



Sustainability
Report
2021

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Report presentation

Strengthening our commitment to the Environment, the Agriculture and Society, we present the second issue of 3tentos' Sustainability Report with information on performance and management methods regarding financial, environmental, social and governance topics.

The Annual Report is based on the period of 01/01/2021 to 12/31/2021 and was prepared by the **Reporting Team**, according to the guidelines of the Global Reporting Initiative (GRI), Standards version, Essential agreement option, and the Sustainable Development Goals (SDGs), defined in the 2030 Agenda of the United Nations (UN).

GRI 102-50, 102-52, 102-54

Doubts, suggestions or additional information can be requested and forwarded through: sustentabilidade@3tentos.com.br.

GRI 102-53



Statement from the leadership

GRI 102-14, 102-15



Message from the CEO

The year 2021 was a great milestone for 3tentos: we went public and consolidated our business model, based on the valorization of sustainable agribusiness. Our integrated ecosystem, which comprises the sale of inputs, the trading of grains, and the industrial transformation of soybean into food and renewable energy, allowed us to grow, in comparison to 2020, 71.7% in net revenue in a year of record harvest in the State of Rio Grande do Sul.

We repeated and accelerated our coverage area expansion strategy in Rio Grande do Sul by opening of seven new branches and started our geographic diversification with the opening of the first store and the start of the installation works of the plant in Mato Grosso.

Our good results arise from investing in our relation of partnership with producers, in valuing our employees, and in our commitment to an environmentally-responsible production. With this in mind, we restate our commitment to family farming so that at least 40% of our raw material comes from this source. Our commitment to sustainability and ethical work, pursued throughout our 26-year history, was recognized by the Selo Mais Integridade ("More Integrity Seal"), awarded by the Ministry of Agriculture, Livestock, and Supply. In 2021, we also invested in our digital solutions, thinking of increasingly engaging the producer, which is at the core of our ecosystem. In this manner, we consolidated and enhanced our tools 3tentos App, Terra3 and Whats 3tentos. These initiatives, among several others, reaffirm our commitment to the agribusiness and consolidate our roots in the family spirit, seriousness, trust, and honesty of the people who build this history.

In 2022, the main goal to strengthen our commitment to sustainability is to map the carbon emissions arising from our raw material supply chain. Our participation in RenovaBio already contributes to Brazil's commitment to reducing emissions and we are confident that there are other opportunities to do our part in mitigating global climate change.

Enjoy your reading!

Luiz Osório Dumoncel
CEO Founder



Statement from the leadership

GRI 102-14, 102-15



Message from the Chairman of the Board of Directors

The release of this second GRI Sustainability Report is the result of our ongoing commitment to transparency with all stakeholders in our business. As a company operating in the Brazilian agribusiness, we are aware of our relevant role in generating income for producers, combined with the incorporation of new technologies and the promotion of sustainability.

As producers of renewable energy and of food, we have the opportunity to contribute to the mitigation of major global challenges, including climate change. Among our activities, we produce biodiesel, a biofuel that prevents Greenhouse Gas emissions in the transport sector when compared to the use of fossil fuels. In 2021 alone, we sold over 200 million liters of biodiesel.

In the grain origination and trading segment, net revenue was R\$1,412.3 million and grew 183.8% in relation to 2020. The result is explained by the increased grain origination with a record 2020/2021 crop in Rio Grande do Sul, and by the higher trading volume of farmers through Barter (inputs purchased in exchange for grains), coupled with a larger coverage area. In 2021, we established a partnership with BASF in a Barter operation focused on the business economic and environmental sustainability, so that we transferred our decarbonization credits (CBios) in exchange for supply of agricultural inputs.

The ESG and Sustainability Committee, which advises the Board of Directors, had important achievements in 2021, which translated into consistent progress in relevant topics for 3tentos, such as the creation of working groups that started operating in 2022 addressing the company's environmental, social, ethics and integrity aspects. We also highlight the receipt of certification APROBIO - Biodiesel Super A Seal and our adherence to the Business Pact for Integrity and Against Corruption. We are committed to furthering the ESG agenda and to 3tentos' constant dialogue with all those who are part of our journey, constantly seeking sustainable solutions and generating shared value among our stakeholders.

João Marcelo Dumoncel
Founder and Chairman of the Board of Directors





Macroeconomic and sectorial scenario



The year 2021 started with the promise of economic recovery. Brazil's Gross Domestic Product (GDP), which is the sum of final goods and services produced in the country, grew 0.5% in the 4th quarter of 2021 compared to the previous quarter, a result above the market consensus (0.1%). In comparison to the 4th quarter of 2020, there was a rise of 1.6%. So, the Brazilian economy closed the year with a growth of 4.6%, after a 3.9% downturn in 2020.

In relation to price increases, inflation closed 2021 at 10.1%, the highest since 2015. The Extended Consumer Price Index (IPCA) rose 0.73% in December, above market expectations (0.64%). Reaching the double-digit level was directly influenced by the Covid-19 pandemic. Of the nine groups that constitute the main inflation index, each behaved differently as industry dynamics changed and new consumption trends emerged due to the different phases of the pandemic.

The food group was the one that rose the most within the IPCA, with a variation of 22.6% since the onset of the pandemic. The rise is mainly explained by the soaring prices of agricultural commodities due to the disruptions in the global chains and by prices in dollar, which, on account of the weaker real, led to an increase in prices. The effect increased as a result of the exchange rate devaluation. Among other contributing factors for this rise are the lack of rain and the harsh cold in certain locations, which destroyed dozens of crops in some of the country's regions last year.

The labor market has been recovering steadily with the employed population returning to pre-pandemic levels and the unemployment rate dropping to levels below those seen in early 2017. In the 4th quarter of 2021, the estimated employed population reached 94.5 million people, returning to the level recorded in the same quarter of 2019.

In addition to facing the challenges imposed by the pandemic and bottlenecks in the supply of some global production chains that affected the world's economic growth, Brazil was also hit

by the biggest water crisis in almost 100 years and the climatic setback that affected different segments of the agriculture and livestock sector.

In general, recovery of the economic activity was heterogeneous. The trade and services sector benefited from improved sanitary conditions throughout 2021, but the industry suffered from supply shocks, which also affect inflation, such as raw material shortages and energy costs.

The poorer performance of the farming and livestock sector is a result of the weather factors that reduced productivity and total supply, which will be weaker than the previous season, which was a record. There was a serious drought in the South region and excessive rainfall in the North, Northeast, and part of the Midwest regions, factors caused by the La Niña climate phenomenon.

However, the problems are not unique to Brazil. Argentina and Paraguay, important soybean exporters worldwide, were also impacted by the drought. On the other hand, global demand for oilseed continues to grow, suggesting ceteris paribus, that even if the stock to world consumption ratio were to decrease once again, prices would remain unchanged.

For Brazil the concern with demand is related to the consumption of soybean oil for the production of biodiesel. The National Agency of Petroleum, Natural Gas and Biofuels (ANP) reduced the biodiesel blend in diesel oil to 10% as of September 2021, compared to the 13% in effect until then.

Closing 2021 with growth, in comparison to 2020, shows that the country has had good results in the economy, even better than expected. The agriculture and livestock sector continued to deliver good yields along the year, and the slight retraction is not as alarming as in other sectors, since in 2020 the segment's result did not drop, showing that it was less affected by the pandemic.

Sources: Cepea, CNA, Grupo de Conjuntura da Dimac/Ipea, Ministério da Fazenda e Banco Central.

Seeking to contribute to dealing with pandemic-related socioeconomic impacts of Covid-19 in 2020, we formed a committee and laid out guidelines and practices in response to the challenges presented, which were maintained throughout 2021. The measures implemented aimed at promoting the health of our entire chain, including the maintenance of stringent sanitary standards and the incentive to vaccination, through the broadly advertised campaign "Tô vacinado" (I'm vaccinated).

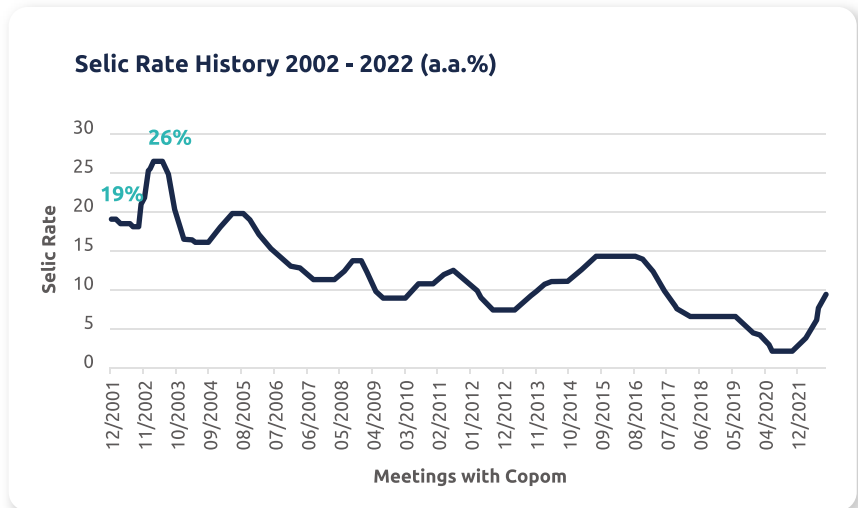


Chart 1: History of Selic (basic interest rate) Source: Central Bank of Brazil



About 3tentos

3tentos GRI 102-1, 102-2, 102-5, 102-6, GRI 102-7, 102-8

Founded in 1995, 3tentos Agroindustrial S/A was born in Rio Grande do Sul and since its beginning has had a very clear purpose: to offer solutions to the agribusiness. For this, we have ethics, transparency, and honesty as our cornerstones. This business strategy has grown stronger over the years, allowing the expansion of the company to Mato Grosso lands in 2021.

GRI 102-5

Among the solutions offered to rural producers, 3tentos operates in a customized manner in the retail of agricultural inputs, with seed and fertilizer products, through our brand Tri Fértil and crop protection. To learn more about the solutions for crops, [click here](#). We offer field advisory services by qualified professionals who make use of digital solutions and gain knowledge via the company's own research and innovation department. In addition, we also operate in grain origination and trading, adding value to the originated raw material, and then, exporting soybean bran to different European and Asian countries. We are also involved in industrialization with the manufacture of biodiesel, contributing to Brazil's energy matrix. To learn more about our grain, bran and biodiesel solutions, [click here](#). GRI 102-1, 102-2, 102-6, 102-7

Currently, we have more than 17 thousand rural producer customers, part of a sustainable business model. We focus on the evolution of our customers' business and, in order to achieve this, our services are offered to improve productivity in the field, thus using the same land, water, and energy resources to produce more and consequently reduce carbon footprint and generate income for farmers. GRI 102-6

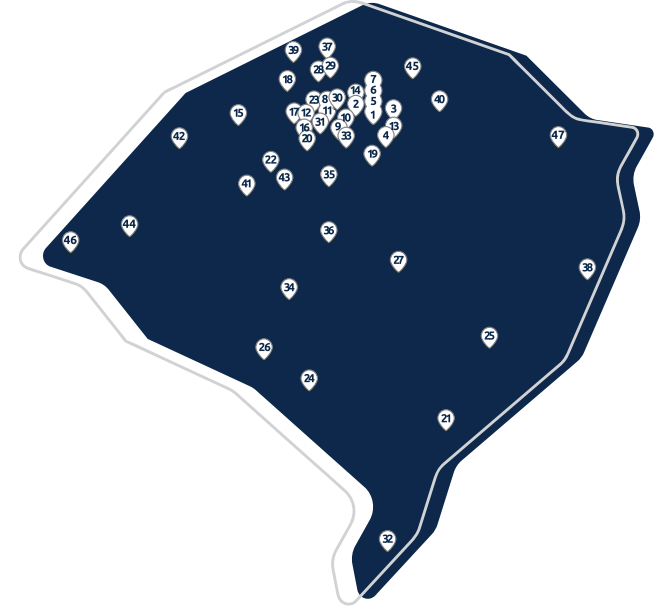
With the purpose of spinning this ecosystem in a synchronized way and meeting the expectations of our external stakeholders, in 2021 we had the support of 1,382 employees - not including seasonal staff - working in two industrial parks (Ijuí and Cruz Alta) and in the other units, adding value to the chain in the States of Rio Grande do Sul and Mato Grosso. GRI 102-7, 102-8

Learn more about our strategy and ecosystem throughout the report.



Operation map GRI 102-3, 102-4, 102-6, 102-7, 102-10

- | | |
|---|-------------------------------------|
| ● ● ● 1 Santa Bárbara do Sul
Technology Research Center (CETEC) | ● 20 Jóia |
| ● 2 Panamby | ● 21 Pelotas |
| ● 3 Saldanha Marinho | ● 22 Capão do Cipó |
| ● 4 Ibirubá | ● 23 Catuípe |
| ● 5 Santa Bárbara do Sul | ● 24 Bagé |
| ● 6 Santa Bárbara do Sul | ● 25 Camaquã |
| ● 7 Santa Bárbara do Sul | ● 26 Dom Pedrito |
| ● ● ● 8 Ijuí | ● 27 Cachoeira do Sul |
| ● 9 Boa Vista do Cadeado | ● 28 Chiapetta |
| ● 10 Pejuçara | ● 29 Santo Augusto |
| ● 11 Mauá | ● 30 Ajuricaba |
| ● 12 Coronel Barros | ● 31 Augusto Pestana |
| ● 13 Colorado | ● 32 Santa Vitória do Palmar |
| ● 14 Condor | ● ● 33 Cruz Alta |
| ● 15 São Luiz Gonzaga | ● 34 São Gabriel |
| ● 16 Eugênio de Castro | ● 35 Tupanciretã |
| ● 17 Entre-Ijuís | ● 36 Santa Maria |
| ● 18 Girúá | ● 37 Campo novo |
| ● 19 Fortaleza dos Valos | ● 38 Capivari do Sul |
| | ● 39 Horizontina |
| | ● 40 Passo Fundo |
| | ● 41 Alegrete |
| | ● 42 Erechim |
| | ● 43 Palmeira das Missões |
| | ● 44 Santiago |
| | ● 45 São Borja |
| | ● 46 Uruguaiana |
| | ● 47 Vacaria |
| | ● 48 Sinop (MT) |



Legend

- | | |
|----------------------------|-----------------------------------|
| ● Head Offices | ● Soybean Oil Extraction Industry |
| ● Commercial | ● Biodiesel Industry |
| ● Seed Processing Industry | ● Fertilizer Blending Industry |
| ● Seed Processing Unity | |



Our values



FIELD VALUE

The field is the basis of our business and we have knowledge of that. We are proud and know of its importance for the development of Society.



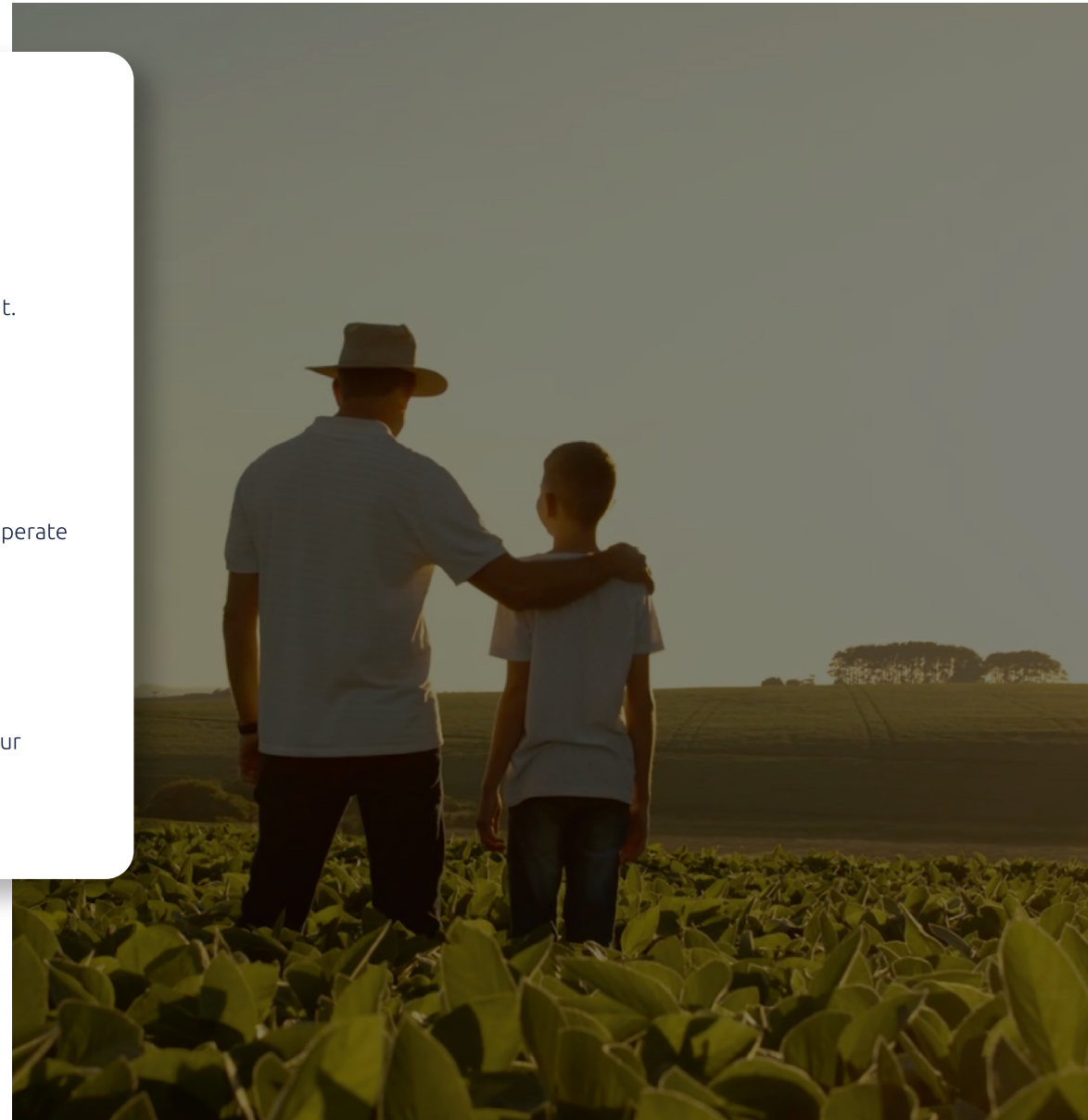
PARTNERSHIP VALUE

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



SAFETY VALUE

We want people to feel safe with us and, for this reason, we base our relationships on truth and honesty.





Governance structure

GRI 102-18, 102-19

Consistent with the best corporate governance practices, we have policies and charters, all available at our **Investor Relations website**. These include the Compensation Policy, the Board of Directors' Nomination Policy, the Board of Directors' Charter and the ESG and Sustainability Committee's Charter. All of them aligned with 3tentos' Bylaws and Code of Conduct, as well with the Regulation of the Novo Mercado ("New Market") and applicable laws and rules.



Corporate Governance



Board of Directors

GRI 102-19

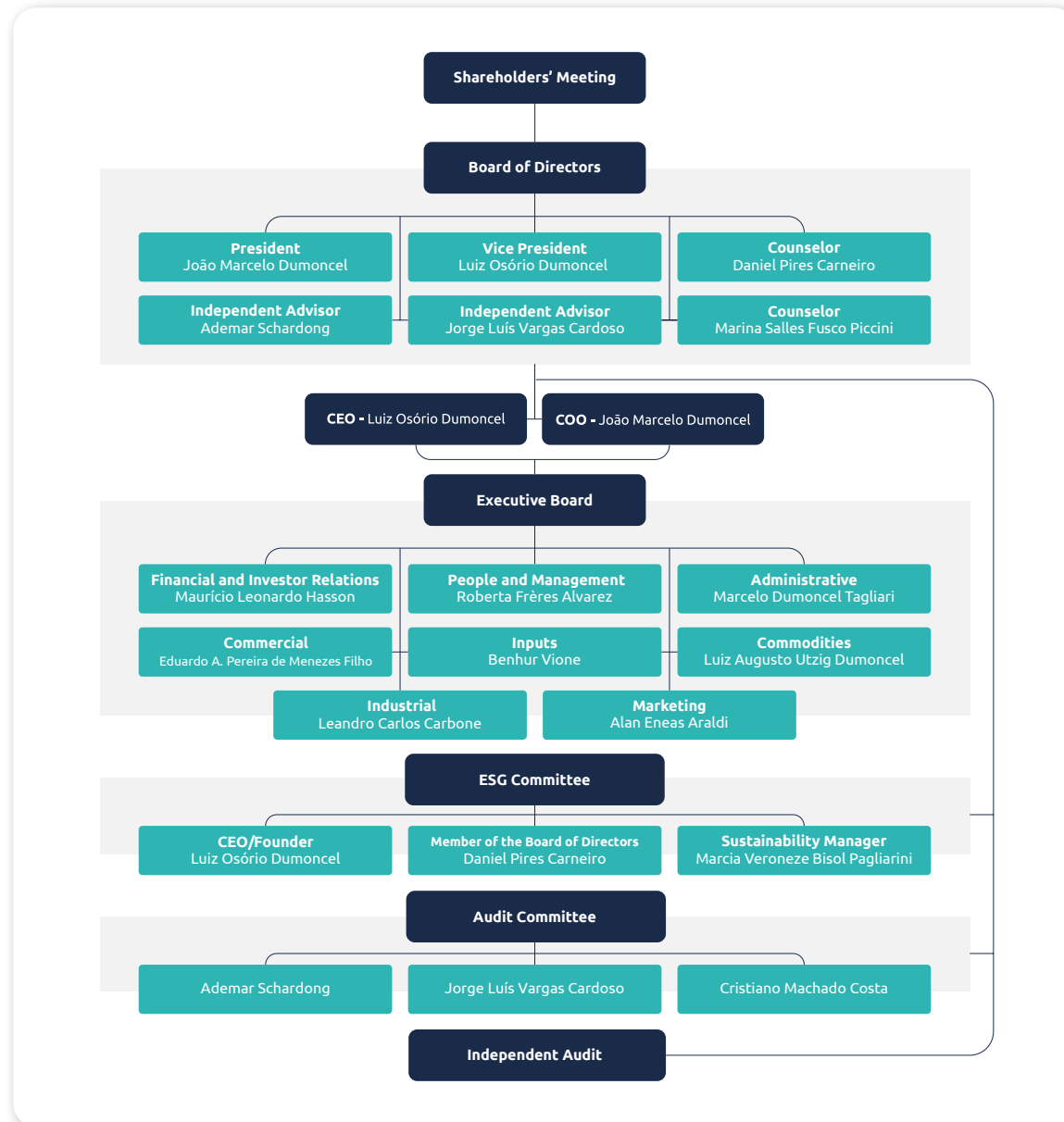
3tentos is managed by its Board of Directors and Executive Board. The Board of Directors currently comprises six members, elected and removed by the Shareholders' Meeting, with a unified two-year term of office, reelection being allowed. The Company determines in its Bylaws that at least two or 20%, whichever is greater, of the Board of Directors' members must be independent directors, as required by the Novo Mercado Regulation. Currently, two of the six directors of the Board are considered to be independent, corresponding to 33.33% of its composition.

According to the Company's Bylaws, in the exercise of their duties the directors shall consider the Company's best interests, including the expectations and short- and long-term effects of their actions on the company's shareholders; active employees and collaborators; suppliers, partners, customers and other creditors; the local and global communities in which the Company operates; as well as the local and global environment.

The Board of Directors is responsible, amongst other things, for electing and dismissing the Company's Executive Officers, assigning their duties, approving their authority levels and policies, and overseeing their management.

To better perform its duties, the Board of Directors may create, at its sole discretion and in compliance with the rules it establishes, advisory committees with defined objectives. The Board of Directors shall appoint the members of the advisory committees and establish their internal charters, if any, including rules on their composition, term of office, compensation, and operation. Currently, 3tentos has two non-statutory committees.

Learn more about the directors by accessing information in the Board of Directors' Charter [here](#).



Note: Marina Salles Fusco Piccini took office on June 13, 2022, replacing Roberta Frères Alvarez, who took charge as People & Management Officer.



Advisory committees

GRI 102-18

Our governance structure has two committees that assist the Board of Directors, and the committees' duties involve providing necessary elements and subsidies to the decision-making process.

Audit and Related-Party Committee

Operating independently from the Executive Board, the Audit and Related-Party Committee has the purpose of continuous and systematic supervision of both, the procedures for identifying risks and the company's internal control systems. Consisting of 3 members, elected by the Board of Directors, this committee also monitors the quality and integrity of the Company's financial reports and seeks to ensure compliance with legal, statutory and regulatory norms and the inspection of the independent auditors' activities. Check the **composition** of the committees and their respective **charters**.

ESG and Sustainability Committee

GRI 102-18

Set up in 2021, the ESG and Sustainability Committee aims at fostering changes, promoting sustainability as a proposition of value, strengthening the integration of economic, environmental, social, and governance aspects in our business model. Therefore, this is a relevant topic in the Company's investment decisions, product development, provision of services, and innovation and technological development processes.

Among other duties, the Committee aims at assisting the development of 3tentos' sustainability culture, collaborating with communication and spreading knowledge related to this subject. Overall, it is in charge of developing business sustainability strategies by planning projects and implementing action plans, seeking to fulfill its short-, medium-, and long-term objectives. Among the initiatives promoted by the Committee, we highlight the annual publication of the Company's Sustainability Report, which applies the guidelines of the Global Reporting Initiative (GRI), with presentation of data, indicators

and forms of management on topics relevant to 3tentos.

In addition to the Advisory Committees to the Board of Directors, three internal work groups were established in 2021 aiming at advising the executive boards on issues that are relevant to the company:

Work Groups



Diversity and Equality



Integrity and Transparency



Climate Changes and Carbon





Ethics and transparency

GRI 102-16

One of the main commitments the Company has honored throughout its more than 26 years is to value ethics and transparency when conducting business and in the relationship with all of its stakeholders. In order to present and consolidate the guidelines and standards of the behavior that we expect, aligned with our values, we have prepared a Code of Ethics and Conduct available to everybody on our site, which may be accessed [here](#).

The **Code of Ethics and Conduct** is updated annually and approved by the Company's Board of Directors.

In 2021, we provided training on Ethics and Conduct at Work to all the staff. The purpose was to provide each employee with an understanding of ethical attitudes and, consequently, for them to achieve personal, professional, and organizational success.

In the Code of Ethics and Conduct we express our values, having as main guidelines:

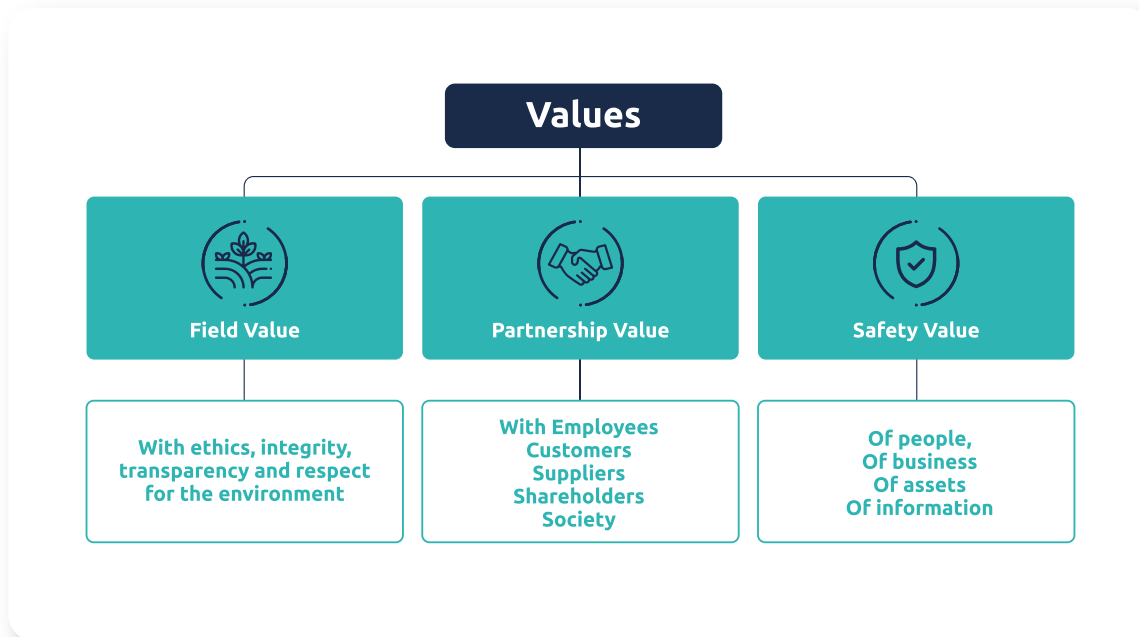
Conflict of interest

Our Code of Ethics and Conduct contains specific topics on conflicts of interest, in order to avoid and address them, in case they occur. Furthermore, we have a **Policy on Related-Party Transactions and Conflicts of Interest**, which establishes that all decisions must be made in the best interests of 3tentos and our shareholders and must be conducted on an arm's length basis, in line with the best corporate governance practices and transparency. The Audit Committee is responsible for analyzing transactions for potential conflicts of interest and forwarding them to the Board of Directors for evaluation.

Complaints channel GRI 102-17

To ensure our commitment to ethics and integrity, we have a whistleblowing channel for internal and external stakeholders, with access available on the **website** and Intranet. The channel has the purpose of receiving communications about violations of the guidelines of our Code of Ethics and Conduct, the Company's Bylaws or other policies and internal charters. This tool is extensively publicized, including in the company's vehicles.

3tentos has a channel that provides assistance from psychologists, available 24 hours every day, to obtain as much information as possible while ensuring anonymity, confidentiality, and information security. During the production of this report, the Channel received 65 complaints, and it is the responsibility of the Channel's coordination to analyze, classify and investigate the complaint, or forward it for aiding the investigative process. The information is then analyzed by the Ethics Committee, which is responsible for ensuring that all complaints are investigated and that disciplinary measures or action plans are implemented for all cases of proven misconduct and/or failures in processes and controls that can effectively lead to such deviations.





Key indicators GRI 102-7



Net Income: **R\$ 430.3 million**

Net Revenue: **R\$ 5,339.3 million**

Adjusted net income grew **85.2%** in comparison to 2020

Opening of **8 new stores** in 2021

Start of construction of the plant in **Vera/MT**

R\$ 538.7 million in taxes generated for the municipalities where 3tentos operated in 2021 GRI 203-2

More than **17 thousand rural producer customers**

More than 3,500 family farmers benefited from the **Social Fuel Seal** program and that received technical assistance

200,656.77 m³ of biodiesel sold, which corresponds to 546,695 fewer tons of carbon equivalent released in the atmosphere

1,382 employees

290 new direct jobs generated in 2021

Investment of **R\$ 518,349.00** in training for employees in 2021

R\$ 2.7 million invested in research and innovation

Emission of **148,429 CBios** in 2021

Market highlight in the RS Export Award, in addition to the special distinction **Gold Exporter**, recognition granted to companies that have been among the winners of the RS Export Award in 5 editions, including the current one, evidencing years of continuity in their results.



49º Prêmio
Exportação RS

exame.
**Melhores
& Maiores
2021**





Commitments GRI 102-12, 102-13

Associations membership GRI 102-13

We hold membership of associations such as the Association of Cereal Companies in Rio Grande do Sul (ACERGS); the Association of Biofuel Producers in Brazil (APROBIO); the Association of Seed & Seedling Producers and Traders in Rio Grande do Sul (APASSUL), and the National Association of Agricultural and Veterinary Input Distributors (ANDAV).

External initiatives GRI 102-12



Selo APROBIO – Biodiesel Super A

In 2021, 3tentos was recognized with the APROBIO Seal. The recognition is granted through an external audit and certification system, attesting that the biofuel produced by associated plants follows stricter quality specifications.



Selo Mais Integridade

Created by the Ministry of Agriculture, Livestock, and Food Supply (MAPA), the More Integrity Seal seeks to promote the Compliance culture in agribusiness, in addition to recognizing and rewarding integrity practices focused on social responsibility, environmental sustainability, ethics, and efforts to mitigate fraud, bribery, and corruption. We were granted the seal in 2021, therefore reinforcing our **commitment with ethics and transparency.**



Selo Combustível Social GRI 103-2, 103-3, 203-2

The Social Fuel Seal is granted by the Ministry of Agriculture, Livestock and Food Supply (MAPA) to industrial plants that follow the family farming inclusion criteria for obtaining raw material, accounting for 40% of biodiesel production. Family farming is a commitment embedded in our roots; that's why we have had the seal since 2013, when we started our production. In order to contribute with small producers, we guarantee their participation in the National Program for Biodiesel Production and Use, and we offer free technical assistance to those who have contracts with 3tentos during the harvest. In the 2021/2022 harvest we had more than 3,500 contracts. In addition, the producers that have the Declaration of Aptitude to PRONAF (National Program for Strengthening Family Farming) are entitled to our policy of special soybean prices.

Pacto Empresarial pela Integridade e Contra a Corrupção

In 2021, we joined the pact promoted by the Ethos Institute and thus reinforced our commitment to disseminate the Brazilian Anti-Corruption Legislation to our employees and stakeholders and to prevent any form of bribery, as well as to value transparency of information and collaboration in investigations, when necessary.

NBR ISO 17025

In 2021, our Biodiesel Quality Control Laboratory received the NBR ISO 17025 certification, which standardizes and ensures the quality and reliability of the operation and the validation of the lab tests and calibration results.



RenovaBio

We have a structured process for tracking social and environmental aspects in the entire production chain, from origination and purchase of raw materials to the enhancement of the soybean production process. For this reason, we are certified by RenovaBio, a government program that monetizes the carbon that is not released into the atmosphere due to the burning of biofuels. In the year 2021 we went through a recertification process, but from January to September with the avoided and evidenced carbon emissions, we generated 148,429 CBios (decarbonization credits). In the first quarter of 2022, we received the recertification, with the approval of the National Petroleum Agency (ANP).



GMP+FSA

The GMP+ (Good Manufacturing Practice) certificate is an international identification seal for animal feed products. In 2014, we received the certificate and, with it, the company ensures the integrity of the manufacturing processes of these foods, besides complying with ISO 9001 quality standards and with risk control (HACCP). The monitoring of GMP and FSA starts with the selection of raw material suppliers up to the delivery of products, including hazard analyses and critical control points, in order to ensure the health and integrity of the end consumer.



Sustainability

Sustainability at 3tentos

At 3tentos, we believe and actively work to promote sustainable agriculture, from the field to the industry and to the population, through a strategy that encompasses retail of agricultural inputs, grain origination and trading, and industrialization. We generate significant value to all parts involved and create long-term relationships with our customers, always aiming for partnership.

According to our management approach, we seek to align all segments so that business sustainability truly takes place. Thus, in 2001, we sought to analyze and develop our materiality, in order to reflect our relationships between each of the Company's operating areas. In order to always stay in consonance with our activities and our stakeholders' perceptions, the materiality will be reviewed every two years, and changed if necessary.



Materiality GRI 102-40

We gathered information on the perception of 10 executive officers of 3tentos, two members of the ESG Committee and 356 feedback responses from internal and external stakeholders.

For developing the content of this report, we carried out the materiality process related to year 2021. The materiality matrix will be reviewed and updated during 2022.

The process involved prioritizing the most relevant topics for the business and our stakeholders – employees, suppliers, partners, community representatives, among others – and consisted of the following stages:

GRI 102-42, 102-43



Selection of topics:

To help create the proactive list of material topics for further analysis by stakeholders, a preliminary study through benchmarking and literature analysis was made, by consulting the GRI guidelines and complements from the Food Production – Agricultural Production sector and RobecoSam Sustainability Yearbook 2021 – Food Products sector.



Selection and engagement of stakeholders:

Based on the relevance of the public of interest and maturity of the relationship, the selected stakeholders were: the executive board, ESG committee, customers, employees, suppliers, community representatives, and others. These stakeholders participated in consultations that showed high engagement, such as one-to-one interviews (executive officers and ESG members) and online consultations, where they selected the topics they considered most relevant, out of all those that were presented;



Consolidation and weighting:

A specific methodology was used to consolidate the results obtained through the stakeholders' engagement, assigning weights according to the group's importance to the Company, in order to determine the results and select the list of topics in order of priority and correlation with GRI aspects;



Validation:

This stage consisted of the approval of the final list of material topics by the senior management and the team that prepared the report, as well as of the disclosure of GRI contents to be reported.



Material topics GRI 102-44, 103-1

Below, we present the material topics selected, identified in order of priority, together with the reason for their relevance:

Management and responsibility in the agribusiness chain

3tentos is a family company in the agribusiness sector and thus values a responsible relationship with producers and stimulates the sustainable development of agriculture. In this material topic we cover the contents of our suppliers.

Research and innovation in processes, products and services

Seeking competitive production coupled with research and science, structured in digital models that stimulate competitiveness and business sustainability, we validated the material topic aiming mainly to present the new solutions obtained for the ecosystem center, the producer.

Management of environmental impacts and conscious use of natural resources

The good management of the practices for soil and production management, focused on improvements to preserve and restore natural resources, are relevant topics, since we seek to mitigate impacts on the environment and foster positive effects in the locality where we operate. This topic will cover energy, water and waste contents.

Social and environmental responsibility for development of surrounding communities

This topic addresses another topic of great importance, which refers to the good relationship with the communities. Thus, with a focus on education and by means of engagement, we aim at developing and significantly impacting the neighboring communities.

Dissemination of 3tentos' culture through the pillars of human capital attraction, development, and retention

The strategic action involves interconnecting 3tentos' goals to the interests and demands of employees, in order to promote an alignment with the company's values and culture. So, this material topic contemplates contents about hiring, benefits, development programs, among other subjects related to employees.

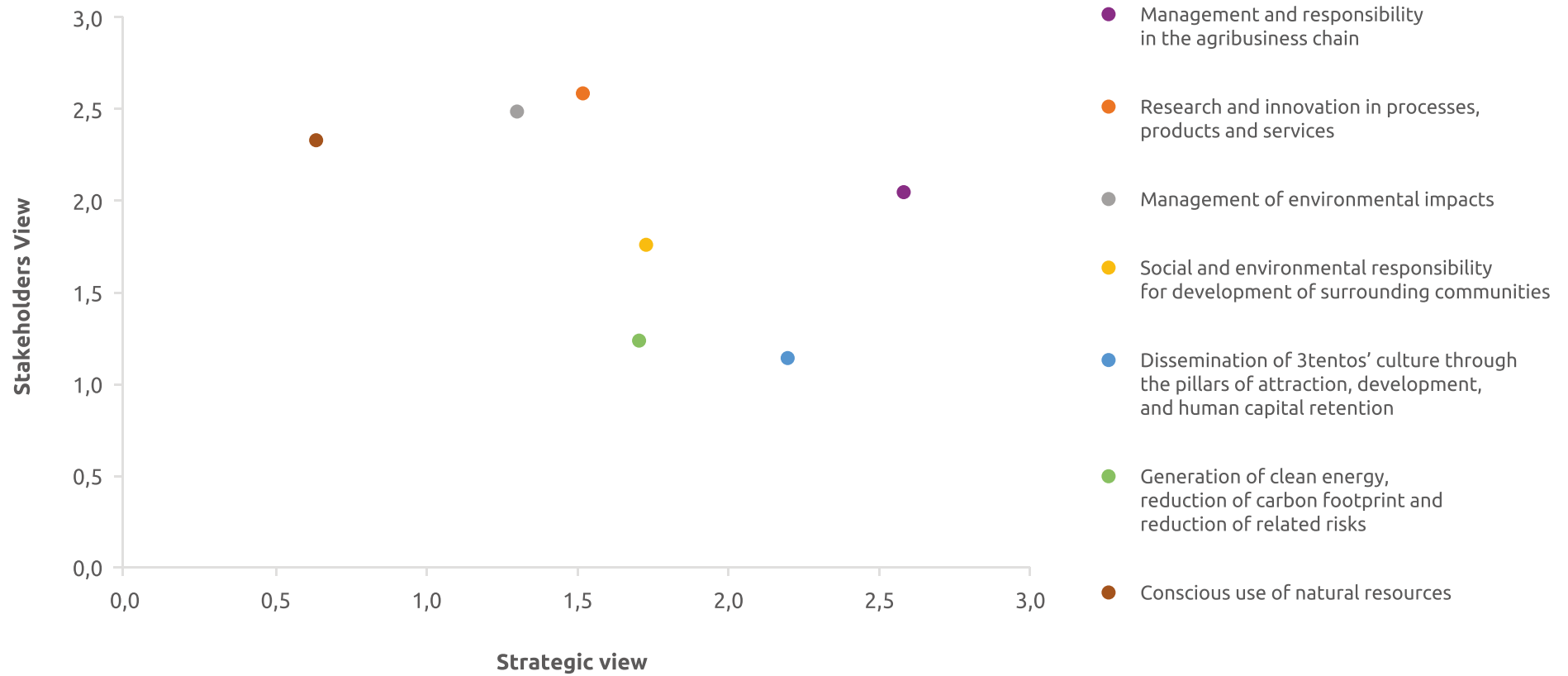
Generation of clean energy, reduction of carbon footprint and reduction of related risks

The management of Greenhouse Gas (GHG) emissions is considered a relevant topic in the fight against climate change. In this sense, we seek to contribute through biodiesel production – collaborating with the energy matrix – and to monitor GHG emissions.













Materiality Matrix GRI 102-44

Graphical representation of important topics





List of material topics, SDGs and impact boundaries GRI 102-44, 102-46, 102-47, 103-1

Sustainable Development Goals (SDS)	Material Topic	GRI Aspect	Related indicators	Impact inside 3tentos	Impact outside 3tentos
  	Management and responsibility in the agribusiness chain	Procurement practices; Supplier environmental assessment; Supplier social assessment	GRI 204-1, 308-1, 414-1	Procurement practices; Supplier environmental assessment; Supplier social assessment	Suppliers and customers
	Research and innovation in processes, products and services	Management approach	Abordagem de gestão	Management approach	All stakeholders
	Management of environmental impacts and conscious use of natural resources	Energy; Water; Effluents; and Waste	GRI 302-1, 303-5, 306-3	Energy; Water; Effluents; and Waste	All stakeholders
 	Social and environmental responsibility for development of surrounding communities	Indirect economic impact; Local communities	GRI 203-2, 413-1	Indirect economic impact; Local communities	Society
	Dissemination of 3tentos' culture through the pillars of human capital attraction, development, and retention	Employment; Training and education	GRI 401-1, 401-2, 404-1, 404-2	Employment; Training and education	Society
 	Generation of clean energy, reduction of carbon footprint and reduction of related risks	Economic performance; Emissions	GRI 201-2, 305-1, 305-2, 305-4	Economic performance; Emissions	All stakeholders



Our priority axes with their respective material topics

Given the different aspects of the Company's operation, we opted for establishing three major axes based on the defined materiality, each one seeking to represent the fronts in which 3tentos operates. So, one of them is intended for the management approach, and the others mention, in a more targeted way, aspects of the relationship with employees, the community, and environmental responsibility. This definition seeks to express the significance for the company of its values: of partnership, field and safety.



Relationship with stakeholders

- Management and responsibility in the agribusiness chain.
- Value chain responsibility.
- Social and environmental responsibility for development of surrounding communities.
- Relationship with the community.
- Dissemination of 3tentos' culture through the pillars of human capital attraction, development, and retention.
- Profile of Employees.



Sustainable solutions

- Research and innovation in processes, products and services.
- 3tentos ecosystem.



Environmental commitment

- Management of environmental impacts and conscious use of natural resources.
- Management of environmental resources.
- Generation of clean energy, reduction of carbon footprint and reduction of related risks.
- GHG emissions.
- Economic performance resulting from climate change-related risks.





Relationship with stakeholders



The management of our commitments is guided by the close relationship with our varied stakeholders - made up of rural producers, government agencies, suppliers, brokers, insurers, port terminals, carriers, traders, customers, communities, sector entities, and employees. GRI 102-40

We seek to provide different ways to engage our stakeholders, either through meetings with customers, technical events, close relationship with the producer, satisfaction surveys and, in 2020, we conducted a survey to identify the topics of greatest impact and influence for 3tentos (**see Materiality Matrix**). GRI 102-43

In order to value our human capital, at 3tentos we aim to recognize the employees, through initiatives focused on attraction, retention, and development. In 2021, we went through an organizational redesign, which involved, among other things, our structure, hiring people, systems development and government policy. In this sense, the Company created a People & Management Department, which reports directly to the CEO and is responsible for coordinating the initiatives, further consolidating our goal of attracting, engaging, and retaining people aligned with our values.

Regarding systems development, in 2021 we implemented the Management Panel, and this allowed the expansion of the strategic vision of our human capital, favoring the autonomy and mobility of employees. Likewise, the recruitment and selection software was upgraded, increasing process transparency and allowing both parties, manager and candidate, to have visibility of the process stages.

Profile of employees GRI 102-7, 102-8, 102-41

3tentos team had 1,382 employees in 2021 – all covered by collective bargaining convention – working in our 48 units in Rio Grande do Sul and 1 unit in Mato Grosso. Most employees (1,370) are from the Southern region, due to our strong presence in the state and the others (12 employees) are from the Midwest region. By analyzing Chart 1, we can see that there has been a relevant growth in the number of jobs in recent years, and that 290 people were hired from 2020 to 2021, accounting for a 26.56% increase in the number of employees. Most of them have indefinite-period employment contracts and work full time.

GRI 401-1

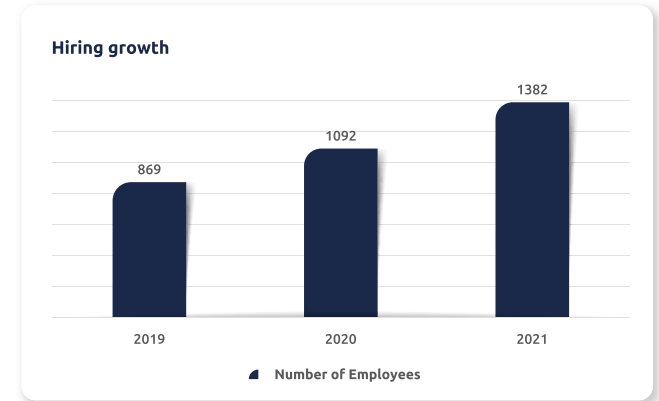


Chart 1 – Number of hires in 2019, 2020 and 2021

Number of own employees per employment agreement and gender									
Type of agreement	2019			2020			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Determined time ¹	1	32	33	0	75	75	31	158	189
Undetermined time ²	153	683	836	190	827	1017	220	973	1193
Total	154	715	869	190	902	1092	251	1131	1382

¹ Determined time: trainee, young apprentice. ² Undetermined time: permanent employees.

Number of own employees per employment type and gender									
Type of agreement	2019			2020			2021		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Full-time work ¹	135	714	849	169	901	1070	211	1118	1329
Part-time work ²	19	1	20	21	1	22	40	13	53
Total	154	715	869	190	902	1092	251	1131	1382

² Part-time work: young apprentice, trainee, cleaning worker, cleaning and warehouse assistant.



Turnover GRI 102,8, 401-1

Our employee team has increased, showing a rate of new hires of 44.2%, that is, 611 new employees in 2021 alone. The hiring growth rate was 69.3% for women and the under-30 age group amounted to 71.2%.

Total number and rate of new hires per age group						
Age group	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate*
Under 30	109	48.9%	115	38.2%	295	71.2%
Between 30 and 50	140	26.2%	141	21.1%	294	36.8%
Above 50	28	25.2%	17	13.9%	22	13.1%
Total	277	31.9%	273	25%	611	44.2%

*The rate was calculated as per the following example:
Total number of new hires for the under-30s / Total number of employees of the under-30 age group.

Total number and rate of new hires per gender						
Gender	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate*
Women	45	16.2%	45	16.5%	174	69.3%
Men	232	83.8%	228	83.5%	437	38.6%
Total	277	100%	273	100%	611	44.2%

*The rate was calculated as per the following example:
Total number of women hired / Total number of employees.

Total number and rate of new hires per region						
Region	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate*
Midwest	3	60%	2	50%	27	225%
South	274	31.7%	271	24.9%	584	42.6%
Total	277	31.9%	273	25%	611	44.2%

*The rate was calculated as per the following example:
Total number of new hires in the South / Total number of employees of the Southern region.

Whereas our turnover rate was 31.5%, and the highest rates in the age, gender and region categories were, respectively, presented by employees under the age of 30 (45.5%), women (47.4%), and in the Midwest region (116.7%).

Total number of own employees that left the company and turnover rate per age group						
Age group	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate
Under 30	189	66.8%	222	56%	82	45.5%
Between 30 and 50	217	33.4%	223	27.2%	155	28.1%
Above 50	57	38.3%	49	27%	24	13.7%
Total	463	42.6%	494	35.1%	261	31.5%

The rate was calculated as per the following example:
(Total number of own employees under the age of 30 that left the company + Total number of hired employees under the age of 30) / Total number of employees below the age of 30.

Total number of own employees that left the company and turnover rate per gender						
Gender	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate
Women	51	31.2%	66	29.2%	64	47.4%
Men	412	45%	428	36.4%	197	28%
Total	463	42.6%	494	35.1%	261	31.5%

Total number of own employees that left the company and turnover rate by region						
Region	2019		2020		2021	
	Total number	Rate	Total number	Rate	Total number	Rate
Midwest	0	30%	3	62.5%	1	116.7%
South	463	42.7%	491	35%	260	30.8%
Total	463	42.6%	494	35.1%	261	31.5%



People attraction and retention

GRI 103-2, 103-3, 401-2, 103-1

In order to attract and retain talent, 3tentos has a Young Apprentice Program, and is developing the Trainee and Internship Program for future implementation. The new project aims at stimulating talents within the Company through the development of their capabilities and desired skills inherent to each position, also within the industry.

Our Young Apprentice Program is carried out in partnership with institutions such as the National Service for Industrial Training (SENAI), THE National Service for Commercial Training (SENAC), and the Company-School Integration Center (CIEE) and its goal is to provide young people with the opportunity to develop skills and competences specific to the labor market. During the Program, the apprentices are followed up by the People and Management area and by the leaderships, mainly by getting

feedbacks. At the end of the course, the apprentices receive certificates and many are hired by 3tentos.

The Company has always had trainees in several sectors, and in order to improve the exchange of experience between the trainee and the company and attract new talents, we are developing an Internship Program that will count on students integrated with 3tentos ecosystem in several areas of the company. In addition to fostering the development of the activities in the area, the program has the purpose of providing behavioral development training, feedback sessions, among other activities, in order to promote a better professional and personal performance, linked to Company's career development.

With the desire to integrate our employees and keep everyone happy, the Company offers benefits such as a market-compatible compensation, transport vouchers, food vouchers (except for executive officers), life insurance, health plan, dental plan

fully paid by the Company, in addition to partnerships with educational institutions where 3tentos' employees have special discounts. With regard to the health plan, we increased its coverage from regional to statewide. In terms of food, there has been quality improvement with the change of suppliers.

In 2021, expenses with benefits totaled approximately **R\$5,650,894.89, an increase of 59% in relation to 2020**. This increase was due to the introduction of new benefits, such as dental plan and food card, along with the company's growth and a rise in the number of employees last year.





Training and Qualification

GRI 103-2, 103-3, 404-1, 404-2

To have teams prepared both for the corporate environment as well as for the field and the industry, we invest continuously in the training of our employees. Through Projeto Desenvolver ("Project Develop"), we carry out activities to train our employees, driving more engagement and satisfaction, as well as team spirit, integration and creativity in the corporate environment. We also promote professional etiquette training, training focusing on communication and interpersonal relationships, as well as mandatory training according to the job description.

In 2020, we began the Leadership Development, an ongoing program focusing on the generation of positive impacts by the leaders and, mainly, on promoting a healthy work environment, in tune with the organizational culture. In 2021, the Program

was offered to all managers, not just those from the plants as it occurred in 2020, so that it amounted to 96 hours and 60 participants. At the end of all training, these employees complete a satisfaction survey that seeks to evaluate how the training was managed and observe the aspects for improvement.

In the search for continuous improvement, training evaluations are performed based on the managers' feedback about their team' results and behaviors, as well as the instructor's feedback on participation, level of involvement and gaps noticed in the team's speeches and behaviors. In addition, although formal performance evaluations are not carried out, each area provides their teams with feedbacks, according to their specificities.

In addition to these programs and training attended by all of our employees, regardless of their job category, we offer continuous training to our staff. Therefore, in 2021 alone, we recorded over 27 thousand hours of training.

Currently, we do not have a career-transition program in the event of retirement or termination of employment agreement.

Organizational climate survey in 2020 GRI 102-43

Seeking constant improvements in our employees' engagement and in the organizational environment, we conducted an internal climate survey in 2020. After collecting the data, we invested in improving the benefits we offer and also in developing leaderships. At the moment, there is no predefined agenda fixing a timeframe for conducting new organizational climate surveys.

Average of training hours that own employees completed during the reporting period, per gender

Gender	2019			2020			2021		
	Total number of employees	Hours of training	Average training hours	Total number of employees	Hours of training	Average training hours	Total number of employees	Hours of training	Average training hours
Women	154	3732	24.2	190	8648	45.5	239	3601.29	15.07
Men	715	25947	36.3	902	38229	42.4	999	23869.26	23.89
Total	869	29679	34.2	1092	46877	42.9	1238	27470.6	22.19

Média de horas de treinamento que colaboradores próprios realizaram durante o período de relato, por categoria funcional*

Job category	2019			2020			2021		
	Total number of employees	Hours of training	Average training hours	Total number of employees	Hours of training	Average training hours	Total number of employees	Hours of training	Average training hours
Diretores	2	118	59	2	87	43.5	5	67.3	13.46
Gerentes	22	1069	48.6	30	1163	38.8	52	914.15	17.58
Coordenadores/ Supervisores	81	4492	55.5	105	4941	47.1	138	4419.44	32.02
Líderes	49	2554	52.1	86	6709	78	138	4370.38	31.67
Administrativo/ Operacional	715	21446	30	869	33977	39.1	905	17698.48	19.56
Total	869	29679	34.2	1092	46877	42.9	1238	27469.75	22.19

*After revising the Report published in 2020, 3tentos updated the data above.



Valuing diversity GRI 405-1

The agribusiness is still a predominantly male sector, so we are seeking new ways of having greater participation of women. At the end of 2021, our staff consisted of 1,131 men and 251 women, accounting for 81.84% and 18.16% of the staff, respectively. The Board of Directors comprises six members, five of which are men and one is a woman, that is, 16.67% represent females and 83.33% males.

3tentos values diversity and inclusion in its teams and is taking measures to increase them in its initiatives. One of the initiatives is setting up the Diversity Work Group, with the purpose of creating and generating actions to spread the culture of diversity and equality.

Total number of own employees per gender			
Gender	2019	2020	2021
Women	154	190	251
Men	715	902	1131
Total	869	1092	1382

In terms of age group, most employees (800 of them) are between 30 and 50 years old. The employees below 30 years of age come second, totaling 414 professionals. We have 167 employees aged above 50.

Total number of own employees per age group			
Age group	2019	2020	2021
Under 30	223	301	414
Between 30 and 50	535	669	800
Above 50	111	122	167
Total	869	1092	1382



18.16%
women



81.84%
men

As for education, 52.64% of the employees completed high school, 20.87% finished elementary school, 22.02% completed undergraduate studies, and the remaining 1.31% are subdivided into people with master's degree, PhD, or no education at all.

Percentage of employees at different educational levels							
Year	No education	Elementary School	High School	Undergraduate studies	Graduate studies	Masters	Doutorado
2021	0,49%	20,87%	52,64%	22,02%	3,14%	0,53%	0,29%

Regarding job categories, we present the percentage of employees in each of them, according to gender and age group, not including top management. Since there is a high male presence in leadership positions, we are working to change this scenario and increase female staff presence. In this regard, we highlight the Diversity Work Group, the purpose of which is to encourage plurality in our organizational environment.

Percentage of own employees per job category and gender GRI 405-1						
Jobcategory	2019		2020		2021	
	Women	Men	Women	Men	Women	Men
Executive Officers	0	0.28	0	0.33	0	0.48
Managers	1.95	2.66	1.58	2.99	1.20	3.56
Coordinators/ Supervisors	10.39	9.37	10.53	9.42	12.88	8.84
Leaders	5.19	6.01	7.89	7.87	10.59	10.54
Administrative/ Operational	82.47	81.68	80	79.38	75.40	76.58

Percentage of own employees per job category and age group GRI 405-1									
Job category	2019			2020			2021		
	Under 30	Between 30 and 50	Above 50	Under 30	Between 30 and 50	Above 50	Under 30	Between 30 and 50	Above 50
Executive Officers	0.00	0.25	1.09	0.00	0.18	0.93	0.00	0.63	0.00
Managers	0.74	3.28	6.52	1.28	3.24	5.61	0.40	4.26	4.38
Coordinators/ Supervisors	0.74	15.66	8.70	0.43	15.86	7.48	2.88	12.99	10.25
Leaders	5.88	9.60	3.26	8.09	12.97	2.80	6.70	13.98	3.68
Administrative/ Operational	92.65	71.21	80.43	90.21	67.75	83.18	90.03	68.14	81.68



Occupational Health and Safety

We value the health and safety of our employees in the performance of all activities. Bearing this in mind, we take preventive measures to ensure safety at work, prevent occupational diseases and work accidents, and assess psychosocial factors, among others, whose guidelines are set out in our General Policy for Health and Safety at Work.



Commitments undertaken with the Policy for Health and Safety at Work



Identification and management of occupational risks:

These aspects are monitored from the beginning of the project up to the implementation of the plants' operation.



Preventive measures and monitoring of the conditions and unsafe behaviors:

Conducting training and publishing guidelines. Furthermore, constant monitoring of the employee's health, diagnosing, as the case may be, any diseases triggered and/or aggravated by exposure to risk factors, also occurring after exposure.



Understanding the importance of risk perception:

We encourage all employees and third-parties to contribute in a positive and proactive manner to the ongoing improvement of health and occupational safety processes.



Promotion of a healthy work environment:

We take into consideration the physical environment, psychosocial factors, and interpersonal relationships for promoting a healthy environment.



Occupational Health and Safety Principles

We understand that working with safety is everyone's responsibility. Therefore, we have some Health and Occupational Safety principles that must be respected by all employees. In this sense, leaders have a key role in monitoring and ensuring compliance with the guidelines and procedures.

Safety criteria must be adopted in all phases of the production process, work methods, and in all decisions made by 3tentos. Through proper decision making, it is possible to predict damage and prevent accidents. In this context, the employees are regularly monitored, and the leaders are responsible for punishing those who violate the guidelines and procedures putting both the individual and the collective at risk.

As an occupational health management practice, we also take preventive and continuous measures to safeguard the health of our employees, removing from activities all those whose health have been affected due to the occupational risks they may be exposed to.

Safety awareness

The Internal Committee on Accident Prevention (CIPA) is one of the mechanisms to ensure occupational safety. Besides listening to the main safety demands, CIPA is responsible for conducting the Internal Week for Accident Prevention (SIPAT), which takes place at the company.

The event aims at making employees aware of the need to perform their daily tasks in a concise, accident-free manner. The activities proposed at SIPAT are meant for the organizational environment, addressing examples taken place in the past and focusing on public health and social actions, generating knowledge, empathy, and reducing work accidents and diseases.

In addition, we have program More Health and Safety For You, whose activity is proposed by the Occupational Health and Safety Sector, with support from CIPA and the Communication Department, and involves the dissemination of actions and content related to health and safety at work.

This internal program has five components:

- **To increase safety:** through daily field monitoring of all activities, guidance to employees, and disclosure of monthly content related to OHS;
- **To Raise Awareness and Prevent:** by carrying out events such as Green April and SIPAT for disseminating our safety culture;
- **Health Moment:** carrying out hands-on activities related to first aid and health in general;
- **Psychosocial health in focus:** through individual or group approaches and special activities, we seek to identify and treat psychosocial issues that may be causing employees to become ill.

These actions, together with the company's other programs, supplement our Policy for Health and Safety at Work, thus ensuring a safer environment to all.





Close relationship GRI 102-43

Communication to our employees is handled together by the Marketing and Human Resources areas. One of the tools used for this purpose is Informe 3tentos (“3tentos Newsletter”), a quarterly magazine that seeks to bring information about what happens in all our units, the stories of our people, tips, business news, and other topics. With regard to external communication, we are active in digital media, which represent another contact channel to bring relevant content to our producers and other stakeholders. We also develop a series of engagement initiatives every year, in synergy with the teams. Below are some of the activities carried out:

Dia das Mães (“Mother’s Day”)

In 2021, the theme of Mother’s Day was: “We believe in the essence of caring and self-care”. On the occasion, each mummy employee was given a manicure kit. Due to the Covid-19 pandemic, a self-care moment has become even more necessary; thus, with this endomarketing action we aimed to provide this moment of self-care to our employees. This year, we had the participation of 130 mothers.

Dia dos Pais (“Father’s Day”)

Following the Mother’s Day approach, for Father’s Day the theme was: “Father, love that inspires care”. The 700 dad employees who participated in the activity received a sports kit, with backpack, squeeze, and an invitation to be an inspiration. The endomarketing proposal was the incentive to engage in physical exercise as a valuable tool to keep calm, protect health, and an invitation to enjoy great moments with their children, taking care of themselves and their loved ones.

Parceirinh@ 3tentos (“LittlePartner@ 3tentos”)

Our life renews itself with each little seed born, and for this reason we created the “LittlePartner@ 3tentos” initiative. Mothers who are starting their maternity leave receive a special kit, designed with much affection to wish the soon-to-be baby good health. The gift comes together with a custom-made outfit for the child and a souvenir for the employee.

Novembro Azul (“Blue November”)

Despite the change of month and color from Pink October to Blue November, our fight against cancer has not changed. We held, at the Ijuí/RS unit, a lecture about prostate cancer, reinforcing the importance of preventing this disease. On the occasion, all the unit’s employees received an information sheet with contents related to self-care.

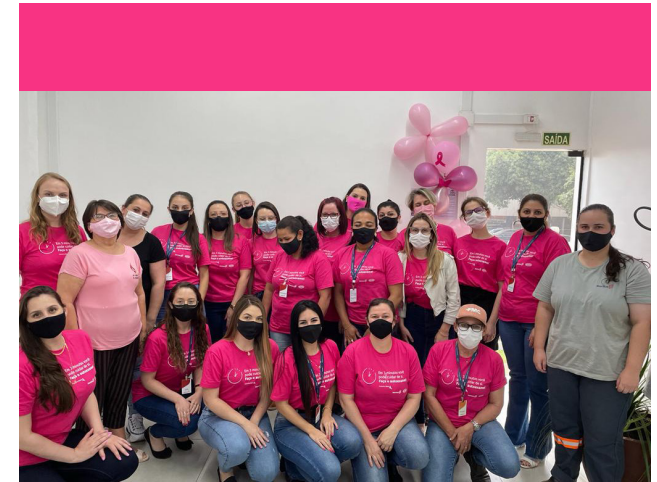
Natal (“Christmas”)

The main goal of this project is to value, honor, and contribute to the celebration of the end-of-year festivities of employees and their families. In order to give everyone the deserved recognition for their efforts, in 2021 all employees received a basket with items for a family celebration.



Semana da Mulher (“Women’s Week”)

At 3tentos, just one day a week would not be enough to honor our woman employees on the International Women’s Day, and that’s how we organized the 1st 3tentos Women’s Week. With a diverse program, female employees took part in challenges, group dynamics, a talk on emotional intelligence, and also received and paid tribute to one another through the internal communication channels.



Outubro Rosa (“Pink October”)

October is known as Breast Cancer prevention month and 3tentos has been supporting the cause since 2020. To raise awareness on the topic, throughout October we prepared weekly health pills containing information on the prevention and early diagnosis of the disease on our internal channels and on social networks. Moreover, each employee received a kit consisting of gifts, information and a campaign t-shirt highlighting the importance of self-examination.

The units were invited to organize discussions and lectures on the subject and meetings were held in Ijuí and Santa Bárbara do Sul (Rio Grande do Sul) in partnership with health professionals to disseminate information about preventive exams and women’s health, as well as testimonies from breast cancer survivors, who explained to 3tentos employees how breast cancer was a transforming experience in their lives.

It was a moment of awareness and encouragement to self-care.

Dia da Família ("Family Day")

The Family Day is an event that takes place every year with a visit of the employees and their families to the 3Tentos plant in Ijuí/RS. It is an opportunity to get to know more about the company, being this a moment of interaction, closeness, and welcoming. In 2021, the 7th edition of the event, which took place in all of the Company's units, was named "Family, the base of 3Tentos ecosystem" and was attended by 936 families. 3Tentos believes that the interaction between family and company is an important tool for valuing the employee and creating ties, which stimulates the recognition and importance of the work performed by each person.



7° Dia da Família





Value Chain Responsibility

GRI 102-9, 102-43, 103-2, 103-3, 204-1, 308-1, 414-1, 103-1

Our commitment to sustainable development runs through the whole value chain. In 2021, we had more than 17,000 suppliers, mostly local, among them farmers who supply soybean, corn, and wheat, as well as suppliers of crop protection and biological products, fertilizers, seeds, and inputs for the industrial plants.

Committed to fostering family farming, since 2013 we have had the Social Fuel Seal, which attests that 40% of the raw material used for biodiesel production comes from small farms. We rely on over 3,500 family farm producers, who in the 2021/2022 harvest were offered free technical assistance, in addition to an extra financial incentive when delivering soybean.

Supplier selection and monitoring

GRI 103-2, 103-3, 204-1, 308-1, 414-1, 103-1

The selection of a new supplier is assessed by considering the social and environmental risks we are exposed to. In the case of grain partners, local suppliers that meet 3tentos' purchasing needs are prioritized. Within this context, our expansion via new units adds new partners every year, increasing the range of local suppliers that can meet the industry and trading demands.

For soybean suppliers, we use the RenovaBio program to analyze compliance with environmental criteria. RenovaBio selects suppliers – rural producers –, who deliver soybeans to us from deforestation-free areas after the year 2018. In 2021, 8.19% of the new suppliers were evaluated according to environmental criteria. Learn more about RenovaBio [here](#). GRI 308-1

We did not select suppliers based on social criteria in the period covered by this report. For conducting this evaluation, 3tentos will develop a traceability program in 2022, in order to verify if potential suppliers are not on a list of slave and child labor employers, in indigenous territory and/or located in an archaeological site. GRI 414-1

As part of the input and fertilizer procurement policies, we look for suppliers that are partners in the solution of value to the producer, that deliver quality and technical expertise with a solid and complete portfolio, including fertilizers (with their own mixer), seeds, chemicals, micronutrients, and biologicals.

All inputs are tested and certified in our research areas, in order to guarantee the best productivity results and safety to our customers. As for industrial inputs, we qualify them previously, by means of industrial scale tests, and actively map new suppliers.

Proportion of spending on local suppliers

GRI 204-1

In the following table, we show the expenses incurred with local suppliers, contemplating producers in the states we are located, Mato Grosso and Rio Grande do Sul. So, the percentage invested with these local suppliers is equal to 83%.

Purchasing budget percentage spent on local suppliers	
Products and inputs	2021
Total of purchases from local suppliers (RS/MT)	4,772,784
Total purchases	5,730,854
Percentage of purchases from local suppliers	83%



¹ The percentage of suppliers assessed by environmental criteria refers to RenovaBio, which started in 2018, including all the partners. The data of the following years refers to the suppliers that started to take part in the program in the respective periods.



Relationship with the Community

GRI 103-2, 103-3, 203-2, 413-1

With 48 commercial units distributed in Rio Grande do Sul and one in Mato Grosso, we work to generate positive impacts on all communities we are related to, by generating jobs, supporting socially-vulnerable people, and bringing technical and agricultural knowledge.

Promoting events and technical seminars with a focus on farmers and the communities is part of our essence. In 2021, we promoted events for visiting research experimental areas, besides the 1st Technical Encounter for Agricultural Women. The event was intended for female rural producers, college students and daughters of rural producer partners of the city of São Gabriel, in the State of Rio Grande do Sul, and counted on lecturers such as Doctor Monica Debortoli, who talked about career and the handling of soybean diseases, and producer Ana Julia Severo, who shared her journey as a farm woman and her family's legacy in agriculture.

We also have *Projeto Semeando para um Mundo Melhor* ("Planting for a Better World Project"), which aims at promoting initiatives focused on the Company's social and environmental area and the municipalities where we operate. In 2021, in celebration of the World Environment Day, we held the Environment Week with internal and external awareness activities, including a collection of recyclables, as well as a day dedicated to zero consumption of disposables in all of our 3tentos units. We also carry out training in environmental education to raise employee awareness about the proper disposal of waste, among other activities such as the Solidarity Christmas and the Winter Clothing Campaign.

Actions carried out for and with the community

In 2021, the amount of R\$110,000.00 was spent on donations for charitable actions destined to entities such as APAE ("Association of Parents and Friends of People with Disabilities), of Santa Bárbara do Sul/RS, and the Municipal Council of the Elderly, of Ijuí/RS. The other actions are described below: GRI 203-1

Academia do Campo ("School in the Field") GRI 413-1

The School in the Field is a learning and training project for farmers and agricultural equipment operators, which has the purpose of providing hands-on knowledge to rural workers. This new project emerged from a demand raised by our customers who, in 2019, reported a continuous need for skilled people to work in the rural day-to-day activities.

In 2021, we started with the release of the "Planter Checklist", a technical and hands-on training on the regulation of seed drills as well as plantation precision, showing, in the shed and in the field, indispensable items for the operation. The video was published in all social networks and on 3tentos' YouTube channel.

In 2022, 3tentos will begin a new stage with an online platform, where the contents will be addressed in depth, in order to increase the target stakeholders' knowledge in learning trails. At the end of every trail, the student will take a short assessment test that seeks to estimate how the learning process is progressing and if the content has been satisfactory. On course completion, the participant will receive a certificate with the training information and hours. GRI 413-1

We believe that through training and knowledge it is possible to provide our partners with new ways to face the day-to-day challenges, aiming to produce with greater profitability and sustainability.

APAE Santa Bárbara do Sul

For 26 years, we have been making monthly donations of food baskets to the Association of Parents and Friends of People with Disabilities (APAE) of Santa Barbara do Sul/RS, providing the institution's users with adequate meals. In 2021, besides the monthly donation of basic food baskets, we helped at the APAE Christmas celebration, providing snacks and treats for all the students assisted by the Association.



Campanha do Agasalho ("Winter Clothing Campaign")

In our 2021 Winter Clothing Campaign, a total of 6,049 items were collected, and the company donated 100 caps, 1,000 pairs of socks, and 550 personalized blankets. All this material benefited 52 institutions and hundreds of families.



Tampinha Legal ("Cool Bottle Cap")

We also have the "Cool Bottle Cap" project, which aims to allocate the amount gathered from the sales of caps collected at the units to AAPECAN ("Association of Support to People with Cancer"). In 2021, we collected a total of 150 kg of caps, which were sent to said entity.

Doação de Recicláveis ("Donation of Recyclables")

We help in the waste collectors' project in Ijuí/RS, through which we integrate the communities and offer guidance as to the right destination of waste for recycling, avoiding incorrect disposal. Along with this, the Ijuí/RS unit delivers waste such as paper, cardboard, and plastic to the Associação de Catadores (Waste Collectors' Association), which generated, in 2021, 8,500kg of recyclable items.

Páscoa Solidária ("Solidarity Easter")

In the Easter Solidarity event, all units were invited to set up a collection point to receive the donations. Thanks to everyone's solidarity, more than 600 children, 30 charity institutions, and needy schools received baskets of chocolates and sweets for an even sweeter and happier Easter.



Natal Solidário ("Solidarity Christmas")

The Christmas event was held in all units of 3tentos, and in each one there was a collection point for donations of new or used toys, clothes and sweets. Thanks to everyone's solidarity and the engagement of the "Planting Ambassadors", many children received toys for an even happier Christmas.



Sustainable solutions



3tentos ecosystem GRI 102-6

The structure of 3tentos is built on a vertical and integrated ecosystem model, which covers a wide range of agribusiness products and solutions, including agricultural management technology based on results, with consultancy offered by a team of professional agronomists and agricultural technicians.

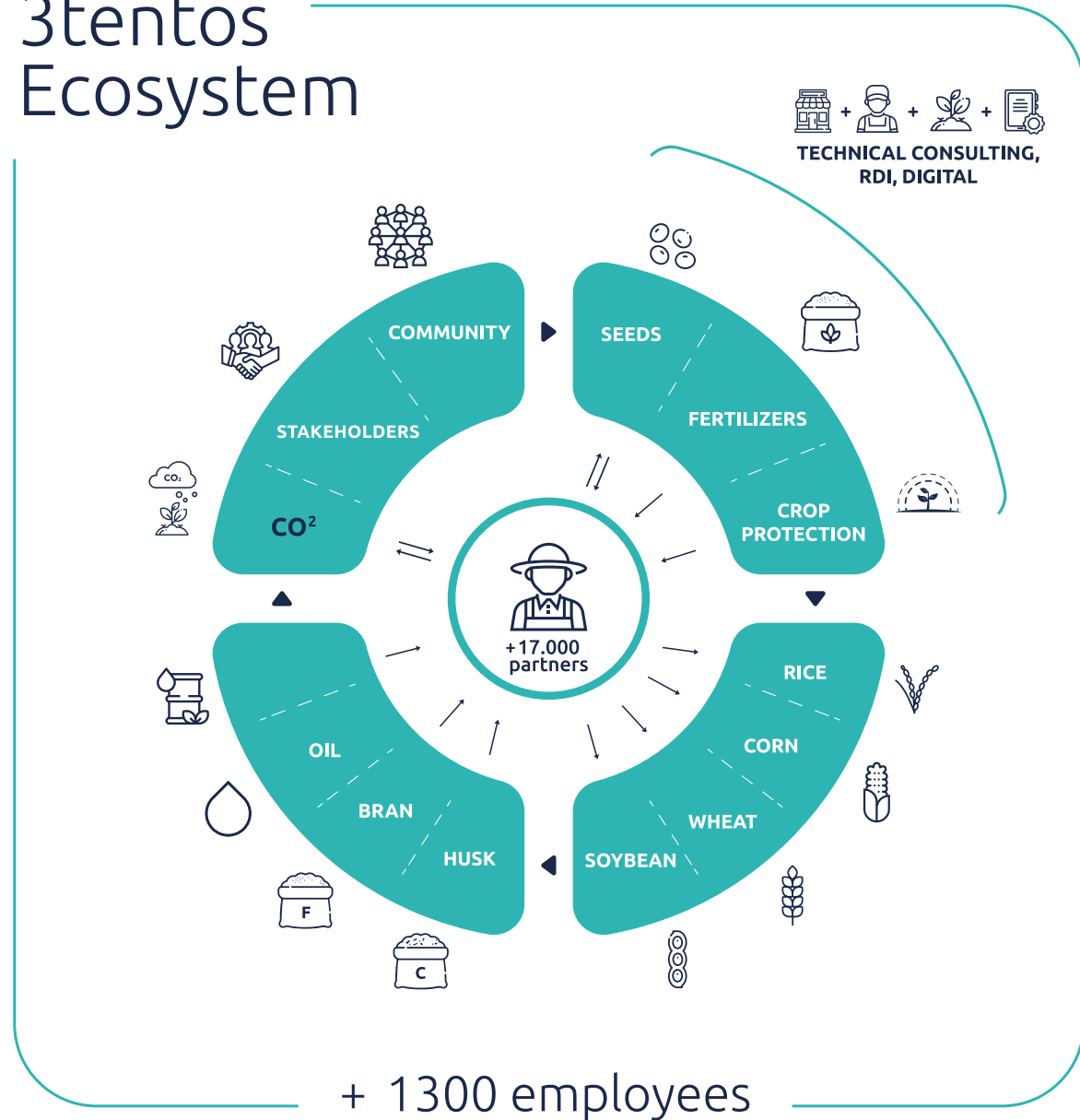
At the core of our ecosystem is the rural producer, who, more than our customer and supplier, is our partner. And they are responsible for generating the raw material that feeds the world and is transformed into clean fuel for the Brazilian energy matrix, contributing to the reduction of GHG emissions. Either by selling inputs, or receiving grains from producers, we operate in the grain chain for the manufacturers that serve fuel distributors, animal feed mills, grain traders, and other sectors. GRI 102-6

The following is an infographic of the traders' model, which points out the synergies that exist within our ecosystem. The model is based on a large network of stores, sales of inputs to rural producers, technical consulting for crop management, purchase of grains from rural producers, grain industrialization, and the creation of long-lasting relationships with our customers based on credibility and trust.

3tentos ecosystem's pillars GRI 102-2

Our ecosystem is built on three pillars as detailed below, and is supported by our human capital, investments in technology and innovation, efficient logistics, and by our financial discipline, with our more than 17,000 farmer customers at its core.

3tentos Ecosystem





Retail of agricultural inputs

Our goal is to meet all the needs of the rural producer. This includes technical sales structured with the support of our research and innovation area, selling to farmers from seed to fertilizers for cultivation, and plant-protection agrochemicals for soybean, corn, wheat, and rice crops, so that they produce more using the same soil, water, and energy resources.

The sales are made in 48 stores, with a team of consultants specialized in farm management, handling and technology. We also have two seed processing units located in the city of Santa Bárbara do Sul/RS and a fertilizer blending unit in Ijuí/RS.

Our goal is to contribute to the sustainable increase of our partners' productivity and results. In this sense, our Technical Department (DETEC), made up of agronomists, agricultural technicians, and researchers, works with the producer with specialized consultancy in farm management, handling and technology, covering from crop planning to harvest.



Seeds

Our multiplication fields are managed and monitored in a unique way for seed production, counting on our technical professionals' support from planting to harvest, ensuring a strict quality standard. We also maintain partnerships with the country's main soybean and wheat genetics companies, in order to offer our customers cutting-edge seeds and cultivars, produced with safety.

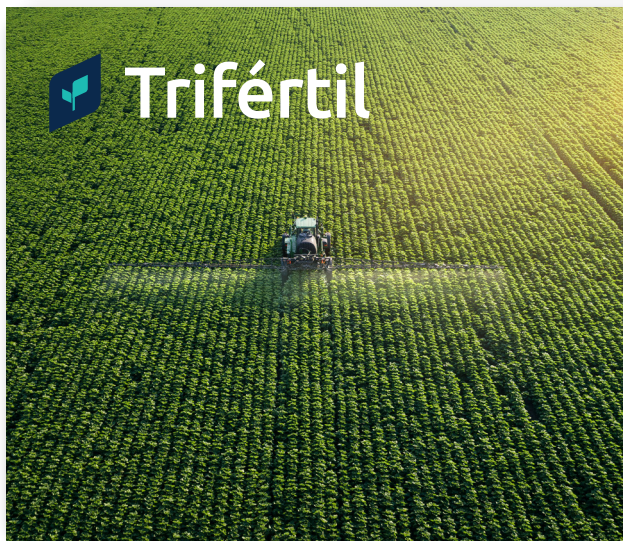


Crop protection

With regard to crop protection, we offer a complete line of plant-protection agrochemicals for soybean, corn, wheat, rice, sorghum, triticale and oats cultures. We work as a distribution channel for the sector's main multinationals and, in order to ensure more efficiency, we provide advice on the correct and conscious use of plant-protection agrochemicals. For this purpose, we have qualified professionals, who carry out the planning and conduct the farming so that our partners can obtain the highest productivity and profitability in their agricultural activities.

Furthermore, we have the Personalized Assistance Program (PAP) and the Annual Crop Planning Program. In addition to our Technology Center, we also have a specific Research, Development and Innovation sector, directly linked to the plant-protection agrochemical sector, focused on development and validation of new technologies, products and services.

Another high point is our Technical Recycling Program, with which we seek to update sales and field professionals through the interaction with researchers from different knowledge areas, so that they can offer a unique service.



Fertilizers

Besides having a fertilizer blending unit in Ijuí/RS, 3tentos operates in distribution and provides farmers with the best cost-benefit ratio for this input. Focused on sustainable productivity increase, we invest in research and development of new products and management strategies. In addition, we have a logistics intelligence center for meeting the specific needs of each producer.

The use of high efficiency (protected) nitrogen fertilizers is a very important technology that shows results by increasing the efficiency of nutrient use, as well as by decreasing GHG emissions. Thus, 24.89% of our fertilizer sales are nitrogen-based. Each year the distribution of this input has been growing, and in 2021 alone we had an 87% increase in the sale of protected fertilizers and a 48.6% increase in the sale of other nitrogenous products, compared to 2020. This increase is one of the reflexes of our expansion, with the opening of new stores and maturity of the existing ones.



Grain origination and trading

Our grain origination and trading operation focuses on three main products: soybean, wheat and corn, and part of the originated soybean is also processed at the plants. We have our own fleet of 95 trucks and a static storage capacity of over one million tons plus two operating railways, which allows for integrated and systemic logistics, working strategically for more efficiency in the outflow of grains to the port.





Industry

At the two plants located in Ijuí and Cruz Alta in the state of Rio Grande do Sul, we process soybean to produce bran – a component of animal feed for poultry, swine and cattle farming –, as well as soybean oil and biodiesel. We are constantly improving our processes to enhance production and care for the health and safety of our employees.

In 2013, we began producing biodiesel from soybean at the receiving units, and in 2021, 42% of our raw material was obtained from family farming, strengthening our commitment to this group and allowing for the Social Fuel Seal certification. It is worth mentioning that we also have the RenovaBio certification, which attests that all the route of biodiesel produced by 3tentos is mapped for carbon emissions.





Transport of products*							
Year	2019			2020			2021
Product	Bran	Urea	Corn	Bran	Soybean	Wheat	Corn
Production (TKU)	256,231,794	246,844,783	10,003,948	257,753,640	1,562,204	24,570,125	14,334,423
Emissions (tCO ₂ eq/TKU)	5,125	4,877	198	4,944	30	471	275
Emissions avoided (tCO ₂ eq/TKU)	20,808	19,803	803	20,764	126	1.979	1.155

*Indicator managed by a third-party transport company that makes the calculation based on the total amount transported and the CO₂ emissions, and the avoided emissions are calculated according to the comparison between what is emitted through rail and road transport in a same quantity.


Since 2014, we have had our Biodiesel Quality Control Laboratory which, in 2021, was certified by ISO 17025, thus ensuring the quality of 3tentos' production. The lab also provides external services to producers. As a result, we offer clean biofuel, made from renewable raw materials, whose production boosts the economy through the sustainable development of agriculture, in addition to preventing the emission of thousands of tons of carbon dioxide equivalent (tCO₂ eq) into the atmosphere. GRI 203-2

Also, in an effort to mitigate environmental impacts, we have had a Zero Effluent System at our Ijuí/RS plant since the start of its operation, so that all effluents generated are reused. We also have a Rainwater Collection System, and the water is later used in our industrial process. As for power generation for the plant, the alternative was to install a cogeneration boiler, which started being tested in 2021.


Our production of biodiesel is recognized by the Super A Biodiesel Seal, attesting to the product's high quality standard, and is made through a rigorous quality and traceability system, based on the international standards of the Good Manufacturing Practices (GMP+).

In terms of logistics, the railways for the shipment of grains, bran and biodiesel interconnect the Ijuí/RS and Cruz Alta/RS units to the Port of Rio Grande/RS. They are responsible for the flow of a significant portion of the soybean bran exported to Europe and Asia. This logistics contributes to the reduction of GHG emissions. For the coming years, our goal is to improve measurement and obtain historical data for the definition of targets.


According to the Company's expansion plan, we started building another plant in Vera, State of Mato Grosso. Initially, the plant will have a crushing capacity of 3,000 tons per day and a production of 1,000 m³ of biodiesel per day, with activities expected to start in the first half of 2023. In 2021, we also started expanding the Cruz Alta/RS plant, which will double its current soybean processing capacity.




Soybean crushing capacity:
3 thousand tons/day



Biodiesel production capacity:
850 thousand liters/day



Annual biodiesel production:
199,987,710 liters of biodiesel production in 2021
a 9.95% increase compared to the 2020 production.





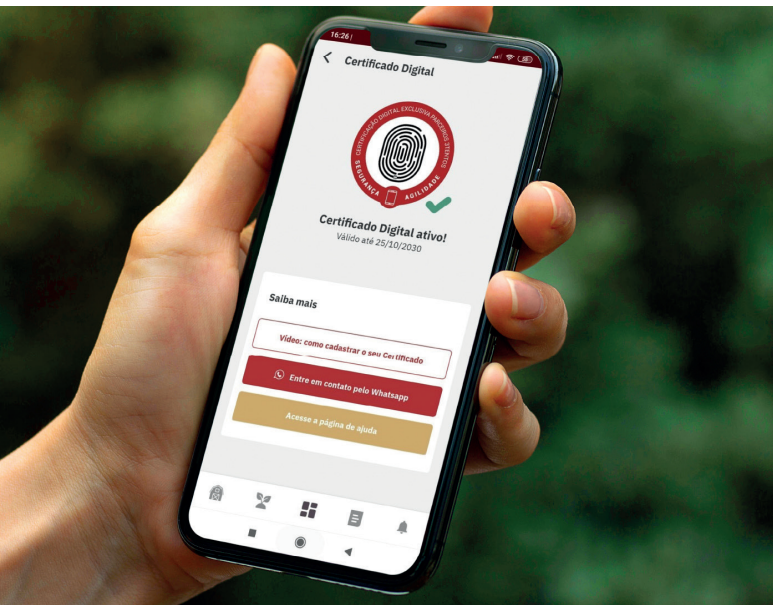
| Leverages of our Ecosystem

Digital solutions GRI 102-2

3tentos ecosystem is based on constant investments in technology and innovation to facilitate the rural producer's life. We seek to develop digital solutions for agribusiness, described below, in order to improve the daily life of our customers and partners, with safety and agility.

Digital certification:

For customers to issue the NF-e on 3tentos App, we have an exclusive team to issue ICP-Brazil Digital Certificates, in accordance with all guidelines of Provisional Measure 2,200-2 and the National Information Technology Institute (ITI). In the reporting period, we have more than 700 active certificates.



Terra3:

agronomic intelligence and remote monitoring platform, through the use of satellite images for following up the health of crops. With this platform, consultants can recommend the best management for each crop.

Consultant application:

exclusive tool for our sales consultants, which aims at improving agricultural technical assistance and access to market information.

Portal do parceiro:

tool for rural producers to enable, via web, their digital certificate to be used in the 3tentos App and to consult reports and information for managing their crop.

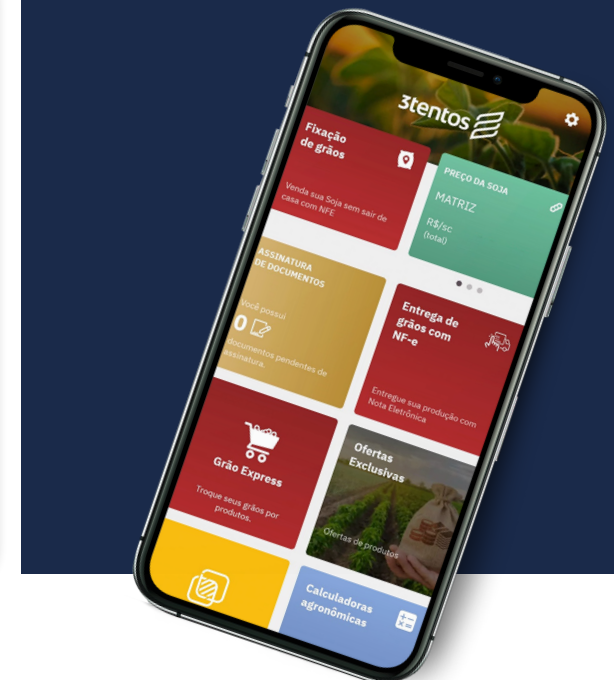
Partner portal:

for facilitating communication, in addition to face-to-face service, 3tentos offers a remote customer service through WhatsApp. Via our website, customers can request this access and are automatically directed to the chat.



App 3tentos:

application focused on the rural producer's convenience and management. Among the several features, the app includes agricultural weather forecast, agricultural calculators, grain prices, electronic signature of documents, 3tentos' product offers, and digital certificate compatibility. Through the App, and with a direct connection to the units, it is possible to sell the stored production remotely, by using an Electronic Invoice (NF-e) in a very simple way. It is also the first app to issue the NF-e for delivering the grain production, all in a simple and intuitive interface developed for rural producers. In 2021, we had more than 1,500 loads delivered with NF-e and ended the year with 3,436 users, showing a 76.2% increase compared to 2020.





Financial Health GRI 102-10

In 2021, 3tentos' adjusted net income grew 85.2% in comparison to 2020. In this same year, given the scenario, our strategy and commitment to the value chain, as well as our financial sustainability and robust governance structure, we went public in the Novo Mercado segment of the B3 Stock Exchange, which will further leverage our goals for the coming years, including our expansion plan.

Expansion plan

The construction of the plant in Vera/MT continues as planned, with the first buildings in place, and its conclusion expected for the first half of 2023. At the Ijuí/RS plant, the energy cogeneration project started in 2022 and, as planned, we opened new branches in the cities of Alegrete/RS, Erechim/RS, Horizontina/RS, Santiago/RS, São Borja/RS, Uruguaiana/RS, Vacaria/RS, and Sinop/MT.

During 2021, the Company concluded refurbishments and expansions in the warehouses, extraction sector, scale shelters, offices, railway line and the acquisition of machinery at the Cruz Alta unit (Rio Grande do Sul). Apart for the plan, for 2022 we expect improvements in the three segments of our ecosystem:

Inputs: improvement in sales mix and higher share of sales of inputs in Mato Grosso;

Grains: receipt of grains (corn) in Mato Grosso and increase of the cultivated area of wheat (winter harvest) and insured crops;

Industrial: increase in soybean processing capacity to 4,000 tons/day in RS, becoming self-sufficient in oil for biodiesel and bran availability.

2021-2025 Expansion plan progress

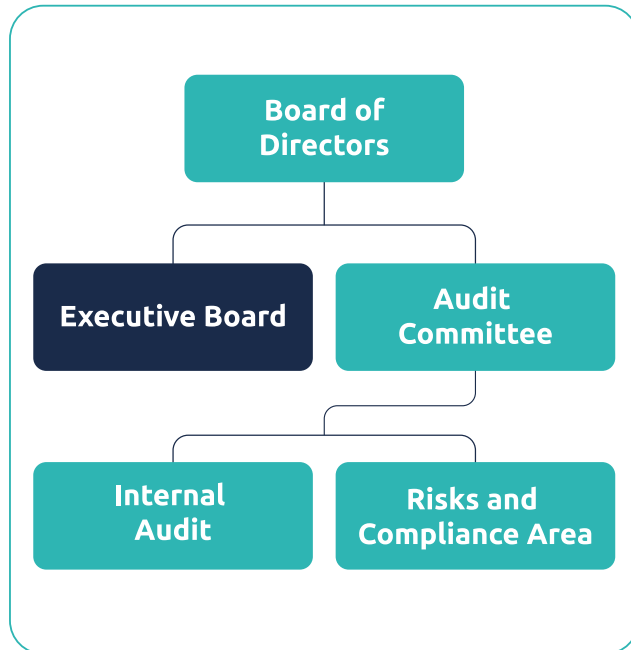




Risk management GRI 102-11

At 3tentos we monitor eventual risks that may impact our business and our capacity to generate value. To guide management, we have a Risk Management Policy that addresses the principles, guidelines, and general responsibilities on the subject.

Our risk management process is structurally organized according to the guidelines laid out by the Brazilian Institute of Corporate Governance (IBGC) and by the methodology of the Committee of Sponsoring Organizations of the Treadway Commission (COSO), with regard to the flow of identification, assessment, implementation, and monitoring of the risks to which we are exposed. In order to assess the company's significant impacts on the environment and society and establish the required measures and indicators seeking to reduce these impacts, we started using our Risk Matrix, which was developed based on the **Risk Management Policy**. GRI 102-11



Category of risks



Strategic Risks:

Include risks of implementing an unsuccessful or ineffective strategy, business continuity risks, changes in government policies that affect our business, among others.



Operating Risks:

Risks that may imply financial losses, damage to reputation and image, and decline in the Company's results.



Financial Risks:

Risks derived from unexpected effects in the economic and political scenario and in market trends that may affect consumer behavior, interest rates, inflation, among others.



Legal Risks:

Risks resulting from non-compliance with obligations applicable to the business, for hiring third parties without legal analysis, among others.



Sustainability Risks:

Risks of negative effects on the environment and/or society caused by environmental impact, on native peoples and communities, and protection of human health, cultural properties, and biodiversity.



Image Risks:

Risks for the Company to have its name, brand and/or credibility eroded in the market or before authorities due to negative publicity, truthful or not.



Regulatory Risks:

Risks arising from delays or difficulties in obtaining regulatory licenses or permits, or from violation of regulatory standards and limits established by regulatory agencies, among others.



Economic and financial management

GRI 102-7, 201-1

The year 2021 made history with the Company's IPO on the Novo Mercado segment, the highest corporate governance level of the B3 stock exchange, by raising funds required to expand the Company's activities in the states of Rio Grande do Sul and Mato Grosso (R\$1.14 billion). Consequently, we assumed an important responsibility with all our shareholders and other stakeholders. 3tentos raised its corporate governance level by creating relevant governance bodies and/or expanding the scope of its activities, including the Board of Directors, the Executive Board, the Audit and Related-Party Committee, and the ESG and Sustainability Committee.

We maintain an area dedicated to Investors Relations, focusing on meeting the requirements of this public. All updates and relevant information about the Company are available on our *site*. Every quarter, we disclose the results by issuing the Financial Statement, the Earnings Release, and the Results Videoconference. Annually, apart from the information previously mentioned, we publish the Management Report and hold the Shareholders' Meeting, open to all investors. We also take part in events and conferences focused on the market and investments. GRI 102-43

In view of the current scenario, we present our main economic and financial indicators for 2021, as well as their performance during the last years, including an increase of 85.2% in adjusted net profit and 27.7% in adjusted EBITDA compared to 2020. We grew in all segments of our ecosystem, thus showing the strength of our business model.

Main indicators (thousands of R\$)	2019	2020	2021
Total revenue	2,225,020	3,112,439	5,339,317
Gross profit	314,963	500,179	701,054
EBITDA	162,415	347,081	381,058
Adjusted EBITDA	165,975	387,430	494,929
Net income	120,819	246,263	430,306
Net debt	259,710	388,863	-290,892

Main indicators (%)	2019	2020	2021
Gross Margin	14.2	16.1	13.1
EBITDA Margin	7.3	11.2	7.1
Adjusted EBITDA Margin	7.5	12.4	9.3
Net Margin	5.4	7.9	8.1
ROAE	34.6	44.3	29.1
ROIC	24.9	36.2	25.2

Adjusted Gross Profit

In 2021, adjusted gross profit reached R\$814.9 million, a growth of 50.8% from the previous year, with adjusted gross margin of 15.3% (-2.1 p.p.). Lower adjusted gross margin is primarily due to the higher share of the Grain Segment (mix effect) in the Company's total revenue, whose margins are naturally lower. Additionally, the Inputs Segment recorded a gain of 5.8 p.p. in gross margin, recovering historic profitability levels in this segment. The Industry segment, by contrast, had its performance hit by margin pressure in biodiesel due to the reduced biodiesel blending percentage to B10.

Once again, it is worth highlighting the value of the 3tentos ecosystem, which, besides the several options available to conduct business, enables greater stability in margins in the Company's consolidated results.

EBITDA

Adjusted EBITDA amounted to R\$494.9 million, growing 27.7% from the prior year. This result is explained by the growth of all three segments: Inputs, Grains and Industry. Adjusted EBITDA margin was 9.3% in 2021, down 3.2 p.p. compared to 2020. The contraction is related to the increased share of the Grains segment in the Company's results in 2021, which is the segment with the lowest margins. In 2021, the Grains segment accounted for 26% of the net operating revenue, compared to 16% in 2020.

EBITDA amounted to R\$381.1 million, growing 9.8% from the previous year. EBITDA margin was 7.1% in 2021, down 4.0 p.p. compared to 2020.

Net Income

Adjusted net income amounted to R\$505.5 million, a 85.2% growth from the prior year. Adjusted net margin came to 9.5% (8.8% in 2020). This result reflects a growth across all three business segments, in addition to the factors addressed in the previous items.

Net income amounted to R\$430.3 million, accounting for an increase of 74.7% compared to the previous year, when it reached R\$246.3 million. Net margin stood at 8.1% (7.9% in 2020).



Gross Profit per segment

In 2021, Net Operating Revenue (NOR) was R\$5,339.3 million, growing 71.7% from 2020. Growth was seen across all our three segments, led by the Grains segment, which in turn was driven by the record harvest and higher storage capacity achieved with the opening of new stores. Cost of goods and products sold rose 77.6%, to R\$4,638.3 million, with gross margin of 13.1%. Adjusted gross profit amounted to R\$814.9 million, growing 50.8% from 2020. Adjusted gross margin was 15.3%, down 2.1 p.p. from the previous year.

Below we present the performance of each business segment:

Gross Profit per segment		
	2020	2021
Receita líquida		
Inputs	909,290	1,534,116
Grains	497,615	1,412,296
Industry	1,705,534	2,392,905
Net revenue	3,112,439	5,339,317
Inputs	744,782	1,167,376
Grains	463,637	1,300,633
Industry	1,363,495	2,056,383
Cost of goods and products sold	2,571,911	4,524,392
Inputs	164,508	366,740
Grains	33,978	111,663
Industry	342,042	336,522
Gross profit before fair value adjustment	540,528	814,925
Fair value adjustment	40,349	113,871
Gross profit	500,179	701,054

Retail of agricultural inputs (Inputs)

Net revenue from this segment came to R\$1,534.1 million, recording a growth of 68.7% compared to 2020. Over the course of 2021, input prices raised sharply driven by concerns with key global supply chains and by higher prices of key commodities, such as soybean. The result from the segment reflects price conditions and the higher volumes sold, following the expansion into new stores and the maturation of existing ones.

Cost of goods and products sold before fair value adjustment of the Inputs segment amounted to R\$1,167.4 million, for an increase of 56.7% compared to 2020. This result was mainly driven by the sharp rise in prices of fertilizers and plant-protection agrochemicals, as well as by higher sales volumes.

Gross profit before fair value adjustment amounted to R\$366.7 million, growing 122.9% from 2020. Gross margin in the Inputs segment stood at 23.9%, expanding 5.8 p.p. in comparison to 2020. The result was mainly due to a higher sales volume, besides the improved product mix and higher efficiency on the acquisition of agricultural inputs.

This segment grows because of our offer of a complete range of inputs, as we meet most needs of rural producers through the sale of various types of seeds, crop fertilizers and plant-protection agrochemicals for soybean, corn, wheat, rice and other crops. We currently operate 48 stores, with the assistance of our more than 135 consultants (agronomists and technicians). We add value to inputs sold aiming at increasing our customers' productivity. This segment also has two seed processing units in the city of Santa Bárbara do Sul, state of Rio Grande do Sul, and a fertilizer blending unit in the city of Ijuí, in the same state.

Grain origination and trading (Grains)

Net revenue from this segment came to R\$1,412.3 million, recording a growth of 183.8% compared to 2020. The result is explained by the increased origination of grains from the record 20/21 crop year in Rio Grande do Sul, and by the higher trading volume of farmers through Barter (inputs purchased in exchange for grains), coupled with the larger coverage area.

Cost of goods and products sold before fair value adjustment in the Grains segment amounted to R\$1,300.6 million, for an increase of 180.5% compared to 2020. The increase was mainly due to the higher sales volume and higher unit cost of grain originated.

Gross profit before fair value adjustment amounted to R\$111.7 million, corresponding to an increase of 228.6% from 2020. Gross margin in the Grains segment stood at 7.9%, expanding 1.1 p.p. from 2020. The result arose mainly from the higher sales volume, especially from soybean crops, which posted record-high volumes in the 20/21 crop year in Rio Grande do Sul, in addition to a good wheat crop.

We purchase and sell grains from small and medium-sized farmers and have a static storage capacity for approximately 900,000 tons of soybean, corn and wheat. To operate the logistics and shipping of grains, the Company has its own fleet of 95 trucks.

Grain processing (Industry)

Net income in this segment came to R\$2,392.9 million, recording a growth of 40.3% compared to 2020. The result was driven by the higher sales volume, combined with the increased biodiesel production capacity in 2021, in addition to higher prices over the year, leading to higher revenues.

Cost of goods and products sold before fair value adjustment in the industry segment amounted to R\$2,056.4 million, corresponding to an increase of 50.8% compared to 2020. The increase was mainly due to higher prices in key raw materials used in the production of biodiesel.

Gross Profit before fair value adjustment amounted to R\$336.5 million, down 1.6% from 2020. Gross margin in the Industry segment stood at 14.1%, contracting 6.0 p.p. compared to 2020. The result was mainly due to pressure on biodiesel prices stemming from the change in the biodiesel mix rate in diesel fuel, which ended the year at B10, as well as to higher production costs.

Through factories located in the cities of Ijuí and Cruz Alta, we process soybean for the production of bran, soybean oil and biodiesel. Our daily soybean crushing capacity is of 3,000 tons/day, coupled with a daily biodiesel production capacity of 850,000 liters.



Fair value adjustment

The fair value adjustment of instruments (assets and liabilities) pegged to commodities, not allocated to each of the operating segments of the Company, represented an expense of R\$113.9 million, increasing 182.2% compared to 2020. The increase was mainly due to the lower level of barter transactions by producers in the 21/22 crop year compared to the 20/21 crop year, which led to a lower amount of Rural Producer Certificates (CPR) and impacted the change in fair value adjustment between the periods.

Investments GRI 102-10, 203-1

In 2021, we made investments in our units, such as the opening of seven new branches in Rio Grande do Sul and one in Mato Grosso. The new stores opened in 2021 contributed with R\$185.5 million in input sales in the year, corresponding to 12.1% of total sales in the Input segment. Compared to same store growth in 2021, we grew 47% versus 67% in the total Input segment. We expanded our area by 1.5 million hectares and thus covered a total area of 6.7 million hectares in Rio Grande do Sul. Similarly, with the Company's expansion, we also impacted the communities with an increase in the number of jobs, spreading 3tentos' values and adding value to these regions.

We also started the test phase of the cogeneration boiler, with the expansion of Cruz Alta plant, in order to increase soy processing capacity. We continued the expansion of the new units in Mato Grosso, including the construction of the plant located in Vera/MT, which will start operating in June 2023.

Statement of Added and Distributed Value GRI 103-2, 103-3, 201-1

Our value generation and distribution are leveraged by our strategies to operate in a broad and fragmented market with strong growth potential; by our unique ecosystem, which offers a full range of quality services; by our widespread and loyal customer base; by our focus on sustaining high satisfaction levels; by our track record of operational growth coupled with strong financial performance; by our management; and by our commitment to the ESG (Environmental, Social, and Governance) agenda. So, we present our results of economic values generated and distributed for 2021:

Direct economic value generated (thousands R\$) <small>GRI 201-1</small>			
	2019	2020	2021
Total revenue	2,225,020	3,112,439	5,339,317

Distributed economic value* (thousands r\$) <small>GRI 201-1</small>			
	2019	2020	2021
Operating costs	1,446,298	1,887,061	3,503,201
Employee wages and benefits	50,441	62,297	126,444
Paid the government	49,291	42,797	59,515
Dividends	20,456	17,250	13,921
Interest and financial charges	168,810	261,332	301,793
Retained earnings for the year	100,363	229,013	416,385
TOTAL (For checking)	1,835,659	2,499,750	4,421,259

**The amounts related to investments in the community are not recorded separately and are included in the other amounts.*

Distributed economic value (Percentage %) <small>GRI 201-1</small>			
	2019	2020	2021
Operating costs	78.8%	75.5%	79.2%
Employee wages and benefits	2.7%	2.5%	2.9%
Paid the government	2.7%	1.7%	1.3%
Dividends	1.1%	0.7%	0.3%
Interest and financial charges	9.2%	10.5%	6.8%
Retained earnings for the year	5.5%	9.2%	9.4%
TOTAL (For checking)	100.0%	100.0%	100.0%

Retained economic value* (thousands R\$) <small>GRI 201-1</small>			
	2019	2020	2021
(Economic value generated) - (Economic value distributed)	389,361	612,689	918,058



Environmental commitment



From the field, to the industry, to the population

At 3tentos, we seek to align sustainable agriculture in all its segments, from the field to farming to the industry. In this respect, apart from the social aspect, which involves fostering family agriculture and a close relationship with the rural producer, we adopt regenerative agriculture practices and the use of agricultural biologicals. Next, we present our main programs for sustainable production and value generation.

Produzir+

GRI 102-43, 103-2, 103-3, 203-1, 203-2

Produzir+ is one of our main programs intended for sustainable productivity. Based on the concept of integrated management, we promote the 3tentos' access model by delivering value from our entire ecosystem, with creative innovations, ideas, and strategies to increase productivity in a responsible manner, foreseeing scenarios and trends with combinations and customized solutions for rural producers. GRI 102-2

Through the program, professionals from 3tentos' Technical Department, in partnership with producers, lead the implementation of concepts and innovations in the crop, such as management strategies with safe intervals between applications, early and preventive management, application quality, among others. In addition, producers taking part in the program can use the digital tools provided by 3tentos, such as the Terra3 platform, to be assisted in crop planning via the Personalized Assistance Program (PAP). In order to ensure technical, environmental, and economic sustainability of the agricultural activity, we also map points for improvement and share process results.

At the end of the program, the areas are harvested separately to determine productivity. Based on this data, there is an assessment of return on investment and of the feasibility of the technical and economic assistance of 3tentos' proposal for management and value. The objective is to show the farmer how we can improve crop profitability with planning and small adjustments to the management programs. Also, at the end of the harvest, each consultant presents their work to the other consultants and to an assessment panel, which rewards the best works.

In the 7th edition of the program, in 2021, 43 producers participated, receiving guidance from our consultants in an average area of 37.41 hectares each. With this, the total area covered by the program was 1,571.43 hectares with integrated management, focusing on the best positioning of technologies, products, and services. GRI 102-43

Moreover, with the use of 3tentos management, there was an increase of 7.3 bags per hectare in the period. This is a very impressive number considering that, currently, farmers that supply 3tentos occupy 4.7 million hectares in the state of Rio Grande do Sul.

Exchange of experiences and best practices GRI 102-43, 103-2, 103-3, 203-2

AGRITOUR

At 3tentos, we aim at promoting an exchange of experiences and knowledge related to best practices. With this in mind, we developed Agritour, an event intended for producers that, through trips with the group, encourages knowledge about a new crop, as well as about sustainable development practices in agriculture and in the industry. However, due to the Covid-19 pandemic worldwide, in 2021 we were not able to make the trips. One of the last destinations was the United States, in the 12th edition of Agritour. GRI 102-2

CropShow

Since 2015, 3tentos' official field day is called CropShow. Organized annually a few days before the soy harvest begins, its purpose is to promote exchanges about important agricultural issues. In addition, during the CropShow there is also the traditional **Ladies First** event, aimed at countrywomen and their important role in the agricultural sector. This event, held in our Technology Center, in Santa Bárbara do Sul/RS, also marks the Company's anniversary celebration. For this reason, we have set up a large structure to gather several of 3tentos' partner companies in order to address important agricultural issues. In 2021, the global pandemic scenario did not allow the event to take place. GRI 102-2



Profitable agriculture with sustainability

Investments in research that seek biological solutions intend to make it possible for farmers to produce using sustainable technologies, as these products are developed from microorganisms and plants found naturally in the ecosystem, which ensures profitability and preservation of the environment due to a reduced consumption of chemical inputs. Biological products are used in agricultural production systems at various moments, such as in improving plant growth and development, controlling pests and diseases, and improving the use of fertilizers applied, standing out as alternatives for environmental protection.

In May 2021, we held the 2nd Biologicals Week online, focusing on winter crops. On this event, the team of technical consultants received training on wheat management with biological products and, in the following weeks, all teams visited producers in their regions. In September and October 2021, we held the 1st Biologicals Season, intended for the summer crops (soy and corn).

In 2021, we also participated in the pioneering Agrobiota pilot project, promoted jointly with company Biotrop. This project was carried out with some soybean producers in Rio Grande do Sul, in order to analyze metagenomic characteristics of the soil to improve its health, functionality and biodiversity related to microbiology, identifying bacteria and fungal microorganisms, cataloging groups that cause disease and beneficial groups, as well as using cluster analysis to understand parameters related to promoting growth mediated by these organisms. Also, as part of this year's activities, our customers attended lectures on plant growth and development when biological products are used in management.

3tentos believes that the use of biological products and their benefits in cultivation systems correspond to a modern and sustainable technology that allows us to pursue regenerative agriculture. To promote a more favorable cost-benefit ratio for each reality, we base our information on tests with scientific accuracy thanks to our Research Center, which is always investing in innovation in the field and in generating information to gain efficiency with a guarantee of sustainability.

Based on scientific data adapted to the different regions of the state where we operate, through our regional Research Centers we focus on getting the best genetic expression of the crops, with better use of the soil, reduced use of chemical inputs and increase in technologies based on biological products, resulting in an average gain of 120 to 600 kg ha of productivity. In this manner, we reduce the use of chemical inputs, increase the use of biologicals, and produce more soybeans, leading to a better use of the available resources and preserving the microbiota of cultivated areas. Today we have 1,460 customers that use biological products.

A evolução da área tratada com esses produtos vem The area treated with these products has been showing an exponential growth over the years. When biological products were first studied, there were many doubts about their viability in the field, due to the difficult survival of these organisms for viable periods of time for use in crops. Currently, with technology, we have more stable products that can be stored for prolonged periods, besides being adapted for mixing with other products that integrate the phytosanitary treatments. This makes crop management easier, reduces the number of maintenance events required, and results in savings for producers, such as with the use of fuel, and less damage to the soil due to machinery traffic.

These developments, arising from technological advancements made possible by research, allowed for a rise of 86.5% of the area implemented in 2020 and 171% in 2021, in relation to the area implemented in 2019. Technology development associated with the search for sustainable management by our customers, aiming to protect the soil instead of depleting it, has resulted in an increase of 264% in the number of producers that started using biological products, in a period of two years.

Another form of sustainable management promoted by the team of 3tentos is the use of a mix of cover crops in the off-season period, which ensures soil protection. The benefits of this cultivation strategy within the production system are huge, among which we highlight: soil conservation, reduced erosion, construction of organic matter, nutrient recycling, weed elimination, reduced compaction and drought impact, and increased soil microbial activity.

Furthermore, 3tentos was one of the major supporters of the direct planting system, aiming to reduce unnecessary movement of the cultivation areas, and of the use of transgenic seeds, ensuring productivity and reducing the need for certain chemical treatments.

Also worth mentioning is the efficiency of our packaging collection system. After three washings by the customer, the collection is made together with the relevant associations and agencies in each municipality where the company operates, and is then sent to the competent official agencies. In addition, our initiative is educational, as we advertise the sites for collection and frequency, seeking to reduce the build-up of packages on the properties and/or the incorrect disposal. Currently, we collect nearly 100% of the packaging in order to contribute to a sustainable chain in the sector.

Biological products			
	2019	2020	2021
Treated area (ha)	463,180	864,023	1,256,069
% Sales (share in the sales of specialties)	7%	8%	22%
Number of customers that used biological products	401	826	1,460



Research, development and innovation

GRI 103-2, 103-3



With the growing demand for swift and consistent results, it has become necessary to restructure the current technical assistance model through highly skilled and well-informed professionals. That is why 3tentos invests in research, development, and innovation through the RDI sector, as innovation is an essential asset for our value generation.

RDI has a team of researchers and two Technology Centers (CETEC) in the states of Rio Grande do Sul (RS) and Mato Grosso (MT), in addition to Regional Research Areas (Hub Areas) distributed in RS, in order to, through several lines of research, ensure safety and technical training to the commercial department, and provide strategic information in advance. Furthermore, the team shares information with rural producers by using a systematic approach, through which it seeks to meet the needs of each producer to achieve greater productivity with the same soil, water, inputs, electricity, and fuel resources, which contributes to sustainability and profitability.

Along these lines, we seek to identify more efficient ways to control crop pests and diseases, evaluate the use of soil or leaf fertilizers based on the needs of each crop phase, and evaluate the use of biological products and biostimulants in the control of diseases, promoting crop growth and reducing stress. We have also developed hundreds of experiments with multi-crop vision, based on preexisting knowledge, to deliver integrated and customized solutions. In order to ensure work quality, validate hypotheses regionally, and develop new projects, we interact with the technical-scientific community (agronomic consultancies, R&D suppliers, official research agencies, researchers, and universities), with the participation of test networks, technical cooperation, pipeline analysis, publications in conferences, and internship program, creating demands and responding to the needs of agriculture.

Additionally, the RDI makes use of digital tools to monitor research in real time, allowing the definition of immediate management strategies and interference in the current harvest. Thus, we provide viable solutions for the sustainable development of agriculture, by generating and transferring knowledge to the team and customers, benefiting the entire chain and optimizing farm results.

In 2021/2022, we handled 11,838 experimental plots and invested R\$2,672,540.01 in research and innovation, a 5.9% increase from 2020 and 25.3% compared to 2019.

The administrative investments were allocated to work equipment and travel expenses. Operating investments were allocated to inputs (plant-protection agrochemicals, seeds, fertilizers, and specialties), equipment (tractor, planter, and pulverizer), outsourced service (consulting, harvesting, software, and applications), and general expenses.

In 2021, the RDI team was represented by 64% of men and 36% of women, and 36% of the employees are PhD. We are constantly learning, and during the year our team received 105 trainings with suppliers and researchers. Besides this, thinking about the knowledge of producers, we held more than 150 lectures with outside researchers and disclosed 3tentos' RDI technical results.

GRI 404-1





Technology Center

RDI experiments are developed in our Technology Center (CETEC) in Santa Bárbara do Sul/RS and in Vera/MT, in the Research Hubs and in commercial crops distributed in the regions we operate in.



Research Center:

1 in Santa Bárbara do Sul/RS and 1 in Vera/MT;

Regional Research Areas (Hub Areas): Wheat 2021 - Piratini, São Sepé, Entre-Ijuís and Horizontina, Soybean 21/22 - Pelotas, São Sepé, São Borja, Jóia and Passo Fundo, Rice 21/22 - Camaquã.

In order to encourage and maximize the exchange of knowledge and field experience, we set up partnerships with researchers in the areas of entomology, phytopathology, herbalism and plant nutrition. This close relationship helps in passing on important information to rural producers, so as to drive technical qualification in the field teams.

In this context, we also work through technical cooperation with official research entities, such as Embrapa Pecuária Sul and Embrapa Trigo, and are part of the Rust Monitoring Program. We also have a partnership with Emater and the Agriculture, Livestock and Rural Development Secretariat.

Besides the structure for research development, CETEC has areas such as an events center for meetings, lectures, workshops, exhibitions, conventions, and others. It also has a heliport, food area, gourmet space, and a sports area, besides an air-conditioned environment, security, parking, and a fully-equipped audiovisual system.



CETEC Structure:

65 hectares for research, of which 50 ha is in RS and 15 ha in MT.

9 ha have center-pivot irrigation and 2 ha have underground irrigation.

We also have a machinery warehouse and a laboratory for dosage of plant-protection agrochemicals.

Opportunity capture

With the aim of stimulating our value generation, we are always on the lookout for opportunities and innovations, emphasizing four fronts outlined below. In parallel with our principles, this strategy focuses on producers and how we can support them more and more, through digital solutions, market intelligence, and a close relationship.

Digital agriculture: integrates our digital solutions, including customer application, consultant application, Terra3, agronomic intelligence platform, and a new service front. This novelty is based on the one-stop-shop concept and is conceived as an off-line market place with several solutions capable of building customer loyalty;

Innovation: growing investment on the multichannel fronts (service digitalization, customer journey improvement, and use of the omnichannel concept), loyalty program marketplace, and cashback. We also invest in a Carbon Project that aims to determine the carbon footprint of agricultural production systems, initially focused on soybean and corn crops.

Tactical marketing: strategic way to capture opportunities with customers, through a target plan tied to the company's goals. The business intelligence area is also included in this front, through which we seek to analyze the market in a predictive way to assist in the decision-making process of our sales force and our consultants.

Communication: we pursue an internal communication focused on employee engagement and journey. Externally, our goal is to be increasingly present in the day-to-day life of producers, through both digital media and the units.





Environmental Management GRI 103-2, 103-3

In the course of our activities, we seek to mitigate impacts on the environment and maximize positive effects where we operate. Accordingly, we have developed a **Social and Environmental Policy**, which guides our processes and comprises environmental aspects and impacts, guidelines, and responsibilities for an effective management. The Policy is intended to mobilize the entire Company to conduct business in such a way as to promote the quality and continuous improvement of social and environmental performance. We also have a Social and Environmental Management Plan (PGSA) in line with the requirements of NBR ISO 14.001:2004 standard, which states and reinforces the policy and provides a set of management activities and tools, with the purpose of protecting the environment, preventing pollution, and improving the community in which 3tentos is located.

Social and Environmental Policy Guidelines



Comply with the legal requirements and other compliance obligations related to environmental issues in all its activities.



Follow up and continuously improve its social and environmental management system.



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



Train and make its employees aware so that they act in accordance with its assumptions and social and environmental guidelines.



Continuously improve its processes by setting objectives and periodic goals to reduce and prevent environmental impacts, optimizing the use of its natural resources and reducing waste generation.





Planting for a Better World

In 2016, we created the Planting for a Better World committee, aiming at implementing the Social and Environmental System. The members are voluntary employees who develop projects focused on sustainability, and each of the company's units has an ESG ambassador, so that the actions take place in a concise manner.

Planting ambassadors



Some of the activities of the Planting for a better world project have already been mentioned in this report: Solidarity Christmas, Cool Bottle Cap and Family Day. Below are other initiatives implemented by the project:

Semana do Meio Ambiente (“Environment Week”)

In 2021, we held our first Environment Week with the engagement and participation of all of 3tentos' units. During that week, the program included the Sustainable Challenge - Everybody for Recycling, which consisted in collecting recycling materials (PET bottles and soft drink cans) for later donation to the Recycling Association. The awarded unit was Fortaleza dos Valos/RS, with a total collection of 20,500 recyclable items.

Together with the challenge, each 3tentos unit planted a seedling of the Erva-mate tree, which is the symbol of Rio Grande do Sul. In this period, Erva-mate seedlings were also donated to 3tentos' customers. In addition, the Environment Week was highlighted by the invitation to employees who became ambassadors of the Planting for a Better World program.

Environmental education training

With the goal of training and informing employees about the importance and social responsibility of proper waste disposal and reducing the use of disposable cups, a specific lecture on the subject was held during SIPAT 2021. GRI 404-1



Environmental resources management

GRI 103-2, 103-3, 103-1

3tentos' production scope includes the identification of environmental aspects and respective impacts of activities, products or services. The impacts are assessed in terms of their significance, which encompasses their severity and frequency, and for each aspect there are management and control procedures, which may include operational routines, monitoring, environmental care, prevention activities, objectives, goals, and programs.

We are now compiling the data of environmental resources on a data and indicator management platform, with the help of ambassadors from all the units to monitor and enter the information. However, we see the need to improve this data collection, so as to include more information to enable the presentation of other indicators. Therefore, our goal for the coming years is to enhance our data management and presentation of indicators. GRI 103-3

Next, we present our indicators and forms of management related to the use of natural resources for all 48 units.

Water GRI 103-2, 103-3, 303-1, 303-2, 303-5

Water is an indispensable natural resource in our productive process (steam generation, cooling towers, washing, biodiesel and oil). In order to preserve the use of drinkable groundwater, use water in a sustainable way, and reduce the scarcity of the resource, since 2018 we have had a rainwater capture and storage system at the Ijuí/RS unit, with a capacity of 5,402.40 m³.

Committed to this issue, we seek to be aware of the environment in which we are located. Based on the methodology proposed by **WRI Aqueduct** – which classifies areas in different water stress rankings - we identified only two units of the company in areas ranked as low-medium in water stress, one rated as medium-high, and the others are ranked as low water stress.

Throughout the year 2021, we consumed, in all units, the sum of 774.17 megaliters of water, for our own consumption, domestic use, and industrial use. The increase in total consumption in comparison to 2020 is due to the rise in production and the number of employees in the company. In other units where there is no catchment, water is supplied by state companies, and in

commercial units, we are installing hydrometers in the wells and better controlling of the amount consumed from the public supply network.

Total Water Catchment per source in megaliters (ML)			
Sources	2019	2020	2021
ii. Underground water	101.86	501.03	709.38
iii. Seawater or surface brine	0.00	0.00	0.00
iv. Water produced	0.00	0.00	0.00
v. Third-party water	20.25	9.59	28.74
vi. Surface water	0.40	26.68	36.05
Total	122.10	510.61	774.17

The compilation of water catchment data is done through the data and indicator management platform adopted by the Company. On the other hand, the disposal data is not being considered during the reporting period. For this reason, we have not included the water consumption, since it would be inaccurate information. For 2022, our goal is to improve the collection of this information so as to include water consumption and disposal data from all our units. GRI 103-3, 303-5.

With the company's expansion to the state of Mato Grosso, some goals regarding water and effluents have been established for next year. These include the Zero Effluent System, which already exists at the Ijuí/RS plant, and the construction of a water collection pond, which will be used to irrigate the unit's green area. GRI 303-1

Effluents GRI 303-2, 103-2, 103-3

In line with our commitment to mitigate impacts, we have had the Zero Effluent System at our plant in Ijuí/RS, since the beginning of its operation. The system ensures that all effluents generated at the plant is treated and reused, being, therefore, one of the mitigating measures for environmental impacts.

The pH and temperature of the treated effluents are checked daily, in order to guarantee the quality of the input. In 2021, 21,969 m³ of effluents ceased to be sent to the environment and were reused at the production plant in the preparation and extraction, steam generation, cooling, and cleaning sectors.

At the Cruz Alta/RS plant, we have a Single License that governs the generation, monitoring, and discharge of the effluent. Thus, this industrial unit has the Zero Effluent System only partially, and what is not treated through this system is routed to treatment ponds for a later crop-specific irrigation system. For 2022, our goal is to be Zero Effluent in all stages of the Cruz Alta operation. GRI 303-2

The other units instead, as they don't have a production plant and just carry out commercial activities and receive grains, only have sanitary effluents, which do not go through specific effluent treatment. GRI 303-2



Energy GRI 103-2, 103-3, 302-1

Electricity is an essential input for our activities, which include the operation of machines and electronic equipment both at the plants and in the administrative and commercial areas. Thus, we have an operational and maintenance planning at the branches for an efficient and rational use of this resource. This is done by optimizing equipment use and corrective actions in case of failures, by mitigating process redundancy, by modernizing the process, and by disseminating information about the conscious consumption of this resource to employees and the community.

3tentos sees the Free Energy Market as an opportunity to add even more results to its environmental governance guidelines, by reducing waste of natural resources and emissions of environmentally harmful gases. Therefore, we highlight the migration of another 4 branches to the Free Market in 2021, totaling 10 branches. These units represent more than 59,600 GJ coming from small hydroelectric plants, biomass thermoelectric plants, wind and solar parks, and savings of more than R\$3.6 million in energy, meaning a 25% cost reduction for these 10 units, besides the competitive gain as an organic consequence of the environmentally-conscious management.

As for the future, in 2022, we will start the migration processes of another 6 branches, whose participation in the Free Market is planned for the first half of 2023, when we will reach 16 of the 48 units (33%) of electric energy supply.

It is worth noting that in March 2022, the Ijuí/RS unit, the group's largest industrial plant, started the commercial operation of its thermoelectric power plant, 3tentos Ijuí TPP. The energy is generated through cogeneration, a process in which the steam required for the oil and biodiesel plant operation is produced by the boiler, which is fed with wood biomass, and used by a turbine, maximizing the energy resources available in the day-to-day operation.

In 2021 our total energy consumption was more than 202,000 GJ, and this was for electricity only, since there was no consumption of heating, cooling, or steam. And taking into consideration, besides electricity, the consumption of fuels from renewable and non-renewable sources, we had a consumption of 2,736,928.88 GJ. The difference when comparing data from 2020 to 2021 is due to the improved compilation and collection of data by using a platform developed for this purpose, and the opening of eight new units of the Company.

Consumption history (MWh)

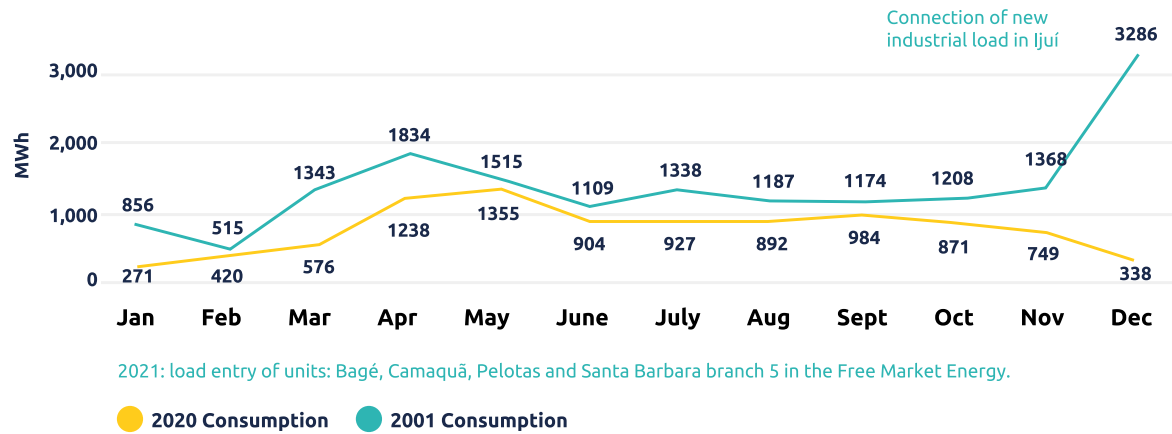


Chart 2 – Comparison chart of the free market energy consumption history (MWh) of 3tentos. Source: Infinity Energias.



Consumption of fuel from renewable sources (GJ) GRI 302-1		
	2020	2021
Fraction of biodiesel in commercial diesel ¹	2,871.03	9,119.30
Fraction of ethanol in commercial gasoline ²	474.30	1,754.60
Wood chips and firewood	1,377,914.23	2,439,073.36
Total	1,381,259.56	2,449,947.26

According to the Brazilian GHG Protocol Program, it was considered the annual average percentage of: biodiesel in commercial diesel¹, at 11% in 2021, and 27% of ethanol in commercial gasoline².

*Energy calculation method: The fuel energy calculation considered the biofuel fraction (biodiesel and ethanol) in commercial diesel and gasoline and used the PCI (lower calorific power) according to the Brazilian Energy Balance – BEN 2021.

*Consumption of fuel from non-renewable sources (GJ) GRI 302-1		
	2020	2021
Fraction of pure diesel in commercial diesel	23,477.30	77,545.38
Fraction of pure gasoline in commercial gasoline	1,853.56	6,856.41
GLP (liquefied gas of petroleum)		482.62
TOTAL	25,330.86	84,884.40

According to the Brazilian GHG Protocol Program, it was considered the annual average percentage of: biodiesel in commercial diesel², at 11% in 2021, and 27% of ethanol in commercial gasoline².

Consumed energy (GJ) GRI 302-1		
	2020	2021
i. Electricity	44,828.18	202,097.21
ii. Heating	0	0
iii. Cooling	0	0
iv. Steam	0	0
TOTAL	44,828.18	202,097.21

Total consumed energy (GJ) GRI 302-1		
	2020	2021
Fuel from renewable sources	1,381,259.56	2,449,947.26
Fuel from non-renewable sources	25,330.86	84,884.40
Consumed energy	44,828.18	202,097.21
TOTAL	1,451,418.60	2,736,928.88

Waste GRI 103-2, 103-3, 306-2, 306-3, 103-1

Management of waste also integrates our operational control processes, in line with our Social and Environmental Policy. Waste collection and packaging within the industrial plant itself are managed internally. The pickup, transport, and final destination are performed by a third-party company, selected by requiring the following documents: sanitary license, environmental license for operation and final destination of class I and II waste, license for transportation of class I and II waste, technical responsibility note (ART), and waste management plan. Furthermore, we have internal quality systems in our plants, such as the Waste and Effluent Control Procedures and Quality Audits.

We point out that, currently, we are only compiling waste data from the Ijuí/RS plant, and the data from other units is not being considered. Our target for 2022 is to improve this compilation, in order to include all units, and to start collecting data on the industry domestic waste. GRI 306-3

3tentos is aware that the generation of waste, especially contaminated waste, is a major cause of changes in nature, especially in the soil. Therefore, we are concerned in making the final destination of the waste in an adequate way and with the proper treatment. Currently, in the plants, the residues are collected, separated and discarded according to their class, since these actions reduce the Company's environmental and financial impacts. The recyclables are separated in the industrial plant sectors and forwarded to packaging containers, where they are weighed and sent to the association that sorts and sends them to the recycling company. On the other hand, the organic waste (from grain processing) is considered a positive impact, since it is sent to be incorporated into the soil, providing an improvement in its quality. GRI 306-2

In 2021, we continued with the Tampinha Legal (Cool Bottle Cap) project, in partnership with AAPECAN - Association of Support to People with Cancer, and provided training for employees in the proper separation of waste and its donation to the Association of Waste Collectors of the Municipality.

In the year, we generated 181.87 tons of hazardous waste (Class I) and 313.99 tons of non-hazardous waste (Class II) at the industry of Ijuí/RS. It is worthy of note that the increase in waste compared to other years is directly impacted by civil works for expansion and repairs at the plant, replacement and installation of new equipment, and cleaning in general. We also emphasize that the inputs used in our activities are not discarded as waste. This is because our industrial process allows for the integral use of the raw material, not resulting in waste or product leftovers. GRI 306-3



Emissions of Greenhouse Gases (GHG)

GRI 103-2, 103-3, 305-1, 305-2, 305-4

Besides the opportunities for fighting climate change by producing biodiesel, a renewable fuel, in 2021 we conducted our first Greenhouse Gas emissions inventory, in line with the GHG Protocol Methodology, whose data was compiled using a platform for managing data and indicators. For 2022, we intend to map the carbon emissions coming from our raw material supply chain.

In the period, we emitted a total of 27,560.98 tCO₂eq (scope 1), with most emissions coming from stationary biofuel combustion, by releasing CH₄ and N₂O from the burning of biomass (firewood and wood chips). The indirect emissions, arising from electricity consumption, totaled 6,880.81 tCO₂e. There was no survey related to scope 3 (indirect emissions, except from energy acquisition). The intensity of emissions was 6.5 tCO₂eq/million R\$, and the denominator used for this calculation was net revenue. By producing biodiesel, in 2021 we did not emit 546,695 tons of carbon equivalent that would be released into the atmosphere, since the use of fossil fuels has been replaced by biofuel. We are optimizing our data collection and enhancing our system in order to set up a monthly monitoring, from which we can seek safe and coherent alternatives to reduce our emissions. Our comparative results from one year to the next are showing increasing numbers. This is due to greater assertiveness in data collection, the expansion of the number of units in different municipalities, according to the Company's expansion plan, and consequently, the 39% expansion in the light vehicle fleet and the 9.95% increase in the annual production of biodiesel from one year to the next.

SCOPE 1 (CO ₂ , CH ₄ , N ₂ O) GRI 305-1		
a. Direct emissions of greenhouse gases (tCO ₂ equivalent)*	2020	2021
Stationary combustion (generation of electricity, heat or steam from the burning of fuels in stationary sources such as boilers, furnaces and turbines and from other combustion processes)	13,626.99	21,797.95
Mobile combustion (burning of fuels in mobile combustion sources owned or controlled by the company, such as trucks, trains, ships, airplanes, buses, cars)	232.62	5,707.51
Fugitive emissions (resulting from intentional or unintentional releases, such as leaks and equipment seals; ventilation systems; emissions from refrigerators and air conditioning, among others)	0.34	55.52
Industrial processes (resulting from the manufacture or processing of chemicals and materials, such as cement, steel, aluminum, ammonia, and waste processing)	-	-
Use of land (carbon stock in soil due to change in land use)	-	-
TOTAL	13.859,95	27.560,98
Biogenic emissions (tCO₂ equivalent)	2020	2021
	138,679.35	245,834.62

*Os cálculos de emissões seguiram a metodologia do GHG Protocol, com fatores de emissão, GWP e PCI conforme IPCC, BEN2021 e MCTIC. Os cálculos foram realizados através da plataforma Hazel.

SCOPE 2 GRI 305-2		
Indirect emissions arising from the acquisition of energy (tCO ₂ Equivalent)*	2020	2021
	851.53	6,922.90

*The calculations of emissions followed the Brazilian GHG Protocol methodology, with emission factors, GWP and PCI, according to the IPCC, BEN 2021 and the MCTIC. The calculations were carried out through the Hazel platform.



Emissions intensity* (GRI 305-4)		
a. Intensity of greenhouse gases emissions	2020	2021
Scope 1 and 2 emissions (tCO2 equivalent)	14,711.48	34,441.79
Denominator: total revenue (thousands of R\$)	3112439	5339317
Emissions intensity ((tCO2 equivalent/millions of R\$)	4.73	6.5

*The gases included in the calculation of emissions intensity were: CO₂, CH₄, N₂O, R410.



Green Curtain

In addition to the initiatives for managing the use of natural resources, emissions and waste, another important control concerns the generation of dust from the processing of grains. An alternative to reduce the dust is to have a green curtain. Within this context, the units of Santa Bárbara do Sul/RS and Ijuí/RS already built a green curtain and, in 2021, the Ibirubá did the same.





Clean energy and fighting climate change

GRI 103-2, 103-3, 201-2

In the past few years, the agricultural industrial sector has contributed to the increased presence of biodiesel in the transport sector, aiming to reduce the use of diesel from fossil origin (which has a higher level of Greenhouse Gas emissions).

In this regard, we actively contribute to the fight against climate change by producing clean biofuel from renewable raw materials, thus preventing high levels of carbon equivalent emissions (CO₂eq) into the atmosphere. In 2021 alone, 3tentos produced 199,897.7m³ of biodiesel. This means that the Company did not release the amount of 546,695 tCO₂eq into the atmosphere when compared to the process of producing fossil diesel. By joining the RenovaBio Program, 3tentos emitted 148,429 Cbios in 2021, representing a 4.06% increase from 2020.

But 3tentos is not limited to the RenovaBio Program when it comes to climate change. In 2021, the Company started the 3tentos Carbon Project, which aims to adopt and disseminate the best agricultural and environmental practices across the chain of suppliers/farmers. The 3tentos Carbon Project has the participation of 42 Farms, which are distributed in the two Biomes that exist in Rio Grande do Sul (22 farms in the Pampa Biome and 20 farms in the Atlantic Forest Biome). The total project area is 40,899 hectares, of which 22,843 hectares are for soybean cultivation and 4,615 hectares for corn cultivation, both for the 2021/2022 harvest. The remaining area is used for legal reserve preservation, Permanent Preservation Areas (APP), irrigated rice areas, and cattle raising.

The adoption of the project by rural producers followed an invitation, presentation of the market and the dynamics of carbon in a rural property. After this step, data regarding the agricultural systems/crops and farm management was collected. Based on this data, and upon the producer's acceptance to join the Carbon Project, an individual report was prepared, including:

- a) Social and environmental analysis (overlap in conservation areas, indigenous areas, settlement areas, quilombola areas, embargoed areas, deforestation alert areas);
- b) Analysis of the agricultural system (conservationist management practices);
- c) Carbon Footprint and soil carbon stock (soybean and corn crops);
- d) Production/productivity (soybean and corn).

The calculation for analysis of the Carbon Footprint was based on and adapted from the RenovaBio methodology - including the inputs related to plant-protection agrochemicals. For analysis of the soil carbon stock, the data was measured based on remote sensing analysis, adding the base information from the Brazilian Soil Program (PronaSolos) EMBRAPA platform. Social and environmental data was analyzed using the MapBiomias Alert Platform, based on the coordinates submitted to the Rural Environmental Registry.

The information was unified to comprise 3tentos' rural ESG index. Based on the index, it is possible to recommend social and environmental and productive improvements in the rural properties, in order to better manage the rural property, maximize actions to reduce climate changes, and find opportunities in the carbon market.

The individual report is being delivered and presented to the rural properties.

Preliminary results from the Project indicated that the overall average carbon footprint for soybean and corn crops is, respectively, 453.81 kg CO₂eq t⁻¹ and 437.79 kg CO₂eq t⁻¹. It should be stressed that the carbon footprint values presented are among the lowest internationally. The average and overall carbon stock for depths 0 - 5 cm, 5 - 15 cm, and 15 - 30 cm is 9.46 t ha⁻¹, 18.56 t ha⁻¹, and 24.52 t ha⁻¹, totaling an average carbon stock of 52.54 t ha⁻¹.

The Project also showed, preliminarily, that average farm productivity for soybean crop is 3.26 t ha⁻¹ and for corn crop 9.67 t ha⁻¹.

For 3tentos, this initiative reaffirms its commitment to strengthen and value the supply chain, aiming to increasingly promote best practices focused on high productivity, cost reduction, alternative income sources, management professionalization, and social and environmental commitment. For the rural producer, it reinforces the understanding about carbon and climate change, supported by technical assistance specialized in carbon, which provides the necessary information to enter this market.



Projeto Carbono



Economic performance resulting from climate change-related risks GRI: 103-2, 103-3, 201-2

At 3tentos, we understand that climate variations can present risks to the agricultural cycle in the regions where we operate, damaging our customers' plantation or harvest and leading to loss of crop productivity. Among the risks to our business and our customers are:

Shortage of resources: changes in rainfall patterns, water shortages, changes in sea level, changes in rainfall patterns and intensities, changes in temperature, among other factors.

Impact on productivity: possible delays or interruptions to the work in the field, as well as a reduced productivity during sowing and cultivation, which may lead to an indefinite reduction in the use/purchase of seeds, agricultural nutrients, or crop protection products that we offer.

Impact on production and trading: part of the payment made by our customers is done through barter agreements, with the delivery of soybeans that we resell or use to produce our soy bran and biodiesel products. Hence, weather variations that reduce access to large amounts of soybeans can adversely affect 3tentos' production and trading of these products.

Inventory cost: we also consider the significant risk and cost regarding the maintenance of inventories, in the event our customers reduce their activities and we are unable to dispose of our inventories adequately.

Default and impact on the business: an adverse impact on our customers' business may increase default and, as a result, our costs to maintain our activities and/or the need for capital to fund our customers may rise. In addition, soybean bran and biodiesel production may be reduced or suspended and our revenues may decrease, adversely affecting our business, results of operations, financial position and our securities.

To mitigate these risks, we have been seeking the geographic diversification of our operations, with expansion into the Mato Grosso market. We believe that this strategy, which should be leveraged by 3tentos IPO, can provide a climate hedge for the company and also a chance to replicate our consolidated ecosystem model in the state of Rio Grande do Sul. Therefore, we close 2021 with one unit opened in the State of Mato Grosso.





GRI content summary

GRI 102-55



<i>GRI STANDARD</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 101: Foundation 2016			
General Content 2016			
Organizational Profile			
GRI 102: General Disclosures 2016	102-1 Name of the organization	p. 8	
	102-2 Activities, brands, products, and services	p. 8, 38, 43, 50	
	102-3 Location of headquarters	p. 9	
	102-4 Location of operations	p. 9	
	102-5 Ownership and legal form	p. 8	
	102-6 Markets served	p. 8, 9, 38	
	102-7 Scale of the organization	p. 8, 9, 15, 25, 46	
	102-8 Information on employees and other workers	p. 8, 25	
	102-9 Supply chain	p. 34	
	102-10 Significant changes to the organization and its supply chain	At the end of 2021, we negotiated the purchase of methanol by direct import, with significant savings in the purchase of this input. In the same year, we started negotiations to import hexane as well, in order to have a cost reduction. There was also the consolidation of the new model for seed commercialization (from kilogram to number of seeds); and growth in the commercialization of winter cereals; p. 9, 44, 48	
	102-11 Precautionary principle or approach	p. 45	
	102-12 External initiatives	p. 17	
	102-13 Membership of associations	p. 17	
Strategy			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 102: General Disclosures 2016	Statement from senior decision-maker	p. 4, 5	
GRI 102: General Disclosures 2016	102-15 Key impacts, risks, and opportunities	p. 4, 5	



Ethics and integrity			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 102: General Disclosures 2016	Values, principles, standards and norms of behavior	p. 14	
	102-17 Mechanisms for advice and concerns about ethics	p. 14	
Governance			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 102: General Disclosures 2016	102-18 Governance structure	p. 11, 13	
GRI 102: General Disclosures 2016	102-19 Delegating authority	p. 11, 12	
Stakeholder engagement			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 102: Divulgações gerais 2016	102-40 List of stakeholder groups	p. 19, 25	
	102-41 Collective bargaining agreements	0% employees are covered by collective bargaining agreements, and 100% employees are covered by collective convention p. 25	
	102-42 Identifying and selecting stakeholders	p. 19	
	102-43 Approach to stakeholder engagement	p. 19, 25, 32, 34, 46, 50	
	102-44 Key topics and concerns raised	p. 20, 21, 22	



Reporting practice			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	This report contains the data of 3tentos Agroindustrial S.A. considering the parent company and its subsidiaries in the financial statements, which present the financial data in the controlling position, since we don't have balance sheets consolidation, as we don't have subsidiaries under 3tentos Agroindustrial S.A.	
	102-46 Defining report content and topic boundaries	p. 22	
	102-47 List of material topics	p. 20, 22	
	102-48 Reformulation of information	Data collection on the Hazel platform was improved with regard to water and energy consumption, reflected also in the Scope 1 and 2 data compilation. Data accuracy was improved compared to the previous report.	
	102-49 Changes in the report	There were no significant changes regarding periods in previous reports in the list of material topics and in topic boundaries.	
	102-50 Reporting period	p. 3	
	102-51 Date of most recent report	December 2021	
	102-52 Reporting cycle	p. 3	
	102-53 Contact point for questions regarding the report	p. 3	
	102-54 Claims of reporting in accordance with the GRI Standards	p. 64	
	102-55 GRI content index	p. 3	
	102-56 External assurance	The report was assured by SGS.	



GRI 101: Foundation 2016			
Material topics			
Economic Performance			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 46	
	103-2 The management approach and its components	p. 48, 63	
	103-3 Evaluation of the management approach	p. 63	
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	p. 46, 48	
	201-2 Financial implications and other risks and opportunities due to climate change	p. 22, 62, 63	
Indirect economic impacts			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 35, 48, 50	
	103-2 The management approach and its components	p. 17, 34, 35, 50	
	103-3 Evaluation of the management approach	p. 17, 34, 35, 50	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 35, 48, 50	
	203-2 Significant indirect economic impacts	p. 17, 22, 34, 35, 42, 50	
Procurement practices			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 34	
	103-2 The management approach and its components	p. 34	
	103-3 Evaluation of the management approach	p. 34	
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	p. 22, 34	



Energy			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 57	
	103-2 The management approach and its components	p. 58	
	103-3 Evaluation of the management approach	p. 58	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	p. 22, 58, 59	
Water and effluents			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 57	
	103-2 The management approach and its components	p. 57	
	103-3 Evaluation of the management approach	p. 57	
GRI 303: Water and effluents 2018	303-1 Interactions with water as a shared resource	p. 57	
	303-2 Management of water discharge-related impacts	p. 57	
	303-5 Water consumption	p. 22, 57	
Emissions			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 60	
	103-2 The management approach and its components	p. 60	
	103-3 Evaluation of the management approach	p. 60	
GRI 305: Emissions 2016	305-1 Direct emissions (Scope 1) of Greenhouse Gases (GHG)	p. 22, 60	
	305-2 Indirect emissions (Scope 2) of Greenhouse Gases (GHG) resulting from energy acquisition	p. 22, 60	
	305-4 Intensity of emissions of Greenhouse Gases (GHG)	p. 22, 60, 61	



Waste			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 59	
	103-2 The management approach and its components	p. 59	
	103-3 Evaluation of the management approach	p. 59	
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	p. 60	
	306-3 Waste generated	p. 59, 22	
Supplier environmental assessment			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 34	
	103-2 The management approach and its components	p. 34	
	103-3 Evaluation of the management approach	p. 34	
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	p. 22, 34	
Employment			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 22, 25	
	103-2 The management approach and its components	p. 25, 27	
	103-3 Evaluation of the management approach	p. 25, 26	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 22, 25, 26	
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 22, 27	
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	p. 22, 29	



Training and Education			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 22, 28	
	103-2 The management approach and its components	p. 28	
	103-3 Evaluation of the management approach	p. 28	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	p. 22, 28, 53, 56	
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 22, 28	
Local Communities			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1 Explanation of the material topic and its boundary	p. 22, 35	
	103-2 The management approach and its components	p. 35	
	103-3 Evaluation of the management approach	p. 35	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p. 22, 35	
Supplier social assessment			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary	p. 22, 34	
	103-2 The management approach and its components	p. 34	
	103-3 Evaluation of the management approach	p. 34	
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	p. 22, 34	
Process research and innovation			
<i>GRI Standard</i>	<i>Disclosure</i>	<i>Page / Response</i>	<i>Omission</i>
GRI 103: Management approach 2016	103-1: Explanation of the material topic and its boundary	p. 22	
	103-2 The management approach and its components	p. 38, 39, 40, 41, 42, 43, 44	
	103-3 Evaluation of the management approach	p. 38	

STATEMENT BY SGS DO BRASIL LTDA. (SGS) REGARDING THE SUSTAINABILITY ACTIVITIES PROVIDED IN “2021 SUSTAINABILITY REPORT” GIVEN TO TRÊS TENTOS AGROINDUSTRIAL S/A

NATURE AND SCOPE OF ASSURANCE

The SGS was hired by TRÊS TENTOS AGROINDUSTRIAL S/A to carry out the third-party assurance of their Sustainability Report 2021. The assurance scope, based on assurance methodology of sustainability reports of SGS, comprises the disclosure verification under GRI standards in 2021.

The information provided in “2021 SUSTAINABILITY REPORT” and its presentation is a sole responsibility of TRÊS TENTOS AGROINDUSTRIAL S/A management structure. The SGS is not involved in the preparation of any material, including the in the said report, such as risk analysis, materiality tests and other critical issues that may affect severally the TRÊS TENTOS AGROINDUSTRIAL S/A business. We are liable for giving our opinion of the GRI disclosures and their texting, data, charts, and statement within the assurance scope in order to keep the TRÊS TENTOS AGROINDUSTRIAL S/A stakeholders informed.

The SGS Group has developed a set of assurance protocols for Sustainability Communication based on the best practices provided in GRI Sustainability Reporting Standards and the assurance standard **International Standard on Assurance Engagements - ISAE3000**, the level of verification adopted was **Limited**, according to the requirements of ISAE 3000. Such protocols offer different assurance levels depending on context and capacity of organization.

This report was assured considering our protocols to assess the content authenticity and its alignment with the requirements of GRI Sustainability Reporting Standards, (Universal Standards 101, 102 and 103) and the requirements of Topic-specific Standards (GRI 200, GRI 300 and GRI 400). Based on this context, the “2021 SUSTAINABILITY REPORT” is considered as “Core option”.

The assurance process comprised (i) interviews with strategic employees involved in the process of compilation and preparation of the report, where disclosures, data and processes related to sustainability management and the collection of GRI disclosures were reviewed, (ii) review of the documentation presented by TRÊS TENTOS AGROINDUSTRIAL S/A and comparison with the information entered by the company in the report and (iii) evaluation of versions of this report for alignment with GRI standards and (iv) analysis of engagement activities with defined parties (stakeholders) and assessment of the form of sustainability as defined materials were and inserted in the context of the organization and in the content of this sustainability report. The accounting information of TRÊS TENTOS AGROINDUSTRIAL S/A contained and referenced in the “2021 SUSTAINABILITY REPORT”, was not evaluated as part of this assurance process, but in a separate audit process.

IMPARTIALITY AND COMPETENCE STATEMENT

The SGS Group is global lead in inspection, analysis and verifications services, operating in more than 140 countries and rendering services that includes management system certification, audits and trainings on quality, environmental, social and ethic segments, sustainability assurance reports and greenhouse gases verification. The SGS attests your independence against TRÊS TENTOS AGROINDUSTRIAL S/A. A stating that is exempt from interest conflict with the organization, their subsidiary and stakeholders.

The assurance was carried out based on knowledge, experience and qualification for this service, and was composed of:

- An Audit Lead on Sustainability Report Assurance, a Lead Auditor in Integrated Management Systems, Greenhouse Gas Verifier (GHG), Lead Auditor in the Renovabio Program; and
- An Audit of Sustainability Report Assurance, Lead Auditor of Social and Environmental Programs and Environmental Management, Lead Auditor in the Renovabio Program.

ASSURANCE OPINION

Limited assurance was requested and the work performed was sufficient and adequate for firm assurance. Regarding the verification carried out in the methodology, processes and data presented by TRÊS TENTOS AGROINDUSTRIAL S/A, we attest that the information and data contained in the disclosures of the "SUSTAINABILITY REPORT 2021" are reliable and a reliable and balanced representation of the sustainability activities developed by TRÊS TENTOS AGROINDUSTRIAL S/A in the base year 2021. The SGS gives the opinion that the report disclosures can be used by the company's stakeholders as part of their company evaluation processes. The organization chose the Core Option level of assurance, which meets its needs.

In our opinion, based on what was verified and on the materials presented by TRÊS TENTOS AGROINDUSTRIAL S/A, the content of the report fully meets the requirements of the GRI Standards.

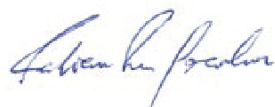
RECOMMENDATIONS, FINDINGS AND CONCLUSIONS OF ASSURANCE

- The TRÊS TENTOS AGROINDUSTRIAL S/A Report, "2021 SUSTAINABILITY REPORT" is in line with the Sustainability Reporting Standards (Universal Standards 101, 102 and 103) and also with the requirements of the Topic-specific Standards (GRI 200, GRI 300 and GRI 400), Essential Option (Core Option).
- TRÊS TENTOS AGROINDUSTRIAL S/A presents its Sustainability Report with 06 material themes, namely: Management and responsibility in the agribusiness chain; Research and innovation in processes, products and services; Management of environmental impacts and conscious use of natural resources; Social and environmental responsibility for the development of surrounding communities; Dissemination of culture 3 Tentos through the pillars of attraction, development and retention of human capital; and clean energy generation, minimisation of the carbon footprint and reduction of related risks. The consolidation of these 06 material themes led to a selection of GRI disclosures for the preparation of the report, as well as served as the basis for presenting the information and data contained in the "2021 SUSTAINABILITY REPORT". In our opinion, the themes resulting from the study reflect the impacts of TRÊS TENTOS AGROINDUSTRIAL S/A activities in a balanced way and the report covers information on topics considered as materials for the sector and stakeholders.
- As an opportunity for improvement and greater robustness in the presentation of information we understand that the 06 material themes can have the information related to disclosures 103-2 - The management approach and its components and 103-3 - Evaluation of the management approach in next sustainability reports, with establishment of goals and forms of evaluation of the management of the themes.
- As for the partial publication of disclosure information, it partially met disclosure 413-1 - Operations with local community engagement, impact assessments, and development programs.

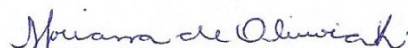
Finally, SGS believes in the importance of transparency and congratulates the company for the initiative of ensuring its report, as well as promoting sustainability in its actions and disseminating its code of conduct and compliance at all levels of the organization.

July 19, 2022

Executed by and on behalf of SGS.



Fabian Peres Gonçalves
Business Manager - Sustainability



Mariana de Oliveira Klein
Lead Auditor for Sustainability Report

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GRAINS



INDUSTRY

