

# SUSTAINABILITY REPORT 2022

# OUR CONTINUOUS COMMITMENT TO REPORTING ON VALAGRO'S SUSTAINABILITY

For about 40 years Valagro has been helping farmers to get the best out of their crops by optimising their use of resources and production inputs with one aim in mind: creating a sustainable future for people and the environment. This is an objective that cannot be achieved without an inherent coherence that characterises not only the solutions offered to the global market, but also the production processes and corporate culture. The Sustainability Report is a useful tool that helps us explain our consistent and constant commitment to sustainability year after year. It is an act of responsibility towards the wider community in which we operate and with which we hope to cultivate a culture that is increasingly respectful of the environment and attentive to the needs of the community.

The data illustrated in the rest of this document refer to Valagro SpA's environmental, economic and social achievements.

## THE VALAGRO GROUP IN FIGURES

13

**Subsidiaries**  
around the world

8

**Key manufacturing facilities**

in Italy, Norway, India e Brazil

81

**Countries**  
where we are present with our distributions and sales network

€

**191 milioni**

Total revenue

**GRUPPO VALAGRO**  
**930**

employees worldwide

29

Ph. D's

# LOOKING BEYOND

Valagro narrates  
**the Third Way**  
with our new Corporate Video



to become  
**reality**

**T**he desire to look beyond traditional solutions for agriculture and challenge the status quo, envisioning a future where sustainability is at the center. This is what guides Valagro from the very start of its story, and that has been chosen as the theme of the new Corporate video, released in November 2021: “Looking Beyond”.

The video, created together with the TIWI agency, summarizes into images and words Valagro’s years-long commitment in imagining what still does not exist yet: a brand-new concept of agriculture, which conjugates a **higher productivity with a sustainable management of resources.**

“Looking Beyond”, for Valagro, means not only overcoming the traditional categories of “chemical” and “natural”, without polarization, and with a **mindset open to solution of unmet problems; but also adding value to people and their role**, encouraging them to shape the future of agriculture.

# OUR ACTIVITIES MAINLY CONTRIBUTE TO THESE UN SUSTAINABLE DEVELOPMENT GOALS:



# OUR PRODUCTION

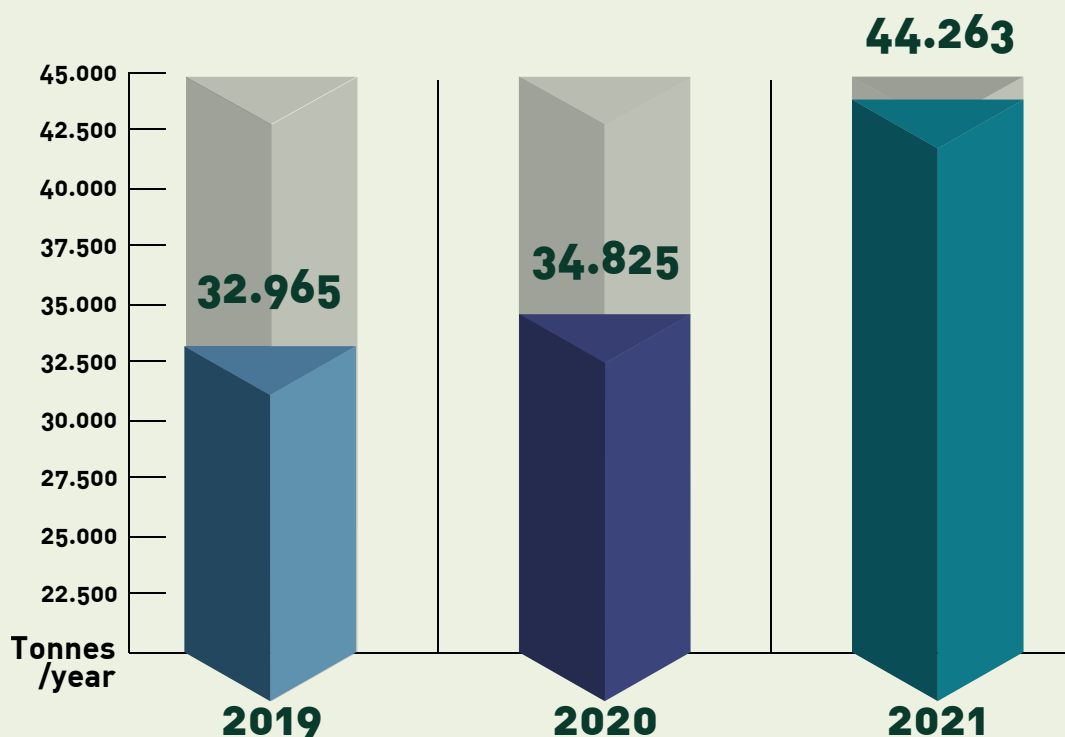
## PREMISE

As indicated in previous versions of our Sustainability Report, in order to correctly interpret the indicators relating to the environmental impact of Valagro SpA's activities, it is necessary to examine the relationship between these indicators and the **value of production**.

Compared to 2020, production in 2021 has increased by around 27%, a substantial

**growth not mirrored in an equivalent increase of the environmental indicators.** Total waste and metal emissions have undergone only a 16% and 7% increase approx. respectively, compared to a 27% increase in production. Volatile Organic Compounds (VOC) emissions and thermal energy consumption were instead lowered with respect

to 2020. Water withdrawals have only slightly increased (by less than 1.5%) despite the shift of the production mix towards a higher percentage of liquid products. A more in-depth analysis can be found in the EMAS - **Eco-Management and Audit Scheme** declaration available on the Certifications page of the Valagro website.

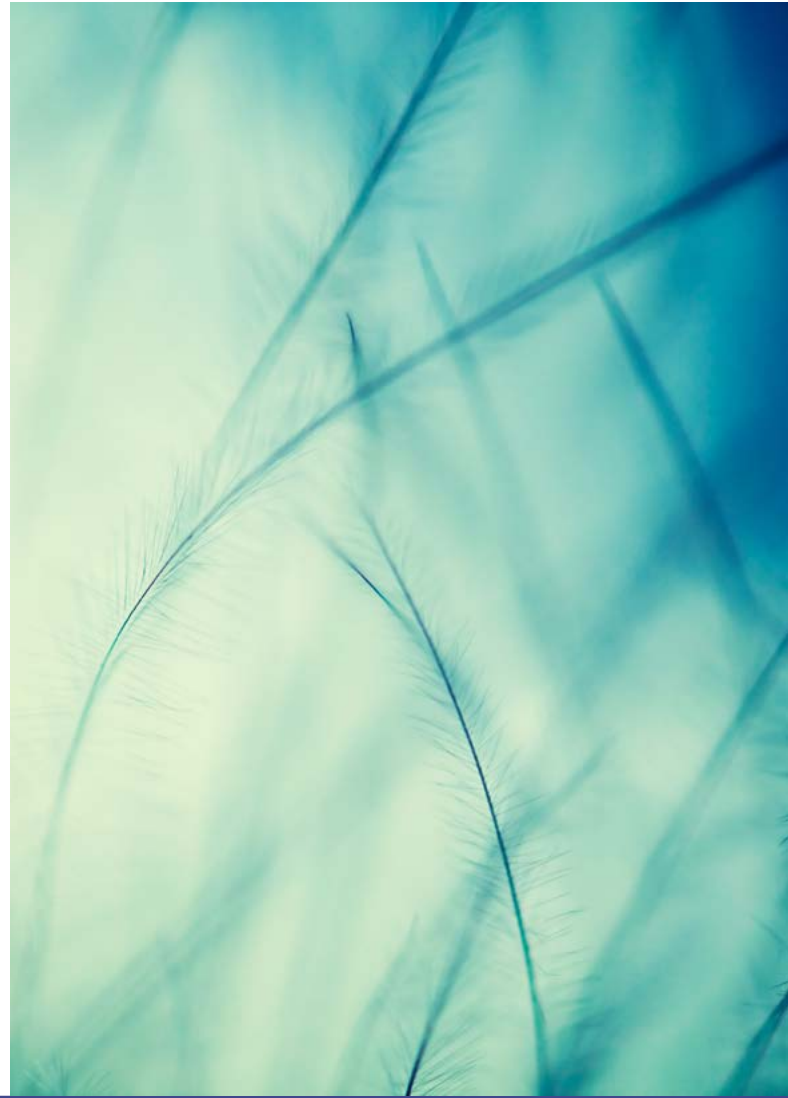


# OUR ENVIRONMENTAL IMPACT HIGHLIGHTED



# WASTE

**I**N front of a consistent increase in production, only a contained increase in waste production is reported. This positive result is the fruit of plurennial strategies aimed at diminishing the amount of waste produced for tonne of final product, such as, for example, the selection of suppliers who are able to guarantee supplies without packaging (in silos, tanks), or with fully reusable returnable packaging.



## TOTAL WASTE COMPARED TO PRODUCTION (tonnes / year)



649



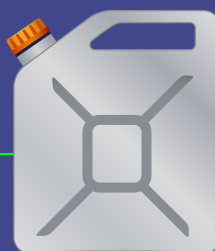
650



756



32,965



34,825



44,263

# METALS EMISSIONS

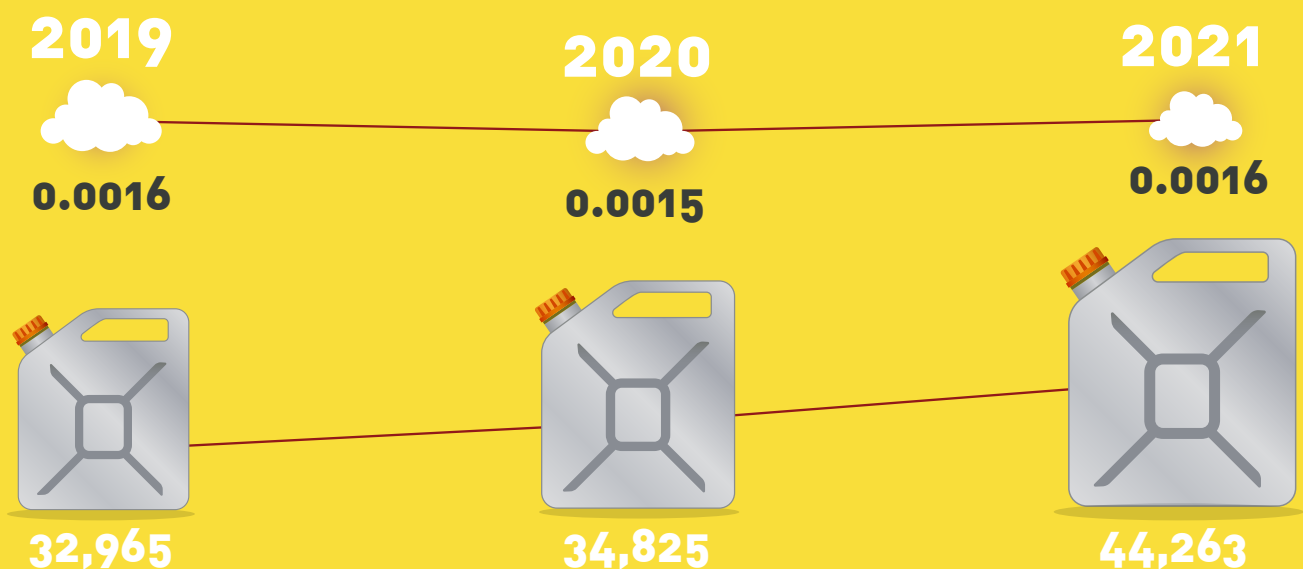
With regard to atmospheric emissions, the quantities of metals emitted per tonne of production in 2021 remained stable despite a significant increase in production. This is thanks to triboelectric detectors that improve the detection of filter bag leaks; furthermore, the use of selected raw

materials and the continuous search for higher environmental performance aim to reduce atmospheric emissions as much as possible. Metal emissions remained a significant target in 2021, which the company was able to properly manage.



## METAL EMISSIONS COMPARED TO PRODUCTION

(tonnes / year)

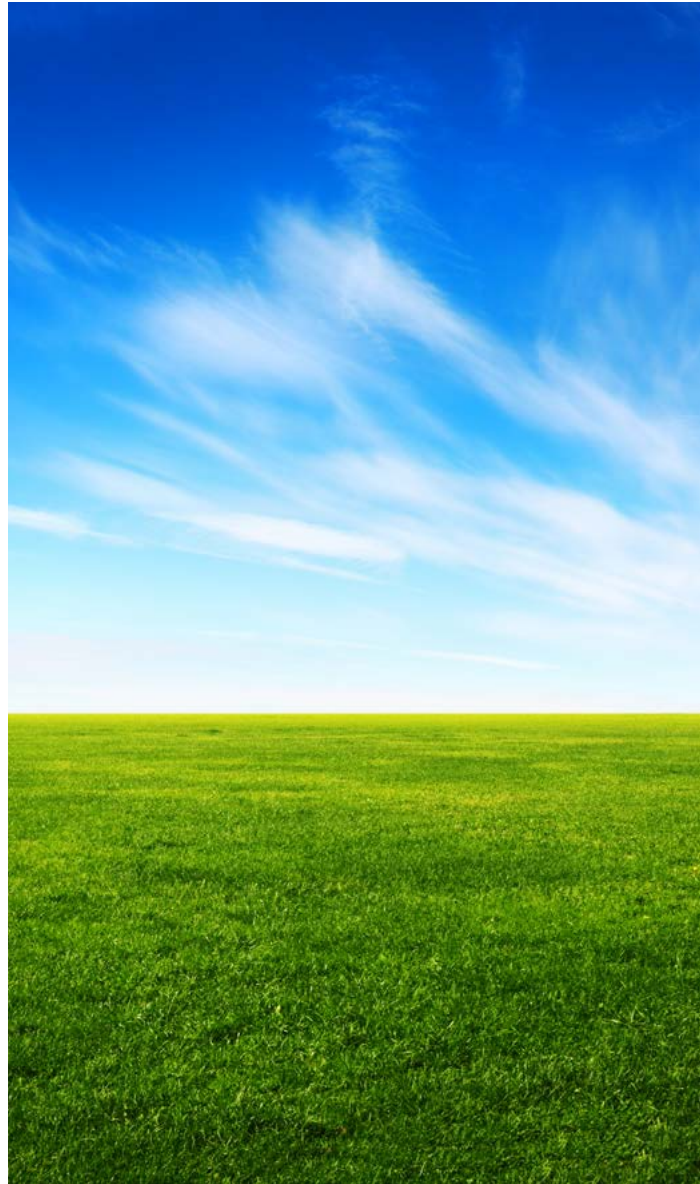




# VOC-VOLATILE ORGANIC COMPOUNDS

(II - III - IV)

As regards the volatile organic compound emissions (phenol, isobutyl alcohol and isobutyl acetate), it is important to note that their level is influenced by the production mix. The specific situation of the production mix that has influenced the 2020 values has returned, bringing back the values for 2021 into the area of their usual levels. Furthermore, an optimization of the productive process has been implemented, that has consequently brought a consistent improvement of emissions and the related index.



## EMISSIONS OF VOLATILE ORGANIC SUBSTANCES COMPARED TO PRODUCTION

(tonnes / year)

2019 

SOV II 0.166  
SOV III 0.056  
SOV IV 0.071



32,965

2020 

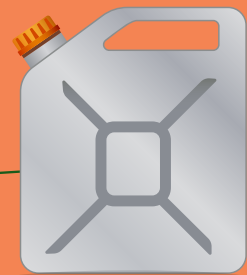
SOV II 0.100  
SOV III 0.340  
SOV IV 4.743



34,825

2021 

SOV II 0.075  
SOV III 0.124  
SOV IV 0.640



44,263

# THERMAL ENERGY



During 2021, we saw an overall reduction in the thermal energy indicator (toe [ton of oil equivalent]/Ton PF).

This positive performance has been obtained despite a strong increment of the use of thermal energy for services, after the activation of the Research center. The building, completed in 2020 and entered into service in 2021, has a surface of around 1700 square meters per floor. Furthermore, the greenhouses built on the top have a volume of approximately 5000 cubic metres, whose heating requires a significant amount of thermal energy (via methane).

The overall reduction of the thermal

energy consumption can be explained considering, on one hand, the use of the cogeneration plant that has made processes involving heavy use of processing heat more efficient. On the other hand, we registered a reduced consumption of thermal energy by the production plants due to the shift of the production mix towards less energy-intensive products.

## THERMAL ENERGY CONSUMPTION



2019

2020

2021

Thermal energy / production (Tep / Tonne PF) X 100

6.18

5.85

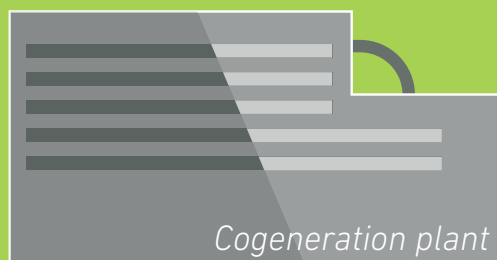
4.41

# ENERGY AND CO<sub>2</sub> EMISSIONS

At present, the cogeneration plant is a cornerstone in the optimisation of Valagro SpA's energy consumption. Its installation has made it possible to increase plant productivity, especially as regards the drying phase, taking advantage of the capacity to process all the semi-finished products coming from the reactors and thus guaranteeing high production standards. In addition to the thermal capacity, the plant provides approximately 400 kW of electrical power. This has made it possible to reduce the share of electrical energy purchased from the grid and to achieve an overall process efficiency (electrical and thermal) of over 85%.



## COGENERATION PLANT



**2019**



**EE (kwh) from cogeneration** 2,347,000  
(+ 7% compared with previous year)

**Ton CO<sub>2</sub> Eq saved** -668\*

**2020**



**EE (kwh) from cogeneration** 2,169,480  
(+ 7.5% compared with previous year)

**Ton CO<sub>2</sub> Eq saved** -603\*

**2021**



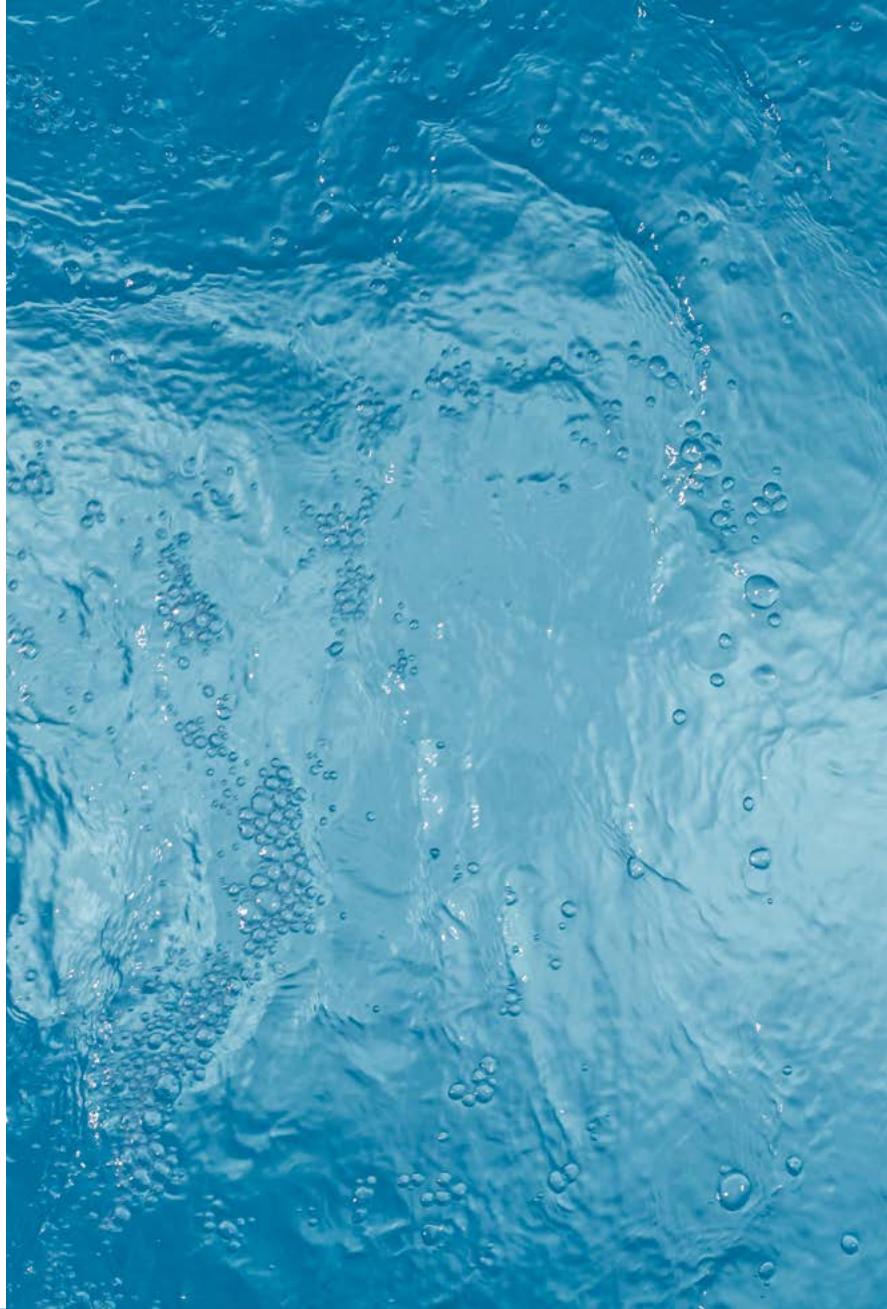
**EE (kwh) from cogeneration** 2,503,000  
(+15.4% compared with previous year)

**Ton CO<sub>2</sub> Eq saved** -695.7\*

\* value calculated on the basis of IISPR data (Emission factors for the production and consumption of electricity in Italy updated to 2019 and preliminary estimates for 2020)

# WATER WITH-DRAWALS

Valagro believes that water is an indispensable and precious primary resource. For this very reason, efforts are made to minimise the consumption of mains water through a system of collection and use of rainwater for technical purposes. In 2020 and 2021, there was an increase in water withdrawal as the production mix has been shifting to products in liquid form (especially biostimulants). Also, in 2021 (as in 2020) the increase in water withdrawal is linked to the low levels of rainfall which determined a subsequent reduction in the availability of rainwater.



## TOTAL OF WATER WITHDRAWAL



**2019**

M<sup>3</sup>/year 16,420

**+15% vs 2018**



**2020**

23,291

**+41% vs 2019**



**2021**

23,611

**+1.37% vs 2020**

# IN FOCUS

# OUR FOOTPRINT IN AGRICULTURE






IN VALAGRO  
IN 2021 WE  
CONSUMED

**0.16 tonnes of CO<sub>2</sub> / tonne prod.**  
= 160 kg CO<sub>2</sub>eq / 1000 kg of product

For Valagro, monitoring CO<sub>2</sub> emissions – as well as other environmental externalities - associated with the production of its solutions is a concrete commitment that allows the company to **limit the environmental impact by making agricultural production more sustainable and of a higher quality.** To reach this goal, during the course of 2021, Valagro has kept working to obtain the **certification of the Environmental Product**

**Declaration (EPD) process,** in order to quantify the environmental impact of its products all along their entire life cycle. The production of healthy food for a healthy world is a challenge that Valagro strongly believes in, and today this commitment takes on renewed value thanks to the **Farm to Fork (F2F) strategy, the cornerstone of the European Green Deal.** In line with the United Nations Sustainable Development

Goals mentioned at the beginning of this report, and thanks to specific actions that affect the entire supply chain, from agriculture to the way food is labelled, the F2F strategy intends to promote the transition towards a fair, **healthy and environmentally friendly food system on a global level,** through trade policies and international cooperation between Europe and third countries.

CROP	STANDARD SOLUTIONS (1ha)	STANDARD SOLUTIONS + 2 lt YieldON: yield increase with respect to standard solutions only	CO <sub>2</sub> eq emissions %
 <b>DURUM WHEAT</b>	Diammonium Phosphate <b>15Kg</b> Ammonium Nitrate <b>200Kg</b>	<b>+4%</b>	<b>-3.63%</b>
 <b>CORN</b>	Ammonium Nitrate <b>250Kg</b> Urea <b>200Kg</b>	<b>+6%</b>	<b>-5.50%</b>
 <b>SOY</b>	Diammonium Phosphate <b>150Kg</b> Potassium Nitrate <b>150Kg</b>	<b>+5%</b>	<b>-4.28%</b>
 <b>RAPE</b>	Urea <b>250Kg</b> Ammonium Sulphate <b>250Kg</b>	<b>+6%</b>	<b>-5.27%</b>
 <b>RICE</b>	Urea <b>200Kg + 250kg</b>	<b>+10%</b>	<b>-8.84%</b>

# FOCUS ON SOLUTIONS

## AN IMPORTANT YEAR FOR TALETE



**2021** has seen as a protagonist Talete, the innovative Valagro solution to enhance Crop Water Productivity, that is to say, to guarantee an increase in production or economic yield for each unit of water used in agricultural production.

After its launch in 2020 in Italy, Mexico, Spain and Turkey, in March 2021 Talete has been protagonist of a worldwide digital event in which customers, farmers, experts and opinion leaders of international relevance have discussed the topic of sustainable water management in agriculture. The event, who saw more than 800 participants from 25+ nations among 5 continents, has also been the occasion to announce the **launch of Talete in five more Countries** (Australia, China, Colombia,

France and Greece).

Furthermore, 2021 was also a year full of acknowledgements for Talete, whose disruptiveness in the field of agricultural water management has been witnessed with the award as **Best New Biological Product (Biostimulant) in the framework of the Crop Science Awards 2021**. In its history, more than 10 years long, this prestigious annual event (previously known as Agrow Awards) has celebrated the most successful scientific, technologic and leadership initiatives in the area of crop protection and digital ag worldwide. Moreover, in the same year, Talete has been presented as the Bio-Ag World Congress where it was ranked on the third place of the **“Bio-Agro Disruptor Award”**, contest thanks to the direct vote of the audience.

# FOCUS SULLE SOLUZIONI

## VIVA AND THE **SOIL HEALTH PROJECT**



**S**oils are the foundation of food production and food security, and Biostimulants can play a pivotal role among those sustainable and good agronomical practices that contribute to **enhancing the soil health parameters**. Our biostimulant **VIVA**, the rhizosphere fertility improver, is the protagonist of a new international program, the **“Soil Health Project”**, whose aim is to evaluate how VIVA influences biological

and nutrient cycling dynamics in the soil, considering it as a living organism.

The program, which is now focused on Italy and US and will see a further development in other countries in the future, has been made in partnership with recognized prestigious Universities and Clinical Research Organization.





# OUR SITES IN ITALY AND ABROAD



Where science serves nature

# ATESSA

## PLANT



### Principal intervention:

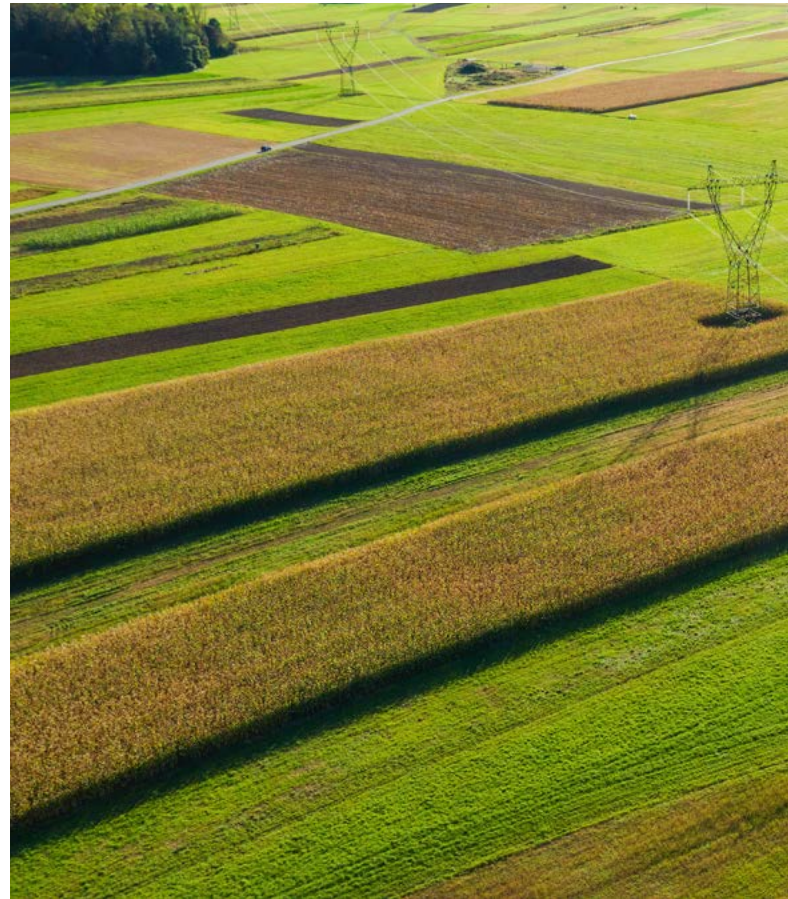
- CE certification of the Granular line, with 70+ mechanical and electrical upgrades. This implied a general improvement of the workplace conditions and of workers' sensitivity and involvement on safety themes.
- Revamping of the cream plant with the installation of a new electrical and mechanical plant that contribute to increasing the overall safety.
- Installation of a new packaging line for products from 1 to 10 lt that increases quality of the filling process and reduces scraps, also reducing non-conformities.
- Installation of a humic acids slurry drier that allows for recovery and valorization of byproducts.
- Certification of the Safety Integrity Level (SIL1 and SIL2) of three safety chains of the Chelates plant.
- Upgrade of the rain water recovery system capacity, meaning a reduced withdrawal from mains water.
- Substitution with diesel-fueled forklifts with electrical ones.

## productive plants

# GRABI

### Principal intervention:

- The floor of the Solid plant was impermeabilized with a polyurethane-cement coating.
- External courtyards in the Solids and Liquids warehouse areas were revamped.
- Cockpits for Solid products manufacture were resinated and impermeabilized for the discharge of waters in collection tanks.



## productive plants

# INDIA

### In 2021, in the Pashamylaram plant, the following upgrades have been implemented:

- Implementation of a new fire-fighting system.
- Purchase of a new and more efficient blender for Water Soluble Fertilizers, which requires less manpower and electricity consumption.
- Purchase of a new screw air compressor, which requires reduced maintenance and electrical consumption.
- Implementation of new capping tools (instead of manual capping) for an increased product quality.

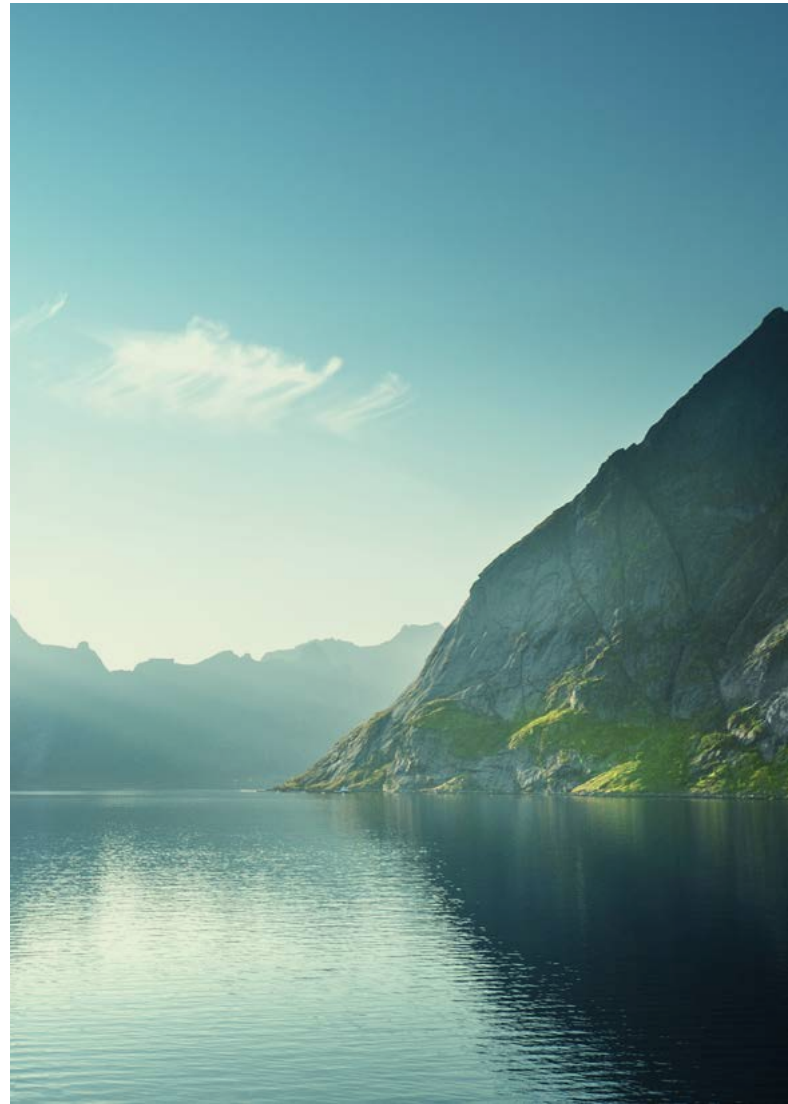


## productive plants

# NORWAY

**In 2021, in the Kristiansund plant, the following upgrades have been implemented:**

- Installation of a new roll drier and a new reactor, that allowed respectively to reduce noise and external emissions; plus, they both allowed to improve the quality of indoor air by the reduction of dust emissions.
- Installation of a new evaporator with magnetic drive pumps (in replacement of water-cooled pumps), which reduced noise impact and water losses.
- Implementation of a 400V 3P electrical room (in replacement of a less efficient 230V 3P electrical network) for the reduction of energy consumption.

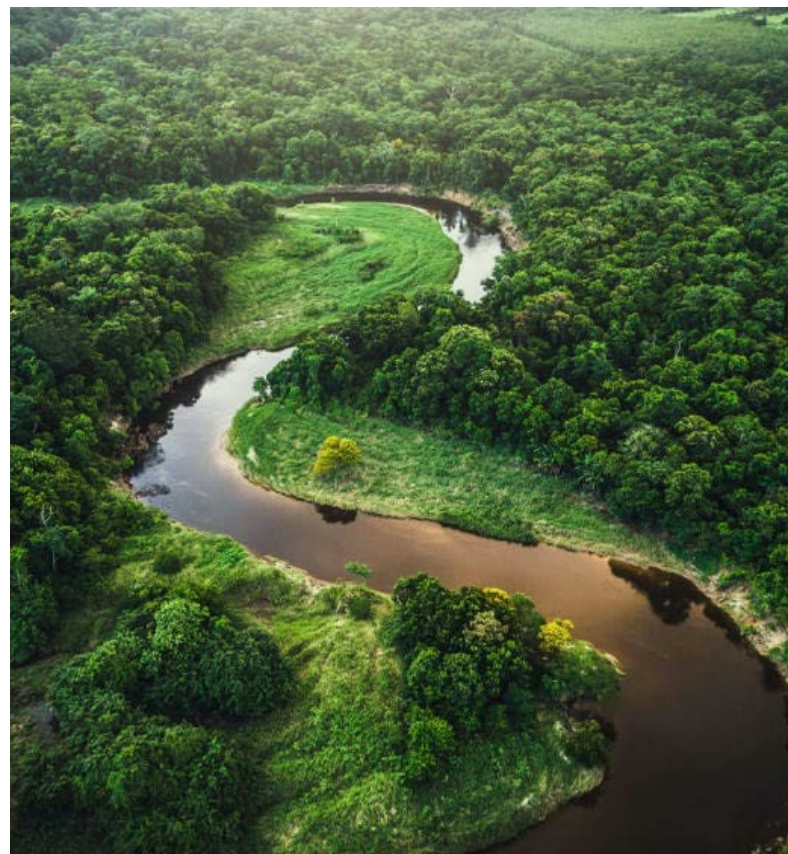


## productive plants

# BRAZIL

**In 2021, in the Pirassununga plant, the following upgrades have been implemented:**

- Installation of an automatic sampler in the Water Soluble Fertilizers plant, aimed at shorten the time and reducing waste during the collection process.
- Installation of dust collection silos in the Water Soluble Fertilizers plant, which reduces the dust emission inside the building.
- Implementation of a new pump for Chloric acid, for a safer dosage of chemicals
- The set-up of a nebulization system aimed at reducing bad odours.



# OUR ADDED VALUE

Economic Value  
Distributed  
**101.076.703**  
millions

**A**dded Value summarises the company's ability to produce wealth and then distribute it to the various stakeholders.

Its basic components are the Economic Value Generated by the ordinary management of the company and

then the breakdown in terms of Economic Value Distributed and Retained.

The portion of Economic Value Distributed is divided among the main stakeholders: Suppliers, Employees, Partners - Shareholders, Central Administration,

Community and the environment. Conversely, the Economic Value Retained relates to value adjustments, anticipated and deferred taxes, provisions to reserves and profit for the year.

## Valagro SpA's economic value in Millions of Euros

	2019	2020	2021
Generated	95,855,515	103,219,019	122,183,423
Distributed	88,938,566.96	88,054,820	101,076,703
Retained	6,916,947.71	15,164,199	21,106,720

## Revenues by geographic area

REVENUES BY AREA	2021	Vs 2020
EMEA	50,433	+ 6%
AMERICAS	29,429	+ 42%
ASIA PACIFIC	27,738	+ 29%



# OUR AWARDS

## Sustainability Award

**I**ts years-long commitment in the field of environmental, social and economic sustainability won Valagro the placement among the “top 100 sustainable companies in Italy” in the framework of the first edition of the Sustainable Award. The Award, sponsored by Credit Suisse and KON Group, is dedicated to the Italian companies that have distinguished themselves more in the implementation of pathways for sustainable and inclusive development generating value for the

stakeholders and the community. In the course of the selection, firms have been evaluated by means of two independent models: the first one, based on the ESG rating model developed by ALTIS (Alta Scuola Impresa e Società) of the Università Cattolica del Sacro Cuore; the second one based on the Reprisk methodology. The names of the 100 winners have been reported on Forbes.



# OUR AWARDS

## Valagro Biosciences Private Limited receives the India Biodiversity Award

The virtuous behaviour that has characterized the Indian subsidiary of the Valagro group regarding the fair and sustainable access to biological resources has led Valagro Biosciences to obtain the prestigious India Biodiversity Award.

The Award, a joint initiative by the Indian Ministry of Environment, Forest and Climate Change, the National Biodiversity Authority and the United Nations Development Programme, testifies to Valagro's commitment in the field of "Replicable Mechanisms for Access and Benefit Sharing, ABS". In particular, it recognized the fairness of Valagro's behavior in the access to soil microbiome

and the equitable distribution of the royalties among the villages interested by the withdrawal of resources.



# THE COMMITMENT TO OUR PEOPLE

## The adoption of the Syngenta Group code of conduct

Paying attention to our People means also pursuing a safe, serene working environment with high ethical standards. In this spirit – that has guided Valagro from its foundation – and following the entry in 2020 in the Syngenta Group, Valagro has updated its Code of Conduct adhering to the Syngenta Group code.

The adoption of the new Code of Conduct follows up and strengthens the desire – which was already concrete in Valagro – to maintain the **highest ethical responsibility principles towards coworkers, customers and all stakeholders**. In particular, thanks to the new Code, a joint Valagro and Syngenta ambition takes shape – that is to say, the ambition of guaranteeing high excellence standards to their People, in terms of quality and integrity of the workplace: an environment where ethics, loyalty and safety meet to ensure a better future for people and nature.





## Continuous People listening: the Valagro Pulse survey

**IN** Valagro our people are the greatest value. Listening, sharing, dialogue and action are part of our DNA and our way of working as a

team. In particular, listening is at the heart of the lead and development of our People, and in 2021, with the introduction of the **Valagro Pulse survey**, People has been listened in a new way. We asked everyone to globally to give **transparent feedback about their own experience in Valagro**, sharing thoughts, ideas, needs, expectations, and aspirations. The intent was to listen, to

facilitate ongoing discussion with team, with concrete, actionable, insights for making awesome the Valagro company journey. More than 700 Valagro Employees, about the 76% of the population, decided to share their voice in this occasion, for making **Valagro a better place to work**.



## Valagro obtained the ConciliaMo funding

**V**alagro's commitment in guaranteeing a 360° support to its People, inside and outside work, has been further strengthened thanks to

an important result obtained in 2021: the win of the #ConciliaMo tender, the funding allocated by the Department of Family Policies and destined to measures promoting a custom-built welfare for families, with particular attention to equilibrating the workload among men and women and supporting families with people with disabilities.

Among the 800+ firms participating over the whole Country, the Welfare projects proposed by the Global Legal, People & Culture team have won Valagro a funding that will allow the Company to implement a number of projects dedicated to our People, with caregivers, family, health and work at the center.



## The Valagro stop of the Susan G. Komen Caravan of Prevention

In such a critical moment as the global pandemic, characterized by the drastic drop in diagnostic tests, Valagro has been committed to underline the importance of prevention and early diagnosis of pathologies that require an effective treatment process. To this purpose, Valagro hosted at the Atesa Headquarter the Caravan of Prevention, organized by the Susan G. Komen Italia association, a non-profit organization of reference in Italy for

the fight against breast cancer. Thanks to the 3 mobile units available in the Headquarter, more than 100 medical exams were made available, among

which breast, thyroid and dermatological screenings for Valagro people of both sexes.



## Valagro launches the Employee Assistance Program

Listening to the individual needs, offering qualified solutions into a psychologically safe, inclusive, and open environment: this is the aim of the **Employee Assistance Program (EAP)**, the new portal dedicated to the Group's people and their families, and implemented by Valagro – as part of the Syngenta Group – in the course of 2021. Meant to be a program offering **qualified support** in tackling the small and big challenges of our People's everyday life, through the EAP it is possible to benefit from high-quality counselling, support during the critical moments inside and outside work, and a service of training and individual development. All these features are available via a full-time portal, navigable in a 100% private mode. riservato.

## The assistance to Valagro people during the global pandemic continues

With the prolonging sanitary emergency due to the global Covid-19 pandemic, Valagro has **renewed the assistance and protection measures** dedicated to its People and their families. Besides the maintenance of safety measures in the working environment – including the adoption, where possible, of remote working – the company has continuously supplied to employees no.5 FFP2 face masks per month, destined to each family unit. As a further mean to protect their People, Valagro has also maintained the insurance policy that grants every employee of Valagro S.p.A. and their families a compensation in case of contagion from Covid-19.

# THE COMMITMENT TO **OUR PEOPLE**

in summary

**9693**  
total training  
hours

**635**  
Subsidiary  
Employees

**32.86**  
average training hours  
for employee

**295**  
employees  
**Valagro SpA**

# COMMITMENT TO OUR CUSTOMERS

## Valagro Academy

Valagro Academy is the program that has been creating and sharing with customers, since 2016, a highly-qualified knowledge on Valagro solutions for plant nutrition and care, with a particular attention to resources optimization and sustainability in agriculture. Over the course of 2021, where possible depending on the sanitary conditions

of the Country, we have resumed in-person activities, running more than 800 live meetings. We continued to run some trainings remotely, though, and this allowed us to grant training and assistance even where the socio-sanitary emergency did not allow to intervene in person. This hybrid mode has allowed the Marketing team, along with the Market Development Managers of

the Valagro team, to reach a high number of people, be it with events dedicated to specific customers needs (distributors, technicians, farmers), or with training sessions destined to the Valagro sales team on the topic of plant nutrition and biostimulants.



# COMMITMENT TO OUR CUSTOMERS

## Farmers Award

In order to **promote a new way to conceive agriculture** – regarding not only the use of biostimulants, but also the adoption of precision technologies for sustainable farming - Valagro has created and promoted a **new award destined to farmers worldwide**: the Farmers Award. The award, launched

in the framework of the 5th Biostimulants World Congress, is dedicated to an audience far wider than Valagro customers only, including also those who have embraced the responsible use of biostimulants in their agricultural practices and that have adopted the latest innovations in agriculture. Among the winners, selected by a jury composed of important personalities of the agricultural sector,

two Valagro customers – from Brazil and Spain - ranked at the 1st and 3rd place, testifying to Valagro's continuous commitment in promoting the most innovative instruments for a sustainable agriculture.



**FARMER'S  
AWARD**

**Valagro**<sup>®</sup>  
Where science serves nature

# OUR RESEARCH

One year after the inauguration of our Research Center, research activities have continued at full speed, benefitting from new spaces and available resources. Despite the prolonged pandemic emergency, researchers of the Global Research team have continued their work in full respect of the safety rules in force, going on with the publication of scientific papers, patents deposit, as well as scientific communication both in presence and remotely.

2021 has seen the successful conclusion of the two projects funded by Regione Abruzzo in the framework of **POR FESR Abruzzo 2014-2020**. The **“INNOPAQ” project (Sustainable Innovation for Quality Agri-food Production)**, in which Valagro has been project leader and coordinator of important realities of the agri-food sector and research of central Italy, was aimed at promoting quality and sustainability of the Abruzzo agri-food system through the development of biostimulants for improving the characteristics of typical crops. The **“RECOVER” project**, which has reunited three industrial landmarks in the Abruzzo region (Valagro, FaterSMART and Almacis), leveraged on the individual know-hows to transform

the outputs of the used absorbent hygiene product recycling process into biostimulants for sustainable nutrition of crops.

Furthermore, in 2021 a new project has been inaugurated, based on metabolomics (research topic that studies the chemical characterization of cellular processes), in collaboration with the Dutch university of Wageningen (“WUR”). The project has the goal of exploring the way of working of Valagro biostimulants by means of innovative technologies, complementary to the ones already in force in our Atessa Research Center.

Valagro research had wide resonance worldwide in the course of 2021. In the framework of the 5th edition of the Biostimulants World Congress, the Valagro Research department presented a novel and innovative approach for the identification and differentiation of next-gen biostimulants based on crop-beneficial microorganisms. Furthermore, the results of years-long studies conducted along with important realities of the Italian research panorama (CNR of Pisa, Scuola Superiore Sant’Anna di Pisa, Università di Pisa and Scuola Normale Superiore di Pisa) led to

a publication on the prestigious scientific paper Nature Plants.

In conclusion, during this year, synergies have been fueled between the Valagro and the Syngenta research groups (after their start in 2020) in the framework of three strategic areas: biostimulation, formulation and biocontrol. In line with the already-tested model of the thematic “deep dives” (plant science, microbiology, plant pathology, innovative formulation technologies etc.), the aim of this collaboration is to understand how to leverage synergistically on the complementary Valagro and Syngenta know-hows, in order to create project opportunities tailored on responding to the continuously evolving Agri-business needs.



# OUR RESEARCH

In summary

Scientific publication on  
**1**  
international  
peer-reviewed journals

**2**  
Oral  
presentations

**1**  
Poster

**1**  
New Team  
members  
(of which **5 PhD**)

# The **G4 GRI** guidelines

Since 2016, we communicate the impact of our business activities from a social, environmental and economic perspective using, as a reference, the G4 GRI international standards dictated by the Global Reporting Initiative. This provides us with an objectively valid and internationally recognised tool with specific characteristics of comparability, accuracy, clarity, timeliness and reliability.

This publication will expressly outline the indicators reported by the various corporate functions according to the availability of the information required by the standard.



# GRI INDICATORS

## CATEGORY

## ENVIRONMENTAL

CATEGORY: ENVIRONMENTAL  
ASPECT: MATERIALS

### MATERIALS USED BY WEIGHT OR VOLUME



**Valagro** SUSTAINABILITY REPORT 2022  
Where science serves nature

	2019	2020	2021
External Source (Kg)	38.738.554	39.237.675	48.256.718
Internal Source (Kg)	2.021.625	1.890.014	1.714.645
Non-renewable materials used (Kg)	35.120.579	38.751.155	47.366.927

CATEGORY: ENVIRONMENTAL  
ASPECT: MATERIALS

### RECYCLED INPUT MATERIALS USED



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Identify the total weight or volume of materials used as reported under G4-EN1	2019	2020	2021
Total weight (tonnes)	3,617	2,376	2,604

CATEGORY: ENVIRONMENTAL  
ASPECT: ENERGY

## ENERGY CONSUMPTION WITHIN THE ORGANIZATION



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	2019	2020	2021
Identify the types of energy (fuel, electricity, heating, cooling, and steam) consumed within the organization (TJ)	2.950	2.827	3.065
Report fuel consumption for renewable fuel source (TJ)	0.00	0.00	0.00

CATEGORY: ENVIRONMENTAL  
ASPECT: ENERGY

## ENERGY INTENSITY



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	2019	2019	2021
Report the energy intensity ratio (MWh/Ton)	0.94	0.83	0.71
Report the types of energy included in the intensity ratio	All	All	All
Report whether the ratio uses energy consumed within the organization, outside of it or both	Within	Within	Within

CATEGORY: ENVIRONMENTAL

ASPECT: WATER

### WATER WITHDRAWAL BY SOURCE



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Identify the total volume of water withdrawn from any water source	2019	2020	2021
Report the total volume of water withdrawn	35.944	40.563	50.382

CATEGORY: ENVIRONMENTAL

ASPECT: WATER

### WATER SOURCES SIGNIFICANTLY AFFECTED BY WITHDRAWAL OF WATER



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Identify water sources significantly affected by water withdrawal by the organization	2019	2020	2021
Report the total number of water sources significantly affected by withdrawal	2	2	2

CATEGORY: ENVIRONMENTAL  
ASPECT: WATER

## WATER RECYCLED AND REUSED



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	2019	2020	2021
Report the total volume of water recycled and reused as a percentage of the total water withdrawal reported under Indicator G4-EN8.	4,870	4,650	5,669

CATEGORY: ENVIRONMENTAL  
ASPECT: EMISSIONS

## DIRECT (SCOPE 1) GHG EMISSIONS



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Identify direct emissions of GHGs from sources owned or controlled by the organization	2019	2020	2021
Report gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent	5484,46	4965,14	5582,17
Report gases included in the calculation	All	All	All
Report biogenic CO2 emissions	0	0	0

CATEGORY: ENVIRONMENTAL  
 ASPECT: EMISSIONS  
**ENERGY INDIRECT (SCOPE 2)  
 GHG EMISSIONS**



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	2019	2020	2021
Report gross energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent	774,88	931,75	1376,44
Report gases included in the calculation	All	All	All

CATEGORY: ENVIRONMENTAL  
 ASPECT: EMISSIONS  
**OTHER INDIRECT (SCOPE 3)  
 GHG EMISSIONS**



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	2019	2020	2021
Report gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent, excluding indirect emissions from the generation of purchased or acquired electricity, heating, cooling, and steam consumed by the organization	878,06	173,84	236,07

CATEGORY: ENVIRONMENTAL

ASPECT: EMISSIONS

**GREENHOUSE GAS (GHG)  
EMISSIONS INTENSITY**



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	2019	2020	2021
Indirect emissions (tonnes)	774,88	931,75	1376,44
Other indirect (tonnes)	301	125,84	125,89
Flights (tonnes)	577	48	110,18
Total scope 1,2 and 3 (tonnes)	7137	7060	7194,69
Turnover M€	81,83	87.67	107.00
Tonnes CO2 /M€	87,21	69,78	67.10
Production	32.965	34.825	44.263
Tonnes CO2/Kg Product	0.22	0.17	0.16
Employees	282	290	294
Tonnes CO2/ Employees	25,30	20,00	24.42

CATEGORY: ENVIRONMENTAL  
ASPECT: EMISSIONS

**NITROGEN OXIDES (NOX), SULFUR OXIDES (SOX), AND OTHER SIGNIFICANT AIR EMISSIONS**



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	2019	2020	2021
NOX	NA	NA	NA
SOX	NA	NA	NA
POP	NA	NA	NA
VOC (UNI EN 13649:2002 UNI EN 13649:2002)	297	5185	839.63
PM (UNI EN 13284-1:2003)	93.74	149.5	266.4
Metals	1.59	1.51	1.59

CATEGORY: ENVIRONMENTAL  
ASPECT: EFFLUENTS AND WASTE

## WATER DISCHARGE BY QUALITY AND DESTINATION



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Rainwater	2019	2020	2021
Destination	0	0	0
Quality of the water including treatment method (kg/year)	COD: 0 Nitrogen: 0 Phosphorus: 0 Metals: 0	COD: 0 Nitrogen: 0 Phosphorus: 0 Metals: 0	COD: 0 Nitrogen: 0 Phosphorus: 0 Metals: 0
Whether it was reused by another organization	No	No	No

Black waters	2018	2019	2020
Destination	Sewerage	Sewerage	Sewerage
Whether it was reused by another organization	No	No	No



CATEGORY: ENVIRONMENTAL  
ASPECT: EFFLUENTS AND WASTE

## WASTE BY TYPE AND DISPOSAL METHOD



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Identify the weight of waste created by the organization's operations	2019	2020	2021
Hazardous	215.843	82.750	64.772
Non-hazardous	433.309	567.371	691.720
Report the total weight of hazardous and non-hazardous waste, by the following disposal methods:			
Recycling	264.746	412.315	692.234
Composting	15.000	15.000	8.000
Landfill	191.751	81.746	64.286

CATEGORY: ENVIRONMENTAL  
ASPECT: EFFLUENTS AND WASTE

## TRANSPORT OF HAZARDOUS WASTE



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Total weight of hazardous waste transported by destination	2019	2020	2021
Total weight (kg)	215.843	82.750	64.772

CATEGORY: ENVIRONMENTAL

ASPECT: COMPLIANCE

## NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS



**Valagro** SUSTAINABILITY REPORT 2022  
Where science serves nature

	2019	2020	2021
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations			
Report significant fines and non-monetary sanctions	0	0	0

CATEGORY: ENVIRONMENTAL

ASPECT: OVERALL

## TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE



**Valagro** SUSTAINABILITY REPORT 2022  
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	2019	2020	2021
Report total environmental protection (€)	400.000	300.000	627.126

# GRI INDICATORS

## CATEGORY SOCIAL - LABOR PRACTICES AND DECENT WORK

CATEGORY: LABOR PRACTICES AND DECENT WORK  
ASPECT: EMPLOYMENT

### NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER



**Valagro**® SUSTAINABILITY REPORT 2022  
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TOTAL NEW RECRUITS BY AGE GROUP W/M	2019	2020	2021
Under 30 years old	6/11	5/6	11/21
30-50 years old	17/21	17/15	12/49
Over 50 years old	0/12	1/13	5/21

STAFF TURNOVER BY AGE GROUP W/M	2019	2020	2021
Under 30 years old	4/11	5/5	4/14
30-50 years old	13/13	11/21	13/35
Over 50 years old	0/13	3/21	5/23

CATEGORY: LABOR PRACTICES AND DECENT WORK  
ASPECT: OCCUPATIONAL HEALTH AND SAFETY

**WORKERS REPRESENTATION IN FORMAL  
JOINT MANAGEMENT-WORKER HEALTH  
AND SAFETY COMMITTEES**



**Valagro** SUSTAINABILITY REPORT 2022  
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Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advise on occupational health and safety programs	2019	2020	2021
Report the level at which each formal joint management-worker health and safety committee typically operates within the organization.	1	1	1
Report the percentage of the total workforce represented in formal joint management-worker health and safety committees.	100	100	100

CATEGORY: LABOR PRACTICES AND DECENT WORK  
ASPECT: OCCUPATIONAL HEALTH AND SAFETY

**TYPES OF INJURY AND RATES OF INJURY,  
OCCUPATIONAL DISEASES, LOST DAYS,  
AND ABSENTEEISM, AND NUMBER OF  
WORK-RELATED FATALITIES**



**Valagro** SUSTAINABILITY REPORT 2022  
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Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities	2019	2020	2021
Injury	0	1	1
Occupational diseases	0	0	0
Severity Index	0	0.035	0.09

CATEGORY: FAIR WORK PRACTICES AND CONDITIONS  
ASPECT: TRAINING

## AVERAGE HOURS OF TRAINING PER YEAR FOR EMPLOYEE



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<b>TOTAL EMPLOYEE BY GROUP W/M AND CATEGORY</b>	<b>2019</b>	<b>2019</b>	<b>2021</b>
<b>Total</b>	<b>278</b>	<b>271</b>	<b>295</b>
Gender (W/M)	86/192	89/182	94/201
Directors	15	15	15
Executives	33	37	42
Desk Employees	127	129	145
Technicians	103	90	93

<b>TRAINING TOTAL HOURS</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Total</b>	<b>7682*</b>	<b>6725*</b>	<b>9692*</b>
Directors	656	586	295
Executives	730	992	788
Desk Employees	3129	4043	6750
Technicians	3167	1104	1858

<b>AVERAGE TRAINING HOURS PER EMPLOYEE</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>Total</b>	<b>27,63</b>	<b>24,81</b>	<b>32,85</b>
Gender (W/M)	28% / 72%	24% / 76%	37% / 63%
Directors	44	39	20
Executives	22	27	19
Desk Employees	25	31	47
Technicians	31	12	20

\* VCU launch impacted learning hours with the introduction of digital learning.

CATEGORY: LABOR PRACTICES AND DECENT WORK  
ASPECT: DIVERSITY AND EQUAL OPPORTUNITY

## DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES



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TOTAL GROUP EMPLOYEES (AS OF DECEMBER 31, 2021)	by gender W/M	by age Under 30 years old	by age 30-50 years old	by age Over 50 years old
Governance bodies	1/1	0	1	1
Directors	1/14	0	2	13
Executives	17/25	0	25	17
Desk Employees	63/82	16	103	26

# GRI INDICATORS

## CATEGORY ECONOMIC

CATEGORY: ECONOMIC  
ASPECT: ECONOMIC PERFORMANCE

### DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED



**Valagro** SUSTAINABILITY REPORT 2022  
Where science serves nature

DIRECT ECONOMIC VALUE GENERATED (€)	2019	2020	2021
Cash received as interest on financial loans, as dividends from shareholdings, as royalties, and as direct income generated from assets	95.855.515	103.219.019	122.183.423

REVENUE DETAIL FOR REGIONS (€)	2019	2020	2021
Center and South America	13.772	13.001	16.182
Europe	40.449	47.555	50.433
Far East	4.961	6.085	7.496
Middle East and Africa	11.598	11.637	15.740
North America	7.453	7.656	13.247
Oceania	3.168	3.705	4.502
<b>Total revenues</b>	<b>81.401</b>	<b>89.639</b>	<b>107.600</b>
Dividends from subsidiaries	6.786	4.281	2.643
Interest income from subsidiaries	570	213	137
<b>Total Economic value directly generated</b>	<b>88.757</b>	<b>94.133</b>	<b>110.380</b>

CATEGORY: ECONOMIC  
ASPECT: ECONOMIC PERFORMANCE

## DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED



**Valagro** SUSTAINABILITY REPORT 2020  
Where science serves nature

DIRECT ECONOMIC VALUE DISTRIBUTED (€)	2017	2018	2019
Operating costs: property rental, license fees, facilitation payments, royalties, payments for contract workers, employee training costs	61,899,530	60,612,478	54,818,501
Employee wages and benefits: regular contributions as well as other employee	19.213.000	18,794,124	19.250.208
Payments to providers of capital: interest payments made to providers of loans	9,389,252	3,990,963	12,699,145
Payments to government: all organization taxes and related penalties paid at the international, national, and local levels	2,612,346	947,126	1,983,693
Community investments: Voluntary donations and investment of funds in the broader community	161,520	183,587	174,928
<b>Total</b>	<b>93,275,647</b>	<b>84,528,278</b>	<b>88,926,475</b>

ECONOMIC VALUE RETAINED	2017	2018	2019
Direct economic value generated' less 'Economic value distributed	5,904,122	12,175,491	6,929,040



CATEGORY: ECONOMIC  
ASPECT: ECONOMIC PERFORMANCE

## DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS



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Where science serves nature

## COVERAGE OF THE ORGANIZATION'S DEFINED BENEFIT PLAN OBLIGATIONS

### Defined contribution plans offered to employees

A defined contribution plan is a retirement plan under which the Company pays fixed contributions to a separate organisation. The Company has no legal or other obligation regarding the payment of additional contributions if the fund is not sufficient to pay benefits for the working period to all employees. Contribution obligations of employees for pensions and other types of payments are charged to the income statement when incurred.

### Defined benefit plans offered to employees

Net obligations related to defined benefit plans mainly consist of employee severance indemnities (TFR) and end director's mandate indemnities (TFM), and are calculated by estimating the actuarial amount of the future benefit that the employees and the directors concerned have accrued in the current financial year and in previous years. The resulting benefit is discounted and is net of the fair value of any related assets. The calculation is carried out by an independent actuary, using the projected unit credit method. Actuarial gains and losses are recognised in the statement of comprehensive income for the year in which they occur.

Following the introduction of new legislation on supplementary pensions, as provided for by Legislative Decree 252/2005 implemented by the Financial Act 2007, the possibility has been given of providing the supplementary pension with the accruing severance indemnity. Consequently, in the actuarial valuation of the employee severance indemnity fund as of December 31, 2008, the effects of these new provisions have been taken into account, by evaluating for IAS/IFRS purposes only the liability relating to the termination indemnity accrued in the company since the further portions accruing are paid to a separate entity (supplementary pension scheme or INPS funds).

### Long-Term Incentive Plan

The company adopted a loyalty plan for the 2014-2017 period addressed to the Core Team Member which, subject to certain conditions, provides for the provision of an incentive. According to the provisions of IAS 19 Revised, loyalty plans are classified as "other long-term employee benefits" and the valuation is to be carried out by adopting the "Projected Unit Credit Method" as well as "post-employment benefits".

Contribution rates of supplementary pension fund for FONCHIM category (extract CCNL CHEMICAL INDUSTRY - Part V) – at the expense of the worker and the company as of 1 January 2001, the contribution rate is set at 1.2% of the payable benefit for the calculation of the TFR;

– at the expense of the company:

- as of 1 July 2011, the contribution rate is set at 1.65% of the payable benefit for the calculation of the severance indemnity (TFR);
- as of 1 July 2014, the contribution rate is set at 1.85% of the payable benefit for the calculation of the severance indemnity (TFR);
- as of 1 March 2017, the contribution rate is set at 2.1% of the payable benefit for the calculation of the severance indemnity (TFR);

As of 1 January 2007, the company must make a further payment for each employee who is registered with FONCHIM, exclusively for the fixed category FUND set at 0.20% of the payable benefit for the calculation of the severance indemnity (TFR), which will be provided to the FUND for insurance coverage in the case of predecease or permanent invalidity, sanctioned by the competent institutions, which determines the termination of the employment relationship.

No contribution is payable by the company if the employee decides to enter a pension scheme other than the contractual scheme.

CATEGORY: ECONOMIC  
ASPECT: ECONOMIC PERFORMANCE

**FINANCIAL ASSISTANCE RECEIVED FROM GOVERNMENT**



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	2019	2020	2021
Report the total monetary value of financial assistance received by the organization from governments during the reporting period, including, as a minimum:	233.177	287.777	2.651.892

CATEGORY: ECONOMIC  
ASPECT: PROCUREMENT PRACTICES

**PROPORTION OF SPENDING ON LOCAL SUPPLIERS**



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	2019	2020	2021
Calculate the percentages based on invoices or commitments made during the reporting period	45%	57%	59%

CATEGORY: SOCIAL - PRODUCT RESPONSIBILITY  
ASPECT: PRODUCT AND SERVICE LABELING

**INCIDENTS OF NON-COMPLIANCE CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING**



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*Where science serves nature*

	2019	2020	2021
Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	6	2	9

# GRI INDICATORS

## CATEGORY SOCIETY

CATEGORY: SOCIAL - SOCIETY  
ASPECT: PUBLIC POLICY

### POLITICAL CONTRIBUTIONS



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	2019	2020	2021
Total value of political contributions by country and recipient/beneficiary	0	0	0

The Company did not provide contributions to political parties, political individuals and related institutions during the periods considered.

CATEGORY: SOCIAL - SOCIETY  
ASPECT: COMPLIANCE

### NON-COMPLIANCE WITH LAWS AND REGULATIONS IN THE SOCIAL AND ECONOMIC AREA



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Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	2019	2020	2021
Highway Code administrative sanctions	2,132	1,527	422
Voluntary tax deduction correction	24	0	54,816
ISTAT + INAIL Sanctions	-	-	1,217
Supplier penalties	0	0	793
INPS + ENASARCO contributions	6	0	0
Stamp duty	0	1	0

Active repentance	829	0	1,148
Sanctions for ADMINISTRATIVE VIOLATION on FERTILIZER ANALYTICAL RESULT	0	253	0
Registration tax	0	5	70
Total	2,985	1,785	56,880

