

GRUPO



SUSTAINABILITY REPORT 2019

SUMMARY

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MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

GRI 102-14, GRI 102-15, GRI 103-2, GRI 103-3, Material theme: Strategy

The Vittia Group began 2019 in full swing and with the expectation of growing even more sustainably. An example of this is the organic products segment, in which we intend to increase sales by around 50%, taking advantage of the opportunities in an expanding market, which demands quality and boldness.

With the expectation of exponential growth in the next 10 years, we are carrying out several strategic actions based on the five strategic pillars of the Group (Proximity to the Client, Technology, Operational Excellence, Sustainability and People Manage-

In order to improve the relationship with customers, we expanded the actions through visits, field days, participation in events and sector fairs. And to improve the service level, in 2019 we implemented the CRM system, from which customers will have a database of the main events in their visits with descriptions, photos, treatments, trends and results. We are also improving communication with this audience, with changes in social media and websites of the Group's companies.

We continuously seek strategies for the development of our team. Therefore, among the actions developed in 2019, the structure for identifying the ideal profiles for each position in the commercial team stands out. Another good news was the investment in training courses for leaders and managers, in which we present the Academy of

Leaders. There was also the expansion and qualification of field professionals, in addition to the availability of distance education (distance learning) on Biological Control of pests and diseases.

In the technology area, the company launched more than 38 new own and third-party products, in all its lines of operation. Another highlight was the achievement of two new records for the Biological Control segment (Biovalens), with a focus on innovation and high technology through the development of new biodefensives: biocontrol agents and 14 biological targets.

Because we believe in a better world for future generations, we consider the strategic pillar of sustainability in all of our decisions. In 2019, we achieved a growth of 102.3% in the line of Biological Defensives and 10.3% in the line of Inoculants, in which the company holds a national leadership position.

In 2019, there were also important investments in equipment and facilities to increase

For believing in a better world for the future generations, we consider the pillar strategic sustainability in all our decisions

the manufacturing and operation capacity, including the expansion of the Serrana and Uberaba units and the start of the largest project in the history of the Group (green field model) for the production of biological pesticides in plant with high production capacity and state-of-the-art technology.

At the fertilizer unit in São Joaquim da Barra (SP), a new internal distribution center (CDI) was created, generating gains in storage, logistics and product shipping, revitalization and modernization of the sulfates and chlorides unit and the installation of two reactors automated systems, which increased the installed capacity by more than 100 thousand liters per day. New bioreactors

and semi-automatic filling machines were also purchased and installed in our biological products unit.

During the year, the Group revitalized the 5S program, created to increase the efficiency of production processes, as well as occupational and industrial safety, based on the continuous improvement of work in relation to cleaning and organization, accident prevention, elimination of waste, encouraging creativity and good practices, among others.

In short, 2019 was a year of great challenges for the company. And it is with great pride that we came here to talk about our overcoming power. It was a year in which we sought to be closer to cooperatives with concrete strategies and lasting partnerships, which reflect our seriousness and commitment to this market.



I close this message with the certainty of a promising future, especially with the prospect of the inauguration of the new pesticide plant, planned for the coming years. Thus, we will deliver even more benefits to everyone involved in the business, prioritizing transparency and high technology.

I take this opportunity to mention that in the face of the great global COVID-19 pandemic challenge, the company created a crisis committee in March 2020 and implemented several actions to offer safety to employees and customers, minimizing the contagion of the disease in our units. These actions are shown below.

Enjoy your reading!

Wilson Romanini CEO | Vittia Group





In the face of the COVID-19 pandemic that the world is experiencing, the Vittia Group has invested in several actions in favor of the continuity of its business, taking into account the integrity of its employees and customers. In the first half of March 2020, the Group created the crisis committee with the objective of programming, implementing and managing effective actions to combat the disease, ensuring the health and well-being of employees and the continuity of operations.

The committee is formed by leaders from all units of the Group, who meet weekly to

monitor the actions defined for the care and prevention of COVID-19. In this committee, good practices are shared so that they can be applied collectively.

In the first meetings of the crisis committee, immediate actions were stipulated. In order to avoid agglomerations and minimize the risk of contamination, part of the Group's employees started working at home, especially those who perform office work. As a safety measure, employees who fall into the risk group were removed from work and instructed to maintain the necessary care. The

other employees were reorganized in their workplaces to avoid physical proximity.

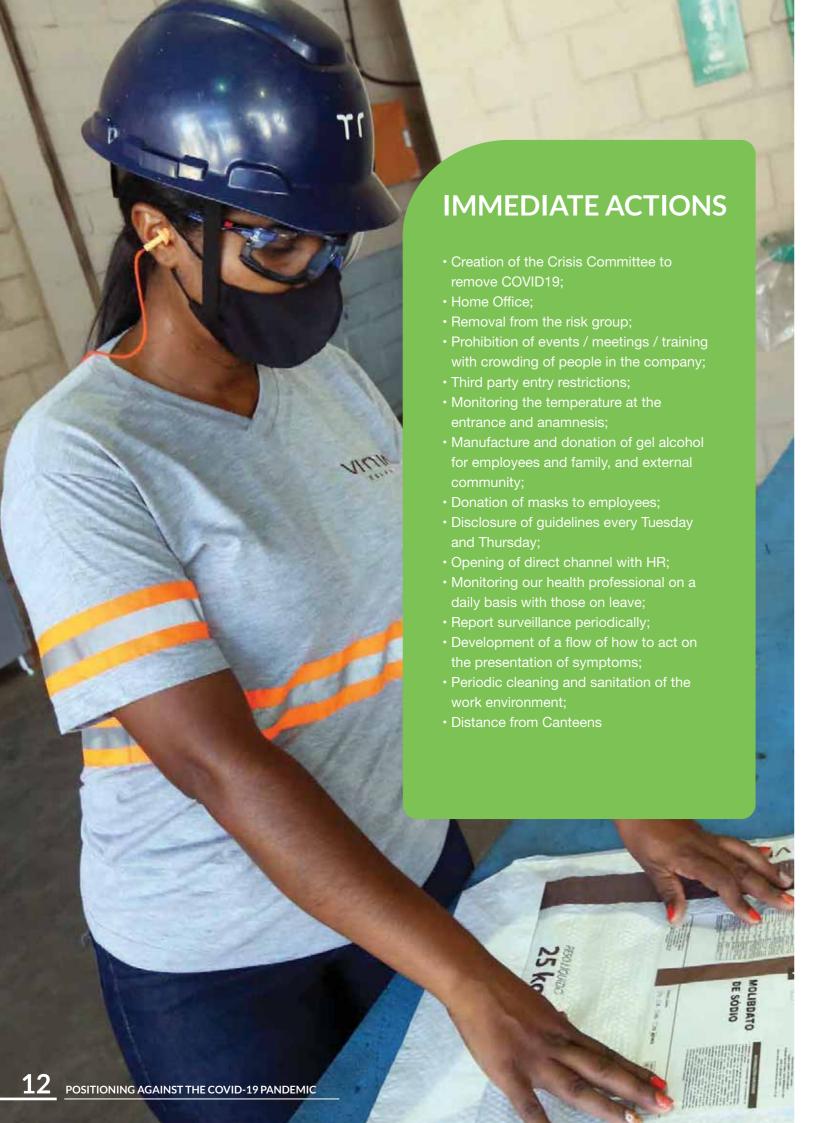
To minimize the risk of contamination, events, meetings, training with agglomeration were prohibited within the company's manufacturing units and offices. Participation in agricultural fairs was also suspended, and the contact of internal employees with customers and suppliers started to occur only through video and voice platforms.

The Vittia Group started to disclose the actions being taken, prevention protocols and internal rules to combat COVID-19 three times a week, through e-mail and bulletin boards.

At the slightest sign or symptom of the disease, employees are instructed to always notify direct supervision and then the nurse at their unit, through a direct channel available 24 hours a day.

As a way of collaborating in the fight against the disease, the Vittia Group started to produce gel alcohol and donate to institutions (report on the link: https://g1.globo.com/sp/ribeirao-preto-franca/noticia/2020/04/18/empresa-defertilizantes-de-sp-produz-15-mil-litros-de-alcool-em-gel-para-doar-a-hospitais.ghtml). In all, more than 3,000 liters were donated in the

Faced with the Covid-19 pandemic that world is living, the Vittia Group has invested in several actions in favor of the continuity of its business, taking into account the integrity of its employees and customers



GUIDELINES

- Use of the mask, hand cleaning, use of gel alcohol;
- When to look for the health professional;
- Empathy with positives;
- Prevention at home, on the street and in a vehicle;
- Living with the risk group;
- Mental health;
- Use of homemade masks

first batch of production and more than 5,000 liters in the second batch, to more than 40 entities including city halls, nursing homes, hospitals, health posts, customers, among others. Donations took place in the State of São Paulo in the municipalities of Arthur Nogueira, Ituverava, São Joaquim da Barra, Serrana, Guara, Barretos, Ipuã, Morro Agudo, Orlândia, Ribeirão Preto, Uberaba and Américo Brasiliense, in addition to the municipality of Itapecerica in the state of Minas Gerais.

The Group also made financial donations to support institutions in the purchase of respirators, masks and basic food baskets. Approximately R\$ 137 thousand was donated, distributed among hospitals, nursing homes and city halls of the State of São Paulo, as shown in the table below.

CATEGORY	ENTITY	DONATION	TARGET	CITY
HOSPITAL	HEALTHCARE CENTER OF ITUVERAVA	R\$ 51,000.00	03 RESPIRATORS	ITUVERAVA-SP
HOSPITAL	HEALTHCARE CENTER OF SÃO JOAQUIM DA BARRA	R\$ 51,000.00	03 RESPIRATORS	SÃO JOAQUIM DA BARRA -SP
TOWN HALL	CITY HALL OF SÃO JOAQUIM DA BARRA	R\$ 20,000.80	460 FOOD STAPLES	SÃO JOAQUIM DA BARRA -SP
TOWN HALL	ITUVERAVA MUNICIPALITY	R\$ 15,000.60	345 FOOD STAPLES	ITUVERAVA - SP
ASYLUM	SHELTER OF THE ELDERLY COMENDADOR TAKAYUKIMAEDA	R\$ 300.00	100 MASKS	ITUVERAVA - SP





102-53, GRI 102-54, GRI 102-56

The Vittia Group is pleased to present its fifth Sustainability Report, prepared in accordance with the GRI Standards: core option.

The information on the organizational profile, economic, social and environmental performance published here refers to the Vittia Group – the holding company of the brands Biosoja, Samaritá, Granorte and Biovalens and corresponds to the period from January

publication some relevant information about 2020 has been included.

The content of the report was oriented according to the results of the Materiality Matrix and meets the expectations of the Sustainability Committee, whose reporting is made directly to the Board of Directors. It is worth mentioning that sustainability management is also included in the corporate strategic planning guidelines.

The previous report was published in 2019 and corresponds to data from January to December 2018. With an annual cycle, the report has not undergone external verification, however, there are plans for this to occur in the next two years.

For contacts related to the 2019 Vittia Group Sustainability Report, the company has the following relationship channel: sustentabilidade@vittia.com.br

MATERIALITY

GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44, GRI 201-44, GRI 102-46, GRI-102-47, GRI 103-1

The Vittia Group is always working to keep its stakeholders engaged in relevant matters, through actions such as fairs, events, marketing disclosures and Vit Integra itself.

The subjects listed in the Materiality Matrix were selected according to their relevance and are described in this report. The Vittia Group follows the Standards version of the GRI guidelines and uses procedures applied since 2015, when it consulted, for the

first time, its stakeholders for the elaboration of its Materiality Matrix.

To this end, the company took into account the GRI guidelines and the Group's business and strategic concepts and applied an online questionnaire, addressing the topics "Economic/Products", "Environment" and "Social". Each of these categories was subdivided into seven different subjects, and each person consulted was asked to order them on a scale from 1 (most relevant) to 7 (least relevant). With that, the consultation with the stakeholders analyzed the opinion of the company and its relationship groups on 21 different subjects.

The main interest groups consulted for the construction of the Materiality Matrix were: shareholders, industrial customers, resale customers, producer customers and the internal public. The groups were selected according to the analysis of impacts produced by the company's activities, products, services, expectations, interests and capabilities.

After its elaboration, the Materiality Matrix was also submitted to a survey of GRI indicators related to identified material aspects.

At the same time, the indicators relevant to the business were pointed out, all of which are mentioned in this report. It is worth mentioning that the validation of sustainability reports is done with the direct participation of the top management of the Vittia Group.

For the next report, the Vittia Group plans to review its Materiality Matrix.

Material	Audiences impacted	Correlated GRI Standards disclosures
Strategy : know the company's growth strategy and long-term vision.	Shareholders Internal audience Customers Suppliers	• Strategy: GRI 102-14, GRI 102-15
Environmental Management: to know the actions of continuous improvement of the environmental performance of the Vittia Group.	Shareholders Internal audience Customers Suppliers	 Economic Performance: GRI 201-2 Energy: GRI 302-1 Water: GRI 303-1 Effluents and Waste: GRI 306-1, GRI 306-2
Corporate Governance: knowing the internal structure and the set of regulations, processes, customs and policies that regulate the way the company is managed and managed.	Shareholders Internal audience	• Governance: GRI 102-18
Climate Change: getting to know the actions of the Vittia Group in the management of factors that may influence the increase or decrease in the process of climate change.	Shareholders Internal audience Customers Suppliers	• Economic performance: GRI 201-2 • Emissions: GRI 305-1, GRI 305-2, GRI 305-3
Professional Development: getting to know how the company values its employees, planning training, strengthening skills and offering a motivating work environment.	Shareholders Internal audience	• Training and education: GRI 404-1, GRI 404-3
Portfolio : discovering the Vittia Group's product offering, ensuring an attractive and competitive product line.	Shareholders Internal audience Customers	 Organizational Profile: GRI 102-2, GRI 102-6 Customer Health and Safety: GRI 416-1 Labeling of Products and Services: GRI 417-1 Marketing Communication: GRI 417-2







GRI 102-5, GRI 102-10, GRI 103-2, GRI 103-3, Material theme: Strategy

Operating in the input sector the Vittia

Operating in the input sector, the Vittia Group was founded in 1971 and began its expansion in the late 1990s. It underwent organic growth until 2014, when it received an investment from the Brasil Sustentabilidade investment fund, with the participation of the National Bank Economic and Social Development Fund (BNDES) and Caixa's Pension Fund (Previ).

In 2016, the Vittia Group changed its corporate name, from BS Administração e Participações S.A. to Vittia Participações S.A. In January 2018, Biosoja Indústrias Químicas e Biológicos Ltda. came to be called Vittia Fertilizantes e Biológicos Ltda. In November of the same year, Vittia Fertilizantes e Biológicos Ltda. became a private limited company, becoming Vittia Fertilizantes e Biológicos S.A., incorporating the following month Granorte Fertilizantes Ltda. and Vittia Participações S.A.

Headquartered in São Joaquim da Barra (SP), the Vittia Group has all its units located in Brazilian territory. It has six Industrial Units distributed in São Joaquim da Barra and in the cities Serrana (SP), Ituverava (SP), Artur Nogueira (SP) and Uberaba (MG), as well as a Distribution Center in Luís Eduardo Magalhães (BA) and one Carrier (BS Transportes).

The company has 706 own employees and annual sales of over R\$ 479 million. Focused on the production of high technology inputs for modern agriculture, it has several products in the lines of inoculants, adjuvants, acaricides, soil conditioners, biological pesticides, foliar fertilizers, organomineral fertilizers, granulated micronutrients and salts for agriculture and livestock. The company also has modern and complete laboratories, a large Research & Development team and quality certificates, as well as a team of agronomists and technical assistants integrated with customers and the industry chain.

VITTIA: LIDEREM BIOTECHNOLOGY PLATFORM PROMOTING SUSTAINABLE SOLUTIONS FOR THE BRAZILIAN AGRIBUSINESS



Leading biotechnology platform – Leading producer of organic agricultural inputs in one of the most relevant Agro markets in the world.



ESG At the center of our portfolio – Complete portfolio of nutrition and plant protection solutions that provide productivity and sustainability.



Unrivaled R&D – with resources built over 50 years dedicated to research and development.



Robust Sales Force with National Coverage – Multichannel commercial strategy with highly specialized sales force and national scale.

MARKET LEADER



+50 years of accumulated research experience

18 registered Bio protection products

68% of the Brazilian agricultural market covered

FAST GROWTH



17.7%Cagr 14-1520 Gross Revenue

R\$ 99mm EBTIDA U12M

26.2% Cagr 14-1520 EBTIDA

HIGHLY PROFITABLE



21.5% EBITDA Margin

15.6% Adj Net margin 15820 u12m

18.2% ROIC 1520 u12m

The Vittia Group Fertilizers and Biological items is formed by the brands Biosoja, Samaritá, Granorte and Biovalens. For more information, visit http://vittia.com.br.

The Vittia Group in the social networks

The Vittia Group has channels on various social media, so that everyone can check information about products and the main news of the company.

Check out the links below:

https://www.youtube.com/results?search_query=grupo+vittia

https://www.linkedin.com/company/ grupo-vittia/?originalSubdomain=br

https://www.facebook.com/grupovittia/

https://www.instagram.com/grupovittia/?hl=pt-br

tia Participações S.A. news of the company.

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ORGANIZATION SIZE

GRI 102-7

- Total number of operations: 8 (6 Industrial Units, 1 Distribution Center and 1 Carrier BS Transportes) and sales representatives who serve all regions in Brazil.
- Total number of own employees: 706
- **Net sales**: R\$ 434,269,209.00
- **Total capitalization**: R\$ 137,252,441.00

- Number of products/services: 871
- Total assets: R\$ 468,685,538.00
- Beneficiary property: José Plínio Romanini 23.85%; Wilson Fernando Romanini 23.14%; Francisco Guilherme Romanini 23.14%; Brasil Sustainability Fip 29.16%; Alexandre Del Nero Frizzo 0.70%
- Revenue by region: SP 29%; MT 25%; MG 16%; GO 16%; BA 13%

MISSION, VISION AND VALUES GRI 102-16

MISSION

Allowing producers to gain profitability by area and improve the socio-environmental balance, delivering excellence in products and services for agriculture.



VISION

To be recognized as the best company in delivering productivity via plant performance, creating, capturing and sharing value for customers, shareholders, employees and the planet.



VALUES

- Respect for human beings;
- Respect and compliance with established agreements;
- Commitment to the truth and what is just;
- Respect for current laws, cultures and customs;
 - Clear and honest communication:
 - Commitment to the environment;
 - Freedom with Responsibility;
 - Innovation and Creativity.



HIGHLIGHTS 2019



Planning and start of construction of the **new Biodefensives plant** (Biovalens Line).



Increase in the level of **industrial automation**, with a focus on productivity gains and total guarantee of product quality.



Creation of the Vittia R&D Center with the division into sectors: Bioprospecting, Bioprocesses, Fertilizers and Agronomic, relating to the 5 strategic pillars of the Vittia Group.



Obtaining **10 new records** of biological pesticides.



Significant reduction in the absolute number of accidents, Frequency Rate (TF) and Severity Rate (SR), compared to 2018.



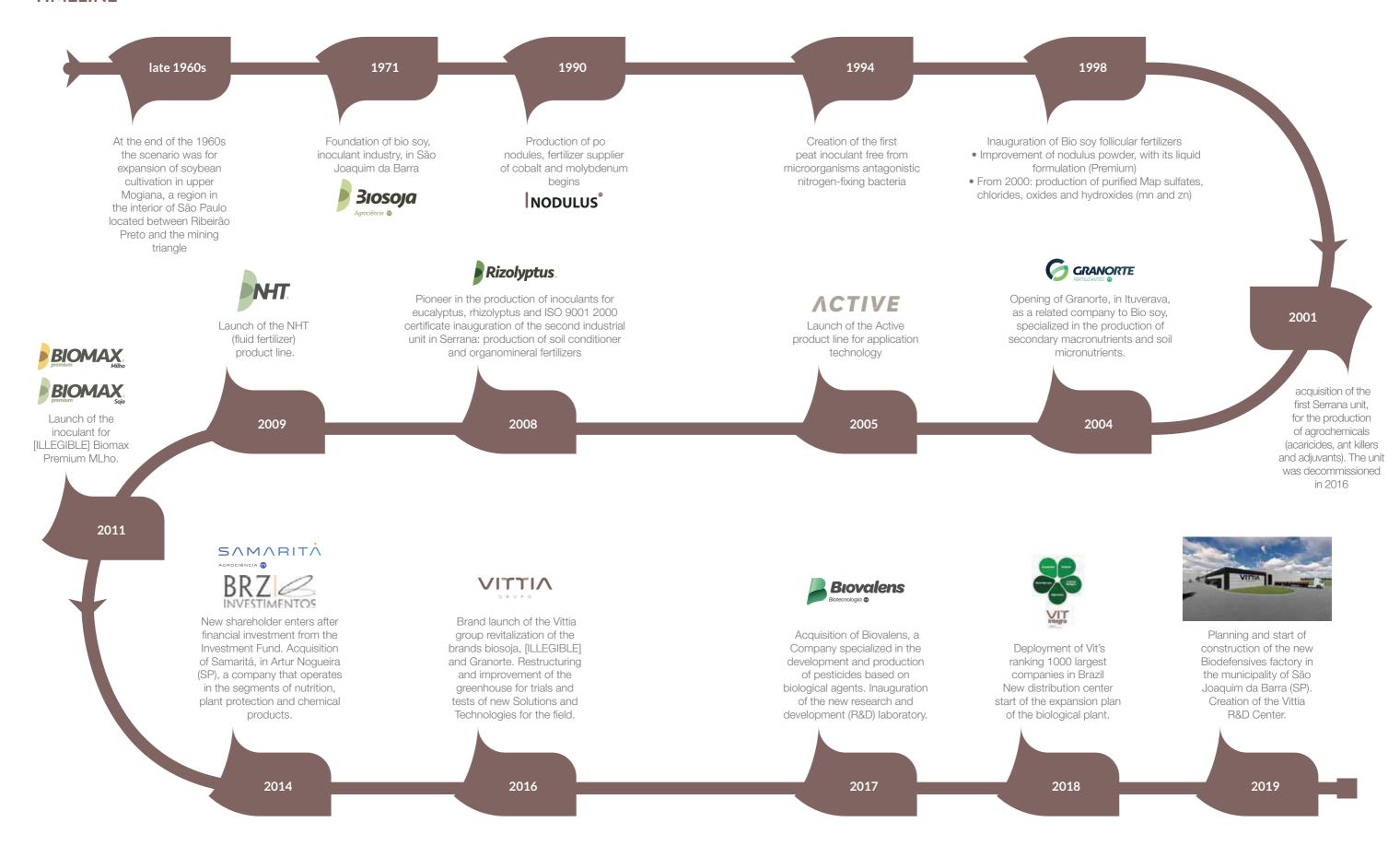
Training of all company managers through the **Leadership Academy** project.



Implementation of the **private pension** benefit for all employees



TIMELINE



SUSTAINABILITY REPORT 2019 2



GRI 102-6, GRI 102-13, GRI 103-2, GRI 103-3, Material theme: Portfolio

In the ranking of the largest companies, the Vittia Group was listed as one of the largest companies in the country, considering the segments of plant nutrition, biofertilizers, biological pesticides, adjuvants and inoculants.

The markets served by the company are, respectively, 35.93% from commercial establishments, 33.88% from end consumer/rural producer, 25.29% from fertilizer industries, 3.48% from other industries, 1.32% exports and 0.11% from suppliers.



Markets served	Geographic location	Sectors served	Types of clients
Agricultural	National and international	Adjuvants, Biofertilizers, Biological Control, Foliar Fertilizers, Inoculants, Organominerals, Granulated and Milled Soil Fertilizers, and Seed Treatment.	Rural producers, input distributors and cooperatives.
Industrial	National and international	Food, beverages, energy, pharmaceutical, manufacturing, primary metals, mining, pulp and paper and chemical.	Industries
Agriculture and livestock	National	Animal nutrition.	Industries

In 2019, the Vittia Group served as an associate of the following institutions:

- ABISOLO (Brazilian Association of Technology Industries in Plant Nutrition)
- ANPII (National Association of Inoculant Producers and Importers)
- ABCBIO (Brazilian Association of Biological Control Companies)
- inpEV (National Institute for Processing Empty Packaging)
- CLB (CropeLive Brasil)

PARTICIPATION IN GREAT EVENTS

During 2019, the Vittia Group intensified its participation in various events and actions to ensure proximity to customers and stakeholders in the sector.

ANDAV Congress

The Vittia Group participated in the IX AN-DAV Congress - Forum and Exhibition, held in São Paulo. The company had the participation of distributors from all over the country and presented novelties in fertilizers and high-tech biodefensives for agribusiness.

Visitors were also able to discover the Vit Integra program, which offers several solutions for all types of cultivation, simplifying processes and maximizing results for customers, in addition to expanding Biovalens' share of the organic market.

· SIMCAFÉ

It joined the edition of Simcafé (Symposium of Agribusiness Café da Alta Mogiana), held in Franca (SP) in April 2019. Promoted by Cocapec (Cooperative of Coffee Growers and Agriculturists), the event was attended by member companies of the cooperative, such as the Vittia Group.

• 12th AGROBRASÍLIA

The Vittia Group was present at another edition of AgroBrasília - International Fair of the Cerrados in Brasília (DF).

· 21st EXPOCAFÉ

The company participated in the 21st edition of Expocafé, considered the largest coffee agribusiness fair in Brazil and one of the main diffusers of technologies in the segment. The event took place in Três Pontas (MG).

• 45th EXPOCITROS

The 41st edition of the Citriculture Week and the 45th Expocitros, held in Cordeirópolis (SP), counted on the participation of the Vittia Group.

· SAFRA SHOW

Held in March 2019, in Lucas do Rio Verde (MT), the Safra Show is one of the main fairs in the Midwest of the country in which the Vittia Group has actively participated for 4 years, reinforcing its presence in this important market and prominent region in the Brazilian agricultural scenario.

Copavel Rural Show 2019

The Vittia Group attended, for the first time, the 31st Copavel Rural Show, which took place in Cascavel, Paraná. The event is recognized as one of the largest agribusiness in the world, bringing together the best technologies, innovations and trends for the field. The Group's stand presented the technological stations, with the presentation of lectures and demonstrations with the special product lines such as Inoculants, Biofertilizers, Adjuvants, Concentrated Suspensions and Biological Control.

Biocontrol Latam

Through Biovalens, the Group participated in Biocontrol Latam, the largest international event for solutions for biological control, held in Campinas (SP). At the

event, launches of the Group's biological products were shown to the market.

• DINETEC

The Vittia Group has been participating for 3 years in DINETEC (Business and Technology Day), the largest event in the Araguaia Valley and an important agricultural region in the country. The company has been intensifying its presence at this event through field demonstrations of the results of its products and presentation of new technologies, showing off, in practice, the competitive differential of its solutions.

· COMIGO TECHNOSHOW

Held in April 2019, in Rio Verde (GO), the 18th edition of the Comigo Technoshow had the participation of the Vittia Group. The fair, considered one of the most important centers of national agribusiness, aims to launch trends and bring highly technological innovations to rural producers, whether in agriculture or livestock.

· 85th Expozebu

In May, the Vittia Group attended for the first time the largest zebu fair in the world, which took place at the Fernando Costa Park, in Uberaba (MG).

Sales convention

In 2019, the Vittia Group held another edition of the Annual Sales Convention, in Águas de Lindoia (SP), bringing together professionals from the sales team to present recent research results, new market data, goals to be achieved and special training.

In order to present important information about the daily life in the field, the conven-



tion included lectures such as, "What to expect from Agribusiness" and "Information age: the unattainable value".

During the event, technical works performed by the teams in the field and tributes to the bestsellers were presented. The launch of Métis and Métis Nutri leaf fertilizers also took place.

The event is an opportunity for teams to present examples of good practice in the field and encourage the exchange of positive experiences.

Vit Coop

The Vittia Group held in April 2019 the Vit Coop event, to discuss the challenges and perspectives of agricultural cooperatives in the country, with the participation of about 60 guests. The meeting included technical lectures on products and the participation of special guests from cooperatives, with success stories and exchange of experiences. Topics were discussed for strengthening cooperatives, which have been consolidated as fundamental institutions for the competitiveness of small and medium producers.



GRI 102-2, GRI 103-2, GRI 103-3, Material theme: Portfolio

The Vittia Group is the holding brand for the companies Biosoja, Samaritá, Granorte and Biovalens. This form of presentation to the market is due to the expansion of the business and the great growth of the market, organizing the brands among themselves and clearly advising how each one acts.



Characterized by great dynamism since its foundation in 1971, Biosoja constantly improves its products and industrial processes. With three industrial units, it distributes its products throughout Brazil and exports to the countries of Mercosur and Bolivia.

Biosoja products are classified as acaricides, adjuvants, soil conditioners, soil fertilizers, foliar fertilizers, organomineral fertilizers, seed treatment fertilizers, inoculants and salts for agriculture and livestock.

To increase agricultural productivity and profitability, Biosoja has a team of agronomists and technical assistants who maintain regular contact with rural producers, in order to optimize the use of their products.

SAMARITÀ

AGROCIÊNCIA 📆

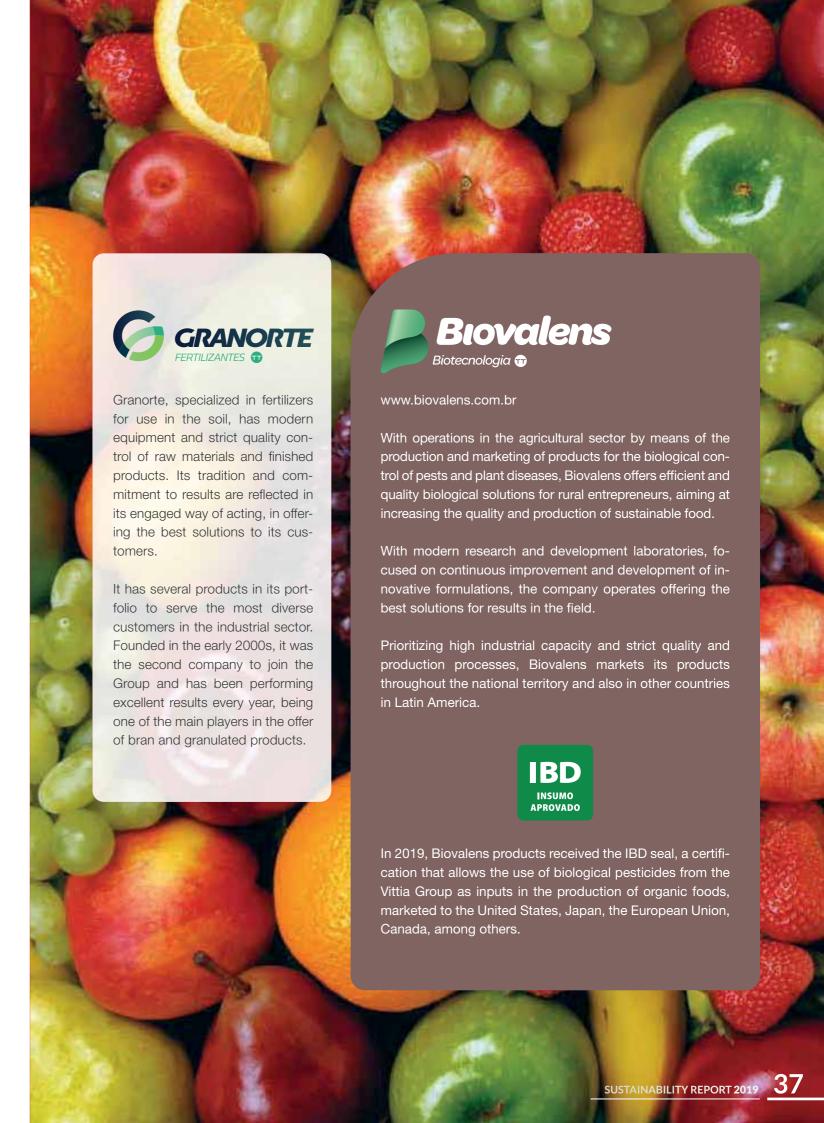
Samaritá is a reference in solutions for modern agriculture, which attests to all the quality implemented in its administrative, commercial and industrial processes.

It has been in the market for over 30 years and seeks to offer its customers high quality products and technology. For this, it has a highly qualified and qualified staff, in addition to a modern industrial park, which allows efficiency in all processes.

The joint work with national and international research institutions causes the company to develop quality solutions to meet the new challenges of agribusiness. It has international recognition, taking its products to the most different countries.

The company has its own laboratories and modern equipment, and has control over the entire production process, through quality analysis, from the raw material to the final product. It works together with several national and international research institutions, which makes it possible to develop quality products to meet the new challenges of agribusiness, making it a pioneer in the concepts for agriculture.

Since the end of 2014, Samaritá has joined the Vittia Group, which has contributed to the expansion and growth of the company, with new technologies and solutions for the domestic and global market.



MAIN PRODUCTS

The Vittia Group has a varied and efficient portfolio to better serve customers, offering sustainable and high-quality products, competitive prices, a highly qualified field team and a recognized brand across the country.

VITTIA VALUE LEVERS



Complete offer of high quality and sustainable products



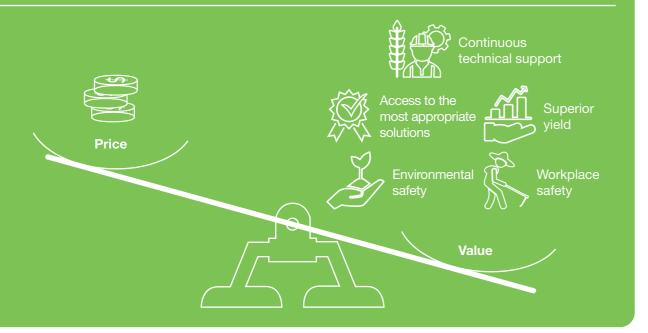
Competitive prices



Highly specialized field team providing technical support



Recognized and national scale brand



Below is a list of the product categories and how each of them delivers to the field:

ADJUVANTS

The Adjuvants line of the Vittia Group is composed of Adhesive Spreader and Vegetable Oil.

The Adhesive Spreader is a non-ionic product that must be added to spray pesticides of pesticides and foliar fertilizers to improve the performance of these products in plants that are difficult to wettable. Vegetable Oil, on the other hand, is an adjuvant intended to be added to spray mixes with pesticides and foliar fertilizers to improve the agronomic efficiency of these agricultural inputs. It has low toxicity and low risk to man, pets and the environment.

BIOFERTILIZERS

Biofertilizers are natural substances capable of exerting effects similar to bioregulators (synthetic plant hormones). Some examples of biofertilizers are products based on seaweed extracts, amino acids and humic substances; they have a high content of substances resulting from the humification of organic materials over thousands of years. Seaweed extracts are natural additives that act as pre-hormonal signalers (such as carbohydrates, amino acids and humic substances) and anti-stress agents (such as prolines, betaines, laminaries, among others) and allow for better plant development and productivity.

Amino acids are responsible for the formation of proteins, enzymes and hormones, which are essential to living beings. They perform various functions and the entire development of plants depends on their presence. Plant proteins are made up of a large number of amino acids, and synthesizing them requires a lot of energy from the plant, even more considering the stresses - such as lack of water, heat and transplantation.

Humic substances naturally result from the decomposition of organic matter and are capable of stimulating physiological changes in plants. These substances can contribute to better development, which is essential for obtaining gains in productivity. In summary, biofertilizers provide plants with greater physiological balance that results in greater development and greater productivity. Among all the solutions in this line, Bioenergy, Bioamino, Nodulus Gold and NHT BioCoMo stand out.

INOCULANTS

The company's portfolio also includes biological products, such as inoculants. They are composed of nitrogen-fixing bacteria and help in the better development of plants.

The company has a vast bank of strains of bacteria, being able to produce inoculants for different types of plants. In the case of inoculants for soy or beans, it is possible to supply in liquid and peat versions; for other crops, it is supplied in liquid or peat form.

The differential of inoculants from the Vittia Group is the high concentration of bacteria with greater stability and viability, which guarantees an adequate supply of nitrogen at a very low cost and in a sustainable manner. In addition to the inoculants, the company also has a cell protector that ensures greater availability of energy and greater protection against bacteria, allowing to potentiate the effect of the inoculants and promoting greater efficiency of the Biological Nitrogen Fixation.

VEGETABLE NOURISHMENT

The Vittia Group has fluid, water-soluble fertilizers that are readily available to plants. They can be applied in the most diverse cultures and in different phenological phases, promoting an increase in productivity. Among fluid fertilizers, the line of concentrated suspensions (NHT and Nanopower) stands out as a technological innovation, products with high technology and added value for customers. The nutrients contained in it are released and absorbed gradually, ensuring mineral nutrition to plants in a more balanced way.

The company also has a line of organomineral fertilizers (Fertium and Orgamax), concentrated in humic substances and highly efficient nutrients readily available to plants, and microgranulated soil fertilizers (Gran).

Developed to meet the needs of the most diverse crops, the line of granulated soil products provides micronutrients to plants.

SALTS FOR AGRICULTURE AND LIVESTOCK

The line of salts for agriculture and livestock consists of high-quality mineral fertilizers for plant nutrition, animal nutrition and industrial use, such as electroplating, the pharmaceutical industry, wood treatment, mining, ceramics, among others. Raw materials and products are subjected to strict quality control in the most modern laboratories.

BIOLOGICAL CONTROL

Biological products play a fundamental role in the control of pests and diseases in plants, one of the biggest current problems in several cultures. Its growth in the last decade is due to the high investment in production technology and the development of research on each isolate (microorganism) obtained, bringing greater protection and productive increase in crops throughout Brazil.

Composed of insecticides, nematicides, bactericides and fungicides, this line has a broad spectrum of control over various pathogens, with high technology and innovation. Always in constant motion, this product line seeks to protect crops without harming the environment, therefore, they are included in the portfolio as an excellent opportunity for better agent control, enabling greater productivity.

Biovalens recently launched new products on the market, Tricho-Turbo and No-Nema.



The first is a microbiological fungicide for the control of soil diseases such as wilting and tipping, while the second is a microbiological nematicide with a broad spectrum of action. The line is composed of other excellent products, such as Bovéria-Turbo, Meta-Turbo SC and BT-Turbo Max. In addition to these products, Biovalens also launched Biobaci, a biological nematicide that colonizes the root system of plants, producing phytohormones that stimulate the rooting and fight nematodes extremely effectively. Another novelty was the launch of Bio-Immune, a biological fungicide and bactericide that acts on the aerial part of plants, completely protecting it, stimulating its growth and improving the health and quality of the crop, with proven efficacy for

the sanitary management of the main diseases that focus on crops.

ACARICIDES/FUNGICIDES

They are agricultural pesticides based on elemental sulfur in the form of concentrated suspension (flowable) and ultra-micronized with particles smaller than 2 microns.

They have low toxicity and offer a low risk to man, domestic animals and the environment.

GRANULATED AND BRANCHED MICRONUTRIENTS

It is a line of granulated soil products, suppliers of micronutrients to plants, developed to meet the needs of the most diverse cultures.



GRI 416-1, GRI 417-1, GRI 417-2, GRI 103-2, GRI 103-3, Material theme: Portfolio

Currently, the Vittia Group has a total of five categories of significant products and/or services: fertilizers, chemical pesticides, biodefensives, chemicals and animal nutrition.

The fertilizer category is composed of solid and fluid products that, in general, do not present a risk to users and the environment. Chemical pesticides are products with low toxicity, including 1 insecticide and 1 acaricide.

Considered as products that are not very toxic and little dangerous to the environment, the Vittia Group's biodefensives are products for biological control, which provide increased quality and sustainable food. In this category there are six products,

For the Vittia
Group it is
essential to
ensure security
in transportation,
storage, reverse
logistics and
handling (in the
case of pesticides)

of their products

one of which is registered for organic agriculture. The MSDS (Safety Data Sheet for Chemicals) for these products is available on the company's website.

The Chemical Products category, on the other hand, presents products of industrial interest and may have low to high toxicity. This information is described on the label in the GHS (Global Harmonized System) format, generated in accordance with ABNT 14725.

The Animal Nutrition category has salts used as a nutritional additive for animal feed, incorporated in diets, being of low toxicity and high purity. This information is also available to users on the product label, in GHS format.

PRODUCTS SAFETY

GRI 417-2

For the Vittia Group, it is essential to ensure safety in the transportation, storage, handling and reverse logistics (in the case of pesticides) of its products. Therefore, teams are always attentive to meeting basic values, such as safety, quality, health and the environment.

Currently, 100% of products are evaluated according to impacts on health and safety, always looking for improvements. The information made available on labels, MSDS and other documents strictly follow the current legislation and reinforce transparency with customers and regulatory bodies.

Product labels provide information on product registration, storage, toxicity, application, risks to the environment, validity and usage guidance, and also on the importance of contacting the company's agronomic department in case of doubts. In 2019, the company received a non-compliance penalty for labeling information for



a specific product. To remedy non-compliance, the product information was adjusted with the regulatory agencies and a Regulatory Audit program was implemented, in order to demonstrate compliance with all regulatory legal requirements.

In the manufacturing processes and industrial units, the work safety area works intensively with the tools of risk analysis, release of critical activities and other preventive analyzes. There is specific training for industrial leaders to be trained and engaged in risk controls on the handling of chemical products and, currently, each unit has an emergency brigade, formed and trained to deal with any unforeseen event. The percentage of products and services covered and eval-

uated by the company's procedures compliance is 100%.

The Vittia Group has MSDS of all products present in its production line, in GHS format, generated according to ABNT 14725 through software from a company specialized in Health, Safety and Environment. In addition to FISPQ, this software generates the label and the Emergency Form, in Portuguese, English and Spanish.

Associated with inpEV (National Institute for the Processing of Empty Packaging) and part of the Campo Limpo System, the Vittia Group ensures that the packaging of chemical and biodefensive pesticides has the correct environmental destination.

SUSTAINABILITY AT THE HEART OF THE VITTIA **GROUP'S PRODUCTS**

Always innovating, the Vittia Group conducing greenhouse gas emissions, as well stantly seeks to include sustainability in as reducing the use of chemical pesticides all its actions, including the development of new products. Currently, the company has products that contribute both to re-

(harmful to the soil and effluents) and efficiency in the treatment of waste.

THE IMPORTANCE OF INOCULANTS FOR THE **COMPETITIVENESS AND THE BRAZILIAN AGRIBUSINESS SUSTAINABILITY**

The Vittia Group has 49 years of tradition in adopt inoculation, equivalent to an average the production of inoculants, offering high technology, quality and continuous innovation to the customer.

The use of inoculants in different crops - soy, beans, corn, wheat, rice, pasture, among others – is key for the development of the Brazilian market, however, soy is still the most prominent crop. In recent years, there has been an increase in the areas that adoption rate of 70% of the 33 million cultivated hectares of soybeans per year in the country.

The biological fixation of nitrogen is one of the most important phenomena for life on earth and one of the ways to increase productivity, becoming an agricultural technology of great use and with universally known benefits



Introduction of inoculants and biological products (with nitrogen-fixing bacteria).

Reduction of nitrogen-based products with a high potential for GHG emissions.





REDUCTION IN THE USE OF CHEMICAL **PESTICIDES**

Introduction to biological pesticides to replace (partially) chemicals.

Reduction of soil and effluent contamination superior safety levels for both employees (applicators) and end consumers



The abundance of nitrogen constitutes a source of nutrients for the plant by the chemical reaction between nitrogen and hydrogen. Nitrogen from the atmosphere becomes a vital nutrient for plants to form their structure, capture sunlight and create all life on the planet.

From the discovery of fixing bacteria in the 19th century and the subsequent use of these microorganisms for the formulation of inoculants, various research works in the laboratory, industry and field have been carried out to make their use more and more effective and profitable for farmers.

The case of soy in Brazil is a worldwide success in the use of this input, with great effects on productivity, profitability and sustainability of legume crops. In addition to offering savings to the farmer, it offers the environmental advantage of using a natural, non-polluting product and savings in transportation.

Moreover, about 70% of the nitrogen fertilizer used in Brazil is imported. Embrapa's calculations demonstrate a savings of around 8 billion dollars annually with the use of inoculants in soybean culture.

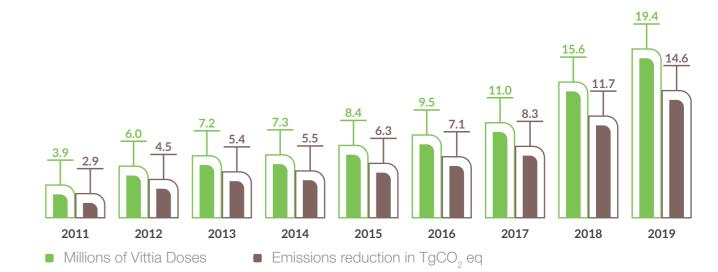
There is also an environmental gain with the use of inoculants, since the biological fixation of nitrogen is one of the pillars of the ABC Plan (Sectorial Plan for Mitigation and Adaptation to Climate Change Aiming at the Consolidation of a Low Carbon Economy in Agriculture), a Brazilian program to mitigate the emission of these gases into the atmosphere.

Thus, biological nitrogen fixation, in addition to its key importance as a biological phenomenon, is currently the most cost-effective technology in Brazilian agribusiness.

In the inoculants line, the Vittia Group has launched some novelties, such as Biomax Azum, a liquid inoculant with a suitable concentration of the Azospirillum brasilense bacteria, which ensures the provision of nitrogen at low cost along the plant life cycle, as well as a better development, greater resistance to the environment stress and a higher sustainability and a better productivity ratio.

The following chart shows the ratio between the use of inoculant doses and the amount of greenhouse gas emissions avoided.

INOCULANTS



PRODUCT LIABILITY **SUSTAINABILITY REPORT 2019**



GRI 102-16, GRI 103-2, GRI 103-3, Material theme: Strategy

The Vittia Group's Strategic Planning enables the company to achieve positive results and reinforces its values and commitments, which are key to the company's sustainable development, in addition to enabling the implementation of strategic improvement actions in all sectors.

The Vittia Group plans a high growth for the coming years. In order to make this growth feasible, it has implemented actions based on five strategic pillars: Customer Proximity, Technology, People Management, Operational Excellence and Sustainability.

CUSTOMER PROXIMITY

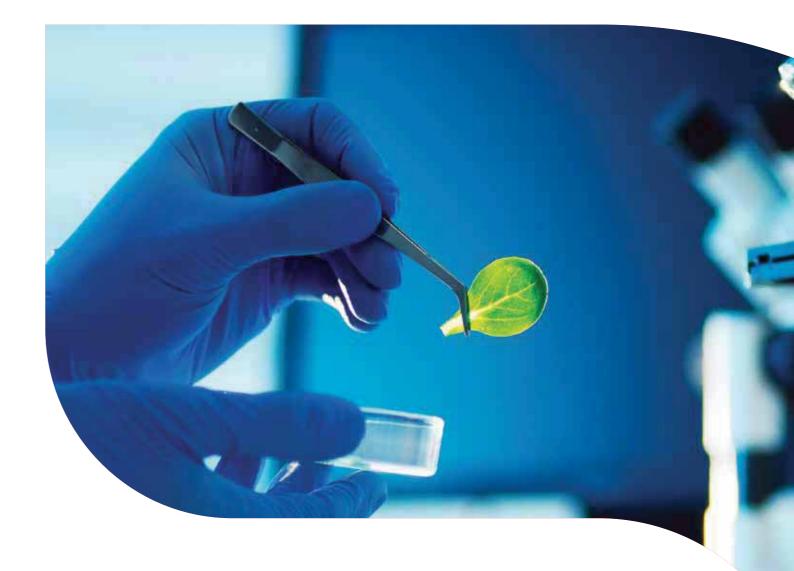
The company increased the number of relationship actions with its customers through field days, participation in events and visits to Group companies.

In order to improve its service level, the Vittia Group implemented its CRM system in 2019. From it, customers will have a database of the main events in their visits with descriptions, photos, treatments, trends, results etc.

There was also the expansion and qualification of field professionals and availability of a course in distance learning (distance learning) format on Biological Control of pests and diseases, open to technicians from our customers.

TECHNOLOGY

The pillar of technology permeates the company's activities through its capacity for innovation and creativity, which drives the growth of Brazilian agriculture.



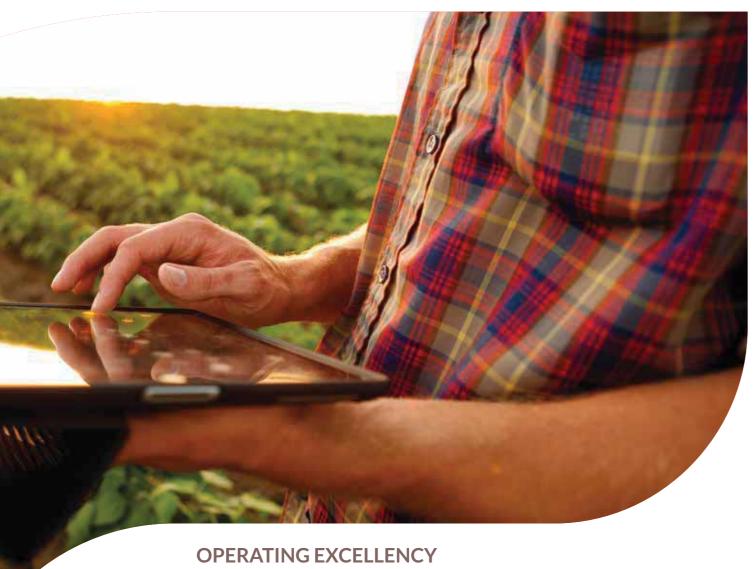
In 2019, the Vittia Group launched more than 38 new own and third-party products in all its lines of operation. Another highlight was the achievement of two new registrations for the Biological Control segment (Biovalens).

The Biological Control R&D area has increased its focus on innovation and high technology through the development of biodefensives with new biocontrol agents and 14 new biological targets, in addition to acting in constant improvements in the processes and formulations of current products.

PEOPLE MANAGEMENT

The figures show the Group's growth and the consequent increase in the training of the teams. In 2019 there was an increase of 27.14% in the number of employees with higher education and 4.4% with higher education in progress.

Among the actions developed, the structure for identifying the ideal profiles for each position stands out in the commercial team, guiding the professionals' adherence to them and their individual development plan, in addition to the Leadership Academy and private pension plan, implemented for all opting employees.



The Vittia Group's strategic positioning, defined by the Vit Integra concept, places it increasingly as a company focused on providing complete solutions to its customers. To guarantee this positioning, the Group maintains a complete and diversified product portfolio, which requires the use of different technologies and production processes.

The Operational Excellence pillar concentrates a series of initiatives to improve the company's performance in terms of structure, quality, processes and systems.

In 2019, new bioreactors and semiautomatic filling machines were purchased and installed in the biological products unit, increasing efficiency and production capacity. Investments were made in new equipment

for quality control, such as laser granulometer, atomic absorption, among others.

There was also the installation of a plant for the production of Sodium Molybdate, increasing the competitiveness of products with Molybdenum. New automatic and semi-automatic filling lines were developed in the foliar fertilizer unit, increasing productivity and efficiency and eliminating an important bottleneck in the operation.

Furthermore, 2019 was marked by the start of one of the largest projects in the Group's history: a green field project for the production of biological pesticides in a plant with high production capacity and cutting-edge technology.

SUSTAINABILITY

The Group's growth is strongly rooted in the development of sustainable actions, which guarantee the reduction of environmental impacts, improvement in processes and the promotion of social actions.

In 2019, the company grew in its Biological Defensive (102.3%) and Inoculant (10.3%) lines, a line in which the company holds a national leadership position. New products were developed and new targets were registered for its Biological Defenders.

The Group developed its Greenhouse Gas Inventory (GHG), with the forecast to carry out an external verification audit in 2020.

In 2019, there were also several donations to regional charities.

STRATEGIC MANAGEMENT

To guarantee the growth projected for the coming years, the Vittia Group implemented at the end of 2018 a new strategic management system, using software based on the Balanced Scorecard (BSC) methodology.

The methodology aims to translate the company's mission and vision into strategic objectives, providing employees with a clear and comprehensive understanding of what the Group expects to achieve in the long term.

In 2019, the tool was extended to all Group Management Units, defining a strategic management policy.

Among the subjects covered are the company's strategic map, its strategic objectives, indicators, goals, action plans, events, cash management, meeting management, projects and results program.

In this way, all employees are aligned with the strategy, a key item for the Group's success and for the strategic principles to be managed in an integrated manner, ensuring that efforts are directed in this direction, with incentives to profitability, competitiveness and market growth.



GRI 102-18, GRI 103-2, GRI 103-3, Material theme: Corporate governance

As a characteristic of the Vittia Group's organizational structure, the Administration Council continues to appear above the Financial and Sustainability Committees. In 2019, there were no changes in relation to the governance structure, compared to 2018.

The Administration Council, created in 2014 to discuss and deliberate on strategic and financial issues, is the body responsible for the company's Corporate Governance. Its members hold monthly meetings and are supported by the Industrial, Administrative, Financial, Commercial and Marketing and Research and Development departments, including their respective managers, supervisors and coordinators.

The Financial Committee works on detailed analyzes of the Vittia Group's financial and operating results every month, since the end of 2014. The Sustainability Committee, in turn, coordinates and develops the Group's sustainability policy and acts based on three important pillars: elaboration of emissions inventory (revaluated every year), establishment of a voluntary emissions reduction program and dissemination of sustainability reports.

ORGANIZATION STRUCTURE

The Vittia Group simplified its structure to facilitate financial management, reduce costs arising from the management of numerous companies and improve the quality of financial statements, promoting transparency for shareholders and creditors.

Administration Council **Financial** Committee Sustainability Committee CEO Marketing R&D and **Financial** Industrial Management **Business** Regulatory Board Agronomy Board Board Board Affairs Board Board

ETHICS MANUAL

GRI 102-16

The Vittia Group launched in 2018 its Ethics Manual, which covers several topics, such as relationship with customers, suppliers, competitors, relationship in the workplace and government agencies, gifts and hospitality, donations and sponsorships, accounting and financial records, standard conduct, confidentiality and sanctions.

The Manual applies to all members, individuals, employees, collaborators and members of management or management positions of the company, professionals and other service providers that have or may have access to confidential or strategic, financial, technical information., commercial or business related to the Vittia Group.

It is available to all employees of all units, who sign a term of commitment in the Human Resources sector. The document is also signed by the Chief Executive Officer, Industrial Director, Financial Director, Commercial Director and Administrative Director.

The company has an Ethics Committee, responsible for ensuring that the procedures of the Group and its employees comply with all regulations and to independently and efficiently supervise compliance with the rules contained in the manual.

The act of violation of the code of ethics must be reported in the following communication channels to the Ethics Committee: portal.vittia.com.br / e-mail: comitedeetica@vittia.com.br.







DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (IN%)



- Investments in the community
- Shareholders
- Interest and rent (operating costs)
- Government
- Retained profit
- Employees (compensation and benefits for employees)

GRI 201-1, GRI 201-2

In 2019, the Vittia Group adopted the strategy of eliminating products with low profitability from its portfolio. For this reason, there was a 3% decrease in revenues, however, without prejudice to the cash generation and profitability indexes.

In relation to the previous year, the main deviations from the Statement of Added Value are observed in the amount distributed to the government and in retained earnings. This impact was caused by the change in the tax practice of taxing ICMS subsidies, the amounts of which were excluded from taxable income for the calculation of Income Tax and Social Contribution.

In 2018, the Vittia Group earned R\$ 87 million from the sale of biological products, composed of inoculants, biological pesticides and biofertilizers. In 2019, turnover in this segment was R\$ 108 million, representing an increase of 24% over the previous year.

Statement of added value (in R\$) - GRI 201-1

	2018	2019
REVENUES	495,136,889.00	478,791,069.00
Sales of goods, products and services	493,912,857.00	481,206,626.00
Provision for doubtful settlement accounts - Reversal/Constitution	-120,150.00	-3,418,557.00
Non-operational	1,344,182.00	1,0003,000.00
INPUTS ACQUIRED FROM THIRD PARTIES (includes ICMS and IPI)	366,333,765.00	312,543,389.00
Raw materials consumed	229,639,106.00	196,774,237.00
Costs of goods and services sold	69,531,605.00	46,846,371.00
Materials, energy, third party services and others	67,163,054.00	68,922,781.00
GROSS VALUE ADDED	128,803,124.00	166,247,680.00
RETENTIONS	3,501,238.00	7,109,081.00
Depreciation, amortization and depletion	3,501,238.00	7,109,081.00
NET ADDED VALUE PRODUCED BY THE ORGANIZATION	125,301,886.00	159,138,599.00
VALUE ADDED RECEIVED IN TRANSFER	22,203,283.00	10,987,811.00
Financial income	22,203,283.00	10,987,811.00
TOTAL ADDED AMOUNT TO DISTRIBUTE	147,505,169.00	170,126,410.00
DISTRIBUTION OF VALUE ADDED	147,505,169.00	170,126,410.00
Personnel and charges	48,332,892.00	60,852,495.00
Taxes, fees and contributions	43,005,520.00	29,079,558.00
Interest and leases	16,860,437.00	17,791,296.00
Interest on own capital and dividends	14,819,623.00	13,480,848.00
Retained earnings/loss for the year	23,443,994.00	48,322,071.00
Investments in the community	1,042,703.00	600,142.00





EMPLOYEES GRI 102-8, GRI 102-41

With 706 own employees and 18 outsourced employees, the Vittia Group registered a 4.12% increase in staff in 2019 compared to the previous year. All the Group's own em-

ployees are covered by collective bargaining agreements, with the exception of interns, outsourced workers and statutory employees. Employees are mainly concentrated in the southeastern region of the country, representing 90.08% of the total, while the remaining 9.92% work in other regions.

Employees by employment contract and gender - GRI 102-8

	2017		2018	2018		
	Permanent	Temporary / Determined	Permanent	Temporary / Determined	Permanent	Temporary / Determined
Own	,					
Male	413	22	392	88	423	61
Female	149	19	166	32	177	45
Total	562	41	558	120	600	106
10tai		603		678		706
Outsourced						
Male	67	0	84	0	16	0
Female	3	0	03	0	2	0
Total	70	0	87	0	18	0
		70		87		18

Permanent contract: CLT and statutory employees. Temporary contract: employees hired for the harvest period. Determined contract: trainees and apprentices. Outsourced: LE (commercial area). All information was compiled through the sheet management system, RM Totvs.

Employees by employment contract and region - GRI 102-8

	2018 201			
	Permanent	Temporary/ Determined	Permanent	Temporary/ Determined
Own				
Midwest	17	0	31	1
Northeast	6	0	13	1
North	5	0	6	0
Southeast	519	120	532	104
South	11	0	18	0
Total	558	120	600	106
Total		678		706
Outsourced				
Midwest	27	0	13	0
Northeast	3	0	1	0
North	2	0	2	0
Southeast	47	0	2	0
South	8	0	0	0
Total	87	0	18	0
Total		87		18

Employees by type of employment and gender - GRI 102-8

	2018			
	Full-time	Part-time	Full-time	Part-time
Own				
Male	472	8	474	10
Female	193	5	208	14
	665	13	682	24
Total		678		706
Third-parties				
Male	84	0	16	0
Female	3	0	2	0
Tatal	87	0	18	0
Total		87		18

New employee hires and turnover by age group, gender and region - GRI 401-1

	Hired employees	Rate of new hires (%)	Employees fired	Turnover rate (%)
Gender				
Male	155	21.95	178	25.21
Female	82	11.61	86	12.18
Total	237	33.57	264	37.39
Age range				
19 to 20	17	2.41	14	1.98
21 to 30	117	16.57	134	18.98
31 to 40	76	10.76	80	11.33
41 to 50	23	3.26	28	3.97
51 to 60	4	0.57	8	1.12
Total	237	33.57	264	37.39
Region				
Midwest	26	3.68	11	1.56
Northeast	7	0.99	5	0.71
North	5	0.71	2	0.28
Southeast	186	26.35	239	33.85
South	13	1.84	7	0.99
Total	237	33.57	264	37.39

BENEFITS

With a focus on well-being and satisfaction, the Vittia Group develops its actions based on the commitment to value its employees. With this in mind, in October 2019, the company brought a new benefit to its employees who are part of the Consolidation of Labor Laws (CLT): investment in Private Pension, in partnership with Banco Santander. In the various lectures promoted internally in all units, plans and benefits of the benefit were presented.

Employees who chose to join the new plan are benefited with double the amount they invest in private pension within the pre-defined ceiling of each salary range. The number of adherents to the new benefit was significant, which generated great satisfaction among members of the company's top management.

HEALTH AND SAFETY

GRI 403-2

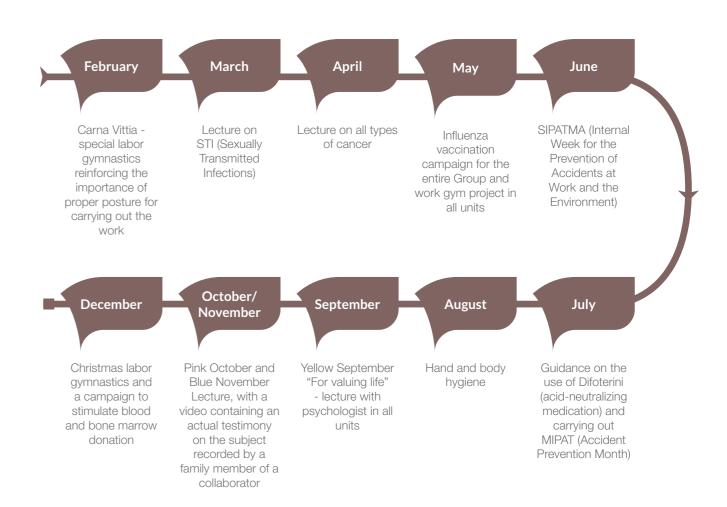
In 2019, the Vittia Group's SGI & Sustainability team was reformulated. One of the main challenges of the team was to carry out actions focused on improving the perception of risks, implementing control measures and, consequently, reducing the accidents and incidents at work.

Considering the health and safety culture, several actions were taken in the company in 2019: resumption of weekly meetings of the Safety Committee with effective participation of the leadership, greater presence of the work safety team in the processes with employees' behavioral approach, focus on identification and risk management, reformulation of the weekly DDS (Daily Safety Dialogues) themes, review and improvements in the management of technical work safety reports.

As in previous years, in 2019 the Vittia Group held SIPATMA (Internal Week for the Prevention of Accidents at Work and the Environment), in June, which had sustainability as its central theme and presented events with varied themes, including breakfast morning to welcome employees and distribute thermal mugs to reduce consumption of disposable cups. In order to encourage employee participation in the event, a phrase contest was held with the award of a cell phone for the best selected phrase. The event featured presentations on alcoholism and smoking, the environment, interpersonal relationships and STIs (Sexually Transmitted Infections).

Besides, for the first time, the company held the MIPAT (Accident Prevention Month), an event held in July where the Caminho Seguro ("Safe path") Campaign was carried out, focusing on the main prevention and reflection actions in the work environment and dissemination of main figures and statistics of accidents of the Vittia Group. Topics such as behavioral safety were also addressed.

In all months of the year, the Vittia Group carried out awareness actions on the main diseases affecting the population, based on national campaigns to encourage disease prevention and important current issues, as shown in the table below.



In 2019, the Vittia Group achieved the best result in the absolute number of accidents and in the frequency rate of accidents at work, considering the data recorded since 2015. The goals were achieved and the main results are highlighted below:

Results of the number of accidents compared to 2018:

- 64% reduction in the total number of accidents without leave (AOL);
- **32**% reduction in the total number of Accidents With Leave (AWL);
- 47% reduction in the total number of Accidents Without and With Leave (AOL + AWL);
- **55**% reduction in the total number of commuting accidents;
- **56**% reduction in the total of Simple Outpatient Care (SOC);
- **59%** reduction in the total number of accidents in the Vittia Group.

Results of the Frequency Rate (FR) compared to 2018:

- 67% reduction in FR of Accidents without leave of absence (AOL);
- 37% reduction in FR of Accidents With Leave (AWL), which reflects the Effective Frequency Rate;
- 53% reduction in FR of Accidents With Leave (AWL), Without Leave (AOL) and Route, which reflects the Global Frequency Rate;
- The most prominent units were Artur Nogueira and Serrana, which recorded Zero Accidents. All other units of the company also decreased compared to 2018.

Severity Rate (SR) Results compared to 2018:

• 17% reduction in Severity Rate (SR).

Frequency rate, severity and number of accidents - GRI 403-2

	2017	2018	2019
Global Frequency Rate	18.6	30.23	14.13
Effective Frequency Rate	8.9	12.22	7.66
Severity Rate	154.7	273.0	226.71
Number of Accidents (AOL + AWL)	21	47	19

Notes:

- Global Frequency Rate considers accidents with leave (AWL), without leave (AOL) and commuting.
- Effective Frequency Rate considers only accidents with leave (AWL).
- Severity rate reflects the number of days lost through the relationship between the number of days off work and man/hour worked.
- Rectification: the Global Frequency Rate and the Effective Frequency Rate published in the 2018 Sustainability Report are incorrect. The amounts have been reviewed and adjusted in this report.

Absenteeism rate, per operation unit - GRI 403-2

	2017	2018	2019
ANOG – Samaritá	0.87	1.67	2.33
ITUV - Granorte	1.43	1.87	2.53
SERR – Biosoja	0.45	1.19	1.87
SJBB – Biosoja	0.45	1.43	1.62
SJBF – Biosoja	0.67	1.06	1.77
UBER - Biovalens	-	3.07	6.06

Absenteeism rate, by operation unit and gender - GRI 403-2

	Male	Female	Total
ANOG – Samaritá	1.79	0.54	2.33
ITUV - Granorte	2.05	0.48	2.53
SERR – Biosoja	1.79	0.08	1.87
SJBB – Biosoja	0.68	0.94	1.62
SJBF - Biosoja	1.18	0.59	1.77
UBER - Biovalens	1.50	4.56	6.06

In addition to the actions mentioned above, another important factor that contributed a lot to the results of the reduction of occupational accidents in the company was the 5S Program, which continued in 2019 and guaranteed the renewal of the 3-star certification in all units of the Group.

Even with the various challenges foreseen for the coming years, the 2019 results serve as extra motivation and indicate the

In addition to the actions mentioned above, another important factor that contributed a lot to the results of the re-







PROFESSIONAL DEVELOPMENT

GRI 401-1, GRI 404-1, GRI 404-3, GRI 103-2, GRI 103-3, Material theme: Professional Development

By constantly valuing its employees and investing in training and professional development, the Vittia Group encourages the team to always be ready to face market challenges.

In this sense, each year the Group's managers carry out the LNT (Training Needs Survey) so that the HR sector builds the Annual Training Plan, contemplating the desirable training for the period. Mandatory safety training, mainly related to Regulatory Norms (NR)², is identified through a matrix based on each position.

In addition to mandatory safety training, in 2019 the Group offered other types of specific training, such as Business Etiquette, Excel Tool – basic, intermediate and advanced level, Integration of new employees, Lean Manufacturing, Foliar Fertilizer Manufacturing Process and Safety Instructions.

Following in the same vein as in previous years, the HR team also joined efforts to carry out actions that encourage professional growth, to improve the teams' intellectuality and the level of professionals. During the year, important training projects and programs were developed, with emphasis on:

THE LEADERSHIP ACADEMY PROJECT

The Leadership Academy project was carried out in 2019 with the objective of training leaders at all levels of the company and developing skills, such as Time Management, Changes, Self-Management, Communication, Planning, Decision-Making and Interpersonal Relationships.

SALES FORCE PROJECT

The main objectives of the project are: to know and understand the sales force team, define and monitor the ideal profile, provide opportunities for the use of resources/talents in the general context of the company and motivation to see future opportunities.

INTERNSHIP PROGRAM FOR FUTURE AGRONOMISTS

The Vittia Group started in 2019 the Internship Program for the agronomic area. The intention is to seek candidates with values that converge to those of the Group and personal skills, as well as technical skills and knowledge to compose the staff and generate greater interaction between the company and customers.

To develop the program, a workshop was held with the Human Resources team for external partners. Those interested in participating in the process must be attending the last semester of graduation, without area restrictions. The Internship Program is part of an internal project developed by the Vittia Group, in order to select future leaders.

In all, the company carried out approximately 5,000 training hours in 2019, an average of 7.24 hours per employee

Average number of hours of training, by functional category and gender - GRI 404-1

	Total own employees, by functional category	Total number of hours of training offered to each functional category	Average number of hours of training, by functional category
Functional category			
Administrative	229	465.10	2.03
Apprentice	13	0	0
Board of Directors	6	0	0
Intern	10	0	0
Management	32	128.00	4.00
Operational	416	4,521.40	10.87
Total	706	5,114.50	7.24
Gender			
Male	484	4,075.45	8.42
Female	222	1,039.05	4.68
Total	706	5,114.50	7.24

^{2.} NR trainings were: NR06 - Personal Protective Equipment; NR10 - Electricity; NR11 - Forklift; NR12 - Machinery and Equipment; NR13 - Boiler; NR15 - Chemical Products; NR17 - Ergonomics; NR18 - Civil Construction and Hot Work; NR20 - CNG / LPG; NR23 - Fire Brigade; NR33 - Confined Space; NR35 - Work at Height; NR36 - Ammonia.

The performance assessments in 2019 were aimed at 89.8% of the Group's employees, considering administrative, interns and operational. The evaluation is carried out by the immediate superior and then validated with the employee being evaluated, so that together they can design a development plan. The apprentices' assessment is carried out and made available as requested by the Young Apprentice training entities. For leadership positions, the Ninebox tool is used, in which the evaluation is carried out by the immediate superior, with subsequent calibration with the management and HR, for feedback with the evaluated.

Percentage of employees who received performance appraisal, by gender and functional category - GRI 404-3

	Total number of own employees who received a performance appraisal	Total number of own employees	Percentage of total employees who received a performance appraisal
Gender			
Male	437	484	90.29
Female	197	222	88.74
Total	634	706	89.80
Functional category			
Administrative	196	229	85.59
Apprentice	14	13	107.69
Board of Directors	0	6	0
Intern	0	10	0
Management	28	32	87.50
Operational	396	416	95.19
Total	634	706	89.80

CUSTOMERS, SUPPLIERS AND COMMUNITY

CUSTOMERS

With continuous actions related to the strategic pillar of Customer Proximity, the Vittia Group makes several investments in Research and Development and new technologies, with the intention of adding value to rural producers, through products and services. In 2019, the main highlight was the investment in new software, based on the CRM (Customer Relationship Management) tool, used in customer relationship management. The term refers to a set of practices, business strategies and technologies focused on consumers.

Currently, the tool is being used by the most diverse organizations to manage and analyze interactions with customers, anticipate need and desire, optimize profitability and increase sales and assertiveness of campaigns to attract new buyers. During the months of July and August 2019, training sessions were held at the regional offices with the participation of the consultant from the company that developed the system and the entire sales team of the Vittia Group, with the aim of training them and starting activities.

The CRM presents practical and political strategies on management, analysis and contact with the customer, with the objective of building customer loyalty and satisfying them. The benefits brought by the tool range from productivity, by providing an efficient process of strategic information management for better relationship with customers, to practicality, as it is a tool that encompasses several processes of the sales team in a quick and intuitive way.

SUPPLIERS GRI 102-9, GRI 412-3

The current suppliers of the Vittia Group are grouped according to their characteris-

tics and peculiarities, such as raw material, packaging, various consumptions, service, maintenance materials and assets. The Group has in its supply chain about 12,963 suppliers (national, international and service providers), having contracted 647 in 2019.

All contracts include Human Rights clauses that guarantee the safety of its employees and compliance with all labor, social security and land rules. The Contractors Manual, in turn, has guidelines and description of responsibilities in the execution of services. Contracts are managed through a system developed by the legal department and controlled by the management of the purchasing department.



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In addition to the contract, suppliers must send documents related to the company and employees to validate the Group's accounting, human resources, safety and occupational medicine. Only after the approval of all involved is the release made, for integration and carrying out the activities.

COMMUNITY

GRI 413-1

Based on the commitment to generate a positive impact on the communities surrounding its units, the Vittia Group continues with its largest social project in the Ituverava (SP) community, started in 2015, assisting local residents according to their

needs. Accompanied by a city psychologist, the project presents the participants on commemorative dates and assesses the population's opinion on the company's activities, with open meetings and home visits.

In addition to this project, in 2019 the Vittia Group took part in the meeting of the Pastoral da Criança of the Nossa Senhora da Aparecida Church, which takes place monthly in the municipality of Ituverava, and aims to monitor the development of children up to 6 years of age, with nutritional support, psychological and guidelines regarding health, education, citizenship, among others. In this social responsibility project, the company contributed to the distribution

of snacks that are served to the 30 families registered in the project.

Another social and environmental responsibility project carried out during the year was the adoption of two squares in the city, one on the avenue at the entrance to the city and the other in the Alto da Estação neighborhood. Moreover, currently 65 residences in the Alto da Estação neighborhood receive regular visits on behalf of the company so that a close link is maintained and the communication channel between the population and the Vittia Group is increasingly open and genuine.

In the other units of the company, other specific social actions are also developed. An example is the collection of warm clothing, school supplies and food, which are donated to various entities in municipalities where the Group has operations.

It can be seen, thereby, that the company has endeavored to develop social and environmental responsibility actions and is concerned with the well-being of the population.

Throughout the year, in addition to the actions mentioned above, the Group carried out the following initiatives:



February

April

May

June

An open meeting was held for the community that lives near the Group's unit. On the occasion, there was a presentation by the SGI team on the incorporation of Granorte to the company, as well as its units, production lines, the importance of fertilizers in the market, in addition to exposing the improvements made by the Vittia Group, mainly in the environmental area.

In the Easter celebration, the Vittia Group provided snacks and also presented the children with Easter eggs.

In the celebration of Mother's Day, the children met with their mothers and paid homage. The Vittia Group offered snacks and gifted mothers.

During the SIPATMA event, National Environment Day (June 5) was celebrated, with the planting of a tree in one of the squares where the Vittia Group has been maintaining and gardening for some years.

December

In the celebration of Christmas there was the participation of Santa Claus delivering gifts for children and panettone for families.

In addition to the delivery of gifts on Children's Day, there was the installation of a small train for walking in the community of Ituveraya.

October

The meeting was held to celebrate Father's Day, which was also presented.

August

During the month of June, SIPATMA promoted a food collection campaign, in which employees made donations to the IVVI (Instituto Valorização da Vida de Ituverava), delivered in July. The IVVI is an institution in the city of São Paulo that serves drug addicts and has already passed the 4,000 mark. The other units also carried out the food and hygiene and cleaning products campaign with donations to local entities.

July



GRI 102-11, GRI 103-2, GRI 103-3, Material theme: Environmental Management and Climate Change

Environmental sustainability is a fundamental pillar for the company's success and is closely linked to the Group's strategy. With a strong environmental and sustainability appeal, biological products and inoculants are the highlights in this area.

The Group does environmental management through an Integrated Management System, with professionals specialized in the environmental area, such as analysts, biologists and environmental engineers. They are responsible for the management of legal commitments, environmental licenses and management of solid waste, water, effluents and energy. The system has environmental indicators with continuous monitoring for better management performance.

The control of environmental management over precaution is done through an environmental risk matrix, based on the survey of operational risks, applicable legislation and license conditions. The matrix prioritizes the risks related to the consequences it offers

Environmental sustainability is fundamental to the company's success and is closely linked to the Group's strategy.

the Group, including a score and method of dealing with eliminating or mitigating the risk, in addition to stipulating necessary deadlines and resources. Approved investments are accompanied by indicators (considering planned versus realized) measured each month by the integrated management system via indicator in Stratws One with monthly monitoring.

The company also has a Sustainability Committee, which meets periodically to address issues related to environmental issues, with effective participation from the Boards, SGI Coordination and the Investment Fund.

POWER

GRI 302-1, GRI 103-2, GRI 103-3, Material theme: Climate Changes

The Vittia Group invests every year in optimizing the efficiency of energy use in its operations and takes advantage of opportunities to reduce consumption.

The company is exempt from paying extra fees during peak electricity demand, due to the use of captive electricity from renewable sources. This market offers electricity exclusively from renewable sources, such as wind, biomass and small hydroelectric plants. In 2019, the company converted the supply of this energy to free trade, at the Ituverava and Serrana units.

To generate the energy needed in its production chain, the Group consumes seven types of fuel: liquefied petroleum gas (LPG), diesel, gasoline, acetylene, firewood, charcoal and hydrated ethanol. In 2019, the main fuel consumed was LPG, which represented 51% of all fuel used by the Group.

The consumption of firewood, compared to the previous year, was reduced by 69%, due to the paralysis of the mono zinc product line, thus reducing the steam consumption of the boiler and consequently the use of biomass. In relation to diesel, there was

an increase in consumption of 70%, due to the greater demand for transportation of the own fleet by volume produced, in addition to the use of fuel in machinery and equipment (platforms, loaders and tractors) in various internal services of the units of the Group.

	2017	2018	2019
Power Consumed (GJ)			
Electricity	29,299.55	31,407.7	28,056.28
Cooling	0.01	0.05	0.05
Non-Renewable Fuels (GJ)			
GLP	91,043.75	66,787.26	67,418.23
Diesel	2,780.62	3,812.58	6,487.20
Gasoline	610.22	257.52	214.38
Acetylene	-	-	32.07
Renewable Fuels (GJ)			
Firewood	158,745.60	136,503.9	41,273.86
Charcoal	-	-	16,186.94
Hydrous ethanol	-	-	79.36



EMISSIONS

GRI 201-2, GRI 305-1, GRI 305-2, GRI 305-3, GRI 103-2, GRI 103-3, Material theme: Climate changes

For the sixth consecutive year, the Vittia Group carried out its inventory of greenhouse gas (GHG) emissions. In 2019, the company emitted 22,122.05 tCO $_2$ e, of which 4,892.14 tCO2e related to direct emissions (Scope 1), 599.83 tCO $_2$ e related to indirect emissions (Scope 2) and 16,630.08 tCO $_2$ e related to other indirect emissions (Scope 3). In this calculation, CO $_2$, CH $_4$, N $_2$ O and HFCs were considered. As for biomass emissions, the total was 6,614.82 tCO $_2$, a 62% reduction compared to 2018, due to the decrease in firewood

consumption at the SJBF Unit. Total absolute emissions decreased by 7.4% compared to 2018. The decrease was mainly due to the decrease in the use of nitrogen fertilizers (Scope 3: use of goods and services sold).

For 2020, the Vittia Group intends to carry out the first external verification of the GHG inventory - base year 2019, in order to ensure the fidelity of the records and guarantee the credibility of the information.

GREENHOUSE GAS EMISSIONS TCO, E



WATERGRI 303-1, GRI 306-1

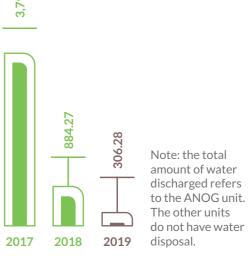
Considering that water is a fundamental resource for the development of the Vittia Group's business, the company internally adopts good practices to reduce water waste and maximize its reuse. An example

of this is the implementation of the rainwater lagoon and the system for reusing water in the process at the Ituverava (SP) unit. Other water reuse projects are under development, such as the tests carried out in 2019 in the laboratory, in order to identify the

feasibility of using treated water in production. Through these tests it was possible to achieve satisfactory results for the production of 2 products, however the factory production is starting in 2020 with an estimated reuse of 30,000 liters of treated water.

Water management and monitoring is done by means of meter readings. In 2019, the company used 80,881 m³ of water, 96% of which was underground and 4% was public water. The total amount of water consumed decreased by 14% compared to 2018, due to actions related to the re-education of employees, which directly reflected in the reduction of the volume of water captured and the implementation of daily reading of flow meters, increasing the data reliability.

Disposed water, per operation unit (m³) - GRI 306-1



Water consumption (m³) - GRI 303-1

	2017	2018	2019
Groundwater	80,226.73	91,037.11	77,891.00
Municipal supply	685.00	2,928.00	2,990.00
Rainwater	3,568.00	0.00	0.00
Total	84,479.73	93,965.11	80,881.00

Water consumption, per operation unit - GRI 303-1

	Groundwater	Municipal supply
SJBF	38,103.00	1,195.00
SJBB	11,868.00	0.00
SERR	0	723.00
ITUV	18,753.00	0.00
ANOG	7,591.00	1,072.00
UBER	1,576.00	0.00
Total		80,881.00

MATERIALS AND WASTE

GRI 301-1, GRI 306-2

Based on indicators and analysis of the main materials used in each operating unit, the Vittia Group manages and monitors inputs and waste. This contributes to the monitoring of the company's performance and enables the creation of goals and the preparation of contingency plans, if the indicators point to a behavior outside the expected standards.

In 2019, 45,350 tons of materials were consumed, representing a reduction of 24.08% compared to the previous year. In the same period, 479.04 tons of Class I waste and 284.68 tons of Class II waste were discarded, as well as 304.04 tons of recycled waste. All classes of waste increased in relation to 2018, with 181% Class I, 711% Class II and 1,500% Recyclable.

The increase in the generation of Class I residues occurred mainly due to the destination of residues generated from product of the foliar plant process. Also justified by the increase in the generation of Class I waste is the volume destined from the deactivation of an old industrial effluent pond, which was destined for co-processing. Regarding the increase in Class II generation, the main contributing factor was the generation of asbestos waste in the demolition process at the new plant. As for the increase in recyclables, the main factor was the intensification of the 5S program, which generated a greater demand for disposal.

Class I and II waste generated at the units is collected by third parties and duly licensed. Then, they are sent for final disposal in land-fills with current environmental licenses. The collections have records of notes and CAD-RI issued by CETESB (Environmental Company of the State of São Paulo).

Waste disposed (t) - GRI 306-2

Classification	2017	2018	2019
Class I waste	342.25	170.64	479.04
Class II waste	541.24	35.00	284.68
Recyclable	16.80	19.59	304.06
Total	900.29	225.23	1,067.78

Waste discharged by industrial unit - GRI 306-2

Туре	Class I	Class II	Recyclable
SJBF	333.34	59.23	71.91
SJBB	0.00	10.15	0.00
SERR	0.88	9.27	9.04
ITUV	3.09	8.17	151.25
ANOG	69,21	45,65	71,86
UBER	72.52	152.21	0.00
Total			1,067.78

Main materials used (t) - GRI 301-1

	2017	2018	2019
BIOSOJA (ANOG)			
Sulfur	6,328	8,947	1,454
Urea fertilizer	234	141	42
Bulk sulfuric acid	1,157	562	189
GRANORTE (ITUV)			
Ulexite	8,502	11,370	20,337
Zinc oxide	480*	753	40
Bulk sulfuric acid	7,290	8,676	7,565
BIOSOJA (SERR)			
Mineral coal	750	595	739
Peat	16,929	15,086	11,364
Bran map	3,655	1,691	1,967
BIOSOJA (SJBB)			
Oil	6	7	20
Peat	99	90	12
Crystal Sugar	50	80	0
BIOSOJA (SJBF)			
Bulk sulfuric acid	4,746	4,284	1,721
Zinc oxide	4,113	3,287	1,551
Manganese dioxide	4,392	4,034	4,999
BIOVALENS (UBER)			
Cereal 1	-	71	19
Cereal 2	-	34	108
Oil	-	20	20
TOTAL	52,859	59,728	45,350

Note: Rectification - the amount referring to the consumption of zinc oxide published in the 2017 Sustainability Report is incorrect. The amount was reviewed and adjusted in this report.

GRI CONTENT INDEX

GRI 102-55

GRI Standards	Disclosure		Remarks	Report page	Omission
GRI 101: FOUNDA	TION 2016				
GENERAL DISCLOS	SURES				
	GRI 102-1	Name of the organization.		Cover	
	GRI 102-2	Activities, brands, products and services.		22, 36	
	GRI 102-3	Location of headquarters.		22, 89	
	GRI 102-4	Location of operations.		22	
	GRI 102-5	Ownership and legal form.		22	
	GRI 102-6	Markets served.		30	
	GRI 102-7	Scale of the organization.		24	
	GRI 102-8	Information on employees and other workers.		64, 65	
	GRI 102-9	Supply chain.		73	
GRI 102: GENERAL DISCLOSURES 2016	GRI 102-10	Significant changes to the organization and its supply chain.	In 2019, construction began on the new biological pesticides plant in São Joaquim da Barra (SP). The inauguration of the new facilities is scheduled for September 2020. On March 29, 2019, there was a capital increase in the amount of R\$ 3,036,021.00, whose value went from R\$ 134,216,240.00 to R\$ 137,252,441.00, through the issue of 866,265 new ordinary shares.	22	
	GRI 102-11	Precautionary Principle or approach.		78	
	GRI 102-12	External initiatives.			Not applicable. The Vittia Group joined the Ethos Sustainability Indicators in April 2019.
	GRI 102-13	Membership of associations.		30	
	STRATEGY				
	GRI 102-14	Statement from senior decision-maker.		4	

	RI 102-15	Karrinana ata wialta anad			
ETH		Key impacts, risks, and opportunities.		4	
	HICS AND	INTEGRITY			
GR	RI 102-16	Values, principles, standards and norms of behavior.		24, 50, 57	
GO	OVERNAN	CE			
GR	RI 102-18	Governance structure.		56	
STA	AKEHOLD	ERS ENGAGEMENT			
GR	RI 102-40	List of stakeholder groups.		17	
GR	RI 102-41	Collective bargaining agreements.		64	
GR	RI 102-42	Identifying and selecting stakeholders.		17	
GRI	RI 102-43	Approach to stakeholder engagement.		17	
GRI	RI 102-44	Key topics and concerns raised.		17	
REF	PORTING	PRACTICE			
GRI 102: GENERAL DISCLOSURES GRI 2016	RI 102-45	Entities included in the consolidated financial statements.	 Vittia Fertilizantes e Biológicos S.A. Biovalens Ltda. Bs Transportes Ltda. 		
GR	RI 102-46	Defining report content and topic Boundaries.		17	
GR	RI 102-47	List of material topics.		17	
GRI	RI 102-48	Restatements of information.	Changes in the management of safety indicators and solid waste. A review was made of the accident frequency rate in 2018 with a review of the HHT (Hours worked) and lost days, which generated a change in the values disclosed in the previous report. The data and change in methodology served as the basis for generating the figures for 2019 and enabled a better comparison.		
GR	RI 102-49	Changes in reporting.	None		

GRI Standards	Disclosure		Kemarks	oort	Omission
	GRI 102-50	Reporting period.	1	L6	
	GRI 102-51	Date of most recent report.	1	L6	
	GRI 102-52	Reporting cycle.	1	16	
GRI 102: GENERAL DISCLOSURES	GRI 102-53	Contact point for questions regarding the report.	16,	, 89	
2016	GRI 102-54	Claims of reporting in accordance with the GRI Standards.	1	16	
	GRI 102-55	GRI content index.	8	34	
	GRI 102-56	External assurance.	1	L6	
MATERIAL THEME	S				
STRATEGY					
	GRI 103-1	Explanation of the material topic and its Boundary.	4, 22	2, 50	
GRI 103: MANAGEMENT APPROACH2016	GRI 103-2	The management approach and its components.	4, 22	2, 50	
	GRI 103-3	Evaluation of the management approach.	4, 22	2, 50	
GRI 102: GENERAL	GRI 102-14	Statement from senior decision-maker.	4	4	
DISCLOSURES 2016	GRI 102-15	Key impacts, risks, and opportunities.	4	4	
ENVIRONMENTAL	MANAGEME	ENT			
	GRI 103-1	Explanation of the material topic and its Boundary.	7	78	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-2	The management approach and its components.	7	78	
	GRI 103-3	Evaluation of the management approach.	7	78	
GRI 301: MATERIALS 2016	GRI 301-1	Materials used by weight or volume	82,	, 83	
GRI 302: ENERGY 2016	GRI 302-1	Energy consumption within the organization.	7	78	
GRI 303: WATER 2016	GRI 303-1	Total water withdrawal, by source.	80,	, 81	
GRI 306: EFFLUENTS AND	GRI 306-1	Total water discharge, broken down by quality and destination.	80,	,81	
WASTE 2016	GRI 306-2	Total weight of waste, by type and disposal method.	8	32	
CORPORATE GOVE	ERNANCE				
	GRI 103-1	Explanation of the material topic and its Boundary.	5	56	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-2	The management approach and its components.	5	56	
	GRI 103-3	Evaluation of the management approach.	5	56	

GRI Standards	Disclosure		Kemarks	eport page	Omission
GRI 102: GENERAL DISCLOSURES 2016		Governance structure.		56	
CLIMATE CHANGE	S				
	GRI 103-1	Explanation of the material topic and its Boundary.	7	8,80	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-2	The management approach and its components.	7	8, 80	
	GRI 103-3	Evaluation of the management approach.	7	8,80	
GRI 201: ECONOMIC PERFORMANCE 2016	GRI 201-2	Financial implications and other risks and opportunities due to climate change.	6	0,80	
	GRI 305-1	Direct (Scope 1) GHG emissions.		80	
GRI 305: EMISSIONS 2016	GRI 305-2	Energy indirect (Scope 2) GHG emissions.		80	
	GRI 305-3	Other indirect (Scope 3) GHG emissions.		80	
PROFESSIONAL DEVELOPMENT					
	GRI 103-1	Explanation of the material topic and its Boundary.		70	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-2	The management approach and its components.		70	
	GRI 103-3	Evaluation of the management approach.		70	
CDI 404.	GRI 404-1	Average hours of training per year per employee.	7	0,71	
GRI 404: TRAINING AND EDUCATION 2016	GRI 404-3	Percentage of employees receiving regular performance and career development reviews.	7	0,72	
PORTFOLIO					
	GRI 103-1	Explanation of the material topic and its Boundary.	30,	36, 44	
GRI 103: MANAGEMENT APPROACH 2016	GRI 103-2	The management approach and its components.	30,	36, 44	
7.1.1.1.0.7.0.1.2010	GRI 103-3	Evaluation of the management approach.	30,	36, 44	
GRI 102: GENERAL DISCLOSURES	GRI 102-2	Activities, brands, products and services.	2	2, 36	
2016	GRI 102-6	Markets served.		30	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	GRI 416-1	Assessment of the health and safety impacts of product and service categories.		44	

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GRI Standards	Disclosure		Remarks	Report page	Omission
GRI 417:	GRI 417-1	Requirements for product and service information and labeling.		44	
MARKETING AND LABELING 2016	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling.		44	
SPECIFIC INDICAT	ORS				
ECONOMIC SERIES					
GRI 201: ECONOMIC PERFORMANCE 2016	GRI 201-1	Direct economic value generated and distributed.		60,61	
SOCIAL SERIES					
GRI 401: EMPLOYMENT 2016	GRI 401-1	New employee hires and employee turnover.		66, 70	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2016	GRI 403-2	Types and rates of injuries, occupational diseases, lost days, absenteeism and number of deaths.		66, 68, 69	Not applicable: the requirements required by the GRI 403-2 indicator do not apply to the Vittia Group, since the company has its own health and safety indicators. Thus, the company chose to report only the health and safety data of which it has its own management.
GRI 412: HUMAN RIGHTS ASSESSMENT 2016	GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.		73	
GRI 413: LOCAL COMMUNITIES 2016	GRI 413-1	Operations with local community engagement, impact assessments, and development programs.		74	

CREDITS

GRI 102-3, GRI 102-53

OFFERED BY

Vittia Group - SGI & Sustainability Team

GRI TECHNICAL CONTENT, WRITING AND LAYOUT

Sustainable Vision – www.visaosustentavel.com.br

GRAPHIC PROJECT BY

Juliana Fioroto

PHOTOS BY

The Vittia Group's Collection

THIS PUBLICATION IS THE **RESPONSIBILITY OF THE VITTIA GROUP**

HEADQUARTER'S ADDRESS:

Avenida Marginal Esquerda, 1000 – ZIP CODE: 14600-000

São Joaquim da Barra - São Paulo, Brazil

For information, suggestions, criticisms or comments, please contact us by e-mail: sustentabilidade@vittia.com.br

GRI CONTEXT INDEX



GRUPO

Av. Marginal Esquerda, 2000 Via Anhanguera – KM 383 São Joaquim da Barra – SP T – 16 3810 8000 www.vittia.com.br