



 **BELAGRÍCOLA**®



SUSTAINABILITY
REPORT

2022

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INTRODUCTION

GRI 2-2, 2-3, 2-5, 2-14

Commitment to transparency

The Belagrícola Group publishes, for the second consecutive year, its Sustainability Report. This edition, referring to the period between January 1 and December 31, 2022, was prepared in accordance with the most current version of the Global Reporting Initiative (GRI 2021). It also presents, in an unprecedented way, the representation of the Company's business model, based on the International Structure for Integrated Reporting, from the Value Reporting Foundation.

The Financial data refer to the parent company (Belagrícola, Bela Sementes, DKBR and Farmbits) and were audited by KPMG - Independent Financial Statement Audits. The other information – on environmental, social and governance indicators – only considers Belagrícola and Bela Sementes and was collected internally by a multidisciplinary team.

The Board of Directors monitors, reviews and approves actions related to material topics (on next page) and the sustainability report, through monthly reports by the ESG Committee – subordinated to the statutory Planning and Strategy Committee.

Questions, suggestions, criticisms or comments related to this report can be sent to the email compliance@belagricola.com.br.

Have a good read!





MATERIALITY

GRI 3-1, 3-2, 2-14

The priority topics addressed in this report – and which have guided the management of sustainability by the Belagrícola Group – were identified based on a broad materiality process, carried out with the support of the consultancy Keyassociados.

The work began by surveying relevant topics based on the analysis of global references from the Global Reporting Initiative (GRI), the Dow Jones Sustainability Indexes (DJSI), Sustainability Accounting Standards Board (SASB) and Morgan Stanley Capital International (MSCI), in addition to industry benchmark.

The identified topics were taken for consultation to employees in the commercial and administrative management areas and members of the ESG Committee (Environmental, Social and Governance). Subsequently, the result of this research was submitted to the appreciation of the Board. As a result, the following material themes were defined:

Topic	Impacted Audience	Related GRI Content	Related Sustainable Development Goals (SDGs)
People Management - Human Development	Employees	GRI 401-1, 401-2, 401-3, 404-1, 404-2, 404-3	5, 8, 10
Economic Performance	Employees, suppliers, investors	GRI 201-1	8
Biodiversity and Sustainable Agriculture	All audiences	GRI 302-1, 304-1, 304-2, 305-1, 305-2, 305-3	2, 15
Health and Safety at Work	Employees and suppliers	GRI 403-1, 403-2, 403-3, 403-4, 403-5, 403-6, 403-7, 403-8, 403-9, 403-10	3
Ethics, Governance and Cybersecurity	All audiences	GRI 205-3, 405-1	16
Relationship with Communities	All audiences	GRI 413-1	8



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Leadership messages



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MESSAGE FROM THE BOARD OF DIRECTORS

GRI 2-22

I am very proud to accompany the growth of Belagrícola, a company that I started in 1985, focused on resale agricultural products to rural producers, but which has always moved to become a complete and integrated platform of products and services, a partner of customers since the choice of the seed until the commercialization of the grain.

The results achieved during the year, and presented in the following pages of this report, demonstrate not only the resilience and complementarity of the businesses – Belagrícola, Bela Sementes, DKBR and Farmbits – but also the successful strategy of positioning the companies alongside the producers, as facilitators of good profitability and, consequently, of productive crops.

Even more important than the results is the preservation of our purpose of putting people first, whether customers, partners, investors or employees. We grew supported by productive relationships, based on ethics, trust and transparency.

Sustainability and innovation are also two important drivers of growth, which allow us to anticipate industry trends, as well as the demands of the most demanding markets.

As a result, in 2022 we continued to leverage our product mix, investing in training our team and promoting the dissemination, work and results of the Soil Profile Project. During the year, Field Days were held at our main units with the aim of making rural producers and other stakeholders aware of the importance of making an accurate diagnosis and indicating the necessary strategies to guarantee the best results for the crop.



JOÃO ANDREO COLOFFATI
Founder and Chairman of the Board of Directors

To employees, investors, partners and customers, I offer my most sincere thanks. Without each one of you, it would not be possible to see the consolidation of such a legitimate purpose. This report is, therefore, one more chapter in a story that still has many pages to be written.

We will stand together.



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MESSAGE FROM THE CEO

GRI 2-22



Making a difference is what motivates us to keep growing. We invest both in improving processes and replacing machines and in renovations to extend assets lifecycle (machines, equipment and buildings) and expand the commercial structure.

We ended 2022 with the certainty that we had overcome great challenges. The rise in fuel prices increased the cost of maritime and road freight, while international conflicts, such as Russia against Ukraine, increased the cost of imported raw materials to produce pesticides and fertilizers, as well as limited commercial supply, by the main international suppliers, among other marketing factors that reduced profit margins in the field.

Even in the face of this scenario, we continue to exercise our role as partners with rural producers – such as offering advance purchases of agricultural inputs, providing our customers with the necessary security and comfort to comply with their plans for the entire cycle.

We announced the acquisition of Sefert's agricultural input sales operations, strengthening our presence in the interior of the state of São Paulo. We also concluded the project for a new distribution center in Ibiporã (PR), in the north of Paraná, where we expanded our pallet capacity from 2,970 to 6,900 and our number of docks from 3 to 11.

As an effect of our good performance on all fronts, our net revenue grew 86.7% compared to 2021, reaching R\$ 8.1 billion. Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) grew 79.4% in the same comparison, totaling R\$ 390.7 million. And net income was R\$99.1 million at the end of the year.

Today we are a complete and integrated platform of products and services with a soul and purpose. Through our portfolio, we contribute to the nutritional balance of the soil and the reduction of the sector's carbon footprint, among other positive impacts on our customers' businesses.

I am proud of the results so far and excited about what we are yet to deliver. We are a united, strong and engaged team for which I am grateful for another year of dedication and commitment. I also thank the shareholders for their trust and support throughout the year. It is thanks to everyone's commitment that, together, we can write the story presented in the following pages of our second Sustainability Report.



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BELAGRÍCOLA

GRI 2-1, 2-6

Belagrícola is a Brazilian company, headquartered in Londrina (PR), which stands out among the largest distributors of agricultural inputs and grain traders in Brazil. Its history dates back to 1985, when João Andreo Coloffati started the activities of a reseller of agricultural products in Bela Vista do Paraíso (PR).

Currently, the Company has a portfolio capable of offering inputs, technology, agricultural cost financing and technical assistance through a complete and integrated platform of products and services – which consolidates itself each year as one of the main providers of solutions for rural producers in the states of Paraná, São Paulo and Santa Catarina.

With 52 points of inputs, 58 reception units (own and third parties) and static storage capacity of 1.5 million tons of grains, Belagrícola continues expanding its activities to the international market.

OUR DNA – REASON FOR EVERY SUCCESS
ACHIEVED SO FAR – REMAINS THE SAME:

Innovation. Passion. Partnership.

Agro is our brand

BELAGRÍCOLA IN NUMBERS



8.319

Producers

58

Silos (own and third parties)

R\$8,1 Bi

Net revenue (86.7% compared to 2021)

1.200+

Employees

2,7 MM

Grain origination (+69% compared to 2021)

1,5 MM

Static grain storage capacity

52

Input Stores



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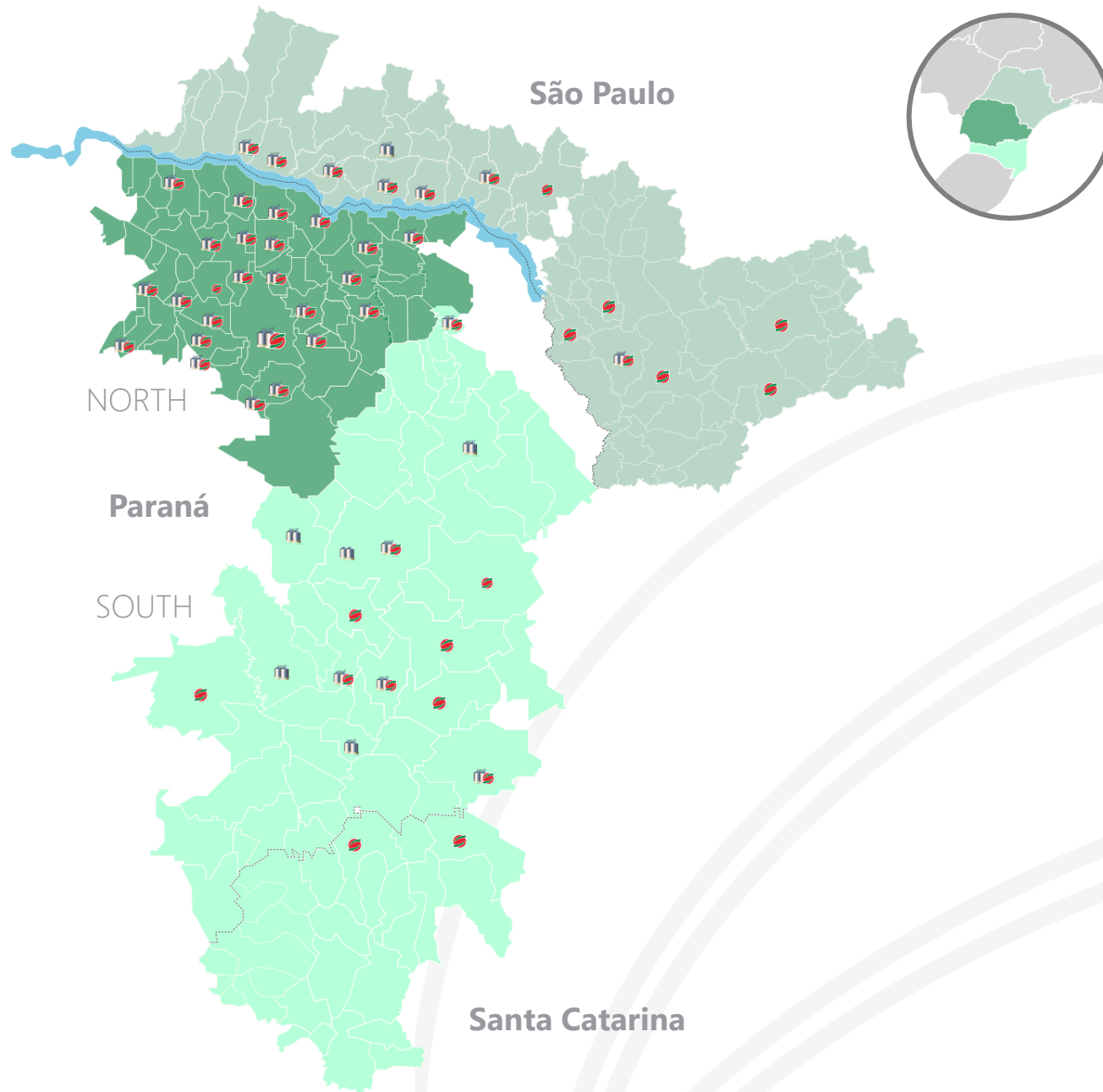
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OPERATION MAP





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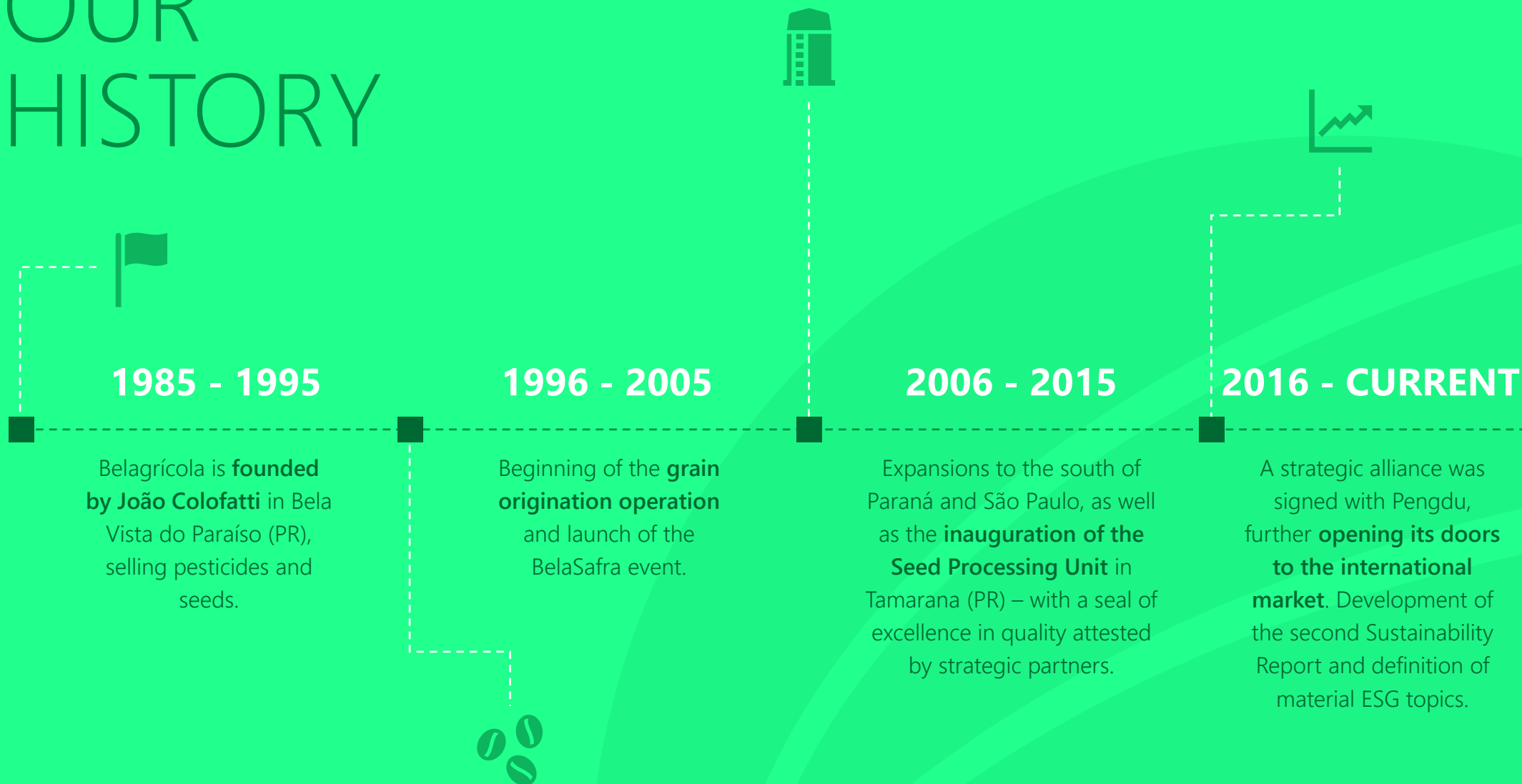
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OUR HISTORY





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MISSION

Our reason to exist

Work for the growth of agricultural activity through assistance and training to our customers, equipping them with strategic information and technology-based solutions that maximize productivity.



VISION

The goal we want to achieve

To be a protagonist in the consolidation of agribusiness as one of the pillars of the Brazilian economy, investing in research, innovation and appreciation of rural producers.



VALUES

The foundations of our corporate culture

- | | | | |
|--------------|------------------|---------------|---------------------|
| People First | Clarity | Innovation | Simplicity |
| Efficiency | Transparency | Collaboration | Financial Awareness |
| Ethic | Focus on Results | Excellence | |



PILLARS

With a focus on sustainability and the perpetuity of the business, Belagricola established some intrinsic pillars to continue evolving.



Firstly, the pillar related to **people**, which aims to recognize employees and other stakeholders as essential links that drive the production chain.



The second pillar refers to **professional ethics**, with an emphasis on respect for the law and the integrity that guides relationships and negotiations, in addition to transparency in the disclosure of results, always in line with the Code of Ethics and Conduct and with mechanisms and procedures that prevent the Company's ethical values and principles from being corrupted.



Innovation constitute the third pillar, which includes constant investments and the establishment of strategic partnerships that result technology solutions to increase productivity.



Finally, the fourth pillar is related to the **collaborative environment**, which encourages the participation of all employees, regardless of function or hierarchical position, in the search for solutions for the continuous improvement of products and services.



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AWARDS AND RECOGNITIONS IN 2022



For the fourth consecutive year, Belagricola was certified as one of the best companies to work for in Brazil, attested by the **Great Place to Work (GPTW)**, with a higher grade each year, reaching 89 in the last edition.

Forbes

Belagricola ranked 39th in the ranking of **the largest companies in Brazilian agribusiness**. The data were compiled by Forbes, in collaboration with S&P Global Market Intelligence, linked to the international conglomerate S&P, the most important risk classification company in the world.



Belagricola was one of the five finalists in the award given by the **Association of Sales and Marketing Directors of Brazil**, Paraná Section (ADVB/PR) with the case for building, in voice and image, the brand positioning for the year 2022, with a focus on demonstrating the Company understands the uniqueness and personality of each farmer and each crop, offering the right solutions for them.



In the **100 Largest Corporations** in Paraná, Belagricola ranked 7th.



The Company was featured in the 228th position in the **ranking of the newspaper Valor Econômico**.



Recognition by the **Social Service for Industry (Sesi) in Paraná** with the aim of recognizing and disseminating innovative practices for achieving the Sustainable Development Goals (SDGs) of the United Nations (UN). Belagricola was recognized in 2022 due to the Canora and Integrar projects, directly linked to SDG 3 (Health and well-being) and 8 (Decent work and economic growth).



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Our business





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OUR BUSINESS

For almost four decades, Belagrícola has sought inspiration from people and is driven by the purpose of anticipating trends and offering rural producers the most innovative and efficient products on the market.

On the input front (27.2% of net revenue), it is one of the largest distributors, offering tailor-made services and products for farmers. Its high capillarity in retail allows the reduction of seasonality in the origination of grains.

On the grain front (72.8% of net revenue), it maintains a robust silo structure, capable of receiving a significant volume of grain at strategic points in the South and Southeast regions of Brazil.

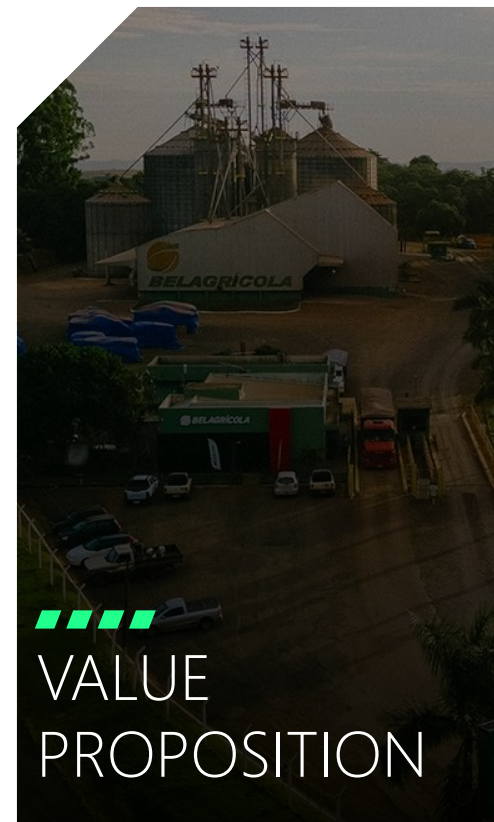
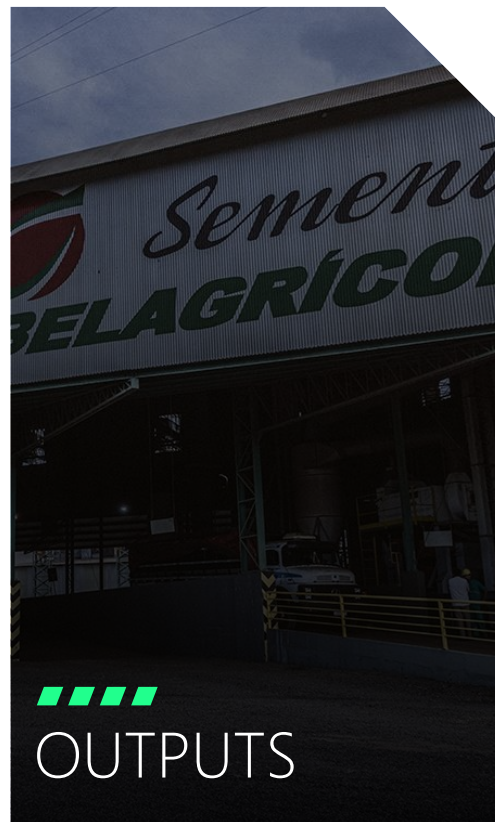
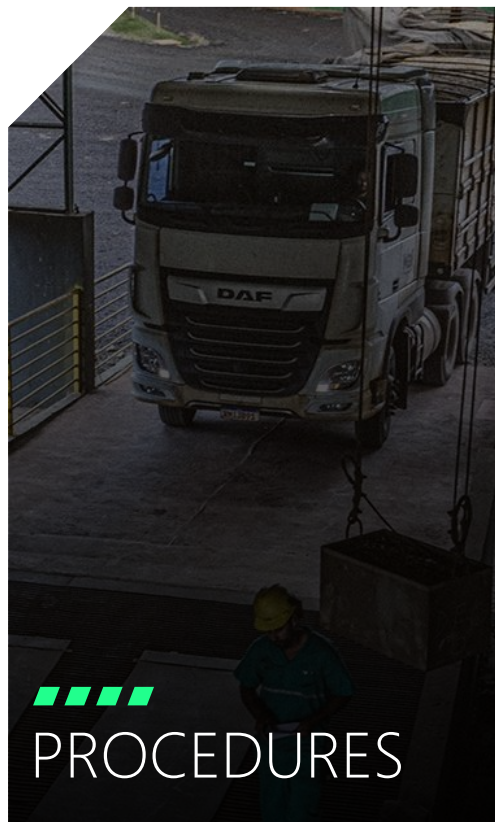
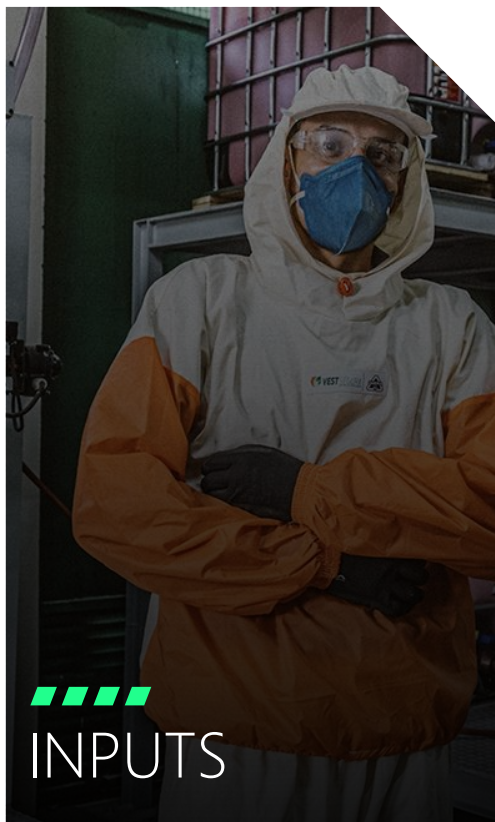
Belagrícola also offers a complete service platform, with a specialized team to provide full support to more than 8,300 customers.



BUSINESS MODEL

Belagrícola's business model integrates people, technical knowledge, infrastructure and technology into a complete and integrated platform of products and services.

[CHECK THE DETAILS OF EACH STAGE ON THE FOLLOWING PAGES.](#)





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INPUTS

PROCEDURES

OUTPUTS

VALUE PROPOSITION



INPUTS



Financial capital

R\$ 8.1 billion in net revenue.



Human capital

More than 1,200 employees.



Manufactured capital

52 input stores.

58 silos (own and third parties).

1.5 million static grain storage capacity.



Intellectual capital

Technologies and content development for specialized support to rural producers.



Social and relationship capital

8,319 customers.

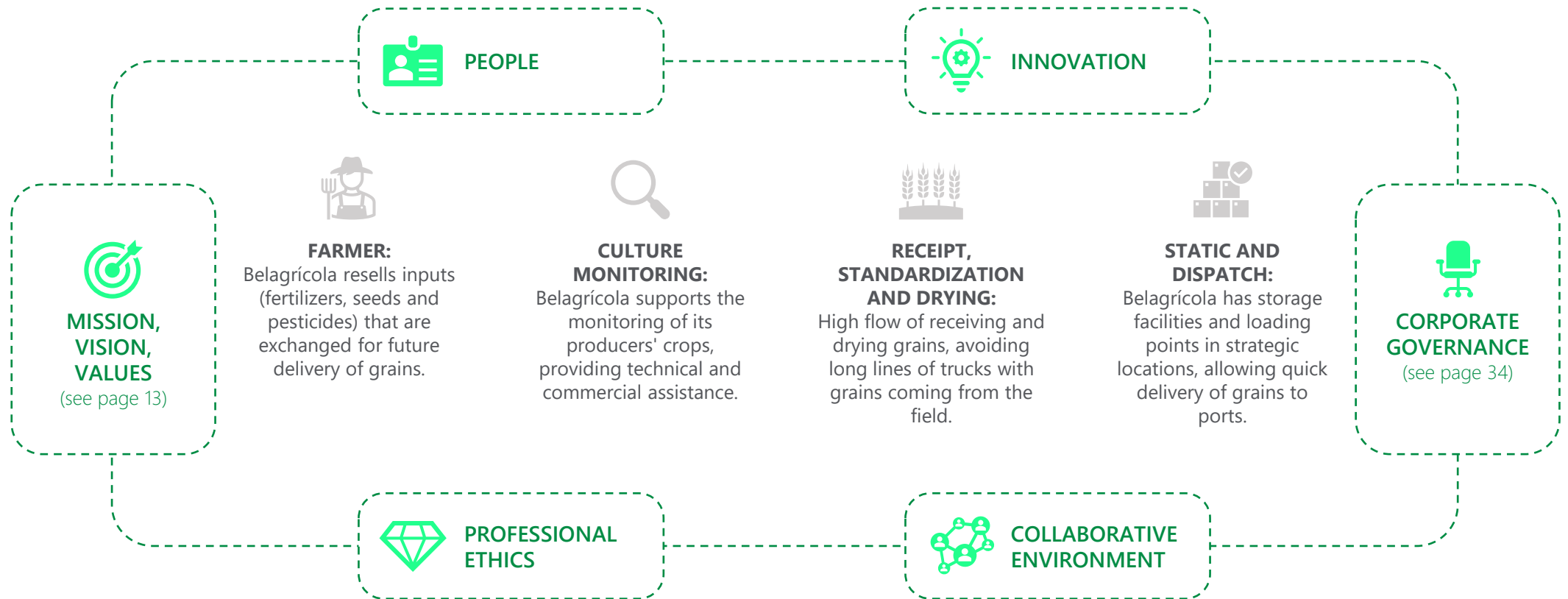
1,349 partners (direct and indirect).



Natural capital

Consumption of water, energy, fuel.

PROCEDURES





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INPUTS

PROCEDURES

OUTPUTS

VALUE PROPOSITION



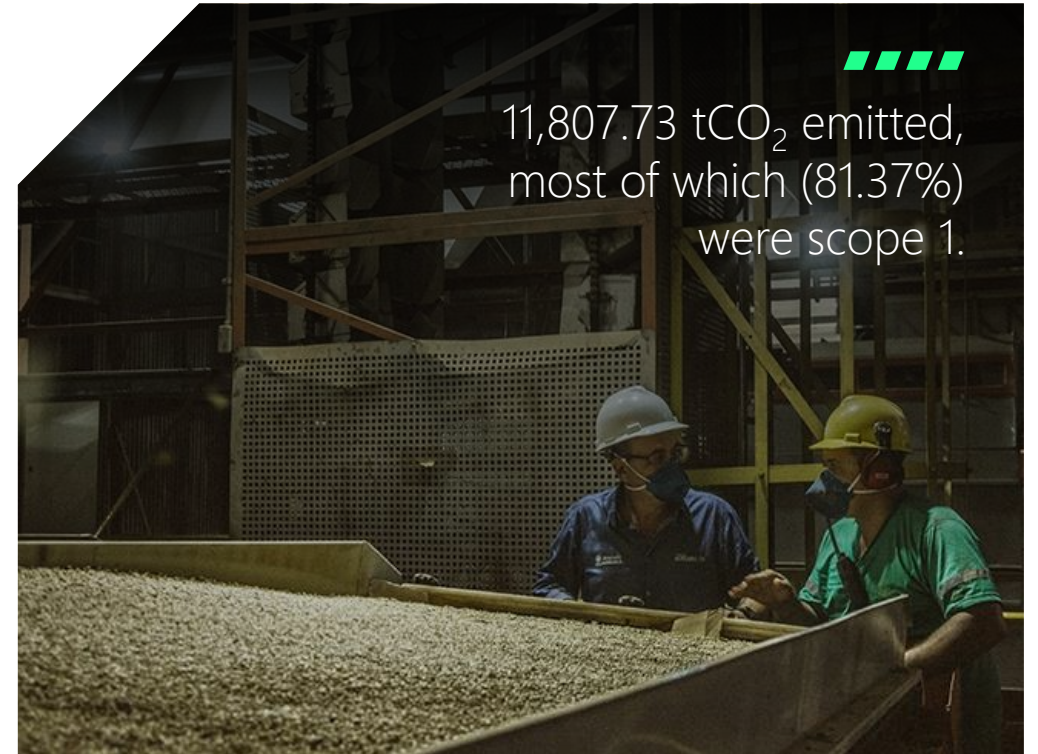
OUTPUTS



Complete platform of products and services



11,807.73 tCO₂ emitted, most of which (81.37%) were scope 1.





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INPUTS

PROCEDURES

OUTPUTS

VALUE PROPOSITION



VALUE PROPOSITION

Financial capital

R\$586.7 million generated and distributed.

Net income of R\$99 million.

Human capital

350 job opportunities generated in the team in 2022.

29,052.56 hours of training, an average of 22.4 hours of training per employee.

Around 23% of leadership positions (from supervisors onwards) are held by women.

Manufactured capital

Investment in the new distribution center in Ibiporã (PR), with which the Company increased the capacity of pallet positions by 130% and the number of docks by up to 260%.

Natural capital

146,935 kWh of electricity generated in the shared generation model, which met 34.6% of the energy needs of stores and offices.

Reverse logistics of agricultural pesticide packages, through 60 links with collection associations.

Social and relationship capital

R\$ 628,320 invested in social programs and actions.

R\$170 million spent on indirect suppliers – around 37% of this amount refers to purchases from suppliers located in the same municipalities where the Company operates.

275 people benefited by the Belagrícola Volunteer Group.

Intellectual capital

Innovation Route, a program that aims to encourage the entire team to share ideas and develop innovative solutions.



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PRODUCT PLATFORM



Fertilizers

NPK fertilizer, commonly used as an entry-level product.



Special Fertilizers

Special product line with integrated technology, increasing production.



Foliar Fertilizer

Water-soluble products applied directly to leaves, used especially for high-value crops.



Grain Operation

58 installations ready to load, store and ship grain.



Belagrícola Seeds

Strategic alliance with partners to develop the best seeds, specially prepared for each environment.



Pesticides

Crop protection products such as herbicides, insecticides, insect growth regulators, bactericides, insect repellents, fungicides, disinfectants (antimicrobials).



SERVICE PLATFORM

Largest experimental field in the north of the state of Paraná, being used to demonstrate the evolution of cultures and embedded technologies.



Increases productivity due to resource optimization and land use.



Content with the best technology and innovation for winter crop planning.



Specialized team to provide support to farmers who go through the succession process.





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PRODUCT PLATFORM

GRI 2-6

Throughout 2022, Belagícola invested R\$ 20.7 million, R\$ 9.5 million of which in improving processes and replacing machines, aiming to increase quality and efficiency in receiving and standardizing grains and reducing the risk of accidents of work; R\$ 8.9 million in renovations with the aim of extending the assets lifecycle (machines, equipment and buildings) and guaranteeing the operability of the branches; and R\$ 2.3 million in property adaptations in order to promote commercial expansion with the opening of grain reception units and input stores.

In January, the Company had already announced the acquisition of Sefert's agricultural input sales operations, expanding its operations in the interior of the state of São Paulo, in Santa Cruz do Rio Pardo, a municipality close to the border with Paraná. The commercial and technical assistance teams that already operated in the region were maintained.

New Distribution Center



Accompanying business growth in recent years and expansion plans, as well as maintaining the quality offered to customers, Belagícola is planning a new location for its Distribution Center in northern Paraná.

In Ibiporã (PR), an even larger and modern Distribution Center is being built, supporting the increase in storage capacity, optimizing operational processes – with a more comfortable environment for people – and always striving for a high level of safety.

When ready, the Company will have increased its capacity for pallet positions by up to 130% and the number of docks by up to 260%.

2.970 → 6.900
PALLET POSITIONS

03 → 11
NUMBER OF DOCKS



PRODUCT PLATFORM

GRI 2-6

The investments increase the platform of products in which the Company resells (fertilizers, seeds, among others) which are exchanged for grains in the following contract modalities:

Future Delivery Sales Contracts

- **Real:** grain delivery on a fixed date and at a predetermined price. A contract in this modality may also be linked to the Federal Government Program for Strengthening Family Agriculture.
- **To be fixed:** with the obligation to deliver grain on a fixed date, but without a predetermined price.
- **Boca de Safra:** with financial advance to the producer with predetermined price,

guaranteeing him resources for the beginning of his harvest.

- **Strike:** aimed at grains from the wheat crop, with the guarantee that Belagrícola will ensure the best price for the producer between over-the-counter and contract value within the deadline for fixing, after product delivery.

Rural Producer Certificate

- **Barter:** sale of inputs whose payment by the purchaser of goods is linked to the delivery of grains on a fixed date with a predetermined price. It can also be carried out in the Available modalities, in which payment is linked to the delivery of clean and standardized grains.
- **Strike:** specific for grains of the wheat crop and in which the best price for the producer is assured between the counter and the exchange value within the deadline for setting, after the product is delivered.

- **Maxx:** specific for the sale of inputs whose payment by the purchaser of goods is linked to the delivery of soybeans. The customer can participate in the market increase and lock in the final price, when deemed appropriate, until a date pre-established in the contract.
- **Protected Maxx:** similar to the Maxx modality, but specific for corn grain.

Available Purchase Contracts

Contract for the purchase of clean and standardized grains with the obligation of delivery on a fixed date at a predetermined price (fixed contract) or without a predetermined price (contract to be fixed).



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SERVICE PLATFORM


GRI 2-6




What is a trend in agriculture arrives first at BelaSafra, a technical and commercial event promoted with the objective of testing new technologies and bringing results to rural producers that maximize productivity in the field.

In 2022, the event was held in a hybrid form, online and at Belagrícola branches, in compliance with the restrictions imposed by local authorities to contain the spread of the Covid-19 pandemic, which were still in force in January. In total, there were four days of lives for producers from Brazil.

The Bela\$afra 2022 was focused on the production of rich content, bringing decisive guidelines for the rural producer's decision-making when planning the summer crop.


6.928
visitors
on Youtube


Click on the
icon and see
more

The Live broadcast was made in Youtube and Radio Bela. On BelaCast, a Spotify channel, Podcasts were produced with the participants of the program. The Bela\$afra, always in the month of January, is considered strategic, giving rural producers the opportunity to curb their production costs, no longer being exposed to all the volatilities that the market may have throughout the year. In this sense, the pricing of products was also one of the subjects discussed at the event.

The Barter Contracts offered by the Company are described on page 24.





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Bela+

The biggest event about new technologies for the producers. Held in June, the 2022 **Bela+** edition was held in a hybrid format at the Diffusion and Technology Unit in Cambé (PR) and at all other Belagícola branches, in addition to having a live broadcast on the company's digital social media channels.

With the theme "Agro is Our Brand", the event was attended by renowned specialists, not only in agriculture, but also in management, finance and investments.

On the occasion, the traditional business desk was also held, which offered exclusive opportunities for Barter Contracts, among others negotiated directly between the participants and the Company's agronomists and technicians.

GERAÇÕES

Program that aims to prepare the succession of rural producers by training their children and grandchildren in topics related to agriculture and entrepreneurship.

In 2022, Belagícola continued to focus on the initiative, to understand and adjust the expectations of all customers, promoting interaction between different generations of the same family and exchanging experiences to discuss the business.



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SOIL PROFILE PROJECT

GRI 3-3 Biodiversity and Sustainable Agriculture, 304-2

In soil profile project, management practices are adopted that positively influence the microbial and plant life of the soil, which allow taking advantage of the existing potential for resource conservation and maximization of productivity, biological products, derivatives of agro-industrial processes, derivatives of enzymes, extracts (plants or microorganisms), microorganisms, macroorganisms (invertebrates), secondary metabolites and pheromones can also be applied if necessary.

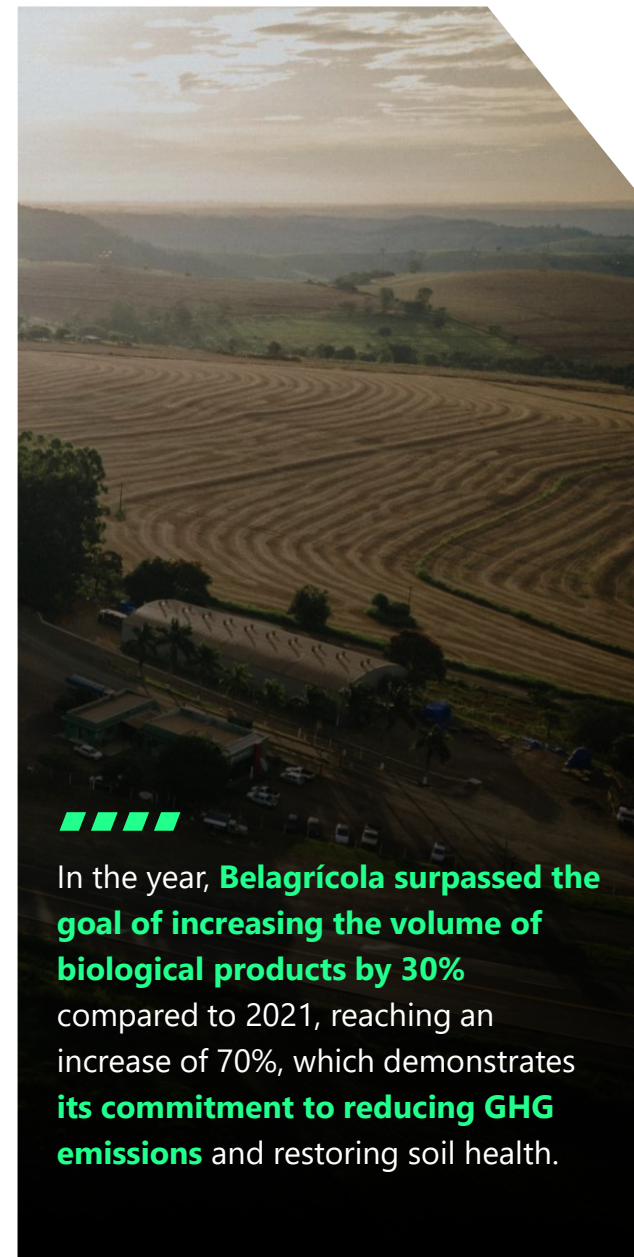
The service is carried out based on chemical, physical and biological analyzes that guide the proper management and precise correction of fertility. Benefits for rural producers include better management of natural resources such as soil, water, minerals and biodiversity. A soil profile favorable to the deepening of the root system is one of the main benefits of acidity correction, neutralization of unwanted elements, availability of nutrients, efficient application of correctives and fertilizers.

Throughout the year, Field Days were organized at the main units of Belagrícola with the objective of raising the awareness of agricultural producers, technicians, students and other stakeholders to the importance of an accurate diagnosis and suggesting the necessary strategies to guarantee the best results in the harvest.

PROJECT 360

GRI 3-3 Biodiversity and Sustainable Agriculture, 304-2

The soil profile project can be carried out with another Belagrícola's solution, Project 360, in which production systems are monitored and commercial, summer and winter crops are worked on, based on various variables such as climate, soil, potential of materials and information of previous harvests. As part of the service, there is an opportunity for multicropping added to the production system for wheat or other crops that increase production, such as associations (Corn-Brachiaria) or cover crops.



In the year, **Belagrícola surpassed the goal of increasing the volume of biological products by 30%** compared to 2021, reaching an increase of 70%, which demonstrates **its commitment to reducing GHG emissions** and restoring soil health.



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VALUE PARTNERSHIPS

GRI 2-6, 2-29

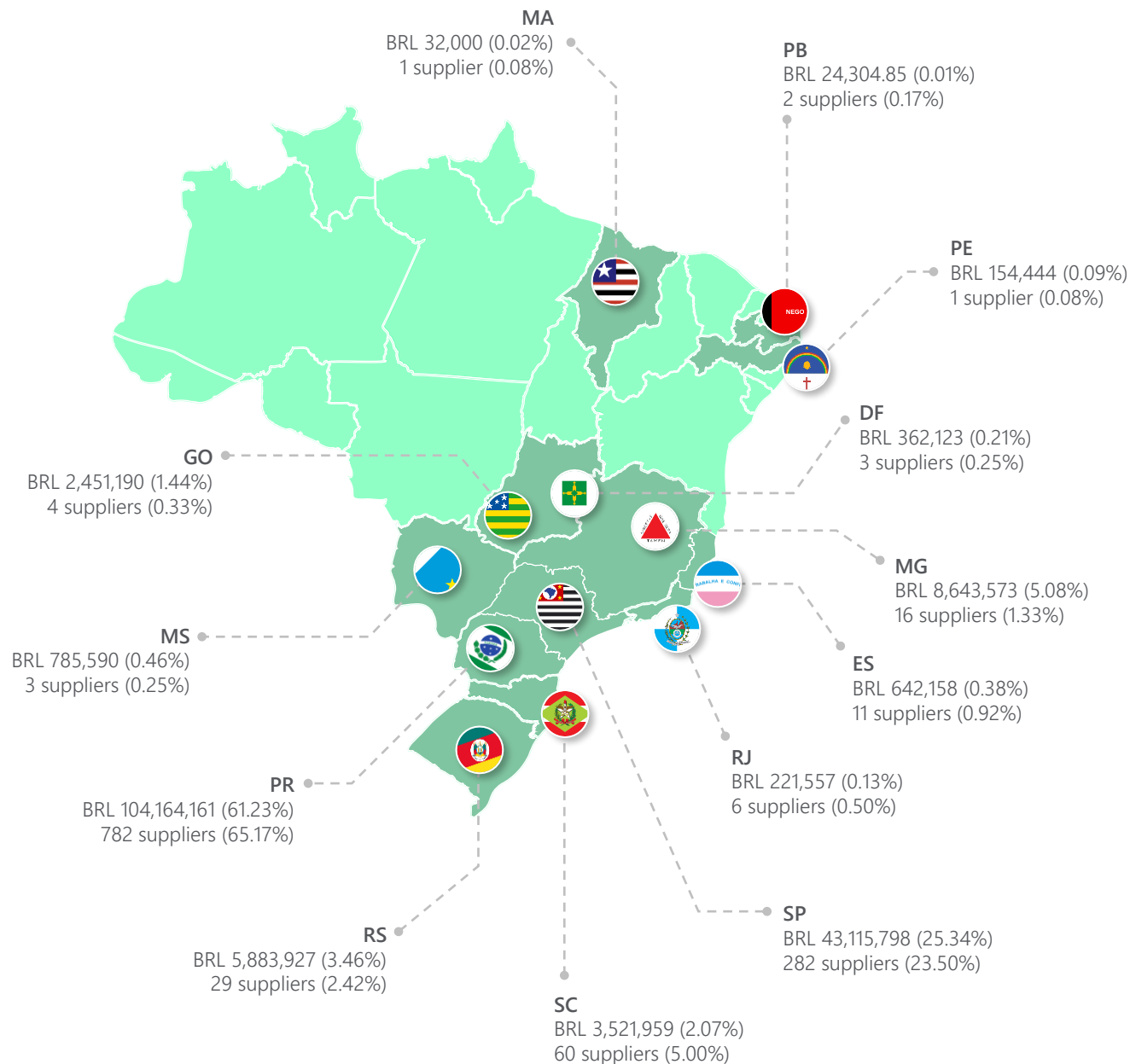
With a focus on quality, innovation, safety and deadlines, Belagricola establishes and maintains strategic partnerships in all links of its value chain.

In 2022, approximately BRL 170 million were spent with 1,200 indirect suppliers, an amount 50% higher than that recorded in the previous year.

More than half of this audience (61%) is located in Paraná, where Belagricola has most of its units, with around 37% of the amount spent on suppliers going to partners in the same municipalities where the Company operates, which represents 52% of the total number of suppliers contracted in 2022.

Total spent: BRL 170,002,790

Total suppliers: 1,200





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During the year, through a partnership with 149 direct suppliers, R\$ 1.4M was spent on the purchase of pesticides, special fertilizers, foliar and soil fertilizers, and seeds, guaranteeing a wide portfolio of products to Belagrícola's customers.

Purchase of pesticides, fertilizers and seeds in 2022

	Amount invested
Pesticides	657.955.768,07
Special fertilizers	32.486.009,66
Foliar fertilizers	50.167.729,08
Soil fertilizer	373.641.621,79
Seeds	378.560.085,42
Total	1.492.811.214,02



With the most advanced technology in laboratories and industrial treatments, Belagrícola has had its own brand of seeds for over 12 years: Bela Sementes. The unit, in Tamarana (PR), is fully automated, being one of the most modern in Latin America, with storage capacity for 1 million bags of 40 kg each; shed with high ceilings, guaranteeing the storage temperature within standards; and the temperature of the warehouses is constantly monitored. In 2022, the Company also started operating another unit, in Patos de Minas (MG), with the same specifications and whose storage capacity exceeds the mark of 400 thousand bags.

The laboratories are accredited by the Ministry of Agriculture, meeting the quality standard required by ISO 17025/2017 for carrying out Seed analysis. However, Bela Sementes, in addition to the legal requirements, performs several analyzes per batch, with strict quality control throughout the production process – from choosing the planting fields to shipping.



Since 2014, Bela Sementes has been awarded by Syngenta – Seedcare – with the Excellence in Industrial Seed Treatment Certification, in addition to holding five other certifications from BASF – Seed Solutions – Excellence in Seed Treatment from 2018 to 2022, attesting to the quality and the continued focus on investing in new technologies.

Click [here](#) to see more.



/// 05

Strategy and innovation



STRATEGY AND INNOVATION

GRI 3-3 Economic Performance

Belagrícola's growth trajectory, from a product reseller to one of the largest distributors of agricultural inputs and a grain trader in Brazil, is covered under the guidance of its founder, João Andreo Coloffati, who, attentive to his customers, realized that, more than having a supplier, the producer wanted a company that was a partner of the seed in the commercialization of grains.

Offering a complete and integrated platform of products and services, therefore, is the Company's main strategy, and among the levers of growth, focus on customers, technology and innovation stand out - which allows the Company to anticipate trends and bring to the rural producer what is most innovative and efficient in the market.

Internally, the culture of innovation has always been encouraged. An example of this is the Descomplica program, through which employees take ideas to improve processes on a platform – which allows the monitoring of the entire life cycle of these ideas. Based on the need and desire to manage, debate and direct these suggestions, the Company went to another level.



Offering a complete and **integrated platform** of products and services, therefore, is the Company's **main strategy**.

In September 2022, based on ISO 56002 standards, which deal with innovation, and in partnership with the Cocriagro innovation hub, installed in the SRP Valley Park, in Londrina (PR), Belagrícola created the Innovation Route, a program that aims to encourage the entire team to share ideas and develop innovative solutions.

The initiative involves three major actions – a training trail, a program of ideas and experimentation on startups. The first stage included the innovation trail, with the training of 212 participants, who totaled 690 hours of training.

It also launched three challenges in the ideas program: how to improve the customer experience, value talent and new solutions. This stage involved raising the awareness of employees in business units in the states of Paraná and São Paulo, with the participation of 636 employees (51% of the staff).

In total, the program captured 247 ideas, of which the four with the greatest impact were awarded national and international trips, 139 ideas were registered in an idea bank so that they could be implemented at the most appropriate time. The initiative will continue to be implemented in 2023, when Belagrícola will start the experimentation stage on startups.



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INNOVATION ROUTE HIGHLIGHTS



Innovation trail

690

Training hours

212

Participants



Experimentation on startups

Under implementation in the year 2023



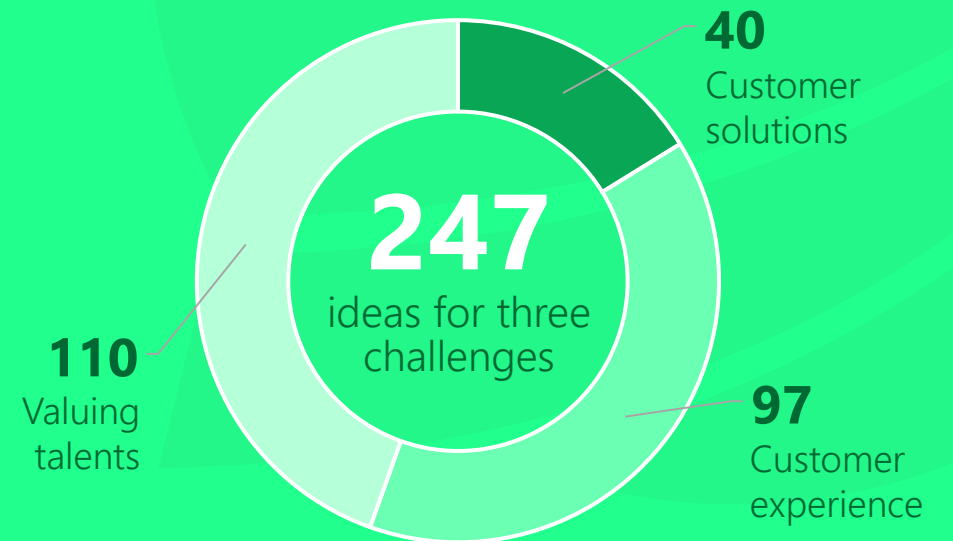
Ideas program

636

Employees sensitized

262

Contributors submitted their ideas





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BELAGRÍCOLA APP

The Belagrícola App is a true subsidiary of the Company in a digital environment. Through the tool, customers can consult signed contracts, grain deliveries, fixation reports, outstanding grain balance, balance of invoiced inputs and to withdraw, financial and accounting reports.

The application also strengthens an important loyalty program in which, the more producers relate to Belagrícola, participating in campaigns and events, the more they accumulate points (Seedz, digital currency), which can be exchanged for products and services.

The Company also invests to strengthen the presence of its brand on the main digital social networks each year, achieving the following results in 2022:

Performance on social networks

94,800 followers	13,200 followers
28,500 followers	+105,000 views



An aerial photograph of a sugar mill facility. In the foreground, several large, dark, conical silos are visible, connected by a network of metal walkways and pipes. The silos are surrounded by lush green trees. In the background, a vast field of harvested sugarcane stretches across rolling hills under a hazy sky. The field shows distinct rows of cut stalks. The overall scene is captured in a slightly dim, atmospheric light.

/// 06

Management model





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CORPORATE GOVERNANCE

GRI-2-23, 3-3 Ethics, Governance and Cybersecurity, 3-3 Economic performance

Belagrícola is a privately held corporation which, since its creation in 1985, has based its activities on principles of ethics and transparency, always putting people first. Following the best national and global corporate governance practices, the

Company adopts:

- Board of Directors, whose president does not accumulate executive function in the Board of Directors. **GRI 2-11**
- Advisory committees for the Board of Directors, especially for matters related to compensation, risk control and auditing.
- Code of Ethics and Conduct and Ombudsman Channel.
- Structure for identifying, monitoring and mitigating risks.
- Sustainability report, through which the Company reports annually on its strategy and results.

Technology in Governance



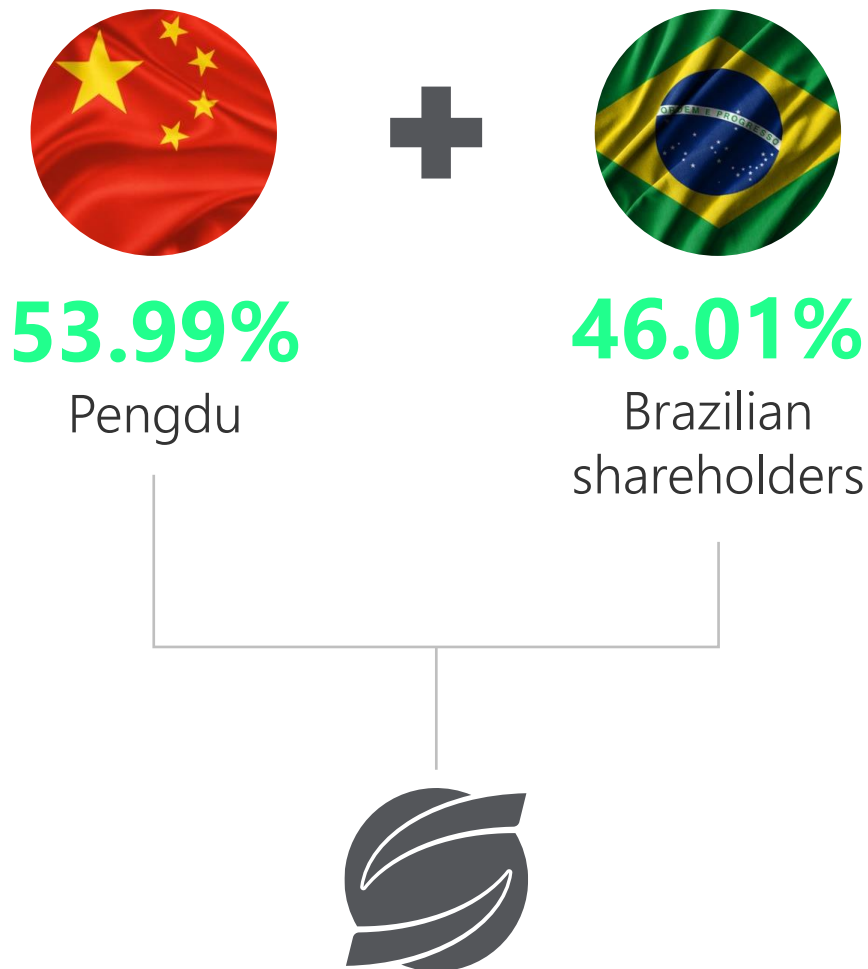
In partnership with Atlas Governance, Belagrícola implemented a governance portal, which allows the **management of meetings of deliberative and executive instances, with security and indexing of information** and agility in the preparation of meetings.

The Company also has BCLegal, a legal management **system that channels the receipt of demands to the Consultative Legal Department**, such as contracts, reports and powers of attorney, with traceability of all demands – from request to delivery – and enables the management of these documents lifecycle.



CORPORATE STRUCTURE

As of 2017, Belagícola gains great momentum to consolidate its position as one of the biggest players in Brazilian agribusiness after the partnership with Pengdu, a company that is part of a Chinese conglomerate that operates globally in several sectors, such as civil construction, mining, production of milk, technology and agriculture. Pengdu's entry as a shareholder enables the Company to expand its portfolio of services and products, in addition to strategic gains in several areas.





GOVERNANCE STRUCTURE

GRI 2-9

Shareholder meeting

Shareholders meet, ordinarily, at the end of each fiscal year and, extraordinarily, whenever necessary. Together, they make decisions for the defense and development of the Company, always respecting the guidelines set forth in the applicable legislation, the Bylaws and the Shareholders' Agreement.

Board of Administration

The Company's highest decision-making body, composed of five executives chosen at a general shareholders' meeting for three-year terms, with reelection permitted. Brazilian shareholders (minorities) are entitled to jointly appoint two members to the Board of Directors.

The majority shareholder has the right to appoint three members. The nomination takes into account, among other factors, the technical competence of the candidates based on the opinion of the interested parties. After the nominations, voting is carried out at the General Shareholders' Meeting. The election is confirmed by the affirmative vote of at least 80% of the voting share capital. [GRI 2-10](#)

The Board of Directors meets – ordinarily, once a quarter and, extraordinarily, whenever required – to decide on the main policies and strategies, among other attributions described in the Bylaws. The body also plays an important role in the due diligence process, as it establishes the process for assessing risks and business opportunities, which is carried out together with the advisory committees. [GRI 2-12, 2-23](#)

In addition to formal governance mechanisms, critical concerns, if urgent, can be referred to the Board of Directors by calling for extraordinary meetings to present risks and business impacts. [GRI 2-16](#)



Composition of the Board of Administration

DEC / 2022

João Colofatti

Chairman of the Board of Directors and Founder of Belagícola

Dong Yizhe

Board Member at Belagícola and President of Pengdu

Wang Xu

Board Member at Belagícola and Vice-president of Pengdu

Amy Chan

Board Member at Belagícola and Director of Innovation at DKBA

Carlos Andreo

Board Member at Belagícola



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GOVERNANCE STRUCTURE

Advisory Committees

In order to improve its performance, the Board of Directors has three advisory committees, which actively contribute to discussions on specific topics, so that the decision-making process has more quality and efficiency.

The composition of the committees is from three to five members. [GRI 2-17](#)



Risk Control and Audit Committee

Responsible for, among other attributions, analyzing reports from the Board of Directors and external auditors; evaluate the financial statements; oversee compliance with external obligations and internal policies; and review the audit plan and any changes to Brazilian or Chinese accounting standards that may be relevant to financial reporting. It is also up to the Risk Control and Audit Committee to monitor all events that may negatively impact the Company, as determined by the Board of Directors. [GRI 2-13](#)



Planning and Strategy Committee

Oversees the Company's general strategies, such as sales and marketing, as well as business objectives; evaluates investments, financing programs and asset management projects; elaborates market research reports and studies; among other functions.



Budget and Remuneration Committee

Analyzes and makes recommendations about the Company's budgetary system and policies; oversees annual budget planning; reviews current market data and practices regarding employee compensation and benefits; recommends the performance targets plan, as well as the compensation and benefits plan for employees and Directors; among other assignments.



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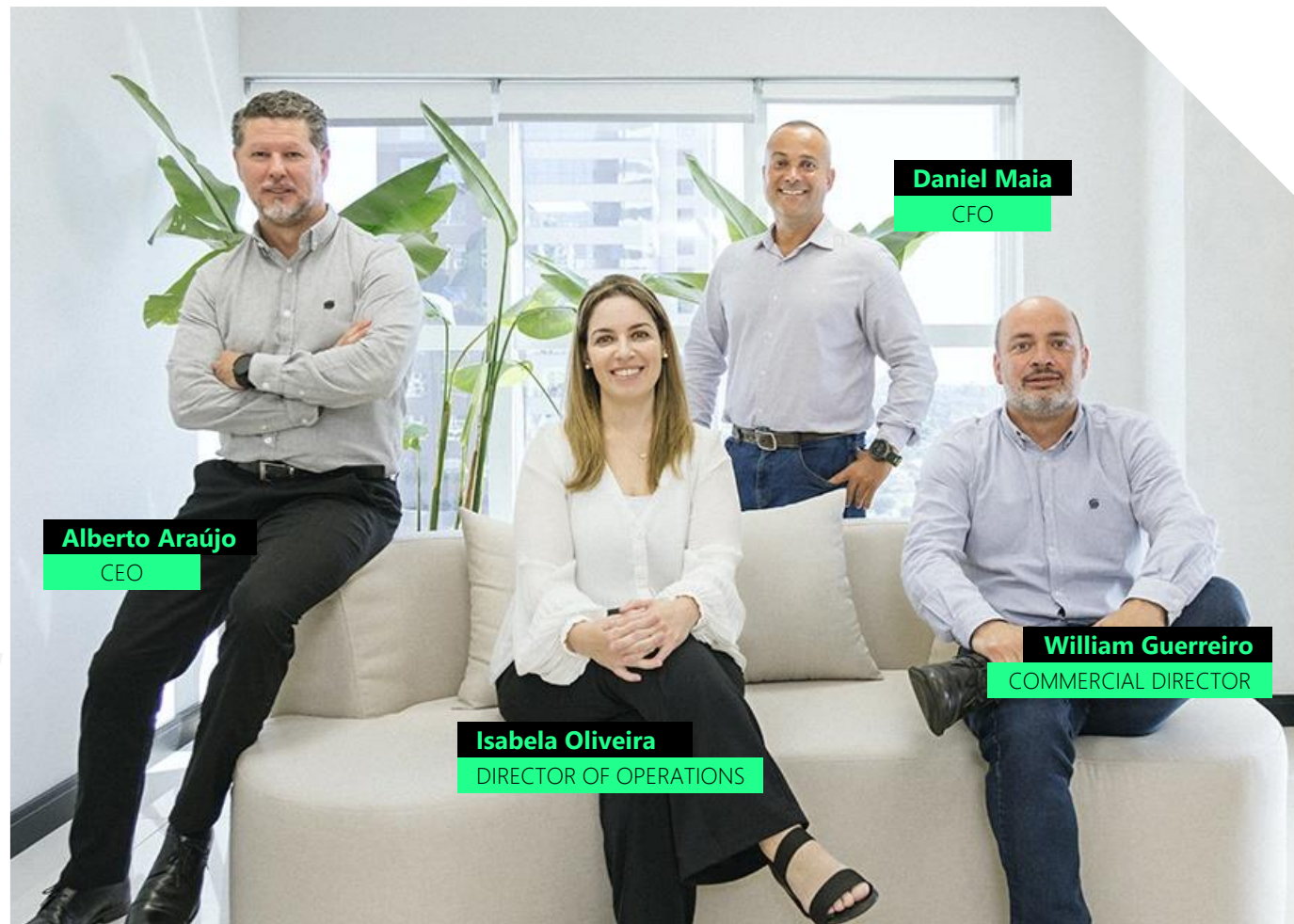
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GOVERNANCE STRUCTURE

Board

Composed of statutory and non-statutory directors, appointed by the Board of Directors, who legally represent Belagícola and are responsible for supervising the execution of the Company's general policies and strategies, respecting the limits established in the Bylaws and Shareholders' Agreement.

Both the Board and the Board of Directors play an essential role in initiatives related to sustainable development, promoting, engaging and directing the team in the implementation of best practices, policies and procedures, always in line with the purposes, values, mission, strategy, goals and accountability. [GRI 2-12](#)



Alberto Araújo
CEO

Isabela Oliveira
DIRECTOR OF OPERATIONS

Daniel Maia
CFO

William Guerreiro
COMMERCIAL DIRECTOR



DIVERSITY IN GOVERNANCE BODIES

Members of governance bodies, broken-down by gender

GRI 405-1

	Men	Women
Board of Directors	4	1
Advisory Committees	19	12
Board	3	1

Members of governance bodies, broken-down by age group

GRI 405-1

	Up to 30 years	From 30 to 50 years	Over 50 years
Board of Directors	0	3	2
Advisory Committees	1	26	4
Board	0	4	0



ETHICS AND INTEGRITY

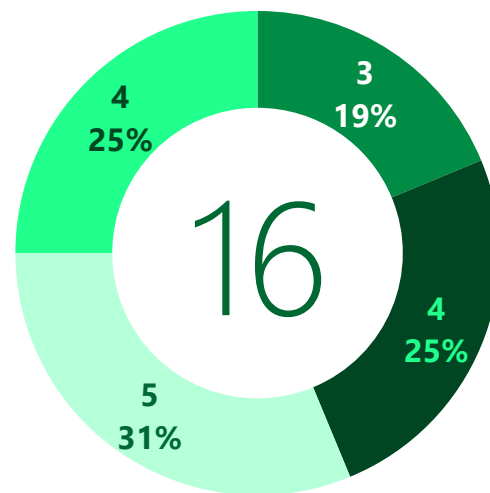
GRI 2-23, 2-24, 2-25, 2-26

Belagrícola values ethical and transparent relationships with employees, partners, customers, suppliers, the community, shareholders and the government. The principles that guide its actions are described in its Code of Ethics and Conduct and are disseminated through actions that encourage everyone to act in line with its values.

Among the different topics, Belagrícola's Code of Ethics and Conduct makes explicit the non-tolerance of discriminatory actions and harassment of any kind, as well as conditions of forced or analogous labor and child labor. The Company also prohibits the payment of improper amounts or the granting of any advantage to public agents, among other rules that are maintained for the preparation and monitoring of policies, procedures and work instructions.

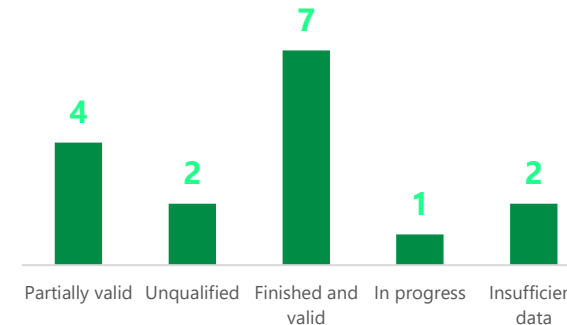
Attitudes that violate the Company's Code of Ethics and Conduct, as well as current legislation, must be reported in a specific channel for this purpose, available by telephone (0800 400 9700) and e-mail denuncia@belagricola.com.br. In 2022, 16 reports were registered, of which 6 were dealt with by the Internal Audit and the others were sent to the business areas.

Classification of Reports

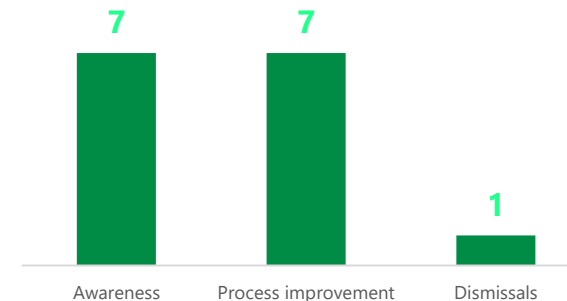


- Interpersonal relationship
- Bad intention / illicit
- Infraction of rules
- Questions, complaints, suggestions

Situation



Actions Taken



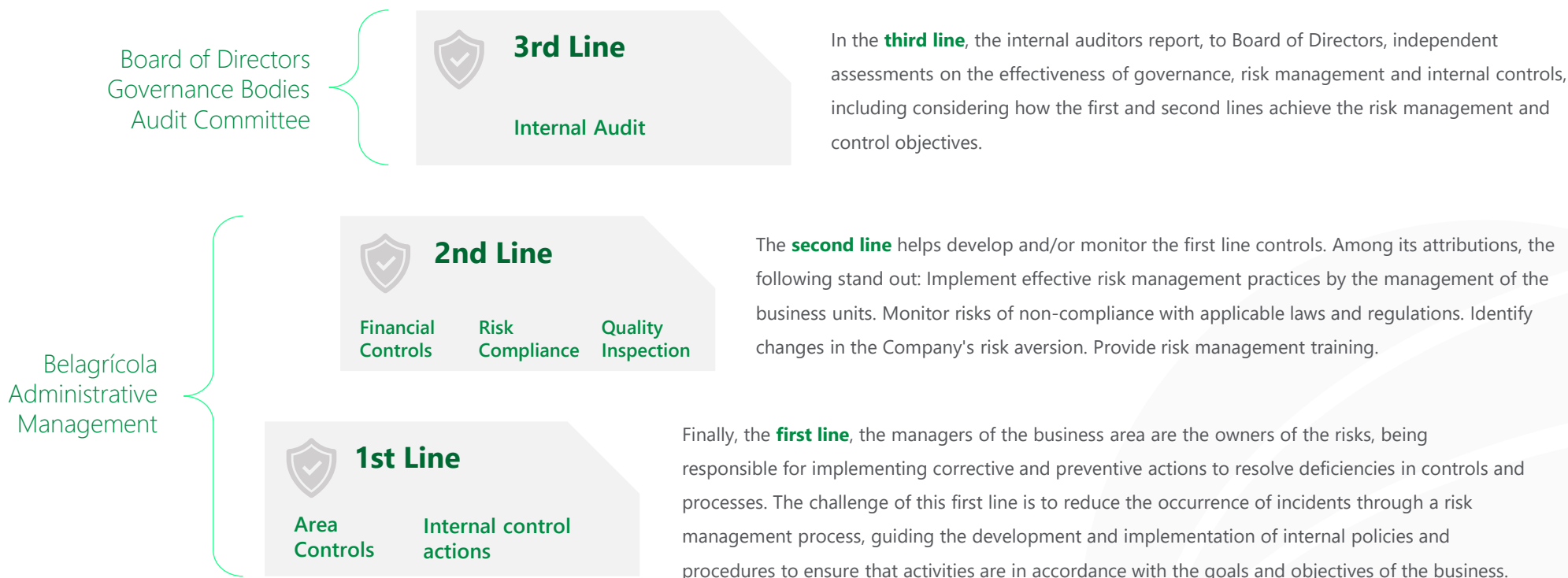
In line with best practices, as of 2023, the Ombudsman Channel will be managed by an independent company, responsible for recording and consolidating complaints before forwarding them to the Company's Internal Audit and Compliance areas, which strengthens governance and further ensures the secrecy of whistleblowers.



RISK MANAGEMENT

GRI 2-13, 2-25, 3-3 Ethics, Governance and Cybersecurity.

Belagrícola has a Financial Risks Policy, which contains guidelines for identifying, evaluating, monitoring and mitigating market risks that may impact business results and performance. In addition, operational, strategic and compliance risks are identified and arranged in a matrix between probability and impact axes. Based on this prioritization, responses are defined for each risk. In risk management, the Company adopts the three lines of defense model, in which:



EXTERNAL AUDIT + REGULATORY & LAW



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INCIDENT REPORT

In 2022, Belagrícola instituted a workflow that describes how to report situations that may have an impact on the business. In this way, the steps for an agile and precise response are defined, meeting the requirements of communication and transparency for stakeholders. Applicable to all areas of the Company, this instruction complements Belagrícola's policies and procedures.

After communicating the incident via the management platform, the Compliance and Internal Controls area analyzes the content of the report and evaluates, together with the first line, the definition of action plans, aimed at improving processes and maintaining risk levels within the exposure levels acceptable by the Company's Governance structure.

Through data analysis, we established indicators for monitoring actions by those responsible and monitoring the second line. As of the second half of 2022, a monthly report of incident indicators was presented. The report is presented to the Board and the Board of Directors, who become aware of the status of the action plans.



TOP Grãos is a project to implement the SAP system in grain operation. The objective is to improve purchase and sale controls, ensuring faster and more accurate information. Integrated with the Company's other business platforms, the system will make it possible to manage and monitor, in real time, price volatility, as well as fixing commodity components and managing market exposure risks.



Improve data governance and traceability



Ensure business scalability and longevity



Agility and precision in defining grain prices



Greater agility and efficiency with the integration of areas



Click on the icon and see more

The background of the slide is a dark, industrial setting. In the foreground, there is a large, rectangular bin filled with a light-colored, granular material, likely gravel or crushed stone. Two workers are visible in the middle ground, wearing hard hats and work clothes. One worker is wearing a grey hard hat and a blue shirt, while the other is wearing a yellow hard hat and a green shirt. They appear to be engaged in a task, possibly inspecting the material in the bin. The background shows a complex structure of metal beams and scaffolding, suggesting a construction or industrial site. The overall lighting is dim, with some highlights from overhead lights.

/// 07

**Economic
and financial
performance**





ECONOMIC AND FINANCIAL PERFORMANCE

GRI 3-3 Economic performance

Belagícola ended 2022 with **BRL 8.1 billion in net revenue, an amount 86.7% higher than that recorded in the previous year.** Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) grew 79.4% in the same comparison, reaching R\$ 390.7 million at the end of the year, and net income was R\$ 99.1 million, compared to the R\$59.7 million computed in 2021.

The numbers demonstrate the resilience of the Group (Belagícola, Bela Sementes, DKBR and Farmbits), in view of the challenging scenario faced by the sector in 2022, marked by high prices of maritime and road freight (driven by the rise in fuel prices); high prices of imported raw materials to produce pesticides and fertilizers; limitation of the commercial offer by the main international suppliers; and other marketing factors that flattened profits in the field.

The best way for rural producers to achieve good profitability was to conquer productive crops. In this sense, once again Belagícola's strategy – of positioning itself as a partner of its customers, offering them a complete platform of products and services – proved to be right. The anticipation of purchases of agricultural inputs, for example, was one of the measures that offered security and comfort to rural producers, who had the ideal tools and solutions at the right time to follow the planning established for the entire cycle.

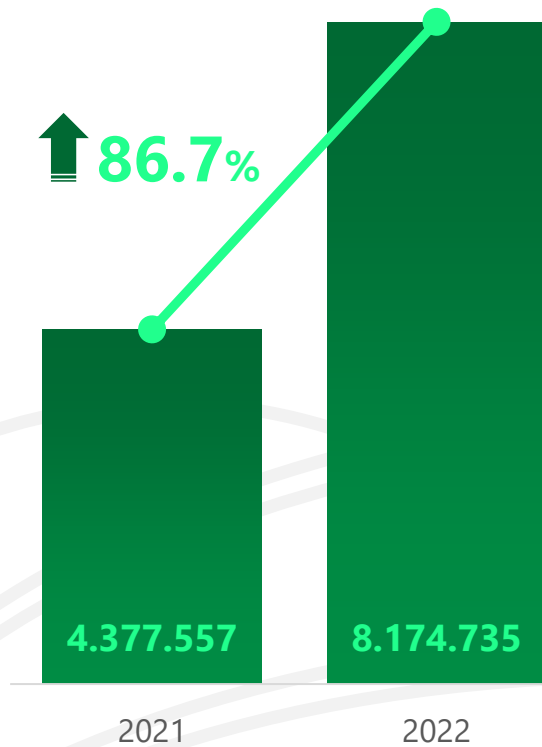


*The numbers demonstrate the **Group's resilience**, in view of the challenging scenario faced by the sector in 2022.*



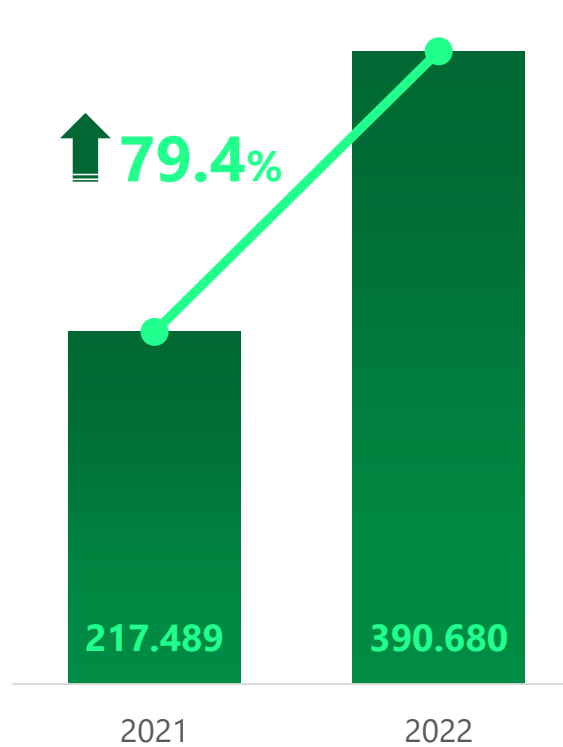
Net income

(BRL in thousands)



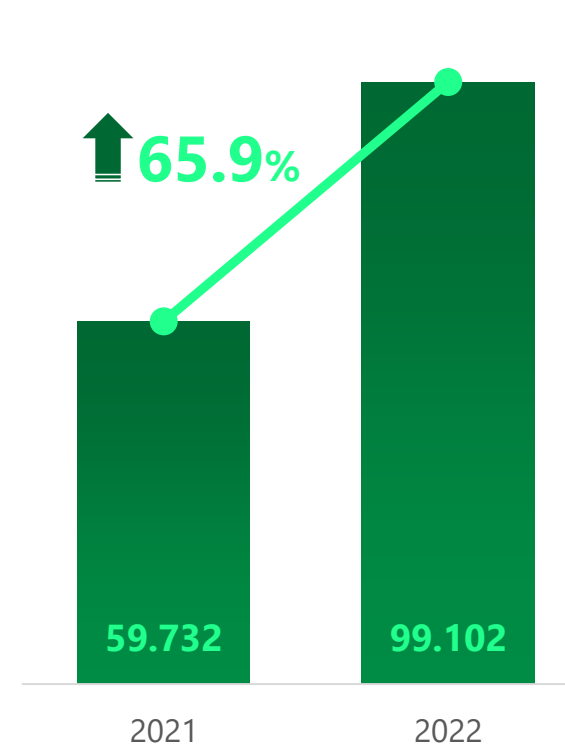
EBITDA

(BRL in thousands)



Net profit

(BRL in thousands)





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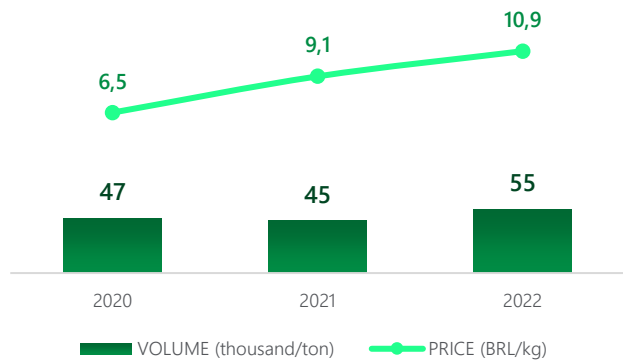
Economic and financial performance

People first

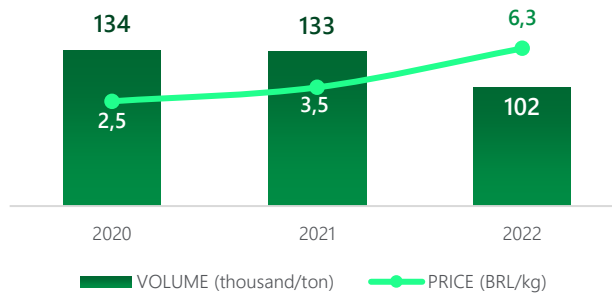
Environmental conservation

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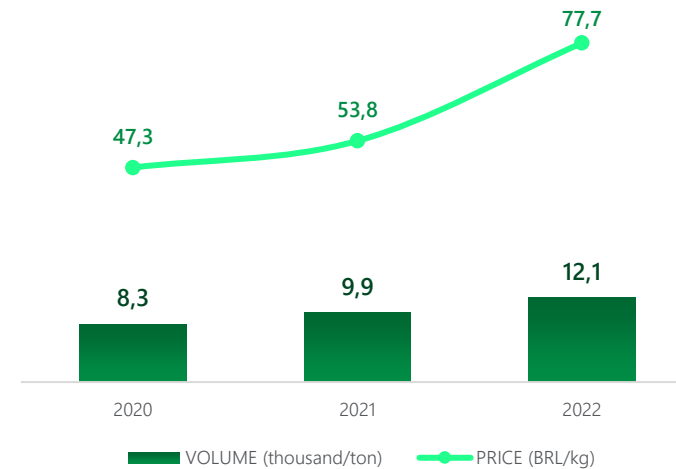
SEEDS



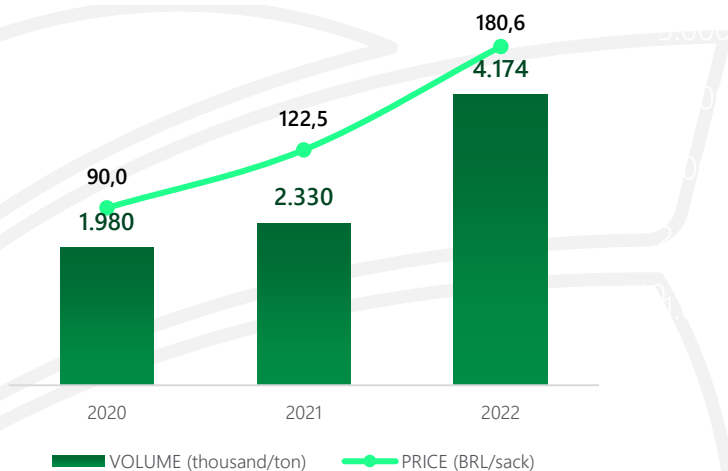
FERTILIZERS



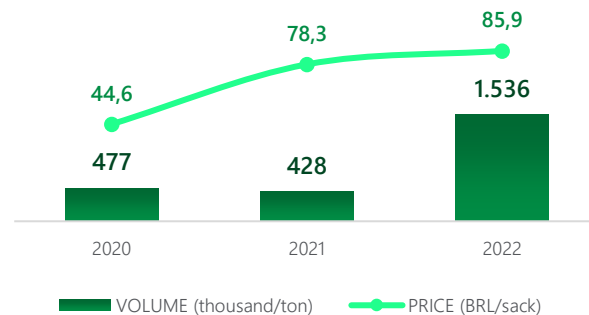
PESTICIDES



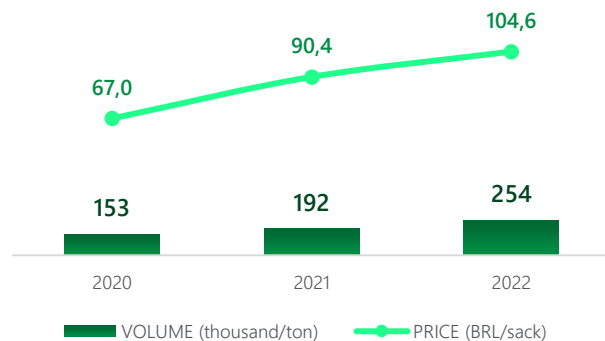
SOY



CORN



WHEAT





Income Statement

(BRL in thousands - unless otherwise indicated)

	2022	2021	Variation (%)
Net Revenue	8.174.735	4.377.557	86,7%
Inputs	2.193.427	1.423.988	54,0%
Grains	5.981.308	2.953.569	102,5%
(-) Cost of goods sold	-7.518.924	-3.997.425	88,1%
Inputs	-1.612.290	-1.067.270	51,1%
Grains	-5.906.634	-2.930.155	101,6%
Gross profit	655.810	380.132	72,5%
Inputs	581.137	356.718	62,9%
Grains	74.674	23.414	218,9%
Total expenses	-311.948	-205.246	52,0%
(-) administrative costs	-103.768	-68.348	51,8%
(-) general expenses (operating)	-22.884	-15.516	47,5%
(-) selling expenses	-166.816	-109.904	51,8%
(-) depreciation and amortization	-46.818	-42.603	9,9%
(+/-) other operating expenses and income	28.339	31.125	-9,0%
(=) Ebit¹	343.862	174.886	96,6%
(-) financial result	-189.656	-113.382	67,3%
(=) EBT	154.206	61.504	150,7%
Income tax and social contribution	-55.104	-1.771	3.011,5%

1. Acronym for "Earnings Before Interest and Income Taxes".



Direct economic value generated and distributed GRI 201-1

(BRL in thousands - unless otherwise indicated)

	2022	2021	Variation(%)
Personnel and charges	128.169.515	77.554.149	65,3%
Direct remuneration	106.767.887	60.565.095	76,3%
Benefits	15.783.206	11.973.146	31,8%
Severance Indemnity Fund (FGTS)	5.618.422	5.015.908	12,0%
Taxes, fees and contributions	53.873.395	36.281.957	48,5%
Federal	41.836.956	19.986.281	109,3%
State	11.594.240	15.964.528	-27,4%
Municipal	442.199	331.148	33,5%
Remuneration of third-party capital	305.975.469	154.456.342	98,1%
Interest fees	294.937.223	152.604.371	93,3%
Rents	11.038.246	1.851.971	496,0%
Interest without equity and dividends	-	-	-
Retained earnings/loss for the year	98.758.664	59.689.610	65,5%
Value generated and distributed	586.777.043	327.982.058	78,9%

/// 08

People first








OUR TEAM

GRI 2-29, 3-3 People Management - Human Development

Respect for people, putting them first, is what guides the relationship with the internal public throughout the People and Management Cycle, from communication with candidates for vacancies, with flexibility in interviews and transparency in feedback, to the zeal in conducting projects and actions aimed at training and professional development, as well as personal health and well-being. The Company even invests in extensive training programs for its managers, so that the relationship with the employee is humanized, and always based on ethics and respect. Investment in inclusion actions, job security and strengthening of female leadership also continues to grow.

At the end of 2022, Belagrícola employed **1,263 employees**, all with full-time permanent contracts and covered by collective bargaining agreements. The Company also had 56 apprentices and 19 interns, who worked, respectively, in accordance with the Apprentice Law (No. 10,097/2000) and the Internship Law (No. 11,788/2008); and five third workers. [GRI 2-7, 2-8, 2-30]

	2021		2022	
				
	Men	Women	Men	Women

Corporate headquarters¹	125	87	143	120
North of Paraná	385	70	399	76
South of Paraná	140	49	159	56
São Paulo	141	29	154	36
Bela Sementes²	92	12	107	13
Total	883	247	962	301





¹ Located in Londrina (PR)

² With operations in Tamarana (PR) and Patos de Minas (MG)



Employees¹, broken-down by gender and functional category

GRI 405-1

	2021		2022	
	 Men	 Women	 Men	 Women
Directors², Heads, Executive Managers	5	1	5	3
Managers	49	4	51	3
Coordinators and Specialists	33	10	39	16
Supervisors and Leaders	48	21	53	22
Analysts and Technicians	275	93	304	111
Operational	473	118	510	146
Total	883	247	962	301

¹ Considers the basis presented in the GRI 2-7 content² Not statutory

Employees¹, broken-down by age group and functional category

GRI 405-1

	2021			2022		
	Up to 30 years	From 30 to 50 years	Over 50 years	Up to 30 years	From 30 to 50 years	Over 50 years
Directors², Heads, Executive Managers	0	6	0	0	8	0
Managers	1	41	11	0	44	10
Coordinators and Specialists	1	41	1	1	52	2
Supervisors and Leaders	10	52	7	13	56	6
Analysts and Technicians	151	202	15	165	235	15
Operational	174	291	126	226	301	129
Total	337	633	160	405	696	162

¹ Considers the basis presented in the GRI 2-7 content² Not statutory



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BENEFITS

GRI 401-2

Belagrícola constantly seeks to promote the granting of complementary benefits to its employees, supported by labor legislation and collective work instruments signed.

The Company voluntarily surprises its internal public, in addition to a wide benefits package, with the Profit Sharing Program, aiming to share with employees the results achieved throughout each year. The benefit is calculated based on pre-established goals and clear and objective rules.

The Pension Plan is also offered, as another investment and savings option for employees, especially to complement social security.

As a highlight, still in 2022, the **Long-Term Incentive** for executives was launched, which comes from the proposal to strengthen the business growth strategy for the coming years, in line with the Company's vision of the future.

The **Flexible Benefit** was also launched, aimed at promoting health and continuing education for managers, to encourage the constant search for self-knowledge and professional training, in addition to caring for the quality of life of leaders and their families.

Finally, Belagrícola launched the **Multiplicar Program**, which offers specialized consultancy in finance and on an individual basis to our employees and their families, in addition to lectures on financial education in order to promote a better understanding of resource management and awareness of expenses. The initiative was developed based on the Company's belief that financial health directly impacts the well-being of workers.



Profit Sharing



Private Pension



Long Term Incentive



Flexible Benefit



Multiplicar Program



Viva Mais Program
(see more on page 61)



Childcare assistance



Birthday day off



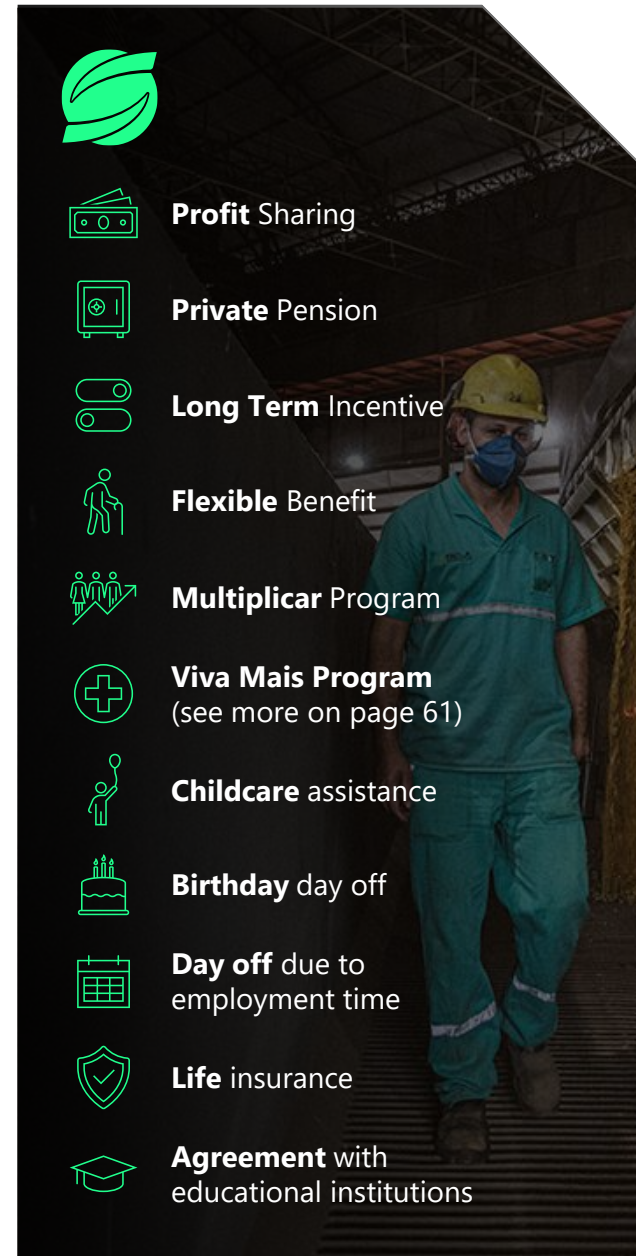
Day off due to employment time



Life insurance



Agreement with educational institutions









BENEFITS

Parental leave

Because it believes in the importance of strengthening families, Belagrícola guarantees the right to maternity leave of 180 days and paternity leave of 30 days.

During the entire gestational period of the collaborators, Belagrícola offers individual and group nutritional care to support future mothers, providing guidance on adequate nutrition, in addition to offering psychological and social support. When returning from maternity leave, from six months to twenty-four months of the baby, the Company also offers day care assistance.

Maternity/paternity leave GRI 401-3

	2021		2022	
	 Men	 Women	 Men	 Women
Number of employees entitled to take parental leave	883	247	962	301
Number of employees who took parental leave	22	21	22	13
Number of employees who returned after parental leave	22	20	22	12
Return rate¹	110%	95,24%	100%	92,31%
Number of employees who returned after parental leave and remained with the Company 12 months after their return	20	17	19	10
Retention rate²	90,90%	85,00%	86,36%	83,33%

¹ Total employees who returned to work after parental leave / total employees who should return to work after parental leave.

² Total employees retained 12 months after returning to work after parental leave / total employees returning from parental leave in the previous reporting period(s).



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CORPORATIVE EDUCATION

GRI 404-2

Investing more and more in the training of its employees, Belagícola believes in the strategy of training leaders and successors as a differential for its competitiveness in the coming years.

In 2022, Belagícola offered 29,052.56 hours of training, an average of 22.4 hours of training per employee.

Among the initiatives aimed at developing the internal public, the following stand out:



GESTÃO 360°

Aimed at Heads and Managers, it aims to strengthen the role of senior management at Belagícola.



LÍDERES EM AÇÃO – OPERACIONAL

Its purpose is to develop behavioral skills for the position of Coordination in the Operational area.



LÍDERES EM AÇÃO - ADMINISTRATIVE

Its purpose is to develop administrative leadership in the branches.



COMERCIAL TRAINEE

Preparation and Training for newly formed Agronomists.



LEADERS DEVELOPMENT PROGRAM

Aims at preparing corporate coordinators to lead their team to high performance.



CORPORATE IMPULSE

It values specialists and corporate analysts, preparing them for business challenges.



COMMERCIAL IMPULSE

It develops Sales Specialists and Consultants with a leadership profile.



OPERAÇÃO GRÃO TRAINEE

It trains talents with aptitude for the operational area of grains.



TRAINEE TECHNICAL OPERATOR

It prepares talents who identify with the maintenance and operation area.



ACELERA 2022

Aims to increase the performance of the sales team.



CULTIVAR PROGRAM

Development of skills and abilities to the Administrative team.



DESENVOLVER PEOPLE AND MANAGEMENT

It improves specific skills for the People and Management team.



DESENVOLVER OPERATIONS AND LOGISTICS

Improves specific skills for Operations and Logistics teams.



EVOLUIR PROGRAM

Focused on the improvement of Supervisors, Leaders and Administrative Analysts.



SEMSEAR PROGRAM

Develop, train and integrate employees on technical and behavioral fronts.



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Average hours of training per employee, broken-down by gender and employee category

GRI 404-1

2022

	 Men	 Women
Directors², Heads, Executive Managers	49,4	70,6
Managers	49,8	88,6
Coordinators and Specialists	51,4	57,8
Supervisors and Leaders	38,0	67,7
Analysts and Technicians	36,8	23,1
Operational	11,2	13,1
Total	236,7	320,9

¹ Considers the basis presented in the GRI 2-7 content

² Not statutory



CLIMATE AND CAREER MANAGEMENT

In 2022, Belagrícola was certified as one of the best companies to work for in Brazil by Great Place to Work, an international consultancy that evaluates the best people management practices worldwide. This was the fourth consecutive year that the Company achieved this feat, with increasing scores attributed to each edition by its employees. In the last edition, there were 89 points, getting even closer to the national benchmark, whose score is 92.

To achieve this score, Belagrícola had around 80% engagement from its employees and, among the aspects evaluated, transparency in the communication of results and objectives stands out, which has been strengthened through an increasingly close and open for dialogue.

Other aspects well evaluated by the employees were the coordination of people and the distribution of tasks, with the development of leaders through training offered by the Company and constantly worked on in a very effective way;

and the recognition of the efforts of each one, with due celebration of the results achieved both individually and as a team.

Feedback is a tool widely used by the Company for the development of people, and is understood as a moment of connection between leader and subordinate, which reinforces communication, relationships and a vision of the future. In 2022, 58% of the team received three or more effective feedbacks, which directly impacts employee satisfaction and engagement with Belagrícola.

Managers and employees are encouraged to participate in a performance evaluation process, whose methodology is based on management by competencies, focusing on understanding the strengths of each team member, as well as opportunities for professional improvement in line with organizational objectives.



*Demonstrating the opportunities for career progression, **Belagrícola made 150 promotions possible in 2022** – a rate of 13% of changes in the staff.*

Percentage of employees receiving regular performance and career development reviews

GRI 404-3

	2021		2022	
	Men	Women	Men	Women
Directors², Heads, Executive Managers	0,46%	0,12%	0,43%	0,26%
Managers	4,76%	0,46%	4,20%	0,26%
Coordinators and Specialists	3,48%	1,04%	3,17%	1,37%
Supervisors and Leaders	4,76%	1,62%	4,37%	1,63%
Analysts and Technicians	24,01%	7,89%	23,65%	8,83%
Operational	41,65%	9,74%	40,19%	11,65%
Total	79,12%	20,88%	76,01%	23,99%

¹ Considers the basis presented in the GRI 2-7 content

² Not statutory



HIRINGS

Total number and rate of new employee hires, broken-down by gender

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Men	174	19,71%	241	25,05%
Women	70	28,34%	109	36,21%
Total	244	21,59%	350	27,71%

Total number and rate of new employee hires, broken-down by age group

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Up to 30 years	139	41,25%	198	48,89%
Between 30 and 50 years	95	15,01%	141	20,26%
Over 50 years	10	6,25%	11	6,79%
Total	244	21,59%	350	27,71%

Total number and rate of new employee hires, broken-down by region

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Corporate headquarters¹	49	23,11%	81	30,80%
North of Paraná	73	16,04%	90	18,95%
South of Paraná	69	36,51%	82	38,14%
São Paulo	37	21,76%	59	31,05%
Bela Sementes²	16	15,38%	38	31,67%
Total	244	21,59%	350	27,71%

¹ Located in Londrina (PR)

² With operations in Tamarana (PR) and Patos de Minas (MG)



TURNOVER

Total number and rate of employee turnover, broken-down by gender

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Men	129	14,61%	161	16,84%
Women	64	25,91%	52	17,28%
Total	193	17,08%	213	16,94%

Total number and rate of employee turnover, broken-down by age group

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Up to 30 years	65	19,29%	90	22,22%
Between 30 and 50 years	114	18,01%	101	14,51%
Over 50 years	14	8,75%	22	13,58%
Total	193	17,08%	213	16,86%

Total number and rate of employee turnover, broken-down by region

GRI 401-1

	2021		2022	
	Total Number	Rate	Total Number	Rate
Corporate headquarters¹	41	19,34%	24	9,13%
North of Paraná	64	14,07%	68	14,32%
South of Paraná	50	26,46%	59	27,44%
São Paulo	27	15,88%	39	20,53%
Bela Sementes²	11	10,58%	23	19,17%
Total	193	17,08%	213	16,86%

¹ Located in Londrina (PR)² With operations in Tamarana (PR) and Patos de Minas (MG)



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SAFETY AT WORK

GRI 3-3 Health and Safety at Work, 403-1, 403-2, 403-3, 403-4, 403-5, 403-7, 403-8

Belagricola understands that putting people first means giving priority to the integrity – physical, mental and emotional – of the workers who add steps to its trajectory. In this way, since 2017, the Company has maintained a Health and Safety Management System integrated with a digital platform, which allows the advance planning of the occupational exam schedule; registration of certificates, with constant monitoring of absenteeism and identification of the main causes of absence from work; remote management; and monitoring of vaccines, whether in periodic campaigns or resulting from exposure to risks.

All employees are covered by this management system, which also includes the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO). The first establishes measures to eliminate, reduce or control occupational risks, through review of processes, studies of adjustments in machines and equipment, optimization of the use of Personal Protective Equipment (PPE) and Collective Protection Equipment (CPE), among others. other preventive actions. Likewise, we have the PCMSO, which in turn is focused on identifying occupational diseases or irreversible damage to workers' health.





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Risk activities are performed only after verification by a specialized team. In addition, employees are required to withdraw from an activity when they identify any dangerous situation and must notify their direct leaders so that control measures can be adopted.

All employees are represented by Internal Commissions for Accident Prevention (CIPAs), aimed at raising awareness of best practices and precautions regarding health and safety at work, with a focus on reducing accidents; and involved in an intense training agenda - both on the Company's preventive measures and on regulatory standards, and above all NR06 (Personal Protective Equipment - PPE), NR10 (safety in installations and services in electricity), NR11 (handling of goods and forklift handling), NR12 (heavy machinery), NR 16 (dangerous activities and operations), NR23 (fire brigade training), NR31 (safety and health at work in agriculture), NR33 (work in confined spaces) and NR35 (work at height), addressed throughout 2022.

This whole movement adds to the process of strengthening the health and safety team in recent years. As a result, the work of this team becomes even more focused on disseminating good practices among employees and strengthening the organizational culture focused on safety and leadership by example.

All precautions led the Company, at the end of the year, to an accident frequency rate of 6.41 per 1 million hours worked. Despite the proposed actions, at the beginning of 2023, the Company records having suffered two incidents of accidents, which culminated in the death of an employee and two service providers², which demonstrates that zero accidents is a goal that must be constantly pursued for all.

The budget for the area of health and safety at work increased by 60% between 2022 and 2023 and, among the planned initiatives, the hiring of a reference consultancy in Safety in Brazil and abroad, DuPont Sustainable Solutions (DSS+); strengthening the security policy, the accountability matrix and the continuous improvement cycle; leadership training, among other actions.

Work accidents

GRI 403-9

	2021		2022	
	Total Number	Index ¹	Total Number	Index ¹
Deaths resulting from accidents at work	0	-	0	-
Accidents at work with serious consequences (except deaths)	0	0	2	0,92
Mandatory reporting accidents at work³	10	4,97	14	6,41
Number of worked hours	2,011,839		2,184,552	

¹ The indices were calculated based on 1 million hours worked.

²Event subsequent to the period covered by this report.

³In 2021, the Company suffered a shortfall in the corn crop, resulting in fewer hours worked in the off-season.



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HEALTH PROMOTION

GRI 3-3 Health and Safety at Work, 403-6

In addition to safety, Belagrícola employees are cared for based on the concept of integral health, which, according to the World Health Organization (WHO), considers both physical well-being and other aspects (mental, social, financial and spiritual).



In this sense, Viva Mais stands out, a broad program carried out in partnership with medical clinics, nutritionists, psychologists, social workers and financial institutions. The initiative is based on the following pillars:

Employee health (clinic)

Awareness actions on the prevention of diseases not necessarily related to work, which include vaccination campaigns, periodic exams, as well as adherence to global movements such as Pink October, focused on women's health and the fight against breast cancer; and the Blue November, aimed at men's health and prevention against prostate cancer.

Healthy eating

Guided by guidelines for food education that promotes physical well-being, good intestinal functioning, sleep regulation, among other positive consequences of good nutrition. Employees are assisted individually, when necessary, and participate in group conversation circles.

Labor gymnastics

Available to 100% of employees, twice a week, it provides physical exercises for employees to relax their bodies and minds, preventing injuries and occupational illnesses.

Emotional health

It promotes actions related to the topic of emotional health for employees, in addition to psychological support for those facing difficult situations, such as emotional exhaustion and grief through private consultations for employees and their families.

Social assistance

It aims to ensure the rights of employees and their families in terms of social protection and quality of life. For this, Belagrícola has a team dedicated to special care, which assists employees and their families individually.

Bela Pregnancy

Individual and group assistance to support future mothers on the Belagrícola team, providing guidance on proper nutrition and psychological counseling.

A.M.A.R

Accompanying employees who need to leave due to illness, encouraging their return to work.



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SOCIAL PROJECTS

GRI 2-29, 413-1, 3-3 Relationship with communities

Belagícola believes in a fairer society with less vulnerability, and understands that all efforts must be directed towards people who are going through difficult times. For this reason, in 2022 alone, the Company allocated BRL 875,794.10 to institutions committed to the well-being and social development of communities in Paraná and São Paulo.

For over 17 years, for example, Belagícola has been a partner of the Hospital do Câncer de Londrina (PR), promoting, in addition to the allocation of its own resources and incentives, actions to collect donations from third parties to the institution, such as the Saca Solidária campaign, which encourages customers to donate the value of one or more bags of their soy, corn and wheat production, and with each donation made, Belagícola adds 50% of the amount collected. The initiative directly benefits more than 2,000 patients seen per day by Hospital do Câncer de Londrina, coming from all cities in the region, 94% of them users of the Unified Health System (SUS).

Donation in 2022

Hospital do Câncer de Londrina (PR)	BRL 768,882.71
Associação de Pais e Amigos dos Excepcionais (APAE)	BRL 21,220.28
Fundo Social de Cruzília (SP)	BRL 25,941.15
Associação de Manutenção das Tradições Culturais (AMATRAC)	BRL 16,938.30
Paróquia São João Batista	BRL 6,650.00
Other Institutions	BRL 36,161.66
Total	BRL 875,794.10



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OWN INITIATIVES

GRI 3-3 Relationship with Communities

Canora Program

Belagrícola also develops its own initiatives, such as the Canora Project, which aims to offer teenagers who find themselves in a situation of vulnerability and social helplessness a new perspective on life based on education as the key to open the doors to self-knowledge and development of professional skills.

The initiative promotes theoretical and practical musicalization activities, as well as participation in actions in a simulated environment, ensuring learning of the proposed content and strengthening social awareness. Additionally, the Social Responsibility team monitors the social and professional development of young people who are part of Canora.

The project has already changed the reality of more than 120 young people in the region of Londrina (PR) and seven partner companies have joined the initiative. Only in 2022, 4 young people were assisted,

also positively impacting the lives of their families. In addition, several musical performances were held at internal and external events – such as the Christmas Cantata at the Hospital do Câncer de Londrina .

Integrar Program

Another highlight is the Integrar Program, whose objective is to qualify deaf and hard of hearing young people to enter the job market. The initiative is carried out by the Company, in partnership with the Instituto Londrinense de Educação de Surdos, which monitors the selection process and communicates with families; and the Guarda Mirim de Londrina, which participates in the planning of the courses and in the application of the syllabus.

In 2022, the second Group of the Integrar Program was started, seeking to train 12 young trainees with 440 class hours for socio-professional qualification and information about Belagrícola and its sector. Students, after theoretical training, receive practical training to assimilate the content and get to know the business. The inclusion of graduates in the team is accompanied by a responsible educator

and a manager – trained in the Brazilian Sign Language (LIBRAS) course for communication with their new employee. The initiative benefits not only young people, who receive training and employment, but the entire Company, which experiences the importance of maintaining a diverse team.

Since its creation in 2019, the Integrar Program has already qualified 22 young people for the job market in general, of which 19 trainees continued at Belagrícola – the program therefore registers a retention rate of 86%.



*In 2022, **BRL 628,320** were invested in social programs and actions.*



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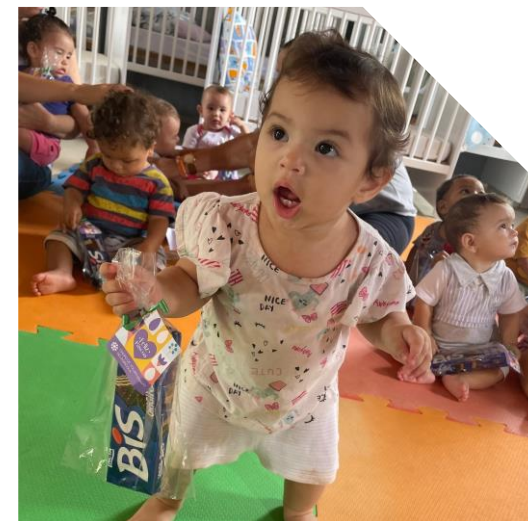
VOLUNTEERING

GRI 3-3 Relationship with Communities

Based on surveys, Belagricola identified the willingness of its employees to contribute to society, with this, it organized a Volunteer Group, focused on planning actions in favor of institutions selected by the employees themselves and focused on children, the elderly and communities.

The Group works independently, carrying out actions and raising the necessary investment and donations. Belagricola's Communication and Social Responsibility areas monitor the initiatives and offer all the necessary support to carry out the planning.

Among the initiatives, in 2022, the donation of clothes and shoes to help the solidary winter campaign to serve the families served by the Guarda Mirim de Londrina (PR), which serves children and adolescents, stands out. The Group also donated toys and food as part of the Solidarity Christmas, carried out for the Centros Esperança por Amor Social (CEPAS) João Turquino, Bom Samaritano, and Asilo São Vicente, which welcome homeless people.





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Environmental Conservation



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GRI 3-3 Biodiversity and Sustainable Agriculture

Reverse logistics of lamps

The operational and administrative areas are generating sources of fluorescent lamps which, due to their structure, are possible contaminants and harmful to human health.

Therefore, in line with the National Solid Waste Policy and with the company's concern for the health of employees and the environment, a legally qualified company is contracted to collect and correctly dispose of all light bulbs generated in the branches.

In 2022, through hired qualified companies, 1,263 discarded light bulbs were collected, with these collections being certified.





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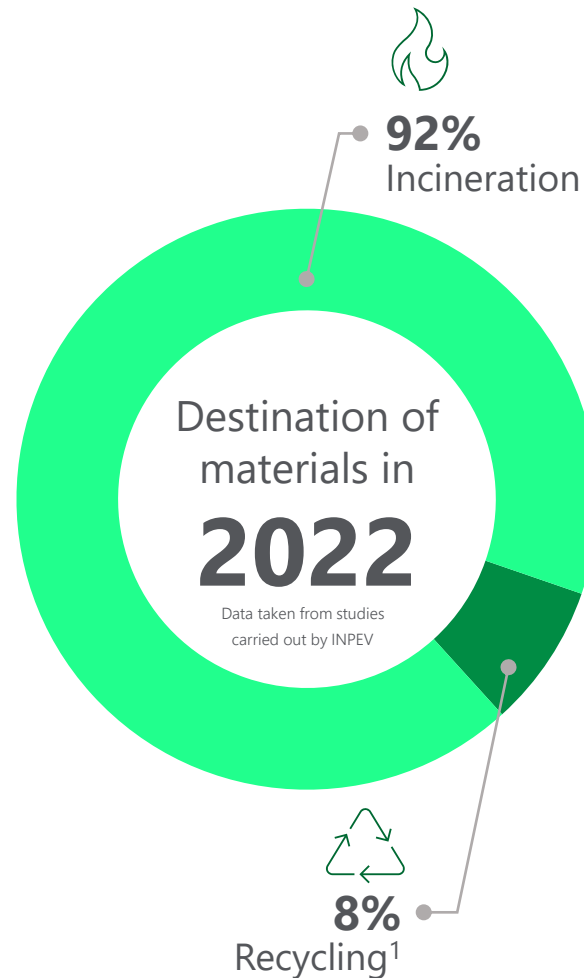
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GRI 3-3 Biodiversity and Sustainable Agriculture

Reverse logistics of pesticide packaging

Belagrícola maintains its commitment to the reverse logistics of pesticides, actively participating with the National Institute for the Processing of Empty Containers (inpEV) and its accredited institutions in the management of reverse logistics for the packaging of agricultural products controlled in a responsible and legal manner, providing safety to its customers and the community and the well-being of the environment, as the packaging is correctly disposed of for recycling or incineration carried out by inpEV. In 2022, the initiative was expanded to eight more associations linked to Belagrícola, totaling 60 links with associations that collect pesticide packaging.



¹ Some products: packaging (agricultural chemical or lubricating oil), conduits and ducts, sewage pipe, automotive battery box and pallet.

Water quality

Belagrícola's concern with the quality of the water consumed in its branches is always constant and under the focus of "people first". With this concern in mind, in 2022 the Company carried out water quality analyzes in 29 units where water is collected underground. This evaluation verified 31 physical-chemical parameters of the water to certify its potability.

During 2022, 29 water chlorinators with a chlorine tablet system were installed in the aforementioned branches with underground collection from wells. Chlorine is used to inactivate microorganisms present in the water system, ensuring the quality of water for human consumption.



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Control of atmospheric emissions

Atmospheric quality is a very important topic for Belagrícola. In this sense, monitoring of total particles in suspension is carried out during the reception of the corn harvest (moment of greater particulate emissions). The aim is to ensure that there are no relevant impacts on the atmosphere resulting from the grain reception operation. Legally, the Company is obliged to carry out analyzes in nine branches (locational criterion), however, with the concern, always in the sense of prevention, in 2022, 15 atmospheric analyzes were carried out in its grain receiving branches, meeting and exceeding the target laid out in the 2021 Sustainability Report.

*In 2022, the Company went **beyond the requirements, carrying out 15 atmospheric analyzes** in its branches and exceeding the corporate target presented in the previous report.*





Greenhouse gases

In order to quantify and identify sources of greenhouse gas emissions generated from the Company's activities, Belagrícola presents the Greenhouse Gas (GHG) emission report, based on the GHG Protocol methodology, adapted for the Brazilian context by the Fundação Getulio Vargas.

Scope 1 considered stationary combustion from activities carried out at the Company's grain reception and processing plants and the mobile combustion of motor vehicles used by employees in their activities.

For scope 2, emissions from the consumption of electricity purchased from the National Interconnected System (SIN) at commercial, industrial and corporate units were considered. As for emissions considered in Scope 3, the business trips made by the Company's representatives were quantified.

¹ The consumption of biomass for direct burning in 2022 was strongly influenced by the 100% increase in the receipt of grains from corn and wheat crops, in owned branches, compared to 2021. In addition, the average moisture of the grain received from the crop, in 2022, was one percentage point above the average of recent years. The higher the moisture content of the grains, the more heat energy is needed to dry them to an acceptable standard humidity, thus ensuring the conservation of the products during the storage period.

Summary of total emissions in 2022 (tCO₂e)

	Scope 1	Scope 2 (location approach)	Scope 3
Carbon dioxide (CO₂)	2,287.89	2,181.26	18.35
Methane (CH₄)	6,454.48	-	-
Nitrous oxide (N₂O)	865.49	-	0.265
Total	9,607.86	2,181.26	18.61

Emissions by scope (tCO₂e)

GRI 305-1, 305-2, 305-3

	2021	2022
Scope 1	3,483.903	9,607.86
Mobile combustion	1,580.134	2,364.45
Stationary combustion ¹	1,903.769	7,243.41
Scope 2 (location approach)	1,377.216	2,181.26
Acquisition of electricity	1,377.216	2,181.26
Scope 3	ND	18.61
Business travel	ND	18.61
Total	4,861.12	11,807.73



Energy consumption

The Company remains attentive to the energy efficiency of its businesses, since the theme impacts the environmental and economic pillars, being strategic for sustainability management.

In order to rationalize consumption, in 2022, several measures were taken, such as the implementation of a system for programming the operation of grain aeration equipment and the acquisition of 100% LED lamps and reflectors - initiatives that directly contributed to the reduction of about 277,706 kWh, representing 1.7% of Belagráficola's annual electricity consumption.

The behavior of energy consumption compared to the previous year was also disclosed for the branches; blocking the operation of equipment during "peak hours"; and performed Overall Equipment Effectiveness (OEE) analyses.

Additionally, Belagráficola generated 146,935 kWh of electricity in the shared generation model, with energy coming from a renewable source (Central Hydroelectric Generator). This amount met 34.6% of the energy needs of stores and offices.



93% of the total energy consumed by the group came from renewable sources.

Energy consumption within the organization (electricity)

GRI 302-1

2022



16,109,067

Energy from Renewable Sources (kWh)



1,160,755

Energy from the power utility (kWh)

Total Consumption (kWh)

17,269,822



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ENVIRONMENTAL GOALS

For 2023, Belagícola has ambitious and very important goals for the care of the environment and the community, namely:

Environmental Training

In order to improve the culture of caring for the environment, during 2023, continuous inspections with an environmental focus will be implemented in all the Company's branches. During these technical visits, guidance and training will be given to the entire administrative, store and silo operations team regarding solid waste management, based on the Solid Waste Management Plan, previously prepared by the Environment team. Also in this regard, training will also be carried out on the execution of the Environmental Control Plan, in which the necessary actions for emergency and preventive control regarding the storage of agricultural inputs in the branches, store and silo will be given.

Mapping of water consumption

Controlling the consumption of water resources is the first step towards more sustainable consumption. In this sense, Belagícola acquired, for 2023, another 23 hydrometers that will be installed where water resources are collected via artesian wells. As a result, 100% of Belagícola's units will have a water consumption control system, which will help identify consumption bottlenecks and places where actions to save water consumption and sustainable use will be necessary.



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GRI CONTENT SUMMARY

Declaration of use	Belagrícola reported in accordance with the GRI Standards for the period between January 1 and December 31, 2022.
GRI 1	GRI 1: Fundamentals 2021
Applicable GRI Sector Standard	There wasn't.

GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation
GRI 2: General Contents 2021	2-1 Organization details	10.			
	2-2 Entities included in the organization's sustainability report	4.			
	2-3 Reporting period, frequency and point of contact	4			
	2-4 Information restatements	There wasn't.			
	2-5 External verification	4.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation
GRI 2: General Contents 2021	2-6 Activities, value chain and other business relationships	10, 23, 24, 25, 26, 27, 28 e 29.			
	2-7 Employees	50.			
	2-8 Workers who are not employees	50.			
	2-9 Governance structure and its composition	37.			
	2-10 Nomination and selection for the highest governance body	37.			
	2-11 Chair of the highest governance body	37.			
	2-12 Role played by the highest governance body in overseeing the management of impacts	37 and 39.			
	2-13 Delegation of responsibility for managing impacts	38 and 42.			
	2-14 Role played by the highest governance body in sustainability reporting	4 and 5.			
	2-15 Conflicts of interest	Belagrícola has documents that detail the guidelines in case of conflicts of interest, which are applied according to the level of the situation, and may be submitted, initially, to the Ethics and Conduct Committee and, subsequently, to the Board of Directors.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation
GRI 2: General Contents 2021	2-16 Communicating Critical Concerns	37			
	2-17 Collective knowledge of the highest governance body	38			
	2-18 Assessing the performance of the highest governance body		All	Information unavailable/ incomplete	There are still no evaluation mechanisms. The theme is under development.
	2-19 Compensation policies	There is still no remuneration policy. Currently, only one of the members of the Board of Directors receives remuneration, consisting of fixed monthly remuneration and benefits without any other type of variable remuneration or bonus.			
	2-20 Process for determining remuneration	The Compensation Committee continually conducts market research with an external consultant to verify compensation criteria and amounts, bonus and benefit packages, and adjusts the team's compensation.			
	2-21 Proportion of total annual compensation		All	Confidentiality Restrictions	The theme is considered strategic by the Company.
	2-22 Declaration on sustainable development strategy	7 and 8.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation
GRI 2: General Contents 2021	2-23 Politics Commitments	35, 37 and 41.			
	2-24 Incorporation of politics commitments	41.			
	2-25 Processes for repairing negative impacts	41 and 42.			
	2-26 Mechanisms for counseling and raising concerns	41.			
	2-27 Compliance with laws and regulations	In 2022, there were four significant cases of non-compliance, of which two cases in which fines were incurred, related to operational errors in the issuance of agronomic prescriptions and Occupational Accident Reporting (CAT) outside the legal deadline, and which added up to R\$ 21,802 ,69; and two other cases that are still being processed by the responsible bodies. Cases that resulted in infraction notices were considered significant.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation
GRI 2: General Contents 2021	2-28 Participation in associations	Belagrícola participates in the following associations: A Belagrícola participa das seguintes associações: Associação Nacional dos Distribuidores de Insumos Agrícolas e Veterinários (ANDAV), Associação dos Revendedores de Insumos Agropecuários dos Campos Gerais (ASSOCAMPOS), Associação Regional de Recebimento e Prensagem de Embalagens Vazias (ARPEV), Associação Norte Paranaense de Revendedores Agroquímicos (ANPARA), Associação dos Distribuidores de Insumos e Tecnologia Agropecuária (ADITA), Associação dos Distribuidores de Insumos Agrícolas do Estado de São Paulo (ADIAESP), Associação dos Distribuidores de Defensivos do Centro Sul (ADDCS), Associação dos Distribuidores Agroquímicos Norte Paranaense (ADAN), Associação dos Comerciantes de Defensivos Agrícolas do Planalto Norte (ACODEPLAN) e Associação dos Revendedores de Insumos Agropecuários da Região Metropolitana de Curitiba (ASSIPAR), Associação Treslagoenses das Revendas Agrícolas (ATRA), Central de Recebimento de Embalagens Vazias de Agrotóxicos de Naviraí-MS (INPEV), Central de Recebimento de Embalagens Vazias de Agrotóxicos de Mineiros-GO (INPEV), Central de Recebimento de Embalagens Vazias de Agrotóxicos de Rondonópolis-MT (INPEV).			
	2-29 Approach to stakeholder engagement	28, 50 and 62.			
	2-30 Collective Bargaining Agreements	50.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation

Material topics

GRI 3: Material Topics 2021	3-1 Process for defining material topics	5			
	3-2 List of material topics	5			

People Management - Human Development

GRI 3: Material Topics 2021	3-3 Management of material topics	50.			
GRI 401: Employment 2016	401-1 New hires and employee turnover	57 and 58.			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	52.			
	401-3 Maternity/paternity leave	53.			
GRI 404: Training and Education 2016	404-1 Average hours of training per year, per employee	55.			
	404-2 Employee skill enhancement and career transition assistance programs	54.			
	404-3 Percentage of employees receiving regular performance and career development reviews	56.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation

Economic performance

GRI 3: Material Topics 2021	3-3 Management of material topics	31, 35, 42 and 45.			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	48.			

Biodiversity and Sustainable Agriculture

GRI 3: Material Topics 2021	3-3 Management of material topics	27, 66 and 67.			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	70.			
GRI 304: Biodiversity 2016	304-1 Operating units owned, leased or managed within or adjacent to environmental protection areas and areas of high biodiversity value located outside environmental protection areas	Belagrícola's operating units are located in the states of Paraná, Santa Catarina and São Paulo. The activities are not carried out in protected areas. There are no reports or knowledge that the customers' crops are located in areas of high conservation value.			
	304-2 Significant impacts of activities, products and services on biodiversity	27.			
GRI 305: 2016 Emissions	305-1 Direct emissions (Scope 1) of greenhouse gases (GHG)	69.			
	305-2 Indirect emissions (Scope 2) of greenhouse gases (GHG) from energy acquisition	69.			
	305-3 Other indirect greenhouse gas (GHG) emissions (Scope 3)	69.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation

Saúde e Segurança do Trabalho

GRI 3: Material Topics 2021	3-3 Management of material topics	59 and 61.			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	59.			
	403-2 Hazard identification, risk assessment and incident investigation	59.			
	403-3 Occupational health services	59.			
	403-4 Worker participation, consultation and communication to workers regarding health and safety at work	59.			
	403-5 Training of workers in occupational health and safety	59.			
	403-6 Promotion of workers' health	61.			
	403-7 Prevention and mitigation of impacts on health and safety at work directly linked to business relationships	59.			
	403-8 Workers covered by an occupational health and safety management system	59.			
	403-9 Work accidents	60.			
	403-10 Occupational diseases	In the last three years, there were no cases of occupational disease that must be communicated.			



GRI Standard	Content	Direct reply or page	Omission		
			Omitted requirement	Reason	Explanation

Ethics, Governance and Cybersecurity

GRI 3: Material Topics 2021	3-3 Management of material topics	35, 41 and 42.			
GRI 205: Combating Corruption 2016	205-3 Confirmed incidents of corruption and actions taken	There were no cases of corruption or bribery.			
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and employees	40 and 51.			

Relationship with Communities

GRI 3: Material Topics 2021	3-3 Management of material topics	62, 63 and 64.			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	62.			

Credits

GENERAL COORDINATION

- ESG Committee
- Sustainability Squad

GRI CONSULTANCY, CONTENT AND DESIGN

- **GRI Consulting and Writing** | Ravi Comunicação para Sustentabilidade
- **Design** | Way Design
- **Photography** | Belagrícola Collection



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