



# ESG ANNUAL REPORT 2020

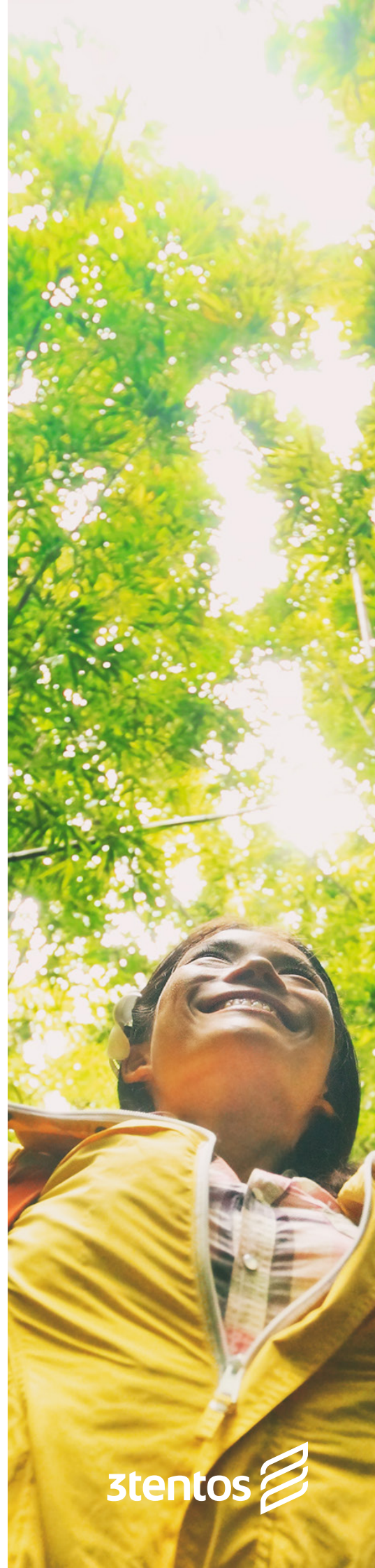


*Always partners of  
the environment  
and society*

**3tentos** 

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## MESSAGE FROM LEADERSHIP

**Luiz Osório Dumoncel**  
CEO/Founder

**João Marcelo Dumoncel**  
Chairman/Founder

**We always had the dream that Brazilian agribusiness would be perceived and valued for its sustainability agenda.** A sector that represented in 2020 more than 25% of the Brazilian GDP must carry the right message “from the field to the Faria Lima Avenue”.

**In our view, agribusiness does not live without sustainability and vice versa.** In order to the crops from our partner farmers to be able to produce, a balanced environment is needed, which provides the right conditions for climate, soil and water availability. On the other hand, to ensure the achievement of social priority objectives, such as the eradication of hunger and the improvement of the nutrition of the world population, agribusiness plays a key role.

The UN has stipulated that one of its Sustainable Development Goals is to end hunger, achieve food security and improve nutrition. The world’s population is expected to reach 9.7 billion within the next 30 years, with a growth of 20% relative to the current population of 7.8 billion (UN data). According to EMBRAPA data, Brazil currently produces enough food to feed more than 1.5 billion people and the productivity is increasing. At the same time, the country has 66.3% of its area intended for the protection and preservation of native vegetation and forests, largely within rural properties in the form of Legal Reserve Areas and Permanent Preservation Areas.

**Agroindustry has also been contributing to the greater participation of biodiesel in the Brazilian energy matrix, contributing to the reduction of reliance on fossil diesel, which is more intensive in terms of greenhouse gas (GHG) emissions.** With this, the countryside contributes to the achievement of the Brazilian commitment to reduce GHG emissions under the Paris Agreement.

3tentos is proud to be a Brazilian agro-industrial company and to have in its DNA the commitment to value the people from the countryside. **Our company is a company engaged in strengthening family farming, where do we get at least 40% of our raw material for biodiesel production, every year, and where we do have more than 17 thousand customers.**

All these significant numbers represent a great responsibility of the Company with the environment, our employees and other stakeholders.

The *sovéu* (a kind of rope made of leather) is used by gauchos as a working tool. The *tento* is the raw material of this instrument. The strongest *sovéu* is the one with three *tentos*. For us, it is very clear that our strength comes from three factors: the values from the countryside, our partnerships and reliability. It is on this solid basis that we have sought to move towards results that go beyond financial return and also bring benefits to the environment and to our society.

**We invite everyone to access our 2020 ESG report with our key achievements in the field. We are proud of everything that has been done, but we are focused and excited to contribute even more to the society as a whole: 2021 will be the first of the next 25 years.**

Best wishes,

Luiz Osório Dumoncel

João Marcelo Dumoncel



## COVID-19 pandemic

Humanity has been facing the COVID-19 pandemic since the beginning of 2020.

Aware that agribusiness is an essential activity in the production of food and renewable energy, 3tentos established a Contingency Plan, with emergency measures in order to guarantee the protection of the employees and customers, thus mitigating the contagion of the communities in which it operates. The company adopted procedures to prepare its units for the shutdown of activities and, in the impossibility of suspending essential services, to define the company's conduct in this case. Among the emergency actions taken by the company to mitigate contagion and to guide its stakeholders, there are:

- Prohibition of sharing mate;
- Providing of alcohol gel in all units/sectors (administrative and operational), with guidance for employees and customers to use it frequently;
- Sterilization with alcohol 70% of door handles, counters and furniture;
- Adoption of new procedures for social conduct (e.g. changing the frequency and/or the form of contact between workers and between them and customers, avoiding handshakes, face-to-face meetings, shared workstation);
- Avoid agglomerations in closed rooms;
- Avoid or prohibit travel to other states/towns where there are suspected cases;
- Postponement, or suspension, of training, meetings and events;
- Prohibition of external visits at the company's units;
- Adaptation of closed room, so they become ventilated;
- Changes in cafeterias, and adoption of new hygiene protocols;
- Guidelines for the use of changing rooms in order

to avoid crowding;

- Preparation of reports for risk communication, control measures, prevention measures and monitoring actions, with the adoption of illustrative protocols for better understanding;
- Adoption of procedures for cases identified as suspect and in confirmed cases;
- Elaboration and maintenance of statistical reports of all departures, suspected and confirmed cases, as well as a graph of the evolution of notifications.

### HOW TO PROTECT YOURSELF AND AVOID THE DISSEMINATION OF THE CORONAVIRUS:

- 1 - Wear a mask covering your nose and mouth.
- 2 - Wash your hands regularly with soap and water and use alcohol gel.
- 3 - Avoid touching your nose or mouth unnecessarily - if you do, wash your hands immediately afterwards.
- 4 - When sneezing, cover your nose with your arm or use tissues, discarding them immediately.
- 5- Keep the windows open for air circulation and avoid closed rooms or crowds.
- 6 - Clean surfaces, such as counters, handles and sinks, regularly and with disinfectant products.





# Our identity, our **DNA.**

**3tentos is an essentially traditional company, with roots in the family feeling and based on the seriousness, trust and honesty of the people who build its history. It is a company structured by the strength and resistance of a great team, which has a scorching spirit, motivated and determined to overcome challenges, focused on results.**

**The institution highly values its image, and is proud of its recognition for its greatness, solidity and resilience in the market.**

**3tentos is made by people with the feeling of belonging, who work in what they like, focused on agribusiness and who collectively walk in the company's vision and objectives, valuing the partnership with the client 365 days a year.**



#### **Field value**

The field is the basis of our business, and we understand that. We are proud and know the importance it has for the development of the Society.

#### **Partnership value**

Partnership is being close, always. We are made by people who collaborate for mutual growth and prosperity.

#### **Security value**

We want people to feel safe with 3tentos, because all our relationships are true and honest. We value the people's safety and the environment.



# ESG

## Environmental, Social and Governance

Since our foundation, our DNA carries a strong commitment to the society, resulting from the genuine purpose of our founders to leave a positive legacy to the Brazilian society.

Environmental, social and governance criteria (whose initials of the words form the acronym “ESG”) have played a decisive role in the conduct of socially responsible investments. Not only these ESG criteria indicates the benefits generated by the business for its stakeholders, such as its employees, the community in which it is located and its consumers, its analysis also contributes to a more comprehensive evaluation of the investment, generating more conscious and informed decisions.

The agribusiness, being a sector of great interaction with the environment and very exposed to foreign markets, has always undergone intense scrutiny of its practices by investors and consumers. ESG themes commonly considered as relevant for agribusiness are (i) GHG emissions linked to land use change and adaptation to climate change; (ii) potential impacts on protected biomes; (iii) water consumption and effluent disposal; (iv) dignified work conditions and (v) potential impacts on local communities. The Brazilian environmental



and social regulation applicable to the agro sector is proportional to concerns about its potential impacts.

Preserving the environment, optimizing the use of resources and making our operations profitable by promoting the sustainable development of the community where we operate, always focusing on our client and strengthening relationships is our purpose. Always Partners, to the Environment and Society.

Next, we present our ESG and Sustainability Committee, our Socio-Environmental Policy and the programs we implemented for the benefit of the environment and our stakeholders in 2020.



## Our governance

3tentos has a permanent commitment to the principles of transparency, fairness, accountability and corporate responsibility. To this end, it has a solid and transparent governance model, with responsibilities divided between the Board of Directors, the Board of Executive Officers and the control and inspection bodies.

The Company has two committees: Audit Committee and ESG Committee, which ensure the minimization of various risks and adherence of internal controls to internal and external standards. In addition, accounting and financial audits are carried out annually by an external organization. The Codes of Ethics and Conduct establish references to the professional and personal conduct of all those involved. They are aligned with the best practices of governance and ethical management, and are standard for the internal and external relationship of 3tentos with people within the corporate interest.

Considering the relevance of social and environmental issues, 3tentos has a robust environmental management system, which monitors the impacts on the environment and the continuous improvement of systems. Every 2 years, an external environmental audit is carried

out, which verifies environmental management and adherence to applicable standards.

Promoting the well-being of customers, employees, business partners and the local community is a priority for the company, which is why 3tentos has a free, permanently open Reporting Channel that allows anonymous registration of information, suggestions or complaints of any nature that are not in accordance with the Code of Ethics or with 3tentos' values.

The listener team consists exclusively of psychologists trained to obtain the greatest amount of information without compromising the anonymity and security of the source. The complaints and information are directed to a committee composed by managers from different backgrounds, that carry out the required treatment. Violations of the Code of Ethics are subject to disciplinary action and/or penalties based on applicable law.



## Governance: Our Board of Directors

The members appointed to our Board of Directors must observe the following parameters, in addition to the applicable legal and regulatory requirements: (i) engagement and commitment to our values and our culture; (ii) flawless reputation and commitment to the terms provided in the Code of Ethics as well as in the other codes, policies and regulations applicable to them; (iii) adequately assume the role and responsibilities arising from their position.

The proposal for re-election of the members of the Board of Directors shall take into account their good performance during the term, their experience and attendance at meetings during the previous term, according to the results of the periodic evaluation process of the Board of Directors, as well as conclusions as to the adequacy or need for adjustments in its composition.

The member of the Board of Directors who has any conflicting interest with the Company shall let the other members know about his/her impediment and shall have the nature and extension of such an impediment recorded in the minutes of the meeting.

The Internal Regulations of the Board of Directors set forth that if the member does not act accordingly, the other members of the Board of Directors that are aware of such conflict shall comply with said rule.

The current composition of our board and its qualification are described at the end of this report.





## Governance: creation of the ESG and Sustainability Committee

**The 3tentos ESG and Sustainability Committee is the advisory body linked to the Board of Directors, endowed with operational autonomy and, thus, acts independently before the Board of Directors.**

**Currently, the ESG and Sustainability Committee is composed of the following members, appointed by the Board of Directors, with a mandate until the date of the ordinary general meeting of the Company that will assess the financial statements for the fiscal year of 2022:**

### **Luiz Osório Dumoncel**

CEO/Founder

### **Daniel Pires Carneiro**

Board of Directors member

### **Marcia Veroneze Bisol Pagliarini**

Industrial Manager

**The Committee has the following attributions, among other responsibilities:**

- To be a reference in sustainability within the Company;
- Collaborate with the development of the sustainability culture in the Company, contributing to communication

and education for the theme;

- Act as a multiplier agent of the sustainability culture in their practice areas and engage employees in the theme;
- Contribute to the development of the business sustainability strategy through the planning of projects and initiatives and implementation of action plans to achieve its short, medium and long term objectives;
- Identify opportunities for innovation, whether in products and services, as well as in processes, management and business model, related to the theme, and work for its incorporation into the Company;
- Propose solutions to the Company's sustainability challenges;
- Continuously improve the processes and systems of management and indicators control reported in the annual reports of the organization;
- To propose and periodically review the Company's Socio-Environmental Policy;
- Continuously supervise compliance by the Company and its employees of the Social and Environmental Policy;
- Collect indicators related to its area of activity periodically, with regard to environmental, social and governance (ESG) aspects.

The biographies of the members of the Committee are inserted at the end of this report.



# 3tentos Social and Environmental Policy

3tentos is a company with roots in Santa Barbara do Sul - RS, and carries in its DNA the essence of agriculture. Active in the entire agribusiness chain, from seed genetics to soybean meal and Biodiesel production. The company believes that for its system to be strong and perennial, the environment where it is inserted also needs to have gains with its development. Based on this principle, and with ethics and transparency, it implements its Socio-Environmental Policy with the following guidelines, committing itself to:

- Meet the legal precepts and other compliance obligations related to environmental issues in all its activities.
- Continuously monitor and improve its Social and Environmental Management System.
- Continuously improve its processes by establishing periodic objectives and goals of reducing and preventing environmental impacts, optimizing the use of its natural resources and reducing the waste generation.

- Train and raise awareness among employees to act according to their premises and social and environmental guidelines.

- Promote the sustainable development of the community in which it operates.

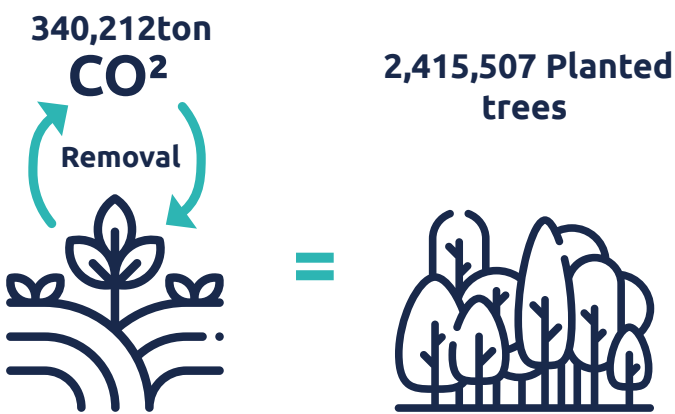


# Environment

## Climate Change

Biodiesel is a renewable fuel that stimulates economic development through the sustainable development of agriculture, and also replaces petroleum diesel. In 2020, 3tentos produced 181,922m<sup>3</sup> of biodiesel, which corresponds to the avoidance of 340,212ton CO<sub>2</sub>eq\* released into the atmosphere, if compared to fossil diesel.

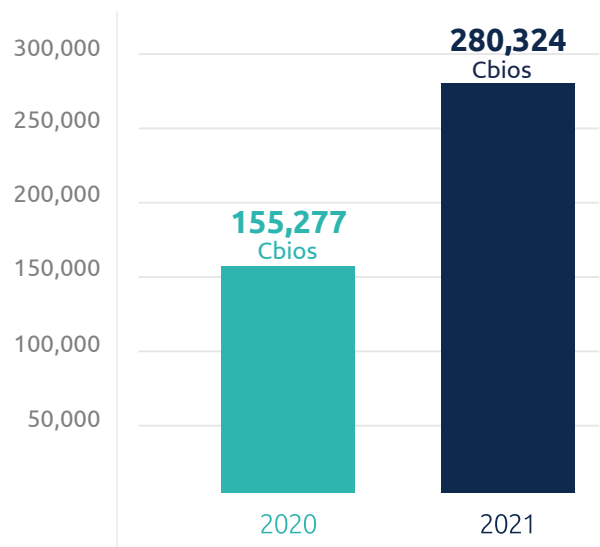
If we were to compare, we would need to plant 2,415,507 trees\*\* to compensate the same amount of Greenhouse Gases.



\*CO<sub>2</sub> equivalent or CO<sub>2</sub> eq is a metric used to compare the emissions from various GHG to the equivalent amount of carbon dioxide with the same global warming potential.

\*\* Planting of 7.14 trees per CO<sub>2</sub> eq ton.

Always focused on the environment and committed to sustainability, in 2019 we started the process to integrate the RenovaBio Federal Government Program. In 2020, we obtained the certification. This means that the entire biodiesel route produced by 3tentos is mapped by its carbon emissions. Our Energy-Environmental Efficiency Rating (56.40 gCO<sub>2</sub>eq/MJ) reflects our commitment to all links in the chain, that make up the 3tentos' Ecosystem, from the purchase of raw material (eligible) that is acquired from areas not deforested to optimizations in the production process in order to reduce carbon emissions and contribute to the mitigation of climate change.



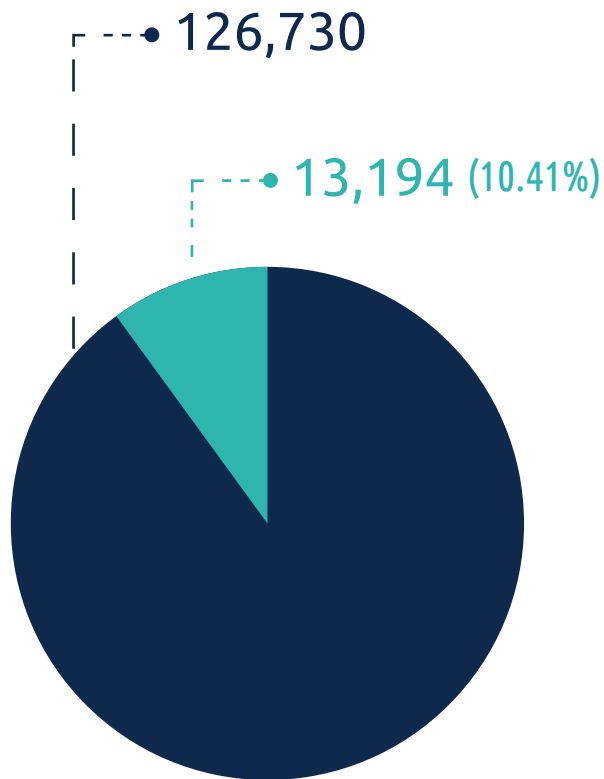
Cbios (Decarbonization Credits) generated in 2020 after the certification process and Cbios projection for 2021.

# WATER USAGE

## *Rainwater harvesting and Zero Effluent system*

- Rainwater collection and storage system with the capacity of 7,000m<sup>3</sup>. After collection, the water is reused in the industrial process.
- 3tentos' factory, since its inception, has zero effluent system. All effluent generated within the industry is treated and reused, not being released to the environment. With this, 21,143m<sup>3</sup> of treated effluents were no longer released into water resources and were reused.

## *Water consumption pattern*



- Water consumption (m3): 126,730.00
- Rainwater consumption (m3): 13,194(10.41%)





## Environmental impact reduction

### Correct disposal of waste

Employees receive training for proper separation of waste, and the separated material is delivered to the Association of Waste Pickers of the Municipality. In the year of 2020, the total delivered was 6,250Kg of properly separated material that benefited 18 families.



### Residues destination

Type	2019	2020
Class I	11,735.00	148,797.00
Class II	1,016,270.00	347,780.00
Donation	10,620.00	6,250.00

**1,689**

batteries collected from 3tentos and community in 2020, and disposed in an environmentally appropriate way.

## Research, Development and Innovation (RDI)



- The Research, Development and Innovation (RDI) department operates in several lines of research in agriculture, identifying and analyzing the technical or functional feasibility of products, technologies and management strategies. With a systematic view of agriculture, the RDI also seeks to discover, combine and adapt increasingly sustainable solutions via biological products or management strategies.



- Sustainability-oriented research aims to meet the needs of each producer, achieve greater productivity with the same resources, balancing efficiency, profitability and sustainability. With this, we provide viable solutions for the sustainable development of agriculture, through the generation and transfer of knowledge, benefiting the entire chain and optimizing the results of the property.



## Research, Development and Innovation (RDI)

- **Research objectives:** to identify more efficient management in the control of pests and diseases of the crop, to evaluate the use of soil or foliar fertilizers based on the demands of each phase of the crop, to evaluate the use of biological and biostimulant products in the control of diseases, promoting culture growth and stress reduction. Based on the measures, we can build more appropriate managements that promote increased productivity with less or the same number of applications of agrochemicals, with the appropriate nutritional supply of the plants or using strategies to escape moments of high pressure of pests, diseases and abiotic stresses.

- Among the experiments conducted, we ran the soybean cultivars test, composed of 42 cultivars and 3 sowing times - October, November and December - in the city of Santa Bárbara do Sul. The results obtained show us that the choice of cultivar for each sowing time, following the recommended density, can guarantee greater production in the same area and with the same investment in products and number of applications.

The Research, Development and Innovation Department of 3tentos conducted 4389 experimental plots in the 2019/2020 soybean harvest and 1600 wheat and triticale plots in the winter harvest.

# SUSTAINABLE AGRICULTURE

Produzir+ is a 3tentos program that seeks to develop the concept of integrated management for soybean, corn and rice crops, fostering innovations, ideas and creative strategies to increase sustainable productivity, anticipating scenarios and trends with combinations of customized solutions for farmers.

To meet these objectives, each field professional at 3tentos conducts, in partnership with the producer, the implementation of concepts and innovations in the field, mapping points for improvement and sharing the results, guaranteeing the technical and economic sustainability of the agricultural activity.

In the 6th edition of the program, which ended in July 2020, we had the participation of 48 producers, each mentored by a 3tentos consultant, with an average area of 26 hectares per producer, totaling 1248ha with integrated management, seeking the best positioning of technologies, products and services.

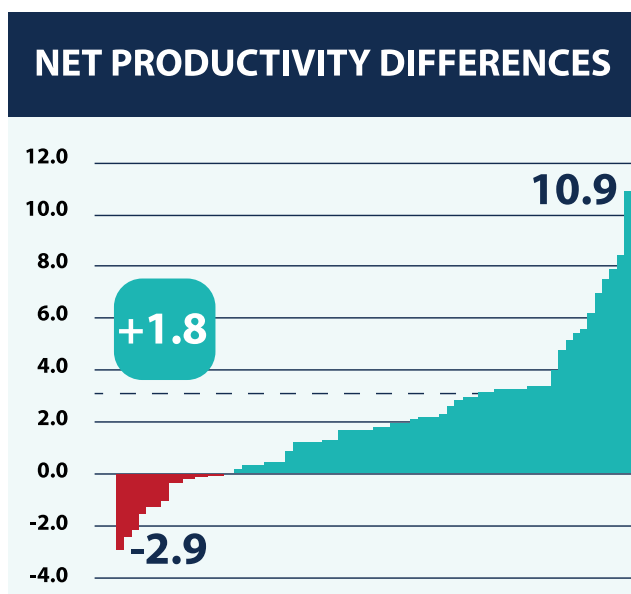


Participation of 48 producers	Approximately 57,000 hectares
Average of 26hectares/producer with Produzir+ Management	Farms of an average of 1,200hectares/producer

This program is aligned with our Social and Environmental Policy, implementing continuous improvement of the socio environmental system, educating the rural producer through proven experiences to produce more using the same resources.

Without the need to increase the planting area, we had an increase of 1.8 bags per hectare in the year 2020 in the parcels conducted by the program using 3tentos management.

This number is very significant considering that 3tentos agriculture suppliers currently occupy 4 million ha in the state of Rio Grande do Sul. Due to the conduction of 3tentos management, in addition to increasing food production, we also see a reduction in CO<sup>2</sup>eq generation. According to RenovaCalc methodology, this increase represents a reduction of approximately 2.8 KgCO<sup>2</sup>eq per ton of soybeans produced.







For 12 years, 3tentos has been organizing group trip of producers to the United States, aiming to get to know a new culture, providing benchmarking with producers from a different perspective and encouraging sustainable development practices in both agriculture and industry.

In 2020, the 13th edition of Agritour would take place in China, however due to the health crisis of COVID-19 the edition was canceled. The choice for China was due to the fact that the agriculture plays a crucial role in the economy of the country. More than 300 million people are, in some way, connected to agrarian activities, which are about 50% of the workplaces that China offers.



**AGRITOUR**

# Organic Products

• The biological products are originate from microorganisms and other sources found in nature. They are used in agricultural production systems for various purposes, such as: pest and disease control, induction of plant resistance, nutrient mobilization in the soil, growth promotion, nitrogen utilization, among others. Because they have low toxicity and bring a number of benefits, biological products help to promote a profitable agriculture with sustainability, reducing the impacts on nature and bringing various ecological solutions to the means of production when compared to conventional chemical managements.

• 3tentos invests in the research for biological solutions that enable the means of production of farmers with sustainability and profitability. In September 2020, we had the 1st Week of Biologicals – an important moment, because it marked our entry into this universe of biological products and in the constant search to produce food in a sustainable and productive way.



## Biological Protocols (BP) in CETEC

<p><b>2019/20</b> SOYBEAN</p> <ul style="list-style-type: none"> <li>• 18 treatments</li> <li>• 72 parcels</li> </ul>	<p><b>2020</b> WHEAT</p> <ul style="list-style-type: none"> <li>• 13 treatments</li> <li>• 52 parcels</li> </ul>	<p><b>2020/2021</b> SOYBEAN/CORN</p> <ul style="list-style-type: none"> <li>• 12 treatments</li> <li>• 48 BP corn parcels</li> </ul>
<p>→ Increase in +544%</p>		
<ul style="list-style-type: none"> <li>• 116 treatments</li> <li>• 464 BP soybean parcels</li> </ul>		

## Biological Protocols (PB) – External areas

<p><b>2019/20</b> SOYBEAN</p> <ul style="list-style-type: none"> <li>• 0 treatments</li> </ul>	<p><b>2020</b> WHEAT</p> <ul style="list-style-type: none"> <li>• 18 treatments</li> </ul>	<p><b>2020/2021</b> SOYBEAN</p> <ul style="list-style-type: none"> <li>• 13 treatments</li> </ul>
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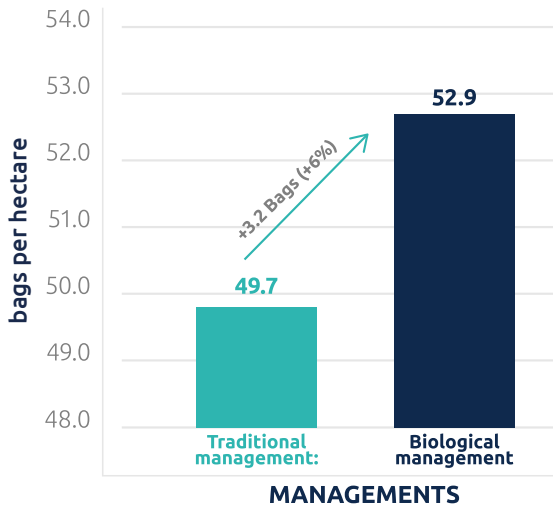
## Biological Protocols (PB) – Pole areas

<p><b>2019/20</b> SOYBEAN</p> <ul style="list-style-type: none"> <li>• 0 treatments</li> </ul>	<p><b>2020</b> SOYBEAN</p> <ul style="list-style-type: none"> <li>• 30 treatments</li> </ul>
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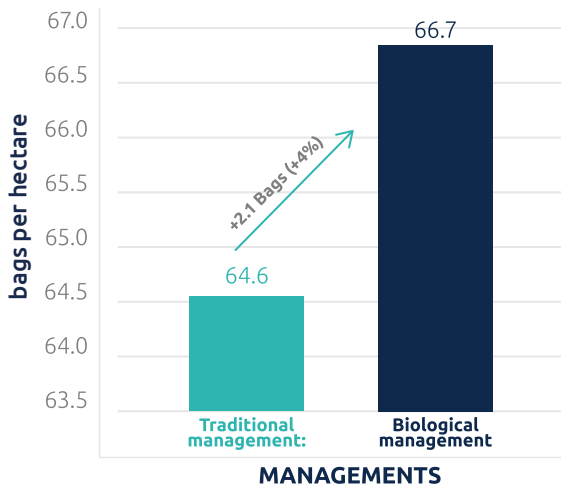
## Winter Outcomes (Wheat)

10 areas

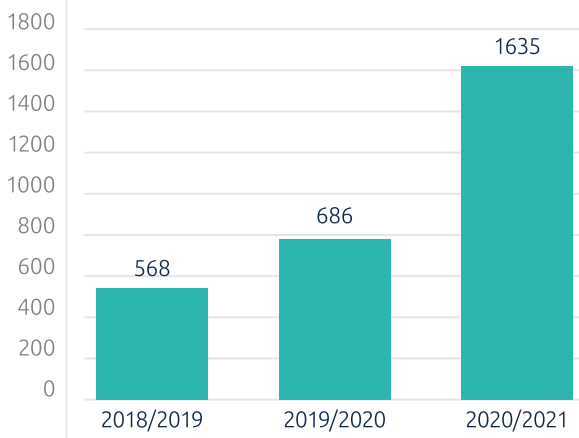


## Summer Outcomes (Soybean)

CETEC Protocols – Soybean 2019



## Number of 3tentos clients that use Biological Products





# SOCIETY

## Positive impact on our production chain

### *Society Social Fuel Seal*

• 3tentos is a Company engaged in strengthening family farming and committed to men and women in the countryside. Since 2013, we have the Social Fuel Seal, an identification granted by the Ministry of Agriculture, Livestock and Food Supply to biodiesel producing industries.

• To receive the Social Fuel Seal, industries need to comply with certain established criteria, among others, obtaining 40% of the raw material for their biodiesel production from family farming each year. Currently, 3,534 producers have signed contract with 3tentos for the 2020/2021 crop and can count on our technical assistance, free of charge.



## Positive impact for our employees and our community

*Sowing for a better world*

**semeando**  
para um  
**mundo**  
melhor



## Family Day *Virtual Tour*



- The “Family Day” is held annually. It is a moment of welcome, approximation and interaction between the company, employees and family members, strengthening the bond between them. In 2020, due to the circumstances of the pandemic, the event was held online, with 1058 views.

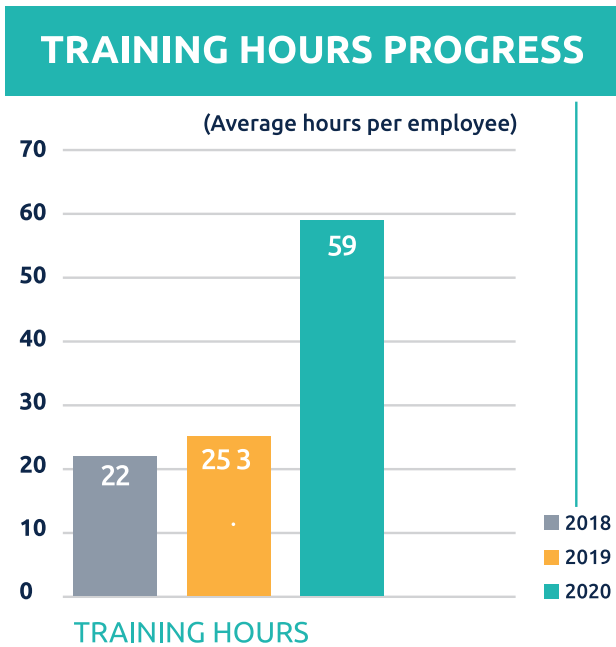
## Solidary Friend



- Donation of gifts to children from charity institutions, shelters or associations in the city of Ijuí. This initiative promotes the feeling of solidarity, bringing love and affection to needy children
- The entities chosen this year were Associations ARL6, ACATA and Lar Bom Abrigo. In total 61 children received gifts, such as clothes, toys and sweets.

# Employee training

- We invest in the education of our employees, which reflects the increase in the average hours of training per employee in the last years.



## Employee engagement

- Thinking about health, well-being and concerned with the situation of COVID-19, 3tentos sought ways to be present in the routine of the units by creating the *Informe 3tentos*. In June 2020, the first edition of the magazine was delivered to almost 1,200 employees, accompanied by protective masks so that they could work and leave their homes safely. Through the printed magazine, employees can learn a little more about the company, sectors and colleagues. They stay on top of what happens in the agricultural world, and also enjoying pleasant moments with their families through activities such as coloring pages and word searches.



## Ladies First

• Recognizing, valuing and encouraging the participation of women in agribusiness, we held in the CropShow program, traditional event of official Field Day of 3tentos, the Ladies First. A traditional event for women in the countryside, which has sought, every year, to bring themes that can address the expressive role that women have been consolidating in agribusiness.



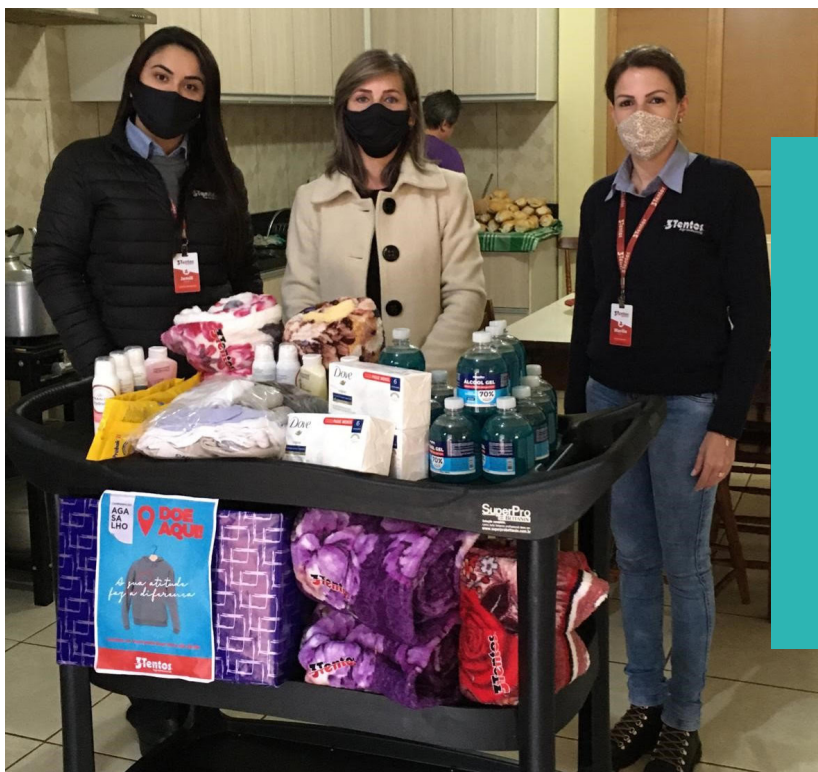
• In the year of 2020, CropShow brought together more than a thousand women with the fourth edition of the Ladies First, showing a significant attendance of the female audience that is increasingly inserted in agricultural activities, always seeking knowledge, innovation and conquering prominent space in agribusiness.



## Donations to the Apae and the Cancer Fighting Association

• Every month 3tentos contributes with food to Apae of Santa Bárbara do Sul. With the pandemic period, and without face-to-face assistance, we kept our mission to help meet the needs of patient users. In October 2020, along with the booklets programmed with home teaching activities, students at the Raio de Luz Special Education School received a kit of school supplies and a snack. In addition to the kit, modeling clay was donated for therapeutic use, bales of craft paper, due to the great consumption demand for the preparation of the booklets, and basic food staples that will be passed on to families that are most vulnerable in this pandemic moment.

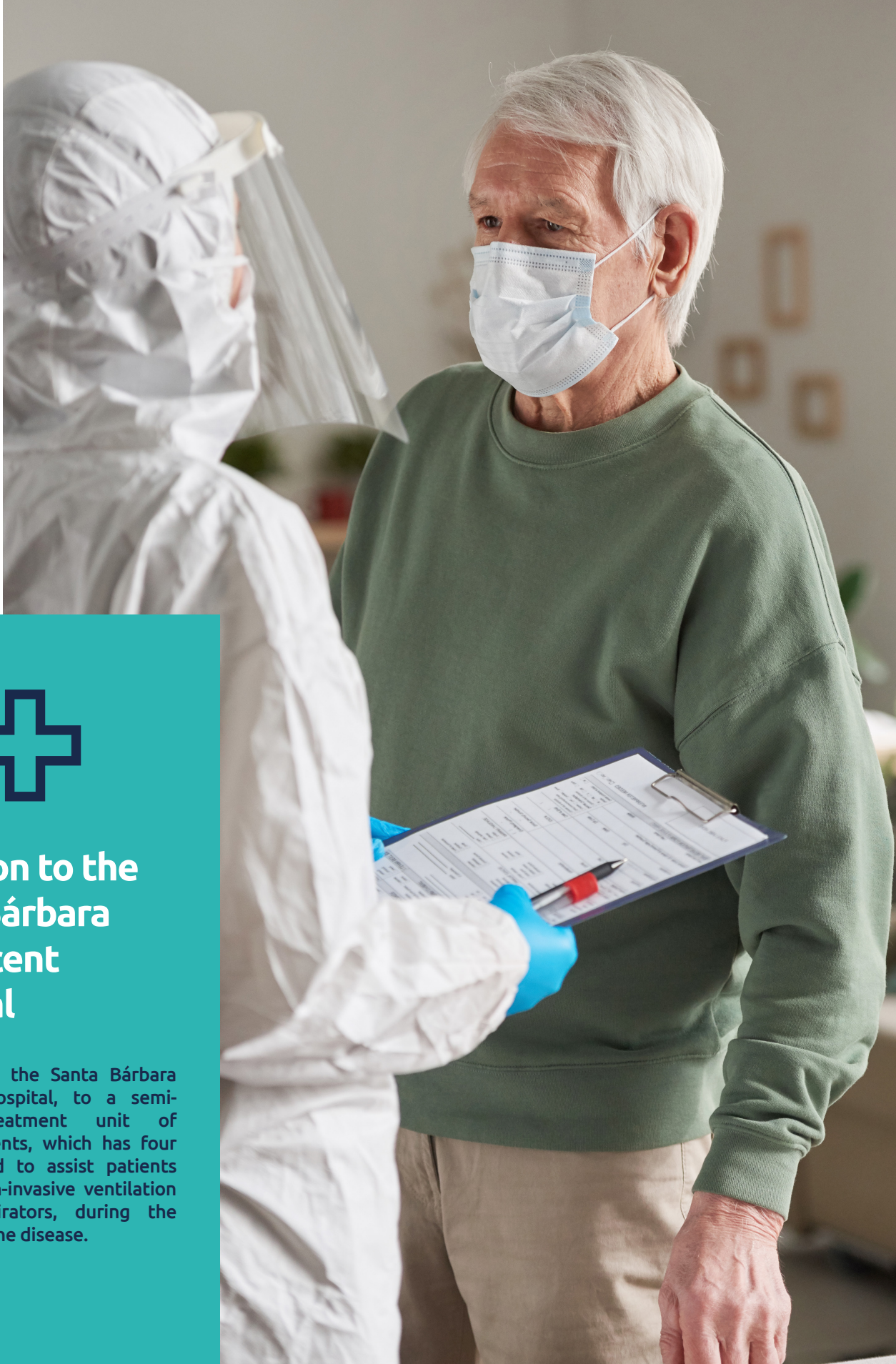
• In Santa Bárbara do Sul, not only the employees were awarded with year-end gift baskets. We have given to the Santa Bárbara Cancer Fighting Association more than 50 kits with products to be distributed to patients assisted by the institution.



## Clothing Campaign

Annually we carry out the clothing campaign. In 2020, in another act of caring for others, 3tentos employees participated in the Warm Clothing Campaign.

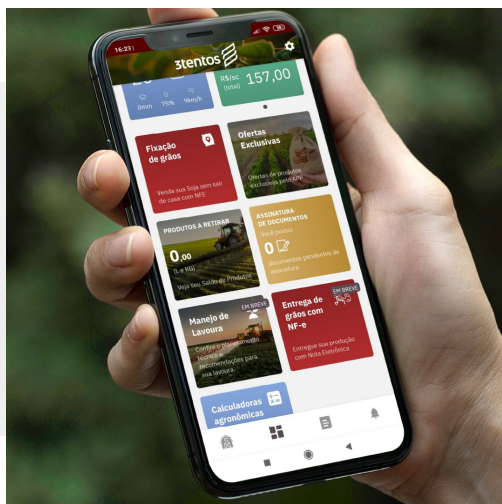
With a great effort, the employees and the company donated more than 3,487 pieces of winter clothing, such as blankets, shoes and socks, distributed to families and entities in the cities where we operate.



## Donation to the Santa Bárbara Beneficent Hospital

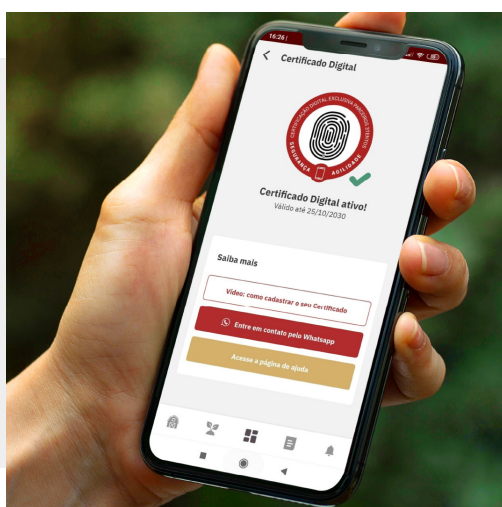
- Donation to the Santa Bárbara Beneficent Hospital, to a semi-intensive treatment unit of Covid-19 patients, which has four beds prepared to assist patients who need non-invasive ventilation through respirators, during the treatment of the disease.

# Use of new technologies to facilitate interaction with our stakeholders



## *3tentos App*

Since 2017, it is the digital interface between 3tentos and the producer. Shows weather forecast with indication of application favorability of agrochemicals, grain balances, balances of purchases to be withdrawn, accounts payable, electronic and digital signature of documents, among other features.



## *Issuance of ICP-Brazil Digital Certificates*

There are more than 300 customers qualified to sell their production through 3tentos's App in a completely digital way. It contributes to adapting producers to tax requirements and obligations, with a simple and intuitive interface, in addition to reducing the impacts on paper printing, since the process of issuing and receiving invoices is completely digital, avoiding the use and new impressions of the Product Block.



## *Terra3*

An Agronomic Intelligence Platform, through which the consultant remotely monitors crops via satellite images, with the generation of vegetation indexes to monitor the development and health of each crop. The consultant indicates the best management for the crop, through the Personalized Assistance Program (PAP), which allows the collection, analysis and correlation of field research data from the RDI and to deliver to the farmer an intelligent management schedule for each crop.



# ESG Committee for 2021



Preparation of ESG report in the GRI reporting standard (Global Reporting Initiative): release scheduled for July/2021.

Beginning of the path towards Certification as B Corporation, assuming a commitment to continuous improvement in 5 areas: Governance, Employees, Customers, Community and Environment.

## QUALIFICATION OF COMMITTEE MEMBERS

Summary of the experiences and qualification of the members of the ESG and Sustainability Committee, the members of the Board of Directors and the members of the Audit Committee.

	Luiz Osório Dumonce	Daniel Pires Carneiro	Marcia Veroneze Bisol Pagliarini
<b>Position</b>	CEO   Vice-Chairman of the Board of Directors   Member of the ESG and Sustainability Committee   Founder	Member of the Board of Directors   Member of the ESG and Sustainability Committee	Industrial Manager   Member of the ESG and Sustainability Committee
<b>Functional qualifications</b>			
Strategy	✓	✓	
Business management	✓	✓	
Finance and Accounting	✓		
Risk Management	✓		✓
Corporate governance	✓	✓	
Marketing and communication	✓		
Operations	✓		✓
Sustainability	✓		✓
Talent management	✓	✓	✓
<b>Experiences</b>			
Experience in CEO positions / Boards of Directors	✓	✓	
Experience in associations in the sector of activity	✓		
International experience	✓	✓	
Organizational and cultural transformation	✓	✓	
New business models / Innovation	✓	✓	
<b>Sectors of Activity</b>			
Veterinary medicine	✓		
Agricultural production	✓		
Commercial	✓		
Corporate law		✓	
Química industrial			✓
Industrial chemistry			✓
Industrial management			✓
Financial	✓		
Human Resources	✓		
Engineering			✓

	João Marcelo Dumoncel	Ademar Shardong	Roberta Frères Alvarez	Jorge Luís Vargas Cardoso	Cristiano Machado Costa
<b>Position</b>	Chairman of the Board of Directors   Vice President of   Founder	Member of the Board of Directors   Audit Committee	Member of the Board of Directors	Member of the Board of Directors   Audit Committee	Audit Committee
<b>Functional qualifications</b>					
Strategy				✓	
Business management	✓	✓	✓	✓	
Finance and Accounting					✓
Risk Management					
Corporate governance		✓		✓	
Marketing and communication	✓				
Operations	✓				
Sustainability					
Talent management			✓		
<b>Experiences</b>					
Experience in CEO positions / Boards of Directors	✓	✓		✓	✓
Experience in associations/ cooperatives in the sector of operation	✓	✓		✓	✓
International experience			✓		✓
Organizational and cultural transformation			✓		
New business models / Innovation					
<b>Sectors of Activity</b>					
Veterinary medicine					
Agricultural production					
Commercial	✓				
Corporate law		✓			
Industrial chemistry					
Environmental management					
Industrial management					
Economic / Financial Sciences		✓			
Human Resources			✓		✓
Engineering				✓	
Tourism			✓		

# Qualification of the members of the Board of Directors, the ESG and Sustainability Committee and the Audit Committee Board of Directors.

## **BOARD OF DIRECTORS**

### *Luiz Osório Dumoncel*

He has a degree in Veterinary Medicine from the Federal University of Rio Grande do Sul, with an MBA in Business Management from the Getúlio Vargas Foundation. In September 2019, he was approved by Harvard Business School - Harvard University for the Owner / President Management (OPM) program, which, due to Covid-19, will start in May 2021 and is expected to end in 2023. After experience as a veterinarian focused on raising and finishing cattle, as well as experience in agricultural production, he participated as a founding partner, in 1995, of Três Tentos Agroindustrial, where he took over as Financial Administrative Director. Since then, he has directly participated in the growth and evolution of the 3tentos Group, concerned about providing a complete solution in the agribusiness field and combining family tradition and commitment to technological evolution. He is currently Director of the Association of Biodiesel Producers - APROBIO - SP; in addition, he was already part of the Vice-Presidency of the Association of Seeds Producers APASSUL - RS (1996 - 2004) and the Presidency of the Pró-Sementes Foundation - RS (2001 - 2010). In 2020, he became our Chief Executive Officer (CEO). He is also the Vice-President of our Board of Directors.

### *João Marcelo Dumoncel*

He has a degree in Business Administration from the Federal University of Rio Grande do Sul, with a specialization in Marketing from Fundação Getúlio Vargas. At the beginning of his professional career, he worked as a trainee at the insurance company Chubb do Brasil Cia for two years. In 1993, he started focusing on agribusiness. In 1995, he served as a founding partner of Três Tentos Agroindustrial, actively participating in the entire construction and growth process of the 3tentos Group, where he held the position of Commercial and Industrial Director until 2020. In addition, he was a member of the FMC Client Council Química do Brasil in 2013 and Director of ANDAV (National Association of Distributors of Agricultural and Veterinary Inputs) in 2016. In 2020, he became the Chief Operating Officer (COO) of our Company, as well as the Chairman of our Board of Directors.

### *Daniel Pires Carneiro*

He holds a law degree from Universidade Candido Mendes - Centro, RJ, and is a founder of the corporate law firm DC Associados, (an M&A and ESG powerhouse) and has extensive experience as a transactional, private equity and M&A attorney. He was the chairman of the Board of Directors of Tommy Hilfiger Brazil, having also served as statutory legal director of Inbrands SA (2009-2016), as legal counsel for Opus Investimentos (2007-2009) and as a lawyer for Castro, Barros, Sobral, Gomes Advogados (2004-2007). He has Leadership in Corporate Counsel from Harvard Law School, LL.M. in Law and Economics from the University of Manchester and Master in Law and Economics from the Università di Bologna, Italy.

## Qualification of the members of the Board of Directors, the ESG and Sustainability Committee and the Audit Committee Board of Directors.

### *Conselho de Administração*

#### *Ademar Schardong*

He holds a law degree from the Lutheran University of Brazil and a master's degree in Corporate and Business Law from the University of Vale do Rio dos Sinos. He dedicated 35 years of his professional life to the executive career in the construction of the SICREDI System, where he led and implemented several projects, having worked since the construction of the regulatory framework that allowed the development of credit unions in Brazil as members of the national financial system to planning and implementation of SICREDI's governance policy. Currently, he is a partner and administrator of Longevisar Consultoria Ltda., dedicated to corporate governance and education projects; he is also a member of the Board of Directors at Rio Grande Seguros e Previdência S/A and is a member of the Advisory Board of Icatu Holding S/A. He was recognized several times for his performance, having, among other awards, the Leaders and Winners Award, by the Legislative Assembly of the State of Rio Grande do Sul and by the Federation of Trade Associations of RS, and the Peter Drucker Trophy, granted by the Association of Marketing and Sales Managers of the State of Rio Grande do Sul (Top de Marketing ADVB).

#### *Jorge Luís Vargas Cardoso*

He holds a degree in Mechanical Engineering from PUC/RS with an MBA in Business Management from Fundação Getúlio Vargas - FGV and also graduated and certified by the Brazilian Institute of Corporate Governance - IBGC. He has several other courses, with emphasis on Global Strategic Management by Harvard Business School (HBS) and on the Board of Directors by Fundação Dom Cabral (FDC). He was appointed Associate Professor in 2015 at FDC. He has several publications on Family Governance and Business Management, including the book "Extension", which deals with reflections on business life. Executive of business groups such as Braskem, Mars, Arteb, Medabil and POLO, working for two decades on Boards of several organizations in several states in Brazil. He was President of associations such as SINPLAST and Vice President of Federasul, as well as Director of Abilplast and FIERGS. He is a permanent Gold member of the International Young President Organization (YPO).

#### *Roberta Frères Alvarez*

She holds a degree in Tourism from the Faculdade de Turismo da Bahia, with a postgraduate degree in Business Management from Universidade Cândido Mendes, and an MBA in People Management from Fundação Getúlio Vargas. She worked as an executive specialized in people and management, human resources and organizational performance in Brazil and abroad, having held - among other functions - the position of Chief Human Resources Officer (CPO) and Information Technology at Kraft Heinz, in the Mexico. In her career, she led the implementation and management of all HR subsystems, people and talent development and management practices, including recruitment and personal development, leadership, project management, social media, employer branding and coaching.



## Qualification of the members of the Board of Directors, the ESG and Sustainability Committee and the Audit Committee Board of Directors.

### *Composition of the ESG and Sustainability Committee*

#### ***Luiz Osório Dumoncel***

Qualified above

#### ***Daniel Pires Carneiro***

Qualified above

#### ***Marcia Veroneze Bisol Pagliarini***

Graduated in Industrial Chemistry by the Integrated University of Alto Uruguai e das Missões - URI, post-graduated in Environmental Management in Rural Spaces by the Federal Institute of Education, Science and Technology Farroupilha and has an MBA in Industrial Management by FGV of Passo Fundo (RS). She served as Quality Supervisor at Biopar Bioenergia do Paraná and at Tejedor, both active in the Biodiesel sector. She currently serves as Industrial Manager at 3tentos and is technically responsible for the extraction and biodiesel industries in Ijuí (RS) and Cruz Alta (RS). She is the leader and creator of the project "Sowing for a better world", which has been developing sustainability actions within the company for 5 years.

### *Composition of the Audit Committee*

#### ***Ademar Schardong***

Qualified above

#### ***Jorge Luís Vargas Cardoso***

Qualified above

#### ***Cristiano Machado Costa***

Graduated in Economic Sciences from the Federal University of the State of Rio Grande do Sul (2002), master's degree in Economics from Fundação Getulio Vargas - RJ (2004) and doctorate in Economics from the University of Pennsylvania (2010). He joined the University of Vale do Rio dos Sinos - Unisinos in 2014, where he is currently an Adjunct Professor, dedicating himself to research projects and teaching at the Undergraduate and Postgraduate level, in courses at the Unisinos School of Management and Business, in the areas of Accounting and Finance, and is part of the faculty of the Professional Master's in Corporate and Business Law at Unisinos Law School. As a researcher, he has articles published in national and international journals, such as Journal of Business Finance and Accounting, Journal of Management and Governance and International Finance. He has experience as a member of the Fiscal Council of the Brazilian Society of Econometrics and of the Grêmio Foot-Ball Porto Alegrense. Currently, he is also Director of Investments and Finance at Reference Negócios and member of the Fiscal Council of Marcopolo S.A., of the Board of Directors of Banrisul Cartão S.A. and of the Deliberative Council of Grêmio Foot-Ball Porto Alegrense.

**ESG** | **3tentos** 