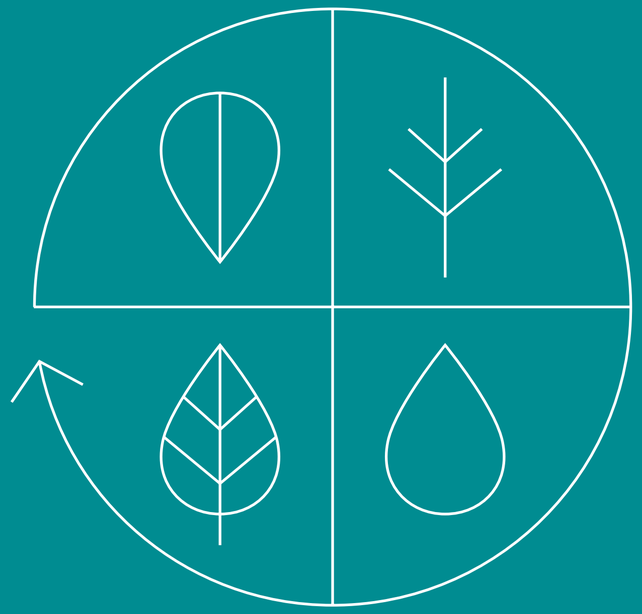
Caring for the Future

Sustainability Report Fiscal Year 2020/2021



Caring for the Future

Seeding > Growing > Caring > Harvesting

Evolving is in our nature. We are striving every day to **seed** the agriculture of tomorrow, **growing** while tackling climate change and preserving today's natural resources.

By taking **care** of people, plants, and the planet in a never-ending cycle, we are acting now to **harvest** a positive impact for the future of the next generations.

ROVENSA

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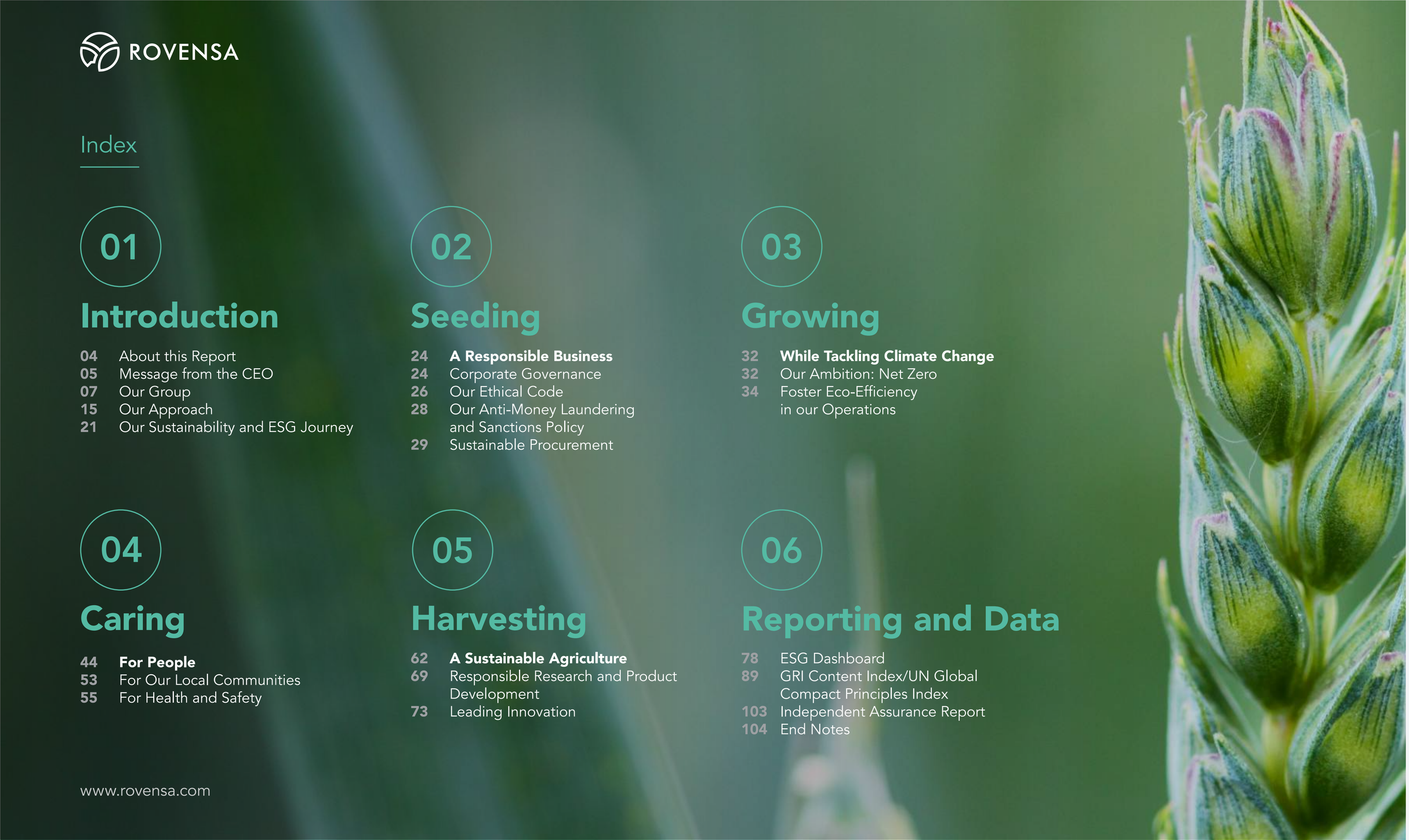


About this Report

Our second Sustainability Report, Caring for the Future, intends to explain how we are creating value for our stakeholders, and materializes our commitment included in Rovensa's Sustainability Policy: communicate the Group's ESG (Environmental, Social and Governance) impacts and performance in a transparent way.

Content and Scope

This report's content is based on the ESG topics determined as relevant in the materiality analysis process carried out in 2020. It outlines the critical ESG issues and highlights the contribution of our mission – to help to feed the planet through healthy and safe solutions, enabling a balanced and sustainable agriculture – to the Sustainable Development Goals (SDGs), set out in the United Nations 2030 Agenda.

The content and data of this report refers to our performance, from July 1st, 2020 to June 30th, 2021 and only considers companies acquired before the fiscal year 2020/2021, therefore, it does not include Oro Agri. The environmental data focuses mainly on the performance of our eight industrial plants, as their environmental impact is of the biggest relevance, but also consider that of our offices.

The health and safety data also have a specific scope, including our industrial sites, and Portugal and Spain's offices. Whenever quantitative data reports about a specific scope, we clearly identify which sites were excluded and the reason for omission. All scope specifications and exceptions are presented alongside the Key Performance Indicators (KPIs) to which they refer.

Sustainability Frameworks

Rovensa's Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. Whenever the external standards were not adequate to our business profile or did not provided enough useful information, we used our own KPIs. This fiscal year, we have considered the principles of the Sustainability Accounting Standards Board (SASB) and extended the scope of the Greenhouse Gas (GHG) Protocol to scope 3, which recommendations we considered to disclose data related to GHG emissions.
This document is the basis for the implementation of the Ten Universal Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment and anticorruption, level "Active", serving as a Communication on Progress (CoP).
A GRI Content Index/UNGC Index is provided at the end of this report.

Approval Process

Our Sustainability Report results from the collaboration between our Sustainability Department and the Sustainability Cross-Functional Team, and it was verified and approved by Rovensa's Executive Committee. This report and its contents were submitted to a limited assurance conducted by an external entity in accordance with International Standard on Assurance Engagements (ISAE) 3000, whose results can be found at the end of this report, as an assurance statement issued by KPMG & Associados – Sociedade de Revisores Oficiais de Contas, S.A.

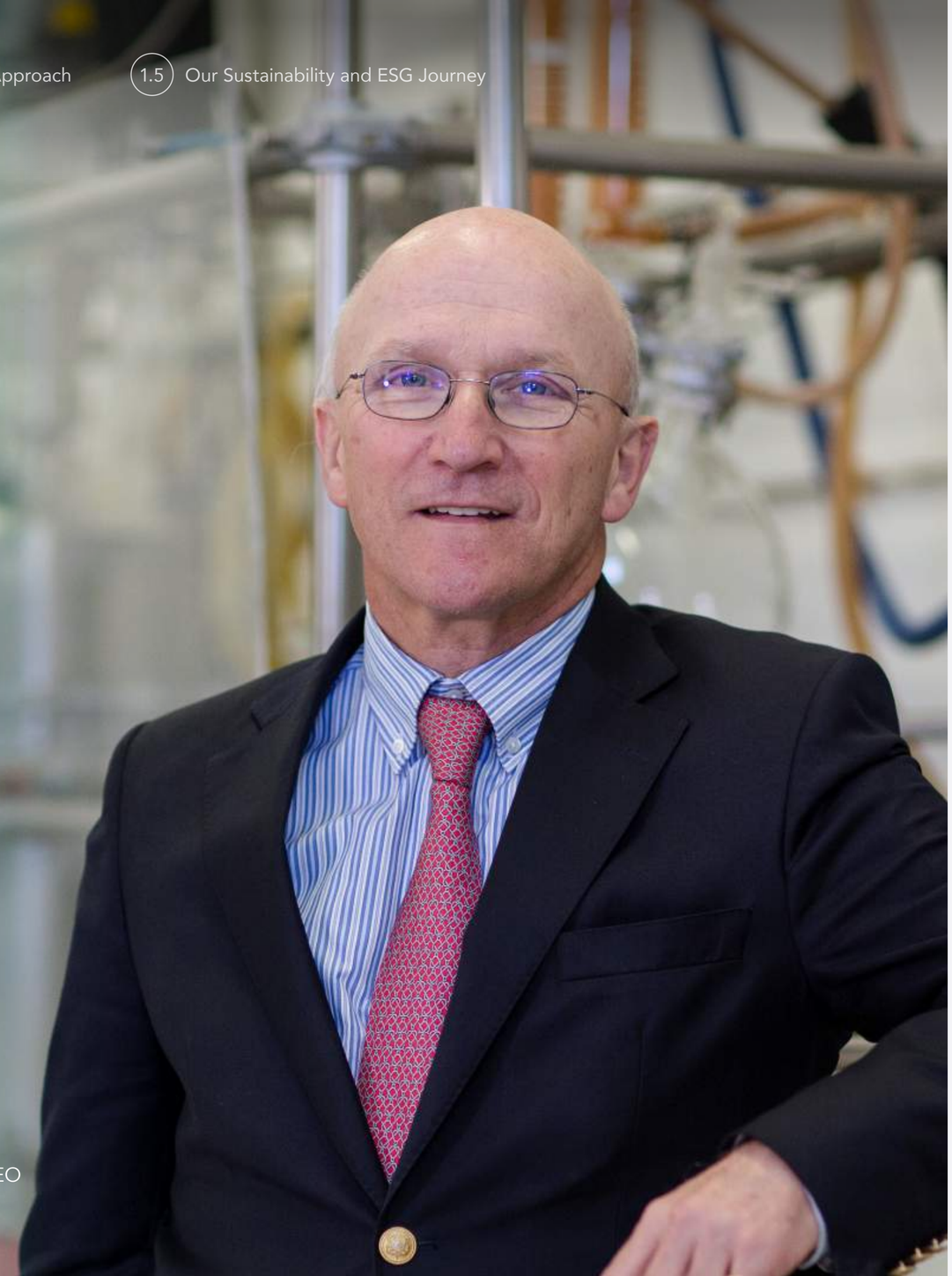
1.2 Message from the CEO

Transition towards a sustainable agriculture

At Rovensa, we aim to play a more active role in this transition towards a sustainable agriculture by working closely with farmers and becoming their knowledge partners, understanding their challenges, and supporting them to use our solutions more efficiently to enhance productivity, while preserving natural resources, biodiversity, and reducing greenhouse gas emissions.

Farmers around the world are experiencing enormous challenges. As the demand for healthier and safer food rises, derived from a worldwide growing population and diet changes, farmers need to find new ways to carry out their outputs. Climate change and limited access to fertile soils brought new paradigms to protect and preserve nature for future generations. At Rovensa, we are determined to be part of the solution by helping farmers to adopt more sustainable practices.

That is how we overcome today's challenges and create a better future for the next generations. The time to take care of the future is now.



Eric van Innis
Rovensa Group CEO

That is why we are developing innovative agricultural solutions that can help global food systems to produce healthy and safe food accessible for all. Over the last years, we have been launching new solutions - such as biostimulants, bio-protection solutions, bio-adjuvants, inoculants, and biofertilizers - and improving existing ones. In conventional crop protection products, we have already significantly decreased the portfolio's risk index, and the Farm to Fork Strategy objective of a 50% risk reduction will be a reality in the next two years.

At Rovensa, we aim to play a more active role in this transition towards a sustainable agriculture by working closely with farmers and becoming their knowledge partners, understanding their challenges, and supporting them to use our solutions more efficiently in order to enhance productivity, while preserving natural resources, biodiversity, and reducing greenhouse gas emissions.

We are guiding our product development efforts by their impact on nature. We are, for instance, developing biological nitrogen and phosphate fixation products to improve the capture capacity of plants from the soil and the atmosphere, reducing the carbon footprint and GHG emissions of the crop. We strongly believe that nature can be our best partner, as it can absorb and store carbon.

Alongside with natural resources protection, biodiversity, and other environmental concerns, social issues – like the health and safety of our employees and farmers – are also extremely relevant for us. We continuously build stewardship efforts to ensure the safety of our employees and the safe use of our agricultural solutions by farmers, to consequently contribute to a safe and healthy food supply.

We care first and foremost about people, plants, and the planet. For us, sustainability is about balancing our economic growth with positive social and environmental impact, generating value for all stakeholders.

Last year, we thrived to make progress to:

· Seed a responsible business across all geographies in which we have presence and ensure that our suppliers follow the same ethical standards. To ensure that, we assess their ESG standards when working with them;

· Reduce our greenhouse gas emissions even when our business grows. To reach this commitment, we have calculated our global GHG emissions (scopes 1, 2 and 3) and we are now designing a net zero roadmap aligned with SBTi to be consistent with the reduction required to limit global warming to 1.5°C;

· Adopt more efficient production processes and practices in our industrial plants to foster eco-efficiency in our operations. In comparison with the fiscal year 2019/2020, we have reduced our energy intensity ratio by 5%;

· Foster a diverse, inclusive, safe, and healthy working environment. We focused our efforts on safeguarding our people's health and well-being, while contributing to the development of the communities in which we operate;

· Bring our knowledge, innovation, and technical field expertise to contribute to a more sustainable agriculture, accelerating the path of the agriculture of tomorrow.

These results show our actions as a responsible business. However, we are conscious that there is still a lot of work ahead to move our sustainability agenda forward. In 2022, our main challenge will be to turn our commitments into near-term and long-term plans to drive meaningful and lasting positive impact across our Environmental, Social and Governance pillars.

In this context, I am pleased to confirm that Rovensa Group reaffirms its support to the Ten Principles of the United Nations Global Compact (UNGC) in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture, and daily operations.

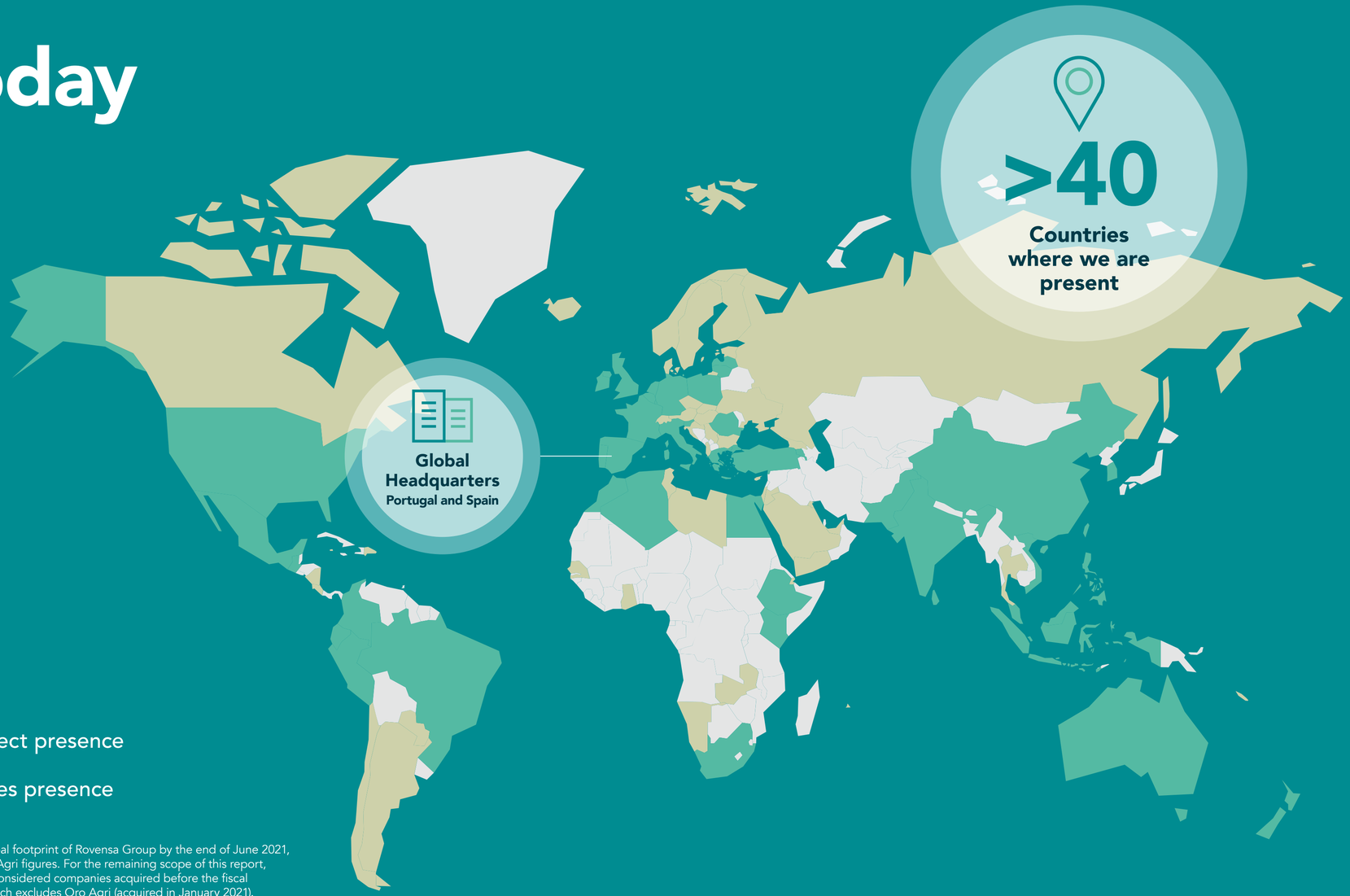
That is how we overcome today's challenges and create a better future for the next generations. The time to take care of the future is now.

Climate change and limited access to fertile soils brought new paradigms to protect and preserve nature for future generations. At Rovensa, we are determined to be part of the solution by helping farmers to adopt more sustainable practices.

Eric van Innis
Rovensa Group CEO

1.3 Our Group

Today



This is the global footprint of Rovensa Group by the end of June 2021, including Oro Agri figures. For the remaining scope of this report, we have only considered companies acquired before the fiscal 2020/2021, which excludes Oro Agri (acquired in January 2021).

Group's facts

>55 years
Experience and knowledge in the Agribusiness sector

~80
Countries where our products are sold

Corporate Fact Sheet

Our people

>1,800
Employees

>40
Nationalities in our global and diverse team

>180
Research and development (R&D) and regulatory employees

>800
Field professionals that give agronomic advice to farmers

Our product and innovation

12
Industrial plants in Brazil, France, Ireland, Portugal, South Africa, Spain and United States of America

>30
R&D experimental centres and laboratories

>140
Agreements with universities/ research centres

>1,900
Products registered in more than 80 countries

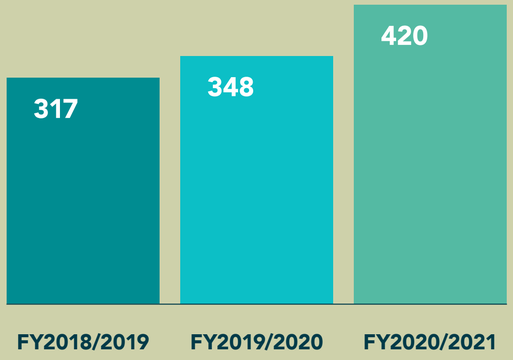
This is the corporate fact sheet by the end of June 2021, including Oro Agri figures. For the remaining scope of this report, we have only considered companies acquired before the fiscal 2020/2021, which excludes Oro Agri (acquired in January 2021).

Our performance

>420 million €
Net Sales FY20/21

Our growth

Net sales (million euros)



Rovensa Group is an international player in the agriculture industry.

Our mission is to help to feed the planet, through healthy and safe solutions, enabling a balanced and sustainable agriculture.

1.3.1 Our Well Balanced Agriculture Claim

Rovensa Group is an international player in the agriculture industry, with an extensive history, experience and knowledge in the sector. It started its activity in the agribusiness in 1965, in Setúbal, Portugal, and has expanded its direct presence to 25 countries, with products sold in about 80 countries worldwide.

Our Group aims to contribute to feed the planet through a Well Balanced Agriculture that ensures the food needs of the world population – in terms of quality and quantity – are attended in a safe way. Our wide portfolio of trusted, high quality and innovative solutions for plant health and care serves growers and farmers' needs, while reducing the negative impacts of agricultural production on the environment, such as biodiversity loss, greenhouse gas emissions, excess water consumption, among others.

We want to contribute towards the implementation of a new agricultural approach, where farmers can achieve higher yields using less resources, within a model capable of preserving the environment and meeting emerging sociodemographic and nutritional needs and challenges.

All Rovensa companies are strongly committed to leading the change in the food production system through a sustainable agriculture, which we believe is a crucial step to achieving zero hunger and ushering a new era of sustainable development in the world.

Find out more about us at:
www.rovensa.com/about-us

Our mission

Is to help to feed the planet, through healthy and safe solutions, enabling a balanced and sustainable agriculture, through:

Development of product solutions
and agronomic concepts to improve plants and crops' quality and yields.

Support
plant health and plant care throughout the development cycle.

Contribute
to a sustainable global agriculture.

Our vision

Is to be a worldwide reference, through unique and innovative solutions for plant health and care, leveraging our proximity with local agriculture, by:

Offering customized solutions
with a broad portfolio, and an efficient go-to-market strategy.

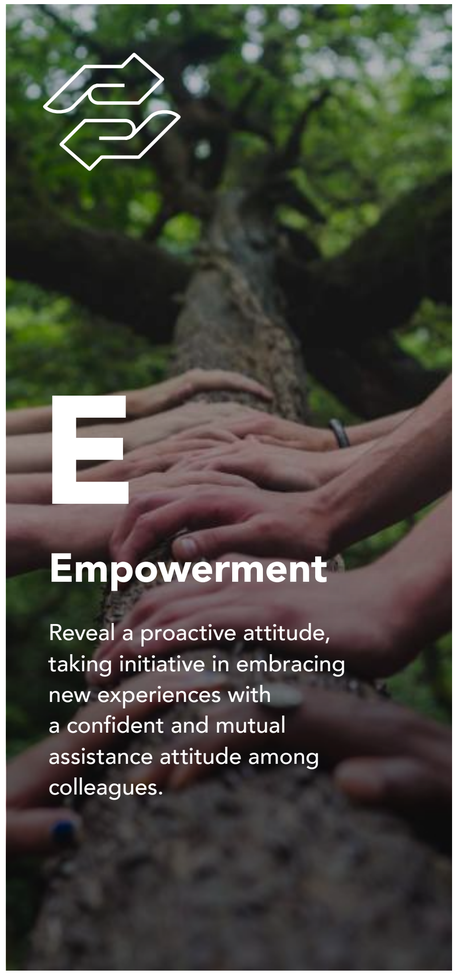
Providing the best solutions
through technological excellence and a strong client commitment.

Achieving sustainable growth
based on respect for the environment and high ethical standards.

SEEDS — Our values

S — Safety

Contribute actively to a safe and incident-free work environment, following and respecting health and safety best practices and procedures, acting as a safety agent.

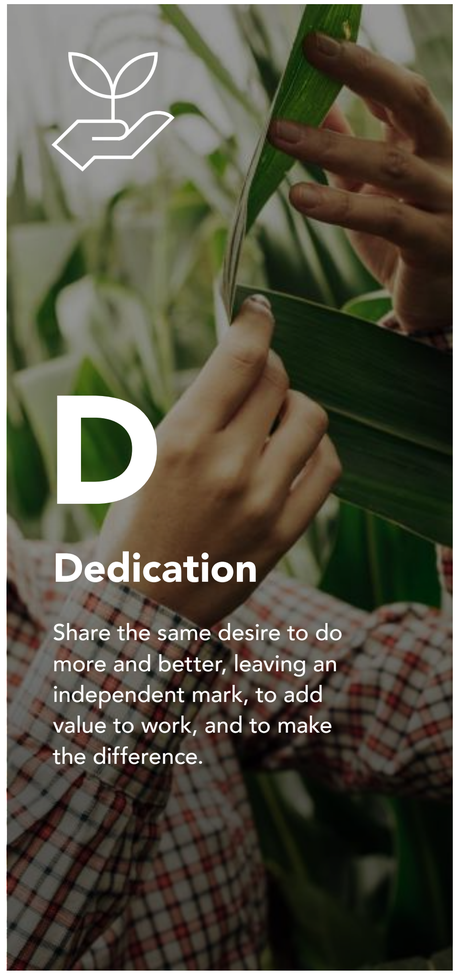


E — Empowerment

Reveal a proactive attitude, taking initiative in embracing new experiences with a confident and mutual assistance attitude among colleagues.

E — Ethics

Act with integrity, loyalty, and ethics in all areas of activity, fostering a culture based on compliance with legal rules, norms, and obligations. Ethical behaviour is a value that is part of our DNA and it must undoubtedly remain present when we attract new talents.



D — Dedication

Share the same desire to do more and better, leaving an independent mark, to add value to work, and to make the difference.

S — Striving

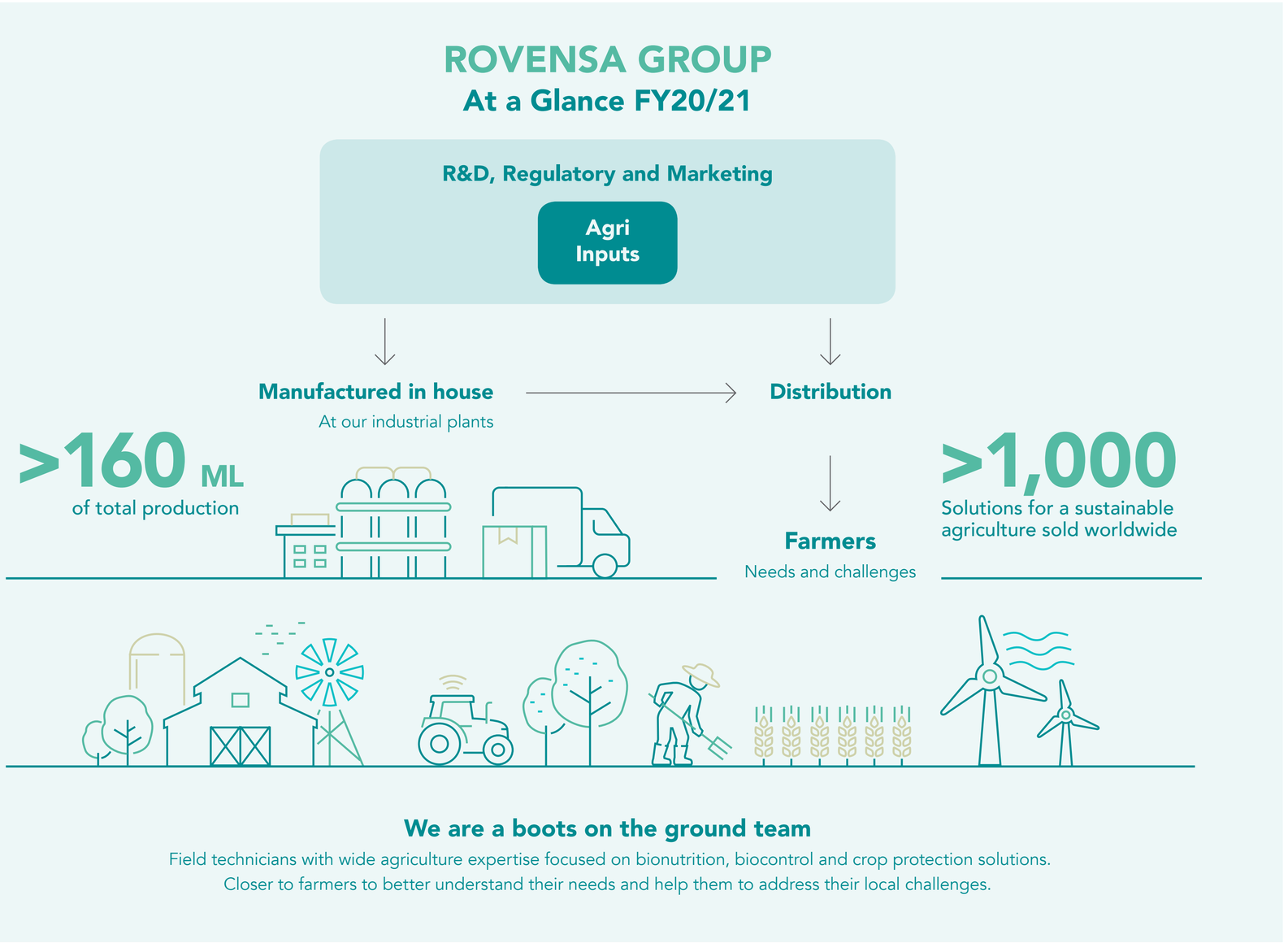
Share our willingness to continuously seek new methods, ideas, and solutions, taking a flexible stance, with courage and determination, regardless of the challenge and the context.

1.3.2 How We Operate

Rovensa comprises a group of companies that develops, manufactures, and commercializes bionutrition, biocontrol and crop protection solutions to help farmers produce safe and healthy food for all.

It all starts with our research and development, regulatory and marketing teams across the world, which help us to develop a pipeline of innovative solutions for agriculture. After laboratories and field trials, and granted authorization to be used and sold in agriculture, our solutions are manufactured across our industrial sites.

After being manufactured, our solutions are distributed to our customers worldwide through a global network of distributors and field support professionals. More than 600 field support professionals work closely with farmers to better understand their needs and challenges – our Global Boots on the Ground team. We have a grower-centric approach model with a tailored go--to-market strategy, which provides crop strategy programmes and services, adapted for all crops and local specific needs, covering most of the plant input spectrum, on world core markets.



1.3.3 Innovating to become a global leader in sustainable agriculture

Rovensa is one of the global leaders in sustainable solutions for agriculture with extensive experience and knowledge in the sector. We have three core business units that integrate several companies which offer an extended portfolio of innovative solutions with a common objective: to support a Well Balanced Agriculture.

Bionutrition

What we do?
Global reference in the development and manufacture of innovative solutions, marketed in over 60 countries worldwide. This selection comprises biostimulants and crop nutrition solutions on chelates, precision foliar fertilisers, microbiological solutions (such as inoculants and bacterial extracts), as well as cutting-edge adjuvants for plant's growth and healthy development, enhancing quality and yield.

Companies
Tradecorp
OGT
Rodel Flowers
SDP

166,083,299 €
Net sales

Biocontrol

What we do?
Benchmark in disruptive and innovative biocontrol solutions based on botanical extracts, microorganisms, and natural minerals. This business unit is developing their unique solutions in-house and commercializing them in more than 40 countries worldwide.

Companies
Idai Nature
Agrichembio
Grupo Agrotecnologia

85,040,936 €*
Net sales

*Includes Oro Agri since its acquisition in January 2021.

Crop Protection

What we do?
Independent players in off-patent crop protection solutions. It is recognised for its high-quality products, and has a strong footprint in Europe, with a leading position in Iberia and a more recent presence in Brazil and Mexico. It is committed to invest in lower risk solutions for crop protection, and expand its portfolio by combining conventional and bio-protection products.

Companies
Ascenza
Selectis

168,943,682 €
Net sales

1.3.4 Driving Shared Value

We aim to create long-term value for all our stakeholders: investors, suppliers, employees, distributors, growers, farmers, local communities, and society in general. Helping to provide safe, healthy, and nutritious food to a growing world population is the purpose of our business. We are focused on transforming the food production system towards a more sustainable model to guarantee that agriculture meets the needs of present and future generations, while safeguarding environmental health, social and economic equity. We intend to have a positive impact on all dimensions of sustainability: environmental, social, and economic.

The following figure illustrates how we create value in the fiscal year 20/21 for all stakeholders and it is adapted from the International Integrated Reporting Council's (IIRC) framework.

Inputs

Financial Capital
~404 M€
Operating costs

Natural Capital
(all renewable and non-renewable environmental resources)
232,934 GJ
Energy consumption
135 ML
Water withdrawal

Intellectual Capital
(technical knowledge and research)
>130
R&D and regulatory employees
>21 M€
Capital expenditure for R&D and regulatory

Human Capital
(expertise, knowledge and dedication of our employees around the world)
1,616
Employees
40
Different nationalities

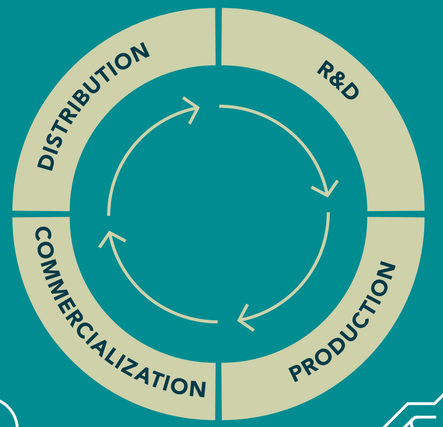
Manufacturing Capital
(infrastructure, facilities and equipment)
8
Industrial plants
21
Laboratories and experimental field centres

Social Capital
(partnerships with academia and the community)
66
Agreements with research/ universities centres

Business Model

Our mission
To help to feed the planet through healthy and safe solutions, enabling a balanced and sustainable agriculture, where farmers can do more with less

Our purpose-driven business
Develop more sustainable solutions for agriculture



Differentiated business strategy
A grower-centric approach model with a tailored go-to-market strategy (Boots on the Ground)

Our business values
We conduct our business based in our corporate values: Safety, Empowerment, Ethics, Dedication and Striving

Outputs

Financial Capital
>420 M€
Revenues

Natural Capital
478 tCO_2e/ML of production
GHG emissions intensity
9%
Water reused
58%
Waste sent for recovery

Intellectual Capital
67
New products developed
261
Formulations with organic certification

Human Capital
71%
Employee engagement score
12%
Employee turnover

Manufacturing Capital
168 ML
Total production
>1,000
products registered in more than 35 countries

Social Capital
27
Students covered by scholarships in agribusiness related-area

We drive long-term business success by creating shared value

From an economic perspective, with 420 million euros of net sales in the fiscal year 2020/2021 (+21% compared to the fiscal year 2019/2020), our Group contributes to different regions of world economy. Our financial performance shows the monetary value created by our business, which generates and distributes economic value for our suppliers, employees, governments, providers of capital, and local communities in the countries in which our Group operates.

Of our revenues, more than 95% goes to operating costs, such as suppliers' payments, employees' wages and benefits, and payments to providers of capital, among others. The total value distributed amounted to around 404 million euros, a 25% increase compared to the fiscal year 2019/2020.

Economic impact and performance (euros)	Fiscal year 2020/2021[A]	Fiscal year 2019/2020	Variation
Direct economic value generated (devg): Revenues	**420,825,645**	**348,593,908**	**20.7%**
Net sales	**420,067,917**	**347,615,740**	**20.8%**
Revenues from financial investments	**286,916**	**439,085**	**-34.7%**
Interest on financial loans	286,916	439,085	-34.7%
Dividends from shareholdings	0	0	0%
Royalties	0	0	0%
Direct income generated from assets, such as property rental	0	0	0%
Revenues from Sales of assets	**470,812**	**539,083**	**-12.7%**
Physical assets, such as property, infrastructure, and equipment	470,812	539,083	-12.7%
Intangibles, such as intellectual property rights, designs, and brand names	0	0	0%
Direct economic value distributed (devd): Operating costs	**403,558,545**	**323,329,574**	**24.8%**
Payments to suppliers	**262,652,616**	**216,327,659**	**21.4%**
Employees' wages and benefits	**83,679,004**	**69,826,704**	**19.8%**
Payments to governments (taxes)	**13,405,775**	**10,291,568**	**30.3%**
Payments to providers of capital	**43,795,520**	**26,876,468**	**62.9%**
Community investment	**25,630**	**7,175**	**257.2%**
Direct economic value retained (devg)-(devd)	**17,267,100**	**25,264,334**	**-31.6%**

[A] Includes Oro Agri financial performance since its acquisition in January 2021.

1.4 Our Approach

Businesses need to set a strong strategy

An adaptable business model that seizes opportunities and anticipates risks.

1.4.1 Megatrends

The world is continuously changing and so are the challenges coming from it. To keep up and to accommodate those changes, businesses need to set a strong strategy, but also to have an adaptable business model that seizes opportunities and anticipates risks. In this matter, we have identified the world's megatrends most related to our business.

Find out how Rovensa is tackling megatrends

World population rise

World population is expected to reach 9.7 billion in 2050.[1]

Agricultural production growth

Global use of cereals is projected to increase from 2.7 billion tonnes in 2018, to 3 billion tonnes by 2030, mainly driven by higher feed use (+163 Mt), followed by food use (+146 Mt).[2]

Populations affected by food insecurity

Moderate or severe food insecurity affects more than 30% of the world population.[3]

Climate change

Climate change will pose a threat to global food production in the medium to long term.[4]

Species extinction

The global food system is the primary driver of biodiversity loss. Biodiversity loss will continue to accelerate unless we change the way we produce food. Further destruction of ecosystems and habitats will threaten our ability to sustain human populations.[5]

Resources scarcity

Population growth will demand for 35% more food, 40% more water and 50% more energy by 2030.[6]

1.4.2 Our commitment to the United Nations Sustainable Development Goals

We work daily to help to nurture a more sustainable world, striving to reduce our environmental and social footprint and increase the positive impacts that our activities generate. To this end, we are committed to the United Nations Sustainable Development Goals (SDGs), namely those that most relate to our mission of helping to feed the planet through healthy and safe solutions. As we provide solutions for a more balanced agriculture across the world, we believe that our biggest responsibility lies with the following SDGs – 2. Zero Hunger, 12. Responsible Consumption and Production, 13. Climate Change, and 15. Life on Land –, specifically on selected targets that are closely aligned with our mission. Compared to our last reporting exercise, we have identified a fourth SDG – 13. Climate Change – due to the undeniable global and cross sector responsibility that every company must undertake in order to mitigate climate change.

Targets
2.3 Double the agricultural productivity and incomes of small-scale food producers.
2.4 Ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production.
2.5 Maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species.

What are we doing?
We are developing new solutions and improving our portfolio to increase agricultural productivity and efficiency, leading to better quality yields.

How are we doing it?
A Sustainable Agriculture; Responsible Research and Product Development; Leading Innovation

www.globalgoals.org/2

Targets
12.2 Achieve the sustainable management and efficient use of natural resources.
12.4 Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle.
12.5 Substantially reduce wastegeneration through prevention, reduction, recycling and reuse.
12.7 Promote public procurement practices that are sustainable.

What are we doing?
We are working to improve efficiency not only in our operations, but also in our portfolio, by making available more organic solutions, options with lower risk, and products that reduce resources consumption in agriculture.

How are we doing it?
While Tackling Climate Change; A Sustainable Agriculture; Responsible Research and Product Development; Leading Innovation

www.globalgoals.org/12

Targets
13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters.
13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

What are we doing?
We are investing in efficiency (through our operations and our supply chain) and in renewable energies, while developing our Net Zero Roadmap.

How are we doing it?
While Tackling Climate Change

www.globalgoals.org/13

Targets
15.1 Ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services.
15.3 Combat desertification restore degraded land and soil.
15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity. And protect and prevent the extinction of threatened species.
15.6 Introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species.

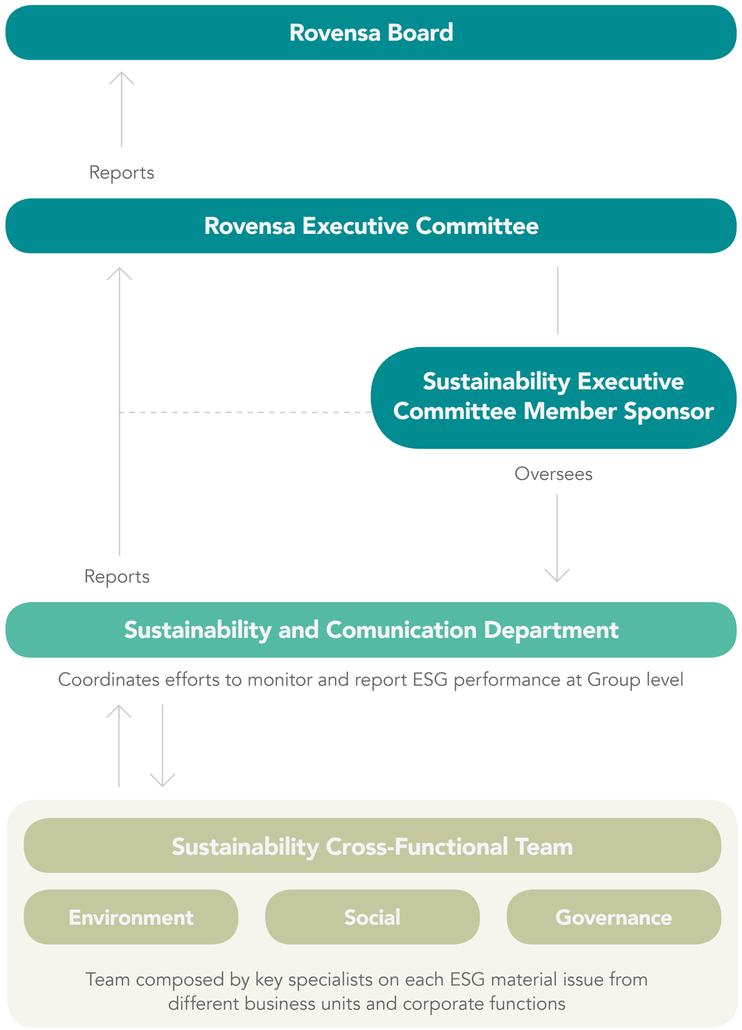
What are we doing?
We are continuously developing new solutions and improving our portfolio to reduce its negative impacts on the environment and biodiversity, while contributing to improve plant and soil health.

How are we doing it?
While Tackling Climate Change; A Sustainable Agriculture; Responsible Research and Product Development; Leading Innovation

www.globalgoals.org/15

1.4.3 Our Sustainability Governance Model

Sustainability is part of our business approach and we ensure that it is transversal to all our Group companies, to all levels of the organisation, and that it is present in the way we conduct our everyday work. To ensure this alignment and the proper monitoring of sustainability and ESG issues, Rovensa has a corporate **Sustainability Policy** with its ESG commitments. In 2020, our Executive Committee has approved the following Sustainability Governance model.



The **Rovensa Board** is constituted by our Chairman, shareholders (Bridgepoint and Partners Group), Executive Committee members (CEO and CFO) and independent board members.

The Board oversees ESG issues reported by the Executive Committee. To know more, please refer to the chapter **Corporate Governance.**

The **Rovensa Executive Committee** is the executive decision-making body on all ESG matters. To enable sustainability transformation at Group level, the Rovensa Executive Committee embeds sustainability in its corporate strategic agenda, to discuss and update ESG on a regular basis.

The Executive Committee members are actively involved in the development of the ESG approach, namely the definition of ESG material issues and KPIs prioritization.

During this fiscal year, ESG issues and the Rovensa Sustainability journey were included in 80% of the Board Packs prepared for the Executive Committee (+20 p.p. compared to fiscal year 2019/2020) and reported to the Rovensa Board. The Board Pack is a document issued by the Executive Committee before Board meetings. This document contains the core topics and information that will be addressed in the meetings. This mechanism helps to ensure that ESG topics are included in the Executive Committee and in the Board agendas.

The **Sustainability Executive Committee Member Sponsor** ensures alignment between Rovensa Executive Committee and the work performed by the Sustainability and Communication Department.

The **Sustainability and Communication Department** reports to the Sustainability Executive Committee Member Sponsor (our Chief Human Resources Officer (CHRO)) the Group's progress on sustainability matters. It is accountable to provide information and clarification, if needed, to the Executive Committee about the Group's ESG KPI's progress and action plans proposed by the Sustainability Cross-Functional Team.

The Sustainability and Communication Department is also responsible for publishing Rovensa's Sustainability Report, and for building and supporting a culture of sustainability within the Group, ensuring targets are set and monitored.

The **Sustainability Cross-Functional Team** is a group that embeds several perspectives and points of view which enable effective long-term decision making. The team is composed by key specialists with technical expertise on various ESG material issues, from different business units and corporate functions.

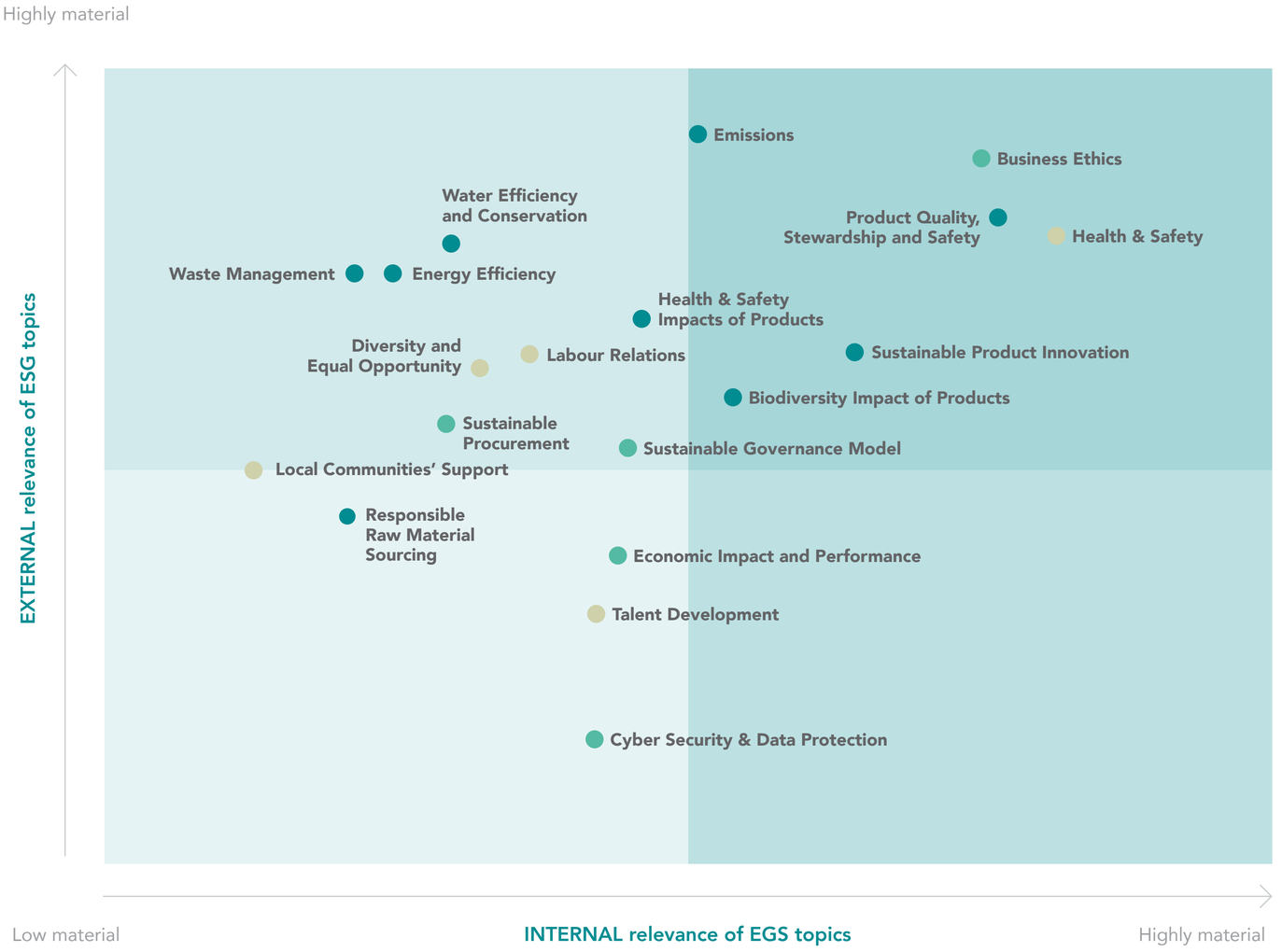
This Cross-Functional Team is responsible responsible for recommending and implementing appropriate action plans to meet the Group's sustainability commitments and report regularly to the Sustainability and Communication department.

1.4.4 Our Sustainability Materiality

In 2020, Rovensa conducted its first materiality assessment to identify the material aspects to its business. This exercise identifies the aspects we should address to ensure an effective management and reporting of our performance and impacts in terms of sustainability.

To do so, we consulted a wide range of internal and external sources. These include the most relevant sustainability international frameworks and its recommendations, such as the Global Reporting Initiative (GRI), the United Nations Global Compact (UNGC) and the Sustainability Accounting Standards Board (SASB), as well as significant ESG reports and Public Policy Strategies relevant to our industry.

In total, 60 sustainability aspects were identified and merged into 19 topics. Those were then ranked by our shareholders and Executive Committee, according to the relevance attributed by industry players and international frameworks. This process resulted in a materiality matrix, which illustrates our priority ESG topics. **To know more about our materiality assessment, please consult the Rovensa Sustainability Report for the fiscal year 2019/2020.**



In this report, we disclose information regarding the performance of the following 15 ESG material topics during Rovensa's fiscal year 2020/2021:

Environment
- Energy Efficiency
- Emissions
- Water Efficiency & Conservation
- Waste Management
- Sustainable Product Innovation
- Biodiversity Impact of Products
- Health & Safety Impacts of Products

Governance
- Business Ethics
- Economic Impact and Performance
- Sustainability Governance Model
- Sustainable Procurement

Social
- Diversity and Equal Opportunity
- Labour Relations
- Talent Development
- Health & Safety

1.4.5 Stakeholder Engagement

As our activity has impacts and is impacted by several stakeholders, we try to actively engage with them to better understand their needs and expectations and, whenever possible, to adjust our activities to fulfill them. Our most relevant stakeholders – those we more actively engage with – are the groups and organisations with whom we work with and to whom our products are aimed at.

The ongoing dialogue with different stakeholders has allowed us to identify trends, needs, problems and developments that have a potential impact on our business or that our business can impact. In the quest to have a more significant positive impact on food production systems, it is essential to consider their expectations and points of view and to work with them to continually improve our portfolio.

At Rovensa, we maintain a regular dialogue with our stakeholders through different means, as explained in the following table.

Investors

Our website, social media, e-mail, Sustainability Report, meetings, board pack, and investors' ESG annual reviews.

Work councils

Local Human Resources (HR) meetings with employees' committees.

Academia

Partnerships and innovation projects.

Regulators

Our website, e-mail, meetings, events and discussion forums.

Employees

MyPeople (HR internal portal), intranet, Rovensa People Survey (conducted every two years), whistleblowing channel, training sessions, performance annual review, and e-email.

Industry Associations

Associations' meetings and e-mail.

Suppliers

Rovensa Supplier Portal, Know Your Supplier questionnaire, e-mail, business meetings and direct contacts.

Customers and farmers

Our website, social media, e-mail, catalogues, leaflets, speciality magazines, business meetings, demonstrative trials, and direct contacts (Boots on the Ground approach).

Local Communities

Partnerships, sponsorships, support and volunteer initiatives.

Our most relevant stakeholders are the groups and organisations with whom we work with and to whom our products are aimed at.

1.4.6 Main Memberships

We believe that sustainable development depends on the capacity of sharing and collaboration between companies, sectoral associations, academia, non-governmental organizations (NGOs), governments and citizens.

For that reason, we cooperate with several initiatives and organizations to discuss best practices and to promote and ensure the quality, innovation and sustainability of our own activities and products, while enhancing our positive impacts and reducing the negative ones.

With the purpose of contributing in a broader way to the sustainability of our planet and promoting sustainable practices in the agriculture sector, we became members of the Business Council for Sustainable Development (BCSD) Portugal and signed the Ten Principles of the United Nations Global Compact.

Bionutrition
Shaping frameworks to a climate-smart agriculture

EBIC | ABISOLO

Tradecorp in one of the ten founding companies of the European Biostimulant Industry Council (EBIC), with the initial aim of working for a sustainable regulatory framework for biostimulants within the European Union Fertlisers Regulation – under development at those times. Today, Tradecorp continues to contribute towards EBIC's mission to ensure that biostimulant technologies are valued as vital to sustainable, climate-smart agriculture, while securing and enabling regulatory framework for all of them.

In Brazil, Tradecorp Brasil is a member of Abisolo, the Brazilian Association of Technology Industries in Vegetable Nutrition, actively participating in the discussions of topics of interest to the sector, seeking competitiveness, economic freedom, and recognition.

Biocontrol
Joining forces towards a sustainable transition

IBMA | SEAE | BIOVAL

Idai Nature is a member of the International Biocontrol Manufacturers Association (IBMA), being one of the leaders of the Professional Group of Natural Substances. By leading this group, Idai Nature expresses and shares common views with other members to further shape a common positioning towards institutional actors, policy makers, media and the public.

The Spanish Society for Ecological Agriculture (SEAE) is also a key membership to promote, coordinate and facilitate research, training, advice, and dissemination of all aspects related to organic agriculture, agroecology and sustainable rural development.

The involvement with Bioval, a company cluster from Valencia, Spain, undertakes actions to coordinate and create a network of the bio sector companies (biotechnology, biomedicine and bioeconomy), leveraging their international presence.

Crop Protection
Committing towards safe and sustainable solutions

ECCA | AEPLA | ANIPLA

At an European level, Ascenza and Selectis join forces with the European Crop Care Association (ECCA), the pan-European representative of the post-patent plant protection industry. This membership allows us to be closer to other companies of the sector, as well as discussing points of view about new legislations, guidelines, and policies to key stakeholders, governments, and authorities in Europe. At a local level, we are members of Asociación Empresarial para la Protección de las Plantas (AEPLA), in Spain, and Associação Nacional da Indústria para a Proteção das Plantas (ANIPLA), in Portugal, to defend and build a strong and competitive agriculture, generating awareness about the benefits of our products within the regions we work in.

BCSD Portugal

BCSD

By being a member of BCSD Portugal, the Group actively contributes to the development of sustainable solutions to respond to society's challenges, towards a more balanced, fair, innovative, and competitive future, capable of generating work and social well-being.

United Nations Global Compact

UN GLOBAL COMPACT

Rovensa Group, Idai Nature and Tradecorp International are signatory members of the United Nations Global Compact. We are committed to tackle issues related to human rights, labour practices, environment and anti-corruption. This report responds to the obligation to annually publish the company's communication on progress (CoP).

1.5 Our Sustainability and ESG Journey

Well Balanced Agriculture

Our sustainability journey started a few years ago when we defined the concept of Well Balanced Agriculture. Since then, our commitment to sustainability has been growing stronger than ever.

Last year, we published our first Sustainability Report, starting our disclosure journey. From that moment onwards, we have been focusing our efforts in improving our positive impact in the world. We are taking action every single day and we are striving to constantly improve our performance. However, we also know that there is still a lot to be done.

As a purpose-driven organization, we aim to grow responsibly, nurturing a better future for the next generations. To materialize our commitment and pursuing meaningful ESG improvements year after year, we are developing a corporate sustainability strategy.

This will include setting several goals to deliver long-term positive impact to all our stakeholders. In our future Sustainability Report, we expect to disclose our performance according to the targets defined.

Our sustainability journey has begun and will continue to be improved even when our business grows.

ESG Highlights Fiscal Year 2020/2021

Seeding
a responsible business

We aim to be recognized not only for our solutions for a Well Balanced Agriculture, but also for our ethical behaviour, which goes beyond law compliance. Read more at our → **Seeding A Responsible Business** chapter.

89%
of our employees acknowledge they have read and understood our Code of Conduct (+22 p.p. compared to FY19/20)

our Anti-Money Laundering and Sanctions Policy has been communicated to
100%
of our Executive Committee members, employees and business partners

89%
of new suppliers were screened using social and environmental criteria

Growing
while tackling climate change

Even when our business grows, we take full responsibility for our environmental impacts. We are striving to adopt more efficient production processes and practices in our plants to reduce our consumption of natural resources. We are committed to reduce our global carbon footprint and foster eco-efficiency in our operations. Improved and more efficient production processes and practices that will reduce our consumption of natural resources. Read more at our → **Growing While Tackling Climate Change** chapter.

478 t CO_2e/ML of production
of GHG emissions intensity ratio (+6% compared to FY19/20)

1,386 GJ/ML of production
of energy intensity ratio (-5% compared to FY19/20)

0.53 ML/ML of production
of water consumption intensity ratio (+2% compared to FY19/20)

Caring
for people, health and safety and our local communities

We care about our people. We are committed to provide them opportunities to grow and be at their best at work. We foster a diverse, inclusive, safe and healthy working environment. We focus our efforts on safeguarding our people's health and well-being, while contributing to the development of the communities in which we operate. Read more at our → **Caring for People, Health, Safety;** and **For Our Local Communities** chapters.

40
different nationalities

63%
of our employees have received a goals-based performance and behavioural competencies evaluation (+1 p.p. compared to FY19/20)

18.57
of Lost Time Injury Frequency Rate (LTIFR) (+25% compared to FY19/20)

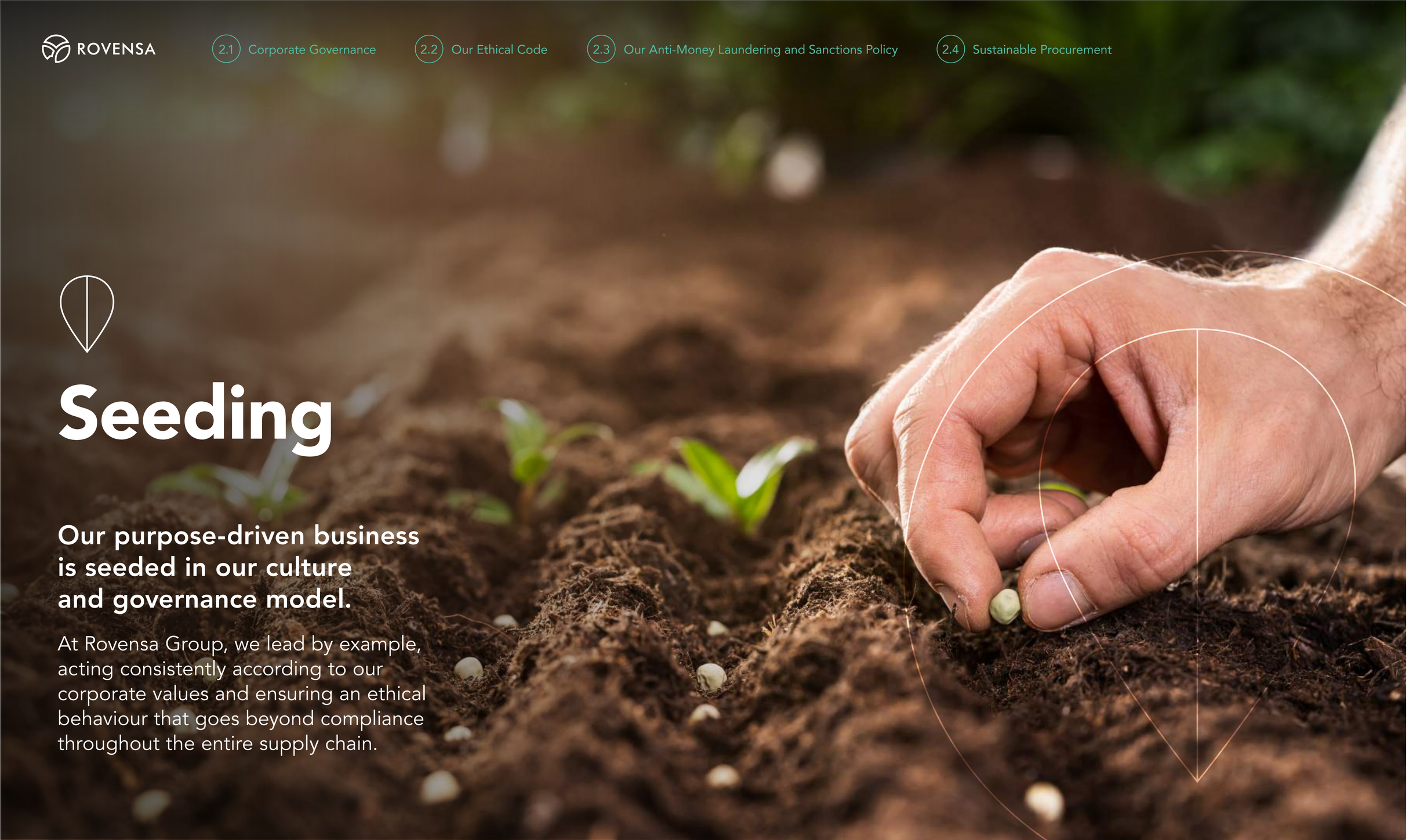
Harvesting
a sustainable agriculture while leading innovation

We are bringing our knowledge, innovation, and technical field expertise to contribute to a well balanced and more sustainable agriculture. By helping farmers to produce food in a safe, environmentally conscious, and responsible way, we believe that agriculture can help bring back balance to nature and be part of the solution to tackle climate change. Read more at our → **Harvesting a Sustainable Agriculture; Responsible Research and Product Development;** and **Leading Innovation** chapters.

23%
sales of solutions with organic certification in Rovensa's portfolio (+1 p.p. compared to FY 19/20)

0.62 kg
active substances of plant protection solutions used per hectare (-8% compared to FY 19/20)

5%
of our net sales invested in R&D and regulatory (equal compared to FY19/20)



Seeding

Our purpose-driven business is seeded in our culture and governance model.

At Rovensa Group, we lead by example, acting consistently according to our corporate values and ensuring an ethical behaviour that goes beyond compliance throughout the entire supply chain.

A responsible business

We act consistently according to our corporate values and policies, demanding and inspiring a truthful, fair and transparent conduct across all our operations and throughout the entire supply chain.

Rovensa Group headquarters in Lisbon

In everything we do, from the way we treat our employees to our partnerships with suppliers, we act responsibly in line with our corporate principles and values which are incorporated in our Code of Conduct. By demonstrating ethical behaviour in our business activities and implementing several governance structures and procedures, we generate trust along our journey to nourish our Group as a worldwide reference in a more sustainable agriculture.

2.1 Corporate Governance

Rovensa Group was held since 2017 by Bridgepoint. In the beginning of the fiscal year 2020/2021, Bridgepoint sold its original interest to Partners Group, and then re-invested in Rovensa via another Bridgepoint fund alongside Partners Group.

Rovensa Group is now held in equal parts by Bridgepoint and Partners Group. Shareholders are part of our Board, working closely with our Executive Committee to drive business growth and generate shared value for all stakeholders.

To build a strong governance and leverage value-creation opportunities for our Group, Rovensa Board comprises a chairman, shareholders, two Rovensa Executive members (Chief Executive Officer (CEO) and Chief Financial Officer (CFO)) and independent board members, with extensive experience in the industry, who regularly meet to maintain control over business and boost our corporate financial and non-financial performance.

Aiming to grow responsibly, all our Board and Executive Committee members are actively involved in accelerating our sustainability journey focused on ESG metrics. In the current fiscal year, an independent female board member was appointed to support us on this journey, contributing to a better ESG performance.

Directly reporting to the Board, our Executive Committee is responsible for the definition and execution of the Group's business strategy through an active leadership and operational management. Under the leadership of the CEO, the Executive Committee is composed by three Chief Operating Officers (COO) of our three main business units – bionutrition, biocontrol and crop protection –, and the CFO and the Chief Human Resources Officer (CHRO), who provide Group-wide business support services.

Executive Committee

Eric van Innis
Chief Executive Officer
Nationality: Belgian

Eric van Innis has been in the Group since 1991, having led the evolution of Rovensa to become an industry leader in both Crop Protection, at a European level, and in Specialty Crop Nutrition, at a global level.

He has begun his career as Manager of Repairs and Maintenance at the Compagnie Internationale des Wagons-Lits, in his home-country, Belgium.

His academic background includes University of Namur and KU Leuven, in Belgium, and Harvard University, in the United States.

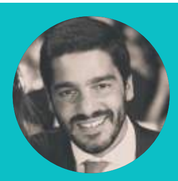
After that, he entered the agriculture business by joining Groupe Roullier, a multinational business specialized in plant nutrition. In the early nineties, he joined Sapec, leading their agro sector, at the root of what is Rovensa Group today.

Carlos Ledó
Chief Operating Officer Biocontrol
Nationality: Spanish

Carlos Ledó has been Chief Operating Officer of Rovensa biocontrol unit since May 2018.

He has over 20 years of experience in Biocontrol as managing director (CEO and COO) in several innovative Agrotech companies.

He is an Agriculture Engineer, graduated from the Valencia Polytechnic University and holds an Executive MBA at ESIC, an Entrepreneurship Development Program in MIT Boston and other postgraduate courses.



João Cardoso
Chief Mergers & Acquisitions Officer
Nationality: Portuguese

João Cardoso entered the Group in 2017 to create the M&A team. Since then, he completed 7 value-adding acquisitions, which were crucial to accelerate Rovensa's growth and its portfolio of sustainable solutions.

He has a large international experience in M&A advisory services and investment banking.

He has a bachelor's degree in management at Nova School of Business and Economics, and two Masters: one in Finance at Nova School of Business and Economics; and one in International Management at CEMS.

Appointed for FY21/22

João Martins
Chief Operating Officer Crop Protection
Nationality: Portuguese

João Martins has a long path in Rovensa, having joined the company when it was still Sapec Agro.

In 1995, he joined Sapec Agro as Marketing Manager and in 2012 led the operational transformation of the business as Strategic Marketing Director, before stepping up to the leadership of the Crop Protection business, in 2017.

He holds a degree in Agronomic Engineering from Universidade de Évora and a postgraduation in Marketing & Management, as well as in Prospective, Strategy & Innovation at ISEG (School of Economics and Management).

José Alfredo Garcia
Chief Operating Officer Bionutrition
Nationality: Mexican

José Alfredo joined Rovensa in 2013 as General Manager of Tradecorp in Mexico, having also been Interim General Manager in Tradecrop Brazil in 2015, and America's Director for Tradecorp from 2016 to 2018. He has been Chief Operating Officer of bionutrition unit at Rovensa since 2019.

He has more than 25 years of experience in the agribusiness sector with global experience in developing and executing business operations.

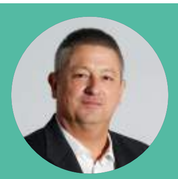
He is an Agronomist Engineer, specialist in plant protection, and holds a master's degree in plant protection, both from the Autonomy University of Chapingo. In 2011, he earned an Executive MBA grade by ITAM and Tulane University.

Nuno Loureiro
Chief Financial Officer
Nationality: Portuguese

Nuno Loureiro joined Rovensa in 2002, as Executive Director of the bionutrition unit. In 2011 he became the Chief Financial Officer (CFO) of Rovensa Group.

He has over 25 years of experience in international management in high growth environments, both in financial and operational leadership roles.

He holds a Business Administration Degree from Universidade Católica Portuguesa, a MBA from INSEAD, France, and completed an Advanced Management Program at Harvard Business School.



Pedro Pereira
Chief Human Resources Officer
Nationality: Portuguese

Pedro Pereira joined Rovensa in 2018 as CHRO. Today, he also leads Sustainability, Communication and Health & Safety for Rovensa. Pedro has 30 years experience, mostly in Human Resources, but has also held roles in sales and marketing.

He has held local, regional and corporate roles, and the largest part of his experience comes from large multinationals in the Pharmaceutical and Fast Moving Consuming Goods (FMCG) sectors.

Pedro holds a degree in Business and Human Resources Management from Boston University in Brussels, and completed a management development program at INSEAD France.

Virginia Guerrero Santo-Tomas
Chief Transformation Officer
Nationality: Spanish

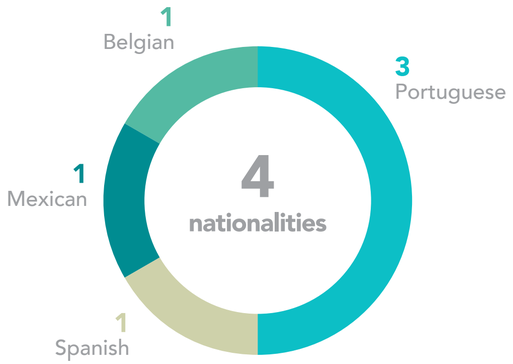
Virginia entered Rovensa Group in 2021, as Chief Transformation Officer. She is responsible to ensure continuous improvement of Rovensa companies, building a holistic view of the business, seeking opportunities for increased efficiency and growth.

She has a long track record of business development and transformational positions in different multinationals, such as General Electric, KPMG, and Vodafone.

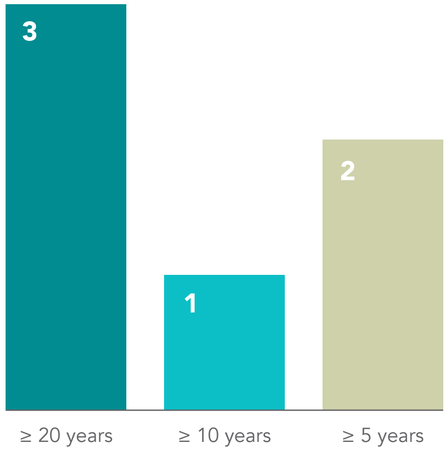
She is an Industrial Engineer from ICAI University, Spain, and holds an MBA from MIT Sloan School of Management.

Appointed for FY21/22

Executive Committee nationalities



Executive Committee tenure



Number of Executive Committee Members

Rovensa's Executive Committee combines various skills and different cultural backgrounds that bring different competencies and perspectives.

The average tenure of our Executive Committee is 15.8 years, which reveals the solid experience of our management team in the industry in which Rovensa Group operates. With decades of industry experience, the average age of our Executive Committee members is 54 years old.

15.8 years

average tenure of our Executive Committee Members

2.2 Our Ethical Code

We want to be recognized for the fair, responsible, honest, and transparent conduct

in which we carry out our activities, that goes beyond the respect for the law, rules and policies of each country where we operate.

For this, we cultivate an ethical behaviour with all our stakeholders throughout the entire value chain, particularly with our employees.

Launched in 2020, our Code of Conduct is the foundation of Rovensa Group's commitment to uphold an ethical behaviour while performing its business activities. Grounded in our mission, vision and SEEDS values, the Code of Conduct defines guidelines and rules that employees, customers, suppliers, as well as all stakeholders with whom we work must follow. At the same time, it discloses Rovensa's positioning regarding several issues, such as labour rights and safety conditions, discrimination and harassment, antitrust, anti-bribery and corruption, as well as anti-money laundering or conflicts of interest. The Code of Conduct is available on the Group's intranet and it is mandatory for all employees to read and accept its terms when accessing it for the first time. During the fiscal year 20/21, approximately 89% of all employees acknowledged they had read and understood our Code of Conduct.

89%

Employees acknowledged they had read and understood our Code of Conduct

+22 p.p. compared to FY19/20

Our Code of Conduct

Based on our mission, vision and values, Rovensa Code of Conduct is a document that outlines our principles and provides guidance on how we conduct ourselves regarding our employees, business, products and community. All stakeholders with whom we work must accept, comply and honour the guiding principles and rules set forth.

Employees

LABOUR RIGHTS Compliance with all labour laws, national and international standards codes, and conventions.

HEALTH AND SAFETY CONDITIONS
Applying high health and safety in the workplace.

DISCRIMINATION AND HARASSMENT
Commitment to maintain a workplace environment free from discrimination and harassment. Rovensa values diversity and fosters a culture that allows each individual to contribute to his fullest potential.

DATA PROTECTION AND CONFIDENTIALITY
Compliance with General Data Protection Regulation (GDPR) and guaranteeing confidentiality.

Business

COMPLIANCE WITH LAW Compliance with all applicable laws, national and international, and industry codes of practice that are applicable to our sector.

MARKETING AND COMMUNICATION Conduct our marketing and communication activities ethically, and in compliance with all applicable laws.

BRIBERY AND CORRUPTION We are strictly against the practice of stakeholders using their relationship with the company to gain a competitive advantage, and vice-versa.

CONFLICTS OF INTEREST We expect our employees to never make decisions or take actions that conflict with the best interests of the Group.

MONEY LAUNDERING PREVENTION POLICY
We do not accept any practices related to money laundering.

ROVENSA
— WELL BALANCED AGRICULTURE —

Community

COMMUNITIES AND STAKEHOLDERS
We aim to protect the environment, to have an injury and accident-free workplace, and to carry out our operations in a responsible manner, caring for and respecting the well-being of the community where we operate.

Products

QUALITY We ensure the quality of products, which will be supervised and guaranteed at all times.

INDUSTRIAL AND INTELLECTUAL PROPERTY
Our industrial and intellectual property (IP) must be protected at all times and we are committed to respect and protect the IP and Industrial Property of third parties.

A whistleblowing channel to report potential breaches

The whistleblowing channel is operated by an external and impartial entity, which performs investigations according to the reported situations.

As outlined in our Code of Conduct, the Group's employees are expected to report potential breaches concerning our people, business, products or community so they can be investigated and actions can be taken accordingly. For that purpose, the Group developed a whistleblowing channel, to enable communication regarding questions or suspected transgressions of the Code of Conduct. Employees who report an incident can choose to remain anonymous, regardless of the channel they decide to use:

The whistleblowing channel is operated by an external and impartial entity, which performs investigations according to the reported situations. In case any action is required, this external company informs Rovensa's Ethics Committee, composed by the Group's Chief Financial Officer, the Chief Human Resources Officer, and the Organizational Development Director, which will then decide what measures should be implemented. During the fiscal year 2020/2021, we had one complaint reported through our whistleblowing channel, which was later closed since there were no evidence to support it.

ONLINE PLATFORM
available in 24 languages

HOTLINE
available 24 hours a day, every day

E-MAIL

FAX

MAIL

2.3 Our Anti-Money Laundering and Sanctions Policy

Rovensa Group has a zero-tolerance policy when it comes to activities that go against bribery and corruption legislation and regulations, including using relationships to gain any kind of competitive advantage. We communicate our corporate policies to all our stakeholders in a consistent, inclusive and transparent manner, ensuring compliance with all national and international applicable laws, as well as industry codes of practice that are applicable to our sector.

Our Anti-Money Laundering and Sanctions Policy and Procedures – available on our intranet for all employees – states Rovensa only conducts business with third parties who engage in legitimate business activities. The purpose is to establish the general framework for the prevention of money laundering and terrorism financing throughout the Group. Rovensa is committed to high standards of anti-money laundering compliance and requires management and employees to adhere to these standards. During the reporting period, all the Group employees and business partners have been informed about our Anti-Money Laundering and Sanctions Policy and Procedures.

Our Anti-Money Laundering and Sanctions Policy has been communicated to

100%

of our Executive Committee members, employees and business partners

Some specific procedures include not accepting or giving gifts from/to customers, suppliers or providers that intend to obtain a favourable decision or outcome and otherwise influence the relationship established with Rovensa.

The adoption of these procedures considers the Transparency International's Corruption Perception Index. Whenever needed, Rovensa revisits and updates policies and procedures, ensuring that business practices are aligned with current legislation and regulation.

2.4 Sustainable Procurement

As a worldwide Group, Rovensa purchases goods, materials and services from all over the world.

We believe driving a responsible supply-chain requires commercial relationships based on open dialogue, transparency, shared values and a common strategic vision.

As a worldwide Group, Rovensa purchases goods, materials and services from all over the world. Our primary direct procurement materials include all materials and goods needed for our production. Indirect procurement comprises all non-production goods and services.

We believe driving a responsible supply chain requires commercial relationships based on open dialogue, transparency, shared values and a common strategic vision. By acting responsibly in close collaboration with our suppliers, and promoting a common and clear orientation, we aim to minimize risks and create stable and sustainable business relationships with our partners, ensuring all parts have the same understanding regarding several ESG topics, such as human and labour rights, health and environmental safety, business ethics and social responsibility.

Our supply chain also represents a significant portion of our carbon footprint, so we try to engage with local suppliers whenever possible, helping local economy and decreasing our activities' environmental footprint, contributing towards a positive impact on a global scale.

To achieve these goals, Rovensa has several mechanisms in place, namely the General Terms and Conditions for Purchases, the Supplier Code of Conduct and the "Know Your Supplier" questionnaire, a tool to access our suppliers which include ESG matters, among others.

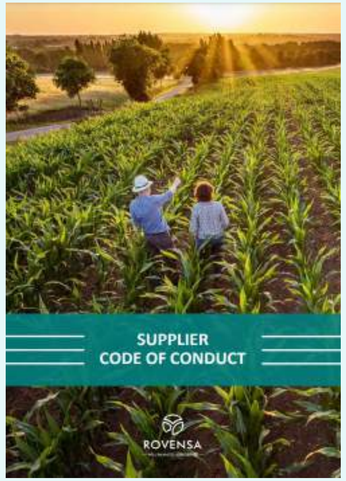
2,181
worldwide suppliers

38.2%
of procurement budget spent on local suppliers*

* This data does not include all Rovensa's companies.See more information on 204-1 disclosure at GRI Content Index.

Supplier Code of Conduct

We seek the prosperity and continuity of a profitable business through responsibility, ethical conduct, transparency and sustainability, respecting the global economy and human, social and environmental factors.



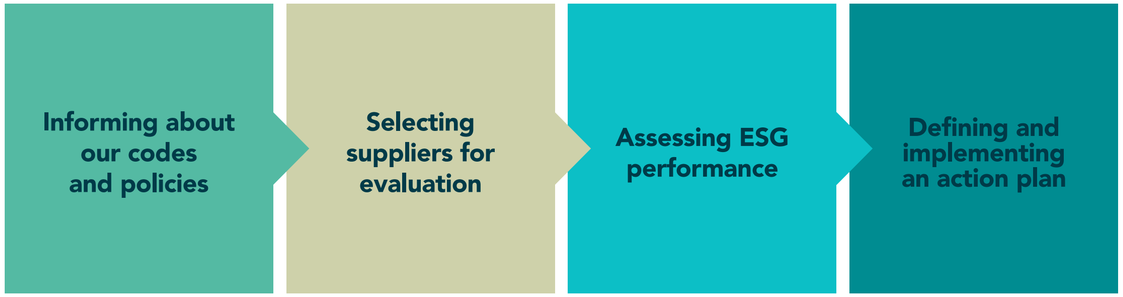
Rovensa's Supplier Code of Conduct reflects how the Group guides its activity with suppliers, distributors, agents, intermediaries, consultants, and contractors (including affiliates, employees, subcontractors, agents, and intermediaries of the suppliers). Through this document, the Group intends to share with its suppliers the principles by which its actions are governed in relation to human and labour rights, health and environmental safety, business ethics, social responsibility and overall business practices.

We seek the prosperity and continuity of a profitable business through responsibility, ethical conduct, transparency and sustainability, respecting the global economy and human, social and environmental factors.

To engage in any business relationship, suppliers are required to sign a Declaration of Conformity. Additionally, suppliers must ensure that the Supplier Code of Conduct is communicated and followed by its representatives and those entities that form an integral part of the supply chain, acting in full conformity with the law and regulations in all countries in which they operate. Once established between both parts, this Code is an integral part of the contract. In the event of non-conformities, the Group applies proper corrective measures or penalties, which may result in the termination of the respective contract and business relationship with Rovensa Group.

Rovensa's Supplier Code of Conduct is available in four languages (English, Portuguese, French and Spanish) in our Supplier Portal.

In accordance with our Sustainable Procurement Policy, we apply not only economic and financial criteria, but also environmental and social standards, both in the selection phase of new suppliers and when fostering relations with those that already work with us. We strongly believe that if we work together, we can improve not only our impact but also impacts that occur along the supply chain, potentiating a positive influence on a global scale.



Our management process to improve sustainable practices throughout the entire supply chain starts by informing our suppliers, through our Supplier Portal, developed to gather all our ethical procurement practices, namely our Supplier Code of Conduct and our Sustainable Procurement Policy, and to serve as an accessible platform where new suppliers can register to work with Rovensa.

The second step involves selecting suppliers for evaluation, which in our case applies to all suppliers that have a strategic relevance for our Group (e.g. raw materials suppliers). After the selection phase, the ESG performance of our suppliers is assessed and, whenever necessary, we put together an action plan to contribute towards their development. The process of our supplier performance assessment is detailed in the following page.

Know Your Supplier questionnaire

Supplier performance assessment

In May 2021, we launched the "Know Your Supplier" questionnaire to evaluate the performance of suppliers regarding different criteria, including sustainability dimensions. This process applies to the suppliers which supply any of the companies of Rovensa Group with Enterprise Resource Planning (ERP) system installed.

445 answered

The questionnaire was applied to 1,946 suppliers, of which 445 answered in the reporting period, representing 60% of Rovensa purchases

89%

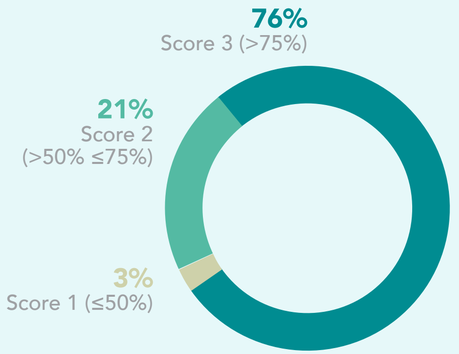
of new suppliers were screened using social and environmental criteria*

* Social and environmental criteria have the same scores because both are evaluated together.

The global evaluation comprises several dimensions with different weights contributing to the global score[7]. The Quality, HSE (Health, Safety and Environment) and Sustainability criterion weighs 10% of the total procurement assessment score. The global evaluation score concerning all topics assessed considers four ranges as it follows:

A	B	C	D
≥ 90% to 100%	>75% and <90%	>60% and ≤75%	≤ 60%

Within the sustainability criteria, this questionnaire assesses whether the best sustainability practices are being followed, considering the policies and/or certifications that a given supplier has in place. The answers provided by the suppliers will impact their internal evaluation, which are then shared with each one of them after the finalized analysis.



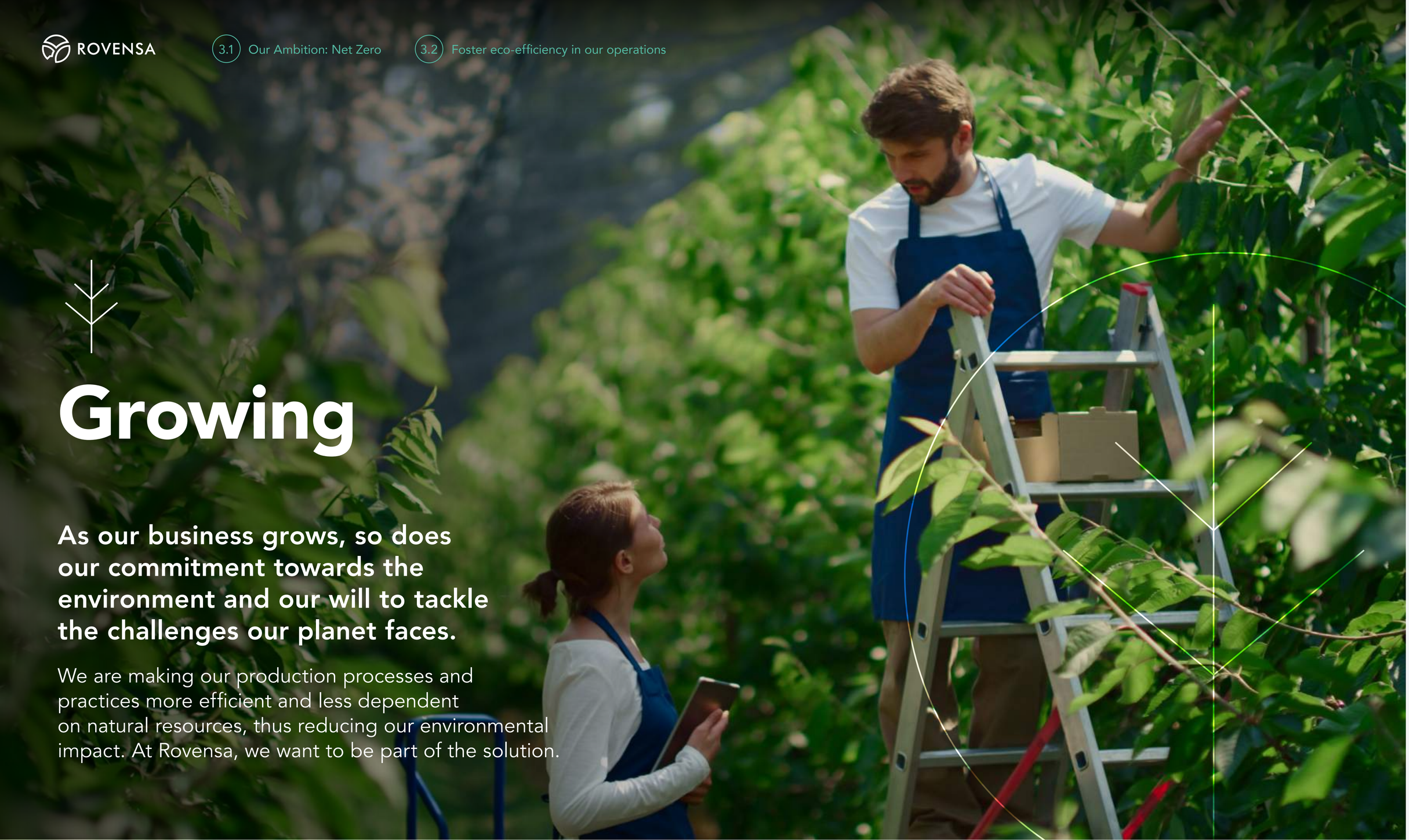
76%

of our suppliers have received a score >75% regarding ESG assessment

The questionnaire's ESG assessment phase follows two steps:

1. Evaluating sustainability performance: it is based on a scale of 1 to 3, where 1 corresponds to few or no policies in place; 2 corresponds to having policies in place and/or certifications; and 3, having policies in place and/or certifications and proactively seeking for improvement.

2. Developing suppliers: the suppliers' assessment main goal is to suggest improvement measures, as Rovensa Group does not intend to exclude suppliers, but rather to help suppliers improve their practices and potentiate positive impacts across the entire supply chain. Whenever a supplier has a global evaluation under 60% and/or a score 1 in the dimensions of financial status, complaints, quality inspections, RFT (Request for Tender) delivery and RFT quantity, Rovensa puts in place an action plan according to the following steps.



Growing

As our business grows, so does our commitment towards the environment and our will to tackle the challenges our planet faces.

We are making our production processes and practices more efficient and less dependent on natural resources, thus reducing our environmental impact. At Rovensa, we want to be part of the solution.

While tackling climate change

Climate change is one of the biggest challenges that humanity faces. In its latest report[8], the Intergovernmental Panel on Climate Change (IPCC) stated that human influence on global warming is unequivocal and that climate change is already affecting many weather and climate extremes in every world region.

According to the Food and Agriculture Organization of the United Nations (FAO)[9], agriculture absorbs a disproportionate 63% of damage and loss from disasters. This can result in poorer harvests and higher production costs, affecting the quantity, quality and price of farmed products and impacting the livelihood of many farmers and businesses.

At Rovensa, we want to be part of the solution. Through our Well Balanced Agriculture approach, we are striving to develop innovative agricultural solutions with increased efficiency and lower environmental impact. We take full responsibility for our operations' impacts, and we are committed to work to reduce the carbon footprint of our activities, as well as those of our supply chain, through improved and more efficient production processes and practices that will reduce our consumption of natural resources. Moreover, we continue to strengthen our ability to adapt to new environmental regulations and international frameworks, and to support our suppliers and customers doing the same.

3.1 Our Ambition: Net Zero

Recognising our activities' impacts and assuming tackling climate change as a top priority for us, we are developing our Net Zero Roadmap. The purpose of this Roadmap is to provide targets so that all the activities resulting from Rovensa's business and value chain have a net zero impact in terms of GHG emissions. Net zero emissions at the corporate level means being aligned with a 1.5°C pathway and supporting the removal/reduction of any remaining GHG emissions that are unfeasible to be eliminated.

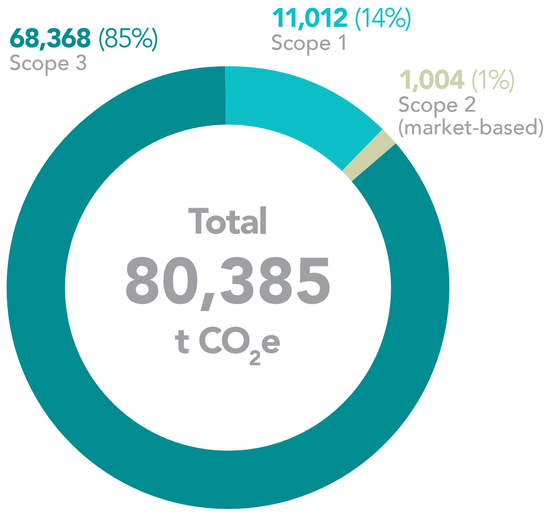
Therefore, our ambition is to set a science-based GHG reduction target consistent with the reduction required to limit global warming to 1.5°C compared to pre-industrial levels, according to the Science-Based Targets initiative (SBTi) requirements, and thus aligned with the Paris Agreement.

3.2.1 Greenhouse Gas Emissions

Compared to our baseline report regarding the fiscal year 2019/2020, in this exercise we were able to measure, in addition to scopes 1 and 2, our scope 3 GHG emissions not only for the fiscal year 2020/2021, but also for the fiscal year 2019/2020. The Group's carbon footprint, considering the three scopes according to the Greenhouse Gas Protocol[10], allows us to identify critical areas to be addressed in terms of carbon emissions and to implement actions in our operations and within our value chain to reduce it, thus contributing towards a low carbon future.

Our GHG emissions are primarily from scope 3 (85%), mostly associated with purchased goods (49%), and particularly with raw materials and packaging materials. Secondly, scope 1 GHG emissions represent 14% and are caused by the combustion of fossil energy sources, such as natural gas, diesel and propane, in our plants and in our own light vehicle fleet. Scope 2 GHG emissions (1%) are related to the generation of purchased electricity consumed in our industrial plants and main offices.

Rovensa GHG emissions by scope (t CO_2e)



478

t CO_2e/ML of production

GHG emissions intensity ratio in FY20/21

+6% compared to FY19/20

During the fiscal year 2020/2021, our scope 2 emissions reduction was mainly related to the acquisition of electricity 100% generated from renewable sources in five out of eight of our industrial plants, as well as the installation of photovoltaic panels in our operations in Valencia, Spain (plants and offices) (to know more, please refer to Energy Management).

As for the increase in our scope 3 emissions, it occurred due to a rise in two of our most representative emission categories, purchased goods and upstream transportation, which were impacted by the acquisition of a new company (which represents 3% of our total carbon footprint) and by an increase in production (9% compared to fiscal year 2019/2020).

GHG emissions[A] (t CO_2e)	Fiscal year 2020/2021	Fiscal year 2019/2020[B]	Variation
Total (scopes 1, 2 [C] and 3)	**80,385**	**69,649**	**15%**
Scope 1 - Direct GHG emissions [D]	**11,012**	**11,075**	**-1%**
Natural gas	6,715	6,774	-1%
Propane	508	508	0%
Diesel (own light vehicle fleet and plants)	3,781	3,677	3%
Leakage of fluorinated GHG	8	116	-93%
Scope 2 - Indirect GHG emissions [E]	**1,004**	**2,699**	**-63%**
Market-based method	1,004	2,699	-63%
Location-based method	2,311	2,352	-2%
Scope 3 - Other indirect GHG emissions [F]	**68,368**	**55,874**	**22%**
Purchased goods	39,541	31,676	25%
Fuel and energy related activities (not included in scopes 1 or 2)	2,863	2,210	30%
Upstream transportation and distribution	5,989	4,542	32%
Waste generated in operations	861	758	14%
Business travel	179	-	-
Downstream transportation and distribution	10,331	10,147	2%
Use of sold products	7,643	6,036	27%
End-of-life treatment [G]	989	506	96%
GHG emissions intensity ratio[H] - scopes 1, 2 and 3 (t CO_2e/ ML of production)	**478**	**451**	**6%**

[A] Whenever possible and relevant, and when the source of information was available, the different GHG identified by the Kyoto Protocol were considered, namely: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC) and sulphur hexafluoride (SF_6).
[B] Rovensa's carbon footprint for fiscal year 19/20 was reviewed and updated, specifically in terms of methodology to include scope 3 emissions.
[C] Considering the market-based method, since it represents more accurately our scope 2 emissions and better reflects our efforts to reduce it (e.g. purchasing 100% renewable energy).
[D] For scope 1, the GHG emission factors (EF) that we used derived from recently published data, made available by the local national or international competent authorities.
[E] According to the GHG Protocol, we report indirect scope 2 emissions according to both market-based and location-based methods. Location-based: we used GHG country average EF, which correspond to the most recently published available data from the local, national competent authorities (energy and/or environmental agencies/regulators). Market-based: we used supplier-specific EF that correspond to the most recent information made available by each supplier. We extracted the data from the national energy regulator website in Spain's case, since it contained supplier-specific EF.
[F] All material and applicable scope 3 emissions categories according to the GHG Protocol were calculated. Main limitations are related to the lack of information for our Laon plant (France), which is not included in purchases, upstream transport, and downstream transport categories, but we expect to include in the next fiscal year. For the category of purchased goods, only publicly available EF were considered. Additionally, business travel, although considered to be an immaterial GHG scope 3 category, was for the first time calculated in the fiscal year 20/21, including only workers from Portugal and almost all workers from Spain, due to the lack of consolidated data from other countries. The use of sold products category was calculated according to IPCC, Chapter 11, which provides methodologies to be adopted for the inventory of N_2O emissions from managed soils, including indirect N_2O emissions from additions of nitrogen (N) to land due to deposition and leaching, and additional emissions of CO_2.
[G] Regarding end-of-life treatment, a new methodology (Quantis tool from GHG Protocol and available at **https://quantis-suite.com/Scope-3-Evaluator/**) was used in the fiscal year 20/21 compared to fiscal year 19/20, to include all packaging materials that are put into market, and, therefore, the values obtained are not comparable.
[H] GHG emissions intensity ratio was computed based on our production in ML. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units. Note that calculations were reviewed, and fiscal year 19/20 value was updated.

3.2 Foster eco-efficiency in our operations

To ensure a more sustainable production at our sites, we are continuously seeking opportunities to increase our efficiency and decrease our energy consumption, waste generation, water withdrawal and consumption, and air emissions.

Therefore, we voluntarily and proactively implement and certify our Environmental Management Systems (EMS), which guarantee that our business processes are aligned with the most relevant international standards, such as ISO. In the fiscal year 2020/2021, four (Albacete, Sanchidrián and Valencia in Spain, and Setúbal in Portugal) of our eight industrial plants had their EMS certified according to ISO 14001. Additionally, our Valencia site is also recognised by EMAS (EU Eco-Management and Audit Scheme).

Our industrial sites[11]

Albacete, Spain

BIONUTRITION

Production of biostimulants and other nutrition products.

Orihuela, Spain

BIOCONTROL

Production of microbial and plant-based biocontrol and bionutrition solutions.

Sanchidrián, Spain

BIONUTRITION

Production of chelated micronutrients, which helps ensuring plant uptake.

Valencia, Spain

BIOCONTROL

Production of plant-based biocontrol products and biostimulants.

Kilcar, Ireland

BIONUTRITION

Seaweed extract (*Ascophyllum nodosum*) from local high-quality sources.

Laon, France

BIONUTRITION

Production of adjuvants and liquid boron.

Setúbal, Portugal

CROP PROTECTION

Facilities with four independent sites, dedicated to the production of fungicide, herbicide, and insecticides solutions.

Campinas, Brazil

BIONUTRITION

Production of inoculants (microorganisms), foliar fertilizers and fermentation based amino acids from biological origin.

3.3.1 Energy Management

To better monitor and reduce our energy consumptions, we use appropriate management systems, processes, and equipment to guarantee the highest energy efficiency level at our industrial plants. In Portugal, for instance, our industrial site in Setúbal has an energy management system certified according to ISO 50001 that helps to identify potential energy savings in existing or new production processes.

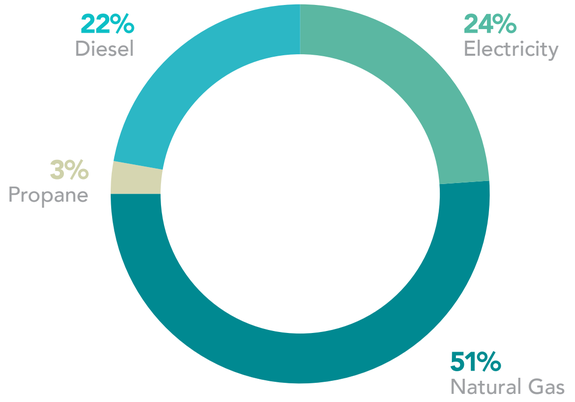
Additionally, this site implemented a digital platform, developed to constantly manage energy consumption from different sources (electricity, natural gas, and diesel) for each area of the production and for main consumers. A wide range of energy metrics, generated by the platform, is continuously analysed by the energy team, and every month by the plant's top management. The data generated by this digital platform has been leveraging our ability to identify efficiency improvements and the correct action plans that can minimize our specific energy consumption.

This plant also has a specific program regarding energy consumption, Sistema de Gestão dos Consumos Intensivos de Energia (SGCIE - Intensive Energy Consumption Management System), which is integrated in the country's energy efficiency action plan and has an Energy Consumption Rationalization Agreement (ECRA or ARCE, Portuguese for Acordo de Racionalização dos Consumos de Energia) for each industrial facility. The main plant has a plan for 2018-2025, while the sulphur plant has designed a plan for 2017-2024. The Implementation of the ARCE is monitored through execution and progress reports, with penalties foreseen for facilities that do not implement the measures. Energy audits, consumption rationalization plans, and biennial execution and progress reports are elaborated by officially recognized auditors. All our plant's energy KPIs were defined under the SGCIE and have associated targets.

Energy consumption

In the fiscal year 2020/2021, total energy consumption accounted for 232,934 GJ, which represents an increase of 3% when comparing with the previous fiscal year. Natural gas is the most significant source of energy, representing 51% of the total energy consumption. This fuel is used in our manufacturing processes to generate steam and heating energy in sites. Other fuels consumed are diesel (used in operations equipment and in our light vehicle fleet) and propane (used in operations equipment). As for electricity consumption, it represented 24% of the total energy consumed.

Energy consumption in Rovensa Group, by type of energy (%)



Natural gas is the most significant source of energy, representing 51% of the total energy consumption.

Energy consumption (GJ)	Fiscal year 2020/2021	Fiscal year 2019/2020[A]	Variation
Total energy consumption[B]	**232,934**	**225,653**	**3%**
Electricity	54,918	48,246	14%
Natural gas	119,901	120,719	-1%
Propane/GPL	8,002	8,014	-0.2%
Diesel (own light vehicle fleet)	49,134	46,651	5%
Diesel (industrial plants)	980	2,022	-52%

[A] In comparison with the value reported last year, the methodology was reviewed (different conversion factors were applied) and the fiscal year 19/20 values were updated.
[B] In this report, all forms of energy are expressed in gigajoule (GJ) as requested by the GRI Standards. To perform the necessary conversions, was considered that 1 kWh is equivalent to 0.0036 GJ, as defined by the International Energy Agency (IEA).

Renewable energy

Since July 2020, our site in Valencia only purchases electricity generated 100% from renewable sources. It was followed by another three of our industrial sites (Albacete, Sanchidrián and Setúbal) in November 2020 and our site in Campinas, Brazil, started to do so in May 2021. By the end of the fiscal year 2020/2021, five out of eight of our plants were only purchasing electricity 100% from renewable sources.

Photovoltaic panels were also installed in our operations in Valencia, Spain, to generate energy for the site (plants and offices) own consumption.

In this fiscal year, 15% of the total energy consumption of the Group was from renewable sources.

Energy efficiency

Although our energy consumption has increased altogether 3%, our energy intensity ratio decreased by 5% compared to the fiscal year 2019/2020. Besides the increase in production of 9%, this was also possible due to several investments focused on energy efficiency, including those related to the acquisition of new, more efficient equipment.

Over the years, several measures have been implemented at our industrial plants. At Albacete's plant, for instance, a third nozzle in the drying tower was installed in 2019 to optimize the evaporation capacity of the equipment. With this initiative, we increased the capacity for specific products in more than 30%, while improving energy efficiency.

1,386
GJ/ML of production

Energy intensity ratio in FY20/21

-5% compared to FY19/20

This initiative represents an investment of 30,000 euros and annual savings of 28,500 euros.

At Sanchidrián's, a synthesis reactor was replaced in 2017 by another made of a different material, allowing for a better heating exchange, thus improving the plant's efficiency. With this change, we improved synthesis' capacity, increasing the production in more than 28%. The 487,000 euros investment generated savings of 118,000 euros annually. In total, 517,000 euros were invested in both initiatives, that led to annual savings of 146,500 euros.

Whenever possible, we replace lighting equipment by LED technology. In the fiscal year 2020/2021, this initiative was focused on Kilcar (Ireland) and Albacete (Spain) plants.

In Albacete it represented an investment of 14,000 euros and annual savings of 21,000 kWh.

Energy efficiency	Fiscal year 2020/2021	Fiscal year 2019/2020[A]	Variation
Energy intensity ratio[B] (GJ/ ML of production)	1,386	1,461	-5%

[A] In comparison with the value reported last year, the methodology was reviewed (different conversion factors were applied) and the fiscal year 2019/2020 values were updated.
[B] Energy ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units.

Regarding our own light vehicle fleet, a car policy was implemented to foster the reduction of GHG emissions from fuel combustion, by making electric and hybrid (diesel and electric) vehicles available as a choice for the company. Rovensa employees eligible for company vehicle are covered by this new car policy.

At plant level, and as a way of reducing the consumption of fossil fuels and GHG emissions associated, an energy initiative was implemented at crop protection industrial facilities in Setúbal (Portugal), to replace diesel forklifts for electrical ones. In the fiscal year 2020/2021, around 80% of the forklifts fleet was already electric and this number is intended to grow during the next fiscal year.

Photovoltaic panels on our site in Valencia, Spain

3.3.3 Water Management

Water is one of the most valuable natural resources for the planet and its living beings. The world's main challenges, such as climate change, are amplifying water demand, putting half of the world's population at risk of living in water-stressed areas by 2025[12].

At Rovensa, we understand how important it is to preserve this natural resource and we continuously monitor our interactions with it. Our industrial sites are improving their water management practices by implementing efficiency measures, such as water recycling solutions, closed cooling cycles, recirculation in washing procedures, reuse of treated wastewater, among others. For the same purpose, Albacete (Spain) and Kilcar (Ireland) plants are updating their water management systems. In Kilcar, a new meter was installed in November 2020, making it possible to register this plant's figures since December 2020, an improvement compared to the previous fiscal year.

Water withdrawal and consumption

At Rovensa Group, water withdrawal and consumption are mainly associated with manufacturing procedures, particularly to produce our liquid compounds. Other significant water usages are for cooling water and washing systems.

In the fiscal year 2020/2021, total water withdrawal accounted for 135 ML (+9% compared to fiscal year 19/20) and water consumption for 89 ML (+11% compared to fiscal year 19/20). Despite all the water efficiency and reutilisation measures implemented, the water intensity ratio increased by 2% compared to the previous fiscal year, mainly due to the increase of the reporting scope[13].

0.53
ML/ML of production
Water consumption intensity ratio in FY20/21
+2% compared to FY19/20

Water reuse

Water reuse is one of the solutions that we have been integrating in our reduction of water consumption initiatives, in our industrial sites. In the fiscal year 2020/2021, 9% of consumed water was reused as a raw material or input for product production (+2 p.p. compared to fiscal year 2019/2020). At Albacete, for instance, to address the low rate of water reuse (defined as the percentage of water that is included in the finished product from the total amount of consumed water), in 2018 we changed the use of osmotized water to decalcified water and used osmosis water rejection for manufacturing of humics.

9%
of water reused*
* Water reused as a raw material or input for product production, by total water consumption.

Water withdrawal and consumption (ML)	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total water withdrawal by source[A]	**135**	**124**	**9%**
Surface water	**32**	**18**	**70%**
Freshwater (≤1,000 mg/L Total Dissolved Solids (TDS)[B]	32	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Groundwater	**53**	**53**	**0%**
Freshwater (≤1,000 mg/L TDS)	53	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Third-party water	**50**	**52**	**-4%**
Freshwater (≤1,000 mg/L TDS)	50	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Total water consumption	**89**	**81**	**11%**
Water consumption intensity ratio[C] (ML/ ML of production)	**0.53**	**0.52**	**2%**

[A] In the fiscal year 2020/2021 we were able to disclose our water withdrawal by categories (freshwater or other water).
[B] Includes the total volume of rainwater collected (ML). Water data regarding fiscal year 2019/2020 was reviewed and updated in order to include the volume of rainwater collected.
[C] The water consumption ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units. Note that calculations were reviewed, and fiscal year 2019/2020 value was updated.

In our Setúbal plant, water used for washing equipments recirculates in future formulations of the same product. This allows to reduce the quantity of wastewater discharged and decreases freshwater consumption. We have also invested in more efficient solutions for washing industrial equipment, which allowed the reduction of water used per wash. The washing process was also analysed, and the minimum of water needed for an efficient wash (the minimum quantity needed to avoid cross contamination between different formulations) was determined. All these actions contributed to minimize water consumption, reduce waste and saving costs, by incorporating washing water into formulations.

Having the seaweed washing station as the main consumer of water in our Kilcar's plant, the washing system was redesigned and the equipment replaced to reduce water consumption and increase recycling. With this initiative, the plant achieved a reduction in water withdrawal[14], which also resulted in a reduced amount of water discharged.

At our Valencia plant, all the suitable water that results from washing our equipment after the production of each formulation is reused in future formulations. Hot water high pressure cleaners are also used to reduce the volume of washing water used in floors and tanks. The combination of a higher level of pressure and water at a high temperature makes washing the tanks more efficient while saving water.

Water discharge

At Rovensa, water discharge can have two destinations: surface water, such as rivers (when properly treated and fulfilling all the necessary requirements), and third parties, such as municipal wastewater treatment plants. During fiscal year 2020/2021, total water discharged accounted for 44.8 ML (+4% compared to fiscal year 2019/2020).

Water discharge (ML)	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total water discharge by destination	**44.8**	**43.1**	**4%**
Surface water	1.3	2.0	-34%
Third-party water	43.5	41.1	6%

3.3.4 Waste Management

According to the Ellen MacArthur Foundation[15], a circular economy is based on the elimination of waste and pollution, extension of use of products and materials, and regeneration of nature, to help to tackle the world's global challenges, such as climate change, biodiversity loss, waste, and pollution. Committed to integrate circular economy principles in its business, Rovensa Group's effort is focused on reducing our waste footprint through reuse and recycle, on using raw materials with less impacts, and on rethinking its packaging.

We ensure that all our companies comply with local legislation and regulations regarding waste management. Besides the correct waste identification and segregation and, in some companies, the guarantee of safe waste treatment processes (when they are conducted internally), the final waste management phase is responsibility of specialised external third-party companies.

Rainwater treatment system installed in our Setúbal plant

At our Setúbal plant, we have implemented a rainwater treating system that allows rainwater collection in five retention basins, with a total capacity of 11,000 m^3. With an investment of 75,000 euros, this initiative will allow the opportunity to treat the rainwater internally, ensuring the minimisation of impact on the environment.

Retention basins in our industrial plant in Setúbal, Portugal

Waste production

The waste produced during the manufacturing processes depends not only on the production volume, but also on the efficiency of the processes to develop our products. During the reporting period, the total amount of waste produced by our operations amounted to 5,271 tonnes, a 43% increase comparing to last fiscal year, mainly due to the inclusion of two industrial plants and an increase in effluents waste production in our plant in Valencia, Spain.

As we produce products that use hazardous chemicals in their composition, part of our waste is hazardous, resulting in an increased responsibility regarding waste management. In the fiscal year 2020/2021, the waste generated is characterized by 53% of non-hazardous waste, such as wood (18%) and chemical waste (15%), and 47% of hazardous waste, mostly washing liquids (46%) and packaging waste (39%). In terms of waste management, most of the non-hazardous waste is reused or recycled (53%), as well as hazardous waste (47%). In total, 58% of our waste is sent to recovery (reuse or recycling or recovered for energy).

Waste management	Fiscal year 2020/2021[A]	Fiscal year 2020/2021	Variation
Total waste produced (t)	**5,271**	**3,681**	**43%**
Hazardous waste	47%	54%	-7 p.p.
Non-hazardous waste	53%	46%	7 p.p.
Hazardous waste (t)	**2,466**	**2,006**	**23%**
Washing liquids	45.9%	24.9%	21 p.p.
Packaging	39.2%	59.5%	-20 p.p.
Chemical	9.9%	10.8%	-0.9 p.p.
Absorvents	0.8%	0.3%	0.5 p.p.
Solvents	1.8%	0.1%	1.7 p.p.
Other	2.4%	4.4%	-2 p.p.
Non-hazardous waste (t)	**2,805**	**1,676**	**67%**
Wood	18.0%	32.0%	-14 p.p.
Chemical	15.4%	25.0%	-10 p.p.
Packaging	4.1%	8.0%	-4 p.p.
Plastics	7.8%	7.0%	0.8 p.p.
Paper / paperboard	5.5%	8.0%	-3 p.p.
Urban solid waste	10.2%	6.0%	4 p.p.
Metal	2.4%	3.0%	-0.6 p.p.
Inerts	0.1%	1.0%	-0.9 p.p.
Other	36.5%	10.0%	26 p.p.
Hazardous waste by destination (%)			
Reused or recycled	47.5%	63.0%	-16 p.p.
Recovered for energy	13.3%	4.0%	9 p.p.
Incinerated	1.4%	2.0%	-0.6 p.p.
Landfill	36.7%	31.0%	6 p.p.
Other	1.1%	-	-
Non-hazardous waste by destination (%)			
Reused or recycled	53.3%	54.0%	-0.7 p.p.
Recovered for energy	1.3%	1.0%	0.3 p.p.
Incinerated	17.2%	1.0%	16 p.p.
Landfill	28.2%	44.0%	-16 p.p.
Waste production intensity ratio (t / ML of production)[B]	**31**	**24**	**32%**

[A] In the fiscal year 20/21, two more industrial plants were considered in the waste data: Agrotecnologia, in Valencia, Spain (acquired after the fiscal year 19/20 reporting period) and OGT in Kilcar, Ireland (improvement in the monitoring processes).

[B] Waste ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units

A contest to improve **waste segregation**

The competition included the production areas, divided in several teams, such as logistics and maintenance.

In the fiscal year 2020/2021 took place the 3rd edition of the Oyster Olga's contest, an initiative associated with waste segregation in Setúbal plant where several teams in the industrial area competed to be the best in waste segregation.

The competition included the production areas, divided in several teams, such as logistics and maintenance. It started in 2019 and aims to raise awareness – since this industrial plant is located near the Sado Estuary Natural Reserve (RNES), a sensitive area where there is one of the largest natural oyster banks in Europe, which gives the name to this initiative – and provide training on the matters of waste segregation, while starting a friendly competition among units.

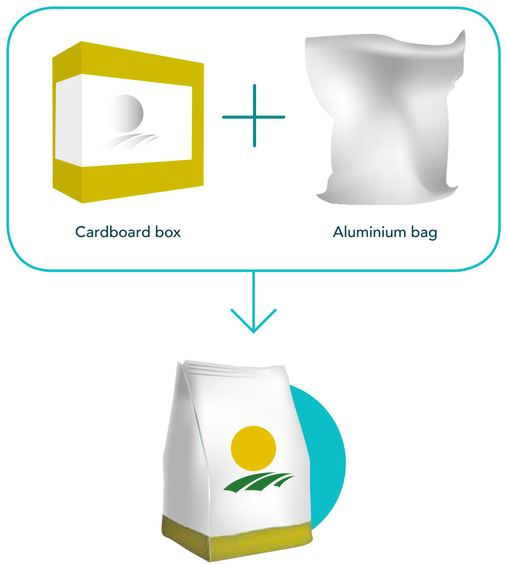
The teams that do a better job get an award (such as lunch boxes or beach kits). This initiative resulted in a higher volume of correctly separated waste, decreasing the number of errors.

Packaging waste

Within our commitment to reduce waste, we focus our efforts on every detail of our operations to foster, step by step, a circular behaviour. We invest in initiatives to reduce the environmental footprint of our products packaging, namely by reducing the waste generated after our products are used in agriculture activities.

Our industrial plant in Sanchidrián, Spain, invested in a new machine that allowed to directly label the product bags and change its packaging. Before, products that were sold in aluminized bags and later placed in two other cardboard boxes – one box per bag which were then placed in a box of 10 units in the case of 1 kg bags. Now, they are packed in labelled bags only, which are directly packaged in boxes of 12 bags with 1 kg, or boxes of 3 bags with 5 kg. With these changes, in 1 kg bags the cardboard consumption decreased by 64% and in 5 kg bags, 27%. This adjustment saved around 162,000 boxes which led to annual savings of around 40,000 euros.

Labelled bags



Our companies operating in Spain are adherents of SIGFITO[16] and provide collection points for farmers' used packaging, offering them the opportunity to send their packaging to recycle. Rovensa works with this organisation at least since 2014, and in 2020 its companies were recognised by SIGFITO for helping to reduce CO_2 emissions with the recycling of the packaging collected.

Kg of CO_2 emissions avoided(*)

232,728
Ascenza Spain

33,760
Idai Nature

240,399
Tradecorp

* These figures refer to the calendar year 2020.

Tradecorp Brasil recycled packaging

Since 2021, Tradecorp Brasil, a Rovensa Company from its bionutrition unit, located in Campinas, Brazil, uses Campo Limpo recycled packaging for its products. It consists in packaging (Ecoplástica®) and lids (Ecocap®), both made with 100% of post-consumer recycled plastic, produced from the recycling of crop protection packaging from agricultural activity. Currently, about 80% of this company annual volume of deliveries uses this packaging with the Campo Limpo ECO TRIEX® trademark, ensuring to consumers they are purchasing a product with a packaging made from 100% recycled plastic.

In addition, as a partner of the Instituto Nacional de Processamento de Embalagens Vazias (inpEV - National Institute for Processing Empty Packaging) that acts as the intelligence of Campo Limpo System, Tradecorp Brasil supports since 2012 the recycling work that is done with the agribusiness packaging. In the fiscal year 20/21, the recycling service had a cost of more than 13,000 euros.

RECYCLED PACKAGING

FISCAL YEAR 2020/2021	FROM 2012 TO 2021
>1.7 million of Campo Limpo packaging pieces entered the market, of which 0.7 million were packaging (Ecoplástica®) and 1 million were lids (Ecocap®)	**>7.7 million** of Campo Limpo packaging pieces entered the market, of which 3.4 million were packaging (Ecoplástica®) and 4.3 million were lids (Ecocap®)
>460 t CO_2e emissions avoided, compared with packaging and lids made of 100% virgin plastic	**>2,100 t CO_2e** emissions avoided, compared with packaging and lids made of 100% virgin plastic

In Portugal, the packaging of crop protection products placed on the market by our companies Ascenza and Selectis is managed by VALORFITO, a system from Sigeru (Sistema Integrado de Gestão de Embalagens e Resíduos em Agricultura - Integrated Management System for Agricultural Packaging and Residues). By law, this system is responsible for managing the packaging that is in direct contact with agrochemical products, classified as hazardous packaging waste.

Air Emissions

Continuous control of air emissions is essential to meet legal limits and to identify areas of improvement. All Rovensa companies monitor and track their air emissions and, for example, at Sanchidrián and Albacete plants, it was installed an automatic control system with automatic alarm when the limit is exceeded. This initiative emerged with the uncertainty about the emissions of the drying towers at some moments of the operation process. With this system, 100% of the emissions are being controlled.

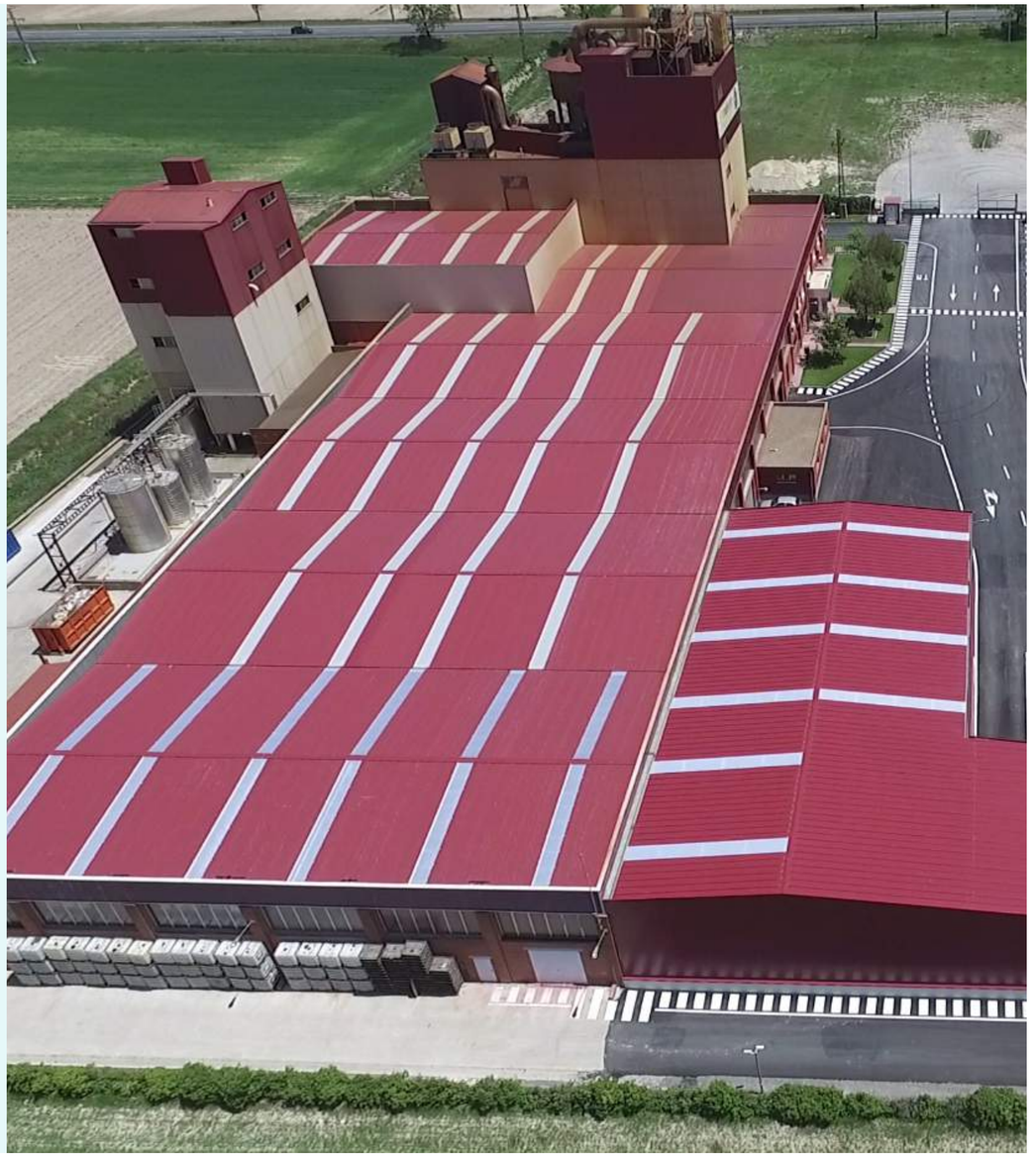
In Portugal, at our industrial plant in Setúbal, atmospheric emissions are monitored twice per calendar year at all the fixed sources that are covered by the environmental permit. Considering this permit, the emission limit values are lower than the general legislation, corresponding to 5 mg/Nm^3 or 0.1 kg/h (particles) and 20 mg/Nm^3 or 0.1 kg/h (organic compounds expressed as total organic carbon TOC)).

A new filtering system reduces particle emissions in Sanchidrián

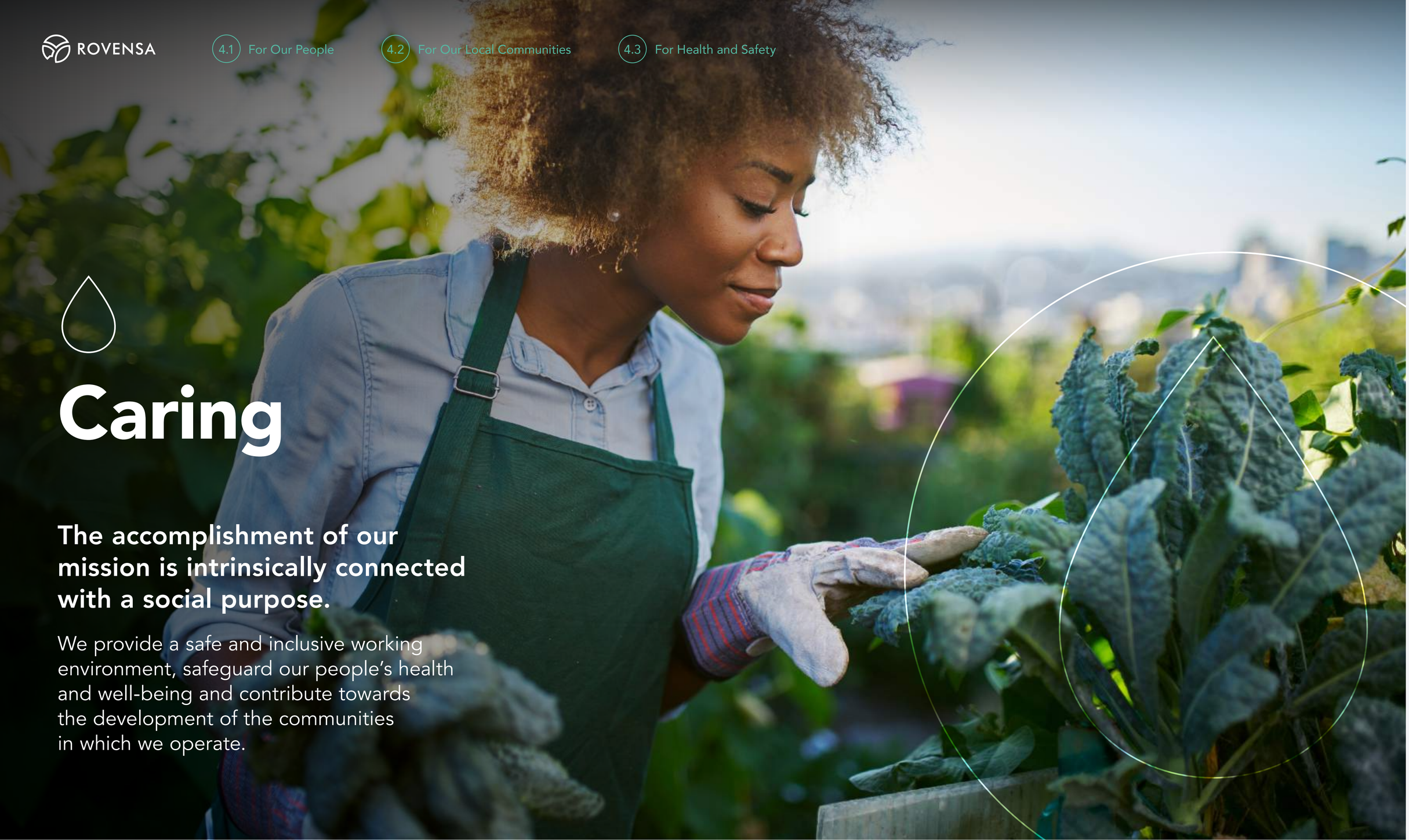
The investment of 95,000 euros is expected to avoid the release of 35,000 kg of particles into the atmosphere, annually.

Having particule emissions close to the legal limit, depending on the product dried in the tower, the filter in the drying tower was replaced, and a continuous particle meter was installed. This new absolute filtering system on the drying tower allows us to have particle emission around 6-7 mg/Nm^3, well below the legal limit of 50 mg/Nm^3.

The investment of 95,000 euros is expected to avoid the release of 35,000 kg of particles into the atmosphere, annually.



Industrial plant in Sanchidrián, Spain



Caring

The accomplishment of our mission is intrinsically connected with a social purpose.

We provide a safe and inclusive working environment, safeguard our people's health and well-being and contribute towards the development of the communities in which we operate.

4.1 For Our People

At Rovensa Group, we envision an organizational culture

where our employees help bring our mission to life.

We are determined to become an employer of choice by providing relevant solutions to our people, while building a culture that will enable them to grow in a safe and sustainable way.

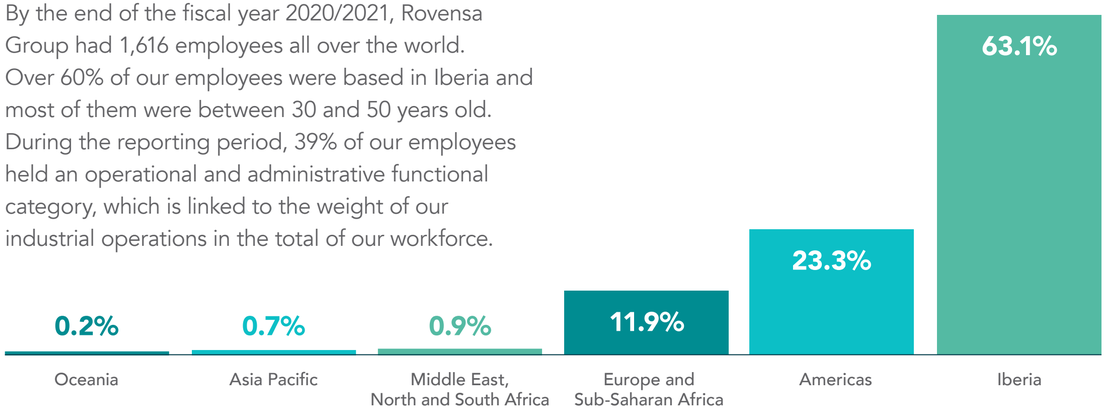
Through a feedback-based approach to employee performance and development, we help our employees succeed so they can be the best version of themselves, in everything they do.

We have been reinforcing our SEEDS values to support all Rovensa employees around the world to be aligned with our standards of conduct. Last year, due to the challenging COVID-19 situation we have supported our people and their families, and local communities as well.

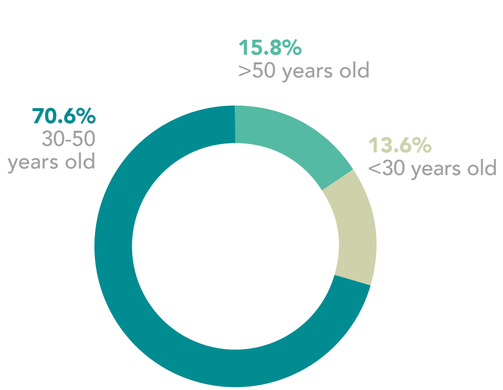
4.1.1 Our Global Team

By the end of the fiscal year 2020/2021, Rovensa Group had 1,616 employees all over the world. Over 60% of our employees were based in Iberia and most of them were between 30 and 50 years old. During the reporting period, 39% of our employees held an operational and administrative functional category, which is linked to the weight of our industrial operations in the total of our workforce.

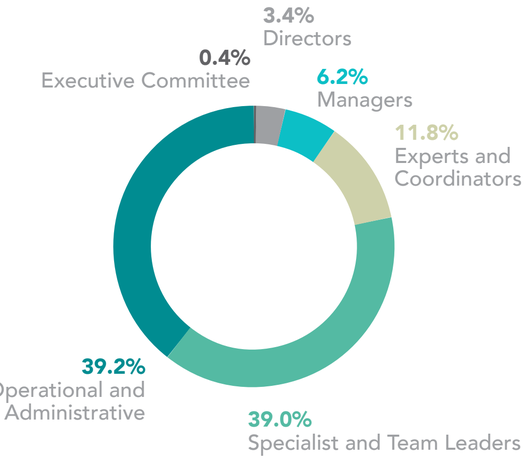
Employees by region in the fiscal year 20/21



Employees by age group in the fiscal year 20/21



Employees by functional category in the fiscal year 20/21



4.1.2 Diversity, Equity and Inclusion

We promote diversity, equity, and inclusion at Rovensa. As stated in our Code of Conduct and in our corporate Recruitment & Selection Policy, we are committed to maintain a workplace environment free from discrimination and harassment that welcomes people from diverse educational, professional, and cultural backgrounds. Practices that discriminate based on race, sexual orientation, political affiliation, disability, religion, age or gender are not tolerated at Rovensa Companies. All employees must respect equality, diversity, and rights inherent to all human beings.

As our business grows, we are progressively becoming a more diverse team. In the fiscal year 2020/2021, we employed people in around 25 countries, representing 40 different nationalities in the total of our workforce. Diversity of nationalities and cultures is essential for our business success. It helps us to better understand markets dynamics in the different geographies in which we operate. Our demographic heterogeneity is also extended to our Executive Committee members, who represent four different nationalities. This multiplicity can be beneficial to address cross-cultural challenges within our widespread business operations.

At Rovensa, we strive to create an inclusive workplace, in which diversity, teamwork, and collaboration are valued, and people feel empowered to contribute to the success of our Group at all organizational levels.

40

different nationalities across our Group

+67% compared to FY19/20

4

different nationalities in our Executive Committee

equal compared to FY19/20

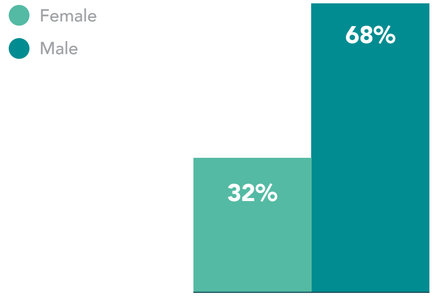
Number of different nationalities across our employee's functional categories	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Group	**40**	**24**	**67%**
Executive Committee	4	4	0%
Directors	11	11	0%
Managers	17	14	21%
Experts and Coordinators	17	12	42%
Specialists and Team Leaders	29	20	45%
Operational and Administrative	16	11	45%

Gender balance

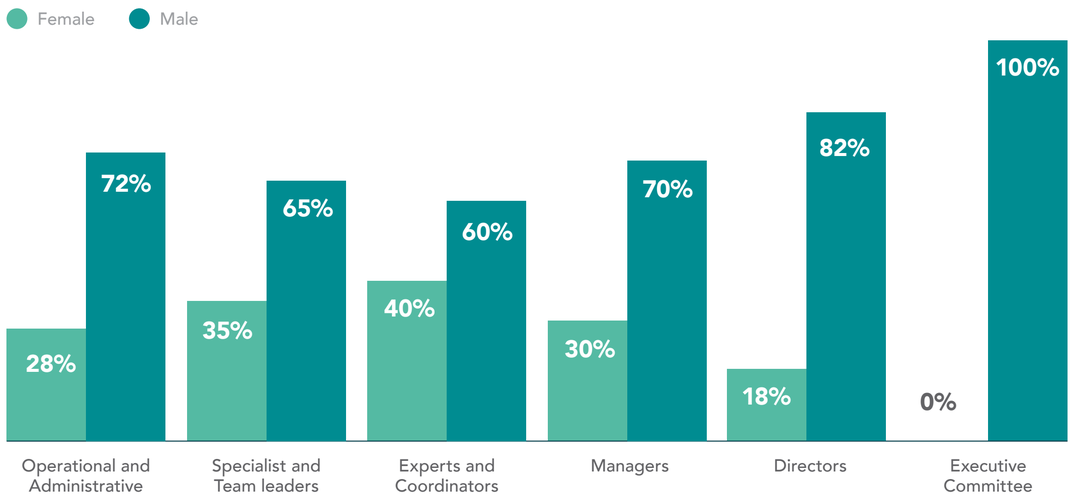
By the end of fiscal year 20/21, 32% of Rovensa employees were women, which remained unchanged from the previous year. Women represent 40% of experts and coordinators, 35% of specialists and team leaders, and 30% of managers. The proportion of women in upper management (directors) was 18%.

We aim to have a more balanced approach to gender representation in our management positions, in line with industry benchmarking and international frameworks. For that reason, we have developed and started implementing an Equality Plan in Spain, to tackle gender issues and increase gender parity in our workforce. We are planning on developing and implementing a Gender Equality Plan at Group level in the near future.

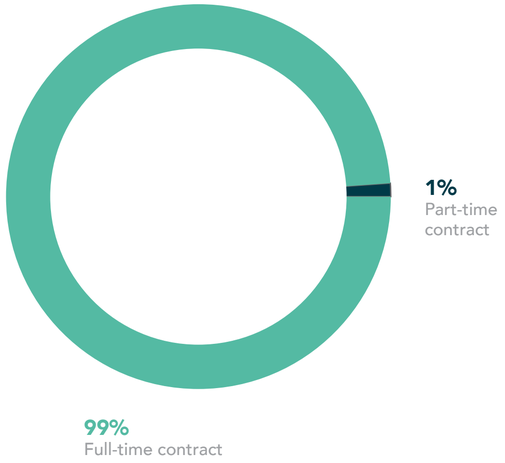
Employees by gender in the fiscal year 20/21

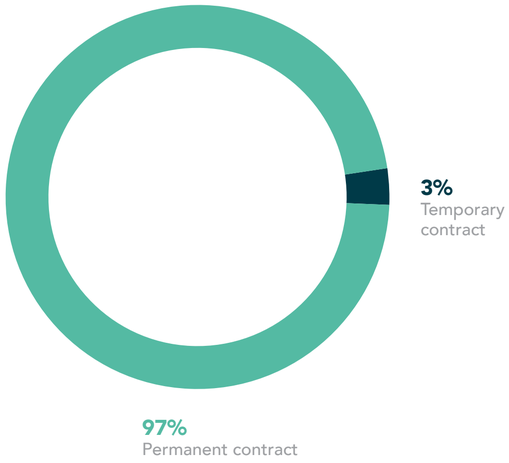


Employees by gender and functional categories in the fiscal year 20/21



Employees' type of contract in the fiscal year 20/21

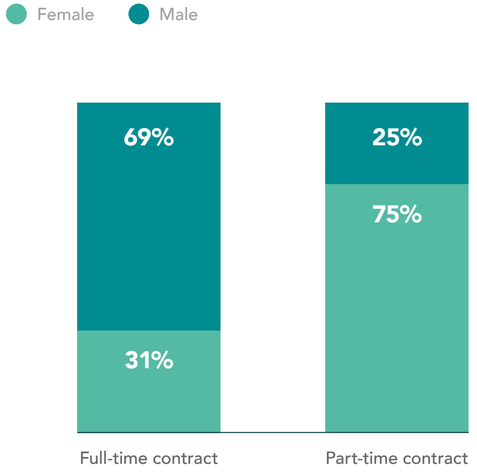




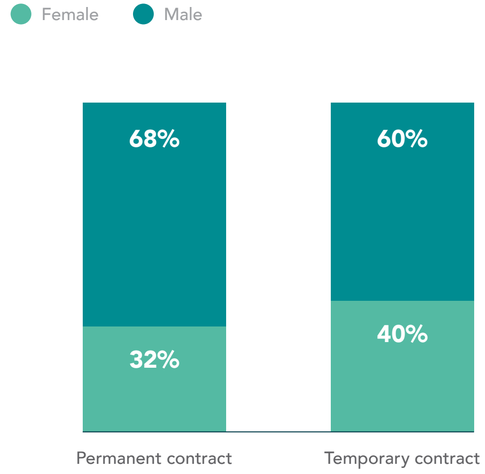
Regarding employment contracts, Rovensa prefers to offer permanent job positions to both men and women. In the fiscal year 20/21, 97% of our employees had a permanent contract with us, which reveals our strong commitment to ensure job security for all. Our permanent jobs were held 68% by men and 32% by women.

Overall, full-time employees accounted for 99% of the Rovensa Group workforce, where 69% were men and 31% were women. In turn, our part-time jobs were mainly held by women (75%) entitled to parental part-time work or flexible working arrangements.

Full-time vs Part-time, by gender



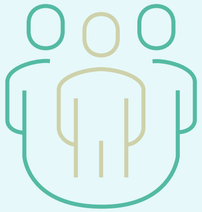
Permanent vs Temporary, by gender



Rovensa Equality Plan in Spain

In 2020, we have developed and registered our first Equality Plan in the Spanish Ministry of Labour, which is entitled to track the progress of our commitments. This is a four-year plan that is continuously monitored to be updated whenever necessary.

This Equality Plan has been prepared by an Equality Commission (EC), which has been actively working on the Plan and acting on the elimination of any form of discrimination and/or gender inequality that might be identified in one of our Spanish companies. The EC is composed by several internal stakeholders, from operational employees to directors, to involve all organizational group levels. With five working groups, one per workplace, a total of 22 employees were engaged in this initiative. Seven meetings were held, including training about equality, which accounted for 308 hours.



22

employees engaged in an initiative to eliminate discrimination and/or gender inequality

During the fiscal year 2020/2021, the EC has identified measures to improve our Diversity, Equity and Inclusion (DE&I) performance in Spain in different core areas.

Recruiting and hiring	Ensuring that both men and women have access to equal working conditions. This has been materialized into the decision-making process during recruitment, to hire more people of the underrepresented gender for each department.
Employer branding	Eliminating hints of discrimination during the internal promotion and selection process of candidates and to achieve a balanced representation of women and men in the total headcount.
Professional classification and female misrepresentation	Reducing – with the final goal of eliminating – possible differences in positions of men and women, especially where there are cases of misrepresentation. The Group is also working on studying and reviewing its communications, to use a more inclusive language.
Training	Developing training sessions dedicated to recruiters on matters such as equal treatment, harassment, gender violence and diversity of opportunities among all employees.
Working conditions (including remuneration)	Granting an equal treatment, regardless of the gender, and, at the same time, facilitating work-life balance and co-responsibility in the exercise of personal life, family and labour rights. To value these subjects, topics regarding equality of treatment and opportunities were integrated into the Global People Survey.
Prevention of sexual and gender-based harassment in the workplace	Communicating our Code of Conduct to all employees with special focus on the gender-based harassment matter. We also have a Whistleblowing Channel, created to report transgressions to our Code of Conduct or negative experiences that may arise, internally or externally.

4.1.3 Talent Attraction, Development and Retention

At Rovensa, we are determined to become an employer of choice by providing adequate conditions to our people, while building a culture that will enable them to grow in a safe and sustainable way. That is our global human resources mission.

We aim to attract and retain the right talent, by engaging our people throughout each stage of their journey with us – from the moment they look at our careers website to the moment they leave the organization.

During the fiscal year 2020/2021, we have employed 442 new people all over the world, which corresponds to a rate of new employee hires of 21%. These new hires consider not only new recruitments, but also new talent from recently acquired companies (Rodel Flowers, Agrichembio and Grupo Agrotecnologia).

Once the talent is hired, we thrive to offer the best onboarding experience, and support employee's development and growth. Besides effective recruitment, it is also extremely important to ensure that we can retain our talent. During the fiscal year 2020/2021, the rate of employee turnover was 12%.

During last year, we focused our attention in developing our global recruiting practices and application processes. Thus, we have started to create a global programme called 'Be a Recruiter', to help human resources business partners being at their best during the first moment of employee's journey – the recruitment process.

Additionally, we have launched a new **Careers website**, which displays our careers opportunities in the different geographies in which the Group operates. The website acts as a content hub and an important contact point for stakeholders from other channels, such as career fairs, online job portals or social media platforms (LinkedIn, for example).

442
new employees hired
+98% compared to FY19/20

21%
new employees hires rate
+8 p.p. compared to FY19/20

12%
employee turnover rate
+1 p.p. compared to FY19/20

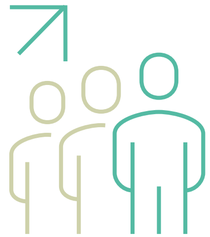
Be a Recruiter programme

A global programme carried out in 2021 to train our internal recruiters to reach their full potential during the entire recruitment process.

The training sessions included a Be a Recruiter guide, with several guidelines and best practices to support them to offer the best candidate experience and attracting the right talent for the company.

Topics covered included talent acquisition and employer branding, candidate experience, and tips to guide the decision-making process and eliminate possible biases that can have an impact, such as gender and sexual orientation, ethnicity and nationality, marital status or religion and political affiliation. The pilot programme has been implemented in Portugal and Brazil and it will be extended to other geographies.

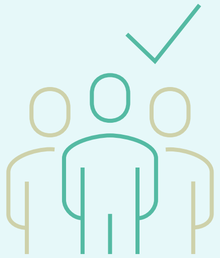
We have implemented in place a performance management process, in which we require employees to set and reach SMART goals, in alignment with the main organizational targets. Our performance management process includes an annual review cycle that promotes an active engagement between employees and their line managers. By the end of the fiscal year 2020/2021, 63% of the Group's employees were included in the annual review that assesses their goals-based performance and behavioural competencies. As a result, employees receive feedback about their work. We believe that this performance management process promotes meritocracy within our Group and demonstrates our firm commitment to continuously support our employees to develop their talent by helping them grow.



63%
of our employees were included in the performance annual review
+1 p.p. compared to FY19/20

Global People Survey

Between April and May 2021, we have launched our first Global People Survey, a questionnaire aiming to understand the organizational climate and assess employees needs and opinions. The results of this questionnaire were crucial instruments to guide our Human Resources strategy, helping the Group to develop and implement plans that enable teams to work more effectively and to better support employees' needs.



71%

of employees feel proud to work for Rovensa
and would recommend and plan to continue working for the company (engagement score).

67%

of our employees feel that the organizational environment supports them
to get the job done (enablement score).

TOP SCORED DIMENSIONS

Quality and customer focus

The Group's commitment to deliver high quality products and services

Ethics and compliance

The Group operates in an ethical manner

Diversity and Inclusion

The Group does not tolerate behaviour that discriminates against people

Rovensa People Survey poster

Our Global People Survey was available in six different languages, between April and May 2021. After the results have been launched, they have been clearly communicated to the whole organization, and employees have been invited to design action plans to address the areas that need improvement for a better employee's experience.

We have donated 5 euros to the World Food Programme of the United Nations for each participation on our Global People Survey, to have a positive impact and contribute to our mission of feeding the planet.

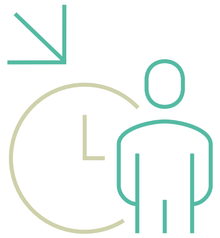
81%

of participation rate in our organizational climate survey

5,985€ raised to the World Food Programme of the United Nations

Learning and training

We are committed to support our people's growth and development through on-the-job learning opportunities and training. Across our sites, we promote regular training and learning opportunities, which go from technical courses related to our sector (e.g. statistics, R&D specific topics, among others) to behavioural and soft skills training, such as communication, feedback and leadership. In Portugal, the Group additionally gives funding to employees who, by their own initiative, intend to continue their studies either to complete compulsory education, to attend courses recommended by the Group, or other courses that may be of employee's interest.



17h

average hours of training per employee
in FY 20/21

27,380

hours

of learning and training
in FY 20/21

Apart from the on-the job training, we also provide internal health and safety training, complying with all legal requirements. Even though, these training courses are mostly given to operational people in our industrial sites, we occasionally expand them to all employees. As it is the case of first aid and fire extinguishing courses.

In the last fiscal year, each Rovensa employee received an average of 17 hours of training.

4.1.4 Labour Relations

Regarding labour relations, we comply with labour laws and voluntary national and international codes and conventions. We ensure full labour rights to employees, including the freedom to join trade unions and elect their own representatives in work councils.

In the fiscal year 2020/2021, the working conditions for approximately 87% of our employees were covered by collective bargaining agreements. In Brazil, Belgium, France, Italy, Spain and Portugal all our employment contracts are covered by collective bargaining agreements, namely with respect to wage and working conditions.

At Rovensa, we strive to go beyond existing legislation. Our corporate human resources policy sets that the salary received by each employee is above the national minimum wage and must be fair and in accordance with the job held.

It should be aligned with the right to equal pay for equal work and, when applicable, it should respect the collective agreement in force.

Committed to continuously improve our working conditions, we promote a cooperative dialogue with employees and their representatives, in the countries where they exist. In these countries, we ensure regular meetings with work councils to consult them and discuss several work-related conditions, such as human resources policies, company strategy, financial results, and significant operational changes. This enables us to align and implement these changes with employees' representatives, to avoid or mitigate adverse impacts resulting from it.

Additionally, our local human resources voluntarily organize meetings to discuss specific topics such as health and safety, wages, employment contracts, working hours, amongst others. Last year, one of the discussion topics was equality in Spain, in which the local human resources department, together with employees and their representatives, developed an Equality Plan that was submitted to the Spanish Ministry of Labour.

In the fiscal year 2020/2021, local human resources held 90 meetings with employees' representatives, representing a decrease of 25% in comparison with the previous year, which is explained by the extraordinary meetings organized due to the COVID-19 pandemic situation in the fiscal year 2019/2020.

90

meetings between local HR and employee's representatives
-25% comparing to FY19/20

87%

of employees covered by collective bargaining agreements

4.1.5 Well-Being

We have been implementing several initiatives to promote employee's well-being. Several projects are being managed at local level, to make a difference in the work environment and to show our deeper concern with well-being and how much we care about our people.

83%

of our employees covered by health insurance

which accounts for 1,345 people

One of our major concerns is our employees' access to reliable and high-quality health care. In line with legal requirements, medical assistance is provided to our employees once a year to assess team members health, whether by an in-house doctor or by an external provider. Additionally, we offer health insurance to the majority of our employees, which is also extended to family members in some of our geographies. During the fiscal year 2020/2021, 83% of our employees were covered by health insurance supported by the Group.

Multicultural Workplace

The development of a multicultural workplace allows our employees to have access to multipurpose rooms for resting or praying, respecting their cultural differences. In Egypt and Tunisia, for instance, employees also work on Sundays instead of Fridays, as Friday is a sacred day of worship in the Muslim religion.

Promotion of a Healthy Lifestyle

We offer healthy snacks in some of our sites. In Valencia, for instance, employees can take home fruit and vegetables from Naturalia farm (see → For Our Local Communities chapter).
In Portugal, employees have also access to a free gym in the industrial plant.

Health Insurance Provision

We offer health insurance to the majority of our employees and, in some of the countries, this benefit is extended to their families.

Access to Medical Care and Mental Health Support

In line with legal requirements, we provide medical care to the majority of our employees through an in-house doctor or an external medical assistance provider.
In Portugal, we offer psychology and nutrition appointments, which can be held in person or online.

Promoting well-being during COVID-19 restrictions

Our commitment to people's health and well-being was stronger during this past year. After the pandemic has been declared, we have implemented several well-being initiatives to tackle the restrictions that have arisen from the COVID-19 pandemic. Well-being has never been so important than during this time of continuous lockdowns and social distance. We assumed our full responsibility to help our people to become even more resilient and be at their best both professionally and personally. In Brazil, for instance, gymnastics sessions were held in our plants to avoid musculoskeletal disorders and promote social contact in a safe and healthy way.

With many of our people working from home, social connections became even more essential.

Gymnastic session at Tradecorp Brasil industrial plant in Campinas, Brazil

In Portugal, to encourage virtual social gatherings and a relaxation moment, an immersive theatre took place online. To support mental health and well-being, other resources were made available for all employees, namely:

Online gymnastics

Twice a week, 30 minute online labour gym classes to improve body posture and promote well-being.

Friday challenges

Weekly email with inspirational quotes, ideas, and challenges to boost employee morale.

Immersive theatre

Employees participated in an online immersive theatre session, resulting in a different and relaxed moment during lockdown.

Telemedicine

Online medical consultation, including psychology, nutrition, curative medicine, and COVID-19 supervision.

Pilates ball as an office chair

Offer of a Pilates ball to a pilot group of employees to use as an alternative to the traditional chair.

4.2 For Our Local Communities

As a responsible business, we aim to have a positive impact on society, namely on the local communities close to our business operations. In 2020, our commitment has had a greater meaning, as the world faced a global health, social and economic crisis.

Our mission of feeding the planet has never been so important as during COVID-19. Once agriculture has never stopped, we did everything we could to help farmers produce food for all. All our employees have worked from our factories and from home to ensure the continuous supply of our agriculture solutions, so that millions of people impacted by the pandemic could have food on their table.

But our contribution did not end here. We also thrived to find solutions for societal challenges that came up with the pandemic.

Last year, we helped our communities to meet the challenges related to the pandemic in three priorities areas:

Health
Fighting Hunger
Education

Donation to healthcare facilities

In the COVID-19 pandemic context, hospitals faced a scarcity of personal protective equipment and hand sanitizers. To help increase the available stocks in healthcare facilities, Ascenza, a Rovensa Company from its crop protection unit, has started to produce hand sanitizers in its industrial plant in Setúbal, Portugal, to donate to several institutions in the local community, especially the hospital nearby.

To tackle the need of personal protective equipment in healthcare facilities, we have donated 100 chemical protective suits to Setúbal Hospital, which were essential for health professionals to deal with patients diagnosed with COVID-19. Until the situation was stable, we continuously assessed other needs that arose in the hospital, to contribute whenever necessary.

Feeding is caring

In the fiscal year 2020/2021, under the claim 'Feeding is caring', in partnership with CASA (Centre for the Support of Homeless People) we have donated 450 meals to homeless people in the local community near its industrial plant, in Setúbal, Portugal.

This initiative, called 'Solidary Pot' (Tacho Solidário, in Portuguese), aims to prepare and deliver warm meals to homeless people and underprivileged families, and each pot fed about 90 people in need. Our employees weekly cooked warm meals and prepare them to be distributed by CASA volunteers. In the fiscal year 2020/2021, a total of 75 Rovensa volunteers fought hunger in the local community by cooking meals for the ones in need.

This initiative is still being held by Rovensa.

Rovensa employee cooking at CASA facilities in Setúbal, Portugal

Supporting education

In the early months of COVID-19, many people lost their jobs, impacting their living income. As a result, many families struggled to pay the education of their children.

Aware of this social crisis, we have supported 40 scholarships to help students whose families were economically impacted by COVID-19, in the local community of Setúbal, in Portugal. Each grant was used to cover the students costs inherent to attending classes at Polytechnic Institute of Setúbal (IPS – Instituto Politécnico de Setúbal), including payment of tuition fees, food, transport and/or accommodation in student residences. In total, we have donated 53,000 euros to the emergency aid programme of IPS to fund the continuous access to education of those students in need.

Additionally, we have donated computers and internet routers to Entrepreneurs for Social Inclusion (EPIS – Associação Empresários pela Inclusão), an association that promotes education and professional integration of young people in Portugal. These devices were then distributed to students who did not have a computer at home, allowing them to attend virtual classes during the COVID-19 lockdown.

In addition to the initiatives that we have put into place in the outbreak of the pandemic, the Group continued to support our local communities, by promoting educational sessions at our experimental farm to advance more sustainable food systems for healthy and safe nutrition, focusing on the relationship between agriculture and nutrition.

Naturalia: much more than an experimental farm

Idai Nature, a Rovensa company from its biocontrol unit has Naturalia, an experimental farm in Valencia, Spain, to generate awareness regarding healthy nutrition and sustainable agriculture.

The farm exists to bring together society and agriculture. It is a place of knowledge sharing in which we make product trials and share with farmers and consumers how we should produce food with no harm for the environment and people's health. It is also a pedagogical project that opens the doors to local schools, allowing the students to better understand how food is produced and ask questions about agriculture.

Naturalia aims to feed minds for better nurturing the agriculture of tomorrow, by raising awareness of the importance of bringing balance to nature, protecting, and respecting the environment.

The food produced in the farm is also donated to associations such as Caritas and the Spanish Federation of Food Banks. Every year, during the Christmas holidays, we partner with the Food Bank of La Pobla de Vallbona (Valencia, Spain) to make a special food donation with Naturalia's production, which is given by the hand of our employees.

At the same time, we occasionally give fruit and vegetables boxes to our employees, raising awareness of the importance of consuming local and avoiding food waste and/or loss.

Conveying environmental values, promoting contact with nature and fostering interest about agriculture are Naturalia's main goals.

Naturalia farm in Valencia, Spain

Idai Nature's employee delivering oranges from the Naturalia farm

4.3 For Health and Safety

We have a clear and strong commitment to the health and safety (H&S) of our employees. This includes efforts to identify work-related hazards and assess human health risks on a routine basis, and to apply the hierarchy of controls to eliminate hazards and minimize risks, embedding a zero-harm culture across all sites of the Group.

Our vision is to be among the best in our industry with a zero-harm culture. To achieve this goal, we strive to maintain a safe and incident-free work environment and encourage everyone to be a safety agent. Each employee should care for their own safety, and the safety of all around us.

For us, safety is a core value. It is about caring and protecting people. That is why we have, during the fiscal year 2020/2021, decided to add a new "S" to our corporate values. Our values guide us on how we should behave, the attitudes we must demonstrate, and the principles we must follow with our colleagues, our customers, our business partners, and all stakeholders. Safety (first!), Empowerment, Ethics, Dedication, Striving – are the SEEDS that we aim to plant and nurture at our Group.

Our Health and Safety Vision
is to be among the best in our industry as a reference for health and safety with a zero-harm culture.

4.3.1 A Safe Team At Rovensa

To foster a zero-harm culture within our Group, we have put in place a three-year project, in partnership with DuPont Sustainable Solutions (DSS), leading specialists in health and safety, to accelerate the implementation of a safety culture across all sites[17]. The project has started to be implemented in Portugal and Spain under the name STAR to stand for Safe Team At Rovensa. It is expected to be extended to all our sites in the near future.

We believe that safety culture must start from the top to encourage employees to follow leadership example (behaviour modelled by leaderships). In this context, we have organized individual coaching sessions to our Executive Committee members, which included site visits, safety observations on site and interactions with shop floor employees to promote the open dialogue around health and safety topics. These sessions were extremely important to reinforce the leadership commitment to a zero-harm culture.

To contribute to this zero-harm culture, managers also have an important role to play. Accountable for aligning their teams with our values and vision, managers, health and safety specialists and all elements that are part of the STAR workstreams have received specific training on 'Safety Leadership – Values and Beliefs'. In total, 187 employees participated in our Safety Leadership Training, and became our official Health and Safety Ambassadors.

To transform the way employees think and act in what concerns health and safety, we have realized during the reporting period a strong internal communication campaign to generate awareness.

STAR awareness internal campaign

STAR Ambassadors

At Rovensa, safety is a shared responsibility that starts from the top, but in which all our employees are accountable for.

Rovensa's Health and Safety Commitments

Achieve, and continously reduce, incident rates to levels comparable to the best among our peers in the industry.

Be recognized by employees and contractors as a very safe place to work, contributing to higher levels of engagement and job satisfaction.

Be recognized in our industry as a benchmark in health & safety, and by the community as an example of a safe and sustainable operation with a strong concern for people and the environment.

Safety: a shared responsibility from the top

29
Coaching Sessions for our Executive Committee

187
People received training on Safety Leadership – Values and Beliefs

95%
Participation rate in Portugal and Spain

At Rovensa, safety is a shared responsibility that starts from the top, and one in which all our employees are accountable, regardless of their job position. Safety is a corporate value that aims to be lived every day by everyone at Rovensa. In the next fiscal year, further training is planned to be extended to all employees, insofar as a zero-harm culture is only achievable if everyone is committed to our common goal. No matter the job they do, or where they are located, all employees should contribute to a safer workplace.

Within this context, a governance model has been established at different organizational levels – Executive Committee, industrial and office – to promote and continuously improve our health and safety management and performance, to reach our ambition of 'zero harm'.

Rovensa Health and Safety Governance Model[A]

Committee	Composition	Key Responsibilities	Periodicity
Rovensa H&S – Executive Committee	Led by Chief Human Resources Officer • Executive Committee • H&S Corporate Director	Approves the Group's H&S Strategy and defines objectives and goals. Monitors and reviews performance.	Biannual
H&S Committee – Industrial areas or sites	Led by Site Leader: • Human Resources • H&S Staff • Managers • Employee Representative (the presence of liaison with a H&S responsible or service provider should be ensured)	In charge of the alignment between the industrial plant with corporate and business units H&S Strategy. Follow-up of H&S corporate guidelines and directives. Monitor performance, tracking H&S actions and compliance with country legislation.	Monthly
H&S Committee – Offices	Led by at least one director/manager • Facility Manager • H&S Focal Point • H&S local staff • H&S Corporate Director	Establishing H&S collective objectives and goals and promoting training sessions/drills for employees. Follow-up the implementation of H&S Corporate guidelines and directives.	Quarterly

[A] This model is applied to Portugal and Spain, under the STAR program.

4.3.2 Occupational Health and Safety

During the fiscal year 2020/2021, the total number of work-related accidents increased compared to the last reporting exercise. The increase was due to the launch of the STAR project, with added scrutiny to the reporting of incidents across all operations.

There was a 25% Lost Time Injury Frequency Rate (LTIFR) growth, mainly caused by work-related musculoskeletal disorders. There were no high-consequence work-related injuries during the reporting period.

Occupational Health and Safety	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total worked hours by all employees	2,368,968	2,018,579	17%
Total number of work-related accidents/injuries[A]	79	58	36%
Rate of recordable work-related accidents/ injuries	33.3	28.7	16%
Total number of work-related accidents with lost time	44	30	47%
Lost workdays	1,656	1,405	18%
Lost Time Injury Frequency Rate (LTIFR)[B]	18.57	14.86	25%
Lost Time Injury Severity Rate (LTISR)[C]	698.92	696.03	0.4%
Total number of high-consequence work-related injuries[D]	0	Not reported	Not reported
Rate of high-consequence work-related injuries (excluding fatalities)	0	Not reported	Not reported
Total number of work-related deaths	0	0	0%
Rate of work-related deaths	0	0	0%

[A] All accidents resulted in injuries. There are two types of accidents considered: with or without lost time.
[B] Number of lost time injuries (work-related accidents with lost time) that occurred during the reporting period per 1 million hours worked.
[C] Number of lost workdays due to work-related accidents that occurred during the reporting period per 1 million hours worked.
[D] Were considered all accidents that resulted in 6 months or more of lost worktime.

Spray dryer cleaning: safer and more sustainable

In December 2020, our industrial site in Setúbal, Portugal, has mechanized the cleaning process of one of the spray dryers, preventing our employees from entering the equipment for cleaning operations.

With this upgrade, the cleaning procedure is now a simple electronic command which activates a fully automated process.

The operation time was also significantly reduced: while a manual cleaning took on average 36 hours, the automatic one takes only 2 hours. As for residues, former and new processes are also different.

While the old process generated about 200 kg of residues to be destroyed, the new approach uses 3,000 litters of water that can later be reused. This improvement assures that the spray dryer process is now:

Drying tower at Ascenza industrial plant, in Setúbal, Portugal

- Safer for our employees, who are accountable for the cleaning process;
- More sustainable for our operations, using less resources with less environmental impact, while maintaining a high productivity performance and quality criteria.

Protecting the well-being, health and safety of our employees implies preventing work-related injuries and occupational illnesses. To create a healthy working environment, we assess on a regular basis the human health risks associated to our business operations.

At our industrial sites, one of the main risks associated with our activity is the lifting and handling of heavy loads, that can lead to muscle injuries and musculoskeletal disorders. To improve the workplace conditions and reducing the number of injuries, Ascenza, a Rovensa Company from its crop protection unit, has performed an ergonomic study at our industrial plant, in Setúbal, Portugal, to assess and adapt the workplace to the study's recommendations. One of the main improvements that helped to reduce the risk of musculoskeletal disorders was the use of industrial vacuum tubes and electric pallet trucks.

Alongside this load lifting equipment, we have implemented health and safety measures to prevent and avoid this kind of injuries, such as job rotation throughout the different workstations and tasks (e.g. avoiding repetitive work, standing up for a long time). Job rotation ensures that the different tasks do not present the same ergonomic stressors to the same parts of the body. For example, in our working stations, we require that our employees regularly change the side of the machine to balance the pressure on each arm to avoid being burdened for too long with repetitive tasks.

Vacuum tubes supporting a box at Ascenza industrial plant, in Setúbal, Portugal

Road safety

At Rovensa, safety always comes first. As we are a "Boots on the Ground" team, safe driving is one of our major concerns.

Many of our employees need to drive long distances to be closer to the farmers.

In our operation in Mexico, for instance, a dedicated session about health and safety is given to all employees who not only need to drive, but also to spend the night away from home. Recommendations include:

- Avoid driving when tired and stop whenever needed in crowded and illuminated places. If possible, notify someone;
- Always travel wearing a uniform;
- Carry little cash but always try to have some money to deal with unforeseen events;
- In case of a military checkpoint and/or federal forces present the employee's identification. Prefer low amounts of products and follow official personnel's instructions;
- In case of an unofficial checkpoint, do not offer resistance, adopt a respectful posture and under no circumstances in a challenging or defiant manner. If necessary, during the development of the event, call the corresponding supervisor and/or human resources;
- If the material goods are compromised (truck, cell phone, laptop, etc.) do not offer any resistance;
- Check-in at hotels registering the company's address. Always prefer personal identification that does not contain a personal address.

Hazards Identification, Risks Assessment and Incidents Investigation

At Rovensa, our industrial sites have hazard identification and risk assessment procedures, complying with all applicable national laws and chemical specific-sector regulations.

At our crop protection plant in Setúbal, Portugal, we go along with the procedures of the Seveso Directive, a legal framework applicable to all companies with high potential for severe accidents, resulting from the use of chemicals. To assess, monitor, and reduce exposure of our employees to long-term human health risks, we issue quarterly a list of substances that are dangerous or toxic to genetic heritage, including Carcinogenic, Mutagenic or Reprotoxic (CRMs) that is shared with the local employee representatives, the safety department, and our in-house medical service.

Our employees have access to regular medical examinations – whenever it is necessary and/or mandatory – focused on hazard-based to minimize health risks, which are assured internally or by an external service provider. There are also periodic internal audits to assess health and safety risks to apply preventive measures and ensure a health and safe-work environment.

The Group regularly consults and involves employees and their representatives in health and safety issues, to identify and cope with all situations with potential risk.

To prevent H&S incidents, the Group has developed a corporate procedure for incident management. Once the incidents – accidents and near accidents – have occurred, they should be recorded, classified, reported, and investigated. After the investigation is concluded, the root causes of the incidents are identified, so that new preventive and corrective measures can be implemented across our industrial sites.

4.3.3 Prevention and Mitigation of Occupational Health and Safety Impacts

Under the STAR program, we are developing informal initiatives to generate safety awareness and help prevent accidents, namely the Safety Preventive Observations (SPO) and the Safety Contacts.

Improving safety step-by-step

Small actions are being implemented at our industrial site in Setúbal, Portugal, to boost our safety culture.

- Painting cross walks and repainting the factory floor with dedicated pedestrian walkways, enhancing that all people walk safely in the industrial site. This helps to prevent incidents such as falls or accidents with vehicles, that can cause severe injuries.
- Set specific rules for the use of smartphones on site. Smartphone usage while performing maintenance or hazardous activities, such as driving vehicles (including bicycles) or handling chemicals, was limited.
- Internal awareness campaigns to engage employees to adopt safe behaviours at work.

Crosswalks and sidewalks in our industrial plant in Setúbal, Portugal

The SPO aim to warn about unsafe behaviours and share good practices on site. Although they can be implemented by anyone, there are qualified SPO observers within the organization who are accountable to periodically register their observations, which will be afterwards analysed and discussed during H&S committees.

The Safety Contacts consists of telling a story related to safety, which can be brief personal stories, a video, a presentation, or any other appropriate reflection, that is shared with colleagues or external stakeholders in key moments, such as the beginning of a meeting or a shift change. In Mexico, for instance, every meeting starts with our SEEDS values and a safety contact to generate awareness about the topic, encouraging everyone to strive for safety.

Occupational health and safety training

Training is a cornerstone on building a safety culture at Rovensa. That is why in the fiscal year 20/21 we have given specific training on 'Safety Leadership – Values and Beliefs' at Rovensa. To ensure a high safety level across all our sites, we provide regular training to our employees about health and safety topics. In countries where we have industrial operations, a general and introductory occupational health and safety training is mandatory for all employees. In Brazil, for instance, an internal week about accident prevention is organized once a year by the Internal Commission for Accident Prevention (CIPA).

Specific training is also given accordingly to the type of the work performed in our industrial sites. Taking into consideration the specificities of our industry, and the contact with chemicals, we regularly provide training focused on the specific H&S topics, such as: ATEX explosive areas; fire extinguisher handling; hygiene, health, safety and environment; waste awareness; and Personal Protective Equipment (PPE) training.

Our general and introductory health and safety is extended to our service providers, who work with us at our sites, and depending on the task performed could also have access to specific training. They should respect and comply with our own health and safety rules and procedures.

Under the STAR program, we have implemented informal initiatives to generate safety awareness and accidents prevention.

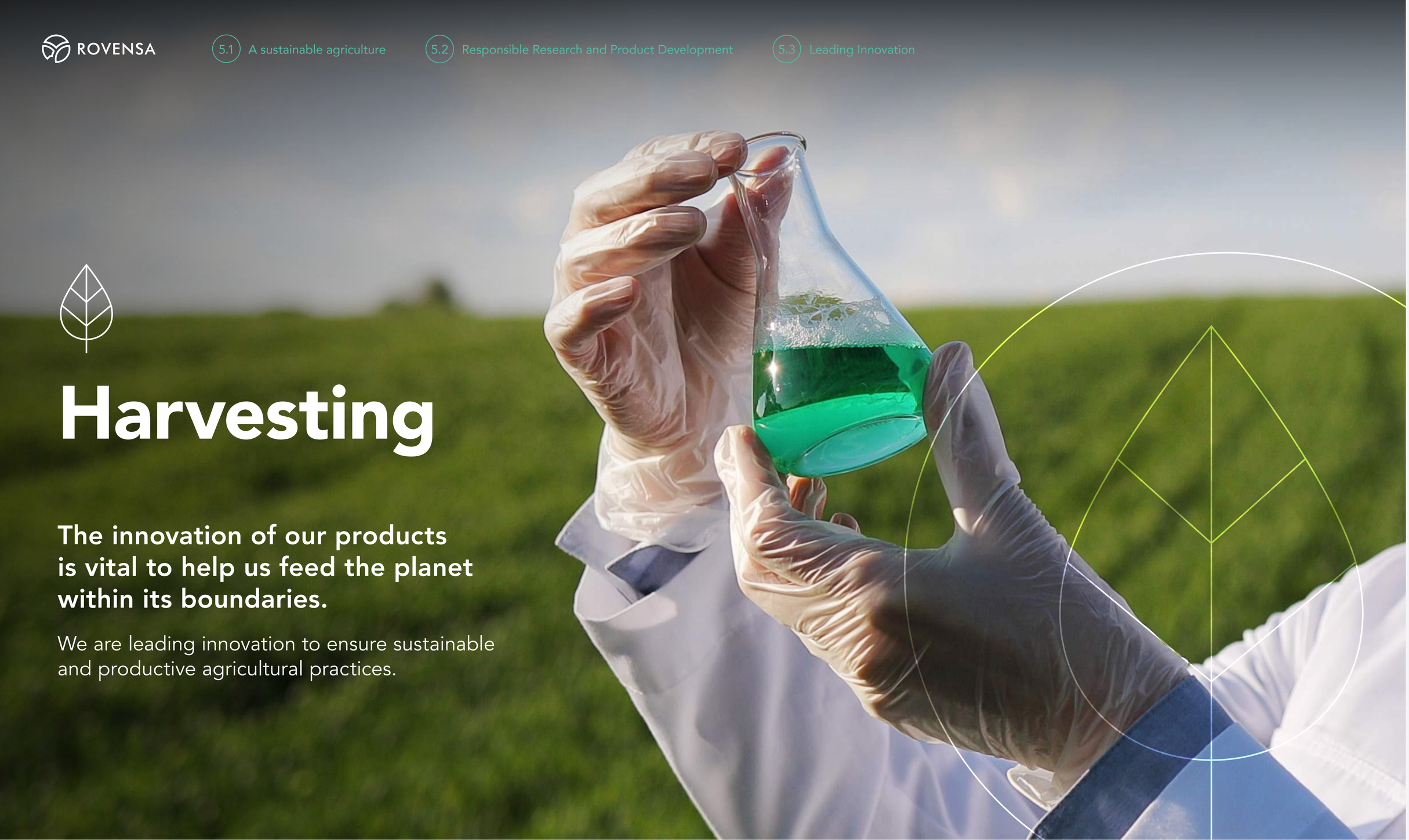
Occupational health and safety management systems

To improve our safety performance, and our H&S practices and processes, we have occupational health and safety management systems in place in our industrial sites, compliant with national country-level regulations, and aligned with the strictest international frameworks. To continuously improve employee safety and reduce workplace risks, our companies in Portugal, Ascenza and Selectis, are certified according to ISO 45001, including plants, offices, and warehouses.

Additionally, and insofar as safety also means having procedures in place to ensure that goods are handled and transported according to their respective hazard potential, we fully comply with several international directives such as Seveso Directive, European Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) and The International Maritime Dangerous Goods (IMDG) Code.

All certifications, measures, rules and procedures are constantly being assessed, monitored, and updated whenever necessary to ensure a healthy and safe working environment, based on the implementation of world-class best practices.

Fire extinguisher training on our site in Valencia, Spain



Harvesting

The innovation of our products is vital to help us feed the planet within its boundaries.

We are leading innovation to ensure sustainable and productive agricultural practices.

5.1 A Sustainable Agriculture

Climate change is a huge challenge that affects agriculture and threatens food quality and quantity.

It is increasing pressure on land and water resources while reducing yield growth. Farmers from all over the world are facing extreme weather conditions, like flooding or drought.

To contribute to feed the planet within its boundaries, we need innovation and sustainable agriculture practices, which are both productive and regenerative. At Rovensa Group, we are bringing together our knowledge, innovation, and technical field expertise to contribute to a well balanced and more sustainable agriculture. By helping farmers to produce food in a safe, environmentally conscious, and responsible way, we believe that agriculture can help bring back balance to nature and be part of the solution to tackle climate change.

Our well balanced approach to agriculture aims to drive positive impact in three interconnected dimensions:

1. Environment: promoting an efficient use of finite natural resources; preventing air, land and water contamination; reducing chemical hazardous substances and biodiversity loss;
2. Economic: safeguarding a profitable agricultural production;
3. Social: ensuring safe, healthy, and affordable food for all.

During the fiscal year 2020/2021, all Rovensa companies were committed to develop solutions and give agronomic advice to farmers to help them adopt more sustainable and responsible agriculture practices towards people and the planet.

In this reporting year, we highlight the actions we took to contribute to a sustainable agriculture.

Bionutrition solutions
for growing healthy plants

Certified solutions
for organic farming

Lower risk solutions
for plant protection

5.1.1 Bionutrition Solutions for Growing Healthy Plants

At Rovensa, we are striving to develop solutions that lead the transition towards sustainable agriculture, by developing a high-quality portfolio of biostimulants and biofertilizers that enable plant growth and care.

We aim to revolutionise the biostimulants segment by developing its next generation, which stimulate plant nutrition processes to improve one or more of the following characteristics of the plant or the plant rhizosphere: nutrient use efficiency; tolerance to abiotic stress; quality traits and availability of confined nutrients in soil or rhizosphere.

Our main purpose is to help farmers to produce more with less resources. That is why we are developing a unique and exclusive biosolutions production process in-house at Rovensa. We are dedicating our efforts to revolutionize agriculture, by offering ultra-efficient biosolutions that enable farmers to produce more with lower doses of product.

Our main purpose is to help farmers to produce more with less resources.

Biostimulants

According to the European Biostimulants Industry Council (EBIC)[17], plant biostimulants preserve and contribute to healthy agricultural soils, presenting several benefits:

Enhancement of soil biodiversity
by adding beneficial micro-organisms to the soil (some biostimulant products also add carbon to soils as biomass breaks down)

Improvement of plant's
nutrient use efficiency, reducing the use of inputs at a systemic level, increasing climate resilience, and reducing nutrient losses and contamination

Enhancement of root growth,
which helps reduce soil erosion from both wind and run-off

Increase of tolerance
to abiotic stresses, such as extreme and volatile climate conditions, therefore increasing climate change resilience

Biimore is the 1st biofertilizer* ever registered in Brazil.

* Biostimulants are called biofertilizers under Brazilian fertilizer law.

Biimore

At the beginning of 2021, Tradecorp, a Rovensa Company from its bionutrition unit, has launched Biimore, a new biostimulant solution, rich in primary and secondary compounds derived from natural processes. It is derived from bacterial fermentation of sugarcane molasses, which allows to obtain a rich exudate in amino acids and sugars. Primary and secondary compounds are then concentrated and refined. The use of this natural molasses results from a circular economy process, since it uses a by-product of sugarcane, whose main purpose is to manufacture sugar.
This by-product is very rich in organic matter, with numerous benefits for the agriculture:

Ultra-efficient bioestimulant: ultra-efficient mode of action with low dosages. A Biimore standard dose is between 20 and 200 ml per hectare, depending on the crop, being 10 to 40 times lower than what is normally recommended for other biostimulants.

Unique fingerprint of primary and secondary compounds derived from natural processes: more than 200 primary and secondary compounds make the unique fingerprint of this novel extract.

Specific bacterial strain and exclusive production process: results from the exclusive combination of a specific strain of *Corynebacterium glutamicum*, a complex food source derived from sugarcane molasses and Tradecorp's own exclusive production process.

According to the results obtained in agronomical trials, the benefits of Biimore in plants are related to stimulation of plant growth, more precisely rooting and new shoots stimulation, enhancement of total yield, induction of early harvest, fruit ripening, setting and fattening. As examples, the application of Biimore can result in the improvement of:

Cherry Tomato
14% in fruit weight and 12% of yield increase.

Citrus
19% in fruit weight and 10% of yield increase.

Table grapes
4% in bunch weight and 16% of yield increase.

Soybean
9% yield increase.

Peach
7% in fruit weight and 4% of yield increase.

Melon
3% in fruit weight and 28% of yield increase.

Biofertilizers
Our biofertilizers are bioactive compounds derived from the activities of bacteria, fungi, and algae, which helps to increase nutrient uptake, soil fertility, roots growth, tolerance to abiotic stresses, and, consequently, crop yield.

Most of our inoculants are either phosphorus solubilizing or nitrogen-fixing. Phosphorus solubilizing microorganisms release organic acids which facilitate plant uptake of phosphorus. The nitrogen-fixing solutions ease the plant to fix atmospheric nitrogen, contributing to reduce the use of fertilizers and its production carbon footprint.

Natural Fertilizer: Seaweed

Seaweed have unique compounds that stimulate plant's natural processes of growth.

At OGT, a Rovensa Company from its bionutrition unit, headquartered in Donegal, in the northwest coast of Ireland, we have developed a unique cold extraction procedure (gentle extraction) to process *Ascophyllum nodosum* seaweed into an environmentally sustainable solution for agriculture, ensuring the retention of its delicate seaweed components, namely alginates, polysaccharides, polyphenols, mannitol, micro and macronutrients, vitamins and antioxidants.

Ascophyllum nodosum is hand harvested by the company's harvesters and once the seaweed is cut, it is processed at our OGT industrial facility to produce one of our most well know natural biostimulant: Phylgreen, made from 100% pure seaweed cold extract.

There are several scientific studies that demonstrate the efficiency of this product due to its exclusive Primactive effect. When Phylgreen is applied before abiotic stress, it naturally changes the plant's physiological, metabolic and genetic responses and makes the plant react faster and more favourably to the effects of these abiotic stresses. Phylgreen's Primactive effect acts as a preventive solution at critical stages of growth. It helps the plant to better resist abiotic stresses, and fight against environmental stresses such as drought, heat, salinity, cold and hypoxia, safeguarding its healthy growth.

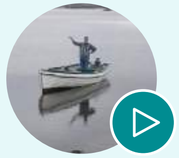
Fresh *Ascophyllum nodosum* in Donegal, Ireland

Donegal, northwest coast of Ireland

Responsible Harvesting

Ascophyllum nodosum, a cold-water seaweed from the North Atlantic, is hand-harvested by our local seaweed harvesters, using the same technique passed down by generations. Hand-harvesting employs a simple cutting and pressure extraction process. During the harvesting, the cutters ensure they leave the holdfast (which can be thought as the roots of the seaweed) behind, attached to the rocks, so that *Ascophyllum nodosum* can regrow and sustain itself.

Although we maintain a traditional hand-harvesting technique, we've been modernizing the process and looking for ways to make it safer and more efficient. While in the old days the hand-harvesting could only occur when the tide was low enough to reach the *Ascophyllum nodosum* areas, harvesters today work from a boat's stable and secure platform, using a long pole to easily reach the harvesting area. By eliminating tidal constraints, the efficiency of this technique allows the harvesters to cut 3 to 4 tonnes of clean fresh seaweed in just a few hours. As part of our responsible harvesting practices, we do not return to the same harvesting area for seven years, to allow *Ascophyllum nodosum* to reproduce and grow.



Virtual tour in Donegal, Ireland
(15:00 running time)

Biological **Nitrogen Fixation**

Nitrogen is an important plant nutrient required for plant growth.

Tradecorp Brasil, a Rovensa company from its bionutrition unit based in Brazil, has been operating in the segment of inoculants since 2000. After years of research and scientific experimentation, it has developed two inoculants, Atmo (Nitrogen Fixing Bacteria: *Bradyrhizobium japonicum*) and AzzoFix (Nitrogen Fixing Bacteria: *Azospirillum brasilense*), which enable cells throughout the entire plant to fix their own nitrogen from the air. Both inoculants fix atmospheric nitrogen into forms which are biologically available to plants, easing uptake into cells. This process is called Biological Nitrogen Fixation (BNF).

Both inoculants help to reduce GHG emissions in agriculture in two different ways: they permit to use less dosage of nitrogen fertilizer and improve the process of capturing nitrogen from the atmosphere, reducing the carbon footprint of the crop. They consequently contribute to avoid the emissions associated with the manufacturing of fertilizers, and the nitrous oxide (N_2O) emissions associated with the decomposition of nitrogenous fertilizers.

Many studies from Embrapa, a public research company linked to the Brazilian Ministry of Agriculture, Livestock and Supply (MAPA - Ministério da Agricultura, Pecuária e Abastecimento), demonstrated that the application of these nitrogen fixing inoculants is efficient in different types of crops.

The inoculation with the *Azospirillum brasiliense* bacteria in a corn crop has allowed to save **20 kg of nitrogen per hectare and to rise the average productivity by over 100%.**[18]

The nitrogen fixing bacteria in a sugar cane crop has allowed to gain the **same level of productivity as the application of 120 kg per hectare of nitrogen fertilizers.**[19]

The nitrogen fixing bacteria *Bradyrhizobium japonicum* **in soybean crops varies from 109 to 250 kg of nitrogen per hectare.**[20]

In addition to BNF, the inoculants also offer other plant benefits such as increasing the volume of its roots, which help the plant to access and absorb more water and nutrients.

5.1.2 Certified Solutions for Organic Farming

To enhance sustainable agriculture, and to respond to the growing farmer and consumer demands in this sector, Rovensa has been developing, manufacturing, and placing organic certified agri-inputs on the market throughout the world.

Our organic certified agri-inputs comply with the most well-known international regulations, like the European, American, Japanese, Australian, amongst others. These certifications allow us to increase our impact as they will enable us to place our solutions in a larger number of countries.

At the end of the fiscal year 2020/2021, our portfolio had obtained 717 organic certifications[21], registering an increment of 37% against the baseline reporting year. 52 solutions were certified for the first time or for being used as certified organic solutions in new countries.

Organic Certifications Worldwide

717

Certified organic solutions

Top 5

- Ecocert, Europe
- OMRI, USA
- FiBL, Central Europe
- JAS, Japan
- Australian Certified Organic, Australia

Currently, our certified organic solutions reach the five continents.

Rovensa certified portfolio for organic farming	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total number of organic certifications	717	523	37%
Total number of formulations with organic certification[A]	261	173	51%
Number of solutions certified for the first time or certified as organic solutions in new countries	52	48	8%

[A] Consider only formulations. If one product/formulation has more than one certification (e.g. one according to the EU regulation and other according to the Brazilian regulation) it only counts as one.

We continuously develop solutions to comply with organic farming and constantly adapt our formulations and raw materials in accordance with the related regulations. In the fiscal year 2020/2021, 22% of our portfolio had an organic certification, accelerating the progress towards a more sustainable agriculture.
Our organic certified products accounted for 23% of the Group's sales in the fiscal year 2020/2021.

Solutions with organic certification in our portfolio

22%
-2 p.p. compared to FY19/20

Rovensa sales of solutions with organic certification

23%
+1 p.p. compared to FY19/20

32,564 kilolitres
of organic certified solutions manufactured

Estimated to be applied on
4,147,664 hectares[22] of land

Biodynamic Farming

During the fiscal year 2020/2021, Idai Nature, a Rovensa Company from its biocontrol unit, has launched VITAL Biodynamics, a specific line of solutions for biodynamic farming, which besides organic agriculture principles, considers agriculture as a living system, where the sun, the moon and the stars influence the entire agricultural production. The concept comes from the Greek word *bios* meaning *life* and *dynamic* meaning *energy*[23]. It aims thus to explore ecological balances to improve soil and plant's health, and consequently increase the energy level of farming.

Biodynamic farming has two main principles[24]:

1. Uses farming inputs made from various herbal, mineral and raw materials processed in complex ways and finally applies them in minimal doses on soil and crops;

2. Takes into consideration nature's rhythms (sun, weather, season) and celestial influences (lunar, planetary and stellar constellations) on soils and plant development to revitalize the farm.

Answering to consumer demands, for organically produced food, VITAL Biodynamics was firstly launched in Northern Europe, in which biodynamic farming is recognized by the international trademark Demeter (inspired by the ancient Greek Goddess of fertility and abundance). This trademark certifies that food is biodynamically grown, in countries such as Germany, Finland, and Iceland, among others.

VITAL Biodynamics has also received the certification from one of the world's leading institutes in the field of organic agriculture, the Research Institute of Organic Agriculture (FiBL), which has recognized that this line of products was suitable for organic agriculture for its method to manage natural resources and continuously respect the soil ecosystem to hold its fertility and productivity, ensuring a food production system as naturally as possible.

5.1.3 Lower Risk Solutions for Plant Protection

Current statistics show that agricultural production has to contend approximately 40 thousand pestilent species for the optimal production of food for the ever-increasing population of humans[25].

Due to the increasing number of new and resurfacing pests, Rovensa Group is expanding its scientific research and field trials to develop solutions for effective pest control in agriculture, since without crop protection, agricultural production losses would rise to between 48%-83%[23]. To foster a balanced agricultural production, Rovensa is focusing on developing unique and innovative crop protection solutions.

Reducing the risk of our plant protection solutions

Rovensa aims to build a portfolio of lower risk solutions for plant protection. We are accelerating thus the pace for hazardous chemical reduction of our pesticides, in line with the target set by the European Green Deal and its Farm to Fork Strategy to reduce 50% of the use and risk of chemical pesticides by 2030[26].

To measure our progress over time, we are following the European Union Harmonized Risk Indicators[27] which, by multiplying the annual quantities of active substances placed on the market for each group of hazard weighting set: 1 as low risk, 8 as regular risk, and 16 as higher risk. The obtained result is divided by the treated hectares in order to obtain the risk per treated hectare. Compared to the fiscal year 2019/2020, the risk of our plant protection portfolio decreased by 7%, when considering the volumes of products sold and the treated hectares.

Reducing active substances used per hectare

We are also striving to decrease the quantity of active substances used per hectare by increasing the efficiency of our crop protection solutions. In comparison with last year's reporting, we have reduced the use of active substances on land (kg/hectare) by 8%.

Ascenza, a Rovensa Company from its crop protection unit, is studying ways to reduce the use of active substances in its products by combining them with the appropriate adjuvants to maximize efficiency or by introducing biological active substances in its product formulations.

In accordance with this line of thought, and as an example, Ascenza is examining replacing glyphosate-based herbicide for a new herbicide formulation with sulfonylureas. It is estimated that while glyphosate needs about 1 kg/hectare to be effective, a few grams of a product based on sulfonylureas can be enough to control weeds in a hectare[28].

Rovensa accelerating the pace for hazardous chemical reduction towards lower risk	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Sum of kg or l of active substance multiplied by active ingredient risk (low (1), regular (8), higher (16)) per treated hectare (∑ volume*risk/ha)[A]	4.65	4.97	-7%

[A] Data only relates to Plant Protection solutions and was computed as an average of the solutions included. To compare its evolution with the previous year, Rovensa considered the same exact portfolio of solutions, on a like-for-like basis, with no new solutions added from Agrichembio, Grupo Agrotecnologia and Idai Nature. During the reporting period, we placed on the market plant protection solutions as emergency authorisations granted by some EU Member States under Article 53 of Regulation (EC) No 1107/2009. These solutions are classified with a factor risk of 64 and were authorised, for a period not exceeding 120 days, for limited and controlled use, due to a danger that cannot be contained by any other reasonable means. These solutions were not included in our risk indicator because they were placed on the market exceptionally, and accordingly the limited use authorized, with no material impact representing less than 1% of the total amount of active substances.

Active substances used per hectare	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Kg of active substance used per hectare (kg/ha)	0.62	0.67	-8%

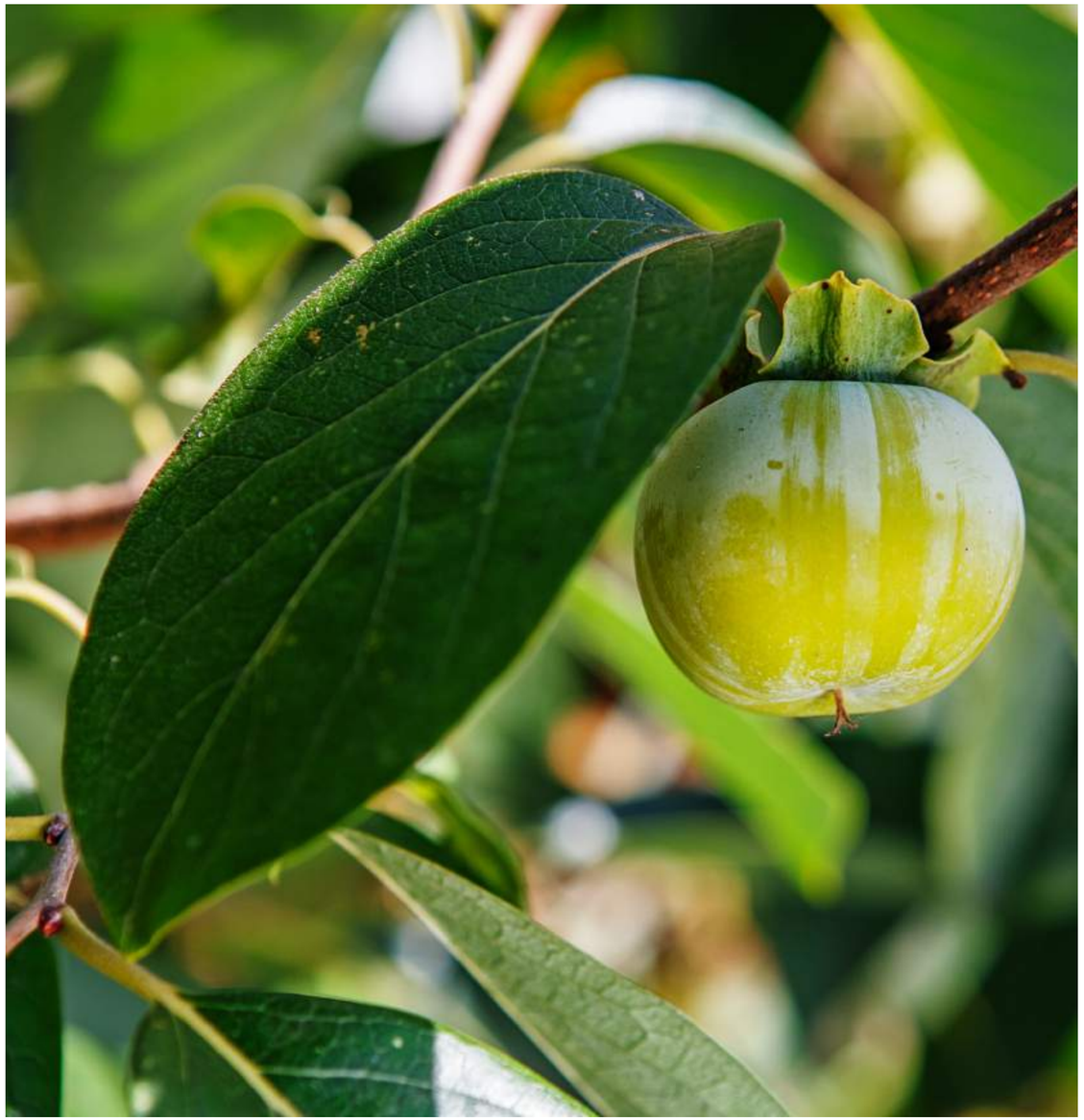
Biopesticides

To control agricultural pests, Rovensa Group also has in its portfolio biopesticides, that have low toxicity to non target organisms, such as beneficial organisms (insects, other animals, microorganisms and plants).

These biopesticides are derived from plants and microbials that are used to kill or retard the growth of agricultural pests that harm or affect the crop's growth. They aim to control pests, rather than annihilate them.

To guarantee the efficient use of these biopesticides, Idai Nature, a Rovensa Company from its biocontrol unit, provides technical support (our "Boots On the Ground" team) for Integrated Pest Management (IPM) to help farmers to adopt the right biocontrol strategies to obtain the best results in agricultural productivity, while protecting the environment and human health. Its biopesticide-driven IPM approach is tailored to meet farmers' specific needs in the field, crops and soils.

Rovensa Group is working towards a more sustainable portfolio and looking to promising alternatives to conventional chemical pesticides. Over the last years, it has been investing in research and development to bring innovative bio-based solutions for crop protection to boost sustainable agriculture practices and help farmers to protect their crops safely and responsibly.



5.2 Responsible Research and Product Development

Rovensa has a role to play in leading the change in the food production system through a sustainable agriculture,

which we consider to be an essential step to achieve zero hunger and usher in a new era of sustainable development in the world.

We are continuously innovating to address current and future agriculture challenges, through our research and development (R&D), product development and registration. Our R&D drive us to establish new partnerships and venture into new projects to develop solutions in a way that advances agriculture, by safeguarding farmers profitability, social well-being (healthy and affordable food for all) and environmental stewardship.

Investing in R&D

We invest in advancing the most promising R&D strategies to build our product pipeline. In recent years, we have invested considerably in regulatory, research and new product development. During the fiscal year 2020/2021, we have developed 67 new products (six more than in the fiscal year 2019/2020), which represents 6% of the total portfolio[29].
Our R&D and regulatory investment accounted for 21 million euros, which represented approximately 5% of our net sales.

At a Glance FY20/21

21 million €
investment in R&D and regulatory, approx. 5% of Rovensa net sales

17
laboratories

66
agreements with universities/research centres

>130
R&D and regulatory employees

4
experimental field centres (greenhouse R&D)

27
students covered by scholarships in agribusiness related-area


Idai Nature's Laboratories in Valencia, Spain

New Lab in France

The main objective is to test SDP adjuvants in the proper and controlled conditions to evaluate their performance and efficacy in combination with Plant Protection Products (PPPs).

SDP, a Rovensa Company from its bionutrition unit, has a new laboratory in Laon, France, next to its industrial plant. With approximately 400 m^2, this new lab will enable to perform scientific research to continuously improve SDP's product portfolio, by developing new formulations, performing analysis and ensuring quality control.

The main objective is to test SDP adjuvants in the proper and controlled conditions to evaluate their performance and efficacy in combination with Plant Protection Products (PPPs).

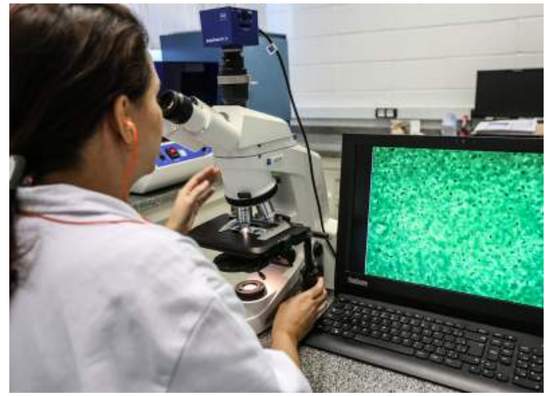
The lab has a specific and unique pulverization area where the plants are treated in a similar way to the experiments conducted in the field, in which the dose, the speed, and the droplet dispersion are replicated to monitor the formulation's performance and efficacy. Another example is the measure of the product tenacity, the capacity that the product's formulation has to be retained on the leaf surface with and without adjuvants, and with or without simulated rain. The goal is to understand the ability of the adjuvant to influence the plant's uptake.

This project has received the support of the Urban Community of the Pays de Laon for contributing to the local economy, and in the future, different research studies and trials will take place in this new lab to create synergies among complementary solutions of Rovensa's well balanced portfolio.

SDP lab and greenhouse in Laon, France

5.2.1 Research and Development Facilities

At Rovensa Group, we have a global network of research and development facilities – laboratories and experimental field centres – in Brazil, France, Ireland, Portugal and Spain, in which we continuously improve our offerings to help farmers to produce more food, while preserving and enhancing soil health and protecting the environment and human health.



Tradecorp Brasil lab in Campinas, Brazil

We are globally advancing with scientific research to provide farmers the most innovative and high-quality solutions for agriculture. Our 17 laboratories around the world operate skilfully and generate valid results, both at national and international level. Some of them are certified, which proves that

GLP lab at Ascenza industrial plant, in Setúbal, Portugal

their quality systems meet the specific requirements of international standards that assure quality and competence in the industry, such as:

ISO 17025 (Quality control lab)

Good Laboratory Practice (Residue lab, Physical chemical lab, Microbiology lab, Residue field trials unit)

Organization officially recognized for testing effectiveness of Plant Protection Products

5.2.2 Product Development and Registration

Led by a global and an experienced team of 137 highly qualified professionals, dedicated to innovation, product development and registration, all our units have structured product development processes and practices that include:

This is a brief overview of how we are driving our portfolio differentiation through intellectual property and registration excellence. We are bringing together our knowledge and technical expertise to develop the most innovative agricultural solutions for the environment, farmers and human health.

- **Ownership and control of regulatory processes**
- **In-house development of dossiers for product registration**
- **Innovative and differentiated products formulations with new functionalities, uses and formats, according to the new technology standards**
- **A highly technical sales team that listens and understands farmers' needs**
- **High quality and well-equipped internal labs specialized in different R&D domains, four of them GLP certified**
- **R&D experimental centres on greenhouses and open fields to test our product's formulations**
- **Collaboration with universities and research centres to tackle global agriculture challenges**

5.2.3 Product Quality, Stewardship and Safety

Ensuring the high quality and safety of our products is essential to us. We apply rigorous procedures to safeguard that our products do not pose any risk to people's health and the environment, guaranteeing health and safety food for all. In this scope, we certify our Quality Management Systems (QMS) and, in the fiscal year 2020/2021, four (Albacete, Sanchidrián and Valencia in Spain and Setúbal in Portugal) of our eight industrial plants had their QMS certified according to ISO 9001.

Our product stewardship starts at the beginning of the product lifecycle – from its concept to its end-use. Our responsible R&D throughout the product development process assesses whether the product does not harm the environment and people's health, and address the potential risks for the farmers.

We responsibly comply with all the standards set by regulatory bodies around the world, which require strict procedures for a product's registration. Some chemical substances handled by Rovensa Group companies are inclusively under regional chemical regulations, such as REACH (Registration, Evaluation and Authorization of Chemicals)[30].

To fulfill all these regulations requirements, and grant official product registration approval, we develop regulatory submission dossiers, which disclose research analyses done in-house, in lab and/or field trials, to give scientific evidence that our products (or new product formulations) are safe and comply with high quality standards, regulations and national law applicable to our industry.

During the fiscal year 2020/2021, we only had one warning concerning a product's classification in its material safety data sheet (MSDS), which is still under evaluation by the national competent authority.

Our product stewardship does not end in the product development, manufacture, and registration. It goes beyond. Until product's end-use. At Rovensa, we assume our responsibility to provide guidance to agriculture workers – growers, farm employees, products distributors – to handle and use our products in a safe way.

By safeguarding that our products are used safely, we also contribute to their efficient use, minimizing their environmental impact, and guaranteeing that food produced is safe for consumers. As a result, we not only protect the health and safety of farm workers, but also keep food safe, from the farm to the consumer.

Safe Use of our Products

Rovensa Group has joined forces with other industry companies to introduce Easyconnect Closed Transfer System (CTS) into the European market.

Easyconnect CTS provides farmers an innovative solution to fill their sprayers faster and more easily, avoiding any contact with the product between loading and unloading. This not only comprises lower risk, but also increases safety for farmers and the environment:

- Faster, due to an integrated completely leak-proof connecting plug that eliminates the need for a foil seal;
- Easier, because it holds the container in place during emptying, rinsing, and sealing. It has a system of integrated rinsing that fully cleans the container, and it does not require an adapter, since caps come pre-fitted on a wide range of products;
- Safer, as it reduces the risk of operator exposure and spills by direct transfer, which means the closed system allows products to be transferred directly from the container to the spray tank.

The Easyconnect CTS is in line with our commitment to help farmers to handle the products safely, for their own health and the environment.

Easyconnect system demonstration

+ info https://easyconnect.tech/

5.3 Leading Innovation

At Rovensa Group, we are developing R&D projects in line with Europe's agenda for sustainable agriculture.

In collaboration with academia, our customers and innovative partners we are exploring solutions for mitigating the impact of climate change, food loss, natural resources scarcity and land degradation.

Idai Nature's Laboratories in Valencia, Spain

Idai Nature, a Rovensa Company from its biocontrol unit, was recognized by the European Commission in the 2020-2021[31] European Business Awards for the Environment in the Products and Services category. This award recognised the high quality and innovative R&D solutions of Idai Nature, based on the following jury's veredict: "The environmental and economic benefits of this unique biological substitute for synthetic pesticides are exceedingly well documented and the impact of the product on biocontrol and food security is impressive".

Bioinsecticides

AVI BIOPROTAG project, supported by the Valencian Innovation Agency (2019-2021)

Valencia, Spain

The Valencian Innovation Agency has selected Idai Nature, a Rovensa Company from its biocontrol unit, to advance scientific research about bioinsecticides, which are natural compounds that control agricultural pests with less environmental impact and reduced risk. A safe approach to crop protection, with less harmful effects for the environment and human health, and more suitable for sustainable agriculture.

Idai Nature's mission in this innovation programme is to study the effect of natural compounds from botanical extracts, and new biocontrol molecules, to induce natural plant defence mechanisms against pests and diseases in fruit trees and horticultural crops.

This project is being developed under the programme Consolidation of the Business Value Chain, and it is managed by the Valencian Innovation Agency.

Water-Efficiency with **Biostimulants**

Project Biotool, supported by EU Eurostars programme (2020-2023)

Madrid, Spain

70% of global water use is attributed to agriculture[1], making it key to improve agricultural efficiency in water-usage to ensure the protection of this resource and a continued water supply.

With this purpose in mind, Tradecorp, a Rovensa Company from its bionutrition unit, has partnered with Landlab, an Italian research centre specialized in nutrition, biostimulation and plant protection, to create Biotool. It consists of a Water Use Efficiency (WUE) platform, which measures, calculates and evaluates in real time and under experimental conditions, the water used by plants treated with biostimulants. It measures the impact of new biostimulants in terms of crop growth, but also in terms of plant water management.

The main purpose is clear: helping farmers to increase food production quality, boost yields and reduce economic losses caused by different types of abiotic stresses, based on water stress as a model. In an initial phase of the project, Tradecorp financed a post-doc research in the Queen's University of Belfast, to identify the optimum application timing for each biostimulant and the mode of action for drought and salinity abiotic stresses.

The Biotool Platform is a project consortium between Landlab and Tradecorp, which combines the know-how and experience of both organizations. Tradecorp provides its experience in the development and production of biostimulants, as well as its production expertise and market knowledge. It will be responsible for testing and validating the new biostimulants on different types of crops, soil and weather conditions, being able to improve its range of biostimulants, made under the supervision of this platform. Landlab act as a research centre specialising in the assessment, cultivation and development of techniques and strategies for nutrition and biostimulation, and as a service provider of the platform's engineering development. The project is sponsored by the European Union's Eurostars programme.

Experiments with Biotool on Landlab facilities, in Vicenza, Italy

Biotool has two main goals:

To investigate and measure the efficiency of biostimulants during the product development phase, by using a new automatic prototype operating system able to manage, in real time and in experimental conditions, the water and nutrition used by plants treated with biostimulants. The system gives precise information regarding the water used and the biomass gained on the roots and shoots.

To investigate new active substances that positively influence the plant's metabolic processes, looking for combinations that enhance positive effects and, therefore, allow a more efficient use of the fertilizer, assuming a lower environmental impact during fertilizer application to crops, which resulted in the development of new highly efficient biostimulants selected and tested to enhance abiotic stress tolerance in crops.

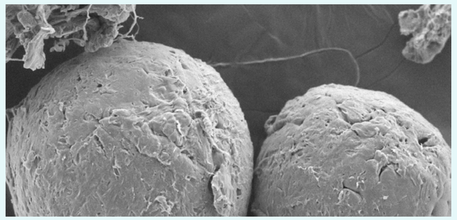
Biobased Materials in Active **Ingredients Encapsulation**

Project Sea4CS, supported by European Union FEDER (2020-2022)

Setúbal, Portugal

Soil is one of the main receptors of agricultural plastics and is known to comprise larger quantities of microplastics (plastics less than 5 mm in size) than oceans[32]. It is estimated that 500 tonnes of microplastics from coated seeds and coated pesticides formulations are released on land every year[32]. Polymer coated pesticides formulations (encapsulation of active ingredients) are used in agriculture since they provide significant benefits for crop protection, including a sustained release of active ingredients when sprayed on plants, optimizing product efficiency by targeted application, and lowering the risk of active ingredients runoff to soil and water courses.

Rovensa crop protection unit is leading an innovation project, sponsored by the European Union, in partnership with two Portuguese universities (Faculdade de Farmácia da Universidade de Lisboa and Universidade Nova de Lisboa) to substitute conventional plastic polymers with biodegradable coatings, which are designed to fully degrade in soil, avoiding the accumulation of microplastics.



New sustainable polymeric materials for capsules under the microscope

Approved in 2020, the project called 'Sea4CS' is studying the development of biopolymers made of materials with marine origin to encapsulate (microencapsules) active ingredients of formulations for crop protection. It aims to create a new generation of microencapsulated plant protection products with marine-based biopolymers, with the purpose of reducing the harm of microplastics in soil, which can be transferred into food chains, threatening food security, food safety and potentially human health.

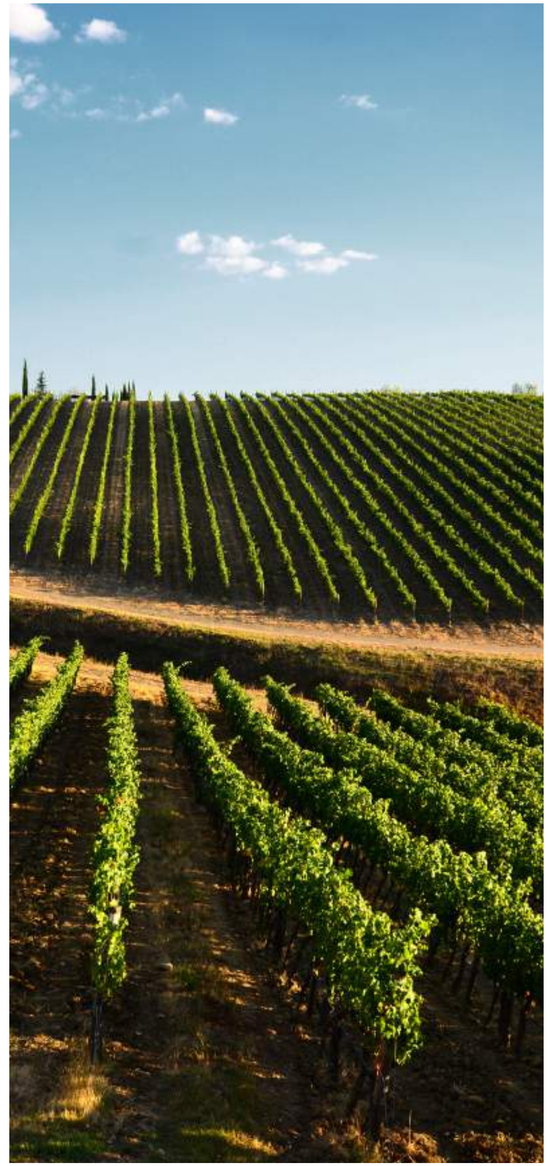
These nature-derived biodegradable materials in pesticides encapsulation aspires to have a positive impact on the environment and human health, as well as on promoting sustainable agriculture practices.

5.3.1 Circularity in Agriculture

We believe that our research and innovation can also play a relevant role in fostering a circular economy (CE) model in agriculture. By CE, we considered the European Union definition: "a model of production and consumption, which involves sharing, leasing, reusing, repairing, refurbishing and recycling existing materials and products as long as possible[33] and the generation of waste minimized[34]".

According to FAO estimates, 1/3 of the world's food was lost or wasted every year[35]. Food loss also has a huge environmental impact, accounting for 8-10% of global greenhouse gas emissions[36] and about 6% of total EU greenhouse gas emissions[37].

Considering this data, we assume our responsibility to contribute with our knowledge and field expertise to potentially increase circularity in agriculture by avoiding food loss and/or removing or reducing waste. With this purpose in mind, Idai Nature, a Rovensa company from its biocontrol unit, has been developing collaborative and research projects to transform agriculture residues and by-products into new formulations for biocontrol solutions.



Vitinnat Project (2019-2021)

Pruning Wastes To Protect Grapevine Plants

This project was a pioneering and a collaborative research to develop a biocontrol solution derived from the wine production.

It was co-financed by the European Agricultural Fund for Rural Development, within the framework of the National Rural Development Programme 2014-2020 of the Spanish Ministry of Agriculture, Fishing and Food.

The goal of Vitinnat was to provide to the wine producers sector, a natural solution to prevent wood grapevine diseases, while increasing wine's production profitability and quality.

Vineyards at the experimental farm at Bodega Matarromera winery, a partner of the Vitinnat project, in Valladolid, Spain

To solve this problem, the working group involved in the project developed a new product based on natural extracts of vine pruning wastes to control vine wood diseases transmitted by air.

Idai Nature took part in the validation process of the selected organic extracts and oversaw the study, search and choice of raw materials to improve the conditions of the chosen extracts. In this context, it has tested the efficacy of the formulation of this new solution and designed a treatment's calendar to be used depending on the phenological state of the plant, indicating other technical aspects such as dosage and mode of application. By the end of the project, the solution was proposed for registration as an essential solution for the sector and a global cultivation guide of the new solution was issued.

Life Waste4Green Project (2018-2022)

Upcycling natural residues to protect crops

Life Waste4Green is a research project which intends to mitigate the negative effects on environment and human health of chemical pesticides, used in the protection of peach and nectarine crops.

Using the principles of circular economy, the project aims to achieve and assess the effectiveness of two pesticide formulations with a natural and safe origin, whose active ingredients are obtained from agro-industrial by-products.

The project intends to demonstrate that biopesticides are safer, and potentially present lower risk for the environment and people health than conventional pesticides. It has also the ambition to identify positive environmental impacts on biodiversity and climate change.

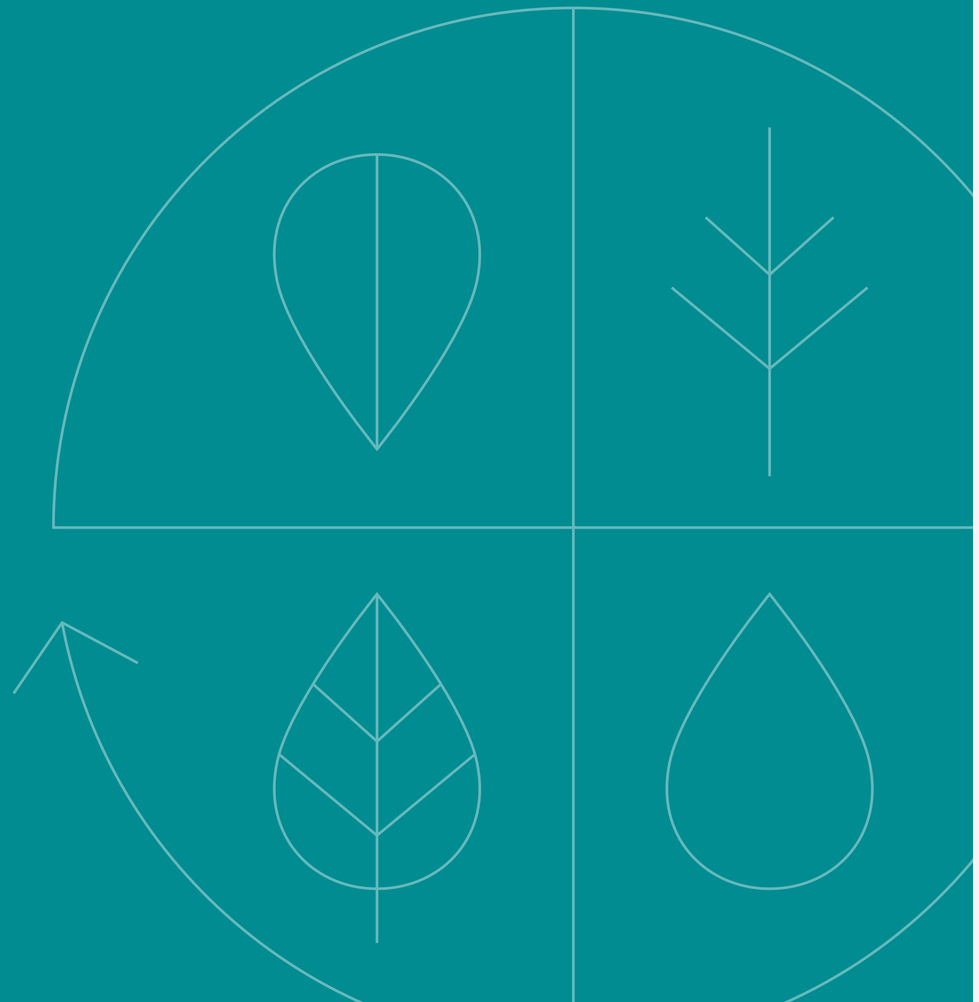
Waste4Green is being developed by a group of research centres, farmer associations and other companies: Agencia Estatal Consejo Superior de Investigaciones Científicas (CSIC) - Biopesticides Group from ICA&IPNA, Valencian

Product testing in Valencia, Spain, during the application of the product in the 2021 campaign

Association of Farmers, Centro Tecnológico Nacional Agroalimentario Extremadura, Frutuga and Instituto de Salud Carlos III. At the final stage of the project, these new formulations of biopesticides will be open to be commercialized in the European Union.

+ info https://waste4green.eu/es/objetivo

Reporting and Data



6.1 ESG Dashboard

6.1.1 Environmental

Total production (ML)	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Production (ML)	168	154	9%

GHG emissions[1] (t CO_2e)	Fiscal year 2020/2021	Fiscal year 2019/2020[2]	Variation
Total (scopes 1, 2[3] and 3)	**80,385**	**69,649**	**15%**
Scope 1 - Direct GHG emissions[4]	**11,012**	**11,075**	**-1%**
Natural gas	6,715	6,774	-1%
Propane	508	508	0%
Diesel (own light vehicle fleet and plants)	3,781	3,677	3%
Leakage of fluorinated GHG	8	116	-93%
Scope 2 - Indirect GHG emissions[5]	**1,004**	**2,699**	**-63%**
Market-based method	1,004	2,699	-63%
Location-based method	2,311	2,352	-2%
Scope 3 - Other indirect GHG emissions[6]	**68,368**	**55,874**	**22%**
Purchased goods	39,541	31,676	25%
Fuel-and energy related activities (not included in scopes 1 or 2)	2,863	2,210	30%
Upstream transportation and distribution	5,989	4,542	32%
Waste generated in operations	861	758	14%
Business travel	179	-	-
Downstream transportation and distribution	10,331	10,147	2%
Use of sold products	7,643	6,036	27%
End-of-life treatment[7]	989	506	96%
GHG emissions intensity ratio[8] scopes 1, 2 and 3 (tCO_2e/ ML of production)	**478**	**451**	**6%**

[1] Whenever possible and relevant, and when the source of information was available, the different GHG identified by the Kyoto Protocol were considered, namely: carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFC), perfluorocarbons (PFC) and sulphur hexafluoride (SF_6).

[2] Rovensa's carbon footprint for fiscal year 19/20 was reviewed and updated, specifically in terms of methodology to include scope 3 emissions.

[3] Considering the market-based method, since it represents more accurately our scope 2 emissions and better reflects our efforts to reduce it (e.g. purchasing 100% renewable energy).

[4] For scope 1, the GHG emission factors (EF) that we used derived from recently published data, made available by the local national or international competent authorities.

[5] According to the GHG Protocol, we report indirect scope 2 emissions according to both market-based and location-based methods. Location-based: we used GHG country average EF, which correspond to the most recently published available data from the local, national competent authorities (energy and/or environmental agencies/regulators; Scope 2, market-based: we used supplier-specific EF that correspond to the most recent information made available by each supplier. We extracted the data from the national energy regulator website in Spain's case, since it contained supplier-specific EF.

[6] All material and applicable scope 3 emissions categories according to the GHG Protocol were calculated. Main limitations are related to the lack of information for our Laon plant (France), which is not included in purchases, upstream transport, and downstream transport categories, but we expect to include in the next fiscal year. For the category of purchased goods, only publicly available EF were considered. Additionally, business travel, although considered to be an immaterial GHG scope 3 category, was for the first time calculated in the fiscal year 20/21, including only workers from Portugal and almost all workers from Spain, due to the lack of consolidated data from other countries. The use of sold products category was calculated according to IPCC, Chapter 11, which provides methodologies to be adopted for the inventory of N_2O emissions from managed soils, including indirect N_2O emissions from additions of nitrogen (N) to land due to deposition and leaching, and additional emissions of CO_2.

[7] Regarding end-of-life treatment, a new methodology (Quantis tool from GHG Protocol and available at https://quantis-suite.com/Scope-3-Evaluator/) was used in the fiscal year 20/21 compared to fiscal year 19/20, to include all packaging materials that are put into market, and, therefore, the values obtained are not comparable.

[8] GHG emissions intensity ratio was computed based on our production in ML. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units. Note that calculations were reviewed, and fiscal year 19/20 value was updated.

Energy consumption (GJ)	Fiscal year 2020/2021	Fiscal year 2020/2021[9]	Variation
Total energy consumption[10]	**232,934**	**225,653**	**3%**
Electricity	54,918	48,246	14%
Natural gas	119,901	120,719	-1%
Propane/GPL	8,002	8,014	0%
Diesel (own light vehicle fleet)	49,134	46,651	5%
Diesel (industrial plants)	980	2,022	-52%
Energy intensity ratio[11] (GJ/ ML of production)	**1,386**	**1,461**	**-5%**

[9] In comparison with the value reported last year, the methodology was reviewed (different conversion factors were applied) and the fiscal year 19/20 values were updated.

[10] In this report, all forms of energy are expressed in gigajoule (GJ) as requested by the GRI Standards. To perform the necessary conversions, was considered that 1 kWh is equivalent to 0.0036 GJ, as defined by the International Energy Agency (IEA).

[11] Energy ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units.

Water withdrawal and consumption (ML)	Fiscal year 2020/2021	Fiscal year 2020/2021	Variation
Total water withdrawal by source[12]	**135**	**124**	**9%**
Surface water	**32**	**18**	**70%**
Freshwater (≤1,000 mg/L Total Dissolved Solids (TDS))[13]	32	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Groundwater	**53**	**53**	**0%**
Freshwater (≤1,000 mg/L TDS)	53	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Third-party water	50	52	-4%
Freshwater (≤1,000 mg/L TDS)	50	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Total water consumption	**89**	**81**	**11%**
Water consumption intensity ratio[14] (ML/ ML of production)	**0.53**	**0.52**	**2%**

[12] In the fiscal year 20/21 we were able to disclose our water withdrawal by categories (freshwater or other water).

[13] Includes the total volume of rainwater collected (ML). Water data regarding fiscal year 19/20 was reviewed and updated in order to include the volume of rainwater collected.

[14] The water consumption ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units. Note that calculations were reviewed, and fiscal year 19/20 value was updated.

Water discharge (ML)	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total water discharge by destination	**44.8**	**43.1**	**4%**
Surface water	1.3	2.0	-34%
Third-party water	43.5	41.1	6%

Waste management	Fiscal year 2020/2021[15]	Fiscal year 2019/2020	Variation
Total waste produced (t)	**5,271**	**3,681**	**43%**
Hazardous waste	47%	54%	-7 p.p.
Non-hazardous waste	53%	46%	7 p.p.
Hazardous waste (t)	**2,466**	**2,006**	**23%**
Washing liquids	45.9%	24.9%	21 p.p.
Packaging	39.2%	59.5%	-20 p.p.
Chemical	9.9%	10.8%	-0.9 p.p.
Absorvents	0.8%	0.3%	0.5 p.p.
Solvents	1.8%	0.1%	1.7 p.p.
Other	2.4%	4.4%	-2 p.p.
Non-hazardous waste (t)	**2,805**	**1,676**	**67%**
Wood	18.0%	32.0%	-14 p.p.
Chemical	15.4%	25.0%	-10 p.p.
Packaging	4.1%	8.0%	-4 p.p.
Plastics	7.8%	7.0%	0.8 p.p.

Continuation

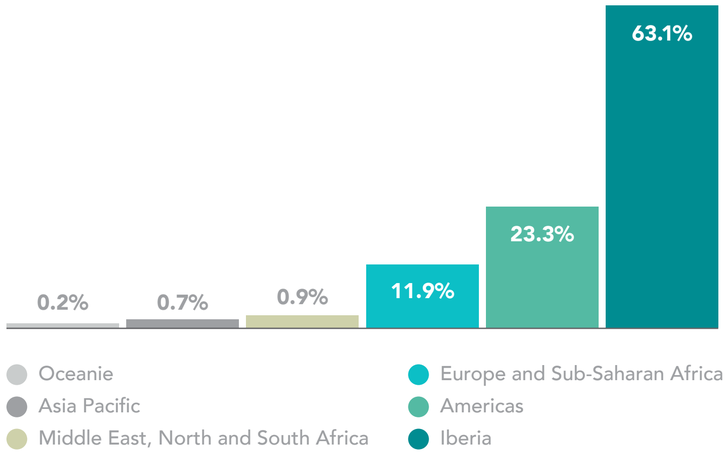
Waste management	Fiscal year 2020/2021[15]	Fiscal year 2019/2020	Variation
Paper / paperboard	5.5%	8.0%	-3 p.p.
Urban solid waste	10.2%	6.0%	4 p.p.
Metal	2.4%	3.0%	-0.6 p.p.
Inerts	0.1%	1.0%	-0.9 p.p.
Other	36.5%	10.0%	26 p.p.
Hazardous waste by destination (%)			
Reused or recycled	47.5%	63.0%	-16 p.p.
Recovered for energy	13.3%	4.0%	9 p.p.
Incinerated	1.4%	2.0%	-0.6 p.p.
Landfill	36.7%	31.0%	6 p.p.
Other	1.1%	-	-
Non-hazardous waste by destination (%)			
Reused or recycled	53.3%	54.0%	-0.7 p.p.
Recovered for energy	1.3%	1.0%	0.3 p.p.
Incinerated	17.2%	1.0%	16 p.p.
Landfill	28.2%	44.0%	-16 p.p.
Waste production intensity ratio (t / ML of production)[16]	**31**	**24**	**32%**

[15] In the fiscal year 20/21, two more industrial plants were considered in the waste data: Agrotecnologia, in Valencia, Spain (acquired after the fiscal year 19/20 reporting period) and OGT in Kilcar, Ireland (improvement in the monitoring processes).

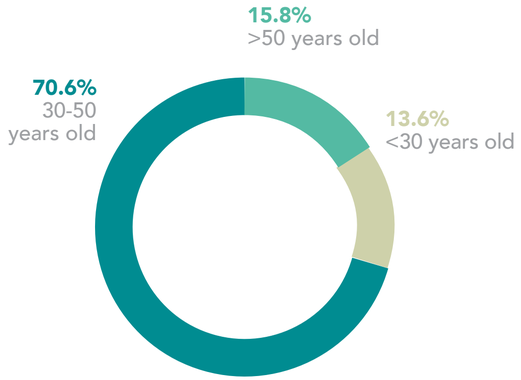
[16] Waste ratio was computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1 kg = 1 L of production to convert solid production in liquid units.

6.1.2 Social

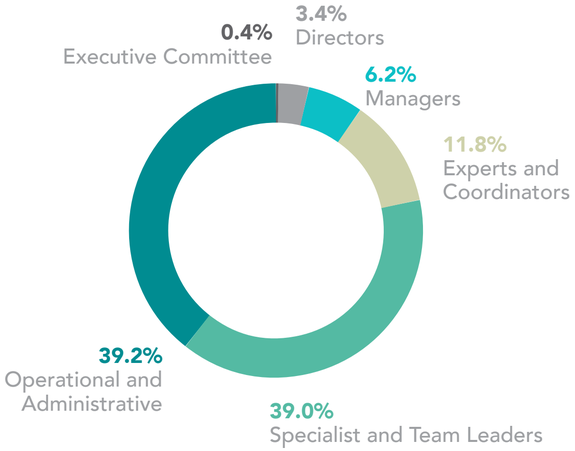
Employees by region FY20/21



Employees by age group FY20/21

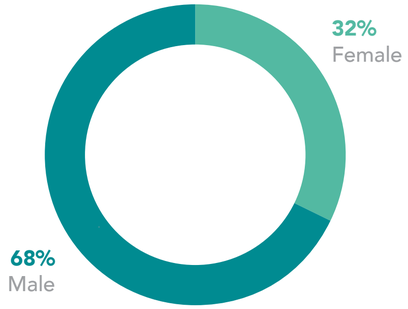


Employees by functional category FY20/21

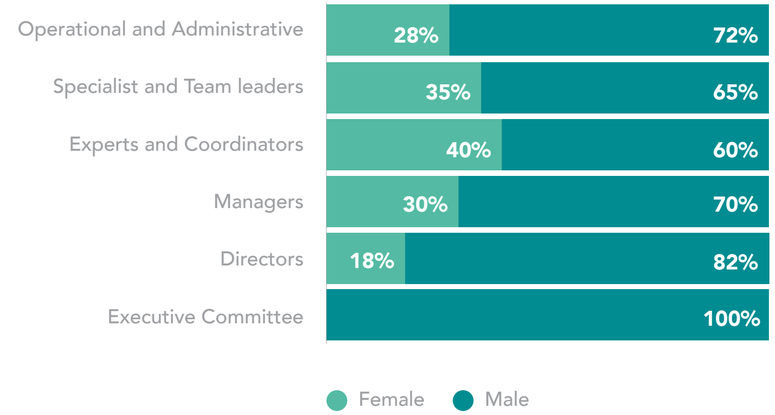


Number of different nationalities across our employee's functional categories	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Group	**40**	**24**	**67%**
Executive Committee	4	4	0%
Directors	11	11	0%
Managers	17	14	21%
Experts and Coordinators	17	12	42%
Specialists and Team Leaders	29	20	45%
Operational and Administrative	16	11	45%

Gender distribuition in FY 20/21



Gender distribution by employees' categories in FY 20/21



Type of employee contract, by gender	Fiscal year 2020/2021			Fiscal year 2019/2020			Variation		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of employees with a permanent contract	495	1,073	**1,568**	403	870	**1,273**	23%	23%	**23%**
Percentage of employees with a permanent contract	96%	97%	**97%**	90%	91%	**91%**	6 p.p.	6 p.p.	**6 p.p.**
Number of employees with a temporary contract	19	29	**48**	47	82	**129**	-60%	-65%	**-63%**
Percentage of employees with a temporary contract	4%	3%	**3%**	10%	9%	**9%**	-6 p.p.	-6 p.p.	**-6 p.p.**
Number of employees with a full-time contract	499	1,097	**1,596**	427	940	**1,367**	17%	17%	**17%**
Percentage of employees with a full-time contract	97%	99.5%	**99%**	95%	99%	**98%**	2 p.p.	0.8 p.p.	**1 p.p.**
Number of employees with a part-time contract	15	5	**20**	23	12	**35**	-35%	-58%	**-43%**
Percentage of employees with a part-time contract	3%	0.5%	**1%**	5%	1%	**2%**	-2 p.p.	-0.8 p.p.	**-1 p.p.**
Number of employees that are not direct workers (contingent workers)	3	20	**23**	3	27	**30**	0%	-26%	**-23%**

New employee hires and turnover, by gender	Fiscal year 2020/2021			Fiscal year 2019/2020			Variation		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of new employee hires[17]	143	299	**442**	80	143	**223**	79%	109%	**98%**
Rate of new employee hires	21.8%	21.3%	**21.5%**	15.1%	13.1%	**13.7%**	6.7 p.p.	8.3 p.p.	**7.8 p.p.**
Number of employee turnover	67	155	**222**	49	116	**165**	37%	34%	**35%**
Rate of employee turnover	11.5%	12.3%	**12.1%**	9.8%	10.9%	**10.5%**	1.7 p.p.	1.5 p.p.	**1.5 p.p.**

[17] Includes not only new recruitments, but also new talent from recently acquired companies (Rodel Flowers, Agrichembio and Grupo Agrotecnología).

New employee hires and turnover, by age group	Fiscal year 2020/2021		
	< 30 years old	30-50 years old	> 50 years old
Number of new employee hires[17]	133	277	32
Rate of new employee hires	37.7%	19.5%	11.1%
Number of employee turnover	45	145	32
Rate of employee turnover	17.0%	11.3%	11.1%

Employees who received a regular performance and career development review, by employee functional category and gender	Fiscal year 2020/2021			Fiscal year 2019/2020			Variation		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Group	**68%**	**61%**	**63%**	**65%**	**60%**	**62%**	**3 p.p.**	**1 p.p.**	**1 p.p.**
Executive Committee	0%	100%	**100%**	0%	100%	**100%**	0 p.p.	0 p.p.	**0 p.p.**
Directors	100%	96%	**96%**	100%	95%	**96%**	0 p.p.	0.4 p.p.	**0.3 p.p.**
Managers	87%	87%	**87%**	92%	88%	**89%**	-5 p.p.	-1 p.p.	**-2 p.p.**
Experts and Coordinators	84%	77%	**80%**	88%	94%	**91%**	-3 p.p.	-17 p.p.	**-11 p.p.**
Specialist and Team Leaders	80%	83%	**82%**	89%	88%	**88%**	-9 p.p.	-5 p.p.	**-6 p.p.**
Operational and Administrative	40%	29%	**32%**	22%	22%	**22%**	18 p.p.	7 p.p.	**10 p.p.**

Average training hours, by employee functional category and gender	Fiscal year 2020/2021		
	Female	Male	Total
Group	**20**	**15**	**17**
Directors	54	29	**34**
Managers	29	29	**29**
Experts and Coordinators	25	15	**19**
Specialists and Team Leaders	24	14	**17**
Operational and Administrative	11	14	**13**

Labour relations	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Employees covered by collective bargaining agreements	87%	n.r. [18]	-
Number of meetings between local HR and employee's committees	90	120	-25%

Health insurance coverage for employees and their family members	Fiscal year 2020/2021
Total number of employees with health insurance	1,345
Percentage of employees with health insurance	83%
Total number of employees and family members with health insurance	2,667

Occupational Health and Safety	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total worked hours by all employees	2,368,968	2,018,579	17%
Total number of work-related accidents/injuries[19]	79	58	36%
Rate of recordable work-related accidents/ injuries	33.3	28.7	16%
Total number of work-related accidents with lost time	44	30	47%
Lost workdays	1,656	1,405	18%
Lost Time Injury Frequency Rate (LTIFR)[20]	18.57	14.86	25%
Lost Time Injury Severity Rate (LTISR)[21]	698.92	696.03	0.4%
Total number of high-consequence work-related injuries[22]	0	n.r.[18]	n.r.[18]
Rate of high-consequence work-related injuries (excluding fatalities)	0	n.r.[18]	n.r.[18]
Total number of work-related deaths	0	0	0%
Rate of work-related deaths	0	0	0%

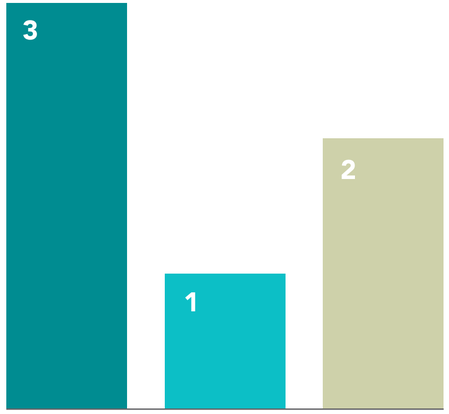
[18] Not reported. This is the first time we are reporting this indicator.
[19] All accidents resulted in injuries. There are two types of accidents considered: with or without lost time.
[20] Number of lost time injuries (work related accidents with lost time) that occurred during the reporting period per 1 million hours worked.
[21] Number of lost workdays due to work-related accidents that occurred during the reporting period per 1 million hours worked.
[22] Were considered all accidents that resulted in 6 months or more of lost worktime.

6.1.3 Governance

Age of the Executive Committee members	Fiscal year 2020/2021	
	30-50 years old	> 50 years old
Executive Committee members	50%	50%

Sustainability governance model	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Inclusion of ESG issues in the agenda of the Rovensa Executive Committee monthly meetings	80%	60%	20 p.p.

Executive Committee tenure



Number of Executive Committee Members

Business ethics	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Employees that acknowledged they have read and understood our Code of Conduct	89%	67%	22 p.p.
Complaint reported through our whistleblowing channel	1	0	100%

Procurement	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Procurement budget spent on local suppliers	38.2%	n.r.[23]	-
New suppliers screened using social and environmental criteria	89%	n.r.[23]	-

[23] Not reported. This is the first time we are reporting this indicator.

Economic impact and performance (euros)	Fiscal year 2020/2021[24]	Fiscal year 2019/2020	Variation
Direct economic value generated (devg): Revenues	**420,825,645**	**348,593,908**	**20.7%**
Net sales	**420,067,917**	**347,615,740**	**20.8%**
Revenues from financial investments	**286,916**	**439,085**	**-34.7%**
Interest on financial loans	286,916	439,085	-34.7%
Dividends from shareholdings	0	0	0%
Royalties	0	0	0%
Direct income generated from assets, such as property rental	0	0	0%
Revenues from Sales of assets	**470,812**	**539,083**	**-12.7%**
Physical assets, such as property, infrastructure, and equipment	470,812	539,083	-12.7%
Intangibles, such as intellectual property rights, designs, and brand names	0	0	0%
Direct economic value distributed (devd): Operating costs	**403,558,545**	**323,329,574**	**24.8%**
Payments to suppliers	262,652,616	216,327,659	21.4%
Employees' wages and benefits	83,679,004	69,826,704	19.8%
Payments to governments (taxes)	13,405,775	10,291,568	30.3%
Payments to providers of capital	43,795,520	26,876,468	62.9%
Community investment	25,630	7,175	257.2%
Direct economic value retained (devg)-(devd)	**17,267,100**	**25,264,334**	**-31.6%**

[24] Includes Oro Agri performance since January 2021.

Rovensa certified portfolio for organic farming	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Total number of organic certifications	717	523	37%
Total number of formulations with organic certification[25]	261	173	51%
Number of solutions certified for the first time or certified as organic solutions in new countries	52	48	8%
Percentage of formulations with organic certification in Rovensa's portfolio	22%	24%	-2 p.p.
Percentage of sales of solutions with organic certification in Rovensa's portfolio	23%	22%	1 p.p.
Quantity of organic certified products manufactured (kl)	32,564	30,262	8%
Hectares of land positively impacted by Rovensa organic certified solutions (ha)	4,147,664[26]	2,115,821[26]	96%

Rovensa accelerating the pace for hazardous chemical reduction towards lower risk	Fiscal year 2020/2021	Fiscal year 2019/2020	Variation
Sum of kg or l of active substance multiplied by active ingredient risk (low (1), regular (8), higher (16)) per treated hectare (∑ volume*risk/ha)[(27)]	4.65	4.97	-7%
Kg of active substance used per hectares (kg/ha)	0.62	0.67	-8%

Health and Safety impacts of products	Fiscal year 2020/2021	Fiscal year 2020/2021
Percentage of significant product and service categories in which health and safety impacts are assessed for improvement	100%	100%
Number of incidents of non-compliance with regulations resulting in a warning	1	0
Number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0

[25] Consider only formulations. If one product/formulation has more than one certification (e.g. one according to the EU regulation and other according to the Brazilian regulation) it only counts as one.

[26] Include our crop protection and biocontrol units.

[27] Data only relates to Plant Protection solutions and was computed as an average of the solutions included. To compare its evolution with the previous year, Rovensa considered the same exact portfolio of solutions, on a like-for-like basis, with no new solutions added from Agrichembio, Grupo Agrotecnologia and Idai Nature).
During the reporting period, we placed on the market plant protection solutions as emergency authorisations granted by some EU Member States under Article 53 of Regulation (EC) No 1107/2009. These solutions are classified with a factor risk of 64 and were authorised, for a period not exceeding 120 days, for limited and controlled use, due to a danger that cannot be contained by any other reasonable means. These solutions were not included in our risk indicator because they were placed on the market exceptionally, and accordingly the limited use authorized, with no material impact representing less than 1% of the total amount of active substances.

6.2 GRI CONTENT INDEX/UN GLOBAL COMPACT PRINCIPLES INDEX

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
GRI 102: General Disclosures 2016			
Organisational profile			
102-1 Name of the organization	Please consult the chapter: About this Report	-	-
102-2 Activities, brands, products, and services	Please consult the chapter: Innovating to Become a Global Leader in Sustainable Solutions	-	-
102-3 Location of headquarters	Alameda dos Oceanos, Lote 1.06.1.1, 4º 1990-207 Lisboa - Portugal	-	-
102-4 Location of operations	Please consult the chapter: Today	-	-
102-5 Ownership and legal form	ROVENSA S.A.	-	-
102-6 Markets served	Please consult the chapters: Today; How We Operate	-	-
102-7 Scale of the organization	Please consult the chapters: Today; Innovating to Become a Global Leader in Sustainable Solutions; How We Operate	-	-
102-8 Information on employees and other workers	Please consult the chapters: Our Global Team; ESG Dashboard – Social	Principle 6	8 and 9
102-9 Supply chain	Please consult the chapter: Sustainable Procurement	-	-
102-10 Significant changes to the organization and its supply chain	Please consult the chapter: While Tackling Climate Change	-	-
102-11 Precautionary Principle or approach	In our business activities and decisions, we aim to avoid, or substantially reduce the negative impacts or damages to the environment and human well-being. The precautionary approach introduced by the 'Rio Declaration on Environment and Development' is reflected in our Code of Conduct, Sustainability Policy and is therefore an integral part of our corporate management.	-	-
102-12 External initiatives	Please consult the chapters: Our Commitment to the United Nations Sustainable Development Goals; Sustainability Memberships Bionutrition: Synergynuts, Responsible Care Global Charter signatory, #BRASILpeloMEIOAmbiente	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
102-13 Membership of associations	Please consult the chapter: Main Partnerships Biocontrol: IBMA - International Biocontrol Manufacturers Association, Biovegen, CABI, Quimacova , COIAL - Colegio Oficial de Agrónomos de Levante, Global GAP, AINIA, BIOVAL, SEAE - Sociedad Española de Agricultura Ecológica/ Sociedad Española de Agroecología, UNE - Asociación Española de Normalización y Certificación Bionutrition: EBIC - European Biostimulants Industry Council (José Nolasco – Board member; Irene Sobrado – Co-chair Project Team "Multiple Use"; Ángela Varó – Co-Chair Project Team "CEN Microbes"), AEFA - Asociación Española de Fabricantes de Agronutrientes (Anndrés Arévalo – Board member), UNE - Asociación Española de Normalización y Certificación, AEPLA - Asociación Empresarial para la Protección de las Plantas, Sigfito, Agroenvases S.L., Biovegen, France Chimie (Jeremy Dauchin – Administrator of the regional branch of the association), UNIFA - Union des Industries de la Fertilisation, AFA (Association Francaise des Adjuvants) (Jeeremy Dauchin – Board member and treasurer), IAR - le Pôle de la Bioéconomie , Associazione Italiana Fertilizzanti, INPEV - Instituto Nacional de Processamento de Embalagens Vazias, ABISOLO - Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal, ANPII - Associação Nacional dos Produtores e Importadores de Inoculantes, CIESP - Centro das Indústrias do Estado de São Paulo, AMCHAM - Camâra Americana, Global GAP, ISHS - International Society for Horticultural Science, BASAI - Biological Agri Solutions Association of India , AFAIA - Acteurs d´une Terre Plus Verte (Reemi Lacalle – France – Responsible at TC), IVA - Industrieverband Agar (Andreas Heine – Germany – Responsible at TC), VSSE - Verband Süddeutscher Spargel- Und Erdbeeranbauer E.V. (Andreas Heine – Gernamy – Responsible at TC), DMK - Deusches Maiskomitee e.V. (Andreas Heine – Germany – Responsible at TC), Beratunggsdientst Kartoffelanbau Heilbronn e.V. (Andreas Heine – Germany – Responsible at TC), Expoflor Association Crop protection: AEPLA - Asociación Empresarial para la Protección de las Plantas, ANIPLA - Associação Nacional da Indústria para a Proteção das Plantas, ECCA - European Crop Care Association, iBET - Instituto de Biologia Experimental e Tecnológica	-	-
Strategy			
102-14 Statement from senior decision-maker	Please consult the chapter: Message from the CEO	-	-
Ethics and integrity			
102-16 Values, principles, standards, and norms of behaviour	Please consult the chapters: Our Well Balanced Agriculture claim Our Sustainability Governance Model; Our Ethical Code; Our Anti-Money Laundering and Sanctions Policy	Principle 10	16
Governance			
102-18 Governance structure	Please consult the chapters: Our Sustainability Governance Model; Corporate Governance	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Stakeholder engagement			
102-40 List of stakeholder groups	Please consult the chapter: Stakeholder Engagement	-	-
102-41 Collective bargaining agreements	Please consult the chapters: Labour Relations; ESG Dashboard – Social	Principle 3	8
102-42 Identifying and selecting stakeholders	Please consult the chapter: Stakeholder Engagement We have not developed a formal stakeholder process to identify and select the most significant stakeholders.	-	-
102-43 Approach to stakeholder engagement	Please consult the chapter: Stakeholder Engagement	-	-
102-44 Key topics and concerns raised	Please consult the chapter: Our Sustainability Materiality	-	-
Reporting practice			
102-45 Entities included in the consolidated financial statements	European Crops Products 2 S.A.R.L.; Rovensa, S.A.; Ascenza Agro, S.A.; Selectis – Produtos Para Agricultura, S.A.; Ascenza Macau, Limited; Ascenza Italia, S.R.L.; Selectis Agro Moçambique Lda; Ascenza France SAS; Ascenza Productos Para Agricultura, SA Unip.; Ascenza Agro Romania SRL; Trade Corporation International, S.A. Unipersonal; Tradecorp Italia, S.R.L.; Tradecorp do Brasil Comércio de Insumos Agrícolas Ltda; Tradecorp Benelux S.A.; Tradecorp France SAS; Nevada Chemicals S.A. de C.V.; Tradecorp Egypt Limited; Tradecorp Colombia SAS; Rovensa ANZ Pty Ltd; Tradecorp Korea Yuhan Hoesa; Oilean Glas Teoranta, Ltd; Ecoproyectos Garden SL; Bioinsecticidas Naturales SL; Idai Nature SL; Idai Nature USA Corp; Idai Nature Worldwide SL; Idai Nature América SA; Agrichem SA; Even Agro SL; Milenix Group SL; Grupo Agrotecnologia SL; Grupo Agrotecnologia Mexico SA de CV; Grupo Agrotecnologia Biotech SL; Grupo Agrotecnologia del Peru SAC; Grupo Agrotecnologia SUR, LTDA; Inversiones Iberfol Chile LTDA; Agrotecnologia do Brasil (EIRELI); Agrotechnology (Hangzhou) CO LTD; SDP Société de Distribution et de Prestation de Services SAS; Rovensa Turkey Tarim Urunleri Sanayi VeTicaret Ltd. Sti.; Tradecorp China Limited; Tradecorp Rovensa India Private Ltd; Rodel Flowers CIA LTDA; Paversa S.C.C.; Delco Comex S.C.C.; Oro Agri Inc; Oro Agri India Private ltd; Oro Agri SA Proprietary Ltd; Oro Agri International Ltd; Oro Agri Brasil Produtos para Agricultura Ltda; Oro Agri Costa Rica S.A.; Oro Agri S. de RL de CV; Oro Agri S.p.A.; Oro Agri International BV; Rovensa Greece P.C.; Oro Agri Europe SA.	-	-
102-46 Defining report content and topic boundaries	Please consult the chapters: About this Report; Our Sustainability Materiality	-	-
102-47 List of material topics	Please consult the chapter: Our Sustainability Materiality	-	-
102-48 Restatements of information	Please consult the chapters: About this Report; ESG Dashboard	-	-
102-49 Changes in reporting	Not applicable	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
102-50 Reporting period	The information and data of this report refer to the fiscal year 2020/2021, between July 1, 2020 to June 30, 2021.	-	-
102-51 Date of most recent report	"SUSTAINABILITY - The seed of our responsible business" - March, 2021	-	-
102-52 Reporting cycle	Rovensa publishes its Sustainability Report annually, that is also the Communication on Progress (document related to UN Global Compact membership).	-	-
102-53 Contact point for questions regarding the report	Communication and Sustainability Department (communication@rovensa.com) Alameda dos Oceanos, Lote 1.06.1.1 D, 2° 1900-207 Lisboa - Portugal	-	-
102-54 Claims of reporting in accordance with the GRI Standards	Please consult the chapter: About this Report	-	-
102-55 GRI content index	Please consult the Appendix: GRI Content Index/UN Global Compat Principles Index	-	-
102-56 External assurance	Please consult the chapter: About this Report	-	-
Material Topic: Energy Efficiency			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Energy Management Energy consumption reported consider the following plants from all units: biocontrol (Idai Nature and Agrotecnologia), bionutrition (Tradecorp, Tradecorp Brasil, OGT and SDP) and crop protection (Ascenza). In addition, information regarding main offices and warehouses were also considered.	-	-
103-2 The management approach and its components	Please consult the chapter: Energy Management	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 302-1 and 302-3.	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
GRI 302: Energy 2016			
302-1 Energy consumption within the organization	Please consult the chapters: Energy Management; ESG Dashboard – Environmental	Principles 7 and 8	7, 8, 12 and 13
302-3 Energy intensity	Please consult the chapters: Energy Management; ESG Dashboard – Environmental	Principle 8	7, 8, 12 and 13
Material Topic: Emissions			
GRI 103:Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Our Ambition: Net Zero GHG emissions reported consider the following plants from all business units: biocontrol (Idai Nature and Agrotecnologia), bionutrition (Tradecorp, Tradecorp Brasil, OGT and SDP) and crop protection (Ascenza). In addition, information regarding main offices and warehouses were also considered.	-	-
103-2 The management approach and its components	Please consult the chapter: Our Ambition: Net Zero	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 305-1, 305-2, 305-3 and 305-4.	-	-
GRI 305: Emissions 2016			
305-1 Direct (Scope 1) GHG emissions	Please consult the chapters: Greenhouse Gas Emissions; ESG Dashboard – Environmental	Principles 7 and 8	3, 12, 13, 14 and 15
305-2 Energy indirect (Scope 2) GHG emissions	Please consult the chapters: Greenhouse Gas Emissions; ESG Dashboard – Environmental	Principles 7 and 8	3, 12, 13, 14, and 15
305-3 Other indirect (Scope 3) GHG emissions	Please consult the chapters: Greenhouse Gas Emissions; ESG Dashboard – Environmental	Principles 7 and 8	3, 12, 13, 14 and 15
305-4 GHG emissions intensity	Please consult the chapters: Greenhouse Gas Emissions; ESG Dashboard – Environmental	Principle 8	13, 14 and 15

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Water Efficiency and Conservation			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Water Management	-	-
103-2 The management approach and its components	Please consult the chapter: Water Management	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through the GRI 303-1, 303-2, 303-3, 303-4, 303-5.	-	-
GRI 303: Water and Effluents 2018			
303-1 Interactions with water as a shared resource	Please consult the chapter: Water Management	Principles 7 and 8	6 and 12
303-2 Management of water discharge-related impacts	Please consult the chapter: Water Management	Principle 8	6
303-3 Water withdrawal	Please consult the chapters: Water Management; ESG Dashboard – Environmental	Principles 7 and 8	6
303-4 Water discharge	Please consult the chapters: Water Management; ESG Dashboard – Environmental	Principle 8	6
303-5 Water consumption	Please consult the chapters: Water Management; ESG Dashboard – Environmental	Principle 8	6
SASB - Chemicals			
RT-CH-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations	There was no record of incidents of non-compliance associated with water quality permits, standards, and regulations, in the fiscal year 2020/2021.	-	-
Material Topic: Waste Management			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Waste Management	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
103-2 The management approach and its components	Please consult the chapter: Waste Management	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through the GRI 306-1, 306-2, 306-3, 306-4 and 306-5.	-	-
GRI 306: Waste 2020			-
306-1 Waste generation and significant waste-related impacts	Please consult the chapter: Waste Management	Principle 8	3, 6, 11, and 12
306-2 Management of significant waste-related impacts	Please consult the chapter: Waste Management	Principle 8	3, 8, 11, and 12
306-3 Waste generated	Please consult the chapter: Waste Management; ESG Dashboard – Environmental	Principle 8	3, 6, 11, 12 and 15
306-4 Waste diverted from disposal	Please consult the chapter: Waste Management; ESG Dashboard – Environmental	Principle 8	3, 11 and 12
306-5 Waste directed to disposal	Please consult the chapter: Waste Management; ESG Dashboard – Environmental	Principle 8	3, 6, 11, 12 and 15
Material Topics: Sustainable Product Innovation and Biodiversity Impact of Products			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapters: A Sustainable Agriculture; Responsible Research and Product Development; Leading Innovation	-	-
103-2 The management approach and its components	Please consult the chapters: A Sustainable Agriculture; Responsible Research and Product Development; Leading Innovation	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, through our KPIs related to Sustainable Agriculture.	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Rovensa's KPI			
Products with organic certification in Rovensa's portfolio (%)	Please consult the chapters: Certified Solutions for Organic Farming; ESG Dashboard – Governance	-	-
Kg of active substance used per hectare (kg/ha)	Please consult the chapters: Lower Risk Solutions for Plant Protection; ESG Dashboard – Governance	-	-
Sum of kg or l of active substance multiplied by active ingredient risk (low (1), regular (8), higher (16)) per treated hectare	Please consult the chapters: Lower Risk Solutions for Plant Protection; ESG Dashboard – Governance	-	-
Material Topic: Health and Safety Impacts of Products			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Product Quality, Stewardship and Safety	-	-
103-2 The management approach and its components	Please consult the chapter: Product Quality, Stewardship and Safety	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 426-1 e 416-2.	-	-
GRI 416: Customer Health and Safety 2016			
416-1 - Assessment of the health and safety impacts of product and service categories	Please consult the chapters: Product Quality, Stewardship and Safety; ESG Dashboard – Governance	-	-
416-2 - Incidents of non-compliance concerning the health and safety impacts of products and services	Please consult the chapters: Product Quality, Stewardship and Safety; ESG Dashboard – Governance	-	16
Material Topic: Diversity and Equal Opportunity			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Diversity, Equity and Inclusion; Talent Attraction, Development and Retention	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
103-2 The management approach and its components	Please consult the chapters: Diversity, Equity and Inclusion; Talent Attraction, Development and Retention		
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 102-8, GRI 401-1, GRI 404-3 and GRI 405-1.	-	-
GRI 405: Diversity and Equal Opportunity 2016			
405-1 - Diversity of governance bodies and employees	Please consult the chapters: Diversity, Equity and Inclusion; ESG Dashboard – Social	Principle 6	5 and 8
Rovensa's KPI			
Number of nationalities by employee category	Please consult the chapters: Diversity, Equity and Inclusion; ESG Dashboard – Social	-	-
Material Topic: Labour Relations			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Talent Attraction, Development and Retention; Labour Relations	-	-
103-2 The management approach and its components	Please consult the chapters: Talent Attraction, Development and Retention; Labour Relations	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 102-41, GRI 401-1 and KPI related to employee committees' meetings.	-	-
GRI 401: Employment 2016			
401-1 New employee hires and employee turnover	Please consult the chapters: Talent Attraction, Development and Retention; ESG Dashboard – Social	Principle 6	5, 8 and 10
Rovensa's KPI			
Employees committees' meetings	Please consult the chapters: Labour Relations; ESG Dashboard – Social	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Talent Development			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Talent Attraction, Development and Retention	-	-
103-2 The management approach and its components	Please consult the chapter: Talent Attraction, Development and Retention	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 404-1, 404-2 and 404-3.	-	-
GRI 404: Training and Education 2016			
404-1 - Average hours of training per year per employee	Please consult the chapters: Talent Attraction, Development and Retention; ESG Dashboard – Social	Principle 6	4, 5, 8 and 10
404-2 - Programs for upgrading employee skills and transition assistance programs	Please consult the chapter: Talent Attraction, Development and Retention	-	8
404-3 Percentage of employees receiving regular performance and career development reviews	Please consult the chapters: Talent Attraction, Development and Retention; ESG Dashboard – Social	Principle 6	5, 8 and 10
Material Topic: Health and Safety			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: For Health and Safety	-	-
103-2 The management approach and its components	Please consult the chapter: For Health and Safety	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, SASB RT-CH-320a.2. and Rovensa KPIs.	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
GRI 403: Occupational Health and Safety 2016			
403-1 Occupational health and safety management system	Please consult the chapter: Prevention and Mitigation of Occupational Health and Safety Impacts	-	3, 8 and 16
403-2 Hazard identification, risk assessment, and incident investigation	Please consult the chapters: Occupational Health and Safety; Prevention and Mitigation of Occupational Health and Safety Impacts	-	8
403-3 Occupational health services	Please consult the chapter: Well-Being and Work-Life Balance	-	8
403-4 Worker participation, consultation, and communication on occupational health and safety	Please consult the chapter: Labour Relations	-	8 and 16
403-5 Worker training on occupational health and safety	Please consult the chapters: A Safe Team At Rovensa; Prevention and Mitigation of Occupational Health and Safety Impacts	-	8
403-6 Promotion of worker health	Please consult the chapter: Well-Being and Work-Life Balance	-	3
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Please consult the chapters: A Safe Team At Rovensa; Prevention and Mitigation of Occupational Health and Safety Impacts	-	8
403-9 Work-related injuries	Please consult the chapters: Occupational Health and Safety; ESG Dashboard – Social	-	3, 8 and 16
SASB Chemicals			
RT-CH-320a.2. Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Please consult the chapter: Occupational Health and Safety	-	-
Rovensa's KPI			
Lost Time Injury Frequency Rate (LTIFR)	Please consult the chapters: Occupational Health and Safety; ESG Dashboard – Social	-	-
Lost Time Injury Severity Rate (LTISR)	Please consult the chapters: Occupational Health and Safety; ESG Dashboard – Social	-	-
Absenteeism rate	Please consult the chapters: Occupational Health and Safety; ESG Dashboard – Social	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Business Ethics			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: A Responsible Business	-	-
103-2 The management approach and its components	Please consult the chapter: A Responsible Business	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 205-1, 205-2 and 206-1 and Rovensa KPIs.	-	-
Rovensa's KPI			-
Employees that acknowledged they have read and understood our Code of Conduct	Please consult the chapters: Our Ethical Code; ESG Dashboard – Governance	-	-
Complaint reported through our whistleblowing channel	Please consult the chapters: Our Ethical Code; ESG Dashboard – Governance	-	-
GRI 205: Anti-corruption			
205-1 Operations assessed for risks related to corruption	All the Group's employees must comply with Rovensa's Code of Conduct, which includes complying with the law, conducting marketing and communication activities ethically, rejecting any form of bribery and corruption, not taking actions that conflicts with the best interests of the Group, and complying with Rovensa's Anti-Money Laundering and Sanctions Policy. All these policies are active and in force in the Group and compliance against it is regularly monitored.	Principle 10	16
205-2 Communication and training about anti-corruption policies and procedures	Please consult the chapters: Our Anti-Money Laundering and Sanctions Policy; ESG Dashboard – Governance	Principle 10	16
205-3 Confirmed incidents of corruption and actions taken	In the fiscal year 20/21, no incident has been recorded.	Principle 10	16

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
GRI 206: Anti-competitive behaviour 2016			
206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Rovensa has not been identified as a participant in any legal actions regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation, during the reporting period.	-	16
Material Topic: Economic Impact and Performance			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Driving Shared Value	-	-
103-2 The management approach and its components	Please consult the chapter: Driving Shared Value	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 201-1.	-	-
GRI 201: Economic Performance 2016			
201-1 Direct economic value generated and distributed	Please consult the chapters: Driving Shared Value; ESG Dashboard – Governance	-	8 and 9
Material Topic: Sustainability Governance Model			
RI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Our Sustainability Governance	-	-
103-2 The management approach and its components	Please consult the chapter: Our Sustainability Governance	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through the KPI inclusion of ESG issues in the agenda of the Rovensa Executive Committee monthly meetings.	-	-

Description	Reference / Direct Answer	UN Global Compact Principles	SDGs
Rovensa's KPI			
Inclusion of ESG issues in the agenda of the Rovensa Executive Committee monthly meetings	Please consult the chapters: Our Sustainability Governance; ESG Dashboard – Governance	-	-
Material Topic: Sustainable Procurement			
GRI 103: Management Approach 2016			
103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Sustainable Procurement	-	-
103-2 The management approach and its components	Please consult the chapter: Sustainable Procurement	-	-
103-3 Evaluation of the management approach	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 204-1, 308-1 and 414-1.	-	-
GRI 204: Procurement Practices 2016			
204-1 Proportion of spending on local suppliers	Please consult the chapters: Sustainable Procurement; ESG Dashboard – Governance Under the scope of this disclosure, the definition of local is the country where the company is located. The significant locations of operations included under this disclosure are the ones with manufacturing operations, where SAP is implemented, namely: Ascenza, Selectis, Tradecorp International, OGT and SDP.	-	8
GRI 308: Supplier environmental Assessment 2016			
308-1 New suppliers that were screened using environmental criteria	Please consult the chapters: Sustainable Procurement; ESG Dashboard – Governance	Principle 8	-
GRI 414: Supplier Social Assessment 2016			
414-1 New suppliers that were screened using social criteria	Please consult the chapters: Sustainable Procurement; ESG Dashboard – Governance	Principle 2	5, 8 and 16

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INDEPENDENT LIMITED ASSURANCE REPORT

To the Board of Directors of
Rovensa, S.A.

Introduction

We were engaged by the Board of Directors of **Rovensa, S.A.** ("Rovensa") to report in the form of an independent limited assurance conclusion on the sustainability information included in the Sustainability Report of Rovensa ("the Report") for the year ended 30 June 2021, identified in the "GRI Content index" included in the section 6.2 of the Report.

Board of Directors' responsibilities

The Board of Directors of Rovensa is responsible for:

- The preparation and presentation of the sustainability information included in the Report in accordance with the GRI Standards, for the level Core, as described in the chapter "About this report" of the Report, and the information and assertions contained therein;
- Design, implementation and maintenance of such internal control as the Company's Management determines is necessary to enable the preparation of information that is free from material misstatement, whether due to fraud or error,
- Prevention and detection of fraud and for identifying and ensuring that the Company complies with laws and regulations applicable to its activities; and,
- Process to ensure that the Board of Directors and the personnel involved with the preparation and presentation of the sustainability information are properly trained.

Our responsibilities

Our responsibility is to perform a limited assurance engagement and to report a conclusion based on the work performed.

We have applied International Standard on Quality Control 1 and accordingly we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Ordem dos Revisores Oficiais de Contas' code of ethics and of the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behaviour.

Scope

We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board of the International Federation of Accountants and complied with further technical guidelines as issued by Ordem dos Revisores Oficiais de Contas (the Portuguese Institute of Statutory Auditors), and it was planned and performed to obtain limited assurance about whether anything came to our attention that causes us to believe that the sustainability information included in the Report for the year ended 30 June 2021 is not prepared, in all material aspects, in accordance with the GRI Standards, for the level Core.

A limited assurance engagement on sustainability information consists of making inquiries, primarily of persons responsible for the preparation of the sustainability information presented in the Report, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included:

- Inquiries of the responsible persons to gain an understanding of Rovensa's processes for determining the material issues for Rovensa's key stakeholder groups;
- Inquiries of relevant staff, at the corporate and business unit level, responsible for providing the sustainability information in the Report;
- Comparing the information presented in the Report to corresponding information in the relevant underlying sources to determine whether all the relevant information contained in such underlying sources has been included in the Report; and,
- Reading the information presented in the Report to determine whether it is in line with our overall knowledge of, and experience with, the sustainability performance of Rovensa.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Conclusion

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

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

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the sustainability information included in Sustainability Report of Rovensa ("the Report") for the year ended 30 June 2021, identified in the "GRI Content index" included in the section 6.2 of the Report, is not prepared, in all material respects, in accordance with the GRI Standards, for the level Core.

Restriction of use

Our limited assurance report is issued exclusively for the information and use of the Board of Directors of Rovensa for the purpose expressed in the "Introduction" paragraph above, for the disclosure of the sustainability information included in the Sustainability Report of Rovensa and is not intended to be used for any other purpose. We accept or assume no responsibility and deny any liability to any party other than Rovensa for our work, for this independent assurance report, or for the conclusions we have reached.

29 March 2022

KPMG & Associados
Sociedade de Revisores Oficiais de Contas, S.A.
(nr. 189 and registered at CMVM with the nr. 20161489)
Represented by
Pedro Jorge Quental e Cruz
(ROC nr. 1765 and registered at CMVM with the nr. 20161607)

6.4 END NOTES

(1) United Nations, Department of Economic and Social Affairs. (2019). *2019 Revision of World Population Prospects.* https://population.un.org/wpp/

(2) OECD/FAO. (2021). *OECD-FAO Agricultural Outlook 2021-2030.* https://www.fao.org/3/cb5332en/Cereals.pdf

(3) FAO. (2021). *The State of Food Security and Nutrition in the World 2021. Transforming food systems for food security, improved nutrition and affordable healthy diets for all.* https://www.fao.org/3/cb4474en/cb4474en.pdf

(4) FAO. (2021). *The impact of disasters and crises on agriculture and food security.* Available at https://www.fao.org/3/cb3673en/cb3673en.pdf

(5) UNEP (United Nations Environment Programme). (2021). *Our global food system is the primary driver of biodiversity loss* [Press Release]. https://www.unep.org/news-and-stories/press-release/our-global-food-system-primary-driver-biodiversity-loss

(6) European Commission. (n.d.). *Resources and Pollution.* Retrieved February 1, 2022, from https://knowledge4policy.ec.europa.eu/foresight/topic/growing-consumerism/consumer-behaviour-effects_en

(7) Other dimensions are total cost of ownership, financial status, supply chain and location, technical capabilities, complaints, quality inspections, Request for Tender (RFT) delivery and RFT quantity.

(8) IPCC. (2021). *AR6 Climate Change 2021: The Physical Science Basis.* https://www.ipcc.ch/report/ar6/wg1/

(9) FAO. (2021). *The impact of disasters and crises on agriculture and food security.* https://www.fao.org/3/cb3673en/cb3673en.pdf

(10) The Greenhouse Gas Protocol results from a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and supplies the world's most widely used GHG accounting standards. More information available at https://ghgprotocol.org/

(11) These are the industrial sites included in the scope of this report, since it considers only companies acquired before the fiscal year 2020/2021. However, in the fiscal year 2020/2021 we had already four more industrial plants from Oro Agri (Palmela, Portugal, Fresno, USA, Strand, South Africa, and Arapongas, Brazil).

(12) UNICEF. (n.d). *Water scarcity - Addressing the growing lack of available water to meet children's needs.* Retrieved February 2, 2022, from https://www.unicef.org/wash/water-scarcity#:~:text=Half%20of%20the%20world's%20population,of%20extremely%20high%20water%20stress

(13) Since we cannot directly measure water consumption for all our sites yet, we are calculating it considering that water consumption = total water withdrawal - total water discharge, according to GRI 303: Water and Effluents (2018). Compared to fiscal year 2019/2020, we were able to include our Kilar (Ireland) plant figures and also included our new Agrotecnologia industrial plant in Orihuela (Spain).

(14) Kilcar industrial plant is located within an industrial park and previously to the implementation of this measure, the site did not have access to individual water consumption data, since the meters were installed at the same time.

(15) This foundation works to accelerate the transition to a circular economy by its development and promotion, alongside with business, academia, policymakers, and institutions. More nformation available at https://ellenmacarthurfoundation.org/topics/circular-economy-introduction/overview

(16) SIGFITO is a non-profit organisation created with the aim of organising a collection system for agricultural packaging, to give it the correct environmental treatment.

(17) European Biostimulants Industry Council. (n.d.). *Plant biostimulants contribute to climate-smart agriculture.* Retrieved February 22, 2022, from https://biostimulants.eu/issue/plant-biostimulants-contribute-to-climate-smart-agriculture/

(18) Embrapa. (2019, July, 23). *Inoculante reduz uso de nitrogênio em milho e aumenta produtividade em mais de 100%.* https://www.embrapa.br/busca-de-noticias/-/noticia/45031761/inoculante-reduz-uso-de-nitrogenio-em-milho-e-aumenta-produtividade-em-mais-de-100

(19) Embrapa. (2015, December 15). *Fixação biológica de nitrogênio pode reduzir as emissões de GEE na agricultura.* https://www.embrapa.br/busca-de-noticias/-/noticia/8313328/fixacao-biologica-de-nitrogenio-pode-reduzir-as-emissoes-de-gee-na-agricultura

(20) Hungria, M., Campo, R. J., & Mendes, I. D. C. (2001). *Fixação biológica do nitrogênio na cultura da soja.* Embrapa Soja-Circular Técnica (INFOTECA-E).

(21) We consider part of our portfolio, products produced by Rovensa and third parties' products. We assume as organic certified products all that have an external certification to prove it. To avoid double-counting, we did not consider different brand names of the same product.

(22) Include our crop protection and biocontrol units.

[23] Nabi, A., Narayan, S., Afroza, B., Mushtaq, F., Mufti, S., Ummyiah, H. M., & Magray, M. M. (2017). Biodynamic farming in vegetables. *Journal of Pharmacognosy and Phytochemistry,* 6(6), 212-219.

[24] Several research studies have shown that organic farming has benefits to soil health and climate change mitigation. More details in Tully, K. L., & McAskill, C. (2020). Promoting soil health in organically managed systems: A review. *Organic Agriculture, 10*(3), 339-358.

[25] Fenibo, E. O., Ijoma, G. N., & Matambo, T. (2020). Biopesticides in sustainable agriculture: current status and future prospects.

[26] European Commission. (n.d.). *Farm to Fork targets – Progress.* Retrieved February 3, 2022, from https://ec.europa.eu/food/plants/pesticides/sustainable-use-pesticides/farm-fork-targets-progress_en

[27] The Harmonized Risk Indicators are the official indicators to measure the targets set in the Farm to Fork Strategy. It is calculated by multiplying the quantities of active substances placed on the market in plant protection products by a weighting factor. The weightings are intended to reflect EU policy on the use of pesticides and to support the goal of the Sustainable Use Directive to reduce the risk and impact of pesticide use and promote alternative approaches or techniques. More information available at https://ec.europa.eu/food/plants/pesticides/sustainable-use-pesticides/harmonised-risk-indicators_pt

[28] McDougall, P. (2016). *Product directory: 2016 Market*

[29] By new product developed we mean a product that is ready to be submitted for registration or has already been launched or placed at the market.

[30] European Commission. (n.d.). *REACH.* Retrieved February 2, 2022, from https://ec.europa.eu/environment/chemicals/reach/reach_en.htm

[31] European Business Awards for the Environment - Rewarding Success in Eco-Innovation 2020-2021 [Brochure]. https://eurocid.mne.gov.pt/sites/default/files/repository/paragraph/documents/17268/ebae2020-2021brochure.pdf

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[34] European Commission. (2015). *Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions - Closing the loop—An EU Action Plan for the Circular Economy.* https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX:52015DC0614

[35] FAO. (n.d.). *What is food loss and food waste?* Retrieved February 25, 2022, from https://www.fao.org/food-loss-and-food-waste/flw-data

[36] UNEP. (2021). *Food Waste Index 2021.* https://www.unep.org/resources/report/unep-food-waste-index-report-2021

[37] FUSIONS. (2016). *Estimates of European food waste levels.* http://www.eu-fusions.org/phocadownload/Publications/Estimates%20of%20European%20food%20waste%20levels.pdf


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