



VITRIA

2021 Annual Report



About the report

GRI 102-45, 102-46, 102-50, 102-51, 102-52, 102-53, 102-54 and 102-56

In line with the globally recognized international reporting guidelines, we submit below our Annual Report for the seventh consecutive time.

We have opted for the format of Integrated Report, by following the principles of the *International Sustainability Standard Board* (ISSB), created by the *International Financial Reporting Standards Foundation* (IFRS), which includes the *International Integrated Reporting Council* (IIRC) and, for the first time, the Sustainability Accounting Standards Board (SASB). Thus, the report comprises who we are, our business model and strategy, as well as our financial and non-financial performances, which includes our operational, social, and environmental performance, in the period from January 01 to December 31, 2021. As a part of the principles of the Integrated Report, we also demonstrate how these aspects lead to value generation in the short, mid and long terms to all of our stakeholders and to society as a whole.

The content and the indicators have been validated by the Sustainability Committee and, then, audited by Bureau Veritas, following the methodology guidelines of the *Global Reporting Initiative* (GRI) - which is among the most employed methodologies in the world and comply with the comparability requirement - in the Standards version of the GRI, under the Essential option.

The financial indicators, on their turn, are validated by the Audit Committee and after that assured by an independent external consultancy company, based on international accounting norms (IFRS), the Companies Act, and on the accounting practices issued by the Accounting Pronouncements Committee (CPC) and the Securities and Exchange Commission (CVM).

You may browse the content through the interactive menu found on the upper part of the pages, thus providing greater practicality and dynamism when accessing information.

For any doubt, comment or request for complimentary information, please send a message to sustentabilidade@vittia.com.br.





Our material topics

GRI 102-40, 102-42, 102-43, 102-44, 102-46, 102-47 and 102-49

In 2021 we revised our Materiality Matrix through a process structured with the purpose of updating the topics and prioritizing those areas of our operations deemed most significant for the company and for all stakeholders, in order to consider stakeholders' expectations, and apprehend changes in their expectations, including the perspectives set in the United Nations Organization's (UN) Sustainable Development Goals (SDG) and in the Paris Agreement, during the UN'S Conference on Climate Change held in 2015 (COP 21).

In order to ensure a robust approach during this process, we have conducted an evaluation through an independent external consultancy company, following the best international practices and the GRI guidelines.

The first stage of the process was to identify our *stakeholders* through the stakeholders mapping methodologies set in the 2018 AA 1000 *Accountability Principles* and in the 2015AA1000 *Stakeholder Accountability Engagement Standard*. Thus, we arrived at seven groups of interest:

investors, Vittia's officers, Vittia's leadership, clients and consumers, scientists, banks, and public authorities.

The second stage involved listening to our internal and external representatives on relevant issues under the point of view of the ESG (*Environmental, Social and Governance*) pillars. To do that, were interviewed more than 100 internal leaders, and more than 50 external stakeholders, in addition to online interviews, which also included listening to clients and consumers.

Based on that survey before stakeholders, we have defined 13 material topics for our sustainable development. Out of that total, three have been defined as strategic and will receive greater attention in our ESG agenda. For each one of them, therefore, a work group will be created, to be responsible for establishing of new projects, indicators, and goals. As for the remaining topics, which are a priority for the Company, the Sustainability Committee will monitor them, as mentioned in our Materiality Matrix.

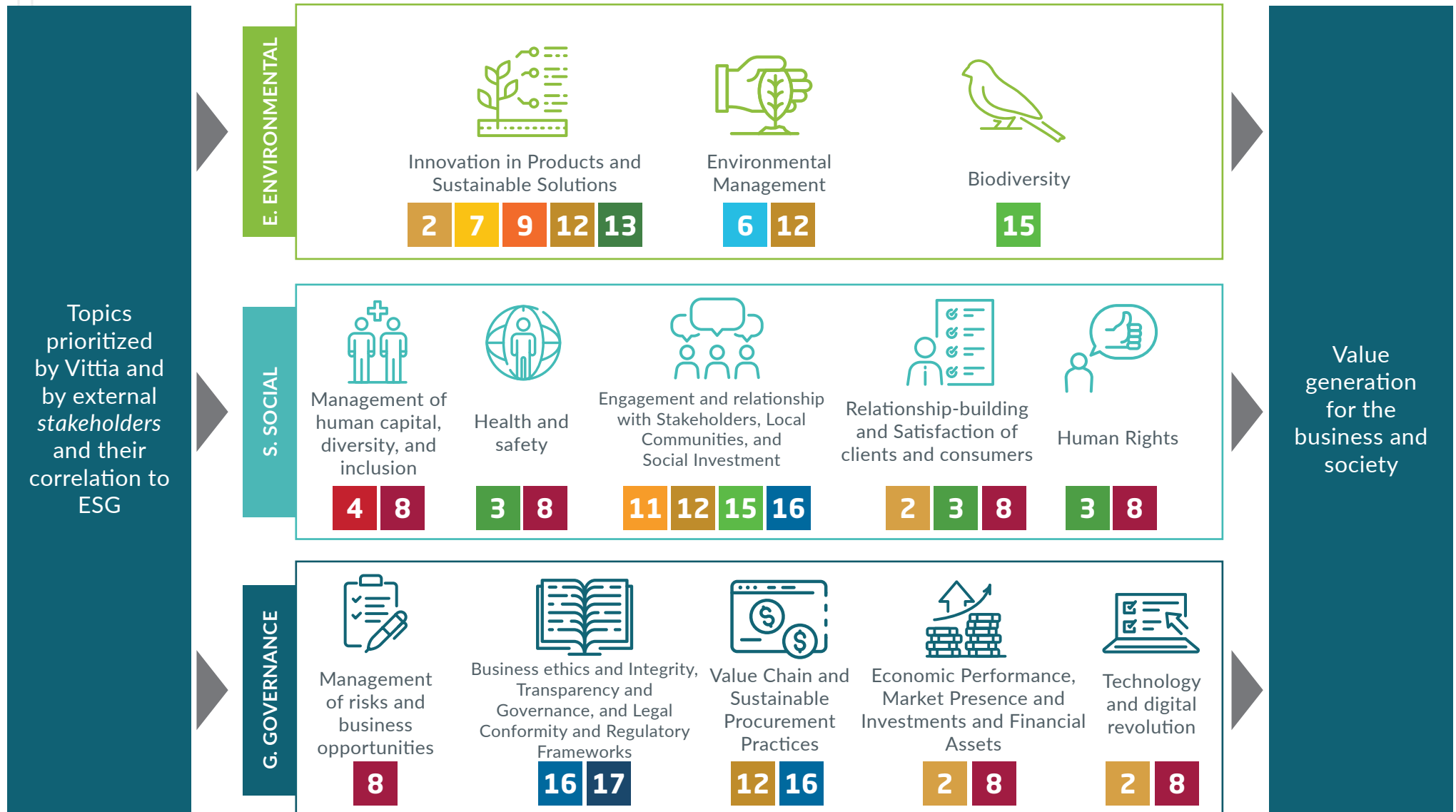
We would like to stress that, with the change made in our Materiality Matrix in 2021, the indicators related to Biodiversity and Human Rights have not been reported in the current report. However, a work is under way so we are able to provide data on Biodiversity in the next report, and we have also started the complex work of assessing in a standardized, clear, and transparent manner all the information associated to Human Rights, with the purpose of reporting it as soon as possible. As for the Technology and Digital Revolution topic, it permeates the Operational Performance section of the current document, where we show our efforts within the context of Industry 4.0. Such topics are listed as "cases of omission" in Annex "GRI Summary", where indicators on the remaining topics are also reported, with some of that information being inserted throughout the text.





Our commitments for 2030 and Material topics

GRI 102-44





Among the strategic topics are:

- **Innovation in products and sustainable solutions**
- **Management of human capital, diversity and inclusion**
- **Management of risks and business opportunities**

The first topic is a part of our core business and is what positions us as a benchmark biotech and agritech company in the Country, and as a leader in sustainable solutions. We count on a highly capable and state-of-the-art Research & Development structure, which embraces universities and other research centers in our ecosystem, with the purpose of expanding our performance to develop sustainable solutions, while offering higher efficiency and productivity to our clients.

This is a continuous process and, therefore, remains at the top of the strategic material topics to guide a better decision-making process and to define the company's actions. After all, all of this effort also affects a global strategic issue: the challenge of feeding an increasing population, which might creach 10 billion peo-

ple in 2050, according to the UN'S projections, without opening new arable areas.

The second strategic material topic - management of human capital, diversity and inclusion - conveys the importance of people for us, since we understand that it would be of no use to have the best structures, processes and capital, if we did not count on competent and engaged staff, and committed to sustainable growth. Whether from the technical, behavioral or cultural point of view, we have this vision of putting people in the core of our business, but we want to externalize it in well-structured projects and actions, in order to intensify the integration of our 1,134 collaborators, thus strengthening our organizational culture, a process that has already been started and that will be further strengthened in the next few years. Such process should also be continuous and gradual, considering exponential growth, including the many mergers and acquisitions. Likewise, this work aims at progressively disseminating diversity and social

inclusion, a challenge that requires socio-cultural transformations.

Finally, the third strategic material topic - risk management and business opportunities - has become especially important at a time of growth leveraged by the resources from the Initial Public Offering (IPO), held in September 2021. Our risk management has been working appropriately and will become more robust with the Risk Management Policy created in 2021, as well as our process to identify, analyze and seize opportunities - see our history of successful mergers and acquisitions. But we want to go much beyond that by aggregating more efficient ways of evaluate opportunities, either for organic growth or through new acquisitions.

After we updated our material topics, now we are heading towards formatting our goals and commitments, which will substantiate and direct the specific action plans.



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Message from the CEO

GRI 102-14

To our collaborators, clients, partners and investors

Our motto, “Proud of being Vittia,” could not be more organic and make greater sense than in 2021. We celebrated 50 years of operations, surpassing the milestone of 1 thousand collaborators, we saw a substantial growth in many economic and financial performance indicators, even above the figures projected for the period and, in addition to all that, a successful IPO in the New Market of B3 - which requires the highest governance level, without ever forgetting the importance of having a company dedicated to developing sustainable solutions to our clients.

But it being a Golden Anniversary, we must mention that the achieved success has been the fruit of the work undertaken throughout Vittia’s history, gradually, with great responsibility, ethics, transparency, and commitment

to sustainable development. Which process has been founded on people, those who really make things happen. It is not a coincidence that they have been mentioned as one of the three strategic material topics, and we have been intensively working to increasingly engage them with the company. The first step has been to perform a broad analysis to identify the main improvement points, from onboarding to good HR practices and the retention of collaborators.

We are proud of our economic and financial performance, with a 46.8% increase in our net revenue, and of 54.1% in our Adjusted Ebitda and net profit amounting to R\$ 107.7 million (25.3% above the volume verified in 2020). And all the above guided by the principle of striving for higher profitability, while managing costs and keeping indebtedness at conservative levels, which translates into our leveraging of approximately 1x.



Such growth has been due to an integration between the commercial, marketing, industrial, research and development, and regulatory affairs areas, all of them working to achieve common objectives.

In the commercial area, our strategy of working closer to our clients gained momentum in 2021 with the inauguration of two new Distribution Centers, as well as the market access program, which have enabled us to expand our active client base by 13% if compared to the numbers seen in year 2020. In parallel, we enabled our sales team to place the concepts of up and cross selling into practice, while taking advantage of the wealth of our broad portfolio of products, which gathers 1,142 solutions, of which around 200 comprise the Vit Integra concept - recommendation that conciliates the best in each line of product for many different crops, considering their production cycle and integrated management.

In the industrial area, we would like to stress the performance of the new biological product plant, which exceeded our expectations in terms of installed capacity, going from 1.8 thousand kg/l, forecasted for phase 1, to 3.5 thousand kg/l. And just beside it, to support that production increase, we have inaugurated a new warehousing hub that has practically tripled our storage capacity.

The year of 2021 saw also the start of operation of the new Research and Development Center, which counts on the highest embedded technology in terms of equipment and qualified professionals. The Center will enable us to command the evolution of our sales pipeline through the development of new scalable solutions aligned to the concepts of sustainability, and especially for the generation of more efficient biopesticides.



Complimentarily, the agronomic performance delivered, in 2021, 518 field studies - 56% more than in 2020, including regulation projects, action mechanisms and integrated management at research institutions, universities, and consultancy companies.

The success of the Initial Public Offering process for the primary and secondary distribution of stocks in the total amount of R\$ 436 million, held on September 02, 2021 has been the recognition of all our work. Among the companies that held IPO's in the last 3 years, we ranked among the best 5% in relation to the behavior of our stocks after the initial offering. Our growth has been superior to 50% and, even on the days of greater negative impact in the Stock Exchange, our shares did not fall in the same proportion as the overall average.

This process has also contributed to raise our governance level, an evolution process adopted in the last few years, culminating in a solid structure to comply with all the

requirements of the new market. In 2021 the new formatted structure started to actually operate and received new improvements, such as the inclusion of another independent member, adding up to two positions out of the total of 5 members. In addition to that, was formalized the establishment of the Audit and Sustainability Committees, which today contribute as Governance Bodies to Advise the Board in line with the company's strategic direction. This integration between the Board, the strategic committees, the Executive Board, and the executive/tactical committees, guided by the ESG principles, is what will direct the assertiveness of our strategic and responsible growth plan.

But our pride of being Vittia goes much beyond that. The core of our business is to aggregate value to agriculture in the Country, thus contributing to higher production efficiency, while minimizing our environmental impacts on the Planet. A contribution to solve two important global challenges - climate

is our pride of being Vittia that summarizes our half a century of tradition, operational excellence and growth. It is what guides us in the continuous improvement process while providing continuity to value generation for our clients, collaborators, and society as a whole. It is with such pride of being Vittia that we share below our trajectory up to now, by highlighting our achievements, challenges and actions in 2021 under every aspect, in an integrated manner, but emphasizing the start of a new stage, going towards our next 50 years.

Wilson Romanini
CEO





The year of 2021 and Covid-19

We entered the second year of the Covid-19 pandemic with a second wave of cases in the first half, the discovery of new variants of virus SARS-CoV-2, but also with the progress of the immunization of the population through vaccination, reaching up to 80% of the target population having been fully vaccinated, in December 2021, according to the Ministry of Health, which has contributed to a decrease in the number of severe cases involving hospital admissions and death.

Among our collaborators, we closed the year 2021 with 93.54% of our staff having taken the first dose of the vaccine, and 88.45% the second dose, according to the vaccination calendar. Such a precise survey has been possible thanks to our systematic follow-up, which included asking for a vaccination proof, providing orientation and communication to clear doubts, and offering support to those who resisted taking the vaccine or



found it difficult to have access to the first dose, following up the deadlines for the second dose, and the creation of a “vaccine-o-meter”. Of the total number of collaborators, just 17 had not taken any dose at the end of the year. Out of that total, 14 had been on leave and the remaining ones had a formal medical contraindication.

Even with the advancement of the vaccination effort, the Crisis Committee has been active in 2022, by holding monthly meetings with mato

fight the disease, which protocols continue to be strictly followed, by keeping a hybrid work format for all functions as much as possible, and for the persons facing the highest risk.

However, due to the high dissemination power of the new variant of the virus - Omicron, the number of infected people has increased by 156% if compared to 2020, but with a reduction in the number of severe cases and hospital admissions.

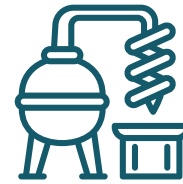


Highlights of 2021, Vittia's 50th anniversary



Governance

- Evolution in the governance criteria and practices, in compliance with the guidelines of the New Market of B3, which requires the highest governance level in the Brazilian Stock Exchange.
- Publication of the Risk Policy, due to the maturation of our governance structure.
- Election of another independent Management Board member, adding up to two.
- Creation of the Ethics and Sustainability Committees, adding up to three Board Advisory Committees.
- Updating of our Code of Ethical Conduct and administration of course on the topic to **100%** of our collaborators.



Operational

- First year of the new biological products plant, with practically twice the installed production capacity in relation to the forecasted figure, from **1.8 thousand** kg or liters x thousand to **3.5 thousand** kg or liters x thousand.
- **123%** increase in our storage capacity with the inauguration of a new storage center - an **R\$ 17.5 million** investment, from a forecasted total of **R\$ 31.3 million**, which should be concluded in 2022.
- Productivity gains as per man-hour of around **500%**, as a reflex of the company's expansion works.
- Integration of Vitoria Agro, acquired in 2020, with revenues **27%** above the established goal.



Innovation

- First year of Research, Development and Innovation (R&DI) Center's operation in an area of **1.3 thousand m²**.
- An **R\$ 16.4 million** investment, **34.5%** more than in the previous year.
- A **59%** increase in the number of research and development projects.
- A **56%** increase in the number of trials in partnership with **128** institutions.
- The launch of three new products, with two macrobiological and a microbiological one.
- Six new registered use recommendations/biological targets.
- Mapping of **458** projects eligible to benefit from the Lei do Bem/Law of Good (n°11,196/05), of tax incentives for technological research, development and innovation, with the possibility of deducting from **4%** to **32%** of due taxes.



Commercial

- Restructuring of the Marketing Department into three divisions: Market Intelligence & CRM, Market Development and Communication & Events, which provided greater assertiveness to the action plans.
- A **287%** increase in the number of accesses to clients than seen in 2020, as a consequence of the Market Access project.
- A **47%** increase in the number of clients, if compared to new clients in 2020.
- A **13%** increase in the number of active clients in 2021, if compared to 2020.
- Inauguration of two new Distribution Centers, which serve as a link with our logistic chain, approximates us to our clients, broadens our brand presence and increases our capacity to tend to local distributors.
- Expansion of presence in crops and regions not fully explored yet, such as coffee farming, in which we have tripled our revenue.



Environmental

- Renewal of the Mais Integridade/More Integrity Seal, homologated by Mapa, which certifies companies that develop integrity, ethics, sustainability and responsibility practices.
- Incentive to a cleaner energy matrix, with **83.5%** of the consumed electric power coming from a renewable source certified by I-REC.
- A **13%** reduction in Greenhouse Gas (GHG) emissions of scope 3, mainly due to a reduction in category “purchased goods and services”.
- Review of the GHG inventory and start of the study to plan and implement a strategy to manage emissions.
- A **217%** estimated increase in the volume of treated and reutilized water, going from 65 thousand liters to 206 thousand reutilized liters*

*According to its own calculation methodology, which is being improved.



Social

- A **37%** increase in the number of collaborators.
- Structuring of the talent attraction and retention project in partnership with a specialized company.
- Monitoring, mitigation and support actions to collaborators in regard to COVID 19.
- A **32.1%** reduction in the Accident Severity Rate.
- More than **R\$ 1 million** in donations to local communities through incentive laws, assisting eight projects.



Economic and Financial

- A **71.4%** increase in the gross revenue from the segment of biological products, with **88.8%**, in the line of biological control.
- A **191.9%** increase in the gross revenue from the line of Soil Conditioners and Organomineral Fertilizers.
- A **46.8%** increase in the consolidated net revenue if compared to 2020, adding up to **R\$ 778.9 million**.
- Adjusted Ebitda **54.1%** superior to 2020, adding up to **R\$ 176.1 million**.
- Net profit amounting to **R\$ 107.7 million**, **25.3%** more than in the previous year.
- Investments amounting to **R\$ 52.1 million** in Capex (*Capital Expenditure*).
- Realization of an IPO with the distribution of **R\$ 436 million** stocks, ranking among the best **5%** companies in regard to the behavior of its stocks after an IPO. (See here a video about the IPO).





VITTIA

GRUPO

Proud of being Vittia

GRI 102-1, 102-2, 102-3, 102-4, 102-5,
102-6, 102-7, 102-8, 103-2 and 103-3



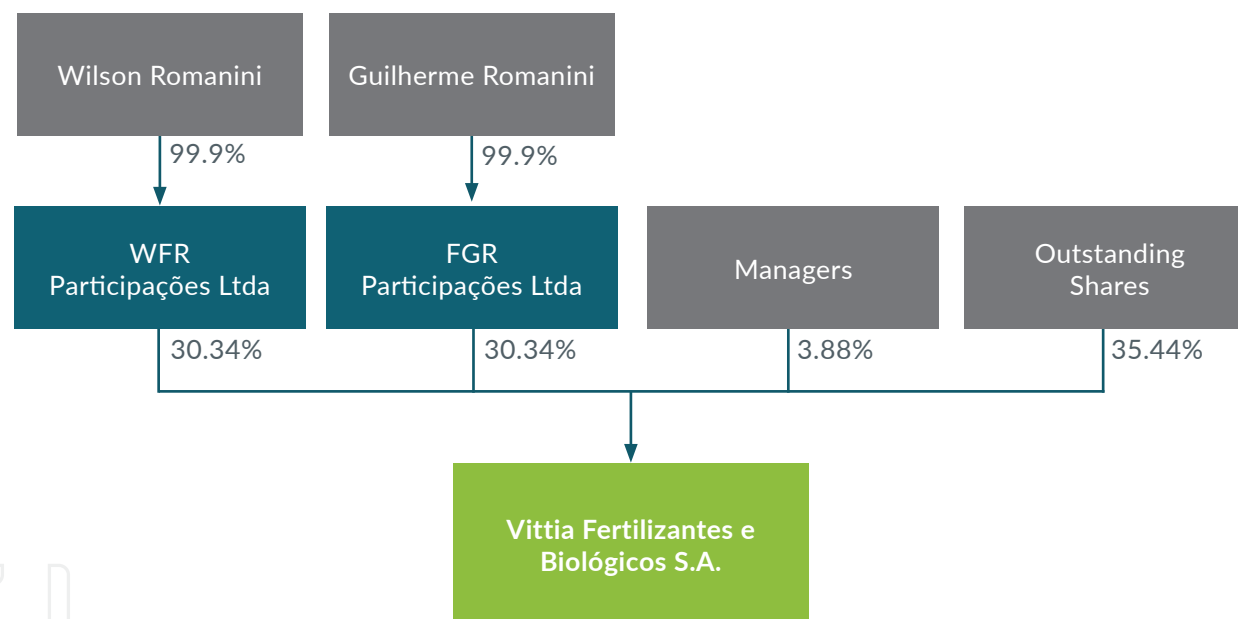


With 50 years of history, Vittia, under the corporate name Vittia Fertilizantes e Biológicos S.A., is a Brazilian biotechnology company (biological control and inoculants) and special plant nutrition. Through our solutions we provide productivity increase and, consequently, of profitability as per cultivated area, and improvement

in the socio-environmental balance of the Brazilian agribusiness.

In 2021, we became a Publicly-held Company with Authorized Capital, and registered in the new market of B3, with our shares being traded under symbol "VITT3". With the realization of an Initial Public Offering for the pri-

mary and secondary distribution shares held by Brasil Sustentabilidade - Fundo de Investimentos em Participações Multiestratégia, represented by its manager BRZ Investimentos Ltda., in the total amount of R\$ 436 million, we have henceforth had the following shareholder composition:



WFR Participações Ltda.: a private limited company, with headquarters in São Joaquim da Barra/SP, having as its managing partner Mr. Wilson Fernando Romanini.

FGR Participações Ltda.: a private limited company, with headquarters in São Joaquim da Barra/SP, having as its managing partner Mr. Francisco Guilherme Romanini.

Both belong to the Romanini family, which founded the first company of the group, Biosoja, at the start of the 1970's, and have had an active participation in all of the phases and decisions made in the company's last 50 years.

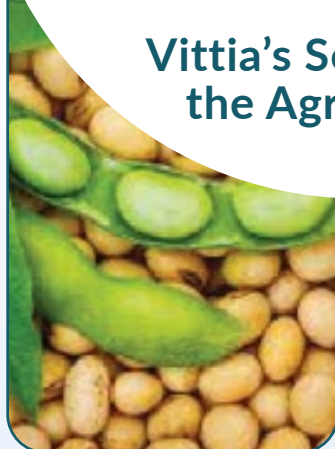
We started our activities in the city of São Joaquim da Barra/SP - where are our headquarters - as one of the first national producers of inoculants (or biological fertilizers), initially focused on the soy market, in which we still hold an outstanding position.

By always expanding our operations in favor of the agribusiness through research, technology and development, we have extended our operational scope throughout the years and started to produce and commercialize foliar fertilizers, soil fertilizers based on micronutrients (or soil micronutrients), soil conditioners and organomineral fertilizers, inoculants, biological control, industrial and other products, having thus become a complete biotechnology and special plant nutrition company. In order to make our production chain more efficient, we also undertake the industrial sale of raw materials, intermediary products and end products to the fertilizer industry and other sectors, such as animal nutrition.





These are products based on mineral and/or organic substances that provide nutrients to plants through applications on their leaves or seeds, in addition to adjuvants, which are products utilized to maximize the efficiency application of other agricultural inputs.



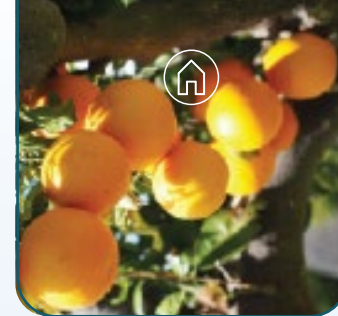
These are products developed based on microorganisms that act in the plant nutrition process.



These are products developed based on microorganisms or macroorganisms, utilized to control pests and harmful diseases in plants.



These are products utilized to improve the physical, physical-chemical, and biological properties of the soil, with the purpose of increasing plant efficiency when absorbing nutrients. In addition to that, they stimulate the activity of the microorganisms beneficial to plants by providing humic substances that act of sources of energy and nutrients.



They are subdivided into salts for animal nutrition, products distributed by third parties and by-products developed in other industrial processes, which are sold to the fertilizer industry and also to other industries, such as animal nutrition.





Our History

Timeline

50
ANOS

1971



Foundation of Biosoja, Indústria de Inoculantes, in São Joaquim da Barra/SP.

1990



Beginning of our product expansion with the start of the production of the Nodulus powder fertilizer, which provides cobalt and molybdenum.

1994



Creation of the first peaty inoculant free of microorganisms antagonistic to nitrogen fixing bacteria.

1998



Inauguration of Biosoja Fertilizantes; production of foliar fertilizers; enhancement of Nodulus Powder, in its liquid formulation (premium).



Our History

Timeline

50
ANOS

2001



Acquisition of the first unit of Serrana/SP, production of purified MAP sulfates, chlorides, oxides and monoxides (Mn and Zn) as of the 2000's.

2004



Inauguration of Granorte, in Ituverava/SP, as a company affiliated to Biosoja, specialized in the production of secondary macronutrients and soil micronutrients.

2008



The company was a pioneer in the production of inoculants for Eucalyptus and obtained the ISO 9001:2000 Certificate; inauguration of the second industrial unit in Serrana/SP: production of soil conditioner and organomineral fertilizers.

2014



Arrival of a new shareholder after a financial injection by the investment fund Brasil Sustentabilidade managed by BRZ Investimentos; acquisition of Samaritá, in Artur Nogueira/SP, a company that operates in the segments of plant nutrition and protection, and chemical products.



Our History

Timeline

50
ANOS

2016



Launch of the Vittia brand and revitalization of brands Biosoja, Samaritá and Granorte; restructuring and improvement of the plant house for trials and to test new field solutions and technologies.

2017



Acquisition of Biovalens, a company specialized in the development and production of biological crop protection products; inauguration of a new research and development (R&D) lab.

2018



Implementation of Vit Integra; inclusion in the *ranking* of the 1000 largest companies in Brazil; implementation of a new internal Distribution Center, in São Joaquim da Barra.

2019



Planning and start of the construction of the new Biopesticides plant in the municipality of São Joaquim da Barra/SP; creation of Vittia's R&D Center.



Our History

Timeline

50
ANOS

2020



Inauguration of new plant – the largest biological products industry in Latin America, with a total area of 110 thousand m² and production capacity of 5 million kg or L/ year; acquisition of 75% of Vitória Agro (Vitória Fertilizantes S.A) – a company in the State of Minas Gerais dedicated to organomineral fertilizers based on organic waste located in the city of Patos de Minas/MG; and acquisition of 80% of the equity in JB Biotecnologia Ltda. - focused on the production, development and commercialization of macrobiological products, located in the city of Paraoíba/MG.

2021



Realization of an Initial Public Offering (IPO) for the primary and secondary distribution of shares held by the Investment Fund Brasil Sustentabilidade managed by BRZ investments; first year of operation of the new biological products plant and of the R&DI Center; inauguration of a new storage hub and of two new Distribution Centers - in Ijuí/RS and Primavera do Leste/MT.



How we operate

GRI 102-45, 102-48, 102-50, 102-51, 102-52, 102-53, 102-54 and 102-56



In an integrated and transversal way, our operations are guided by our corporate strategy. As an indication of the importance of this topic, we established in 2021 the Strategic Management Tactical Committee, responsible for debating every month the main issues relevant to strategic implementation, by focusing on our mission and vision, oriented by our values and guidelines as determined by the Management Board



Mission

To enable the producers to achieve profitability gains as per cultivated area and improvement of the socio-environmental balance by delivering excellence in products and services for the agricultural sector.

Vision

To be recognized as the best company when delivering productivity via higher plant performance, while creating, capturing and sharing value with our clients, shareholders, collaborators, and the Planet.

Values

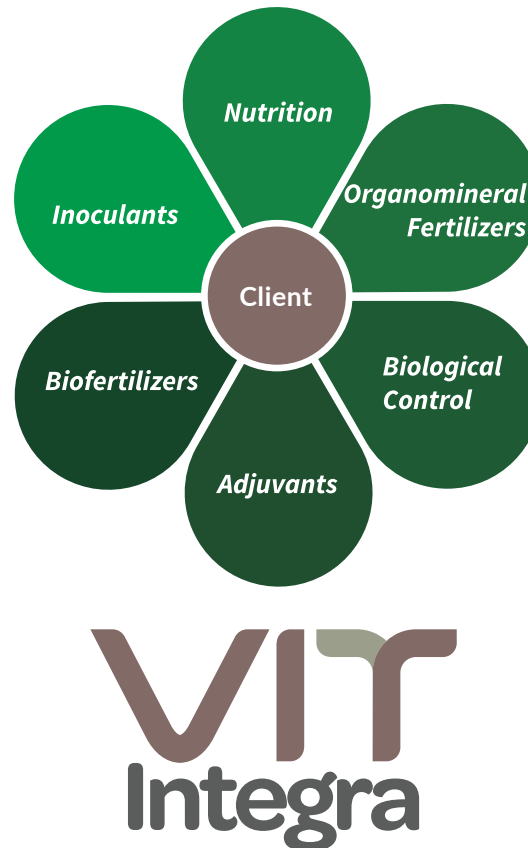
- Respect for human beings;
- Respect and fulfillment of the established agreements;
- Commitment to the truth and to what is fair;
- Respect for the applicable laws, cultures and costumes;
- Clear and honest communication;
- Commitment to the environment;
- Freedom with responsibility;
- Innovation and creativity.



Our mission is promoted through the platform of one-stop-shop solutions we offer to the agricultural market, covering many crops. Among our products, under the Vit Integra concept we offer complimentary plant nutrition and protection solutions that can be either individually or jointly administered during the production cycle to provide greater efficacy.

On one side, this mission is supported by our innovation strategy through Research and Development, always striving to improve the offered products and, at the same time, explore and develop new technologies to promote innovation to create new solutions.

In addition to that, market development strives to generate technical intelligence and highly specialized contents.



Currently, we count on:

221

registrations for foliar fertilizers,

275

registrations for soil micronutrients,

94

registrations for soil conditioners and organomineral fertilizers,

49

registrations for inoculants and

29

approved commercial biological control brands to control the main pests and diseases that cause economic damages to the agribusiness sector (55 biological targets approved by the Ministry of Agriculture, Farming and Supply - MAPA), comprising a respectable regulatory asset.

The portfolio of biological control places us as an outstanding company in terms of the number of products and biological targets approved by MAPA.



Plant protection

Biological control

These are products developed based on microorganisms - usually fungi, bacteria and viruses, and macroorganisms - that are parasitoids and predators - utilized in agriculture to control pests and diseases that compromise the development of plants. These solutions do not include active chemical ingredients in their composition and are based on the principle of a balanced and sustainable use of "nature against nature". With a strong appeal to sustainability, they generate minimum environmental impacts if compared to traditional products. In 2021, this category accounted for **12.4%** of our gross revenue, an **88.8%** increase if compared to the previous year. Among the products we may highlight Biolmune®, Biobaci®, No-Nema®, Tricho-Turbo®, Bovéria-Turbo® and Meta-Turbo®.

Plant nutrition

Foliar fertilizers and seed treatment

These are products based on mineral substances that provide nutrients to plants through foliar applications and seed treatment (TS), in addition to adjuvants, which are products utilized to improve efficiency in the application and absorption of agricultural inputs. This category also includes biostimulants, which contain active principles of biological origin (amino acids, seaweed extracts, humic substances, and metabolic activators), able to act, directly or indirectly, on the whole or on a part of cultivated plants. In 2021, this category accounted for **38.9%** of our gross revenue, **31.1%** more than in the previous year. Among the main products we may highlight Fertilis®, Nodulus®, Bioenergy®, Active®, Bioamino®, NHT® and Irrigamax®.

Soil micronutrients

Also known as soil fertilizers based on micronutrients, these are products with high solubility in water and are directly applied on the soil to provide micronutrients to plants, and they may be either granulated or ground. In 2021, this category accounted for **17.5%** of our gross revenue, **20.9%** more than in the previous year. Among the products we offer, we may highlight granulated and ground GranBoro, and the portfolio of Granorte, a company that outstands in the manufacturing of ground micronutrients.





Plant nutrition

Soil conditioners and organomineral fertilizers

These are products of a fundamentally organic nature - obtained through physical, chemical, physical-chemical, natural or controlled processes - based on raw materials of plant or animal origin to which are added sources of mineral nutrients with the purpose of improving the chemical, physical and biological characteristic of the soil, in addition to supplying nutrients to plants. This category contributes to the intelligent and sustainable use of waste derived from the agro-industrial chain. In 2021, this category accounted for **15.4%** of our gross revenue, **191.9%** more than in the previous year. Among the products we offer we may highlight Fertium® and VitFétil®.

Inoculants

These are the biological fertilizers developed based on microorganisms that act in the plant nutrition process. The main product in this market are selected bacteria from the *Bradyrhizobium* genus which, when associated to the roots of leguminous plants (as soy and beans), are able to convert N₂ (the molecule of nitrogen) taken from the atmosphere into nitrogen compounds, thus reducing the need of industrial nitrogen fertilizers and contributing to the sustainable production with a lower environmental impact. In 2021, although it had already been a market leader for 5 consecutive years, this category accounted for **6.9%** of our gross revenue, **46.9%** more than in the previous year. Among the products we offer, we may highlight Biomax.

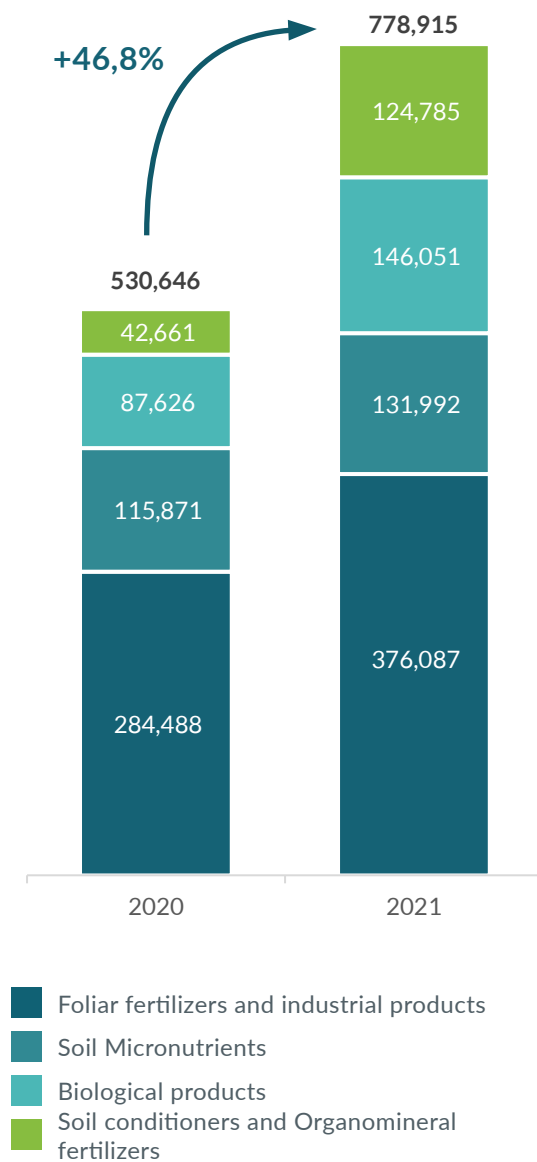
Industrial and other products

These are products that are subdivided into salts for animal nutrition, products distributed by third parties, and by-products developed in other industrial processes, which are sold to the fertilizer and other industries, such as the animal nutrition industry. In 2021, this category accounted for **8.8%** of the Company's gross revenue, which represented a **39.2%** increase if compared to the previous year. Among the products we offer, we may highlight manganese sulfate and magnesium sulfate.

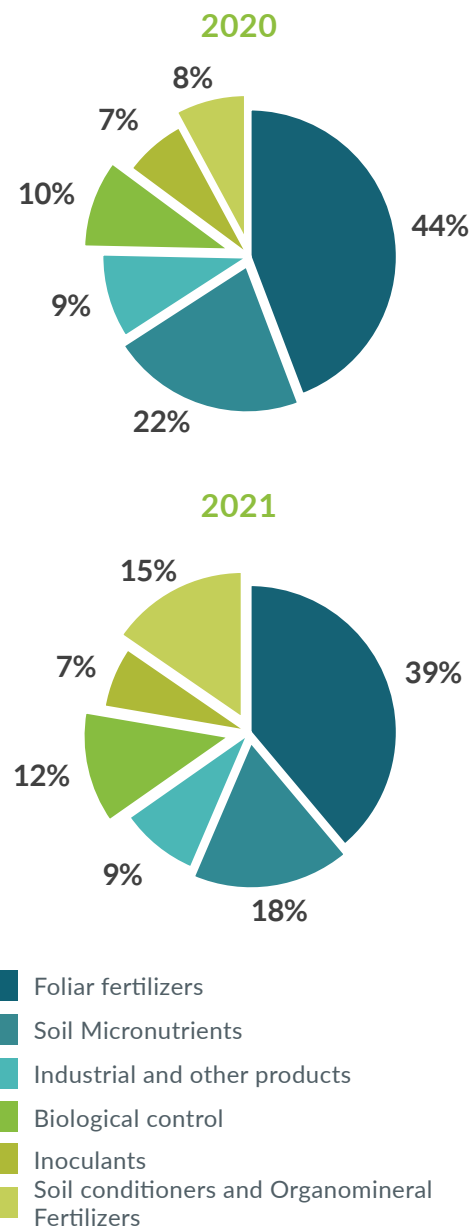




Net operating revenue as per segment (in thousand R\$)



% of gross revenue as per line of product





In order to fulfill this demand our physical structure is composed of eight industrial units that, altogether, have an annual installed capacity of more than 450 million kilograms, liters or doses of products. Six units are located in the hinterland of the State of Sao Paulo, of which three are in the city of São Joaquim da Barra, one in Ituverava, one in Serrana, and one in Artur Nogueira; and two in the State of Minas Gerais, in the cities of Patos de Minas and Paraopeba⁽¹⁾.

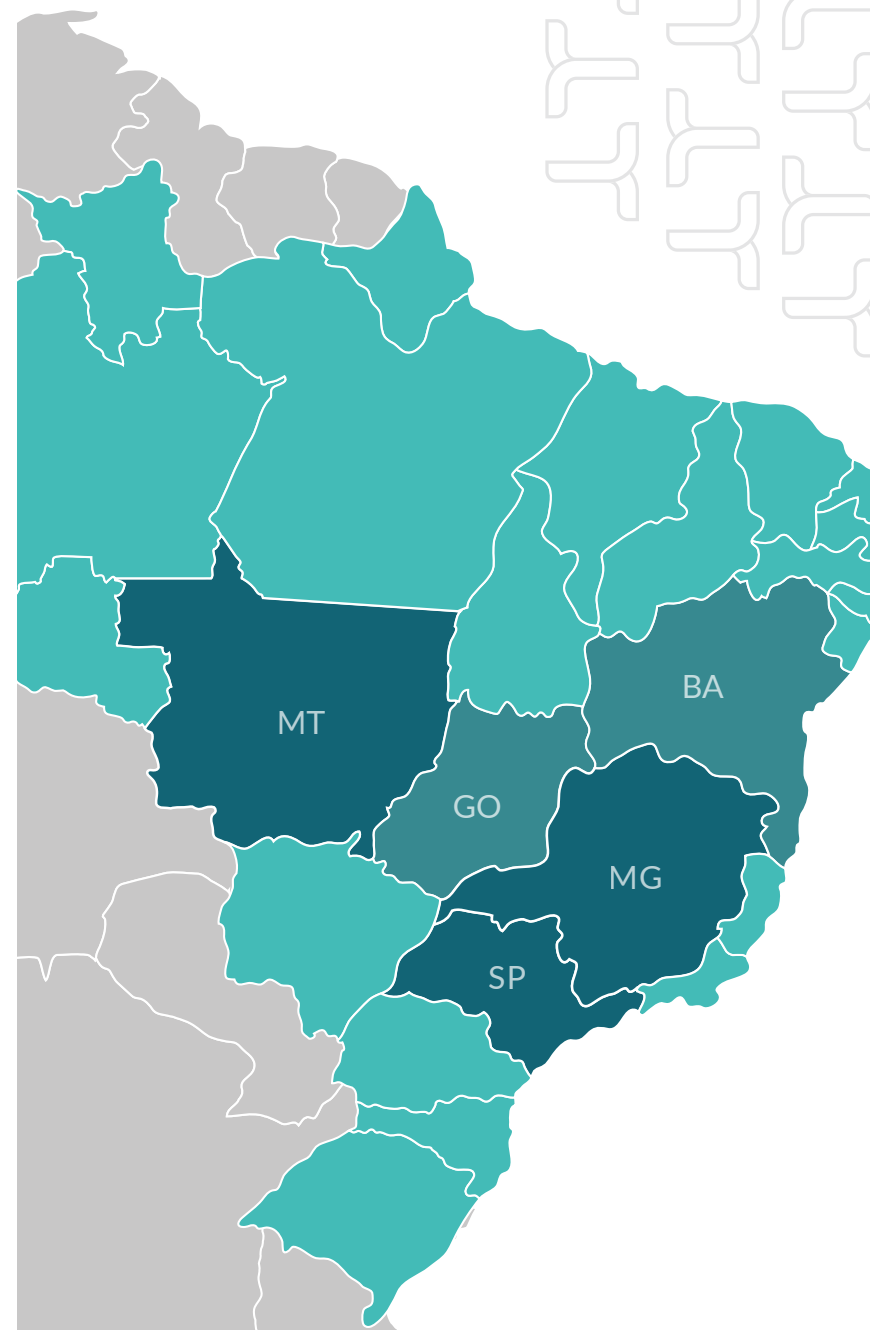
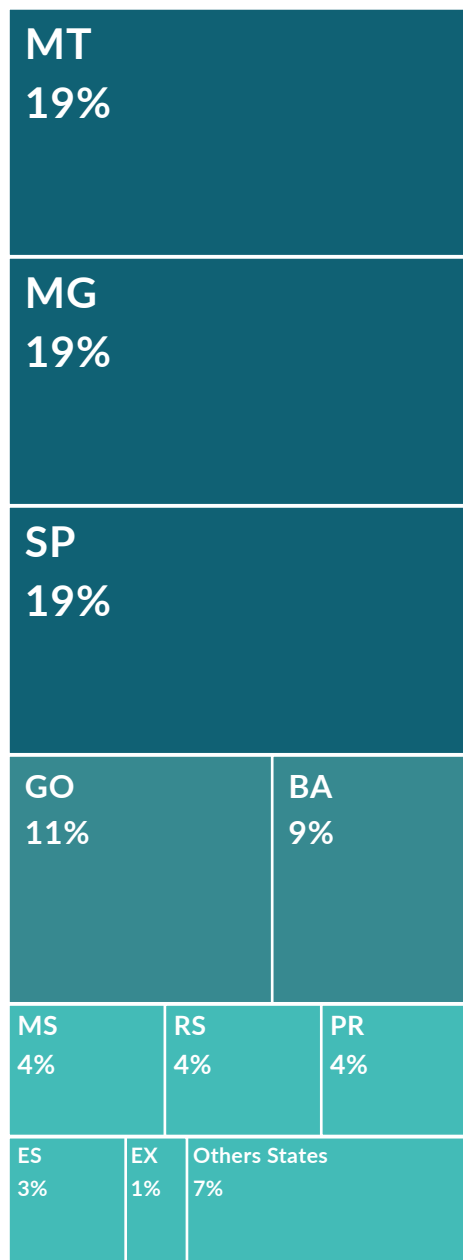
With the structure described above, together with the four Distribution Centers, with two of them located in the State of Mato Grosso (Soriso and Primavera do Leste), one in Bahia (Luís Eduardo Magalhães), and one in Rio Grande do Sul (Ijuí), our structure facilitates distribution in all States of the federation and the international market, and especially Paraguay, Uruguay, Chile, Ecuador, Argentina, Bolivia, Peru and Mexico, adding up to 2,622 active clients, of which 695 are new ones.

As a part of our structure, we also count on transportation company BS Transportes.

But our people are those who really make all that happen. In 2021, we surpassed the milestone of 1 thousand collaborators - a 37% growth if compared to 2020. The majority of our collaborators are direct employees under the CLT regime, with 903 full-time and 231 temporary collaborators, in addition to 13 partner commercial representatives (external).

(1) In 2021 Biovalens' processes, which operated in Uberaba/MG, were absorbed by the inoculants unit and the new plant.

% of the gross revenue as per State





Distribution of sales (R\$ million)

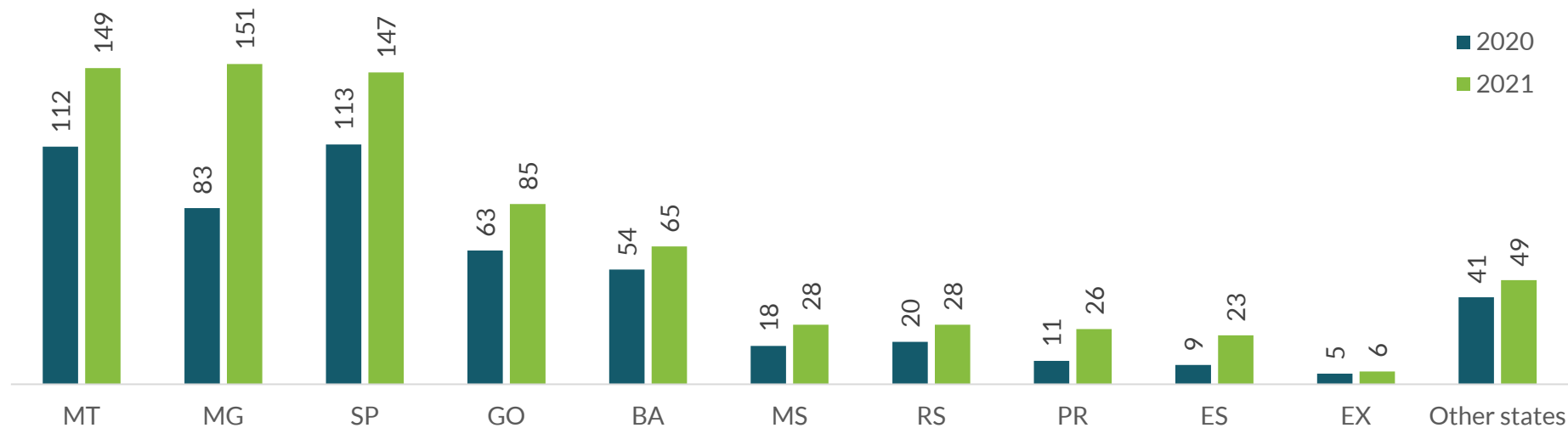
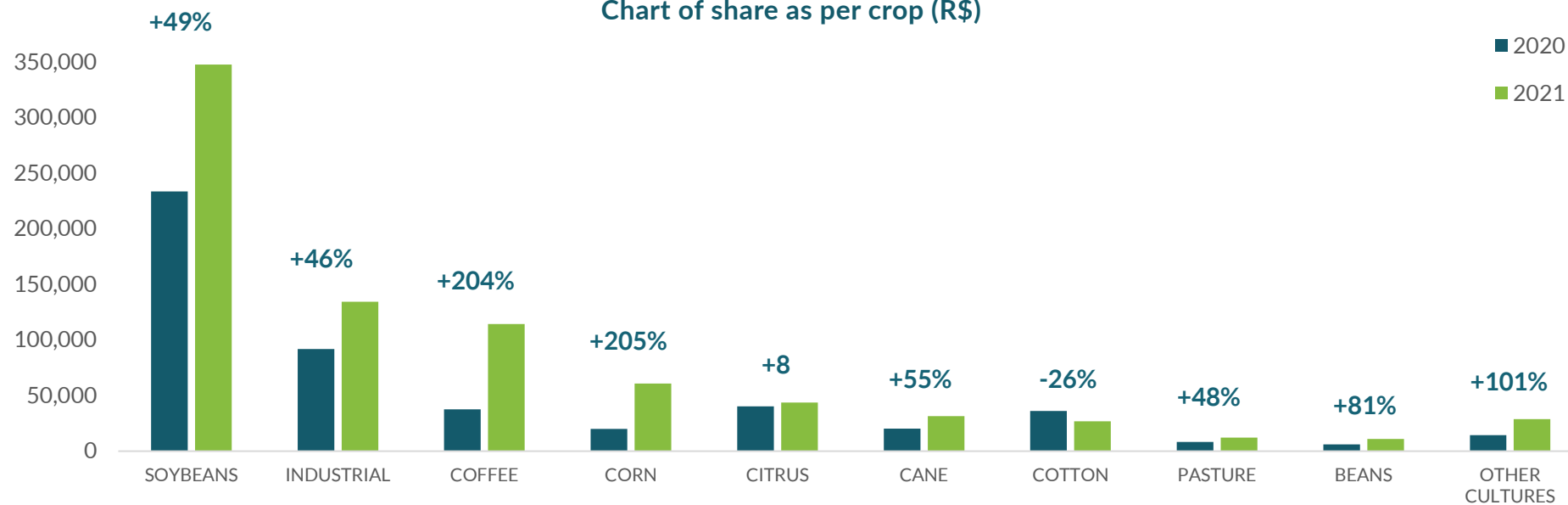


Chart of share as per crop (R\$)





GRI-102-2, 102-7, GRI-103-2 and 103-3



Distribution Centers

- Luís Eduardo Magalhães/BA (LEMA)
- Sorriso/MT (SORR)
- Ijuí/RS (IJUI)
- Primavera do Leste/MT (PLES)

Logistics

- BS Transporte
São Joaquim da Barra/SP



Strategic positioning

GRI 103-2 and 103-3



We are national leaders in the market of inoculants in Brazil and we are heading towards leadership in the biological products market, in addition to being among the three largest national players in special nutrition, with, therefore, the only one-stop-shop platform (consolidated purchase channel)

available to clients, which places us in a strategic position to capture new business opportunities. In parallel, we constantly invest in technical qualification with the purpose of orienting our clients on the best agricultural practices utilizing our portfolio.tifólio.

In addition to the privileged position in terms of solutions, our current portfolio expansion strategy places us in a market position aligned to the integrated management trends of the global agricultural market: considering the highest complexity and cost to develop new chemical molecules; an increase in the population of pests resistant to agrochemical; society's demand for a reduction in the use of chemical actives; the global population increase; the limitation to expand arable areas; and, consequently, a greater search by farmers for alternatives able to raise productivity in their lands in a sustainable manner.



Guided by a constant socio-environmental concern, our products answer to the this demand in four main components: 1) contribution to reduce Greenhouse Gases (GHG) emissions; 2) offer alternatives to agrochemicals; 3) efficient use of waste from other industries, within the concept of circular economy; and 4) productivity and agricultural efficiency increase to fulfill the need to produce an increasing volume of foodstuffs.

Our strategic positioning is marked by the market context. Brazil is one of the largest agricultural markets in the world, with a planted area

of more than 83.4 million hectares in 2020, a agricultural production that has exceeded R\$ 470.5 billion, according to the Brazilian Institute of Geography and Statistics (IBGE), of which approximately 68.7 million hectares are destined to grain cultivation, according to MAPA. In terms of demand for inputs, the domestic market points to a scenario compatible with the magnitude of its production.

In this context, the penetration of biological control such as those we produce is still rather low, not only in Brazil, but also around the world, but is in full expansion, and are

considered the fastest growing agricultural inputs. The segment offers a 79% gross margin, uses national workforce and inputs, and has grown 30% per annum, in the last 3 years. In Brazil, in 2020 alone it grew by 40% if compared to 2019, reaching a total of R\$ 1.58 billion. Nonetheless, the segment is still rather small when compared to the size the market of agricultural chemicals. According to CropLife, based on data from a survey conducted by consultancy company Blink, in 2021 a 52% growth has been forecasted for the sector, reaching R\$ 1.79 billion.

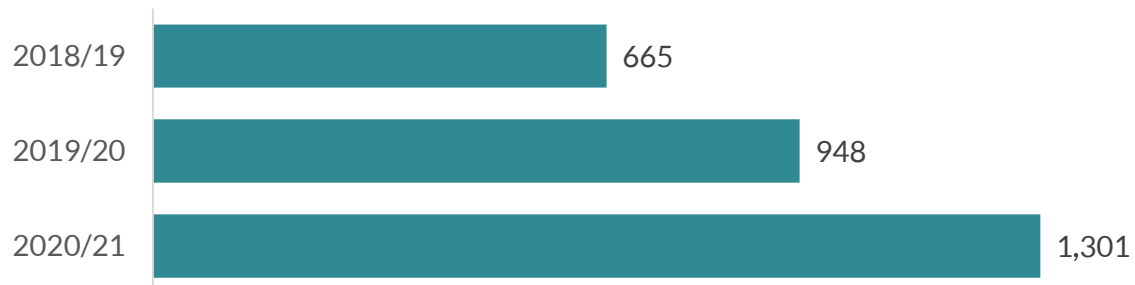


Evolution of the crop protection market (R\$ million)

○ Agrochemicals



○ Biological control

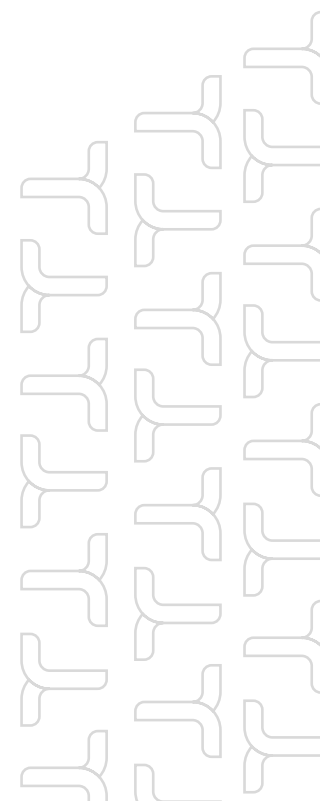


○ Inoculants



Source: Spark Inteligência Estratégica

Biological products pose a lower risk to humans and the environment, with reliable and proven efficacy by many years of research and development, and competitive costs if compared to traditional chemical products. In view of such advantages, we expect to see a significant increase in the demand for such products in the next few years.





Biopesticides Development of products

Research of new biological assets



Production and formulation



Field evaluations



Safety, approval and registration analysis



Source: CropLife Brasil



How we generate and share value

Seizing and sharing value to our clients, shareholders, collaborators, and the Planet is a part of our vision. Thus, according to the Integrated Report's (IR) international methodology, Vittia intends to demonstrate the value generation process of its business through capitals (set of resources) that, on its turn, are related to the abovementioned material topics.

Of the six capitals that underpin our operations, three comprise the internal environment: financial capital (own and third party resources that facilitate our operation), manufactured capital (structure manufacturing, including our distribution and storage centers, as well as all the related equipment and systems, including also our Innovation, Research & Development centers with all their technological apparatus) and intellectual capital, which counts on masters and doctors in many knowledge areas of life sciences. The three other pillars comprise the external environment: human capital (our collaborators), social and



relationship-building capital (the community where we operate, our supply chain and partners) and natural capital (utilized/affected natural resources and the environment in which we operate).

In the heart of this value generation process, we have our business model modeled on who we are, our culture, mission and vision, which direct our actions and generate new solutions.

And all that is underpinned by a solid governance structure, which

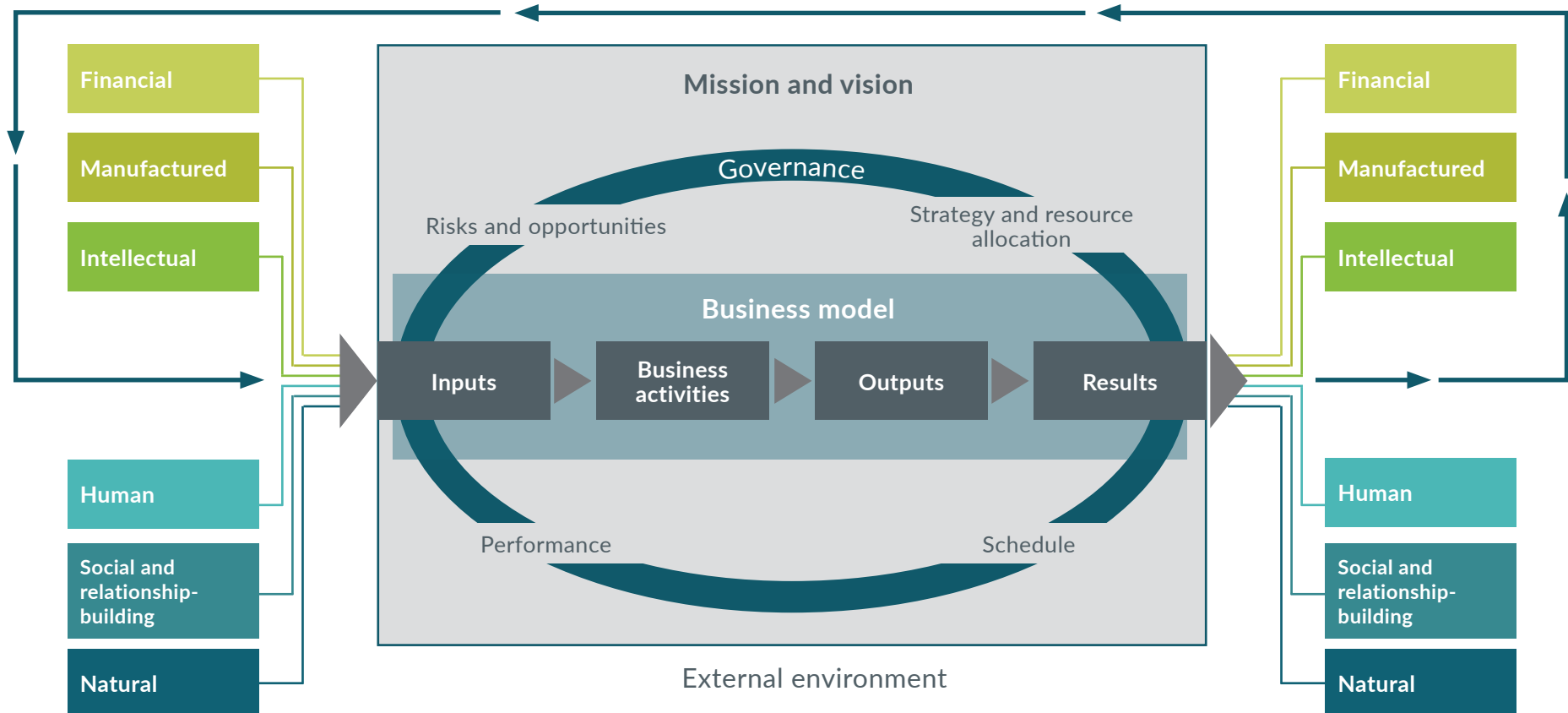
integrates our daily operations, but also is focused on sustainable growth, thus supporting our capacity to generate value through the mapping and management of risks and opportunities - undertaken through our own internal process - according to the highest ethical, integrity and compliance levels. Especially as of 2021, when we started to utilize the international standard methodology based on three lines of defense for risk management, starting by the environmental topic.



We understand that this is the start of a journey and that these efforts are necessary to mature our risk management culture and foster competences and organizational practices to integrate the social and economic topics. Thus, we will strive to reach our objective of managing the risks associated to the creation, preservation, and materialization value, so that it becomes a part of the routine of all areas and teams.

To make sure this process can continuously evolve, performance analysis, with the establishment and monitoring of new indicators, is deemed fundamental, with the elaboration and publication of our Integrated Report being an important instrument. In addition to that, since this is a strategic material topic, the structuring of indicators will be formalized through the activities of the Risk and Opportunity Management Work Group associated to the 2030 ESG Agenda.

The value generation process is presented below, according to the Integrated Report's <IR> international structure proposed by the International Integrated Reporting Council (IIRC) - a global coalition of regulatory agencies, investors, companies, standard-setters, accounting sector professionals, and NGOs.





In financial terms, in 2021 we achieved a value aggregation rate of 36.9% over the gross revenue, 1.9 percentage points above the rate seen in 2020, adding up to R\$ 317 million. That is, for every R\$ 1 received due to our activities in 2021, R\$ 0.369 were distributed to society, to our employees (in the form of wages, benefits and employee severance fund (FGTS)), to the municipal, state and federal instances of government (in the form of taxes, fees and contributions), third parties (in the form of interest), local communities (in the form of social actions and projects eligible for tax incentives), and shareholders (in the form of dividends and retained earnings in the Company). The balance was utilized to develop our operational activities. In addition to that, we must consider the 49.1% increase in our gross revenue, which reached R\$ 858 million, thus affecting the total distributed amount.

DVA Distribution of added value	Controller		Consolidated	
	2021	2020	2021	2020
Revenues	736,632	504,452	839,711	572,943
Sales of goods, products and services	751,616	506,229	858,001	575,609
Adjustment to current value - AVP	(13,814)	(4,742)	(16,724)	(5,621)
(Provision) /chargeback for expected credit losses	(1,169)	2,965	(1,566)	2,955
Inputs acquired from third parties	(466,604)	(346,402)	(544,731)	(371,256)
Costs of products, goods and services sold	(359,410)	(272,284)	(424,044)	(285,047)
Materials, energy, services from third parties and other	(107,194)	(74,118)	(120,687)	(86,209)
Gross added value	270,028	158,050	294,979	201,687
Depreciation and amortization	(9,262)	(7,273)	(10,553)	(8,078)
Net added value produced by the Company	260,766	150,777	284,427	193,609
Added value received from transfers	31,251	38,302	32,624	9,600
Financial earnings	28,689	8,320	32,624	9,600
Result under the equity method in controlled companies	2,562	29,982	-	-
Total added value to distribute	292,017	189,080	317,051	203,208
Distribution of added value	(292,017)	(189,080)	(317,051)	(203,208)
Staff	(84,307)	(62,875)	(92,838)	(67,750)
Direct remuneration	(66,916)	(49,453)	(73,942)	(52,600)
Benefits	(14,086)	(10,976)	(15,242)	(12,479)
F.G.T.S. (Employee Severance fund)	(3,305)	(2,447)	(3,654)	(2,672)
Taxes, fees and contributions	(62,931)	(27,509)	(73,362)	(32,373)
PIS/COFINS and ICMS	(43,005)	(24,130)	(48,748)	(25,276)
Revenue tax and social contributions	(19,926)	(3,379)	(24,614)	(7,097)
Remuneration from the capitals of third parties	(37,668)	(16,937)	(43,111)	(17,152)
Interest and bank expenses	(37,668)	(16,937)	(43,111)	(17,152)
Other	-	-	-	-
Remuneration over own capital	(107,111)	(81,759)	(107,740)	(85,933)
Net profit in the fiscal year	(107,111)	(81,759)	(107,740)	(85,933)

Considering that a significant number of the players in the market of biological control and special fertilizers comprise small- and mid-size companies with a local or regional scale, which, due to market and technical issues, are not able to produce biological products at large scale, we believe that, with the start of operation and increase in the utilization rate of our new plant, we will be ready to consolidate our share in those segments of the Brazilian market ahead of our competitors.

The special fertilizers (foliar and biological) market, on its turn, traded a total amount of R\$ 10.1 billion in 2020 according to data published by the Brazilian Association of Plant Nutrition Technology Industries (Abisolo), with a 42% growth if compared to the previous year and an annual average growth rate of 16.7% between 2014 and 2020.

Our vision, therefore, is based on five pillars: proximity to our clients, sustainability, operational excellence, high technology, and people, as demonstrated below:





We see each client as being unique

We believe every client must be served in a singular way, since all of us we have specific demands. So, we understand that through a close and constant relationship it is possible to identify their individualities and needs. Clients wish to see their expectations being fulfilled, and this is our great differential.



Social, economic, and environmental awareness

We believe in a better world for the future generations and make our contribution to achieve it. Sustainable development is a path we tread every day, with mutual respect and awareness that all companies, local communities, people and remaining beings are an integral parte of a single ecosystem. We count on strategies and practices that permeate all the organization and its stakeholders, specifically considering continuous improvement, environmental management based on operational efficiency, the fight against climate changes, and the engagement of society, always in a transparent and responsible manner.

In this sense, we continue to strive to improve our data management strategies and systematics, and especially waste and air emissions management, in order to increase the reliability and direct us to create more sustainable solutions.



Valorization of human beings

We believe that the valorization of our collaborators generates results for Brazilian agriculture. Through trust, recognition, ethics and values, Vittia invests in people, providing growth opportunities, contributing to team development and the company's success.

Associated to this pillar, we glimpse improvement opportunities to structure management processes able to strengthen our relationship with local communities in the areas surrounding our units and through our communication channels. These topics are the object of studies to elaborate a more comprehensive program in the next few years focused on promoting the development and important role of local communities, which goes beyond any merely supportive nature.



Knowledge and innovative solutions

We believe high technology brings much better results for farmers. Highly qualified people and the constant search for new ideas, together with state-of-the-art technology, generate innovative products and solutions with the highest efficiency and efficacy.



A collective journey towards higher efficiency

We believe that areas acting in synergy and striving for continuous improvement and cost reduction ensure the best product and a higher plant yield. Operational excellence is a concept focused on clarity, objectivity, and collectivism. Through actions, tools and standards, we can achieve maximum efficiency and quality.

Vittia also understands that in this journey towards higher efficiency, this commitment also applies to its entire production chain, and so that partners and suppliers have an important role to play. In this sense, Vittia is improving its data management processes on local suppliers not only to ensure greater transparency, but also to drive regional development.



Awards, recognitions and certifications

GRI 102-12

The received awards and recognitions are, for us, a tool that reflects the results of a well-performed work, which generates value, while at the same time acting as important instruments of to place the company in an outstanding market position, and as reputational leverage before stakeholders. In 2021, were awarded the following recognitions:



Pulverization Adjuvants Seal: In October 2021 we entered the select group of six companies that have obtained this seal, which certifies the functionality and reliability of the adjuvants commercialized in Brazil. The certification is a public-private initiative led by the Engineering and Automation Center (CEA) of the Agronomic Institute (IAC), an entity of the Secretariat of Agriculture and Supply of the State of Sao Paulo.



Mais Integridade/More Integrity Seal: for the second consecutive year we obtained this important recognition from Mapa, whose purpose is to foster, recognize and award integrity practices by agribusiness companies under the perspective of social responsibility, sustainability, ethics and commitment to mitigate the practices of fraud, bribery and corruption. Just five companies in our operational segments have been awarded this seal, in a universe of approximately 500 companies.



IBD Certifications: this global certification ascertains our respect for the environment, good work conditions, and highly reliable products. It is granted by the largest certifying entity in Latin America for organic products and the only such entity in Brazil dedicated to organic products, and is accredited by the International Federation of Organic Agriculture Movements (IFOAM), the ISO/ IEC 17065 product certification, and Demeter (certification of products derived from biodynamic agriculture), from the National Organic Program of the United States Department of Agriculture (USDA/ NOP) and approved to use the seal of the Brazilian Organic Conformity Assessment System (SISORG).



Corporate governance

GRI 102-17, 102-18 and 102-23



The IPO in the New Market segment – which requires the highest governance level in B3 – has already been a demonstration of our Governance, which had already been structured, but continues to improve every year.

In 2021, our Management Board started to count on two independent members, with the arrival of a new professional with broad market experience, and started to play a more significant role. In that period 17 ordinary meetings and two extraordinary meetings were held, with the participation of 100% its members.

Disciplined by the New Market Regulations set by the Securities and Exchange Commission (CVM), we have created an Audit Committee, now adding up to three advisory committees for the Board – including the Sustainability and Ethics Committees, in addition to two executive committees.

Based on those changes, our Governance Structure currently counts on a diversified **Management Board**, advised by three committees (Audit, Sustainability and Ethics) and an **Executive Board**.

As forecasted in our Statute, the Board is composed of five members, and may reach up to seven, in line with the provisions of Circular Letter CVM/SEP nº 01/2021. All of them are elected and dismissed by the General Assembly, hold single tenure of up to two years, and they may be reelected. As defined in the New Market Regulations, two of the five advisors must be independent, and include a woman.

The Executive Board, on its turn, is composed of six directors, and may reach up to seven, also elected and dismissed by the Management Board, holding a two-year tenure, and they may be reelected.



Management Board Members

Francisco Guilherme Romanini *Chairman*

He has been acting as an advisor since June 2014. He joined the Company in 1996, and for many years was a director responsible for the technical and industrial areas. Currently, he is a Board member at Abisolo, having previously acted as vice-president. Currently, he is vice-president of Abisolo, having already previously chaired the association. Guilherme is a Chemical Engineer graduated from the School of Engineering of Lorena/USP with a Post-Graduation degree on Soil Fertility and Plant Nutrition.

Tomaz Grisanti de Moura *Vice-president*

In this function since June 2014, he is a partner at BRZ Investimentos and has worked in the private equity industry for 18 years. He previously worked at Votorantim Novos Negócios and at Matlin Patterson. Tomaz is also a Management Board member at companies Amata, Eco Florestas, Brado, Regina, and Agroviva, having acted in the Board of other companies such as Telefutura (Tivit) and AnFreixo, among others. He is a Production Engineering graduate from Poli-USP and holds a MBA from Harvard Business School.

Patrícia Amélia Bueno *Independent member*

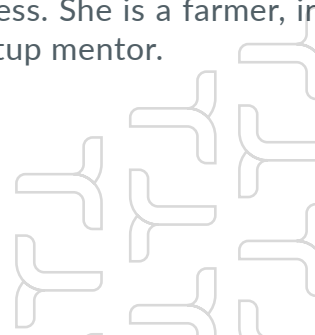
She joined the Board in 2021. She has more than 24 years of experience in the agribusiness sector and has worked for more than 21 years in many areas in multinational companies, having been an innovation advisor at the Trade Association of the State of Sao Paulo, a Member of the Sustainability Committee at Copersucar, the founder and CEO of EasyHub Ltda., an innovation curatorship and governance shop. She has been a LATAM Leader for Regulatory Affairs and an ESG Leader at Arysta Lifescience, Global Innovation Director at Plant Impact do Brasil Tecnologia em Nutrição, and global ESG consultant at Arysta Lifescience, in Cologne, Germany. She is an Agronomic Engineering graduate, and holds a Post-Graduation degree on Marketing Administration, and an international Post-MBA degree on the formation of advisors (APBW). Currently, she is attending a MBA course on Digital Transformation and the Future of Business. She is a farmer, investor, and startup mentor.

Ricardo Reisen de Pinho *Independent member*

With broad experience in Administration Boards, he started to act as an advisor in 2020. Currently, he holds advisor functions at Light and Brado Logística. He has already acted as a senior researcher at the Harvard Business School LARC Brazil, and been a statutory director at Banco Itaú, in addition to being a senior officer at Banco Garantia and ABN AMRO Bank Brazil. Ricardo is a Mechanical Engineering graduate, has a Master's Degree on Production Engineering/Finances, and is a PhD on Administration/Strategy, in addition to having attended courses at the Harvard Business School, Wharton Business School, and Dom Cabral-FDC Foundation.

Wilson Fernando Romanini *Member*

He is the Company's advisor and CEO, having joined it in 1992. He has 28 years of experience in the fertilizer sector, and has been Vittia's CEO for more than 15 years. Before acting as CEO, he had already been responsible for the commercial, administrative, and financial areas. Previously, he worked at Banco do Brasil and Arthur Andersen. Wilson is an Economy graduate.





Executive Board Members

Wilson Fernando Romanini
CEO

Alexandre Del Nero Frizzo
Financial and Investor Relations
Director

Matheus Viotto Bezerra
Industrial Director

Renato Peres de Melo
Administrative Director

Edgar Zanotto
Commercial Director

Henrique Monteiro Ferro
R&D Director

José Roberto Pereira de Castro
Marketing Director

In order to advise the Board in its decision-making process, the following committees have been established, associated to:

Audit Committee: this is an independent body, with an advisory and permanent nature, with its own budget resource, and gives advice on the contracting and dismissal of independent audit services; its functions also include to evaluate the quarterly information, intermediary statements, and financial statements; to supervise the internal audit activities and the internal controls area; to evaluate and monitor risk expositions; to evaluate, monitor, and recommend to the administration any correction or improvement of internal policies, including the Policy on Transactions Between Related Parties; and must have the means to receive and process information on noncompliance with the applicable legal and normative provisions, in addition to internal regulations and codes, including to forecast specific procedures to protect information providers and confidentiality.

Ethics Committee: it is responsible for assessing and investigating reports, either internal or external, about illegal or unethical acts, especially when reported by the Compliance area, and independently supervising the fulfillment of the rules contained in the Code of Conduct manual, while ensuring conformity with the applicable regulations. It may also propose and approve the rules contained in the Code and in the Company's policies, and is responsible for providing periodical training on the Code of Ethical Conduct.

ESG, Innovation and Staff Committee: it is responsible for advising on the definition of the Company's overall strategy as regards ESG, innovation, and personnel issues, as well as to recommend and validate policies, practices and disclosures that are in conformity with the Company's strategy, values, and mission, providing greater efficiency and agility to the Management Board when conducting their attributions by further evaluating the topics under its responsibility.



Ethics and compliance

In 2021, the Code of Ethical Conduct was updated. This document regulates our compliance actions and commitment, contemplating many topics, such as relationship with clients, suppliers, competitors, relations in the work environment and with government entities, gifts and hospitality, donations and sponsorships, accounting and financial records, ethical standards of conduct, confidentiality and sanctions. It also forecasts anticorruption actions, as well as the applicable punishments in the case of any breach. But the great highlight in the year in this item was the implementation of the compulsory requirement of training on such topics. After all, although the manual plays its role as documental support and a mean of information, an ethical conduct depends on the practices and decisions each one makes in his/her daily routines. This training has therefore aimed at disseminating the conformity norms and procedures contained in the document, and show to 100% of our collaborators how to apply them, in case they had any doubt.





As a part of this work, we have invested in communication campaigns. In 2021 we elaborated and distributed a summarized version of the Code, and included topics related to compliance in our Daily safety Dialogues (DDS). Considering that this must be a continuous practice in order to educate and build awareness in our entire value chain, in 2022 we plan to expand communication by adopting different approaches. In addition to the Code of Ethical Conduct, our documental support includes:

- Policy on Transactions with Related Parties
- Risk Management Policy
- Negotiation Policy
- Disclosure Policy
- Remuneration Policy
- PReferral Policy

Our effort is always to have all involved parties act according to ethical standards and integrity, but we count on a reporting channel to assess and deal with possible deviations. The channel is available to collaborators in our Intranet and to the general public at the website, as well as by e-mail **comitedeetica@vittia.com.br**. However, until then, the received reports will be treated internally by the Ethics Committee and directed to other committees when necessary. With the purpose of increasing the impartiality of processes and the quality of the answers to whistleblowers, we are studying alternatives to manage a more robust external digital platform for the registration, investigation and resolution of reports.



Click here to visit our reporting channel's website



Risk Management

GRI 102-30



To monitor and manage risks, and in order to eliminate and minimize our exposition to them or to turn them into opportunities, we count on a risk management structure, which was improved in 2021 through the elaboration of our Risk Policy, applicable to all collaborators and sectors.

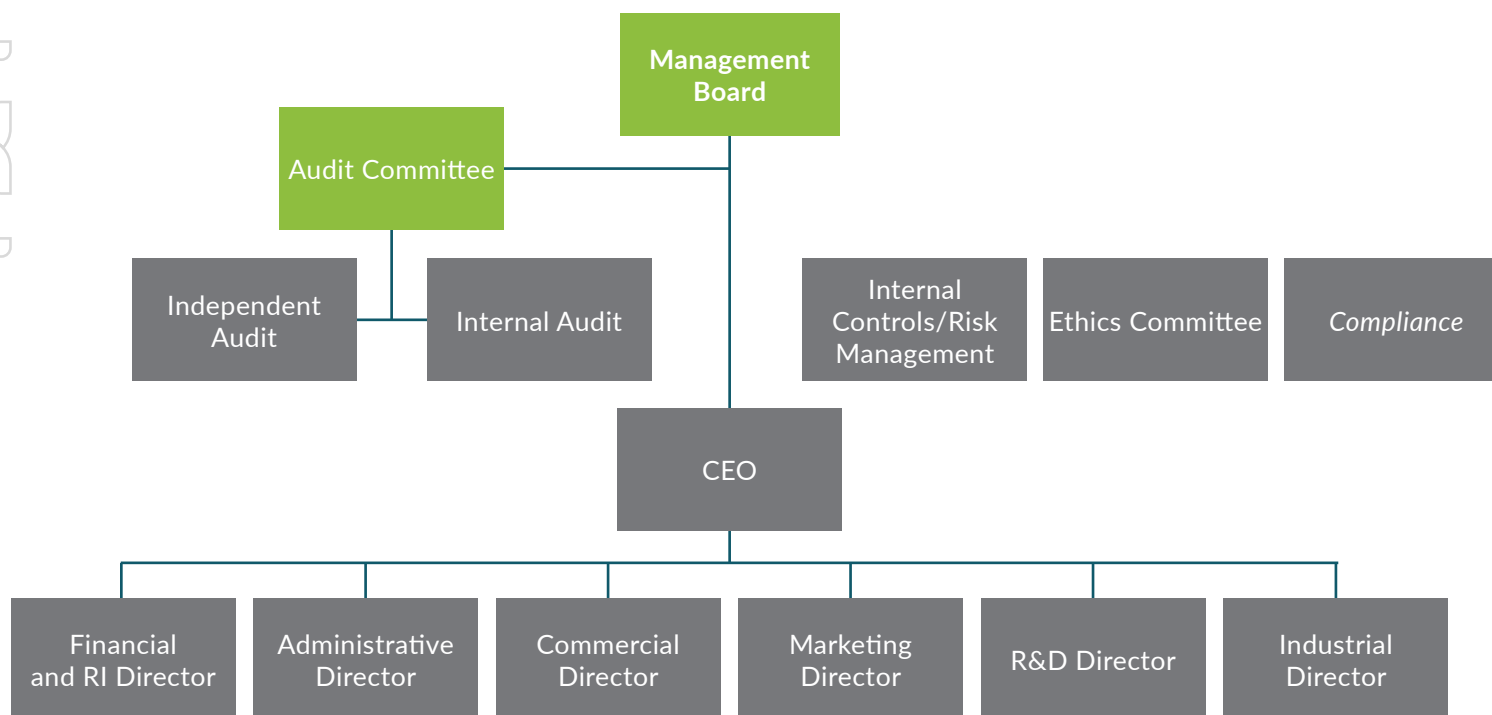
The document has as its reference the best national and international practices and methodologies to manage risk: Brazilian norm ABNT NBR ISO 31000:2018 - Risk Management - Guidelines, the three lines of defense for the efficient management of risks and controls established by the Institute of Internal

Auditors (IAA), the Enterprise Risk Management model – an integrated framework set by the Committee of Sponsoring Organizations of the Treadway Commission (COSO- ERM), and the Guidance on Corporate Risk Management issued by the Brazilian Institute of Corporate Governance (IBGC), while taking also our Code of Ethical Conduct into consideration.

Thus, the Risk Policy establishes the guidelines for risk management with the development, dissemination and implementation of an institutional risk management culture, through orientations on the process to identify, analyze, evaluate, treat, monitor and communicate risks, with the purpose of promoting continuous improvement for the processes and focus on the Company's results, in addition to establishing a structure for such management, with a clear and objective definition of responsibilities.



Risk management structure





The risk management structure was created in 2021, based on the methodology of international standards that relies on three lines of defense, starting through environmental risks management. The next step will be to extend this methodology to the remaining economic and social pillars, in order to ensure a comprehensive risk treatment and that takes all the organization's obligations and voluntary commitments, and the points of view of all stakeholders (including our value chain, collaborators, and neighboring communities), into consideration. It is worth mentioning, however, that financial risks, market-related business opportunities, and relevant events, such as adverse weather conditions and their effects on harvests, in addition to agricultural commodity price variations, had already been mapped and monitored through an internal process, the main factors that might influence the decision of investors to acquire issued securities having been presented in documents available in the RI section of the website.



First line of defense: composed of the operational managers from the support and business areas, it manages and owns the risks.

Second line of defense: comprising the compliance, internal controls and risk management areas, it is focused on prevention and supervision.

Third line of defense: composed of the Internal Audit area, it provides the Senior Administration and the governance bodies structured evaluations on the mapped risks, based on the reported events and consequences.



Based on that structure, the risk management area then establishes the context, which articulates our strategic objectives and the external and internal parameters that will be taken into consideration, while establishing the scope and risk criteria for the remaining process.

The methodology to define the risk criteria is based on a matrix. On one axis are listed the impacts - from low to extreme - and, on the other, the qualitative and quantitative aspects, and the vulnerability level.

After the criteria have been defined, the management may be summarized in five large stages: identification, analysis, evaluation, treatment, and monitoring and critical analysis.

In the identification phase, the objective is to generate a comprehensive list of risks based on the events to which the Company is subject or has suffered, and that might create, increase, avoid, reduce, accelerate or postpone the achievement of its objectives. The following phase, involving an analysis, consists in understanding each risk, determining its probability and consequences, as well as the existing controls and their efficacy and effectiveness.

Based on the risk analysis results, in the evaluation stage are determined which risks require treatment and the implementation priority of their remedies, according to the position of a risk in the probability x impact matrix, based also on the established risk appetite. According to this policy, every three years an overall risk evaluation must be undertaken, led by the Management Board, counting on the participation of the CEO, the Audit Committee, the Ethics Committee, the compliance, internal controls, and risk management areas, and of the main executive team (directors), through meetings and interviews, with the mission of elaborating a diagnostic of the risk management structure, in addition to establishing a new risk identification, prioritization, and treatment process. In addition to this activity, in case an event with the highest impact is materialized, the Management Board takes an active part in governance decisions. Based on this process, a new risk map must be elaborated, to define the risk management strategy and, consequently, the human and financial resource needs deemed necessary to make it operational.

In a cyclical and continuous fashion, the treatment stage involves the selection of one or more options to modify the risks and implement these options. Finally, the monitoring and critical analysis stages have as their purpose to ensure the controls are effective and efficient for the project and the operations, to acquire more information to better support the risk evaluation phase, to analyze events, changes, trends, achievements and failures, to detect changes in the internal and external contexts, and to identify emerging risks.

Finally, since this a material and strategic topic, the Management of Risks and Business Opportunities is further improved. In addition to extending the methodology adopted in 2021 to the remaining themes, the topic will be also explored in the 2030 ESG Agenda, through internal projects whose results will be reported in next reporting cycles.





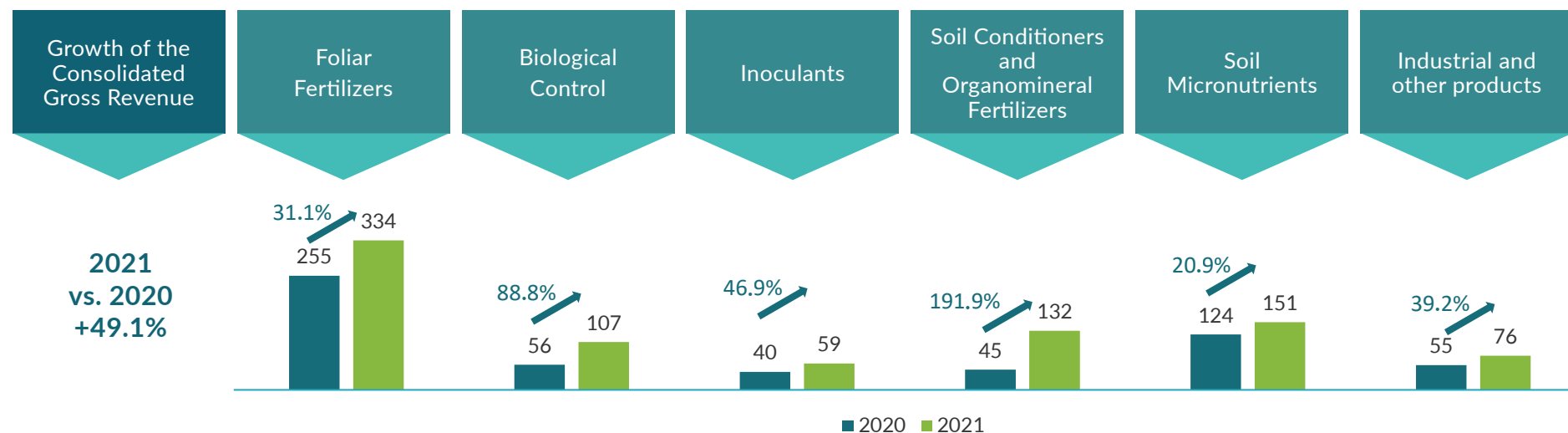
Operational performance



Our operational performance is a consequence of a synergic operation between the industrial, commercial, marketing, research, development and innovation, and regulatory affairs areas, in a cyclical and continuous process, in which the success of one area leverages the success of another one and, altogether, they collaborate to promote our sustainable growth and to capture, generate and share value at the internal and external levels, and in the short, mid and long terms. This integration has contributed to enables us to close the year of 2021 with a 46.8% accrual in our net operating revenue, and of 49.1% in our gross revenue, if compared to 2020, which had already been very positive.



Gross Revenue as per Line of Business (R\$ million)





In line with our strategic planning, we also have an industrial master plan, which is constantly revised, thus ensuring full service of the market in all of our lines of products.

In 2021 we would like to stress the advancement of the Industry 4.0 concept, led by the new biological control plant. MES (Manufacturing Execution System) – a system that monitors and controls all the stages of the production process through intelligent data collectors connected to the machines - was extended to four more production areas and

connected to the Integrated Business Management System (ERP) and to other systems already being utilized. This technology also enables us to perform online follow-up through the live management model (on displays installed in administrative rooms and production areas) of the OEE (Overall Equipment Effectiveness) system, which designates a global effectiveness indicator for an equipment, utilized by companies all over the world, in regard to its availability (percentage of time available for production), cycle (percentage of success in the planned cycle time), and quality (percentage

of production within the desired quality standard). That is, overall, this system offers better data based intelligence to enable more agile and assertive decisions.

Also in view of using new technologies to promote more efficiency, we have acquired the license for an application to optimize our internal audit processes through the use of a simple online checklist and a user-friendly interface for smartphones and tablets. With this application, controls are no longer performed on paper, and have become much more reliable, agile,



practical, and assertive, and are available in real time, in the palm of our hand. Data is available in a digital platform, it being possible to include comments and pictures to provide greater detail.

Initially used to monitor the Covid-19 prevention protocols, this solution is also utilized today to inspect the quality assurance program with the purpose of improving aspects such as organization, cleaning and 5S standardization (in reference to Japanese words Seiri, Seiton, Seiso, Seiketsu and Shitsuke, which mean sense of utilization, organization, cleanliness, standardization, and discipline), and to inspect production quality, it being an important tool to manage routines and to monitor the fulfillment of all the verification stages, thus ensuring the best results in the processes and, consequently, in end products.

As a part of the industry 4.0 concept, we have also implemented Phase 1 of automation at the unit of Ituverava/SP, and have had a successful conclusion of the first phase of the Operational Excellence (ExO) project in three pilot areas, starting with the realization of a diagnostic based on a self-evaluation comprising issues related to the analysis

of existing activities and controls. Based on pillars such as processes, management system, sustainability and people, the project aims at defining, structuring and establishing corporate standards through a maturity management program, contributing to raise the bar in the PDCA (Plan, Do, Check and Act) and SDCA (Standardize, Do, Check and Act) cycles. Both are management tools focused on promoting continuous improvements. While the first one, also known as the Deming Cycle or Shewhart Cycle, is more focused on quickly and efficiently identifying and solving a problem, the SDCA cycle aims at maintaining the processes so that the problem can be fully settled or does not reappear. At the end of the first phase it was already possible to see a 20% evolution in the maturity level, exceeding the established goals. With the new phases of this project, we will be gradually able to reach the next maturity levels, in addition to taking this initiative to the remaining manufacturing units.





All of these initiatives have contributed to ensure both quality and productivity gains. The new biological products plant is an example. Inaugurated at the end of 2020 and with a total area of 110 thousand m², with the installed capacity to produce five million liters/kilograms of these biological inputs per annum, it is the largest biological products plant in Latin America. This project, which already seemed exceptional due its magnitude and implementation within an extremely shorter span, with the parallel development of new production processes, and considering the challenges posed by the Covid-19 pandemic, proved to be even better during its leveraging stage, with remarkable productivity gains in practically all processes. Thus, we went from an average production of 120 thousand kg or liters/year with a team composed of 42 people, to more than 1.5 million kg or

liters/year employing 90 people - a proportional gain of almost 500%.

The year of 2021 was also marked by the integration of the two acquisitions made in 2020. At Vitoria Agro, which produces organomineral fertilizers from organic waste in the municipality of Patos de Minas/MG, we were able to almost triple its revenue if compared to 2020, exceeding the goal by more than 20%, which led us to anticipate the revitalization project forecasted to 2023 already in 2022. At JB Biotecnologia, located in Paraopeba/MG, which makes, develops and commercializes macrobiological agents for agriculture and forestry, including exclusive production technologies, we have recently concluded

an expansion of its line of products and we are currently studying the next steps.

The planning of production, purchases and warehousing plays a crucial role in our operations due to the high seasonality of the market in which we operate. Around 30% of our raw materials are imported, and therefore any sudden change in the scenario in terms of sea freights, availability and price can have a large impact. In this sense, we have invested R\$ 17.5 million to implement a new hub with vertical inventories, which has a forecasted capacity of 14 thousand pallet points, accounting for a 123% increase in the capacity of current pallet positions, of 11.4 thousand. With its expansion potential, this



hub is already born with 30% of its capacity being utilized, indicating a possible anticipation of the expansion project. Phase 1 of this project contemplates a total amount of R\$ 31.3 million in investments, which should be concluded in 2022.

In addition to the increased warehousing capacity, we have also invested in controls, operational efficiency, safety and services to drivers. It is important to mention in this context the implementation of the Warehouse Management System (WMS). The Warehouse Management System is a digital solution that integrates processes, automates tasks and assists logistic management, from the arrival of raw materials at the entry gate up to their shipment, with the purpose of optimizing the required time, in addition to provi-

ding greater information security and process traceability. Through a QR Code or a barcode, the products are traceable, facilitating their location in the warehouse, assisting when selecting the most efficient collection route, drastically reducing the margin of error in physical inventory and accounting control, and even serving as a source of accurate information to make decisions regarding the infrastructure, such as for example the occupation rate. Upon receipt,

it increases reliability, whether for allowing a precise verification and in real time of what is being received, or for facilitating storage in a more adequate place, considering their characteristics. Together with the new hub, this solution should also increase our productivity and the level of quality of the loading service by lowering working times.





Research, Development & Innovation



Innovation in sustainable products and solutions is among the three strategic material topics and, at the same time, at the core of one of our competitive differentials: our strong Innovation, Research & Development competences, and the excellence of our Regulatory Affairs sector. In 2021 alone, we invested R\$ 16.4 million, 34.5% more than in the previous year, which accounted for 2.1% of our net revenue. In order to ensure alignment to our strate-

gy when allocating those resources, we count on an R&DI Committee, composed of representatives from all corporate areas, aligned with the Governance Bodies.

The highest investment increase was seen in the line of biological products (a 52% rise). At the end of 2021, we counted on three new products, two microbiological ones and a micro-biological one, and we also obtained MAPA'S approval to six new use recommendations/biological targets.

In the process to develop new products and technologies, synergy is a differential competitive. The area actively works to develop products that fulfill farmers' expectations and is aligned with the necessary production chain, as in the case of regulatory affairs area, which regularize the commercial use of products, the industrial area, which ensures supply, and the marketing and commercial areas, which launch and drive the sales of new technologies. The Research, Development and Innovation (R&DI) Center, inaugurated in December 2020, and reached full operation in 2021, is an example of integration with the product chain. Located just beside our new biological control plant, this state-of-the-art project covers an area of 1.3 thousand m2 and counts on state-of-the-art labs, plant houses for applied research, development and innovation in bio-prospecting, bio-processes, and agronomic experimentation. Counting on a qualified scientific team, the Innovation Center contemplates three main work fronts:



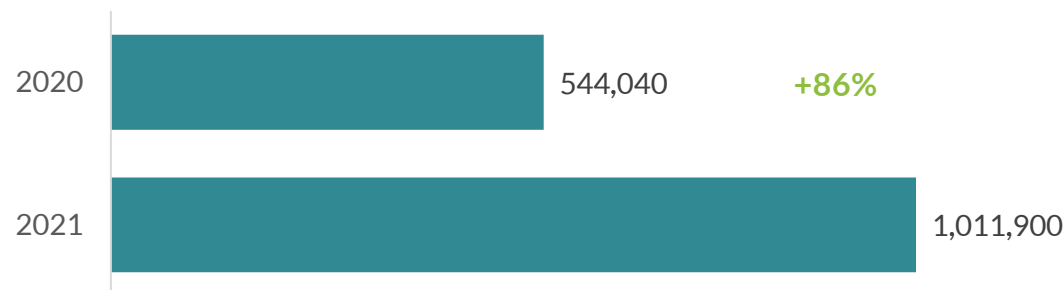
Bio-prospecting: dedicated to the systematic search for organisms, enzymes, compounds, processes and parts originating from living beings with an economic potential and might eventually lead to the development of a commercially viable and beneficial to agriculture product. Currently, we count on a bank with more than 2 thousand exclusive-access varieties of fungi, bacteria and strains of microorganisms.

Bioprocesses: responsible for the development of biological control, inoculants and biofertilizers from the organisms identified during the bio-prospecting stage. It applies to this work front to develop processes and homologate materials before the competent bodies and entities. In 2021, we expanded our bioprocesses infrastructure, with a 92% increase in Opex and an 85% increase in Capex allocated to high technology equipment in the new plant dedicated to the new generation of biological control based on biomolecules. As a consequence, we can mention a 59% increase in the number of projects.

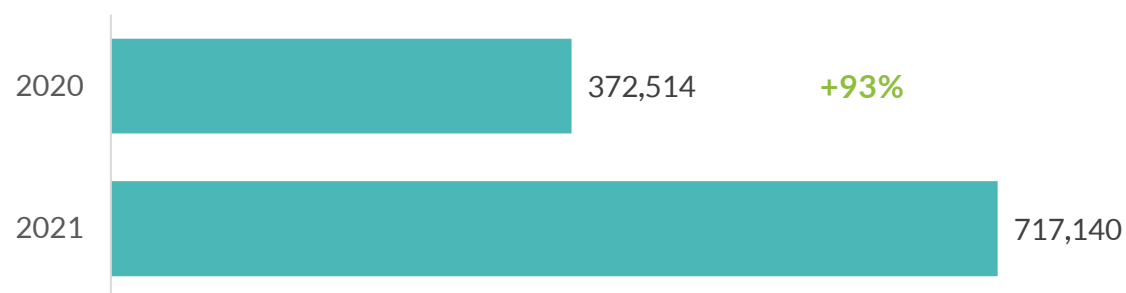
Total number of R&D projects for bioprocesses



R&D CAPEX Budget for bioprocesses (R\$)



OPEX R&D Budget for bioprocesses (R\$)





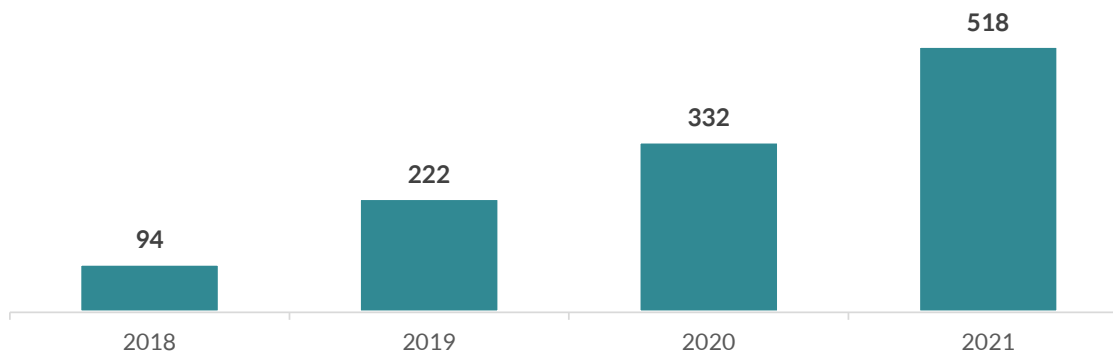
Fertilizers: dedicated to the development of adjuvants - technologies that increase application efficacy and efficiency - foliar fertilizers, Organo-mineral Fertilizers and biofertilizers. In this work front, we have already budgeted a 100% increase in Opex and a more than 900% rise in Capex to acquire important state-of-the-art equipment.

The abovementioned areas have been submitted to field validation through the technical development area (still a part of the research and development process), and in 2021 518 trials were conducted, 56% more than in the previous year, with a higher share of biological control and inoculants, including regulation projects and integrated action and management mechanisms.

In addition to that, the Commercial Board has been managing the complimentary product/market development area (demonstration fields), responsible for validating/extending the efficacy of new technologies with pre-commercial tests, while assisting the marketing and sales areas to devise the best recommendations and commercial arguments.

As a part of this structure, we also count on a team composed of 72 professionals - including PhD's, doctors, professors, post-graduates, graduates, and technicians with many different qualifications in biotechnology, engineering, chemistry, biology, agriculture, and bioprocesses, and 27 of them are exclusively dedicated to this work. That figure is 44% higher than in the previous year, in order to deal with the highest number of projects.

Agronomic trials





Strategic partnerships with more than 120 institutions

GRI-102-12 and GRI-102-13

Institutes and Associations



Universities



ESALQ



UFSM

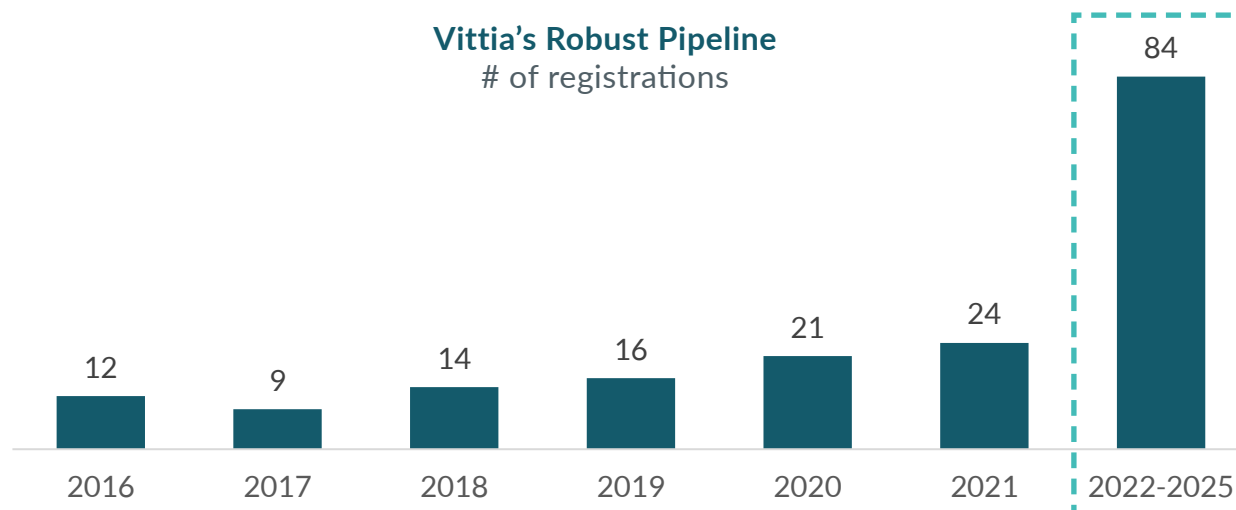




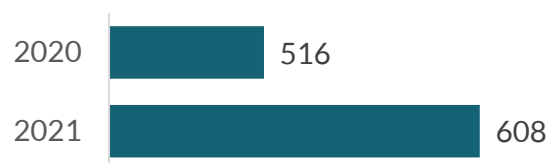
Another example of a synergy with the industrial area is the R&DI work in the search for new biological products with a longer shelf life (expiration date) and lower dependence on the cold chain, and it is expected that already in 2022 we might have a prototype for encapsulated microorganisms resistant to different ambient temperatures. That demonstrates how much the interaction between the R&DI and industrial areas evolved in 2021, with the joint structuring of their work flow, and the formalization and standardization of the processes to request new products or formulation improvements, which are all later evaluated by the committee.

In order to demonstrate the success of the integration and complementarity between the R&DI Center and the sector of Regulatory Affairs, we would like to stress the development and regulation of 72 new products and use recommendations in the last 4 years, in addition to biological targets, and our intense pipeline of products to be launched in the next 3 years - 84 new products and new use recommendations currently under development.

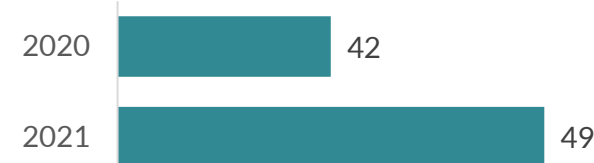
Vittia's Robust Pipeline
of registrations



Fertilizers
of registrations



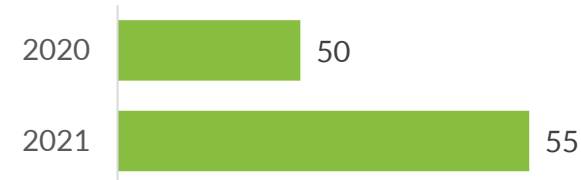
Inoculants
of registrations



Biopesticide + Atypical agrochemical
Number of developed commercial solutions cumulative #



Biological targets
cumulative #



*Due to dynamic character of our activities, the number of registrations forecasted to the next few years might suffer alterations.



Lei do Bem/Law of Good

Also known as Lei do Bem/Law of Good, Law nº 11,196/05 acts as a Federal Government mechanism to enable them to grant tax incentives to legal persons committed to technological research, development and innovation. In 2021, together with a specialized consultancy company, we started a project that has mapped 458 eligible projects, with the possibility of deducting from 4% to 32% the due IRPJ tax (Corporate Income Tax) or CSLL (Social Contribution over the Net Profit). The law also allows reducing by 50% the IPI tax (Tax over Industrialized Products) when purchasing machines and equipment destined to PD&I activities, full depreciation and quick amortization of the goods linked to PD&I, and a reduction to zero of the IRRF (Withholding Income Tax) applicable to transfers abroad for the maintenance of brands, patents, and cultivarsmarcas, patentes e cultivares.



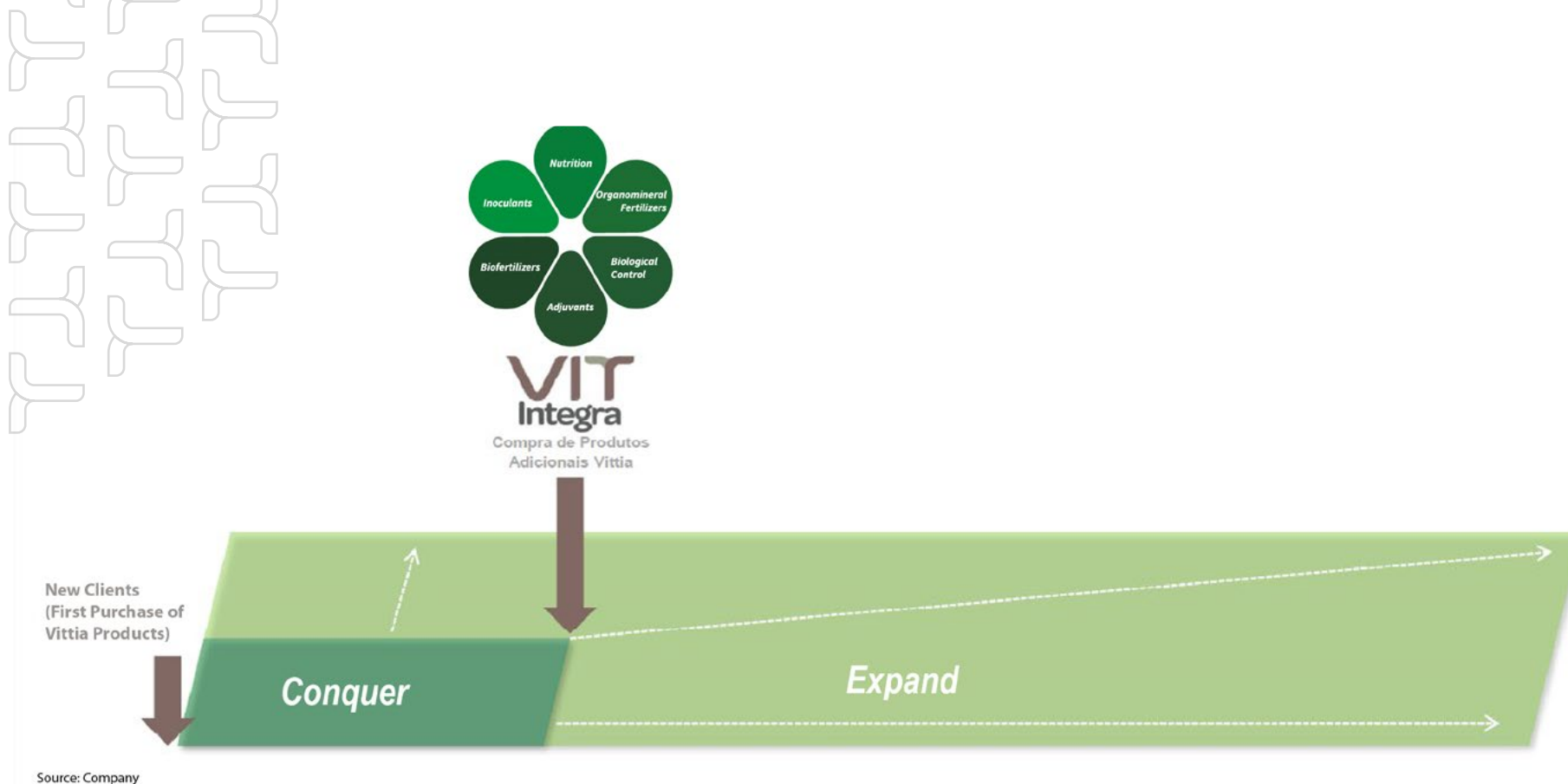
Commercial strategy

Our commercial strategy is underpinned by two main pillars: a robust multichannel commercial platform, which includes direct sales, third party distributors, and cooperatives, with the purpose of expanding our geographic coverage, distribution capillarity, and access to farmers with different profiles and crops; and a specialized sales and support team, composed of 219 highly qualified professionals, which follow farmers on field, understand their needs and offer the most adequate solutions from our product portfolio, in addition to providing continuous technical support. The presence of these professionals on field strengthens our relationship with clients, increases the credibility of our brands and products, and increase the potential of up and cross selling between our products, as well as the replacement cost for our clients, thus establishing a relevant barrier to the competition of new incoming or incumbent competitors.



This is also due to the strength of our portfolio under the Vit Integra concept - integrated solutions, which offer full guidance on integrated management and the option of more than 200 products, with solutions for all phases of the

production cycle, while generating positive agronomic responses and improving productivity, in addition to simplifying input acquisition operations by concentrating them in a single supplier.



As regards up selling we are focused on demonstrating to rural producers the gain in production efficiency and profitability increment it is possible to achieve by replacing a traditional input for another one incorporating higher technology. For distributors, our strategies represent a market differentiation opportunity, with more options in

their portfolio, attractiveness and loyalty among end clients, and financial value generation.

Based on the mapping undertaken in 2020, we believe we offer significant opportunities to explore the potential of our existing client base, and thus to drive organic growth in a sustainable and efficient manner.

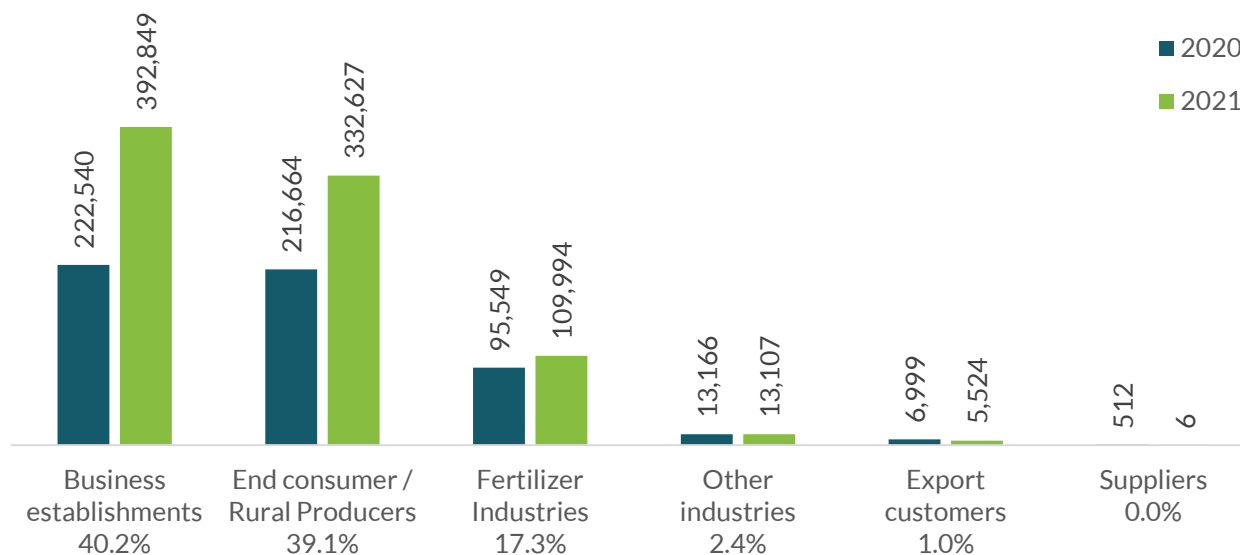
Thus, in 2021, we enabled our sales team to put the two concepts into practice, so that we are able to acquire more clients, while keeping the quality of our commercial relations and evaluating implementation progress.



If on one side we want to take maximum advantage of the growth potential of our own client portfolio, on the other side we want to expand our client base. In order to do that, we have further developed our market access program. Created in 2020, it is differentiated because it works by integrating the R&DI, market development, regulatory affairs and manufacturing structures, which enables us to service our clients in a quick way and with quality products.

In 2021, in addition to be directed to partnering with new distributors (retailers and cooperatives), the program to expand our client base started to include a mapping and an action plan focused on direct sales to farmers, in addition to counting on a relationship-building program dedicated to influencers, which fosters the adoption of Vittia products. As a consequence, we achieved 287% more accesses that in 2020, with a real growth in our target publics, as demonstrated in the chart below, which accounted for a 13% increase in the number of active clients in 2021, if compared to 2020. Thus, today our third party distributors (commercial establishments) account for 40% of our revenue, direct clients account for 39%, fertilizer industries account for 17%, other industries for 2%, and exports for 1%.

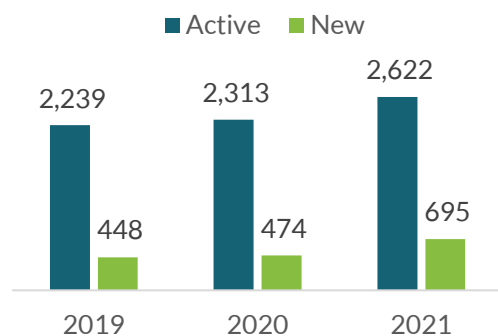
Current share of each type of client in the Company's revenue, and comparison with the previous year (,000)





The program to build relationships with influencers follows the learn organization concept, starting with the work of each regional manager to map influencers in their territory and their area of influence. Based on that, action plans have been elaborated with projected start of execution in 2022.

Evolution in the number of clients



Opportunities are also harnessed through the action plans elaborated according to the growth potential of each region and crop, and according to their particularities, which we have been able to identify through our CRM system and the work of our partner consultancy company in the market access program. An example of the result of this work is the increase in our presence in soy crops in the Southern region of the Country. Although that region still holds a small share in our revenue, the exponential growth in soy crops (+81% in terms of earnings) has shown the efficacy of this strategy, which will be maintained in the next few years, by strengthening our local team.

This work directed to individual crops has been improved. We have increased the number of regional offices, thus expanding our field presence, which has enabled important achievements in the coffee market, in which we tripled our earnings in 2021, especially in the organomineral fertilizers sector, by acquiring as our clients the two most important coffee producers cooperatives in the Country. Also in 2021, we saw an important evolution in the management of maize pests through the employment of biological control, and in 2022 we plan to launch a project to accelerate growth in the sugarcane market.



Product safety

GRI 416-1, 417-1 and 417-2

Currently, 100% of our products (from all the segments presented on page 12) are evaluated according to their impacts on health and safety, and count on their own Material Safety Data Sheet (MSDS), in the format of Globally Harmonized System of Classification and Labeling of Chemicals (GHS), generated in conformity with Norm ABNT 14725 through a software developed by a company specialized in Health, Safety and Environmental issues, which automates the process to elaborate and manage regulatory documents. In addition to the MSDS, that software generates a label and an Emergency Sheet, in the Portuguese, English, and Spanish languages, and enables providing services in real time, provides support to every aspect of the management of chemical products, in addition to containing fully integrated libraries on regulatory matters. The MSDS and remaining documents strictly comply with the applicable legislation and reinforce our transparency towards clients and regulatory bodies. Therefore, these documents provide information on registration, storage, transportation, toxicity, recommended application, risks to the environment, validity and use orientation, in addition to making a direct access channel with the agronomic department available in case users have any doubt.

Since 2019, we also count on an Internal Regulatory Audit program with the purpose demonstrating compliance with all legal and regulatory requirements, which has certainly helped the Company to achieve a zero nonconformity rate for the second consecutive year.



Market development

Market development through quality information and technical and scientific knowledge is also an important element of our commercial strategy, considering the characteristic of our business, which heavily relies on technical and highly innovative solutions. In 2021, we tripled the size of our market development team by hiring highly qualified professionals - holding technical graduate degrees in the agronomic area, and Master's and PhD degrees, and with market experience. Thus, we upheld to this strategy even more strongly in 2021 in three main fronts, especially dedicated to the dissemination of the particularities, technology, and performance of the line of biological control products:



Vittia Academy: it holds online events directed to our entire field team to qualify them on new technologies, and disclose new research and field developments, etc.



Vit Club: it holds online events directed to our external public and to distribution system professionals.



Vit Coop: it holds online events exclusively directed to cooperatives, technicians, and rural producers.



In total, 36 events have been held, which totaled 98 hours and 30 minutes, with more than 20 thousand accesses, a much higher impact than we achieved with our initiatives in 2020, when we reached 5 thousand opinion leaders.

In parallel, we took part in 17 large agricultural events, including digital, hybrid and onsite events, with national reach, in the Country's main agricultural poles, contributing to the brand's institutional strengthening, while getting closer to our clients and solidifying our relationship with local producers.

Focusing on higher efficacy, behind all these actions is a structural process. An example is the Target Plan, which has started to evaluate the team in an integrated manner and not just based on their commercial performance. Today, the "sales" parameter accounts for 55% of the target, with the remaining 45% associated to metrics such as management, and interpersonal and interdepartmental relations, thus ensuring a greater scope when evaluating the technical and human skills of every professional. Based on these structured and standardized processes, underpinned by intelligence, strategy, and objective data, managers have started to play a much more important role, while decreasing the response

time to seize opportunities, and boosting the assertiveness of their actions.

As a part of our commercial strategy, in 2021 we expanded our presence through new Distribution Centers (DCs). Two other facilities have joined the units of Luís Eduardo Magalhães/BA and Sorriso/MT: in Primavera do Leste/MT and Ijuí/RS, and we expect to open another unit in 2022. Considering our current commercial strength in view of the territorial dimensions of Brazil, we will structure distribution centers strategically located close to the most relevant producing regions for the Brazilian agribusiness. In addition to serving as a link to our logistic chain, our distribution centers play a relevant role in our strategy of establishing physical points to provide support to our clients, and this is also a way to increasingly consolidate Vittia brand's presence in our areas of influence. In addition to that, it allows us to offer optimal services to farmers in the regions where we have an incipient distribution structure, and they may also fulfill the demand of local distributors.



Environmental performance

GRI 103-1, 103-2 and RT-CH-410a.1



Sustainability is at the core of our business due to the very nature of our products and their effects, and of our operations. As a part of a whole represented by the acronym ESG, our environmental management represents its “E” letter, being among our three strategic material topics, which demonstrates the importance of this topic to all our stakeholders. Thus, we have advanced in an increasingly more structured way, by engaging all areas with this common objective of including environmental issues in all of our projects and practices. In the R&DI area, for example, projects that had been previously evaluated from the point of view of their agronomic efficacy and field productivity, while incorporating sustainability into the proposed solutions, are now also being analyzed according to environmental parameters, and especially according to the new Materiality Matrix and the strength the ESG topic has been gradually acquiring within the Company.

In our portfolio strategy, sustainability translates into a constant socio-environmental concern, to offer low-impact products.

The use of inoculants has directly contributed to reduce Greenhouse Gases (GHG) emissions by replacing the use of nitrogen fertilizers produced by the petrochemical chain and that release nitrous oxide (N_2O), which remains for a longer time in the atmosphere, has a highly harmful potential to the environment, and contributes to global warming 310 times more than CO_2 . In addition to that, inoculants increase productivity as per cultivated area and field efficiency, by reducing the need to open new farming areas and increasing profitability for rural producers.

Biological control, on their turn, may replace traditional agrochemicals, whose use has been widely questioned by many segments of society due to their possible damages to the environment and

human health, during their manufacturing and handling processes, and to food safety when badly utilized.

As for the portfolio of organomineral products, it is based on the efficient treatment of the waste generated by other industries, through the transformation of that waste into high-quality organomineral fertilizers (rich in minerals and nutrients). Vitória Agro, our controlled company acquired in 2020, employs in its business model the concept of circular economy, since it collects organic waste from the cattle breeding and poultry chain and uses it as raw material for the organomineral fertilizers that will be used by those same producers, under an exchange model.





1



Reduction of greenhouse gas emissions

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

Reduction of products based on nitrogen with a high GHG emission potential



2



Reduction in the utilization of agrochemicals

Introduction of biological control to (partially) replace chemical products

Reduction in soil and effluent contamination
Higher safety levels both to employees (applicators) and end consumers



3



Efficient waste treatment

Transformation of the waste generated by other industries into high-quality organomineral products (rich in minerals and nutrients)

Reduction in soil and effluent contamination



As regards in our operations, sustainability is underpinned by a transversal approach led by our Integrated Management System, having our Executive Sustainability Committee as an important instrument to disseminate our corporate culture. As a recognition

for such integrated management, we would like to stress the renewal of the Mais Integridade/ More Integrity Seal. Homologated by Mapa, it certifies companies that develop integrity, ethical, sustainability, and corporate responsibility practices.

Below, we list our main actions focused on reducing our impact on the environment, both through efficiency gains and a more intelligent use of natural resources.



Emissions

GRI 103-2, 103-3, 305-1, 305-2, 305-3, 305-7, RT-CH-110a.1, RT-CH-110a.2, RT-CH-120a.1

Our GHG emission inventory is undertaken according to Norm ABNT NBR ISO 14.064:2007 and to the Brazilian GHG Program, responsible for adapting the GHG Protocol method to the Brazilian context, and through the development of GHG emission calculation tools. After 6 years, our inventory was submitted to an independent external audit with the purpose of ensuring the accuracy of its results (base year 2021).

In 2021, our activities were responsible for the emission of 7,897.10 tCO₂e of Scope 1 (direct), which pointed to a 20% increase, mainly due to the first year of operation of the new plant.

It is also worth mentioning that in 2021 we started to calculate the emissions generated at the unit of Paraopeba/MG. For analysis purposes, if we used the same comparative basis employed in 2020, that increase would be of only 4.58%, justified by our increased production, the expansion of our activities, the maintenance activities, and even same the return of a line of products.

The new plant's operations, as well as the unit of Paraopeba and the new Distribution Center, have also contributed to increase Scope 2 emissions, associated to electric power consumption. However, since power was consumed not only through the Free Energy Market,

but also through the electric power purchased from the National Inter-connected System (SIN), the water crisis also had a negative impact on this indicator. And that because, considering the lower availability of water at hydroelectric plants, the government had to operate a greater number of thermoelectric plants (a 42% increase in generated power if compared to 2020), consequently reducing the level of electric power generated by renewable sources. As a consequence, the emission factors employed in that methodology went through relevant adjustments. Nonetheless, with our Scope 2 emissions accounting for only 6% of the total emissions associated to the three scopes.



In the current report, we have also started to report the results on Scope 2 emissions based on the choice of purchase (market based). Under this perspective, our result for Scope 2 amounted to 274.36 tCO₂eq. The utilization of the International REC Standard (I-REC) - a global management system that enables the trading of renewable energy certificates - has contributed to that result, since we acquired through that system 11,000 MWh of energy unquestionably generated by renewable sources.

As regards Scope 3 emissions (indirect), we saw a 13% reduction if compared to the previous year, mainly due to a reduction in category “purchased goods and services,” and due to the use of nitrogen fertilizers. In total, 18,235.76 tCO₂e were emitted, including purchased goods and services, employee commuting and business travels, waste generated in our operations (both organic waste and the waste sent to landfills and incineration), transportation and distribution (upstream), and use of sold products. That is, this analysis has contemplated the different stages of our value chain, thus demonstrating our commitment to transparency and with continuous improvement. But we want to go much beyond that.

With the purpose of acquiring a broader comprehension of the main elements of our operations associated to the management of GHG emissions, and at the same time of the real potential of our portfolio to contribute to Brazilian agricultural sector's transition into a more sustainable model, we have undertaken a study in partnership with an external specialized consultancy company.

This work started by mapping and selecting documental references on the topic from public entities and national and international benchmarks. In a second axis of this work, a benchmarking was undertaken on the management of GHG emissions before our main clients with the purpose of mapping their maturity levels as regards the GHG emissions management agenda and good production practices.

Based on the consolidation and validation of that information, we now have an extremely important instrument to plan and implement a strategy to manage GHG emissions, which stages have been executed as of 2022. In addition to all this effort to reduce our emissions, our Management also aims at incorporating the issues associated to sustainability into our procurement processes, so we can map them and then develop low-carbon input suppliers. In addition to that, our management practices have also evolved by structuring the Sustainability area and hiring a new Expert.



GRI-305-1 Direct Greenhouse Gas (GHG emissions (Scope 1)

Indicator	Unit	2019	2020	2021
a. Total direct GHG emissions (Scope 1) in metric tons of CO ₂ equivalent	t CO ₂ e	4,892	6,543	7,897
b. Gases included in the calculation; if CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ or all of them.	Discussion and Analysis	All	All	All
c. Biogenic emissions of CO ₂ in metric tons of CO ₂ equivalent.	t CO ₂ e	6,487.66	7,791.79	11,551

GRI-305-2 Indirect Greenhouse Gas (GHG) emissions (Scope 2) from the acquisition of energy

Indicator	Unit	2019	2020	2021
a. Total Indirect GHG emissions (Scope 2) from the acquisition of energy in metric tons of CO ₂ equivalent calculated based on location.	t CO ₂ e	600	599	1,703

GRI 305-3 Other Indirect Greenhouse Gas (GHG) emissions (Scope 3)

Indicator	Unit	2019	2020	2021
a. Total direct GHG emissions (Scope 3) in metric tons of CO ₂ equivalent	t CO ₂ e	16,630	21,112	18,236
b. If available, the gases included in the calculation; if CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ or all of them.	Discussion and Analysis	All	All	All
c. Biogenic emissions of CO ₂ in metric tons of CO ₂ equivalent.	t CO ₂ e	127.16	133.35	206

The 2021 emissions inventory did not include the unit of Patos de Minas (PMIF) and the new distribution centers of Ijuí/RS (IJUI) and Primavera do Leste/MT (PLES)





Waste

GRI 306-1, 306-2, 306-3, 306-4, 306-5 and RT-CH-150a.1

Solid waste management follows the same directions as our environmental management as a whole - the search for efficiency and the intelligent use of resources. Thus, the work contemplates monitoring actions to identify possible deviations in our production processes and to look for solutions to utilize in the best possible way the residual material generated by this process, since we believe that more than ensuring correct waste disposal, we need to join forces in order to deal with the issue at the source, by reducing waste generation.

In our production processes are generate coproducts with a high nutritional value, and consequently of high economic value.

Composed basically by Zinc, Manganese, Copper and Boron, this material is used to make secondary products - Tech Sal Br, Tech Sal de Zinco, and Tech Sal de Manganês - that are utilized in our granular and ground fertilizer production process. Recyclable materials, such as paper, plastic, iron, aluminum, and stainless steel, among others, are also reutilized to enable the origination of new materials.

As regards Class I type waste, considered hazardous due to their flammability, corrosiveness, reactivity, and contamination potential, as being waste contaminated with oil, used PPE's, and rubber, etc., they are thoroughly segregated, temporarily stored and disposed

sed in an environmentally adequate way by benchmark companies in the environmental and waste treatment market.

Altogether, during the reported period, 1,068.94 tons of waste were generated, with 919.37 tons being classified as non-hazardous waste. Out of that amount, 672.46 tons were destined to recycling and the remainder was destined to final disposal, with the largest part being confined in a landfill (81%). The remaining 149.57 tons include hazardous waste, almost completely destined to incineration with energy recovery.



GRI 306-4 Waste not destined to final disposal

Indicator	Unit	2019	2020	2021
Hazardous waste	t	0.00	0.00	0,00
Non-hazardous waste	t	304.06	609.47	672.46
TOTAL	t	304.06	609.47	672.46

GRI 306-5 Waste destined to final disposal

Indicator	Unit	2019	2020	2021
Hazardous waste	t	479.09	159.76	149.57
Non-hazardous waste	t	243.59	110.70	246.91
TOTAL	t	722.68	270.46	396.48

Indicator	Unit	2019	2020	2021
Inside the organization	t	722.68	270.46	396.48
<i>Non-hazardous waste</i>	<i>t</i>	<i>243.59</i>	<i>110.70</i>	<i>246.90</i>
Incineration (with energy recovery)	t	151.73	0.00	46.77
Incineration (without energy recovery)	t	0.00	0.00	0.07
Confinement in a landfill	t	91.86	110.70	200.06
Other disposal operations	t	0.00	0.00	0.00
<i>Hazardous waste</i>	<i>t</i>	<i>479.09</i>	<i>159.76</i>	<i>149.57</i>
Incineration (with energy recovery)	t	440.03	133.77	141.20
Incineration (without energy recovery)	t	0.00	0.00*	0.11*
Confinement in a landfill	t	39.06	25.99	8.25
Other disposal operations	t	0.00	0.00	0.00

*The data on year 2020 has been revised, since it was inverted



We also act before our chain, both through our product portfolio with solutions that follow the principles of circular economy, and by contributing to the reverse logistics process for the packaging used in our products.

In addition to that, 83% of the 20-, 25- and 50-liter plastic packaging we utilize to package our products now are recycled, a 43 percentage point leap if compared to the volume of recycled packaging verified in 2020.

On the other side, we have established a partnership with Inpev, responsible for managing the agrochemicals industry in all regions of

the Country to ensure the correct disposal of empty packaging, thus contributing to Brazil being recognized as one of the main references in reverse logistics for empty agrochemicals packaging in the world. Through this system, the entire chain is responsible for the process, and so packaging are submitted to three washing cycles and delivered by farmers to collection stations or centers, or are gathered by traveling collection stations. After that, they are taken to 10 recyclers or incinerators. Out of the total volume of packaging collected by Inpev, 94% are recycled and reutilized, and 6% are incinerated.

GRI 306-3 Generated waste

Indicator	Unit	2019	2020	2021
Hazardous waste	t	479.04	159.76	149.57
Non-hazardous waste	t	588.74	719.64	846.31
TOTAL	t	1,067.78	879.40	995.88





Energy efficiency

GRI 302-1, 302-2, 301-1 and RT-CH-130a.1

The use of captive electric energy generated from renewable sources, such as wind power, biomass and small hydroelectric plants, is one of the initiatives that contribute to ensure a cleaner electric matrix. Since 2019, we have converted this energy supply into the free market, at the units of Ituverava and Serrana, and at the three units of São Joaquim da Barra. But in order to generate the energy necessary for our activities, in addition to electric power, we utilize seven other kinds of fuels: liquefied petroleum gas (LPG), diesel, gasoline, acetylene, firewood, charcoal and hydrous ethanol.

In 2021, our activities consumed 269,383 GJ of energy - a 33% increase if compared to the previous year - the main source being LPG, accounting for 37% of all the consumed fuel. Thus, as in the case of GHG emissions, this increase was mainly due to the new operations and to a production increase in the line of biological products.

GRI 302-1- Energy consumption inside the organization

Indicator	Unit	2019	2020	2021
Consumption of fuels from non-renewable sources				
LPG	GJ	66,963	80,807	99,467
Gasoline	GJ	202	9,594	13,210
Diesel	GJ	6,191	6,824	6,863
Acetylene	GJ	32	77	137
TOTAL	GJ	73,388	97,302	119,677
Consumption of fuels from renewable sources				
Firewood	GJ	41,274	47,163	78,459
Charcoal	GJ	18,187	19,331	20,635
Hydrous ethanol	GJ	86	2,343	3,197
TOTAL	GJ	59,547	68,837	102,291
Energy consumed (purchased)				
Electricity	GJ	27,980	35,143	47,413
TOTAL	GJ	27,980	35,143	47,413*
Total energy consumed				
Fuels from non-renewable sources	GJ	73,388	97,302	119,677
Fuels from renewable sources	GJ	59,547	68,837	102,291
Electric power	GJ	27,980	35,143	47,413*
TOTAL	GJ	160,915	201,282	269,383

*We would like to stress that Vittia acquires energy from renewable sources through the Free Market and, in year 2021, we held the I-REC Certificate for 11 thousand MWh, corresponding to 39.6 thousand GJ.

GRI 302-2- Energy consumption outside the organization

Indicator	Unit	2019	2020	2021
Consumption of fuels from non-renewable sources				
Diesel	GJ	11,880	12,716	13,340
Gasoline	GJ	1,047	956	2,460
Aviation kerosene	GJ	1,740	636	574
TOTAL	GJ	14,667	14,308	16,374
Consumption of fuels from renewable sources				
Hydrous ethanol	GJ	438	335	1,101
TOTAL	GJ	438	335	1,101
Total energy consumed				
Fuels from non-renewable sources	GJ	14,667	14,308	16,374
Fuels from renewable sources	GJ	438	335	1,101
TOTAL	GJ	15,105	14,643	17,475



Water and effluents

GRI 303-1, 303-3, 303-5, RT-CH-140a.1, RT-CH-140a.2 and RT-CH-140a.3

Based on the principle that it is not possible to improve what cannot be measured, and considering the importance of water both to our business and for the Planet, launched the Aguapé project in 2020 we, focused on reducing water consumption at all manufacturing units.

After the initial awareness-building stage before our teams on the importance of this topic, water consumption indicators and effluent generation were established. In 2021, those indicators started to be automatically monitored, thus providing greater reliability to the collected data, and now they are being used in the process to establish goals and objectives. In parallel, through a monthly meeting that has already become a part of our schedule, together with all unit leaders, we have identified deviations and proposed improvements.

With the purpose of promoting circularity and to close water cycle in our operations we have created the project Industrial Effluent Treatment Station at the unit of São Joaquim da Barra. Every day, this ETS treats waste to remove dissolved solids and metals from the generated effluent, with an average daily volume estimated at 70 thousand liters. Thus, we ensure an environmentally adequate disposal, in addition to reutilizing a part of that water in our production processes.

After many improvement, testing, and maintenance actions, which have made the treatment process more efficient, we overcame the goal established for 2021, with 206 thousand liters of reutilized water, 217% of the volume treated in 2020, which amounted to 65 thousand liters. In 2022, we expect to see a new leap in that volume, due to the modernization project. This practice has enabled us to reduce

underground water catching, thus making our production line more sustainable and environmentally friendly, in addition to reinforcing our engagement to sustainable solutions for our business.

In 2021, the volume of consumed water added up to 129.64 ML, outside the water stress area. That rise was due to an increase in production activities and to the start of operation of the new plant.



GRI 303-3 Water catching

Indicator	Unit	2019	2020	2021
All areas - Water ≤ 1000 mg/l				
Surface waters	ML	0	0	0
Underground waters	ML	77.89	78.04	127.06
Sea waters	ML	0	0	0
Produced waters	ML	0	0	0
Waters from third parties (purchased)	ML	2.99	3.52	2.58
Total volume of captured water	ML	80.88	81.56	129.64

GRI 303-5 Water consumption

Indicator	Unit	2019	2020	2021
Water ≤ 1000 mg/l				
Waters in water stress areas	ML	0	0.00	0.00
Waters outside water stress areas	ML	80.88	81.56	129.64
Total volume of consumed water	ML	80.88	81.56	129.64





Social performance

VITROR





Relationship with collaborators

GRI 102-8, 102-41, 103-2, 103-3, 401-1, 404-3



The management of human capital, diversity and inclusion is the last of our three strategic material topics. Because people are at the core of our operations. That is why we created the Executive Staff Committee in 2021, whose objective is to provide greater visibility, agility and assertiveness to our human capital management.

In 2021 we reached the milestone of 1,134 collaborators, a 37% growth if compared to 2020, with 231 temporary and 903 full-time workers, all of them hired under the CLT regime and covered by collective bargaining arrangements. Our collaborators are mainly concentrated in the Southwestern region of the Country, where 89.5% of our workforce is located. Female workers account for 34.5% of our collaborators, 3.5 percentage points higher than last year.



GRI 102-8-a. Number of employees as per type of labor contract and gender

Type of contract	2019			2020			2021		
	H	M	Total	H	M	Total	H	M	Total
Fixed-term	61	45	106	66	28	94	130	101	231
Indefinite contract	423	177	600	492	240	732	612	291	903
Total	484	222	706	558	268	826	742	392	1,134

H = Men / M = Women

GRI 102-8-b. Number of employees as per type of labor contract and region

Region	2019			2020			2021		
	Fixe-term	Indefinite term	Total	Fixe-term	Indefinite term	Total	Fixe-term	Indefinite term	Total
North	0	6	6	0	10	10	0	10	10
Northeast	1	13	14	1	9	10	0	14	14
Central-West	1	31	32	0	51	51	0	57	57
Southwest	104	532	636	93	636	729	230	786	1,016
South	0	18	18	0	26	26	1	36	37
Total	106	600	706	94	732	826	231	903	1,134

GRI 102-8-c. Number of employees as per type of employment and gender

Type of employment	2019			2020			2021		
	H	M	Total	H	M	Total	H	M	Total
Full time	474	208	682	554	252	806	733	361	1,094
Part time	10	14	24	16	4	20	9	31	40
Total	484	222	706	570	256	826	742	392	1,134

H = Men / M = Women



Our human capital management is mainly executed in three fronts - collaborator development and loyalty, and attraction of new talents.

While still under development, we were able to resume the provision of mandatory courses, which had not been done in 2020 due to the restrictions imposed by the pandemic. As a lesson learned and following the evolution of the pandemic scenario, we started to offer online formation courses, which enable to reach a larger number of people in a practical and economic way.

GRI 404-1 Average hours of qualification per year, per employee

Indicator	2019	2020	2021
Average hours of qualification courses provided to employees as per gender			
Men	8.42	5.18	1.09
Women	4.68	4.06	0.87
Total	7.24	4.41	1.02

Indicator	2019	2020	2021
Average hours of qualification courses provided to employees as per functional category			
Office of the CEO & Board (N-1)		-	0.10
Management (N-2)		0.59	0.33
Others Leadership Functions (N-3)		4.00	0.87
Technical and Administrative Staff		0.19	1.33
Operational Staff		4.71	1.05
Total		4.08	1.02





As a part of our focus on development, we created a Career and Successions Plan in 2020, which included a review of the wage scale then in force, and a restructuring of our policies, and an evaluation of potential skills and remuneration levels. In 2021, we went ahead with this program by undertaking annual performance assessments of 86.1% of our collaborators and getting feedback, above the 81.7% rate reached in the previous year.

With the purpose of getting even closer to our collaborators and better understanding their views about the development process and plan, the implementation of an evaluation system has already been forecasted in 2022 to reach almost 40% of our workforce, including self-evaluations. In 2021, however, the evaluations were undertaken as in the previous year, being divided into two types – one for the administrative and operational staff, and another one for leaders and the sales force.

For the administrative and operational staff, feedback is given by their direct managers. As regards the evaluation of leaders and the sales force, their feedback is based on the development points established by their immediate managers, and then calibrated by the Board and the Human Resources area, thus originating an Individual Development Plan (IDP). After such evaluation has been designed, we then perform a calibration involving all directors and the CEO, and only after that feedback is given to all evaluated collaborators.

As regards employee loyalty, we launched our Talent Retention Plan, developed in partnership with an external specialized consultancy company. The plan contemplated our participation, for the first time, in a salary survey, which has enabled us to have a benchmark on the wage practices of agricultural market companies and from other segments as well. In parallel, that plan included a mapping of the key sectors for the Company's sustainable development and of the ide-

al profiles for positioning in those sectors, based on the current domestic scenario, on future internal and external scenarios, and on the strategic objectives. Based on those surveys, an action plan has been elaborated regarding the remuneration and benefit package that will be evaluated during year 2022.

Also as regards employee loyalty, we hold a cycle of promotions and merits every year, which together with the Career and Successions Plan, has led to 183 promotions.

As regards talent attraction, we will start a more targeted work in 2022 with a communication and marketing plan focused on reinforcing our standing as employers, and strengthening the bond with our collaborators.

The D&I (Diversity and Inclusion) topic has entered the Sustainability Committee's agenda, which has evaluated how we might evolve regarding such a relevant topic from the social and economic points of view.



Health, safety and wellbeing

GRI 403-1, 403-3, 403-5, 403-6, 403-9, RT-CH-320a.1 and RT-CH-320a.2

On top of our list of corporate values is “Respect for human beings”. It reflects the importance for our Senior Management of the health, safety, and wellbeing of people.

We count on a Labor Health and Safety Management System at all units, which complies both with the regulatory norms set by the Ministry of Labor (NR4), and the norms of the recognized management standards, covering 100% of our collaborators. We also count on an Labor Safety Committee composed of managers, corporate leaders, and the Specialized Service in Safety Engineering and Occupational Medicine (SESMT) team comprising a technician, a nurse, an occupational physician, and an labor safety engineer, who meet every month or under request to deliberate on the main indicators, as well as on improvement actions, management of deviations, projects, programs, and investments in the labor health and safety area. It is important to highlight that three units also count on an

Internal Accident Prevention Commission (IAPC).

In order to ensure a precise management of these issues, we count on the support of a third-party company specialized in Labor Health and Safety (LHS), which is responsible for evaluating the risks posed by the main activities associated to the Regulatory Norms (RNs) set by the Ministry of Labor. Such evaluation is elaborated based on a risk and criticality matrix, which serves as a compass in our decision-making process, enabling us to prioritize investments in the priority items. A part of the reports, including possible detected deviations, are recorded in a corporate results and performance management system, to generate the related indicators and enable us to manage our routines, which helps us ensure the implementation of actions and execute analyses, in a continuous improvement process through the utilization of management tools, such as the PDCA cycle.





The management of deviations from labor safety norms is also undertaken based on periodical inspections at workplaces, since we understand that the identification of hazardous conditions, risk evaluations and the investigation of incidents are extremely important to help us monitor and improve our operations and promote a secure environment and safe practices for our collaborators. That is why all areas are properly classified, identified and controlled, and we annually elaborate a hazardous conditions report on the critical areas.

In 2021, as in the example of the Operational Excellence program, we also performed an evaluation of our labor safety maturity level, which led to a series of developments, including the investment of almost R\$ 5 million in projects dedicated to improve labor safety conditions.

However, more than having a structure, success in labor safety indicators depends on a strong safety culture disseminated and consolidated among all involved parties. Therefore, investments have been made to provide training and

communication focused on prevention, such as the Yellow September (to prevent suicide), Pink October (to prevent breast cancer), and Blue November (to prevent prostate cancer) campaigns, in addition to annual training courses and recycling on Regulatory Norms (RNs).





In this sense, the 5S Program also develops the organizational culture by focusing on increase efficiency in the company's processes, as well as on occupational and industrial safety, based on continuous improvement in terms of cleanliness and preservation, accident prevention, elimination of wastage, incentive to creativity and good practices, among other items. In 2021 this program became more efficient with the creation of a management system, including the performance of monthly self-inspections, records and follow-up of deviation actions, everything managed through an online checklist. We also provided recycling and training on the program and elaborated a plan to implement the 5S Program in the new units, starting with a photographic diagnostic followed by a definition of facilitators and persons responsible for each area, with its remaining stages forecasted to be implemented in 2022.

During the cycle of external audits, 2021, we were able to assess if all units had achieved the goals established in our first four S's, and many improvements

and good practices were identified, shared, and implemented. For the new units (SJBC, PMIF, and PARA), an initial diagnostic of the 5S Program was undertaken and an implementation schedule was established starting in 2022.

Also, as an example of our efforts, we can mention the existence of a Medical Clinic at the Unit of São Joaquim da Barra, with a health team comprising an occupational physician and a nurse, which fulfills the demand of our units through an Occupational Health Program, including the realization of periodical exams and the elaboration of legal documents. We also count on the support of a specialized third-party company to elaborate an ergonomic report, and labs to perform external medical exams.

For 2022, some changes have already been forecasted, such as an expansion of the occupational health team so that we are able to perform a more detailed analysis of the figures in order to devise well-targeted solutions.

However, despite our efforts, due to the process to integrate the new units, as a consequence of the acquisitions made in 2020, we saw 35% impact on the number of accidents, contributing to a considerable increase in the frequency of occurrences in 2021. Nonetheless, that was the second lowest historical rate, behind only the rate verified in 2020. As regards the

Severity Rate, we were able to achieve a significant decline from 198.27 to 134.63, accounting for a 32.1% drop. As the main action, a labor safety management maturity diagnostic was undertaken in 100% at our units in 2021, involving all management levels, corporate leaders, and our operations. The results have also reflected the company's growth and, therefore, the improvement opportunities derived from the structuring of indicators, and from integrated and proactive measures to manage critical risks as well.

Based on the identified challenges and learned lessons, we have established a plan to implement a Corporate Behavioral Safety Program as of the year 2022. This project will involve a specialized consultancy company to support us when evaluating risks, reviewing Management System implementation manuals and guides, as well as developing highly performing leaders and teams.

GRI 403-9 Labor Accidents

Indicator (index)	2020	2021
Deaths resulting from labor accidents	0.0	0.0
Labor accidents with severe consequences (except deaths)	3.8	7.0
Labor accidents of mandatory communication (including deaths)	5.43	9.47



Relationship with suppliers

GRI 102-9, 102-10 and 204-1

In 2021, we counted on 316 national and international suppliers under a pulverized scheme: the five largest ones accounted for 22% of our costs with suppliers, with the remaining ones 78% being diluted along our entire supply chain.

It is worth mentioning that with the acquisition of new units, and especially the unit of Patos de Minas, we have seen relevant changes in our supply chain. In terms of purchases of raw and packaging materials, the share of international purchases has declined by nine percentage points. The most significant change was seen in the share of our main five suppliers. A single new national supplier, for example, accounted for 8% of our inputs purchase in 2021. On the other side, our largest supplier in 2020 saw its share drop from 8.2% to 5% of our purchases.

Management of these partners is based on the sustainable value chain concept. That is why we consider the implementation of the new registration system, at the end of 2020, an important advancement. Through that system we have been able to organize and ensure greater fluidity and reliability to the homologation process, to reach 100% of our third parties. They must comply with



all the guidelines and previous requirements set in the Contractors' Handbook, which includes orientations and a description of responsibilities when executing services.

As for the registration stage, all certificates and licensing inherent to their activities are properly required, as well as the documentations related to environmental, labor, social security, and land tenure issues, including clauses on Human Rights in all contracts. In addition to that, the evaluation of national raw and packaging materials suppliers employs a self-evaluation methodology that includes not only a quality index, but also the application of a self-evaluation form that covers

parameters associated to environmental (including, for example, issues related to waste and effluent management), social (including issues on accident management and social programs), and governance (including processes to control documents and records) aspects. This systematic will be revised in the next few years in order to improve information management and the monitoring of our value chain.

With easy and quick access to all that documentation, it is possible to identify the status of every supplier already when they have access to the plant. During the reported period, no case of negative impact was recorded.



Our relationship with stakeholders is built through associations:

GRI 102-13

abisolo 

The Brazilian Association of Plant Nutrition Technology Industries represents and advocates for the interests of the companies that produce important inputs that collaborate to increase the quality, productivity, and sustainability of Brazilian agriculture.

anpii
ASSOCIAÇÃO NACIONAL
PRODUTORES E IMPORTADORES
DE INOCULANTES

The National Association of Inoculant Producers and Importers aims at disseminating the use of this input, and constantly strives to improve its quality in order to meet Brazilian farmers' need for higher productivity levels.

CropLife
BRASIL 

This is an Association that gathers experts, institutions and companies dedicated to the research and development of technologies in four essential areas for sustainable agricultural production: germoplasm, biotechnology, agrochemicals, and biological products. CropLife Brasil is dedicated to establishing partnerships with different segments of society to promote education and the adoption and correct use of field technologies, and a permanent dialogue with consumers, opinion leaders, and governments.

INSTITUTO
ETHOS

The Ethos Institute for Corporate Social Responsibility (Instituto Ethos de Empresas e Responsabilidade Social) is a Civil Society Organization of Public Interest (OS-CIP), whose mission is to mobilize, sensitize, and help companies the manage their business in a socially responsible way, by becoming partners in the construction of a fair and sustainable society.

inpEV

The National Institute for Container Processing (Instituto Nacional de Processamento de Embalagens Vazias) is a non-profit entity created by manufacturers of agrochemicals with the purpose of promoting the correct disposal of the empty packaging used in their products. It acts as an intelligence center, and is responsible for operationalizing reverse logistics for packaging in the whole Country.



Relationship with local communities

GRI 413-1 and RT-CH-210a.1



In all communities where we operate, we have a positive impact in terms of economic development, through job and income generation, including also initiatives focused on promoting opportunities to young people.

In this sense, the School-Business Integration Center (Centro de Integração Escola Empresa / CIEE) provides support to us when hiring young people at many units, by referring applicants with the required profile for each area, and offering theoretical courses that support and substantiate their intellectual and beha-

vioral development, as well as to face the challenges of the labor market. Through this channel, we were also able to identify new talents, who are eventually hired during the project or upon its conclusion.

Social actions, on their turn, aim at broadening our positive impacts. In 2021 our donations through incentive laws exceeded R\$ 1 million, divided between projects to support and stimulate culture (44%) and sports (11%), the Municipal Child and Adolescent Rights Funds (22%), the National Program of Support to Oncologic Care (Pronon), the Blood Center

of the City of Ribeirão Preto/SP (11%), and the Support to Health Care to People with Disability program, managed by Apae (Association of Parents and Friends of Disabled Children) (11%).

Donations are also made directly in the form of basic need items, such as food baskets, blankets, and alcohol gel, among other items, in addition to the actions on special holidays, such as Mothers' Day, Fathers' Day, and Children's Day. In 2021 they added up to R\$ 144 thousand.

In the city of Ituverava/SP our relationship also includes a well-structured project with periodical meetings and follow-up provided by a dedicated psychologist to support and promote the development of 30 vulnerable families.

Being aware of our potential impact on the development of local communities, while striving to improve our ESG journey, we are currently better structuring our strategy and management practices for social projects, with the purpose of identifying projects aligned to the company's values and developing processes to adequately select projects, follow up and evaluate them, and execute communication actions, in order to establish a structured and transparent process.



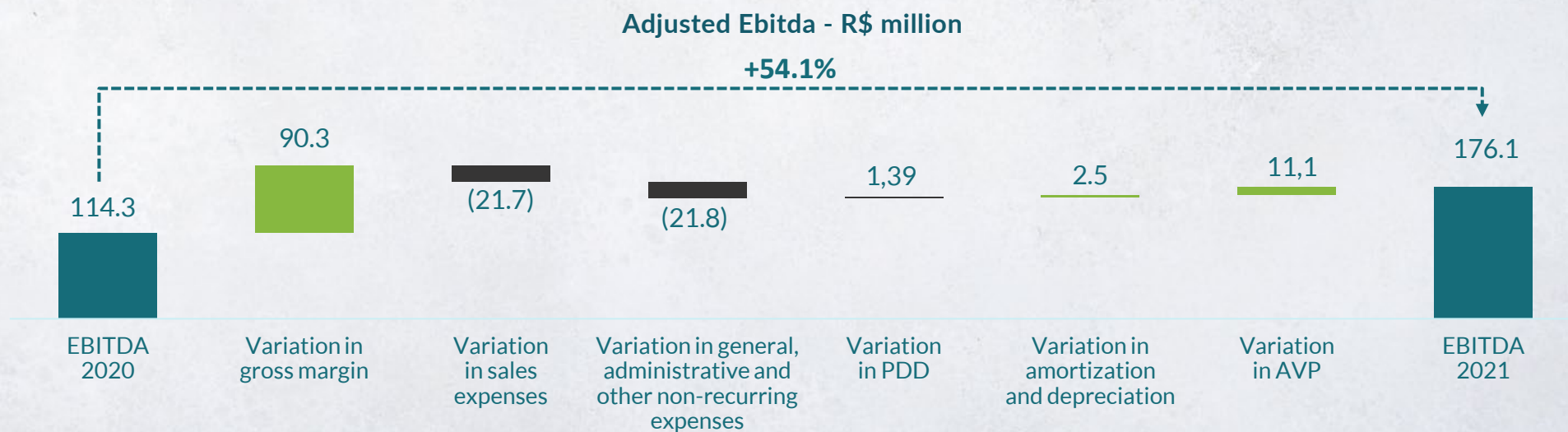
Economic and financial performance





From the accounting and financial point of view, in December 31, 2021 we closed the first quarter as a private limited company listed in the New Market, and presenting solid results. In the full year, we achieved a net revenue growth of 46.8%, and of 54.1% in our Adjusted Ebitda.

Since the main factor to raise Ebitda is sales increase, and consequently the gross earnings, this improvement has shown that our actions of to promote market development and structure our sales and distribution forces has been effective, and is in line with our objective of growing while maintaining profitability.





Despite the challenges we faced then, that year reflected positive a period for Brazilian agriculture and the market of agricultural inputs. The 2020/2021 crop was considerably good, and for the 2021/2022 crop the expectation of high profitability levels for farmers has maintained an expressive demand for inputs, thus creating a favorable environment to disseminate our technologies.

As a highlight, we saw an 88.8% gross revenue growth in our line of biological control, one of the focuses of our commercial investment efforts. Our biological products segment, which includes inoculants (biologi-

cal fertilizers), in addition to biological control, grew by 66.7% in terms of net revenues, accounting for 19% of the consolidated result in the year. In view of the achieved results, we are still confident our biological expansion project will be a success. There is not only considerable room for the adoption of the technologies already available in our portfolio, but our continuous investment in research and development of new products will broaden opportunities in the next few years. Our plant dedicated to this segment started operations at the beginning of the year, and already in November we announced an anticipation of its second phase.

Despite the large potential of the biological products segment, we must also highlight that we have maintained a robust growth rate in our lines of special fertilizers. Our line of Foliar Fertilizers grew by 31.1% in terms of gross revenues, while the line of Soil Conditioners and Organomineral Fertilizers grew by 191.9%. We have kept our technical and commercial efforts to expand the penetration of those technologies before our clients, and to always look for innovations as well.



Gross Revenue as per line of product

Indicator - In thousand R\$	2021	2020	Var. %
Foliar fertilizers	333,661	254,605	31.1%
Soil Micronutrient	150,533	124,497	20.9%
Industrial and other products	75,875	54,512	39.2%
Biological control	106,633	56,482	88.8%
Inoculants	59,085	40,216	56.9%
Soil Conditioners and Organomineral Fertilizers	132,214	45,297	191.9%
Total gross revenue	858,001	575,609	49.1%



On the other side, the year included great challenges in terms of supplies, when we faced a higher cost pressure due to the disorganization of production chains as a reflex of the pandemic, and notably in the basic fertilizer market, the so-called NPK, which saw an expressive price increase. It is important to highlight that Vittia's portfolio is composed of biological products that utilize national raw materials, currently without any problems on the offer side, and mineral-based special products with a diversified source of raw materials, and so the basic fertilizer is only intensively utilized as a

raw material in the organomineral line of products. Anyway, this general scenario also caused an initial margin compression in inputs for special and biological fertilizers, the sector where the Company operates, notably in the second quarter of the year, due to the magnitude of the price increases seen in a very short space of time. However, we were able to transfer a part of those increases to the end price, thus recomposing the consolidated gross margin in 2021 by 36.5%, the same level verified in 2020.

Investments in Capex reached R\$ 52.1 million, accounting for an 8.5%

drop if compared to that same period in the previous year. That reduction was a reflex of the conclusion of some stages of the abovementioned projects. As regards the invested amount, we would like to stress the industrial complex for the new biological products plant, which took R\$ 22.2 million of our investments in that period, including a new storage and shipping center whose conclusion had been forecasted to the end of the first quarter of 2022, and the production plant that was concluded still in the first quarter of 2021.



Gross profit

Indicator - In thousand R\$	2021	2020	Var. %
Gross profit	284,203	193,894	46.6%
Foliar fertilizers and industrial products	132,467	103,990	28,477
Soil micronutrients	10,484	8,401	2,083
Biological products	115,619	70,080	45,539
Soil Conditioners and Organomineral Fertilizers	25,633	11,423	14,210

Economic and financial performance

Indicator - In thousand R\$	2021	2020	Var. %
Net revenue	778,915	530,646	46.8%
Cost of sold products	(494,712)	(336,752)	46.9%
Gross profit	284,203	193,894	46.6%
Gross margin	36.5%	36.5%	0.0 p.p.
Operational expenses	(141,364)	(93,312)	51.5%
Operational profit (loss)	142,839	100,583	42.0%
Adjusted Ebitda	176,069	114,282	54.1%
Adjusted Ebitda Margin	22.6%	21.5%	1.1 p.p.
Net financial result	(10,486)	(7,552)	38.8%
Income Tax and social contribution	(24,614)	(7,097)	245.6%
Net result	107,740	85,934	25.5%
Net margin	13.8%	16.2%	-2.4 p.p.
Investments (fixed and intangible assets)	52,132	57,001	(8.5%)





Continuous development and growth



Based on the market landscape and on our internal context, we believe in a positive scenario in the next few years.

From the market point of view, we count on a specialized consultancy company to more closely monitor the factors and trends that might have a positive or negative impact on our business.

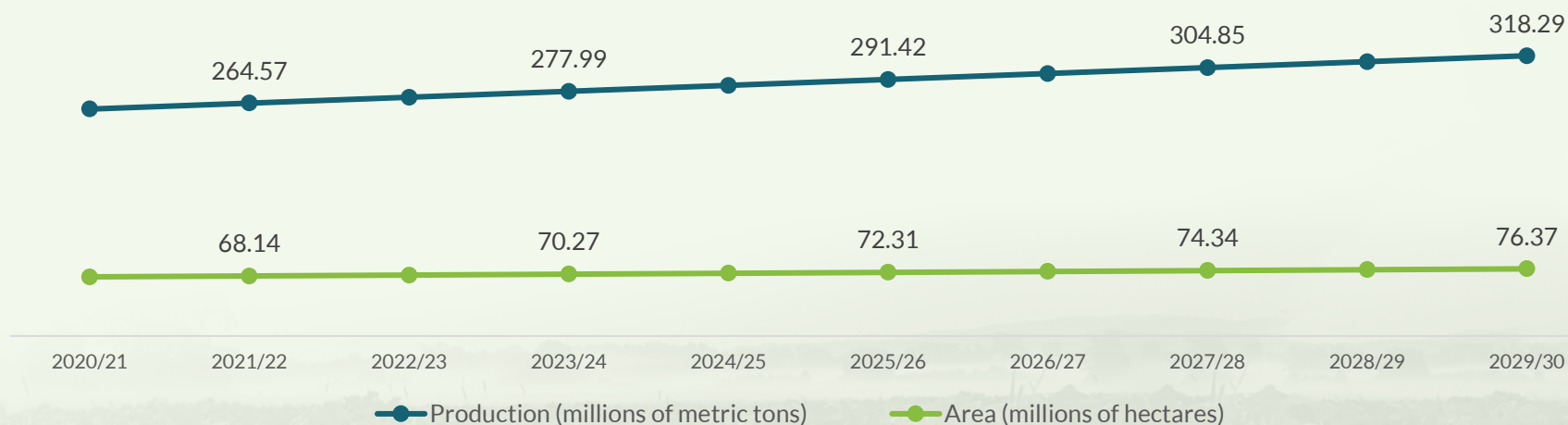
Overall, the Brazilian agribusiness is a global reference in terms of efficiency and productivity, and an

important economic growth vector in the Country, accounting for 28% of its total GDP, even though 66% of its territory is still covered by native vegetation (In the United States and Europe that percentage is around 20%). From January to September 2021, the GDP of the Brazilian agribusiness sector grew by 10.79%, as calculated by the Center for Advanced Studies in Applied Economics (Centro de Estudos Avançados em Economia Aplicada / Cepea), of Esalq/

USP (the Agriculture College of the State University of Sao Paulo), in partnership with the Brazilian Confederation of Agriculture and Livestock (Confederação da Agricultura e Pecuária do Brasil / CNA). The agricultural sector has outstood, with a 17.06% growth in that same period, driven by the farming sector's performance.

The Country has been designated as a key player to supply the world with food in a population growth scenario.

Challenges until 2030 and Brazil's role - Grains (2030 Projections)





According to the projections disclosed by CNA and Cepea, in 2022 the Brazilian agribusiness should see results 5% higher, in case the 289 million ton estimate for its grains crop is confirmed, a volume 14% higher than the one seen in 2021.

Grain production, which started 40 years ago, has even been the main driver of agricultural expansion in the Country. Today, Brazil is also a highlight here, being among the main global producers.

As regards soy crops, where the Country is one of the largest producers, Brazil achieved record exports in 2021, with 86.63 million tons of soy being shipped, out of a total of 137.1 million produced tons, according to the National Association of Cereal Exporters (Associação Nacional dos Exportadores de Cereais / Anec).

As mentioned in the Atlas of Brazilian Agribusiness, published by CropLife, products for plant nutrition, such as fertilizers and soil correctors, decisively contribute to a higher productivity agricultural level, thus avoiding that new farming areas are deforested to be incorporated into agricultural activities, and are one of the most important factors to increase agricultural productivity in the world. According to that publication, if Brazil were

currently producing under the same productivity standard seen in 1990, it would be necessary to expand or deforest an area of approximately 105 million hectares.

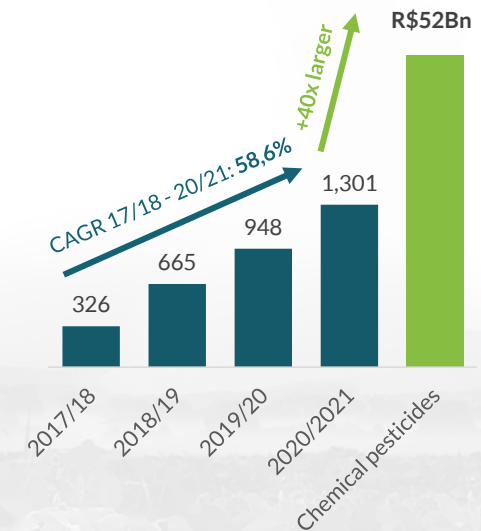
By contrast, the lack of phytosanitary protection reduces the production of foods from 20% to 40%, according to data from UN'S Food and Agriculture Organization (FAO). Likewise, Center for Advanced Studies in Applied Economics of the University of Sao Paulo (CEPEA/Esalq/USP) has indicated that the lack of pest and disease control in soy and maize crops might generate productivity losses from 6.6% to 40% in both crops, thus affecting prices in the entire chain up to the end product, which reflects on consumers' tables.

Added to this scenario is a transition from the current production systems into a more sustainable agriculture, where the biological control of pests and diseases is a key factor to reduce environmental impacts and minimize the current use levels of agrochemicals and food wastage, enabling to improve of the quality of life of both rural producers and end consumers.

It is due to this scenario that biological products are considered the fastest growing agricultural inputs: 59%

per annum, in the last 3 years. In Brazil, in 2021 alone it grew by 37% if compared to 2020, reaching a total of R\$ 1,301 billion. And a study undertaken by consultancy company Blink, in partnership with CropLife, has already forecasted a 52% plus growth in the use of those substances in 2021, with a traded value equivalent to R\$ 1.7 billion. Nonetheless, this segment is still rather small when compared to the total size of the agricultural chemicals market.

Brazilian Market of biological control R\$ mm





The special fertilizers (foliar and biological) market, on its turn, is estimated at approximately R\$ 8.1 billion, according to the data published by Abisolo, with an average annual growth rate of 11.8% between 2014 and 2019.

In addition to that, we may also mention the launch of the ABC+ Plan in 2021, which intends to expand its reach to 72 million hectares more in the next 9 years. According to CropLife, in addition to the practices proposed by the previous plan, the current version has incorporated new strategies. Among them is a greater adoption of bioinputs, such as the biological control products, inoculants and biofertilizers, thus underscoring even more the importance of crop protection sector's technologies and their contribution to promote a more sustainable agriculture.

Internally, we are capitalized to invest in inorganic growth, through acquisitions, and in organic growth, through our operations; and to do all that according to the principles of our strategic planning, which has set aside 45% of the resources obtained from the IPO for acquisitions, 40% to expand our structures, and 15% for modernization projects.

In order to grow through acquisitions, we believe we are well positioned to act as a platform to consolidate the sector and continue to capitalize in a fragmented agricultural input manufacturers market, while taking full advantage of our knowledge during this process, from the identification of opportunities up to the process to expand and create value from our operations.

In order to grow through acquisitions, we believe we are well positioned to act as a platform to consolidate the sector and continue to capitalize in a fragmen-

ted agricultural input manufacturers market, while taking full advantage of our knowledge during this process, from the identification of opportunities up to the process to expand and create value from our operations.

As regards the identification of new opportunities, our strategy is focused on companies that enable us to have access to new markets and segments or consolidate our presence in the segments where we already operate, such as the special fertilizers and organomineral sectors, among others; the acquisition of new research and development competences for new products and technologies; the acquisition of new product lines to complement our portfolio; and opportunities to obtain operational synergies during the integration of acquired companies.





As for the process to expand and create value from our operations, it includes leveraging the sale of acquired companies' products through our national platform; offering our products to the client base of the acquired companies; optimizing costs; integrating industrial processes; optimizing our working capital; and working on the retention of talents and human capital.

Thus, based on a prudent selection of the best available assets, these acquisitions will enable us to quickly expand our presence in new and already existing regional markets and segments, boost our verticalization process and our client portfolio, in addition to our product portfolio and industrial and technological competences.

Such organic growth will be supported by commercial strategies dedicated to extending our penetration in agricultural crops and geographic regions not fully explored yet, as for example in the sugarcane segment and the market in the Southern region of the Country, where we have already seen a sales increase in 2021. Considering that each Brazilian region (and agricultural crop) have their own farming and market characteristics and dynamics, our multichannel platform, together

How we create value through the integration of our acquisitions



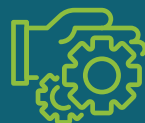
Leverage the sale of acquired companies' products through our national platform



Offer our products to acquired companies' client base



Cost optimization



Integration of the industrial process



Working capital optimization



Retention of talents and human capital

with our specialized services and broad portfolio of products, provide many opportunities to build and develop new relationships with producers, cooperatives, and local distributors, which up to now have not much required our products, thus replicating our successful business model in the segments where we already operate.

In parallel, we plan to explore the strength of our portfolio in order to drive organic growth through up and cross selling, thus aggregating value to our current client base.

Also, as a differential, we have invested in innovation, research and development of new products - one of our strategic pillars - with the purpose of offering even more solutions to the market, with a focus on greater efficiency and sustainability. The inauguration of our new Research and Development Center and Innovation, the quantity and quality of our projects, and the patent registrations being already requested, as mentioned in the current reporting, demonstrate this is our direction.



Our strategy to seize opportunities

To expand our field presence

To intensify our presence before producers, distributors, and cooperatives all over Brazil

To perform field tests with clients to prove the efficacy of our technologies

Development and launch of new products

To intensify our product development efforts and launch new products for different agricultural crops and pests

To explore *Cross-Sell* opportunities

To explore our existing client base by offering integrated plant nutrition and protection solutions

To perform field tests with the combined use of technologies to prove the efficacy of our technologies

Strategic Acquisitions

To take advantage of market fragmentation in order to make strategic acquisitions



Although 2022 has started pointing to a scenario with similar opportunities as seen in 2021, it also poses new risks. In Brazil, we started the year with adverse weather conditions in the Southern region, which should lead to production losses and therefore to challenges for the regional agricultural and input markets. However, in addition to our low exposition to that region, we believe that an eventual price increase due to crop decline might benefit producers from regions where we have a stronger penetration and reach.

Right now, however, the great issue around the Brazilian agribusiness is the conflict that directly involves Ukraine and Russia, and laterally also Belarus, all of which are important suppliers of basic inputs to the

fertilizer industry, with impacts not properly quantified yet on global economy and the agribusiness sector. We understand, however, that that event offers both opportunities and risks, since we face a low direct exposition to the directly involved countries, while our greater indirect exposition would involve the acquisition of NPK as an input. On the other side, an increase in the price of agricultural commodities might directly benefit our clients. In order to optimize the risk to opportunity ratio, we believe our portfolio of technological products combined with the concept of sustainability and our continuous improvement processes, and our qualified team aligned to our values and vision of the future, will all continue to be our main strengths.





Annexes



GRI Summary

GRI 102-55



התאחדות תעשיית
המזון וההלבשה
הירוקה



GRI Summary

GRI 102-55

GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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Standard content

GRI 101: Foundations 2016

Organizational profile

GRI 102: Standard content 2016

GRI 102-1	Name of the Organization	Grupo Vittia			
GRI 102-2	Activities, brands, products and services	Pages 9, 10, 11, 13, 14, 16, and 17			
GRI 102-3	Location of headquarters	São Joaquim da Barra - Sao Paulo			
GRI 102-4	Location of operations	Page 15			
GRI 102-5	Ownership and legal form	Note - Subsequent event			
GRI 102-6	Serviced markets	Pages 9 to 16			
GRI 102-7	Size of the organization	Pages 9, 14, 15, 16, 17, and 20			
GRI 102-8	Information on employees and other workers	Page 49		8.8, 10.3	6
GRI 102-9	Supply chain	Page 55			3
GRI 102-10	Significant changes in the organization and its supply chain	Page 55			
GRI 102-11	Precautionary approach or principle	The Vittia Group guides its activities according to the Precautionary Principle (established in the Declaration on Environment and Sustainable Development, at the Rio-92 Conference), which establishes that a lack of full scientific certainty shall not be utilized as a reason to postpone the adoption of efficient measures to avoid environmental degradation where there are severe or irreversible risk threats. The Vittia Group has adopted this international principle in order to promote a more sustainable production.			



GRI Standard		Reference or disclosure page	Omissions	SDG	UNGC
GRI 102-12	External initiatives	Page 21			
GRI 102-13	Membership of associations	Page 55			

Strategy

GRI 102: Standard content 2016

GRI 102-14	Statement from senior decision-maker	Page 5			
GRI 102-15	Key impacts, risks and, opportunities	Pages 9, 10, 11, 13, 15, 16 and 17			

Ethics and Integrity Strategy

GRI 102: Standard content 2016

GRI 102-16	Values, principles, standards, and norms of behavior	Page 19		16.3	10
GRI 102-17	Mechanisms for advice and concerns about ethics	Page 26		16.3	10

Governance

GRI 102: Standard content 2016

GRI 102-18	Governance structure	Page 24 and 25			
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Engagement with stakeholders

GRI 102: Standard content 2016

GRI 102-40	List of stakeholder groups	Page 4			
GRI 102-41	Collective bargaining agreements	Page 49		8.8, 8.8.2	
GRI 102-42	Identifying and selecting stakeholders	Page 4			
GRI 102-43	Approach to stakeholder engagement	Page 4			
GRI 102-44	Key topics and concerns raised	Page 4			



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
Reporting practices				

GRI 102: Standard content 2016

GRI 102-45	Entities included in the consolidated financial statements	Page 3			
GRI 102-46	Defining report content and topic boundaries	Page 4			
GRI 102-47	List of material topics	Page 4			
GRI 102-48	Restatements of information	Page 3			
GRI 102-49	Changing in reporting	Page 4			
GRI 102-50	Reporting period	Page 3			
GRI 102-51	Date of most recent report	Page 3			
GRI 102-52	Reporting cycle	Page 3			
GRI 102-53	Contact point for questions regarding the report	Page 3			
GRI 102-54	Claims of reporting in accordance with the GRI Standards	Page 3			
GRI 102-55	GRI content index	Page 67			
GRI 102-56	External assurance	Page 3			



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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Economic Topics

Material topic: Economic performance

GRI 103: Forma of management 2016

GRI 103-1	Explanation of the material topic and its boundary	Pages 58 to 60			7
GRI 103-2	The management approach and its components	Pages 58 to 60			
GRI 103-3	Evaluation of the management approach	Pages 58 to 60			

GRI 201: Economic performance 2016

GRI 201-1	Direct economic value generated and distributed	Page 59		8.1, 8.2, 8.2.1, 9.1, 9.4, 9.4.1, 9.5, 17.1.2	
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GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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Environmental Topics

Material topic: Material

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 40			
GRI 103-2	The management approach and its components	Page 40			
GRI 103-3	Evaluation of the management approach	Page 40			

GRI 301: Material 2016

GRI 301-1	Materials used by weight or volume	Page 40		8.4, 12.2	7,8
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Material topic: Energy

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 38			
GRI 103-2	The management approach and its components	Page 38			
GRI 103-3	Evaluation of the management approach	Page 38			

GRI 302: Energy 2016

GRI 302-1	Energy consumption within the organization	Page 38		7.2, 7.2.1, 7.3, 7.3.1, 8.4, 12.2, 13.1	7,8
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Material topic: Water and effluents

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 37			
GRI 103-2	The management approach and its components	Page 37			
GRI 103-3	Evaluation of the management approach	Page 37			



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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GRI 303: Water and effluents 2018

GRI 303-1	Interactions with water as a shared resource	Page 37		6.4	8
GRI 303-3	Water withdrawal	Page 37		6.4, 6.4.2	7, 8
GRI 303-5	Water consumption	Page 37		6.3, 6.4.1, 8.4, 12	8

Material topic: Biodiversity

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Reasons for omission: Information not available			
GRI 103-2	Management approach and its components	Reasons for omission: Information not available		9.4, 12.4, 12.5, 13.1, 13.3, 14.2, 14.3, 15.1	7, 8, 9
GRI 103-3	Evaluation of the management approach	Reasons for omission: Information not available			

GRI 304: Biodiversity 2016

GRI 304-1	Operational sites owned, leased, managed in, or adjacent to environmental protection areas and areas of high biodiversity value outside protected areas	Reasons for omission: Information not available			
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	Reasons for omission: Information not available			
GRI 304-3	Habitats protected or restored	Reasons for omission: Information not available			
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Reasons for omission: Information not available			



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
Material topic: Emissions				

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 36		
GRI 103-2	Management approach and its components	Page 36	9.4, 12.4, 12.5, 13.1, 13.3, 14.2, 14.3, 15.1	7, 8, 9
GRI 103-3	Evaluation of the management approach	Page 36		

GRI 305: Emissions 2016

GRI 305-1	Direct (Scope 1) GHG emissions	Page 36	3.9, 9.4.1, 12.4, 14.3, 15.2	7, 8
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Page 36	3.9, 9.4.1, 12.4, 13.1, 14.3, 15.2	7, 8
GRI 305-3	Other indirect (Scope 3) GHG emissions	Page 36	3.9, 12.4, 13.1, 14.3, 15	7, 8

Material topic: Effluents and waste

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 39		
GRI 103-2	Management approach and its components	Page 39		
GRI 103-3	Evaluation of the management approach	Page 39		

GRI 306: Effluents and waste 2020

GRI 306-1	Waste generation and significant waste-related impacts	Page 39		
GRI 306-2	Management of significant waste-related impacts	Page 39		
GRI 306-3	Waste generated	Page 39		
GRI 306-4	Waste diverted from disposal	Page 39		
GRI 306-5	Waste directed to disposal	Page 39		



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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Social Topics

Material topic: Employment

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 50			
GRI 103-2	Management approach and its components	Page 50			
GRI 103-3	Evaluation of the management approach	Page 50			

GRI 401: Employment 2016

GRI 401-1	New employee and employee turnover	Page 50		5.1, 8.5, 8.6, 10.3	6
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Material topic: Occupational health and safety

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Pages 52 to 54			
GRI 103-2	Management approach and its components	Pages 52 to 54			
GRI 103-3	Evaluation of the management approach	Pages 52 to 54			

GRI 403: Occupational health and safety 2018

GRI 403-1	Occupational Health and Safety Management System	Pages 52 to 54		3.8, 8.8	6
GRI 403-2	Hazard identification, risk assessment, and accident investigation	Pages 52 to 54		3.8, 8.8	6
GRI 403-3	Occupational Health Services	Page 52 to 54		3.8, 8.8	6
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Page 52 to 54		3.8, 8.8	6
GRI 403-5	Worker training on occupational health and safety	Page 52 to 54		3.8, 8.8	6



GRI Standard		Reference or disclosure page	Omissions	SDG	UNGC
GRI 403-6	Promotion of worker health	Page 52 to 54		3.8, 8.8	6
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Page 52 to 54		3.8, 8.8	6
GRI 403-8	Workers covered an occupational health and safety management system	Page 52 to 54		3.8, 8.8	6
GRI 403-9	Work-related injuries	Page 52 to 54		3.8, 8.8, 8.8.1	6

Material topic: Training and education

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Pages 50 and 51			
GRI 103-2	Management approach and its components	Pages 50 and 51			
GRI 103-3	Evaluation of the management approach	Pages 50 and 51			

GRI 404: Training and education 2016

GRI 404-1	Average hours of training per year, per employee	Pages 50 and 51		4.3, 4.3.1, 4.4, 4.5, 5.1, 8.2, 8.5, 10.3	6
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Page 50		5.1, 8.5, 10.3	6



GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
Material topic: Human Rights Assessment				

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Reasons for omission: Information not available			
GRI 103-2	Management approach and its components	Reasons for omission: Information not available			
GRI 103-3	Evaluation of the management approach	Reasons for omission: Information not available			

GRI 412: Human Rights Assessment

GRI 412-1	Operations that have been subjected to human rights reviews or impact assessments	Reasons for omission: Information not available		5, 10, 16	1
GRI 412-2	Employee training on human rights policies or procedures	Reasons for omission: Information not available			1
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Reasons for omission: Information not available			2

Material topic: Local communities

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 56			
GRI 103-2	Management approach and its components	Page 56			1
GRI 103-3	Evaluation of the management approach	Page 56			

GRI 413: Local communities 2016

GRI 413-1	Operations with local community engagement, impact assessments, and development programs	Page 56			1
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GRI Standard	Reference or disclosure page	Omissions	SDG	UNGC
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Material topic: Customer health and safety

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 32			
GRI 103-2	Management approach and its components	Page 32			
GRI 103-3	Evaluation of the management approach	Page 32			

GRI 416: Customer health and safety 2016

GRI 416-1	Assessment of the health and safety impacts of product and service categories	Page 32			
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Material topic: Marketing and labeling

GRI 103: Management approach 2016

GRI 103-1	Explanation of the material topic and its boundary	Page 32			
GRI 103-2	Management approach and its components	Page 32			
GRI 103-3	Evaluation of the management approach	Page 32			

GRI 417: Marketing and labeling 2016

GRI 417-1	Requirements for product and service information and labeling	Page 32		12.8	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Page 32		16.3	



SASB Indicators

SASB (Sustainability Accounting Standards Board) is a non-profit organization that defines the financial reporting standards. SASB was founded in 2011 to develop and disseminate the sustainability accounting standards.

SASB has developed a complete set of 77 standards related to many industrial sectors. In November 2018, SASB published specific standards for each sector, which are applicable at the global level and identify a minimum set of financially relevant sustainability topics and the metrics associated to each sector.

In the specific case of Vittia, the standards applicable to the Chemical Industry have been employed

For further information on SASB, please visit www.sasb.org



The SASB Indicators for the chemical industry where the Vittia Group operates summarize the financially relevant sustainability performance indicators, and indicate, whenever possible, the performance trends in the last 3 years according to SASB'S metrics. Data changes and restatements might occur during the year due to the improvement of data collection methods.

Check Vittia's Annual Report for further details on the reporting methodology.

Check the Release for the Year 2021 to access a complete set of financial and production data.



SASB - Chemical Industry

Topic	Accounting Metric	Category	Unit of Measure	SASB Code	2019	2020	2021
Greenhouse Gas (GHG) Emissions	1) Global gross Scope 1 emissions 2) Percentage covered by the emission limitation regulations	Quantitative	t CO2eq and %	RT-CH-110a.1	1) 4,892 tCO2e 2) 0%	1) 6,543 tCO2e 2) 0%	1) 7,897 tCO2e 2) 0%
	Description of the short- and long-term strategy or management plan for Scope 1 emissions, emission reduction goals, and performance analysis on those goals	Discussion and analysis	n/a	RT-CH-110a.2	The Vittia Group is currently defining its GHG emission goals. This process is a part of the 2022-2030 ESG strategic agenda.		
Air Quality	Air emissions of the following pollutants: 1) NOx (excluding N2O) 2) SOx 3) Volatile organic compounds (VOCs), 4) HAPs	Quantitative	t	RT-CH-120a.1	These indicators will be reported in the next few years		
Energy Management	1) Total energy consumed 2) Percentage of electricity from the grid 3) Percentage of renewable energy 4) Total self-generated energy	Quantitative	Gigajoules (GJ), %	RT-CH-130a.1	1) 160,915 GJ 2) 17.4% 3) 37%* 4) 0%	1) 201,282 GJ 2) 17.5% 3) 34%* 4) 0%	1) 269,383 GJ 2) 2.9% 3) 55,6% 4) 0%
Water Resource Management	1) Total water captured 2) Total water consumed 3) % of each item located in high or very high water stress areas	Quantitative	1.000 m3, %	RT-CH-140a.1	1) 80.88** 2) 80.88** 3) 0%	1) 81.56** 2) 81.56** (3) 0%	1) 129.64** 2) 129.64** 3) 0%
	Number of incidents and nonconformities associated to water quality standards, laws, and regulations	Quantitative	Number	RT-CH-140a.2	0	0	0
	Water risk management and description of the strategies and practices to mitigate such risks	Discussion and analysis	n/a	RT-CH-140a.3	We evaluate the risks related to water through the WWF water risk filter tool and our operations are located in water stress areas. We have implemented the Aguapé project, focused on lowering water consumption at the Unit of SJBF.		
Hazardous Waste Management	1) Quantity of hazardous waste generated 2) Percentage of recycled waste	Quantitative	t and %	RT-CH-150a.1	1) 1067.78 t 2) 28.5%	1) 879.40 t 2) 69%	1) 995.88 t 2) 68%

* In the year of 2021, we recorded the purchase of 11,000 MWh (39,600 GJ) via Mercado Livre ("Free Market"), evidenced by the I-REC Certificate / 1,000 m3 = 1 ML / * 200,000 hours worked



Topic	Accounting Metric	Category	Unit of Measure	SASB Code	2019	2020	2021
Engagement with local communities	Discussion of the engagement processes to manage the risks and opportunities associated to community interests	Discussion and analysis	n/a	RT-CH-210a.1	We have a positive impact in terms of economic development, through job and income generation, including also initiatives targeting young people. In this sense, the School-Business Integration Center (Centro de Integração Escola Empresa / CIEE) provides support to us when hiring young people at many units. In 2021 our donations through incentive laws exceeded R\$ 1 million		
Occupational Health and Safety	1) Total rate of reportable incidents (TRIR) 2) Fatality rate for (a) direct employees and (b) subcontracted employees	Quantitative	Rate	RT-CH-320a.1	1) Not reported	1) 1,086***	1) 1,894***
	Description of the efforts to evaluate, monitor and reduce the exposition of employees and subcontracted workers to long-term health (chronic) risks	Discussion and analysis	n/a	RT-CH-320a.2	“Respect for human beings” is on top of our list of corporate values. It reflects the importance for our Senior Management of people’s health, safety, and wellbeing. We count on a Labor Health and Safety Management System at all units, which complies both with the regulatory norms set by the Ministry of Labor (NR4), and the norms of the recognized management standards, covering 100% of our collaborators. We also count on a Labor Safety Committee composed of managers, corporate leaders, and the Specialized Service in Safety Engineering and Occupational Medicine (SESMT) team comprising a technician, an labor safety engineer, a nurse, and an occupational physician, who meet every month or under request to deliberate on the main indicators, as well as on improvement actions, management of deviations, projects, programs, and investments in the Occupational Health and Safety area. It is worth mentioning that three units also count on an Internal Accident Prevention Commission (IAPC).		
Product design for greater efficiency in their use stage	Revenue from products designed to provide greater efficiency in their use stage	Quantitative	Reporting currency	RT-CH-410a.1	Not reported	Biological products - R\$ 87,626 in thousand R\$	Biological products - R\$ 146,051 in thousand R\$



Topic	Accounting Metric	Category	Unit of Measure	SASB Code	2019	2020	2021
Safety and Environmental Management for chemical products	1) Percentage of products containing Globally Harmonized System of Classification and Labeling of Chemicals (GHS) of Category 1 and 2 Substances Hazardous to health and the environment 2) Percentage of such products that have been subjected to a risk evaluation	Quantitative	% as per revenue and %	RT-CH-410b.1	These indicators will be reported in the next few years		
	Discussion of the strategy to: 1) Manage the concerns related to chemical products 2) Develop alternatives to reduce their human and/or environmental impact	Discussion and analysis	n/a	RT-CH-410b.2	These indicators will be reported in the next few years		
Genetically Modified Organisms	Percentage of products as per revenue containing Genetically Modified Organisms (GMO)	Quantitative	% as per revenue	RT-CH-410c.1	These indicators will be reported in the next few years		
Management of Regulatory Frameworks	Discussion of the corporate positions regarding regulations and/or proposed government policies pertaining to the environment and social factors that affect the industry	Discussion and analysis	n/a	RT-CH-530a.1	These indicators will be reported in the next few years		
Emergency Response Preparedness and Operational Safety	Process Safety Incidents (PSI), Total Rate of Process Safety Incidents (TRPSI), and Severity Rate of Process Safety Incidents (SRPSI)	Quantitative	Number and rate	RT-CH-540a.1	These indicators will be reported in the next few years		
	Number of transportation incidents	Quantitative	Number	RT-CH-540a.2	These indicators will be reported in the next few years		

Metric of the Activity	Category	Unit of Measure	SASB Code	Page or Report
Production as per reportable segment	Quantitative	m3 and/or t	RT-CH-000.A	These indicators will be reported in the next few years



Independent verification statement





INDEPENDENT VERIFICATION STATEMENT - BUREAU VERITAS



INTRODUCTION

Bureau Veritas Certification Brazil (Bureau Veritas) has been contracted by Vittia Fertilizantes e Biológicos S.A. (Vittia) to conduct an independent verification of its 2021 Sustainability Report (henceforth simply called the "Report").

The information published in the report is the full responsibility of Vittia's Senior Management. Our responsibility is defined according to the scope below.

SCOPE OF WORK

The scope of the current verification has covered the standards and Principles of the Global Reporting Initiative™ for Sustainability Reports, including the specific indicators set by the Sustainability Accounting Standards Board (SASB), and refers to the rendering of accounts in the period from January 01 to December 31, 2021.

VITTIA'S AND BUREAU VERITAS' RESPONSIBILITIES

The elaboration, presentation and content of the Report are the full responsibility of Vittia's Senior Management. Bureau Veritas is responsible for providing an independent opinion to Stakeholders, according to the scope of work defined in the current statement.

METHODOLOGY

The verification contemplated the following activities:

1. Interviews with the persons responsible for the material topics and for the Report's content;
2. Remote verification of Vittia's corporate processes and operational units (São Joaquim da Barra and Patos de Minas);
3. Analysis of the documental evidence submitted by Vittia for the period covered by the Report (2021);
4. Evaluation of the systems utilized to collect data;
5. Analysis of the stakeholder engagement activities developed by Vittia;
6. Evaluation of the systematic utilized to determine the material aspects included in the Report, considering the sustainability context and breadth of the published information.

The Limited verification level has been adopted, according to the requirements of Norm ISAE 3002, incorporated into Bureau Veritas' internal verification protocols.

1. Materiality, Stakeholder Inclusion, Sustainability Context, Completeness, Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability.
2. International Standard on Assurance Engagements 3000 – Assurance Engagements other than Audits or Reviews of Historical Financial Information



LIMITATIONS AND EXCLUSIONS

Any information evaluation related to the following has been excluded from the current verification:

- Activities outside the reported period;
- Statements on Vittia's corporate positioning (expression of opinions, beliefs, and future objectives or intents);
- Accuracy of the economic and financial data contained in the current Report, taken from financial statements verified by independent auditors;
- Inventory of Greenhouse Gas (GHG) emissions externally verified through an independent process;
- Data and information on affiliated companies, over which Vittia does not have any operational control.

The following limitations apply to the current verification:

- Data reliability has been verified through sampling, and exclusively in view of the information and data related to the material topics presented in the Report;
- The economic information presented in the Report has been specifically verified in view of the GRI principles of Balance and Completeness.

OPINION ABOUT THE REPORT AND THE VERIFICATION PROCESS

- During the verification process we have ascertained a reliable collection and consolidation systematic of the data mentioned in the Report. The persons responsible for the material topics, and who responded to the verification, have demonstrated to have adequate knowledge on indicators and the Report elaboration process;
- Vittia revised its Materiality Matrix in 2021, with the purpose of updating the topics and their operational focus. Our opinion is that the adopted method has enabled them to elaborate a Report that deals in a well-balanced manner with the main impacts of the company's activities. However, the Report does not fully contemplate information on the definition of their stakeholder groups and corporate engagement forms with them (engagement approach and frequency), and it does not deal either with all the material topics indicated in the study review;
- The data submitted to comply with indicators 302-1, 302-2, 305-2, 305-3, and 305-4 of GRI are a part of Vittia's Inventory of Greenhouse Gas (GHG) emissions certified by a third party in 2021, based on Norm NBR ISO 14.064-1/07;
- We have verified that Vittia elaborates a mapping of the main impacts, risks, and opportunities of its operations. However, it is not categorized so as to specifically enable analyzing corporate economic, environmental, and social risks;
- We have verified that Vittia employs the Stratwv One system to perform water consumption monitoring in its units, and that they have absorbed and/or reutilized 100% of the captured volume;
- It has been verified that Vittia does not report data on Operational Safety and Emergency Response Preparedness, considering that process safety incident values are currently not available;
- Vittia has demonstrated to use a risk analysis methodology during its product development process, in which 100% of products bear a technical specification and orientations on consumer health and safety;





- Vittia has reported information on local suppliers, but we have verified that the company does not have a system to manage the local suppliers topic;
- We have verified that Vittia has published information on indicator 413-1 (social field). However, we have not found any impact evaluation data and information, in addition to formal complaint processes available to local communities (neighboring areas as a whole). Actions towards local communities are only timely developed.
- We have verified the development of a 2030 ESG Agenda, which will count on items such as governance, structuring of involved areas, and assignment of responsibilities, in order to deal with the several topics pertaining to Vittia Group;
- It is our understanding that sufficient indicators have been reported to comply with the Essential option of the GRI Sustainability Reporting Standards.

RECOMMENDATIONS

- To define and disclose its stakeholder groups and engagement forms with them, considering corporate engagement approach and frequency (GRI 102-42 and 102-43);
- To submit indicators related to material topics Innovation, Technology and Digital Revolution, Human Rights, and Biodiversity;
- To report in a more objective way the corporate economic, environmental, and social risk management model, according to the reporting recommendations mentioned in indicator GRI1102-15;
- To submit information on Operational Safety and Emergency Response Preparedness, considering the premises mentioned in indicators SASB RT-CH-540a.1, RT-CH- 540a.2;
- To submit the corporate management approach adopted for topic Supply Chain, and indicators related to local suppliers, according to the reporting requirements set in indicator 204-1 and 102-9;
- To more clearly submit a report on significant air emissions and a critical analysis on Vittia's performance as regards achieved results, according to the premises mentioned in indicators GRI 305-7 and GRI1103 – Management Approach;
To submit a report on risk identification, local community mapping, and communication channel for local communities (neighboring areas as a whole), according to indicator GRI 413-1.

CONCLUSION

As a consequence of our verification process, we have not become aware of anything that might indicate that:

- The information provided in the Report is not well-balanced, consistent, and reliable;
- Vittia has not established adequate systems to collect, compile, and analyze the quantitative and qualitative data submitted in the Report;
- The Report fails to adhere to the Principles to define content and quality as established in the GRI sustainability reporting standards, and that it fails to comply with the criteria of the Essential option.

DECLARATION OF INDEPENDENCE AND IMPARTIALITY

Bureau Veritas Certification is an independent company that provides specialized and professional Quality, Health, Safety, Social, and Environmental Management Assessment services, with more than 185 years of experience in providing independent assessment services.

Bureau Veritas has implemented and applied a Code of Ethics in all of its business practices to make sure its collaborators comply with the highest standards in their daily activities. We take special care to prevent any conflict of interest.

Our verification team does not hold any other bond with Vittia, except for conducting an independent verification of its Sustainability Report. We understand there is no conflict between the others services Bureau Veritas provides and the current verification performed by our team.

The team that has conducted the current verification on behalf of Vittia has a comprehensive knowledge on assessing information and systems related to the environmental, social, health, safety, and ethical topics, which together with their experience in those areas, enable us to have a clear understanding on the submission and verification of good corporate responsibility practices.

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Sao Paulo, May 2022.

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We would like to thank the support and dedication of Vittia's corporate and industrial areas when collecting and adapting the information contained in the current document.

Combustech's web-based system has been used to collect data on the GRI indicators submitted in the current report.





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