



Integrated Report

2020

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MESSAGE

FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS

Pioneering and innovation have always been part of the history of SLC Agrícola, since its founding in 1977. The company was one of the first to expand its operations to new agricultural frontiers and, with responsibility and environmental care, accelerate the production of grains and fibers in the country. In 2007, it was the first in the world in its segment to go public on the stock exchange and, since the beginning, adopt the best corporate governance and transparency practices in its relationship with shareholders and investors.

Productivity, efficiency and commitment to sustainability go hand in hand in the man-

agement of SLC Agrícola. In 2021, the new ESG Committee began its advisory activities to the Board of Directors. The body created last year has two independent members and is an important evolution to ensure that all environmental, social and governance aspects (ESG) are inserted, valued and analyzed in the company's decision-making processes.

Throughout its history, the concept of sustainability has always been present in the activities and commitments assumed by SLC Agrícola. The commitment to building a positive legacy for future generations is expressed in the corporate purpose and values, which we call Our Long-Term Vision.

SLC Agrícola stands out for its commitment to sustainable agribusiness, and investments in new technologies expand the potential for contributions to growth in yield combined with the environmental benefits of our operations

The digitization and advancement of computational technologies, which accelerate knowledge and the exchange of information, brought about new socio-environmental demands at an unprecedented speed. The ability of companies to understand new scenarios and to transform their businesses in order to continue generating value in economic, environmental and social aspects also needs to be strengthened.

Thus, the investment made in recent years to connect crops with an internet signal and allow the use of state-of-the-art equipment in the field was accompanied by a program for digital inclusion and continuing education for employees. Our farms have computer areas and classrooms in which people can acquire the new skills essential for working in the field.

Likewise, the closure in the 2020/2021 crop year of the cycle of opening new areas for crops follows the global movement to combat climate change. Our company made this

strategic decision in 2015, influenced by the Paris Agreement and the great global debate on the importance of preserving natural areas of vegetation to contribute to the reduction of global warming. With long-term planning, we began this new decade in line with society's expectations, maintaining business competitiveness and increasing productivity in already mature lands.

The importance of sustainable agribusiness only increases, in step with the growth of the world population and the pressure on natural resources. I am pleased to see young leaders - aware of the relevance of our way of working and determined to materialize Our Long-Term Vision - occupy strategic positions and be valued more and more at SLC Agrícola.

Eduardo Logemann
Chairman of SLC Agrícola's
Board of Directors



MENSSAGE

FROM THE CEO

Demand for Brazilian agricultural commodities remained high in 2020. At the end of the year, Brazil recorded an increase in exports of soybeans (+12%) and cotton (+30%) in relation to 2019, according to data from the Ministry of Industry, Foreign Trade and Services. The country also shipped around 34 million tons of corn, a volume that, despite being 20% lower in the annual comparison, was above the average of the last five years. Brazil strengthens itself as a major supplier of food to the world, and SLC Agrícola fulfills its role of producing sustainably to supply the domestic and international market.

The volatility of international prices, marked by a strong recovery in prices in the last quarter of the year, was another striking feature of 2020. The external scenario, associated with the devaluation of the real against the dollar, favored the economic and financial results of

our company, which for the first time surpassed the level of R\$ 3 billion in net revenue. This growth of around 22% reflects the higher billing prices in soybean and corn crops, and also the higher volume of cotton billed in comparison with the levels of 2019.

The resilience of demand and the recovery of prices in a period of economic and social uncertainties caused by the pandemic of Covid-19 is a factor that shows the importance of Brazilian agribusiness to the world. We, at SLC Agrícola, recognize our responsibility to produce grains and fibers that are at the base of the food and fiber production chains, with respect for people and care for the environment.

Since the beginning of the health crisis, we have been quick to put together an action plan and a control structure, coordinated by the Contingency Committee at our headquarters,

which allowed us to protect employees and third parties while continuing with our essential activities for supplying society. We quickly adapted our way of working to ensure that all activities that could be carried out remotely were performed by professionals working at their homes, maintaining the social distance recommended by specialists.

Following the safety protocols, we have advanced in our strategy of seeking maximum efficiency in business, supported by digitization and innovation. We increased the productivity of agricultural areas and invested in crops with higher added value, while seeking to reduce the use of fertilizers and pesticides with the use of new technologies in the field. The evolution of SLC Sementes, and the expansion of the model that integrates crops and livestock exemplify how we can differentiate ourselves in agribusiness.

Participating in sustainability-oriented initiatives, such as the **Global Compact**, strengthens our sense of commitment and the contribution of a responsible business in the agribusiness sector to the country's sustainable growth

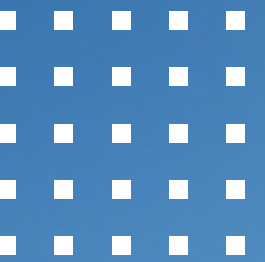
In 2020, we completed the installation of internet systems on 8 of our 16 farms and set the goal of having 100% of the crops connected by the end of the first half of 2021. We intensified our relationship with agricultural innovation startups through the AgroExponencial program and the creation of SLC Ventures, a new business model to accelerate innovative and digital solutions in the field.

In addition to productivity and efficiency, our company has evolved in the management of environmental, social and corporate governance aspects - work fronts summarized in the English acronym ESG. Increasingly, investors and society in general expect the strengthening of our commitment to sustainable development and ethical behavior in everything we do. To respond to this demand, we rely on our Integrated Management System and seek internationally recognized certifications for both management systems and products.

We trust in Brazil's agricultural potential and in a productive model that combines value creation with environmental preservation and social growth. In the 2020/2021 crop year, we closed the opening of new areas for the formation of crops and we will continue to invest in solutions that will take our farms to an even higher level of productivity. Behind this evolution is a competent team of employees, to whom I thank you for believing in Our Long-Term Vision and working every day so that we can positively impact future generations, with business efficiency and respect for the planet.

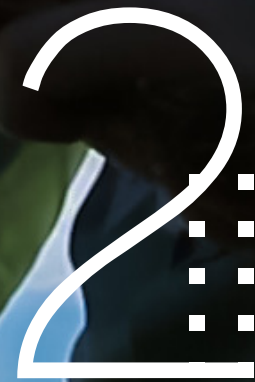
Aurélio Pavinato
CEO of SLC Agrícola





2020

THE CONTEX



EVOLUTION OF THE MARKET

In spite of the impact of Covid 19 pandemic, demand for grain remained strong in 2020, boosted mainly by increasing consumption in China. This context, added to the reduction of inventories in United States, where climate conditions were adverse for crops, resulted in an increase in the price of soy corn, mainly in the second half of the year.

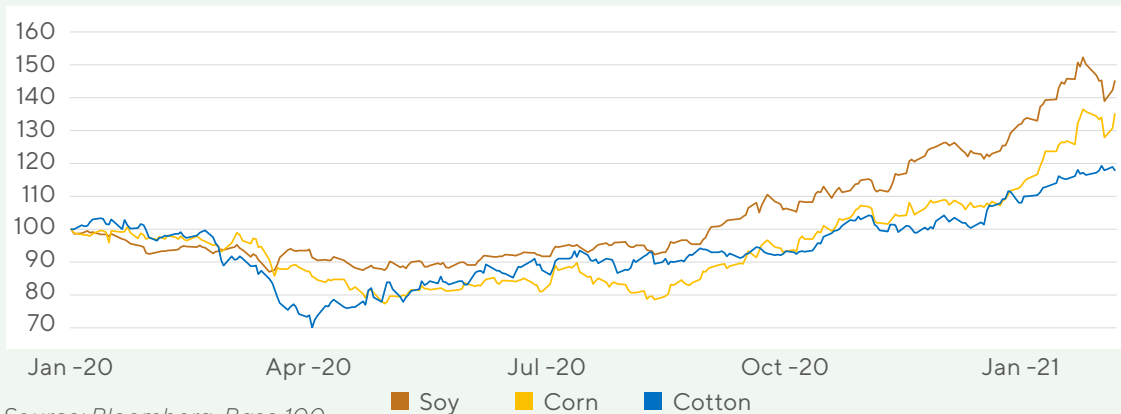
In Brazil, international demand causing significant premiums on Chicago prices combined with the depreciation of the Real against the dollar, enabling excellent export revenues, with a positive effect on SCL's results.

On the other hand, the retraction of the global economy affected the textile sector, causing a

fall in demand for fibers in general, which was reflected in lower demand cotton and consequently an increase in global stocks as the 2019-20 crop became available. As retail trade in the leading economies recovered, however, there was a rapid recovery in international fiber prices, levels higher than at the start of the pandemic.

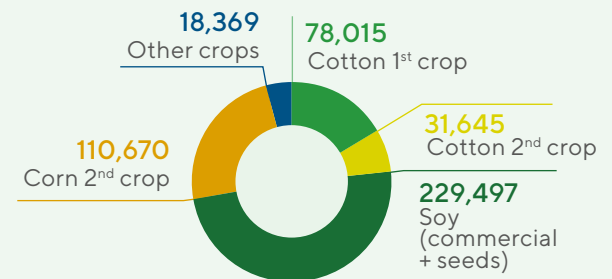
In the 2020/2021 crop we reached a new record for total planted area: 468,200 hectares (4.4% higher than in the previous crop). The delay in the start of rains in the Center-West region resulted in planting of soy being delayed, and consequently reduction of the window for funding of cotton in the second crop. As a result part of the second crop, initially planned for cotton, was transferred to corn, which has a longer planting window.

Commodities prices



Source: Bloomberg. Base 100

Crop mix (hectares)



HIGHLIGHTS OF 2020



Net profit:
up **62.2%** YoY

Net revenue:
up **22.1%** YoY

Cash flow:
up **94.8%** YoY



8 farms with planted areas
connected online

78,000 hectares with
selective application of
weedkillers

Expansion of the activities
of SLC Sementes; Integration
of crops and cattle raising



First issue of Green Bonds
in our history: **R\$ 480 million**
raised in CRAs (Agribusiness
Receivables Certificates)

R\$ 100 million raised by
SLC Agrícola in a bilateral
operation classified as
Sustainability Linked Loan



216,000 tons
of cotton sold

899,000 tons
of soy sold

663,000 tons
of corn sold

Awards and recognition

Best company in Agribusiness sector –
2020 Institutional Investor ranking

- Sustainability (ESG metrics) – 1st place
- Best CEO – 1st place
- Best CFO – 1st place
- Best IR Program – 1st and 3rd place
- Best IR Team – 1st place
- Best IR Program – 3rd place
- Best Analyst Day – 2nd place

Best Companies to work in (GPTW)

- Voted one of the 150 Best Companies in Brazil in the ranking published by GPTW and *Época* magazine
- Sixth place among agribusiness companies, in the ranking researched by GPTW, Abag (Brazilian Agribusiness Association) and *Globo Rural* magazine.
- Ninth place in the category Large Companies of Rio Grande do Sul

Winner of the 24th Anefac–
Fipecafi **Transparency Trophy**
(2020)

Best agribusiness company –
ranking by **Época Negócios 360°**

Winner of the **Best Companies
in Agribusiness award, 2020**
(Globo Rural magazine /
Editora Globo), in the Farming
Production category

Winner of the **Incredible Places
to Work** award in the FIA
Employee Experience (FEEx)
survey by FIA (Management
Institute Foundation)

Recognized as one of the
Best Companies in People
Management, in the **Valor Carreira**
– ranking by *Valor Econômico*
newspaper and Mercer Consulting

2nd placed in the Agriculture and
Cattle sector in the **Estadão
Empresas Mais** survey

SLC Group was recognized
with 29th place in the 2020
annual **As 500 Maiores do Sul**,
survey, and 9th in the hundred
largest companies in Rio
Grande do Sul

Elected as Highlight in the Farming
Sector in the 48th (2020) **Prêmio
RS Export Awards (2020)**,
promoted by ADVB Brazilian
Association of Marketing and Sales
Directors of Rio Grande do Sul

Best company in the
Agribusiness sector – **Companies
in Workplace Health and
Safety**, ranking for 2020,
awarded by the National
Workplace Safety and Protection
Material Industries Association
(Animaseg)

ACTIONS IN THE COVID-19 PANDEMIC

All our 16 farms continued in operation during the most critical months of the Covid-19 pandemic in Brazil. Grain production was essential to keep the food production chain working, avoiding the risk of shortages which could have widened the health and economic crisis on all the continents.

We guaranteed continuation of activities through effective and rapid action to ensure the health of workers and all other people with access to our facilities. We prepared a guide for dealing with the disease, distributed to managers of all units, with rigid protocols to follow to avoid outbreaks of contamination. Among the various actions we

took were tests of employees, with assessment of body temperature and health conditions of drivers and other visitors; education cleaning and hygiene in all environments; and making masks, gloves and alcohol gel available.

Action on the farms was coordinated by the local Contingency Committees, and reported weekly to the corporate Contingency Committee that we created soon after the start of the pandemic in Brazil. This structure made it possible to take timely action, such as adaptation of systems or home office working, and training of 100% of employees at our head office in Porto Alegre for correct use of work tools during the period of social distancing.

As from April, we began an internal Mental Health Campaign, with lectures from external consultants on subjects such as the emotional phases of management of the crisis, and combating adverse effects such as stress, fear and anxiety. The Campaign also focused on activity of leaders at moments of the pandemic, a positive attitude, and emotional health. Further, we offered an online lecture from an infectious disease specialist to add knowledge about how to deal with the disease.



In October 2020 we began procedures for re-sumption of in-person activities in our office, with the return of volunteering employees and those not in risk groups. As part of this development, we offered an online course in combating and preventing the virus, and an information booklet on our intranet. At this initial stage, only 25% of our professionals received authorization to return to the office, adapted to avoid multiple gatherings and risk of infection.

We continued monitoring employees for any symptoms of Covid-19, and strengthened our internal communication campaign, focusing on actions to prevent spread of the disease – use of masks, watching of hands, restriction on the number of people using elevators, and other initiatives.



ACTIONS IN THE COVID-19 PANDEMIC



EMERGENCY CREATION OF THE CONTINGENCY COMMITTEE

- Human Resources and Sustainability
- Finance and Investor Relation.
- Production
- Information technology
- The SLC Foundation



CONTINGENCY COMMITTEE

- Contingency Plan and Policy for Covid-19
 - “Combat Guide” with practical actions and health protocols
- Decision of the plan of action for any confirmed cases on the farms
- Training and adaptation for home office working from the head office
- Testing and monitoring of the health conditions of employees, visitors and service providers
- Vaccination campaign against H1N1 flu brought forward



- Donation of R\$ 1.6 million to hospitals and Health Departments
- 18 cities benefited in 6 different states
 - Rio Grande do Sul
 - Maranhão
 - Mato Grosso
 - Bahia
 - Mato Grosso do Sul
 - Piauí
 - Goiás
- Acquisition of medical and protection equipment



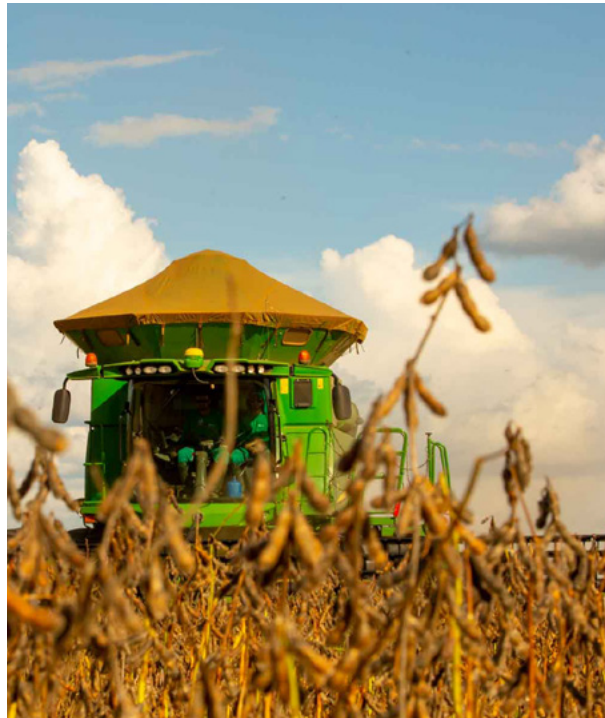
OUR LONG-TERM VISION



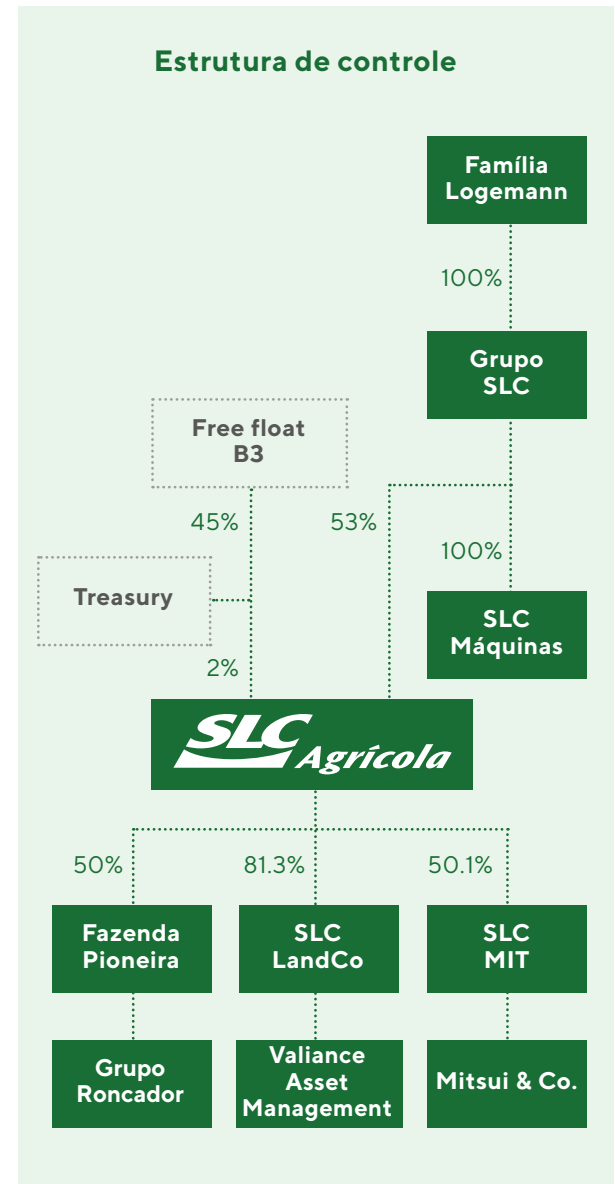
WHERE WE ARE

Our company has been operating for 43 years in Brazilian agribusiness, one of the most important sectors for sustainable development, and essential for meeting the growing demand for food from the world's population. The main commodities produce in our 16 farms (cotton, soy and corn), in six states of Brazil, are at the base of practically all the world's food and textile production chains.

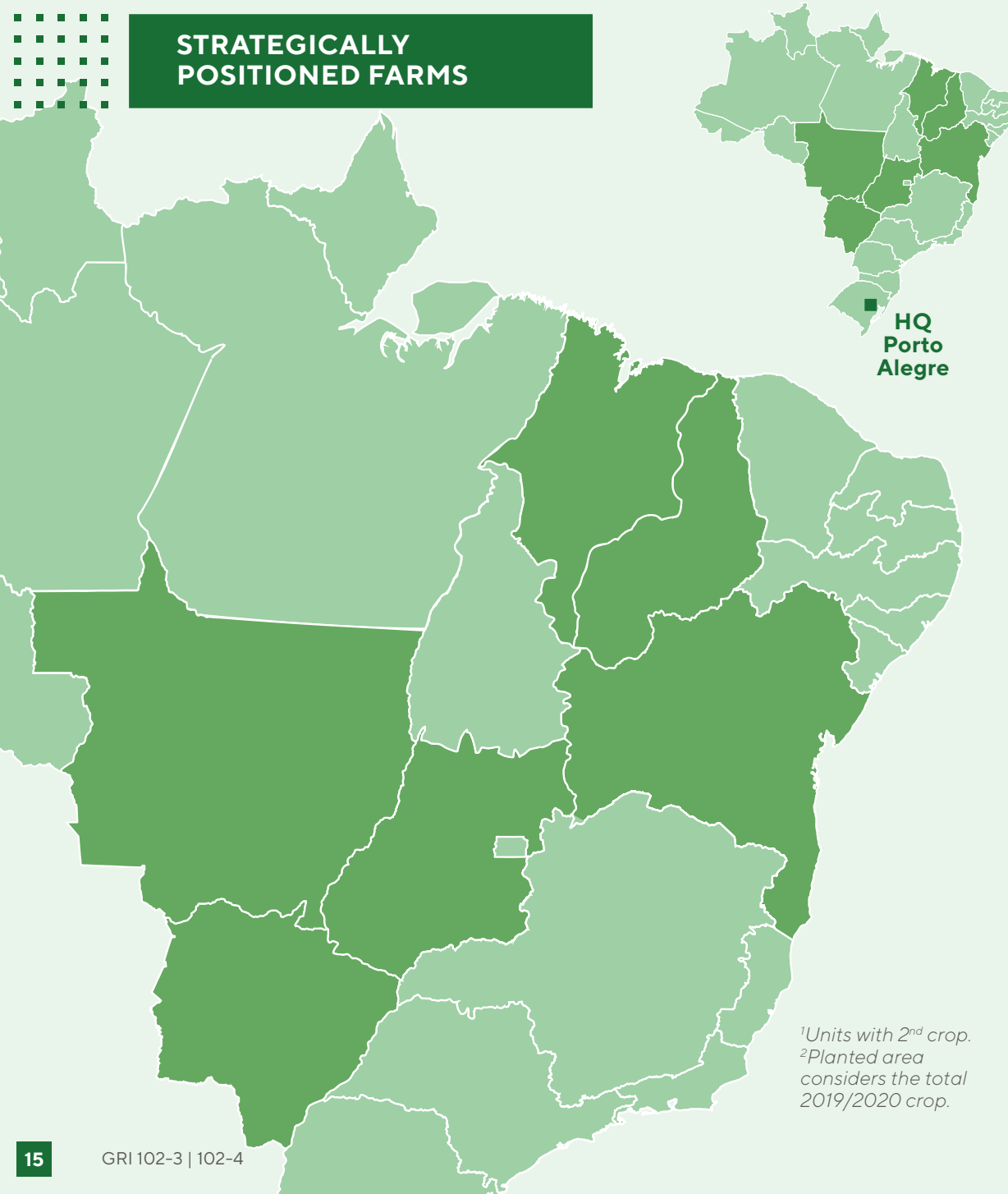
For the 2019/2020 crop, we cultivated a total of 448,600 hectares (on our own property and leased land). Each year we invest in new technologies and improve our operations, increasing the productivity of our plantations, increasing the amount harvested from the same agricultural area. With this strategy we use less natural resources, reducing the need to open new plantation areas, and generate more value for our stakeholders.



In 2007, our company was first producer grains and fibers in the world to float its shares on a stock exchange. The stock (SLCE3) is listed on the São Paulo stock exchange (B3), in its Novo Mercado section – a category for companies with more demanding levels of corporate governance. The SLC Group is the majority stockholder of SLC Agrícola S.A., holding 53% of its share capital. Another 45% are traded freely (free float) on the stock exchange and 2% make up the current balance of treasury shares.



STRATEGICALLY POSITIONED FARMS



Every year we commission an independent valuation of our portfolio of owned land, to price the market value of our farms. This valuation in 2020 was R\$ 3.962 billion, 4.6% more than in 2019. The average value of the Company's agricultural property is currently R\$ 19,455 per hectare. This refers only to the land owned by SLC Agrícola. The farms that are leased by the Company are not included in the scope of this valuation.

¹Units with 2nd crop.
²Planted area considers the total 2019/2020 crop.

OUR VALUES

The model of our activity and business strategy is expressed in “**Our Long-term Vision**” This is the purpose that drives the way we invest for our business to generate positive impacts for all publics we relate to.

Our corporate values inspire employees to work with ethics and responsibility, committed to achieving increasingly better results and strengthen Brazilian agribusiness.

We publish this vision to all our professionals through our Code of Ethics and Conduct. Our principles for building ethical and honest relationships, with all our publics, are also transmitted to employees through the actions and communication of our leaders.

OUR LONG-TERM VISION

To have a positive effect on future generations – and be a world leader in farm business efficiency and respect for the planet

OUR VALUES



We believe those have **passion for what they do** are committed and do it with the maximum quality, preserving their **integrity** through ethical, coherent and unquestionable conduct. These attitudes, together, generate **lasting and respectful relationships** between all stakeholders, producing **sustainable results** that are economically viable, socially just and fair, and environmentally responsible




The application of our Code of Ethics and Conduct is supervised by our Compliance area, which is also responsible for implementation and dissemination of the Compliance System - established in accordance with the 'Clean Company' Law (Law 12846/2013). Dissemination of this culture of honesty is important for us to ensure not only compliance with legal requirements, but also adherence of all our activities to the corporate guidelines, policies and procedures.

A key element for this culture is our training in the Compliance System, which is given both in person and by distance learning. In 2020, with the need for social distancing, we adopted a hybrid model, carrying out our in-person training by video meetings. With this approach, we have increased the percentage of employees trained from 57% in 2019 to 78% in this last year.

Another front for prevention in aspects of compliance is management of risks associated with fraud, corruption, bribery, obtaining of undue advantage or any other deviation in conduct. We evaluate all operations from this point of view, and identify priority actions to strengthen internal controls, improve rules and enhance our employees' knowledge and qualification of these subjects.

We also have the benefit of our Ethics Channel, which is made available by the company Contato Seguro. The channel is open to everyone for receipt of reports of accusations on attitudes that are not in accordance with the legislation or our values. In 2020, the channel received 142 statements, of which 116 were reports of inappropriate conduct, 23 were suggestions and three were consultations. All contacts are registered on an IT platform, managed by a specialized external company. All those making communications to the channel are guaranteed secrecy of information provided, and also the protection of our non-retaliation policy. It is also possible to make anonymous reports.

All communications to the Ethics Channel are analyzed internally, by the Prevention of Losses Committee. If necessary, there is interaction with the reporting party, without violation of secrecy and confidentiality.

 **How to access Contato Seguro**
0800 648 6306
contatoseguro.com.br

HUMAN CAPITAL

Employees' engagement in carrying out activities with efficiency and precision is essential for our company's success, and achievement of the objectives we set out each year. For this purpose we have created and maintain a working environment that attracts and develops people connected to our Long-term View, giving value to diversity, inclusion and individual growth.

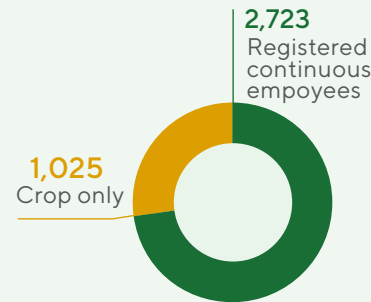
At the end of 2020 we had a team of 2,723 registered employees, with indeterminate-period work contracts, working full-time, 74 apprentices and 44 interns. This workforce is distributed over our 16 farms and the company's administrative headquarters, in the municipality of Porto Alegre (Rio Grande do Sul).

On the farms, over the course of the year, we also employ temporary employees who operate in planting and harvesting of soy, corn and cotton. These professionals have work contracts for specific periods, signed in accordance with all the legal requirements and parameters set by the Consolidated Employment Law (CLT), by Law 5889/73 and by Decree 73626/79 – which

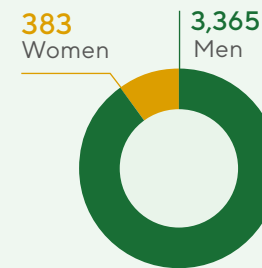


DISTRIBUTION OF OUR WORKFORCE IN 2020

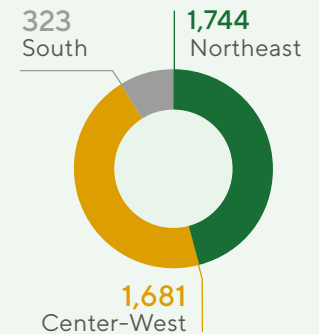
By type of contract



By gender



By region



regulate this type of hiring. The number of employees hired temporarily for the planting or harvesting periods varies over the year, which is why in this Report we always monitor

the average number of professionals in this category in each period. In 2020 this average was 1,025 people, at the same level as 1,021 in 2019.



We research salary levels periodically, to ensure alignment of the remuneration of our employees with market practices

All employees, whether full-time or hired only for the planting and harvesting periods, are covered by collective employment agreements or conventions and have the right to a group of benefits. The benefits package of the SLC Foundation, which covers 100% of the employees, includes medical assistance, a dental plan, life insurance and funeral support, as well as reimbursement of medical expenses and purchases of medication. Full-time registered workers also have the right to extended maternity and paternity leave (6 months for women, 20 days for men), food or meal vouchers, temporary assistance with rental and accommodation on the farms, day-care center assistance, transport vouchers, education assistance, working agreement with universities and a food-voucher card.

We research salary levels periodically, to ensure alignment of the remuneration of our employees with market practices. Reflecting the geographical dispersion of our units, and the nature of our operations in rural areas, salary levels also reflect the local economies. On the farms, the lowest salary paid by SLC Agrícola in 2020 was 11% above the national minimum wage. In the head office, where the vacancies are for corporate work and require differentiated qualifications for each function, this difference was 59% for men and 97% for women.

The indicators related to hirings and turnover are monitored only for the full-time employees. In this group, we have seen the effect of our career development initiatives over the last decade, in reduction of the turnover rate from 49% (in 2010) to 16% (in 2020).

Our Leadership Academy

Our model of people management focuses on continuous development and qualification of our employees. The Leadership Academy is the program through which we encourage enhancement of competencies in those holding posts of leadership, trainees and potential leaders.

The various development programs held annually are based on training and courses focused mainly on alignment to the corporate strategy and enhancement of organizational competencies for leadership. In 2020 the restrictions that were

made necessary to combat the pandemic had a direct impact on employees' participation in training – sessions were adapted to the online environment and, where absolutely necessary, held in person with small groups. The average number of hours of qualification training and employee was 38.2, 49% lower than in 2019.

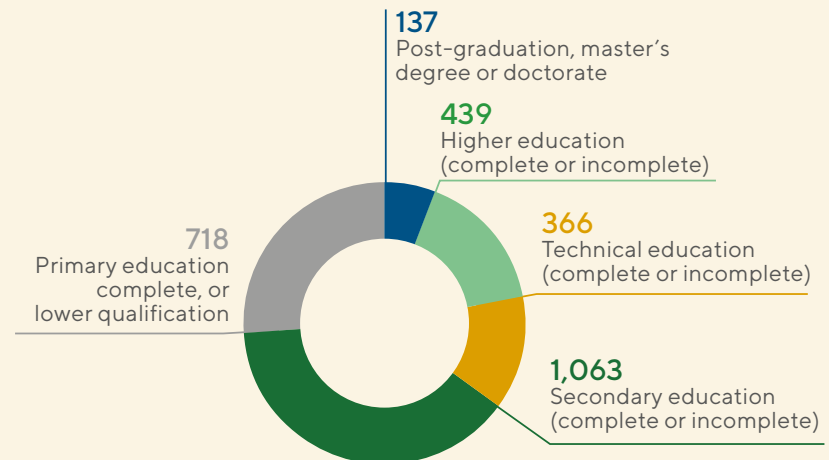
As well as qualification training, the Competencies Assessment model provides structured information for recognition of strong points, and opportunities for development of our leaders. We adopt the 180° model for evaluations, which as well as providing self-evaluation and evaluation by the employees immediate manager, also allow for evaluation of the manager by his

team. Leaders are also evaluated by their teams. Completing the model, the consensus meeting allows for final feedback and structuring of an Individual Development Plan, to be applied by each leader in the evaluation cycle.

Development and continuous training of employees are in the focus of our model of people management

Average hours of training, by type of employee	2020	2019	2018
By gender			
Men	39.4	78.3	64.3
Women	30.3	52.5	41.1
By level of function			
Leadership	56.1	131.2	109.0
Trainees	75.1	161.5	132.7
Operational	36.3	69.3	55.7
Consolidated	38.2	75.2	61.3

Registered employees by level of schooling





The Competencies Assessment is carried out annually and covers all employees hired on the last business day of the previous year. Since 2020, professionals at all functional levels, including operational ones, complete a self-assessment. In parallel, the immediate managers also make an individual assessment of the members of their teams. The two assessments are compared and a third assessment is generated, to serve as a basis for a feedback meeting, in which a score is assigned to the professional's performance in each of Competencies.

Corporative directors, managers and coordinators have an additional element in the Competency Assessment – the assessment carried out by the teams they lead. This evaluation of employees is considered in the formation of the final core of managers by competencies.

In 2020, 87% of the company's total employees went through the Competency Assessment process (100% of eligible professionals). Among the leaders, this global percentage reached 94%. In the segmentation by gender, 89% of employees and 74% of employees were evaluated.

Leadership competencies



LEADERSHIP



TEAMWORK



SUSTAINABILITY



INNOVATION



FOCUS ON RESULTS



FOCUS ON THE CLIENT



SENSE OF BEING 'OWNER'



COMMUNICATION



STRATEGIC VISION

Agriculture 4.0

Digitization and growing use of new technologies in the field also provide a boost to our strategy for employees' development. We act on this front through the Qualification Program for "Agriculture 4.0", which involves a series of training modules and initiatives for our employees to be qualified to use the tools and systems that increase productivity on the farms and in the operational areas.

As well as this investment, we have created Digital Inclusion Spaces in our agricultural units. These are rooms equipped with computers connected to the Internet, which stimulate employees to take part in distance learning courses and develop initial knowledge about IT and digital agriculture.



The quality of our people management model has been recognized by various social institutions and organizations. The awards we have received in 2020 are listed on page 10

Inclusion and diversity

Part of our Long-term View is to promote an inclusive work environment that values diversity. We highlight two initiatives with this aim that we have put in place in all our units.

One of them is the Semear Program, aimed at professional development and growth people with disabilities (PCDs). Our ambition is to go beyond legal requirements (Law 8213/91); we want disabled employees have autonomy and equality in doing their jobs. The Semear program include lectures, behavior training and technical

qualifications – such as training in the LIBRAS sign language for all employees.

Another initiative is the Teaching for Young People and Adults (EJA) program, available at our farms for employees who have not completed primary or secondary education. In 2020, even with Covid-19 pandemic, some units were able to continue giving in-person lessons. On other farms, in municipalities where the impact of the pandemic was greater, lessons were suspended at the order of municipal Education Departments.



OUR STRATEGY



OUR STRATEGY

Since the company was founded, we have understood the importance of agribusiness for the whole of society and worked to build a business model capable of taking advantage of the opportunities of Brazil in recent decades. The capacity to produce grains and fibers with more productivity and efficiency, ensuring economic growth in harmony with social and environmental responsibility, is currently the greatest competitive differential in the sector.

In this context, technology and digitization emerge as determinant factors boosting the Company's growth. The investment in innovative solutions, supported by connectivity of equipment and plantations, accelerates increases in productivity and increasingly sustainable use of natural resources.



Strategic planning for 2020-2024

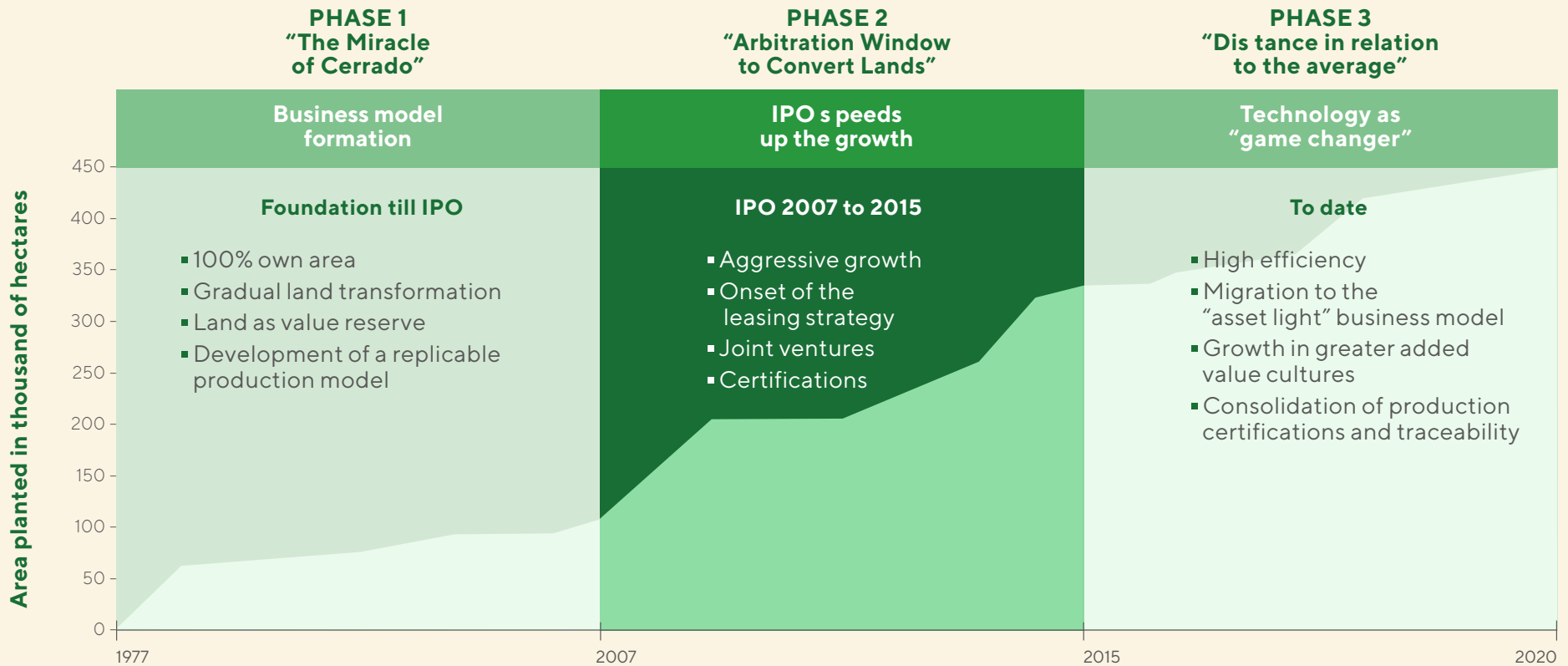
In the last year we have engaged our managers and directors in a cycle of lectures that enhance our physical analysis of the scenario in which we operate, and helped identify risks and opportunities for sustainable development of the business. These meetings follow the PESTAL methodology – the acronym refers to evaluation of positive and negative impacts that political, economic, sociological, environmental, legal and technological changes can have on our activities.

The participants' perceptions and insights were consolidated in discussion sessions, from the point of view of SWOT analysis (strengths, weaknesses, opportunities and threats). The result was our setting out a map of strategy, which was approved by the Board of Directors, bringing together indicators for monitoring generation of financial and non-financial value.

One of the results of this development in our business is that we have stopped opening new areas for formation of plantations. Our present business model is now focused on consolidated areas that need no suppression of education. Approximately 99% of our planted areas are consolidated and on land described as mature – cultivated for more than 3 years.

In the 2020-21 crop, we completed the cycle of expansion with transformation of areas, enabling us to announce a commitment to zero deforestation for agricultural production. In the coming years, even without conversion of areas of native vegetation to creation of plantations, we will be able to reach our targets for production and profitability.

EVOLUTION OF OUR STRATEGY

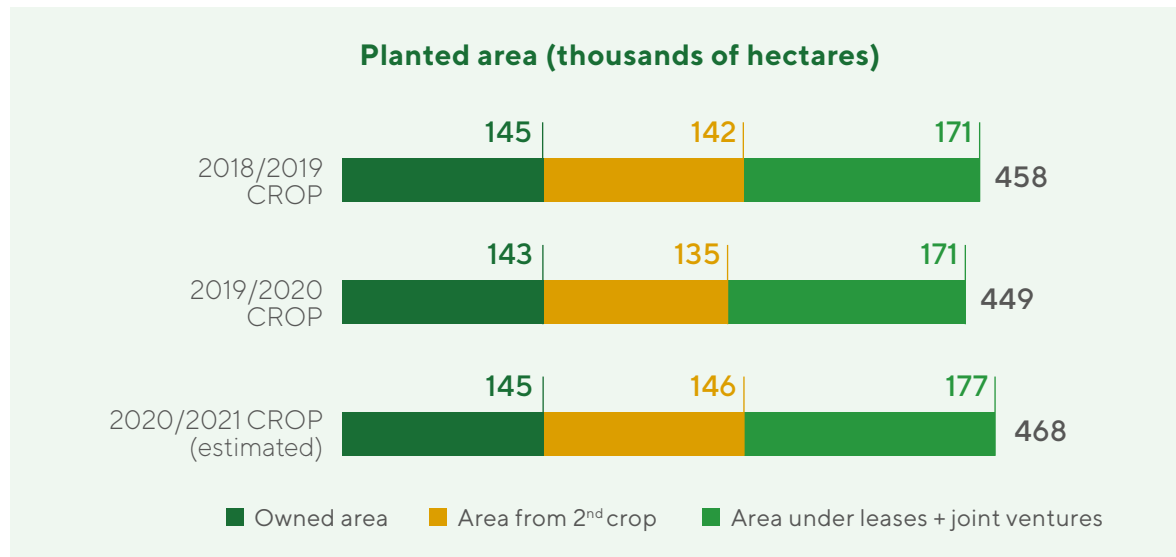


ASSET LIGHT GROWTH

Our business model provides growth in the cultivated area through leasing and formation of joint ventures, as well as maintaining the activities on the farm and by the Company. With this hybrid form of operation, we have expanded the company's generation of value, reduced the need for investment, and given priority in allocation of our financial

and intellectual capital to optimization of the agroindustrial operations.

In the 2019/2020 crops, approximately 52% of planting was on properties that were leased or belonged to our joint ventures. This percentage increased to 54% for the 2020/2021 crops.



Acquisition of areas in Mato Grosso

We issued a Material Announcement, on November 26, 2020, reporting to the market the signature of a Memorandum of Understanding with Terra Santa Agro for the Company to take over the farming operations of Terra Santa.

This business development is in line with, and significantly accelerates, our strategy of asset-light growth, and will make possible important synergies due to the proximity between

the productive units of Terra Santa and those of SLC Agrícola in the State of Mato Grosso. Based on the present intention for planted area for the 2020/21 crop published by Terra Santa, there is potential to increase the area of the Company's plantations by approximately 130,000 hectares.

The enterprise value of the transaction is in the order of R\$ 550 million, of which R\$ 65

million is to be paid with shares in SLC Agrícola and the rest by assumption of the debts of Terra Santa. Completion of the transaction was approved by the Brazilian competition authority (CADE) in January 2021, and depends on certain conditions agreed between the two companies.

Conditions agreed for the conclusion of the sale:

- Satisfactory completion of due diligence on Terra Santa by SLC Agrícola;
- Approval of the transactions by the governance bodies of SLC Agrícola and Terra Santa, as applicable, including the boards of directors and general meetings of stockholders;
- Conclusion of a corporate reorganization of Terra Santa for segregation of certain assets and liabilities; and
- Consent and approval from government authorities, third parties and creditors for completion of the transaction.



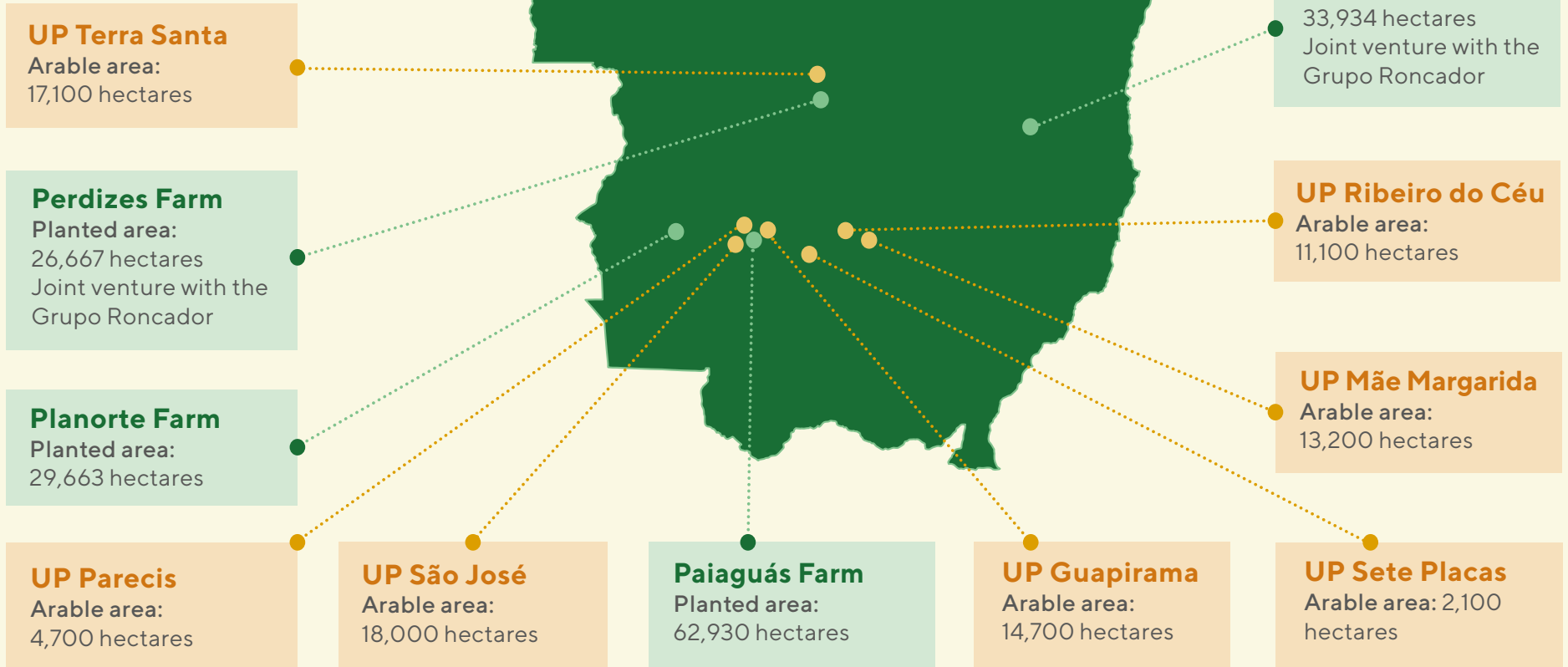
OPERATION SINERGY

PRODUCTION AREA ('000 HECTARES)*



*Total planted area planned for the 2020/2021 crop year, considering first-crop and second-crop cultures.

**Total area of SLC Agrícola across the Brazilian territory.



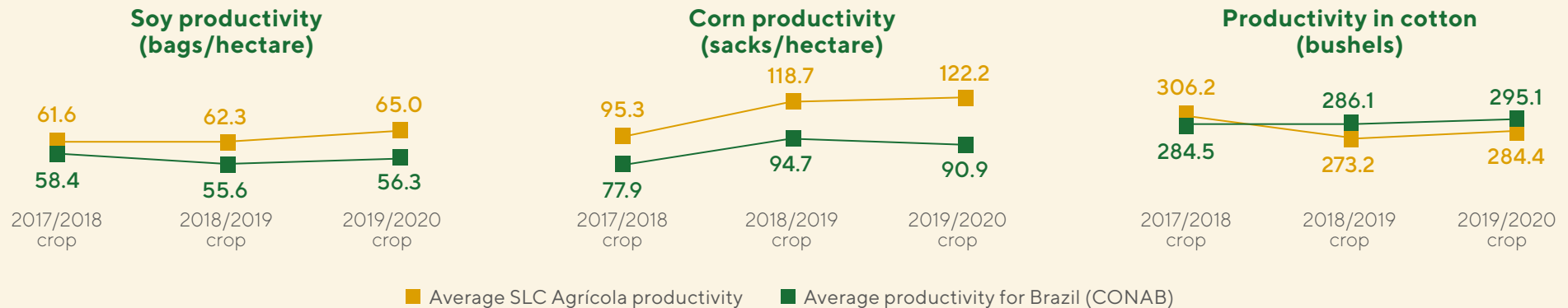
■ SLC Agrícola Farms

■ Terra Santa SA Farms

EFFICIENCY: DISTANCING FROM THE AVERAGE

A combination of initiatives and strategies has helped to increase the productivity of our plantations. The use of new technologies and digital solutions; priority for mature areas (planted for more than three years); and the geographical diversification of our farms enable us to achieve levels of production higher than the average for agribusiness in Brazil – and the world.

Connectivity in the field is one of our priority actions for expanding the efficiency of our farming activities. 2020, we completed installation of Internet systems (with 4G signal) on eight farms, and we aim to have 100% of our plantations connected by the end of the first half a 2021. With this we achieve more speed in monitoring execution of planting and harvesting plans, and monitoring conditions of the soil and the crops.



CONNECTIVITY OF PLANTATIONS



Real-time monitoring of machines and equipment (fleet management)



Digital location and geo-referencing of agronomic parameter analyses (incidence of pests, soil nutrients, etc.)



Adjustments to reduce fuel consumption



Selective and directed application of inputs and pesticides



Monitoring of climate conditions and rainfall indices



More than 240,000 hectares of plantation are now connected in our operation

MAIS AGRO Program

The constant quest for efficiency is also reflected in the enhancement of the management systems that we use in our company. In 2020 we continued with the Mais Agro program, to achieve greater speed in the back office processes of our business model – management of production, trading, logistics, exports and other activities.

The various systems used on these administrative fronts will be replaced by a new ERP, a more intuitive management system with tools connected to the Internet. A pilot implementation project in one of our farms will begin in first quarter of 2021, and we expect the other farms to be connected over the course of the year.

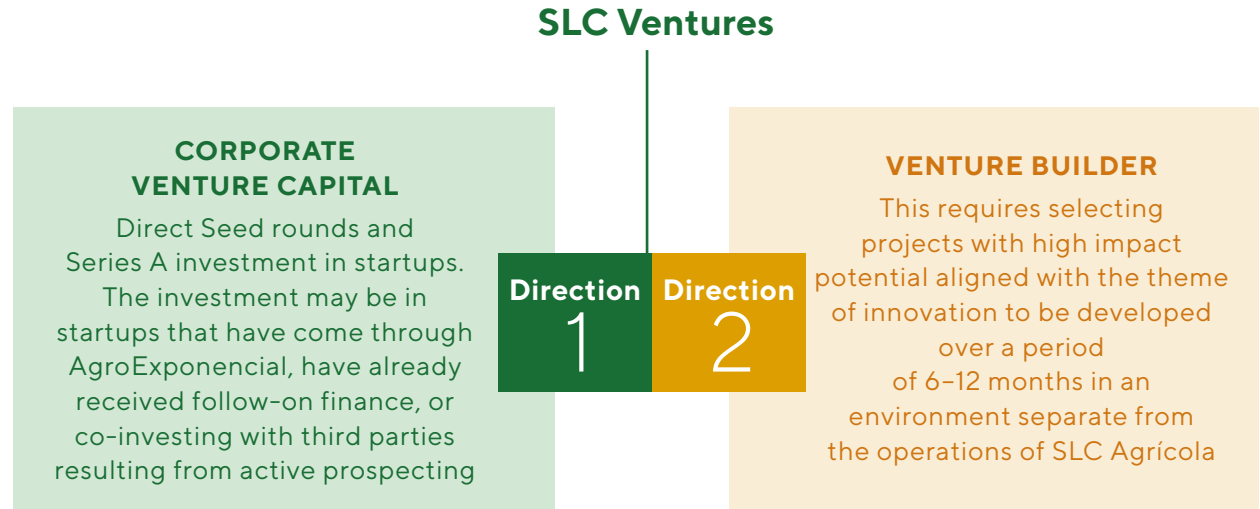


Management of innovation

Research, development and incorporation of new technologies and solutions into agribusiness is one of the growth levers that we invested increase the efficiency and productivity of our farms. We are an early adopter in integration of these technologies, because we believe in the competitive advantages of this operational model.

We have structured a management model for innovation that provides the connection with the ecosystem of startups and directs the focus to resolution of internal challenges in production and trading of our agricultural products stop

Research in the areas of experimentation and trading support decision-making and accelerate productivity gains. In 2020 we made 436 trial runs in 13 farms – a total of 1,500 hectares destined for these activities. The studies are structured on three lines: crop science (production systems); fertility (soil health) and plant health (pests and diseases). Results are also shared with neighboring producers through our Field Days: in 8 events last year, we engaged more than 560 people.



The **AgroExponencial program**, in partnership with the innovation consultancy Innoscience, is one of the fronts for connection with startups. This took place for the second time in 2020, with 8 challenges to be solved with minimally structured ideas capable of being tested. Of a total of 172 companies inscribed, 3 were selected and contracted to develop prototypes of solutions on our farms.

The Ideas & Results program is focused on promotion of innovation among our employees. With the support of training and qualification in methodologies of innovation, the platform opens opportunities for employees to suggest improvements and new businesses that relate to

our challenges. At the end of 2020, almost 200 ideas had been presented, and we approved rollout of plans for 6 of them, due to success in the stages of tests and evaluation of results.

In the last year, we also created a new business model to increase innovation in our overall business model. SLC Ventures was formed, to operate in two strategic directions: One is for direct investment by the company to accelerate startups with innovative solutions and a minimum viable product (MVP). The other selects projects with an outlook for high impact in development of a controlled environment, but separate from the farming operation (venture builder).

FINANCIAL SOLIDITY AND GENERATION OF VALUE FOR THE STOCKHOLDER

Higher sale price of soy and corn, and the higher volume of cotton sold in the year, resulted in increases in our company's financial indicators in 2020. For the first time net revenue exceeded R\$ 3 billion – this was 22.1% more than in 2019.

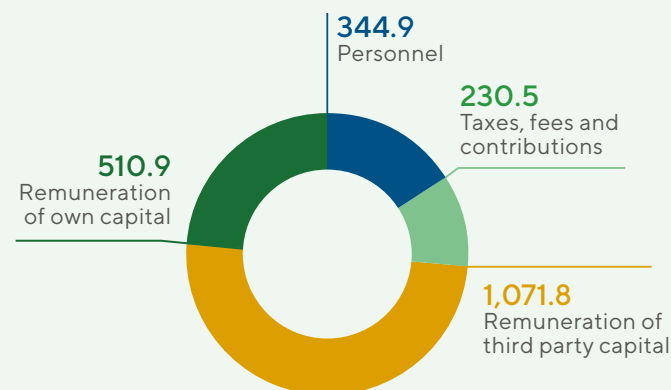
Favorable market conditions also influenced Adjusted Ebitda, which was R\$ 960.3 million in the year, or 34.2% more than in 2019 (this figure includes only farming operations and excludes sales of land made in the year).

Net profit was R\$ 510.9 million, 74.4% more than in 2019 (also excluding the sales of land in 2019). This improvement was mainly due to the higher gross profit on soy and corn.

As a counterpart, depreciation of the Real against the dollar resulted in an increase of 18.4% in production costs, an effect that was partially offset by the greater productivity in the planted areas. There was also a greater need for working capital due to the growth in the planted area.

Financial highlights (R\$ '000)	2020	2019	Varição a/a
Net revenue	3,097,547	2,535,905	22.1%
Change in fair value of biological assets	775,534	504,751	53.6%
Gross profit	1,070,299	783,184	36.7%
<i>Gross margin</i>	34.6%	30.9%	3.7 p.p.
Operational profit	780,930	558,712	39.8%
<i>Operational margin</i>	25.2%	22.0%	3.2 p.p.
Net profit	510,948	315,041	62.2%
<i>Net margin</i>	16.5%	12.4%	4.1 p.p.
Adjusted EBITDA	960,263	795,521	20.7%
<i>Adjusted EBITDA margin</i>	31.0%	31.4%	-0.4 p.p.
Net debt	708,479	973,757	-27.2%
<i>Net debt/Adjusted EBITDA</i>	0.74x	1.22x	-

Distribution of added value in 2020 (R\$'000)





Higher value-added crops

The result was free cash flow in the order of R\$ 415.1 million in 2020, practically twice the figure for the previous year. This strong cash flow enabled reduction of debt by R\$ 265.3 million, and a return to stockholders in the form of dividends (R\$ 147.5 million for the 2019 business year) and Interest on Equity (R\$ 32.3 million for the 2020 business year).

The allocation of capital in higher value-added crops has grown with each crop year in our company. This strategy provides a evolution in revenue generation and margin operational, in addition to the portfolio diversification.

One of the main investments is in the soybean seeds, whose production is partially commercialized under the brand name SLC Seeds. In the 2019/2020 crop year, we produced 373,000 bags of 40 kg and, of this total, we sold 125,000 bags.

The business model was strengthened with the implementation of the Customer Portal, digital tool that improves the relationship between customers, producers and SLC Agrícola.

Other initiatives carried out in our farms also add value to our model business. Crop-livestock integration, reaching a total of 925 hectares in the 2019/2020 crop year, is an example. We also have intensified the planting of second-crop cultures (corn and cotton).

LEADERSHIP IN ESG



The management model that we have adopted provides a wide and integrated vision for connecting our entrepreneurial initiatives with promotion of sustainable development. With it, we connect the competency and efficiency of production of grains and fibers with our Long-term Vision, contributing to social transformation and the construction of a low carbon economy.

Integration of this vision of sustainability is in line with evaluation of our practices and their adherence to the Sustainable Development Goals of the UN 2030 Agenda, and the Food and Agriculture Business Principles of the UN Global Compact. We are a signatory to the UN Global

Compact, and take part in the Sustainable Agro Action platform of the Brazil Network (Rede Brasil) which develops activities guided by the Food and Agriculture Business Principles.

Evaluation of the trends in sustainability, and understanding of the social-environmental impacts of our business, have led us to organize our ESG management model under three priority headings: In this logic, we identify the UN Sustainable Development Goals and Food and Agriculture Business Principles with which we can most contribute in terms of internal investment programs, and also through relationship with communities and other actors of civil society.

We connect the
competence and
efficiency for grain
and fibers production
to our Long-Term
Vision

Materiality matrix

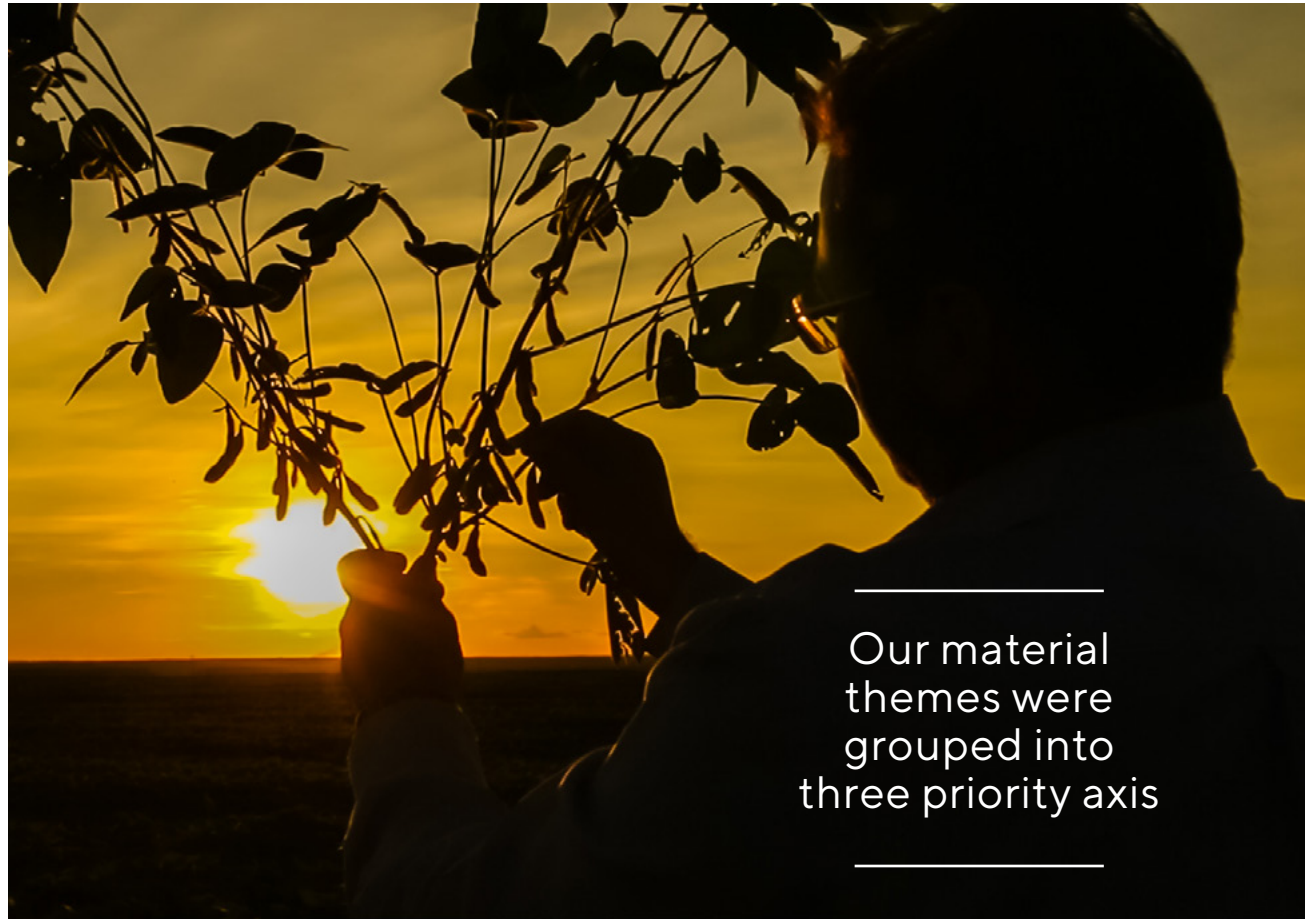
Our management on ESG aspects also considers visions and expectations of the publics we relate to – stockholders, partners in joint ventures, civil and political leaders, our full-time employees, temporary planting and harvesting employees, suppliers, clients, specialists, lessees and lessors, rural producers, associations and unions, schools and universities, NGOs and government organizations.

Based on the social and other impacts comprising the Brazilian ESG standards system NBR 16001, in 2016 we held a direct engagement with representatives of these publics through online questionnaires and surveys. The aim of the consultation was to identify stakeholders' expectations and demands terms of the company's management of sustainability.

The resulting information was connected to a sector benchmarking evaluation and media analyses, and worked on in a workshop with the company's teams. Based on this, 10 priority themes were identified to be the subject of strategic work in our governance, specified in the form of our Materiality Matrix.

2018, taking into account evolution of the market and the demands of civil society, we identified the theme of the company's emissions as strategic, and enhanced our Materiality Matrix accordingly.

As from 2019, these 11 themes were grouped in three priority axes, as a way of organizing our



Our material
themes were
grouped into
three priority axis

actions, projects and investments in each front of activity. With this configuration we integrate our ESG vision to the business strategy and the practices of communication and accountability.

OUR MATERIALITY THEMES ON EACH PRIORITY AXIS

PEAA

Economic feasibility and Values



CLIMATE CHANGE AND SOIL

MATERIAL THEMES

- Emissions
- Environmental compliance

Food security, health and nutrition



WATER AND BIODIVERSITY

MATERIAL THEMES

- Water
- Biodiversity
- Effluents and wastes

Environmentally responsible



RELATIONSHIP WITH STAKEHOLDERS

MATERIAL THEMES

- Economic performance
- Market presence
- Combat of corruption
- Employment
- Workplace health and safety
- Training and education

Human rights and rural communities

PEAA



Our governance

Our corporate governance structure, together with the internal policies and regulations of our management bodies, ensure that the business strategy is executed with responsibility, sustainability and commitment generation of value for stockholders. We first listed the company on the stock exchange in 2007, and since then we have aligned our practices to the highest standards of governance, giving priority to ethics and transparency in the relationship we have established with all the publics that are connected to our business model.

The Board of Directors leads the management of the company, and has the responsibility of setting policies and strategic directives, periodically monitoring the results achieved. The five members of the Board are elected by the general meeting of stockholders for a period of office of two years. Three members of this body (60%) are independent board members, with specific experience and qualifications to ensure a diversified and wide-ranging vision of the external factors, risks and opportunities that can impact the company's business model.

ESG COMMITTEE

Created in 2020, this committee has independent members, and advises the Board of Directors in aspects related to themes of sustainability (environmental, social and governance)

RISKS MANAGEMENT COMMITTEE

Manages implementation and application of the market risks management model, which is essential for protecting capacity to generate value, monitoring changes in the exchange rate and prices of commodities produced

INFORMATION DISCLOSURE POLICY COMMITTEE

We were the first company producing grains and cotton in the world to list on a stock exchange. The committee monitors evolution of communication policies and tools and other processes to ensure the total transparency and high quality of the information provided to the market

STOCK OPTIONS PLAN MANAGEMENT COMMITTEE

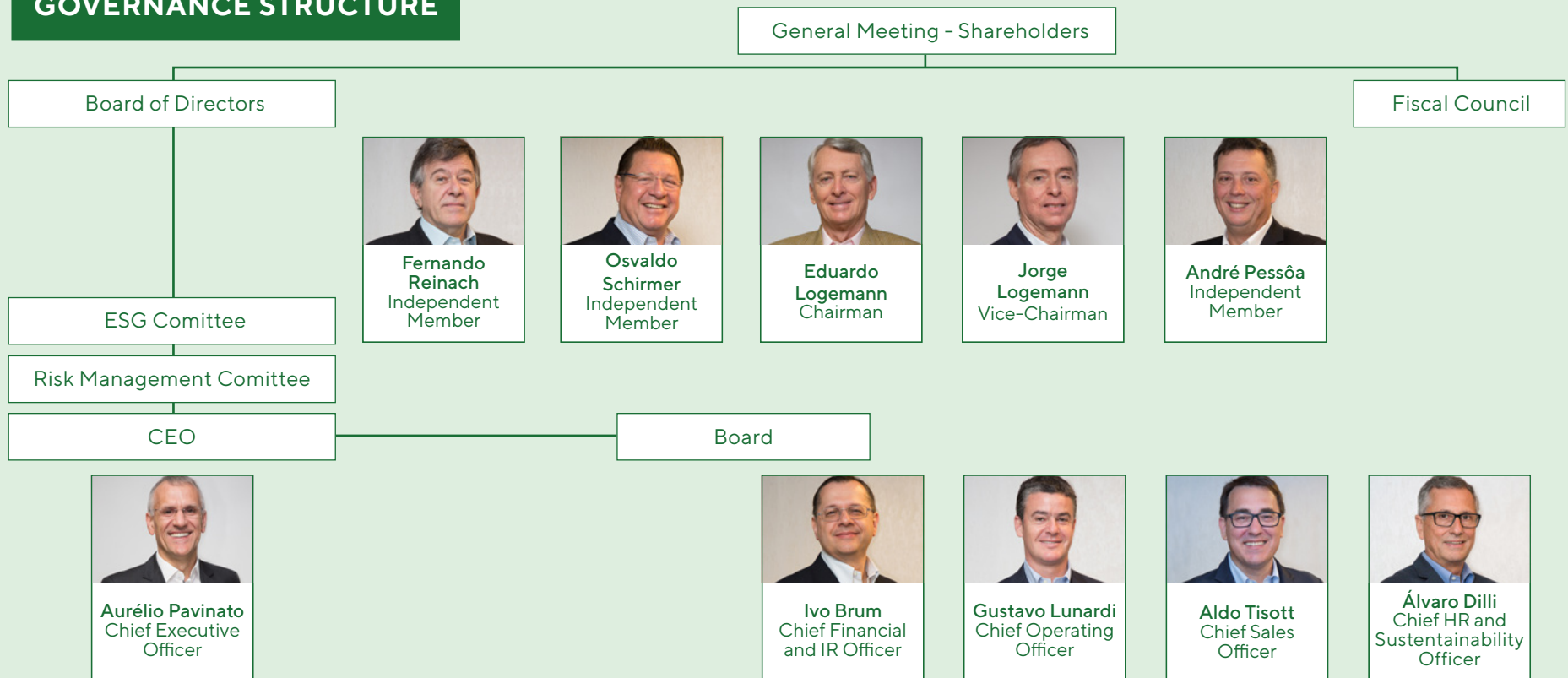
This is responsible for management and administration of companies stock option plan, which is an important instrument for recognizing the value of, and retaining, strategic leaders who have the distinctive levels of knowledge, experience and training needed for work in Brazilian agribusiness

The Executive Board is responsible for management of business, and for execution of the business plan prepared in accordance with the strategic directives. Members of the Executive Board, elected by the Board of Directors for the period of office two years, are chosen based on their professional experience and alignment with the corporate value, and exercise the role of leaders to conduct their teams in their respective areas of operation.

Our company also has a non-permanent Audit Board, which is called and sits whenever requested by the stockholders at the annual general meeting. It has three members, functions independently of management, and checks compliance with the duties under the law and the bylaws of the representatives of our company.

In 2020 our Board of Directors approved creation of the new **ESG Committee**. Made up of five members, it advises the members of the Board in all aspects related to environmental, social and governance matters

GOVERNANCE STRUCTURE



ESG management: systematization

In 2020 we adopted a new solution to support management and decision-making considering impacts and opportunities related the theme of ESG. We implemented the SE Suite Project, with a system developed to create collaboration between activities and ensure critical demands are met on three different fronts:



**MANAGEMENT OF
PROJECT AND
PROCESSES**



**WORKPLACE HEALTH
AND SAFETY**



ENVIRONMENT



**QUALITY
MANAGEMENT**



The system allows all tasks related to the subject of ESG to be visualized together in a single place, enabling management to be exercised simultaneously by the user and also by management. Solutions to our demented deal with a wide range of aspects including, among others: management of documents, licenses and contractual conditions; management of projects and portfolio; registry and investigation of accidents and incidents; compliance with

'golden rules' and rules of safety behavior; and audits and their exceptions.

As well as improving the control of processes and monitoring through indicators and portals, the use of this solution reduces the use of paper and optimizes management with automated routines. In 2021 the SE Suite will continue with the adoption of new solutions to provide greater speed and quality in the Company's development in ESG management.

Risk management

Identifying and managing the risks that can impact our capacity to generate value and develop our business, preparing plans for mitigation, is an essential activity of guaranteeing growth in the agribusiness sector. A range of factors can generate adversities – among the most important are variations in prices of commodities and the exchange rate, climate aspects and questions related to the legislation are activities.

Our Risk Management Policy, in effect since 2019, sets the directives for structuring a broad-approach model applicable all our operations. It also consolidates the continuing processes to be carried out by the managers for identification of scenarios and decision on the treatments to be given to each risk that is identified as a priority.

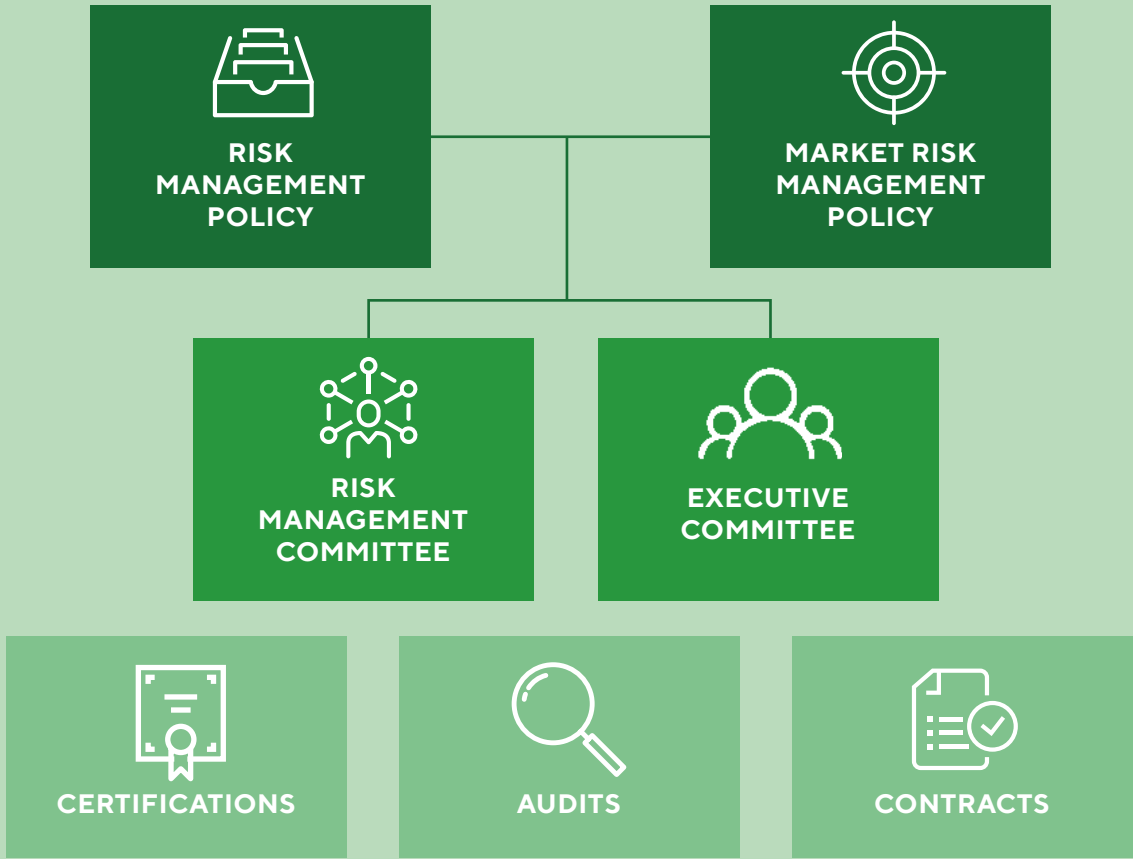
One of the main risks that we manage is variation in commodity prices and the exchange rate. To respond to this we have a hedging strategy, underlined by our Market Risks Management Policy. The Operational Committee and the

Risk Management Committee assess levels of the company's exposure at the beginning of each quarter, deciding on the instruments (derivatives) to be contracted for hedge operations in the period.

All appointments
in dollar have
hedge, as
our Policy of
Risk management
of Market



**RISK
MANAGEMENT**



**INTEGRATED
MANAGEMENT
SYSTEM (SGI)**

HEDGE

RISKS
Strategic | Operational | Financial | Regulatory and/or Compliance | Socio-environmental | For Image

Integrated Management System

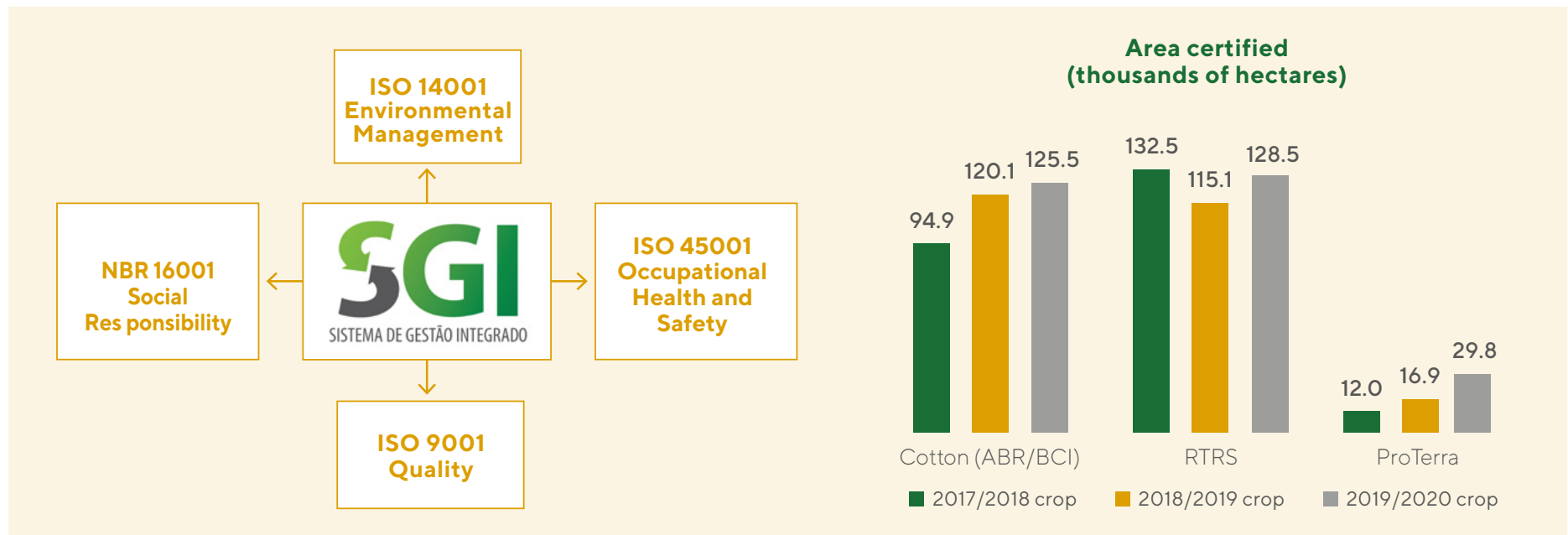
Our governance, and the risk management model, also address management of the environmental, occupational and social risks of our business. Our mechanisms for mitigation and protection of these factors are based on the Integrated Management System (SGI) that we put in place in the company more than 10 years ago.

The SGI brings together the procedures and plans of action related to management of the environment, workplace safety, social responsibility and quality management. Systems were built and consolidated considering the best standards of

the market, and as a result certified with the most recognized international standards.

The SGI and certifications are implemented in a standardized manner in our farms. At the end of 2020 we had 11 units (the head office and 10 farms) certified under ISO 14001, ISO 45001 and Brazilian Standard NBR 16001. A further seven units (the head office and 6 farms) are certified under ISO 9001. Our objective is to complete integration of all the units by 2024. The procedures of periodic internal audits and external verifications for these specifications are also specified in the SGI.

As well as the certifications of the management systems, we also take action for our commodity products to have their quality, traceability and responsible production model attested in accordance with the best practices and guidelines. These certifications, internationally recognized, qualify our company to access the most important markets worldwide, strengthening our strategy of growth and addition of value to our products.



OUR CERTIFICATIONS

Integrated Management System (IMS)

ISO 14001

Defines the requirements for implementation and improving of operations' environmental management system.

ISO 45001

Guides the structuring of norms and procedures for a system of management of health and safety conditions in work environment.

NBR 16001

Establishes requirements for social responsibility management system, directing the operations towards promoting citizenship and social development.

Soybean

RTRS (Round Table on Responsible Soy)

Establishes an international standard for environmentally correct, socially fair and economically feasible soy production.

ProTerra

Standard that ensures compliance with environmental and social requirements in the production of grains without genetic modifications (OGM).

Quality Management System

ISO 9001

Guides the adoption of policies and requirements to ensure standardization, monitoring and documentation of the production process.

Cotton

ABR (Responsible Brazilian Cotton)

Promotes sustainable cotton production encouraging the adoptions of good practices of environmental management, social responsibility and sustainability vision.

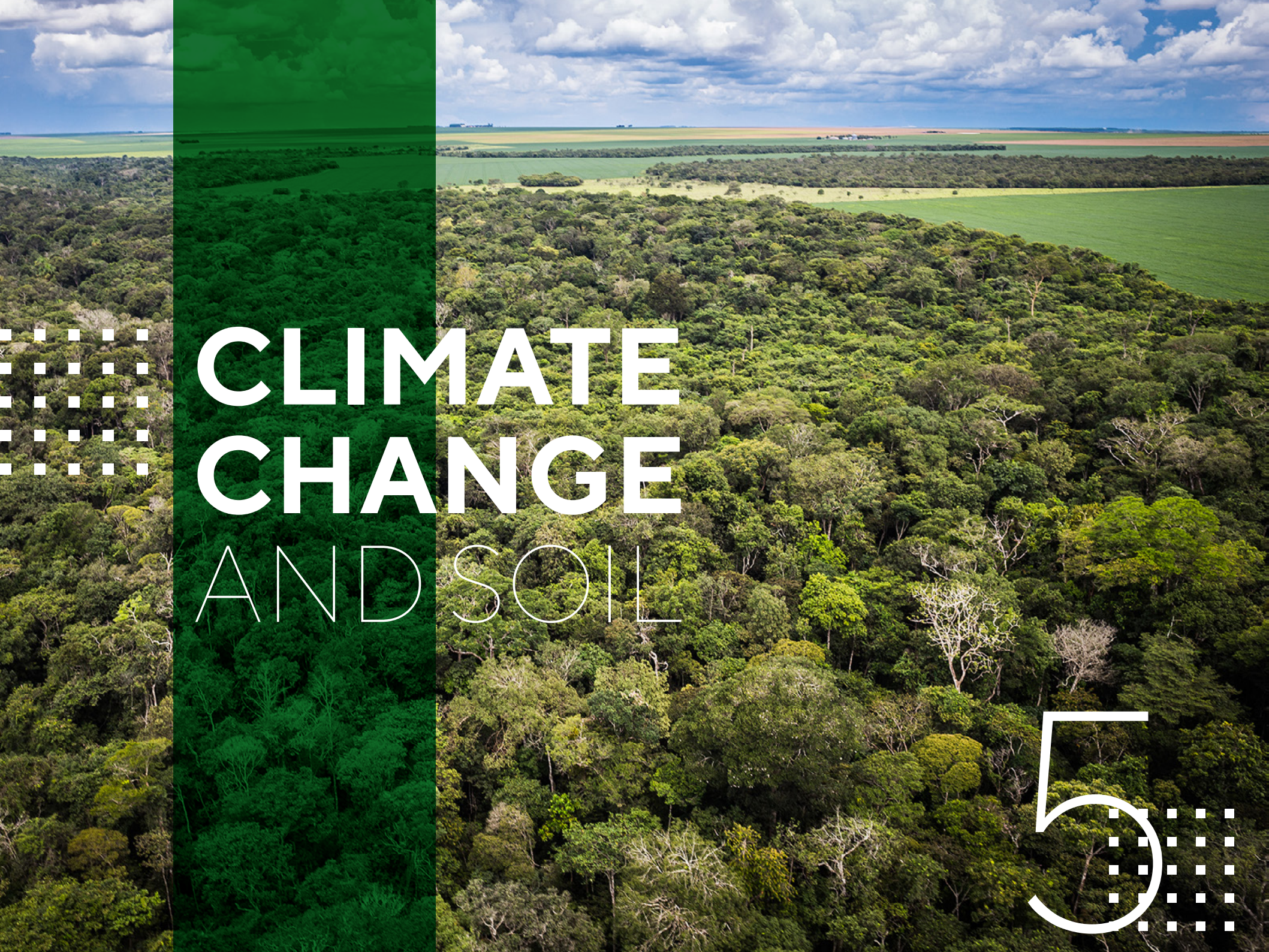
BCI (Better Cotton Initiative)

Encourages awareness in the whole production chain of the importance of fair labor relations and socio-environmental responsibility in the field.



BUSINESS MODEL





CLIMATE
CHANGE
AND SOIL

5



SOIL HEALTH

Changes in the climate caused by the increase of the planet's average temperature are critical for all productive sectors communities. Changes in rainfall patterns, intensification of catastrophic climate events, and growing processes of desertification, can have a severe impact on agricultural potential.

To contribute to reversal of these risks, our objective is to reduce the carbon footprint of our model of production. We also operate to potentialize the mechanisms for carbon sequestration and capture in the soil, through appropriate agricultural techniques.

Our 16 farms, in the Center-West and North-eastern Regions of Brazil, are in the Cerrado,

the Brazilian biome with the best climate and soil conditions for cultivation of soy, corn and cotton. The strategic positioning and geographical diversion of these properties creates a portfolio of landholdings resilient to climate variations, ensuring high productivity during all the crop periods.

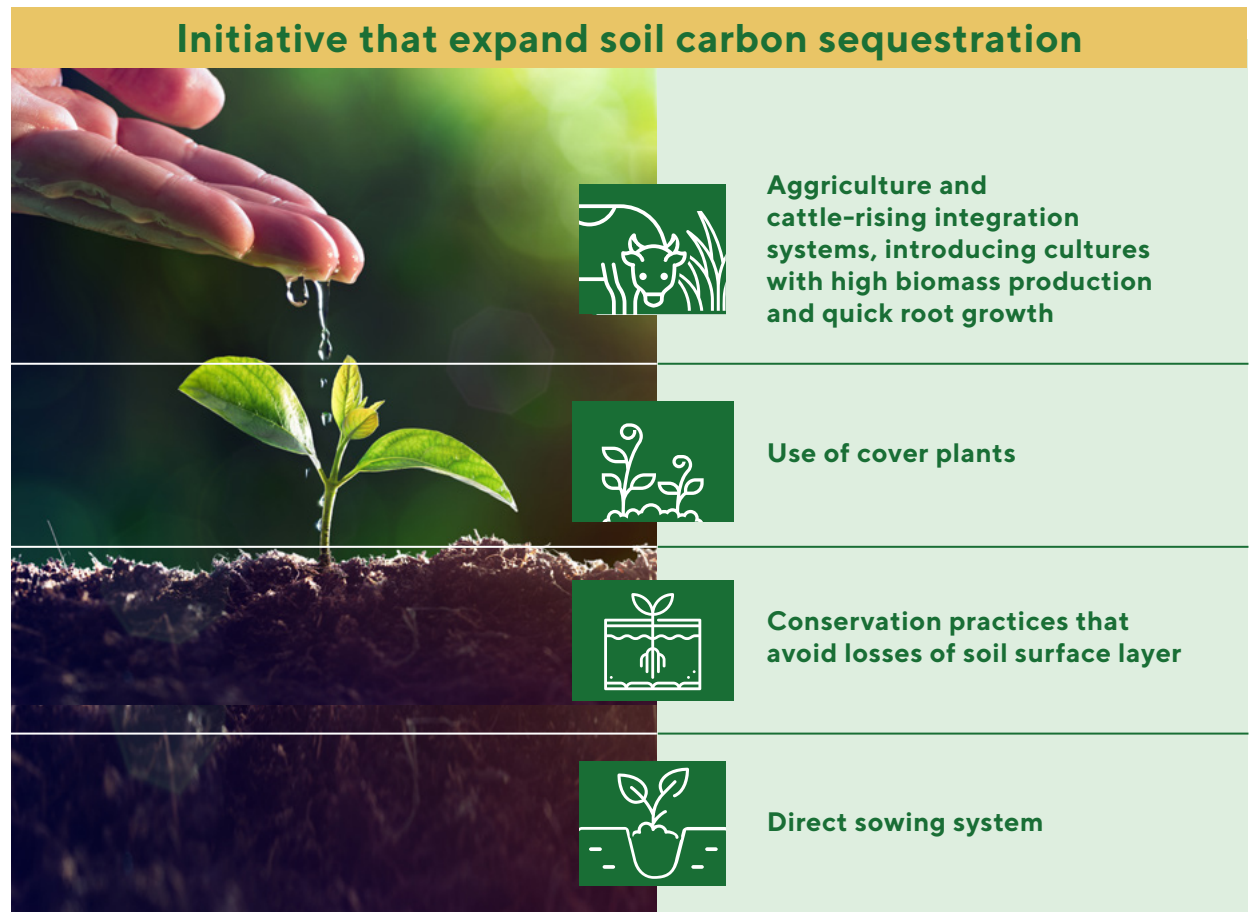
To be even more efficient, we adopt state-of-the-art farming practices, which reduce losses and take the maximum advantage of the potentials of each cultivation area. Further, we increase positive environmental impacts through techniques that increase the absorption of carbon by the soil – such as direct planting, maintaining of straw coverage, crop rotation, and integration between crops and cattle raising.

Soil farmed with direct planting has potential to absorb 300kg more carbon per hectare than the traditional method. We use this technique in approximately 90% of the area that we cultivate in each crop-year, representing a potential of approximately 360,000 tons of equivalent carbon. This is equivalent to planting of 51,000 trees

Technology is an important ally for us in this activity. In 2020 we began use of an Artificial Intelligence platform to support the farm planning phase, in which we define the parameters for the next crop in accordance with detailed analysis of climate forecasts, nutritional balance and costs of production.

The platform uses data compiled over 20 years in more than a thousand plantations throughout all of

our farms, and as a result presents suggestions for the types of seeds and planting indicated as most appropriate for each plantation area, with a view to maximum efficiency from the point of view of production and use of inputs and natural resources. As a result our leaders and engineers have more assertiveness for taking day-to-day decisions.



Integration between planting and cattle raising



One of the competitive advantages of Brazilian agribusiness is the possibility of producing two grain crops (soy and corn or cotton) on the same planted area. This technique increases the productivity of the farming areas, generates value for producers, and helps maintain the fertility of the soil over the year.

In 2020 we expanded this operational model to operate also with planting of pasture and cattle raising in some specific areas of our farms. These locations were selected because they presented lower levels of profitability from the second crop, but high potential for development of grasses (brachiaria) that serve as feed for cattle.

With this initiative, we begin a virtual virtuous cycle to achieve maximum utilization of assets. Cattle raising plays the role of a “third crop”, fattening cattle, while increasing soil fertility, due to deposit of organic nutrients.

In the last year we have integrated crop production with cattle raising in a total area of 925 hectares. Our involvement in the cattle cycle is only in the second phase, fattening (‘recria’), and that not include initial rearing or slaughter.

EFFICIENCY IN **CULTIVATION** AND IN THE AGRO-INDUSTRY

Leaders and employees in our farm and agro-industrial units have the mission of executing strategic planning perfectly, to achieve maximum productivity and efficiency in our production model. Our innovation and pioneering in the adoption of new technologies bring us significant gains with each crop.

The digital approach to agriculture is essential for the success of our strategy. Our increase in digital coverage of our plantations has opened opportunities for connectivity of machines, equipments and people. Each 4G LTE tower installed supplies Internet signal to an area of 35,000ha. This enables us to use applications in real-time to manage the fleet of harvesters and tractors, accompany operations, and make analyses digitally of economic and other data related to the operation.



Selective application of weedkillers

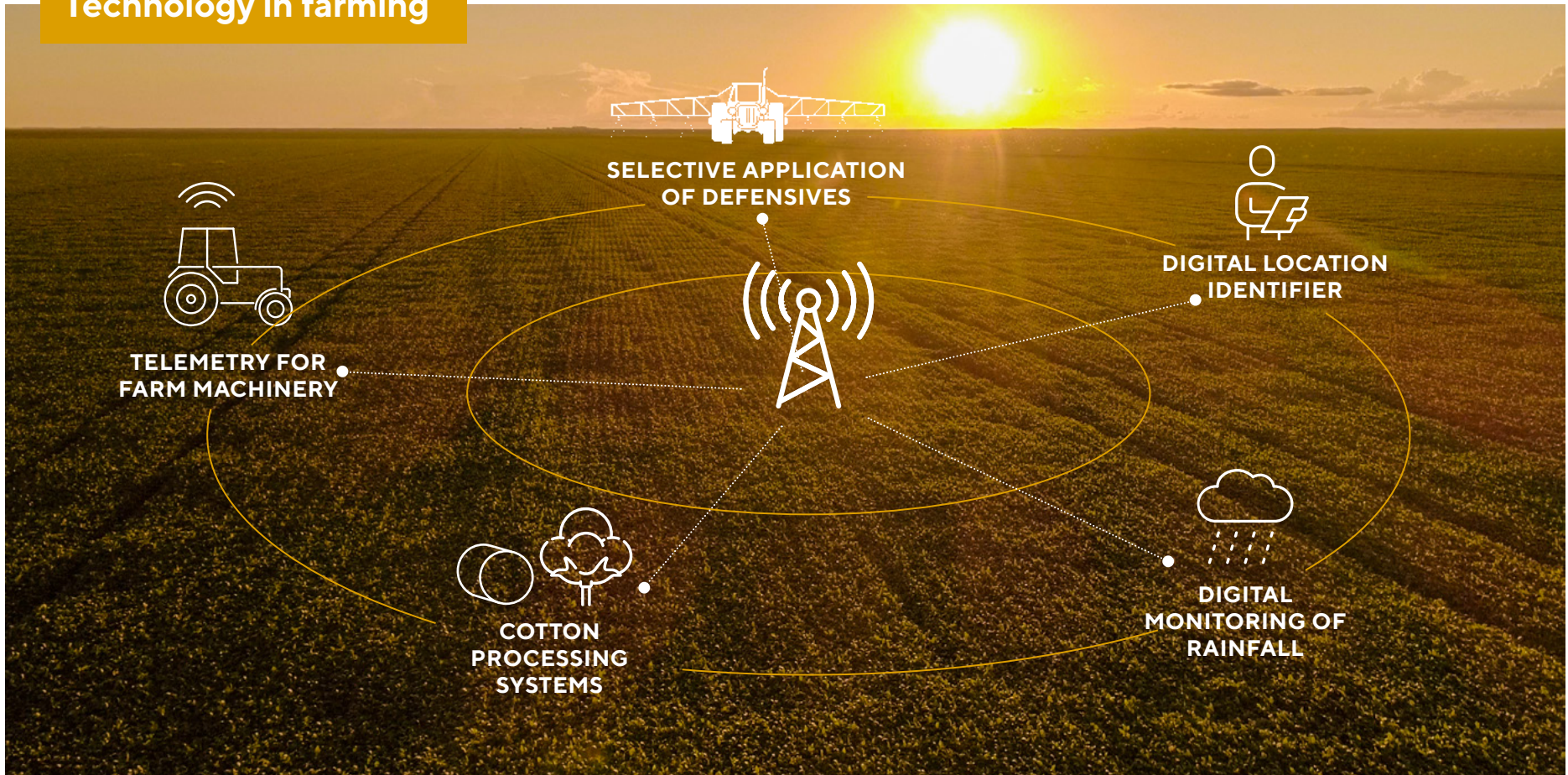
The technology for the selective application of weedkillers is one of those with the most significant economic and environmental gains in our farms. Sensors installed in the weedkiller spraying machines identify the presence of invasive plants in real time, applying agricultural defensives only where necessary.

Localized application reduces the use of herbicides in crops by up to 90%. Innovation is being implemented at all of our farms, with very positive results to drive its expansion to other units.

Another possibility is the installation of telemetry in the farm machinery, or online monitoring of functioning conditions. This will enable us to assess how the equipment is functioning during operation, and make adjustments such as optimizing fuel consumption, routes to be followed and other aspects.

In the industrial area, where we process products, technology helps to speed processes and increase the quality of grains and fibers. With this in mind, we have created our so-called 'Software Factory', an internal area developing applications to meet demands of the operations, with focus on greater efficiency and connectivity.

Technology in farming





REDUCTION OF EMISSIONS

As well as efficiency and productivity, we also work to reduce emissions of greenhouse gases caused by our activities. This is how we connect the investments we make with generation of value for the whole society, helping to reduce the concentration of greenhouse gases in the atmosphere while at the same time pursuing our purpose of providing grains and fibers for human development.

In 2020 we completed our 10-year plan for reduction of our emissions. We aim, by 2030, to reduce our greenhouse gas emissions by 25%, through investment in new technologies in the field and in the industry.

The financial resources to be applied in the projects that will make it possible for us to meet this aim have been raised, through our first issue of Green Bonds. In 2020 we raised R\$ 480 million in Agribusiness Receivables Certificates (CRAs), classified as Green CRAs in a Second Opinion evaluation and report. These securities mature in 2025. The whole of this funding will be applied in eligible projects approved under the Digital Farming, Low Carbon and Soil Conservation, and Green Fertilizer programs.

Measurement of emissions

Every year we prepare our greenhouse gas emissions inventory in accordance with the Brazilian Greenhouse Gas Protocol Program. The study measures the quality of greenhouse gases that we issue over the year in our direct activities (Scope 1) and in acquisition of electricity (Scope 2).

In three years of this work we have found opportunities to improve the methods of calculation and come as close as possible to complete estimates of emissions and carbon capture in the reality of our work in the field. Part of this effort, for example, is development of a tool based on mathematical models to quantify emissions taking into account the environmental variables of each area in the farms.

Our aim is that the inventories of the coming years should help to achieve better comprehension and confirmation of results on emissions with greater assertiveness than all the other companies in the farming sector.

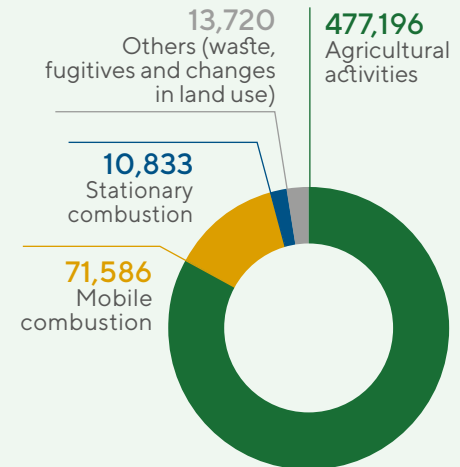
Among the agricultural activities in our business model, application of nitrogen fertilizers is one of the principal factors for emissions of greenhouse gases. In 2020, the GHG Protocol changes the methodology of calculation of this category of emissions, based on analyses by Unicamp University and the research Institute WRI Brasil. The adjustments reflect checking and analysis of results published by the Inter-governmental Panel on Climate Change (IPCC).

For this reason we have revised the emissions inventories produced in the prior years, applying this new methodology. The new calculation is shown in this report, including the three past invented, to enable comparison.

Greenhouse gas emissions inventory (kt CO₂e)

	2019	2018	2017
Scope 1	573	569	482
Scope 2	3.7	3.9	4.2

Scope 1 emissions by category in 2019 (tCO₂e)





WATER

AND BIODIVERSITY



RESPONSIBLE CONSUMPTION IN **THE CERRADO**

Conservation of water resources and biodiversity is one of the priorities for the company's integrated management. Our objective is to promote a responsible agriculture that is connected to the environment, with a balance between the natural areas and cultivation.

Our initiatives are directed to eco-efficiency of production, protection of springs and water resources, and development of reforestation and recovery areas.





The Cerrado has an important function for availability of Brazil's water, since this biome contains springs and riverbeds that supply 8 of the 12 Brazilian river basins. With 16 farmers in Brazil's central region, we believe that operating an agriculture with the lowest possible use of irrigation is part of our social-environmental responsibility.

At present, 99% of the areas that we cultivate do not use irrigation systems – this is

known as dry, rain-fed or non-irrigation farming. The periodic rains are sufficient to ensure the quantity of water and soil humidity needed for our plantations. This percentage may change each year, but it is always at high levels compared to the national average. On the Pamplona and Palmares farms, whether cultivation is irrigated, we adopt the Icrop, which continually monitors the soil's specific demand for water for the next 24 to 48 hours.

Bio-factories

We have 11 units producing bio-pesticides used on our farms, each one with capacity for 15,000 liters per week. In the structures we produce and test six different types of microorganisms, whose application in substitution to synthetic products is interesting for the natural balance of ecosystems and, combined with localized application technologies, reduces the demand for volume of materials and water in operations.

We only decided who install irrigation systems (with central pivot sprinklers) after painstaking technical analyses considering the productive potential of each location mapped and its rainfall deficit. This evaluation also into account water supply stress risk, due to shared use of water for human supply and other purposes. All these factors are part of the structuring of the plan that we make before each crop decide the areas for cultivation.

According to the parameters of the Aqueduct Water Risk Atlas, a platform made available by the World Resources Institute, the Pamplona and Panorama farms are in regions of high water stress, with the other units installed in

regions of medium stress. The Pamplona farm has a central pivot type irrigation system and uses Icrop technology, as previously mentioned. Panorama farm does not have irrigation, that is, 100% of its area uses rainfed planting.

The water that we capture for our operational activities comes mainly from artesian wells, but there is also direct capture from rivers in four of our farms. All water capture strictly follows the grants given by the environmental bodies, and monitored monthly with hydrometers that we have installed. One of the challenges in management of this aspect, due to the scale of our operation, is to ensure metering at 100% of the water capture points, via hydrometers – at

present consumption is estimated in some of our operations by the capacity of pumps and the number of hours in use.

In 2020, the total volume collected was 18.6 million cubic meters, a reduction of 28.6% in relation to the previous year (26,1 million cubic meters). Of this total, 94% went to the Icrop on the Pamplona e Palmares farms. The rest was consumed in support activities, such as application of weedkillers, washing of machines and equipment, and human consumption. At the head office, where we have only administrative activities, water is supplied by the local water company, and totaled 146 m³ in the last year.

Water capture by source in areas with high supply stress ('000 m³)*

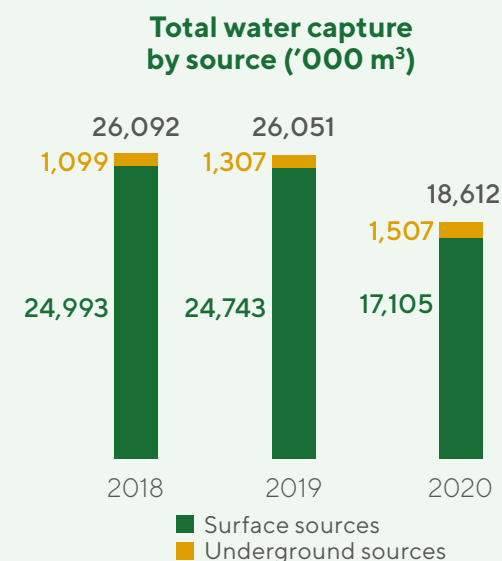
	2020	2019	2018
Surface sources	3,154.4	10,874.3	10,874.3
Underground sources	205.2	170.8	228.7
Total	3,359.6	11,045.1	11,103.0

* Considers the Pamplona and Panorama farms – part of the consumption of the Pamplona farm is estimated. All the water captured has less than 1 g/L of total dissolved solids.

Water capture by source in areas without supply stress ('000 m³)*

	2020	2019	2018
Surface sources	13,950.5	13,869.1	14,118.5
Underground sources	1,302.1	1,136.6	871.1
Total	15,252.5	15,005.7	14,989.6

* Considers All the farms except Pamplona and Panorama – part of the consumption is estimated. All the water captured has less than 1 g/L of total dissolved solids.





We prioritize eco-efficient technologies that reduce water in term of flow and amount

In all units we carry out awareness campaigns for conscious consumption of water resources. Also, we give priority to eco-efficient technologies in our facilities, such as taps with timers and aerators, which reduce the time and volume of water flows. We also have mechanisms to avoid new water capture when it is possible to reuse water. In the Effluent Treatment Stations, built in nine farms, domestic effluents are treated and disposed of in lakes for re-use in humid-

ifying access roads. In 2020 stations treated 138,700m³ of water – similar annual volume to previous years.

As well as the effluents that are directed to treatment stations, our operations also generate effluents contaminated with hydrocarbon and weedkillers, from washing of machines and equipment used in all the operations of farms, and aircraft used for spraying. These two cat-

egories of effluents are treated differently: the first group (those with hydrocarbons) go through water/oil separation chambers; the second (with weedkillers) undergo a system of treatment with ozone. With these practices, we ensure compliance with the standards set by the Brazilian National Environmental Council (Conama) and environmental authorities. We analyze the quality of effluents at least annually, or more frequently when required by the regulations.

WASTE MANAGEMENT

We manage the appropriate disposal of solid wastes with the objective of preventing contamination of the soil. The farms follow all procedures and protocols established in our Integrated Management System.

Further, we are continually enhancing our operation with the use of technology and innovation. One of the solutions we have developed internally is Agrostock, an application that registers and traces the plastic packagings of the weedkillers that we use. With this we ensure that the material is correctly stored during the whole of the period in which it circulates on our farms, until its return for processing and recycling.

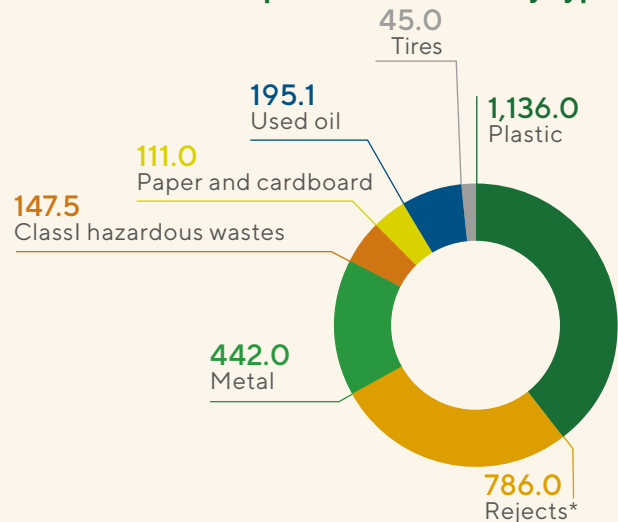
On the farms, all the materials are stored in Temporary Waste Centers, separating the

hazardous from the non-hazardous materials. Periodically, a specialized company contracted by SLC Agrícola collects wastes from the units and takes care of their appropriate disposal.

In 2020, we generated a total of 2,800 tons of wastes, 24% more than in 2019. This increase may be related to the increased time of storage in the Temporary Centers, since weighing takes place only when the specialized company collects the wastes for disposal.

The greater part of the volume generated (88%) was classified as non-hazardous. Further, approximately 73% of the total of wastes generated (hazardous and non-hazardous) was allocated to processes – recycling and co-processing – that enable them to be re-inserted into the productive cycle.

Waste disposed of in 2020 by type (tons)



* Leftover food, sanitary waste, sweepings and other materials that cannot be recycled.

Disposal of wastes by method of disposal (tons)

	2020	2019	2018
Non-hazardous			
Recycling	1,733.3	1,333.3	1,060.9
Landfill	786.3	528.3	528.3
Subtotal	2,520.0	1,861.6	1,589.2
Hazardous			
Co-processing	147.5	110.5	156.3
Recycling	195.1	194.0	544.7
Subtotal	342.6	304.5	701.0
TOTAL	2,862.6	2,166.1	2,290.2

We also disposed of 2,200 batteries and 1,400 lamps, the weight of which is not calculated because we record them by number of units.



PROTECTION OF **NATURAL AREAS**

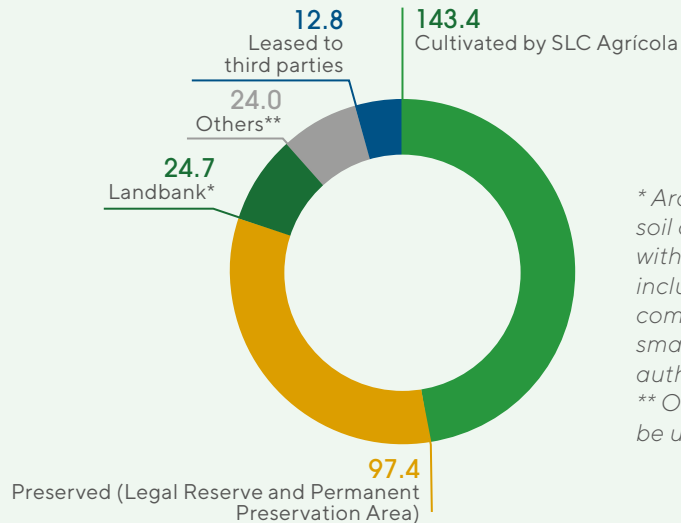
A total area of 97,400ha of our farms it's allocated to preservation of natural forest and biodiversity. This is quantity of Legal Reserves and Permanent Preservation Areas (APPs) that we maintain, following the requirements of the Brazilian environmental legislation. Also, we maintain sapling nurseries on 8 farms, which supply saplings to local communities (such as prefectures, NGOs and teaching institutions), predominantly of species native to the Cerrado.

More than just ensuring that our operations are compliant with legislation, these areas play an important role in our business model – by evidencing the possibility of harmonious coexistence between highly productive plantations and the natural vegetation of the Brazilian Cerrado. They perform a significant ecosystemic service, in preservation of the water resources, and protection of the rich local biodiversity.

To achieve wider positive impacts, we act in partnership with universities and civil society organizations that develop projects preservation of the fauna and flora of the Cerrado. In 2020 we continued our support for the Pantanal Headwaters Defense Pact (Pacto em Defesa das Cabeceiras do Pantanal) and the Cerrado Biodiversity Conservation project – two highlight initiatives carried out in the Center-West region of Brazil.



Use of area owned by SLC Agrícola ('000 hectares)



* Arable areas in the process of soil correction and development with vegetation cover for future inclusion in the planning for commercial plantation, and a small area (1,600) awaiting authorization for opening.
** Offices, roads, areas not able to be used for cultivation.

We have been signatories to the Pantanal Headwaters Defense Pact since 2018, and contributed to its evolution through participation in environmental education initiatives, recovery of degraded areas, and protection of APPs.

The Cerrado Biodiversity Conservation program, developed on the Planalto farm, is the result of a partnership with the Federal University of Rio Grande do Sul (UFRGS). The academic research by a capital student focuses on assessment of the impact of farming activities for improvement of the quality of protected areas (APPs and Legal Reserves) close to the Emas National Park (Parque Nacional das Emas) and the Taquari River Headwaters Park.



RELATIONSHIP WITH **STAKEHOLDERS**

SAFETY AND QUALITY OF LIFE

We build ethical and transparent long-term relationships with all the publics who are connected to our business model. We identify and seek to enhance our activities to meet the expectations and demands of suppliers, employees, and the communities of the municipalities where we operate.

In this relationship we also act to disseminate our corporate values and the strategy for materializing our purpose – our Long-term Vision. Our open dialog and our respect for diversity are the two pillars that sustain our overall relationship.

Our priority commitment is to the safety and health of our employees and the people in our operations. The Integrated Management System (SGI), which is certified under the new ISO 45001 standard (see more on page 43), establishes the procedures and protocols for avoiding the risk of accidents, executing plans for continuous improvement, and promoting health and quality of life.

The adherence of our units to the SGI is evaluated monthly, in all the farms (even those that do not have certification), through the SQP – Safety, Quality and Productivity – Program. The SQP requires the local committees, comprising the manager of the farm, the coordinators of areas, and other indicated professionals to monitor a series of indicators to identify opportunities for improvement and establish plans of action.



Aspects of health and safety, adherence to operational rules and procedures, and product quality, are discussed in these meetings. Indices of frequency and seriousness of accidents are also evaluated, with a focus on prevention and direction of action to meet our zero-accident target.

The culture of safety among teams is continually strengthened, over the whole of the crop period, through specific and planned initiatives:

THE CONSEQUENCES POLICY, AND THE GOLDEN RULES

These constitute a directive that formalizes conducts expected from employees for safe work, and provides for disciplinary measures in the event of non-compliance.

THE SAFE PRACTICE INDEX (ISP)

This is a mechanism for monitoring the adherence of employees and the work environment to the safety rules and practices.

THE SAFETY BEHAVIOR PROGRAM

This comprises field inspections by leaders of units to monitor practice of safe conduct, identify non-compliance, and orient workers on safety procedures.

TRAINING

A schedule of annual courses for appropriate qualification of workers, in accordance with applicable legal requirements and the company's operational procedures.

INTERNAL RURAL WORK ACCIDENT PREVENTION WEEK (SIPATR)

This is an event to generate employees' awareness of and sensitivity to the importance of prevention of work accidents, safe behavior and the adoption of healthy habits.

INTERNAL RURAL WORK ACCIDENT PREVENTION COMMITTEES (CIPATR)

These are committees established on each farm, representing 100% of the workers, to discuss initiatives and actions for protection and prevention of accidents.

PROMOTION OF HEALTH

Monitoring of periodic medical exams of workers, with first aid rooms, ambulances and a health team made available on the farms, serving both the professionals contracted by SLC Agrícola, and also third parties.

CHECKING OF SUPPLIERS

Documentary evaluation of partners to ensure their legal compliance in terms of workplace health and safety.

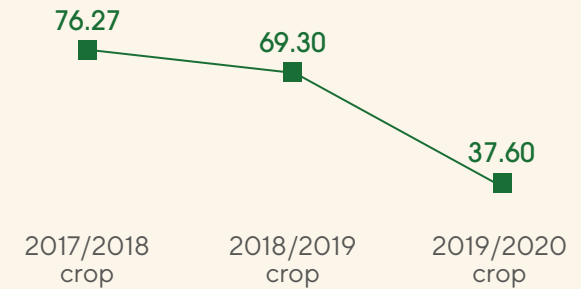


Occupational Health and Safety management was digitalized in 2020, with implementation of the SE Suite platform (read more on page 40), which enables the principal routines to be monitored and managed online in real-time, with data made available all managers. This technology also resulted in the evolution of the procedures for investigation of accidents, with each event registered and notified to leaders.

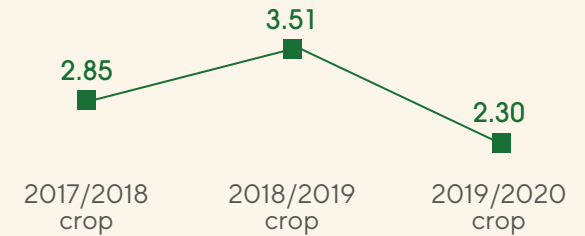
After registration on the SE Suite, we begin a process of investigation with formation of a multidisciplinary group of managers and employees with experience in the area in which the event occurred. Under the coordination of the corporate Workplace Health and safety team, this group studies the event to determine its causes and propose improvement measures to avoid its happening again. All the actions are registered in the system and monitored ensure their implementation. The results are also notified internally, including to the entire Executive Board.

In 2019/2020 crop, we had a significant reduction in the number of accidents causing time off work, both among the company's employees (from 38 in 2019 to 25 in 2020) and among external workers (from 10 to 3). Monitoring of frequency and severity of accidents is carried out only for SLC Agrícola's internal public, since we do not have the number of person-hours worked by external workers, which are controlled by each external contractor. For the company's employees alone, the accident rate was reduced by 34% in the most recent crop. The severity index was 46% lower in 2020 than 2019.

Severity index for company employees



Frequency of accidents with time off work – employees



The digitalization of SSO management allows to manage the main routines online

PARTNERSHIPS WITH LOCAL COMMUNITIES

Our company contributes to the growth and development of the communities in the municipalities where we are located. The aim of this local partnership is to promote actions that improve the local quality of life, education and overall situation.

Our way of working was potentialized in 2020 with formation of the SLC Institute. This body was created by the SLC Group – our stockholder – and is responsible for management of the funds that we allocate as Private Social Investment (ISP). One of the main advantages of this configuration is the capacity to join forces with other companies of the SLC Group, such as SLC Máquinas.

Constituted as a non-profit, the SLC Institute focuses on development of people and communities, supporting education as a vector

for social transformation and generation of opportunities. In 2020 its activity was directed to cooperation in combat of the coronavirus pandemic, with donations totaling R\$ 1.6 million (find out more at https://www.slc.com.br/instituto_slc).

Of this total, R\$ 1 million was provided by SLC Agrícola itself. Added to the funds from tax incentive systems for social projects in 2020, the company's total social investment in the year was R\$ 2.9 million. One highlight project supported was Empreender, which combats school truancy through educative action promoting knowledge, self-esteem and better communication between pupils and teachers. In the last year, due to the pandemic, the in-person workshops were postponed, and we carried out five sessions 100% online, with participation of 99 teachers.



RELATIONSHIP WITH SUPPLIERS



Our company's suppliers are a strategic link for achieving maximum efficiency and productivity in our business. The relations we establish aim to find innovative solutions that make the whole production chain a more sustainable activity from the point of view of the economic social and environmental impacts.

We practice transparency and balance in the commercial and contractual relationship with all suppliers, oriented by our Supplies Policy. To the same degree, we require adoption of conduct aligned with our values, compliance with the legislation, and full respect for human rights. Our Ethics Channel is also open to receive any communications about inappropriate behavior or attitudes on the part of our commercial partners.

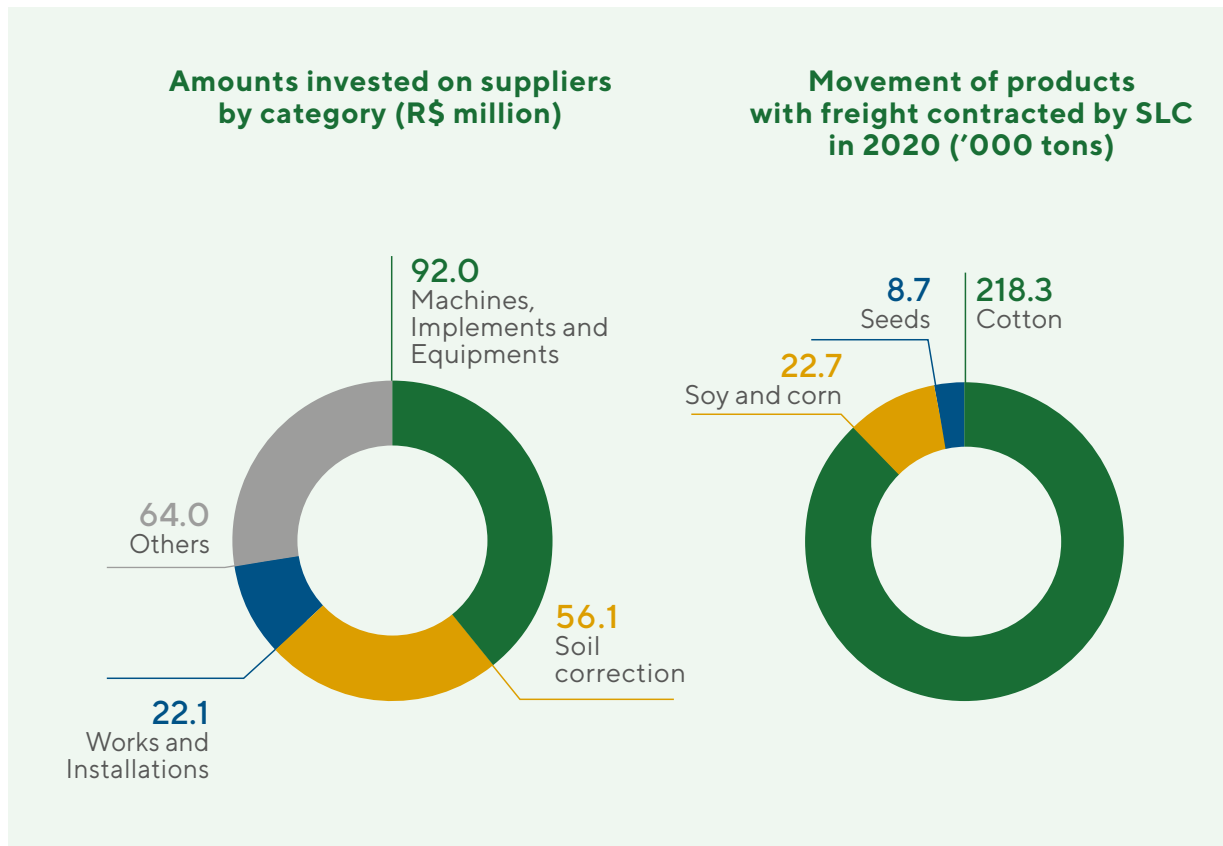
We have a base of approximately 6,800 companies registered for supply of products and services. In 2020 we made purchase or service agreements with 4,500 partners in this base, with total expenditure in the order of R\$ 234.2 million. Of this total, 97% went to Brazilian suppliers, and only 3% of the expenditure went to companies not resident in Brazil.

The main contracts for the farms are made centrally, by the Supplies area, and the three main lines of investment in 2020 were: machines, implements and equipments; soil correction; and works and installations. Within this structure we have employees specialized in these categories. This operating model ensures greater speed, innovation and opportunities relationships with suppliers to evolve.

In 2020,
we entered into
purchase contracts
with 4,500 partners

All suppliers undergo an approval process, which involves documentary verification of their legal compliance, and depending on the case, specific evaluations relating to Health, Safety and the Environment. Our management tools also ensure that contracts involving the use of outsourced manpower are compliant, as in the case of the soy harvest. We monitor payment of all the employment-law contributions and charges, and other obligations related to the employment contracts of outsourced providers, which are required as a condition of our making the agreed payments to the partners concerned.

Contracting of haulage of products is managed by a specific area, Logistics. In 2020 we had 10 highway transport suppliers for outflow of our products. Depending on the sale contract, products can also be transported by rail or sea freight, after the first leg of highway transport stop.





ATTACHMENTS TO THE REPORT



COMPLEMENTARY REPORT TO ITEMS IN THE **GRI PUBLICATION**

102-8 | Information on employees and other workers

Number of workers per work contract

	2020			2019			2018		
	Registered employees	Crop only**	Total	Registered employees	Crop only**	Total	Registered employees	Crop only**	Total
By gender									
Men	2,354	1,012	3,365	2,269	1,010	3,279	2,250	945	3,195
Women	369	14	383	340	11	351	315	3	318
By region									
Northeast	1,179	565	1,744	1,194	513	1,707	1,171	424	1,595
Center-West	1,231	450	1,681	1,151	500	1,651	1,150	520	1,670
South	313	10	323	264	8	272	244	4	248
Total	2,723	1,025	3,748	2,609	1,021	3,630	2,565	948	3,513

* Information from the Business Intelligence (Clickwev) system.

102-13 | Membership of associations

We are members of the principal sector associations related to the markets in which we operate. Through this engagement, we discuss with other agents in the sectors key themes such as the competitiveness of Brazilian soy, corn and cotton, and common agendas for promotion of public policies. Leading examples of these associations are: the Brazilian Cotton Producers' Association (Associação Brasileira dos Produtores de

Algodão - Abrapa); the regional associations of the states of Goiás (Agopa), Bahia (Abapa), Maranhão (Amapa), Mato Grosso (Ampa) e Mato Grosso do Sul (Ampasul); the Brazilian Cotton Exporters' Association (Associação Nacional dos Exportadores de Algodão - ANEA); and the Brazilian Agribusiness Association (Associação Brasileira do Agronegócio - ABAG). In the area of people management, we also share experiences and practices with the market through

participation in forums and associations, such as: the Brazilian Human Resources Association (Associação Brasileira de Recursos Humanos - ABRH-RS); the National Rural Apprenticeship Service (Serviço Nacional de Aprendizagem Rural - SENAR); and Junior Achievement Rio Grande do Sul (JARS).

102-45, 102-50 and 102-56 | Entities included in the consolidated financial statements; Reporting Period; and External Assurance

The Integrated Report covers the period from January 1 to December 31, 2020, except where the data indicate periods of crop-years. The scope of the report covers the 16 farms operated by SLC Agrícola. The only difference in relation to the entities covered by the financial statements is in relation to the Paineira farm, which is leased to outside parties. In this case, the financial results from this leasing are reflected in the financial statements, but the economic, environmental and social impacts of this unit are not included in the report on our activity because that operation is managed by the lessee.

102-9 | Supply Chain

Amounts invested in suppliers in 2020 (R\$'000)

	2020	2019	AH
Machines, implements and equipment	91,999	109,101	-15.70%
Land acquisition	102	3,072	-96.70%
Soil correction	56,156	42,772	31.30%
Buildings and facilities	22,154	49,575	-55.30%
Cotton processing plant	3,687	33,710	-89.10%
Grain warehouse	2,380	1,763	35.00%
Soil cleaning	20,009	3,630	451.20%
Vehicles	2,506	4,029	-37.80%
Aircrafts	21	7,542	-99.70%
Software	21,111	9,798	115.50%
Improvements in own properties	39	2	n.m
Improvements in third parties' properties	1,324	1,917	-30.90%
Buildings	106	-	100.00%
Other	12,652	9,620	31.50%
Total	234,246	276,531	-15.30%

102-48 | Restatements of information

Any data re-presented are indicated at the relevant point in the content, when applicable.

102-51 and 102-52 | Date of most recent previous report; and Reporting cycle

The Integrated Report of SLC Agrícola is published annually together with publication of our financial results. The last previous edition was published in March 2020, preferring the company's performance in 2019.

102-53 | Contact point for questions regarding the report

Our team is available for answers to questions and consultations related content of this Report at the following email addresses: sustentabilidade@slcagricola.com.br e ri@slcagricola.com.br

102-54 | Claims of reporting in accordance with the GRI Standards

This report was prepared in accordance with the GRI Standards (Core option)

304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity index outside protected areas

The majority of our farms are distant (at least 10 km) from Conservation Units (UCs) and areas of high value for sociobiodiversity. The three exceptions are:

- Planorte farm: Adjacent to an indigenous area in an enterprise location
- Parceiro farm: 5km from a State UC and 9km from a federal UC
- Palmares farm: Part of its area is inside the Environmental Protection Area (APA) of the Rio de Janeiro basin and within the boundary of a state UC.

307-1 | Non-compliance with environmental laws and regulations

We have suffered no significant fines or sanctions related to environmental aspects in the year.

401-1 | New employee hires and employee turnover

Hires	2020		2019		2018	
	Number	Rate*	Number	Rate*	Number	Rate*
By gender						
Men	430	18.3%	393	12.0%	585	24.1%
Women	98	26.6%	83	23.6%	88	3.6%
By age group						
Under 30	309	31.3%	304	29.0%	364	15.0%
30 to 50	204	13.8%	158	11.3%	291	12.0%
Over 50	15	7.8%	14	8.3%	18	0.7%
By region						
Center-West	233	19.6%	228	13.4%	400	16.5%
Northeast	196	17.3%	175	10.6%	206	8.5%
South	99	29.6%	73	26.8%	67	2.8%
Consolidated	528	19.8%	476	18.2%	673	27.7%

* Hiring rate = number of employees contracted in the category / average headcount of the category in the year.

Turnover	2020		2019		2018	
	Number of people leaving the company	Turnover rate*	Number of people leaving the company	Turnover rate*	Number of people leaving the company	Turnover rate*
By gender						
Men	348	14.8%	318	14.1%	310	12.8%
Women	65	17.6%	54	16.6%	54	2.2%
By age group						
Under 30	174	17.6%	168	16.2%	162	6.7%
30 to 50	219	14.8%	185	13.4%	170	7.0%
Over 50	20	10.4%	19	11.5%	32	1.3%
By region						
Center-West	197	16.6%	189	15.9%	151	6.2%
Northeast	173	15.2%	142	12.3%	182	7.5%
South	43	12.8%	41	16.5%	31	1.3%
Consolidated	413	15.5%	372	14.4%	364	16.7%

* Hiring rate = number of employees contracted in the category / average headcount of the category in the year.

403-9 | Work-related injuries

Work safety indicators for employees*

	2019/2020 crop	2018/2019 crop	2017/2018 crop
Number of person-hours worked	10,848,961	11,341,684	9,125,434
No. of accidents resulting in death	0	0	0
Number of serious accidents – off work more than 90 days (excluding deaths)	2	0	0
Frequency of serious accidents**	0.18	0.00	0.00
Number of accidents with time off work	25	38	32
Frequency of accidents with time off work	2.30	3.35	3.51

* We do not have the number of person-hours worked by outsourced contractors, which makes it impossible to calculate the rates.

** The rates are calculated as quantity of occurrences per 1 million person-hours worked.

GRI CONTENT INDEX

GRI Standard	Disclosure	Page	Omissions	Global Compact	SDG
GRI 101 Foundation 2016					
General disclosures					
	Organizational profile				
	102-1 Name of the organization	14	-	-	-
	102-2 Activities, brands, products, and services	14	-	-	-
	102-3 Location of headquarters	15	-	-	-
	102-4 Location of operations	15	-	-	-
	102-5 Ownership and legal form	14	-	-	-
GRI 102 General disclosures 2016	102-6 Markets served	14	-	-	-
	102-7 Scale of the organization	14, 18 and 33	-	-	-
	102-8 Information on employees and other workers	18 and 70	-	6	8 and 10
	102-9 Supply chain	68 and 71	-	-	-
	102-10 Significant changes to the organization and its supply chain	27, 28, 34 and 49	-	-	-
	102-11 Precautionary Principle or approach	11, 12	-	-	-
	102-12 External initiatives	35	-	-	-
	102-13 Membership of associations	70	-	-	-

GRI Standard	Disclosure	Page	Omissions	Global Compact	SDG
GRI 102 General disclosures 2016	Strategy				
	102-14 Statement from senior decision-maker	5 and 6	-	-	-
	102-15 Key impacts, risks, and opportunities	24, 25, 41, 42 and 45	-	-	-
	Ethics and integrity				
	102-16 Values, principles, standards, and norms of behavior	16	-	10	16
	102-17 Mechanisms for advice and concerns about ethics	17	-	10	16
	Governance				
	102-18 Governance structure	39	-	-	-
	Stakeholder engagement				
	102-40 List of stakeholder groups	36	-	-	-
	102-41 Collective bargaining agreements	19	-	3	8
	102-42 Identifying and selecting stakeholders	36	-	-	-
	102-43 Approach to stakeholder engagement	36	-	-	-
	102-44 Key topics and concerns raised	37	-	-	-
	Reporting practice				
	102-45 Entities included in the consolidated financial statements	71	-	-	-
	102-46 Defining report content and topic Boundaries	36	-	-	-
	102-47 List of material topics	37	-	-	-
	102-48 Restatements of information	71	-	-	-
	102-49 Changes in reporting	36	-	-	-
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	102-51 Date of most recent report	71	-	-	-
	102-52 Reporting cycle	71	-	-	-
	102-53 Contact point for questions regarding the report	71	-	-	-
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102-55 GRI content index	74, 75 and 76	-	-	-	
102-56 External assurance	71	-	-	-	

GRI Standard	Disclosure	Page	Omissions	Global Compact	SDG
Material topic Climate change and soil					
GRI 103 Management approach 2016 ¹	103-1 Explanation of the material topic and its Boundary	47, 48, 49, 50, 51, 52 and 53	-	-	-
	103-2 The management approach and its components	47, 48, 49, 50, 51, 52 and 53	-	-	-
	103-3 Evaluation of the management approach	10, 47, 48, 49, 50, 51, 52 and 53	-	-	-
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions	53	-	7 and 8	3, 12, 13, 14 and 15
	305-2 Energy indirect (Scope 2) GHG emissions	53	-	7 and 8	3, 12, 13, 14 and 15
	307-1 Non-compliance with environmental laws and regulations		-	8	13, 14 and 15
GRI 307 Environmental compliance 2016	307-1 Não conformidade com leis e regulamentos ambientais	71	-	8	16
Material topic Biodiversity and water					
GRI 103 Management approach 2016 ²	103-1 Explanation of the material topic and its Boundary	55, 56, 57, 58, 59, 60 and 61	-	-	-
	103-2 The management approach and its components	55, 56, 57, 58, 59, 60 and 61	-	-	-
	103-3 Evaluation of the management approach	10, 55, 56, 57, 58, 59, 60 and 61	-	-	-
GRI 303 Water and effluents 2018	303-1 Interactions with water as a shared resource	55, 56 and 57	-	8	6 and 12
	303-2 Management of water discharge-related impacts	57 and 58	-	8	6
	303-3 Water withdrawal	57	-	7 and 8	6
GRI 304 Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	71	-	8	6, 14 and 15
	304-3 Habitats protected or restored	61	-	8	6, 14 and 15
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	59	-	8	3, 6, 11 and 12
	306-2 Management of significant waste-related impacts	59	-	8	3, 6, 11 and 12
	306-4 Waste diverted from disposal	59	-	8	3, 11 and 12
	306-5 Waste directed to disposal	59	-	8	3, 11 and 12

¹The management approach refers to all GRI disclosures within the material topic "Climate change and soil".

²The management approach refers to all GRI disclosures within the material topic "Water and biodiversity".

GRI Standard	Disclosure	Page	Omissions	Global Compact	SDG
Material topic Relationship with stakeholders					
GRI 103 Management approach 2016 ³	103-1 Explanation of the material topic and its Boundary	16, 17, 18, 19, 20, 21, 22, 63, 64, 65, 66, 67 and 68	-	-	-
	103-2 The management approach and its components	16, 17, 18, 19, 20, 21, 22, 63, 64, 65, 66, 67 and 68	-	-	-
	103-3 Evaluation of the management approach	10, 16, 17, 18, 19, 20, 21, 22, 63, 64, 65, 66, 67 and 68	-	-	-
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed	33	-	-	8 and 9
	201-2 Financial implications and other risks and opportunities due to climate change	47, 48, 49, 50 and 51	-	7	13
GRI 202 Market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	19	-	6	1, 5 and 8
GRI 205 Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	17	-	10	16
GRI 401 Employment 2016	401-1 New employee hires and employee turnover	19 and 72	-	6	5, 8 and 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	19	-	-	3, 5 and 8
GRI 403 Occupational health and safety 2018	403-1 Occupational health and safety management system	63	-	-	8
	403-2 Hazard identification, risk assessment, and incident investigation	64 and 65	-	-	8
	403-3 Occupational health services	64	-	-	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	64	-	-	8 and 16
	403-5 Worker training on occupational health and safety	64	-	-	8
	403-6 Promotion of worker health	19	-	-	3
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	64	-	-	8
	403-8 Workers covered by an occupational health and safety management system	63	-	-	8
	403-9 Work-related injuries	65 and 73	-	-	3, 8 and 16
GRI 404 Training and education 2016	404-1 Average hours of training per year per employee	20	-	6	4, 5, 8 and 10
	404-2 Programs for upgrading employee skills and transition assistance programs	20	-	-	8
	404-3 Percentage of employees receiving regular performance and career development reviews	21	-	6	5, 8 and 10

³The management approach refers to all GRI disclosures within the material topic "Relationship with stakeholders".

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