

SUSTAINABILITY

The seed of our responsible business

Rovensa ESG Performance FY 2019/2020



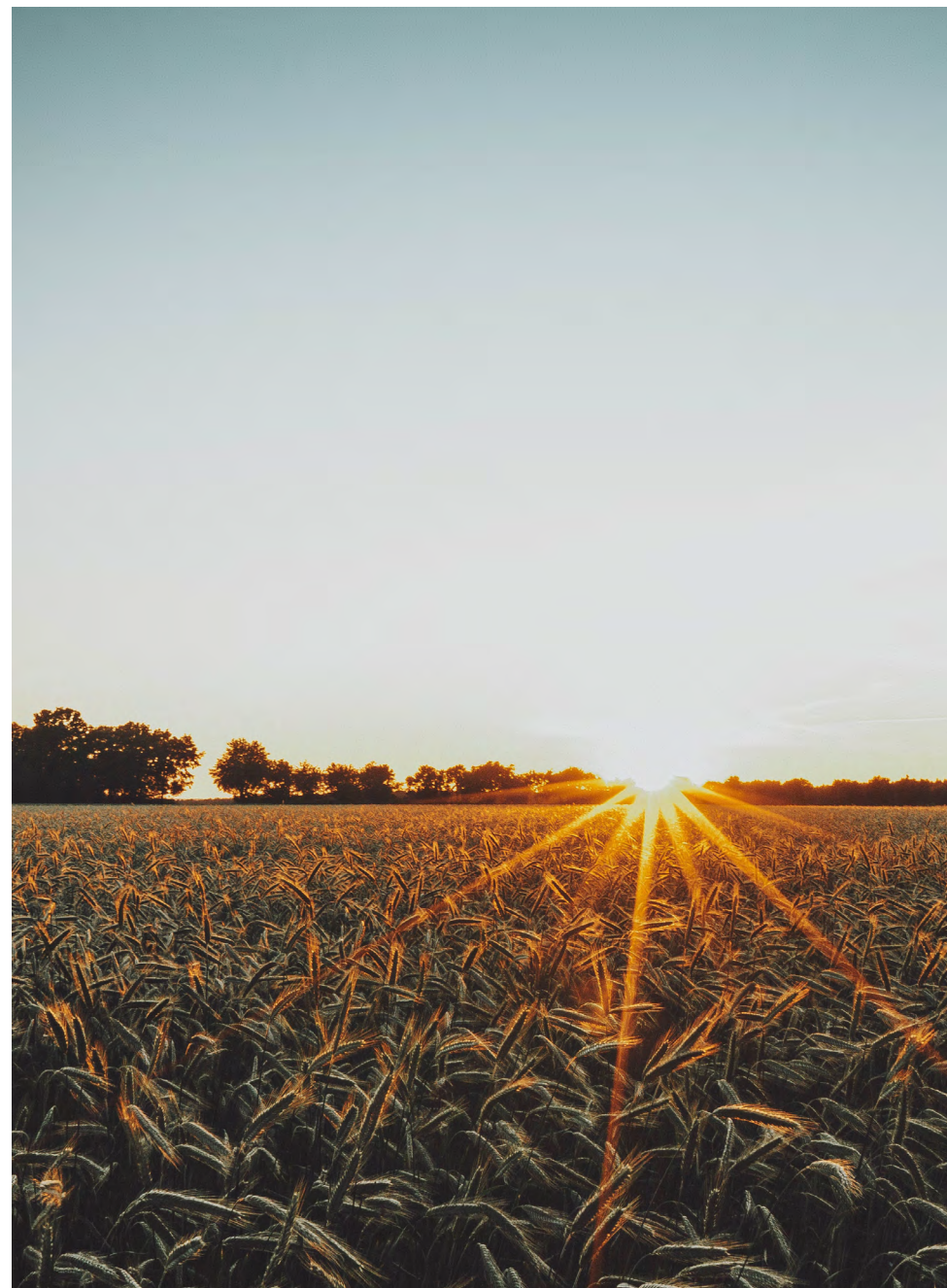
ROVENSA

— WELL BALANCED AGRICULTURE —



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ABOUT THIS REPORT

“SUSTAINABILITY- The seed of our responsible business” marks Rovensa’s first public sustainability disclosure. It explains our accountability to stakeholders and materializes our commitment included in Rovensa’s Sustainability Policy: communicate the Group’s ESG impacts and performance. Also, this report establishes the baseline year to track our ESG performance going forward.

This report also marks the first time that Rovensa as a Group communicates its progress (Communication on Progress- CoP) towards United Nations Global Compact’s (UNGC) Ten Universal Principles on human rights, labor, environment and anti-corruption.

The Content

This report’s content is based on the ESG issues deemed relevant in Rovensa’s materiality matrix developed in 2020. It outlines the critical ESG issues and the starting point for tracking ESG progress at Group level. It also highlights the contribution of our mission of feeding the planet to Sustainable Development Goals (SDG) set out in United Nations 2030 Agenda.

The Scope

The information and data of this report refer to the fiscal year 2019/2020, thus, from July 1, 2019 to June 30, 2020. This report only considers acquisitions made before the fiscal year 2019/2020. The environmental data focuses specifically on the performance of our seven industrial plants, as their environmental impact is more relevant than

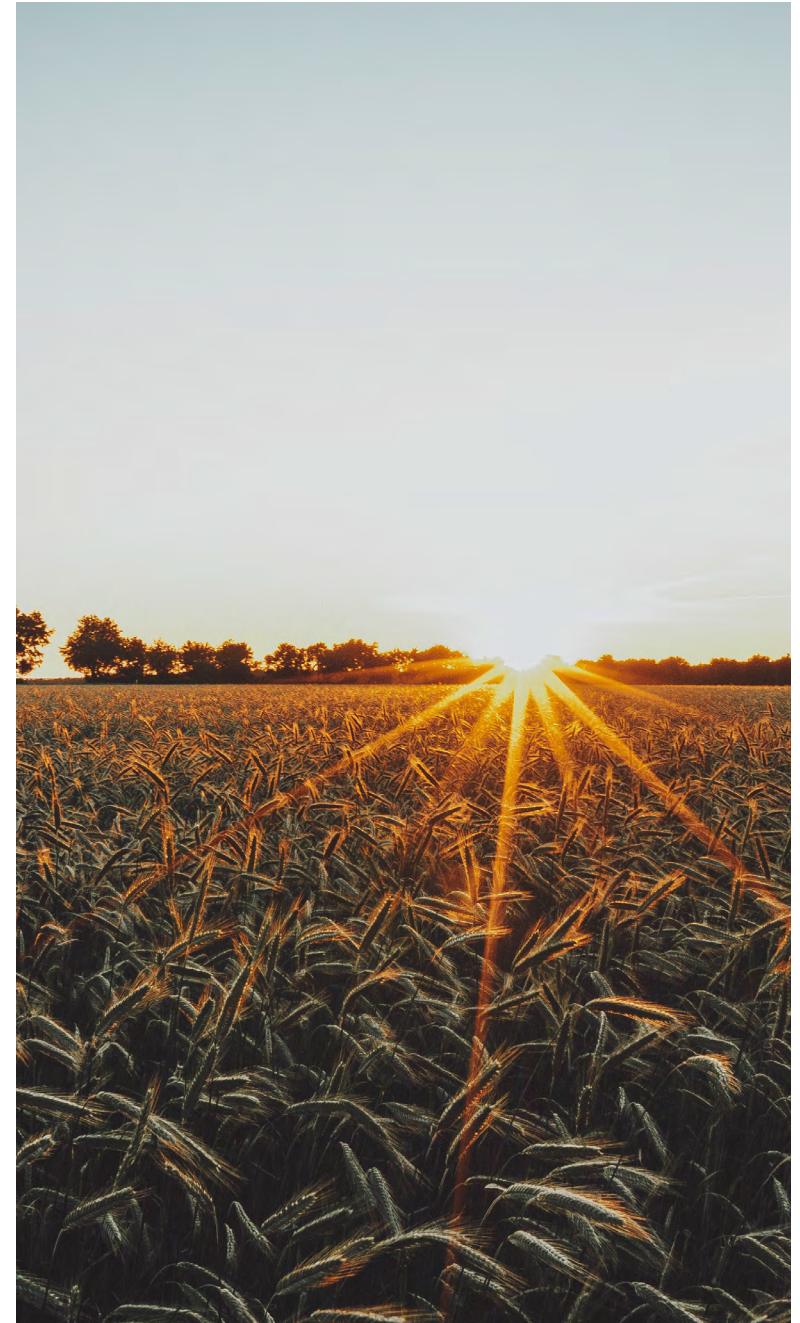
that of our offices. The health and safety data also have a specific scope, including our industrial sites, and Portugal and Spain’s offices. All scope specifications and exceptions are presented in the notes table at the end of this report.

Sustainability Frameworks

This document is ‘Global Reporting Initiative (GRI) - referenced’, as it has been prepared in line with GRI Standards content and quality principles, guiding us to choose the right information to disclose and ensuring information accuracy, clarity and reliability. We also selected specific GRI Standards for measuring our performance for some material issues. Whenever the external standards were not adequate to our business profile, we used our own ESG Key Performance Indicators (KPIs). This document is also the basis for reporting Rovensa’s CoP towards UNGC Ten Universal Principles, for level “Active”, making it the fundamental basis for sharing this kind of information with our stakeholders. A GRI/CoP table is provided in this report’s Appendix.

The Approval Process

This report was created by Rovensa Sustainability Lead, in strong collaboration with Sustainability Cross-Functional Team, and was verified and approved by Rovensa’s Executive Committee (CD). The report was not subject to external audit.





LETTER FROM CEO

We are living on a planet with fast-paced transformations and enormously impacted by climate change. Climate change is a huge challenge, it seriously harms agriculture productions, and it increases pressure on land and water resources, while reducing yield growth and destroying biodiversity. On top of this, global population is expected to rise to 9.73 billion by 2050, and global agricultural production will have to grow by 70% to meet food demand.

Feeding a growing global population in an equitable way, protecting health and preserving the environment is a global, vital and common priority which will condition the future of social peace and life on this planet.

As one of the global leaders in sustainable solutions for agriculture, we are determined to be part of the solution. We aim to contribute to Agenda 2030 by transforming the food production system through a sustainable intensification of agriculture that contributes to eliminate hunger, achieves food security and improves nutrition worldwide. We aim to have a positive impact on three main Sustainable Development Goals (SDGs): Zero Hunger, Responsible Consumption and Production, while preserving Life on Land.

To overcome these world challenges, all our business units – Bio Nutrition, Bio Control and Crop Protection - have a fundamental role to play. Crop protection is creating new sustainable protection solutions, while Bio Nutrition is increasing plant resilience and growing potential, and Bio Control continues their brilliant walk in giving back to nature what nature is giving us to protect the crops.

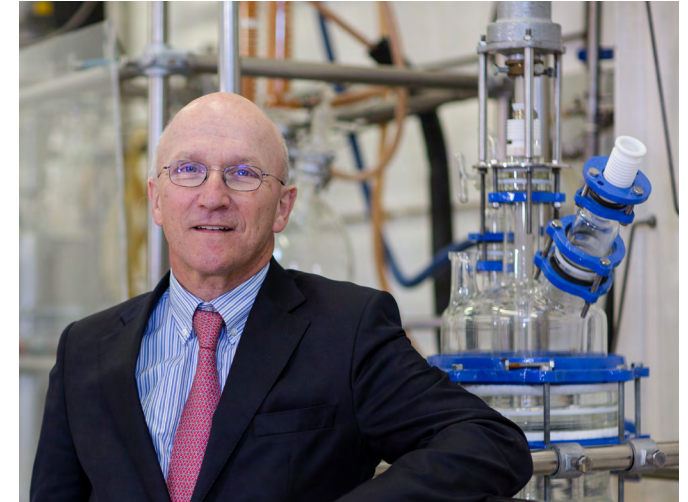
We are accelerating our sustainable solutions portfolio, in alignment with Green Deal and Farm to Fork Strategy, to contribute towards Zero Hunger. Our R&D and regulatory expertise puts us in a distinctive position to lead the change in agriculture, insofar as we are continuously developing

the most innovative solutions for farmers, with no negative impacts on the environment and on human health.

For Rovensa, fighting climate change and protecting the environment is critical and vital. On one hand, we are focusing on developing and offering agricultural solutions that protect the environment and preserve the global biodiversity, and on the other, we are striving internally to contribute to a net zero economy. In this context, we are acting in all our production sites and offices to make an efficient use of natural resources to mitigate environmental impacts, we are working closely with our suppliers to respect our sustainability-oriented criteria, we are optimizing our logistics to decrease its carbon footprint and we defined health and safety as an absolute priority.

Rovensa intends to be recognized not only for its sustainable solutions for agriculture, but also for its way of doing business. As a global company, Rovensa has a civic and social responsibility that we will assume and respect.

I am pleased to confirm that Rovensa reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.



“Feeding a growing global population on an equitable way, protecting health and preserving environment is a global, vital and common priority from which depends the future of social peace and life on this planet.”

Eric van Innis,
Rovensa CEO



ABOUT ROVENSA GROUP

Rovensa Group is an international player in the agriculture industry, with an extensive history, experience and knowledge in the sector. It started its business in 1926 by exploiting pyrite mines in Portugal. After some years, it began its agriculture activity by using pyrite ash as a critical ingredient to produce fertilizers.

Over almost 95 years, it has progressively expanded its production to other agricultural solutions and geographies.

Rovensa is now one of the global leaders in sustainable solutions for agriculture with physical presence in 29 countries and products sold in more than 70 countries worldwide. It serves growers and farmers with one of the most robust portfolios of trusted, high quality and innovative solutions for plant health & care, with a lower impact on the environment.

We are a group of complementary companies that aim to shape how food producers can do more with less, making agriculture more productive and sustainable, and allowing consumers to have safe, healthy and nutritious food.

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

OUR MISSION

**is to feed
the planet**

- Developing product solutions and agronomic concepts to improve the quality and yield of plants and crops;
- Providing tailored and environmentally friendly crop input;
- Supporting the health and care of plants through the whole development cycle;
- Contributing to the sustainability of global agriculture.

OUR VISION

- Be a reference provider of customized solutions with a broad and independent portfolio, and an efficient go-to-market strategy;
- Supported by technological excellence, client and commercial commitment, distinctive professional capabilities and high ethical standards;
- Achieving sustainable growth based on respect for the environment and consumer health.

OUR VALUES

S
STRIVING

E
EMPOWERMENT

E
ETHICS

D
DEDICATION



BUSINESS UNITS OVERVIEW

Rovensa Group has three main business units that integrate several companies which offer a complementary portfolio of solutions with a common objective: to support a Well Balanced Agriculture.

Well Balanced Agriculture

All business units of Rovensa provide crop strategy programs and services, adapted for all to local specific needs, covering most of the plant input spectrum in world core markets.

Bio Nutrition

is the business unit led by TRADECORP, a global reference in the development and manufacture of premier innovative Biostimulation solutions and Crop Nutrition specialities, which are marketed in over 60 countries worldwide. Tradecorp provides a comprehensive, premium portfolio of products globally adapted to local agronomic conditions and needs. This selection comprises solutions such as biostimulants, chelates and precision foliar fertilizers.



Bio Control

is the business unit led by IDAI NATURE, a benchmark in disruptive and innovative Biocontrol solutions, based on botanical and mineral extracts, developing and commercializing them in more than 40 countries worldwide.



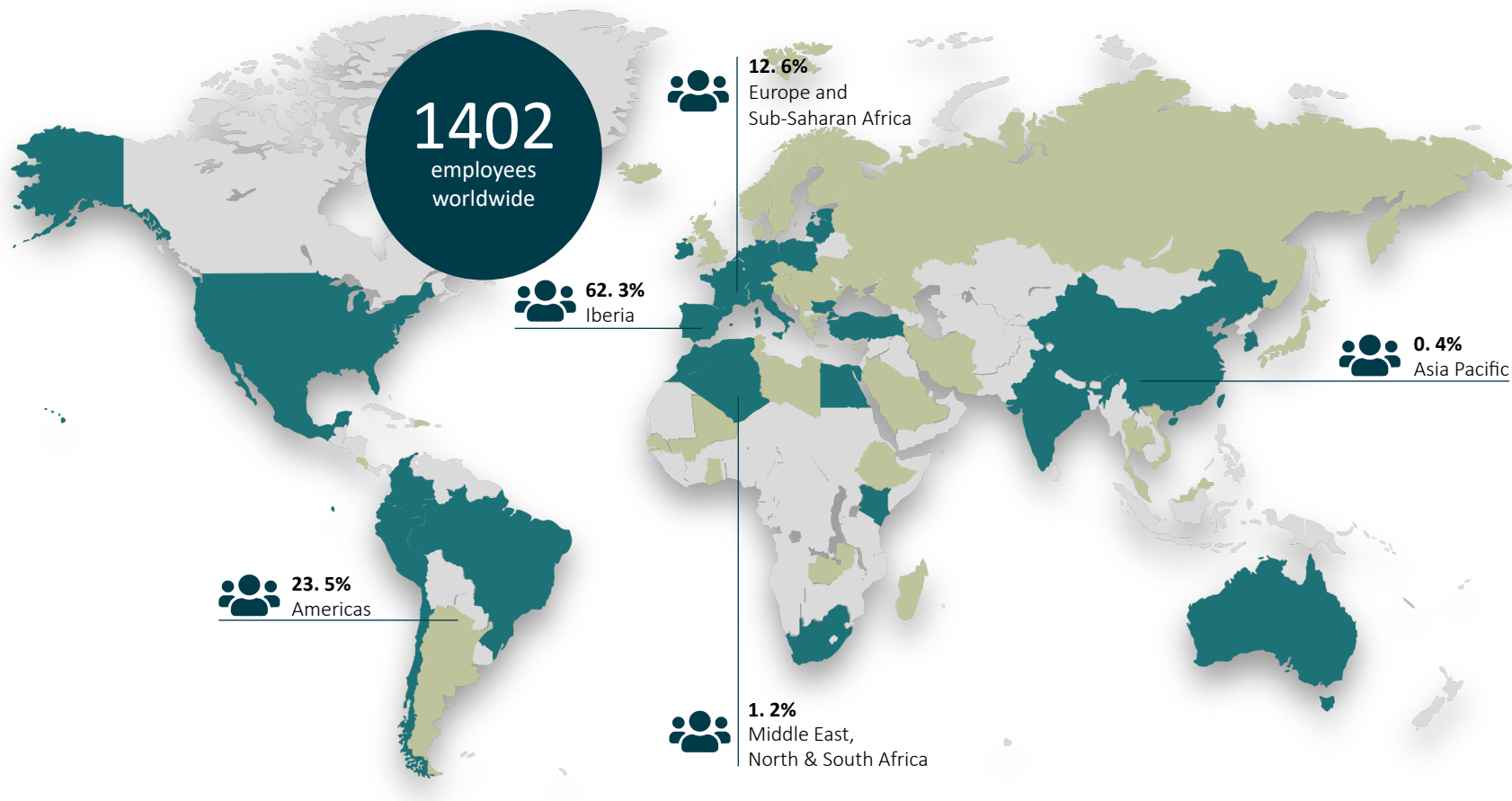
Crop Protection

is the business unit led by ASCENZA, an independent player in the off-patented crop protection solutions in South-European, Brazilian and Mexican markets, with a leading position in Iberia. Our business in Iberia includes the brands ASCENZA and Selectis in Portugal and Spain.





OUR GLOBAL FOOTPRINT



FY2019/2020 in review

AT A GLANCE

€ 348 M
net sales

29
countries in which we have
physical presence

+ 80
worldwide countries in
which we sell our products

7
production operations in
Brazil, France, Ireland,
Portugal and Spain

20
R&D Experimental Centers
and Laboratories

The background of the slide features a close-up of a human hand on the left, cupping a small seed. To the right, a young green plant with two leaves is growing out of dark, rich soil. The overall lighting is soft and natural, emphasizing the theme of growth and sustainability.

SUSTAINABILITY

The seed of our responsible business

Feeding a growing global population while protecting and preserving the planet is a huge challenge, but we believe it is possible to increase the food production in a sustainable, environmentally, and responsible way.

To reverse the trends that lead to natural resources degradation and biodiversity loss, we are bringing together our knowledge, technical expertise and innovation to help farmers to produce more and healthier food in a sustainable way.

We are striving to deliver the most innovative agricultural solutions for the farmers, environment and human health.

We are determined to contribute to Agenda 2030 by transforming food production system through a sustainable agriculture that contributes to eliminate hunger, achieve food safety and improve nutrition worldwide.

We aim to have a positive impact on three main Sustainable Development Goals – Zero Hunger, Responsible Consumption and Production, while preserving Life on Land.



MEGATRENDS

Overcoming world challenges requires a clear strategy and an adaptable business model. We have identified key megatrends that will impact and transform our business as well as agriculture:

- In 2050 the world population is expected to rise to 9.73 billion people.^[1]
- Global agricultural production will have to grow by 70% by 2050.^[2]
- An estimated 25.9% of the global population – 2 billion people – were affected by moderate or severe food insecurity in 2019.^[3]
- Two billion hectares of land on Earth are degraded, affecting some 3.2 billion people, driving species to extinction and intensifying climate change.^[4]
- This demands an increase in the productivity of what we grow, since only 12% of the land is suitable for agriculture.^[5]

These trends help us understand where the world is headed. They allow us to adapt, reinvent our future and positively impact world sustainable development. Megatrends guide Rovensa as it searches for new opportunities to shape the food production system and promote sustainable agriculture.

GROWING WORLD POPULATION

 **9.73 billion**
the world population is expected to grow by 2050




INCREASE OF FOOD PRODUCTION

 **70%**
global agriculture production will have to grow by 2050



DECREASE IN ARABLE LAND

 **2 billion**
hectares of land on Earth area degraded





UN SUSTAINABLE DEVELOPMENT GOALS

As a global leader in sustainable solutions for agriculture, we focus our efforts to contribute to three of the seventeen Sustainable Development Goals (SDGs) that enable us to have a more significant positive impact. These three SDGs are most connected to our purposeful mission of feeding the planet through healthy and safe solutions. We provide globally a vast array of solutions for sustainable agriculture that can contribute to eliminate hunger and ensure a sustainable food production pattern that makes a responsible use of natural resources.

We recognize our responsibility to contribute to these three SDGs - Zero Hunger, Responsible Consumption And Production, and Life on Land – and to remain committed to driving progress on selected goals that are closely aligned with our Group's mission.

15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, halt and reverse land degradation, and halt biodiversity loss.

12. Ensure sustainable consumption and production patterns.



Our Contribution

- Feeding the planet, through healthy and safe solutions, enabling a balanced and sustainable agriculture;
- Shape the way farmers can do more with less, and consumers have daily better products;
- Help a world facing an exponential growth of nutrition challenges, due to overpopulation, climate change and declining of planet resources.

2. End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.



DRIVING SHARED VALUE CREATION

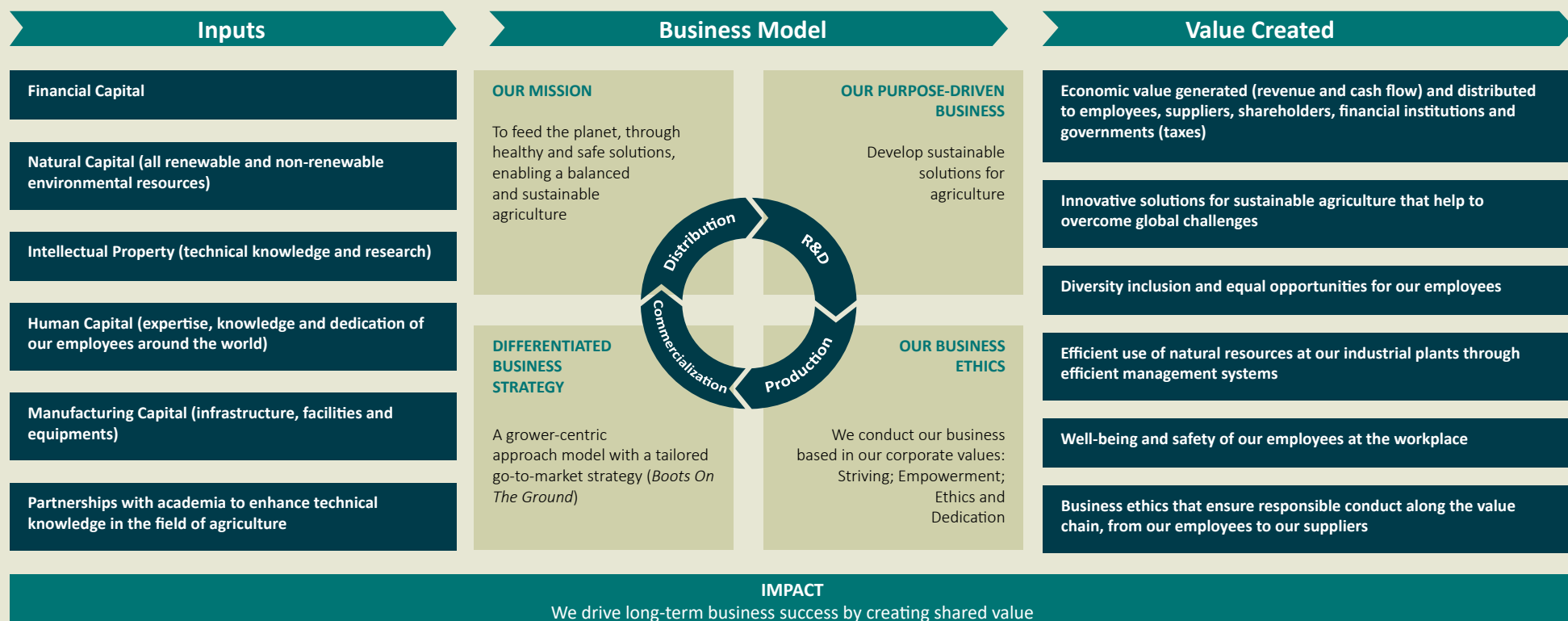
When contributing to the Agenda 2030, we aim to create long-term value for all our stakeholders. We strive to deliver value that benefits distributors, growers, farmers, employees, suppliers and society in general.

Providing a growing world population with safe, healthy, and nutritious food is the purpose of our business. We are focused on transforming the food production system towards a more sustainable model to guarantee that agriculture meets the needs

of present and future generations, while safeguarding environmental health, social and economic equity. We intend to have a positive impact in all dimensions of sustainability: environmental, social and economic.

HOW WE CREATE VALUE

The overview provides examples of how we create value for all our stakeholders. The figure is adapted from the framework of the International Integrated Reporting Council (IIRC).





From an economic perspective, with € 348 million of net sales in the fiscal year 2019/2020, our Group is a major contributor to different regions of world economy.

Our financial performance shows the monetary value created by our business, which generate and distribute economic value for our suppliers, employees, governments, providers of capital, local communities in the countries in which our Group operates.

Economic impact and performance	
Economic value generated and shared (Unit Euros)	
Direct economic value generated (devg): Revenues	348,593,908
Net sales	347,615,740
Revenues from financial investments	439,085
Interest on financial loans	439,085
Dividends from shareholdings	0
Royalties	0
Direct income generated from assets, such as property rental	0
Revenues from Sales of assets	539,083
Physical assets, such as property, infrastructure, and equipment	539,083
Intangibles, such as intellectual property rights, designs, and brand names	0
Direct economic value distributed (devd): Operating costs	323,322,399
Payments to suppliers	216,327,659
Employees' wages and benefits	69,826,704
Payments to governments (taxes)	10,291,568
Payments to providers of capital	26,876,468
Community investment	0.007175
Direct economic value retained (devg-devd)	25,271,509

OUR APPROACH

Taking steps for a meaningful impact

Sustainability is a core part of our strategy.

We aim to make the most meaningful impact on the food production systems and on agriculture by ensuring that we can feed a growing population and protect the

planet in the present for future generations. We foster to catalyze positive impact throughout sustainable agriculture and a sustainable use of the planet's resources.





OUR SUSTAINABILITY POLICY

Our approach to sustainability has started by looking inwards. In 2019, Rovensa has issued a Group Sustainability Policy, in which we commit to:

ENVIRONMENT

- Continuously undertake actions to minimize our impact on the environment.
- We will address not only our consumption of resources as well as our emissions to the environment. This includes actions that will reduce our environmental footprint, but also actions to offset and compensate for this.

SOCIAL

- Looking after the well-being and safety of our employees and to treating and managing them in a fair and respectful way. We will ensure that our employment practices are aligned with local legislation and international standards and beyond that, continuously seek to implement policies and people management practices that are best-in-class.
- Contributing to society, especially on those in which we are located, in order to contribute to its well-being and its development, both through our employment practices and actions we will undertake to address their specific needs.

GOVERNANCE

- Establishing and maintaining the appropriate structures, procedures and controls required to identify and manage critical business risks. These actions must cover internal risks as well as external ones pertaining to our stakeholders. We will also ensure at all times that compliance to our code of conduct and all local and international laws and regulations is respected.
- Ensuring we establish and maintain good working relationships with all our stakeholders, and promote our policy with them. We will influence them to adopt our principles where we can.
- Ensuring our internal and external reporting is transparent and meets our obligations as a business.

See our [Sustainability Policy](#)

“

Rovensa Sustainability is not the property of the CEO or a group of managers, it must be the property of all employees of the company whatever the responsibility or wherever the place of work.

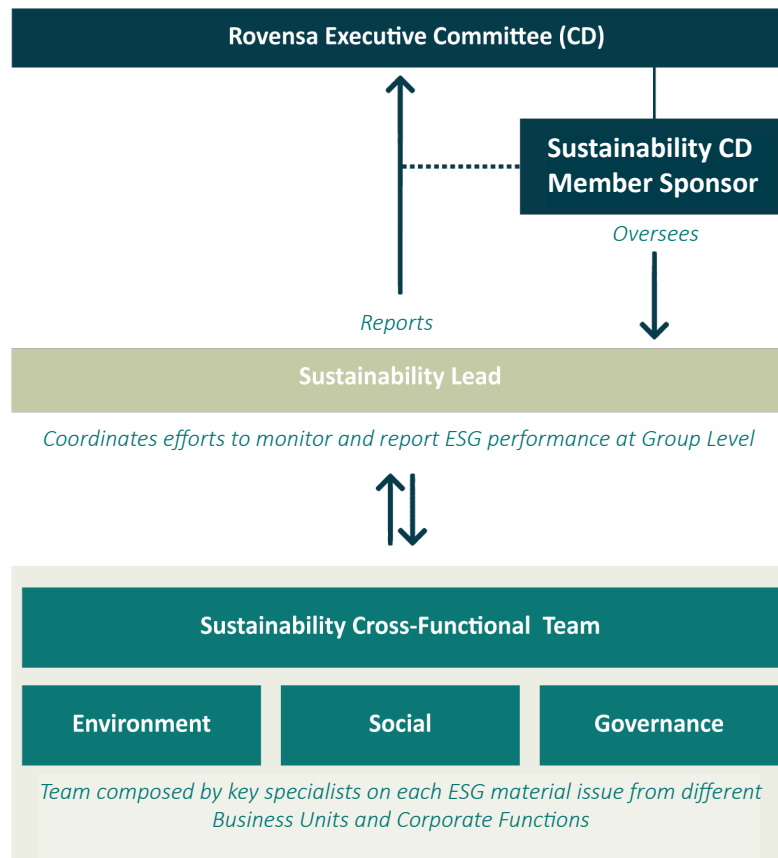
The Sustainability Policy is not locked up on a piece of paper, but it needs to be owned by everybody. This individual ownership principle of our Sustainability Policy is basic and fundamental to make it dynamic, present, lived and a reality of our daily life.

Eric van Innis, Rovensa CEO

OUR SUSTAINABILITY GOVERNANCE

Once we recognize that sustainability is a responsibility shared by all, we seek to involve all levels of the organization in the development of the sustainability strategy, working towards common goals, and taking the actions needed.

In this context, Rovensa Executive Committee has approved, in 2020, a Sustainability Governance model:



- **Rovensa Executive Committee (CD)** is the executive decision-making body on all ESG matters. To enable the sustainability transformation at Group level, Rovensa Executive Committee embeds sustainability in its corporate strategic agenda, in order to discuss and update ESG progress. In fiscal year 2019/2020, the Executive Committee members were actively involved in the development of our ESG program, including the definition of ESG material issues and Key Performance Indicators (KPIs) prioritization. During this fiscal year, ESG issues and Rovensa Sustainability journey were discussed at 60% of Executive Committee monthly meetings.
- **The Sustainability CD Member Sponsor** ensures alignment between the Rovensa Executive Committee and work done by the Sustainability Lead.
- **The Sustainability Lead** reports to the **Sustainability CD Member Sponsor (CHRO)** the Group's progress in sustainability matters. Accountable to provide information, and clarification if needed, to Rovensa CD about the Group's ESG KPI's progress and action plans proposed by the **Sustainability Cross-Functional Team**. The Sustainability Lead is also responsible for publishing Rovensa's annual Sustainability Report, and for building and supporting a culture of sustainability within the Group, ensuring targets are set and monitoring the progress done to meet those targets.
- **The Sustainability Cross-Functional Team** brings a mix of informed perspectives that enable effective long-term decision making. The team is composed by key specialists with technical expertise on various ESG material issues, from different Business Units and Corporate Functions. This Cross-Functional team is responsible to recommend and implement appropriate action plans to meet the Group's sustainability commitments.

This sustainability governance model will support the accomplishment of Rovensa's ESG commitments and aspirations.



OUR MATERIALITY

In 2020, we conducted a materiality assessment to acknowledge relevant environmental, social, and governance issues to identify focus areas. This allowed us to concentrate our efforts in the areas where we can positively impact and identify relevant opportunities to support business growth.

The materiality process started with a desk research that took into account a wide range of internal and external sources. Among them were included international reporting frameworks, such as Global Reporting Initiative

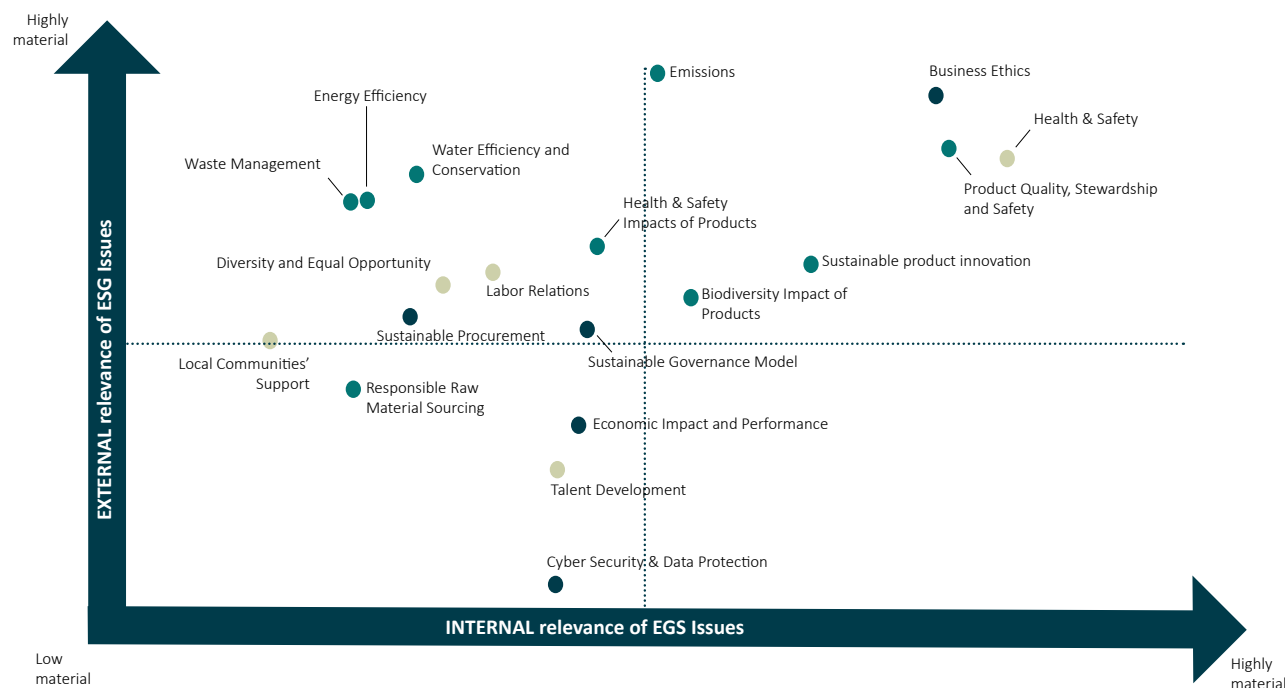
(GRI), United Nations Global Compact (UNGC) and Sustainability Accounting Standards Board (SASB), and also ESG reports, and Public Policy Strategies relevant to our industry. We analyzed over 60 ESG issues and merged them into 19 issues.

These final 19 ESG issues were evaluated and ranked by our shareholder and Rovensa Executive Committee. Simultaneously, we have also integrated the external perspective by developing a multistakeholder approach based on the relevance that these issues

have for the industry players and international reporting standards (such as GRI Chemicals, SASB, Global Compact).

Based on these inputs, results were discussed and validated by Rovensa Executive Committee – and are reflected in the materiality matrix below.

This materiality matrix helps us to prioritize our ESG material issues and shape our sustainability impact journey.



In this report, we disclose information regarding the performance of the following 15 ESG material issues during Rovensa's fiscal year 2019/2020:

Environment

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

Social

- Diversity and Equal Opportunity
- Labor Relations
- Talent Development
- Health & Safety

Governance

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

ESG PERFORMANCE

Leading with sustainable impact



ENVIRONMENT



SOCIAL



GOVERNANCE



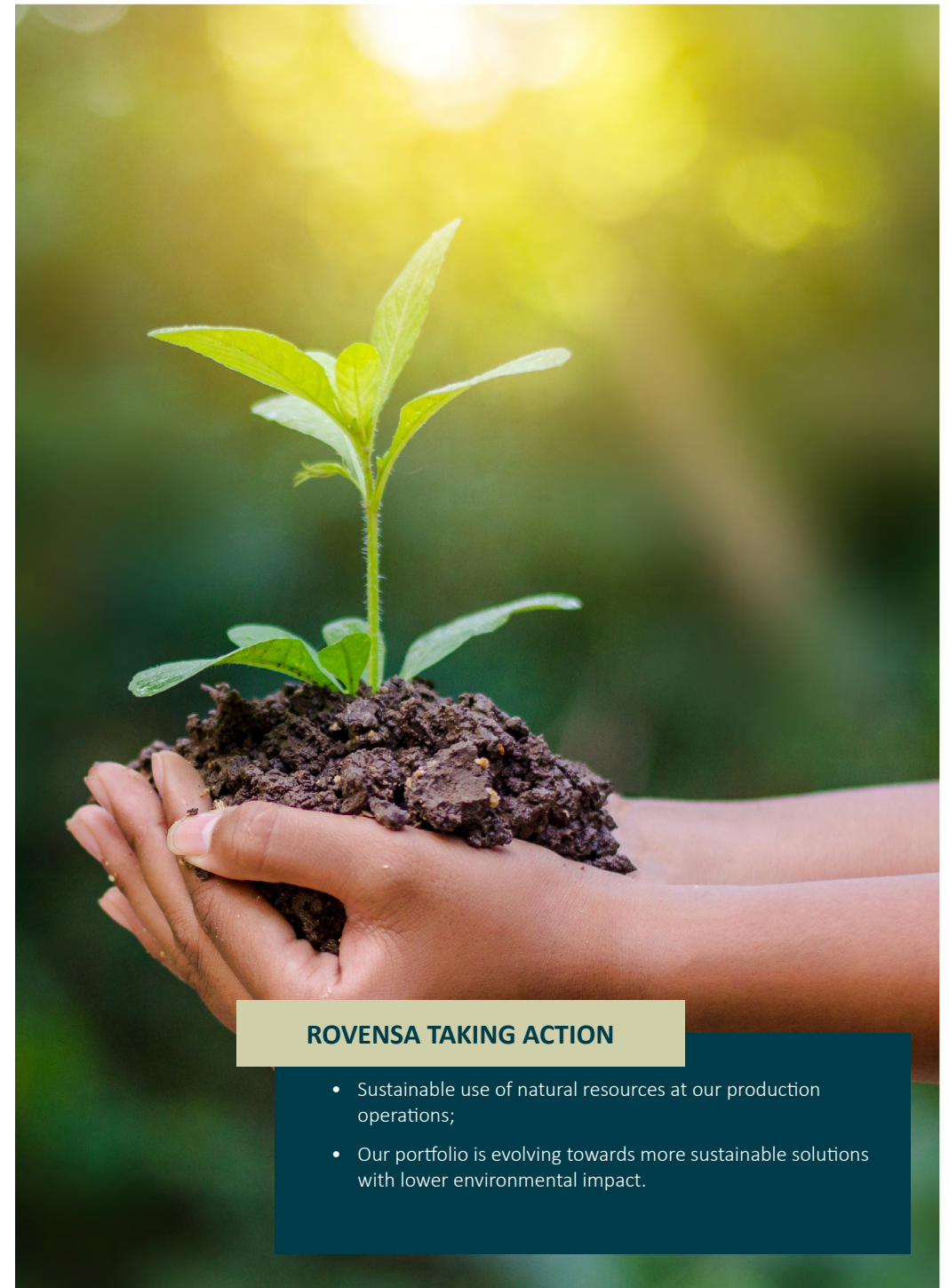
ENVIRONMENTAL PERFORMANCE

Climate change is a huge challenge that affects agriculture and threatens food quality and quantity. It will increase pressure on land and water resources while reducing yield growth. As one of the global leaders in sustainable solutions for agriculture, we have the opportunity to be part of the solution. We are deeply connected to our mission of feeding the planet while protecting and preserving it. We are striving to develop the most innovative agricultural solutions for the environment, farmers and human health.

To meet the expected increase of global food production, the agribusiness needs to shift to more sustainable production patterns. That's why, at our industrial sites worldwide, we strive to use natural resources efficiently, improve our operational costs, mitigate risks, and we also strengthen our ability to adapt to new environmental regulations and international frameworks quickly.

ESG material issues addressed in this section:

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



ROVENSA TAKING ACTION

- Sustainable use of natural resources at our production operations;
- Our portfolio is evolving towards more sustainable solutions with lower environmental impact.



OUR PRODUCTION OPERATIONS

We are determined to ensure a sustainable production pattern at our industrial sites by reducing energy consumption, emissions, waste generation and water usage. We work continuously to reduce the environmental impact of our business activities at our industrial sites.

To improve our environmental performance, we voluntarily and proactively implement and certify our industrial sites management systems, which guarantee that our business processes are aligned with the most relevant international frameworks' standards (e.g. ISO 14001- Environmental Management System, ISO 50001- Energy Management Systems and EMAS- EU Eco- Management and Audit Scheme).

4 out of 7

of our industrial plants have an external certification that safeguard that their management systems comply with recognized international standards

In this section, the scope of the environmental information disclosed includes our seven industrial plants located in Portugal (Setúbal), Spain (Valencia, Albacete and Sanchidrián), Brazil (Campinas), Ireland (Kilcar) and France (Laon). The office facilities are thus not included in the figures yet. Shortly, the Sustainability Information System (SIS) that is being developed will allow us to present the Group's environmental performance for 100% of our production operations. Within SIS we have set the fiscal year 19/20 as the base year for benchmark our future performance.



ROVENSA TAKING ACTION

- 100% environmental legal compliance;
- Improving our environmental performance by monitoring our consumption, studying and implementing investment opportunities in our industrial sites, and the environmental management;
- Increasing our competitiveness by improving our operational costs and mitigating risks;
- Creating synergies and standardizing the management model, information system and data assessment between our industrial sites.



ENERGY EFFICIENCY AND EMISSIONS

We strive to monitor and reduce our energy consumption and our emissions closely. We use appropriate management systems, processes, and equipment to guarantee the highest efficiency level at our industrial plants.

In Portugal, for instance, our industrial site in Setúbal has an energy management system certified by ISO 50001 that helps to identify potential energy savings in existing or new production processes. Setúbal, Albacete, Sanchidrián and Valencia are accredited by ISO 14001. Valencia has EMAS.

We are now working to gather information at Group level for energy and emissions to follow a standard approach throughout all industrial sites.

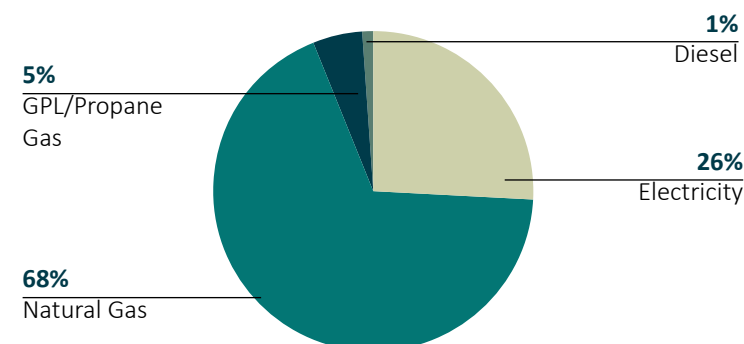
Our industrial plants belong to an energy-intensive industry. The energy needs of our operations depend on the production processes in course. In the fiscal year 2019/20, our energy intensity ratio^[6] was 3.2 GJ/ ML, with a total energy consumption of 175,267 GJ. The main source of energy consumed was natural gas, which represents 68%, and electricity, 26%.

The most significant percentage of consumed energy corresponds primarily to fossil-origin energy that is non-renewable. However, natural gas is one of those with the lowest environmental impact within the fossil energy portfolio.

Energy efficiency	FY 19/20
Energy consumption inside our Group (GJ) ^[7]	175,267
Energy intensity ratio^[8] - Energy Consumption (GJ) / Production (ML)	3.2

Please see [here](#) our full energy consumption indicators.

Energy consumption inside our Group - FY 2019/20





Fighting climate change and greenhouse gas (GHG) emissions is a cornerstone of our sustainability commitments. In this baseline report, we present the Group's emissions^[9].

We disclose scope 1 direct emissions from sources owned or controlled by Rovensa, and scope 2 emissions (indirect emissions that result from the generation of purchased or acquired electricity, heating, cooling, or steam consumed by Rovensa) from our seven industrial plants. Emissions are generated through combustion activities and purchased gas and electricity. Our GHG scope 2 indirect emissions follows the GHG Protocol guidelines, reported according to both the location-based and the market-based methods. Our emissions intensity ratio was 92 metric tons CO₂e / Production(ML).

As in energy consumption, our primary source of GHG emissions within scope 1 and 2 are linked with the natural gas consumption.

At this stage, we are only accounting for relevant consumption related to the production processes that take place in our industrial sites. In terms of scope 1, we are not considering, for instance, emissions from the fleet or refrigeration/acclimatization systems. The values presented do not consider, yet, scope 3 emissions (emissions a company is responsible for outside of its walls- from the goods it purchases to the disposal of the products it sells^[10]).

Emissions ^[11]	FY 19/20
Direct GHG emissions - Scope 1 (metric tons CO₂e)	7,818
Natural Gas	6,807
GPL/Propane Gas	859
Diesel	152
Energy indirect GHG emissions - Scope 2 (metric tons CO₂e)	
Market based approach	2,518
Location based approach	3,116
GHG emissions intensity ratio^[8] - scope 1 & 2 - market based approach (metric tons CO₂e)/ Production (ML)	92

Please see [here](#) our full emissions indicators.

WATER EFFICIENCY & CONSERVATION

At Rovensa, we are committed to protect and preserve one of the world's most valuable natural resources: water. That is why we use water resources responsibly at our industrial plants.

We continuously monitor and implement initiatives to improve our performance concerning water usage through our environmental management systems. Water KPIs are monitored and assessed monthly by each industrial team. Besides our certified plants with ISO 14001 (Setúbal, Albacete, Sanchidrián and Valencia), and EMAS (Valencia), we are now implementing the same monitoring water process in Campinas, Kilcar and Laon. With

this systematic analysis, we are continuously examine available levers to improve our efficiency.

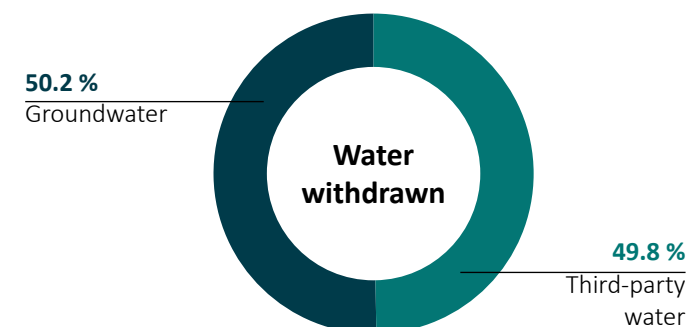
Our water consumption is mainly related to the direct incorporation in the liquid compounds we produce, cooling water and washing water. In the last two types of water usage, we have some recycling solutions in place like closed cooling cycles, cip (cleaning in place), washing systems with recirculation, reuse of treated wastewater and purify the steam condensate in order to minimize water consumption.

In the fiscal year 2019/2020, our production's water consumption was 81 ML, and water intensity 0,73 ML/ ML of production. 50.2% of the water

withdraw was groundwater-based and the other 49.8% was third-party water-based. 7% of our water consumption was reused as input for products' production, and washing of production equipments.

In Portugal for instance, cross-contamination prevention practices were implemented and developed to reuse washing liquids generated by cleaning equipment. This methodology significantly reduces freshwater consumption and residues destruction.

Water withdrawn by source in FY 2019/2020



Water efficiency & conservation ^[12]	FY 19/20
Water withdrawn (ML)	105
Groundwater (%)	50.2
Third-party water (%)	49.8
Water consumption ^[13] (ML)	81
Water intensity ratio^[8] - Water consumption (ML) / Production (ML)	0.73
Water reused (as a raw material or input for product production) / Water consumption (%)	7

Please see [here](#) our full water efficiency & conservation indicators.

WASTE MANAGEMENT

Waste management is also a relevant issue of our environmental management system.

We intend to prevent and reduce waste production in our industrial sites. Waste separation, secure disposal channels, reusage, recovery, and recycling processes, ensured by licensed waste operators and receptors, serve this objective.

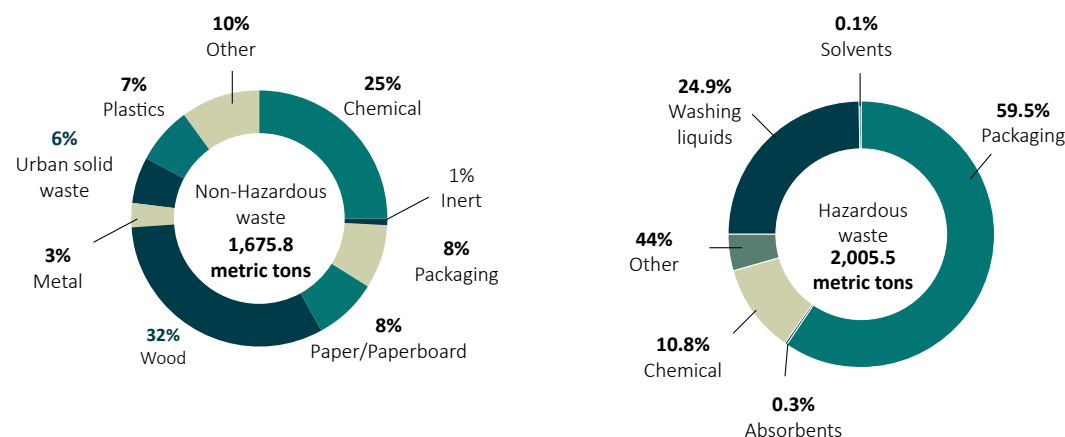
The total amount of waste generated in 2019/2020 was 3,681 metric tons (across the report, 1000 kilograms were used as the measure for a metric ton, following GRI standards recommendation).

The hazardous waste volume represents 54% and the non-hazardous 46%, which expresses our Group's activity profile. The main hazardous waste streams were packaging and washing liquids, representing 59.5% and 24.9%. Wood and chemicals were the heaviest waste streams for the non-hazardous waste, representing 32% and 25%. More than half of our waste was reused/recycled - 59% -, and 3% was recovered for energy.

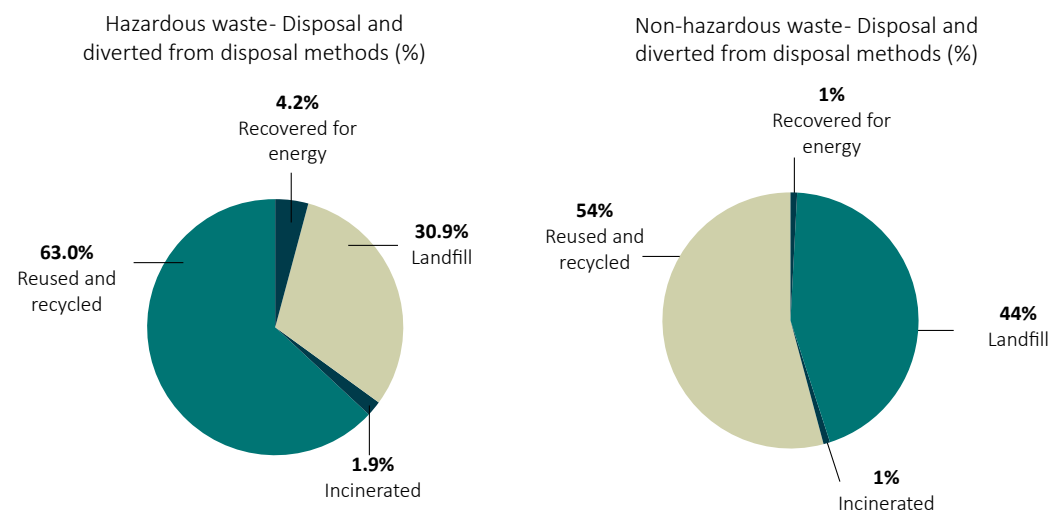
Waste management ^[12]	FY 19/20
Waste produced (metric tons)	3,681
Hazardous waste (%)	54
Non-Hazardous waste (%)	46

Please see [here](#) our full waste management indicators.

Type and representation of waste material produced in our sites



Representation of waste management's approach by destination





OUR SUSTAINABLE SOLUTIONS

At Rovensa Group, we work to make sure that everyone has access to sufficient, nutritious, and sustainable food. We are helping farmers to produce food for all, contributing to the United Nations Sustainable Development Goal of Zero Hunger.

Our portfolio comprises innovative agricultural solutions that help farmers enhance crop quality, yields and provide food security. At our Group, we have three business units with complementary solutions that contribute to a Well Balanced Agriculture:

- Bio Control, which offers solutions for plant health, based on biological inputs, such as plant extracts and micro-organisms;
- Bio Nutrition, which offers sustainable solutions on specialty crop nutrition, biostimulants, inoculants and adjuvants for plant's growth and healthy development, enhancing quality and yield;
- Crop Protection, chemical-based solutions for plant health, which eliminate and prevent biological threats in crops.

We are continuously formulating solutions for sustainable food production that guarantee a safe and healthy food supply and, at the same time, promote a responsible use of arable land.



ROVENSA TAKING ACTION

- Increasing crop productivity and harvest quality, offering farmers solutions, which allows them to produce more with less by increasing food production efficiency;
- Expanding our sustainable portfolio by focusing on biological and low-risk solutions with proven technical performance;
- Placing more certified organic agri-inputs on the market to increase agricultural land under organic farming;
- Investing in R&D and research projects to be aligned with international legislative frameworks for sustainable agriculture, ensuring that food production has a neutral or positive environmental impact, and that the natural resources on which the food system depends are preserved;
- Driving portfolio differentiation through innovation and registration excellence.

OUR R&D CAPABILITIES & INVESTMENT

We invest in advancing the most promising research and development strategies to bring new solutions to make the difference in sustainable food production. Our innovative strength is based on a global R&D team of 53 highly qualified professionals, who help us build our product pipeline towards more sustainable agriculture solutions.

In recent years, we have invested considerably in regulatory, research and new product development. During fiscal year 2019/2020, we have developed sixty-one new products, which represent 8% of the total portfolio^[14]. Our R&D and regulatory investment was €18,983,276, which represented approximately 5% of our net sales.

Product Development Innovation

Led by a highly experienced team dedicated to innovation, product development and registration, each of our three business units has structured product development processes and practices that include:

- Ownership and control of regulatory processes;
- In-house development of dossiers;
- We produce innovative and differentiated products formulations with new functionalities, uses and

formats, according to the new technology standards;

- High quality and well-equipped internal labs specialized in different R&D domains, five of them GLP certified;
- A highly technical sales team that develops new products to meet the farmers' needs;
- R&D experimental centers on greenhouses and openFields to test our product's formulations;
- Collaboration with universities and research centers worldwide to tackle agriculture's megatrends.

Our Certified Laboratories

All Rovensa laboratories are committed to being fully compliant with the latest industry regulations and the level of quality demanded. Our laboratories operate skillfully and generate valid results, both at national and international level. Some of them are certified, which proves that their quality systems meet the specific requirements of international standards that assure quality and competence in the industry:

- ISO 17025 (Quality Control Lab);
- Good Laboratory Practice (Residue Lab, Physical chemical Lab, Microbiology Lab, Residue field trials unit);
- Organization officially recognized for Testing effectiveness of Plant Protection Products.





FY2019/2020 in review

AT A GLANCE

€19 M

investment in R&D and Regulatory,
approx. 5% of Rovensa net sales

53

R&D employees

16

Laboratories, 5 of them being GPL Labs

4

R&D experimental centers on
greenhouses and open fields

53

Partnerships with universities/
research centers

21

Masters and PhD in the agriculture
field supported by Rovensa



PRODUCT INNOVATION

World population growth, hunger, obesity, and new consumer food behaviors are putting pressure on agricultural production to improve food and nutrition security globally. Simultaneously, agriculture must tackle the challenges of finite natural resources, environmental degradation, climate change and biodiversity loss.

Our commitment is being part of the solution.

As one of the global leaders of sustainable solutions for agriculture, we guarantee tailor-made solutions based on the concept of Well Balanced Agriculture, grounded on complementary portfolio for plant protection (chemical and biological), plant nutrition and bio-based solutions, with lower impact on the environment and human health.

Sustainable agriculture calls for new agriculture practices and solutions. It calls for innovation. Rovensa is focusing its R&D and regulatory efforts to develop and register environmentally friendly solutions in world core markets to contribute to a sustainable food chain that respects consumers, farmers and the environment.

We pledged to promote a sustainable and resilient food production system by helping farmers to do more with less, increasing productivity and quality, and by encouraging the development of best agricultural practices through certified agri-inputs. We are also committed to providing lower risk solutions for plant protection by placing products on the market that contain biological active substances.

EXPANDING CERTIFIED ORGANIC AGRI-INPUTS

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

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

At the end of the fiscal year 2019/2020, our portfolio had obtained 523 organic certifications. Forty-eight solutions were certified for the first time or for being used as certified organic solutions in new countries.

523

certified organic solutions



ORGANIC CERTIFICATIONS WORLDWIDE

Rovensa Top 5

- Ecocert, Europe;
- OMRI, US;
- FiBL, Central Europe;
- JAS, Japan;
- Australian Certified Organic, Australia.

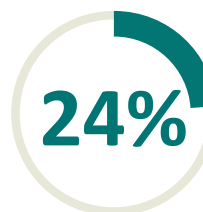
Currently, our certified organic solutions reach the five continents.



OUR CERTIFIED ORGANIC AGRI-INPUTS

We continuously develop solutions to comply with organic farming regulations and constantly adapt our formulations and raw materials in accordance with those regulations. In the fiscal year 2019/2020, 24% of our portfolio had an organic certification, accelerating the progress towards achieving the sustainable development goal of sustainable agriculture^[15]. Our certified organic products accounted for 22% of the Group's sales in the fiscal year 2019/2020.

The impact of our business on organic agriculture is measured by the volume of manufactured certified organic solutions. During the fiscal year 2019/2020, we manufactured 30,262 Kiloliters of certified organic solutions.



Solutions with organic certification in our portfolio



Rovensa sales of solutions with organic certification



LOWER RISK SOLUTIONS FOR PLANT HEALTH

Plant health is under growing pressure due to the increasing number of new and resurfacing pests. Rovensa is developing new alternatives to traditional chemical pesticides to tackle this threat, which cause soil, water and air pollution, and biodiversity loss.

To pave the way for sustainable agriculture, Rovensa is developing lower risk solutions for plant health, by reducing the risk of more hazardous plant protection products aligned with international frameworks and regulations, such as EU Green Deal and Farm to Fork Strategy.

Farm to Fork Strategy set the target to reduce 50% of the use and risk of chemical pesticides and the use of more hazardous pesticides by 2030. Rovensa is following the European Union Harmonized Risk Indicators^[16] to promote evidence of its efforts to decrease the risks linked to plant protection solutions. These Farm to Fork Risk Indicators, based on the quantities of active substances placed on the market in plant protection products, classify 1 as low risk, 8 as regular risk, and 16 as higher risk. In the fiscal year 2019/2020, our Group had an average of 0.67 Kg of

active substance of plant protection products used per hectares, and an estimated treated area of 4.93, which sets our footprint between regular and low risk.

To promote greater use of alternative ways of protecting harvests from pests and diseases, Rovensa attempts to increasingly place lower risk solutions for plant health on the market by reducing the quantities of active substances in its plant protection products, and by incorporating more biological active substances in its product formulations.

Product Innovation Performance	FY 19/20
Sustainable Product Innovation	
Sum of Kg/L of active substance multiplied by risk (low-1, regular-8, higher-16) per treated hectare of land ^[17]	4.93
Active substance used per hectares (Kg) ^[17]	0.67

Please see [here](#) our full product innovation performance indicators.

PUBLIC HEALTH & SAFETY

Ensuring that our products are used correctly and do not pose any risk to health and safety is critical for our business model. We advocate zero harm culture, to protect our customers, the public in general, and the environment.

We are committed to developing high quality products that are safe for our customers, the environment, and

human health. Our products comply with all regulations' requirements, and we work daily to prevent potential safety hazards throughout our products' life cycle. In the fiscal year 2019/2020, Rovensa had 0 incidents of non-compliance with regulations concerning its products' health and safety impact.

Public Health & Safety	FY 19/20
Number of incidents of non-compliance with regulations concerning the health and safety impacts of products	0







SOCIAL PERFORMANCE

We are taking action to cultivate an organizational culture that is grounded in our Group's mission. Every day, our employees around the world are bringing our mission to life.

As Rovensa grows, we are becoming more diverse. We are committed to fostering a diverse and inclusive workplace that attracts and retains the right talent. Through a feedback-based approach to employee performance and development, we help our employees succeed so they can do their best work, every single day. We also welcome diversity and believe in equal opportunities, strive to have good industrial relationships with employee representatives, and focus first and foremost on the well-being and safety of our employees.

ESG material issues addressed in this section:

-  Diversity and Equal Opportunity;
-  Labor Relations;
-  Talent Development;
-  Health & Safety.



ROVENSA TAKING ACTION

- Developing a corporate culture rooted in Rovensa's mission, vision, and shared values to drive employee engagement across the different companies and Group operations;
- Ensuring equal employment opportunities, and promoting diversity and inclusion in the Group;
- Promoting regular performance reviews and ongoing employee development discussions to create a workplace in which every employee can grow and develop;
- Making safety a top priority to keep our employees safe and healthy so they can do their best at work.



DIVERSITY AND EQUAL OPPORTUNITY

Our corporate culture embraces diversity and equal employment opportunity. We are committed to maintaining a workplace environment free from discrimination and harassment. Practices that discriminate based on race, sexual orientation, political affiliation, disability, religion, age or gender are not tolerated at Rovensa Group. All employees must respect equality, diversity and rights inherent to all human beings. These principles are summarized in our corporate policy of Recruitment & Selection, launched in February 2020, and in our Code of Conduct with which all employees must comply.

At Rovensa, we make sure that everyone has the same access to opportunities by eliminating discrimination in human resources policies and practices.

We value a diverse and inclusive culture at Rovensa Group. We believe that people from diverse educational, professional, and cultural backgrounds are essential success factors for our Group. By June 30th, 2020, we employed 1402 employees from all over the world. Our global team comprises twenty-four nationalities, and four are represented in Rovensa Executive Committee.

Due to Rovensa Group's commercial relations, our employee's nationality diversity at all organizational levels is a fundamental success factor to better serve our customers in the various markets in which we operate. We focus on creating an inclusive workplace where all employees are empowered to contribute to the success of our Group, which sells products in more than 70 countries.

1402

employees worldwide

24

nationalities

4

nationalities on Rovensa Executive Committee

Number of nationalities across our employees' in the fiscal year 2019/2020



“

Our global team comprises twenty-four nationalities, and four are represented in Rovensa Executive Committee.”



In the fiscal year 2019/2020, the percentage of employees with permanent contract in the total headcount was 91% of men, and 90% of women. More than 95% of our employees have a full-time job.

By the end of this fiscal year, the percentage of women in the total headcount was 32%. Women accounted for a 42% share of specialized personnel and 29% for management positions. The percentage of women in leadership positions (directors) was 20%.

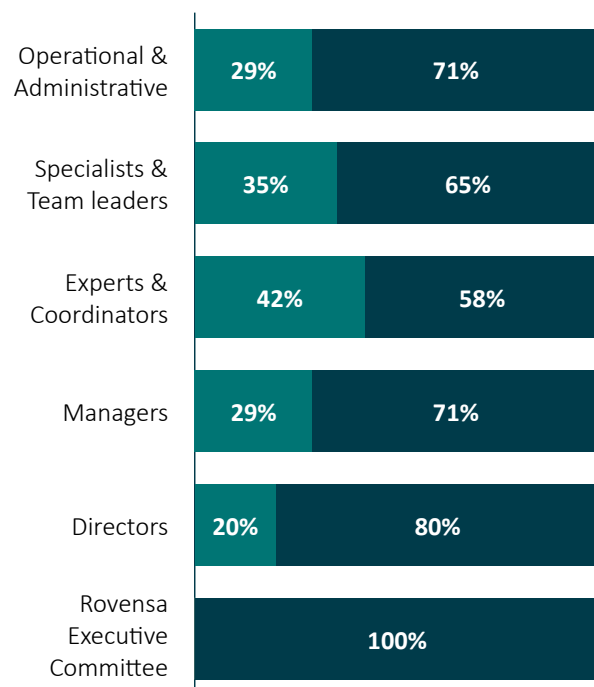
% female and male across our organizational levels in the fiscal year 2019/2020



Female



Male



FY2019/2020 in review

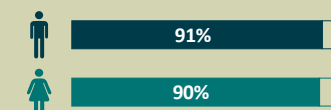
EMPLOYEE DATA

11%

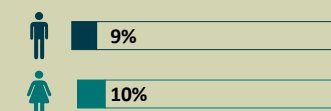
employee turnover

TYPE OF EMPLOYEE CONTRACT

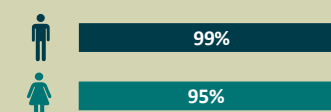
Permanent contract:



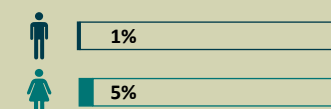
Temporary contract:



Full-time contract:



Part-time contract:





LABOR RELATIONS

Rovensa complies with all labor laws, national and international codes and conventions.

In our Group, the salary received by each employee is above the national minimum wage established, and it is in accordance with the job held. Rovensa is aligned with the labor right of equal pay for equal work. The salary is defined per agreement reached between parties and always respects the existing collective agreements.

The Group also guarantees full labor rights to employees, including the freedom to join trade unions

and collective bargaining. We are committed to promoting a timely and cooperative dialogue with works councils and employees' representatives to help ensure a fair and respectful work environment.

In our industrial plants in Brazil, France, Portugal and Spain, we ensure regular meetings with works councils to discuss working conditions, social policies, company strategy, financial results, and significant operational changes. This enables us to align and implement these changes with employees' representatives, to avoid

or mitigate adverse impacts of these changes. Apart from mandatory meetings, our local human resources voluntarily organize meetings with works councils to discuss specific topics such as health and safety, wages, employment contracts, working hours, amongst others.

TALENT DEVELOPMENT

We empower people to pursue goals with resilience. That is one reason why we encourage managers to have regular ongoing conversations with employees about goals, achievements, challenges, and development needs.

We have developed a performance management process at our Group to ensure that employees get the feedback and recognition they need to reach their maximum potential.

Our performance management process includes an annual review cycle that promotes an active

engagement between employees and their managers. By the end of fiscal year 2019/2020, the managers provided feedback to 98% eligible employees. 849 out of 864 employees have received a goals-based performance and behavioral competencies evaluation. As a result of this evaluation, employees can obtain an individual annual development plan.

We believe that this performance management process promotes meritocracy within our Group and demonstrates our firm commitment to

continuously support our employees to develop their talent and grow along with our S.E.E.D. values.



FY2019/2020 in review

120

meetings with works councils are held in our industrial plants

98%

of Rovensa employees have received a goals-based performance and behavioral competencies evaluation

HEALTH & SAFETY

We have a clear and strong commitment to the health, safety and well-being of our employees. At our Group, everyone is accountable for safety. Each one of us is responsible for our own safety and the safety of others. We are all accountable to strive for safety.

For us, Health & Safety are core values. The way we will achieve these commitments will be through the STAR program.

We have started a three-year project in the fiscal year 2019/2020, in partnership with DuPont Sustainable Solutions (DSS), leading global specialists in Health & Safety, in order to foster a safety culture within our Group.

The program aims to create a Safe Team At Rovensa, in which all employees feels safe, protected, and empowered to make a safety culture grow.

It is our intention to ensure that our employees have a healthy and safe work environment, based on the implementation of world-class best practices. To do this it is necessary to measure our performance at Group level. In this context, we have gathered a set of key performance indicators that we will follow in a systematic way. Most of these indicators have been already implemented and monitored by our industrial sites.

Health & Safety ^[18]	FY 19/20
Number of work-related accidents ^[19]	58
Number of work-related accidents with lost time cases ^[20]	30
Number of lost-workdays ^[21]	1405
Lost Time Injury Frequency Rate (LTIFR) ^[22]	14.86
Lost Time Injury Severity Rate (LTISR) ^[23]	696.03
Absenteeism rate due to work-related accidents or occupational diseases (%) ^[24]	4.34

Please see [here](#) our full Health & Safety indicators.



Our Health & Safety Vision

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

Our Commitments

- Achieve, and continuously reduce, incident rates to levels comparable to the best among our peers in the industry;
- Be recognized by employees and contractors as a very safe place to work, contributing to higher levels of engagement and job satisfaction;
- Be recognized in our industry as a benchmark in Health & Safety, and by the community as an example of a safe and sustainable operation with a strong concern for the people and the environment.



GOVERNANCE PERFORMANCE



We need to continuously nurture a business ethics culture across all our operations, including our supply chain. Ethical behavior is intimately linked to our corporate values - S.E.E.D.-, namely the importance of ETHICS, which has been a pillar of our culture since the beginning.

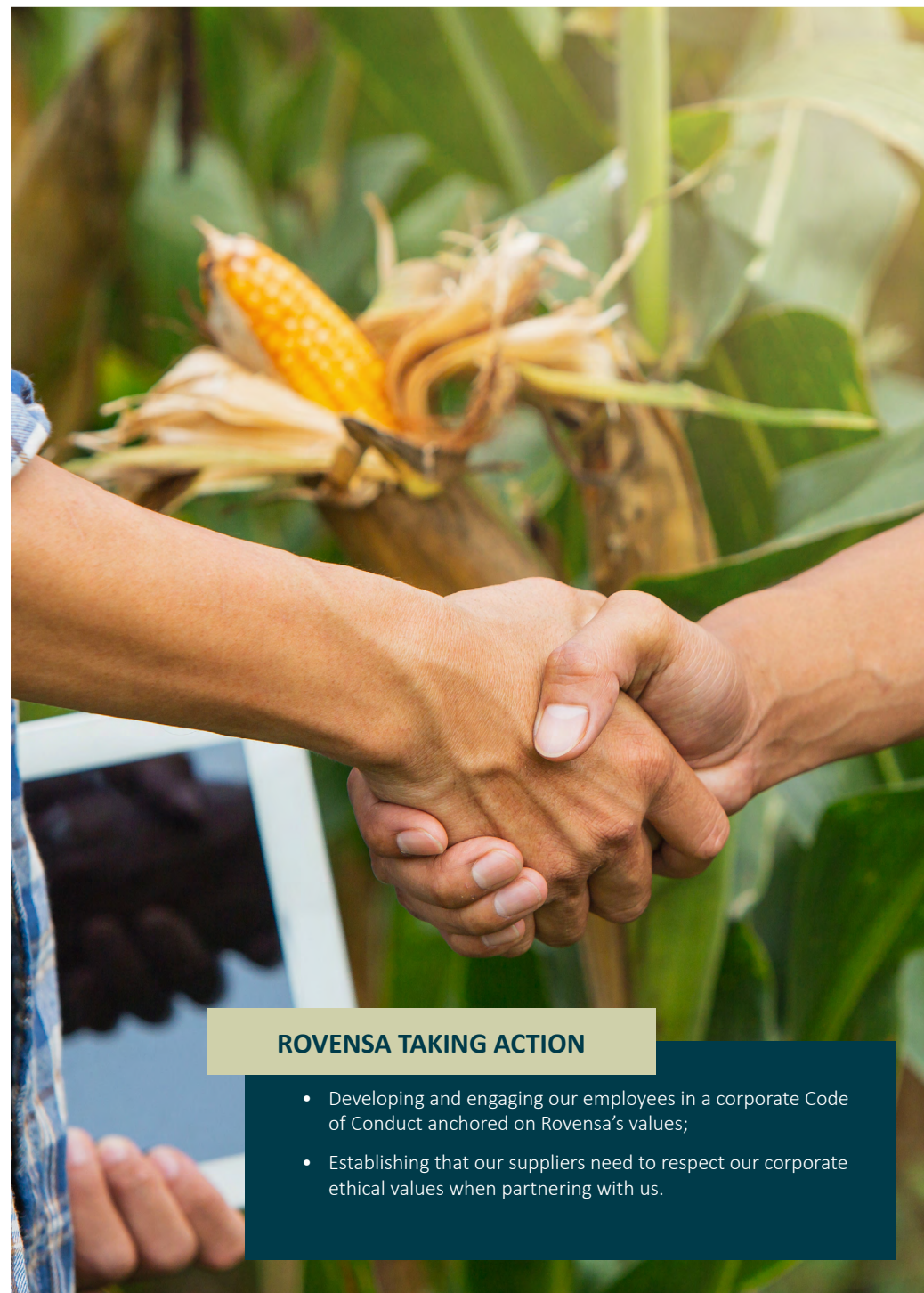
We intend to be recognized not only for our sustainable solutions for agriculture, but also for the way we do business. Our ethical behaviors go beyond respecting the law, rules and policies. It is about being truthful, fair and transparent within our Group and across all our operations and supply chain.

We always ensure that these principles are safeguarded. In everything we do, from the way we treat our employees to our partnerships with suppliers, we act responsibly in line with our corporate principles and values which are incorporated in our Code of Conduct.

By demonstrating ethical behavior in our business activities and implementing several governance structures and procedures, we generate trust along our journey to nourish our Group as a worldwide reference in sustainable agriculture.

ESG material issues addressed in this section:

-  Business Ethics;
-  Sustainable Procurement.



ROVENSA TAKING ACTION

- Developing and engaging our employees in a corporate Code of Conduct anchored on Rovensa's values;
- Establishing that our suppliers need to respect our corporate ethical values when partnering with us.



BUSINESS ETHICS

Our mission of feeding the planet can only be accomplished if we never lose sight of our values.

S.E.E.D. are our values, which stand for Striving, Empowerment, Ethics and Dedication. These four core values underpin all our business activities and serve as a compass for our employees' behavior, namely the value ETHICS. Our values describe how we should behave, the attitudes we should display, and the principles we should adopt. Ethical behavior is a value that has always been a part of our DNA and will continue to be, guiding us throughout Rovensa's growth.

Acting in an ethical manner guides everything we do, and it goes beyond compliance with policies and regulations.

Therefore, in addition to our corporate values, Rovensa has launched a revised edition of its Code of Conduct during the fiscal year 2019/2020. Our Code of Conduct is the foundation of Rovensa's commitment to uphold ethical behavior while conducting its business activities.

Our Code of Conduct represents a set of principles that guides our activity to nurture business ethics culture that ensures fairness, honesty and integrity in everything we do, ensuring that we responsibly deliver sustainable agriculture solutions.

The code defines the Group's guidelines and rules that each employee should adopt on day-to-day basis and discloses our positioning

regarding several issues, such as labor rights and safety conditions, discrimination and harassment, anti-trust, anti-bribery and corruption, as well as anti-money laundering or conflicts of interest.

All employees are bound to the company's Code of Conduct and have the duty to report any known or suspected noncompliance with these matters. In this context, Rovensa has an external independent whistleblowing hotline service through which employees can report any of these situations. The anonymity of the employee is guaranteed at all times through this external process. This hotline counts with the help of professionals, who will register the

reported situations and investigate them if necessary. In case any action is required, this external company informs Rovensa's Ethics Committee.

Our Code of Conduct, together with our whistleblowing hotline channel, was disclosed in our Group intranet to all employees. Employees were required to confirm that they have read and understood Rovensa Employee Code of Conduct when accessing our intranet.

By the end of June 2020, 67% of our employees signed a document that states they have read and understood our Code of Conduct. Our objective is to reach 100%.

67 %

of Rovensa employees signed a document that states they have read and understood our Code of Conduct

S

is about resilience and not giving up

E

is about giving empowerment and acting empowered

E

is about legal compliance and behaving in an honest and fair manner with all stakeholders.

D

is about always doing our best and going above and beyond.



SUSTAINABLE PROCUREMENT

As a global company, we purchase goods, materials, and services from all over the world. Our primary direct procurement materials include all materials and goods needed for our production. Indirect procurement comprises all non-production goods and services.

We know that our activities have an impact on the economy, the environment, and the society. So we strive to create a cascade of sustainable practices that flows throughout our supply chain.

We strongly believe that our procurement activities and suppliers management have a significant

opportunity, and an enormous responsibility to drive a responsible supply chain.

Procurement and responsible supplier's management

In close collaboration with our suppliers, our procurement establishes management processes and practices to minimize procurement specific-risks and create a stable and long-lasting business relationship with our suppliers. This allows us to protect Rovensa's global competitiveness related to our business operations' materials and services.

Our procurement strives to assure that our suppliers are operating responsibly. We have explicit requirements for all suppliers who work with us. Not only economic but also ethical, social, and ecological standards. These standards and sustainability-oriented criteria are applicable to our supply chain at a global and regional level:

1. As of February 2020, 100% of our Request For Quote (RFQ) and market prospection processes includes energy efficiency and innovation as an evaluation standard for potential suppliers.

2. In the supplier selection process and, in addition to the technical and product components, suppliers that present innovative solutions that enhance energy efficiency and improve performance in the company's industrial plants are positively valued.
3. As of February 2020, the Group's general purchasing clauses integrate a set of new requirements that all new suppliers should comply with, namely: legal compliance, human rights, environment, safety, and ethical conduct.

Suppliers are responsible for complying with our sustainability-oriented standards when they conduct business with us. These standards apply to Rovensa Group's suppliers and all its subsidiary companies.

We are committed to driving responsibility in our supply chain and inspire others to do the same. Together with our suppliers, we have the opportunity to improve supply chain conditions and have a positive impact on a global scale.

2800

worldwide suppliers

100%

of Rovensa suppliers agree to comply with our sustainability-oriented criteria

Our standards for suppliers

Rovensa operates with integrity, honesty and transparency, maintaining the highest business and social responsibility levels, under the law and ethical standards. We expect our suppliers:

- To comply with all legislation applicable to relations with workers, protection of the environment and safety at work.
- Not to include any substance that is not in compliance with the applicable environmental legislation in the products that they provide to Rovensa.
- To fully comply with the principles of our Code of Conduct.
- To adopt the necessary measures to reduce harmful repercussions for people and their environment including, but not limited to, environmental, safety, labor, tax, social security and anti-corruption measures.
- To prevent and fight money laundering.
- To commit, by its services or products, to offer to Rovensa solutions that enhance energy efficiency and improve performance in the company's industrial plants.
- Not to use, in their activities, child labor and forced labor or the equivalent to slavery, according to labor and health legislation, safety and hygiene at work in the places where the product is produced or where the service is performed.

APPENDIX



Rovensa - Non-financial performance summary 2019/2020

Reporting period: July 1, 2019 to June 30, 2020

This table presents the Group's non-financial performance. It is organized by the information made available on Rovensa's 15 ESG material topics, included in this report. We highlight in **bold** the indicators that will serve to track our performance evolution in sustainability (ESG KPIs).

Environmental

Energy efficiency	FY 19/20
Energy consumption inside our Group (GJ) ^[1]	175,267
Energy intensity ratio^[2] - Energy Consumption (GJ) / Production (ML)	3.2
Energy consumption inside our Group - Type of energy (%)	
Electricity	26
Natural Gas	68
GPL/Propane	5
Diesel	1

^[1]Data quality note on energy conversion factors: Within this report, all forms of energy are expressed in Gigajoule (GJ) as requested by the GRI Standards. To perform the necessary conversions, 0.0036 factor was used to convert kWh to GJ, as defined by the International Energy Agency (IEA); for fossil energy, were used the most recent versions of conversion factors (lower calorific value and, whenever needed, density) published, and made publicly available by the local national competent authorities (energy and/or environmental agencies/regulators) of each country. The only exceptions to this rule were to natural gas in France (where data sheet information from the provider was publicly available, and thus was used) and Spain (where due to the lack of recent public available information on density either from supplier and from local authorities, we were not able to use the lower calorific value available – therefore we used the Portuguese factor (once conversion factors for natural gas do not vary significantly from country to country the result is a fair proxy).

^[2] All environmental ratios-energy, emissions, and water, were computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1Kg=1L of production to convert solid production in liquid terms.

Emissions ^[1]	FY 19/20
Direct GHG emissions- Scope 1 (CO ₂ e)	7,818
Natural Gas	6,807
GPL/Propane Gas	859
Diesel	152
Energy indirect GHG emissions - Scope 2 (metric tons CO₂e)	
Market based approach	2,518
Location based approach	3,116
GHG emissions intensity ratio^[2] - scope 1 & 2 - market based approach (metric tons CO₂e)/ Production (ML)	92

^[1][3] SCOPE 1: The GHG emission factors that we used derived from two sources: from information provided by the energy provider (the most prevailing source for natural gas and propane) and from recently published data, made available by the local national or regional competent authorities (energy and/or environmental agencies/regulators) - most prevailing source for diesel. SCOPE 2, location-based: We used GHG country average emission factors, which correspond to the most recently published available data from the local, national competent authorities (energy and/or environmental agencies/regulators). The only exceptions to this rule were France and Brazil, in which we use used Climate Transparency initiative data. For a location-based approach, we used 2019 emission factors for Spain. As for Brazil, Ireland and France, we used 2018 emission factors. Finally, for Portugal were used 2017 emission factors.

SCOPE 2, market-based: We used GHG supplier-specific emission factors that correspond to information made available by each supplier. We extracted the data from the national energy regulator website in Spain's case, although it contained supplier-specific emission factors. The emission factors used for a market-based approach were from 2019.

^[2] All environmental ratios-energy, emissions, and water, were computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1Kg=1L of production to convert solid production in liquid terms.

Water efficiency & conservation ^[1]	FY 19/20
Water withdrawn (ML)	105
Groundwater (%)	50.2
Third-party water (%)	49.8
Water consumption ^[2] (ML)	81
Water intensity ratio^[3] - Water consumption (ML) / Production (ML)	0.73
Water reused (as a raw material or input for product production) / Water consumption (%)	7

^[1] Water and waste data do not include our plant in Ireland (Kilcar). This plant started to follow the group's ESG gathering information system in the fiscal year 2020/2021.

^[2] For computing water consumption, we followed the GRI standard 303 - water and effluents 2018.

^[3] All environmental ratios-energy, emissions, and water, were computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1Kg=1L of production to convert solid production in liquid terms.



Waste management ^[1]	FY 19/20
Waste produced (metric tons)	3,681
Hazardous waste (%)	54
Non-Hazardous waste (%)	46
Hazardous waste (metric tons)	2,005.5
Packaging (%)	59.5
Washing liquids (%)	24.9
Chemical (%)	10.8
Absorbents (%)	0.3
Solvents (%)	0.1
Others (%)	4.4
Non-Hazardous waste (metric tons)	1,675.8
Wood (%)	32
Chemical (%)	25
Packaging (%)	8
Paper/Paperboard (%)	8
Plastics (%)	7
Urban solid waste (%)	6
Metals (%)	3
Inert (%)	1
Others (%)	10
Hazardous waste destination representation (disposal and diverted from disposal methods)	
Reused & recycled (%)	63
Recovered for energy (%)	4.2
Landfill (%)	30.9
Incinerated (%)	1.9
Non-Hazardous waste destination representation (disposal and diverted from disposal methods)	
Reused & recycled (%)	54
Recovered for energy (%)	1
Landfill (%)	44
Incinerated (%)	1

Social

Social	FY 19/20
Global Employee Data	
Total direct employees worldwide (N.º)	1,402
Employees with permanent contracts (%)	91
Turnover (%)	11
Diversity and equal opportunity	
Female (F) and Male (M) representation across our organizational levels, total and per functional category (%)	32 68
Rovensa's Executive Committee, F M	0 100
Directors, F M	20 80
Managers, F M	29 71
Experts & Coordinators, F M	42 58
Specialist & Team Leaders, F M	35 65
Operational & Administrative, F M	29 71
Number of nationalities across our organizational levels, total and per functional category (N.º)	24
Rovensa's Executive Committee	4
Directors	11
Managers	14
Experts & Coordinators	12
Specialist & Team Leaders	20
Operational & Administrative	11
Gender diversity by employee, Female (F) and Male (M), contract type (%)	
Employees with a permanent contract	90 91
Employees with a temporary contract	10 9
Employees with a full-time contract	95 99
Employees with a part-time contract	5 1

^[1] Water and waste data do not include our plant in Ireland (Kilcar). This plant started to follow the group's ESG gathering information system in the fiscal year 2020/2021.



Talent development FY 19/20

Percentage of employees receiving regular performance and career development reviews	98
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Labor relations FY 19/20

Number of meetings with works councils (N.º)	120
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Health & Safety^[1] FY 19/20

Number of work-related accidents ^[2]	58
Number of work-related accidents with lost time cases ^[3]	30
Number of lost-workdays ^[4]	1,405
Lost Time Injury Frequency Rate (LTIFR) ^[5]	14.86
Lost Time Injury Severity Rate (LTISR) ^[6]	696.03
Absenteeism rate due to work-related accidents or occupational diseases (%) ^[7]	4.34

^[1] Our Health & Safety data scope includes , as well as our employees from Grupo Agrotecnología and our offices in Madrid and Portugal.

^[2] Unpredictable occurrence during work time, at the workplace, that could or does result in physical or mental injury. Do not include in-itinere accidents.

^[3] It is a work-related accident that has caused injury to the employee, resulting in lost time.

^[4] Number of workdays employees lost due to injury work related accident. We only consider calendar days. We start counting one day after the work-related accident. Do not include professional diseases.

^[5] Number of lost time injuries (work-related accidents with Lost time cases) that occurred during the reporting period per 1 million hours worked.

^[6] Number of lost workdays due to work related accidents that occurred during the reporting period per 1 million hours worked.

^[7] Absenteeism rate or absence percentage, is the percentage of lost hours of unplanned absence due to any disability resulting from a work-related accident or occupational disease . As regards the absenteeism KPI, for Sanchidrián, Albacete and SDP the defined concepts are not being used. All absences except holidays are being considered.

Governance

Corporate Governance FY 19/20

Business Ethics	
Employees that accepted/acknowledge the Code of Conduct (%)	67
Number of confirmed breaches of Code of Conduct	0
Sustainability Governance Model	
Inclusion of ESG issues in the agenda of the Rovensa Executive Committee monthly meetings (%)	60



Economic impact and performance	FY 19/20
Economic value generated and shared (Unit Euros)	
Direct economic value generated (devg): Revenues	348,593,908
Net sales	347,615,740
Revenues from financial investments	439,085
Interest on financial loans	439,085
Dividends from shareholdings	0
Royalties	0
Direct income generated from assets, such as property rental	0
Revenues from Sales of assets	539,083
Physical assets, such as property, infrastructure, and equipment	539,083
Intangibles, such as intellectual property rights, designs, and brand names	0
Direct economic value distributed (devd): Operating costs	323,322,399
Payments to suppliers	216,327,659
Employees' wages and benefits	69,826,704
Payments to governments (taxes)	10,291,568
Payments to providers of capital	26,876,468
Community investment	0.007175
Direct economic value retained (devg-devd)	25,271,509

Product and Innovation	FY 19/20
Sustainable Product Innovation	
Products with organic certification in Rovensa's portfolio (%)^[1]	24
Certified organic products manufactured (Kiloliters)^[1]	30,262
Sales with organic certification in Rovensa's sales (%)^[1]	22
Sum of Kg/l of active substance multiplied by risk (low-1, regular-8, higher-16) per treated hectare of land^[2]	4.93
Active substance used per hectares (Kg)^[2]	0.67
Health & Safety Impacts of Products	
Number of incidents of non-compliance with regulations concerning the health and safety impacts of products	0

^[1] We consider part of Rovensa's overall portfolio products produced by Rovensa and 3rd party products. We assume as certified organic products all that have an external certification, and are produced by Rovensa or third parties. To avoid double-counting, we did not consider different brand names of the same product.

^[2] Data only relates to Plant Protection solutions, and was computed as an average of the solutions included



GLOBAL REPORTING INITIATIVE INDEX

Rovensa Sustainability Report refers to FY2019/2020. It was developed considering the Global Reporting Initiative (GRI) principles for content and quality. It's a GRI-reference document, as we also selected a set of GRI disclosures to present the Group ESG performance across the material issues. For other material issues the Group has decided to use their own KPIs, as they offer a more comprehensive set of indicators that better report business impact.

GRI Standards	Disclosure	Reference/Direct Answer
GRI 102: General Disclosures 2016	102-1. Name of the organization	See page 3
	102-2. Activities, brands, products and services	See pages 5,6,7
	102-3. Location of headquarters	Alameda dos Oceanos, Lote 1.06.1.1, 4º 1990-207 Lisboa- Portugal
	102-4. Location of operations	See page 7
	102-6. Markets served	See pages 6,7
	102-7. Scale of the organization	See page 7
	102-8. Information on employees and other workers	See page 33
	102-9. Supply chain	See page 38
	102-10. Significant changes to the organization and its supply chain	Not applicable
	102-11. Precautionary principle or approach	In our business activities and decisions, we aim to avoid, or substantially reduce the negative impacts or damages to the environment and human well-being. The precautionary of the Rio Declaration on Environment and Development is reflected in our Code of Conduct, Sustainability Policy and is therefore an integral part of our corporate management.
	102-12. External initiatives	SDG's and UNGC
	102-13. Membership of associations	Information not available
	102-14. Statement from senior decision-maker	See page 4
	102-16. Values, principles, standards, and norms of behavior	See pages 36, 37
	102-18. Governance structure	See page 16



GRI Standards	Disclosure	Reference/Direct Answer
GRI 102: General Disclosures 2016	102-40. List of stakeholder groups	Our main stakeholders categories are: costumers, regulators, investors, employees, suppliers, local communities and works councils
	102-42. Identifying and selecting stakeholders	We engage with our main stakeholders categories. We have not developed a formal stakeholder mapping.
	102-43. Approach to stakeholder engagement	We engage with our stakeholders categories. Please also see page 17 for how stakeholders were considered across the materiality process.
	102-44. Key topics and concerns raised	See page 17
	102-45. Entities included in the consolidated financial statements	See page 3
	102-46. Defining report content and topic boundaries	See page 17
	102-47. List of material topics	See page 17
	102-48. Restatements of information	Not applicable
	102-49. Changes in reporting	Not applicable
	102-50. Reporting period	The information and data of this Report refer to the fiscal year 2019/2020, between July 1, 2019 to June 30, 2020
	102-51. Date of most recent report	Not applicable
	102-52. Reporting cycle	Rovensa will publish an Sustainability Report annually, that will be simultaneously the CoP.
	102-53. Contact point for questions regarding the report	ESG Lead (communication@rovensa.com) Alameda dos Oceanos, Lote 1.06.1.1 D, 2º 1900-207 Lisboa- Portugal
	102-54. Claims of reporting in accordance with the GRI Standards	This report is a GRI-referenced document. It was prepared applying the GRI principles. It contains a selection of GRI standards disclosures to express Rovensa ESG performance, as well as a set of Rovensa own KPIS to measure the Group ESG progress.
	102-55. GRI content index	See page 45
	102-56. External assurance	This report was not externally verified



Environment (management approach presented for the following material issues list)

Material issues:

1. Energy Efficiency
2. Water
3. Emissions
4. Waste

GRI Standards	Description	Reference/Direct Answer
GRI 103: Management Approach 2016	103-1. Explanation of the material topics and its boundaries	See pages 14 , 19 , 20 The impact of this topic is both internal and external. This topic is addressed essentially from an internal performance and management perspective. A more GRI aligned management approach for our material issues will be published in our next Sustainability Report.
	302-1. Energy consumption within the organization	See page 21
GRI 302: Energy 2016	302-3. Energy intensity	See page 21 Intensity ratios are presented based in the following ratio and assumption: Energy intensity = total energy consumption / production (1Kg=1L)
	303-3. Water withdrawal	See page 23
GRI 303: Water and Effluents 2018	303-5. Water consumption	See page 23
	305-1. Direct (Scope 1) GHG emissions metric tons of CO ₂ eq	See page 22
GRI 305: Emissions 2016	305-2. Energy indirect (Scope 2) GHG emissions metric tons of CO ₂ eq	See page 22
	306-3. Waste generated	
GRI 306: Waste 2020	306-4. Waste diverted from disposal	See page 24



Governance (management approach presented for the following material issues list)

Material issues:

- 5. Business Ethics
- 6. Sustainability Governance Model
- 7. Sustainable Procurement

GRI Standards	Description	Reference/Direct Answer
GRI 103: Management Approach 2016	103-1. Explanation of the material topics and its Boundaries	See pages 14 , 16 The impact of this topic is both internal and external. This topic is addressed essentially from an internal performance and management perspective. A more GRI aligned management approach for our material issues will be published in our next Sustainability Report.
Rovensas's KPI on Business Ethics	Employees that accepted/acknowledge the Code of Conduct (%)	See page 37
	Number of confirmed breaches of company Code of Conduct	See page 37
Rovensa's KPI on Sustainability Governance Model	Frequency of the highest governance body's review of ESG topics and their related issues (N.º of meetings)	See page 16
Rovensa's KPI on Sustainable Procurement	Suppliers with contracts that include sustainability criteria (%)	See page 38



Economic impact and performance (management approach presented for the following material issue list)

Material issue:

9. Economic Impact and Performance

GRI Standards	Description	Reference/Direct Answer
GRI 103: Management Approach 2016	103-1. Explanation of the material topics and its boundaries	See pages 9 , 10 , 11 , 12 The impact of this topic is both internal and external and this report provides insight of these two perspectives although more focused on the Group's performance. A more GRI aligned management approach for our material issues will be published in our next Sustainability Report.
GRI 201: Economic Performance 2016	201-1. Direct economic value generated and distributed	See page 12
Rovensa's KPI on Economic Impact and Performance	Net sales	See page 12

Product and Innovation (management approach presented for the following material issues list)

Material issues:

10. Sustainable Product Innovation

11. Health & Safety Impacts of Products

GRI Standards	Description	Reference/Direct Answer
GRI 103: Management Approach 2016	103-1. Explanation of the material topics and its boundaries	See page 28 The impact of this topic is mainly external. This report explains our approach (internally defined but externally focused) and the performance indicators presented provide information on our product's portfolio external impact. A more GRI aligned management approach for our material issues will be published in our next Sustainability Report.
GRI 416: Customer Health and Safety 2016	416-2. Incidents of non-compliance concerning the health and safety impacts of products and services	See page 30
Rovensa's KPI on Sustainable Product Innovation	Products with organic certification in Rovensa's portfolio (%)	See page 29
	Active substance used per hectares (Kg)	See page 30
	Sum of Kg/L of active substance multiplied by risk (low-1, regular-8, higher-16) per treated hectare of land	See page 30



Social (management approach presented for the following material issues list)

Material issues:

- 12. Labor relations
- 13. Health & Safety
- 14. Talent Development
- 15. Diversity and Equal Opportunity

GRI Standards	Description	Reference/Direct Answer
GRI 103: Management Approach 2016	103-1. Explanation of the material topics and its boundaries	See page 31 The impact of this topic is mainly internal as well as the information provided in this report. A more GRI aligned management approach for our material issues will be published in our next Sustainability Report.
GRI 401: Employment 2016	401-1. New employee hires and employee turnover	See page 31 . See also Disclosure 102-7 and 102-8's
GRI 403: Occupational Health and Safety 2016	403-2. Types of injury and rates of injury, lost days, and absenteeism, and number of work-related fatalities	See page 35
GRI 404: Training and Education 2016	404-3. Percentage of employees receiving regular performance and career development reviews	See page 34
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	See page 32
Rovensa's KPI on Labor Relations	Number of meetings between local HR and works councils	See page 34
Rovensa's KPI on Diversity and Equal Opportunity	Number of nationalities across our employees, total and per functional category	See page 32



GLOBAL COMPACT

This report is the basis of Rovensa's CoP towards UNGC's Ten Universal Principles on human and labor rights, respect towards the environment and anti-corruption practices, for level "Active", we communicate for the first time our CoP. It is also the fundamental basis for us to share this kind of information with our stakeholders.

Rovensa has subscribed UNGC initiative and supports its Principles. The following table gives a perspective on how we have integrated and supported

each of the Ten Universal Principles in our codes, policies and actions during the reported period covered by this report (as stated in "about this report") by highlighting where within the report you can find connected information, and, if deemed necessary, including some complementary information.

Principle	Description	Reference
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Business Ethics- page 37 Sustainable Procurement- page 38 <p>As referred in our Code of Conduct: All stakeholders shall act in a manner consistent with the Group' values and Code of Conduct, in particular ensuring that providers act in an ethical and socially responsible manner and adhere to international standards on human rights (e.g. the European Convention on Human Rights), environmental protection and appropriate working conditions, including the prohibition of child labor.</p>
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Business Ethics- page 37 Sustainable Procurement- page 38 <p>As referred in our Code of Conduct: All stakeholders shall act in a manner consistent with the Group' values and Code of Conduct, in particular ensuring that providers act in an ethical and socially responsible manner and adhere to international standards on human rights (e.g. the European Convention on Human Rights), environmental protection and appropriate working conditions, including the prohibition of child labor.</p>
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Labor Relations- page 34 <p>As referred in our Code of Conduct: Rovensa complies with all labor laws, national and international codes and conventions. We guarantee full labor rights to employees, including freedom to join trade unions and collective bargaining. Working hours will always be aligned with local applicable legislation and practices.</p>



Principle	Description	Reference
Principle 4	Businesses should uphold the elimination of all forms of forced and compulsory labor.	<p>This Principle is addressed in detail in Rovensa's Code of Conduct. Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Business Ethics- page 37 Sustainable Procurement- page 38 <p>Rovensa complies the Universal Declaration of Human Rights and the Fundamental Labor Rights of the International Labor Organization Conventions by complying with local legal frameworks and setting ourselves a set of principles in our codes and policies, of which we highlight our Code of Conduct. In line with our materiality analysis results, our reporting practices focus however, in terms of human and labor rights, on a aggregated basis, not on such a topic specific basis as those of this Principle and also of Principle 5 and 6.</p>
Principle 5	Businesses should uphold the effective abolition of child labor.	<p>This Principle is addressed in detail in Rovensa's Code of Conduct. Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Business Ethics- page 37 Sustainable Procurement- page 38
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and occupation.	<p>This Principle addressed in detail in Rovensa's Code of Conduct. Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Diversity- page 32 Labor Relations- page 34
Environmental protection		
Principle 7	Businesses should support a precautionary approach to environmental challenges.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Our Production Operations - pages 20, 21, 22, 23, 24, 25, 26 and 27 Sustainable Procurement- page 38 Our Sustainable Solutions- page 25 Product Innovation- page 28
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Our Production Operations - pages 20, 21, 22, 23, 24, 25, 26 and 27 Sustainable Procurement- page 38
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	<p>Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none"> Our Production Operations - pages 20, 21, 22, 23, 24, 25, 26 and 27 Sustainable Procurement- page 38



Principle	Description	Page Reference
Anti-corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<p>As referred in Rovensa's Code of Conduct regarding bribery and corruption. The Group is strictly against the practice of stakeholders using their relationship with the company to gain a competitive advantage, and vice-versa. Offers and benefits outside socially acceptable, will not be accepted. If in doubt about this, please consult your line or HR management. Likewise, employees must not accept nor solicit any gift from any customer, supplier or provider, in cash or in kind, that intends to obtain a favorable decision or outcome and otherwise influence the relationship established with Rovensa. It is also forbidden to offer gifts, other than socially acceptable, to any customer, supplier or provider with which Rovensa has or is in course of establishing commercial relationships. Rovensa management and performance related to this Principle is addressed in the content of this report on the following material issues:</p> <ul style="list-style-type: none">• Business Ethics- page 37• Sustainable Procurement- page 38



ENDNOTES

Megatrends

^[1] United Nations. (2020, November 15). A deep dive into Zero Hunger: farming the seas. Retrieved from UN: <https://news.un.org/en/story/2020/11/1077342>

^[2] PwC. (2016, November). PwC. Retrieved March 5, 2021, from PwC: <https://www.pwc.de/de/handel-und-konsumguter/study-futures-of-food-provision-2016.pdf>

^[3] United Nations. (n.d.). Sustainable Developments Goals. Retrieved from UN Department of Economic and Social Affairs: <https://unstats.un.org/sdgs/indicators/indicators-list/>

^[4] United Nations. (n.d.). UN Department of Economic and Social Affairs. Retrieved from UN Department of Economic and Social Affairs: <https://sdgs.un.org/goals/goal15>

^[5] Food and Agriculture Organization of the United Nations. (2017). The future of food and agriculture- Trends and challenges. Retrieved from FAO: <http://www.fao.org/3/i6583e/i6583e.pdf>

Environment

^[6] All environmental ratios - energy, emissions, and water- were computed based on our production. As we produce both liquid and solid compounds, we consider that 1Kg=1L of production when we convert solid into liquid production.

^[7] Data quality note on energy conversion factors: Within this report, all forms of energy are expressed in Gigajoule (GJ) as requested by the GRI Standards. To perform the necessary conversions, 0.0036 factor was used to convert kWh to GJ, as defined by the International Energy Agency (IEA); for fossil energy, were used the most recent versions of conversion factors (lower calorific value and, whenever needed, density) published, and made publicly available by the local national competent authorities (energy and/or environmental

agencies/regulators) of each country. The only exceptions to this rule were to natural gas in France (where data sheet information from the provider was publicly available, and thus was used) and Spain (were due to the lack of recent public available information on density either from supplier and from local authorities, we were not able to use the lower calorific value available – therefore we used the Portuguese factor (once conversion factors for natural gas do not vary significantly from country to country the result is a fair proxy).

^[8] All environmental ratios-energy, emissions, and water, were computed based on our production. As we produce both liquid and solid compounds, we are assuming that 1Kg=1L of production to convert solid production in liquid terms.

^[9] The GHG emission factors that we used derived from two sources: from information provided by the energy provider (the most prevailing source for natural gas and propane) and from recently published data, made available by the local national or regional competent authorities (energy and/or environmental agencies/regulators)- most prevailing source for diesel. We used GHG country average emission factors, which correspond to the most recently published available data from the local, national competent authorities (energy and/or environmental agencies/regulators). The only exceptions to this rule were France and Brazil, in which we use used Climate Transparency initiative data. For a location-based approach, we used 2019 emission factors for Spain. As for Brazil, Ireland and France, we used 2018 emission factors. Finally, for Portugal were used 2017 emission factors. We used GHG supplier-specific emission factors that correspond to information made available

by each supplier. We extracted the data from the national energy regulator website in Spain's case, although it contained supplier-specific emission factors. The emission factors used for a market-based approach were from 2019.

^[10] Source: Corporate Value Chain (Scope 3) Standard | Greenhouse Gas Protocol (ghgprotocol.org)

^[11] [3] SCOPE 1: The GHG emission factors that we used derived from two sources: from information provided by the energy provider (the most prevailing source for natural gas and propane) and from recently published data, made available by the local national or regional competent authorities (energy and/or environmental agencies/regulators)- most prevailing source for diesel.

SCOPE 2, location-based: We used GHG country average emission factors, which correspond to the most recently published available data from the local, national competent authorities (energy and/or environmental agencies/regulators). The only exceptions to this rule were France and

and SCOPE 2, market-based: We used GHG supplier-specific emission factors that correspond to information made available by each supplier. We extracted the data from the national energy regulator website in Spain's case, although it contained supplier-specific emission factors. The emission factors used for a market-based approach were from 2019.

^[12] Water and waste data do not include our plant in Ireland (Kilcar). This plant will start to follow the group's ESG gathering information system in the fiscal year 2020/2021.

^[13] For computing water consumption, we followed the GRI standard 303 - water and effluents 2018.

^[14] By new product developed we mean a product that is ready to be submitted for registration or has already been launched or placed at the market.

^[15] We consider part of Rovensa portfolio, products produced by Rovensa and 3rd parties products. We assume as certified organic products all that have an external certification, and are produced by Rovensa or third parties. To avoid double-counting, we did not consider different brand names of the same product.

^[16] The Harmonized Risk Indicators are the official indicators to measure the targets set in the Farm to Fork Strategy. It is calculated by multiplying the quantities of active substances placed on the market in plant protection products by a weighting factor. The weightings are intended to reflect EU policy on the use of pesticides and to support the goal of the Sustainable Use Directive to reduce the risk and impact of pesticide use and promote alternative approaches or techniques.

^[17] Data only relates to Plant Health solutions, and was computed as an average of the solutions included.

Social

^[18] Our Health & Safety data scope includes Albacete, Campinas, Kilcar, Laon, Sanchidrián, Setúbal and Valencia plants as well as our employees from Grupo Agrotecnología and our offices in Madrid and Portugal.

^[19] Unpredictable occurrence during work time, at the workplace, that could or does result in physical or mental injury. Do not include in-itinere accidents.

^[20] It is a work-related accident that has caused injury to the employee, resulting in lost time.

^[21] Number of workdays employees lost due to injury work related accident. We only consider calendar days. We start

counting one day after the work-related accident. Do not include professional diseases.

^[22] Number of lost time injuries (work-related accidents with Lost time cases) that occurred during the reporting period per 1 million hours worked.

^[23] Absenteeism rate or absence percentage, is the percentage of lost hours of unplanned absence due to any disability resulting from a work-related accident or occupational disease . As regards the absenteeism KPI, for Sanchidrián, Albacete and SDP the defined concepts are not being used. All absences except holidays are being considered.

^[24] Number of lost workdays due to work related accidents that occurred during the reporting period per 1 million hours worked.

