21/22

Sustainability Report

Towards a balanced journey

ROVENSA

— WELL BALANCED AGRICULTURE —

Index

1 Our Report

ROVENSA

About this report

This year's Rovensa Sustainability Report Fiscal Year 2021/2022 intends to disclose in a transparent way the insights of both our sustainability strategy and our ESG (Environment, Social and Governance) impacts and performance.

For the first time, we are unveiling our strategic framework to support the Agenda 2030 defined by the United Nations, and make progress towards the transformation to a more sustainable and well balanced agriculture. Likewise, we present a roadmap that paves the road ahead for decreasing our GHG emissions and achieving our net-zero ambition.

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, enabling a balanced and sustainable agriculture – providing accurate and transparent information on how we are shaping the industry and driving positive impact on sustainable agriculture.

The content and data of this report refers to our performance from July 1st, 2021, to June 30th, 2022 and only considers companies acquired before the end of fiscal year 2021/2022. As such, Oro Agri and its four industrial plants are being included for the first time in the scope of this report. For the same reason, the report does not contemplate Rovensa's new business unit: Rovensa Next.

The environmental data focuses mainly on the performance of our 12 (four more than last year) industrial sites, as their environmental impact is of the biggest relevance. Along the report, we specify the scope for each disclosed data.

In order to improve data accuracy and to make more informed and strategic decisions, we have recalculated previous data for some indicators. Whenever applicable, these assumptions are detailed within the report.

Sustainability Frameworks

Rovensa's Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards 2021. Whenever the external standards were not adequate for our business profile or did not provide enough useful information, we used our own metrics. This fiscal year, we have considered the principles of the Sustainability Accounting Standards Board (SASB) and the recommendations of the Greenhouse Gas (GHG) Protocol, including scope 3, to disclose data related to GHG emissions. This document is the basis for the implementation of the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment and anti-corruption, serving as a Communication on Progress (CoP). An index containing GRI, SASB and Rovensa's specific indicators, as well as the correspondent Sustainable Development Goals and UNGC principles 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. We engaged an independent, external entity to provide limited assurance of this report and its contents in accordance with the International Standard on Assurance Engagements (ISAE) 3000, the results of which can be found at the end of this report, as an assurance statement issued by Deloitte & Associados, SROC, S.A..

Message from the CEO

Today's world faces unprecedent challenges that influence farmers' ability to produce the most essential need for humanity: food.

As we live through wars, economic crisis, geopolitical tensions, and pandemics, it is more important than ever to act and to take care of our planet.

Climate change, biodiversity loss and limited natural resources brought new paradigms to the agricultural business. As a Group, we are mindful of these changes, and we are designing strategies that allow us to anticipate risks and help farmers to produce healthy and safe outputs, in a sustainable way, that can respond to an essential and expansional demand for food.

During our years in the business, we have been investing in research and innovation, striving to develop agricultural solutions that can contribute to a balanced global food system. Besides betting on new innovative solutions, such as biofertilizers and bio stimulants; or using by-product ingredients, employing principles of circular economy, we have been focusing on the reduction of risk in our plant protection portfolio's. We are determined to significantly reduce our portfolio's risk index, in a close alignment with the Farm to Fork Strategy objective of a 50% risk reduction.

At Rovensa Group, we are shaping our industry towards a more sustainable agriculture and leading the way on climate action in our sector. In this report, our Sustainability Strategy is disclosed for the first time, a major step in the Group's sustainability journey that will frame its strategic decisions. In 2023, we also launched our Net Zero Roadmap, an action plan that will pave the road ahead to gradually reduce our greenhouse gas (GHG) emissions to zero, produced because of our activities and operations, by 2050.

Together with environmental and climate concerns, social issues, namely the health and safety of employees, distributors, farmers, and food consumers are major priorities for us. Envisioning a zero-harm culture in our operations, we continue to implement the best-practices in the industry, as well as endeavouring stewardship procedures to ensure that distributors and farmers make a safe use of our agricultural solutions.

Our 'Boots on the Ground' approach helps us understand better the reality and needs of local famers, providing crucial bottom-up knowledge that influence our product development.

> As we live through wars, economic crisis, geopolitical tensions, and pandemics, it is more important than ever to act and to take care of our planet.

Eric van Innis
Rovensa Group CEO

From these close contacts we accumulate a better understanding of the metabolites - genomics huge and multi-dynamic interactions between soil microbiome and plant roots. Products and practices, optimizing the dynamics of these interactions, will be the source of the bio transformation of agriculture and will allow this sector to have a positive contribution to climate in the future.

For us, sustainability is about balancing our economic growth with positive social and environmental impacts, generating value for all stakeholders.

Over the course of the last fiscal year, we were able to:

- Reduce our scope 2 emissions by 79% compared to our first report in fiscal year 2019/2020, due to a strong investment in renewable energy.
- Incorporate manufacturing methods and systems in our industrial facilities that promote sustainable practices in our operations. As compared to fiscal year 2020/2021, we have achieved an 11% reduction in our waste intensity ratio and managed to recover 58% of the total waste produced in our plants.
- Create and promote a workplace culture that values diversity, inclusion, and health and safety. Our emphasis has been on preserving the health and well-being of our employees, while also supporting the growth and prosperity of the communities where we conduct business.
- Bring our knowledge, innovation, and technical field expertise to contribute to a more sustainable agriculture, accelerating the path of the future of agriculture.
- Have launched new biofertilizers, new biocontrol products, and bioenhancers products on our markets.
- Have developed in our different R&D centres pipelines of new generations of agri-inputs.

Our accomplishments demonstrate our dedication and efforts as a responsible Group. Nevertheless, we recognize that there is still much to be done to advance our sustainability objectives. In 2023, our primary objective is to translate our commitments into both short-term and long-term strategies to generate significant and sustainable positive outcomes across all Environmental, Social, and Governance aspects, as well as to report them transparently.

Once again, I am pleased to reaffirm Rovensa Group's commitment 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 and daily operations.

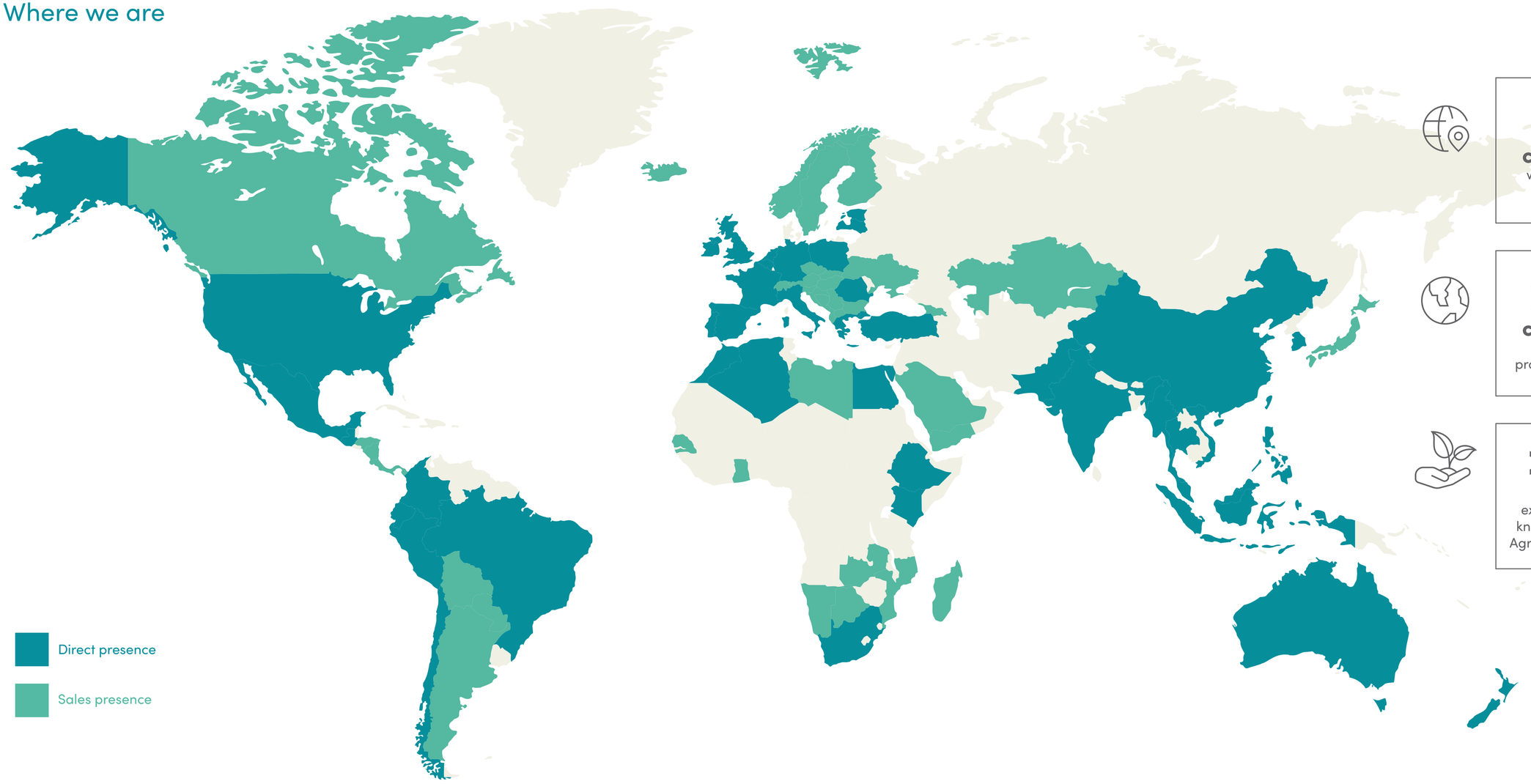
Helping agriculture to guarantee accessible and quality food for every human on the planet, in a sustainable way, is what drives us and inspires us every day. We want to be part of the solution and play a positive role on the challenges of agriculture today, and tomorrow.

Eric van Innis
Rovensa Group CEO

2 Our Group

At a glance FY21/22

Where we are



>40
countries
where we are present

>80
countries
where our products are sold

>55
years
experience and knowledge in the Agribusiness sector

At a glance FY21/22

Corporate fact sheet

Our people

> 2,000
Employees

> 45
Nationalities in our global and diverse team

> 200
Research and development (R&D) and regulatory employees

> 900
Field professionals that give agronomic advice to farmers

Our product innovation

12
Industrial plants in Europe, Brazil, USA and South Africa

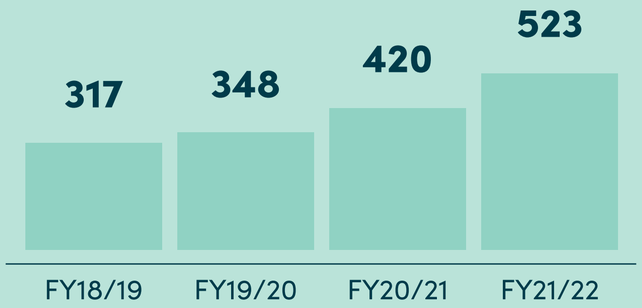
> 40
R&D experimental centres and laboratories

> 95
Agreements with universities/research centres

> 1,000
Products registered in more than 80 countries

Our growth and performance

> 523 M€
Net Sales FY21/22



Net Sales (million euros)

Highlights fiscal year 2021/2022

97%
employees acknowledged they have read and understood our Code of Conduct

91%
of new suppliers were screened using social and environmental criteria

38%
of procurement budget spent on local suppliers

23%
of sales of solutions with organic certification in Rovensa's portfolio

-36%
in risk per hectare of land treated compared to FY 20/21, within our crop protection portfolio

5%
of our net sales invested in R&D and regulatory

20%
of our energy in 2021/2022 came from renewable energy sources

0.51
ML/ML of production water consumption intensity ratio

28
t/ML of production waste intensity ratio

47
different nationalities

35%
of our managers are women

9.6
of Lost Time Injury Frequency Rate (LTIFR)

Purpose at our core

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 agribusiness in 1965, in Setúbal, Portugal, and has expanded its direct presence to more than 40 countries, with products sold in over 80 countries worldwide.

Our mission is to help to feed the planet, through a well-balanced agriculture. We are a purpose-driven Group with a trusted, high quality and innovative portfolio of solutions for the nutrition and protection of plants throughout their entire life cycle. We are helping farmers to achieve higher yields using less resources and reducing negative impacts of agricultural production on the environment, such as biodiversity loss, greenhouse gas emissions, excess water consumption, among others.

Our Group is fully committed to leading the change in the food production system, working together with farmers and partners to meet their needs and drive a transformation towards a more sustainable future for agriculture. We believe this is essential to achieve zero hunger in the world and ushering a new era of sustainable development in the world.

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.

Our mission

Is to help to feed the planet, enabling a balanced and sustainable agriculture, by:

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

Supporting
plant health and plant care throughout the development cycle.

Contributing
to a sustainable global agriculture.

Our Values

S E E D 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.

Empowerment

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

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 at all times.

Dedication

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

Striving

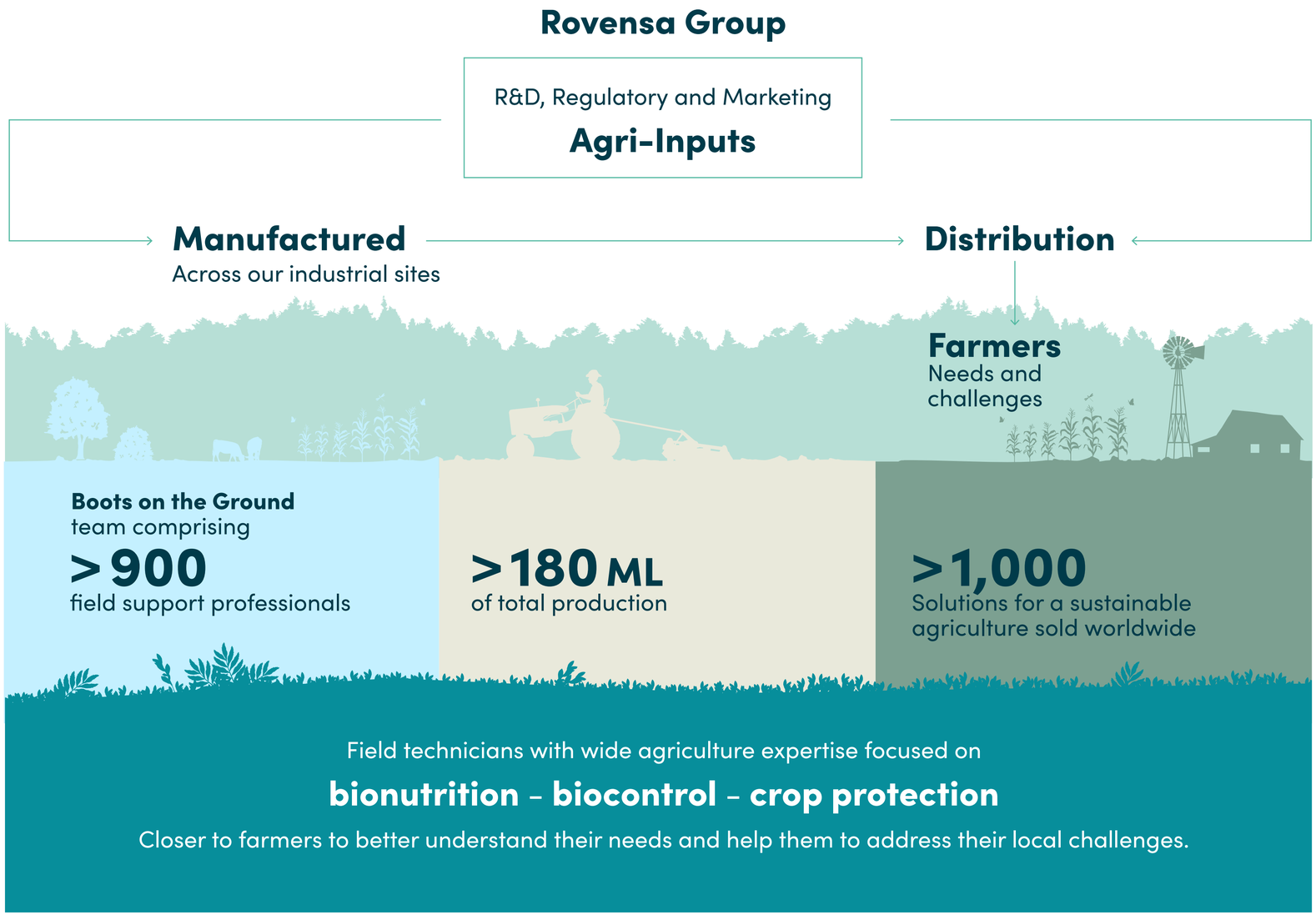
Share our willingness to continuously seek new methods, ideas, and solutions, taking a flexible stance, with courage and determination, regardless of the challenge and the context.

How we operate

Rovensa represents a group of companies with the common goal of developing, manufacturing, and commercialising agri-inputs to support farmers in the production of safe and healthy food to feed the planet, by increasing yield in a sustainable way.

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, field trials and granted authorization to be used and sold in agriculture, our solutions are manufactured across our industrial sites.

Once our solutions are manufactured, they are distributed worldwide to our customers through a global network of distributors and field support professionals. Our Boots on the Ground team comprises more than 900 field support professionals who work closely with farmers to better understand their needs and challenges. This grower-centric approach model, with a tailored go-to-market strategy, provides crop strategy programmes and services that are adapted for all crops and local specific needs, covering most of the plant input spectrum on worldwide core markets.



Becoming a global leader in sustainable agriculture

Our in-depth experience and knowledge in plant nutrition and protection leads us towards one common objective: to support a well balanced agriculture.

During the reporting period, our Group was organised in three different business units – bionutrition, biocontrol and crop protection – and a bioenhancer company, Oro Agri, acquired in January 2021.

In the beginning of 2023, we launched Rovensa Next, a new division that combines global expertise and local knowledge to drive a bio-transformation in the sector. Rovensa Next combines the core strengths of the bionutrition and biocontrol units, as well as Oro Agri. Under one brand, Rovensa Next will focus on offering high-performance, biological derived solutions for plant's growth, while contributing to minimise our environmental footprint. At the same time, our crop protection business unit is working to develop its portfolio with a new generation of bio protection products.

ROVENSA

Since 2023

Rovensa Next

Agri-inputs solutions to shape a sustainable future for agriculture and drive a bio-transformation

ASCENZA®

Agri-inputs solutions for plant protection

Bionutrition

Global reference in the biostimulation and sustainable crop nutrition sector developing and manufacturing premier and innovative solutions that are 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

Biocontrol

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

Bioenhancers

Oro Agri develops, produces and sells patent-protected and registered agri-inputs using efficient and eco-sustainable technologies aiming to meet the needs of customers and consequent value creation in the agricultural, agri-food, home and garden, and industrial sectors distributed globally to more than 80 countries worldwide.

Companies

Oro Agri

Crop Protection

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

Driving shared value

When it comes to the Group's economic performance, the fiscal year 2021/2022 closed with 523 million euros in net sales (+25% compared to the fiscal year 2020/2021), contributing to different regions of the world economy.

Our financial performance shows the monetary value created by our business, which generates and distributes economic value for our employees, suppliers, governments, capital providers, and local communities in the countries in which we operate. During the last reporting period, we considerably increased our investment in communities, mostly due to a donation made towards the Ukranian people, affected by the conflict in the country.

Over 90% of our revenues were distributed between suppliers' payments, employees' wages and benefits, and payments to providers of capital, among others. The total value distributed amounted to around 487 million euros.

Economic impact and performance (euros)	FY 21/22
Direct economic value generated (devg): Revenues	**526,034,888**
Net sales	523,374,070
Revenues from financial investments	913,974
Interest on financial loans	913,974
Dividends from shareholdings	0
Royalties	0
Direct income generated from assets, such as property rental	0
Revenues from sales of assets	1,746,844
Physical assets, such as property, infrastructure, and equipment	1,746,844
Intangibles, such as intellectual property rights, designs, and brand names	0
Direct economic value distributed (devd)	**487,515,210**
Payments to suppliers	336,150,579
Employees' wages and benefits	102,610,598
Payments to governments (taxes)	12,596,754
Payments to providers of capital	36,049,247
Community investment	108,032
Direct economic value retained (devg)-(devd)	**38,519,678**

487 M€
direct economic value distributed

3 Governance

Corporate governance

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

We believe our mission can only be accomplished if we are guided by our vision and values, ensuring an ethical behaviour in all our activities. From our relationship with our employees to the suppliers that work with us, we act ethically and responsibly, strictly following the principles of our Code of Conduct. By demanding and inspiring truthful, fair, and transparent conduct across all our operations and implementing several governance structures and procedures, we generate trust along the entire value chain.

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.

Our Board of Directors

The Board of Directors contributes to build a strong governance and leverage value creation opportunities for our Group. It lies within its responsibility to approve the overall strategy of the Group, including Mission and Vision statements, and maintaining the appropriate structures, procedures and controls required to identify and manage critical business risks.

The selection of members for the Rovensa Board of Directors is made by the shareholders, under joint control of our two major private equity firms.

The process of nomination and selection answers to the criteria of 1/3 of the members of the Board of Directors corresponding to each of the two main shareholders (Partners Group and Bridgepoint) and the rest of the composition comprising independent members. To ensure that every resolution of the Board of Directors is voted by its members in the exercise of independent judgement, free from any external influence or conflicts of interest, no member of the Rovensa Board may vote in resolutions of the Rovensa Board on matters in which he or she has - either on its own behalf or on behalf of others - an interest which conflicts with the interests of the Group. Diversity is a key decision in the nomination process, which is why we are striving to foster gender diversity in our leadership teams, including the Executive Committee. The complementary skills and experience of the members, including expertise in company industry, sustainability, or operations excellence are also factors deemed significant.

Our Board of Directors is composed by 11 members that comprise two Rovensa Executive members: the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO), as well as nine non-executive members, comprising three independent directors - including the chairman. All members of the Board of Directors have extensive experience in business strategy and meet regularly to ensure the management of business and boost our corporate financial and non-financial performance. During the reporting period, a new member with a background in sustainability matters was appointed to the Board of Directors.

Currently, there are two committees in place: the Risk and Audit Committee (RAC), supervising risk management and internal audit, and the Nomination and Compensation Committee (NCC), overseeing the nomination and compensation benefits of the Executive Committee of the Group. The members of the Rovensa Board of Directors are appointed for periods of four years. The current Board of Directors was appointed in 2020.

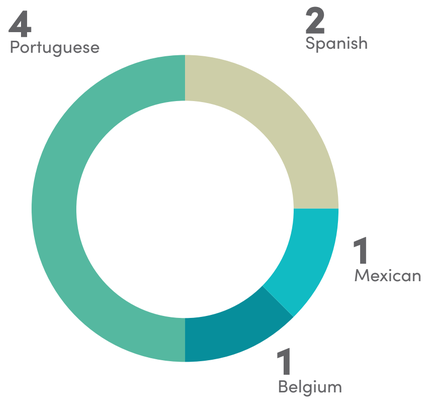
Board of Directors
(Chairman, Shareholders, Rovensa CEO, Rovensa CFO and Independent Board of Directors Members)

Executive Committee

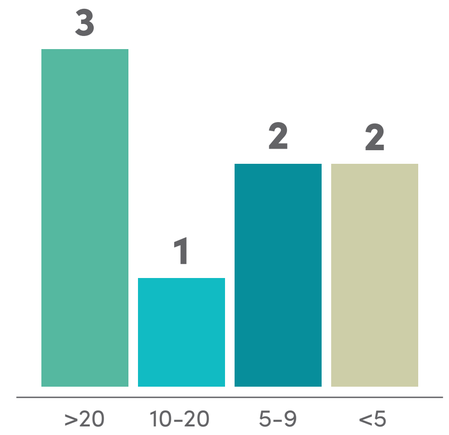
CEO

Chief Operating Officer Biocontrol	Chief Operating Officer Bionutrition	Chief Operating Officer Crop Protection	Chief Financial Officer	Chief Human Resources Officer	Chief M&A Officer	Chief Transformation Officer

Number of nationalities in the Executive Committee



Executive Committee Tenure
(years)



Number of Executive Committee members

Our Executive Committee (ExCo)

Directly reporting to the Board of Directors, and 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 –, a Chief Financial Officer (CFO), a Chief Human Resources Officer (CHRO), and, appointed in fiscal year 2021/2022, a Chief Mergers & Acquisitions (M&A) Officer and a Chief Transformation Officer (CTO).

These new strategic positions are helping us to seek opportunities to increase our operational efficiency and to prepare our Group for the next stage of sustainable growth. The Chief M&A Officer is leading the M&A strategy, strengthening our global footprint and expanding our business operations to stimulate our Group's growth. On the other hand, the CTO is leading several initiatives that are shaping our business and are important pillars to drive short-term improvement and long-term value.

Rovensa's Executive Committee combines members of four different nationalities, providing different cultural backgrounds that bring various competencies and perspectives that enrich the decision-making progress.

The average tenure of our Executive Committee is 12.6 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 52 years old.

Executive Committee Members Average

12.6 years
Tenure

52 years old
Age

Risk Management

Being at the start of the value chain of the food industry and a highly regulated sector, our Group is exposed to several external and internal events that can impact our activities.

Risk can be positive, negative or both, and can address, create, or result in opportunities and threats, thereby directly impacting the Group's operations.

At Rovensa, we have a holistic and integrated risk management system in place, based on internationally recognised standards and guidance (COSO and ISO 31000). Our approach to risk management underlies decision-making that adequately balances opportunities and threats, contributing to the value creation and protection of the Group.

Our Executive Committee holds overall responsibility for an effective risk management system. Our Risk and Audit Committee oversees the suitability and effectiveness of the risk management system. It ensures that appropriate action is taken to control any substantial risks, through regularly discussing and reviewing the risk portfolio and the status of the risk control measures.

Rovensa's risk management governance structure is based on the Enterprise Risk Management Framework and 'three lines of defense' model, within the framework of the internal control and risk management system, along with supervisory bodies, and in compliance with best general practices.

- 1st line of defense
  Consists of the business units and is responsible for the daily activities of risk management and internal control. It is up to the people in charge of the risks and processes of the business units and those in charge of control functions to perform their daily activities in line with the business strategy and internal rules and procedures, including the company's Risk Management Policy.

- 2nd line of defense
  Responsible for the definition of the internal rules relating to risk management and for monitoring risk levels and internal control, is composed of a Risk manager (within the Planning & Control (P&C) Department), and the P&C, Legal, Health & Safety and Sustainability departments.

- 3rd line of defense
  Is composed of the Internal Audit Department, which is responsible for monitoring and assessing, independently and systematically, the proper functioning of Rovensa's internal control and risk management system.

Responsibility for the identification, assessment, treatment, and reporting of risks lies with the operational business units in the divisions and enabling functions.

Risk Dictionary

When analysing risks for an organisation, it is important to determine its nature, source, or type of impact. To facilitate the process of identification and evaluation of risks, Rovensa developed a Risk Dictionary, an exhaustive list and classification of risks that the Group may face at a given point in time.

With this document inventorying a full, comprehensive set of risk categories, those in charge of risk identification can easily consider all types of risks that could affect Rovensa's targets. It also facilitates the aggregation of risks from across the organisation and allows a comparative analysis of Rovensa's risks over time.

The risk dictionary serves as the architecture of the risk management framework and is used for corporate risk processes and operational risk, including operational risk at the country level. The dictionary is an evolving tool and is updated as new risks are identified.

At Rovensa, we have an organised methodology for continuously identifying and measuring risks (including ESG risks), so they can be tackled with the implementation of appropriate risk mitigation options and tracked to ensure successful risk reduction. Considering our risk control measures to mitigate the potential impact and likelihood of occurrence, the extent of impacts is rated in quantitative and/or qualitative terms.

We maintain a corporate risk map which summarises the key business risks and associated control measures, with continuous monitoring and quarterly reporting. ESG risks are included in these tools with a current focus on Environment, Health & Safety, Culture, Talent Management and Climate Change risks.

Sustainable procurement

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 know that our activities have an impact on the economy, the environment, and the society. As such, we strive to create a cascade of sustainable practices and management procedures that flows throughout our supply chain. We strongly believe that our procurement activities and suppliers management have a significant opportunity responsibility to drive a responsible supply chain.

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 guidance, we protect our global competitiveness, while minimising risks and creating 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.

To drive decent work and economic growth in local economies close to our operations, and at the same time decrease our environmental footprint along our supply chain, we have increased the budget spent on local suppliers by 21 p.p. in the fiscal year 2021/2022.

To strive for a more sustainable value chain, we have several mechanisms in place, namely the **General Terms and Conditions for Purchases**, the **Supplier Code of Conduct**, the **Sustainable Procurement Policy** and the "Know Your Supplier" questionnaire, to do an ESG criteria assessment of our suppliers.

38%
of the procurement budget spent on suppliers local to that operation[1]

= compared to last fiscal year

4,001
total suppliers

+82% compared to last fiscal year

1. Informing about our codes and policies
2. Selecting suppliers for evaluation
3. Assessing ESG criteria
4. Defining and implementing an action plan

Our management processes to improve sustainable practices throughout the entire supply chain also includes attracting new suppliers that are compliant with our codes and values.

When registering to work with us at the Supplier Portal, suppliers have access to the policies and guidelines with which they must comply.

Those who have strategic relevance for our Group, such as raw materials suppliers, are then subject to an assessment and, whenever necessary, we put together an action plan to contribute towards their development. 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.

Supplier's assessment

During fiscal year 2021/2022, we organised a new edition of the "Know Your Supplier" questionnaire to assess suppliers regarding different criteria, including social and environmental dimensions. This year, 99% of the suppliers assessed had a score over 75% regarding ESG criteria, which acknowledges our efforts to implement sustainable procedures throughout our entire value chain.

The assessed suppliers are those that in the fiscal year under analysis had purchases registered in our Enterprise Resource Planning (ERP) system, and the global number of suppliers mentioned is only regarding the same fiscal year.

The global evaluation comprises several dimensions with different weights contributing to the global score. The Quality, HSE (Health, Safety and Environment) and Sustainability criteria weights 10% of the total procurement assessment score. The global evaluation score concerning all topics assessed considers four ranges as 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. The questionnaire's ESG assessment phase follows two steps:

1. Evaluating sustainability criteria:
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, to 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 them improve their practices and potentiate positive impacts across the entire supply chain.Whenever a supplier has a global evaluation under 60% score of 1 in one or more of the dimensions: Total Cost of Ownership (TCO), Financial Status, Supply Chain and location, Technical Capabilities, Complaints, Quality, Inspections, RFT (Right First Time) delivery time and RFT delivery quantity, Rovensa puts in place an action plan, according to the following steps.

Each criterion has different weights and different impacts. Risk management involves gathering several information to define which are the materials/services/suppliers under risk and to measure the intensity of the risk to define and prioritize the actions that should be taken. Some actions result in an easy approach and resolution due to the low impact. Raw materials with high criticality or risk assessment or supplier identified as at high financial risk are compulsory factors for a material/service to be included in the risk plan. The financial impact must always be taken into consideration.

1,640 new suppliers

were screened using social and environmental criteria, which represents 91% of new suppliers[A]

[A] Social and environmental criteria have the same scores because both are evaluated together.

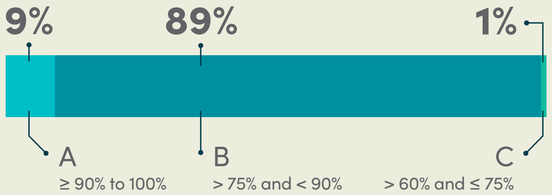
the questionnaire was applied to

3,092 suppliers

which represents

77% of our total suppliers

99% of our suppliers have received a score >75% regarding ESG assessment



Business ethics

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 in which we operate.

For this, we cultivate 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 with must follow.

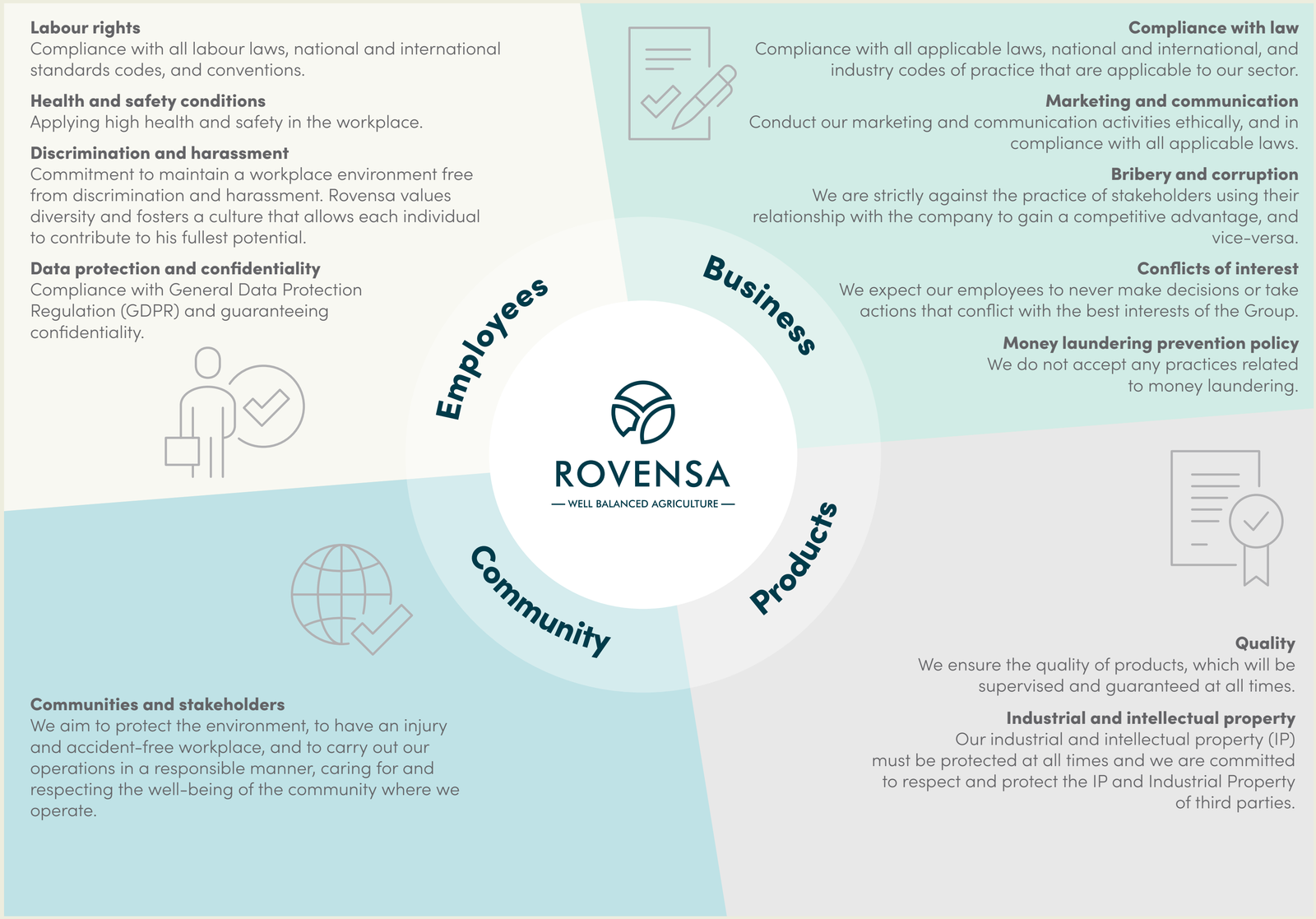
At the same time, it discloses its positioning regarding several issues, such as labour rights and safety conditions, discrimination and harassment, antitrust, anti-bribery and corruption, as well as anti-money laundering or conflicts of interest. Some specific guidelines include not accepting or giving gifts from/to customers, or suppliers that intend to obtain a favourable decision or outcome, gain competitive advantage, and otherwise influence the relationship established with Rovensa.

While leaders must set the example for behaving in an ethical way, it is everyone's responsibility to uphold these standards and to hold all others in the Group accountable for doing the same. The Code of Conduct is available on the Group's intranet, and it is mandatory for all employees to read and accept its terms. During fiscal year 2021/2022, 97% of all employees acknowledged they have read and understood our Code of Conduct.

97%
employees acknowledged they have read and understood our Code of Conduct

Our Code of Conduct

Based on our mission, vision and values, the 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.



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.

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.

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.

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.

Whistleblowing channel

As outlined in our Code of Conduct, the Group's employees are expected to report potential breaches so they can be investigated, and actions can be taken accordingly.

As an example, our whistleblowing channel, operated by an external and impartial entity, performs investigations according to the reported situations. Those who report an incident can choose to remain anonymous, regardless of the channel they decide to use:

In case any action is required, this external company informs Rovensa's Ethics Committee, composed of the Group's Chief Financial Officer, the Chief Human Resources Officer, and the Organisational Development Director, which will then decide what measures should be implemented.

Members of the Board of Directors are available to receive communications about any concerns that may affect the organisation. During the reporting period, the main concerns communicated to the Board of Directors were mostly centred on cybersecurity, regulatory and organisational risks, related to the current business transformations and new acquisitions.

Online platform
available in 24 languages

e-mail

Hotline
available 24 hours a day

fax

mail

Anti-money laundering and sanctions

When it comes to activities that go against bribery and corruption legislation and regulations, Rovensa Group has a zero-tolerance policy.

It is important for us that all our employees and business partners are familiar with all our corporate policies, which is why we communicate them to all our stakeholders in a consistent, inclusive, and transparent manner. This practice helps to ensure compliance with all national and international applicable laws, as well as industry codes of practice that are applicable to our sector.

Anti-Money Laundering and Sanctions and Procedures, subject to the approval of the Rovensa Group Board of Directors, state that we only conduct 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. We are committed to high standards of anti-money laundering compliance and require management and employees to adhere to these standards. This policy is available on our intranet, accessible to all employees.

During fiscal year 2021/2022, all the Group employees and business partners have been informed about our Anti-Money Laundering and Sanctions Policy and Procedures.

In FY 21/22

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

100%
of our Executive Committee members, employees and business partners

0
incidents of corruption

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.

Tax

Rovensa's approach to tax is set out in the best practices, aiming to achieve the highest level of tax compliance in all countries and regions where we operate.

The Group is guided by the following guidelines:

- To pay taxes and contributions in the jurisdictions we are present and in line with value creation.
- To be at arm's length in intra-group transactions and to follow the best practices and orientations of the Organisation for Economic Cooperation and Development (OECD) with respect to transfer pricing.
- To adopt tax practices based on substance and business purpose.
- To strongly opposite to tax fraud, tax planning and tax erosion and the use of tax havens.
- To implement tax optimisation/competitiveness in line with business needs and with the tax law.
- To be cooperative and transparent with the tax authorities.
- To defend its legitimate interests if the payment of a tax or contribution raises doubts about its legality.

At Rovensa, the Corporate Tax Area, under Finance, is responsible for the global assurance of tax obligations and for the definition of the procedures and support systems for tax and legal management. Whenever needed, we rely on external providers - legal and tax experts – to help us with knowledge of very specific and local topics.

We are constantly looking for best practices in tax information disclosure, in alignment with European Union, OECD and World Bank recommendations.

The rapidly changing environment of tax laws, the introduction of a corporate criminal offence for tax and the constant improvement of communication between tax authorities can pose high financial and reputational risks. To mitigate those risks, we strive to adopt transversal tax policies, in order to identify, quantify, manage, monitor and minimise tax risks in straight connection with the Executive Committee. Tax risks are monitored as part of our internal compliance requirements.

Rovensa Group is fully cooperative and transparent when disclosing its tax information. Tax figures are reported under the Annual Financial Consolidated Report, following the IFRS Accounting Standards[1].

Stakeholder engagement

The constant dialogue with the different stakeholders is vital for us to identify trends, needs, problems and developments that have a potential impact in our business.

It is essential for our success to consider stakeholders' expectations and points of view to be able to adjust our activities to fulfil them and have a more positive impact on food production systems.

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.

Our activities are guided by the Group's policies and practices, complying with all national regulations. Transparency and accountability are two of our main pillars to drive a positive impact and foster a cycle of collaboration with all our stakeholders in the environment in which we operate. We believe that meaningful engagement can drive collective action towards a sustainable future.

Investors

We ensure that our investors are able to follow our performance by maintaining an accurate and updated website and social media, in addition to sending regular informative e-mails. One of our most complete resources is the annual Sustainability Report, where the investors have access to the Group´s ESG performance. In addition, we prepare investor's annual ESG reviews and supporting documents for all Board Meetings.

Regulators

We understand the key role that regulators have on the development of sustainable practices, and strive to build and maintain constructive relationships with them. Regulators can engage with our Group through our website, e-mail, webinars, and meetings to better understand new regulations and give feedback through different events and discussion forums.

Suppliers

Due to the variety of suppliers with whom we engage with, we have a **Rovensa Supplier Portal** available in our corporate website, with important regulations and policies which our suppliers must comply with. Every year, we launch a survey to assess suppliers regarding several criteria, including ESG. To provide the necessary support, we keep the communication flow through e-mail and engage in regular business meetings.

Work councils

Our local human resources teams organise regular meetings with work councils to announce significant operational changes or to consult with them and discuss several work-related conditions, such as human resources policies, company strategy or financial results.

Employees

Employee engagement is key for the successful performance of our Group. Every two years, we perform an Organisational Climate Survey to assess employees' needs and opinions on several matters. Additionally, we provide a whistleblowing channel, so employees can be active voices within the Group and report breaches in our Code of Conduct. To provide opportunities of growth, we offer several training sessions in different areas, according to their functions in the Group, and execute annual performance reviews. Other engagement means include newsletters, e-mails, and MyPeople, an HR internal portal, that allows all employees to better understand the structure of the Group and stay connected to colleagues.

Customers and farmers

Following our 'Boots on the Ground' approach, we firmly believe that our best results come from engaging with farmers. We give priority to direct contacts with farmers and distributors, such as meeting and demonstrative trials. Direct contacts are complemented by our website, social media, e-mail, and specialised communication materials such as catalogues, leaflets, and speciality magazines.

Academia

Our Group has developed multiple partnerships and innovation projects with universities and other academic institutions to learn and share new ideas, supporting science-based innovations towards a sustainable agriculture.

4 Sustainability & ESG Approach

Megatrends

The fast-paced changes that the world faces come with new demanding challenges.

For companies to adapt and overcome these challenges, it is essential to define new and more flexible strategies that can take advantage of opportunities as well as anticipate risks. Our efforts to understand the phenomena that influence our activities, resulted in the identification of some megatrends. These megatrends inform and guide Rovensa's corporate and sustainability strategy.

Population growth

The world population continues to grow and is expected to reach 9.7 billion people by 2050.[2]

Biodiversity loss

It is urgent to protect and restore biodiversity and contribute to well-functioning ecosystems.[3]

Limited natural resources

Maintaining the current trend, it is expected that the use of natural resources will exceed nature's ability to regenerate them by 2030.[4]

Climate change

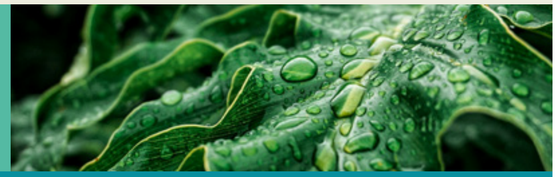
Soils supports the production of 95% of global food supplies. Restoring soil health and its carbon content can significantly contribute to fight climate change.[5]

Food Security

The pandemic, along with the conflict in Ukraine, accentuated food security problems, leaving millions of people facing the risk of famine.[6]

Geopolitical instability

Geopolitical instability increases the risk of new conflicts arising, lowering the reliance of supply-chains.[7]



Epidemics and degradation of ecosystems

The increase of epidemics and degradation of ecosystems increase in the future due to rising trends in transboundary plant pests and diseases.[8]

Our Commitment to the UN SDG

We are working daily to nurture a more sustainable world.

As we provide solutions for a more balanced agriculture across the world, we are focusing our efforts on four Sustainable Development Goals (SDGs) - 2. Zero Hunger, 12. Responsible Consumption and Production, 13. Climate Change, and 15. Life on Land.

Targets

2.1 Contribute to end hunger and ensure access by all people, in particular the poor and people in vulnerable situations to safe, nutritious and sufficient food all year round.

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.

What are we doing?

We are developing our agri-input portfolio of solutions to drive a bio-transformation and help farmers to produce better food.

How are we doing it?

Product Innovation

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, significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.

12.7 Promote public procurement practices that are sustainable.

What are we doing?

We are working to improve the eco-efficiency of our operations with efforts to transit into renewable energy, and reduce water consumption and waste generation.

How are we doing it?

Environment

Product Innovation

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 have developed a Net Zero Roadmap that includes initiatives to improve the eco-efficiency of our operations and supply chain and enable us to decarbonise our activities. We are also in the process of aligning our existing decarbonisation targets with the latest climate reports, in accordance with the Paris Agreement's 1.5 °C threshold.

How are we doing it?

Environment

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.

15.8 Introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species.

What are we doing?

We are focusing our R&D efforts on reducing the negative impacts of our portfolio on the environment and biodiversity, while contributing to improve plant and soil health. We are monitoring our operations in regards to their impact on the biodiversity of protected areas.

How are we doing it?

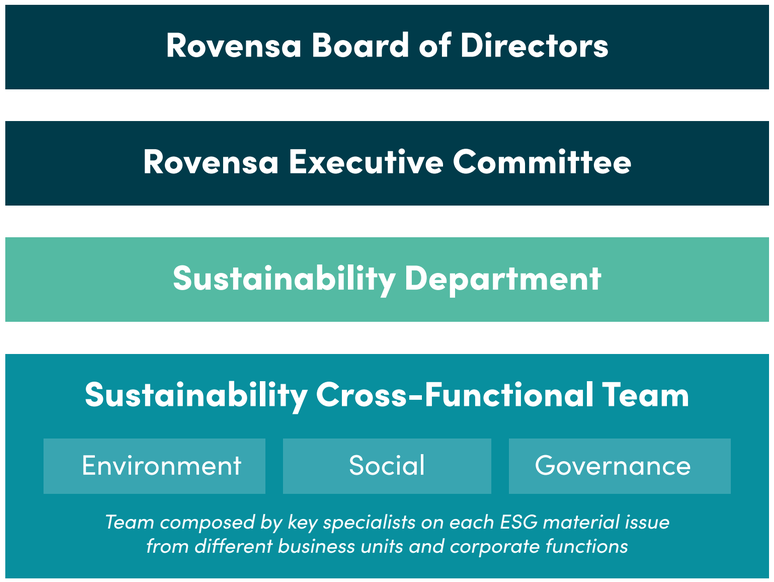
Environment

Product Innovation

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 is developing a dedicated Sustainability & ESG Committee, which will act as an advisory board to the Board of Directors, providing expertise on sustainability-related matters and setting the leadership direction for Rovensa's Sustainability & ESG strategy. For this reporting year, the sustainability governance model was the following:



The **Rovensa Board of Directors** is composed of our Chairman, shareholders (Bridgepoint and Partners Group), and independent members, including two members from the Executive Committee (CEO and CFO). The Board of Directors oversees ESG issues reported by the Executive Committee. During this fiscal year, ESG issues and the Rovensa Sustainability journey were included in 100% of Board Meetings (+20 p.p. compared to fiscal year 2020/2021).

The **Rovensa Executive Committee (ExCo)** is the executive decision-making body on all ESG matters. To enable sustainability transformation at Group level, Rovensa Executive Committee embeds sustainability in its corporate strategic agenda, to discuss and update ESG progress 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 prioritisation. The ExCo receives analyses, reports, and information on the key ESG matters to support knowledge and action on the sustainable plan. The ExCo has reviewed the Sustainability and Net Zero strategy, together with the Board of Directors.

To further embed ESG issues in the Group strategy, the evaluation process for the ExCo, which impact their variable pay, considers business achievements and strategic initiatives that focus on Health & Safety, Climate Action and Governance & Social.

The **Sustainability Department** is accountable to provide information and, if needed, clarification, to the Executive Committee about the Group's ESG KPIs progress and action plans proposed by the Sustainability Cross-Functional Team. The Sustainability Department is also responsible for publishing Rovensa's Sustainability Report, Sustainability Strategy and Net Zero Roadmap 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 that enable effective long-term decision making. The team is composed of key specialists with technical expertise on various ESG material issues, from different business units and corporate functions.

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

Main Memberships

In our Group, we believe that a more sustainable world is only achievable if we work together, sharing and collaborating with our peers, sectoral associations, academia, non-governmental organisations (NGOs), governments and citizens.

We are part of several initiatives and organisations to discuss best practices related to the quality, innovation and sustainability of our own activities and products.

Business Council for Sustainable Development Portugal

By being a member of BCSD Portugal, the Group integrates the World Business Council for Sustainable Development (WBCSD) network, contributing towards a more balanced, fair, innovative, and competitive future, capable of generating work and social well-being. Through this membership, Rovensa shows its commitment to the transition to sustainability, by being part of the business leadership for sustainable development. During fiscal year 2021/2022, we also became members of act4nature, an initiative of the BCSD, which aims to mobilize companies to protect, promote and restore biodiversity. Rovensa is also a member of the BCSD Biodiversity Working Group and works together with companies from different sectors to better understand our relationship with nature, to understand the necessary actions to move towards a sustainable and circular bioeconomy, and work towards reversing biodiversity loss and ecosystem degradation.

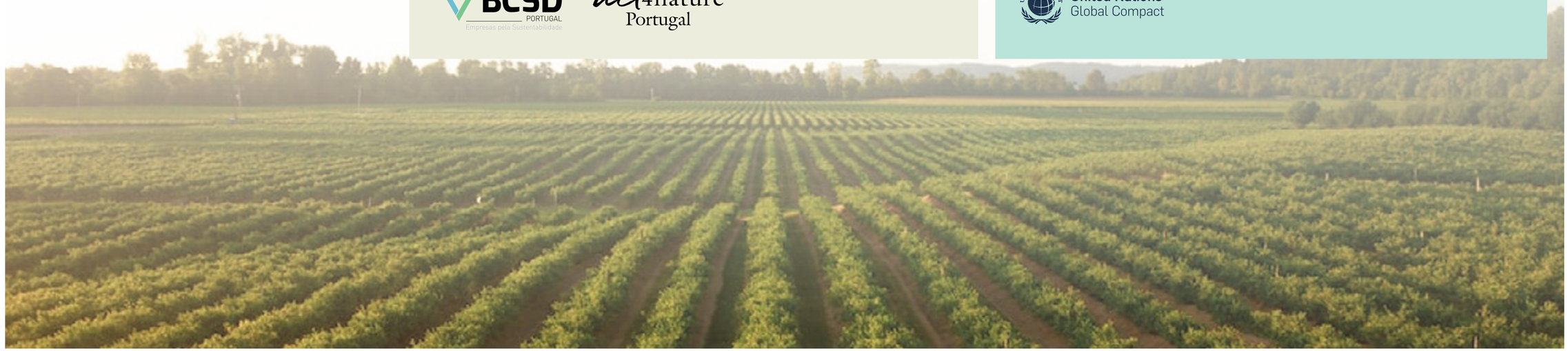
Member BCSD PORTUGAL Empresas pela Sustentabilidade

act4nature Portugal

UN Global Compact

Rovensa Group, Idai Nature and Tradecorp International are signatories of the United Nations Global Compact. We are committed to tackle issues related to the Ten Principles on human rights, labour practices, the environment and anti-corruption, taking action that advances society's goals. One of the main commitments is the one towards the achievement of Sustainable Development Goals. This report responds to the obligation to annually publish the company's communication on progress (CoP).

United Nations Global Compact



Our sustainability materiality

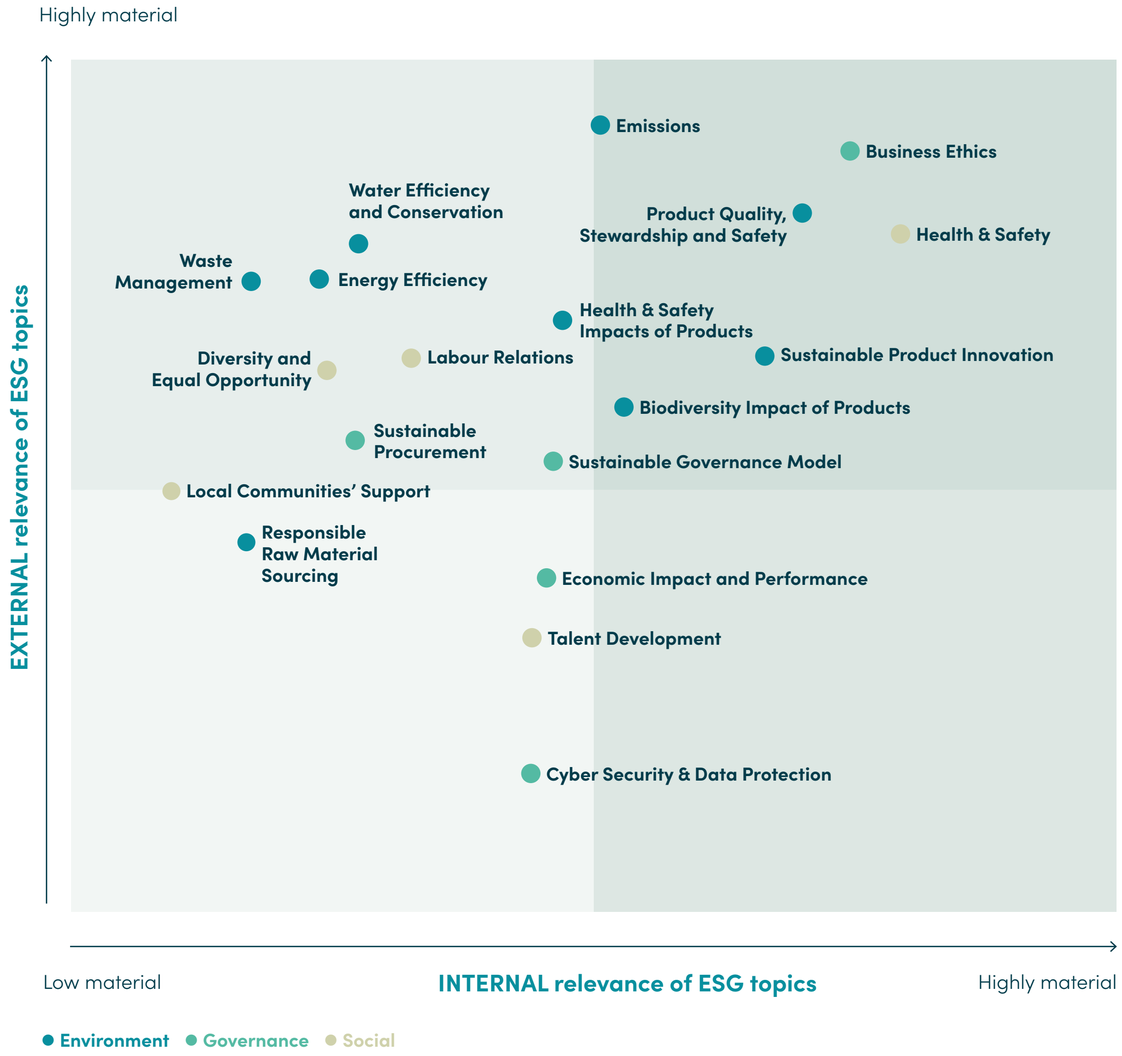
In order to identify the topics that our Group has an impact on and are important to our business, in 2020 we conducted a materiality assessment.

During this process we consulted a wide range of internal and external sources. These include the most relevant sustainability international frameworks and their 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. Our Group follows the current international frameworks and established standards to promote transparency and accountability.

The materiality assessment helped us to identify and prioritise the relative importance of specific ESG topics to our organisation, thus improving decision making processes based on sustainability criteria. In total, 60 sustainability topics were identified and grouped into 19 topics. These 19 sustainability topics were then ranked by our shareholders and Executive Committee, according to the relevance attributed by industry players and international frameworks. This process resulted in the materiality matrix shown below, which illustrates our priority ESG topics and helps us to identify and prioritise business opportunities.

As we continue to innovate, grow and drive a bio-transformation in the sector, new challenges and opportunities will arise. Along with our ambition to advance our sustainability journey and further embed sustainability in our Group's corporate strategy, we will review our materiality matrix during the next fiscal year. We believe that refreshing our approach will ensure that we are addressing the right topics, aligned with our long-term goals.

We are mainly focusing our sustainability efforts on key topics for which we contribute the most, and concisely disclosing their performance according to GRI standards.



Our sustainability strategy 2023/2030

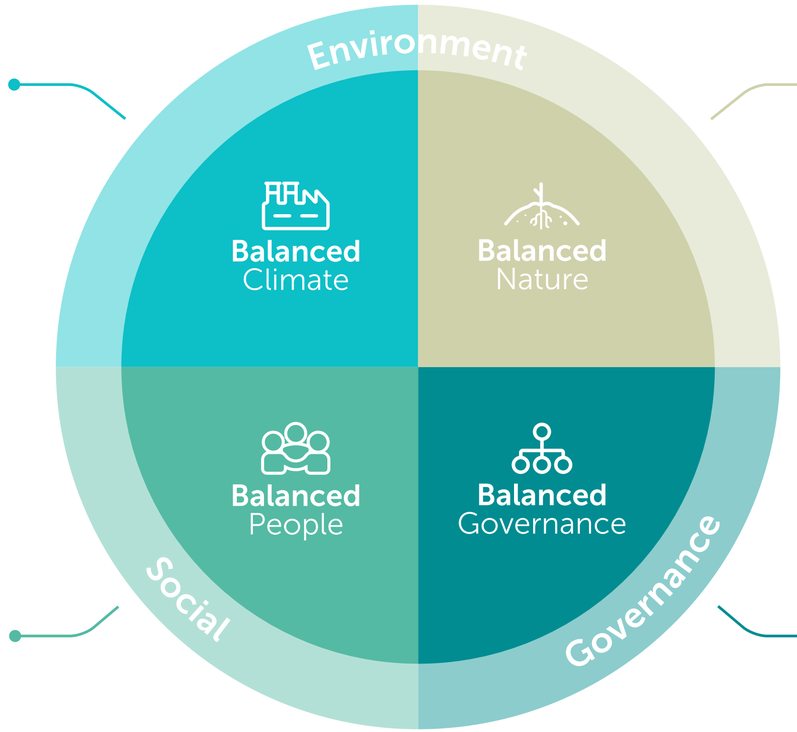
To formalise our approach to sustainability, materialise our commitment and pursue meaningful improvements year after year, we are putting in place a Sustainability Strategy.

This Sustainability Strategy lies at the heart of our Group's business strategy and model and supports our overall mission to help to feed the planet, enabling a balanced and sustainable agriculture. It also aims to help us to achieve our commitment to halve our greenhouse gas emissions by 2030, reach Net Zero by 2050 and support a just transition.

Our main pillars of action

We will soon disclose our Sustainability Strategy based in four pillars of action, each one underpinned by different commitments and contributing to our priority Sustainability Development Goals (SDGs). We have set measurable and time-bound targets for each commitment to track our progress in the upcoming years. We expect to disclose our performance according to the targets defined in this Strategy in our future Sustainability Reports.

Our first pillar, **'Balanced Climate'**, covers our efforts to tackle climate change to balance life on Earth. We are thriving to reach net zero emissions and eco-efficiency in our operations.



Our second pillar, **'Balanced Nature'**, describes how we intend to help farmers become stewards of nature and how our solutions can enhance soil nutrient balance, support organic farming and reduce the risk of our plant protection products on the environment and human health.

Our third pillar, **'Balanced People'**, demonstrates our commitment to enhancing health, safety and well-being at work, supporting the work-life balance of our employees, promoting diversity, equity and inclusion, striving for gender balance, improving the working experience of our employees; and creating a positive social impact on communities.

Our fourth pillar, **'Balanced Governance'**, outlines our commitment to implementing a robust governance model to embed sustainability across our organisation. Our balanced governance model will also enforce our Code of Conduct and ESG standards to ensure alignment across the Group and including our suppliers.

Our Net Zero by 2050 Ambition

We recognise that climate change is a global challenge and poses a material risk to our business. We want to be part of the solution and so strive to reduce our GHG emissions through the setting of our Net Zero by 2050 ambition. This means zero GHG emissions produced as a result of our activities and operations.
We are committed to aligning this target, as well as all other supporting, interim GHG emission reduction targets, with the Science Based-Targets initiative (SBTi[9]) Net-Zero Corporate Standard, consistent with limiting temperature rise to 1.5 °C. To demonstrate this, we signed SBTi's commitment letter in December 2022, and are in the process of submitting our targets to the SBTi for approval.

Our **Net Zero Roadmap** paves the road ahead for decreasing our GHG emissions and achieving our ambition. It is split into four Focus Areas, to streamline our climate action efforts, paying particular attention to our value chain:

Responsible carbon management

Renewable energy

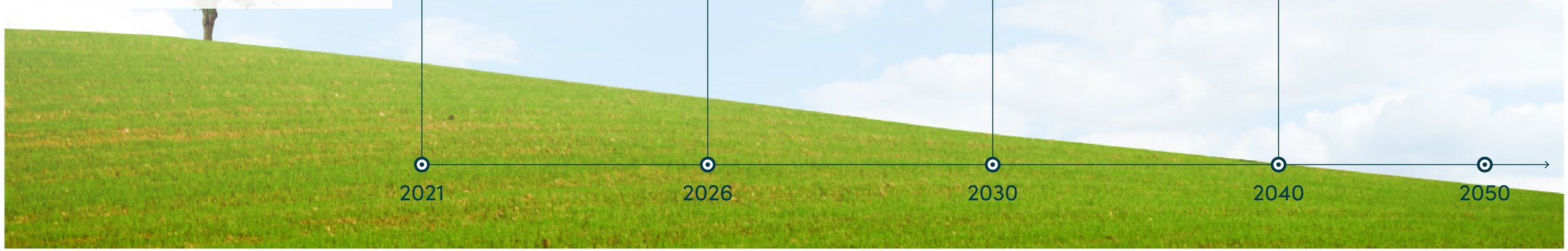
Greening supply chain and low carbon operations

Climate friendly agriculture

Progress on the targets and actions defined in the Roadmap will be reported on an annual basis in our Sustainability Reports.

Base year: FY21/22

Understanding and measuring our carbon footprint is the start of our Net Zero journey. We found that Rovensa emitted 80,385 t CO_2e in fiscal year 2020/2021. Knowing our current position facilitates paving the path ahead. Regardless of the growth of our business, fiscal year 2021/2022 will be our Net Zero baseline.



Kickstarting our impact

Near-term target:

25%
GHG reduction
Scopes 1, 2
(FY25/26)

Advancing our progress

Near-term target:

50%
GHG reduction
Scopes 1, 2
(FY30/31)

25%
GHG reduction
Scopes 3
(FY30/31)

Nearing our final goal

Mid-term target:

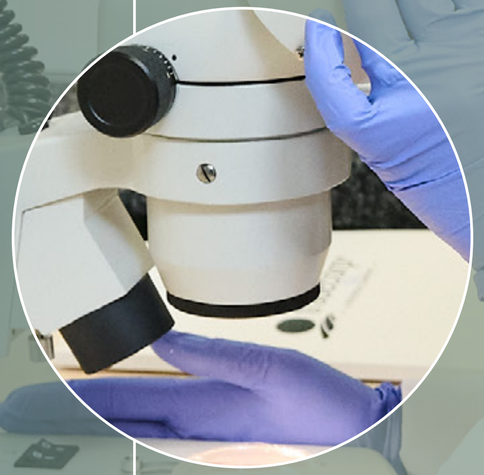
70%
GHG reduction
Scopes 1, 2, 3
(FY40/41)

Reaching our ambition

Long-term target:

90%
GHG reduction
Scopes 1, 2, 3
(FY50/51)

5 Product Innovation



ROVENSA

Innovation is the main tool for overcoming global challenges and is the key to finding successful solutions for the future of global food production.

We are leading innovation to provide appropriate solutions to the current global framework, to ensure a more sustainable and productive agriculture.

The world is now facing several challenges that affect agriculture on a daily basis and jeopardize food security and safety. An increasing instability of climatic conditions, allied with a scarcity of natural resources and biodiversity loss, is impacting crops and food production, forcing farmers to adapt and find new ways to tackle climate change in order to maintain crop productivity.

To help overcome these challenges, the European Commission launched the European Green Deal[10] and the Farm to Fork Strategy[11], which aim to accelerate our transition into sustainable food systems that should:

- Have a neutral or positive environmental impact;
- Help to mitigate climate change and adapt to its impacts;
- Reverse the loss of biodiversity;
- Ensure food security, nutrition and public health, making sure that everyone has access to sufficient, safe, nutritious, sustainable food;
- Preserve affordability of food while generating fairer economic returns, fostering competitiveness of the EU supply sector and promoting fair trade.

Rovensa is aligned with the Farm to Fork objectives, and is committed to developing new, more efficient agricultural solutions that allow farmers to reach a more sustainable and productive agriculture. To do this, our approach is based on three important pillars:

1. Environment
Promoting an efficient use of finite natural resources; preventing air, land and water contamination; reducing the use of hazardous chemical substances and biodiversity loss;

2. Economic
Safeguarding a profitable agricultural production;

3. Social
Ensuring safe, healthy, and affordable food for all.

With that in mind, we have been investing in the development of our plant nutrition and plant protection portfolio and continue to closely follow farmers' needs by providing agronomic advice.

In this reporting year, we highlight the actions we took to promote a more sustainable agriculture:

- Organic Certifications for organic farming
- Low Risk Solutions for plant protection
- Bionutrition Solutions for a sustainable plant nutrition
- Leading Innovation Projects towards new solutions for a sustainable agriculture

Responsible research and product development

Rovensa is committed to innovation to promote a change in the paradigm of food production systems, aiming to provide new agricultural solutions to farmers and achieve zero hunger.

Through our research and development (R&D) teams totalling over 200 people, we undertake new partnerships that promote our participation in innovative projects to create new solutions that meet the farmer's current and future needs. We continuously seek to develop and optimise our already established position in the market, through a trustworthy and transparent process of research, development and registration.

Investing in R&D

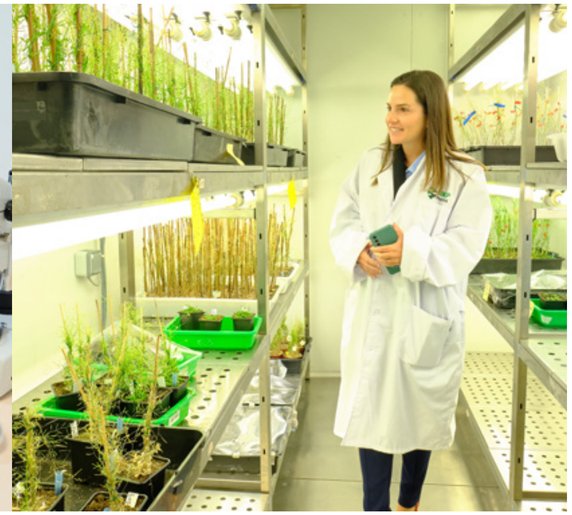
We invest in R&D in a balanced and consistent way in order to increase and improve our product pipeline. To do so, we seek to actively contribute to the entire product development process, from providing the best working conditions for our researchers, through the construction and maintenance of highly equipped laboratories and research centres, to regulatory compliance actions. During fiscal year 2021/2022, Our R&D and regulatory investment increased by 12% compared to the previous year, accounting for 23 million euros, which corresponded to 5% of our net sales. From there, we have developed and launched 58 new products[12], which represented 5% of our total portfolio.

58
new products

5% of our total portfolio

23 M€
invested in R&D and regulatory

5% of Rovensa net sales



Product stewardship, quality and safety

Research stage | Development stage | Registration stage | Distribution stage

Research stage

Innovative and differentiated products
formulations with new functionalities, uses and formats, according to the new technology standards

Collaboration with academia
to tackle global agriculture challenges

We cover the entire product life cycle-from concept until final product use and food consumption.

Our Boots on the Ground team, who work closely with farmers, gather information and learn about their perspectives and challenges that impact food production.

In collaboration with universities and research centres, we initiate the research process to develop the most innovative agricultural solutions for the farmers, always taking in consideration the environment and human health.

Development stage

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 products' formulations

All raw materials acquired by Rovensa Group undergo a strict control to ensure the compliance with main regulations about health and environment.

Our R&D team undertakes comprehensive risk assessments to determine the specific conditions, if any that may lead products to cause adverse effects on human health, and the environment, so that mitigation measures can be developed to create the safest solutions, within their correct use.

In fiscal year 2021/2022, four (Albacete, Sanchidrián and Valencia in Spain and Setúbal in Portugal) of our 12 industrial plants had their Quality Management Systems (QMS) certified according to ISO 9001. Additionally, our Setúbal plant has an NP 4457 certification, which concerns the Research, Development and Innovation Management System.

We have a global network of highly equipped and certified laboratories as well as experimental centres, both in greenhouses and open fields, throughout Europe, Brazil and South Africa. Our laboratories are certified according to (i) ISO 17025 (Quality control lab); (ii) Good Laboratory Practice (GLP); and (iii) Good Experimental Practice (GEP) for testing effectiveness of Plant Protection Products.

Research stage | Development stage | **Registration stage** | Distribution stage

Registration stage

68% of our significant products and service categories were assessed for improvement

When improvements are identified, a new set of studies, and risk assessments are performed to guarantee that the international standards are followed and confirmed by National registration bodies

We develop regulatory submission dossiers, covering animal toxicology; plant, animal and soil metabolism; plant residue; ecotoxicology; physical-chemical properties; and environmental impact risk assessments, to give scientific evidence that our solutions are safe and comply with high quality standards, regulations and national laws applicable to our industry.

Some of the chemical substances handled by Rovensa are subject to chemical regulations, like the Registration, Evaluation and Authorization of Chemicals (REACH) in the European Union, or the National Chemical Safety Commission (CONASQ) in Brazil. Our solutions cannot be sold until they have been approved and certified by a competent authority.

Rovensa seeks to innovate both through new formulations, and by optimising the solutions that are already part of our portfolio.

After the approval for registration, we continuously revise our solutions to identify if changes can be made to reduce their hazard level and the associated risk to humans and the environment. Our R&D and Regulatory departments work together every day with the intention to minimise the risk of our solutions, through the adaptation of processes and substances used through material substitution assessments.

Distribution stage

Preparation of Safety Data Sheets to ensure a safe distribution of our solutions

Providing training sessions to promote a correct use of agricultural solutions

To ensure that the distribution, sale and use of our products is safe, we carry out hazard assessments to prepare Safety Data Sheets for each product, in which we disclose the properties of the substances used, in compliance with several main regulations, such as the Classification, Labelling and Packaging (CLP), the Agreement concerning the International Carriage of Dangerous Goods by Road (ADR) and the Fertilizing Products Regulation (FPR).

We seek to promote the correct and safe use of our solutions and the reduction of risk by providing training and guidance to distributors and farm workers. All of our stringent safety standards and initiatives help to ensure that our solutions contribute to the safety of farmers and the environment, as well as to the production of safe and reliable food.

29 laboratories

96 agreements with universities/research centres

201 R&D and regulatory employees

16 experimental field centres (greenhouse R&D)

A new research unit to drive biostimulant knowledge

This year, we launched a new Joint Research Unit (JRU) in Spain. The Biological Solutions for Sustainable Agriculture is a JRU with the Centre for Biotechnology and Plant Genomics (CBPG), internationally positioned as one of the benchmark centres of excellence in Europe in the areas of agriculture and plant biotechnology.

This alliance works as an innovation accelerator, expanding the ecosystem of action in the field of biostimulants, promoting research, generating knowledge, and developing bio-based solutions that improve our expertise.

The first projects in the Joint Research Unit, which started at the beginning of 2022, are focusing on biomolecules and microorganisms as new biostimulant solutions, which are characterised by being environmentally safe and have shown to contribute to the reduction of mineral-based inputs, all while preserving soil health, and improving the production of healthier quality foods. These projects are led by a postdoc researcher, working with MSc students from the Polytechnic University of Madrid, in a strong collaboration with our Global Bionutrition and R&D Team.

This public-private partnership between Rovensa and the CBPG is starting with projects targeting the development of new biostimulant and biofertiliser solutions and aims to move into other fields such as biocontrol, broadening the portfolio of other companies within our Group.

Ensuring the safe use of our products

Using plant protection products in a safe and correct way is crucial to minimise not only health risks for the farmers but also the environmental risks that can arise from incorrect use of the products. With this in mind, we organised a training session in Córdoba, Spain, to share good agricultural practices that help to reduce the product application drift to adjacent water basins and/or fields, respect the use rates and guarantee that the product achieves the target weed, pest or disease.

The training was performed in partnership with researchers from the Agricultural Mechanization Unit (UMA) of the Polytechnic University of Catalonia (UPC). With an audience of 20 technicians and distributors, this session addressed both theoretical and practical aspects related to good product application practices, considering different application equipment, weather and site conditions and product compatibility during mixing and loading.

By providing our stakeholders with the required know-how to do a correct equipment calibration and product dosage, we are reinforcing our commitment towards sustainability by reducing the impact of plant protection products on the environment and promoting the safety and health of farmers and consumers.

Moving towards a sustainable agriculture

Through the product development process, Rovensa is leading a bio-transformation of its portfolio, by investing in innovative agricultural solutions of biological origin, capable of guaranteeing the success of food production, while contributing to fight climate change, and restore soil health and its carbon content.

Our aim is to develop a portfolio that offers our farmers solutions that allow them to produce more with fewer resources required, while minimising the impact of their activity on the environment. Applying this ambition to the Group's areas of intervention, we highlight our contributions on plant nutrition and plant protection.

Regarding plant nutrition, our objective has been to increase the number of more efficient solutions in the portfolio with less impact on the environment and biodiversity, namely through the development of new formulations based on products of natural origin, such as microorganisms or plant extracts, capable of supplying nutrients to plants.

In terms of plant protection, Rovensa aims to build and expand its portfolio of low risk solutions. To this end, we are working on two different fronts: reducing the most hazardous chemical pesticides from our portfolio, as well as developing bio-based plant protection solutions with low toxicity to non-target organisms.

Certified solutions for organic farming

In organic farming, the farmer only resorts to natural substances and processes, thus promoting a responsible use of energy and natural resources, the maintenance of biodiversity, the preservation of regional ecological balances, the enhancement of soil fertility and the maintenance of water quality[13].

Recognising the value of organic farming in the transition to a more sustainable agriculture, the European Commission has developed the 'Farm to Fork' strategy, with the goal of converting 25% of the agricultural area used in the Union to organic farming by 2030[14]. To contribute to this strategy, Rovensa has been developing, manufacturing and placing on the market organic certified agri-inputs, consistent with organic farming principles, that can help farmers all over the world achieve better results in the food production system.

As a Group with a worldwide commercial footprint, we make sure that our certified agri-inputs comply with the most well-known international regulations, like the European, American, or Australian standards. This enables us to place our solutions in larger and diverse geographies.

By the end of fiscal year 2021/2022, our portfolio had 240 formulations with organic certification[15], registering a decrease of 8% against the previous year, due to strategic decisions. From those formulations, we obtained 632 organic certifications, since the same formulation can be sold as different solutions, under different brand names and have more than one organic certification, according to the regulations from the countries it is marketed in. Compared to the previous year, we had a 12% reduction in total organic certifications due to the withdrawal of some products with several certifications from our portfolio. 92 solutions were certified for the first time or certified as organic solutions in new countries, 77% more than the previous year.

632
Organic certifications

Currently, our certifed organic solutions reach the five continents.

We continuously develop solutions that comply with organic farming and constantly adapt our formulations and raw materials in accordance with the newest regulations. In fiscal year 2021/2022, 23% of our portfolio had an organic certification, accelerating the progress towards a more sustainable agriculture.

Rovensa Group Positive Impact on Soil Health[16]

of organic certified solutions manufactured

of land positively impacted by Rovensa organic certified solutions[A]

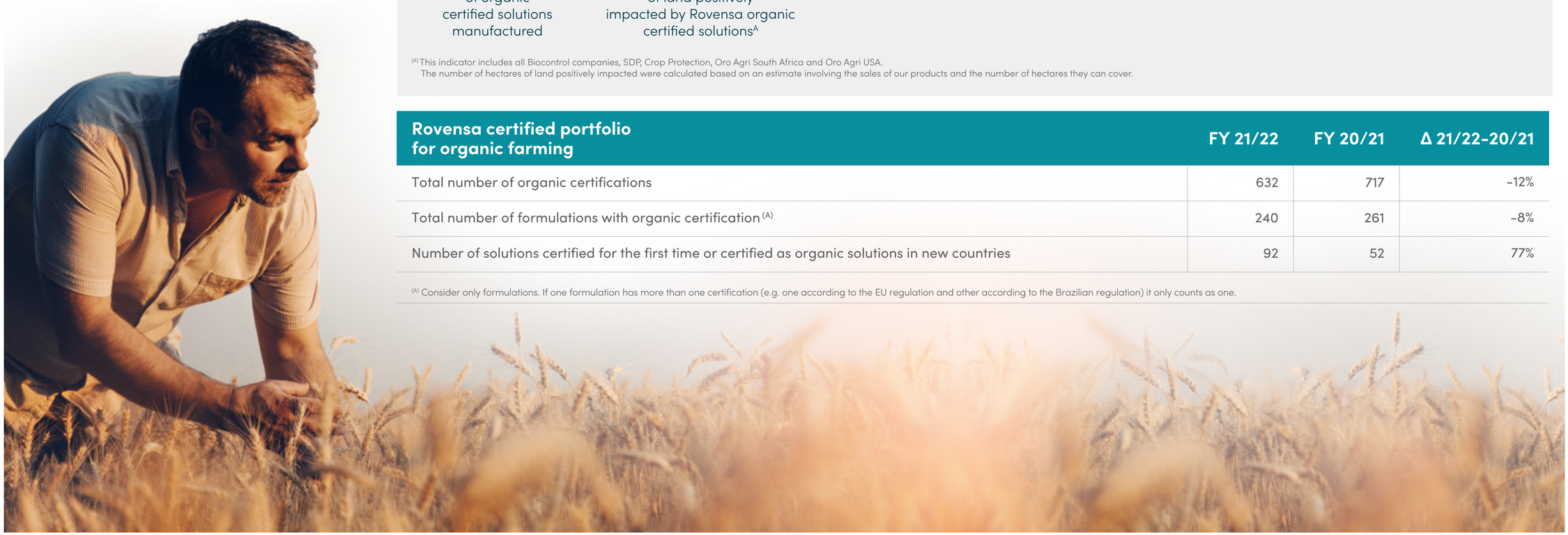
Solutions with organic certification in our portfolio

23%
+1 p.p. compared to FY20/21

Rovensa sales of solutions with organic certification

23%
= compared to FY20/21

[A] This indicator includes all Biocontrol companies, SDP, Crop Protection, Oro Agri South Africa and Oro Agri USA.
The number of hectares of land positively impacted were calculated based on an estimate involving the sales of our products and the number of hectares they can cover.



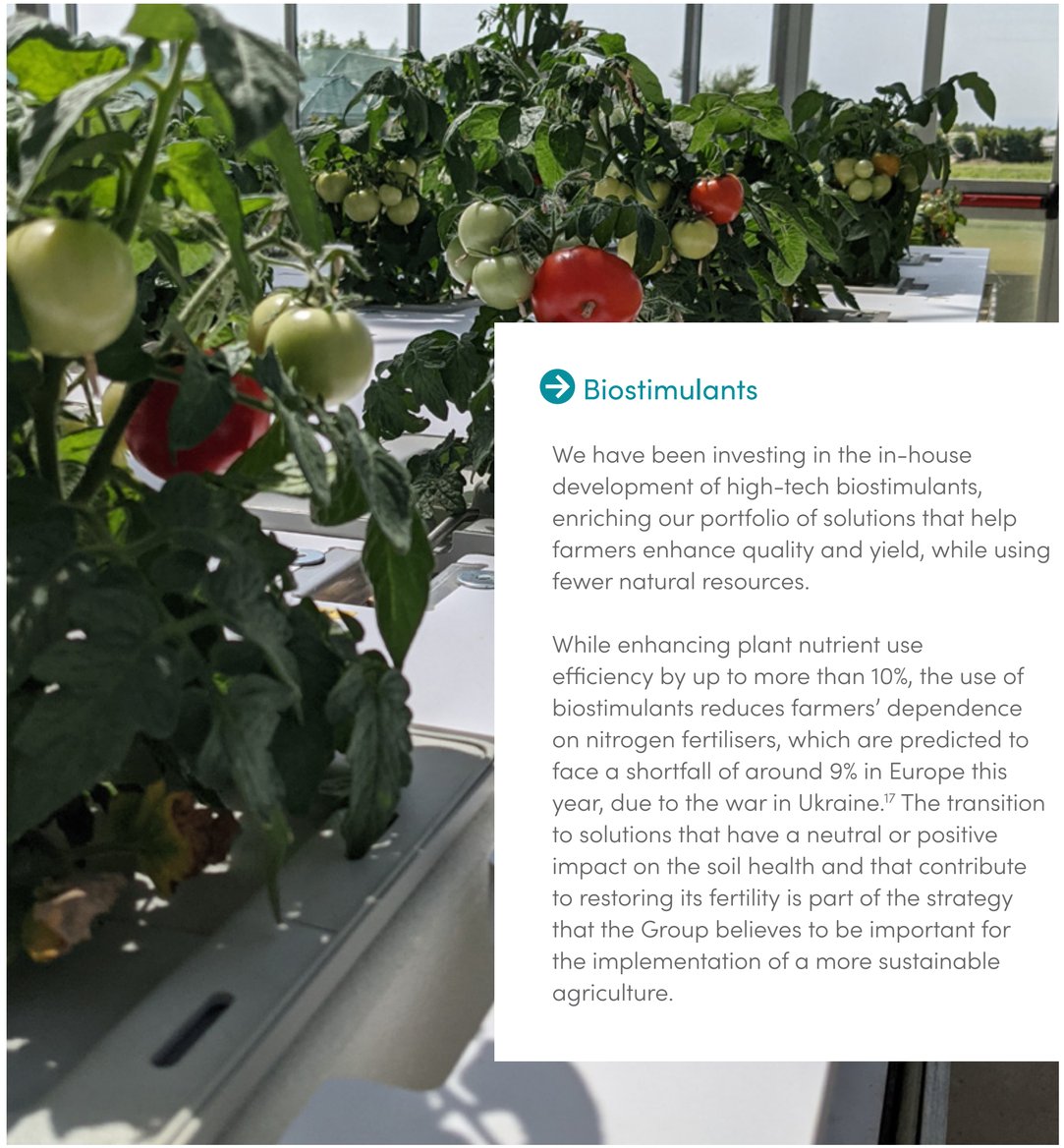
Rovensa certified portfolio for organic farming	FY 21/22	FY 20/21	Δ 21/22-20/21
Total number of organic certifications	632	717	-12%
Total number of formulations with organic certification [A]	240	261	-8%
Number of solutions certified for the first time or certified as organic solutions in new countries	92	52	77%

[A] Consider only formulations. If one 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.

Bionutrition solutions

Nitrogen, phosphorus, and potassium are important nutrients for plants and are part of the composition of the main fertilisers used in agriculture. However, the nutrients applied to the soil through conventional fertilisers are not always used by crops, which can lead to environmental problems, such as the pollution of water courses, air emissions or soil acidification. In an attempt to reduce the use of chemical fertilisers, Rovensa is striving for a bio-transformation through developing solutions that are more efficient and less harmful to the environment, capable of providing crops with balanced amounts of nutrients, allowing them to germinate, grow, reproduce, be more resistant to pests and diseases. We have been investing in developing a high-quality portfolio with bionutrition solutions, where we point out our biostimulants and biofertilisers.

Our biostimulants include sets of substances aimed at enhancing nutrient use efficiency, abiotic stress tolerance and crop quality traits, regardless of their nutrient content.
Our biofertilisers, on the other hand, are bacterial and fungal inoculants aimed at increasing the availability of nutrients and their utilisation by plants.



Biostimulants

We have been investing in the in-house development of high-tech biostimulants, enriching our portfolio of solutions that help farmers enhance quality and yield, while using fewer natural resources.

While enhancing plant nutrient use efficiency by up to more than 10%, the use of biostimulants reduces farmers' dependence on nitrogen fertilisers, which are predicted to face a shortfall of around 9% in Europe this year, due to the war in Ukraine.[17] The transition to solutions that have a neutral or positive impact on the soil health and that contribute to restoring its fertility is part of the strategy that the Group believes to be important for the implementation of a more sustainable agriculture.

According to the European Biostimulants Industry Council[18] the use of plant biostimulants present several economic and environmental benefits:

Increase in crop yield, by improving crop quality traits;

Reduction of the use of fertilisers, since biostimulants help plants access more of the nutrients present in the soil;

Increase of tolerance to abiotic stress, enabling higher crop yield under stress conditions;

Enhancement of soil health and increase of its biodiversity, using beneficial microorganisms that improve soil fertility and structure;

Promotion of a circular economy and reduction of waste, since many biostimulants are derived from secondary raw materials, such as plants, algae, and other discarded products from other industries.

Biimore our award winner biostimulant

Biimore, a Rovensa biostimulant, is a solution derived from the bacterial (*Corynebacterium glutamicum*) fermentation of sugarcane molasses, resulting in an exudate rich in amino acids and sugars.

It is being considered a major breakthrough in the biostimulants' field due to its unique and exclusive combination of more than 200 bioactive ingredients, which guarantees a high efficacy at ultra-low doses.

Since it was launched in the beginning of 2021, Biimore was nominated for the Best Biostimulant Product Award and won the Biosolution Innovation Award. This award was given according to innovation, sustainability and product effectiveness criteria.

The judges considered the following official reasons: "Biimore is a biostimulant with proven beneficial effects on increasing yield and improving the quality parameters of crops. Biimore is among the first biostimulants to be used with microdosings (50-200 mL/ha)."

unique and exclusive combination of

+ 200

bioactive ingredients

winner of **the Biosolution Innovation Award**

Addressing climate risks: water scarcity

The BIOTOOL project is a EUREKA Eurostars funded project developed by Tradecorp, in partnership with Landlab, an Italian research centre, that aims to develop the BIOTOOL platform, a tool for the study of Water Use Efficiency (WUE), capable of measuring, calculating, and evaluating in real-time and under experimental conditions the water status of plants in suboptimal conditions of water application. Together with the BIOTOOL platform, several biostimulants are being tested to improve the plant's response to water stress and, therefore, find alternatives that allow a more reduced and efficient use of water, without significant losses in crop productivity.

During fiscal year 2021/2022, preliminary results from agronomic greenhouse efficacy trials showed that some formulations enhanced the crop performance under drought stress conditions. The results showed that the application of some biostimulants could save around 30 to 50 percent of water consumption by crops during periods of water shortage, without significant losses of crop productivity.

This project and the results that are emerging from it could mean the development of a new approach to address climate challenges, which continually bring adverse effects to agriculture, such as water scarcity.

Rovensa is now working on three new ranges of innovative biostimulants that can be tested in the platform:

1. Primactive Range
to improve the priming activity of existing formulations, when biostimulants are applied before abiotic stress events;

2. Curactive Range
to enhance the curative activity of existing formulations, when biostimulants are applied during or after abiotic stress events;

3. New Preventive Effect Source
to produce new formulations from seaweed extracts, obtained from a gentle extraction process.

Biofertilisers

Biofertilisers increase the availability of nutrients that already exist in the soil and can contribute up to a 40% increase in crop productivity[19]. As microbial inoculants, biofertilisers are solutions of biological origin that have reduced environmental impact, capable of playing an important role in improving soil fertility[20].

Our biofertilisers are bioactive compounds derived from the activities of bacteria, fungi, and algae that improve the plants' nutrient uptake, soil fertility, strengthening of roots, tolerance to abiotic stress and, ultimately, crop yield. Most of our inoculants are either phosphorus solubilizing, meaning they enhance the uptake of phosphorus, helping plants perform photosynthesis, essential for its healthy development; or nitrogen-fixing, which helps plants to absorb nitrogen[21], essential to regulate water and nutrient uptake[22], and have a reduced carbon footprint impact when compared to conventional fertilisers.

Increasing phosphorus availability to plants

Tradecorp Brazil, a Rovensa company from its bionutrition business unit, has been studying the viability of increasing plant uptake of phosphorous, a component of adenosine diphosphate (ADP) and adenosine triphosphate (ATP), that directly influences the amount of energy that the plant can produce to carry out vital functions such as photosynthesis.

Though abundant in the soil, phosphorus tends to be found in insoluble forms, and consequently, inaccessible to plants. Thus, phosphorus-solubilizing microorganisms act by releasing organic acids that will promote the solubilization of this nutrient in the soil, making it available for absorption by plants.

To tackle this nutrition challenge, Tradecorp Brazil developed Phós'UP, a high-tech biofertiliser that increases phosphorous nutrition, while having a reduced impact on the environment, produced from a fermentation process.

The solution contains the live bacteria *Pseudomonas fluorescens*, which is able to solubilize the phosphate adsorbed in the soil and thus increase the availability of this element to the plant, promoting increased crop growth using lower doses of the solution.

One of the differentiating features of Phós'UP is its application flexibility: seed treatment and foliar spraying. This co-inoculation strategy can be readily applied in several legume and non-legume crops, with a significant impact in terms of reducing dependency on conventional fertilisers.

Best Biofertiliser Product Award
winner at the World BioProtection Summit and Awards 2022

Previous field trials made with IFGoiano (Goiás Federal Institute)[23] showed that the inoculation with the *Pseudomonas fluorescens* bacteria by seed treatment and foliar spraying of Phós'UP in a soybean crop has allowed an average increase in the productivity of the crop of 193 and 297 kg/ha, respectively, the equivalent of 14.4 and 22.2 kg of P_2O_5/ha.

Lower risk solutions for plant protection

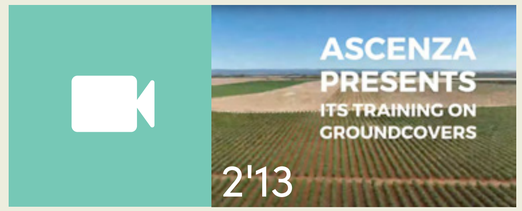
At Rovensa, we aim to contribute to feed the planet through a well-balanced agriculture that can attend the food needs of the world population, while respecting our natural resources. To ensure that, farmers all over the world need to adopt the best strategies to fight over 40 thousand plant enemies that harm crops[24].

The use of pesticides, which include herbicides, insecticides, fungicides, nematicides and rodenticides, to protect plants against pests and diseases has been a topic of constant evaluation by the European Commission (EC). The EC has been encouraging an Integrated Pest Management (IPM) approach, which considers all existing methods to manage populations of harmful organisms, prioritising a combination of techniques of different nature, such as physical, cultural or biological, rather than the exclusive use of plant protection products of chemical origin[25].

In accordance with the European Commission's position on IPM, our Group strives to develop solutions and provide farmers with tools to enable a productive, conscious, and safe food production. For such, we work on several fronts: we continually seek to improve our portfolio, replacing the products with higher risk for the environment with less harmful plant protection products, such as biopesticides. At the same time, our teams that accompany and advise our customers provide guidance and promote good agriculture practices, in line with the IPM, preventing any negative impact associated with the use of conventional plant protection products.

Promoting integrated pest management through agroecological practices

During fiscal year 2021/2022 we organised a technical seminar in Seville, Spain to promote the best practices to reduce soil erosion and increase soil quality by plant ground covering in orchards. This seminar was designed for technicians and farmers, to inform them about Good Agricultural Practices to conserve soil, water and biodiversity. The training promoted the understanding of different strategies to use ground cover plants and their benefits in perennial crops.



ASCENZA | Cover Crops Training

Reducing the risk of our plant protection solutions

Our crop protection unit is investing in the development of lower-risk solutions for plant health to answer farmers' current and future challenges. To assess the risk of our solutions and monitor our progress over time, Rovensa companies follow the European Union Harmonized Risk Indicators[26], by multiplying the annual quantities of active substances placed on the market by each hazard weighting category 1 as low risk, 8 as regular risk, and 16 as higher risk. The obtained result is divided by the treated hectares to find the risk per treated hectare.

The 36% decrease in the risk of our portfolio in fiscal year 2021/2022 is the result of the efforts of our crop protection unit to align themselves with the Farm to Fork objectives to reduce by 50% the use and risk of chemical pesticides and the use of more hazardous pesticides by 2030[27].

The target is reached by optimising the portfolio with solutions that support crops with lower rates of active substances and the launch of new low risk solutions.

As a result of betting on active substances that can offer efficacy with low doses, the kg of active substance used per hectare has been reduced from 0.7 kg in previous fiscal year to 0.5 kg this year (-29%). During fiscal year 2021/2022, our Crop Protection unit launched a new line of solutions, Blexia, made of 100% natural ingredients aimed at preventing the development of resistance by pests, compatible with low residue programs and in compliance with high safety standards for the environment and the growers, without compromising crop quality and profitability.

Rovensa accelerating the pace for hazardous chemical reduction towards lower risk [A]	FY 21/22	FY 20/21	Δ 21/22-20/21
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)	4.4	6.9	-36%
Kg of active substance used per hectare (kg/ha)	0.5	0.7	-29%

[(A)] We performed a recalculation of this KPI considering only our chemical pesticides from our Crop Protection business unit to measure our progress towards Farm to Fork and Biodiversity Strategies of European Commission key-target: reduce by 50% the risk of chemical pesticides by 2030. This KPI was calculated according to the European Union Harmonized Risk Indicators[26].

Biocontrol

We continuously seek to improve our portfolio through the development of biopesticides, providing farmers more sustainable alternatives to conventional chemical plant protection products.

Biopesticides are microorganisms or plant-based extracts that have low toxicity to non-target organisms, such as beneficial insects, thus having none to minimal impact on biodiversity[28]. Our biopesticides are intended to be used at specific times of crop growth coinciding with the attack of various pests.

This products aim to control and condition the life cycle of pests, rather than annihilate them, following a more natural process. Most biological control agents are highly targeted and therefore do not pose major risks to beneficial insects that benefit crops and ecosystems. Additionally, the natural origin of these agents reduces concerns about dangerous side effects on both people and the environment.

Eliminating fungi through microorganisms

Rovensa's Biocontrol unit has developed Portento®, an innovative dual solution composed of the bacteria *Bacillus subtilis* that combines a curactive effect based on fungicidal action, with a preventive effect.

Preventive effect
The solution limits the implantation of pathogenic microorganisms by competing for space and nutrients and it induces the activation of the plant's self-defense.

Curative effect
With the purpose of being a healing solution, Portento is capable of rapidly generating a large number of antimicrobial metabolites that effectively destroy the cell membranes of phytopathogenic fungi.

As a biopesticide, Portento® is protects crops against pests, in a less impactful way for the environment, given its natural origin. In addition, Portento® appears as an alternative that allows the reduction of the application of chemical pesticides, preventing the development of resistance by pests.

The application of 1 kg of Portento® per hectare resulted in the same or better levels of performance against the apple scab and the downy mildew of lettuce compared to 2.5 kg/ha of the reference conventional chemical products used.

Orange oil biocontrol solution

Rovensa holds the world patents for the use of orange peel oil in agriculture and livestock, presenting a portfolio of solutions based on this active substance, such as PREV-AM.

The orange peel oil is a by-product of the orange juice industry, which uses the pulp of the fruit, but discards the peel, from where the oil is mechanically extracted trough a cold-pressing process, without resorting to synthetic steps. In the agricultural sector, the orange peel oil is a powerful ingredient that can be used in the formulation of biological pest control products, due to its insecticidal, acaricidal and fungicidal properties.

PREV-AM is a multipurposed biocontrol solution based on the botanical active substance orange oil used as a contact product against many insects, diseases, and mites that acts by penetrating and breaking down protective layers on insects and external mycelia and sporangia of fungi, causing a high rate of mortality in the pests and a substantial reduction of the inoculum for pathogens. Its physical mode of action also brings long-term benefits by avoiding the development of pest resistance.

Our own studies showed that PREV-AM maintains a positive natural enemy/pest ratio which is favorable for effective biological control. Moreover, these studies have shown that this biocontrol solution is safer for beneficial insects and pollinators compared to synthetic pesticides. The short-term residual activity of PREV-AM makes it easier to incorporate into organic and Integrated Pest Management programs.

Leading innovation projects

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

Through various partnerships, we seek to develop research projects aimed at solving the main obstacles that compromise food production, so that we can study, create and test possible solutions for them, thus contributing positively to the future of agriculture.

In fiscal year 2021/2022, the Group developed several research projects in the areas of plant nutrition and protection. As an example, in Palmela, Portugal, we started to develop a project for a greenhouse with phenotyping installation, that allows a non-destructive analysis of a plant regarding its anatomical physiological and biochemical properties.

AZMUD PROJECT 2019-2023

Improvement of mediterranean greenhouse performance using innovative plastic material, natural additives and novelty irrigation technologies

AZMUD is a project among the PRIMA European program, developed by a European macro-consortium of eight partners from different countries in the Mediterranean area (Spain, France, Jordan, Egypt and Turkey). The project aims to improve the performance of Mediterranean greenhouses, through the synergistic combinations between the different proposed technologies, later applied to the main crops (tomato, pepper, lettuce, and cucumber).

Rovensa, together with AIMPLAS, a technological centre with 30 years of experience in the plastic industry, are responsible for developing a new controlled release system based on tailor-made biodegradable polymers, that in a melting state can be used to coat and encapsulate natural protection from botanical innovative formulations such as *Asteraceae, Urticaceae, Fabaceae* plant extracts, suitable for tomato, pepper & lettuce cultivation.

The capsules will gradually release the active substances, increasing the persistence and efficiency of the treatment and protecting them from light and temperature.

This initiative is being funded by the European Union's Horizon 2020 research and innovation programme, under grant agreement No. 1914.

SUPERA 2021-2024

Sustainable plant health by environmental RNAi to reduce disease impacts on agriculture and forestry.

Rovensa is working in collaboration with the University of Valladolid (UVa), CARTIF Technology Centre and the Institute of Natural Resources and Agrobiology of Salamanca (IRNASA-CSIC) in SUPERA, a project funded by Next Generation EU.

SUPERA is an R&D project with the main objective of increasing and improving knowledge on the mechanisms of action of RNAi (ribonucleic acid interference) in the plant health market, thus promoting agricultural and forestry productivity.

The RNAi strategy generates the induction of resistance to diseases inherent to agroforestry crops.

Therefore, SUPERA focuses on optimising this resistance against regular and more hazardous fungi that mainly develop in forests (pine and oak), cereals (wheat and barley) and horticultural crops (tomato, pepper, bean and cucumber), which are crops that have great economic relevance in multiple countries, both in terms of production and consumption. SUPERA represents the ultimate objective of developing an effective solution to plant disease management.

SUPERA

"SUstainable Plant health by Environmental RNAi to reduce disease impacts on Agriculture and forestry"

By the end of the project, the main expected results are:

- New approach to plant protection strategies based on RNAi technologies;
- Development of advanced engineered bacterial strains as an in vivo dsRNA production system against phytopathogenic fungi and oomycetes;
- Optimisation of fermentation conditions and purification strategies to obtain high quality dsRNAs;
- Optimisation of the stability of dsRNAs through its inclusion in nanoparticles that can be applied in soil and plants against root and vascular pathogens;
- Development of new solutions based on RNAi for use in horticultural crops (tomato, pepper, bean, cucumber), cereals (wheat, barley) and forestry (pine, oak);
- Identification of the main formulation requirements of new solutions for their application in the plant, according to the current European legislation.

6 Environment

Climate change is one of the most pressing global challenges that our society faces.

The World Economic Forum (WEF) recognises the urgent nature of this issue, with its Global Risks Report 2022[29] dominated by environmental risks.

Climate action failure, extreme weather events, biodiversity loss and ecosystem collapse are considered the top three global risks over the next ten years. In addition, in its 2021 report[30], 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.

Our business is highly exposed to the impacts of climate change. According to the Food and Agriculture Organization of the United Nations (FAO)[31], agriculture is vulnerable to loss and damage from disasters, which 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. In parallel, agriculture is one of the sectors that most contributes to climate change, with agriculture, forestry and other land use (AFOLU) contributing to approximately 22% (13 Gt CO_2e) of anthropogenic greenhouse gas emissions[32].

Given the urgency and importance of this challenge, we are striving to develop innovative agricultural solutions with increased efficiency and lower environmental impact. We take full responsibility for the impact of our operations, 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 support our suppliers and customers in doing the same.

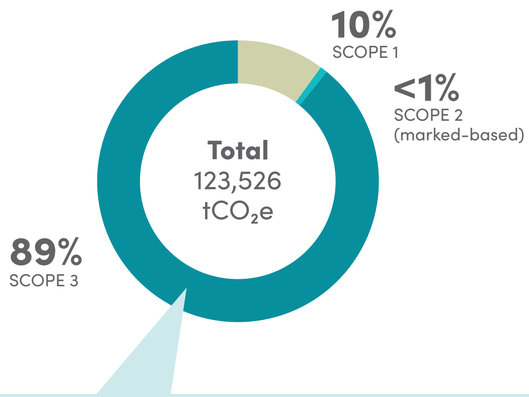
Carbon footprint

Recognising the impacts of our activities and considering that tackling climate change is a top priority for us, we are taking steps to reduce our GHG emissions, in line with our Net Zero Roadmap, in order to achieve our Net Zero by 2050 ambition. Please refer to the section **Our Sustainability Strategy** for more information on this strategy.

Greenhouse Gas Emissions

Measuring the Group's carbon footprint, formed of the three scopes 1, 2 and 3 according to the Greenhouse Gas Protocol[33], 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 to a low carbon future.

During fiscal year 2021/2022, our GHG emissions were primarily from scope 3 (89.4% of total emissions). These are mostly associated with purchased goods (52% of scope 3), specifically raw materials and packaging materials, and downstream transportation and distribution (20% of scope 3). Scope 1 GHG emissions are our second largest source (10.1%), caused by the combustion of fossil energy sources such as natural gas, diesel, and propane, in our plants and in our own light fleet. Scope 2 GHG emissions represent a small part of our total carbon footprint 0.5% and are related to the generation of purchased electricity consumed in our industrial plants and main offices.



52%	20%	9%	7%	4%	4%	3%	1%	1%
Purchased goods and services	Downstream transportation and distribution	Use of sold products	Upstream transportation and distribution	Business travel	Employee commuting	Fuel-and energy-related activities (not included in scopes 1 or 2)	Waste generated in operations	End-of-life treatment of sold products

GHG emissions [A] (tCO_2e)	FY 21/22	FY 20/21	Δ 21/22-20/21
Total (scopes 1, 2 [B] and 3)	**123,526**	**80,346**	**54%**
Scope 1 - Direct GHG emissions [C]	**12,477**	**11,012**	**13%**
Fuel plants	7,063	7,301	-3%
Fleet fuel	5,242	3,703	42%
Leakage of fluorinated GHG [D]	173	8	-
Scope 2 - Indirect GHG emissions [E]	**565**	**1,004**	**-44%**
Market-based method	565	1,004	-44%
Location-based method	2,433	2,311	5%
Scope 3 - Other indirect GHG emissions [F]	**110,483**	**68,330**	**62%**
Purchased goods and services	57,812	39,514 [G]	46%
Fuel- and energy-related activities (not included in scopes 1 or 2)	2,966	2,863	4%
Upstream transportation and distribution	7,623	5,989	27%
Waste generated in operations	707	822 [G]	-14%
Business travel	3,930	179	2096%
Employee commuting	4,601	-	-
Downstream transportation and distribution	21,692	10,331	110%
Use of sold products	10,121	7,643	32%
End-of-life treatment of sold product [H]	1,032	989	4%
GHG emissions intensity ratio [I] - scopes 1, 2 and 3 (tCO_2e/ML of production)	**679**	**478**	**42%**

[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] 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).
[C] 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.
[D] Regarding the leakage of fluorinated GHG, there was an increase in reporting by companies this FY21/22 when compared with previous fiscal years. As such, the results are not comparable.
[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 corresponds 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 corresponds to the most recent information made available by each supplier. Whenever possible, we used the EF reported in energy bills.
[F] All material and applicable scope 3 emissions categories according to the GHG Protocol were calculated. Some limitations are related to the lack of information for our Laon plant (France), which is not included in upstream and downstream transportation. For the category of purchased goods, we used Ecoinvent as the EF database. Business travel was calculated using workers from Portugal and Spain, due to the lack of consolidated data from other countries. Commuting was considered for the first time this year through a survey to workers from Portugal and extrapolated to the Group. Use of sold products 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] The FY20/21 figure was revised and updated in this report. Please consult the chapter **Restatements** for more details.
[H] Regarding end-of-life treatment, the GHG Protocol Quantis tool (https://quantis-suite.com/Scope-3-Evaluator/) was used for FY21/22 and FY20/21.
[I] 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.

This fiscal year, we observed an increase in our scopes 1 and 3, and a decrease in our scope 2. Given the incorporation of Oro Agri into the Group, we have an additional four industrial plants when compared with the previous year, which represent 9% of our total carbon footprint. As these plants were not included in the scope of fiscal year 2020/2021, they contributed to our overall variation in emissions.

The increase of our scope 1 emissions was mainly related with the increase of fleet fuel resulting from the expansion in the scope of our activities and the return to more normalised business conditions after the COVID-19 pandemic. If we consider the same sites that we had in fiscal year 2020/2021, our scope 1 emissions decreased by 1%, showing a progress in our efforts towards reducing our carbon footprint. Expanding our activity in 2021/2022 by integrating Oro Agri, we observed an increase of 13% in scope 1.

Regarding scope 2 emissions, we observed a reduction mainly due to the acquisition of electricity generated 100% from renewable sources. By the end of this fiscal year, six out of 12 (50%) of our industrial plants were purchasing 100% renewable electricity: Valencia, Albacete, Sanchidrián and Orihuela in Spain, Setúbal in Portugal, and Campinas in Brazil (for more information, please consult the chapter **Energy Management**).

Scope 3 is our most significant GHG emissions category and had an increase of 62% when compared with the previous fiscal year. This increase occurred due to a rise in three of our most representative emission categories - purchased goods, downstream transportation and use of sold products - as well as the addition of a new category for commuting. The category of purchased goods was impacted by a boost in our purchases of raw and packaging materials in anticipation of future sales, as well as an increase in the number of emission factors considered for calculations. Additionally, there was an optimisation in the precision of results when compared with the previous fiscal year, as we gathered more precise data due to an increase in digitalisation and centralisation of data within the Group. Regarding downstream transportation, there was an increase in exports when compared with last fiscal year. On the use of sold products, there was a change in the typology of products sold due to changes in market demand, which negatively impacted our GHG emissions.

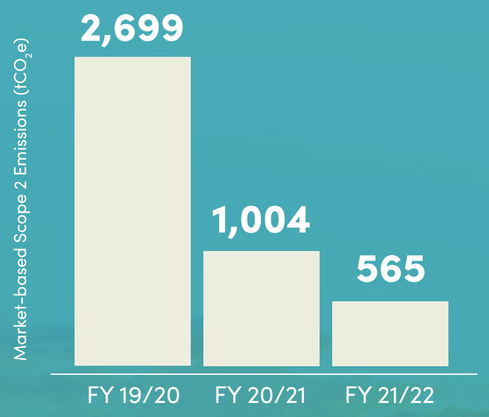
Finally, another area which increased significantly in comparison with the previous fiscal year is business travel. This can be explained by an attenuation of COVID-19 pandemic-related measures with consequent normalisation of business activities.

Scope 2

79% reduction

since FY19/20

Our efforts to transition into renewable electricity have allowed us to gradually reduce our scope 2 emissions over the course of our reporting years, resulting in a 79% reduction since our first report in FY 2019/2020.



Foster eco-efficiency in our operations

To foster more sustainable production across all our sites, we are continuously seeking opportunities to increase our efficiency by reducing our energy consumption, waste generation, water withdrawal, discharge, and consumption, as well as 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. Five of our 12 industrial plants (Albacete, Sanchidrián and Valencia in Spain, Setúbal in Portugal, and Arapongas in Brazil) have 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

Europe

Albacete, Spain
Production of biostimulants and other nutrition products.

Bionutrition

Kilcar, Ireland
Seaweed extract from local high-quality sources.

Bionutrition

Laon, France
Production of adjuvants and liquid boron.

Bionutrition

Setúbal, Portugal
Facilities with two independent sites, dedicated to the production of fungicide, herbicide, and insecticide solutions.

Crop Protection

Orihuela, Spain
Production of microbial and plant-based biocontrol and bionutrition solutions.

Biocontrol

Sanchidrián, Spain
Production of chelated micronutrients, which helps ensuring plant uptake.

Bionutrition

Valencia, Spain
Production of plant-based biocontrol products and biostimulants.

Biocontrol

Palmela, Portugal
Production of plant-based biocontrol solutions and biological adjuvants, mainly using orange peel oil.

Bioenhancers

South Africa

Strand, South Africa
Production of biopesticides, soil conditioners, and biological adjuvants, mainly using orange peel oil.

Bioenhancers

Brazil

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

Bionutrition

Arapongas, Brazil
Production of biopesticides, soil conditioners, and biological adjuvants, mainly using orange peel oil.

Bioenhancers

United States of America

Fresno, California USA
Production of biopesticides, soil conditioners, and biological adjuvants, mainly using orange peel oil.

Bioenhancers

Energy Management

In an effort to better monitor and reduce our energy consumption, we employ appropriate management systems, processes and equipment to achieve the highest level of energy efficiency at our industrial plants. For example, our Setúbal industrial site in Portugal has an energy management system certified according to ISO 50001, which allows for the identification of potential energy savings in existing or new production processes. Additionally, this site has a digital platform that allows for constant management of energy consumption from different sources (electricity, natural gas, and diesel) for each area of production. A wide range of energy metrics generated by the platform is continuously analysed by the energy team and each month by the plant's management. The data generated by this digital platform has enabled identification of efficiency improvements and action plans that can be implemented to minimise specific areas of energy consumption.

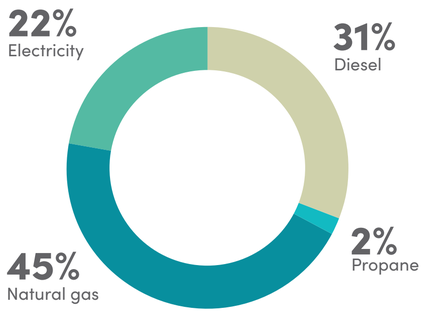
This plant also has a specific programme regarding energy consumption, Sistema de Gestão dos Consumos Intensivos de Energia (SGCIE - Intensive Energy Consumption Management System), which is integrated in the country's energy efficiency action plan and has an Energy Consumption Rationalization Agreement (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 recognised auditors. All our plant's energy KPIs were defined under the SGCIE and have associated targets.

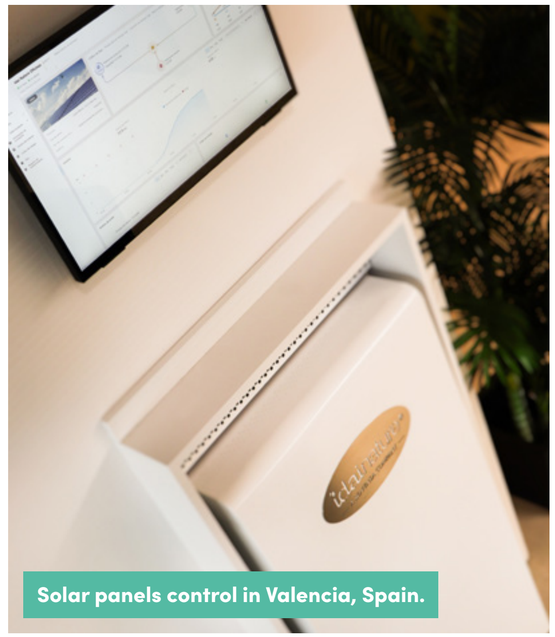
Energy consumption

In fiscal year 2021/2022, total energy consumption accounted for 262,953 GJ, which represents an increase of 13% when compared with the previous fiscal year. Natural gas is the most significant source of energy, representing 45% 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 mostly in our light vehicle fleet and some operations equipment, and propane used in operations equipment. As for electricity consumption, it represented 22% of the total energy consumed.

The rise in energy consumption observed this fiscal year is predominantly associated with an increase of 63% in fuel (diesel and gasoline) consumption. This increase, mostly associated with fleet fuel, can be explained by the normalisation of business activities given the attenuation of COVID-19 pandemic-related measures. We also increased our electricity consumption by 4%, primarily due to an increase in the number of offices considered for calculations.

We reduced by 2% our use of natural gas, the most significant source of energy.




Solar panels control in Valencia, Spain.

Energy consumption (GJ)	FY 21/22	FY 20/21 [A]	Δ 21/22-20/21
Total energy consumption [B]	**262,953**	**232,934**	**13%**
Diesel	81,440	50,114	63%
Gasoline	472		
Propane/GPL	6,539	8,002	-18%
Natural gas	117,459	119,901	-2%
Electricity	57,044	54,918	4%

[A] The FY20/21 methodology for calculating diesel and gasoline was revised and updated in this report. Please consult the chapter **Restatements** for more details.
[B] In this report, all forms of energy are expressed in gigajoule (GJ) as requested by the GRI Standards. All energy sources except for electricity were calculated using fuel volume and converted using density (DEFRA, 2021) and low heating value (GHG Protocol calculation tools). To perform the necessary conversions, 1 kWh was considered equivalent to 0.0036 GJ, as defined by the International Energy Agency (IEA).

Renewable energy

At Rovensa Group, we continuously aim to invest in sourcing renewable electricity for all our facilities, according to our Net Zero Roadmap targets (please see section **Our Sustainability Strategy** for more information).

Our site in Valencia led the way in purchasing 100% of its electricity from renewable sources in July 2020. It was followed by another three of our industrial sites – Albacete, Sanchidrián and Setúbal – in November 2020. Our site in Campinas, Brazil, started to do so in May 2021 and Orihuela, Spain in May 2022. By the end of the fiscal year 2021/2022, six out of twelve (50%) of our plants were purchasing 100% of their electricity from renewable sources.

The energy in our Valencia site, including industrial plant and office, is powered by photovoltaic panels. Our plants in Fresno, USA and Strand, South Africa also have solar panels to generate their own energy.

During the reporting period, we worked on the installation of photovoltaic panels in Sanchidrián, Spain, which were completed in fiscal year 2022/2023. Additionally, we are planning photovoltaic installations in Arapongas and Campinas, Brazil, and in Setúbal, Portugal.

In FY21/22

20%
of the total energy consumption of the Group resulted from renewable sources

52,756 GJ
total

5 p.p. increase from last fiscal year

Solar panels in Valencia

At our facilities in Valencia, the energy consumption and savings of the currently installed solar photovoltaic panels are constantly being monitored to understand how the company is performing. By 2022, the installation of solar panels for self-consumption has saved almost 15 tonnes of CO_2 from being emitted into the atmosphere, reducing the company's carbon footprint.

This installation is still ongoing and, when fully installed and at full capacity, it is estimated that these photovoltaic panels will enable the production of 57,000 kWh annually, which will amount to approximately:

1,219	trees per year
24.38	tonnes of CO_2
5,287	Liters of petroleum/year

Energy efficiency

In the same way that we aim to increase our use of renewable energy, we also strive to improve our energy efficiency. In fiscal year 2021/2022, our energy intensity increased by 4% when compared to the previous fiscal year. This variation can be explained by the 13% increase in energy consumption and the expansion of the scope of our activities, as we have an additional four industrial sites which were not included in the scope of the previous fiscal year. In addition, some of our plants suffered a decrease in production, which contributed to an overall reduction in energy efficiency.

The Group continuously reinforces its efforts to implement energy efficiency throughout its operations and offices. We have been investing in the acquisition of more efficient manufacturing equipment, as well as reviewing our internal processes. At office level, we are investing in the transition into more energy-efficient facilities.

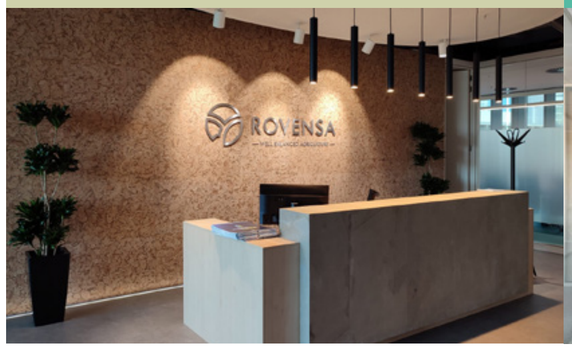
Energy efficiency	FY 21/22	FY 20/21	Δ 21/22-20/21
Energy intensity ratio [A] (GJ/ML of production)	1,445	1,386	4%

[A] Energy ratio was computed using energy consumption within the organisation and industrial production as the organisation-specific metric for calculation. 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.

Lisbon

Lumnia Building

Our Lisbon office is located in Lumnia building, a Grade A construction, with amenities, fittings, furnishing, and infrastructures that ensure high standards of quality and energy efficiency, LEED Gold certified. The office has nearby connections with several public transportation such as metro, train, and bus stations, besides having several cycle paths. Additionally, it provides charging points for electric vehicles, fostering more sustainable mobility alternatives.



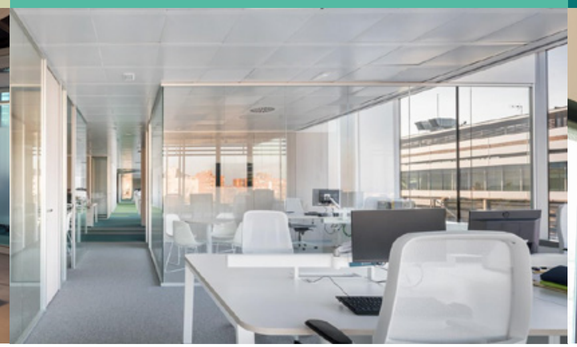
Madrid

Cristalia Onic Business Park

Our office in Madrid has energy-saving equipment, raised floors, and a curtain wall facade with plenty of natural light, high ceilings and open spaces.

It provides recycling containers, electric vehicle charges and bicycle parking.

The building has LEED Gold and SGS certification.



Valencia

Idai Nature Building

Our Valencia office has a Passivhaus certification, which acknowledges projects from around the world that are 100% ecological and laud companies that ensure the reduction of their carbon footprint.

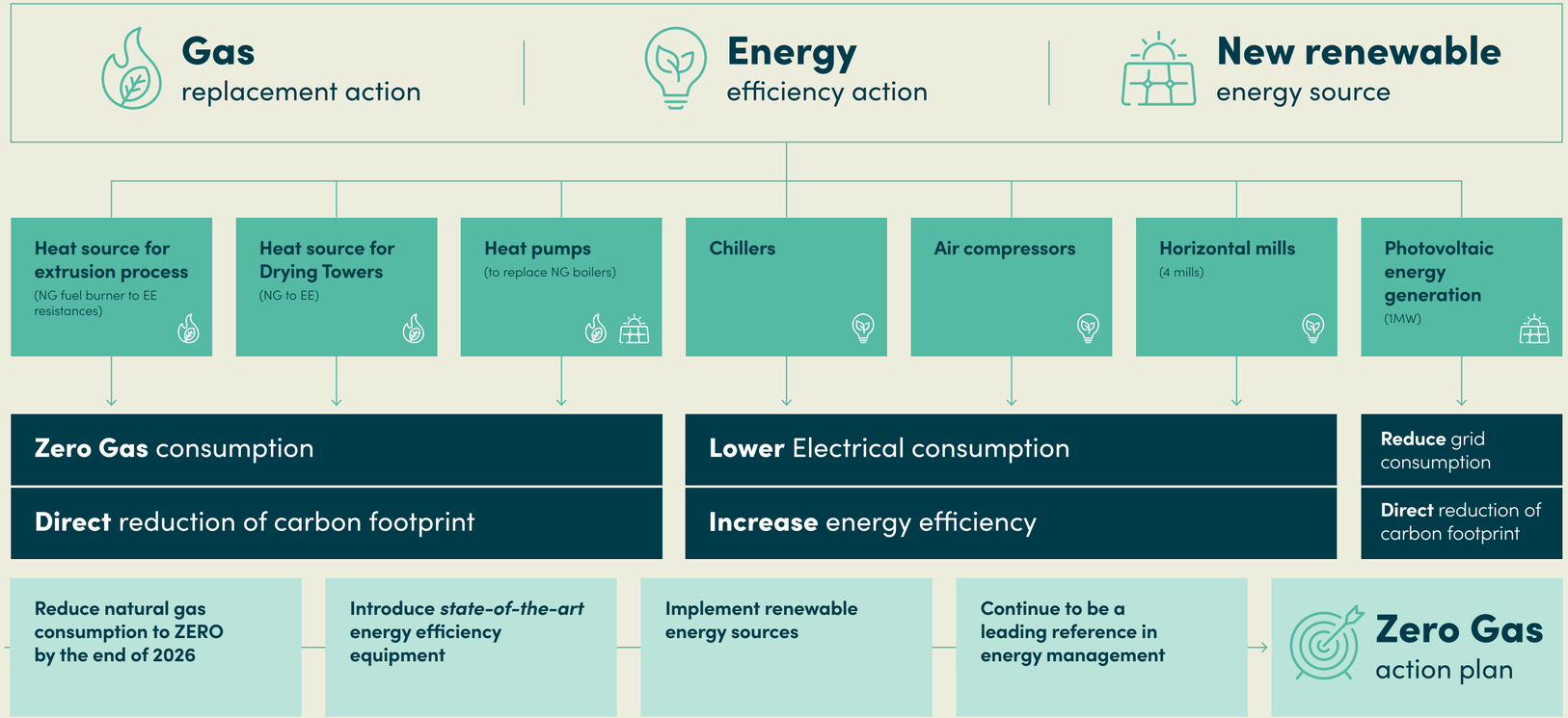
Its design allows a smart air renewal, keeping a comfortable environment.

In line with our Net Zero Roadmap targets, our industrial plants are currently replacing lighting equipment with LED technology.

We are also investing in certifying our plants with ISO 50001 Energy Management Systems, already implemented in Setúbal, Portugal. Also, in Setúbal, to reduce consumption of fossil fuels and GHG emissions associated, an energy initiative was implemented to replace diesel forklifts for electrical ones. Since June of 2022, the forklift fleet of the plant is 100% electric.

Zero Gas Project

We aim to capitalise, through several workstreams, to identify and engineer the best investments to end the use of natural gas, promote energy efficiency and install renewable energy sources in our industrial plant in Setúbal, Portugal. The Zero Gas Project includes the implementation of seven measures based on introducing state-of-the art energy efficiency, upgrading technological supplies, and implementing renewable energy sources, such as photovoltaic energy. This project is planned to be implemented in the Setúbal industrial facilities (except for sulphur premises) by 2026, which will lead to a reduction in Ascenza's carbon footprint by approximately 40% (660 tCO_2e), allowing this site to improve its status as a reference in energy management.



To be able to implement these changes in the Setúbal plant, we have applied to the Portuguese Recovery and Resilience plan, an European programme that will help Portugal become more sustainable, resilient, and better prepared for the challenges and opportunities in green and digital transitions.

Water Management

Water is one of the most valuable natural resources for the planet and its living beings. The world's most pressing challenges, in particular climate change and population growth, are amplifying water demand, with two thirds of the world's population expected to face water shortages by 2025[34] and more than half of the world's population predicted to be at risk of living in water-stressed areas by 2050[35]. At Rovensa, we understand how important it is to preserve this natural resource and we continuously monitor our interactions with it.

In the industrial plants of the Group, all water used in industrial processes is subjected to rigorous analysis and treatment, either internally or by external companies, before being discharged. Whenever practicable, process water is reused in order to waste as little as possible. In fact, we continuously investigate and analyse ways to reduce water consumption (namely by improving the efficiency of our products) and to recycle water in the cleaning processes when possible.

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. Whenever possible, the formulation of different products in a plant is coordinated in a way to minimise the number of cleaning procedures. At Orihuela, Spain, we have revised the cleaning process of intermediate bulk containers to reduce water usage. At Strand, South Africa, we are working on a more water-wise garden by planting drought-resistant plants and mulching.

Water withdrawal and consumption

At Rovensa Group, water withdrawal and consumption are mainly associated with manufacturing procedures, particularly in the production of our liquid solutions and in washing systems.

In fiscal year 2021/2022, total water withdrawal accounted for 152 ML (+12% compared to fiscal year 2020/2021) and water consumption for 93 ML (+5% compared to fiscal year 20/21). These values can be explained by our increase in production (+8% compared to fiscal year 2020/2021), which requires more water for both formulations and equipment cleaning purposes. Additionally, collected pluvial waters are considered in water withdrawal calculations, and are thus affected by rainfall variations in the analysed fiscal year. Even so, our water consumption intensity ratio decreased by 3%, as a result of the water efficiency measures implemented in our sites, namely the reuse of water in operations.

This fiscal year, considering the additional scope of our plants, we have a plant in a location of water-stress in Fresno, California. At this plant, we strive to use as little water as possible and comply with local water regulations regarding water usage and equipment. For landscape watering, we only water on the days designated by the city of Fresno and have plans to replace the vegetation with drought-tolerant plants in 2023. For manufacturing, we use the water necessary for formulations and for cleaning processes, high-efficiency equipment is used to minimise water usage.

Water withdrawal and consumption (ML)	FY 21/22	FY 20/21[A]	Δ 21/22-20/21
Total water withdrawal by source	**152**	**135**	**12%**
of which in areas of water stress	**6**	**-**	**-**
Surface water	**17**	**19**	**-12%**
Freshwater (≤1,000 mg/L Total Dissolved Solids (TDS)[B]	17	19	-
Other water (>1,000 mg/L TDS)	-	-	-
Groundwater	**74**	**65**	**14%**
Freshwater (≤1,000 mg/L TDS)	74	65	-
Other water (>1,000 mg/L TDS)	-	-	-
Third-party water	**60**	**50**	**20%**
Freshwater (≤1,000 mg/L TDS)	60	50	-
of which in areas of water stress	6	-	-
Other water (>1,000 mg/L TDS)	-	-	-
Total water consumption	**93**	**89**	**5%**
of which in areas of water stress	**2**	**-**	**-**
Water consumption intensity ratio[C] (ML/ML of production)	**0.51**	**0.53**	**-3%**

(A) The FY20/21 water withdrawal sources were revised and updated in this report. Please consult the chapter **Restatements** for more details.
(B) Includes the total volume of rainwater collected (ML).
(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.

Water reuse

Water reuse is one of the solutions that we have been integrating in our water consumption reduction initiatives across our industrial sites. In fiscal year 2021/2022, 6% of consumed water was reused as a raw material or input for production processes. In our Setúbal and Valencia plants, washing water of industrial equipment is reused in future formulations of the same product, reducing the quantity of wastewater discharged and decreasing water consumption.

In Valencia, 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.

At our Palmela plant, close analysis of water consumption is made using water meters with data connectivity and with sensitivity to measure water intake hourly. Additionally, we are analysing the possibility of the reusing the washing water of certain organic products in R&D trials. This procedure should be implemented during the current fiscal year.

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 2021/2022, total water discharged accounted for 58.3 ML (+30% compared to fiscal year 2010/2021). This increase in water discharge is correlated with the rise in production in the current fiscal year, as well as the enlargement in the perimeter of the Group.

All the necessary analyses are carried out to comply with the legal requirements associated with water discharges and minimise our production´s environmental impact. Considering the additional scope of our activity, we have a plant in a water stress location, where water usage is strictly monitored to comply with local water discharge regulations and ensure the responsible production of our products.

This fiscal year, we had four incidents of non-compliance with water in one of our 12 plants, related to domestic wastewater discharged into the specialised local treatment plant. As this wastewater is treated before returning to the environment, the environmental risk of this situation is minor. To address these occurrences, we are developing a project to implement a preliminary treatment system before discharge into the treatment plant.

Water discharge (ML)	FY 21/22	FY 20/21[A]	Δ 21/22-20/21
Total water discharge by destination	**58.3**	**44.8**	**30%**
of which in areas of water stress	**3.5**	**-**	**-**
Surface water	20.2	7.9	157%
Groundwater	2.0	-	-
Third-party water	36.0	36.9	-2%
of which in areas of water stress	3.5	-	-

[A] The FY20/21 water withdrawal sources were revised and updated in this report. Please consult the chapter **Restatements** for more details.

Retention basins in our industrial plant in Setúbal, Portugal

Waste Management

The Ellen MacArthur Foundation[36] defines the concept of a circular economy as being based on three key principles: the elimination of waste and pollution, the circulation of products and materials, and the regeneration of nature, in order to provide a resilient system that is good for business, people and the environment and to tackle global challenges, such as climate change, biodiversity loss, waste, and pollution. As part of our commitment to integrating circular economy principles in our business, Rovensa Group's focuses efforts on reducing our waste footprint through reusing and recycling, using raw materials that incur less impacts, and rethinking packaging of our products.

In the different plants of the Group, two types of waste are generated: domestic waste and process waste. Process waste is more significant as it is a direct consequence of our production; domestic waste, on the other hand, is usually associated with offices and is generally considered immaterial.

We ensure that all our companies comply with local legislation and regulations regarding waste management, which comprises correct waste identification and segregation. In most of our plants, waste treatment is the responsibility of specialised external third-party companies, though some plants conduct this treatment internally through safe waste treatment processes.

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 5,070 tonnes, a 4% decrease compared to last fiscal year, even considering the expansion in the scope of our plants. Additionally, we have increased our waste management efficiency, with a decrease in waste intensity by 11%.

As we manufacture products that use hazardous chemicals in their composition, part of our waste is hazardous, resulting in an increased responsibility regarding waste management. In fiscal year 2021/2022, the waste generated is characterised by 48% of non-hazardous waste, such as wood (21%) and chemical waste (20%), and 52% of hazardous waste, mostly washing liquids (46%) and packaging waste (41%). For more information on waste typology, please see the section **ESG Dashboard**.

In terms of waste management, most of the non-hazardous waste is reused or recycled (60%), as well as hazardous waste (48%). In total, 58% of our waste is sent to recovery (reuse or recycling or recovery for energy).

28 t/ML
of production waste intensity
-11% from fiscal year 20/21

58%
of waste recovered
reused, recycled or recovered for energy

Waste management	FY 21/22	FY 20/21 [A]	Δ 21/22-20/21
Total waste produced (t)	**5,070**	**5,271**	**-4%**
Hazardous waste	52%	47%	5.1 p.p.
Non-hazardous waste	48%	53%	-5.1 p.p.
Hazardous waste by destination (%)			
Reused or recycled	47.8%	47.5%	0.3 p.p.
Recovered for energy	7.6%	13.3%	-5.7 p.p.
Incinerated	8.5%	4.9% [B]	3.6 p.p.
Landfill	21.0%	33.2% [B]	-12.2 p.p.
Other	15.1%	1.1%	14.0 p.p.
Non-hazardous waste by destination (%)			
Reused or recycled	59.9%	53.3%	6.6 p.p.
Recovered for energy	0.0%	1.3%	-1.3 p.p.
Incinerated	0.0%	17.2%	-17.2 p.p.
Landfill	34.0%	28.2%	5.7 p.p.
Other	6.2%	0.0%	6.2 p.p.
Waste production intensity ratio (t/ML of production) [C]	**28**	**31**	**-11%**

[A] In FY21/22: 100% of our incineration was performed with energy recovery; 9% of our total waste was recovered or recycled onsite; all other recovery and disposal operations were carried out offsite.
[B] The FY20/21 water withdrawal sources were revised and updated in this report. Please consult the chapter **Restatements** for more details.
[C] 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.

Waste reduction

The reduction in waste production for this fiscal year, mostly associated with non-hazardous waste, is the result of the waste and circularity improvement efforts of the plants of the Group. At several plants, there is a continuous effort to reduce raw material packaging waste by purchasing in larger bulk quantities and increase our participation in recycling initiatives.

At Arapongas and Campinas, Brazil, our plants are members of the inPEV, the National Institute for the Processing of Empty Packaging, which collects and processes most of the packaging sent to our customers to be reused, through its Campo Limpo System. At Campinas, we use the Campo Limpo recycled packaging to package approximately 80% of our products, an effort to improve the circularity of our production.

We also have recycling initiatives in Germany, where we use the PAMIRA® (Packaging Material Recovery for Agriculture) system to recycle our packaging, saving 23,939 kg of greenhouse gas in absolute terms. This corresponds to the CO_2 emissions of 1,725 trees in Europe every year. In Portugal and Spain, our companies are adherents to VALORFITO and SIGFITO, respectively, and provide collection points for farmers' used packaging, offering them the opportunity to send their packaging to recycle.

At Kilcar, Ireland, the seaweed *Ascophyllum nodosum* is used as a raw material and harvested directly from the source. During the harvesting process, it is not always possible to separate the desired species from its surrounding environment. This fiscal year, there was an effort to optimise the harvesting process by improving the selection of seaweed, so less waste is generated in the process. Additionally, any harvested seaweed that is not of the required species for manufacturing is given to local farmers to use for its natural fertilising properties.

Fresh seaweed in our industrial plant in Kilcar, Ireland

In the USA, we participate in California's Pesticide Container Recycling Program, and some of our chemical hazardous waste is recycled through a certified HAZMAT disposal company and monitored by the US Environmental Protection Agency Resource Conservation and Recovery Act (EPA RCRA).

Reduction in plastic packaging

In our Albacete industrial plant, we have eliminated the use of 25,000 kg of polyethylene per year, which corresponds to a yearly emission of 37,500 kg of CO_2 emissions.

This measure is planned to decrease the amount of plastic used in its one-litre packaging bottles by 25% and by 11% in its five-litre bottles. With the adoption of these measures, we reduce not only the use of plastic (namely polyethylene), but also lower CO_2 emissions associated with downstream transportation.

The adoption of these measures is the result of regular verifications that we carry out to validate and ensure the quality of our products, through which the Group detects opportunities of improvement. These verifications also guarantee that, despite the reduction in the amount of plastic, the bottles still have the same quality and the product is not impacted.

Eliminated
25,000 kg
of polyethylene/year

Air Emissions

Continuous control of air emissions is essential to meet legal limits and to identify areas of improvement. In most plants, air emissions are measured by external specialised companies. Whenever direct measurement is not possible, emissions are estimated. At Sanchidrián and Albacete plants, an automatic control system was installed for monitoring of particulate matter, which stops the process if the limit is exceeded.

Air emissions (t)[A]	FY 21/22
Total emissions	**19.8**
NO_x	7.9
SO_x	2.6
Volatile organic compounds (VOC)	2.5
Particulate matter (PM)	5.4
Other standard categories of air emissions identified	1.4

[A] In most sites, air emissions were obtained from monitoring campaigns performed by specialised external companies. In our Campinas site, emissions were estimated using the emission factors recommended by local authorities.

Biodiversity

Monitoring our activities that take place in areas of high biodiversity value helps us reduce our impact.

The quality and functioning of our products and operations rely on nature for resources and ecosystem services, such as water, food, fibre, pollination of crops, water filtration and purification, and climate regulation.

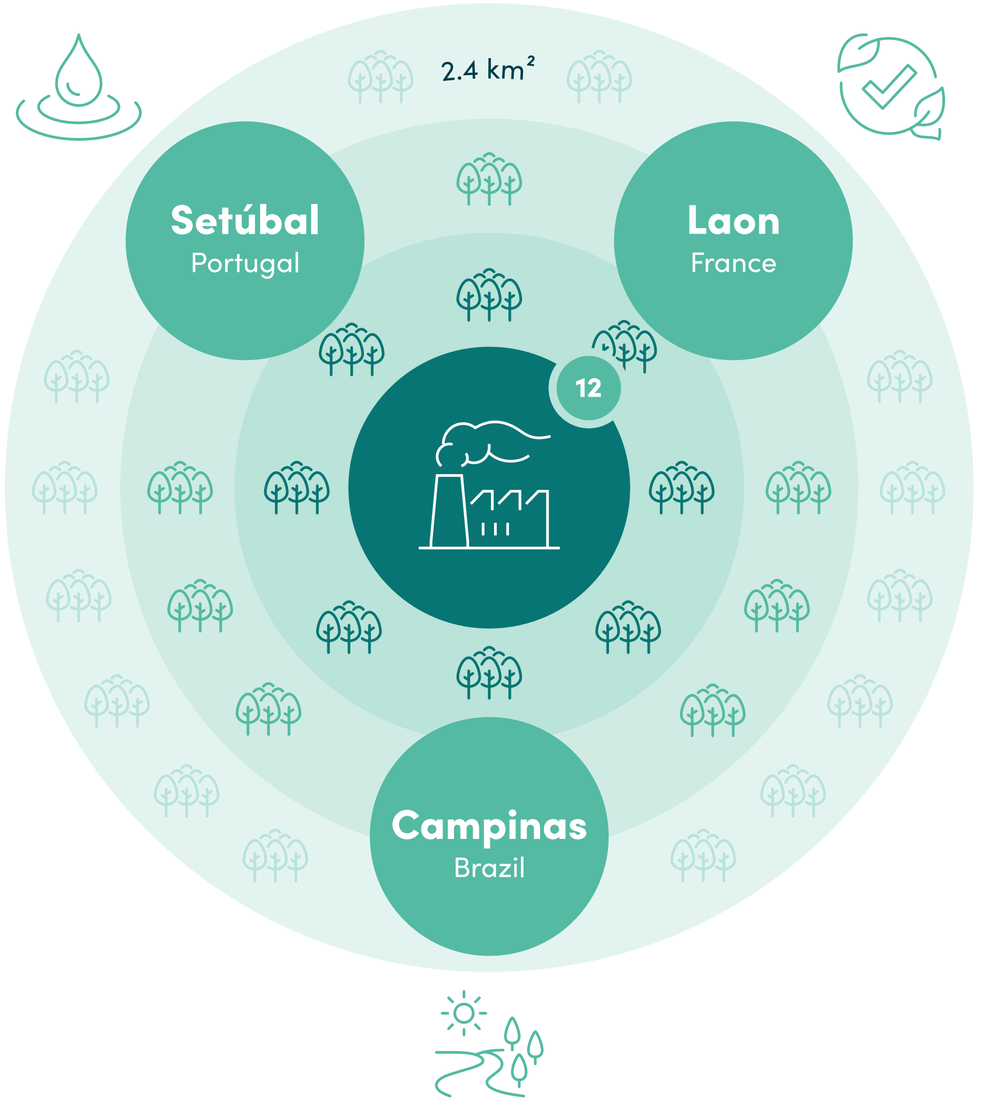
However, nature and its resources are on a steep decline, given the strain from human pressures, namely land use change, exploitation of natural resources, climate change, pollution, and invasive species. Biodiversity loss has been increasingly recognised as a crisis as urgent as climate change, and its connection with climate adaptation and mitigation is, gradually, being better understood[37].

As such, at Rovensa Group we understand the responsibility of preserving natural resources and ecosystems, beginning with the preservation of protected areas and areas of high biodiversity value. Because of this, starting from this fiscal year 2021/2022, we have begun monitoring the geographical locations of our plants and the impact on surrounding protected areas.

Out of our 12 plants, we have identified three that are adjacent to or partially within protected areas, totalling 2.4 km^2 of activity. In Setúbal, Portugal, our plant is adjacent to Reserva Natural do Estuário do Sado (RNES), protected area for its avifauna biodiversity. To help preserve this delicate environment, we have installed a rainwater collection system which allows us to contain and monitor the rainwater for any harmful active substances, thus ensuring a safe treatment and discharge. We also do regular measurements of these substances in the waters of the protected estuary near our plant.

At Laon, France, the plant contains a portion of a protected area of high geological interest.
At Campinas, Brazil, the plant contains a portion of the protected area surrounding the Capivari river. However, measures are taken to minimise and prevent impacts of our operations on these protected areas. All industrial construction is outside of the protected area. Treated sanitary effluents are rigorously monitored and discharged into the river, through a sanitary pipe (portion of activity within the protected area) while complying with environmental preservation legislation.

This year, Rovensa joined the BCSD Portugal Biodiversity working group to better understand our relationship with nature, to understand the necessary actions to move towards a sustainable and circular bioeconomy, and work towards reversing biodiversity loss and ecosystem degradation. We also became members of the movement act4Nature, an initiative aimed at mobilising companies to protect, promote and restore biodiversity.



7 Social

ROVENSA

At Rovensa, we envision an organisational culture where our employees feel motivated to bring our mission to life.

Our ambition is to become an attractive employer, offering significant and relevant solutions to our people, while consolidating a culture that fosters individual growth in a safe and sustainable way.

We have been reinforcing our **SEEDS values** to guide the behaviour of all our employees around the world and reinforcing our standards of conduct with our colleagues, customers, and business partners.

Through a feedback-based approach to employee performance and development, we help our employees succeed by identifying out individual development opportunities and to provide training opportunities that enable them to amplify their competencies.

Our global team

By the end of the fiscal year 2021/2022, Rovensa Group had 2,125 employees all over the world. Over 65% of those employees were based in the EMEA region (Europe, Middle East and Africa), mainly in Iberia. Most of them were between 30 and 50 years old (69%). During the reporting period, our team of employees was mostly made up of specialists and team leaders (40.5%), followed by employees with operational and administrative functions (37%).

Employees per category (%) [A]

37.0% Operational and Administrative

0.5% Executive Commitee

40.5% Specialists and Team Leaders

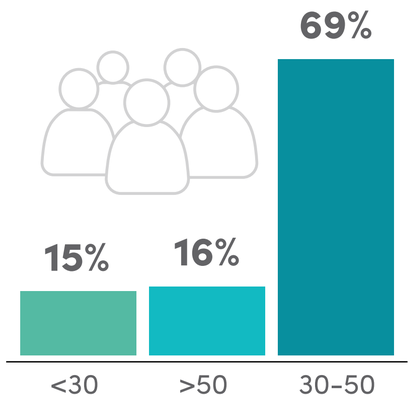
3.4% Directors

6.2% Managers

12.4% Experts and Coordinators

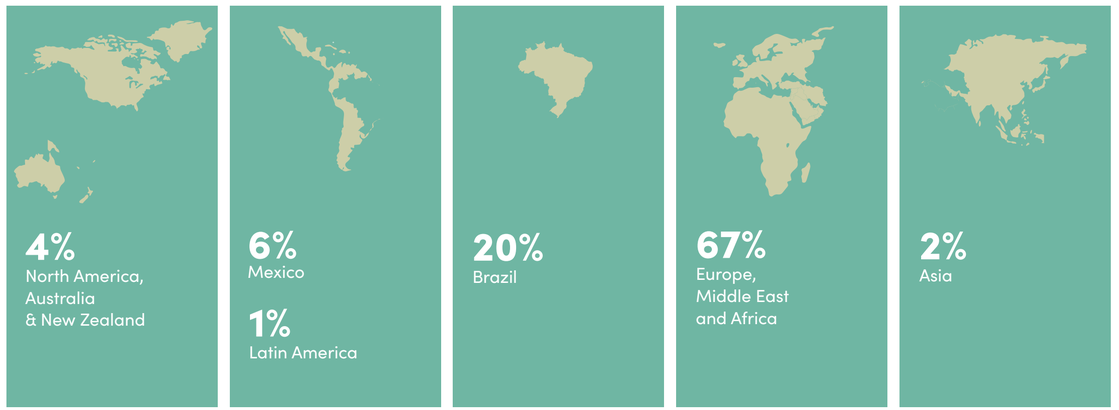
[A] It does not include Oro Agri employees as this company follows a different functional organisation that was not yet covered by Rovensa's Human Resources.

Employees by age group (years old)



Employees by region

Includes only employees with permanent contract



Diversity, equity, and inclusion

As stated in our Code of Conduct and in our corporate Recruitment & Selection Policy we promote diversity, equity and inclusion.

The Group is committed to maintaining a work environment guided by respect for human rights, with zero-tolerance towards discrimination or harassment based on race, sexual orientation, political affiliation, disability, religion, age or gender.

We are present in different geographies around the globe, and truly believe that having a team with diverse backgrounds, nationalities, genders and life experiences is an asset that allows us to have a distinct view on the dynamics of the different markets in which we operate, which in turn leverages the implementation of a smarter and more precise market approach strategy, benefiting the Group's growth and success.

In fiscal year 2021/2022, we employed people in over 40 countries, representing 47 different nationalities. As the Group grows, the acquisition of companies with different nationalities and presence in different countries contributes to more diversity in our teams. An example of this is the acquisition of Oro Agri in fiscal year 2021/2022, a company with presence in Europe, America, and Africa. Our demographic heterogeneity is also extended to our Executive Committee (ExCo) members, who represent four different nationalities. This multiplicity can be valuable to address cross-cultural challenges within our widespread business operations. It is also important to employ local people, that inherently have an in-depth knowledge of the needs of the local market and provide a more cautious and concise approach in decision-making. During fiscal year 2021/2022, 93% of senior managers, i.e. Managers and Directors (excluding the ExCo), were nationals in the same country they worked in.

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 organisational levels.

Number of different nationalities across our employee's functional categories	FY 21/22
Group	**47**
Executive Committee	4
Directors	11
Managers	16
Experts and Coordinators	16
Specialists and Team leaders	28
Operational and Administrative	15

47
Nationalities in our Group

4
Nationalities in our Executive Committee

Gender diversity

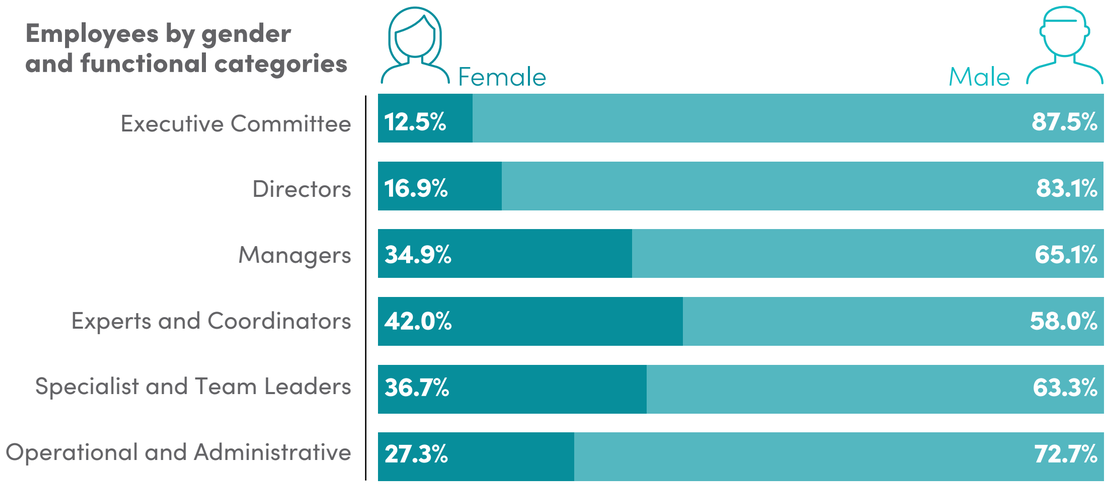
By the end of fiscal year 2021/2022, 32% of Rovensa employees were women, a number that remained unchanged compared to previous years. For the first time, and as predicted in the previous report, we have one woman in our ExCo, with the role of Chief Transformation Officer. In our efforts to increase female representation, the number of women in a manager position has increased comparing to the last reporting exercise, and women now represent 35% of all Rovensa managers (compared to 30% on fiscal year 2020/2021).

We aim to have a more balanced approach to gender representation in our management positions (managers and above), in line with industry benchmarking and international frameworks. To this end, we have been working on the development and implementation of a Gender Equality Plan in Spain, designed to help eliminate form of discrimination and/or gender inequality that might be identified within the Group. This year we have been restructuring and updating the plan, in order to improve and adjust it according to national regulations. Our ambition is that in the coming years we will be able to extend the implementation of a Gender Equality Plan to the entire Group.

32% of our employees are female

68% of our employees are male

Employees by gender and functional categories



[A] It does not include Oro Agri employees as this company follows a different functional organisation that is not yet covered by Rovensa's Human Resources. Only includes employees on a permanent contract.

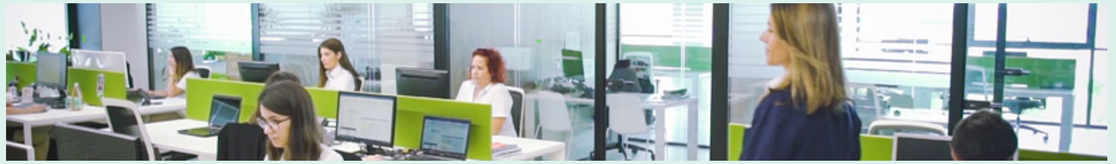
Rovensa equality plan in Spain

Since 2020, we have been working on the development and implementation of a Gender Equality Plan in Spain, designed to help eliminate any form of discrimination and/or gender inequality that might be identified within the Group. This year, we focused on restructuring the plan, by making some changes to stay up to date with industry benchmarks and to comply with the new regulations.
The recently created Equality Commission has updated some of the topics that were covered before and has identified new core areas that should be considered regarding Diversity, Equity and Inclusion (DE&I) performance in the Group:

Recruiting and hiring
Ensuring that both men and women have equal access to working opportunities.

Professional classification & feminine misrepresentation
Reducing, with the aim of eliminating gender inequality in different roles.

Training
Ensuring all employees, regardless of their gender, have access to the same training opportunities.



Promotion
Identifying and eliminating any gender stereotypes in the development of career plans and evaluation processes.

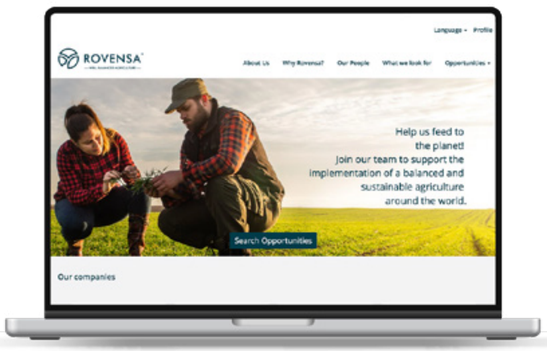
Remuneration policy
Fighting against gender pay inequality, since in the European Union women are paid 13% less than men[38].

Working conditions
Mitigating gender disparities regarding working conditions, such as type of contract or work-life balance.

Talent attraction, development and retention

When it comes to our global human resources, our aim is very clear: to attract and retain the right talent.

With this ambition in mind, we are building our position as a reference employer, focusing in presenting working conditions that are appealing to attract new talent, and contributing to a fulfilling work experience from the moment they apply in our **careers website**, to the moment they leave the organisation.



In FY21/22

24%
of employees had worked in Rovensa for 10 or more years

443
new employees hired
+1 compared to FY20/21

During fiscal year 2021/2022, we have employed 443 new people all over the world, which corresponds to a new employee hire rate of 18%. These new hires consider new recruitments, and the talent from the recently acquired company Oro Agri.

Once new employees arrive to our Group, we strive to offer a captivating onboarding experience. We continue to review our recruiting and application processes all over the world to ensure an easy integration. In Portugal, for example, the HR team has developed an 'Employee Handbook', a manual with relevant information regarding the organisation, such as time management, evaluation and feedback, benefits guide, among others. Likewise, the local team developed the "Living Rovensa" initiative, an internal program that aimed to engage employees with Rovensa's SEEDS values and culture through challenges, quizzes and sharing ideas.

Attracting new talent is of the utmost importance and retaining it is equally essential. No matter the region, we focus on providing our employees the best possible work experience and offering development and growth opportunities.

In the reporting period, 280 employees left the Group, corresponding to a 16% employee turnover rate. The departure of employees is mainly motivated by the competitiveness of the labour market, which in the post-covid-19 period has been significantly increasing.

It has always been a priority for us to develop initiatives that promote interaction and collaboration between leaders and employees to enhance the values of the Group and encourage feedback regarding the work experience of our people. Based on the results of Rovensa's employee climate survey, held biannually to assess employees needs and opinions, we developed Working Groups to discuss and analyse the results. These working groups were diverse, involving people from different geographies, departments, experiences, and backgrounds, in order to include a wider range of perspectives and ideas to develop action plans around topics that were considered to be high priority like Pay & Benefits, Collaboration, Training, Resources and Confidence in Leaders.

We have a performance management process in place, in which we require employees to set and reach SMART goals, aligned with the main organisational targets. This process includes an annual review cycle that promotes an active engagement and feedback between employees and their line managers. By the end of the fiscal year 2021/2022, 59% of the Group's employees were included in the annual review that assesses their goals-based performance and behavioural competencies. Compared to last year, this number represents a reduction of 6.6.p.p, which can be explained by the acquisition of Oro Agri during the reporting period, whose employees were not yet introduced in the performance review process in the reporting period. While the majority of functional categories such as specialists, experts, managers or directors have their performance assessed, operational and administrative categories are not subject to performance review. By having this culture of feedback in place, we promote meritocracy within Rovensa Group and consolidate our commitment to continuously support our employees to develop their talent and helping them grow.

59%
of our employees were included in the performance annual review

Learning and training

Along with our growth, it is vital that our people evolve and continue developing their competencies. We believe training must start in the onboarding process, to empower our employees with knowledge about our Group and business so that they are able to perform their work in the best and most productive way possible.

We encourage regular training and learning opportunities, which go from technical courses related to our sector, to behavioural and soft skills training, such as communication, leadership or feedback. During fiscal year 2021/2022, Rovensa employees in different regions were given the opportunity to attend several training courses, such as languages, Microsoft Office Excel, project management, Power BI, health & safety trainings, feedback training, and communication & presentation skills training.

Transition assistance programs are also provided to support employees who are retiring, including returning for a predefined number of days to support on specific projects or to mentor new hires, in order to ensure continuity and transfer of responsibilities.

27,613 hours
of training, accounting for an average of **15 hours per employee** [A]

[A] Not including Oro Agri South Africa, Ascenza Italy, Ascenza Romania and Tradecorp Italy.

Labour relations

We seek to act in a responsible manner towards all our employees and across the entire value chain, by complying with national and international labour and social standards, regarding labour laws, codes, and conventions.

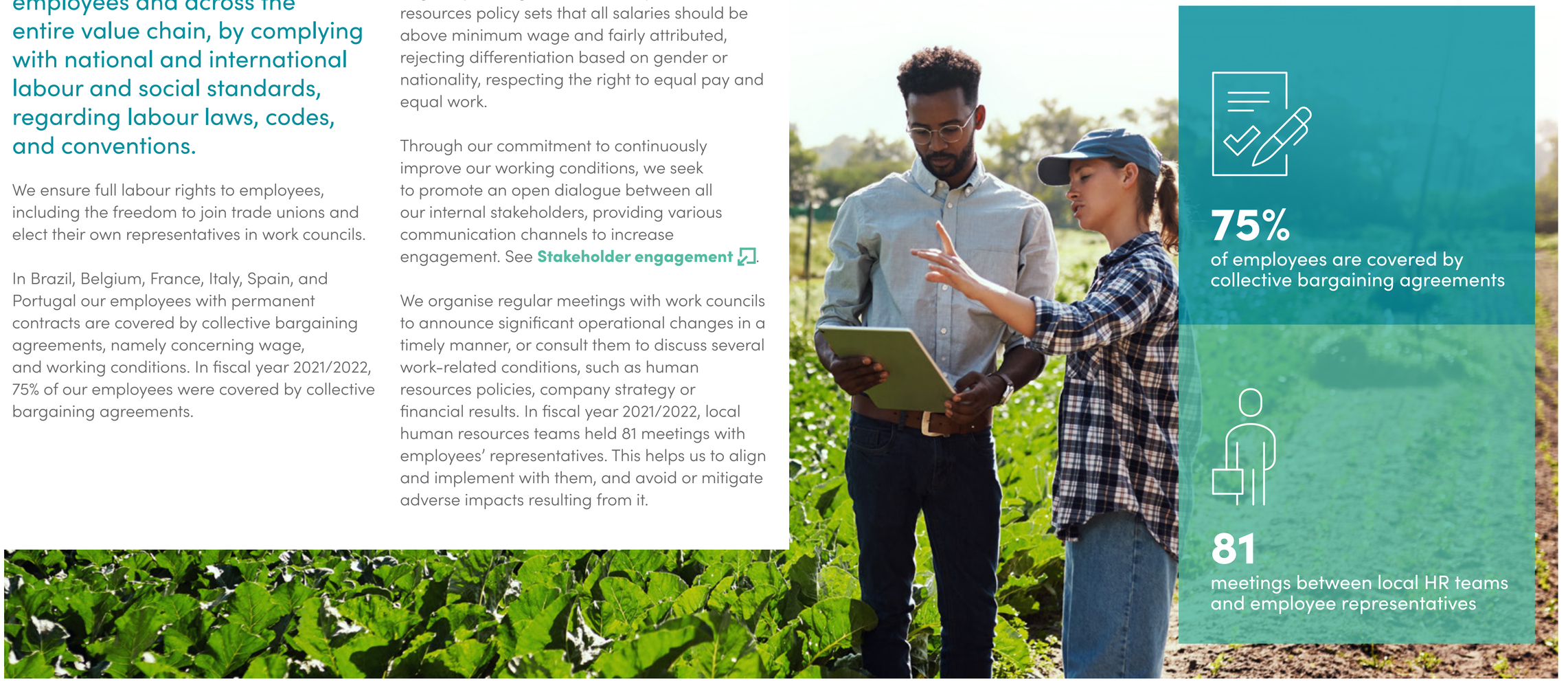
We ensure full labour rights to employees, including the freedom to join trade unions and elect their own representatives in work councils.

In Brazil, Belgium, France, Italy, Spain, and Portugal our employees with permanent contracts are covered by collective bargaining agreements, namely concerning wage, and working conditions. In fiscal year 2021/2022, 75% of our employees were covered by collective bargaining agreements.

Within our commitment to ensure the best working conditions for our employees, we strive to go beyond legislation. Our corporate human resources policy sets that all salaries should be above minimum wage and fairly attributed, rejecting differentiation based on gender or nationality, respecting the right to equal pay and equal work.

Through our commitment to continuously improve our working conditions, we seek to promote an open dialogue between all our internal stakeholders, providing various communication channels to increase engagement. See **Stakeholder engagement**.

We organise regular meetings with work councils to announce significant operational changes in a timely manner, or consult them to discuss several work-related conditions, such as human resources policies, company strategy or financial results. In fiscal year 2021/2022, local human resources teams held 81 meetings with employees' representatives. This helps us to align and implement with them, and avoid or mitigate adverse impacts resulting from it.



75%
of employees are covered by collective bargaining agreements

81
meetings between local HR teams and employee representatives

Well-being and work-life balance

We have been implementing several well-being initiatives to promote employee's well-being.

As a diverse and heterogeneous group, located across the world, a lot of projects are managed at local level in order to adapt initiatives to employees' realities and make a difference in the work environment, evidencing our concern with our team's well-being.

In FY21/22

86%

of our employees were covered by **health insurance supported by Rovensa Group**

Parental leave

Our Group enables both men and women to take parental leaves, offering conditions that go beyond compliance in some geographies where we are present, as is the case of Brazil. In the reporting period, 45 women and 50 men took parental leaves in a total of 95 employees, from which 91 returned to work after the leave ended.

Hybrid working

As a result of the experience made during the Covid-19 pandemic and to offer a better work-life balance for all its employees, the Group developed a global Remote Working Policy. This policy aims to strenghten a culture of flexibility and trust across teams, as well as reducing the environmental impact due to the emissions generated through commuting. Employees can now work remotely for two days a week.

Health provision

With Health & Safety at our core, we are concerned about our employees' access to reliable and high-quality health care. Besides the legally mandatory medical assistance provided to our employees to assess team members health, whether by an in-house doctor or by an external provider, we provide other benefits to ensure reliable and high-quality healthcare. We offer health insurance to most of our employees, which is also extended to family members in some of our geographies.

Promotion of a healthy lifestyle

We offer fruit and other healthy snacks in all our sites. In Valencia, for instance, employees can take home fruit and vegetables from Naturalia farm.

Encouraging an active lifestyle

In Brazil, we promote gymnastics sessions and offer a Gympass. In Portugal, employees have access to a gym, padel, and footbal fields.

Access to medical care and mental health support

We provide medical care to the majority of our employees. In Portugal, we offer psychology and nutrition appointments, in person or online.

Health insurance

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

Health and Safety

At Rovensa, there is a strong, clear commitment to promote a culture of safety, implementing best practices worldwide, to ensure a healthy and safe environment for all employees.

In all our operations, we apply efforts to identify work-related hazards and assess human health risks on a routine basis, and implement the hierarchy of controls to eliminate hazards and minimise 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, encouraging everyone to be a safety agent. Each employee should care for their own safety, and the safety of their colleagues.

For us, safety is a core value, coming first in our list of corporate values. It is about caring and protecting people. Our values guide us on how we should behave, the attitudes we must demonstrate, and the principles we must follow with colleagues, customers, business partners, and all stakeholders. **Safety** (first!), **Empowerment**, **Ethics**, **Dedication**, **Striving** – are the **SEEDS** that we aim to nurture at our Group.

Our Health and Safety Vision

To be among the best in our industry as a reference for health and safety with a zero-harm culture.

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 (H&S), to accelerate the implementation of a safety culture across all our sites.

The project has started to be implemented in Portugal and Spain under the name STAR, standing for a Safe Team At Rovensa. During the reporting period, we began the implementation of the STAR project in our industrial sites, in Brazil.

We believe that a safety culture must start from the top to reinforce leadership's commitment to safety and encourage employees to follow by example (behaviour modelled by leaderships). In fiscal year 2020/2021, we organised individual coaching sessions to our Executive Committee members and specific training to managers, health and safety specialists and all elements that are part of the STAR workstream. Nonetheless, we see safety as a shared responsibility, in which a zero-harm culture is only achievable if everyone is committed to our common goal. For that reason, in fiscal year 2021/2022, training sessions were extended to all employees. Training was provided by in-house trainers, trained by DuPont Sustainable Solutions, in Portugal and Spain.

Under the claim 'To Know how to be Safe' (in portuguese 'Saber eSTAR em Segurança'), the training intended to promote accountability to contribute to a safer workplace and help others to adopt safer behaviours and practices.

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

Occupational Health and Safety

Due to the acquisition of new companies and the growth of the Rovensa team globally, the number of worked hours increased by 32% compared to the previous fiscal year. Although there were 19% more work-related accidents/injuries compared to the previous year, the rate of recordable work-related accidents/ injuries decreased compared to fiscal year 2020/2021. Both the indicators Lost Time Injury Frequency Rate (LTIFR) and Lost Time Injury Severity Rate (LTISR) have also reduced 48% and 34%, respectively, during this fiscal year, demonstrating the efforts in the Group to promote a safe working environment. During the last reporting exercise, no work-related injuries led to regulatory action.

Occupational Health and Safety [A]	FY 21/22	FY 20/21	Δ 21/22-20/21
Total worked hours by all employees	3,127,667	2,368,968	32%
Total number of work-related accidents/injuries [B]	94	79	19%
Rate of recordable work-related accidents/injuries	30.1	33.3	-10%
Total number of work-related accidents with lost time cases	30	44	-32%
Lost workdays	1,453	1,656	-12%
Lost Time Injury Frequency Rate (LTIFR) [C]	9.6	18.6	-48%
Lost Time Injury Severity Rate (LTISR) [D]	464.1	699.0	-34%
Total number of high-consequence work-related injuries [E]	0	0	0%
Rate of high-consequence work-related injuries (excluding fatalities)	0%	0%	0 p.p
Total number of work-related deaths	0	0	0%
Rate of work-related deaths	0%	0%	0 p.p
Number of fatalities as a result of work-related ill health	0	NR	N/A
Number of cases of recordable work-related ill health	11	NR	N/A

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

Protecting the well-being, health and safety of our employees, means preventing work-related injuries and occupational illnesses. To create a healthy working environment, we assess on a regular basis the human health risks associated with our manufacturing processes in our industrial sites.

The lifting and handling of heavy loads, as well as loading and unloading tasks pose several risks for the employees working in industrial sites. To improve the workplace conditions and avoid injuries, our sites in Arapongas, in Brazil, Palmela, in Portugal and Sanchidrian and Orihuela, in Spain, have enhanced their loading structures by implementing clear safety procedures, with delimitated, signposted, and regulated locations for this effect. In Arapongas, for example, there were installed levelling ramps that help to minimise the level difference between the storehouse and the vehicle and create a direct access for forklifts to the transport vehicle, or vice versa. In our industrial plant in Palmela, Portugal, on the other hand, the physical facilities were upgraded with new elements such as shelves, new docking gates and new moving equipment. To cope with these changes, extra training was provided to all employees involved in the handling of materials.

To prevent the risk of musculoskeletal disorders, our industrial plant, in Setúbal, Portugal, uses industrial vacuum tubes and electric pallet trucks, as well as establish job rotations throughout different workstations and tasks to make sure that the different tasks do not press the same parts of the body for a long period of time. As an 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 stress or injury on the body from repetitive tasks. In addition, an ergonomic study was also carried out to identify the most unfavorable points and identify technical and/or organizational solutions for risk reduction/control.

In order to avoid injuries caused by spills, our industrial facility in Campinas, Brazil, installed containment dikes in the logistics sector locations prone to spillage. In Strand, South Africa, there were distributed spill kits – containers with equipment used to clean hazardous material spills - to plant employees.

Our plant employees have also access to regular medical examinations to minimise health risks, which are assured internally or by an external service provider. When medical assistance is performed by an external service provider, the doctor either goes to the site or, in most cases, a transportation is arranged during work hours. There are also periodic internal audits to assess health and safety risks to ensure a healthy and safe-work environment.

Racks in our industrial plant in Palmela, Portugal

Leveling ramps in our industrial site in Arapongas, Brazil

Prevention and mitigation of occupational Health and Safety impacts

We regularly promote several initiatives to generate awareness about safety topics, prevent and mitigate accidents, namely through Safety Preventive Observations (SPO).

To register our SPOs and improve our H&S monitoring, in fiscal year 2021/2022, we launched "My Safety", a health and safety management platform that allows all industrial site managers to improve the efficiency of H&S related processes and monitor key performance indicators.

mySafety BY ROVENSA

The platform allows a rapid disclosure and exchange of information regarding work-related accidents in our site. With My Safety, our Health and Safety specialists can have direct access to the incidents that affect our employees, their cause, severity and the frequency in which they occur, enabling the development and implementation of corrective and preventive measures, contributing to reduce the number of occurrences of the same nature and increasing safety at work.

'My Safety' platform:

Improves the efficiency of H&S related processes

Increases attention on safety-related accidents

Ensures better data reliability

Enables faster information sharing

Increases the H&S engagement of all staff and monitors all indicators, allowing a fast and effective decision making

Besides offering safe working conditions, preventive occupational health and safety measures also include raising awareness for these topics. We endorse several internal communication campaigns to keep safety on top of mind of our employees, whether they work in industrial plants or offices.
In Portugal, we issue a monthly newsletter to all employees disclosing news, agenda of events, accident rate information and a demystification about a safety related topic. All of these measures contribute to put H&S matters on the top of mind of our employees, reinforcing our safety culture.

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 plant in Setúbal, Portugal, we follow the procedures of the Seveso III 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), and share it with the local employee representatives, the safety department, and our inhouse medical service. Specifically In our plant in Fresno, USA, we have a Risk Register that determines high and low risks to the company and a safety data sheet for each chemical in the warehouse, according to OHSA (Occupational Health and Safety Administration). Every month, we have safety equipment checks, where hazards are identified and corrected.

Our industrial sites in Spain also have a risk assessment prepared and reviewed annually by an External Risk Prevention Service, considering procedures developed internally.

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. Employees are encouraged to report work-related hazards and hazardous situations directly to their hierarchical superior or, in countries where the STAR programme is already in place, through the Safety Preventive Observations (SPO), which aim to warn about unsafe behaviours and share good practices on site. We encourage all our employees to make Safety Preventive Observations and to report them. On top of that, there are qualified SPO observers within the organisation, who are accountable to periodically register their observations, which are afterwards analysed and discussed during H&S committees.

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

Occupational Health and Safety training

Training is a cornerstone to build a safety culture. That is why in fiscal year 2021/2022 we held a "Saber eSTAR em Segurança", a training to all employees in Portugal and Spain, following the leadership training that took place in the last reporting period.

To ensure a high safety level across all our sites, we provide regular training to our employees about health and safety topics, that begins at the time of entry into the Group. 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, a dedicated week to accident prevention is organized once a year by the Internal Commission for Accident Prevention (CIPA).

Specific training is also given according 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 specific H&S topics, such as: explosive areas (ATEX); fire extinguishing; hygiene, health, safety and environment; waste awareness; logistics; and Personal Protective Equipment (PPE) training.
In specific industrial sites we perform periodical tests focusing on previously identified risks, such as the need for evacuation.

Our general and introductory Health and Safety training is also 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. When working with us, they should respect and comply with our own Health and Safety rules and procedures.

The need for further specific or general H&S training is regularly assessed with employees and their representatives to ensure that everyone is well trained on the work they perform and lower the exposure to risks.

STAR poster in our offices in Orihuela, Spain

STAR Safety Training

97
training sessions held

916
employees received safety training

94%
participation rate in Portugal and Spain

Occupational Health and Safety management systems

To improve our safety performance and our H&S practises 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 industrial plant and warehouse in Setúbal, and all our sites in Portugal are certified according to ISO 45001. In the United States, our industrial plant follows OSHA guidelines with national and local regulations. In our site in Arapongas, Brazil, the Risk Management Program (RMP) was implemented in accordance with the National Regulatory Standard. The program covers all employees and sectors that are exposed to risk and provides guidance on the preventive measures that must be carried out.

Emergency and crisis management

Our zero-harm culture, as well as our ambition of being among the best, drives us to implement practices that minimise risk to the bare minimum and maintain a safe environment for all of our employees. According to the risks that each industrial plant pose, we have a specific emergency response plan regarding hazardous substances that include procedures to deal with fires, explosions, containment losses, gas leaks, medical emergencies, utility failure, explosions, hazardous spills, or road transport. In our crop protection plant, in Setúbal, Portugal, there is an internal action group (Internal Intervention Brigade) trained to respond to an emergency, and when necessary, they are supported by the medical personnel (doctors and/or nurses).

Our plants in Campinas, Brazil, and Strand, South Africa have crisis management plan in place encompassing emergency scenarios, including natural disasters, ammonia incidents, fires in external areas/surroundings of the sites, explosion of ovens, medical emergencies, explosions, spills, suspicions mail, bomb threats, severe weather, workplace violence, gunfire or hostage situations.

Transportation and storage safety

Safety also means having procedures in place to ensure that goods are stored, handled and transported according to their respective hazard potential.

When it comes to the selection of our logistics partners, we ensure they follow several safety, environmental and quality criteria, according to the products they store and/or transport and select different logistics providers for different types of material. The selection of these partners also considers their industry reputation and demands checking insurance and all necessary licenses, a process that is managed by the Supply Chain team, together with Procurement.

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

We fully comply with several international directives:

Almacenamiento de Productos Químicos
APQ - Regulation for storage of Chemical Products

Classification, Labelling and Packaging
European CLP

Seveso Directive
Prevention of accidents involving dangerous substances in the European Union

International Maritime Dangerous Goods Code
IMDG

European Agreement concerning the International Carriage of Dangerous Goods by Road
Accord Dangereux Routier (ADR)

Local communities support

A successful business is not only measured by its sales volume, but also by its values and the positive impact they are willing to make on society.

Rovensa strongly believes in the importance of acting together with local communities to fulfil our objective: to help to feed the planet.

Society and the economy face many challenges, tackling a great deal of uncertainty, due to the effects of the COVID-19 pandemic and to the critical situation that is happening in Ukraine.

For those reasons, our commitment to contribute to a more productive and regenerative agriculture has never been more critical. During fiscal year 2021/2022 all Rovensa companies worked continuously to develop agricultural solutions consistent with this purpose, so that it was possible to produce food to an increasing population.

Our socially driven purpose makes us see local communities as an important part of our activities, designing and participating in various social initiatives that attempted to positively touch the lives of people for whom our goal is intended: the population.

Feeding is caring

Our employees in Portugal partnered with CASA (Centre for the Support of Homeless People) volunteers to cook over 2,800 meals for homeless and caring families in the city of Setúbal, near our industrial plant. The volunteers from Rovensa cooked the meals in CASA's kitchen, in the centre of Setúbal, while the staff of our plant's cafeteria made the desserts.

As part of this initiative, Rovensa employees gathered food and hygiene products in the Lisbon office and in the Setúbal industrial plant, and sent them to CASA to help homeless people and families in need.

Rovensa employees in CASA's kitchen, in Setúbal, Portugal

Rovensa volunteers prepared a total of

2,800 meals

Solidarity with Ukranian people

In the context of the war scenario that broke out in Ukraine in February 2022, Rovensa, along with its employees, joined forces to support the Ukrainian people and help to tackle the humanitarian crisis that has emerged due to the conflict.

Our employees worldwide showed their solidarity towards the Ukrainian people by gathering over 5,000 €. Each person was able to decide to what institution would the donation go. Rovensa then matched all the donations made to the chosen institutions.

On top of that, the Group donated 50,000 € to the United Nations Agency for Refugees (UNHCR), who set up a specific fund to provide support to Ukraine and neighbouring countries, where a huge number of people fled. This money is being used to provide assistance on the field, especially regarding protection and registration of misplaced people, organising reception capacity, providing emergency relief and cash assistance, and identifying, as well as responding, to urgent needs.

Our employees worldwide donated

5,000 €

Rovensa Group has donated

50,000 €

Seeding values to change lives in Brazil

Bringing warmth to those who need
We have organised a collection of coats and warm clothing in our office and industrial plant in Hortolândia and Monte Mor, Brazil. Our employees gathered and delivered four large boxes of clothes, shoes and blankets to Casa da Sopa (Soup's House), a local institution, dedicated to help families and homeless people in the surrounding community.

Promoting culture and education
During fiscal year 2021/2022, Rovensa donated over 20,000 € to Lira Itapirense Band, an institution that offers structure and training to hundreds of young people from public schools in Itapira (Brazil), giving children and adolescents opportunities to develop their artistic skills.

Supporting research to save lives
In addition to providing excellent care for children suffering from cancer and other complications arising from tumors, the Boldrini Children's Centre runs an advanced research centre, which constantly generates innovation to better serve pediatric cancer patients across Brazil. Rovensa supports the Research Centre and the entire Boldrini operation to help them reinvigorate children's future perspective.

Banda Lira Itapirense

Rovensa Group has donated
20,000 €
to Banda Lira Itapirense

Bringing communities closer to the field

Selectis, a Rovensa Company from its crop protection unit has partnered with the National Institute of Agricultural and Veterinary Research (INIAV) in Portugal, to raise awareness about sustainability issues and to bring people closer to agriculture. Working towards environmental and economic sustainability, using responsible agricultural practices that favour the balance of agricultural ecosystems, is a goal of modern production systems.

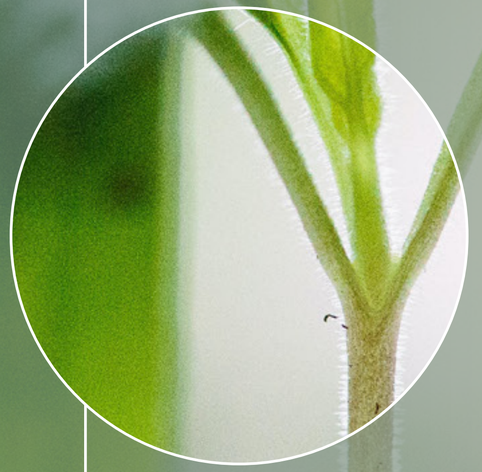
We are using pear and apple orchards owned by INIAV in Alcobaça, in the centre of Portugal, to demonstrate the most recent innovations in agricultural solutions. This centre welcomes visitors from schools, technicians and farmers that come to learn more about agriculture and sustainability issues, mainly biodiversity matters and their important role in the food system.

In this "Ecological Point", there are animal shelters and auxiliary insects that naturally regulate the size of their populations, and a "hotel" for insects, which serves as a shelter for ladybirds (*Coccinellidae* sp.), bees, parasitoid wasps, female worms (*Forficula auricularia*) and lacewings (*Chrysopidae* sp.), crucial for the balance of the agricultural ecosystem.

The orchards in this field not only benefit from the rich biodiversity that surrounds it, but also receive pest management biocontrol technology that do not target beneficials species, like the auxiliaries.

Visitors in pear and apple orchards in Alcobaça, Portugal

8 Reporting and data



Governance

GRI 205-1 | Operations assessed for risks related to corruptions

For more information, please see chapter Anti-Money Laundering and Sactions

Operations assessed for risks of corruption	FY 21/22
Total number of operations	37
Total number of operations assessed for risks related to corruption	0
Percentage of operations assessed for risks related to corruption	0%

GRI 405-1 | Diversity of governance bodies and employees

For more information, please see chapter Corporate Governance

Age of the Executive Committee members	FY 21/22		FY 20/21	
	30-50 years old	>50 years old	30-50 years old	>50 years old
Executive Committee members	38%	63%	50%	50%

Product innovation

Products organic certified

For more information, please see chapter Certified Solutions for Organic Farming

Rovensa certified portfolio for organic farming	FY 21/22	FY 20/21	Δ 21/22-20/21
Quantity of organic certified products manufactured (kl)	33,459	32,564	3%

GRI 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services

For more information, please see chapter Product Stewardship, Quality and Safety

Health and Safety impacts of products	FY 21/22	FY 20/21	Δ 21/22-20/21
Number of incidents of non-compliance with regulations resulting in a warning	0	1	-100%
Number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	-
Number of incidents of non-compliance with voluntary codes	0	-	-

Environment

Production level

For more information, please see chapter Environment

Total production (ML)	FY 21/22	FY 20/21	Δ 21/22-20/21
Production (ML)	182	168	8%

GRI 306-1 | Waste generation and significant waste-related impacts

GRI 306-2 | Management of significant waste related impacts

For more information, please see chapter Waste Management

Waste management	FY 21/22 [A]	FY 20/21	Δ 21/22-20/21
Total waste produced (t)	**5,070**	**5,271**	**-4%**
Hazardous waste	52%	47%	5.1 p.p.
Non-hazardous waste	48%	53%	-5.1 p.p.
Hazardous waste (t)	**2,629**	**2,466**	**7%**
Chemical	10.1%	9.9%	0.2 p.p.
Solvents	0.9%	1.8%	-1.0 p.p.
Absorvents	0.8%	0.8%	0.0 p.p.
Washing liquids	46.1%	45.9%	0.2 p.p.
Packaging	41.4%	39.2%	2.2 p.p.
Other	0.7%	2.4%	-1.7 p.p.
Non-hazardous waste (t)	**2,441**	**2,805**	**-13%**
Inerts	0.0%	0.1%	-0.1 p.p.
Packaging	12.4%	4.1%	8.4 p.p.
Paper/paperboard	7.8%	5.5%	2.4 p.p.

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Waste management	FY 21/22 [A]	FY 20/21	Δ 21/22-20/21
Wood	21.1%	18.0%	3.1 p.p.
Urban solid waste	5.5%	10.2%	-4.7 p.p.
Plastics	6.9%	7.8%	-1.0 p.p.
Chemical	19.8%	15.4%	4.4 p.p.
Metal	2.7%	2.4%	0.3 p.p.
Other	23.7%	36.5%	-12.9 p.p.
Hazardous waste by destination (%)			
Reused or recycled	47.8%	47.5%	-0.3 p.p.
Recovered for energy	7.6%	13.3%	-5.7 p.p.
Incinerated	8.5%	4.9% [B]	3.6 p.p.
Landfill	21.0%	33.2% [B]	-12.2 p.p.
Other	15.1%	1.1%	14.0 p.p.
Non-hazardous waste by destination (%)			
Reused or recycled	59.9%	53.3%	6.6 p.p.
Recovered for energy	0.0%	1.3%	-1.3 p.p.
Incinerated	0.0%	17.2%	-17.2 p.p.
Landfill	34.0%	28.2%	5.7 p.p.
Other	6.2%	0.0%	6.2 p.p.
Waste production intensity ratio (t/ML of production) [C]	**28**	**31**	**-11%**

(A) In FY21/22: 100% of our incineration was performed with energy recovery; 9% of our total waste was recovered or recycled onsite; all other recovery and disposal operations were carried out offsite.
(B) The FY20/21 figure was revised and updated in this report. Please consult the chapter "Restatements" for more details.
(C) 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.

Social

GRI 2-7 | Employees

For more information, please see chapter Diversity, equity and inclusion

Type of employee contract, by gender	FY 21/22			FY 20/21			Δ 21/22-20/21		
	Female	Male	Group	Female	Male	Group	Female	Male	Group
Number of employees with a permanent contract	640	1,365	**2,005**	495	1,073	**1,568**	29%	27%	**28%**
Number of employees with a temporary contract	34	62	**96**	19	29	**48**	79%	114%	**100%**
Number of employees with a full-time contract	653	1,434	**2,087**	499	1,097	**1,596**	31%	31%	**31%**
Number of employees with a part-time contract	24	14	**38**	15	5	**20**	60%	180%	**90%**
Number of employees that are not direct workers (contingent workers)	3	21	**24**	3	20	**23**	0%	-26%	**4%**

Type of employee contract, by region	Asia	Brazil	EMEA	LATAM	Mexico	NA&ANZ	Group
Number of employees with a permanent contract	33	418	1338	29	116	71	**2005**
Number of employees with a temporary contract	1	13	75	1	6	0	**96**
Number of employees with a full-time contract	41	424	1397	30	122	73	**24**
Number of employees with a part-time contract	0	10	26	0	0	2	**2087**
Number of employees that are not direct workers (contingent workers)	7	3	10	0	0	4	**39**

GRI 2-21 | Annual total compensation ration

Annual total compensation ratio	FY 21/22
Annual total compensation for the organisation's highest paid-individual	946,278 €
Percentage increase in annual total compensation for the organisation's highest-paid individual	0%
Median annual total compensation for all of the organisation's employees excluding the highest-paid individual	25,996 €
Percentage increase in median annual total compensation for all of the organisation's employees excluding the highest-paid individual	4%
Ratio of the annual total compensation for the organisation’s highest-paid individual to the median annual total compensation for all employees	36.4
Ratio of the percentage increase in annual total compensation for the organisation’s highest-paid individual to the median percentage increase in annual total compensation for all employees	0%

GRI 401-1 | New employees hires and employee turnover

For more information, please see chapter Talent Attraction, Development and Retention

New employee hires and turnover, by gender	FY 21/22[A]			FY 20/21			Δ 21/22-20/21		
	Female	Male	Group	Female	Male	Group	Female	Male	Group
Number of new employee hires	174	269	**443**	143	299	**442**	22%	-10%	**0%**
Rate of new employee hires	21.4%	16.5%	**18.1%**	22.4%	21.8%	**22.0%**	6.7 p.p.	-5.3 p.p.	**-3.4 p.p.**
Number of employee turnover	102	178	**280**	67	155	**222**	52%	15%	**26%**
Rate of employee turnover	-	-	**15.7%**	11.5%	12.3%	**12.2%**	1.7 p.p.	1.5 p.p.	**3.6 p.p.**

(A) Includes not only new recruitments, but also new talent from recently acquired companies (Oro Agri). This indicator covers only employees with permanent contract. Global Turnover = (Total Leavers/average of the headcounts at the end of each month)*100

New employee hires and turnover, by age group	FY 21/22[A]				FY 20/21				Δ 21/22-20/21			
	<30 years old	30-50 years old	>50 years old	Group	<30 years old	30-50 years old	>50 years old	Group	<30 years old	30-50 years old	>50 years old	Group
Number of new employee hires	147	273	23	**443**	133	277	32	**442**	11%	-1%	-28%	**0%**
Rate of new employee hires	33.5%	16.4%	6.7%	**18.1%**	40.1%	19.9%	11.2%	**22,0%**	-7 p.p.	-4 p.p.	-4 p.p.	**-4 p.p.**
Number of employee turnover	61	184	35	**280**	45	145	32	**222**	36%	27%	9%	**26%**
Rate of employee turnover	-	-	-	**15.7%**	-	-	-	**12.4%**	-	-	-	**3.6 p.p**

(A) Includes not only new recruitments, but also new talent from recently acquired companies (Oro Agri). This indicator covers only employees with permanent contract. Global Turnover = (Total Leavers/average of the headcounts at the end of each month)*100

New employee hires and turnover, by region	FY 21/22[A]						
	Asia	Brazil	EMEA	LATAM	Mexico	NA&ANZ	Group
Number of new employee hires	4	106	273	3	40	17	**443**
Rate of new employee hires	10.8%	20.2%	16.9%	9.4%	25.6%	19.3%	**18.1%**
Number of employee turnover	3	46	192	4	26	9	**280**
Rate of employee turnover	-	-	-	-	-	-	**15.7%**

(A) Includes not only new recruitments, but also new talent from recently acquired companies (Oro Agri). This indicator covers only employees with permanent contract. Global Turnover = (Total Leavers/average of the headcounts at the end of each month)*100

GRI 401-3 | Parental Leave

For more information, please see chapter Well-Being and Work Life Balance

Parental Leave, by gender[A]	FY 21/22		
	Male	Female	Group
Total number of employees that were entitled to parental leave	1,101	712	1,813
Total number of employees that took parental leave	50	45	95
Total number of employees that returned to work in the reporting period after parental leave ended	49	42	91
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work and the retention rates of employees that took parental leave	29	29	58
Total number of employees that did return to work after parental leave	49	42	91
Total number of employees due to return to work after taking parental leave	50	45	95
Return to work rates of employees that took parental leave	98%	93%	96%

(A) This indicator covers only employees with permanent contract. Mex & Latam companies as well as Algeria, Australia, China, Egypt, India, Indonesia, Ireland, Korea, Malaysia, Morocco, Myanmar, Pakistan, Philippines, South Africa, Spain, Sri Lanka, Taiwan, Turkey Vietname were excluded from the report regarding the indicators "Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work" and "Retention rates of employees that took parental leave" since it was not possible to track this information.

GRI 404-1 | Average hours of training per year, per employee

For more information, please see chapter Learning and Training

Average training hours, by functional category	FY 21/22	FY 20/21	Δ 21/22-20/21
Group	**15**	**17**	**-12%**
Executive Committee	6	0	-
Directors	19	34	-44%
Managers	25	29	-16%
Experts and Coordinators	33	19	73%
Specialists and Team Leaders	21	17	19%
Operational and Administrative	12	14	-15%

Average training hours, by gender	FY 21/22	FY 20/21	Δ 21/22-20/21
Group	**15**	**17**	**-12%**
Female	15	21	-27%
Male	15	16	-2%

GRI 404-3 | Percentage of employees receiving regular performance and career development reviews

For more information, please see chapter Talent attraction, development and retention

Employees who received a regular performance and career development review, by employee functional category and gender	FY 21/22	FY 20/21	Δ 21/22-20/21
Group	**59%**	**65%**	**-6 p.p**
Executive Committee	100%	100%	0 p.p
Directors	98%	96%	2 p.p
Managers	93%	87%	6 p.p
Experts and Coordinators	90%	80%	10 p.p
Specialists and Team Leaders	86%	83%	3 p.p
Operational and Administrative	35%	34%	1 p.p

Percentage of employees who received a regular performance and career development review during the reporting period, by gender	FY 21/22	FY 20/21	Δ 21/22-20/21
Group	**59%**	**65%**	**-6 p.p**
Female	63%	70%	-7 p.p
Male	56%	62%	-6 p.p

GRI 405-1 | Diversity of governance bodies and employees

For more information, please see chapter Our Global Team

Percentage of employees per employee category per age Group [A]	FY 21/22		
	<30 years old	30-50 years old	>50 years old
Group	**14%**	**70%**	**16%**
Executive Committee	0%	38%	**63%**
Directors	0%	63%	**37%**
Managers	0%	75%	**25%**
Experts and Coordinators	2%	77%	**20%**
Specialists and Team Leaders	15%	71%	**13%**
Operational and Administrative	21%	66%	**14%**

(A) It does not include Oro Agri employees as this company follows a different functional organisation that was not yet covered by Rovensa's Human Resources for this Fiscal Year. It also only includes employees on a permanent contract.

GRI Content Index/SDG/UN Global Compact Principles Index

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: General Disclosures			
GRI 2: General Disclosures 2021			
GRI 2-1 Organizational details	Please consult the chapters: Our Group; and Corporate Governance Legal name: ROVENSA, S.A.; Nature of ownership and legal form: The organization is incorporated under portuguese Law as a Sociedade Anónima, privately owned; Location of its headquarters: Alameda dos Oceanos, Lote 1.06.1.1, 4.º, 1990-207 Lisboa – Portugal.	-	-
GRI 2-2 Entities included in the organization's sustainability reporting	Please consult the chapter: Our Group AGRICHEM S.A.; AGROTECHNOLOGY (HANGZHOU) CO LTD.; AGROTECNOLOGIA DO BRASIL (EIRELI); ASCENZA AGRO ROMANIA, S.R.L.; ASCENZA AGRO, S.A.; ASCENZA FRANCE; ASCENZA ITALIA S.R.L.; ASCENZA MACAU, LIMITADA; ASCENZA - PRODUCTOS PARA A AGRICULTURA SAU; BIOINSECTICIDAS NATURALES SOCIEDAD LIMITADA; DELCO COMEX; GRUPO AGROTECNOLOGIA BIOTECH S.L.; GRUPO AGROTECNOLOGIA DEL PERU SAC; GRUPO AGROTECNOLOGIA MEXICO SA DE CV; GRUPO AGROTECNOLOGIA S.L.; GRUPO AGROTECNOLOGIA SUR, LTD.; IDAI NATURE AMERICA SA DE CV; IDAI NATURE SOCIEDAD LIMITADA; IDAI NATURE USA CORP.; IDAI NATURE WORLDWIDE SOCIEDAD LIMITADA; INVERSIONES IBERFOL CHILE LTD.; MILENIX GROUP, S.L.; NEVADA CHEMICALS SA DE CV; OILEAN GLAS TEORANTA; ORO AGRI BRASIL PROD P/ AGRIC LTD.; ORO AGRI COSTA RICA S.A.; ORO AGRI EUROPE, S.A.; ORO AGRI, INC.; ORO AGRI INDIA PRIVATE LTD.; ORO AGRI INTERNATIONAL B.V.; ORO AGRI INTERNATIONAL S.À R.L.; ORO AGRI S.DE RL DE CV; ORO AGRI S.P.A.; ORO AGRI SA PROPRIETARY LTD.; PAVERSA SCC; RODELFLOWERS COMPAÑIA LIMITADA; ROVENSA ANZ PTY LTD.; ROVENSA GREECE; ROVENSA POLAND SP. Z O.O.; ROVENSA TURKEY TARIM ÜRÜNLERI SANAYI VE TICARET LIMITED SIRKETI; ROVENSA UK; ROVENSA, S.A.; SOCIÉTÉ DE DISTRIBUTION ET DE PRESTATION DE SERVICES, S.A.S.; SELECTIS - PRODUTOS PARA A AGRICULTURA, S.A.; SELECTIS AGRO (MOÇAMBIQUE) PRODUTOS PARA AGRICULTURA E PECUÁRIA, LIMITADA; TRADE CORPORATION INTERNATIONAL, S.A.U.; TRADECORP BENELUX; TRADECORP (CHINA) LIMITED // TRADECORP TRADING (SHANGHAI) CO. LTD.; TRADECORP COLOMBIA SAS; TRADECORP DO BRASIL COMÉRCIO DE INSUMOS AGRÍCOLAS LTDA.; TRADE CORP EGYPT; TRADECORP FRANCE SAS; TRADECORP ITALIA S.R.L.; TRADECORP KOREA YUHAN HOES.A.; TRADECORP ROVENSA INDIA PRIVATE LIMITED; EUROPEAN CROPS PRODUCTS 2 S.A.R.L.; INVESTIGACIONES Y APLICACIONES BIOTECNOLOGICAS S.L.; MANEJO INTEGRADO PLAGAS Y SERVICIOS AGRICOLAS LTDA.; FERTILIZACIÓN TÉCNICA, S.A.; GRUPO AGROTECNOLOGIA COLOMBIA SAS. AGROORGANICS WAS INCLUDED IN FINANCIAL REPORTING BUT EXCLUDED FOR SUSTAINABILITY REPORTING AS IT WAS PURCHASED DURING THE YEAR.	-	-
GRI 2-3 Reporting period, frequency and contact point	Please consult the chapter: About this Report Contact point for questions about the report or reported information: sustainability@rovensa.com Edifício Lumnia, Rua da Centieira, 2 L S 5.º B, 1800-056 Lisboa.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: General Disclosures			
GRI 2-4 Restatements of information	Please consult the chapter: Restatements	-	-
GRI 2-5 External assurance	The report (including all GRI disclosures) has been externally assured by an independent auditor to ensure that data and information is accurate and complies with the GRI Standards. The independent auditor's review can be found on chapter Independence Assurance Report.	-	-
GRI 2-6 Activities, value chain and other business relationships	Please consult the chapters: About this Report; Purpose at our Core; and How We Operate	-	-
GRI 2-7 Employees	Please consult the chapters: Our Global Team; and ESG Dashboard - Social	Principle 6	8
GRI 2-8 Workers who are not employees	Please consult the chapter: Our Global Team Contingent - third party/contractor/service provider working exclusively for Rovensa for a specific purpose or in a geography in which we do not have offices set up.	Principle 6	8
GRI 2-9 Governance structure and composition	Please consult the chapters: Our Sustainability Governance Model; and Corporate Governance	-	-
GRI 2-10 Nomination and selection of the highest governance body	Please consult the chapter: Corporate Governance	-	-
GRI 2-11 Chair of the highest governance body	Please consult the chapter: Corporate Governance	-	-
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	Please consult the chapters: Corporate Governance; and Anti-Money Laundering and Sanctions	Principle 10	-
GRI 2-13 Delegation of responsibility for managing impacts	Please consult the chapter: Our Sustainability Governance Model	-	-
GRI 2-14 Role of the highest governance body in sustainability reporting	Please consult the chapter: Our Sustainability Governance Model	-	-
GRI 2-15 Conflicts of interests	Please consult the chapters: Business Ethics; and Corporate Governance	Principles 2, 3, 4, 5, 6 and 10	-
GRI 2-16 Communication of critical concerns	Please consult the chapters: Corporate Governance; and Business Ethics The Board of Directors reviews management performance, including critical concerns, at least 6 times per year.	-	-
GRI 2-17 Collective knowledge of the highest governance body	Please consult the chapter: Our Sustainability Governance Model	-	-
GRI 2-18 Evaluation of the performance of the highest governance body	Please consult the chapter: Corporate Governance	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: General Disclosures			
GRI 2-19 Remuneration policies	Rovensa's total compensation matrix includes 3 components: Base Pay, short and long-term Variable Pay and Benefits. Base Pay: is linked to the role and its correspondent relative positioning within the organization (pay grade), rewarding functional content, responsibility, and seniority (experience). Includes all amounts received on a regular and periodic basis, in return for the work done. Variable Pay: is linked to company's financial results, team, and individual performance (goal achievement). Comprises monetary values paid in a variable manner, not definitive or acquired, in the short term. Long-Term Incentives: are linked to company's financial results. Comprises monetary values paid in a variable manner, in the long-term, to award retention. Benefits: are linked to compensation strategy and the job role. Comprises a set of non-cash conditions, normally of social nature, attributed to employees according to their function and their position in the structure (country-specific). Variable pay for the highest governance body is based on the performance assessment, which for this group includes around Health & Safety, Climate Action and Governance & Social. For Senior Executives, the performance assessment is done based on company, team and individual results.	-	-
GRI 2-20 Process to determine remuneration	At Rovensa we have a Remunerations and Nominations Committee, comprised of the main stakeholders, which includes the shareholders and the CEO. In this committee, the remuneration for the C-suite is determined and reviewed in line with business objectives. Data from the market is collected as part of our remuneration process with an independent, global consultancy company, specialised in this topic.	-	-
GRI 2-21 Annual total compensation ratio	Please consult the chapter: ESG Dashboard - Social	-	-
GRI 2-22 Statement on sustainable development strategy	Please consult the chapter: Message from the CEO	-	-
GRI 2-23 Policy commitments	Please consult the chapters: Business Ethics; Anti-Money Laundering and Sanctions; and Sustainable Procurement Rovensa Group subscribes to the precautionary principle which states that where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation. While the precautionary principle is most often associated with the protection of the environment, it can be applied to other areas, such as health and safety. The organization can describe the areas where it applies the precautionary principle.	Principles 3, 4, 5, 6 and 10	
GRI 2-24 Embedding policy commitments	Please consult the chapter: Sustainability Governance Model	Principles 3, 4, 5, 6 and 10	-
GRI 2-25 Processes to remediate negative impacts	Please consult the chapter: Business Ethics During the fiscal year 2021/2022, we had five complaints reported through our whistleblowing channel, which have all been managed and solved by the Ethics Committee.	-	12

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: General Disclosures			
GRI 2-26 Mechanisms for seeking advice and raising concerns	Please consult the chapter: Business Ethics	Principles 3, 4, 5, 6 and 10	-
GRI 2-27 Compliance with laws and regulations	Each department maintains a registry of non-compliance situations. We had a non-compliance situation, reported by the Corporate Human Resources department. This instance of non-compliance was sanctioned by ACT (Authority for Working Conditions), in Portugal. We voluntarily paid the minimum amount of 9,180 € to determine the archival of the procedure, and a formal complaint was not lodged.	-	16
GRI 2-28 Membership associations	Please consult the chapter: Main Memberships ABISOLO - Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal; ADC – Agri Business Development Coorporation; AEFA - Asociación Española de Fabricantes de Agronutrientes; AENDA – Associação Brasileira de Defensivos Pós-Patente; AEPLA - Associación Empresarial para la Protección de las Plantas; AFA; AFAÏA - Acteurs d'une Terre Plus Verte; Agroenvases S.L.; AGROFARMA – Associazione degli agrofarmaci, ovvero i prodotti chimici per la difesa delle colture dai parassiti animali e vegetali; AINIA; AIPROM – Asociația Industriei de Protecția Plantelor din România; AMCHAM - Camâra Americana; ANIPLA - Associação Nacional da Indústria para a Proteção das Plantas; ANPII - Associação Nacional dos Produtores e Importadores de Inoculantes; AIF - Associazione Italiana Fertilizzanti; Beratungsdientst Kartoffelanbau Heilbronn e.V.; BIOVAL; Biovegen; Global GAP; CAAE - specialized certification services to the Organic Production sector; CABI - Bioprotection portal; CIESP - Centro das Indústrias do Estado de São Paulo; COIAL - Colegio Oficial de Agrónomos de Levante; Council of Producers and Distributors of Agrotechnology (CPDA); CROPLIFE – Crop protection Organisation; DMK - Deusches Maiskomitee e.V.; EBIC - European Biostimulants Industry Council; ECCA - European Crop Care Association; Expoflor Association Crop Protection; FERTASA – Fetilizer Association of South Africa; FIBL - Research Institute of Organic Agriculture; iBET - Instituto de Biologia Experimental e Tecnológica; IBMA - International Biocontrol Manufacturers Association; INPEV - Instituto Nacional de Processamento de Embalagens Vazias; ISHS - International Society for Horticultural Science; IVA - Industrieverband Agar; NEW AG INTERNATIONAL; PHYTEIS (ex Union des Industries de la Protection des Plantes); Quimacova; Romanian Industry; SABO - South African Bioproducts Organisation; SAMAC – Macadamia South Africa; Sigfito; SINDIVEG – Sindicato Nacional da Indústria de Produtos para Defesa Vegetal; SPEL - Association of Fertilizer Producers and Traders; Tomato World - Information and education centre; UN GLOBAL COMPACT; UNE - Asociación Española de Normalización y Certificación Bionutrition; UNIFA; VSSE - Verband Süddeutscher Spargel- Und Erdbeeranbauer E.V.	-	-
GRI 2-29 Approach to stakeholder engagement	Please consult the chapter: Stakeholder Engagement	-	-
GRI 2-30 Collective bargaining agreements	Please consult the chapter: Labour Relations The total number of employees covered by collective bargaining agreements regarding FY21/22 only includes permanent employees, as oppose to the FY20/21 which considered permanent and temporary employees.	Principle 3	8
Material Topic: Economic Impact and Performance			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Driving Shared Value	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: General Disclosures			
GRI 103-2 The management approach and its components	Please consult the chapter: Driving Shared Value	-	-
GRI 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 201-4 and GRI 207-1, GRI 207-2, GRI 207-3 and GRI 207-4.	-	-
GRI 201: Economic Performance 2016			
GRI 201-1 Direct economic value generated and distributed	Please consult the chapter: Driving Shared Value	-	8 and 9
GRI 201-2 Financial implications and other risks and opportunities due to climate change	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 201-3 Defined benefit plan obligations and other retirement plans	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 201-4 Financial assistance received from government	Total monetary value of financial assistance received by the organisation from any government: 2,040,014 €. The Group is owned by Private Equity funds, which may, in turn, be owned in negligible percentages by governmental authorities, such as sovereign funds, but these holdings are not known to the Group and, if they exist, are not enough to require any type of reporting.	-	-
GRI 203: Indirect Economic Impacts 2016			
GRI 203-1 Infrastructure investments and services supported	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 203-2 Significant indirect economic impacts	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Economic Impact and Performance			
GRI 207: Tax 2019			
GRI 207-1 Approach to tax	Please consult the chapter: Tax	-	-
GRI 207-2 Tax governance, control, and risk management	Please consult the chapter: Tax	-	-
GRI 207-3 Stakeholder engagement and management of concerns related to tax	Please consult the chapter: Tax	-	-
GRI 207-4 Country-by-country reporting	Not reported - At this point, Rovensa does not meet the thresholds to prepare and submit the country by country report.	-	-
Material Topic: Labour Relations			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Talent Attraction, Development and Retention; Labour Relations	-	-
GRI 103-2 The management approach and its components	Please consult the chapters: Talent Attraction, Development and Retention; Labour Relations	-	-
GRI 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 202-2, GRI 401-1, GRI 401-2, GRI 401-3, GRI 402-1, descriptive indicator related to number of R&D and Regulatory employees and Rovensa's KPIs related to total number of employees with private health insurance and related to number of meetings between local HR and employee's committees.	-	-
GRI 202: Market Presence 2016			
GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Not Reported – We do not report on the ratio of standard entry level wage by gender compared to local minimum wage because this data is not collected as we compensate our employees in excess of the statutory minimum wage in respective countries, regardless of gender.	-	-
GRI 202-2 Proportion of senior management hired from the local community	Please consult the chapter: Diversity, Equity and Inclusion	Principle 6	8

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Labour Relations			
GRI 401: Employment 2016			
GRI 401-1 New employee hires and employee turnover	Please consult the chapters: Talent Attraction, Development and Retention; and ESG Dashboard – Social This indicator covers only employees with permanent contract unlike it was reported in the last years. We considered turnover = (Total Leavers/average of the headcounts at the end of each month)*100. Includes voluntary and non-voluntary turnover.	Principle 6	5, 8 and 10
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Please consult the chapter: Well-Being and Work-Life Balance All our permanent employees in Brazil, France, Mexico, Portugal and Spain have access to life insurance, health care, disability and invalidity coverage, parental leave and retirement provision. We considered significant locations of operation to be the countries where we have the highest number of employees.	-	-
GRI 401-3 Parental leave	Please consult the chapters: Well-Being and Work-Life Balance; and ESG Dashboard – Social In Brazilian law, women have the right to take 120 days of maternity leave, as fathers can take up to 15 days. Rovensa goes beyond compliance by offering additional 60 days or mothers and 15 days for fathers.	Principle 6	8
GRI 402: Labour/Management Relations 2016			
GRI 402-1 Minimum notice periods regarding operational changes	Please consult the chapter: Labour Relations	-	8
Descriptive Indicators			
Number of R&D and Regulatory employees	Please consult the chapter: Product Stewardship, Quality and Safety	-	-
Rovensa's KPI			
Total number of employees with private health insurance	Please consult the chapter: Well-Being and Work-Life Balance	Principles 1 and 6	5, 8 and 10
Number of meetings between local HR and employee's committees	Please consult the chapter: Labour Relations	Principle 3	5, 8 and 10

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Sustainable Procurement			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Sustainable Procurement	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Sustainable Procurement	-	-
GRI 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, GRI 308-1, GRI 414-1 and Rovensa's KPI related to supplier assessed (%) and Rovensa's suppliers scores (%).	-	-
GRI 204: Procurement Practices 2016			
GRI 204-1 Proportion of spending on local suppliers	Please consult the chapter: Sustainable Procurement	-	8 and 12
GRI 308: Supplier Environmental Assessment 2016			
GRI 308-1 New suppliers that were screened using environmental criteria	Please consult the chapter: Sustainable Procurement	Principle 8	12
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	Please consult the chapter: Sustainable Procurement	Principle 8	12 and 15
GRI 414: Supplier Social Assessment 2016			
GRI 414-1 New suppliers that were screened using social criteria	Please consult the chapter: Sustainable Procurement	Principle 2	5, 8 and 16
GRI 414-2 Negative social impacts in the supply chain and actions taken	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
Rovensa's KPI			
Supplier assessed (%) and Rovensa's suppliers scores (%)	Please consult the chapter: Sustainable Procurement	Principles 2 and 8	5, 8, 12 and 16

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Business Ethics			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Corporate Governance; and Business Ethics	-	-
GRI 103-2 The management approach and its components	Please consult the chapters: Corporate Governance; and Business Ethics	-	-
GRI 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, GRI 205-2, GRI 205-3, GRI 206-1 and Rovensa's KPIs related to employees that acknowledged they have read and understood our code of conduct and complaints reported through our whistleblowing channel.	-	-
GRI 205: Anti-corruption 2016			
GRI 205-1 Operations assessed for risks related to corruption	Please consult the chapters: Business Ethics; Anti-Money Laundering and Sanctions; and ESG Dashboard	Principle 10	16
GRI 205-2 Communication and training about anti-corruption policies and procedures	Please consult the chapter: Anti-Money Laundering and Sanctions	Principle 10	16
GRI 205-3 Confirmed incidents of corruption and actions taken	Please consult the chapter: Anti-Money Laundering and Sanctions	Principle 10	16
GRI 206: Anti-competitive behaviour 2016			
GRI 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
Rovensa's KPI			
Employees that acknowledged they have read and understood our code of conduct	Please consult the chapter: Business Ethics	-	-
Complaints reported through our whistleblowing channel	Please consult the chapters: Business Ethics; ESG Dashboard – Governance	-	8 and 16
Anti-Money Laundering and Sanctions Policy (%) - Executive Committee members, employees and business partners that have received the policy (%)	Please consult the chapter: Anti-Money Laundering and Sanctions	Principle 10	16

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Energy Efficiency			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Energy Management Energy consumption reported considering the following plants from all units: Oro Agri, biocontrol (Idai Nature and Agrotecnologia), bionutrition (Tradecorp, Tradecorp Brazil, OGT and SDP) and crop protection (ASCENZA). In addition, information regarding main offices and warehouses were also considered.	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Energy Management	-	-
GRI 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, GRI 302-2, GRI 302-3, GRI 302-4 and GRI 302-5.	-	-
GRI 302: Energy 2016			
GRI 302-1 Energy consumption within the organization	Please consult the chapters: Energy Management; and ESG Dashboard – Environment	Principles 7 and 8	7, 12 and 13
GRI 302-2 Energy consumption outside of the organization	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 302-3 Energy intensity	Please consult the chapters: Energy Management; and ESG Dashboard – Environment	Principle 8	7, 12 and 13
GRI 302-4 Reduction of energy consumption	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022. However, we have initiatives under way or being implemented that we intend to report on in the future.	-	-
GRI 302-5 Reductions in energy requirements of products and services	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Water Efficiency and Conservation			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Water Management	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Water Management	-	-
GRI 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 and SASB Chemicals indicator related to RT-CH-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations.	-	-
GRI 303: Water and Effluents 2018			
GRI 303-1 Interactions with water as a shared resource	Please consult the chapter: Water Management	Principles 7 and 8	6 and 12
GRI 303-2 Management of water discharge related impacts	Please consult the chapter: Water Management	Principle 8	6 and 12
GRI 303-3 Water withdrawal	Please consult the chapters: Water Management; and ESG Dashboard – Environment	Principles 7 and 8	6 and 12
GRI 303-4 Water discharge	Please consult the chapters: Water Management; and ESG Dashboard – Environment	Principle 8	6 and 12
GRI 303-5 Water consumption	Please consult the chapters: Water Management; and ESG Dashboard – Environment	Principle 8	6 and 12
SASB Chemicals			
RT-CH-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations	Please consult the chapters: Water Management; and ESG Dashboard – Environment	-	6 and 12

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Biodiversity Impact of Products			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Biodiversity	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Biodiversity	-	-
GRI 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 304-1.	-	-
GRI 304: Biodiversity 2016			
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Please consult the chapter: Biodiversity	Principle 8	14 and 15
GRI 304-2 Significant impacts of activities, products and services on biodiversity	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 304-3 Habitats protected or restored	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
Material Topic: Emissions			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Carbon Footprint GHG emissions reported considering the following plants from all business units: biocontrol (Idai Nature and Agrotecnologia), bionutrition (Tradecorp, Tradecorp Brazil, OGT and SDP) and crop protection (Ascenza), and Oro Agri. In addition, information regarding main offices and warehouses were also considered.	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Our Net Zero by 2050 Ambition	-	-
GRI 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.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Emissions			
GRI 305: Emissions 2016			
GRI 305-1 Direct (Scope 1) GHG emissions	Please consult the chapters: Greenhouse Gas Emissions; and ESG Dashboard – Environment	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-2 Energy indirect (Scope 2) GHG	Please consult the chapters: Greenhouse Gas Emissions; and ESG Dashboard – Environment	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-3 Other indirect (Scope 3) GHG emissions	Please consult the chapters: Greenhouse Gas Emissions; and ESG Dashboard – Environment	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-4 GHG emissions intensity	Please consult the chapters: Greenhouse Gas Emissions; and ESG Dashboard – Environment	Principle 8	13, 14 and 15
GRI 305-5 Reduction of GHG emissions	Not Reported – Not yet quantified in this report. Expected to be reported in the future, following the launch of our Net Zero Roadmap, with quantified emissions reduction targets.	-	-
GRI 305-6 Emissions of ozone-depleting substances (ODS)	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 305-7 Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	Please consult the chapters: Air Emissions; and ESG Dashboard – Environment	Principles 7 and 8	3, 12, 13, 14 and 15
Material Topic: Waste Management			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Waste Management	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Waste Management	-	-
GRI 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.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Waste Management			
GRI 306: Waste 2020			
GRI 306-1 Waste generation and significant waste-related impacts	Please consult the chapter: Waste Management	Principle 8	3, 6, 11, and 12
GRI 306-2 Management of significant waste-related impacts	Please consult the chapter: Waste Management	Principle 8	3, 6, 11, and 12
GRI 306-3 Waste generated	Please consult the chapters: Waste Management; and ESG Dashboard – Environment	Principle 8	3, 6, 11, 12 and 15
GRI 306-4 Waste diverted from disposal	Please consult the chapters: Waste Management; and ESG Dashboard – Environment	Principle 8	3, 6, 11, 12 and 15
GRI 306-5 Waste directed to disposal	Please consult the chapters: Waste Management; and ESG Dashboard – Environment	Principle 8	3, 6, 11, 12 and 15
Material Topic: Health and Safety			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Health and Safety	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Health and Safety	-	-
GRI 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's KPIs related to Lost Time Injury Frequency and Severity Rates (LTIFR & LTISR) and Lost Workdays and Lost Workdays Rate (LWD rate).	-	-
GRI 403: Occupational Health and Safety 2018			
GRI 403-1 Occupational health and safety management system	Please consult the chapter: Occupational Health and Safety Management Systems	-	3, 8 and 16
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Please consult the chapter: Hazards Identification, Risks Assessment and Incidents Investigation	-	8
GRI 403-3 Occupational health services	Please consult the chapters: Well-Being and Work-Life Balance; and Emergency and crisis management	-	8
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Please consult the chapters: Labour Relations; and A Safe Team at Rovensa	-	8 and 16

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Health and Safety			
GRI 403: Occupational Health and Safety 2018			
GRI 403-5 Worker training on occupational health and safety	Please consult the chapter: Occupational Health and Safety Training	-	8
GRI 403-6 Promotion of worker health	Please consult the chapter: Well-Being and Work-Life Balance	-	3 and 8
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Please consult the chapter: Prevention and Mitigation of Occupational Health and Safety Impacts	-	8
GRI 403-8 Workers covered by an occupational health and safety management system	Not Reported – The Group was unable to collect this data during fiscal year 2021/2022.	-	-
GRI 403-9 Work-related injuries	Please consult the chapter: Occupational Health and Safety	-	3, 8 and 16
GRI 403-10 Work-related ill health	Please consult the chapter: Occupational Health and Safety	-	3, 8 and 16
Rovensa's KPI			
Lost time injury frequency and severity rates (LTIFR & LTISR)	Please consult the chapter: Occupational Health and Safety	-	8
Lost workdays and lost workdays rate (LWD rate)	Please consult the chapter: Occupational Health and Safety	-	8
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: Health and Safety	-	8

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Talent Development			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Talent Attraction, Development and Retention	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Talent Attraction, Development and Retention	-	-
GRI 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, GRI 404-2, GRI 404-3 and Rovensa's KPI related to total number of students covered by scholarships, within training programs related with our business.	-	-
GRI 404: Training and Education 2016			
GRI 404-1 Average hours of training per year per employee	Please consult the chapters: Talent Attraction, Development and Retention; and ESG Dashboard – Social	Principle 6	4, 5, 8 and 10
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Please consult the chapter: Talent Attraction, Development and Retention	-	8
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	Please consult the chapters: Talent Attraction, Development and Retention; and ESG Dashboard – Social. This indicator covers only employees with permanent contract unlike it was reported in the last years.	Principle 6	5, 8 and 10
Rovensa's KPI			
Total number of students covered by scholarships, within training programs related with our business	Please consult the chapter: Product Stewardship, Quality and Safety	-	4 and 8

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Diversity and Equal Opportunity			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Diversity, Equity and Inclusion; and Talent Attraction, Development and Retention	-	-
GRI 103-2 The management approach and its components	Please consult the chapters: Diversity, Equity and Inclusion; and Talent Attraction, Development and Retention	-	-
GRI 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 405-1 and the descriptive indicator related to number of nationalities by employee category.	-	-
GRI 405: Diversity and Equal Opportunity 2016			
GRI 405-1 Diversity of governance bodies and employees	Please consult the chapters: Diversity, Equity and Inclusion; and ESG Dashboard – Social	Principle 6	5 and 8
GRI 405-2 Ratio of basic salary and remuneration of women to men	Not Reported – No data on this ratio is currently available. The analysis of the ratio of basic salary and remuneration of women to men at group level is under way to ensure a proper comparison is conducted between employees in comparable roles, with comparable qualifications and levels of experience.	-	-
Descriptive Indicators			
Number of nationalities by employee category	Please consult the chapters: Diversity, Equity and Inclusion; and ESG Dashboard – Social	Principle 6	8 and 10
Material Topic: Health and Safety Impacts of Products			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Product Stewardship, Quality and Safety	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Product Stewardship, Quality and Safety	-	-
GRI 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, GRI 416-2 and SASB chemicals indicator RT-CH-410b.2.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Health and Safety Impacts of Products			
GRI 416: Customer Health and Safety 2016			
GRI 416-1 Assessment of the health and safety impacts of product and service categories	Please consult the chapter: Product Stewardship, Quality and Safety	-	3
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Please consult the chapter ESG Dashboard – Product Innovation	-	3 and 16
SASB Chemicals			
RT-CH-410b.2. Discussion of strategy to manage chemicals of concern and develop alternatives with reduced human and/or environmental impact	Please consult the chapter: Product Stewardship, Quality and Safety	Principle 8	3, 12 and 15
Material Topic: Product Stewardship, Quality and Safety			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapter: Product Stewardship, Quality and Safety	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Product Stewardship, Quality and Safety	-	-
GRI 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 SASB chemicals indicator RT-CH-410b.1.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Sustainability Governance Model			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapters Our Sustainability Governance Model	-	-
GRI 103-2 The management approach and its components	Please consult the chapter: Our Sustainability Governance Model	-	-
GRI 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 descriptive indicators related to inclusion of ESG issues in the agenda of the Rovensa executive committee monthly meetings and investment in R&D and Regulatory.	-	-
Descriptive Indicators			
Inclusion of ESG issues in the agenda of the Rovensa executive committee monthly meetings	Please consult the chapter: Our Sustainability Governance Model	-	-
Investment in R&D and Regulatory	Please consult the chapters: Driving Shared Value; and Investing in R&D	Principles 8 and 9	9
Material Topic: Sustainable Product innovation			
GRI 103: Management Approach			
GRI 103-1 Explanation of the material topics and its boundaries	Please consult the chapters: Responsible Research and Product Development; and Moving Towards a Sustainable Agriculture	-	-
GRI 103-2 The management approach and its components	Please consult the chapters: Responsible Research and Product Development; and Moving Towards a Sustainable Agriculture	-	-
GRI 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 Rovensa's KPIs related to percentage of products with organic certification in Rovensa's portfolio; kg of active substance used per hectares; sum of active substance multiplied by risk (low (1), regular (8), higher (16)) per treated hectare; experimental field centres (greenhouse R&D); total number of new products; laboratories, including good laboratory practices (GLP), certified laboratories; number of universities/research centres with agreements and external initiatives.	-	-

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
Material Topic: Sustainable Product innovation			
Rovensa's KPI			
Percentage of products with organic certification in Rovensa's portfolio	Please consult the chapter:	Principles 8 and 9	9 and 15
Kg of active substance used per hectares	Please consult the chapter: Lower Risk Solutions for Plant Protection	Principles 8 and 9	9 and 15
Sum of active substance multiplied by risk (low (1), regular (8), higher (16)) per treated hectare	Please consult the chapter: Lower Risk Solutions for Plant Protection	Principles 8 and 9	9 and 15
Experimental field centres (greenhouse R&D)	Please consult the chapter: Product Stewardship, Quality and Safety	Principles 8 and 9	9
Total number of new products	Please consult the chapter: Investing in R&D	Principles 8 and 9	9
Laboratories, including good laboratory practices (GLP), certified laboratories	Please consult the chapter: Product Stewardship, Quality and Safety	Principles 8 and 9	9
Universities/research centres with agreements (n.°)	Please consult the chapter: Product Stewardship, Quality and Safety	Principles 8 and 9	9
External initiatives	Please consult the chapter: Our Commitment to the United Nations Sustainable Development Goals Sustainability Memberships Bionutrition: Synergynuts, Responsible Care Global Charter signatory, #BRASILpeloMEIOAmbiente	-	-

Restatements of information

In this report, we have recalculated data from FY20/21 for some indicators. For each indicator, we are stating the recalculated FY20/21 value as: [previously reported as] ➔ [now reported as].

1. **Permanent employees**
   In FY 20/21, we considered all employees (contingent, temporary and permanent.) In this report, we considered only permanent employees for:

   GRI 401-1 Rate of new employee hires
   - 21.5% ➔ 22%

   GRI 404-3 Regular performance and career development
   - 63% ➔ 65%

   GRI 405-1 Diversity of governance bodies and employees
   Percentage of employees per age:
   - <30 years old: 13.6% ➔ 12.7%
   - Between 30 and 50 years old: 70.6% ➔ 71.1%
   - >50 years old: 15.8% ➔ 16.2%

   Percentage of employees by functional category:
   - ExCo: 0.4% ➔ 0.4%
   - Directors: 3.4% ➔ 3.5%
   - Managers: 6.2% ➔ 6.4%
   - Experts and coordinators: 11.8% ➔ 12.2%
   - Specialists and Team Leaders: 39.0% ➔ 39.6%
   - Operational and administrative: 39.2% ➔ 37.9%

2. **Turnover rate**
   We corrected a value that was not reported correctly in the previous fiscal year:

   GRI 404-2 Turnover rate
   - 12.1% ➔ 12.2%

   This fiscal year, we considered a different formula to calculate the turnover rate (Global Turnover = (Total Leavers/average of the headcounts at the end of each month)*100).

3. **Waste**
   We performed a revision of our waste directed to incineration in FY20/21. This revision did not influence the value of total waste generated, only its disposal categories.

   GRI 305-3 Other indirect (Scope 3) GHG emissions
   - Waste generated in operations: 861 tCO_2e ➔ 822 tCO_2e

   GRI 306-5 Waste directed to disposal
   - Incineration: 1.4% ➔ 4.9%
   - Landfill: 36.7% ➔ 33.2%

4. **Water**
   We performed a revision of our sources of water withdrawal and discharge in FY20/21. This revision did not influence the value of total water withdrawal or discharge, only their sources.

   GRI 303-3 Water withdrawal
   - Surface water: 32 ML ➔ 19 ML
   - Groundwater: 53 ML ➔ 65 ML

   GRI 303-4 Water discharge
   - Surface water: 1.3 ML ➔ 7.9 ML
   - Third-party water: 43.5 ML ➔ 36.9 ML

5. **Energy**
   We combined the following categories to increase the precision of our reporting.

   GRI 302-1 Energy consumption within the organization
   - Diesel (own light vehicle fleet): 49,134 GJ ➔ 50,114 GJ
   - Diesel (industrial plants): 980 GJ ➔ 50,114 GJ

6. **Scope 3 emissions**
   We corrected the following value due to mispelling in the previous report:

   GRI 305-3 Other indirect (Scope 3) GHG emissions
   - 39,541 tCO_2e ➔ 39,514 tCO_2e

7. In FY20/21, we considered the business units of biocontrol and crop protection to report the actives substances used per hectare and the 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). This fiscal year, we performed a recalculation of this KPI considering only our chemical pesticides from our crop protection division to measure our progress towards Farm to Fork and Biodiversity Strategies of European Commission key-target: reduce by 50% the risk of chemical pesticides by 2030.

Independent Assurance Report

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INDEPENDENT LIMITED ASSURANCE REPORT OF THE ROVENSA SUSTAINABILITY REPORT FOR THE YEAR ENDED ON JUNE 30, 2022

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

Introduction

We have performed a limited assurance engagement on the Sustainability Report of Rovensa, S.A. ("Rovensa" or "Entity") for the year ended on June 30, 2022 ("Report").

Responsibilities

The Board of Directors of Rovensa, S.A. is responsible for the preparation and content of the Report in accordance with the requirements of the Global Reporting Iniciative ("GRI") Standards and for establishing suitable criteria as well as maintaining an internal control system and appropriate information capture and processing systems and processes to ensure an adequate preparation of the Report.

Our responsibility is to issue an independent and professional report, based on the procedures performed and specified in the "Scope" section.

Scope

Our work was performed in accordance with the International Standard on Assurance Engagements ("ISAE") 3000 (Revised): Assurance Engagements other than Audit or Reviews of Historical Financial Information (ISAE 3000), issued by International Auditing and Assurance Standards Board da International Federation of Accountants, and further technical and ethical standards and guidelines as issued by Ordem dos Revisores Oficiais de Contas (the Portuguese Institute of Statutory Auditors). A limited assurance engagement performed in accordance with ISAE 3000 (Revised) requires that the engagement is planned and executed to obtain a limited level of assurance whether Rovensa has prepared, in all material respects, the Report in accordance with the GRI Standards.

The procedures performed are dependent on our professional judgement, considering our understanding of the Entity and other circumstances relevant to our work.

Our work is summarized as follows:

- Interview of the Entity's employees responsible for the preparation of the information included in the Report, so as to know and understand the principles, systems and procedures for management, collection and consolidation of the information included in the Report, as well as the associated control mechanisms;

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bsi ISO 22301 Business Continuity Management CERTIFIED ISO/IEC 27001 Information Security Management CERTIFIED

- Execution of analytical procedures over the indicators included in the Report, together with inquiring the Entity's employees involved in its preparation;
- Review of the Report's content compliance with the GRI Standards of the general and specific disclosures and of Rovensa's specific indicators Products Organic Certified and Lower Risk Solutions;
- Analysis of the consistency of the methodology used to collect and consolidate the information included in the Report; and
- Verification, on a sample basis, of the arithmetic accuracy and other supporting evidence related with the indicators included in the Report, as well as verifying that they were appropriately compiled from the data provided by the Entity's information sources, namely, internal reports of the business units, industrial sites or offices (as applicable).

The procedures performed in a limited assurance engagement vary in nature and are less in scope than those performed in a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than what would be obtained if we had performed a reasonable assurance engagement. Therefore, we do not express a reasonable assurance opinion.

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

Independence and quality control

We comply with the independence and ethics requirements of the International Ethics Standards Board for Accountants (IESBA) code of ethics and the Code of Ethics of *Ordem dos Revisores Oficiais de Contas* (the Portuguese Institute of Statutory Auditors).

We applied the International Standards on Quality Management 1 (ISQM 1), which requires that a broad quality management system is designed, implemented and maintained, including policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Conclusion

Based on the work described, nothing has come to our attention that causes us to believe that the Sustainability Report of Rovensa, S.A. for the year ended on June 30, 2022, is not prepared, in all material respects, in accordance with the requirements of the GRI Standards.

Restrictions of use

This report is intended solely for the purpose of informing and use by the Board of Directors of the Entity and to be included as part of the Sustainability Report of Rovensa, S.A., and, accordingly, should not be used for any other purpose and should not be published in other document besides the Sustainability Report of the Entity for the year ended on June 30, 2022.

Lisbon, March 27, 2023

Deloitte & Associados, SROC S.A.
Represented by Luís Miguel Baptista da Costa, ROC
Registration in OROC n.º 1602
Registration in CMVM n.º 20161212

Endnotes

(1) At this point, Rovensa does not meet the thresholds to prepare and submit the Country-by-Country report.

(2) United Nations, Department of Economic and Social Affairs, Population Division (2022). *World Population Prospects 2022: Ten Key Messages*. **https://www.un.org/development/desa/pd/sites/www.un.org.development.desa.pd/files/undesa_pd_2022_wpp_key-messages.pdf**

(3) Agroecology Europe AISBL. (2020). *EU Farm to Fork and Biodiversity strategies: a new path for a greener, more sustainable and resilient Europe*. **https://www.agroecology-europe.org/wp-content/uploads/2020/05/AEEU-F2F-BDS-Press-release.pdf**

(4) European Commission. (n.d.). Global demand for resources. Retrieved November 18, 2022, from **https://knowledge4policy.ec.europa.eu/foresight/topic/aggravating-resource-scarcity/global-demand-resources-materials_en**

(5) World Economic Forum. (2022, March 16). *How farmers can improve soil health and feed the planet: an expert explains*. **https://www.weforum.org/agenda/2022/03/how-farmers-improve-soil-health-expert-explains/**

(6) FAO. (2021). Strategic Framework 2022-31. In *Food and Agriculture Organization of the United Nations*. **https://www.fao.org/3/cb7099en/cb7099en.pdf#page=10**

(7) Global Megatrends 2022. (2022). In *Global Management Institute*. Global Management Institute. **https://www.pmi.org/-/media/pmi/documents/public/pdf/learning/thought-leadership/pmi-megatrends-2022.pdf?v=ce857578-0d48-4c91-b3db-41a21c09c7df&sc_lang_temp=en**

(8) FAO. (2021). Strategic Framework 2022-31. In FAO. Food and Agriculture Organization of the United Nations. **https://www.fao.org/3/cb7099en/cb7099en.pdf#page=10**

(9) The SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), which drives ambitious climate action in the private sector by enabling companies to set science-based emissions reduction targets. More information available at **https://sciencebasedtargets.org/**

(10) *A European Green Deal*. (2021, July 14). European Commission. **https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en**

(11) *Farm to Fork Strategy*. (n.d.). Food Safety. **https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy_en**

(12) By new products developed we mean a product that is ready to be submitted for registration or has already been launched or placed at the market.

(13) *Organics at a glance*. (2022, September 23). Agriculture and Rural Development. **https://agriculture.ec.europa.eu/farming/organic-farming/organics-glance_en**

(14) *Organic action plan*. (2022, September 23). Agriculture and Rural Development. **https://agriculture.ec.europa.eu/farming/organic-farming/organic-action-plan_en**

(15) 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 avoid double-counting, we did not consider different brand names of the same product.

(16) 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.

(17) It is estimated that the war in Ukraine made the supply of nitrogen fertilizers in Europe drop by 9% (*Plant biostimulants can help prevent the Ukraine crisis from creating a secondary food security crisis – EBIC.* (n.d.). **https://biostimulants.eu/highlights/plant-biostimulants-can-help-prevent-the-ukraine-crisis-from-creating-a-secondary-food-security-crisis/**, *Plant biostimulants contribute to climate-smart agriculture – EBIC.* (n.d.). **https://biostimulants.eu/issue/plant-biostimulants-contribute-to-climate-smart-agriculture/)**

[18] *Plant biostimulants contribute to climate-smart agriculture – EBIC*. (n.d.). **https://biostimulants.eu/issue/plant-biostimulants-contribute-to-climate-smart-agriculture/**

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[22] Roy, R. N., Finck, A., Blair, G. J., & Tandon, H. L. S. (2006). *Plant Nutrition For Food Security: A Guide For Integrated Nutrient Management (FAO Fertilizer and Plant Nutrition Bulletins)* (Vol. 16) [Pdf]. FAO. **https://www.fao.org/3/a0443e/a0443e.pdf**

[23] *Tradecorp.* (n.d.). **https://tradecorp.com.br/blog/post/inovaco-tecnologica-inoculante-biologico-incrementa-a-produtividade-em-ate-8-7-sacos-por-hectare-na-soja**

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

[25] *Integrated Pest Management* (IPM). (n.d.). Food Safety. **https://food.ec.europa.eu/plants/pesticides/sustainable-use-pesticides/integrated-pest-management-ipm_en**

[26] 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** (European Commission. (n.d.). *Harmonised risk indicators*. Food Safety. Retrieved December 19, 2022, from **https://food.ec.europa.eu/plants/pesticides/sustainable-use-pesticides/harmonised-risk-indicators_pt**

[27] *Farm to Fork targets - Progress*. (n.d.). Food Safety. **https://food.ec.europa.eu/plants/pesticides/sustainable-use-pesticides/farm-fork-targets-progress_en**

[28] Liu, X., Cao, A., Yan, D., Ouyang, C., Wang, Q., & Li, Y. (2021). Overview of mechanisms and uses of biopesticides. *International Journal of Pest Management*, 67(1), 65-72.

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(33) 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 *The Green House Gas Protocol* (Revised Edition). (2004). [Pdf]. World Resources Institute and World Business Council for Sustainable Development. **https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf**

(34) *Water Scarcity | Threats | WWF.* (n.d.). World Wildlife Fund. **https://www.worldwildlife.org/threats/water-scarcity**

(35) Water Stress to Affect 52% of World's Population by 2050. (n.d.). *Water Footprint Network.* **https://waterfootprint.org/en/about-us/news/news/water-stress-affect-52-worlds-population-2050/**

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

(37) *Biodiversity and Climate Change - Environment - European Commission.* (n.d.). **https://ec.europa.eu/environment/nature/climatechange/index_en.htm**

(38) *The gender pay gap situation in the EU.* (n.d.). European Commission. **https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en**


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