência industrial complex is in an urban region, far from protected areas that are valuable for regional or national biodiversity. In addition, this geographical position favors the company's logistics.

In the industrial perimeter, we have a green area of 3.2 hectares, called Ecological Park, with vegetation which is typical of Cerradão. As established in our Operating License, we are committed to taking care of and promoting the development of the park, with an internal team responsible for quarterly maintenance activities, such as pruning, fertilization, pest control and mowing.

In 2012, we added 1,000 saplings of native Cerrado species to the Ecological Park, and since then we have been following their progress. Currently, the site is home to around 65 species of wild animals. In 2021, we promoted a new planting in an area of approximately 3,045 square meters, where Yellow and Purple Ipês were planted, enriching the existing vegetation and expanding the area of vegetation coverage.

In 2022, we carried out the campaign "Preserve to live - The example is the best lesson", which had a gymkhana in Uberaba to collect recyclable materials. We managed to donate almost 400 Kg of materials to COOPERU, which is the city's Cooperative of Autonomous Collectors of Solid Waste and Recyclable Materials. The greatest donors were awarded at a special event, and we planted native trees in the factory's Ecological Park. This initiative demonstrates our commitment to sustainability and environmental education.




Climate change GRI 201-2

We recognize the risks of climate change and its potential impacts on our operations and supply chain. As players in the agriscience sector in Brazil, we have made public commitments to improve our work on the subject, reducing negative environmental effects and promoting sustainable practices.

Our initiatives involve the implementation of lower impact production technologies, eco-efficient agricultural practices, rational use of resources, waste management and, above all, the production of solutions adapted to Brazilian agriculture. Also establishing partnerships with other institutions and local agents to promote sustainability throughout the sector.

With the development of the new materiality, we will renew some of the company's commitments, which from 2023 will already appear as challenges we want to face. Among the main points to be addressed, we can mention:

- 
Reducing your carbon footprint
 We are committed to gradually reduce greenhouse gas emissions in our operations and supply chain, establishing measurable emission reduction targets, in line with our capabilities.
- 
Promotion of sustainable agriculture
 We are committed to developing and disseminating innovative and sustainable solutions for the agricultural sector, including products and practices that improve efficiency in the use of resources, reduce waste and promote soil, water and biodiversity conservation.
- 
Training and engagement
 We are committed to working together with farmers, clients, suppliers and local communities, promoting training, educational campaigns and engagement initiatives to share knowledge and good practices in sustainability and adaptation to climate change.

- 
Responsibilities in the supply chain
 We are committed to ensuring sustainability throughout our supply chain, establishing environmental, social and governance (ESG) criteria for our suppliers and partners, and monitoring and reporting the progress and performance of these practices regularly in the sustainability report.
- 
Biodiversity preservation
 We are committed to protecting and valuing biodiversity in all our activities, promoting actions for the conservation and recovery of ecosystems, habitats and native species. In addition, we encourage the adoption of integrated agricultural practices, such as crop rotation and integrated pest management, which aim to minimize the impact on biodiversity and ensure the balance of local ecosystems.

Greenhouse Gas Emissions (GHG) GRI 103-2, 103-3 | 305, 305-5

We seek to contribute to the global challenge of reducing greenhouse gas (GHG) emissions and recognize our responsibility towards the value chain and the public with which we relate. Our main efforts to reduce GHG emissions are focused on expanding initiatives aimed at process efficiency, adoption of new technologies and development of more sustainable solutions.

Last year, we monitored our carbon emissions through the carbon inventory, following the methodology of the Brazilian GHG Protocol Program. We managed to reduce the intensity of emissions to the same level as in the previous cycle, reaching 0.018 KgCO₂ equivalent per Kg/L of crop protection products produced.

Direct scope 1 emissions increased by 50% due to increased use of vehicles and replacement of gases in refrigerant equipment, while indirect scope 2 emissions saw a large drop due to the reduction of the GRID emission factor in Brazil in 2022 and improvements overall efficiency.

Value chain emissions (scope 3) continue to be a challenge for us, but we continue to monitor product delivery logistics, external treatment and business air trips. We had an increase of more than 200% in air trips emissions due to the accelerated resumption of activities, but we were able to reduce emissions from downstream logistics, due to the efficient management carried out in controlling deliveries, choosing better freight rates and partnerships.

Greenhouse gas emissions (GHG)

GRI 305-1, 305-2

	2020/21	2021/22	2022/23
Scope 1 gross emissions (tCO ₂ equivalent)	532.5	589.5	901.9
Scope 2 gross emissions (tCO ₂ equivalent)	394.3	951.7	300.2
Scope 1 + 2 biogenic emissions (tCO ₂ equivalent)	88.9	129.2	200.0

Intensity of greenhouse gas (GHG) emissions

GRI 305-4

	2020/21	2021/22	2022/23
Total gross GHG emissions (tCO ₂ equivalent)	926.8	1,541.3	1,202.1
Annual production volume (Kg/L*)	55,782,929.4	64,112,525.2	68,219,118.0
Emissions intensity (KgCO ₂ equivalent per Kg/L produced)	0.017	0.024	0.018

Note: (*) Unit of measure that represents volume produced for liquid and solid solutions added together, regardless of the form.

This unit is usually used in the pesticide market to express volume.

Other greenhouse gas (GHG) emissions

GRI 305-3

	2020/21	2021/22	2022/23
Gross emissions from business trips - scope 3 (tCO ₂ equivalent)	0.1	29.1	109.1
Gross emissions from deliveries and freight (downstream) - scope 3 (tCO ₂ equivalent)	2,311.2	4,459.1	3,476.7

Intensity of greenhouse gas (GHG) emissions for freight

GRI 305-4

	2020/21	2021/22	2022/23
Gross emissions from deliveries and freight (downstream) - scope 3 (tCO ₂ equivalent)	2,311.2	4,459.1	3,476.7
Load moves (t)	16,568.4	35,398.1	29,240.7
Emission intensity (tCO ₂ equivalent per t of cargo handled)	0.139	0.126	0.119

Note: As a strategy to reduce our GHG intensity for freight, we reduced the use of trucks and bitrucks, increased the use of road

trains, reduced the contracting of fractioned freight and prioritized the use of newer vehicles and with the use of S10 fuel.

Energy GRI 103-2, 103-3 | 302

We understand that energy management is crucial to the success of our business since the lack of this resource can have negative impacts on the entire value chain. For this reason, we have a Maintenance department ded-

icated to monitoring and controlling energy use, with the aim of implementing process improvements and ensuring effective management.

Our industrial complex in Uberaba (MG) obtains its energy supply from the Free Market, which allows us to use renewable energy. We invest in enhancements that enable significant

reductions in energy consumption throughout the industrial process, with a focus on overall efficiency.

As a team, we have the goal of achieving cleaner production with lower consumption, through the replacement and acquisition of technologies and equipment, process improvement, professional training and improvements in

facilities. These pillars are fundamental in our annual projects and strategic budget for energy management.

In the last year, we managed to generate savings of 650.1 Gj, thanks to the gradual incorporation of translucent roof tiles in operational areas and the use of solar heating in showers. **GRI 302-4**

Energy consumed internally by type of source (Gj)

GRI 302-1

	2020/21	2021/22	2022/23
Non-renewable			
Liquefied Petroleum Gas (LPG)	4,047.1	4,309.2	2,574.3
Diesel Oil	492.4	369.3	574.4
Electricity*	23,136.4	22,370.8	23,601.3
Renewable			
Solar Energy	107.9	170.4	160.3
Total	27,783.8	27,219.7	26,910.4

Note 1: Data referring to the industrial complex of Uberaba (MG).
 Note 2: 1,513.6 Gj of surplus energy from the free market was sold.
 Note 3: For the classification of generating sources, the BEN2019 (National Energy Balance) was used.
 Note 4: The indicator's calculations do not include the fuel consumption of vehicles in the Company's fleet.
 Note 5: The consumptions presented were obtained by software and internal control spreadsheets.
 Note 6: The electricity consumed comes from the Free Market and is partially composed of renewable sources.
 Note 7: (*) The volume of electricity (23,601.3 Gj) includes heating (1,011.2 Gj) and cooling (4,499.6 Gj) consumption. Note 8: Consumption shown was obtained from energy bills and internal control spreadsheets.

Energy intensity

GRI 302-3

	2020/21	2021/22	2022/23
Total energy consumed (Gj)	27,783.8	27,219.7	26,910.3
Annual production volume (Kg/L*)	55,782,929.4	64,112,525.2	68,219,118.0
Energy intensity (Gj per Kg/L produced)	0.00050	0.00042	0.00039

Note 1: Data referring to the industrial plant in Uberaba (MG);
 Note 2: (*) Unit of measure that represents volume produced for liquid and solid solutions added together, regardless of the form. This unit is usually used in the pesticide market to express volume.



COMPLEMENTARY INFORMATION

ASSURANCE LETTER

GRI 102-56



RELATÓRIO DE ASSEGURAÇÃO LIMITADA DOS AUDITORES INDEPENDENTES SOBRE AS INFORMAÇÕES NÃO FINANCEIRAS CONSTANTES NO RELATÓRIO INTEGRADO

Ao

Conselho de Administração e aos Cotistas da

OURO FINO QUÍMICA S.A. "OUROFINO AGROCIÊNCIA"

Ribeirão Preto - SP

Introdução

Fomos contratados pela **Ouro Fino Química S.A. "Ourofino Agrociência"** ("Empresa") para apresentar nosso relatório de asseguração limitada sobre as informações não financeiras constantes no Relatório Anual 2022/23 ("Relatório"), relativas ao exercício findo em 31 de março de 2023, período este compreendido de abril de 2022 a março de 2023.

Nossa asseguração limitada não se estende a informações de períodos anteriores ou a qualquer outra informação divulgada em conjunto com o Relato Anual, incluindo quaisquer imagens, arquivos de áudio ou vídeos incorporados.

Responsabilidades da administração da Ourofino

A administração da **Ouro Fino Química S.A. "Ourofino Agrociência"** é responsável por:

- Selecionar e estabelecer critérios adequados para a elaboração das informações constantes no Relato anual;
- Preparar as informações de acordo com os critérios e diretrizes da *Global Reporting Initiative (GRI – Standards)* e da Orientação CPC 09 – Relato Integrado, correlatas com a Estrutura Conceitual Básica do Relato Integrado, elaborada pelo *International Integrated Reporting Council (IIRC)*;
- Desenhar, implementar e manter controle interno sobre as informações relevantes para a preparação das informações constantes no Relato Integrado, que estão livres de distorção relevante, independentemente se causada por fraude ou erro.

Responsabilidade dos auditores independentes

Nossa responsabilidade é expressar conclusão sobre as informações não financeiras constantes no Relatório anual do exercício de 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**, com base no trabalho de asseguração limitada conduzido de acordo com o Comunicado Técnico CTO 07/2022, aprovado pelo Conselho Federal de Contabilidade e elaborado tomando por base a NBC TO 3000 – Trabalho de Asseguração Diferente de Auditoria e Revisão, emitida pelo Conselho Federal de Contabilidade (CFC), que é equivalente à norma internacional ISAE 3000, emitida pela Federação Internacional de Contadores. Essas normas requerem o cumprimento de exigências éticas, incluindo requisitos de independência e demais responsabilidades referentes a ela, inclusive quanto à aplicação da Norma Brasileira de Controle de Qualidade (NBC PA 01) e, portanto, a manutenção de sistema de controle de qualidade abrangente, incluindo políticas documentadas e procedimentos sobre o

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cumprimento de requerimentos éticos, normas profissionais e requerimentos legais e regulatórios aplicáveis.

Um trabalho de asseguração limitada conduzido de acordo com a NBC TO 3000 (ISAE 3000) consiste principalmente de indagações à administração da Empresa e outros profissionais da Empresa que estão envolvidos na elaboração das informações constantes do Relatório anual do exercício de 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**, assim como pela aplicação de procedimentos analíticos para obter evidência que nos possibilite concluir na forma de asseguração limitada sobre as informações tomadas em conjunto. Um trabalho de asseguração limitada requer, também, a execução de procedimentos adicionais, quando o auditor independente toma conhecimento de assuntos que o leve a acreditar que as informações constantes do Relatório anual de 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**, tomadas em conjunto, podem apresentar distorções relevantes.

Os procedimentos selecionados basearam-se na nossa compreensão dos aspectos relativos à compilação, materialidade e apresentação das informações constantes do Relatório anual de 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"** e de outras circunstâncias do trabalho e da nossa consideração sobre áreas e sobre os processos associados às informações materiais divulgadas no Relato anual 2022/2023, em que distorções relevantes poderiam existir. Os procedimentos compreenderam, entre outros:

- a) o planejamento dos trabalhos, considerando a relevância, o volume de informações quantitativas e qualitativas e os sistemas operacionais e de controles internos que serviram de base para a elaboração das informações constantes no Relato anual 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**;
- b) o entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de indagações com os gestores responsáveis pela elaboração das informações;
- c) a aplicação de procedimentos analíticos sobre as informações quantitativas e indagações sobre as informações qualitativas e sua correlação com os indicadores divulgados nas informações constantes no Relato anual 2022/2023; e
- d) para os casos em que os dados não financeiros se correlacionem com indicadores de natureza financeira, o confronto desses indicadores com as demonstrações contábeis e/ou registros contábeis.

Os trabalhos de asseguração limitada compreenderam, também, a aderência às diretrizes e aos critérios da estrutura de elaboração *GRI – Standards* aplicável na elaboração das informações constantes do Relato anual 2022/2023.

Acreditamos que a evidência obtida em nosso trabalho é suficiente e apropriada para fundamentar nossa conclusão na forma limitada.

Alcance e limitações

Os procedimentos executados em trabalho de asseguração limitada variam em termos de natureza e época e são menores em extensão do que em trabalho de asseguração razoável. Consequentemente, o nível de segurança obtido em trabalho de asseguração limitada é substancialmente menor do que

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aquele que seria obtido, se tivesse sido executado um trabalho de asseguração razoável. Caso tivéssemos executado um trabalho de asseguração razoável, poderíamos ter identificado outros assuntos e eventuais distorções que podem existir nas informações constantes no Relato anual 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**. Dessa forma, não expressamos uma opinião sobre essas informações.

Os dados não financeiros estão sujeitos a mais limitações inerentes do que os dados financeiros, dada a natureza e a diversidade dos métodos utilizados para determinar, calcular ou estimar esses dados. Interpretações qualitativas de materialidade, relevância e precisão dos dados estão sujeitos a pressupostos individuais e a julgamentos. Adicionalmente, não realizamos qualquer trabalho em dados informados para os períodos anteriores, nem em relação a projeções futuras e metas.

A preparação e apresentação de indicadores de sustentabilidade seguiu os critérios da *GRI – Standards* e, portanto, não possuem o objetivo de assegurar o cumprimento de leis e regulações sociais, econômicas, ambientais ou de engenharia. Os referidos padrões preveem, entretanto, a apresentação e divulgação de eventuais descumprimentos a tais regulamentações quando da ocorrência de sanções ou multas significativas. Nosso relatório de asseguração deve ser lido e compreendido nesse contexto, inerente aos critérios selecionados (*GRI – Standards*).

Conclusão

Com base nos procedimentos realizados, descritos neste relatório e nas evidências obtidas, nada chegou ao nosso conhecimento que nos leve a acreditar que as informações não financeiras constantes no Relato anual 2022/2023 da **Ouro Fino Química S.A. "Ourofino Agrociência"**, não foram elaboradas, em todos os aspectos relevantes, de acordo com os critérios e diretrizes da *Global Reporting Initiative – GRI (GRI – Standards)* e da Orientação CPC 09 – Relato Integrado.

Ribeirão Preto SP, 22 de maio de 2023.



BLB Auditores Independentes
CRC 2SP023165/O-2

Robson Santesso Pires
CRC 1SP265990

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GRI SUMMARIZED CONTENT

GRI 102-55

GENERAL INFORMATION

ORGANIZATIONAL PROFILE

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	102-1 Organization name	17		
	102-2 Activities, brands, products and services	17, 19		
	102-3 Location of headquarters	18		
	102-4 Location of operations	12, 18		
	102-5 Nature of ownership and legal form	17		
	102-6 Markets Served	17		
	102-7 Size of the organization	17		
	102-8 Information about employees and workers	74, 75		8

102-9 Supply chain	92, 93
102-10 Significant changes in the organization and its supply chain	12
102-11 Precautionary approach or principle	37, 38, 39, 40, 41, 42, 57
102-12 Externally Developed Initiatives	53, 54
102-13 Participation in associations	53, 54, 55

STRATEGY

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	102-14 Senior Decision Maker Statement	9, 10, 11		
	102-15 Main impacts, risks and opportunities	9, 10, 11, 37, 38, 39, 40, 41, 42		

ETHICS AND INTEGRITY

GRI Standards	Content	Page	Omission or observation	SDG
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GRI 102: General Disclosures 2016	102-16 Values, principles, standards and norms of behavior	20, 21, 22, 30, 31	16
	102-17 Advisory mechanisms and concerns about ethics	30, 31	16

GOVERNANÇA

GRI Standards	Content	Page	Omission or observation	SDG
	102-18 Governance structure	25		
	102-19 Delegation of authority	25		
	102-20 Executive level responsible for economic, environmental and social topics	25		

GRI 102: General Disclosures 2016

102-21 Consultation with stakeholders on economic, environmental and social topics	7	16
102-22 Composition of the highest governance body and its committees	25, 29	5, 16
102-23 President of highest governance body	26	16
102-24 Selecting and appointing the highest body of governance and its committees	25	5, 16

102-25 Conflicts of interest		<p>We value the best corporate governance practices and all decisions regarding operations are submitted to the shareholders, according to the competences defined by the Bylaws. In the event of a possible conflict of interest, the member himself may abstain from voting or even the other members of the deliberative bodies suggest abstention in relation to the thematic or subject matter. In order to disseminate integrity guidelines and guide the conduct of Ourofino Agrociência employees at all hierarchical levels, we have Compliance Policies. Among them, we have the Conflict of Interests Policy, which provides guidance on how to identify a conflict, whether real, potential or apparent, how to report it and what measures can be taken by the company to eliminate the conflict, if necessary. Reported cases are taken to the Ethics and Compliance Committee for analysis and deliberation, always aiming to ensure that the employees act respecting the best interests of Ourofino Agrociência.</p>	16
102-26 Role of the highest governance body in defining purpose, values and strategies	25		
102-27 Collective knowledge of the highest governing body governance	28		4
102-28 Performance appraisal of the highest governing governance		<p>We do not have a formal process in place to evaluate the performance of the Board of Directors.</p>	

102-29 Identifying and managing economic, environmental and social impacts	The Board of Directors does not carry out the identification and management of environmental and social impacts. This role is delegated to specific Executive Boards which carry out the work through dedicated teams. In cases where the risk to the business is very high or extreme situations, the Board is involved to assist in decisions.	16
102-30 Effectiveness of risk management processes	The Board of Directors does not carry out an effectiveness assessment for environmental and social risks. This role is delegated to Executive Boards which carry out the work through dedicated teams.	
102-31 Review of economic, environmental and social topics	The Board of Directors does not carry out an effectiveness assessment for environmental and social risks. This role is delegated to Executive Boards which carry out the work through dedicated teams.	
102-32 Role of the highest governance body in the reporting process	Our Sustainability Report is approved by the Company's CEO and CFO.	
102-33 Communicating critical concerns	28	
102-34 Nature and total number of critical concerns	28	

102-35 Compensation policies	78	<p>The remuneration of the Board of Directors is defined based on market research, and we do not pay any variable remuneration for this category. The Executive Board also has its remuneration defined based on market research and CLT regime. The executives are eligible for Profit Sharing (PS) as provided for in the Collective Bargaining Agreement for the category. In general, all positions in the Company are eligible for Profit Sharing (PS) as approved in the Collective Bargaining Agreement, considering the following bonus rule: CEO (16 salaries), CFO (seven salaries), Directors (six salaries), Area Directors (eight salaries), Managers and Executive Managers (four salaries), Regional Managers (ten salaries), Commercial Consultants (18 salaries), Coordinators, Specialists, Researchers, (three salaries), Credit and Collection Consultants (four salaries) and other Consultants (three salaries), others Operational and Administrative positions (two salaries). Salaries follow a global market methodology, through a point system that takes into account the sample of salaries within the same segment, as well as size, revenue, number of employees, business size, scope, complexity and business diversity, in addition to other job evaluation factors.</p>
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102-36 Processes for determining compensation

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Ourofino Agrociência's remuneration policy follows market practices and individual performance, based on an internal structure of positions and salaries. The remuneration methodology is periodically reviewed using external consultants and market specialists, to ensure that employees are fairly rewarded for their work. The company's remuneration and premiums are determined by strict criteria and based on market references in the agribusiness segment, such as sector surveys and benchmarking. The ranges and salary dynamics are based on an internal analysis carried out by a consultant, which is based on the Company's Remuneration Policy and the structure of positions and salaries defined. In addition, a market-independent global methodology is used in conjunction with a survey of the agribusiness segment. The Executive Board's remuneration is based on market research and a CLT regime, being eligible for Profit Sharing (PS) in accordance with the Collective Bargaining Agreement for the category. Board members' remuneration is also determined through market research and does not include variable values. All positions in the company are eligible for PS, following specific rules for the bonus based on the position held. Ourofino Agrociência values transparency in relation to its remuneration policy, maintaining an open and frank dialogue with its employees on the practices and criteria adopted.

102-37 Involvement of stakeholders in compensation	The Company has a published Remuneration Policy based on the business strategy and market practices. This Policy was developed by the Strategy (Remuneration) area and taken for approval in a meeting with the managers of the Company, where interactions, contributions and reviews are carried out.	16
102-38 Proportion of total annual compensation	We chose not to disclose this information as we consider it confidential.	
102-39 Percentage increase in the proportion of total annual remuneration	We chose not to disclose this information as we consider it confidential.	

ENGAGEMENT WITH RELATIONSHIP AUDIENCES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	102-40 List of relationship audiences	7		
	102-41 Collective bargaining agreements	85		8
	102-42 Identification and selection of relationship audiences	7		
	102-43 Approach to engagement with relationship audiences	20, 21, 22		
	102-44 Key topics and concerns raised	8		

REPORTING PRACTICES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	102-45 Entities included in financial consolidated statements	17		
	102-46 Defining report content and topic limits	8		
	102-47 List of material topics	8		
	102-48 Information restatements	6		
	102-49 Report changes	6		
	102-50 Report period	5		
	Date of most recent report		The latest Sustainability Report can be found on our website and refers to the 2021/22 financial year.	
	102-52 Report cycle		Yearly.	
	102-53 Point of contact for questions about the report	6		
	102-54 Option according to GRI Standards	5		

102-55 GRI Content Summary	116 – 153
102-56 External Assurance	6, 115

MATERIAL TOPICS

ECONOMIC PERFORMANCE

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	66, 78		1, 5, 8, 16
	103-3 Evolution of the management approach	66, 78		

	201-1 Direct economic value generated and distributed	71,72		2, 5, 7, 8, 9
	201-2 Financial implications and other risks and opportunities due to climate change	110		13
GRI 201: Economic Performance 2016	201-3 Obligations of defined benefit plan and other retirement plans	78	Pension plan liabilities are covered by resources already contributed by the organization and participating employees, in the respective pension plans. A possible coverage of liabilities by the organization can only be carried out in the event of a deficit caused by an externality. Today, the plans are available to all permanent employees and have salary contribution ranges that vary between 2% and 6% (supplementary pension plan), with the Company contributing between 100% and 200% of the amount invested by the professional, varying according to their length of service. In 2021/22, Ourofino Agrociência made a total of BRL 1,494,680.5 in contributions and participants made a total of BRL 1,774,366.2. The variation in the values of contributions for 2020 and 2021/22 was mainly linked to the increase in number of participants and salary increases.	
	201-4 Financial assistance received from the government		We chose not to disclose this information as we consider it confidential.	

MARKET PRESENCE

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	99, 100		
	103-3 Evolution of the management approach	99, 100		
GRI 202: Market presence 2016	202-1 Comparison between lowest wage by gender and minimum wage	160		1, 8, 17
	202-2 Proportion of senior management hired from the local community	99		1, 8, 17

INDIRECT ECONOMIC IMPACTS

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	99, 100		
	103-3 Evolution of the management approach	99, 100		
GRI 203: Indirect economic impacts 2016	203-1 Development and impact of investments in infrastructure and services offered	96, 97, 98		2, 5, 7, 9, 11
	203-2 Significant indirect economic impacts	99, 100		1, 2, 3, 8, 10, 17

PURCHASING PRACTICES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		
GRI 204: Purchasing Practices 2016	204-1 Proportion of expenses with local suppliers in important operating units	95		12

FIGHTING CORRUPTION

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	30, 31, 32, 33		
	103-3 Evolution of the management approach	30, 31, 32, 33		

	205-1 Transactions subject to corruption-related risk assessments	30, 31, 32, 33		16
GRI 205: Fighting corruption 2016	205-2 Communication and policy training and procedures for fighting corruption	154		16
	205-3 Confirmed incidents of corruption and actions taken		We did not register cases of corruption in the last corporate year.	16

UNFAIR COMPETITION

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 102: General Disclosures 2016	103-2 Management approach and its components	30, 31, 32, 33		
	103-3 Evolution of the management approach	30, 31, 32, 33		
GRI 206: Unfair competition 2016	206-1 Lawsuits brought by unfair competition, trust and monopoly practices		We did not register lawsuits for anticompetitive behavior, antitrust and/or monopoly practices in the last corporate year.	16

MATERIALS

GRI Standards	Content	Page	Omission or observation	SDG
GRI 102: General Disclosures 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	105		
	103-3 Evolution of the management approach	105		
GRI 302: Materials 2016	301-1 Materials used, broken down by weight or volume	105		
	301-2	105		
	301-3 Reclaimed products and packaging		Brazilian legislation also requires that primary and secondary packaging of crop protection products not be made from recycled materials. In Brazil, the National Agency for Sanitary Surveillance (ANVISA) and the Ministry of Agriculture, Livestock and Supply (MAPA) are responsible for regulating and supervising agricultural pesticides and their packaging.	

ENERGY

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	113		
	103-3 Evolution of the management approach	113		
GRI 302: Energy 2016	302-1 Energy consumption inside the organization	113		7, 8, 12, 13
	302-3 Energy intensity	113		7, 8, 12, 13
	302-4 Reduction of energy consumption	113		7, 8, 12, 13

WATER

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2018	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	106		

	103-3 Evolution of the management approach	106	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	106	3, 6, 12
	303-2 Management of impacts related to water discharge	106, 108	3, 6, 12, 14
	303-3 Water withdrawal	107	3, 6, 12, 14
	303-4 Disposal of water	108	3, 6, 12, 14
	303-5 Water consumption	107	3, 6, 12

BIODIVERSITY

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	109		

103-3 Evolution of the management approach	109		
304-1 Own operational units, rounded or administrative, within or adjacent to protected areas and areas of high biodiversity index situated outside protected areas.	109		12, 14, 15
304-2 Significant impact of activities, products and services on biodiversity.	109		12, 14, 15
340-3 Protected or restored habitats.	109		14, 15
304-4 Species included in the International Union for Conservation of Nature (IUCN) red list and in the national conservation lists with habitats situated in areas affected by the organization's operations.		In the operational areas, including the ecological park, we do not have records of species listed in the Red List of Threatened Species of the IUCN in national conservation lists.	14, 15

EMISSIONS

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	111		
	103-3 Evolution of the management approach	111		
GRI 305: Emissions 2016	305-1 Direct greenhouse gas emissions (Scope 1)	112		3, 12, 13, 14, 15
	305-2 Indirect greenhouse gas emissions (Scope 2)	112		3, 12, 13, 14, 15
	305-3 Other indirect greenhouse gas emissions (Scope 3)	112		3, 12, 13, 14, 15
	305-4 Rate of greenhouse gas emissions	112		13, 14, 15
	305-5 Reduction of GHG emissions	111		13, 14, 15

WASTES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	103		
	103-3 Evolution of the management approach	103		
GRI 306: Waste 2020	306-1 Waste generation and significant impacts related to waste	103		3, 6, 12, 14
	306-2 Management of significant impacts related to waste	103		3, 6, 12
	306-3 Waste generated	104		3, 6, 12, 14, 15
	306-4 Waste not intended for final disposal	104		3, 12
	306-5 Waste intended for final disposal	104		6, 15

ENVIRONMENTAL COMPLIANCE

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	101		
	103-3 Evolution of the management approach	101		
GRI 307: Environmental compliance 2016	307-1 Non-compliance with environmental laws and regulations	102		12, 13, 14, 15, 16

ENVIRONMENTAL ASSESSMENT OF SUPPLIERS

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		

GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers that were selected using environmental criteria	94	3, 6, 12, 14
	308-2 Negative environmental impacts in the supply chain and measures taken	94	12, 13, 14, 15, 16

EMPLOYMENT

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	73		
	103-3 Evolution of the management approach	73		
GRI 401: Employment 2016	401-1 Rates of new hires and employee turnover	155, 156, 157		5, 8
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	80, 81		8
	401-3 Maternity/paternity leave	79		5, 8

OCCUPATIONAL HEALTH AND SAFETY

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	86, 87		
	103-3 Evolution of the management approach	86, 87		
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	86, 87		3, 4, 8
	403-2 Hazard identification, risk assessment, and incident investigation	86, 87		3, 4, 8
	403-3 Occupational health services	89		8
	403-4 Participation, consultation and communication of workers on occupational health and safety	88		8
	403-5 Training of workers in occupational health and safety	88		3, 4, 8

403-6 Promotion of workers' health	89		3, 8
403-7 Prevention and mitigation of impacts on occupational health and safety directly linked to commercial relationships		Ourofino Agrociência establishes commercial partnerships with suppliers who are approved in accordance with the company's corporate standards. This approval is based on reputation analyses and on the guaranty of compliance of labor obligations with the employees. When signing a contract with these suppliers, clauses that warrant the maintenance of the workers' health and safety, through the Code of Conduct are included.	3, 8
403-8 Workers covered by an occupational health and safety management system	86		8
403-9 Work-Related Injuries	90		3, 8
403-10 Work-related illness	89		3, 8

TRAINING AND EDUCATION

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	82		
	103-3 Evolution of the management approach	82		
GRI 404: Training and education 2016	404-1 Average hours of training per year per employee	82		4, 5, 8
	404-2 Continuous learning programs for employees and preparation for retirement	82		8
	404-3 Percentage of employees receiving regular performance and career development reviews	83		

DIVERSITY AND EQUAL OPPORTUNITIES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	73, 83		
	103-3 Evolution of the management approach	73, 83		
GRI 405: Diversity and equal opportunities 2016	405-1 Diversity in governance bodies and employees	158, 159, 160		5, 8
	405-2 Mathematical ratio of salary and remuneration between women and men	78, 160		5, 8, 10

NON-DISCRIMINATION

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	30, 31, 32, 33		
	103-3 Evolution of the management approach	30, 31, 32, 33		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		We did not register incidents of discrimination in the last corporate year.	5, 8, 16

FREEDOM OF ASSOCIATION OR COLLECTIVE BARGAINING

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		

GRI 407: Freedom of association or collective bargaining 2016

407-1 Operations and suppliers identified where the right to exercise freedom of association and collective bargaining may be violated or at risk

93

8, 16

CHILD LABOR

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		
GRI 408: Child labor 2016	408-1 Operations and suppliers with significant risk of child labor incidents	93		8, 16

FORCED LABOR OR LABOR ANALOGOUS TO SLAVERY

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		
GRI 409: Forced labor or labor analogous to slavery 2016	409-1 Operations and suppliers identified as having a significant risk for the occurrence of forced labor or labor analogous to slavery	93		8

HUMAN RIGHTS

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		
GRI 412: Human rights 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	92, 94		8
	412-2 Employee training on human rights policies or procedures	150		4, 8
	412-3 Significant investment agreements and contracts that include human rights clauses or which have undergone a human rights assessment	93		8, 16

LOCAL COMMUNITIES

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	96		
	103-3 Evolution of the management approach	96		
GRI 413: Local communities 2016	413-1 Operations with programs implemented from local community engagement, impact assessment and local development	96, 99, 100		
	413-2 Operations with significant potential impacts or real negative impacts on local communities	100	We did not register significant or real negative impacts on the local communities close to the main operations of Ourofino Agrociência	1, 2

SOCIAL EVALUATION OF SUPPLIERS

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		16
	103-2 Management approach and its components	92, 93		
	103-3 Evolution of the management approach	92, 93		
GRI 414: Social evaluation of suppliers 2016	414-1 New suppliers selected based on social criteria	94		
	414-2 Negative social impacts in the supply chain and measures taken	94		5, 8, 16

PUBLIC POLICY

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	33		
	103-3 Evolution of the management approach	33		
GRI 415: Public policy 2016	415-1 Political contributions	33	We did not record any contributions to campaigns, parties and/or candidates for public office last year.	16

CONSUMER HEALTH AND SAFETY

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	57		
	103-3 Evolution of the management approach	57		

GRI 416: Consumer health and safety 2016	416-1 Products and services for which they are evaluated impacts on health and safety	49	
	416-2 Non-compliances related to impacts caused for health and safety products and services		We did not record incidents related to health and impacts on the safety of products and services in the last corporate year. 16

MARKETING AND LABELING

GRI Standards	Content	Page	Omission or observation	SDG
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its limits	7, 8		
	103-2 Management approach and its components	63		
	103-3 Evolution of the management approach	63		

	417-1 Requirements for product and service information and labeling	63		12, 16
GRI 417: Marketing and labeling 2016	417-2 Non-compliances related to information and labeling of products and services		We did not register non-compliance related to information and labeling of products and services.	16
	417-3 Non-compliances related to communications of marketing		We did not register non-compliance related to marketing communications in the last corporate year.	

CLIENT PRIVACY VIOLATIONS

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	33		
	103-3 Evolution of the management approach	33		
GRI 418: Client privacy violations 2016	418-1 Substantiated complaints received regarding violation of client privacy		We have not registered any complaints or cases regarding breach of client privacy or loss of data in the last corporate year.	16

SOCIOECONOMIC COMPLIANCE

GRI Standards	Content	Page	Omission or observation	SDG
	103-1 Explanation of the material topic and its limits	7, 8		
GRI 103: Management Approach 2016	103-2 Management approach and its components	30, 31, 32, 33		
	103-3 Evolution of the management approach	30, 31, 32, 33		
GRI 419: Socioeconomic compliance 2016	419-1 Non-compliance with laws and social and economical regulations		We did not record non-compliance with social and economic laws and regulations in the last corporate year.	16

ADDITIONAL INDICATORS

Communicated and trained professionals on human rights and anti-corruption by employee category

GRI 205-2, 412-2

	2020/21	2021/22	2022/23
Management	-	73	79
Administrative	-	298	360
Operational	35	20	144
Number of professionals communicated and trained	35	391	583
Total number of professionals	434	483	619
Professionals communicated and trained in the year (%)	8.1	81.4	94.2

Note 1: The data for 2022/23, present in the indicator, are related to the integration training of new effective professionals in Brazil and the Integrity Program training conducted in April 2023.

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

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

Note 4: The data presented does not consider operations in China.

Note 5: Data for 2022/23 consider operators and Production leaders and Maintenance technicians as operational.

Annual hires by gender GRI 401-1

	2020/21		2021/22		2022/23	
	Number	Representation (%)	Number	Representation (%)	Number	Representation (%)
Men	70	79.5	83	70.9	156	68.4
Women	18	20.5	34	29.1	72	31.6
Total	88	100.0	117	100.0	228	100.0

Note: The data presented does not consider interns and operations in China.

Annual hiring rate (%) GRI 401-1

	2020/21	2021/22	2022/23
Men	15.1	17.4	25.4
Women	3.9	7.1	11.7

Note: Rates calculated based on the total number of employees in March of each year.

Dismissal of professionals by gender GRI 401-1

	2020/21		2021/22		2022/23	
	Number	Representation (%)	Number	Representation (%)	Number	Representation (%)
Men	62	82.7	55	73.3	68	73.9
Women	13	17.3	20	26.7	24	26.1
Total	75	100.0	75	100.0	92	100.0

Note: The data presented does not consider interns and operations in China.

Annual turnover rate (%) GRI 401-1

	2020/21	2021/22	2022/23
Men	27.5	14.3	18.3
Women	6.5	5.7	7.8

Note: Rates calculated based on the total number of employees in March of each year.

Annual hires by age group GRI 401-1

	2020/21		2021/22		2022/23	
	Number	Representation (%)	Number	Representation (%)	Number	Representation (%)
Below 30 years	34	38.6	41	35.0	86	37.7
Between 30 and 50 years	53	60.2	71	60.7	137	60.0
Over 50 years	1	1.1	5	4.3	5	2.2
Total	88	100.0	117	100.0	228	100.0

Note: The data presented does not consider interns and operations in China.

Employee dismissal by age group GRI 401-1

	2020/21		2021/22		2022/23	
	Number	Representation (%)	Number	Representation (%)	Number	Representation (%)
Below 30 years	24	32.0	24	32.0	20	21.7
Between 30 and 50 years	46	61.3	46	61.3	64	69.5
Over 50 years	5	6.7	5	6.7	8	8.7
Total	75	100.0	75	100.0	92	100.0

Note: The data presented does not consider interns and operations in China.

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

	2020/21			2021/22			2022/23		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board of Directors	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0
Fiscal Council	100.0	-	100.0	100.0	-	100.0	100.0	-	100.0
Executive Board	80.0	20.0	100.0	78.6	21.4	100.0	66.7	33.3	100.0
Management	80.6	19.4	100.0	77.6	22.4	100.0	74.7	25.3	100.0
Administration	62.7	37.3	100.0	59.9	40.1	100.0	61.5	38.5	100.0
Operational	100.0	-	100.0	92.0	8.0	100.0	86.4	13.6	100.0

Note: The data presented does not consider interns and operations in China.

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

	2020/21				2021/22				2022/23			
	Below 30 years	Between 30 and 50 years	Over 50 years	Total	Below 30 years	Between 30 and 50 years	Over 50 years	Total	Below 30 years	Between 30 and 50 years	Over 50 years	Total
Board of Directors	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Fiscal Council	-	-	100.0	100.0	-	-	100.0	100.0	-	-	100.0	100.0
Executive Board	-	58.0	42.0	100.0	-	71.4	28.6	100.0	-	66.7	33.3	100.0
Management	-	87.1	12.9	100.0	3.0	83.6	13.4	100.0	3.4	81.6	15	100.0
Administration	25.4	70.2	4.4	100.0	26.0	69.2	4.8	100.0	30.3	64.8	4.9	100.0
Operational	19.2	75.0	5.8	100.0	21.0	73.5	5.6	100.0	24.3	69.4	6.3	100.0

Note: The data presented does not consider interns and operations in China.

Diversity (PwD*) by categories by functional categories (%)

GRI 405-1

	2020/21	2021/22	2022/23
Board of Directors	-	-	-
Fiscal Council	-	-	-
Executive Board	-	-	-
Management	0.2	16.7	-
Administration	0.4	33.3	71.4
Operational	0.4	50.0	28.6

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

Note 2: The data presented does not consider interns and operations in China.

Comparison between lowest salary by gender and minimum wage (BRL)

GRI 202-1

	2020/21	Ratio between salary	2021/22	Ratio between salary	2022/23	Ratio between salary
Salary Floor	1,304.0		1,518.0		1,617.0	
Lowest Salary Female	1,816.0	1.4	2,227.0	1.5	2,185.0	1.4
Lowest Salary Male	1,564.0	1.2	1,961.0	1.3	1,617.0	1.0

Note: The data presented does not consider interns and operations in China.

Ratio between salaries of women and men by functional category

GRI 405-2

	2020/21	2021/22	2022/23
Management	1.1	1.0	1.0
Specialist	1.3	1.3	1.1
Commercial	1.2	1.1	1.1
Administrative	1.0	1.0	0.9
Trainee	1.1	1.0	1.1
Technical*	-	-	1.5
Operational*	-	-	1.2

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

Note 2: The data presented does not consider interns and

operations in China.

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

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Chief Executive Officer

Marcelo Abdo

Chief Financial Officer

Alessandro Henrique Flamini

People Management and Social Performance Executive Board

Luciana D'Elboux Lourenço

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