

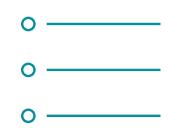


# Towards a balanced journey

FY  
**22**  
—  
**23**

**Sustainability Report**





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# About this report

The Sustainability Report for fiscal year (FY) 2022/2023 discloses, in a transparent way, our progress against the targets in our Sustainability Strategy and Net Zero Roadmap and assess the ESG (Environmental, Social and Governance) performance of our Group.

## Content and Scope

The contents of this report are based on the ESG topics determined as relevant in the materiality analysis process carried out in 2020. The data collected refers to our performance during FY 2022/2023, aligned with the reporting period for our financial reporting – from July 1<sup>st</sup> 2022 to June 30<sup>th</sup> 2023 – and considers the business structure and companies acquired before the end of this period.

As such, our scope includes our newly acquired companies MIP Agro and Cosmocel, making the scope coverage equivalent to a total of 15 industrial sites (three more than the previous report).

Cosmocel was acquired by the Group in February of 2023 and is not fully integrated into Group databases, policies, and procedures. As such, data gathering for Cosmocel was performed separately. For reporting purposes, full fiscal year data for Cosmocel is disclosed, unless otherwise stated. For applicable topics and following Science-Based Targets initiative (SBTi) requirements, fiscal year 2021/2022 figures were recalculated to include Cosmocel. To improve data accuracy, we have recalculated previous FY data for several indicators. Whenever applicable, these assumptions are detailed within the report.

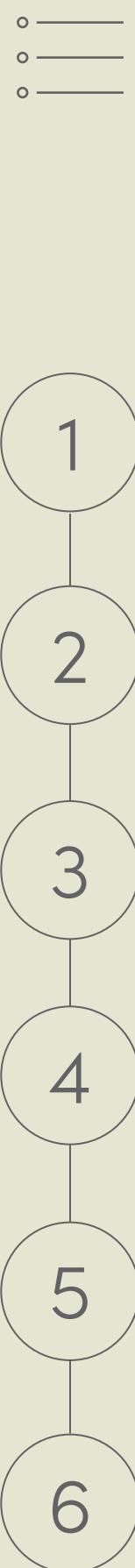
## Sustainability Frameworks

Rovensa's Sustainability Report has been prepared in accordance with the most updated Global Reporting Initiative (GRI) Standards and Sustainable Accounting Standards Board (SASB) 2022. In the case that the external standards were not adequate for our business profile, our own metrics were used. The recommendations of the Greenhouse Gas (GHG) Protocol, including scope 3, were used to disclose data related to GHG emissions. This Sustainability Report forms the basis for the implementation of the Ten Principles of the United Nations Global Compact (UNGC) on human rights, labour, environment, and anti-corruption in our Group, serving as a Communication on Progress (CoP). An index containing GRI, SASB and Rovensa's specific indicators, as well as the corresponding

Sustainable Development Goals and UNGC Principles is provided at the end of this report.

## Approval Process

Our Sustainability Report results from the collaboration between our Corporate Sustainability Department and the Sustainability Cross-Functional Team, and it was verified and approved by Rovensa's Executive Management Team (EMT), Board, and Sustainability Committee. We engaged an independent, external entity to provide limited assurance of this report and its contents in accordance with the International Standard on Assurance Engagements (ISAE) 3000 Revised, the results of which can be found at the end of this report, as an assurance statement issued by PwC.



# Interview with the CEO

As recently appointed Rovensa CEO, Javier Calleja shares his vision on his first year steering the Group towards its sustainability vision and ambition. Javier elaborates on the Group's commitment to sustainability, outlining some milestones that will set the direction for the long-term success of the business.

**Rovensa reached a major milestone this past year: the Sustainability Strategy 2023/2030. What is the importance of having a Sustainability Strategy?**

Sustainability has always been at the core of our business. Our Sustainability Strategy 2023/2030 comprehends long-term actionable plans to drive positive impact on the climate, nature and people, and will help us to fulfil our vision for the future: a world with zero hunger, in which we help to feed the planet within its planetary boundaries.

Our Group was founded on the principle of 'Well Balanced Agriculture', referring to the equilibrium of using conventional and biological agri-inputs with good agricultural practices to increase global food production, in an economically, socially, and environmentally sustainable manner. The 'Balanced' concept embedded in our DNA is also the foundation of our Sustainability Strategy. We aim to bring balance to an increasingly unbalanced world. Our Four Balanced Pillars of Action – Balanced Climate, Balanced Nature, Balanced People and Balanced Governance – reflect the integration of three key dimensions – environmental, social and governance (ESG) – in everything we do, underlining our commitment towards ESG excellence.

**How does sustainability tie into Rovensa's business strategy?**

Our business strategy goes hand in hand with environmental stewardship and social responsibility, as it is the only way to bring long-term success. For example, understanding, and then acting upon, the sustainability-related risks that impact our business ensures our operations and product portfolio are resilient. In the same way, we must remember that sustainability can be a big driver of value creation. It makes sense, then, that our sustainability strategy is embedded in our business strategy, and it is impossible to separate one from the other. Our strategic decisions are made on this basis, as seen by the recent transformation of our business and the creation of a new business unit dedicated to biosolutions, testament to the fact that sustainability cannot run in parallel to mainstream business strategy, but be a true part of it.

**You have committed to a Net Zero by 2050 target. Why is this ambition relevant for the business?**

In March 2023, we publicly announced our Net Zero Roadmap, in which we commit to achieve Net Zero greenhouse gas emissions across the entire value chain by 2050.



In alignment with the imperatives of climate science aimed at limiting global warming, we have also set our near-term reduction targets for validation by SBTi (Science Based Targets initiative). We recognise the urgent need for action on climate change, and the pivotal role all businesses play in tackling it. By setting this ambition, and mobilising the Group to achieve Net Zero, we can both contribute to protecting the planet and people from dangerous impacts of climate change, and future-proof our operations to build resilience in a changing world.

#### **How is Rovensa addressing farmers' challenges nowadays?**

Climate change increases pressure on land and water resources while reducing growth yield and destroying biodiversity, essential to healthy crops. Over the years, we have been investing in research and innovation with the goal of creating agricultural inputs that play a pivotal role in increasing crop yields to help farmers produce more and better food, using fewer natural resources. In addition to embracing cutting-edge innovations like biofertilisers and biostimulants, our product range aims to tackle the current challenges facing farmers worldwide. Namely, climate change, water scarcity and biodiversity loss. Through our products and the targets of our Group Sustainability Strategy, we are ensuring our products are made and used responsibly with the purpose of helping farmers to feed the planet within its boundaries.

#### **How is Rovensa positioning to contribute to a more sustainable agriculture?**

We see sustainable agriculture as the only path for a fair, healthy and environmentally friendly food production system. Sustainability is crucial to farmers as it ensures the long-term viability of their practices, maintaining soil health, and securing stable yields for future generations. Rovensa is committed to creating a better future, which is why, in the last fiscal year, we have taken a strategic step forward in our goal to be a reference provider of well balanced agri-inputs, creating Rovensa Next, a new global business unit dedicated to biosolutions for agriculture that combines 11 Rovensa companies. With Rovensa Next we reinforced our positioning to offer solutions to address the sustainability challenges of the farmers, shaping a sustainable future for agriculture through its bio-transformation. During the last fiscal year, we have also concluded the acquisition of Cosmocel a company that reinforces our portfolio with a high quality and complementary range of biostimulants which is now being integrated within Rovensa Next.

#### **What were the main milestones in fiscal year 2022/2023?**

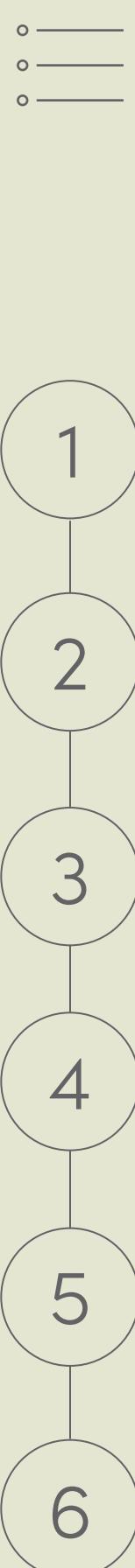
Sustainability is a journey of continuous improvement, in which every step is important to achieve our ambitious goals. The launch of our Sustainability Strategy was one of the major milestones during the last fiscal year, transforming our commitments on climate, nature, people and governance into specific, measurable targets. Advancing in our sustainability journey, we

took steps to improve our sustainable business practices and reduce our impact on climate. As part of our commitment to achieving our Net Zero target, this report marks a significant milestone—the inclusion of emissions data from our recent acquisition, Cosmocel. This integration underscores our dedication to transparently account for the environmental impact of our expanded operations and reinforce our ongoing efforts to contribute to a Net Zero future.

Within our Balanced People pillar of action, particularly in the area of safety – one of our core values and a top priority – we were able to significantly decrease the Lost Time Injury Frequency Rate (LTIFR) to 7.4, thus getting closer to our target for 2025. This accomplishment underscores our unwavering commitment to ensuring the well-being and safety of our workforce.

In our pillar Balanced Governance, our objective is to consistently adopt the best ESG practices across our Group, while also encouraging our suppliers to adhere to our standards. In this context, on behalf of the EMT, I reaffirm Rovensa's commitment to the Ten Principles of the United Nations Global Compact (UNG) in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress (CoP), we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy and daily operations.

**The launch of our Sustainability Strategy was one of the major milestones**



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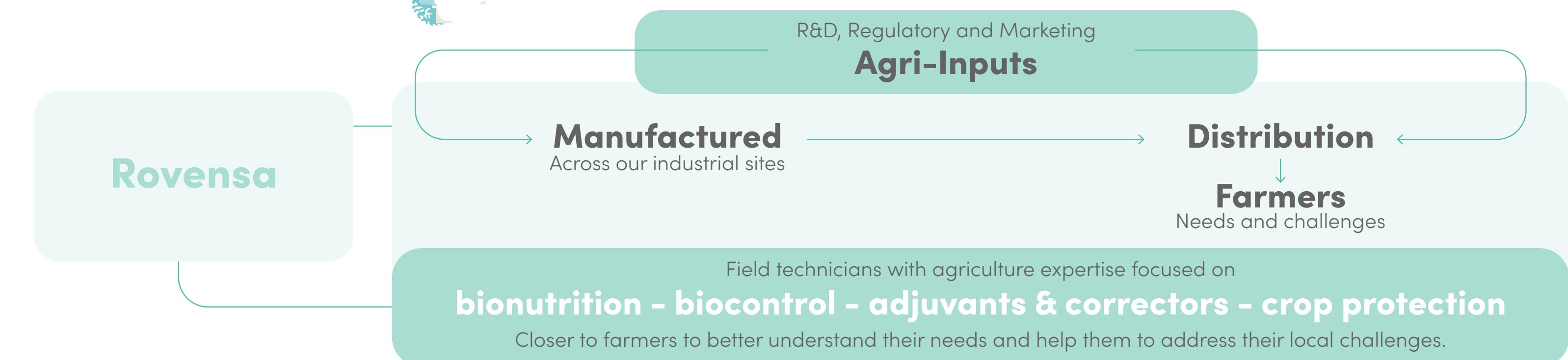
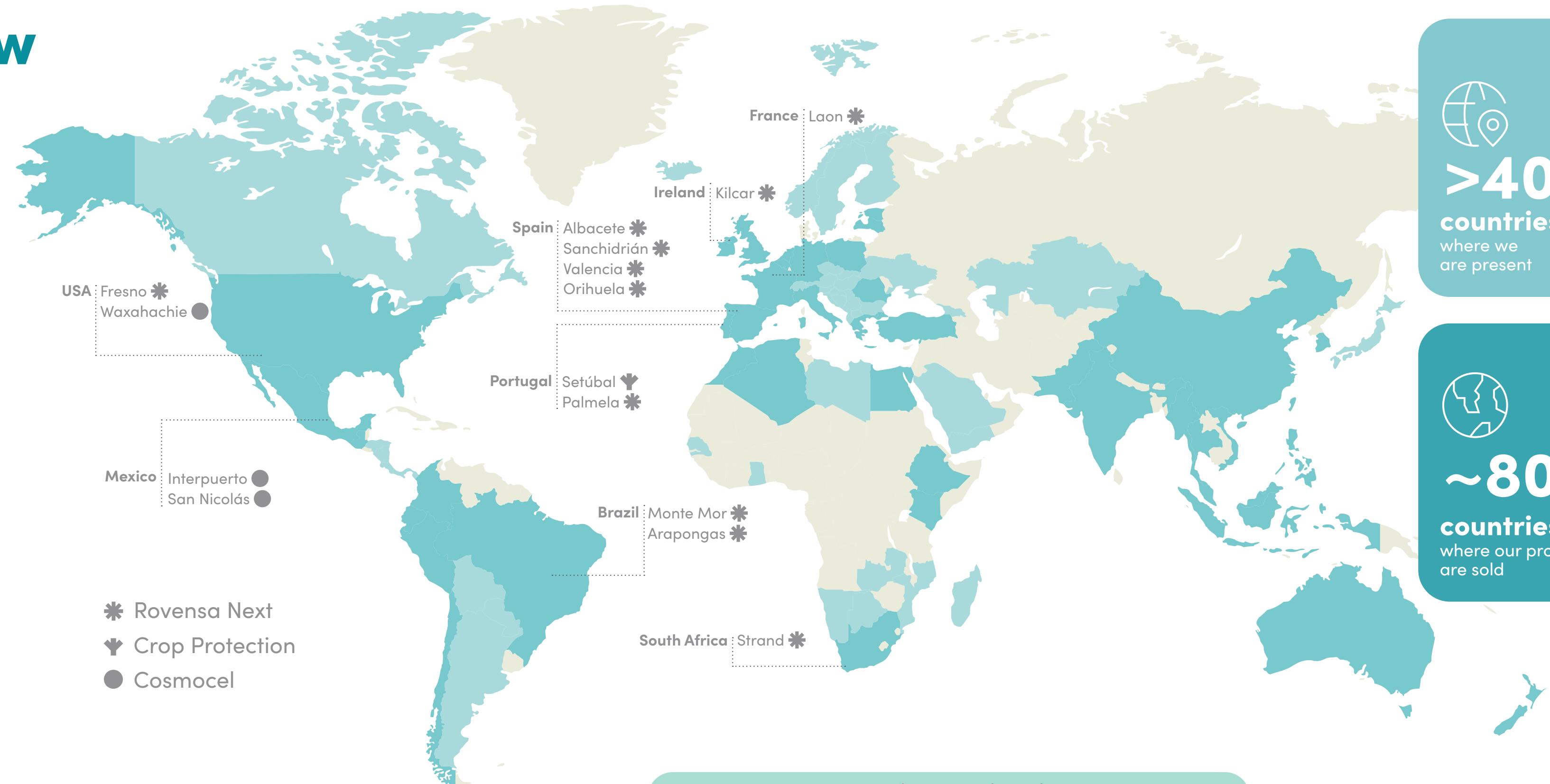
# Our Business

# Business Overview

The aim of Rovensa is to develop, manufacture, and commercialise agri-inputs to support farmers in the production of safe, nutritious, and healthy food to feed the planet.

We conduct in-house research and development, and with the help of regulatory and marketing teams across the world, we develop a pipeline of innovative products for agriculture.

The value chain starts with the purchase of raw materials, that will then be used to manufacture our products. After research and development at laboratory scale, field trials and granted authorisation to be used and sold in agriculture, our agri-inputs are manufactured across our industrial sites. Once manufactured, they are distributed worldwide to our customers through a global network of distributors and field support professionals. Our 'Boots on the Ground' commercial teams provide technical support to farmers to help them to develop a more sustainable agriculture. The cycle ends with the end-use of our products. After being used, the packaging of our products can either be discarded through waste disposal, recycling and/or returned to a Rovensa company in specific collection points.



Rovensa is organised by two different business units – Rovensa Next (including the recently acquired Cosmocel) and Crop Protection.

Our aim is to help to feed the planet by developing a wide offering of full plant lifecycle agri-inputs for crop management.



Biosolutions business unit of Rovensa aimed to shape a sustainable future for agriculture and drive its bio-transformation

## Bionutrition

Development and production of biosolution products intended for crop biostimulation, to improve tolerance to abiotic stress, nutrient use efficiency, harvest quality and the availability of confined nutrients in the soil or rhizosphere. Products are also intended for crop nutrition to cover specific plants' nutrients needs during the whole plant cycle to help the plant to achieve its yield potential.

### Biostimulants

Biofertilisers, microbial extracts, seaweed extracts, amino acids and humic acids, among others.

### Speciality Macronutrients

Liquid primary and secondary macronutrients.

### Speciality Micronutrients

Chelated and non-chelated micronutrients.

## Biocontrol

Biosolutions based on active ingredients such as microorganisms (bacteria, fungi and viruses), plant extracts and other natural sources for integrated pest and disease crop management. These formulations are designed to prevent and eliminate the adverse effects on crops, ensuring they achieve their maximum potential yields.

### Bioinsecticides

For controlling or eradicating insects and mites.

### Biofungicides

Utilized to regulate the activity of plant pathogenic fungi and bacteria.

### Bionematicides

For nematodes population management.

NEW ACQUISITION



COSMOCEL®

## Adjuvants & Correctors

Products to enhance the performance of biocontrol, crop protection and bionutrition solutions, improving efficacy and consistency of the applied formulation.

### Utility

To improve the ease of application and maximise it, by altering the physical or chemical characteristics of the spray mixture.

### Activator

To enhance the performance of the bionutrition, biocontrol and crop protection products by increasing their absorption through different mechanisms.



A global crop protection solutions provider

## Crop Protection

Production of innovative plant protection products for a responsible and sustainable agriculture management.

### Plant Protection Products

Fungicides, insecticides and herbicides intended for protecting crops from pests and diseases.

# Value Creation

## What we relied on in 2022/2023

### Economic

**681 M€**

Operating costs

### Innovation

**982**

Products registered

**169**

Agreements with universities and research centres

### Climate and Nature

**53%**

Industrial facilities purchasing 100% renewable electricity

### People

**>2500**

Employees

**49**

Students covered by scholarship

**49**

Laboratories and experimental field centres

**4**

Industrial facilities with photovoltaic panels

**4%**

Investment in R&D

**223**

R&D and regulatory employees

### SBTN

Guidance to inform our target-setting for nature

**27%**

Of women in senior management positions

## Our Mission

is to help to feed the planet, enabling a balanced and sustainable agriculture

## Our Stakeholders

Investors | Employees | Work Councils  
Customers | Farmers | Academia | Suppliers | Regulators

## Our Values

Safety | Empowerment | Ethics | Dedication | Striving

## Our Sustainability Vision

is a world with zero hunger, in which we help to feed the planet within its planetary boundaries<sup>a</sup>.



## The value we created in 2022/2023

### Economic

**661 M€**

Net sales<sup>A</sup>

### Innovation

**34**

New products launched

**14%**

Annual growth in sales of biostimulants<sup>B</sup>

**24%**

Sales of agri-inputs authorised for organic farming

### Climate and Nature

**7%**

Decrease in total scope 1, 2 and 3 GHG emissions (market-based)

**63%**

Waste recovered (reused, recycled, or recovered for energy)

### People

**15.3%**

Employee turnover

**7%**

Decrease in work-related accidents

**6%**

Water reused in industrial facilities

**21h**

Of training per employee on average

## Sustainability Milestones



### Act4nature Portugal

We became members of Act4nature Portugal. Act4nature Portugal follows the principles of Act4nature International of the Worldwide Business Council for Sustainable Development (BCSD) and aims to mobilise and encourage companies to protect, promote, and restore biodiversity and ecosystem services locally.

As a participant in this initiative, Rovensa has made individual commitments that have undergone a review and validation of SMART criteria by a multi-party steering committee of BCSD Portugal. We commit to implementing and reporting on their commitments every 2 years.



Photo by Gonz DDL on Unsplash

### SBTi commitment

We signed a commitment letter to the Science-Based Targets initiative (SBTi)<sup>b</sup>. The SBTi is a collaborative initiative led by the Carbon Disclosure Project (CDP), the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF).

The initiative helps companies align their emission reduction targets with the latest climate science to limit global warming and contribute to the goals of the Paris Agreement. Signing a commitment letter to SBTi is a proactive step taken by Rovensa to align our climate goals with scientific evidence.



### Bio-transformation of the business

We launched Rovensa Next as part of the Group's reorganisation process to shape a sustainable future for agriculture and drive its bio-transformation. Rovensa Next is the result of the aggregation of 11 Rovensa companies (Agrichembio, Agrotecnología, Idai Nature, Microquímica, MIP Agro, OGT, Oro Agri, Rodel, SDP Tradecorp, and Cosmocel).

This new business unit will be dedicated to the production and commercialisation of biosolutions for agriculture. The recently acquired Cosmocel, specialised in biostimulants, is currently undergoing its integration into Rovensa Next.

### Net Zero ambition

We launched Rovensa's Net Zero Roadmap, an action plan where we set interim (near-term and mid-term) and 2050 GHG reduction targets consistent with the reduction requirement to limit global warming to 1.5 °C compared to pre-industrial levels. Considering a base year of FY21/22, we have committed to address four focus areas: responsible carbon management, renewable energy, greening supply chain and low carbon operations, and sustainable agricultural practices, as climate action efforts to reduce our Group's GHG emissions.



### Sustainability Strategy 2023/2030

We launched Rovensa's Sustainability Strategy 2023/2030, a long-term actionable plan to drive positive impact on the climate, nature and people. Based on the principle of 'Well Balanced Agriculture', our Sustainability Strategy is guided by Four Balanced Pillars of Action, 'Balanced Climate', 'Balanced People', 'Balanced Nature', and 'Balanced Governance'.



### SBTN membership

We joined the Science Based Targets Network (SBTN) Corporate Engagement Program (CEP). This membership allows Rovensa to support the development of methods, tools, and guidance to set science-based targets for nature. Rovensa attends member-only sessions to discuss the execution of technical guidance.



# Our Sustainability Materiality

We conducted a materiality assessment to identify the ESG topics our Group has the most impact on and inform our monitoring, reporting, and decision-making processes.

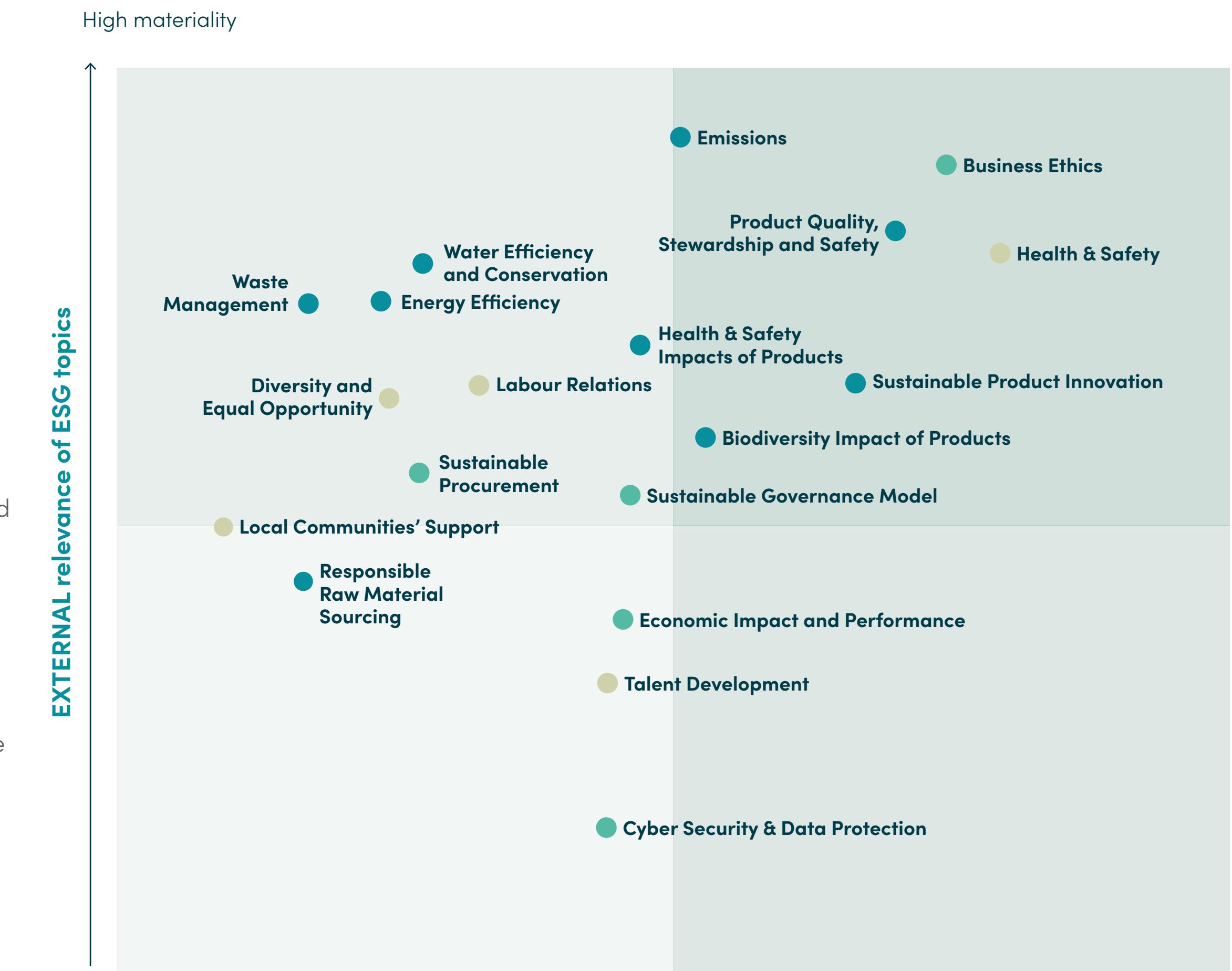
The exercise resulted in a materiality matrix, which illustrates our priority topics and helps us to identify improvement actions and business opportunities. This assessment was used as the basis for our Sustainability Strategy 2023/2030.

Our assessment was carried out in 2020 by consulting a variety of internal and external sources, such as the Global Reporting Initiative (GRI), United Nations Global Compact (UNG), Sustainability Accounting Standards Board (SASB), and other ESG reports and Public Policy Strategies relevant to our industry. From over 60 ESG topics,

**ESG Policy**  
Our ESG Policy is centered around our sustainability material topics and Sustainability Strategy. This policy is available on our intranet for all Rovensa employees.

we merged them into 19 key topics, evaluated and ranked by our Board of Directors and Executive Management Team (EMT).

As we progress in our reporting exercise, and in line with the new Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), we are preparing to develop a double materiality matrix to update our current one and serve as the basis for future CSRD reporting. We expect to develop our double materiality in fiscal year 2024/2025, to report against CSRD in 2025/2026.



Low materiality

INTERNAL relevance of ESG topics

Highly materiality

● Environment ● Governance ● Social

## Stakeholder Engagement

Our stakeholders are the groups and organisations with whom we work, build partnerships, and at whom our products are aimed. We seek to actively collaborate with stakeholders to address sustainability topics, identifying trends and needs that have a potential impact in our business, so we can keep improving and growing in an informed manner. This engagement can happen through a variety of communication methods and channels.

Stakeholder Category	Engagement Method	Stakeholder Category	Engagement Method	Stakeholder Category	Engagement Method
 <b>Investors</b>	<b>Corporate website and social media</b> Investors can communicate with us and keep updated on news relating to our Group  <b>Sustainability Annual Report</b> Our most complete resource on ESG and climate performance, where investors can monitor our progress	 <b>Employees</b>	<b>Organisational Climate Survey</b> Performed every two years, to give employees an active voice within the organisation and assess their needs  <b>Whistleblowing Channel</b> Available 24h/day, where employees can report breaches in our Code of Conduct  <b>Training and Annual Performance Reviews</b> Our main methods to provide growth opportunities and accompany career development	 <b>Customers and farmers</b>	  <b>Direct field visits</b> Performed by our commercial teams, who share knowledge about our products  <b>Specialised communication materials</b> Catalogues and leaflets that explain our product ranges
 <b>Academia</b>	<b>Agreements with universities and institutions</b> To use their infrastructure for research projects and development of new products	 <b>Suppliers</b>	<b>Rovensa Supplier Portal</b>  Available in our corporate website, where suppliers can access our policies, with which they must comply  <b>Compliance and Sustainability Questionnaire</b> Sent to our suppliers as a part of their evaluation on several criteria, including ESG topics	 <b>Work councils</b>	<b>Employees committees' meetings</b> Organised by our local human resources teams to discuss work conditions across geographies
				 <b>Regulators</b>	  <b>Events, webinars, and meetings</b> They can provide feedback through different events and discussion forums  <b>Brand websites and email</b> Serve to keep us updated on the newest regulations and sustainable development practices

# Our Sustainability Strategy 2023/2030

Our planet and its people are increasingly at risk. The growing world population is expected to reach 9.7 billion in 2025, impacting resource availability and food security, with expected increases of 35% in food demand, 40% in water demand, and 50% in energy consumption<sup>c</sup>.

These trends, together with the progressive aggravation of climate change and biodiversity loss, emphasise the urgency to adapt our current food production systems to become more sustainable and resilient. At Rovensa, as producers of agricultural inputs, we are responsible for playing a part in this change. For this reason, we have set our **Sustainability Strategy 2023/2030**  and begin monitoring its progress in this Sustainability Report.

## Our Sustainability Vision

Our sustainability vision is a world with zero hunger, in which we help to feed the planet within its planetary boundaries<sup>a</sup>. We believe that it is our responsibility to work daily to help reduce our environmental and social footprint, and increase the positive impacts generated from our business activities.

We have developed our Sustainability Strategy for the period of 2023/2030, and launched it in June 2023.

Through it, we commit to catalysing positive impact by contributing to a more balanced agriculture and a better use of the planet's resources. The strategy was set in alignment with the main international frameworks that have a major impact on the agribusiness industry, namely the Food and Agriculture Organisation of the United Nations<sup>d</sup>, and the European Union Green Deal<sup>e</sup>, including its Farm to Fork<sup>f</sup> and Biodiversity Strategy 2030.

With this report, we aim to establish the beginning of our strategy implementation and measure our progress using fiscal year 2021/2022 as a baseline year. This report is thus structured around the four pillars of action of our strategy, which define the strategic priorities of the Group.

We align our Sustainability Strategy to the United Nations Sustainable Development Goals (UN SDGs). We support all SDGs but recognise our responsibility to drive progress primarily on four SDGs, where we believe our business can have a greater impact.



We are a member of the Business Council for Sustainable Development (BCSD) Portugal, contributing towards a more balanced, fair, innovative, and competitive future, capable of generating work and social well-being.



Rovensa is a signatory of the United Nations Global Compact. We are committed to tackling issues related to the Ten Principles on human rights, labour practices, the environment and anti-corruption, and work towards the achievement of the Sustainable Development Goals.

## Pillars of Action

Our Sustainability Strategy is guided by four Pillars of Action and fourteen measurable commitments, which illustrate our strategic priorities, and around which this report was structured. This report outlines the beginning stages of implementation: some targets have yet to be addressed or are in discussion stages, and others have an established plan and actions taken.

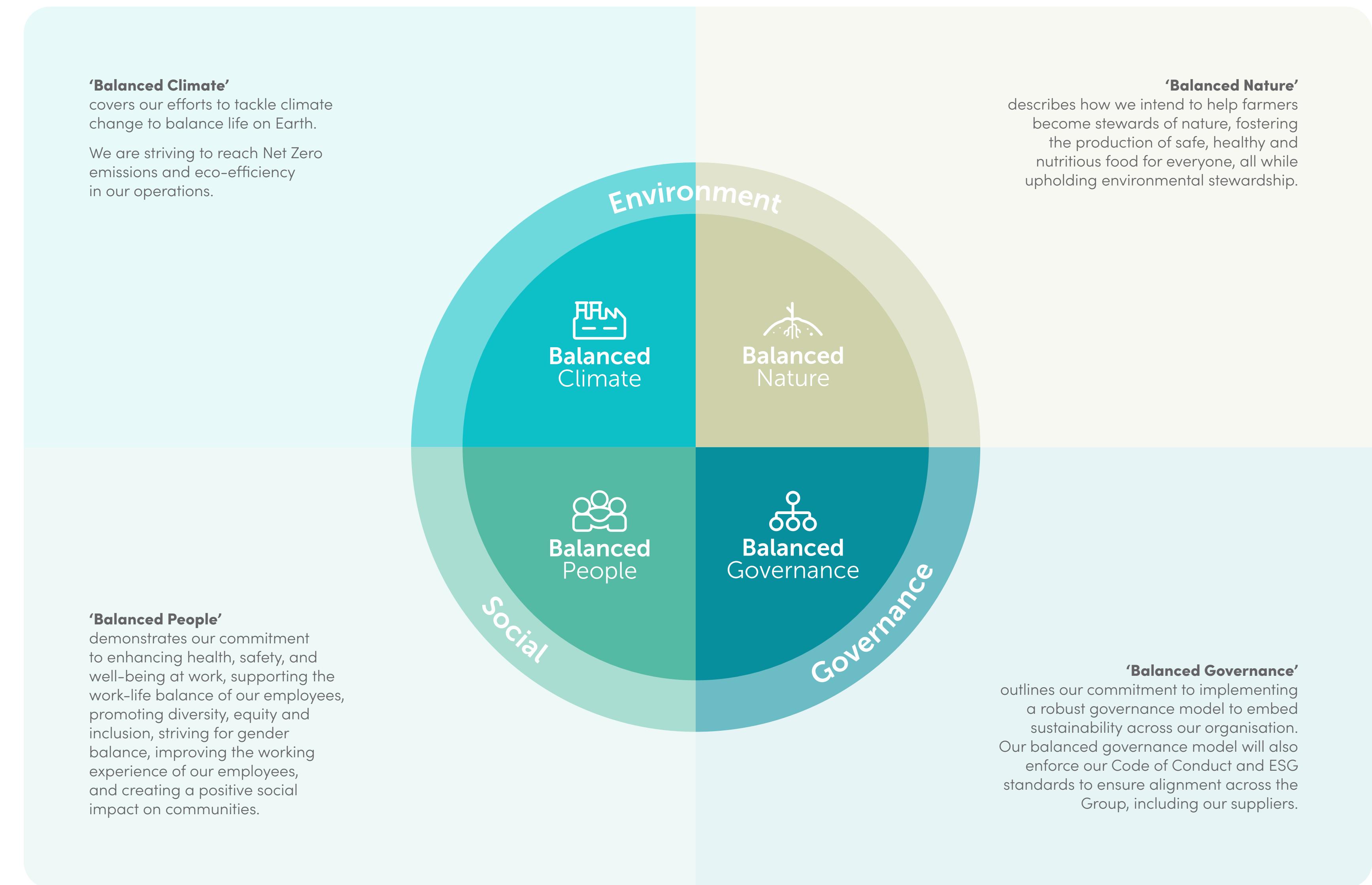


ROVENSA  
Sustainability Strategy 2023/2030



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ROVENSA | Sustainability Strategy 2023/2030



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## Balanced Governance

PILLAR OF ACTION



OUR COMMITMENTS



Sustainability  
Governance



ESG accountability  
from the top



Business  
ethics



ESG criteria for  
suppliers



## Sustainability Strategy 2023/2030

### Commits

### 2023/2030 Targets



Implement a formal Sustainability Committee.

100% of employees complete training on Sustainability topics. Each year thereafter, departments and roles with significant sustainability and climate change exposure, receive training in accordance.



100% of members of the Executive Management Team complete training on high-materiality sustainability topics. Post-2023, annual training addresses new and material sustainability and climate-related issues.



100% of employees complete training on Rovensa's Code of Conduct, Whistleblowing, Anti-Bribery and Corruption (ABC) and Anti-Money Laundering (AML) policies.



Analyse and define the supplier scope to be audited and monitored.

Implement a system to audit and monitor suppliers, and to assess their compliance in line with Rovensa's Supplier Code of Conduct.

### Progress in FY22/23

We have established a **Sustainability Committee** [↗](#). This Committee acts as an advisory board to the Board of Directors, providing expertise on sustainability related matters, sets strategic guidelines and provides leadership direction for sustainability strategy and ESG-related issues, contributing to long-term sustainable growth.

Over 300 employees have completed a live **virtual training on climate change** [↗](#), that included topics such as climate risk and warming pathways. Employees can now also access this as an e-learning on our Intranet, alongside two other sustainability related e-learnings: Introduction to ESG, and Sustainable and ESG Supply Chains.

Three members of the EMT completed a three-month **Climate & Biodiversity Training Programme** [↗](#) conducted by Competent Boards, which covered regulatory and scientific information on climate and biodiversity issues, and the link to corporate decisions.

In June 2023 we launched an **e-learning on our Code of Conduct** [↗](#), Whistleblowing, Anti-Bribery and Corruption (ABC) and Anti-Money Laundering (AML) policies.

We are looking into different approaches to assess the **ESG risk and compliance** [↗](#) associated with our operations and supply chain, as well as supplier compliance to our Code of Conduct.

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# Corporate Governance

Our corporate governance ensures our Group has the appropriate decision-making structures to safeguard the interests of our stakeholders.



## CEO

Javier Calleja with several years of experience in similar roles, assumed the position of Rovensa CEO

In FY22/23

## Board of Directors

The Board of Directors is responsible for reviewing and approving the sustainability strategy, as well as maintaining the appropriate structures, procedures and controls required to identify and manage critical business risks, helping to build a strong governance and leverage value creation opportunities for our Group. It is composed of two Rovensa Executive members: the Chief Executive Officer (CEO) and the Chief Financial Officer (CFO), as well as ten non-executive members, comprising four independent directors – including the chairman, the highest governance body of the Group. Out of the non-executive members, six are proprietary directors (appointed by the joint-venture among the respective shareholders – Bridgepoint and Partners Group) with relevant expertise in management of companies from different sectors and in different geographies; and three are independent investors, experts in the sector.

The nomination and selection process adhere to criteria set by one-third of the Board of Directors representing each of the main shareholders, with the remaining composition consisting of independent members. To ensure unbiased decision-making, Rovensa Board members cannot vote on resolutions involving conflicting interests. Diversity is emphasised in the nomination process, along with complementary competences

and experience in areas such as agri-business, sustainability, and operations excellence. Out of the 12 members of the Rovensa Board, one is a woman and 11 are men.

## Executive Management Team

The EMT is responsible for the definition and execution of the Group's business strategy, through an active leadership and operational management including the reviewing and approval of the Group's ESG and Sustainability policy. The EMT reports directly to the Board of Directors. As of June 2023, it was led by the CEO, and comprised two Chief Operating Officers (COO), a Chief Financial Officer (CFO), a Chief Human Resources Officer (CHRO), a Chief Mergers & Acquisitions (M&A) Officer and a Chief Transformation Officer (CTO).

## Progress

Implement a formal Sustainability Committee by 2023

Rovensa defined the **roles and responsibilities** of the Sustainability Committee

## Board Committees



### The Risk and Audit Committee

Supervises risk management and internal audit.



### The Nomination and Compensation Committee

Oversees the nomination and compensation benefits of the Group's Executive Management Team.



### Sustainability Committee

Appointed by the Board of Directors, this committee comprises one secretary, two non executive directors – one from Bridgepoint and one from Partners Group – and is chaired by an independent director, with expertise in Sustainability.

# Sustainability Governance

**Effective sustainability governance requires the integration of sustainability principles into the entire corporate governance structure.**

During fiscal year 2022/2023, the sustainability committee was implemented, and the following sustainability governance model was set to help achieve our overall sustainability ambition:

**Board of Directors**

**Sustainability Committee**

**Executive Management Team**

**Corporate Sustainability Department**

## Board of Directors

The Board has the highest level of oversight of sustainability, accountable for reviewing and approving the Sustainability Strategy.

## Sustainability Committee

A dedicated committee at the Board level reflects the importance of sustainability in Rovensa's corporate governance. The Sustainability Committee advises on the matters of environmental, social and corporate governance of the Group, thus guiding the strategic direction of its ESG and sustainability policy, thereby contributing to long-term sustainable growth.

## Executive Management Team

The Executive Management Team is the executive decision-making body of the Group that actively participates in the development of the Group's ESG approach, reviews sustainability strategies and action plans and monitors their progress, thanks to updates from the Corporate Sustainability Department.

### EMT accountability on ESG topics

Rovensa acknowledges the importance of tying sustainability goals with compensation structures to ensure their prioritisation. In fiscal year 2022/2023, the EMT's compensation scheme included specific targets related to sustainability performance, namely on Health & Safety, Climate Action and Governance & Social metrics.



**100%**

inclusion of ESG updates in Board packs

In FY22/23

The Board pack is a comprehensive document that serves as the basis for monthly Board meetings.

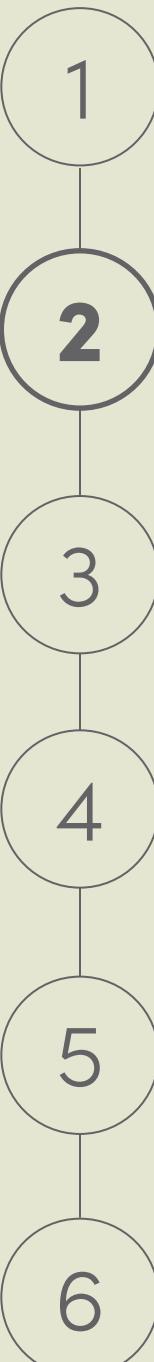
## Corporate Sustainability Dept.

This corporate-level team has the following duties:

a) To propose commitments, Sustainability objectives and targets to the Corporate Sustainability Committee, in line with industry best practises and relevant international frameworks, to identify the resources necessary to monitor compliance;

b) To work closely with Sustainability Committee to report to the Board of Directors on the performance indicators in the environmental, social and governance areas, consistent with the stipulated commitments, objectives and targets defined in the Group's Sustainability Strategy and its Net Zero Roadmap. The Board reporting occurs on quarterly basis and is focused on the most relevant sustainability topics in order to offer a concise, clear and quantifiable understanding of the corporate strategy and progress on sustainability.

c) To drive engagement and promote a sustainability culture within the Group. It coordinates with the relevant departments across the Group to focus on five workstreams centred around the four Pillars of Action of our Sustainability Strategy: Governance & Risk, People, Health & Safety, Nature, and Climate Change to achieve the targets included in the Sustainability Strategy and monitors the action plans of the relevant departments to ensure progress.



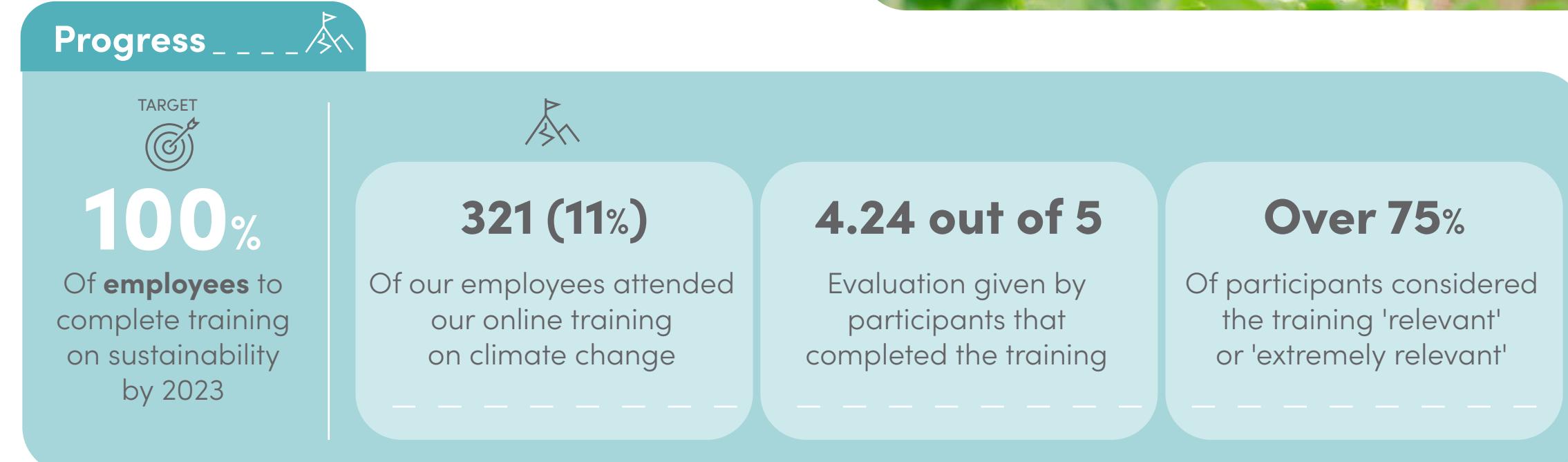
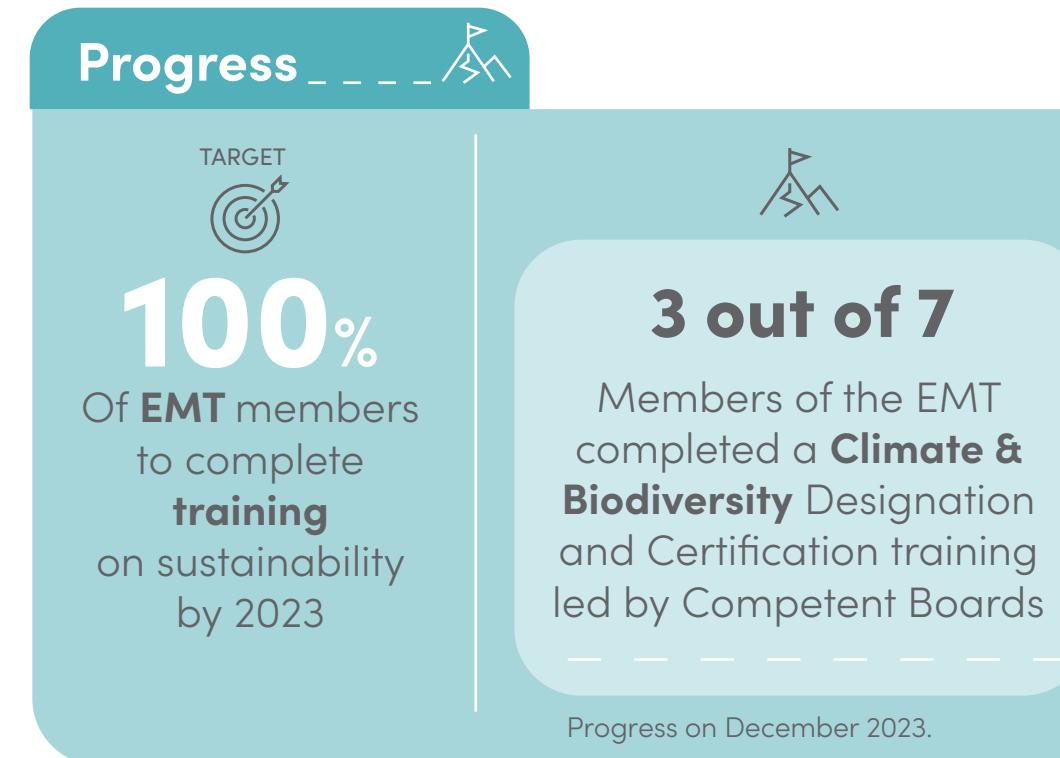
# ESG Accountability from the Top

At Rovensa, we want to drive a culture of responsibility and accountability at all levels, encouraging everyone to consider the environmental, social, and governance aspects of their work.

Embedding ESG considerations in the organisational culture from the top is essential for fostering long-term success and foster a positive impact. To make well informed decisions about topics that are highly strategic to accomplish our sustainability targets, five members of the Board of Directors, three of which from the EMT, completed a specialised three-month Climate & Biodiversity Designation and Certification training led by Competent Boards, by December 2023. This training provided an upskilling of the governance body members to identify and act upon the most material climate and biodiversity risks, helping to achieve our sustainability ambition and ensuring material risks to our business are appropriately addressed.

While a robust sustainability governance structure begins at the highest levels, we understand the significance of disseminating sustainability knowledge throughout the entire organisation.

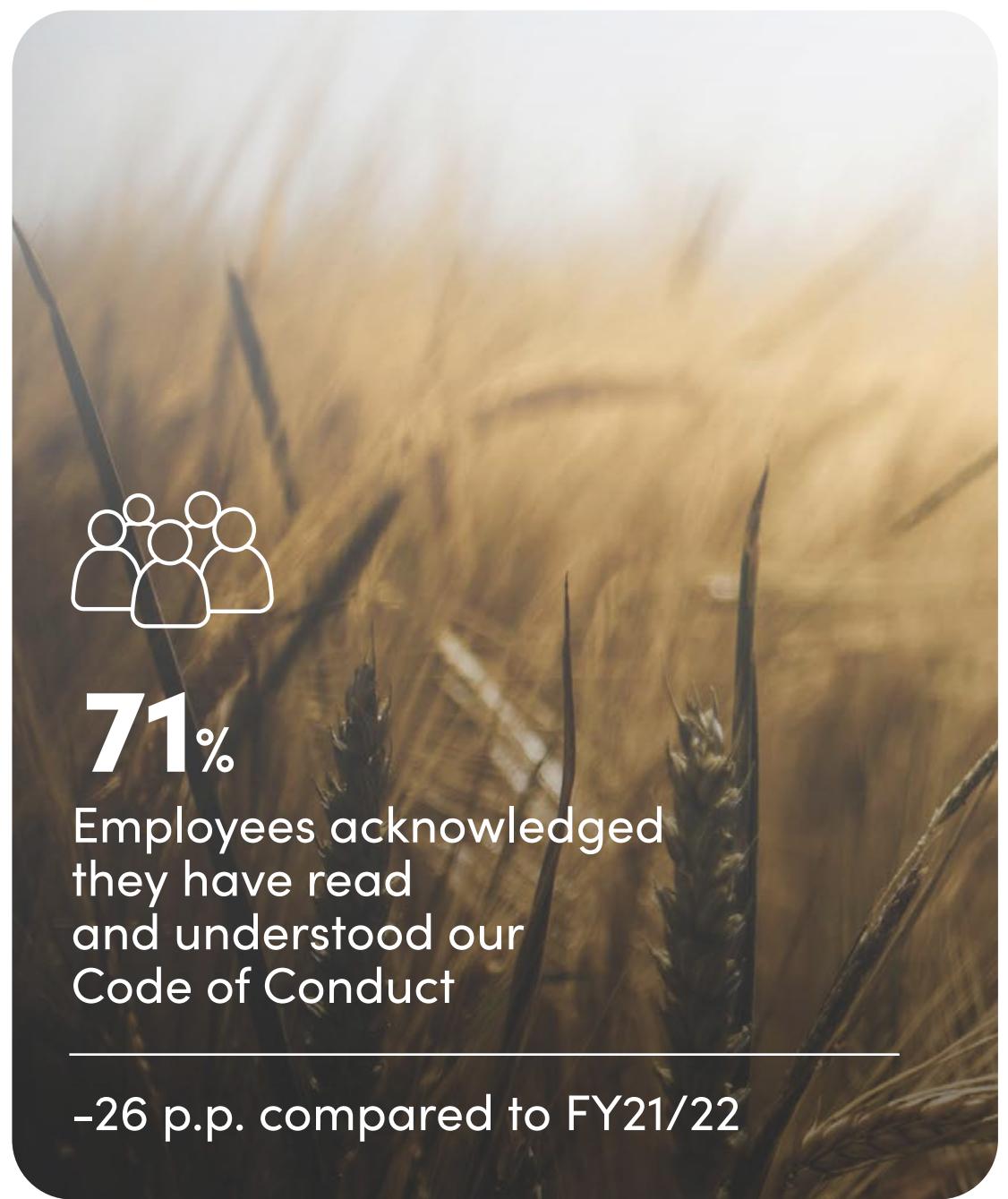
Since fiscal year 2022/2023, all Group employees can access an e-learning about climate change, and gain awareness on its importance for the business.



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# Business Ethics

We want to be recognised for the fair, responsible, honest, and transparent conduct in which we carry out our activities, that goes beyond the respect for the law, rules, and policies of each country in which we operate.



0  
Cases  
of corruption

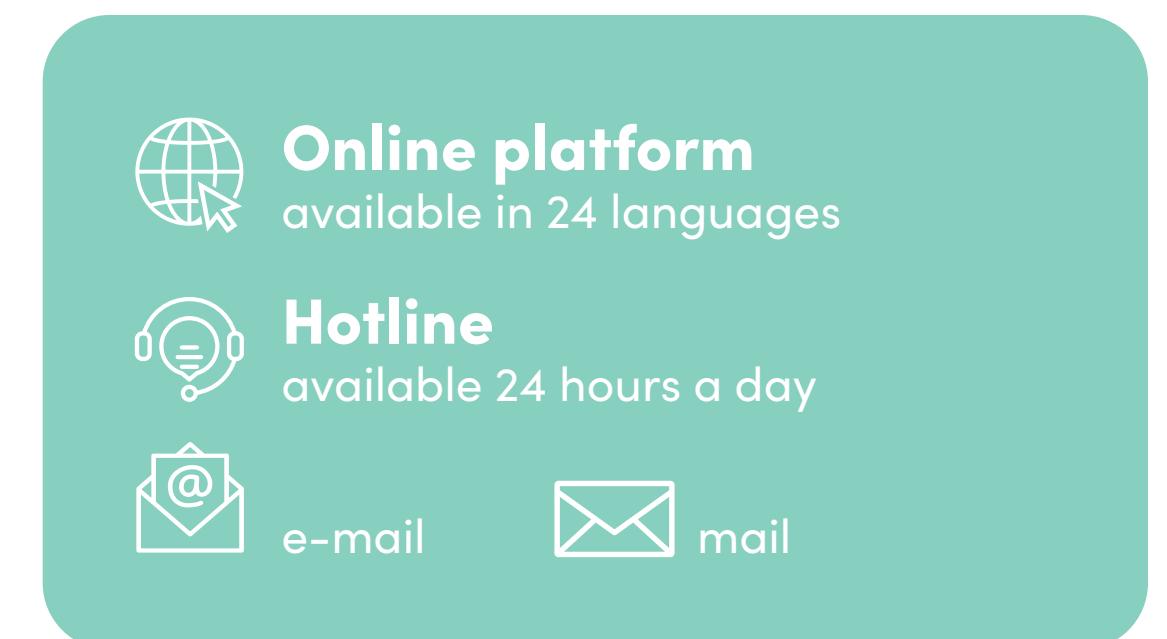
We cultivate ethical behaviour with all our stakeholders throughout the entire value chain, particularly with our employees. Rovensa's Code of Conduct is the foundation of our commitment to uphold an ethical behaviour, while performing our business activities. Grounded in our mission, vision and SEEDS values, the Code of Conduct is available on the Group's intranet, and it is mandatory for all employees to read and accept its terms. It defines guidelines and rules that employees, customers, suppliers, as well as all stakeholders with whom we work with must follow. At the same time, it discloses the Group's positioning regarding several topics, such as labour rights and safety conditions, discrimination



and harassment, antitrust, anti-bribery, and corruption, as well as anti-money laundering and conflicts of interest. In the reporting period, 71% of our employees had read and understood our code of conduct. The reduction of 26 p.p. compared to last fiscal year can be explained by the fact that Cosmocel does not yet have access to our intranet where the Code of Conduct is made available. Keeping in mind the importance of everyone fully understanding the principles of our Code of Conduct and its importance for the Group, in June 2023, we have launched a mandatory online training which can be attended at the most convenient date and time for each employee.

## Whistleblowing Channel - Speak Up!

As outlined in our Code of Conduct, Rovensa employees are expected to report potential breaches. Our whistleblowing channel is accessible on Rovensa's intranet, available in 24 languages, 24 hours a day, and is operated by an external and impartial entity to conduct investigations if and when reported situations arise. Those who report an incident can choose to remain anonymous, regardless of the channel they decide to use – phone, mail or e-mail.



In case any action is required, the external company informs Rovensa's Ethics Committee, composed of the Group's Chief Financial Officer, the Chief Human Resources Officer, and the Organisational Development Director, which will then decide what actions to take. The Group also has a Health & Safety Incident Reporting Policy in place which states how employees can adequately escalate issues and maintain an appropriate investigation and management of incidents.

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# ESG Criteria for Suppliers

**Driving a responsible supply chain requires commercial relationships based on open dialogue, transparency, shared values, and a common strategic vision.**

We look for suppliers that can share our values – not only economical, but ethical, social, and ecological too. All suppliers must be engaged and aligned with our corporate ethical values, our [Sustainable Procurement Policy](#) , [General Terms and Conditions for Purchases](#)  and [Supplier Code of Conduct](#) . During the reporting period, we have updated the Supplier Code of Conduct to add some Net Zero considerations for our suppliers, in line with our own Net Zero strategy and ambition.

We continuously seek to get to know our suppliers and how they comply with ESG criteria, encompassing environmental, social and governance factors. Every year, we conduct a supplier performance evaluation, composed of nine criteria – total cost of ownership, financial status, technical capabilities, complaints, quality inspections, right first time quantity, right first

time delivery, supply chain and location, and quality, health & safety and Sustainability. The last criteria is evaluated through a Compliance & Sustainability questionnaire, where we assess whether the best ESG practices are being followed, considering the policies and/or certifications that a given supplier has in place. To identify the negative environmental and social impacts in our supply chain, we perform a supply chain and location analysis every year.

The supplier performance evaluation is applicable to all suppliers with eligible purchase orders, whether new or existing ones. Not all purchase orders are eligible for supplier evaluation, and therefore the suppliers associated with these purchase orders are excluded. The exclusion criteria are purchases of services and/or suppliers that do not require negotiation or commercial intervention by Procurement (as described in the Procurement Manual), and their regularisation/inclusion in the system is only required for financial purposes, namely accounting for payment of invoices.

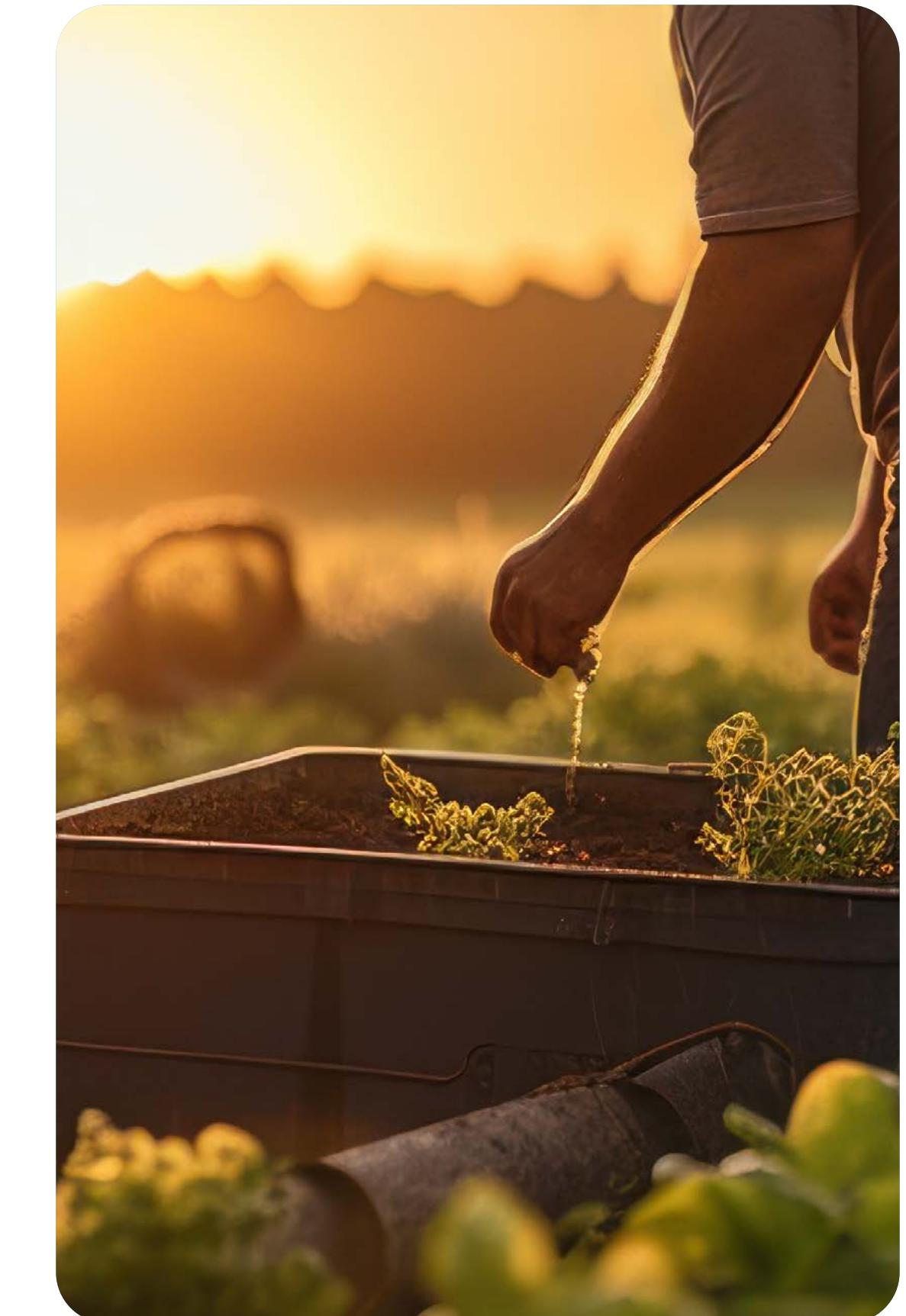


**100%**

of eligible suppliers were screened using social and environmental criteria in FY22/23

+ 9 p.p compared to FY21/22<sup>A</sup>

(A) This data does not include Cosmocel.



## Supplier Performance Evaluation

**3,879**  
suppliers

**Total**  
suppliers assessed

We annually perform a supply chain and location analysis to pinpoint environmental and social potential impacts. We relied on the Environmental Performance Index and Trucost methodology to assess environmental potential impacts like GHG emissions and pollutants. For social evaluation, we considered the Human Development Index and RepRisk methodology to assess potential impacts such as human rights violations and labour issues. During fiscal year 2022/2023, from 3,879 suppliers assessed, 360 were identified as having potential negative social impacts and 21 were deemed to potential negative environmental impacts.

### Methodology

#### Social

##### Human Development Index

Evaluates 191 countries based on criteria such as lifespan, education level, and gross national income

##### ReRisk

Methodology evaluates countries on key factors such as human rights violations and labour issues

### Results

**21**  
suppliers

##### Country Score <55%

Suppliers deemed to have significant actual and potential negative social impacts



#### Environment

##### Environmental Performance Index

Evaluates 180 countries based on 40 indicators across 11 categories, such as climate change, environmental health, and ecosystem vitality

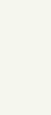
##### Trucost

Methodology evaluates countries on key factors such as GHG emissions, pollutants, waste disposal, and environmental degradation

**360**  
suppliers

##### Country Score <50%

Suppliers deemed to have significant actual and potential negative environmental impacts



#### Mitigation Action Plan

The suppliers identified as having significant potential environmental and social impacts are integrated into a risk mitigation action plan to be addressed in the following fiscal year, helping them to improve their practices and monitor ESG measures implemented.

## Sourcing from local suppliers

Rovensa seeks to procure goods and services locally whenever possible, to ensure a swift response to our sites' demands, while also fostering and enhancing growth in local economies close to our operations. In fiscal year 2022/2023, 51% of our total budget was spent on local suppliers, mainly driven by purchases in Portugal and Brazil. This represents an increase of 13 p.p. compared to the previous fiscal year.



**4,731**

Total suppliers

+18% compared to FY21/22

**51%**

Of the procurement budget spent on suppliers local to that operation<sup>A</sup>

+13 p.p. compared to FY21/22

(A) By 'local', we consider the same country where the organisation is located. By significant locations we considered the ones with manufacturing operations.

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# Balanced Nature

## PILLAR OF ACTION



## OUR COMMITMENTS



Training  
of Farmers



Agri-Inputs Authorised  
for Organic Farming



Increase  
Biostimulants Use  
Lower Risk Plant  
Protection Products





## Sustainability Strategy 2023/2030

Agriculture, nature, and biodiversity are strongly interrelated. Despite the agriculture industry's dependence on nature, food production is responsible for 70% of terrestrial biodiversity loss<sup>9</sup>. As producers of full plant lifecycle agri-inputs for crop protection, management, and control, we believe that we have a significant role to play in protecting and enhancing soil health and biodiversity. Recognising our responsibility in helping to transform agri-food systems, we aligned our strategy with key international frameworks that significantly influence the agribusiness sector, like the Food and Agriculture Organisation<sup>d</sup> of the United Nations, and the European Union Green Deal<sup>e</sup>, including its specific Farm to Fork<sup>f</sup> and Biodiversity Strategy 2030. We set commitments that allow us to support the nature-related challenges facing the agriculture industry and increase the positive impacts generated from our business activities.

### Commits

### 2023/2030 Targets



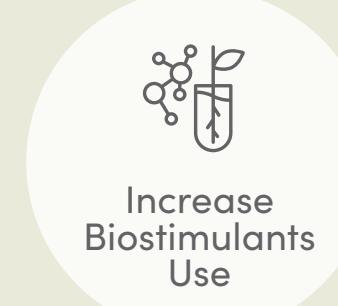
Training of Farmers

Launch a global training programme for farmers about sustainable agriculture practices. Provide training to 100% of our customers.



Agri-Inputs Authorised for Organic Farming

Increase sales of agri-inputs authorised for organic farming in our portfolio to 30%.



Increase Biostimulants Use

Ensure 14% annual growth in sales of biostimulants.



Lower Risk Plant Protection Products

Reduce the overall risk of our Crop Protection products by 50% per treated hectare of land.

### Progress in FY22/23

Formal programme not yet launched on a global scale. Our Business Units have teams of **field experts who regularly receive training**  to advise distributors and farmers on the best practices.

We had 24% of sales of **agri-inputs authorised for organic farming**  in our portfolio, a 1 p.p. increase from our baseline of FY21/22.

We had a 14% annual growth in sales of **biostimulants**  in our portfolio compared to FY21/22<sup>A</sup>.

We reduced the overall **risk per treated hectare**  by 27% since FY19/20, the baseline for this specific target. While compared to FY21/22 the risk indicator has increased (from 4.40 to 5.30 sum of active substance multiplied by risk, per treated hectare), it hasn't notably disrupted the overall downward trajectory witnessed in the last years.

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# Supporting Farmers to Become Stewards of Nature

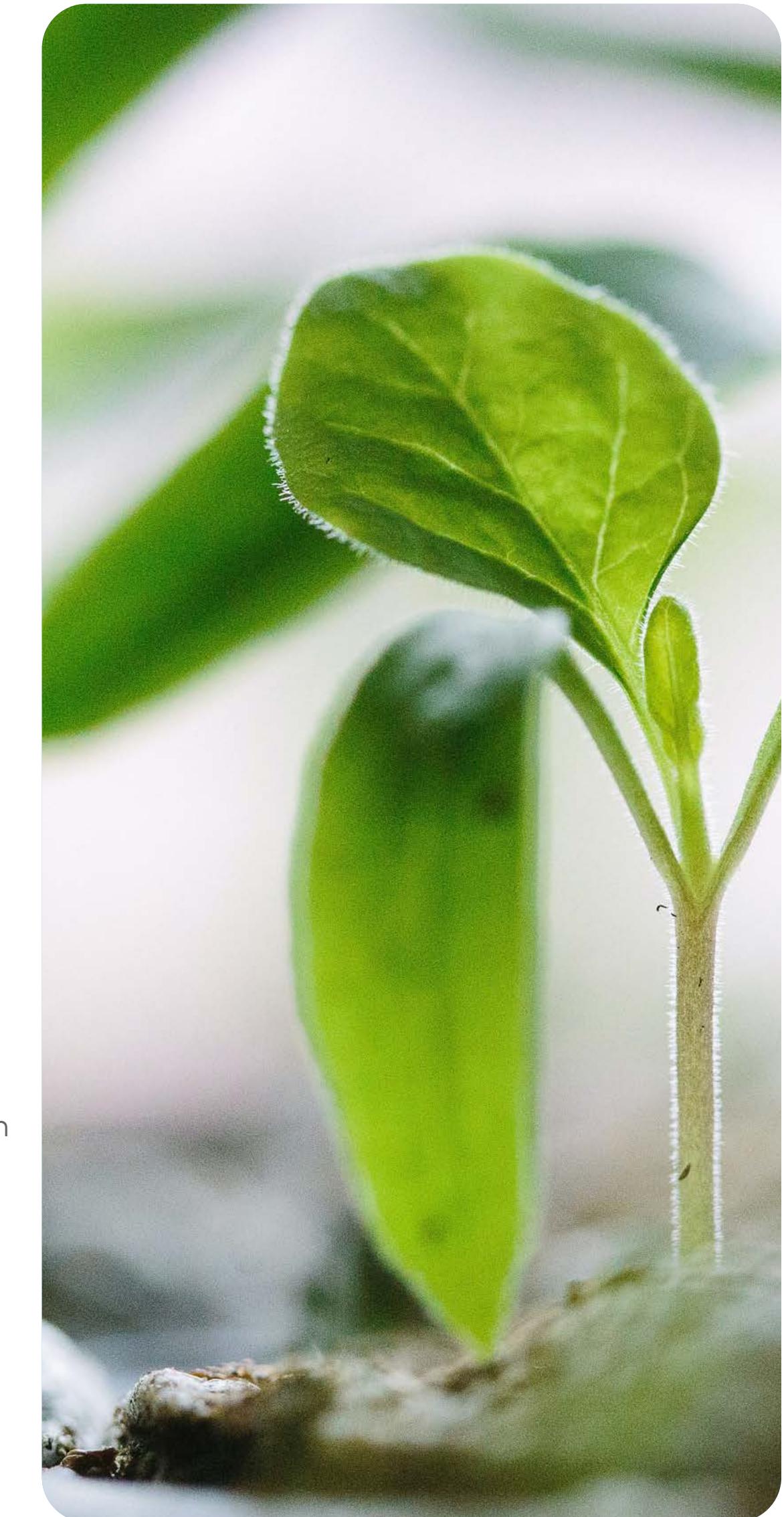
**Farmers are critical to the fight against climate change, nature decline and food insecurity.**

As stewards of productive lands, the world's roughly 500 million farmers are on the front lines of nature related pressures and opportunities<sup>h</sup>.

As providers of agri-inputs, we listen to farmers to better understand their challenges. Our 'Boots on the Ground' teams, embodied in our technical field experts, work alongside farmers and distributors to understand and solve their challenges and identify solutions to achieve the best quality and yield possible, while minimising human and environmental risks. We help farmers nourish and protect their crops by providing technical support on how our products can be integrated along a series of different techniques such as crop rotation, cover crops and conservation tillage to prevent these issues in the long term. In our endeavour to support farmers with technical challenges facing them, we disclose our commitment to train farmers on sustainable agricultural practices to preserve and enhance the balance of nature and biodiversity.

During fiscal year 2022/2023, Rovensa Next performed a Technical & Commercial Corporate Training Programme for our field support teams. With 35 sessions, the program aimed to empower our 'Boots on the Ground' teams with the knowledge and expertise needed regarding our biosolutions. The objective was to enhance their ability to advise farmers, promoting the most efficient use of our products, combined with the

best current agricultural practices. Likewise, as part of the initiative launched last year, our Crop Protection business unit has been organising training sessions for the industry, operators and research centre representatives on topics such as sustainable management of crops, water, soil, agricultural inputs, and biodiversity. This fiscal year, five training sessions were organised, between theoretical conferences and a practical workshop in the field, covering Good Agricultural Input Application Practices and machinery calibration, hosted by specialists in application techniques. Through this knowledge sharing, we aim to play an active role in the agricultural sector transformation, by demonstrating and promoting the reduction of the amount of product used, which minimises both costs and risks to the environment.



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# Bio-Transformation of Agriculture

The world faces multiple challenges that exert a daily impact on agriculture, posing serious threats to food security.

The escalating volatility of climatic conditions, coupled with the depletion of natural resources and biodiversity loss, significantly impact crop cultivation and food production. This compels farmers to undertake adaptive measures and innovative strategies to mitigate the effects of the current nature crisis, ensuring the sustained productivity of crops.

We strive to combine our knowledge, innovation, and technical field expertise to contribute to a well balanced agriculture.

Embracing a balanced approach in agriculture involves harmonising the use of conventional and biological agri-inputs to optimise sustainability and productivity. We are committed to develop new, more efficient agri-inputs.

In accordance with key global frameworks shaping the agribusiness landscape, such as the European Union Green Deal and its targeted Farm to Fork initiative, we have established the subsequent commitments and goals in the diagram on the right.

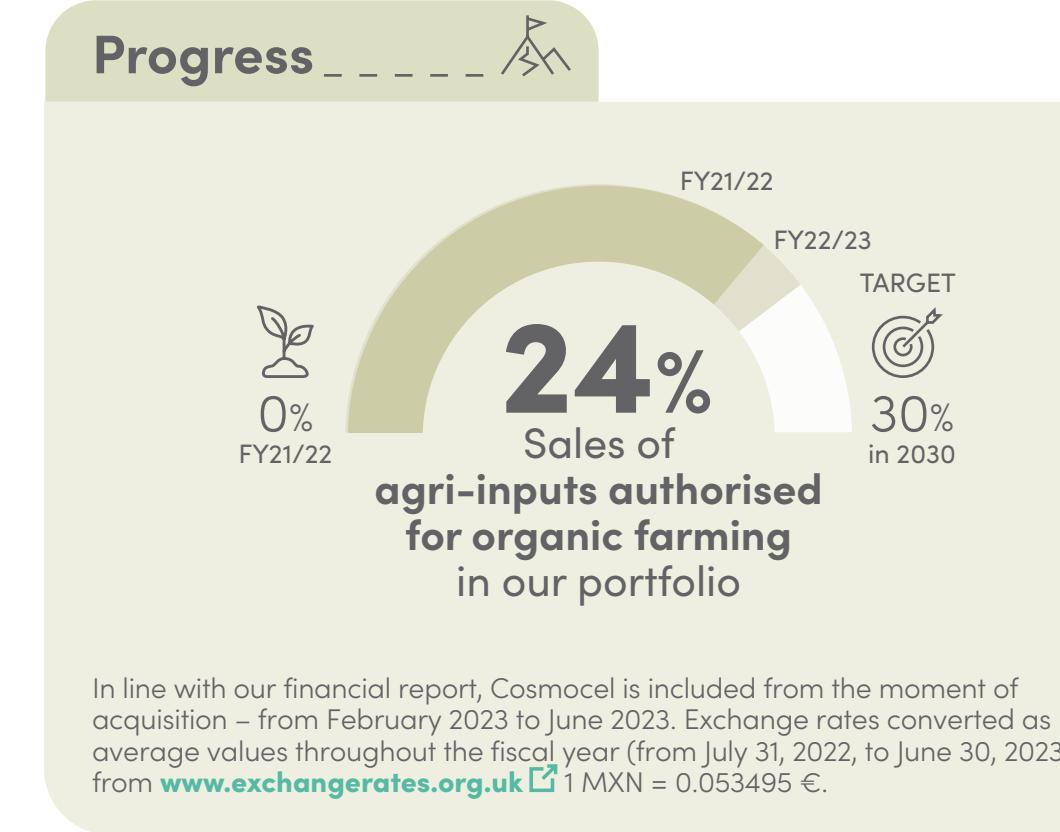


(A) Rovensa remains attentive to possible updates from the European Commission regarding the Sustainable Use of Pesticide Regulation (SUR).

(B) This variation does not include the sales of biostimulants from Cosmocel in FY 22/23.

## Agri-Inputs Authorised for Organic Farming

During fiscal year 2022/2023, we have placed on the market agri-inputs authorised for organic farming, registering a rise in the percentage of sales attributed to these products within the Group's total sales value in the last fiscal year, climbing from 23% to 24% (+1 p.p.).



**Within the scope of agri-inputs authorised for organic farming, we consider two criteria, according to the legal context of each region where we operate:**



Agri-inputs certified by official recognised entities, such as Ecocert, for application in organic farming;



Agri-inputs that, due to the absence of mandatory certification by control bodies, comply with national requirements for application in organic farming.



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## Biostimulants

### ► Increased Nutrient Use Efficiency

Current challenges in agriculture dictate that we must produce more and better, using less natural resources. The constant depletion of natural resources and the need to intensify food production highlight the importance of creating more efficient agri-inputs, that can improve crops Nutrient Use Efficiency (NUE). In agriculture, NUE refers to the plants ability to acquire and utilise nutrients from the environment for growth and development, and it is based on three parameters:

#### 1. Nutrient availability

Elements either present in the soil solution or exchangeable on soil colloids.

#### 2. Nutrient uptake efficiency

Measure of the plant capacity to acquire nutrients from the environment.

#### 3. Nutrient utilisation efficiency

Measure of the plant capacity to transform and valorise acquired nutrients into more complex substances (e.g., organic compounds, plant biomass).

Over the last few years there has been a growing demand in biostimulants, agri-inputs of natural origin that, due to their characteristics, demonstrate themselves as potential enhancers of plant growth.

Plant **biostimulants** are materials which contain **substance(s)** and/or **microorganisms** whose **function**, when applied to plants or the rhizosphere, is to **stimulate natural processes to enhance/benefit nutrient uptake, nutrient efficiency, tolerance to abiotic stress, and crop quality**, independent of their nutrient content.



**Biostimulants<sup>k</sup>**

**Our Biostimulants consist of:**

<b>Microorganisms</b>	<b>Seaweed extracts</b>
<b>Aminoacids</b>	<b>Plant extracts</b>
<b>Humics</b>	<b>Microbial extracts</b>

**Benefits of Biostimulants**

**Nutrient Availability**  
Microorganisms, like N-fixating and P-solubilizing, increase the availability of Nitrogen (N) and Phosphorus (P) in the soil.

**Nutrient Use Efficiency**  
Humics promote plants' root system growth and increase electric bonds between the soil and the nutrients, keeping them closer to the roots and in an absorbable form.

**Abiotic Stress Tolerance**  
Seaweed extracts increase plant tolerance to abiotic stress, by naturally changing the plant's physiological, metabolic and genetic responses, making the plant react faster and more favourably to the effects of abiotic stress situations, like droughts or high temperatures scenarios.

**Soil Health**  
As important elements for the growth and development of microorganisms, amino acids improve soil conditions and thus increase its microfauna composition.



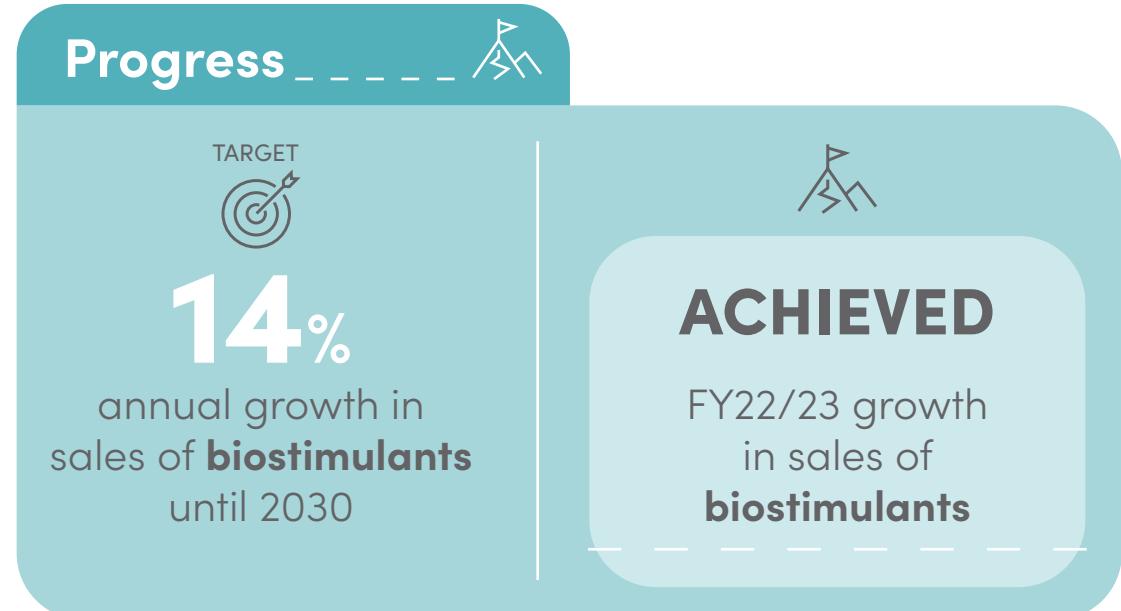
At Rovensa, we believe that maximising NUE is crucial for sustainable agriculture, as it helps to optimise crop yields while minimising nutrient losses and environmental impacts. Following that, we have the ambition to become contributors to a bio-transformation of agriculture and we have, over the last few years, positioned ourselves in the market to achieve this.

Over the last fiscal year, we launched Rovensa Next, our biosolutions dedicated business unit, whose portfolio includes our range of

biostimulants. Furthermore, this year we also acquired Cosmocel, a leader in speciality biostimulants with a high value-added portfolio and a consolidated commercial footprint in North America, Latin America, Europe, Middle East, and South Africa.

In our first-year tracking biostimulant sales in FY22/23, we achieved our target of 14%. From February to June 2023, Cosmocel made up 32% of our biostimulant sales for the entire fiscal year 2022/2023. After this first year of positive progress,

we eagerly anticipate further advancements towards our target and advocating for the use of biostimulants in agriculture in the upcoming years. To achieve this, we will continue in exploring and refining new, effective biostimulant formulations aimed at addressing both present and future challenges for farmers and the environment.

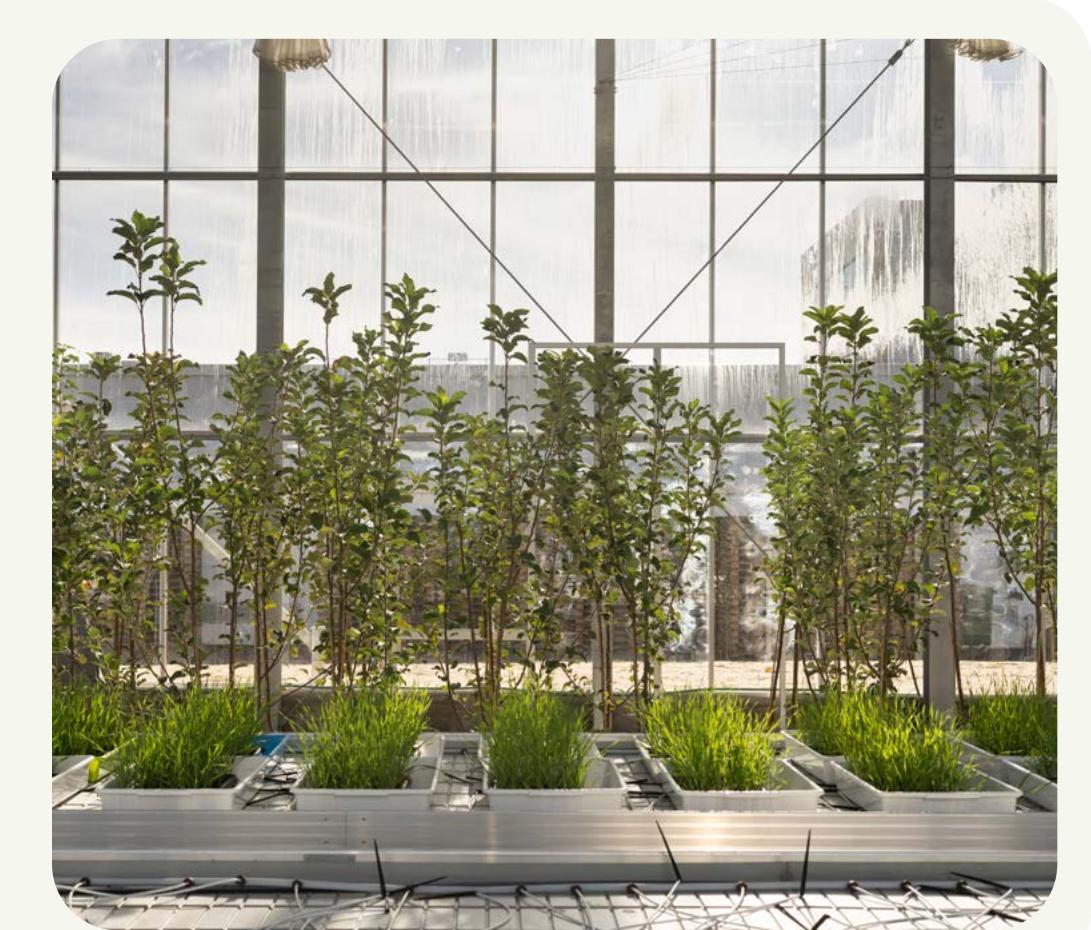


<b>Sales of Biostimulants (€)</b>		<b>FY 22/23</b>	<b>FY 21/22</b>	<b>Δ 21/22-22/23</b>
Sales of biostimulants without considering Cosmocel		92,550,886	80,876,690	14%
Sales of biostimulants considering Cosmocel <sup>A</sup>		136,424,685	-	-

(A) In line with our financial report, Cosmocel is included from the moment of acquisition – from February 2023 to June 2023. Exchange rates converted as average values throughout the fiscal year (from July 31, 2022, to June 30, 2023), from [www.exchangerates.org.uk](http://www.exchangerates.org.uk) <sup>1</sup> MXN = 0.053495 €

## Using phenotyping to create climate resilient biosolutions

We have introduced a cutting-edge phenotyping system at our Palmela site, in Portugal. The system features a greenhouse with specialised sensors on rails, both inside and outside, enabling non-destructive plant analysis. It swiftly provides scientific measurements for anatomical, physiological, and biochemical properties. Integrated into Rovensa Next, this tool expedites semi-field testing, enriching our understanding of R&D products. This system plays a crucial role in advancing the development of biostimulants, fertilisers, and biocontrol products, contributing to pollution reduction, sustainable plant nutrition, and better management of plant diseases.



## Lower Risk Plant Protection Products

Our Plant Protection Products (PPPs) are used by farmers to decrease the spread of plant diseases and pests in crops, as well as to reduce crop competition with weeds, following an Integrated Pest Management (IPM) approach, that focuses on long-term prevention of pests or their damage through a combination of techniques such as biological control, modification of cultural practices, and use of resistant varieties<sup>m</sup>.

At Rovensa, we are seeking to reduce the risk of our portfolio around:

1. Progressive replacement of higher risk products (category 16) with medium (category 8) and low risk products (category 1);
2. Replace products with a high dose of application with products with a lower dose.

Following this path, we set a target that is also consistent with the goals of Farm to Fork strategy on reducing the overall use and risk of chemical pesticides by 50% and the use of more hazardous pesticides by 50% until 2030.



To estimate the risk posed by our Crop Protection products, we use the European Union's Harmonised Risk Indicators (HRI). Using this methodology, we calculate the annual quantities of active substances released to the market and multiply by the respective hazard weights established by European Commission directives: 1 for low risk, 8 for moderate risk and 16 for higher risk. The resulting value is then divided by the total treated area in hectares, to get a value for risk per treated hectare.



In recent years we have placed larger quantities of moderate risk products (8) on the market compared to high risk products (16), trying to encourage this substitution, and therefore reduce the overall risk of our portfolio. Following the launch of the Farm to Fork strategy by the European Commission in 2020, which also encompasses an approach to risk and the use of PPPs, our Crop Protection business unit has considered the fiscal year 2019/2020 as the baseline year for this specific indicator and, since then, we have reduced the overall risk of our products by 27%, and the kg of active substance used per hectares by 25%.

The overall results put us on a path to achieve our target.

In fiscal year 2022/2023, we observed a rise in risk indicators linked to our Crop Protection portfolio, from 4.40 to 5.30 (related to the sum of active substances multiplied by risk per treated hectare). However, this increase hasn't notably disrupted the overall downward trajectory witnessed in the last years. A range of factors, including natural market fluctuations, potential regulatory interventions, and climatic conditions, can have an influence in the overall risk profile of our products.

Overall Risk of Crop Protection products <sup>A</sup>	FY 22/23	FY 21/22	FY 20/21	FY 19/20	Δ FY19/20-22/23 <sup>B</sup>
Kg of active substance used per hectare	0.60	0.50	0.70	0.80	- 25%
Sum of active substance multiplied by risk (low (1), regular (8), higher (16)) per treated ha	5.30	4.40	6.90	7.30	- 27%

(A) These indicators are only considering our Crop Protection business unit products. (B) Prior to the preparation and publication of the Group's global sustainability strategy, our Crop Protection business unit had already begun their path of reducing product risk, so the baseline year for this indicator was defined as FY19/20.



## ► Biocontrol

To have a holistic and integrated approach to plant health, we continue to invest in research and development to improve our portfolio of biocontrol.

To control agricultural pests, we develop biopesticides, and support farmers on sustainable agriculture practices such as Integrated Pest Management (IPM) strategies in alignment with farmer's specific needs in the field. Lastly, to use by-products from other industries, we have been investing in collaborative research projects to create new formulations for biocontrol solutions.



### Horizon Europe Framework Programme

In collaboration with other organisations, Rovensa is involved in a European project, Horizon. The project aims to reduce the use of pesticides' specific high-risk active substances identified in Regulation (EC) No. 1107/2009, the so-called 'Candidates for Substitution' (CfS), and replace them by lower risk substances. The project seeks to develop affordable and effective plant

protection products (PPPs), integrating several biological and low-risk pesticides into the Integrated Pest Management (IPM) strategies currently used for potatoes and sugar beet, two main root crops in Europe that routinely demand high input of PPPs.

#### Target Crops



Potato



Sugar Beet

#### Target Candidates for Substitution

Oxamyl

Difenoconazole

Fluopicolide

Metalaxyll

Copper compounds

Lambda-cyhalothrin

Pyrethroids

Esfervalerate

#### Methodology

1. Selection of 13 biopesticide agri-inputs of different levels of development as candidates;
2. Evaluation of their relative capacity to replace CfS;
3. Improvement of formulations;
4. Development of three IPM strategies for sugar beet and potato production, contemplating the application of both existing and novel agri-inputs and replacing the CfS;
5. Evaluation, through field trials, of the new IPM strategies;
6. Sustainability assessment of the new IPM strategies;
7. Large-scale production and implementation.

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# Stewardship and Safety of Products

Ensuring that our products are safe for humans and the environment is a top priority for us. Our focus on safety encompasses the whole product lifecycle.

To do so, we conduct comprehensive human and environmental risk assessments at varying stages of product development and distribution.

## 01. Formulation Idealisation

During the product development stage, we seek to use products of low risk and hazard classification. We ensure new raw materials are of vegetable or natural origin when possible. For example, biocontrol's research and development team is working on formulations that use plant extracts as an active ingredient to reduce the residual impacts of chemicals, ensuring there is not an adverse impact on humans and the environment, namely, soil, water, air, flora and fauna.

## 03. Product Manufacturing and Chemicals Management

In addition to the regulation of finished products, extensive statutory regulations also apply to the chemical substances handled. During product manufacture, chemical substances are subjected to the respective regional chemical regulations. These include REACH in the European Union, and CONASQ in Brazil.

## 02. Product Development and Registration

As a condition of our products approval, their safety must be demonstrated. The approval of a new product requires an extensive set of studies and risk assessments covering animal toxicology, plant, animal and soil metabolism, animal and plant residue, ecotoxicology, physical-chemical properties, and environmental impact risk assessments. Those studies follow rigorous international audited protocols and meet the highest health and environment standards guidance. Our products cannot be sold until they have been approved by a competent authority. Furthermore, as part of our product shipment process, we conduct a hazard assessment and develop Safety Data Sheets.

## 04. Post-Launch Product Improvement

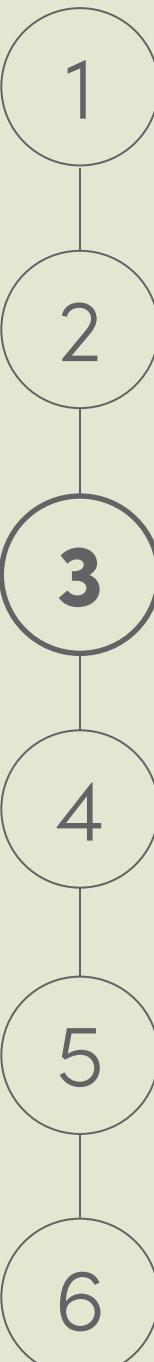
Once a product is placed on the market, we evaluate if formulations can be modified to reduce their hazard level. When changes can be made, a new set of studies is performed, leading to a new registration process that is then validated by national registration bodies. Within this continuous improvement process, actions may include, but are not limited to, efforts to implement the U.S. EPA's TSCA Work Plan, the American Chemistry Council's Responsible Care® Product Safety Code, and the Strategic Approach to United Nations Environment Program International Chemicals Management.

During fiscal year 2022/2023, a total of 45 products, equivalent to 5% of our portfolio, were assessed for improvement regarding their health and safety impact. Compared to previous fiscal year, this value reduced by 44 p.p. During 2022, we also took in consideration the EU Fertilizing Products Regulation (FPR)<sup>q</sup>, which lays down common rules on safety, quality and labelling requirements for fertilising products. For this reason, during fiscal year 2021/2022 we saw a high number of products being assessed, to be reformulated, when necessary, to comply with defined standards.

This fiscal year, we had six minor incidents regarding non-compliance with the health and safety impacts of our products. Three warnings were triggered, two of which stemmed from product labeling issues that have since then been resolved within the reporting period. Furthermore, there was a warning concerning the compliance with means required by the Fire Safety Code. Prompting actions outlined in the recommendations of the Fire Department Inspection Report are to be implemented between 2023 and 2026. The remaining three incidents were due to non-compliance with voluntary codes that resulted in the implementation of small measures to improve our production processes, such as adjustments and improvements to common work areas, preparation of additional training sessions, modifications related to product labels and improvement of the description of our activity and inclusion of additional information in commitment documents regarding voluntary codes.

### Health and Safety Impact of Products

	FY 22/23	FY 21/22	Δ FY 21/22-22/23
Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	5%	49%	-44 p.p.
Total number of incidents of non-compliance with regulations resulting in a fine or penalty	0	0	N/A
Total number of incidents of non-compliance with regulations resulting in a warning	3	0	N/A
Total number of incidents of non-compliance with voluntary codes	3	0	N/A



# Nature Positive Pathway

At Rovensa, our ambition is to contribute towards a nature positive future .

In 2023, the Science Based Targets Network (SBTN) and the Taskforce on Nature-related Financial Disclosures (TNFD) released technical guidance for corporates to evaluate their impacts, dependencies, risks and opportunities on nature. Recognising urgency to generate actions for nature, in 2022, we made commitments to the

**act4nature**  initiative launched by the World Business Council for Sustainable Development in France, in 2018. Our commitments include measurable, time-bound actions across our upstream, direct, and downstream operations to have a holistic, value chain approach to nature. One of our commitments is the creation and publication of a standalone nature strategy by 2025, informed by SBTN technical guidance. This includes an assessment of our value chain to identify our impacts and dependencies on nature. We have already made strides in understanding

the operational sites most important for water and biodiversity by identifying the sites that are in areas of water stress and near or within protected areas, respectively. We will incorporate this information into our value chain assessment and address these significant areas within the standalone nature strategy. Through the commitments in our Sustainability Strategy, the **act4nature commitments** , and a standalone nature strategy, we can contribute to nature positive outcomes supporting the global societal goal to halt and reverse nature loss.



**act4nature**  
Empresas pela Biodiversidade

**Rovensa's Commitment to****Timing****Progress**

<p>Develop a strategy for nature and biodiversity, including alignment with the Science Based Targets for Nature Initiative (SBTN), to ensure that robust and relevant targets are set and aligned with science and for the context of Rovensa.</p>	<p>2022-2025</p>	<p><b>During fiscal year 2022/2023</b> we began our journey towards developing a nature strategy by completing the materiality assessment in step 1 of SBTN's technical guidance. Next year, we will conduct a value chain assessment to identify Rovensa impacts and dependencies on nature. Using this information, we will outline a strategic plan to minimise the impact of our operations including the publication of a strategy for nature and biodiversity on <a href="http://www.rovensa.com">www.rovensa.com</a> </p>
<p>Include criteria for minimising risks and impacts on biodiversity and ecosystem services in Rovensa's Code of Conduct for Suppliers.</p>	<p>2023-2024</p>	<p><b>In 2024</b>, we will share with our suppliers, distributors, agents, intermediaries, consultants, and contractors our principles to protect nature. Additionally, we will direct them towards actions to minimise their impact on nature and biodiversity addressing topics such as deforestation within Rovensa's Supplier Code of Conduct. The new version of the Supplier Code of Conduct will be published on <a href="http://www.rovensa.com">www.rovensa.com</a> </p>
<p>Include guidance on action for biodiversity in Rovensa's Global Environmental Policy.</p>	<p>2022-2025</p>	<p><b>During fiscal year 2022/2023</b>, we identified the industrial sites that are within protected areas and water stress locations. A new Global Environmental Policy is being developed to contribute to the protection of nature and the sustainable use of natural resources. Its publication on <a href="http://www.rovensa.com">www.rovensa.com</a> , must be accompanied by a description of the operational changes resulting from its application in the Sustainability Report.</p>
<p>Promote a training programme that includes at least two awareness/training sessions per year for customers (distributors and farmers) on good practices in the application of Rovensa's products and their connection with agroecological practices, in the countries where Rovensa has a direct presence.</p>	<p>2023-2030</p>	<p>Building on the foundations from training sessions held over the last few years, in <b>2024</b>, we will prepare the development of a global training program aimed at farmers and distributors on sustainable agricultural practices, published on <a href="http://www.rovensa.com">www.rovensa.com</a> </p>
<p>Increase the use of eco-certified products (Ecocert, OMRI, FIBL, JAS, Australian Certified Organic) to 30% by 2030, in relation to 2019/2020.</p>	<p>2022-2030</p>	<p><b>During fiscal year 2022/2023</b>, we obtained 24% of sales of agri-inputs authorised for organic farming (those that adhere to the regulations and certification standards of organic farming), compared to the total amount of products sold in the year. In 2024, we intend to continue this growing trend, towards our goal of 30%.</p>
<p>Engage stakeholders on Rovensa's action for nature and biodiversity, whenever sustainability materiality is reviewed.</p>	<p>2022-2030</p>	<p>In the next fiscal year, we will conduct a double materiality assessment aligned with CSRD requirements. Through this assessment, we will engage with key internal and external stakeholders to determine the responsibilities and strategic direction of Rovensa regarding nature and biodiversity action. Whenever applicable, we intend to publish the results of the consultation with stakeholders in our Sustainability Report.</p>
<p>Promote employee awareness on the importance of protecting biodiversity and ecosystem services, through:</p> <ul style="list-style-type: none"> <li>• Awareness and/or training actions for employees.</li> <li>• Initiatives for the promotion of biodiversity to be implemented by employees (e.g. internal competitions on biodiversity).</li> </ul>	<p>2023-2030</p>	<p><b>In 2023/2024</b>, we aim to start a series of engagement sessions centered around the protection of biodiversity to promote a culture of respect and responsibility towards nature among our employees.</p>
<p>Disclose, on an annual basis, the evolution of the individual commitments made within the scope of act4nature Portugal in Rovensa's Sustainability Report.</p>	<p>Annual</p>	<p>Building on the launch of our membership in ac4nature we will publish our progress towards our goals in our Sustainability Report. Our Sustainability Report is annually published at <a href="http://www.rovensa.com">www.rovensa.com</a> </p>

4

## Balanced Climate

PILLAR OF ACTION



OUR COMMITMENTS



Develop a Net Zero  
Roadmap



Reduce Scope 1, 2  
and 3 GHG Emissions



Reduce Water  
Consumption



Decrease Waste  
Production



## Sustainability Strategy 2023/2030

Climate change is established as one of the greatest challenges of this century. In the World Economic Forum (WEF) Global Risks Report 2024<sup>1</sup>, five of the ten most severe global risks over next ten years are related to climate change: extreme weather events, critical change to Earth systems, biodiversity loss and ecosystem collapse, natural resource shortages, and pollution. As an organisation, we must ensure our capacity to mitigate and adapt to the increasing climate related risks posed to our operations and value chain. In 'Balanced Climate', we have set targets to decrease our GHG footprint and to improve the eco-efficiency of our operations.

### Commits

### 2023/2030 Targets



Achieve 100% implementation of the near-term actions of our Net Zero Roadmap

Reduce Scope 1 and 2 GHG emissions (market-based) by 50% and scope 3 GHG emissions (market-based) by 25%

Reduce water consumption intensity ratio by 25%

Increase water reused to 15%

Reduce total waste production ratio by 20%

### Progress in FY22/23

We engaged the key departments responsible for achieving the targets of the **Net Zero Roadmap** through focused Net Zero Working Sessions, to initiate implementation of emission reduction actions.

We reduced our **scope 1 and 2 emissions** by 1%. We reduced our **scope 3 emissions** by 8%. In total, our carbon footprint decreased by 7%.

We reduced our **water consumption** intensity ratio by 7%.

Our **reuse of water** was 6%, the same as in the previous reporting exercise.

We reduced our total **waste production** ratio by 9%.

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# Our Industrial Sites

## Areas of Water Stress

Water availability is vital to human health, healthy ecosystems, and food development. Climate change is impacting water availability in part due to increased demand for water resources with increases in global temperature. Water stress refers to the ability, or lack thereof, to meet human and ecological demand for freshwater. Global warming due to climate change is expected to increase the number of water-stressed areas and heighten water stress in already affected regions globally. To identify the operational facilities in areas of water stress, we used the 'Aqueduct Water Risk Atlas' tool. Aligned with GRI, sites with a 'High' (40-80%) and 'Extremely High' (>80%) ratio of total annual water withdrawal to total available annual renewable water supply were considered as in an area of water stress.

## Protected Areas of High Biodiversity Value

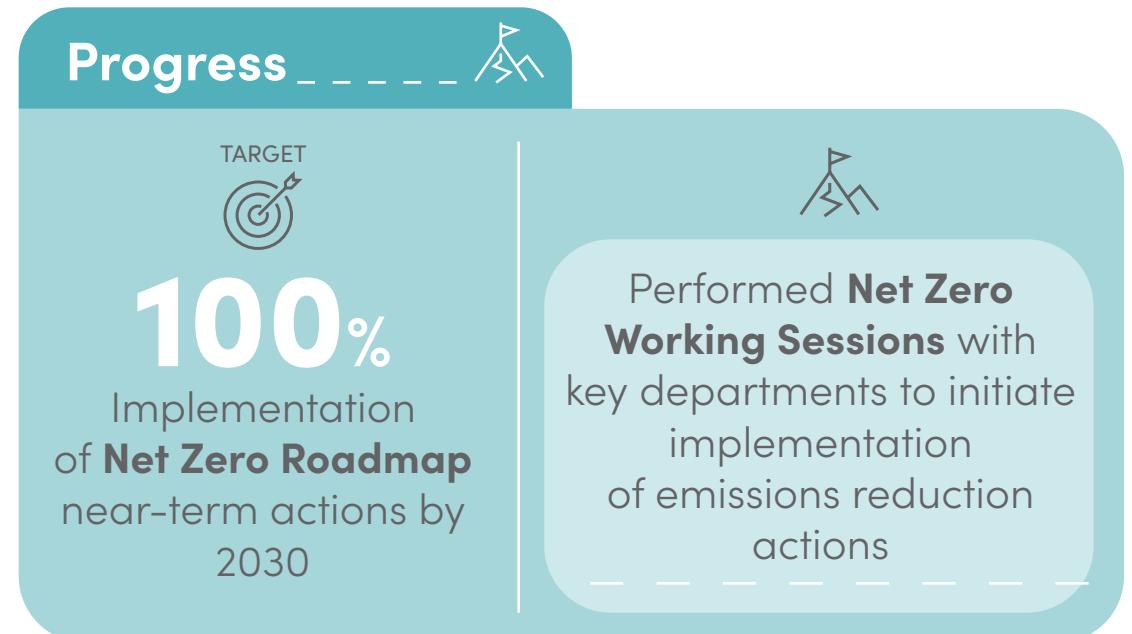
We recognise the important role that protected areas and areas of high biodiversity value have in the preservation of natural resources and ecosystems. Out of our 15 plants, we have identified three that are adjacent to or partially within protected areas, totalling 0.22 km<sup>2</sup><sup>A</sup> of activity: Setúbal in Portugal, Laon in France, and Monte Mor in Brazil.

(A) A recalculation of this area has been performed for FY21/22. Please see chapter [Restatements](#) for more details.



# Road Towards Net Zero

Tackling climate change is one of our high priorities: we recognise the impact of our activities and assume the responsibility of reducing our GHG emissions. We have developed a **Net Zero Roadmap by 2050** , with the aim of achieving Net Zero GHG emissions from our activities and operations. We have submitted our near-term targets to the Science Based-Targets initiative (SBTi<sup>u</sup>) Net-Zero Corporate Standard for validation, to ensure they are aligned with limiting global temperature rise to 1.5 °C.



## Net Zero Implementation

Following the launch of our Net Zero Roadmap in March 2023, we initiated implementation of the actions required to meet the Roadmap targets through a series of Net Zero Working Sessions with key departments across the Group. The Working Sessions were organised by the

following topics: Energy Efficiency, Waste, Raw Materials, Packaging, Suppliers (alignment to the Net Zero considerations in our Code of Conduct, and wider engagement on decarbonisation actions), Transportation, Fleet, Business Travel and Commuting. For the delivery and implementation of each target and related action, responsibility has been assigned to individuals or departments in the Group, and accountability has been assigned to the Department Lead.

These sessions outlined the action taken to date, incentivised further actions, and highlighted good practice examples across Rovensa operational sites. As a result, planning and implementation phases have been initiated by sites and corporate departments to achieve the targets within the timeframe. Although some constraints have arisen regarding our longer-term targets, due to technology or market constraints, we will continue to seek innovative and practical solutions to achieve the targets outlined in our Net Zero Roadmap.

We have made significant strides on Focus Area 'Responsible Carbon Management', and some advances in 'Renewable Energy', regarding a transition to renewable energy in our Group. The next fiscal year will focus on continued engagement with responsible individuals and departments to drive the necessary actions to reduce our GHG emissions in the Focus Area 'Greening Supply Chain and Low Carbon Operations,' given that most of our emissions lie in our value chain.

### Focus Area

### Progression of our Net Zero Roadmap in FY 22/23

#### Alignment to a 1.5 °C warming scenario

- We signed the SBTi commitment letter and submitted our near-term targets for official validation from the SBTi. Following this approval, we will ensure our decarbonisation targets in our Net Zero Roadmap are officially aligned to the latest climate science.

#### Alignment to the TCFD recommendations

- We have conducted a gap analysis of our business processes in line with the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and report for the first time according to the [TCFD](#) in this report. The next step is to conduct a qualitative materiality assessment of our climate risks and opportunities, and conduct a climate scenarios analysis to understand the financial impact of material climate risks on our business.

#### Upskilling of the Group on climate change

- We conducted a live online training on climate change and carbon footprint to upskill the Group, including all those with responsibility for our Net Zero Roadmap. Additionally, five members of the Board of Directors, three of which from the EMT, completed a specialised three-month Climate & Biodiversity Designation and Certification training led by Competent Boards, by December 2023. For more information, please see chapter [Balanced Governance](#).

#### Climate action accountability from the top

- To incentivise implementation of GHG emission reduction actions from the top, climate-related actions were integrated into the EMT's Compensation for FY22/23.

#### Improving energy efficiency

- LED lighting is progressively being changed at all sites, including plants, warehouses, offices and labs, with some sites already using almost 100% LED technology. Seven out of 15 plants use 100% LED lighting (Albacete, Orihuela and Sanchidrián in Spain, Interpuerto in Mexico, Kilcar in Ireland, Laon in France, and Palmela in Portugal).

#### Increasing our share of renewable electricity

- Eight out of 15 (53%) of our industrial plants purchase 100% renewable electricity: Albacete, Sanchidrián and Orihuela in Spain, Monte Mor in Brazil, Setúbal in Portugal, and from this fiscal year, Laon in France, Kilcar in Ireland and Waxahachie in the USA.
- Four out of 15 (27%) of our plants have solar panels installed: Fresno in the USA, Strand in South Africa, Valencia in Spain and from this fiscal year, Sanchidrián in Spain.

#### Electrification of plant equipment

- To use more eco-efficient power in our plants, our site in Setúbal, Portugal electrified its previously diesel forklift fleet and from this fiscal year Monte Mor in Brazil is moving its forklift rental contracts to be electric.

#### Alignment of our suppliers to Net Zero

- We updated our Supplier Code of Conduct to include GHG emissions/Net Zero considerations. We are now establishing a platform to actively monitor this alignment of all existing and new suppliers and make corrective actions where possible.

#### Business Travel

- We are currently updating our corporate business travel policy with low carbon options.

Please refer to our chapter [Balanced Nature](#) to understand our approach to work with farmers to promote sustainable agricultural practices.

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## Carbon Footprint

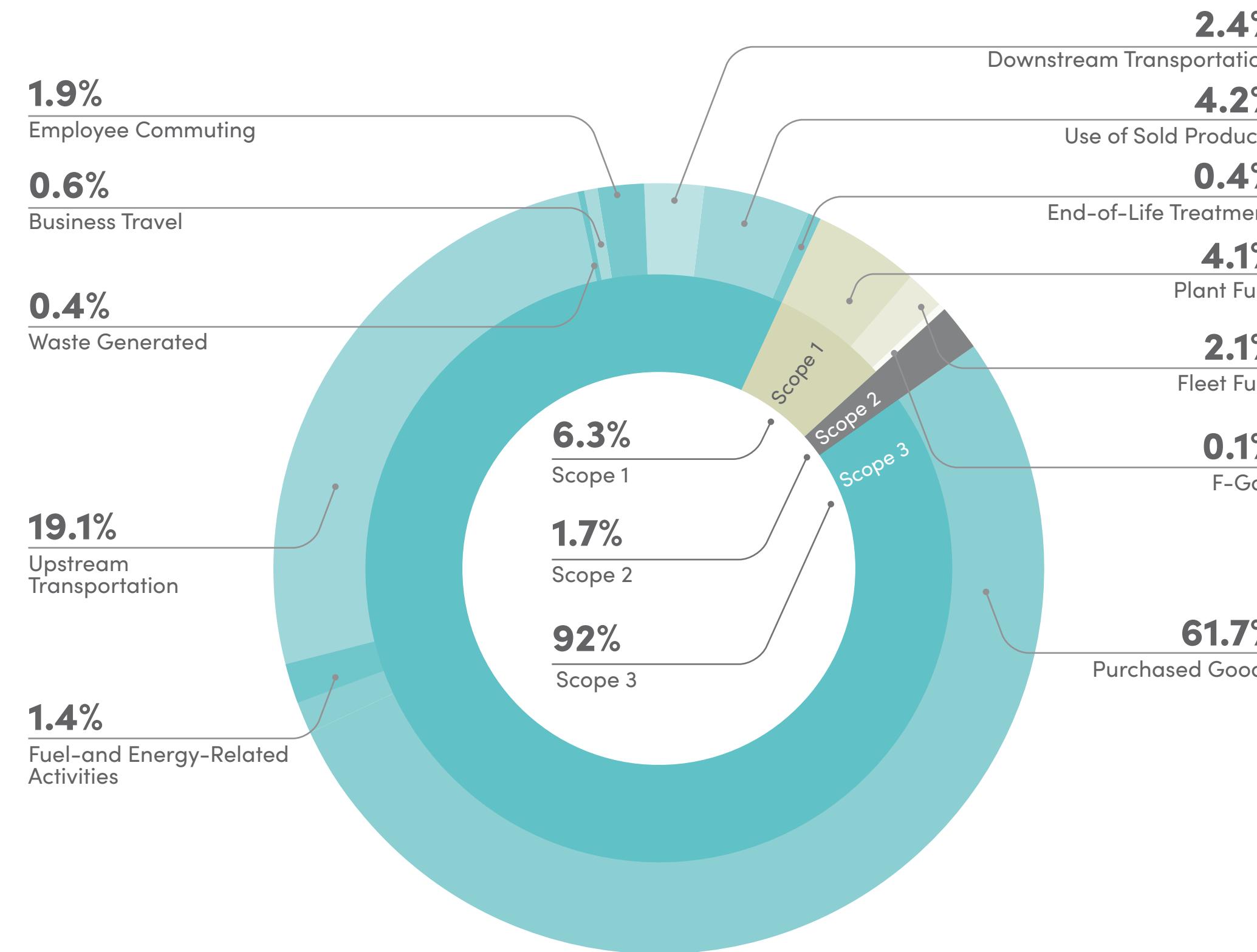
Implementing the actions of our Net Zero Roadmap is how we will reduce our GHG emissions. During fiscal year 2022/2023, our GHG emissions were primarily from scope 3<sup>v</sup>, accounting for 92% of the total carbon footprint of the Group. This is driven by purchased goods, and upstream transportation and distribution, with the former accounting for 62% of our total emissions and the latter 19%. Scope 1 and 2 represent the remaining 8% of our footprint. These results include our most recent acquisitions of Cosmocel and MIP Agro in the figures of 2022/2023, and additionally include Cosmocel in the baseline of 2021/2022 for comparative purposes and per SBTi target resubmission requirements.

GHG emissions <sup>A</sup> (tCO <sub>2</sub> e)	FY 22/23	FY21/22 <sup>B</sup>	Δ 22/23-21/22
<b>Scope 1 - Direct GHG emissions</b>	<b>21,350</b>	<b>21,613</b>	<b>-1%</b>
Fuel plants	14,085	14,456	-3%
Fleet fuel	7,047	6,921	2%
Leakage of fluorinated GHG	218	235	-7%
<b>Scope 2 - Indirect GHG emissions Market-based</b>	<b>5,877</b>	<b>5,897</b>	<b>0%</b>
Market-based	5,877	5,897	0%
Location-based	7,398	5,868	26%
<b>Scope 3 - Other indirect GHG emissions<sup>C</sup> Market-based</b>	<b>313,889</b>	<b>339,811</b>	<b>-8%</b>
Purchased goods and services	210,510	234,164	-10%
Fuel- and energy-related activities (not included in scopes 1 or 2) Market-based	4,808	4,100	17%
Market-based	4,808	4,100	17%
Location-based	4,924	4,474	10%
Upstream transportation and distribution	65,043	57,406	13%
Waste generated in operations	1,237	1,368	-10%
Business travel	1,981	692	186%
Employee commuting	6,484	5,662	15%
Downstream transportation and distribution	8,061	15,600	-48%
Use of sold products	14,318	19,380	-26%
End-of-life treatment of sold products	1,448	1,438	1%
<b>Total scope 1, 2 and 3 Market-based</b>	<b>341,116</b>	<b>367,321</b>	<b>-7%</b>
<b>Total GHG emissions intensity ratio<sup>D</sup> (tCO<sub>2</sub>e/ ML of production) Market-based</b>	<b>1,684</b>	<b>1,708</b>	<b>-1%</b>

(A) To calculate emissions, we collected primary activity data from our operations and suppliers (the latter currently available only for electricity suppliers); emission factors (EF) were obtained from the most recently published data, made available by national or international competent authorities. Some sources include APA - NIR 2023 and GHG Protocol - calculation tools, 2017 for scope 1; Climate Transparency Reports for scope 2; DEFRA 2023 and EcoInvent for scope 3. Whenever possible, and when the source of information was available, the different GHG identified by the Kyoto Protocol were considered, namely: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFC), perfluorocarbons (PFC) and sulphur hexafluoride (SF<sub>6</sub>). Scope 2 and scope 3 category 3 were calculated using market-based and location-based methods: location-based using country average EF; market-based using supplier-specific EF present in energy bills. (B) Updated to include Cosmocel per SBTi recalculation requirements, please consult the chapter [Restatements](#) for more details. (C) All material and applicable scope 3 emissions categories according to the GHG Protocol were calculated. Commuting was calculated via survey to employees of the Group. Use of sold products was calculated according to IPCC, Chapter 11, which provides methodologies to be adopted for the inventory of N<sub>2</sub>O emissions from managed soils, including indirect N<sub>2</sub>O emissions from additions of nitrogen (N) to land due to deposition and leaching, and additional emissions of CO<sub>2</sub>. End-of-life treatment of sold products was calculated via the GHG Protocol Quantis tool. (D) Intensity ratio calculated using total emissions (market-based) divided by the industrial production as the organisation-specific metric. As we have production of solids and liquids, to convert mass units into volume, an average density of production was used whenever possible, otherwise 1 kg = 1 L was assumed.



## GHG Emissions (%) FY 22/23



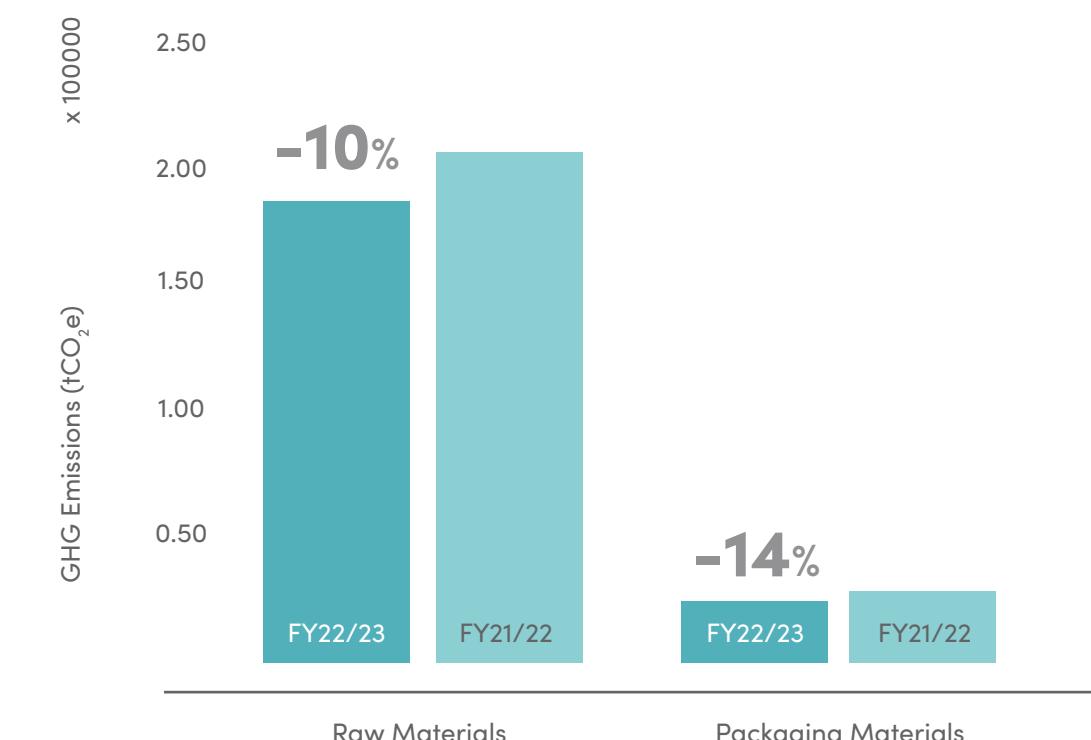
## Progress



With the inclusion of emissions data related to our new acquisition, Cosmocel, we observed an overall decrease in our carbon footprint. These results are in line with the decrease in industrial production observed between the two fiscal years – production in the current period totalled approximately 203 ML, a 6% decrease from the previous reporting exercise.

The main drivers of the overall emissions reduction were purchased goods, use of sold products and downstream transportation.

Linked to our decreased production, we purchased less goods – specifically raw materials – resulting in a reduction in our purchased goods category. We decreased the quantities of raw materials purchased by 8%, which were accompanied by a decrease of 10% in GHG emissions. This means that certain emissions-intensive materials were purchased in smaller quantities – the reduction in emissions was higher than the reduction in purchased quantities. On the other hand, packaging materials purchased quantities decreased by 6%, resulting in a 14% decrease in emissions.

Purchased Goods Emissions (tCO<sub>2</sub>e) FY22/23

Emission categories that increased were business travel, in part due to an improvement in data collection from multiple travel agencies, and employee commuting, also resulting from an improvement in the data collection process – our Group-wide commuting survey had an 84% improvement in response rate compared with the previous fiscal year, totalling 601 responses. This resulted in a more significant sample of our employee's commuting habits, and reduced uncertainty associated with extrapolation.



## Energy Management

A key aspect of our Net Zero implementation is the improvement of energy management processes. To better monitor and reduce energy consumption, we employ appropriate management systems, processes, and equipment to achieve the highest level of energy efficiency at our industrial plants. We are working to certify the energy management systems of our plants with ISO 50001, to enable identification of potential energy savings in existing or new production processes.

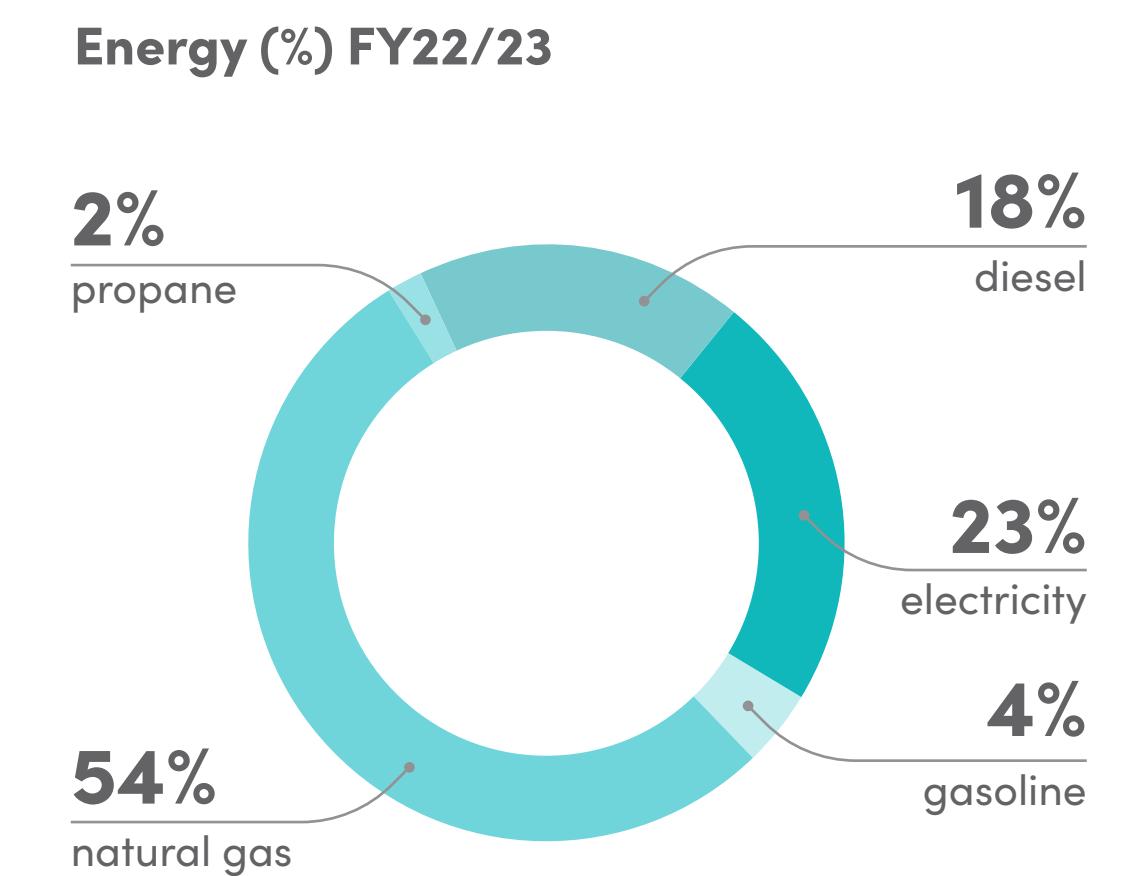
In fiscal year 2022/2023, total energy consumption accounted for 449,047 GJ, a 0.5% decrease when compared with the previous fiscal year. Cosmocel has been retrospectively included in the scope

of fiscal year 2021/2022. Natural gas is our most significant source of energy, representing 54% of the total energy consumption, and is used to generate steam and heating in our manufacturing processes. Other fuels consumed are diesel and gasoline, used mostly in our light vehicle fleet, and propane used in industrial equipment. Electricity consumption represented 23% of the total energy consumed. This is derived from both renewable and non-renewable electricity sources, whereby 57% of this electricity comes from renewable sources and 43% from non-renewable sources. This includes data from our industrial plants, offices and warehouses.

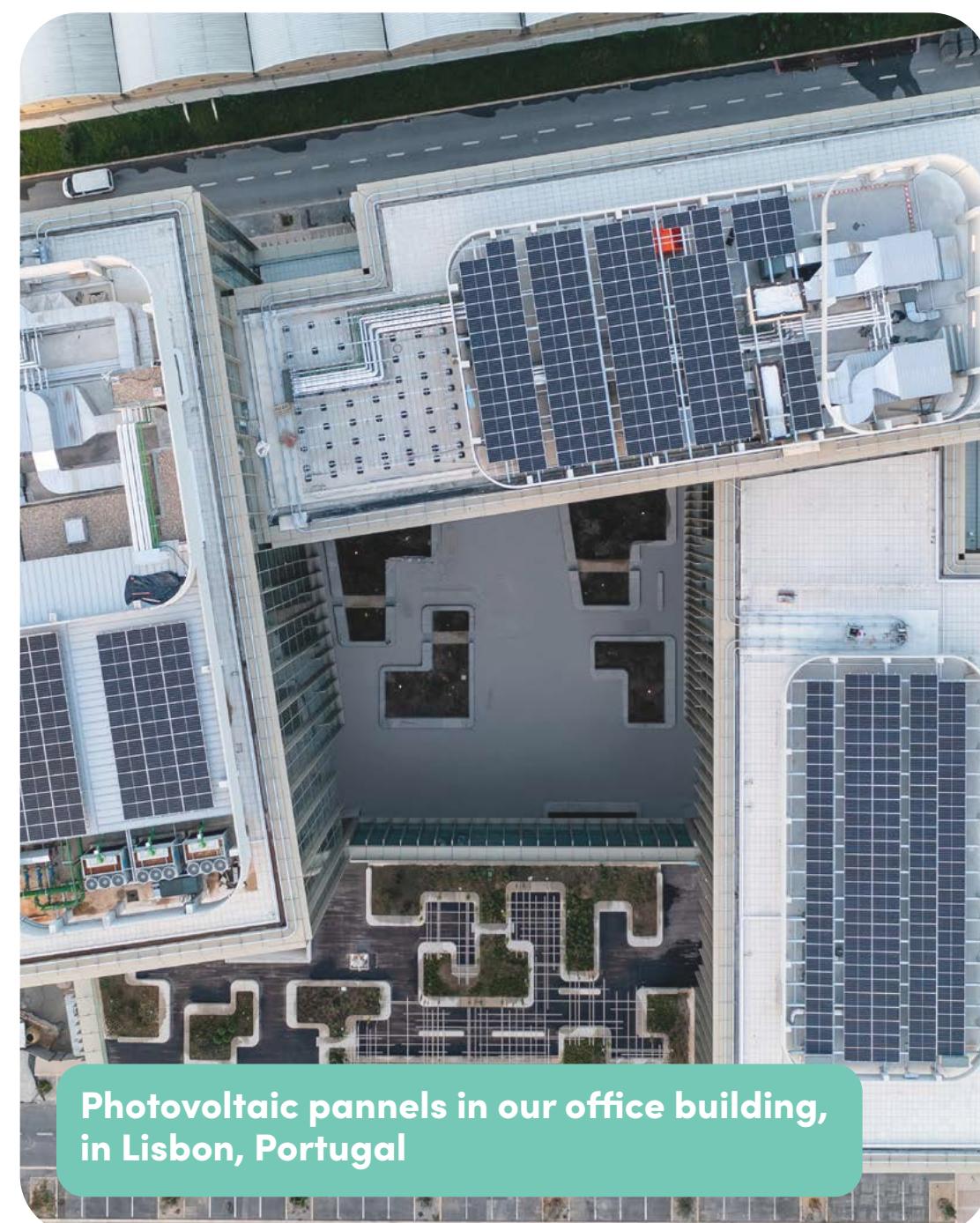
Energy consumption (GJ)		FY 22/23	FY21/22 <sup>A</sup>	Δ 22/23-21/22
<b>Total energy consumption<sup>B</sup></b>		<b>449,047</b>	<b>451,227</b>	<b>-0.5%</b>
Diesel		80,776	90,156	-10%
Electricity		101,500	99,367	2%
Renewable sources		57,567	56,159	3%
Non-renewable sources		43,933	43,209	2%
Gasoline		16,119	4,823	234%
Natural gas		242,807	249,666	-3%
Propane		7,845	7,215	9%
<b>Energy intensity ratio<sup>C</sup> (GJ/ ML of production)</b>		<b>2,217</b>	<b>2,098</b>	<b>6%</b>

(A) Updated to include Cosmocel, please consult the chapter [Restatements](#) for more details. (B) All energy sources except for electricity were calculated using fuel volume and converted using density (DEFRA, 2023) and low heating value (APA-NIR 2023 for gasoline; GHG Protocol calculation tools 2017 for remaining fuels). For conversion purposes, 1 kWh was considered equivalent to 0.0036 GJ, as defined by the International Energy Agency (IEA). (C) Intensity ratio calculated using energy consumption divided by the industrial production as the organisation-specific metric. As we have production of solids and liquids, to convert mass units into volume, an average density of production was used whenever possible, otherwise 1 kg = 1 L was assumed.

Regarding our energy consumption in this reporting period, the largest variation is predominantly associated with an increase of 234% in gasoline usage, derived from a restructuration and improvement in our fleet management databases. The increase in gasoline consumption resulted in an equivalent increase in the emissions of this fuel in our scope 1 category of fleet fuel. However, as gasoline represents 16% of our fleet emissions compared to the 84% contribution of diesel, the approximate 10% reduction in the latter resulted in an overall rise of fleet fuel emissions of 2%. The emissions resulting from our vehicle fleet are primarily in Mexico (33% of fleet fuel) and Brazil (23%).



Both electricity consumption and energy intensity observed a rise as well. This intensity increase is partially explained by the increase in fleet fuel, which is included in energy consumption and not directly associated with industrial production. Furthermore, the decrease in production in our industrial plants may lead to a lower energy efficiency – as the required energy consumption for maintenance of plant operations is not accompanied equally by industrial output.



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## Air Emissions

In parallel to our carbon footprint, we measure other gases resulting from our manufacturing activities and industrial equipment. Periodic control of these emissions is required to meet legal limits and identify areas of improvement in our monitoring systems. In the majority of plants, air emissions are measured by external specialised companies, or estimated using equipment-specific factors.

The most significant category of air emissions at Rovensa is carbon monoxide, included under 'Other standard categories of air emissions'. As Cosmocel was not included in the 2021/2022 scope for the emissions of these components, the variations between this and the previous reporting period is driven by the enlargement of the perimeter of the Group, having increased our scope of industrial facilities from 12 to 15.

Air emissions (t)	FY 22/23	FY21/22	Δ 22/23-21/22
NOx	8.9	7.9	12%
SOx	1.0	2.6	-63%
Volatile organic compounds (VOC)	13.7	2.5	452%
Particulate matter (PM)	7.1	5.4	32%
Hazardous air pollutants (HAP)	0.0	0.0	0%
Persistent organic pollutants (POP)	0.0	0.0	0%
Other standard categories of air emissions	46.1	1.4	3134%



# Foster Eco-Efficiency in our Operations

## Climate change is affecting food and water security in vulnerable contexts.

In the Climate Change Synthesis Report 2023<sup>w</sup>, the IPCC states with high confidence that climate change has already caused widespread impacts on human systems and substantial losses to terrestrial, freshwater and ocean ecosystems worldwide. Furthermore, it estimates that roughly half of the world's population currently experiences severe water scarcity for at least part of the year, partly due to climatic drivers.

We wish to conduct business in a way that respects natural ecosystems and preserves both terrestrial and water resources, critical to sustaining life on our planet. Our Net Zero Strategy outlines the direction we are taking to increase the eco-efficiency of our operations, with focus on optimising water consumption and reducing waste production.

## Water Management

How we use and manage water can vary between our different industrial facilities. Some operational facilities use water supplied by the city, while others have their own wells or authorised sources.

Regarding uses, water serves many purposes in our production processes – from being used as a raw material input to being used for cleaning, sanitation, and drinking water.

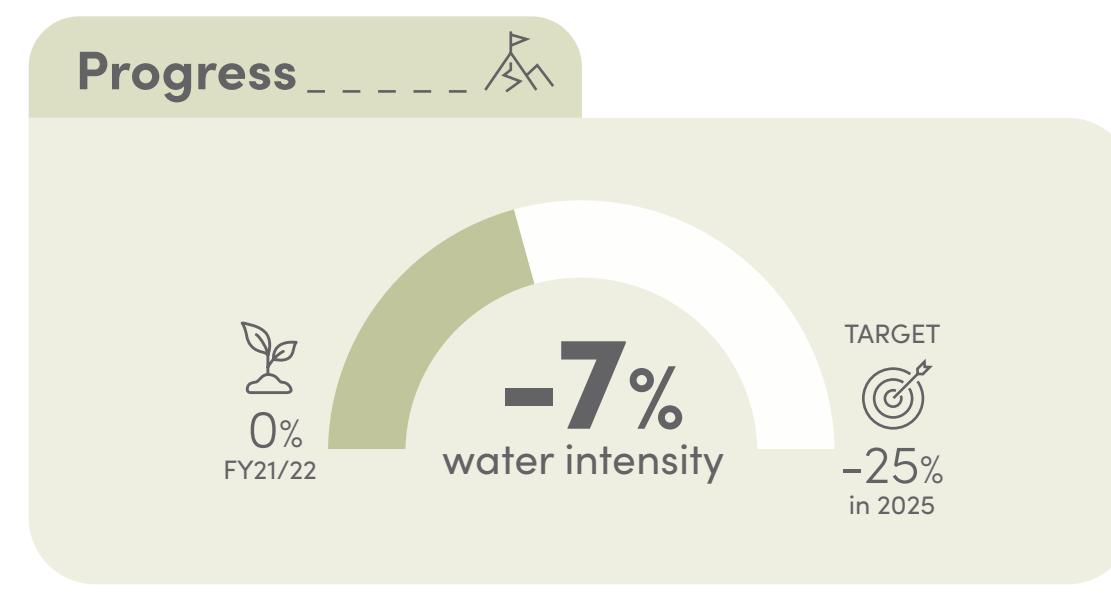
To manage wastewater, there are treatment facilities installed at some of our sites to ensure the water is treated appropriately before it is released, using methods such as mechanical treatment, evapo-condensation, or specific treatment plants to meet local rules and minimise harm to the environment.

The approaches used to identify water-related impacts across our sites are diverse. In most cases, water-related data is monitored from invoices issued by water supply companies, along with metering mains water and wastewater. Our sites consistently perform routine analyses to monitor water quality and quantity. To address water-related impacts, we employ proactive measures and actively engage with regulatory bodies to ensure compliance with environmental regulations. Our efforts to improve water management include improving cleaning methods by transitioning from extensive cleaning to targeted cleaning of specific areas, using compressed air to decrease water usage in production processes, and recycling washing water for subsequent batches or cleaning processes.



### ► Water withdrawal and discharge

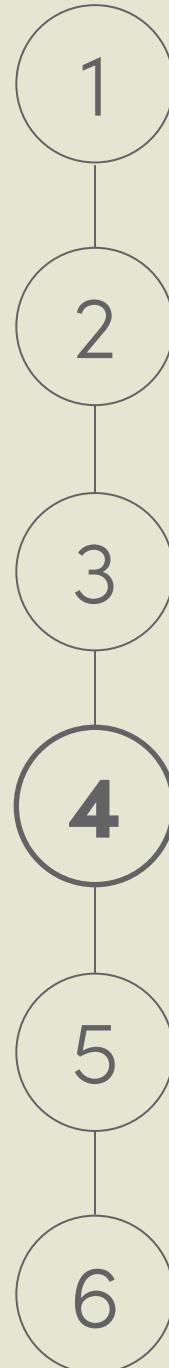
Our water withdrawal and discharge are mainly associated with manufacturing procedures, particularly in the production of our liquid products and in washing systems. In fiscal year 2022/2023, total water withdrawal accounted for 152 ML (a variation of approximately 0% compared to fiscal year 2021/2022) and water discharge for 53 ML (-9% compared to 2021/2022).



In the current reporting year of 2022/2023 there were six incidents associated with water management, particularly legal water discharge standards for pollutant load, in three of our plants – Setúbal in Portugal, Monte Mor in Brazil and San Nicolás in Mexico. We are studying long-term solutions to prevent future occurrences, such as in-house compact wastewater treatment plants.

Water withdrawal and discharge (ML)	FY 22/23	FY21/22	Δ 22/23-21/22
<b>Total water withdrawal by source<sup>A</sup></b>	<b>151.9</b>	<b>151.6</b>	<b>0%</b>
<b>of which in areas of water stress<sup>B</sup></b>	<b>88.3</b>	<b>5.6</b>	<b>-</b>
Surface water	0.0	15.2	-100%
Freshwater (≤1,000 mg/L Total Dissolved Solids (TDS))	-	15.2	-100%
Other water (>1,000 mg/L TDS)	-	-	-
Groundwater	64.2	74.2	-13%
Freshwater	64.2	74.2	-13%
<b>of which in areas of water stress</b>	<b>37.7</b>	-	-
Other water	-	-	-
Third-party water	87.7	62.2	41%
Freshwater	63.4	62.2	2%
<b>of which in areas of water stress</b>	<b>50.6</b>	<b>5.6</b>	<b>-</b>
Other water	24.3	-	-
<b>Total water discharge<sup>C</sup></b>	<b>52.5</b>	<b>57.6</b>	<b>-9%</b>
<b>of which in areas of water stress<sup>B</sup></b>	<b>37.8</b>	<b>3.5</b>	<b>-</b>
By destination			
Surface water	2.0	22.3	-91%
Groundwater	0.1	0.01	713%
Third-party water	50.4	35.3	43%
By water quality			
Freshwater	33.0	10.0	229%
<b>of which in areas of water stress</b>	<b>31.0</b>	<b>0.0</b>	<b>-</b>
Other water	19.6	47.6	-59%
<b>of which in areas of water stress</b>	<b>6.8</b>	<b>3.5</b>	<b>-</b>

(A) Includes the total volume of rainwater collected (ML) as surface freshwater. Limitations associated with exclusion of San Nicolás plant in Mexico for FY22/23. (B) Water stress assessment was used to update methodology, so FY22/23 results are not comparable with the previous fiscal year. (C) Limitations associated with exclusion of San Nicolás plant in Mexico for FY22/23; Laon plant in France for FY22/23 and 21/22. Please consult the chapter [Restatements](#) for more details.



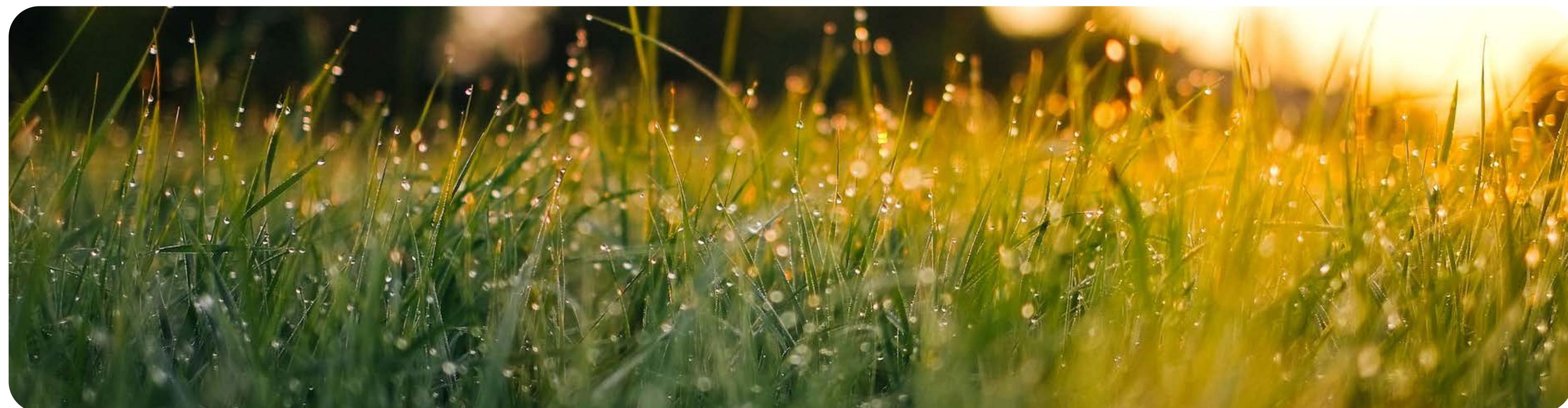
## ► Water targets, consumption, and reuse

To measure the efficiency of our water usage, we monitor our water consumption – comparing water withdrawal and discharge – and intensity ratio – comparing water consumption with industrial production. This fiscal year, despite a 7% increase in water consumption, our intensity ratio decreased by 6.5%, a result of the water

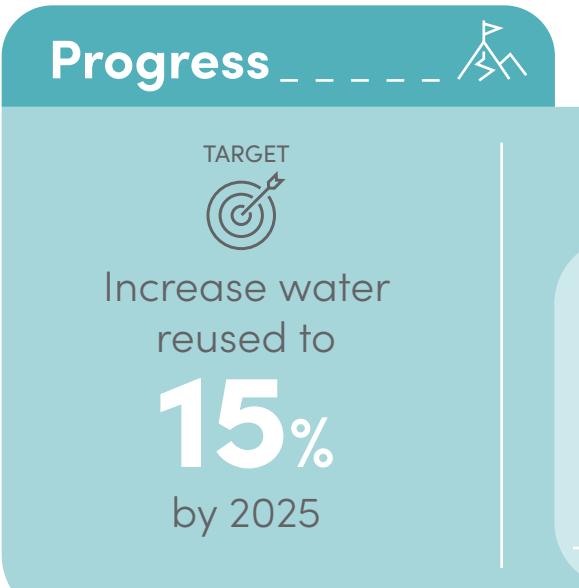
efficiency measures implemented by our sites and the reduction in our industrial output. Additionally, we have increased the precision in our production data in this reporting cycle from the previous year – wherever possible, average production densities were used to convert solid production to liquid.

Water consumption, and reuse (ML)	FY 22/23	FY21/22	Δ 22/23-21/22
<b>Total water consumption<sup>A</sup></b>	<b>97</b>	<b>91</b>	<b>7%</b>
of which in areas of water stress <sup>B</sup>	51	2	-
<b>Water consumption intensity ratio<sup>C</sup> (ML/ ML of production)</b>	<b>0.48</b>	<b>0.51</b>	<b>-6.5%</b>
<b>Water reuse (%)</b>	<b>6%</b>	<b>6%</b>	<b>0p.p.</b>

(A) Limitations associated with exclusion of San Nicolás plant in Mexico for FY22/23; Laon plant in France for FY22/23 and 21/22. Please consult the chapter [Restatements](#) for more details. (B) Water stress assessment was used to update methodology, so FY22/23 results are not comparable with the previous fiscal year. (C) Intensity ratio calculated using water consumption divided by the industrial production as the organisation-specific metric. As we have production of solids and liquids, to convert mass units into volume, an average density of production was used whenever possible, otherwise 1 kg = 1 L was assumed.



Our sites employ diverse strategies and initiatives to achieve the water-related target of our Sustainability Strategy. Some prioritise reducing water usage by coordinating batch formulations and packaging to minimise the need for frequent cleaning, while others explore opportunities to reuse process cleaning water, either to reintroduce in production or, for example, for garden irrigation. Efforts to treat and reuse industrial effluent water are actively pursued to mitigate environmental impact. There is a continuous drive to reuse all washing liquids, underscoring a commitment to efficiency and recycling.



Our plant in Setúbal, Portugal improved its rainwater effluent treatment system by doubling the activated carbon filtering capacity.



Palmela, Portugal has begun reusing water in its industrial process from May 2023.

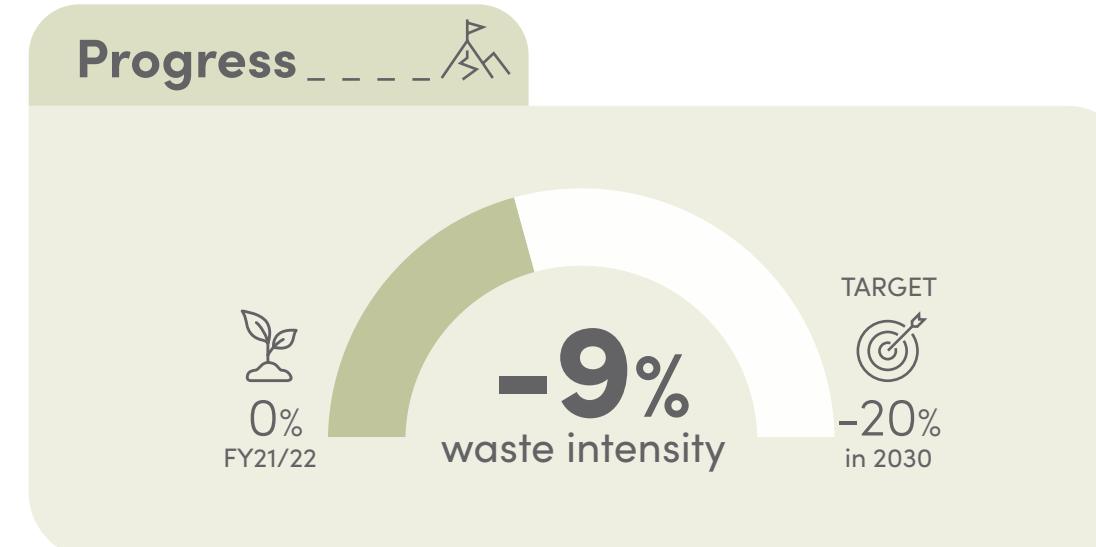


## Waste Management

Across our sites, waste-related practices are managed differently, influenced by local waste management infrastructures and regulations. Segregation and classification are performed following the guidelines provided by authorised management companies, which collect our waste for off-site recycling, recovery into energy, or disposal. We continuously search for suppliers who can provide better treatment for our waste, prioritising reusing and recycling over landfill.

### ► Waste production

Including Cosmocel in fiscal years 2022/2023 and 2021/2022, the total amount of waste produced in the current reporting period amounted to 8,825 tonnes, a 14% decrease compared to the previous fiscal year. Both hazardous and non-hazardous total waste decreased, by 19% and 12% respectively, with waste sent to landfill decreasing by 6%. This is in part due to our decrease of 6% in production. Our waste intensity ratio also decreased by



9%, suggesting an improvement in waste management resulting from our waste reduction and recycling initiatives.

As we manufacture products that use hazardous chemicals in their composition, part of our waste is hazardous, resulting in an increased responsibility

regarding waste management. In 2022/2023, our generated waste was 67% non-hazardous, which includes plastics (3%) and chemicals (10%), and 33% hazardous, mostly washing liquids (27%), packaging (31%), and chemicals (33%). For more information on waste typology, please see the section [Reporting and Data](#).

<b>Waste management (t)</b>	<b>FY 22/23</b>	<b>FY21/22<sup>A</sup></b>	<b>Δ 22/23-21/22</b>
<b>Total waste produced</b>	<b>8,825</b>	<b>10,312</b>	<b>-14%</b>
Hazardous waste	2,944	3,621	-19%
Non-hazardous waste	5,880	6,690	-12%
<b>Hazardous waste by destination</b>			
Reused or recycled	1,144	1,260	-9%
Recovered for energy	273	21	1,227%
Incinerated	1,047	1,292	-19%
Landfill	304	563	-46%
Other	177	486	-64%
<b>Non-hazardous waste by destination</b>			
Reused or recycled	4,089	5,093	-20%
Recovered for energy	43	156	-73%
Incinerated	126	-	-
Landfill	1,381	1,222	13%
Other	241	219	10%
<b>Waste production intensity ratio (t/ML of production)<sup>B</sup></b>	<b>44</b>	<b>48</b>	<b>-9%</b>

(A) Updated to include Cosmocel, please consult the chapter [Restatements](#) for more details. (B) Intensity ratio calculated using total waste divided by the industrial production as the organisation-specific metric. As we have production of solids and liquids, to convert mass units into volume, an average density of production was used whenever possible, otherwise 1 kg = 1 L was assumed.



### ► Waste recycling initiatives

This fiscal year, most of our waste was reused, recycled or recovered for energy, with the recovery rates for non-hazardous waste at 70%, and hazardous waste at 48%. In total, 63% of our waste is sent to recovery (reuse or recycling or recovery for energy), a 5 p.p. increase from the previous report.

**63%**  
of our waste is sent  
to recovery  
+5 p.p. compared to FY 21/22

Our efforts to prevent waste generation encompass a range of strategies: waste separation, recycling initiatives, and partnerships with waste management organisations. Some sites participate in circularity measures like recycling plastic, cardboard, metal, and wood packaging materials, emphasising the reuse of these materials within their production processes or by external recycling vendors. Collaborative

endeavours with organisations such as the National Institute for Processing Empty Packages (inPEV) in Brazil demonstrate commitment to circular economy by collecting and recycling packaging materials. Additionally, internal water recycling processes and the transformation of waste into compost or organic fertiliser show the commitment of our sites to manage and repurpose waste.



5

# Balanced People

PILLAR OF ACTION



Health, Safety  
and Well-Being



Diversity, Equity  
and Inclusion



Employee  
Engagement



Community  
Impact

OUR COMMITMENTS



## Sustainability Strategy 2023/2030

Our sustainability ambition, and overall Group mission, is intrinsically connected with a social purpose: contribute to feed the planet. We envision a future where there is safe and nutritious food for all, in which we contribute to a more balanced food production system. We want to nourish an organisational culture where our employees feel motivated to bring our mission to life. We understand the key role our people play in Rovensa, which is why we demonstrate our commitment to enhancing health, safety and well-being at work, within a zero harm culture. We support the work-life balance of our employees, promoting diversity, equity and inclusion and striving for gender balance; and creating a positive social impact on local communities.

### Commits

### 2023/2030 Targets



Health, Safety and Well-Being

- Implement a global 'right to disconnect' policy
- Extend health insurance coverage to 100% of employees
- Implement a global well-being programme for all employees
- Achieve a score under 3 for Lost Time Injury Frequency Rate (LTIFR)



Diversity, Equity and Inclusion

- Launch a Rovensa Global Gender Equality Plan
- Women to hold a minimum of 35% of Senior Management positions across the Group



Employee Engagement

- Perform regular pulse surveys and every two years an employee engagement survey
- Achieve an overall turnover rate below 10%
- All employees have access to common company benefits
- Reach an average of 30 hours of training per employee per year
- Ensure all employees receive pay above national minimum wage



Community Impact

- Develop and implement a Corporate Social Responsibility (CSR) Strategy

### Progress in FY22/23



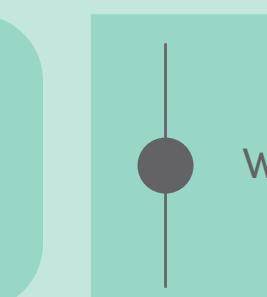
- We are working on the prerequisites before officially implementing this policy.
- Our **health insurance coverage** extends to 74% of employees. The Group's benefits are being reviewed to ensure all employees have access to a healthcare system.
- Well-being activities** are being managed at local level to adapt these initiatives to employees' needs, preferences, and interests.
- We reduced our LTIFR to 7.4 among our employees thanks to the implementation of **several initiatives and internal procedures** that have been implemented to promote a zero harm culture.



- We are in the process of developing a **Global Gender Equality Plan** .
- A total of 27% of women hold a position of **Senior Manager** or above.



- Every two years, we perform an **Organisational Climate Survey** .
- The 2023 edition had an 81% participation rate.
- Our **turnover rate** was 15.3%.
- While we provide common benefits to all our employees, some **benefits are tailored** based on job positions and local conditions in all countries where our employees are located.
- Our permanent employees had an average of **21h of training** during the fiscal year.
- 100% of our employees received **above national minimum wage** .



- We have ongoing initiatives to support **local communities** .

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# Health and Safety

At Rovensa, safety is a core value, coming first in our list of corporate values. We believe health and safety is everyone's responsibility. We strive to maintain a safe and incident-free work environment and encourage everyone to be a safety agent. Each employee should care for their own safety, and the safety of everyone around.

To cultivate a culture of zero harm across our Group, we have introduced the STAR (A Safe Team at Rovensa) program, which aims to accelerate the establishment of a safety-centric culture across all our sites. Having been successfully implemented in Portugal and Spain since 2020, the STAR program was expanded to Ireland and Brazil during the fiscal year 2022/2023.

In the reporting period, we also implemented a comprehensive health and safety policy which states the Group's commitment to Health and Safety, sets out the strategic objectives, roles and responsibilities to regularly monitor performance across the organisation.

## Safety: leading by example

While everyone is responsible for H&S at Rovensa, managing roles must lead by example and strengthen health and safety practices at the Group. In all our operations, we implement a hierarchy of controls to eliminate hazards and minimise risks. Employees are urged to report work-related hazards to their superiors through Safety Preventive Observations (SPO). SPO involve qualified observers within the organisation who regularly document and analyse their

observations, discussed in subsequent committees. Verification and inspections tours are also carried out in the work areas.

Rovensa has established a comprehensive governance model, delineating transparent structures, procedures, and accountabilities to guarantee the proficient oversight of health and safety measures across the organisation.

## Health & Safety Committees

**Rovensa Safety Committee**, held by the Executive Management Team, is responsible for **defining strategic guidelines**;

The **Safety Performance Committee**, held at Business Unit level with the Chief Human Resources Officer, Plant directors and safety managers, are responsible for **monitoring** performance, share incident investigations and best practices from each site;

**Industrial/Office Committee**, held at local level with managers, team leaders and respective teams, ensure the **implementation** of the corporate strategy and local action plans.

## Top management training principles to reduce risks

**01**



STOP  
to analyse the situation

**02**



THINK  
about whether all the risks have been assessed and the control measures are in place

**03**



and, if everything is properly taken care,  
PROCEED.

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## Preventing and Mitigating Health and Safety Risks

Protecting the well-being, health and safety of our employees means going home safe, everyday. To minimise and control exposure to main risks faced by our employees, we have defined **eight Life Saving Rules**, based on the main risks of our activities, lessons learned over time, and the best safety practices observed in similar industries.

To enhance our safety procedures and the implementation of health and safety practices, we have established occupational Health and Safety management systems that adhere to national regulations and are in alignment with the most rigorous international frameworks. All employees in countries where the STAR

programme is implemented are covered by a management system, both in industrial plants and offices. In addition to these, in Portugal, we follow the highest safety standards aligned with our activity, having in place the ISO 45001 and SEVESO, the European Union directive aimed at controlling the risks of serious chemical accidents

(for more information, please see the section **Hazards Identification, Risks Assessment and Incidents Investigation** [↗](#)). In total, 67% of our employees and contingent workers were covered by a management system.

### Life Saving Rules

The life saving rules and their corresponding procedures have been formulated to manage risks prior to, during, and after an activity. This is aimed at fostering consistent behavior that actively prevents accidents resulting in severe injuries or fatalities.

These rules have been established so that all employees understand the expected mandatory behaviours related to critical risks. All Rovensa employees where STAR has been implemented have been trained in life saving rules.

These rules were displayed and communicated to all employees through information campaigns and clear messages from management throughout the entire Group.



## Occupational Health and Safety

During the reporting period, we acquired a new company – Cosmocel – which involved the integration of around 700 employees. This integration caused the number of hours worked to increase 73% when compared to the previous fiscal year, having impacted the scope of health and safety data analysis. While there was an increase in the number of hours worked, there was a 7% decrease in the total number of work-related accidents compared to the previous

period. Regrettably, however, one employee lost his life in a car accident in Brazil, during work hours. The Group has immediately emphasized the importance of safe driving practices to minimise the risk of accidents. In this context, it has been providing defensive driving training to employees in several countries to enhance skills in adopting safer driving habits to protect themselves and others on the road.

Occupational Health and Safety <sup>A</sup>	FY 22/23	FY21/22	Δ 22/23-21/22
Total worked hours	5,405,545	3,127,667	73%
Total number of work-related accidents/injuries	87	94	-7%
Rate of recordable work-related injuries	16,1	30,1	-46%
Number of fatalities as a result of work-related injury	1	0	N/A
Number of work-related accidents with lost time cases	40	30	33%
Number of lost work days	1928	1453	33%
Lost Time Injury Frequency Rate (LTIFR) <sup>B</sup>	7.4	9.6	-23%
Lost Time Injury Severity Rate (LTISR) <sup>C</sup>	356.7	464.1	-23%

For more information on Health and Safety, please see the section [Reporting and Data](#).

(A) These indicators cover temporary and permanent employees. (B) Number of lost time injuries (work-related accidents with lost time cases) that occurred during the reporting period per 1 million hours worked. (C) Number of lost days due to work-related accidents that occurred during the reporting period per 1 million hours worked. In the previous years, this indicator was calculated using lost workdays.

### Defensive Driving Training

During fiscal year 2022/2023, Rovensa provided a defensive driving training to employees with a company vehicle in Portugal, Spain, Colombia, Ecuador, Brazil and Mexico.

This training provided a set of techniques used to prevent, avoid road traffic accidents, regardless of same factors not under the driver's control, such as vehicle conditions; traffic conditions; behaviour of other road users; and weather conditions.

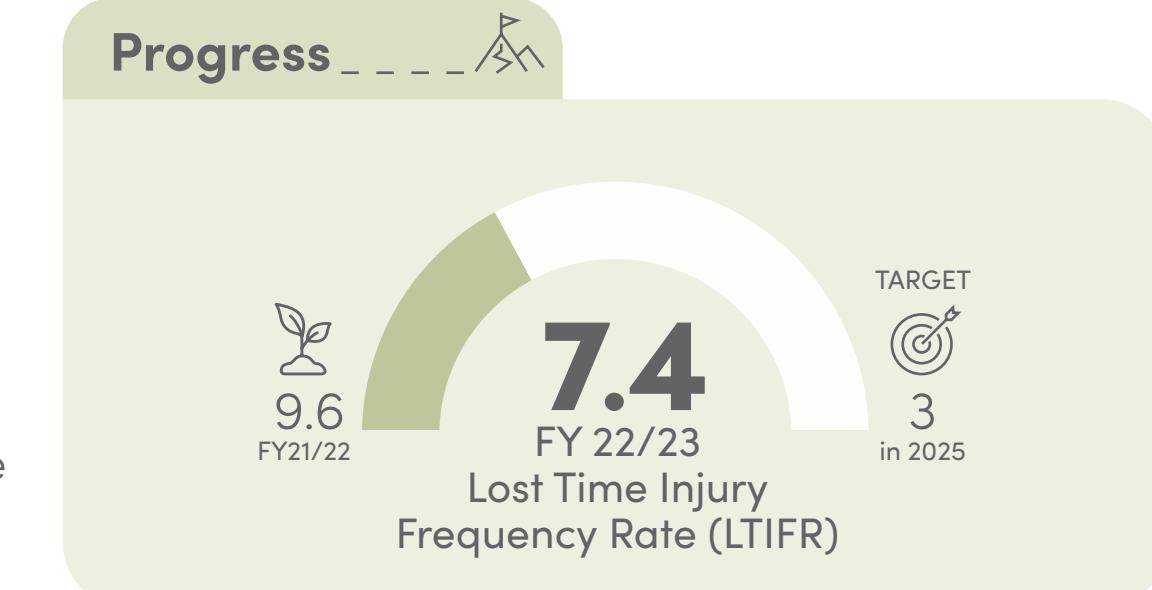
**125** participants **66h** of training

Cosmocel employees were not yet eligible for this driving training as they were still being integrated in the Group



Participants in the training, in Portugal

The Lost Time Injury Frequency Rate has decreased 23%, meaning that there were fewer accidents that led to lost time relative to the total hours worked. This decrease reflects the Group's effort to promote a safer work environment, investing on preventive measures, safety protocols, and training initiatives, aligned with the Sustainability Strategy target of achieving a LTIFR below 3 by 2025. The Lost Time Injury Severity Rate (LTISR) has also reduced 23%, which indicates that the severity of accidents continues to decrease for the third year.



## Work-Related Illnesses

Rovensa records all work-related illnesses once they have been diagnosed and acknowledged by a doctor. During the reporting period, there were three cases observed of occupational illnesses, which represents a decrease of 73% compared to the last reporting period.

III Health	FY 22/23	FY21/22	Δ 22/23-21/22
Number of cases of recordable work-related ill health	3	11	-73%

## Using drones to avoid height risks

In our industrial plant in Setúbal, Portugal, we have acquired one drone that helps complete inspections and perform periodical safety or maintenance checks. The drone avoids the climbing of heights, thus reducing the risk of falling from height.



Musculoskeletal injuries are among the main risks for our employees, which is why we have been implementing measures that contribute to better working conditions and the reduction of accidents. To improve the workplace conditions, we have implemented several improvements across our industrial sites.

**Setúbal, Portugal**  
We have reinforced training on ergonomics, lifting devices and electric pallet trucks. Likewise, a drum compressor was acquired, an equipment that avoids intense manual labour, and instead fractions petrified raw material inside the drum in an automatic way

**Monte Mor, Brazil**  
We have implemented semi-sitting benches and ergonomic mats to improve the ergonomic condition for standing position activities, as well as reduce the physical effort associated with them

**Arapongas (Brazil), Palmela (Portugal), and Sanchidrián/Orihuela (Spain)**  
We have upgraded loading structures with enhanced safety measures. Arapongas features levelling ramps for seamless forklift access, while Palmela's plant saw improvements such as new shelves and docking gates. Employees received additional training to adapt to these changes

## Hazards Identification, Risks Assessment and Incidents Investigation

Our industrial sites have hazard identification and risk assessment procedures, complying with all applicable national laws and chemical-specific sector regulations. To assess, monitor, and reduce exposure of all employees to long-term human health risks, we issue quarterly a list of substances that are dangerous or toxic to genetic heritage, including Carcinogenic, Mutagenic or Reprotoxic (CRMs), that is shared with the local employee representatives, the safety department, and our inhouse medical service. In Setúbal, Portugal, our crop protection plant aligns with the Seveso III Directive, regulating companies with high accident potential from the use of chemicals. In the previous fiscal year, a Hazard Identification (HAZID) pilot process was put in place in Setúbal to identify, assess, and correct potential hazards. This method is particularly helpful for managing processes with dangerous chemicals or under extreme conditions, such as high temperatures (above 50 °C) or high pressures (above 2 bar).

In Fresno, USA, our plant maintains a Risk Register, adhering to Occupational Safety and Health Administration (OSHA) 1900, with monthly safety checks. In Spain, at our Valencia, Albacete and Sanchidrián sites, we follow national legislation for occupational risk prevention, conducting annual risk assessments by a company

specialised in Occupational Risk Prevention (Servicio Prevención Ajeno-SPA). There are two programmes in place at Cosmocel for conducting a risk assessment in routine and non-routine activities daily. The activities carried out in the organisation have a risk evaluation with the Occupational Safety Analysis Formats.

The Group regularly consults and involves employees and their representatives in health and safety issues, to identify and cope with all situations with potential risk. Employees are encouraged to report work-related hazards and hazardous situations. In countries where the STAR programme is already in place, employees can report them through the Safety Preventive Observations (SPO), which aims to advise on unsafe behaviours and share good practices. Cosmocel has implemented the "Toma Dos" (Take two) programme, challenging employees to stop for two minutes and reflect on the risks of the work they are about to perform.

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



# Well-Being and Work-Life Balance

We want to nourish an organisational culture where our employees feel motivated to bring our mission to life. Our ambition is to become an attractive employer, offering a fulfilling work experience to our people.

At Rovensa, our well-being initiatives are implemented locally, enabling us to customise programs to meet the specific needs and preferences of employees in different geographic locations. Cultural differences, local regulations, and socioeconomic factors can vary from one country to another, requiring tailored initiatives for maximum effectiveness.



## Parental leave

In the reporting period, 29 women and 61 men took parental leaves, from which 24 women and 55 men returned to work after the leave ended.

While we adhere to local legal requirements in all geographies, in countries like Brazil, we extend our support by providing an additional 60 days of leave for recent mothers and 15 days for fathers.



## Remote Working Policy

Employees can work remotely for two days a week<sup>A</sup>, allowing for greater concentration, saving the commuting time and potentially reducing the number of daily interruptions, contributing to efficiency and productivity.

(A) Due to its recent integration, Cosmocel has not yet adhered to this global policy.



## Promoting an active lifestyle

In some regions, such as Mexico and Portugal, Rovensa provides access to football and padel fields to its employees. In Brazil, Portugal and Spain, employees from the industrial plants have labour gymnastic sessions to improve posture. In Cosmocel, employees had virtual yoga lessons extended for their families.



## Insurance allocation

Disability and invalidity coverage, as well as life insurance, are provided to our permanent employees in France, Portugal, and some employees in Mexico and Brazil.

### Progress



Implement a global well-being programme for all employees



Well-being activities are being managed at local level to adapt initiatives to employees' realities and make a difference in the work environment approach. Formal programme not yet launched on a global scale.

## Health provision

With a focus on Health & Safety as our foundational principle, we are dedicated to addressing our employees' access to reliable and high-quality healthcare. In addition to the mandated medical assistance provided for health assessments by either our in-house doctor or external providers, we strive to offer our employees access to health insurance. In this fiscal year, a private health insurance was given to 74% of our employees and, in certain geographical areas,

extended to cover their family members. This number corresponds to a reduction of 12 p.p. compared to the last reporting period which can be explained by the fact that employees from the recently acquired company Cosmocel has been included in the scope of the report but are not yet covered by Rovensa. In Asia, we provide a health allowance to cover employees' health-related expenses.

### Progress



**100%**  
Of employees covered by health insurance by 2024



**74%**  
Employees covered by health insurance supported by Rovensa in FY22/23

-12 p.p. compared to FY21/22

# Diversity, Equity, and Inclusion

We foster diversity of perspectives, experiences, and ideas within our Group. We believe that employees from diverse backgrounds can contribute with their unique insights to more innovative solutions and better decision-making.

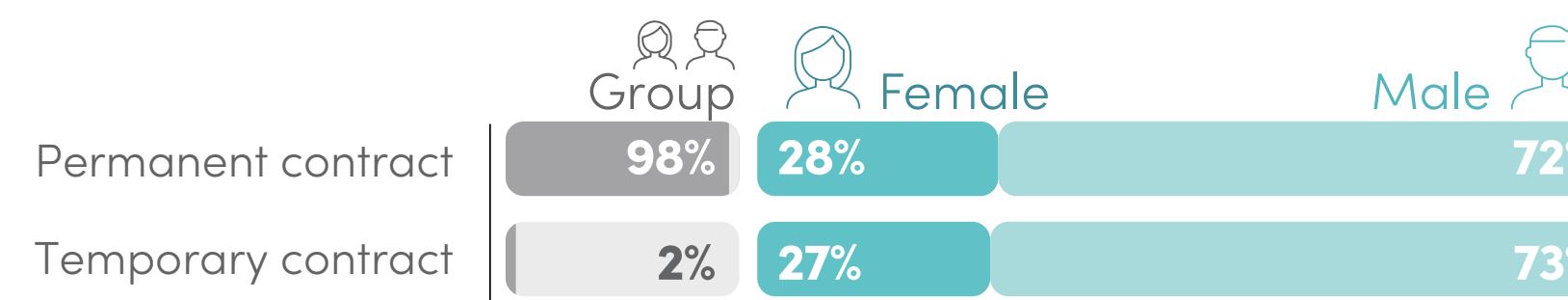
In 2023, we launched a Diversity, Equity and Belonging Policy, with guiding principles for employees to promote a diverse and inclusive environment in the Group, ensuring dignity and respect for all. This policy articulates the Group's commitments and delineates how these commitments are transformed into concrete actions, explaining how every employee can actively contribute to its implementation.

## A Global Team

Our global team was composed of 2,874 employees, from 46 different nationalities. With the acquisition of Cosmocel, Mexico has become the country with the largest presence of employees, with a total of 687 people, followed by Portugal, Spain, Brazil, and France. In fiscal year 2022/2023, 41.8% of our workforce occupied roles within the operational and administrative functional category, reflecting the significance of our industrial operations within the overall composition of our employees. Regarding age, 68% of our employees were between 30 and 50 years old.

In what concerns employment contracts, Rovensa prefers to offer permanent job positions. In fiscal year 2022/2023, 98% of our employees had a permanent contract, in line with our commitment to ensure job security for all. For more information about our employees, please see the section [Reporting and Data](#).

### Type of employee contract, by gender

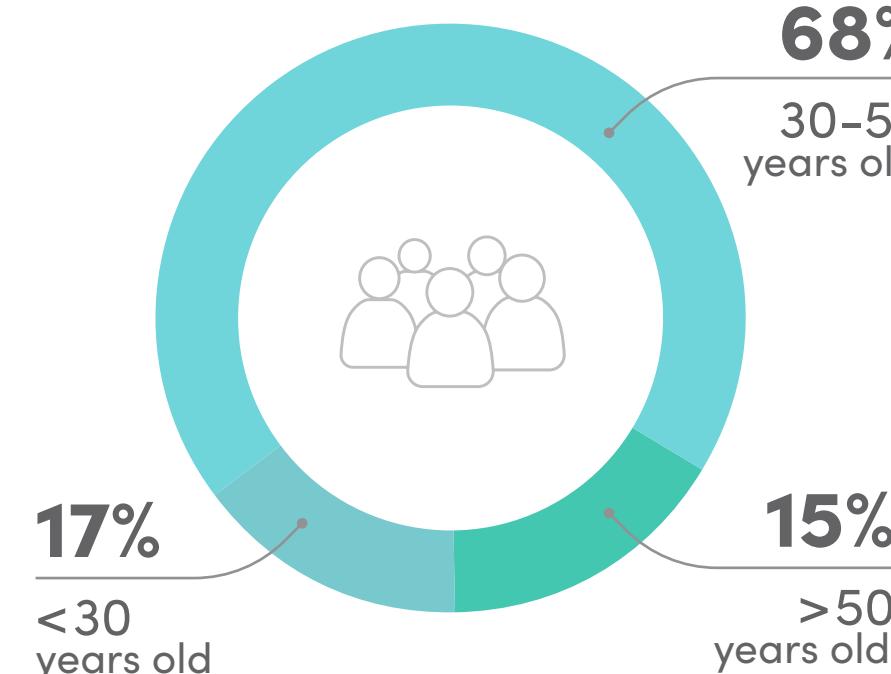


### Percentage of employees per job category



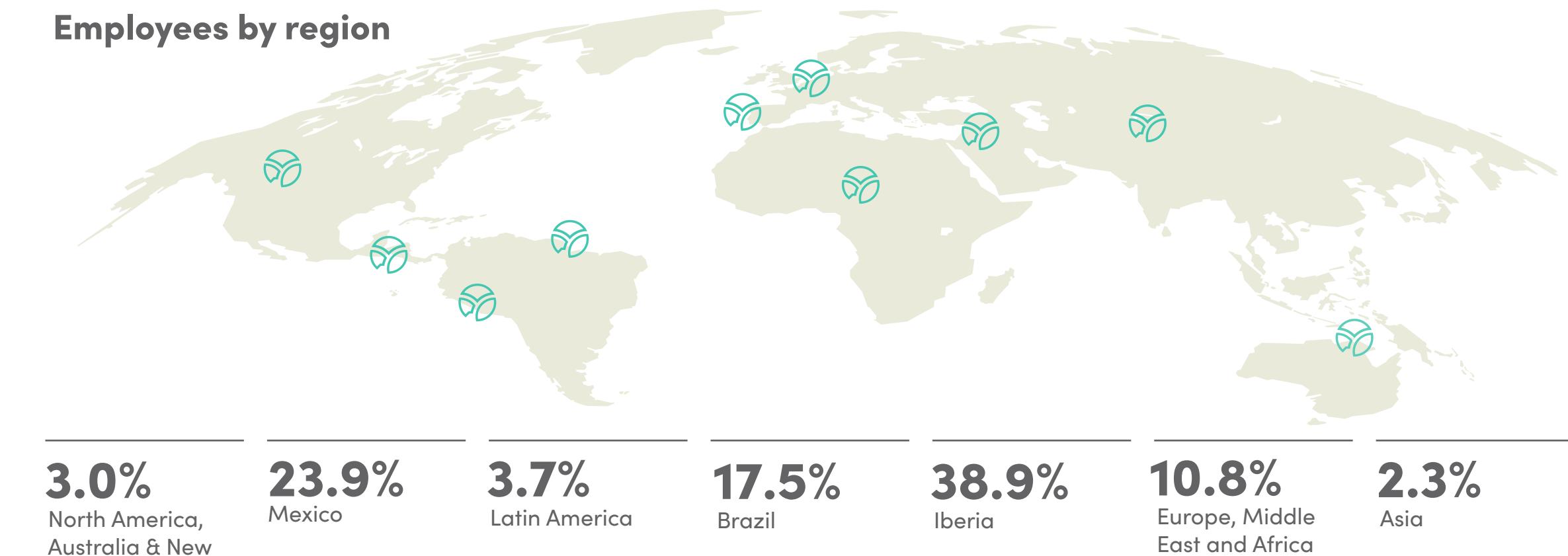
Includes only employees with permanent contract. Not Applicable Category is due to the integration of the group of companies from Oro Agri that didn't use the same methodology of the group.

### Employees by age group



Includes only employees with permanent contract.

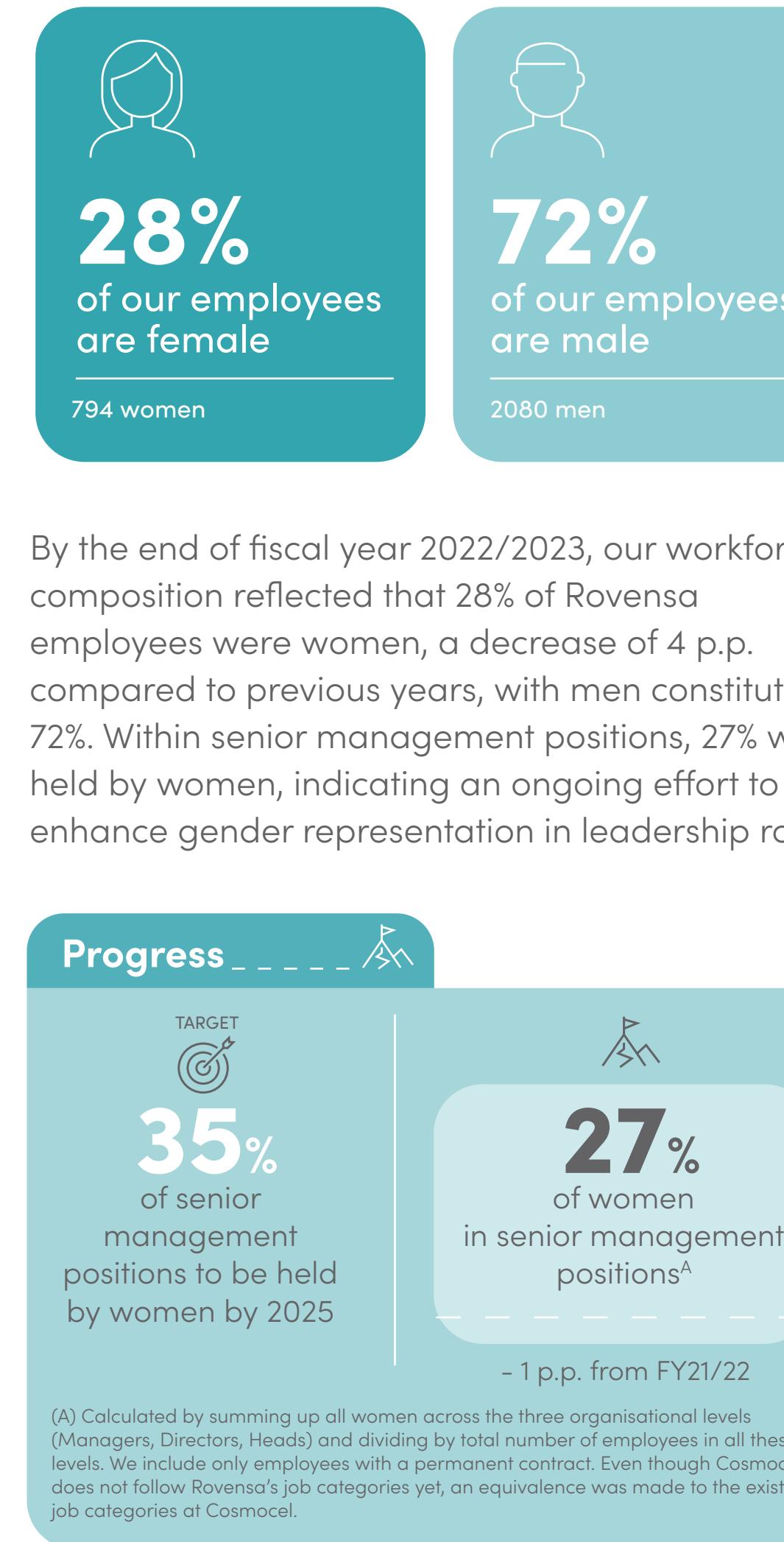
### Employees by region



# Gender Balance

Gender diversity is one of the top priorities of our Sustainability Strategy 2023-2030. By 2025, we aim to have 35% of women in senior management positions, striving for a more equitable approach to gender representation in our management roles. To drive progress towards this target, we are in the process of developing a holistic and comprehensive Gender Equality Plan. This plan will involve engaging all pertinent stakeholders and outlining a clear trajectory towards achieving gender equity within our Group.

Embedded within our policies, the commitment to achieving gender balance guides career progression decisions based on merit, performance, and capabilities, ensuring equal access to advancement opportunities for all employees, regardless of gender. Development plans, designed to meet specific individual needs, aim to enhance current role performance and prepare individuals for future responsibilities. Upholding the principle of equal pay, we regularly assess remuneration practices to address any gender-related internal equity concerns. Additionally, as part of our Group policy, we guarantee that leaves related to pregnancy, parental responsibilities, or other parenting-related events do not adversely impact any performance, development, or compensation decisions, thereby fostering an inclusive and gender-balanced work environment.



# International Women's Day Campaign

In March 2023, Rovensa launched a digital campaign internally and on social media, asking employees to inspire future generations by sharing what 'Embrace Equity' means to them.



# Employee Engagement

**Our people are the main driver of our growth, success, and sustainability, which is why attracting and retaining the right talent is of the utmost importance for us.**

All around the world, we focus on providing our employees with the best possible work experience and offering individual development and growth opportunities.

To foster a positive work environment, we conduct an organisational climate survey every two years to assess overall work environment. These surveys serve as a valuable tool to gauge the sentiments and perceptions of our employees, allowing us to



## Progress



Perform regular pulse surveys and every two years an employee engagement survey



Every two years, we perform an Organisational Climate Survey. The 2023 edition had an 81% participation rate

## Rovensa People Survey 2023<sup>A</sup>

On fiscal year 2022/2023 we launched our second Global People Survey, a questionnaire aiming to assess and understand the perceptions, attitudes, and opinions of Rovensa's employees regarding its work environment, culture, and overall atmosphere.

Alongside the survey, a donation campaign was conducted to reinforce our corporate values of social responsibility and community engagement. For each participation, Rovensa donated 5 euros to the Unicef, at the time with an emergency fundraising to help children and families in Ukraine. By participating, employees had the opportunity to make positive impact and contribute to this social cause.



**7,930€**  
donated to Unicef

ROVENDA PEOPLE SURVEY 2023

**YOUR  
OPINION  
MATTERS**



**80% engagement score**

employees feel proud to work for Rovensa and would recommend and plan to continue working for the Group



**77% enablement score**

employees feel that the organisational environment supports them to get the job done

### Top scored dimensions

Ethics and Compliance

Quality and customer focus

Diversity and Inclusion

Pay & Benefits

Collaboration

Training

### Bottom dimensions

(A) This survey did not include Cosmocel employees. Cosmocel has a specific survey to evaluate psychosocial risk factors in the company – NOM-035 survey.

## Talent Attraction, Development and Retention

At Rovensa, we aim to be an employer of choice, offering optimal conditions for our people and fostering a culture that supports their sustainable growth. Our objective is to draw in and retain the right talent by actively involving our employees in every phase of their journey with us.

In fiscal year 2022/2023, we welcomed 420 new team members globally, reflecting a hiring rate of 17.5%. This includes new recruitments throughout the entire Group. While Brazil hired more people for their different site locations, it was the Asian region that recorded a higher number of employee rate.

### ► Talent retention

During the last fiscal year, 47% of our employees have worked for Rovensa for over 5 years, consolidating our dedication to talent retention. During the reporting period, 428 employees

left the Group, resulting in a 15.3% employee turnover rate. Mexico, Portugal and the EMEA region registered a higher number of employees leaving the company than the number of hires, contributing to the overall global turnover rate.

### ► Employee development

To foster employee development, aligning individual and organisational goals, and maintaining a healthy work environment, we consider performance reviews to be essential within our Group. They serve as a platform for open communication between employees and line managers, promoting feedback and discussion regarding concerns, career aspirations, and expectations. These reviews contribute to career development by providing a structured framework for discussing and identifying career goals, development plans, training opportunities, and other paths for career advancement. Performance reviews are only applied to permanent employees, with at least six worked months during the fiscal year, or Commercial employees with at least three

worked months during the fiscal year<sup>A</sup>. By the end of fiscal year 2022/2023, 72% of employees with a permanent contract were included in the annual review that assesses their goals-based performance and behavioural competencies. This represents an increase of 13 p.p. compared to fiscal year 2021/2022, since last year some employees were not yet eligible due to an acquisition process of a new company and were included in this reporting exercise.

We want to foster a positive work environment through every step our employees' journey, offering support even when they transition out of the organisation. Transition assistance programmes are provided to support employees who are retiring or who have been terminated. These programmes can include job placement services, or severance pay, which considers employee age and years of service. In the case of Cosmocel, a Pre-Retirement Planning For Intended Retirees is in place, aimed to assign employees above 50 years of age activities suited to their physical abilities and experience.



**72%**

of our employees were included in the performance annual review

+13 p.p. compared to FY21/22  
Includes only permanent employees

### Progress



We considered Global turnover = (Total Leavers/average of the headcounts at the end of each month) \*100. Includes voluntary and non-voluntary turnover for permanent employees.

New employee hires and turnover, by region <sup>B</sup>	Asia	Brazil	Europe, Middle East and Africa (EMEA)	Portugal	Latin America	Mexico	North America, Australia and New Zealand (NAANZ)	Group
Number of new employee hires	24	122	105	51	23	82	13	420
Rate of new employee hires	49.5%	26.5%	9.9%	17.2%	34.6%	20.8%	16.9%	17.5%
Number of employee turnover	9	55	115	65	12	160	12	428

(B) Includes only employees with permanent contract. For more information on new employee hires and turnover, please see the section [Reporting and Data](#).



## International Trainee Programme 2022/2023

In October 2022, Rovensa welcomed 9 trainees, from 5 different nationalities, that had the opportunity to engage in rotational assignments across corporate departments such as IT, Procurement, Sustainability, Planning & Control, Risk, and Finance. While based in Lisbon, Portugal, they also had the chance to visit offices and other industrial plants in Portugal and Spain.



## Learning and Training

We are committed to supporting the growth of our employees and development through on-the-job learning opportunities and training. Across our sites, we promote:

### Regular training and learning opportunities

**Technical sector-specific courses**  
(e.g. statistics, R&D specific topics, among others)

**Behavioural and soft skills training**  
(e.g. languages, communication, feedback, coaching and leadership)

In some regions, the Group additionally gives funding to employees who, by their own initiative or recommended by Rovensa, intend to complement their academic curriculum.

  
**60,326**  
total hours of training

+118% compared to FY21/22



In the last fiscal year, Rovensa has introduced innovative tools to streamline training access and customise individual employee learning journeys. Since 2023, MyLearning, a global platform featuring over 30,000 courses, including access to the LinkedIn Learning courses, has become accessible to employees across all job categories and functions, and in several languages.

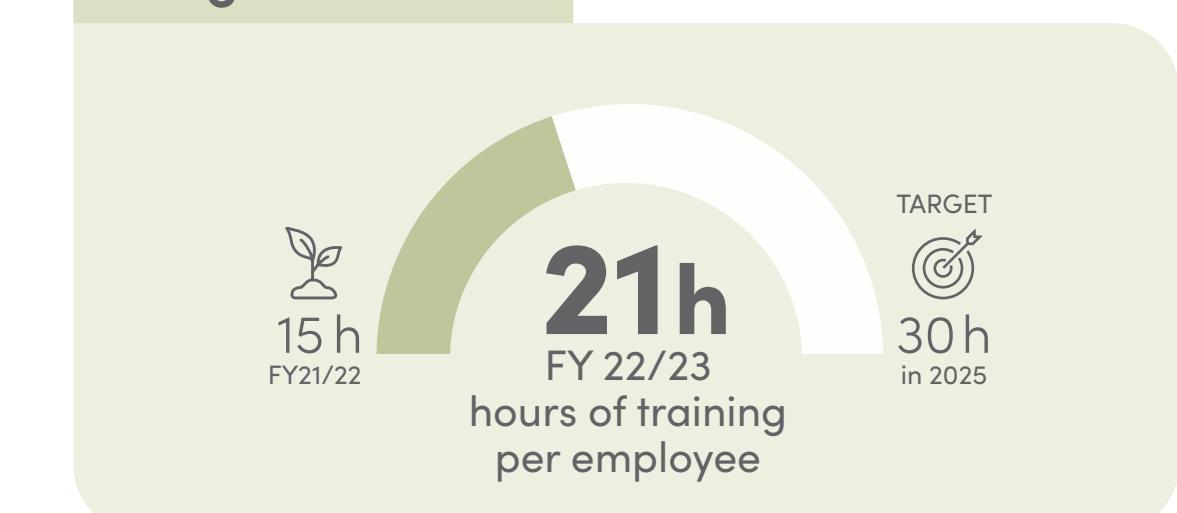
Furthermore, Cosmocel launched the 'Cosmocel University', which complements the 'Leaders on the Field' programme, with training courses specifically designed for team leaders.

### My Learning

Under the motto 'Dare to Grow' we launched MyLearning in fiscal year 2022/2023, a new platform dedicated to learning and training that allows employees to manage their training and development initiatives, which are provided in flexible learning paths, within multiple formats. Integrated on Rovensa's Learning strategy, this platform promotes a growth mindset, where everyone is responsible for their self-development.

The implementation of these tools has increased the accessibility of trainings, contributing to the increase of the number of hours of training, as well as the average hours of training per employee.

### Progress



## Employee Rights

We strive to uphold responsible practices across our workforce. This entails compliance with national and international labour and social standards, encompassing also codes, and conventions. We are committed to guaranteeing extensive labour rights for our employees, granting them the freedom to engage in trade unions and select their representatives in workplace councils.

In Brazil, Belgium, France, Italy, Spain, and Portugal our permanent employees are covered by collective bargaining agreements, namely concerning wage, and working conditions. In fiscal year 2022/2023, 75% of employees with a permanent contract were covered by collective bargaining agreements. For countries where collective bargaining agreements are not in place, working conditions and terms of employment are based on market studies and local labour laws.

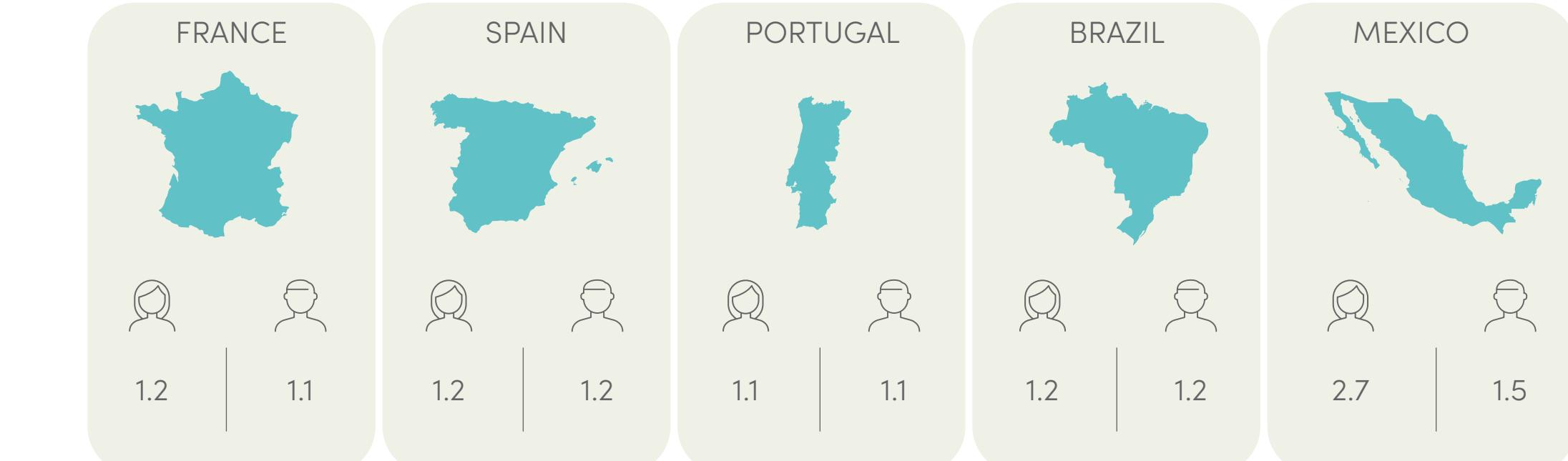
We hold regular meetings with work councils to communicate operational changes in a timely manner, discuss work-related matters, and align on issues such as human resources policies and company strategy, always complying with local laws. In fiscal year 2022/2023, local human resources teams conducted 68 meetings with employee representatives to promote transparent communication, tackle issues, establish trust, and foster a collaborative effort to cultivate a positive and efficient work environment that benefits both the employees and the organisation.

**75%**  
of employees  
are covered  
by collective  
bargaining  
agreements  
=  
compared to FY21/22

**68**  
Meetings  
between local HR  
teams and  
employee  
representatives  
-16%  
compared to FY21/22

Within our commitment to ensure the best working conditions, salaries are fairly attributed according to the job positions, and not discriminated based on race, sexual orientation, political affiliation, disability, religion, age or gender, as stated in our Code of Conduct. With all ratios being above 1, the entry-level wage – equivalent to the full-time wage in the lowest employment category – exceeds the minimum wage set by regulations or policies in all geographies reported. These reflects the Group's remuneration policies for all positions, regardless of its level. Likewise, the ratios of men and women are very similar within the same country with the exception of Mexico. In Mexico, ratios are higher than in other geographies, which can be explained by the fact that our industrial plant in this country is located in a region typically with higher wages. In the specific case of women, the value can be justified because, at the moment, there are no women working in operational roles in the plant and the woman with the lowest salary has a matching level of responsibility.

## Ratio of the entry level wage to the minimum wage



For this indicator, we collected data by company. To report at Group level, we have chosen the ratios of the companies with the highest number of employees in each geography.



# Community Impact

The enduring prosperity of our business isn't solely determined by our sales figures. It also hinges on our values and the beneficial contributions we make to society, particularly within the communities that surround us.

Our commitment to social responsibility leads us to regard local communities as integral to our endeavours. The development and implementation of a Corporate Social Responsibility (CSR) Strategy is foreseen in our Sustainability Strategy and we actively engage in designing and participating in a range of social initiatives aimed at positively impacting the lives of the population we serve.

During fiscal year 2022/2023, we have increased our investment in local communities by 5% and engaged in health-related initiatives.

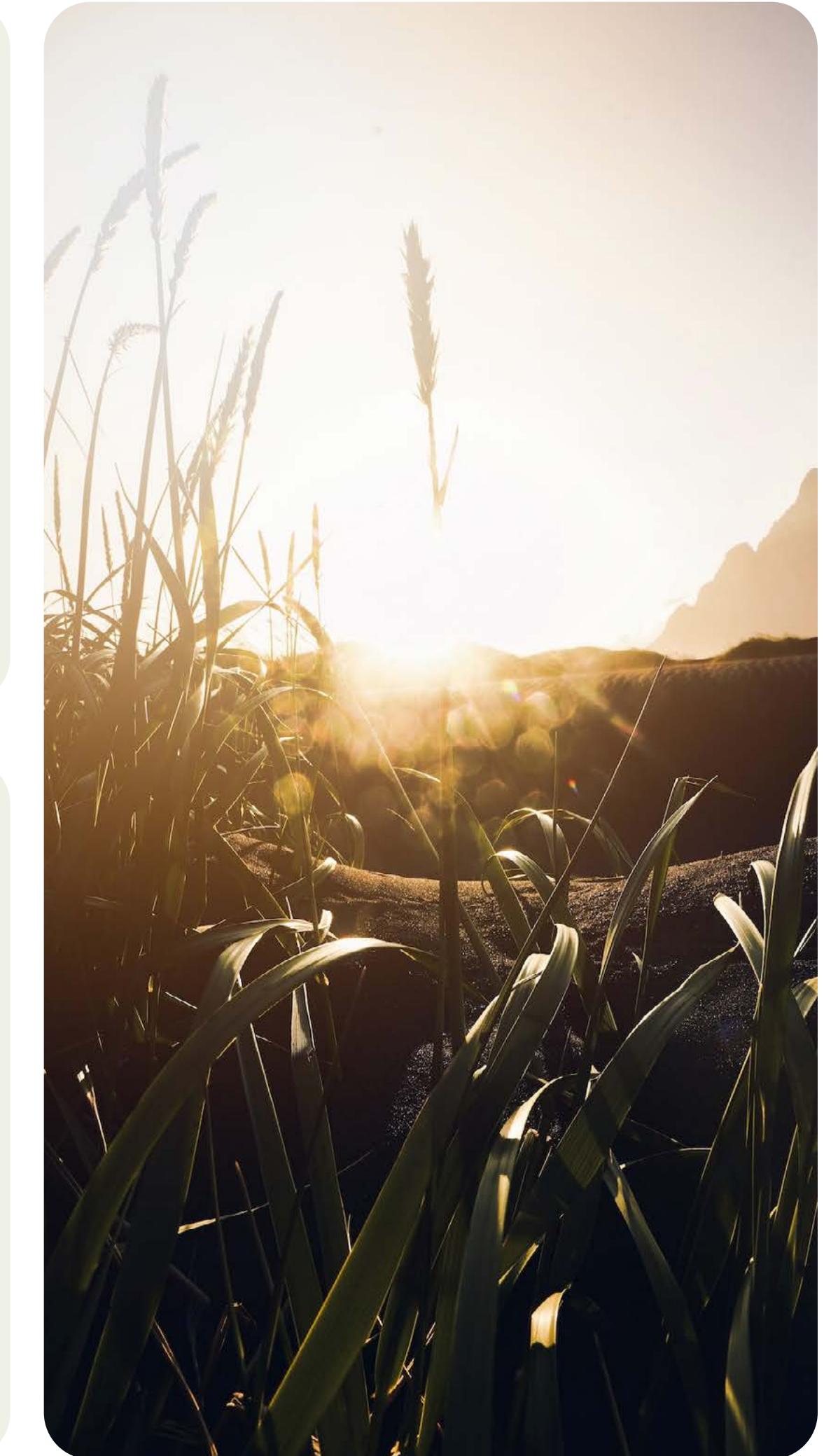
## Fighting Cancer Race

On April 2023, 32 employees participated in the 10<sup>th</sup> annual Fighting Cancer race, a charity initiative to help raise awareness and support for the fight against cancer held in Madrid, Spain.



## Health & Safety Race

Cosmocel promoted safety, exercise, health and work-family balance through a race where employees and their families were invited to run and donate to a charitable organisation. In June 2023, Cosmocel employees donated 68 packages of food items and cleaning supplies to the children's anticancer alliance.



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# Reporting and Data

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# Governance

## GRI 2-21 | Annual total compensation ratio

For more information, please see the chapter [Sustainability Governance](#)

Annual total compensation ratio	FY 22/23	FY 21/22	Δ 22/23-21/22
Annual total compensation for the organisation's highest paid-individual	825,278 €	946,278 €	-13%
Percentage increase in annual total compensation for the organisation's highest-paid individual	-13%	0%	-13%
Median annual total compensation for all of the organisation's employees excluding the highest-paid individual	27,424 €	25,996 €	5%
Percentage increase in median annual total compensation for all of the organisation's employees excluding the highest-paid individual	5%	4%	2%
Ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees	30.1	36.4	-17%
Ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees	-2.33	0.00%	N/A

## GRI 201-1 | Direct economic value generated and distributed

Economic impact and performance (euros) <sup>A</sup>	FY22/23	FY 21/22	Δ 22/23-21/22
Direct economic value generated (devg): Revenues	663,727,435	526,034,888	26%
Net sales	661,416,773	523,374,070	26%
Revenues from financial investments	1,493,840	913,974	63%
Interest on financial loans	1,493,840	913,974	63%
Dividends from shareholdings	0	0	N/A
Royalties	0	0	N/A
Direct income generated from assets, such as property rental	0	0	N/A
Revenues from sales of assets	816,822	1,746,844	-53%
Physical assets, such as property, infrastructure, and equipment	816,822	1,746,844	-53%
Intangibles, such as intellectual property rights, designs, and brand names	0	0	N/A

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Economic impact and performance (euros) <sup>A</sup>	FY22/23	FY 21/22	Δ 22/23-21/22
Direct economic value distributed (devd): Operating costs	681,466,349	487,515,210	40%
Payments to suppliers	445,453,989	336,150,579	33%
Employees' wages and benefits	131,881,629	102,610,598	29%
Payments to governments (taxes)	18,129,712	12,596,754	44%
Payments to providers of capital	85,887,537	36,049,247	138%
Community investment	113,482	108,032	5%
Direct economic value retained (devg)-(devd)	-17,738,914	38,519,678	-146%

(A) In line with our financial report, Cosmocel is included from the moment of acquisition – from February 2023 to June 2023.

**GRI 201-4** | Financial assistance received from government

Total monetary value of financial assistance received by the organisation from any government by region (euros)	FY22/23	FY 21/22	Δ 22/23-21/22
Total	1,370,977	2,040,014	-32.80%
Portugal	1,199,586	NR	N/A
Spain	171,391	NR	N/A

**GRI 205-1** | Operations assessed for risks related to corruption

Operations assessed for risks of corruption	FY 22/23	FY 21/22	Δ 22/23-21/22
Total number of operations	5 <sup>A</sup>	5	0%
Total number of operations assessed for risks related to corruption	3	0	N/A
Percentage of operations assessed for risks related to corruption	60%	0%	N/A

(A) Operation is understood to mean Business Unit (Corporate HR, Corporate backoffice Rovensa Next, Crop Protection, Cosmocel). For more information, please see the section Restatements.

**GRI 205-2** | Communication and training about anti-corruption policies and procedures

Number of governance body members that the organisation's anti-corruption policies and procedures have been communicated to, by region			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	8 <sup>11</sup>	100%	8	100%	0%	0p.p.	
Portuguese	4	100%	4	100%	0%	0p.p.	
Mexican	1	100%	1	100%	0%	0p.p.	
Belgian	0	N/A	1	100%	-100%	N/A	
Spanish	3	100%	2	100%	50%	0p.p.	

(11) For reporting purposes, we considered a strategic advisor as member of the Executive Management Team.

Number of governance body members that have received training, by region			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	3	38%	0	0%	N/A	N/A	
Portuguese	1	25%	0	0%	N/A	N/A	
Mexican	0	0%	0	0%	N/A	N/A	
Belgian	N/A	N/A	0	0%	N/A	N/A	
Spanish	2	67%	0	0%	N/A	N/A	

**GRI 205-2** | Communication and training about anti-corruption policies and procedures

Number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to by employee category			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	2,107	75%	2,005	100%	5%	-25	
EMT	8 <sup>11</sup>	100%	8	100%	0%	0	
Heads	18	100%	0	NA	N/A	N/A	
Directors	60	85%	59	100%	2%	-15	
Managers	159	87%	106	100%	50%	-13	
Experts and Coordinators	429	87%	212	100%	102%	-13	
Specialists and Team Leaders	610	96%	695	100%	-12%	-4	
Technicians & Assistants	101	100%	0	NA	N/A	N/A	
Operational and Administrative	596	51%	634	100%	-6%	-49	
Categories Not Applicable	126	100%	291	NA	-57%	N/A	

(11) For reporting purposes, we considered a strategic advisor as member of the Executive Management Team.

Number of suppliers that the organisation's anticorruption policies and procedures have been communicated to			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	4,731	100%	4,001	100%	18%	N/A	

**GRI 205-2** | Communication and training about anti-corruption policies and procedures

Number of employees that have received training on anticorruption, by employee category			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	311	11%	0	0%	N/A	N/A	
EMT	3	38%	0	0%	N/A	N/A	
Heads	12	67%	0	0%	N/A	N/A	
Directors	28	39%	0	0%	N/A	N/A	
Managers	70	38%	0	0%	N/A	N/A	
Experts and Coordinators	73	15%	0	0%	N/A	N/A	
Specialists and Team Leaders	81	13%	0	0%	N/A	N/A	
Technicians & Assistants	10	10%	0	0%	N/A	N/A	
Operational and Administrative	12	1%	0	0%	N/A	N/A	
Categories Not Applicable	22	17%	0	0%	N/A	N/A	

Number of employees that the organisation's anti-corruption policies and procedures have been communicated to by region			FY 22/23	FY 21/22		Δ 22/23-21/22	
Group	2,107	75%	2,005	100%	5%	-25	
Asia	48	75%	33	100%	45%	-25	
Brazil	485	96%	418	100%	16%	-4	
EMEA	750	95%	1338	100%	0%	-5p.p.	
Portugal	593	100%					
LATAM	64	62%	29	100%	-45%	-38	
Mexico	94	14%	116	100%	32%	-86	
NA&NZ	73	88%	71	100%	N/A	-12	

**GRI 205-2** | Communication and training about anti-corruption policies and procedures

Number of employees that have received training on anticorruption, by region			FY 22/23	FY 21/22		$\Delta$ 22/23-21/22	
Group	311	11%	0	0%	N/A	N/A	
Asia	5	8%	0	0%	N/A	N/A	
Brazil	43	9%	0	0%	N/A	N/A	
EMEA	158	20%	0	0%	N/A	N/A	
Portugal	70	12%	0	0%	N/A	N/A	
LATAM	3	3%	0	0%	N/A	N/A	
Mexico	12	2%	0	0%	N/A	N/A	
NA&ANZ	20	24%	0	0%	N/A	N/A	

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# Climate

## GRI 306-3 | Waste generated

Waste generated (t)	FY 22/23	FY 21/22 <sup>A</sup>	Δ 22/23-21/22
<b>Total waste produced</b>	<b>8,825</b>	<b>10,312</b>	<b>-14%</b>
<b>Hazardous waste</b>	<b>2,944</b>	<b>3,621</b>	<b>-19%</b>
Chemical	985	1,133	-13%
Solvents	19	23	-17%
Absorvents	19	34	-44%
Washing liquids	801	1,211	-34%
Packaging	914	1,103	-17%
Other	206	117	76%
<b>Non-hazardous waste</b>	<b>5,880</b>	<b>6,690</b>	<b>-12%</b>
Inerts	19	0	-
Packaging	227	304	-25%
Paper/paperboard	201	210	-4%
Wood	565	671	-16%
Urban solid waste	480	528	-9%
Plastics	150	167	-10%
Chemical	581	484	20%
Metal	152	252	-39%
Washing liquids	126	-	-
Other	3,379	4,074	-17%

(A) Updated to include Cosmocel, please consult the chapter [Restatements](#) for more details.

# Social

## GRI 2-7 | Employees

This indicator covers only internal workers: workers who have a direct contract with the company. At Rovensa, there are non-guaranteed hours employees, so they were not considered for this indicator.

For more information, please see chapter [Global Team](#)

Type of employee contract, by gender	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Women	Men	Group	Women	Men	Group	Women	Men	Group
Number of employees with a permanent contract	776	2,031	2,807	640	1,365	2,005	21%	49%	40%
Number of employees with a temporary contract	18	49	67	34	62	96	-47%	-21%	-30%
Number of employees with a full-time contract	776	2,075	2,851	653	1,434	2,087	19%	45%	37%
Number of employees with a part-time contract	18	5	23	24	14	38	-25%	-64%	-39%
<b>Total number of employees</b>	<b>794</b>	<b>2,080</b>	<b>2,874</b>	<b>677</b>	<b>1,448</b>	<b>2,125</b>	<b>17%</b>	<b>44%</b>	<b>35%</b>

Type of employee contract, by region	FY 22/23					FY 21/22					Δ 22/23-21/22				
	Perm.	Temp.	Full-time	Part-time	Total nr. of employees	Perm.	Temp.	Full-time	Part-time	Total nr. of employees	Perm.	Temp.	Full-time	Part-time	Total nr. of employees
Asia	64	1	65	0	65	33	1	41	0	41	94%	0%	59%	N/A	59%
Brazil	503	0	503	0	503	418	13	424	10	434	20%	-100%	19%	-100%	16%
EMEA	789	26	795	20	815	1,338	75	1,397	26	1,423	3%	-39%	1%	-23%	0%
Portugal	593	20	612	1	613										
LATAM	104	2	106	0	106	29	1	30	0	30	259%	100%	253%	N/A	253%
Mexico	671	16	687	0	687	116	6	122	0	122	478%	167%	463%	N/A	463%
NA&ANZ	83	2	83	2	85	71	0	73	2	75	17%	N/A	14%	0%	13%
<b>Group</b>	<b>2,807</b>	<b>67</b>	<b>2,851</b>	<b>23</b>	<b>2,874</b>	<b>2,005</b>	<b>96</b>	<b>2,087</b>	<b>38</b>	<b>2,125</b>	<b>40%</b>	<b>-30%</b>	<b>37%</b>	<b>-39%</b>	<b>35%</b>

## GRI 2-8 | Workers who are not employees

Type of employee contract, by gender	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Women	Men	Group	Women	Men	Group	Women	Men	Group
Number of employees that are not direct workers (contingent workers)	3	53	56	3	21	24	0%	152%	133%

## GRI 401-1 | New employees hires and employee turnover

This indicator covers only employees with permanent contract unlike it was reported in the last years. We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.

For more information, please see chapter [Talent Attraction and Development](#)

Turnover rate	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Global Turnover	Voluntary Turnover	15.3%	8.4%	15.7%	9.7%	-0.4p.p.	-1p.p.	
Global Turnover			15.3%	8.4%	15.7%	9.7%	-0.4p.p.	-1p.p.	
Voluntary Turnover									

New employee hires and turnover, by gender	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Women	Men	Group	Women	Men	Group	Women	Men	Group
Number of new employee hires	143	277	420	174	269	443	-18%	3%	-5%
Rate of new employee hires	20.2%	16.3%	17.4%	30.7%	22.1%	24.8%	-10p.p.	-6p.p.	-9p.p.
Number of employee turnover	116	312	428	102	178	280	14%	75%	53%

New employee hires and turnover, by age group	FY 22/23				FY 21/22				Δ 22/23-21/22			
	<30 years old	30-50 years old	>50 years old	Group	<30 years old	30-50 years old	>50 years old	Group	<30 years old	30-50 years old	>50 years old	Group
Number of new employee hires	142	251	27	420	147	273	23	443	-3%	-8%	17%	-5%
Rate of new employee hires	36.4%	15.2%	7.3%	17.5%	59.9%	21.8%	8.0%	24.8%	-23p.p.	-7p.p.	-1p.p.	-7p.p.
Number of employee turnover	105	260	63	428	61	184	35	280	72%	41%	80%	53%

**GRI 401-1** | New employees hires and employee turnover

This indicator covers only employees with permanent contract unlike it was reported in the last years. We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.

For more information, please see chapter [Talent Attraction and Development](#)

New employee hires and turnover, by region	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Number of new hires	Rate of new hires	Number of turnover	Number of new hires	Rate of new hires	Number of turnover	Number of new hires	Rate of new hires	Number of turnover
Asia	24	49.5%	9	4	12.3%	3	500%	37p.p.	200%
Brazil	122	26.5%	55	106	27.3%	46	15%	-1p.p.	20%
EMEA	105	9.9%	115	273	21.0%	192	-43%	-8p.p.	-40%
Portugal	51	17.2%							
LATAM	23	34.6%	12	3	10.2%	4	667%	24p.p.	200%
Mexico	82	20.8%	160	40	36.7%	26	105%	-16p.p.	515%
NA&ANZ	13	16.9%	12	17	25.4%	9	-24%	-8p.p.	33%
<b>Group</b>	<b>420</b>	<b>17.5%</b>	<b>428</b>	<b>443</b>	<b>24.8%</b>	<b>280</b>	<b>-5%</b>	<b>-7p.p.</b>	<b>53%</b>

**GRI 401-3 | Parental Leave**

We assume that the indicator "Total number of employees due to return to work after taking parental leave" is the same as the indicator "Total number of employees that took parental leave". We assume that the indicator "Total number of employees returning from parental leave in the prior reporting period(s)" is the same as the indicator "Total number of employees returning from parental leave in the prior reporting period".

For more information, please see chapter [Well-Being and Work Life Balance](#) ↗

Parental Leave, by gender	FY 22/23			FY 21/22			Δ 22/23-21/22		
	Men	Women	Group	Men	Women	Group	Men	Women	Group
Total number of employees that were entitled to parental leave	1,990	746	<b>2,736</b>	1,101	712	<b>1,813</b>	81%	5%	<b>51%</b>
Total number of employees that took parental leave	61	29	<b>90</b>	50	45	<b>95</b>	22%	-36%	<b>-5%</b>
Total number of employees that returned to work in the reporting period after parental leave ended	55	24	<b>79</b>	49	42	<b>91</b>	12%	-43%	<b>-13%</b>
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work and the retention rates of employees that took parental leave	41	16	<b>57</b>	29	29	<b>58</b>	41%	-45%	<b>-2%</b>
Total number of employees that did return to work after parental leave	55	24	<b>79</b>	49	42	<b>91</b>	12%	-43%	<b>-13%</b>
Total number of employees due to return to work after taking parental leave	29	61	<b>90</b>	50	45	<b>95</b>	-36%	22%	<b>-5%</b>
Return to work rates of employees that took parental leave	90%	83%	<b>88%</b>	98%	93%	<b>96%</b>	-8p.p.	-11p.p.	<b>-10p.p.</b>
Retention rates of employees that took parental leave	75%	67%	<b>N/A</b>	NR	NR	<b>NR</b>	N/A	N/A	<b>N/A</b>

**GRI 403-8** | Workers covered by an occupational health and safety management system

For more information, please see chapter [Health and Safety](#)

**GRI 403-9** | Work-related injuries

For more information, please see chapter [Health and Safety](#)

Health and Safety Management System		FY 22/23
Total number of employees and workers who are not employees and/or workplace is controlled by the organisation		2,930
Percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system		67%
Total number of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited		1425
Percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited		49%
Total number of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party		1,028
Percentage of employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party		35%

Occupational Health and Safety - permanent and temporary employees		FY 22/23	FY 21/22	Δ 22/23-21/22
Rate of recordable work-related accidents/injuries		16.1	30.1	-46%
Total number of high-consequence work-related injuries		0	0	0%
Rate of high-consequence work-related injuries (excluding fatalities)		0	0%	0%
Rate of fatalities as a result of work-related injury		0.2	0	N/A

**GRI 403-9 | Work-related injuries**

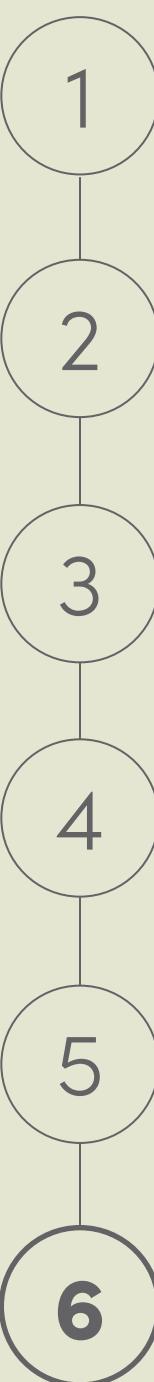
For more information, please see chapter  
[Health and Safety](#)

<b>Occupational Health and Safety – Workers who are not employees but whose work and/or workplace is controlled by the organisation</b>		<b>FY 22/23</b>	<b>FY 21/22</b>	<b>Δ 22/23-21/22</b>
Worked hours		211,207	97,285	117%
Number of recordable work-related injuries		6	5	20%
Rate of recordable work-related injuries		28.4	51.4	-45%
Number of high-consequence work-related injuries (excluding fatalities)		1	0	N/A
Rate of high-consequence work-related injuries (excluding fatalities)		4.7	0	N/A
Number of fatalities as a result of work-related injury		0	0	N/A
Rate of fatalities as a result of work-related injury		0	0	N/A

**GRI 403-10 | Work-related ill health**

For more information, please see chapter  
[Health and Safety](#)

<b>III Health – all employees</b>		<b>FY22/23</b>	<b>FY 21/22</b>	<b>Δ 22/23-21/22</b>
Number of fatalities as a result of work-related ill health		0	0	0%
<b>III Health – Workers who are not employees but whose work and/or workplace is controlled by the organisation</b>		<b>FY22/23</b>	<b>FY 21/22</b>	<b>Δ 22/23-21/22</b>
Number of fatalities as a result of work-related ill health		0	0	0%
Number of cases of recordable work-related ill health		0	0	N/A



### Lost-Time Injury Frequency Rate & Lost-time Injury Severity Rate

For more information, please see chapter [Health and Safety](#)

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

Referring only to permanent employees.

For more information, please see chapter [Learning and Training](#)

### LTIFR&LTISR – Workers who are not employees but whose work and/or workplace is controlled by the organisation

	FY22/23	FY 21/22	Δ 22/23-21/22
Number of hours worked	211,207	97,285	117%
Number of work-related accidents with lost time cases	4	2	100%
Lost Time Injury Frequency Rate (LTIFR)	18.9	20.6	-8%
Number of lost work days	373	18	1972%
Lost Time Injury Severity Rate (LTISR)	1,766.0	185.0	854%

### Average training hours, by gender

Group	FY 22/23	FY 21/22	Δ 22/23-21/22
Female	20	15	28%
Men	22	15	43%

### Average training hours, by functional category

Group	FY 22/23	FY 21/22	Δ 22/23-21/22
Executive Management Team	23	6	255%
Heads	28	N/A	N/A
Directors	27	19	47%
Managers	26	25	6%
Experts and Coordinators	20	33	-39%
Specialists and Team Leaders	19	21	-10%
Technicians and Assistants	12	N/A	N/A
Operational and Administrative	22	12	88%
Not applicable	33	N/A	N/A

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

Referring only to permanent employees.

For more information, please see chapter [Talent attraction, development and retention](#)

Employees who received a regular performance and career development review, by gender	FY 22/23		FY 21/22		Δ 22/23-21/22
	Number	Percentage	Number	Percentage	
Group	2,009	72%	1,174	59%	71%
Women	651	84%	403	63%	62%
Men	1,358	67%	771	56%	76%

Employees who received a regular performance and career development review	FY 22/23		FY 21/22		Δ 22/23-21/22
	Number	Percentage	Number	Percentage	
Group	2,010	72%	1,174	59%	71%
Executive Management Team	8	100%	8	100%	0%
Heads	17	94%	N/A	N/A	N/A
Directors	60	85%	58	98%	3%
Managers	154	85%	99	93%	56%
Experts and Coordinators	427	86%	191	90%	124%
Specialists and Team Leaders	550	87%	596	86%	-8%
Technicians and Assistants	49	49%	N/A	N/A	N/A
Operational and Administrative	636	54%	222	35%	186%
Not applicable	109	87%	N/A	N/A	N/A

**GRI 405-1 | Diversity of governance bodies and employees**

Referring only to permanent employees.

For more information, please see chapter  
[Global Team and Corporate Governance](#)

Age of employees and Executive Management Team members	FY 22/23			FY 21/22			Δ 22/23-21/22		
	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old	<30 years old	30-50 years old	>50 years old
Group	17%	68%	15%	15%	69%	16%	3p.p.	-2p.p.	-1p.p.
Executive Management Team	0%	38%	63%	0%	38%	63%	0p.p.	0p.p.	0p.p.
Heads	0%	67%	33%	N/A	N/A	N/A	N/A	N/A	N/A
Directors	0%	63%	37%	0%	63%	37%	0p.p.	1p.p.	-1p.p.
Managers	1%	74%	25%	0%	75%	25%	1p.p.	-1p.p.	0p.p.
Experts and Coordinators	6%	75%	19%	3%	77%	20%	4p.p.	-2p.p.	-1p.p.
Specialists and Team Leaders	18%	71%	11%	15%	71%	13%	3p.p.	0p.p.	-3p.p.
Technicians & Assistants	21%	61%	18%	N/A	N/A	N/A	N/A	N/A	N/A
Operational and Administrative	24%	63%	12%	21%	66%	14%	4p.p.	-2p.p.	-1p.p.
Categories Not Applicable	24%	71%	6%	17%	68%	15%	7p.p.	2p.p.	-9p.p.

**GRI 405-1** | Diversity of governance bodies and employees

Referring only to permanent employees.

For more information, please see chapter  
**Global Team and Corporate Governance** ↗

Percentage of employees by gender and employee category	FY 22/23		FY 21/22		Δ 22/23-21/22	
	Women	Men	Women	Men	Women	Men
Executive Management Team	28%	72%	32%	68%	- 4 p.p.	4 p.p.
Heads	13%	88%	13%	88%	0 p.p.	0 p.p.
Directors	22%	78%	N/A	N/A	N/A	N/A
Managers	17%	83%	17%	83%	0 p.p.	0 p.p.
Experts and Coordinators	32%	68%	42%	58%	-10 p.p.	10 p.p.
Specialists and Team Leaders	32%	60%	37%	63%	4 p.p.	-4 p.p.
Technicians & Assistants	40%	58%	N/A	N/A	N/A	N/A
Operational and Administrative	58%	42%	N/A	N/A	N/A	N/A
Categories Not Applicable	17%	83%	27%	73%	-11 p.p.	11 p.p.
	25%	75%	26%	74%	0 p.p.	0 p.p.

**GRI 405-2 | Ratio of basic salary and remuneration of women to men**

Referring only to permanent employees.

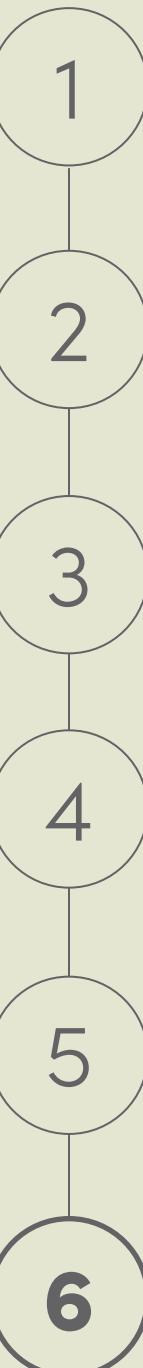
For more information, please see chapter  
[Gender Balance](#)

Ratio of basic salary and remuneration of women to men <sup>12</sup>	Portugal		Spain		Brazil		Mexico	
	Basic Salary	Remun.						
Executive Management Team	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Heads	0.88	0.88	N/A	N/A	N/A	N/A	N/A	N/A
Directors	0.76	0.79	0.81	0.78	N/A	N/A	N/A	N/A
Managers	0.87	0.88	0.75	0.75	0.62	0.14	0.79	0.80
Experts and Coordinators	0.88	0.91	0.87	0.82	0.75	0.66	0.89	0.87
Specialists and Team Leaders	0.96	0.95	0.88	0.71	0.68	0.57	0.95	0.92
Technicians & Assistants	1.05	1.06	0.98	0.90	0.65	0.61	N/A	N/A
Operational and Administrative	1.05	1.05	0.94	0.80	0.88	0.88	1.34	1.43
Categories Not Applicable	N/A	N/A	N/A	N/A	0.67	N/A	N/A	N/A

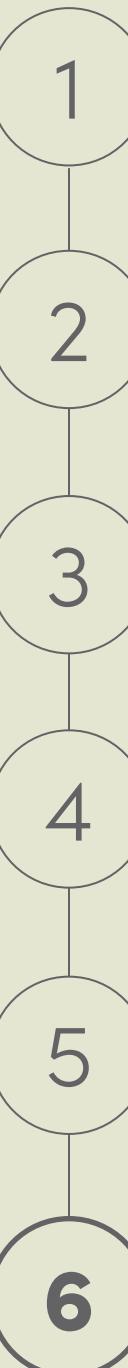
(12) We considered significant locations of operation to be the countries where we have the highest number of employees. For this indicator, we collected data by Rovensa company. To report at Group level, we have chosen the ratios of the companies with the highest number of employees in each geography. For Portugal and Spain, all companies were considered both for Basic Salary and Remuneration. Due to privacy reasons, we did not collect remuneration data when there is only information about one employee from each gender. The basic salary and remuneration were calculated using an annual equivalent basis.  
If the ratio of the salary of women to men is 0.88, it means that, on average, women earn 88% of what men earn. The ratio is calculated by dividing the average salary of women by the average salary of men.

# GRI Content Index/SDG/UN Global Compact Principles Index

Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
<b>GRI 2: General Disclosures 2021</b>			
GRI 2-1 Organisational details	<p>Legal name: ROVENSA, S.A.; Nature of ownership and legal form: The organisation is incorporated under portuguese Law as a Sociedade Anónima, privately owned; Location of its headquarters: Edifício Lumnia, Rua António Mega Ferreira, 61 – 5B, 1800-056 Lisboa – Portugal.</p> <p>FY 22/23 list of countries of operation (based on combination of countries where we sell, have legal entities or have staff): Albania, Algeria, Argentina, Armenia, Australia, Austria, Belgium, Brazil, Bulgaria, Chile, China, Colombia, Costa Rica, Croatia, Cyprus, Czech Republic, Denmark, Dominican Rep., Ecuador, Egypt, Ethiopia, Estonia, Finland, France, Georgia, Germany, Greece, Guatemala, Hungary, India, Indonesia, Ireland, Israel, Italy, Jordan, Kenya, Korea, Latvia, Lebanon, Libya, Lithuania, Luxembourg, Macau, Madagascar, Malaysia, Mauritius, Mexico, Moldova, Morocco, Mozambique, Myanmar, Netherlands, New Caledonia, New Zealand, Nicaragua, Norway, Pakistan, Paraguay, Peru, Philippines, Poland, Portugal, Romania, Saudi Arabia, Serbia, Slovakia, Slovenia, South Africa, South Korea, Spain, Sri Lanka, Sweden, Switzerland, Taiwan, Thailand, Tunisia, Turkey, Ukraine, United Kingdom, USA, Utd. Arab Emir., Vietnam, Yemen, Zambia.</p>	-	-
GRI 2-2 Entities included in the organisation's sustainability reporting	<p>Please consult the chapter: <a href="#">Business Overview</a></p> <p>List of all entities included in Rovensa sustainability report: AGRICHEM, S.A.; AGROSOLUCIONES DEL SUR S.A. DE C.V.; AGROTECNOLOGIA DO BRASIL; ASCENZA AGRO ROMANIA, S.R.L.; ASCENZA AGRO, S.A.; ASCENZA FRANCE; ASCENZA ITALIA S.R.L.; ASCENZA-PRODUCTOS PARA LA AGRICULTURA SAU; BIOINSECTICIDAS NATURALES SOCIEDAD LIMITADA; COSMOCEL (THAILAND) CO., LTD.; COSMOCEL CROP HEALTH S.A. DE C.V.; COSMOCEL DO BRASIL NUTRIÇÃO VEGETAL LTDA; COSMOCEL IBERICA, S.L.; COSMOCEL ITALIA; COSMOCEL, S.A.; COSMOCEL SPECIALIZED NUTRITION; COSMOFLOR, S.A.; EUROPEAN CROPS PRODUCTS 2 S.A.R.L.; FERTILIZACIÓN TÉCNICA, S.A.; GERMINARE S.A. DE C.V.; GRUPO AGROTECNOLOGIA BIOTECH SL; GRUPO AGROTECNOLOGIA COLOMBIA SAS - LIQUIDADA; GRUPO AGROTECNOLOGIA DEL PERU, SAC; GRUPO AGROTECNOLOGÍA MÉXICO, TCB E IBERFOL, S.A. DE C.V.; GRUPO AGROTECNOLOGIA S.L.; GRUPO AGROTECNOLOGIA SUR LTDA; IDAI NATURE AMERICA S.A. DE C.V.; IDAI NATURE USA CORP.; IDAI NATURE WORLDWIDE SOCIEDAD LIMITADA; IDAI-NATURE SL; INVERSIONES IBERFOL CHILE LTDA; INVESTIGACIONES Y APLICACIONES BIOTECNOLOGICAS SL; MANEJO INTEGRADO PLAGAS Y SERVICIOS AGRICOLAS LTDA; MILENIX GROUP, S.L.; NEVADA CHEMICALS S.A. DE C.V.; NUTRENARE-AG, INC.; OILEAN GLAS TEORANTA (OGT); ORO AGRI BRASIL PROD P/ AGRIC LTDA; ORO AGRI COSTA RICA S.A.; ORO AGRI EUROPE, S.A.; ORO AGRI INDIA PRIVATE LTD; ORO AGRI INTERNATIONAL B.V.; ORO AGRI INTERNATIONAL S.À R.L.; ORO AGRI S. DE RL DE C.V.; ORO AGRI S.P.A.; ORO AGRI SA PROPRIETARY LTD; ORO AGRI, INC.; PAVERSA SCC; RODELFLOWERS COMPAÑIA LIMITADA; ROVENSA ANZ PTY LTD; ROVENSA ASIA SDN BHD; ROVENSA CHINA CO LTD.; ROVENSA GREECE; ROVENSA POLAND SP. Z O.O.; ROVENSA TURKEY TARIM ÜRÜNLERİ SANAYI VE TICARET LIMITED SIRKETI; ROVENSA UK; ROVENSA, S.A.; SELECTIS - PRODUTOS PARA A AGRICULTURA, S.A.; SELECTIS AGRO (MOÇAMBIQUE) PRODUTOS PARA AGRICULTURA E PECUÁRIA, LIMITADA; SOCIÉTÉ DE DISTRIBUTION ET DE PRESTATION DE SERVICES, S.A.S.; TRADE CORP EGYPT; TRADE CORPORATION INTERNATIONAL, S.A.U.; TRADECORP (CHINA) LIMITED // TRADECORP TRADING (SHANGHAI) CO. LTD; TRADECORP BENELUX; TRADECORP COLOMBIA SAS; TRADECORP DO BRASIL COMÉRCIO DE INSUMOS AGRÍCOLAS LTDA.; TRADECORP FRANCE SAS; TRADECORP ITALIA S.R.L.; TRADECORP KOREA YUHAN HOESA; TRADECORP ROVENSA INDIA PRIVATE LIMITED.</p>	-	-



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
GRI 2-2 Entities included in the organisation's sustainability reporting	The list of entities included in the sustainability report does not differ from the list included in the financial report. As the Group is made up of several entities, the information disclosed in the sustainability report is collected individually for each entity and subsequently consolidated for global analysis, for the reported indicators.		
GRI 2-3 Reporting period, frequency and contact point	<p>Please consult the chapter: <a href="#">About this Report</a></p> <p>Rovensa publishes its report annually. This Sustainability Report was published on 28<sup>th</sup> of March 2024.</p> <p>Contact point for questions about the report or reported information: Sustainability Department: <a href="mailto:sustainability@rovensa.com">sustainability@rovensa.com</a></p> <p>Edifício Lumnia, Rua António Mega Ferreira, n.º 61 – 5B, 1800-056 Lisboa – Portugal.</p>	-	-
GRI 2-4 Restatements of information	Please consult the chapter: <a href="#">Restatements</a>	-	-
GRI 2-5 External assurance	<p>Our Sustainability Report results from the collaboration between our Sustainability Department and the Sustainability Cross-Functional Team and is verified and approved by Rovensa's Executive Management Team. The report and contents are submitted to a limited assurance conducted by an external entity in accordance with International Standard on Assurance Engagements (ISAE) 3000 Revised. In the end, Rovensa's CEO and CFO sign the assurance letter when the report is published.</p> <p>The limited assurance statement is published together with the report. This statement comes in the last pages of the report. The extent of the assured content and the relationship between Rovensa and the external assurance entity are described in this statement.</p>	-	-
GRI 2-6 Activities, value chain and other business relationships	Please consult the chapter: <a href="#">Business Overview</a> ; and <a href="#">Interview with the CEO</a>	-	-
GRI 2-7 Employees	<p>Please consult the chapters: <a href="#">Diversity, Equity and Inclusion</a>; <a href="#">A Global Team</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>Numbers are reported as full time equivalent (FTE) at the end of the fiscal year to keep consistency with other reports. The countries Sri Lanka, Macao, Cayman Islands and Scotland are not in scope for the FY22/23.</p> <p>Temporary employment is usually associated with temporary requirements of the business, such as periods of high-demand in the industrial plants which need temporary reinforcement of workforce, for example.</p> <p>In the case of Cosmocel, the temporary employees in the case of production operators were hired when COVID started and maintained until now. The employees are still under the temporary status because the position has not been given the plant status but the temporary employees work full time under the same benefits of permanent employees.</p> <p>There were no significant fluctuations in the number of employees during the reporting period and between reporting periods.</p> <p>Methodological note FY22/23: Total Employees = Permanent Employees + Temporary Employees</p> <p>Methodological note FY21/22: Total Employees = Permanent Employees + Temporary Employees + Contingent Workers</p>	-	-

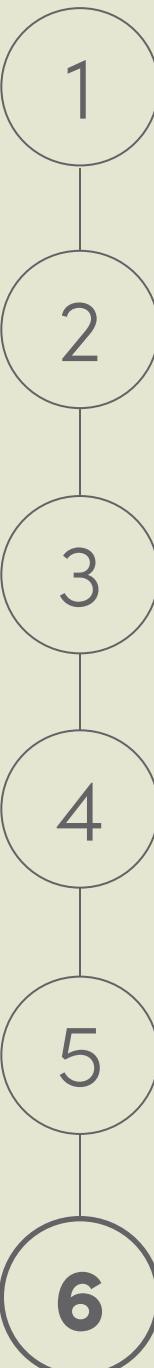


Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
GRI 2-8 Workers who are not employees	<p>Please consult the chapter: <a href="#">Diversity, Equity and Inclusion</a></p> <p>Contingent – third party/contractor/service provider working exclusively for Rovensa for a specific purpose or in a geography in which we do not have offices set up.</p> <p>Reported by 30<sup>th</sup> June 2023. This indicator covers contingent workers: workers who do not have a direct contract with the company.</p> <p>The fluctuation of 133% is due to the integration of Cosmocel companies in the Group. Otherwise, there is no significant fluctuation.</p>	-	-
GRI 2-9 Governance structure and composition	<p>Please consult the chapter: <a href="#">Corporate Governance</a>; and <a href="#">Sustainability Governance</a></p> <p>The activity of the Rovensa Board is supervised by Rovensa's statutory auditor, in compliance with the applicable law and regulations.</p> <p>The members of the Rovensa Board are appointed for periods of 4 years. The current Rovensa Board was appointed in 2020 for a mandate of 2020-2023.</p>	-	-
GRI 2-10 Nomination and selection of the highest governance body	Please consult the chapter: <a href="#">Corporate Governance</a> ; and <a href="#">Sustainability Governance</a>	-	-
GRI 2-11 Chair of the highest governance body	Please consult the chapter: <a href="#">Corporate Governance</a> ; and <a href="#">Sustainability Governance</a>	-	-
GRI 2-12 Role of the highest governance body in overseeing the management of impacts	<p>Please consult the chapter: <a href="#">Sustainability Governance</a></p> <p>Rovensa Board maintains good working relationships with all its stakeholders, to promote its ESG policy and influence them to adopt the same principles.</p> <p>To support the implementation of the policy, Group level objectives, KPIs and specific action plans were set with relevant stakeholders' involvement. Rovensa's materiality assessment was also conducted by consulting stakeholders, to ensure effective management and reporting of sustainability performance and impacts.</p> <p>Rovensa Board meets monthly to discuss the relevant matters of the business of the Group. Any management impacts are revised, discussed, and assessed by Rovensa Board to adopt the proper decision-making in connection therewith.</p>	Principle 10	-
GRI 2-13 Delegation of responsibility for managing impacts	<p>Please consult the chapter: <a href="#">Sustainability Governance</a></p> <p>Senior managers of each sector of the Group are responsible for implementing the ESG policy. On behalf of the Rovensa Board, Corporate Human Resources are responsible for setting and communicating the sustainability policy and coordinating the Group's monitoring and reporting processes.</p>	-	-
GRI 2-14 Role of the highest governance body in sustainability reporting	<p>Please consult the chapter: <a href="#">Sustainability Governance</a></p> <p>The Rovensa Sustainability Annual Report is approved by Rovensa's Executive Management Team (EMT), reporting directly to the Rovensa Board, who oversees all ESG issues reported by the EMT. This enables ESG topics to be included in the EMT and Rovensa Board agendas and ensures that the information reported is reviewed by the Rovensa Board throughout the year.</p>	-	-

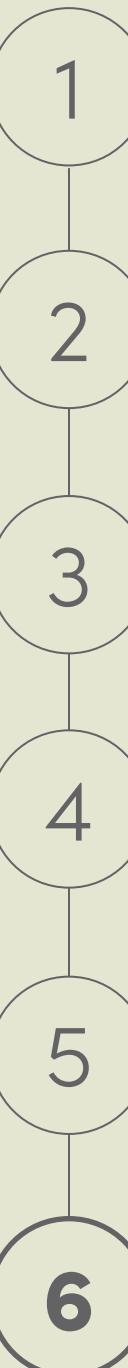
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
GRI 2-15 Conflicts of interest	<p>Please consult the chapters: <a href="#">Sustainability Governance</a>; and <a href="#">Business Ethics</a></p> <p>To ensure that every resolution of Rovensa Board is voted by its members in the exercise of independent judgement, free from any external influence or conflicts of interest, no member of the Rovensa Board may vote in resolutions of the Rovensa Board on matters in which he/she has, on its own behalf or on behalf of others, an interest which conflicts with the interests of the Group.</p> <p>The Code of Conduct requires the disclosure of conflicts of interest to any party dealing with the Group or within the Group.</p>	Principles 2, 3, 4, 5, 6 and 10	-
GRI 2-16 Communication of critical concerns	<p>Please consult the chapters: <a href="#">Sustainability Governance</a>; and <a href="#">Business Ethics</a></p> <p>The members of Rovensa Board – and in particular the offices of the CEO and CFO are open to receive communications of any concerns (critical or not) that may be affecting any of the elements of the organisation. The Group has an Incident Reporting Policy that establishes the following processes for minor, major and serious events.</p>	-	-
GRI 2-17 Collective knowledge of the highest governance body	<p>Please consult the chapter: <a href="#">Sustainability Governance</a>; and <a href="#">ESG Accountability from the Top</a>.</p>	-	-
GRI 2-18 Evaluation of the performance of the highest governance body	<p>Please consult the chapter: <a href="#">Sustainability Governance</a></p> <p>The evaluation process for the highest governance body is based on three main components, which impact their variable pay. The first component includes Strategic initiatives that focus on Health &amp; Safety, Climate Action and Governance &amp; Social. The second component is based on business achievement – Sales, EBITDA and Cash Flow. The third component is the Internal Rate of Return.</p> <p>Evaluations are completed by the CEO but with oversight from Corporate HR.</p> <p>Actions were taken in response to the evaluations, including changes to the composition of the highest governance body and organisational practices are not applicable.</p>	-	-
GRI 2-19 Remuneration policies	<p>Rovensa's total compensation matrix includes 3 components: Base Pay, short and long-term Variable Pay and Benefits.</p> <p>Base Pay: is linked to the role and its correspondent relative positioning within the organisation (pay grade), rewarding functional content, responsibility, and seniority (experience). Includes all amounts received on a regular and periodic basis, in return for the work done.</p> <p>Variable Pay: is linked to company's financial results, team, and individual performance (goal achievement). Comprises monetary values paid in a variable manner, not definitive or acquired, in the short term.</p> <p>Long-Term Incentives: are linked to company's financial results. Comprises monetary values paid in a variable manner, in the longterm, to award retention.</p> <p>Benefits: are linked to compensation strategy and the job role. Comprises a set of non-cash conditions, normally of social nature, attributed to employees according to their function and their position in the structure (country-specific).</p> <p>Sign-on bonuses or recruitment incentive payments; termination payments; clawbacks; retirement benefits: At the moment, we don't have enough information to report in such detailed way.</p>	-	-



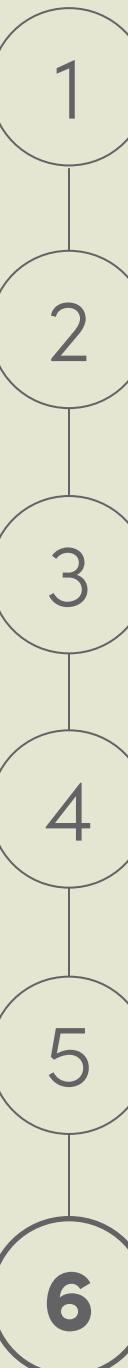
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
GRI 2-20 Process to determine remuneration	<p>At Rovensa we have a Remunerations and Nominations Committee, comprised of the main stakeholders, which includes the shareholders and the CEO. In this committee, the remuneration for the C-suite is determined and reviewed in line with business objectives. Data from the market is collected as part of our remuneration process with an independent, global consultancy company, specialised in this topic.</p> <p>Votes of stakeholders (including shareholders) on remuneration policies and proposals, not applicable.</p>	-	-
GRI 2-21 Annual total compensation ratio	<p>Please consult the chapter: <a href="#">ESG Dashboard - Governance</a></p> <p>The data presented includes all permanent workers (that were at one point active throughout the year) total cash converted to EUR – this can be impacted yearly by the currency volatility in some countries where we operate. Also, the variety of countries means there are much lower pay structures in some of these countries with a large operational population (thus lower salaries); which impacts the median of jobs.</p> <p><b>Data limitations:</b> This indicator does not include Cosmocel since Cosmocel is not yet integrated in Rovensa's MyPeople system.</p>	-	-
GRI 2-22 Statement on sustainable development strategy	Please consult the chapter: <a href="#">Interview with the CEO</a>	-	-
GRI 2-23 Policy commitments	Please consult the chapters: <a href="#">Our Sustainability Materiality</a> ; <a href="#">Business Ethics</a> ; <a href="#">Main Memberships</a> ; <a href="#">ESG Criteria for Suppliers</a>	Principles 3, 4, 5, 6 and 10	-
GRI 2-24 Embedding policy commitments	Please consult the chapter: <a href="#">Our Sustainability Materiality</a> ; <a href="#">Sustainability Governance</a> ; and <a href="#">Business Ethics</a>	Principles 3, 4, 5, 6 and 10	-
GRI 2-25 Processes to remediate negative impacts	Please consult the chapter: <a href="#">Business Ethics</a> ; and <a href="#">Employee Rights</a>	-	12
GRI 2-26 Mechanisms for seeking advice and raising concerns	Please consult the chapter: <a href="#">Business Ethics</a>	Principles 3, 4, 5, 6 and 10	-
GRI 2-27 Compliance with laws and regulations	There are no significant instances of legal non-compliance. We paid a fine in the amount of 600€.	-	-
GRI 2-28 Membership associations	<p>Please consult the chapter: <a href="#">Our Sustainability Strategy 2023/2030</a></p> <p>AENDA – Associação Brasileira de Defensivos Pós-Patente; ABISOLO – Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal; AEFA – Andrés Arévalo is vice president; AEPLA; AFAIA – Acteurs d'une Terre Plus Verte; AGROFARMA; AIRPROM; ANIPLA – Paula Rebelo is a Member of the Board of Directors; BIOVEGEN; CABI – Bioprotection portal; CAAE – specialized certification services to the Organic Production sector; EBIC – European Biostimulant Industry Council – José Nolasco is member of the board; FIBL – Research Institute of Organic Agriculture; Global Gap; HISEEDTECH; IBET; IBMA – International Biocontrol Manufacturers Association; INPEV – Instituto Nacional de Processamento de Embalagens Vazias; International Society for Horticultural Science; NEW AG INTERNATIONAL; OMRI – Organic Materials Review Institute; PHYTEIS; SINDIVEHG; Sigfito; SPEL – Association of Fertilizer Producers and Traders; SYNERGYNUTS; THE FERTILIZER INSTITUTE (TFI); Tomato World – information and education centre; UN Global Compact; UNE.</p>	-	-



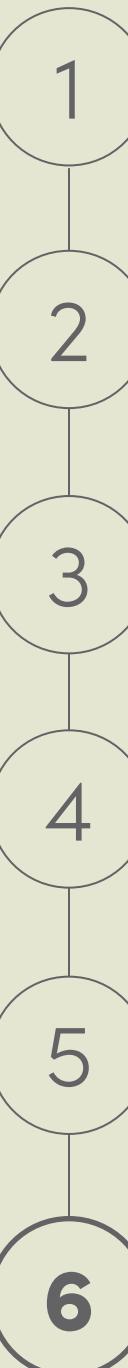
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: General Disclosures</b>			
GRI 2-29 Approach to stakeholder engagement	Please consult the chapter: <a href="#">Stakeholder Engagement</a>	-	-
GRI 2-30 Collective bargaining agreements	Please consult the chapter: <a href="#">Employee Rights</a>  We only considered permanent employees due to limitations in collecting data in a timely manner.	Principle 3	8
<b>GRI 3: Material Topics 2021</b>			
GRI 3-1 Process to determine material topics	Please consult the chapter: <a href="#">Our Sustainability Materiality</a>	-	-
GRI 3-2 List of material topics	Please consult the chapter: <a href="#">Our Sustainability Materiality</a>		
GRI 3-3 Management of material topics	Please consult GRI 3-3 of the GRI Index for each material topic, local communities support, responsible raw material sourcing, and product quality, stewardship and safety.		
<b>Material Topic: Economic Impact and Performance</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 201-1, GRI 201-4 and GRI 207-1, GRI 207-2, GRI 207-3.	-	-
<b>GRI 201: Economic Performance 2016</b>			
GRI 201-1 Direct economic value generated and distributed	Please consult the chapter: <a href="#">ESG Dashboard - Governance</a>	-	8 and 9
GRI 201-2 Financial implications and other risks and opportunities due to climate change	Not Reported – The Group was unable to collect this data during fiscal year 2022/2023.	-	-
GRI 201-3 Defined benefit plan obligations and other retirement plans	Not reported – The Group was unable to collect this data during fiscal year 2022/2023.	-	-
GRI 201-4 Financial assistance received from government	Please consult the chapter: <a href="#">ESG Dashboard - Governance</a>	-	-
<b>GRI 203: Indirect Economic Impacts 2016</b>			
GRI 203-1 Infrastructure investments and services supported	Not Reported – The Group was unable to collect this data during fiscal year 2022/2023.	-	-
GRI 203-2 Significant indirect economic impacts	Not Reported – The Group was unable to collect this data during fiscal year 2022/2023.	-	-



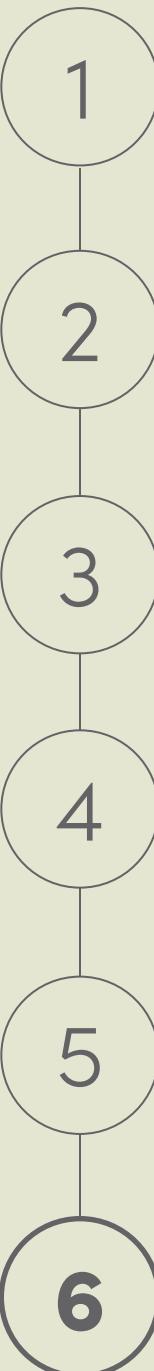
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Economic Impact and Performance</b>			
<b>GRI 207: Tax 2019</b>			
GRI 207-1 Approach to tax	<p>The tax function is a responsibility of the Finance corporate backoffice department, whose objective to comply with all legal and tax regulations while optimizing its efficiency across borders. The tax strategy is available in the Group's intranet.</p> <p>The Director of Global Accounting, Consolidation &amp; Tax and the Global Tax Manager are responsible for the monitoring of the completion of tax obligations and the filling and submission of tax declarations. When appropriate, Local Finance Centres may be delegated. The compliance of fiscal obligations obliges a permanent analysis of new legislation and its implications by the Group. As an EU based Group, Rovensa is subject to the rules aiming to prevent so-called profit shifting activities. Where appropriate the Group applies for tax incentives and reliefs as available, namely R&amp;D tax credits. Currently, tax credit lines are related with the search for innovative solutions/processes. These applications are subject to the scrutiny of the competent authorities and so far we have not registered material differences between our applications and the tax credits approved.</p>	-	-
GRI 207-2 Tax governance, control, and risk management	<p>Rovensa prioritizes tax compliance while aiming to add value to its shareholders by efficiently managing tax obligations and leveraging available tax benefits and incentives, particularly focusing on its strong R&amp;D footprint. The tax function's accountability, responsibility, and organisation are outlined in the Roadbook, with tax filing and submission processes utilizing automated IT tools and supported by the Rovensa ERP system. Due to operations in approximately 30 jurisdictions, ongoing analysis of new legislation is imperative.</p> <p>Recognizing the dynamic and localized nature of tax knowledge, Rovensa adopts a policy of outsourcing to external legal and tax experts when necessary. Transfer pricing is a key focus area, adhering to OECD and World Bank recommendations based on the arm's-length principle. The Corporate Tax department oversees the structure of tax files, transfer pricing policies per country and affiliate, and intra-group transactions, supported by an institutional procedure in Bizagi for documentation and decision-making assistance.</p> <p>In today's business landscape, tax risk management is as crucial as managing other risk areas like anti-money laundering or fiduciary risk.</p> <p>Organisations are increasingly required to articulate their tax risk management frameworks to various stakeholders, including regulators, revenue authorities, and service providers. Tax risk includes compliance, technical, communication, and reputational risks, with the potential for significant financial and reputational repercussions if mismanaged.</p> <p>Rovensa adopts a balanced approach considering reputation, shareholder value, and social and economic impacts. The company implements transversal tax policies to identify, quantify, manage, and minimise tax risks in alignment with the Board. Tax risks are monitored as part of internal compliance and Enterprise Risk Management methodologies. To mitigate risks, Rovensa utilizes technology to automate processes, engages tax advisers for complex transactions, and ensures tax teams are well-trained and updated on legislative changes. A key aspect of tax risk management involves implementing an appropriate transfer pricing policy to ensure consistency and transparency in intra-group transactions, reducing the risk of tax audits.</p> <p>The CFO holds accountability for tax strategy compliance, ensuring alignment with other areas such as governance, anti-money laundering policies, and codes of conduct. External auditors review Rovensa's tax disclosures in financial statements, and an internal audit team may also review tax-related procedures.</p>	-	-
GRI 207-3 Stakeholder engagement and management of concerns related to tax	Rovensa is fully cooperative and transparent with the tax authorities as the Group considers it is the best approach to enhance trust and avoid unnecessary litigations. Relevant transactions are reviewed with external consultants. Also, Rovensa seeks for local tax support in the jurisdictions where it is presented and if necessary also seeks for clearance before tax authorities (ex. tax consolidation perimeter in Portugal). Rovensa adopts a prudent approach in what respects to tax and puts its best efforts to be compliant and to defend its tax positions. If pertinent, procedures are changed to meet tax authorities positions and expectations.	-	-



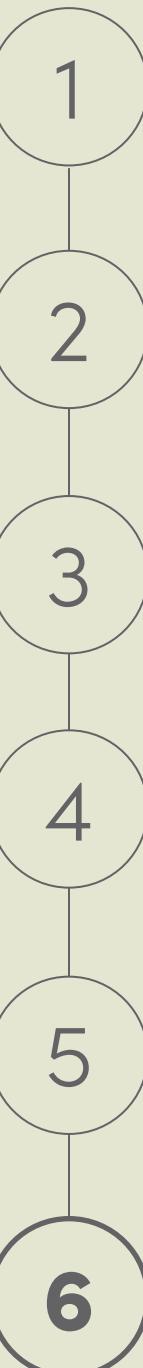
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Economic Impact and Performance</b>			
GRI 207-4 Country-by-country reporting	Not reported - At this point, Rovensa does not meet the thresholds to prepare and submit the country by country report.	-	-
<b>Material Topic: Labour Relations</b>			
<b>GRI 3: Material Topics 2021</b>			
3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 2-30, GRI 202-1, GRI 401-1, GRI 401-2, GRI 401-3, GRI 402-1, and Rovensa's KPIs related to total number of employees with private health insurance and related to number of meetings between local HR and employee's committees.	-	-
<b>GRI 202: Market Presence 2016</b>			
GRI 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<p>Please consult the chapter: <a href="#">Employee Rights</a>; and <a href="#">ESG Dashboard - Social</a></p> <p>We considered significant locations of operation to be the countries where we have the highest number of employees.</p> <p>Minimum wages for Mexico, Brasil and Spain are sourced from <a href="https://velocityglobal.com/resources/blog/minimum-wage-by-country/">https://velocityglobal.com/resources/blog/minimum-wage-by-country/</a></p> <p>Currency rates converted in June 30, from <a href="https://www.exchangerates.org.uk">https://www.exchangerates.org.uk</a>: 1 MXN = 0.053495 EUR ; 1 BRL = 0.19125 EUR</p> <p><b>Data limitations:</b> For this indicator, we only considered Cosmocel S.A in Mexico, Tradecorp Brazil in Brazil; Tradecorp International in Spain; SDP in France; and all companies in Portugal.</p> <p>Due to contractual conditions in Tradecorp Brazil, we considered annual averages to obtain a more accurate entry level wage value.</p>	-	-
GRI 202-2 Proportion of senior management hired from the local community	<p>87% of senior management positions are recruited from local communities.</p> <p>Senior Management is considered here as Heads, Directors and Managers (excluding Executive Management Team). The category of "Heads" was created in FY22/23, however the total of senior management is still comparable to FY21/22, as the employees now classified as "Heads" fit into the definition of "Senior Management" applied in FY21/22. We have considered that anyone with the same nationality as the country the role is in is local community.</p> <p><b>Data limitations:</b> This indicator covers only employees with permanent contract. We only considered permanent employees due to limitations in collecting data in a timely manner.</p>	-	-



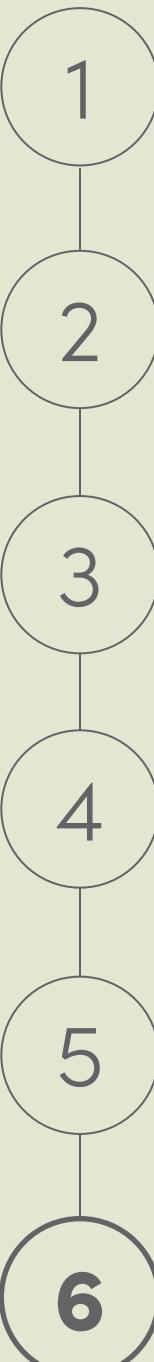
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Labour Relations</b>			
<b>GRI 401: Employment 2016</b>			
GRI 401-1 New employee hires and employee turnover	<p>Please consult the chapters: <a href="#">Talent Attraction and Development</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>We considered Global turnover = (Total Leavers/average of the headcounts at the end of each month) *100. Includes voluntary and non-voluntary turnover for permanent employees.</p> <p>We considered Voluntary turnover = (voluntary leavers/average of the headcounts at the end of each month) *100. Includes voluntary turnover for permanent employees.</p> <p>Percentage of employee hires – whenever historical data regarding permanent employees was available, the percentage of employee hires was calculated having as denominator the average between year n and year n-1, the latter reflecting the number of employees at the end and beginning of year n. On the other hand, when the historical data was not available, a different assumption was used to calculate employees at the beginning of year n (aka end of the year n-1): permanent employees in year n - hires + employees who left.</p> <p><b>Data limitations:</b> We did not report the turnover rate by region, gender, and age due to lack of data regarding the average headcount by region, gender and age. We intend to collect it next year.</p> <p>This indicator covers only employees with permanent contract unlike it was reported in the last years. We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.</p> <p>The countries Sri Lanka, Macao and Scotland, Chile, were not included in the scope of this indicator. Likewise, Cosmocel employees in Saudi Arabia, Costa Rica, Croatia, Greece, Guatemala, Honduras, Iraq, Jordan, Morocco, Nicaragua, Panama, Poland, Romania, Serbia, Tunisia, Ukraine and Turkey were not considered for this indicator.</p>	Principle 6	5, 8 and 10
GRI 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees	<p>Please consult the chapter: <a href="#">Well-Being and Work-Life Balance</a></p> <p>We considered significant locations of operation to be the countries where we have the highest number of employees.</p> <p>We are only considering all companies in Portugal and France; Oro Agri in Brazil; and Idai Nature and Nevada Chemicals in Mexico.</p>	-	-
GRI 401-3 Parental leave	<p>Please consult the chapters: <a href="#">Well-Being and Work-Life Balance</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>Assuming that the indicator "Total number of employees due to return to work after taking parental leave" is the same as the indicator "Total number of employees that took parental leave".</p> <p>Assuming that the indicator "Total number of employees returning from parental leave in the prior reporting period(s)" is the same as the indicator "Total number of employees returning from parental leave in the prior reporting period".</p> <p><b>Data limitations:</b> We only considered permanent employees due to limitations in collecting data in a timely manner. Mex &amp; Latam companies as well as Algeria, Australia, China, Egypt, India, Indonesia, Ireland, Korea, Malaysia, Morocco, Myanmar, Pakistan, Philippines, South Africa, Spain, Sri Lanka, Taiwan, Turkey and Vietname were excluded from the report regarding the indicators "Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work" and "Retention rates of employees that took parental leave" since it was not possible to track this information.</p>	Principle 6	8



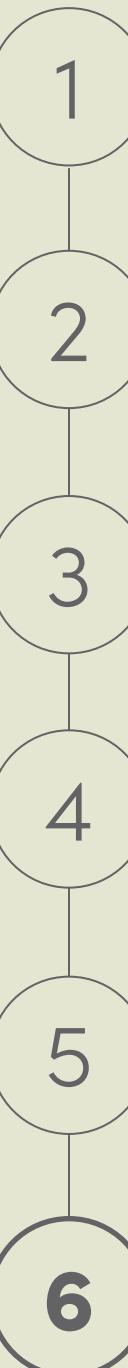
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Labour Relations</b>			
<b>GRI 402: Labour/Management Relations 2016</b>			
GRI 402-1 Minimum notice periods regarding operational changes	<p>Please consult the chapter: <a href="#">Employee Rights</a></p> <p>Notice periods for employees and their representatives range from one week to three months, contingent on the nature of operational changes, location, and legal requirements. Collective bargaining agreements in certain countries outline specific notice periods and consultation/negotiation provisions, while other companies adhere to individual country labor laws.</p> <p><b>Data limitations:</b> France was not included in the scope of this indicator due to limitations in collecting data in a timely manner.</p>	-	8
<b>Descriptive Indicators</b>			
Number of R&D and Regulatory employees	Please consult the chapter: <a href="#">Value Creation</a>	-	-
<b>Rovensa's KPI</b>			
Total number of employees with private health insurance	<p>Please consult the chapter: <a href="#">Health Provision</a></p> <p><b>Data limitations:</b> We only considered permanent employees due to limitations in collecting data in a timely manner.</p> <p>Cosmocel: The subsidy is only extended to those enrolled in the collective health insurance plan in Mexico, while in other locations, it's offered to employees who voluntarily opt into the plan. In Argentina, additional assistance or subsidies are provided to employees who have been with the company for one year or longer.</p> <p>Employees in Asia countries receive a health allowance.</p>	Principles 1 and 6	5, 8 and 10
Number of meetings between local HR and employee's committees	<p>Please consult the chapter: <a href="#">Employee Rights</a></p> <p><b>Data limitations:</b> This indicator only applies to the sites in which we have collective agreements to support that we have a proactive approach towards labor relations. Belgium, Netherlands, Lithuania, Latvia, United Kingdom, and Morocco were not included due to difficulties in obtaining the information in a timely manner.</p>	Principle 3	5, 8 and 10
<b>Material Topic: Sustainable Procurement</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 204-1, GRI 308-1, GRI 414-1.	-	-



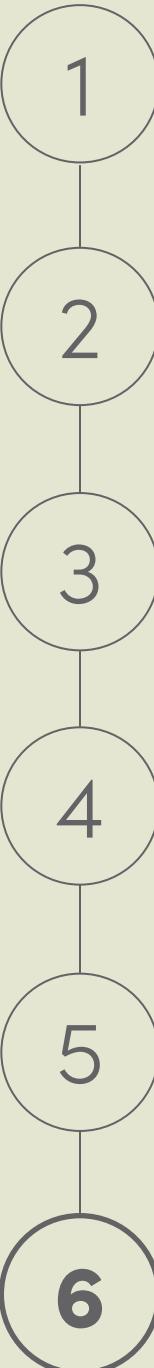
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Sustainable Procurement</b>			
<b>GRI 204: Procurement Practices 2016</b>			
GRI 204-1 Proportion of spending on local suppliers	<p>Please consult the chapter: <a href="#">ESG Criteria for Suppliers</a></p> <p><b>Data limitations:</b> This indicator does not cover Cosmocel companies as it was not possible to collect this data.</p>	-	8
<b>GRI 308: Supplier Environmental Assessment 2016</b>			
GRI 308-1 New suppliers that were screened using environmental criteria	<p>Please consult the chapter: <a href="#">ESG Criteria for Suppliers</a></p> <p>By new supplier, we consider the supplier with an ID SAP number that was not evaluated in the previous supplier's evaluation.</p> <p><b>Data limitations:</b> This indicator does not cover Cosmocel companies as it was not possible to collect this data.</p>	Principle 8	12
GRI 308-2 Negative environmental impacts in the supply chain and actions taken	<p>Please consult the chapter: <a href="#">ESG Criteria for Suppliers</a></p> <p>No business relationships were terminated as a result of the assessment.</p> <p>2022 Environmental Performance Index (EPI) criteria set: Climate (climate change and mitigation); Environmental Health (Air quality, waste management, water &amp; and sanitation, heavy metals) and Ecosystem Vitality (Biodiversity &amp; and habitat, Ecosystem Services, Fisheries, Agriculture, Acid Rain and water resources).</p> <p>Trucost Environmental data: measures environmental impact across key dimensions for over 16,800 companies. Criteria set: Greenhouse gas (GHG) emissions; GHG Breakout; Land, water, air pollutants, and waste disposal; Natural resource and water use; Revenue generated from each sector of a company's operations; Fossil fuel reserves, power generation capacity and associated carbon metrics.</p> <p><b>Data limitations:</b> This indicator does not cover Cosmocel Companies as it was not possible to collect this data.</p>	-	-
<b>GRI 414: Supplier Social Assessment 2016</b>			
GRI 414-1 New suppliers that were screened using social criteria	<p>Please consult the chapter: <a href="#">ESG Criteria for Suppliers</a></p> <p>By new supplier, we consider the supplier with an ID SAP number that was not evaluated in the previous supplier's evaluation.</p> <p><b>Data limitations:</b> This indicator does not cover Cosmocel, as it was not possible to collect this data.</p>	Principle 2	5, 8 and 16
GRI 414-2 Negative social impacts in the supply chain and actions taken	<p>Please consult the chapter: <a href="#">ESG Criteria for Suppliers</a></p> <p>No business relationships were terminated as a result of the assessment.</p> <p>The Human Development Index (HDI) is a statistical index of life expectancy, education, and per capita income, and is used to rank countries into four tiers of human development. A country scores with a higher HDI when the described criteria score higher. The RepRisk-Social Score runs an online due diligence database that allows assessment of risk exposure for companies, infrastructure projects, sectors, and countries related to 28 ESG issues. The issues are mapped to the 10 principles of the UN Global Compact, the Sustainability Accounting Standards Board (SASB) Materiality Map, and the United Nations Sustainable Development Goals (SDGs). RepRisk assesses ESG risks on the following criteria: environmental degradation, human rights abuses, child labor, forced labor, fraud, and corruption.</p> <p><b>Data limitations:</b> This indicator does not cover Cosmocel as it was not possible to collect this data.</p>	-	-



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Business Ethics</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1 and Rovensa's KPIs related to employees that acknowledged they have read and understood our code of conduct and complaints reported through our whistleblowing channel.	-	-
<b>GRI 205: Anti-Corruption 2016</b>			
GRI 205-1 Operations assessed for risks related to corruption	<p>Please consult the chapter: <a href="#">ESG Dashboard – Governance</a></p> <p>In the previous fiscal year (2022/2023), the Group prepared and published a Plan for Preventing Corruption and Related Infringements Risks that applies to all its operations. Additionally, a Compliance Committee with oversight responsibilities in this regard was created and will develop a three-year activity plan in the upcoming fiscal years. Additionally, Internal Audit has performed a number of activities that inform this analysis.</p> <p>To the best of our knowledge, no significant risks related to corruption were identified through the initial risk assessment.</p>	Principle 10	16
GRI 205-2 Communication and training about anti-corruption policies and procedures	Please consult the chapter: <a href="#">ESG Dashboard – Governance</a>	Principle 10	16
GRI 205-3 Confirmed incidents of corruption and actions taken	<p>Please consult the chapter: <a href="#">Business Ethics</a></p> <p>No cases were identified.</p>	Principle 10	16
<b>GRI 206: Anti-Competitive behaviour 2016</b>			
GRI 206-1 Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	Rovensa has not been identified as a participant in any legal actions regarding anti-competitive behaviour and violations of anti-trust and monopoly legislation, during the reporting period.	-	16
<b>Rovensa's KPI</b>			
Employees that acknowledged they have read and understood our code of conduct	Please consult the chapter: <a href="#">Business Ethics</a>	-	-
<b>Material Topic: Energy Efficiency</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 302-1, GRI 302-3 and GRI 302-4.	-	-



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Energy Efficiency</b>			
<b>GRI 302: Energy 2016</b>			
GRI 302-1 Energy consumption within the organisation	Please consult the chapter: <a href="#">Energy Management</a>	Principles 7 and 8	7, 8, 12 and 13
GRI 302-2 Energy consumption outside of the organisation	Not Reported – The Group does not have the maturity to disclose this indicator.	-	-
GRI 302-3 Energy intensity	Please consult the chapter: <a href="#">Energy Management</a>	Principle 8	7, 8, 12 and 13
GRI 302-4 Reduction of energy consumption	Not Reported – The Group was unable to collect quantifiable data associated with the energy reduction initiatives currently in place at our facilities.	-	-
GRI 302-5 Reductions in energy requirements of products and services	Not Reported – Not applicable to our industry.	-	-
<b>Material Topic: Water Efficiency and Conservation</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 303-1, 303-2, 303-3, 303-4, 303-5, SASB RT-CH-140a.2 Number of incidents of non-compliance associated with water quality permits, standards, and regulations, and the Rovensa KPIs Water Reused and Water Consumption Intensity.	-	-
<b>GRI 303: Water and Effluents 2018</b>			
GRI 303-1 Interactions with water as a shared resource	Please consult the chapter: <a href="#">Water Management</a>	Principles 7 and 8	6 and 12
GRI 303-2 Management of water discharge related impacts	Please consult the chapter: <a href="#">Water Management</a> At Rovensa, there are no internal standards for water discharge control. However, all the necessary analyses and controls are carried out to comply with the legal standards associated with water discharge.	Principle 8	6
GRI 303-3 Water withdrawal	Please consult the chapter: <a href="#">Water Management</a> <b>Data limitations:</b> This indicator does not cover San Nicolás site as it was not possible to collect this data.	Principles 7 and 8	6
GRI 303-4 Water discharge	Please consult the chapter: <a href="#">Water Management</a> <b>Data limitations:</b> This indicator does not cover San Nicolás and Laon sites as it was not possible to collect this data.	Principle 8	6
GRI 303-5 Water consumption	Please consult the chapter: <a href="#">Water Management</a> <b>Data limitations:</b> This indicator does not cover San Nicolás and Laon sites as it was not possible to collect this data.	Principle 8	6



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Water Efficiency and Conservation</b>			
<b>SASB Chemicals</b>	RT-CH-140a.2. Number of incidents of non-compliance associated with water quality permits, standards, and regulations	-	-
	Please consult the chapter: <a href="#">Water Management</a>		
<b>Rovensa's KPI</b>		Principle 8	6
Water Reused	Please consult the chapter: <a href="#">Water Management</a>		
Water Intensity	Please consult the chapter: <a href="#">Water Management</a>	Principle 8	6
<b>Material Topic: Biodiversity Impact of Products</b>			
<b>GRI 3: Material Topics 2021</b>	GRI 3-3 Management of material topics The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 304-1.	-	-
<b>Material Topic: Biodiversity</b>			
<b>GRI 304: Biodiversity 2016</b>		-	-
GRI 304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Please consult the chapter: <a href="#">Our Industrial Sites</a>	-	-
GRI 304-2 Significant impacts of activities, products and services on biodiversity	Not Reported – At this point, this information is still unavailable/incomplete. The Group is in the process of evaluating the impact of our activities and products on nature and biodiversity using the technical guidance from SBTN and TNFD.	-	-
GRI 304-3 Habitats protected or restored	Not Reported – At this point, this information is still unavailable/incomplete. The Group does not have the maturity to disclose this indicator. However, restoration activities will be considered in the development of a standalone nature strategy.	-	-
GRI 304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not Reported – At this point, this information is still unavailable/incomplete. The Group does not have the maturity to disclose this indicator. However, IUCN Red List species will be considered in the development of a standalone nature strategy.	-	-

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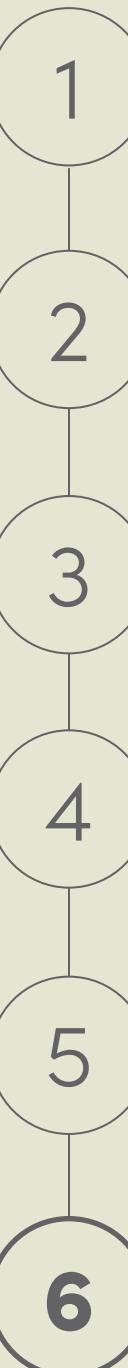
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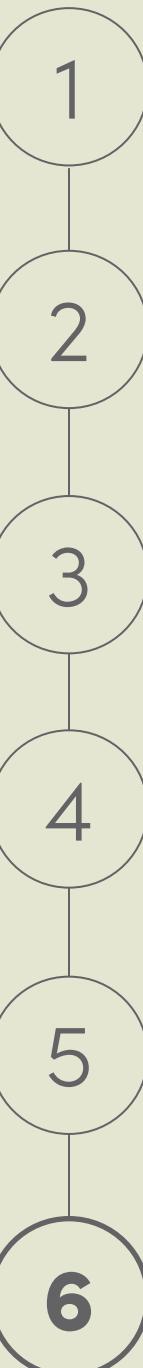
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Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Emissions</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 305-1, 305-2, 305-3, 305-4, GRI 305-6, and GRI 305-7.	-	-
<b>GRI 305: Emissions 2016</b>			
GRI 305-1 Direct (Scope 1) GHG emissions	Please consult the chapter: <a href="#">Carbon Footprint</a>	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-2 Energy indirect (Scope 2) GHG	Please consult the chapter: <a href="#">Carbon Footprint</a>	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-3 Other indirect (Scope 3) GHG emissions	Please consult the chapter: <a href="#">Carbon Footprint</a>	Principles 7 and 8	3, 12, 13, 14 and 15
GRI 305-4 GHG emissions intensity	Please consult the chapter: <a href="#">Carbon Footprint</a>	Principle 8	13, 14 and 15
GRI 305-5 Reduction of GHG emissions	Not Reported – Information unavailable/incomplete. Not yet quantified in this report. Expected to be reported in the future, with quantified emissions reduction targets.	-	-
GRI 305-6 Emissions of ozone-depleting substances (ODS)	Not Reported – Not Applicable. Most of our plants use refrigerant gases with zero ozone depleting potential.	-	-
GRI 305-7 Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	Please consult the chapters: <a href="#">Air Emissions</a>	-	-
<b>Material Topic: Waste Management</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through the GRI 306-1, 306-2, 306-3, 306-4, 306-5, and Rovensa's KPI Waste Intensity.	-	-
<b>GRI 306: Waste 2020</b>			
306-1 Waste generation and significant waste-related impacts	<p>Please consult the chapter: <a href="#">Waste Management</a></p> <p>Across our sites, waste-related impacts are managed differently, influenced by local waste management infrastructures and regulations. Efforts include waste reduction strategies, compliance checks with national laws and regulations, and effective waste management practices within the factories.</p>	Principle 8	3, 6, 11, and 12
306-2 Management of significant waste-related impacts	Please consult the chapter: <a href="#">Waste Management</a>	Principle 8	3, 8, 11, and 12



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Waste Management</b>			
<b>GRI 306: Waste 2020</b>			
306-3 Waste generated	Please consult the chapter: <a href="#">ESG Dashboard – Climate</a>	Principle 8	3, 6, 11, 12 and 15
306-4 Waste diverted from disposal	Please consult the chapter: <a href="#">Waste Management</a>	Principle 8	3, 11 and 12
306-5 Waste directed to disposal	Please consult the chapter: <a href="#">Waste Management</a>	Principle 8	3, 6, 11, 12 and 15
<b>Material Topic: Health and Safety</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-9, SASB RT-CH-320a.2. and Rovensa's KPIs related to Lost time injury frequency and severity rates (LTIFR & LTISR)	-	-
<b>GRI 403: Occupational Health and Safety 2018</b>			
GRI 403-1 Occupational health and safety management system	Please consult the chapter: <a href="#">Health and Safety: Preventing and Mitigating Health and Safety Risks</a> Cosmocel has a Clean Industry certification from the Secretary of the Environment and Safe Business from the Secretary of Labor, also have a security policy, formats and internal procedures.	-	3, 8 and 16
GRI 403-2 Hazard identification, risk assessment, and incident investigation	Please consult the chapters: <a href="#">Health and Safety: Hazards Identification, Risks Assessment and Incidents Investigation</a> ; and <a href="#">Business Ethics</a> We have a security policy which establishes that activities and processes must be safe since the staff is the most valuable, and it is the function of the administrators to motivate staff and provide the necessary resources for safe working conditions. There is also an ethics policy which encompasses an ethics committee, and an ethics line in which employees can anonymously report any type of retaliation or situation.	-	8
GRI 403-3 Occupational health services	Please consult the chapters: <a href="#">Well-Being and Work-Life Balance</a> Our employees receive regular medical exams to address specific health risks, either internally or through external providers. At Cosmocel, we offer a 24/7 ambulance service and have a partnership with a private hospital for emergencies. Industrial monitoring ensures workplace safety, covering factors like chemical exposure and noise.	-	8
GRI 403-4 Worker participation, consultation, and communication on occupational health and safety	Please consult the chapter: <a href="#">Health and Safety: Safety: Leading by example</a> The Health and safety committees were developed through the STAR program allowing employees to bring their input into the H&S program. These meetings in Corporate are held monthly, and in Cosmocel quarterly.	-	8 and 16
GRI 403-5 Worker training on occupational health and safety	Please consult the chapter: <a href="#">Health and Safety: Occupational Health and Safety</a>	-	8

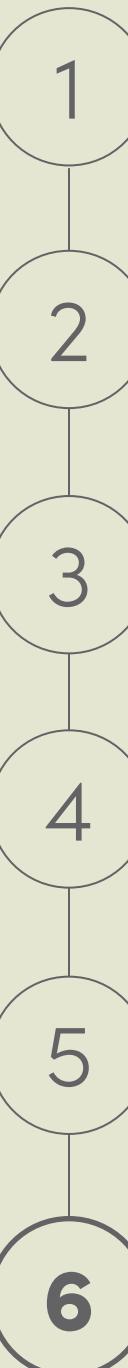
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Health and Safety</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>			
GRI 403-6 Promotion of worker health	Please consult the chapter: <a href="#">Well-Being and Work-Life Balance</a> and <a href="#">Employee Engagement</a>	-	3
GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Please consult the chapter: <a href="#">Health and Safety: Preventing and Mitigating Health and Safety Risks</a></p> <p>In Portugal, Brazil and Spain, there is an onboarding process before any entrance of contractors in the facilities. The process will be expanded to all other sites.</p>	-	8
GRI 403-8 Workers covered by an occupational health and safety management system	Please consult the chapter: <a href="#">Health and Safety: Preventing and Mitigating Health and Safety Risks</a> ; and <a href="#">ESG Dashboard – Social</a>	-	-
GRI 403-9 Work-related injuries	<p>Please consult the chapter: <a href="#">Health and Safety: Occupational Health and Safety</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>In the case of contractors, we have only had one accident due to a fall from height, which resulted in a fracture. The most serious accident resulted in a fatality, caused by a car accident. The risks associated with driving have been identified, and training in defensive driving has been stepped up in order to train workers and all those who drive company vehicles to adapt their driving to safer driving and to know how to act in risky situations.</p> <p>We have a database that identifies hazardous conditions and actions to minimise risks.</p> <p>No workers have been excluded from this disclosure.</p> <p>The incidents are reported in a software application "My Safety", a health and safety management platform. In Cosmocel accidents and illnesses are attended to by the medical service, then by a private individual or sent directly to the Mexican Social Security Institute (IMSS). Cosmocel distinguishes disabling accidents from first aid accidents, with an accident being considered first aid when only rapid assistance in the plant's infirmary is necessary. For the purposes of this report, only disabling accidents are being reported. In the remaining companies, all incidents are reported, from serious to light ones and near misses (potential situations).</p>	-	3, 8 and 16
GRI 403-10 Work-related ill health	<p>Please consult the chapter: <a href="#">Health and Safety: Occupational Health and Safety</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>The 3 work related diseases are musculoskeletal disorders - at arm and shoulder level.</p> <p>We had no work-related ill health related to workers who are not employees but whose work and/or workplace is controlled by the organisation.</p> <p>No workers have been excluded from this disclosure.</p> <p>An ergonomic study as pilot has been developed at Setúbal industrial plant. Labour gymnastics, load reduction and job rotation are some of the measures that have been applied. Reconducture of tasks has also been carried out in some cases.</p>	-	3, 8 and 16
<b>Rovensa's KPI</b>			
Lost time injury frequency and severity rates (LTIFR & LTISR)	Please consult the chapter: <a href="#">Health and Safety: Occupational Health and Safety</a> ; and <a href="#">ESG Dashboard – Social</a>	-	-



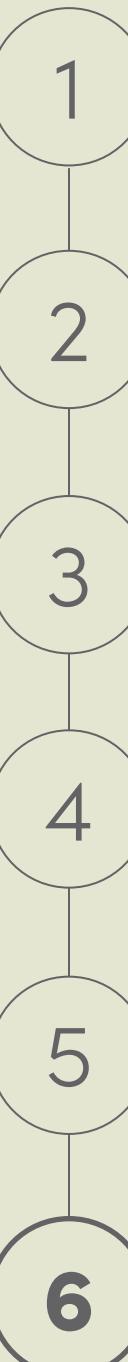
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Health and Safety</b>			
<b>SASB Chemicals</b>			
RT-CH-320a.2. Description of efforts to assess, monitor, and reduce exposure of employees and contract workers to long-term (chronic) health risks	Please consult the chapter: <a href="#">Health and Safety: Occupational Health and Safety</a>	-	-
<b>Material Topic: Talent Development</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 404-1, GRI 404-2, GRI 404-3 and Rovensa's KPI related to total number of students covered by scholarships, within training programs related with our business.	-	-
<b>GRI 404: Training and Education 2016</b>			
GRI 404-1 Average hours of training per year per employee	<p>Please consult the chapter: <a href="#">Learning and Training</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>Total training hours reported include hours from FY21/22 and FY22/23 in cases where training began in the previous FY and only ended in this one.</p> <p><b>Data limitations:</b> We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.</p> <p>Saudi Arabia, Costa Rica, Croatia, Greece, Guatemala, Honduras, Iraq, Jordan, Morocco, Nicaragua, Panama, Poland, Romania, Serbia, Tunisia and Turkey were not considered by Cosmocel for this indicator.</p>	Principle 6	4, 5, 8 and 10
GRI 404-2 Programs for upgrading employee skills and transition assistance programs	<p>Please consult the chapter: <a href="#">Learning and Training</a></p> <p><b>Data limitations:</b> We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.</p>	-	8
GRI 404-3 Percentage of employees receiving regular performance and career development reviews	<p>Please consult the chapters: <a href="#">Talent Attraction and Development</a>; and <a href="#">ESG Dashboard – Social</a></p> <p>Performance reviews are only applied to permanent or fix term employees, with at least 6 worked months during the fiscal year, or Commercial employees with at least 3 worked months during the fiscal year. Exceptions: Trainees, Interns, and Apprentices; Operational &amp; Admin org group (in some countries); and Contingent Workers (in some countries) – these employees are not eligible. Other exceptions may apply.</p> <p><b>Data limitations:</b> This indicator covers only employees with permanent contract. We only considered permanent employees due to limitations in collecting data for non-active employees in a timely manner.</p>	Principle 6	5, 8 and 10



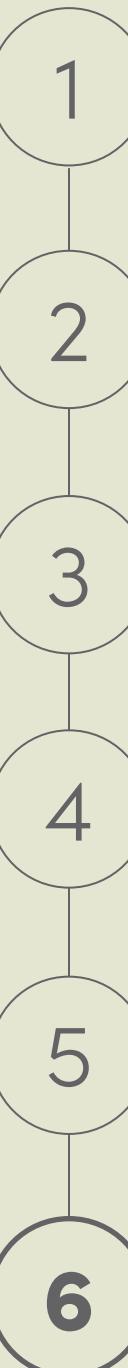
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Talent Development</b>			
<b>Rovensa's KPI</b>			
Total number of students covered by scholarships, within training programs related with our business	Please consult the chapter: <a href="#">Value Creation</a>	-	1
<b>Material Topic: Diversity and Equal Opportunity</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 405-1, GRI 405-2 and the descriptive indicator related to number of nationalities by employee category	-	-
<b>GRI 405: Diversity and Equal Opportunity 2016</b>			
GRI 405-1 Diversity of governance bodies and employees	Please consult the chapters: <a href="#">A Global Team</a> ; and <a href="#">ESG Dashboard – Social</a> <b>Data limitations:</b> This indicator covers only employees with a permanent contract. Not Applicable Category is due the integration of the group of companies from Oro Agri that didn't used the same methodology of the Group.	Principle 6	5 and 8
GRI 405-2 Ratio of basic salary and remuneration of women to men	Please consult the chapters: <a href="#">ESG Dashboard – Social</a> We considered significant locations of operation to be the countries where we have the highest number of employees. The basic salary and remuneration were calculated using an annual equivalent basis. Currency rates converted in June 30, from <a href="https://www.exchangerates.org.uk">https://www.exchangerates.org.uk</a> 1 MXN = 0.053495; 1 BRL = 0.19125 EUR. <b>Data limitations:</b> Due to privacy reasons, we did not collect remuneration data when there is only information about one employee from each gender. In Portugal, commercial functions and some IT functions were excluded from the analysis as they have different salary bands than the remaining functions. For this indicator, we considered Cosmocel S.A. in Mexico for both salary and remuneration, Tradecorp Brazil in Brazil for remuneration and all companies in Brazil for salary; and all companies in Portugal and Spain for both salary and remuneration.	-	-
<b>Descriptive Indicators</b>			
Number of nationalities by employee category	Please consult the chapters: <a href="#">Value Creation</a> ; and <a href="#">A Global Team</a> <b>Data limitations:</b> We only considered permanent employees due to limitations in collecting data in a timely manner. Not Applicable Category is due the integration of the group of companies from Oro Agri that didn't used the same methodology of the group.	-	-



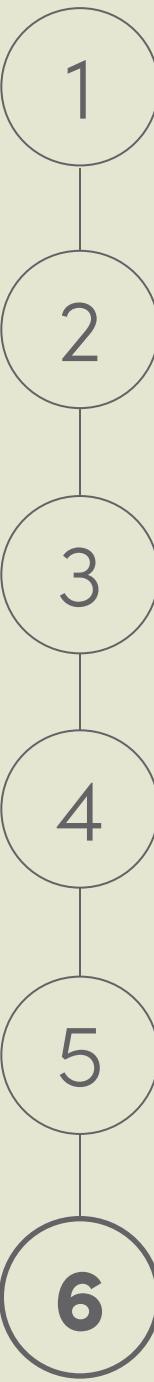
Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Health and Safety Impacts of Products</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through GRI 416-1, GRI 416-2 and SASB chemicals indicator RT-CH-410b.2.	-	-
<b>GRI 416: Customer Health and Safety 2016</b>			
GRI 416-1 Assessment of the health and safety impacts of product and service categories	Please consult the chapter: <a href="#">Stewardship and Safety of Products</a>	-	-
GRI 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Please consult the chapter: <a href="#">Stewardship and Safety of Products</a>	-	16
<b>SASB Chemicals</b>			
RT-CH-410b.2. Discussion of strategy to manage chemicals of concern and develop alternatives with reduced human and/or environmental impact	Please consult the chapter: <a href="#">Stewardship and Safety of Products</a>	-	-
<b>Material Topic: Sustainability Governance Model</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through the descriptive indicators related to inclusion of ESG issues in the agenda of the Rovensa executive committee monthly meetings and investment in R&D and Regulatory	-	-
<b>Descriptive Indicators</b>			
Inclusion of ESG updates in Board packs	Please consult the chapter: <a href="#">Sustainability Governance</a>	-	-
Investment in R&D and Regulatory	Please consult the chapter: <a href="#">Value Creation</a>		



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Sustainable Product Innovation</b>			
<b>GRI 3: Material Topics 2021</b>			
GRI 3-3 Management of material topics	The information about this topic is monitored and reported annually in Rovensa's Sustainability Report, in particular through Rovensa's KPIs related to percentage of products with organic certification in Rovensa's portfolio; kg of active substance used per hectares; sum of active substance multiplied by risk (low (1), regular (8), higher (16)) per treated hectare; experimental field centres (greenhouse R&D); total number of new products; laboratories, including good laboratory practices (GLP), certified laboratories; number of universities/research centres with agreements, external initiatives, investment in R&D and Regulatory, percentage of sales of biostimulants in Rovensa's portfolio, and R&D and regulatory employees.	-	-
<b>Rovensa's KPI</b>			
Value of sales/Percentage of products with organic certification in Rovensa's portfolio	Please consult the chapter: <a href="#">Agri-Inputs Authorised for Organic Farming</a> Exchange rates converted as average values throughout the fiscal year (from July 31, 2022, to June 30, 2023), from <a href="https://www.exchangerates.org.uk">https://www.exchangerates.org.uk</a> 1 MXN = 0.053495 €	-	-
Value of sales of biostimulants in Rovensa's portfolio	Please consult the chapters: <a href="#">Biostimulants</a> Exchange rates converted as average values throughout the fiscal year (from July 31, 2022, to June 30, 2023), from <a href="https://www.exchangerates.org.uk">https://www.exchangerates.org.uk</a> 1 MXN = 0.053495 €	-	-
Kg of active substance used per hectares	Please consult the chapter: <a href="#">Lower Risk Plant Protection Products</a> These indicators are only considering our Crop Protection business unit products.	-	-
Sum of active substance multiplied by risk (low (1), regular (8), higher (16)) per treated hectare	Please consult the chapter: <a href="#">Lower Risk Plant Protection Products</a> These indicators are only considering our Crop Protection business unit products.	-	-
Experimental field centres (greenhouse R&D)	Please consult the chapter: <a href="#">Value Creation</a>	-	-
Total number of new products	Please consult the chapter: <a href="#">Value Creation</a>	-	-
Laboratories, including good laboratory practices (GLP), certified laboratories	Please consult the chapter: <a href="#">Value Creation</a>	-	-
Universities/research centres with agreements (n.º)	Please consult the chapter: <a href="#">Value Creation</a>	-	-



Description	Reference/Direct Answer	UN Global Compact Principles	SDGs
<b>Material Topic: Sustainable Product Innovation</b>			
External initiatives	<p>AENDA – Associação Brasileira de Defensivos Pós-Patente; INPEV – Instituto Nacional de Processamento de Embalagens Vazias; ABISOLO – Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal; INPEV Instituto Nacional de Processamento de Embalagens Vazias; ABISOLO Associação Brasileira das Indústrias de Tecnologia em Nutrição Vegetal; Associação Nacional dos Produtores e Importadores de Inoculantes; CIESP Centro das Indústrias do Estado de São Paulo; AMCHAM Camara Americana; Industrieverband Agar (IVA) (Germany. Responsible at TC; Andreas Heine); Bundesverband der Düngermischer e. V. (BvD) (Germany, Responsible at TC: Andreas Heide; VERBAND SÜDDEUTSCHER SPARGEL – UND ERDBEERANBAUER E.V. (VSSE) (Germany. Responsible at TC: Andreas Heine); Deutsches Maiskomitee e.V. (DMK) (Germany. Responsible at TC: Andreas Heide; Beratungsdienst Kartoffelanbau Heilbronn e.V. (Germany. Responsible Andreas Heine); Expoflor Association (Ecuador); Rural Innovation HUB – Ricote Valley; IBMA France; AFAIA; UNIFA; BIPA (Bioagri Input Producers Association); BASAI (Biological Agri Solutions Association of India); AEPLA; "ANIPLA; Paula Rebelo is a Member of the Board of Directors"; IBET; PHYTEIS; AGROFARMA; AIRPROM; SINDIVEHG</p>	-	-



# Task Force on Climate-Related TCFD (TCFD)

Given the increasing potential for climate change risks to have a severe impact on our business, including our financials, we have initiated adoption of the recommendations of the Task Force on Climate-Related TCFD (TCFD). Our alignment is disclosed for the first time in this report. Using the TCFD framework, this report provides a progress update across each of the TCFD pillars: Governance, Strategy, Risk Management, and Metrics and Targets.

We will continue to enhance our alignment to the recommendations in the coming years, to ensure we are best placed to understand, respond to and safeguard our business from the climate-related risks we may face.

Recommended Disclosure	Summary of Practices	Further Information
<b>Governance</b>		
a) Describe the board's oversight of climate-related risks and opportunities	<p>The Board of Directors is accountable for reviewing and approving our Net Zero Strategy, as well as receives a quarterly update about progress of implementation of our strategy.</p> <p>The Sustainability Committee, implemented this year, acts as an advisory committee to the Board of Directors, providing expertise on climate-related issues.</p>	Balanced Governance – Sustainability Governance
b) Describe management's role in assessing and managing climate-related risks and opportunities	<p>The Executive Management Team (EMT) is the executive decision-making body that develops our sustainability approach, including our Net Zero Strategy, and monitors progress of the Net Zero Roadmap.</p> <p>The Corporate Sustainability Department continually monitors the progress of our Net Zero Roadmap, ensuring that all actions are the responsibility of the relevant Departments, and provides updates to the EMT on a quarterly basis on progress.</p>	Balanced Governance – Sustainability Governance
<b>Strategy</b>		
a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term	Although we have identified climate change to be a material risk to our business, as part of our materiality assessment conducted in 2020, we are yet to identify specific climate-related risks and opportunities that may impact our business in the future. We are planning to understand better these risks and opportunities in the next fiscal year, through a qualitative climate materiality assessment. However, we are aware of the opportunities climate change brings to facilitate the world to transform to a more sustainable production of agriculture, that is less carbon intensive, and therefore our Rovensa Next business is leveraging this through our portfolio and product innovation.	Our Business – Our Sustainability Materiality
b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning	In order to understand the impact of climate-related risks and opportunities to our business, we are planning to conduct a qualitative climate materiality assessment in the next fiscal year. Results from this assessment will be included in the next Sustainability Report.	-

Recommended Disclosure	Summary of Practices	Further Information
Strategy		
c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario	We are aware of the impacts of climate change to our business and the impacts it may have on our end-users, farmers around the world. Although we are yet to conduct a climate scenario analysis to test the resilience of our business to different levels of warming, including a 2 °C or lower scenario, we have set a Net Zero by 2050 strategy, and accompanying Net Zero Roadmap. This will allow us to reduce our greenhouse gas emissions sufficiently to be within limiting warming to 1.5 °C, in line with the science, and enhance our resilience to climate-related risks associated with carbon intensive businesses, such as changes to carbon policy and regulation.	Net Zero Roadmap
Risk Management		
a) Describe the organisation's processes for identifying and assessing climate-related risks	We measure risks to our business, including ESG risks, on a continuous basis, using an internal score card, with climate change considered under this. However, specific climate-related risks are not assessed.	-
b) Describe the organisation's processes for managing climate-related risks	Climate change is a risk that is accounted for under ESG risk in our risk management framework. All material risks and solutions lie with the relevant operational or business units to address. However, specific climate-related risks have not yet been identified or assessed.	-
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management	Although climate change risk is accounted for under 'ESG risk' in our risk management process, specific climate-related risks are not identified or assessed.	-
Metrics and Targets		
a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process	We measure our Scope 1, 2 and 3 GHG emissions, as well as our energy consumption and waste consumption.	Balanced Climate
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	We measure our Scope 1, 2 and 3 GHG emissions on an annual basis. These are disclosed in this report.	Balanced Climate – Carbon Footprint
c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets	Our Net Zero Roadmap outlines our overarching GHG emissions reduction targets for 2030, 2040 and 2050, with our near-term targets in the process of being validated with the SBTi. Internal targets to reach these overarching decarbonisation targets are also outlined in our Net Zero Roadmap, covering topics from energy to transportation, and more.	Net Zero Roadmap

# Restatements of Information

In this report, we have recalculated data from FY21/22 for some indicators.

## 1. Balanced Governance

### Business Ethics

#### GRI: 205-1

We have updated the figure of "total number of operations" from FY21/22 to match the same assumption from this year: operation understood as Business Unit. Last year we had 5 Business Units Crop Protection, Bionutrition, Corporate Backoffice, Corporate HR and Oro Agri.

## 2. Balanced Nature

### Biodiversity

#### GRI: 304-1

Correction of reported area: additional scope included – some facilities initially reported as the portion of facility closest to area, now includes whole plant area.

• 2.4 km<sup>2</sup> ➔ 0.28 km<sup>2</sup>

## 3. Balanced Climate

### Carbon Footprint, Energy and Waste Management

#### GRI: 305-1, 305-2, 305-3, 305-4, 305-5, 302-1, 302-3, 306-3, 306-4, 306-5

In this report, we have performed a revision of our carbon footprint of FY21/22, the baseline of our Net Zero Roadmap. As we progress in our SBTi target-setting process, we have updated the following:

• **Perimeter:** SBTi requires that we resubmit our targets whenever we acquire a company that represents 5% or more of our total GHG emissions, retrospectively adjusting our baseline year of FY21/22. As such:

- We have updated the perimeter of our carbon footprint to include Cosmocel in all categories, except category 6 business travel. Category 7 employee commuting was calculated using the FY22/23 survey results, assuming the same emissions in both years.

- Cosmocel was included in the perimeter of FY21/22 in chapters 'Carbon Footprint', 'Energy Management', and 'Waste Management'.

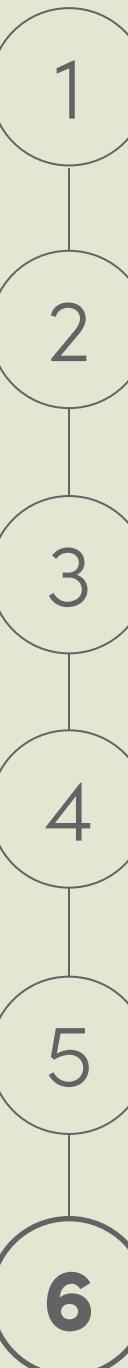
#### • Methodology:

- Our methodology for calculating categories 4 and 9 Upstream and Downstream Transportation and Distribution have been updated according to SBTi requirements. In the previous report, all inbound transportation was included in category 4 and all outbound transportation in category 9. Updated calculation methodology includes all inbound transportation, and outbound transportation paid by Rovensa in category 4, and outbound transportation not paid by Rovensa in category 9.
- We now calculate category 3 fuel – and energy-related activities (not included in scope 1 or scope 2) using market – and location-based methods.

- **Databases:** emissions factors databases were revised and updated, namely scope 2 and scope 3 categories 1 purchased goods and services, and 3 fuel- and energy-related activities (not included in scope 1 or scope 2).

- **Other corrections performed:**

- In category 6 waste generated in operations, waste with unspecified destination was originally excluded, it is now being included using a landfill emissions factor, following a conservative approach.
- Correction of propane consumption, in scope 1 plant fuel and energy consumption figures.



### 3. Balanced Climate

#### Water Management

##### GRI: 303-3, 303-4, 303-5

- We have increased the reported number of decimal places of water withdrawal.
- Correction of water withdrawal sources: part of the reported surface water was corrected to third-party water.
  - Surface water: 17 ML → 15.2 ML
  - Third-party water: 60 ML → 62.2 ML
- Correction of water discharge: exclusion of FY21/22 data of our Laon plant; part of reported groundwater corrected to surface water.
  - Surface water: 20.2 ML → 22.3 ML
  - Groundwater: 2.0 ML → 0.01 ML
  - Third-party water: 36.0 ML → 35.3 ML
- Correction of water consumption: the above corrections in water discharge resulted in the following change in water consumption:
  - Water consumption: 93 ML → 91 ML

### 4. Balanced People

#### Talent attraction, development and retention

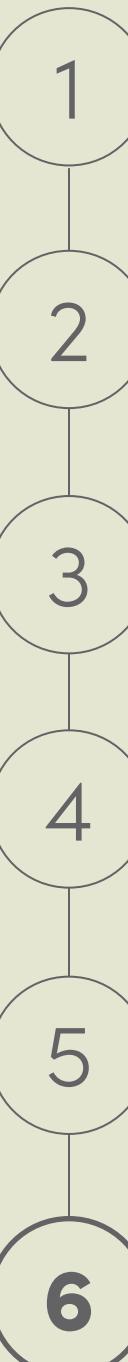
##### GRI 401-1

###### • Methodology:

- Whenever historical data regarding permanent employees was available, the percentage of employees hires and turnover was calculated having as a denominator the average between year n and year n-1, the latter reflecting the number of employees at the end and beginning of year n. On the other hand, when the historical data was not available, a different assumption was used to calculate employees at the beginning of year n (aka end of the year n-1): permanent employees in year n - hires + employees who left.
- Likewise, these indicators cover only employees with permanent contract unlike it was reported in the last years.

- **Correction of new employee hires rate and rate of employee turnover:** the above change in methodology resulted in the following corrections:

- New employee hires rate in FY21/22: 18.1% → 24.8%
- Rate of employee turnover in FY21/22: 15.7% = 15.7%
- Rate of new employee hires female in FY21/22: 21.4% → 30.7%
- Rate of new employee hires male in FY21/22: 16.5% → 22.1%
- Rate of new employee hires group in FY21/22: 18.1% → 24.8%
- Rate of new employee <30 years old in FY21/22: 33.5% → 59.9%
- Rate of new employee 30-50 years old in FY21/22: 16.4% → 21.8%
- Rate of new employee >50 years old in FY21/22: 6.7% → 8.0%



# Independent Assurance Report



## Independent Limited Assurance Report

To the Board of Directors

### Introduction

We were engaged by the Board of Directors of Rovensa, S.A. ("Rovensa" or "Company") to perform a limited assurance engagement on the indicators identified below in section "Responsibilities of the auditor" that are part of the sustainability information included in the Sustainability Report, for the period ended June 30, 2023, prepared by the Company for the purpose of communicating its annual sustainability performance.

### Responsibilities of the Board of Directors

It is the responsibility of the Board of Directors to prepare the indicators identified below in section "Responsibilities of the auditor", included in the Sustainability Report, in accordance with the sustainability reporting guidelines "Global Reporting Initiative" and with the instructions and criteria disclosed in the Sustainability Report, as well as to maintain an appropriate system of internal control that enables the adequate preparation of the mentioned information.

### Responsibilities of the auditor

Our responsibility is to issue a limited assurance report, which is professional and independent, based on the procedures performed and specified in the paragraph below.

Our work was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised) "Assurance engagements other than audits or reviews of historical financial information", issued by the International Auditing and Assurance Standards Board of the International Federation of Accountants and we have fulfilled other technical standards and recommendations issued by the Institute of Statutory Auditors. These standards require that we plan and perform our work to obtain limited assurance about whether the sustainability indicators (GRI Standards, SASB and Rovensa indicators) identified in the Annex "GRI Content Index/SDG/UN Principles" of the Sustainability Report, are free from material misstatements.

For this purpose the above mentioned work included:

- i) Inquiries to management and senior officials responsible for areas under analysis, with the purpose of understanding how the information system is structured and their awareness of issues included in the report;
- ii) Identification of the existence of internal management procedures leading to the implementation of economic, environmental and social policies;
- iii) Testing, on a sampling basis, the efficiency of processes and systems in place for collection, consolidation, validation and reporting of the performance information analysed, through calculations and validation of reported data;

- iv) Confirmation that operational units follow the instructions on collection, consolidation, validation and reporting of performance information;
- v) Execution of substantive procedures, on a sampling basis, in order to collect evidence of the reported information;
- vi) Comparison of financial and economic data included in the sustainability information with the data audited by the financial auditor, in the scope of the statutory audit of Rovensa's consolidated financial statements for the year ended June 30, 2023;
- vii) Analysis of the process for defining the materiality of the sustainability issues, based on the materiality principle of GRI Standards, according to methodology described by the Company in the Sustainability Report; and
- viii) Verification that the sustainability information included in the Sustainability Report complies with the requirements of GRI Standards.

The procedures performed were more limited than those used in an engagement to obtain reasonable assurance and, therefore, less assurance was obtained than in a reasonable assurance engagement.

We believe that the procedures performed provide an acceptable basis for our conclusion.

### Quality management and independence

We apply the International Standard on Quality Management 1 (ISQM1), which requires that we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the International Code of Ethics for Professional Accountants (including International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA Code) and of the ethics code of the Institute of Statutory Auditors.

### Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Indicators identified above in section "Responsibilities of the auditor", included in the Sustainability Report, for the period ended June 30, 2023, were not prepared, in all material respects, in accordance with GRI Standards requirements and with the instructions and criteria disclosed in the Sustainability Report and that Rovensa has not applied, in the sustainability information included in the Sustainability Report, the GRI Standards guidelines and the instructions and criteria disclosed in the Sustainability Report.

### Restriction on use

This report is issued solely for information and use of the Board of Directors of the Company for the purpose of communicating its annual sustainability performance in the Sustainability Report and should not be used for any other purpose. We will not assume any responsibility to third parties other than Rovensa by our work and the conclusions expressed in this report, which will be attached to the Company's Sustainability Report.

March 27, 2024

PricewaterhouseCoopers & Associados  
- Sociedade de Revisores Oficiais de Contas, Lda.  
represented by:

António Joaquim Brochado Correia, ROC no. 1076  
Registered with the Portuguese Securities Market Commission under no. 20160688

# Endnotes

<sup>(a)</sup> Planetary boundaries are defined by the Stockholm Resilience Centre. The planetary boundaries concept presents a set of nine planetary boundaries within which humanity can continue to develop and thrive for generations to come.

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

<sup>(c)</sup> United Nations, Department of Economic and Social Affairs. (2019). 2019 Revision of World Population Prospects.

<https://population.un.org/wpp/>

<sup>(d)</sup> Food and Agriculture Organisation of the United Nations. 2024. <https://www.fao.org/>

<sup>(e)</sup> The European Green Deal.  
[https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal\\_en](https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en)

<sup>(f)</sup> Farm to Fork Strategy. (n.d.). European Commission. [https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy\\_en](https://food.ec.europa.eu/horizontal-topics/farm-fork-strategy_en)

<sup>(g)</sup> WWF 2021. Farming with Biodiversity. Towards nature-positive production at scale. WWF International, Gland, Switzerland.

<sup>(h)</sup> *Roadmap to nature positive / foundations for the agri-food system. Row Crop commodities subsector.* (September 2023). World Business Council Sustainable Development. <https://www.wbcsd.org/contentwbc/download/17121/241655/1>

<sup>(i)</sup> FAO. 2024. Organic Agriculture. What is organic agriculture? <https://www.fao.org/organicag/oa-faq/oa-faq1/en/>

<sup>(j)</sup> FAO. 2024. Organic Agriculture. What are the environmental benefits of organic agriculture? <https://www.fao.org/organicag/oa-faq/oa-faq6/en/>

<sup>(k)</sup> European Biostimulants Industry Council (EBIC). 2019. Shaping the Biostimulants Industry. <https://biostimulants.eu/wp-content/uploads/2019/10/EBIC-Brochure-English.pdf>

<sup>(l)</sup> *Agriculture and Climate Change.* (2022). OECD Meeting of Agriculture Ministers 2022 – background note. <https://www.oecd.org/agriculture/ministerial/documents/Agriculture%20and%20Climate%20Change.pdf>

<sup>(m)</sup> What Is Integrated Pest Management (IPM)? (n.d.). Statewide IPM programme. University of California. <https://ipm.ucanr.edu/what-is-ipm/>

<sup>(n)</sup> U.S. Environmental Protection Agency. TSCA Work Plan Chemicals. Environmental Protection Agency. <https://www.epa.gov/assessing-and-managing-chemicals-under-tscas-tscas-work-plan-chemicals>

<sup>(o)</sup> American Chemistry Council. Responsible Care: Driving Safety, Industry Performance & Management System Certification. Product Safety Code. <https://www.americanchemistry.com/chemistry-in-america/responsible-care-driving-safety-industry-performance-management-system-certification/product-safety-code>

<sup>(p)</sup> United Nations Environment Programme. Strategic Approach to International Chemicals Management (SAICM). UNEP. <https://www.unep.org/resources/factsheet/strategic-approach-international-chemicals-management-saicm>

<sup>(q)</sup> European Union. (Year). Safe and effective fertilising products on the EU market. EUR-Lex. <https://eur-lex.europa.eu/EN/legal-content/summary/safe-and-effective-fertilising-products-on-the-eu-market.html>

<sup>(r)</sup> Marsh McLennan and Zurich Insurance Group. (2024). The Global Risks Report 2024. World Economic Forum. [https://www3.weforum.org/docs/WEF\\_The\\_Global\\_Risks\\_Report\\_2024.pdf](https://www3.weforum.org/docs/WEF_The_Global_Risks_Report_2024.pdf)

<sup>(s)</sup> United Nations (UN). Global Issues: Water. <https://www.un.org/en/global-issues/water>

<sup>(t)</sup> Scottish Environment Protection Agency (SEPA). The impact of climate change on water scarcity. [https://www.sepa.org.uk/media/159070/climate\\_change\\_water\\_scarcity.pdf](https://www.sepa.org.uk/media/159070/climate_change_water_scarcity.pdf)

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

<sup>(w)</sup> IPCC, 2023: Summary for Policymakers. In: Climate Change 2023: Synthesis Report. Contribution of Working Groups I, II and III to the Sixth Assessment Report of the Intergovernmental Panel on Climate Change [Core Writing Team, H. Lee and J. Romero (eds.)]. IPCC, Geneva, Switzerland, pp. 1-34, doi: 10.59327/IPCC/AR6-9789291691647.001

<sup>(v)</sup> The Greenhouse Gas Protocol results from a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), and supplies the world's most widely used GHG accounting standards. More information available at The Green House Gas Protocol (Revised Edition). (2004). [Pdf]. World Resources Institute and World Business Council for Sustainable Development. <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>



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