

Sustainability REPORT



Where science serves nature

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Letter to shareholders and stakeholders

From Giuseppe Natale, CEO of Valagro until 31 December 2022, and Corey Huck, current Global Head of Syngenta Biologicals

Dear Stakeholders and shareholders,

We are honored to address you today and to share with you our annual sustainability report— a tradition that we started in 2013 on a voluntary basis and that we carry on with commitment and pride since then. **This will be the last year for us to report about our sustainability achievements as Valagro, as, since July 2023, Valagro is operating as Syngenta Biologicals.** This new chapter marks an important and exciting milestone in our history.

In our 40+ year history, Valagro has grown from a small entrepreneurial enterprise in a remote region of Italy into a global multinational company, recognized as a leader in its sector. This history of **entrepreneurial courage, pursuit of excellence and innovative mindset** gives us a tremendous sense of pride, and is a credit to the passion and tireless work of the extraordinary people that has sustained the company over the years.

However, what we are most proud of is the way Valagro has continued growing, after joining Syngenta in October 2020. This step allowed Valagro to look at the future with even greater confidence, as the reciprocal synergy we felt with the Syngenta Group went well beyond the business perspective. What we shared was a twin mindset, based on the desire to play a part in the global food challenge by harnessing science and innovation, and by ensuring sustainability is at the heart of what we do.

In the light of this, **becoming one only team as Syngenta Biologicals was the natural step to establish ourselves in such a fast-paced market such as ours, and achieve our shared ambition to be the global leader in biological plant and soil health technologies.** Under this new name, that we will bear with pride, our commitment to sustainability remains unchanged, or rather, increased, fueled by new possibilities and energy. **Our first and foremost goal remains, in fact, creating a sustainable future for people and nature, by helping growers improve farm productivity with less impact on the environment.**

While looking forward the future that lies ahead of us, we are proud to share with you our Sustainability Report, and, in it, the progress we have made as Valagro Group in the year 2022, as well as the steps we are taking to further integrate sustainability into every aspect of our business.

2022 has been a complex year, dominated by volatility and uncertainty. With the pandemic

emergency slowly receding, we faced a war, an energy crisis, supply chain disruptions and global inflation, all heavily impacting, on fertilizers' price and availability. In this context, more than ever, **we have put all our efforts into standing by our customers**, to give farmers equivalent solutions to reduce the impact of such a crisis. **We discovered that a difficult year does not mean an impossible one**, and even in a complex moment such as 2022 our teamwork and commitment proved invaluable and allowed us to deliver an extraordinary performance, driving the Group to further successful growth.

The highlights of the past years are not only economical. We have launched our biostimulants in new markets where they are most needed, and our teams of trusted advisors on the field proved invaluable in training and empowering farmers to face the global food challenge with an eye on sustainability. We kept close to our people, by strengthening our ways of listening to them and providing new instruments to improve their wellbeing and work-life balance.

We also took an important step in our sustainability reporting, formalizing our commitment by creating a dedicated Sustainability function, who allowed us to implement an extended, robust system of data collection that stretches all over our subsidiaries. This also led to an important expansion of our reporting scope with respect to the previous years, as **this Report finally encompasses the sustainability performances of the whole Valagro Group worldwide.** These are only a few of our accomplishments in 2022, and we leave you to review the present document for the full reporting.

In closing, we wish to express our gratitude to all our stakeholders and shareholders for their ongoing support and collaboration. Together, as Valagro, we made important steps towards the creation of a world where agriculture thrives in harmony with nature, ensuring a sustainable future for generations to come. Today, as Syngenta Biologicals, we are possibly even more dedicated to playing our part in making this vision a reality, together with you all.

Thank you for your trust and partnership.

Sincerely,

Giuseppe Natale

Corey Huck

2022 Highlights

Fighting **climate change**



ALGEA scope 2 emissions **brought to 0**

30% of electric energy is self generated via cogeneration and solar panels

Quantification of Scope **1 and 2** at Group level

Use of resources & **circular economy**



30% of our waste is recycled

Projects aimed at increasing **water** recovery rate in all sites

32% of our raw materials are byproducts of other processes



Sustainable **food systems**

EPD certification obtained for the Atessa site, with 4 key products certified

>10 research projects focused on water and nutrient se efficiency and reuse of waste

Product-related activities (launches, research, communication assets) in support of **regenerative agricultural** practices



Inclusion, enhancement and development of **human resources**

39000 hrs of direct personnel training

100% of personnel is locally hired

Continuous listening and **engagement** of our resources

Inclusion of a DE&I target in the MBO remuneration systems



Wellbeing, health and safety

Company **carpooling** and formalized Smart Working agreement in Atessa

Annual recurrence of the **Safety Pause**

4800 hrs of training in HSE topics



Farmers and On-field Technicians **Empowerment**

39000 farmers and technicians reached by Valagro Academy training



Business Ethics and Integrity

Syngenta Group **Code of Conduct** in force



Sustainable procurement

80% of suppliers are local, **58%** of expenses are local



Sustainability into the business strategy

Creation of the **Sustainability function**

Our Path

Valagro's commitment to sustainability can be traced back to its very beginnings and has undergone a structural evolution since then. From the moment of its foundation, the company has recognized the importance

of creating products and solutions that contribute to sustainable agriculture, fostering a healthier planet for future generations. This commitment has been extended in scope and formalized by means

of the numerous ISO management systems certifications obtained over time, testifying to concrete attention to environmental aspects, product quality, and workers' health and safety.

Our contribution to the Sustainable Development Goals

In Valagro, we create solutions for producing enough food for a growing global population, while optimizing the use of resources and preserving the health of plants, soil

and the ecosystems. At the same time, we are aware of the socio-economic impact of agricultural activities and are committed to leave a positive mark, by making farming a profitable

vehicle of development and innovation, and empowering farmers with new and better knowledge of sustainable farming practices.



A further step forward has been taken in 2013, with the voluntary release of our first Sustainability Report on 2012 data. Since then, the Report has reflected yearly our commitment to transparency, accountability, and continuous improvement, and has been a valuable instrument to enhance the engagement of our stakeholders and demonstrate our dedication to sustainable business practices.

Today, as we continue to evolve, our efforts go into integrating sustainability in the core of Valagro's business practices,

operations and corporate culture. Our goal is to have sustainability underlying all strategic objectives and guiding our company's decision-making processes, ensuring that all our actions align with the principles of sustainable development. In this context, 2022 saw the creation of a sustainability function inside the organization and this has made possible the implementation of a global reporting system considering not only Valagro SpA but all premises worldwide. For 2023 and beyond, besides improving the capillarity of our reporting system, we have assessed a

roadmap for the reduction of the impact of our operations, by the reduction of our Scope 1 and 2 emissions and the implementation of a measuring system for Scope 3. On the other hand, looking at the sustainability of our products, our priority will be the extension of the Environmental Product Declaration to a broader section of our portfolio, and to the other manufacturing sites. Ultimately, our roadmap includes measures to reduce the consumption of resources, optimizing the use of water, and favouring where possible the use of responsibly-sourced and/or recycled materials.

As such, we are proud to contribute, through our operations and activities, to the Sustainable Development Goals evidenced below:

2 ZERO HUNGER

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

6 CLEAN WATER AND SANITATION

7 AFFORDABLE AND CLEAN ENERGY

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

15 LIFE ON LAND

16 PEACE, JUSTICE AND STRONG INSTITUTIONS

SUSTAINABLE DEVELOPMENT GOALS

The Valagro Group

Born in 1980 in Abruzzo, central Italy, Valagro is a leading company in the production and marketing of biostimulants and specialty nutrients, and, since 2020, is part of the Syngenta Group. The company operates in more than 80 countries by means of its 13 subsidiaries located throughout the world, and 8 production sites (in Italy, Norway, India, Brazil, and USA – this last one under construction). In July 2023, Syngenta and Valagro announced the new corporate brand for our expanding biologicals business: Syngenta Biologicals.

What we were, what we are: our story

The first steps of Valagro, during the 80s and 90s, have seen the company establishing itself successfully first in the Italian and then in the international market. In the 2000s, the company has embarked on a successful path to consolidate its presence in a growing number of countries around the world, also by means of an industrial diversification process made possible by significant acquisitions: first in the bio-nutrients sector (US-

based company Nutrecology) and then in seaweed extracts (Norway-based Algea and Nordtang). Later, Valagro acquired the English company Maxicrop, along with its subsidiaries in Australia and New Zealand, and the French company Samabiol. In 2015, with the acquisition of the Indian biopesticide company Sri Biotech Laboratories India Limited (today Valagro BioSciences), Valagro has entered the new market segment of

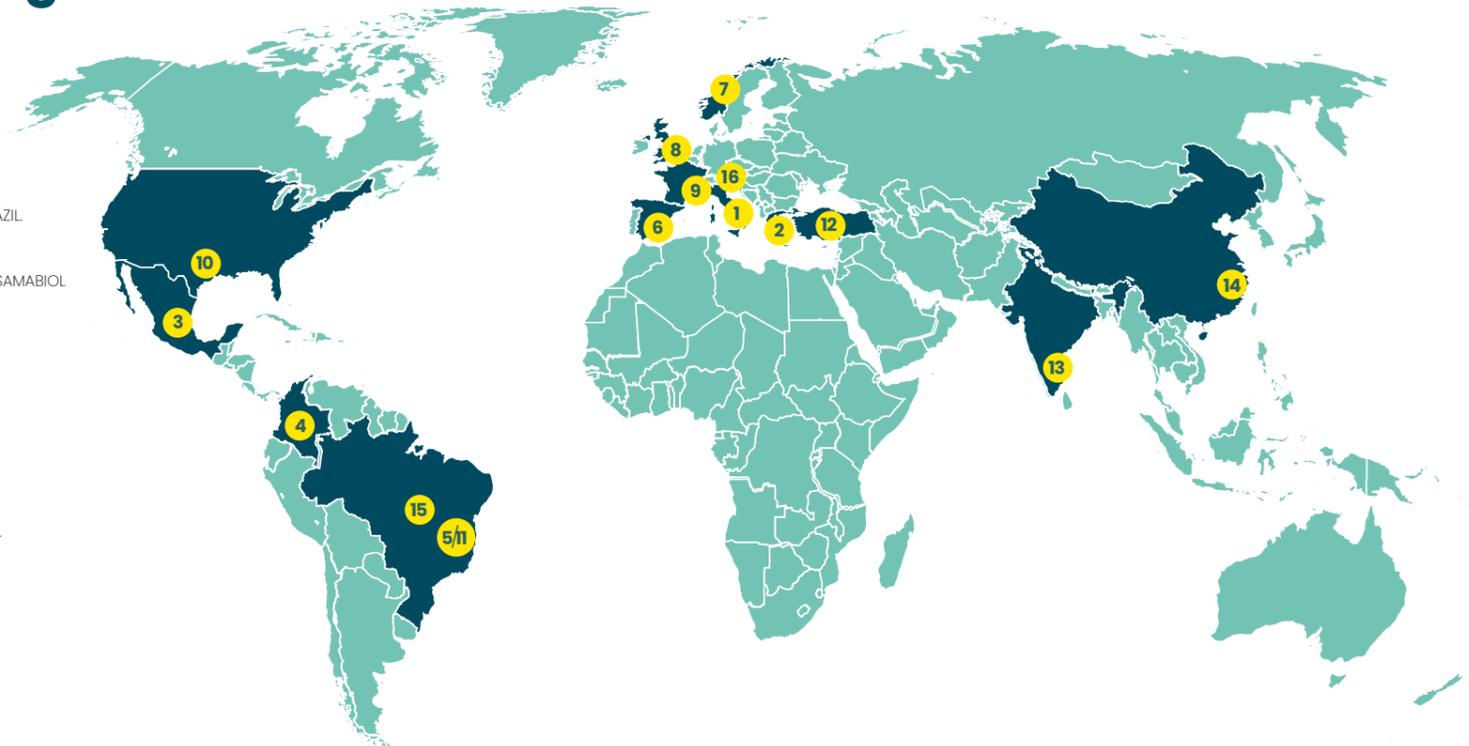
biopesticides and new technologies, such as fermentation, affirming its status as global company in the field of biologicals. In 2017, Valagro has further consolidated its presence in the Asian market by inaugurating its Chinese subsidiary, Valagro (Shanghai) Trading Co., Ltd., while in 2019 the groundbreaking ceremony of the Orangeburg plant took place, marking the beginning of another expansion phase in the USA.

In 2020, Valagro has become part of Syngenta Crop Protection, a company with which Valagro shared the ultimate ambition of helping farmers improve productivity, while creating a sustainable future for people and nature. Following the acquisition, both companies have worked together closely in the service of farmers everywhere, sharing knowledge and leveraging capabilities crucial for a world-leading biologicals business. The synergy between Valagro and Syngenta has ultimately materialized in the launch, in 2023, of the new brand Syngenta Biologicals, under which the company now operates. The present document, that describes the activities of Valagro in the year 2022, does not cover this further evolution.

Historic expansion and growth

With 40 years of operational history, Valagro has pioneered the field of biostimulants

- 1980*. VALAGRO was founded in Italy by Ottorino La Rocca & Giuseppe Natale. The first biostimulant product is launched. **1**
- 1980*. New commercial subsidiaries set up in GREECE, MEXICO, COLOMBIA and BRAZIL. The first commercial subsidiary is established in SPAIN. **2 3 4 5 6**
- 2000*. Acquisition of ALGEA in NORWAY and MAXICROP in ENGLAND. Acquisition of SAMABIOL in FRANCE. A new commercial subsidiary established in the U.S. **7 8 9 10**
- 2014. A site is purchased in BRAZIL for a new planned manufacturing facility. A Turkish subsidiary is established, VALAGRO TARIM TICARET. **11 12**
- 2015. Acquisition of the company SRI BIOTECH LABORATORIES INDIA. **13**
- 2016. New commercial subsidiary in CHINA. **14**
- 2017. New production plant in BRAZIL. **15**
- 2018. Official launch of Valagro's project to Build a new plant in the United States. Acquisition of the company GRABI CHEMICAL. **16**
- 2019. Groundbreaking ceremony for the Valagro plant in the United States. **17**
- 2020. Valagro joins Syngenta Crop Protection. Valagro opens its new Research Center at HQ (Atessa, Italy).



Our biologicals journey

-  **1981 > 1984** Early years of Valagro, launch of the first biostimulant
-  **1985 > 2020** Valagro biostimulant market leadership, new subsidiaries and plants worldwide
-  **2011 > 2019** Minor biologicals presence at Syngenta, limited 3P portfolio
-  **2019 > 2020** Biologicals growth and ambition developed, intense M&A effort by Syngenta
-  **2020 > 2021** Valagro becomes part of Syngenta, dedicated team, portfolio cross-selling
-  **2022 > 2023** One Biologicals team, local operating model implementation starts

The Third Way mindset

Since the very beginning of its history, Valagro has operated according to an approach that puts **customers at the center**, always aiming at answering the unmet needs of the farmers with new and effective solutions. To provide such solutions, Valagro has always leveraged on a unique, distinctive mindset:

a mindset that we call “Third Way”, embodying a way of doing agriculture that relies on science and innovation to produce abundant and high-quality food, and is at the same time respectful of the environment.

It is, in fact, by leveraging on this mindset that we aim to produce more and better for the needs of the world, using less land, less water and less technical means. This commitment, pioneering as it was in a time when sustainability was a brand-new concept, has guided the company throughout all its history, becoming increasingly topical in the light of the newer sustainability challenges of food production.

Our business model

Our customers are at the core of our strategy. Research and Operations are the backbone of our business:



Our Added Value

Added Value summarizes the company's ability to produce wealth, and to distribute it to the various stakeholders.

Its fundamental components are the Economic Value Generated from ordinary company management and then the distribution in terms of Economic Value Distributed and Economic Value Retained.

The portion of Economic Value Distributed is divided among the main stakeholders: Suppliers, Employees, Partners - Shareholders, Central Administration, Community and the environment. On the other hand, the Economic Value Retained relates to value adjustments, anticipated and deferred taxes, provisions to reserves and profit for the year.

Added Value Generated¹: 232.391.326 Euro

Total Value Distributed: 206.037.261 Euro

Added Value Retained: 26.354.064 Euro

¹ Refer to GRI 201-1 Direct economic value generated and distributed



Reporting sustainability: our path in 2022

At Valagro, we recognize the importance of understanding and addressing the sustainability issues that are most significant to our stakeholders and our business, among the ones identified by the Global Reporting Initiative.

For the identification of our material topics, we used a combined approach based on:

- The materiality analysis conducted by Syngenta for its ESG report, revised in 2021
- Ongoing dialogue with internal and external stakeholders at a WW level
- Local insights from our subsidiaries
- Topics identified as materials by thought leaders, peers, and company in the food chain
- Internal know-how and sources

This combined analysis provided us with a clear understanding of the sustainability topics that require our attention and resources, enabling us to focus our efforts on areas that align with stakeholder expectations and drive positive change.

Our Stakeholders

For Valagro, the customer is at the center of our business and is therefore among our key stakeholders. But the panorama of our interactions with stakeholders is much more extended and comprises players from different sectors and areas. The mapping of our internal and external stakeholders that we have conducted throughout our organization indicated the following key stakeholders and the relative targeted engagement activities:

Farmers

Farmers are our key stakeholders, as their needs and major pain points guide us in the development of new products and technologies. We are in constant connection with farmers by means of **capillary on-field support** through our team of trusted advisors, experts in the field of Biologicals and sustainable agriculture. By this means, not only do we help farmers achieve the best results in the field, but also create a dialogue between farmers and our business that is crucial to understand their necessities and feelings. Furthermore, we involve farmers on an ongoing basis in targeted **field days**, and provide them with continuous training and support. This is possible by means of the workshops and trainings worldwide administered in the framework of the **Valagro Academy program** – aimed at the effective and profitable use of our Biologicals products on different crops – and through our **E-Hub app**, the complete repository of the Valagro agronomic know-how on crops and products.

Distributors

Constant dialogue with distributors is fundamental to maximize the impact of our activities and the **transition to sustainable ways of farming**. We are therefore active in providing our distributor's sales teams with **training and on-the-ground support** on the features and benefits of biological products, by means of our Valagro Academy learning program and the materials available on the E-Hub app. Also, we organize dedicated events on a regular basis, as well as incomings to our premises, in order to encourage dialogue and exchange to strengthen our partnership.

Suppliers

Suppliers are a key element to partner with in order to promote sustainability along the value chain. In the past years, we have been engaging suppliers on themes such as **environmental and social impact, human rights and labor practices, quality and safety**, through discussions and dedicated events. By means of such discussions, we aim at promoting dialogue, understanding the reciprocal priorities, and creating a common cultural basis on quality, safety and sustainability. In some cases and regions, we have been keeping track of the supplier sustainability performances informally, by means of surveys and questionnaires. We now are in the phase of formalizing our commitment to evaluating suppliers on the basis of sustainability criteria.

Industry

We engage with peers by **being active in industry associations** and occasionally organizing targeted activities aimed at discussing evolutions in legislations. Furthermore, **participation in tradeshow**s are for us a great opportunity to connect, create a dialogue and partnering for influence. With this aim, we are particularly active in leading, or participating in, **workshops, roundtables and discussions** on the most crucial issues of our sector. In 2022, the most relevant sector association we participated in have been:

- EBIC – Europea Biostimulants Industry Council
- IFA – International Fertilizers Association
- IBMA – International Biocontrol Manufacturers Association
- Field to Market – The Alliance for Sustainable Agriculture
- BPIA – Biological Products Industry Alliance
- Federchimica – Federazione Nazionale dell'Industria Chimica.

Universities and Research Institutions

We strongly believe in **open innovation** and in the value of partnering with universities and institutions in order to broaden the horizons of our research. We have **stable collaborations with prestigious research institutions**, and we foster collaboration on specific projects on an ongoing basis. Our engagement with the academic world is strengthened by **regularly issuing peer-reviewed publications and actively participating in scientific congresses**. In addition, universities are among our major interlocutors when it comes to encouraging and stimulating talent growth. Not only we regularly participate in events that aim at facilitating the transition of young graduates to the professional world, but also collaborate in projects that allow students to work in close contact with our internal teams to develop important professional skills.

Highlights of 2022: Key events and projects dedicated to our stakeholders

Governments and Regulatory agencies

We aim to make the use of products for sustainable agriculture easier, and therefore, governments and regulatory agencies are among our interlocutors. By operating in sector associations, or autonomously, we are **active in consultations and participate in the discussion on policies and regulation**. Plus, we are committed to provide timely and transparent registration data to comply with Regulatory Agencies.

Local Communities

Our engagement with local communities aims at **creating added value on the territory** by means of our activities. Among local interlocutors, **schools** occupy an important place: we regularly engage them in dedicated projects and organize visits to our premises, on which students can meet our teams and executives.

Media

Valagro is committed to raising awareness and fostering dialogue about sustainability through its proactive media engagement activities. For these reasons, we actively **leverage on social media, press and web to promote our sustainability initiatives, share success stories, and address environmental challenges**. These media engagements not only aim to disseminate valuable knowledge and insights, but also to inspire stakeholders, including farmers, researchers, and policymakers, to embrace

sustainable approaches for a greener future.

Employees

Our people are our value and pride. We keep them engaged by means of diverse communication means and we keep multiple channels open for gathering their input and promoting a fruitful discussion. We use **surveys and workshops** to understand their point of view and **consider their feedback crucial when it comes to taking action**.



Support and training to our customers – In the course of 2022, we have continued granting highly qualified training to our customers through the **Valagro Academy program**. Active since 2016, the program makes available highly qualified knowledge on Valagro solutions for plant nutrition and care, with a particular attention to resources optimization and sustainability in agriculture. Trainings have been administered with a tailored approach to local audiences, centered either on crops of interest, use of products, or specific agronomic strategies. This allowed us to reach, in 2022, **almost 39000 people across 25 nations** among in-person and remote events, dedicated to specific customer needs on plant nutrition and management. In some cases, the trainings were destined to the Valagro sales team as well, to ensure efficient cascading of information to a wider audience of farmers. Furthermore, in the framework of the benefits provided to our premium customers, **we granted access to 148 users to our Valagro Corporate University learning platform** for additional training on agronomic practices and products.

As per in-person activities worldwide, with the gradual relaxation of the security measures due to the global pandemic, we have been able to resume most of our usual events, such as **field days dedicated to our farmers** and **events dedicated to, or organized in partnership with, our distributors**. These are precious occasions for us to stay close to our customers, to improve awareness of products and methods for sustainable agriculture, and to discuss the most important issues and

trends in the sector. As an example, Valagro France hosted **the Cereal Tour**, a road show with 8 steps across the country to increase awareness on the use of biostimulants in row crops, held in partnership with 2 of our main local distributors, AXERIAL and AGRIAL.

Finally, we have been able again to organize **incoming events** of our distributors in our main premises and in the Atessa Global Research center. Throughout 2022, we have organized a large number of visits from our distributors worldwide, that allow us stay closer to our distributors, exchange mutual knowledge and perspectives, and discuss reciprocal expectations.

Dialogue with our suppliers – In December 2022, we organized a **workshop dedicated to suppliers** in the Atessa headquarters to raise awareness and stimulate discussion on the topics of **quality, safety and sustainability along the supply chain**. The workshop was intended as the initial step towards putting in place a supplier evaluation system according to sustainability criteria.

Discussions with peers and industry – Valagro was among the protagonists of important international sector events such as the **World Agritech Summit in San Francisco** and the **Bio Ag-World Congress in Valencia**, where contributed to the debate around the most cutting-edge topics in agriculture. At the Agri-Tech Summit, Valagro's perspective on Biologicals was crucial to develop a discussion around how the farmers' engagement in sustainable farming practices can be favored

by means of carbon credits and other reward programs. Additionally, we hosted a breakout session collecting thought leaders and experts entitled “Healthy Soils, Healthy Life: What Can Biologicals Do?” focused on the role of microbiome in soil health. At the Bio-Ag World Congress, our CEO Giuseppe Natale was among the protagonists of a discussion around the evolving role of the CEO in the agribusiness industry, with a focus on challenges and opportunity arising from such a fast-paced sector.

In addition, throughout 2022, Valagro has been present in a **high number of fairs, tradeshows and national sector events worldwide**, such as the Commodity Classics event in the US, Asia BioAg Forum in India, the Brazilian Congress of Fruticulture and the ENFRUTE forum in Brazil, and the Agrotica fair in Greece.

Connection with local communities – Throughout 2022, we have been active regularly in **local job fairs**, to support the development of the territories in which we operate. Furthermore, we organized a **Valagro Open Day** in our Atessa HQ, dedicated to local school classes, that was a great occasion to connect with young students, make them enter our world, and answer to their questions, curiosities and doubts in a final Q&A with our then CEO Giuseppe Natale.

Collaboration with Universities and Research Entities – During the course of the year we kept in contact with the scientific community by participating in **important scientific conferences**, such as the 2022 edition of the International Plant Phenotyping Symposium and the 30th conference of the Greek society for horticultural science hosted by the Agricultural University of Athens. Additionally, we have been among the partners of **Impresa In Accademia**, the project sponsored by Confindustria Chieti-Pescara aimed at creating a connection between excellent young graduates and businesses. In the framework of this project, we coordinated three students in a project work themed on the communication of corporate sustainability and Environmental Product Declaration.

Additionally, as usual, we collaborated with important **universities and research centers** at an international level, the most important of them being:

- ALSIA/Metapontum Agrobios di Metaponto (JointLab: Valagro@PHENOLab)
- Scuola Superiore Sant’Anna di Pisa (JointLab: Valagro@PLANTlab)
- CNR - IPSP
- Università degli Studi di Teramo
- Università degli Studi di Verona
- University of Wageningen, the Netherlands

Media engagement – On September 2022, we hosted a **press tour in the Atessa HQ** where more than 20 journalists from all over the world visited our facilities and research laboratories to know more about the Biologicals world. Together with our Syngenta colleagues, we had the chance to delve into the importance of science and innovation behind biological solutions, essential elements to optimize the use of resources to increase yield and quality of crops sustainably. The tour was also a great occasion to discuss with the media the current scenario of our industry and the many challenges it is facing, especially in terms of sustainability demands.

People growth and listening – Valagro is committed to be a “learning organization”, capable of providing people with continuous learning and growth opportunities, and the **Valagro Corporate University** has been among the main instruments to achieve this goal. By providing both access to internal content and external, self-paced learning platforms, and by means of mixed digital/in-person formulas, **VCU has granted almost 35000 hours of direct personnel training in 2022**. For the complete insights, see the Human Capital Development and Training section.

In addition, in order to understand how to **enhance our internal communication online and onsite**, we launched a pilot internal survey that, in this phase, was dedicated to our internal Operation workforce. The results highlighted possible areas of improvement especially centered on the access to our intranet service by employees who do not have a desk job. On the basis of these results, specific actions followed aimed at enhancing intranet access to onsite operators and facilitating the use of online services, such as **installation of PC totems throughout the Atessa HQ and additional trainings on the use of intranet services**.

**The
contribution of
our products to
a sustainable
food system**

Biologicals and Regenerative Agriculture

The pursuit of sustainability is in our DNA, and, for us, it begins with **providing farmers with the best and most efficient solutions for plant and soil health**. In fact, we believe that it is possible to respond to the global food challenge while respecting the environment only by taking care of the health of crops and soil, following the strategies of **regenerative agriculture**. By this name, we identify the **outcome-based agronomic approach that aims to protect and improve the state of soil health and biodiversity, and to increase the resilience of crops to climatic stress, making agriculture more productive and profitable and safeguarding the use of resources**. In support of Regenerative Agriculture, Valagro's portfolio offers solutions to follow crops throughout their life cycle, guaranteeing a state of health and nutrition that allows them to optimize the use of inputs (both those naturally available and those provided by man), and address with resilience the environmental stresses posed by climate change.

Central to these solutions are **biologicals, innovative products for the protection, growth and health of plants**, designed to **broaden and improve farmers' strategies in complementarity with traditional inputs** within a regenerative agriculture regimen. Based on a deep knowledge of chemical and physiological mechanisms, these products valorize the action of molecules and organisms present in nature with the aim of improving crop performance and soil quality while respecting ecosystems.

Biologicals are made up of two main categories:

- **Biostimulants** enhance the natural physiological processes of crops to increase their quality, resilience to climatic stress and efficiency in the use of resources, also benefiting the microbial activity of the soil;
- **Biocontrol** help plants face and overcome pests, weeds and parasite threats.

Valagro has a science-based approach to the research of these new solutions, and biostimulants in particular, represented by the proprietary technological platform **GeaPower: a systematic approach to the research and development of new products**, which leverages on a combination of science, technology and know-how to transform the most varied raw materials into effective products that meet the needs of the farmers, as per both productivity and sustainability.

Our commitment to the sustainability of our products: the Environmental Product Declaration

The sustainability of our process and products is key to our commitment to an agriculture who benefits both the planet and its inhabitants. For this reason, in the past years, much effort has been put into the quantification of the environmental impact of our products through their entire life cycle. In this context, 2022 has been an important year for Valagro, as it was the year in which **we finally obtained the Environmental Product Declaration process certification for the Atessa plant**, which enables us to release EPD certifications independently. Moreover, **4 of our flagship products manufactured in the Atessa plant have obtained the EPD certification: MASTER 20-20-20, FERRILENE, VIVA™, and MEGAFOL™**.

The Environmental Product Declaration is a **voluntary, independently verified document that quantifies the environmental impact of a product or service along all its life cycle**, and communicates it in a transparent and comparable way. As an objective tool to measure the changes in the physical and natural environment resulting from a given activity, it is a strategic instrument for us to take corrective or containing actions that result in performance with lesser impacts.

The project has seen, as a first step, the Certification of the EPD process for the Atessa plant, and subsequently, the obtainment of the EPD certification for the 4 products mentioned above, covering all four categories of the Valagro Farm solutions: Water Soluble Fertilizers (MASTER 20-20-20), Trace Elements (FERRILENE) and Biostimulants (VIVA™ and MEGAFOL™). With this important step, an already significant part of our portfolio has been covered; furthermore, **our commitment continues to the extension of the list of our EPD certified solutions and to the certification of the EPD process for our production sites in India and Brazil**.

The pursuit of the EPD certification continues a journey through decades in the multi-faceted field of sustainability for Valagro, and substantiates our commitment to a model of agriculture that conjugates productivity and respect for the environment. In fact, it will be for us an invaluable instrument to continuously improve our operations, as well as to lay the basis for a sustainability-oriented mindset embracing all the value chain.

Highlights of 2022: our products

TALETE™ launched in India, Brazil and USA

In the near future, water security is going to be an issue. Today, 70% of the world's freshwater is used for agricultural activities (UN FAO), and it has been estimated that, in the 2000 - 2050 time window, the global crop water consumption will have increased by 41% (Zheng, *Sci Rep.* 2018). As a result, farmers in many regions will experience **increasing difficulty to water access**, due to the effects of global warming, to the competition with non-agricultural use, and to the deterioration of water quality. Therefore, **improving water management is the first essential step to take in order to guarantee food security**, looking at the growth of global population and at the consequent, inevitable increase of the use of this precious resource. For this reason, we have developed **TALETE™**,

the innovative Valagro biostimulant 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, and in five more countries (Australia, China, Colombia, France and Greece) in 2021, **TALETE™ has landed in 2022 in India, Brazil and the US.** These are crucial regions when it comes to water stress, in which taking action to ensure better water management is extremely urgent. The launch of the product has been accompanied by a **capillary program of meetings, webinars and field days dedicated to farmers and distributors**, in order to raise awareness on the topic of agricultural water management and to train farmers on effective and profitable use of the product. Further trainings on the product have continued as usual worldwide through our Valagro Academy platform.

The Soil Health Project

Soils are the foundation of food security, and it is not for nothing that **soil preservation and regeneration are among the objectives of regenerative agriculture.** Among the agronomical practices that contribute to enhancing the soil health parameters, biostimulants can play a pivotal role. Understanding **the value of soil health for farmers and for the environment, and giving scientific evidence of the biostimulants effect on soil is the aim of the Soil Health Project**, an international program led by Valagro in partnership with recognized prestigious Universities and Clinical Research Organizations. The main object of the research is **our biostimulant VIVA™, rhizosphere fertility improver, and the way it influences biological and nutrient cycling dynamics in the soil.** In 2022, VIVA™ has been the protagonist of 28 sets of field trials between USA, Brazil and Italy focused on corn, soybean and tomato.

The Cereal Tour

The Cereal Tour was a **2-week roadshow held in France** in partnership with our customers AXEREAL and AGRIAL, two cooperatives leader in the row crops market. The initiative aimed at **creating awareness on the use of biostimulants on row crops**, as this sector comprises the most important crops in terms of global cultivated area that are, moreover, generally cultivated through intensive farming systems employing high quantities of organic and mineral fertilizers to secure yield. Considering the impact of such inputs, as well as the need to limit the increase in area of arable land, **the use of biostimulants becomes crucial to boost productivity and provide food for everyone in a sustainable way.** During the roadshow, we met over 300 farmers and technicians and provided them trainings on biostimulants, with focus on YieldON™, our biostimulant dedicated to row crops.

Other relevant activities for the year 2022 have been:

- We released a **podcast** dedicated to our **MC line** (MC CREAM, MC SET and MC EXTRA), **biostimulants composed of Ascophyllum Nodosum algae extracts**, in order to support technicians who wish to know more about these solutions, but have limited time for training due to their frequent travels. Products of the MC line valorize a renewable and sustainable raw material such as seaweed, ensuring an increase in quality and yield of crops by supporting them in a tailored way along the different stages of their life cycle.

- **RETROSAL™, our biostimulant that helps crops grow even in conditions of high salinity, has been pre-launched in India**, with a series of activities involving our internal and external stakeholders such as online trainings and field trials. In a country such as India, that has a dire need of increasing crop productivity to meet the needs of its growing population, RETROSAL™ is going to provide great relief to farmers and smallholders as salt-affected soils hamper the successful cultivation of any crop and solutions to tackle this issue are limited.

Highlights of 2022: our Research

ATESSA Research Center

An advanced hub for innovation in agriculture

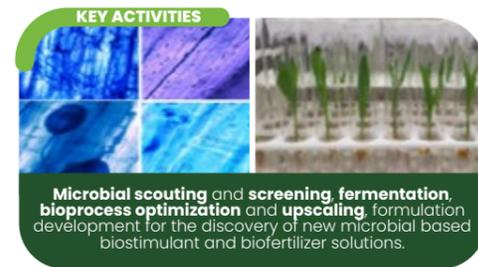
- ✓ 3,600 square meters of useful floor area housing
- ✓ 12 laboratories
- ✓ plant growth chambers
- ✓ conference rooms and classrooms
- ✓ warehouses
- ✓ more than 1,000 square meters of rooftop greenhouses



HYDERABAD Research Facilities

Focus on disrupting and applied technologies for microbial lead generation and bioprocess development

- ✓ Around 800 square meters of lab facilities
- ✓ 10 laboratories
- ✓ Scaling up facilities for fermentation and downstream processes
- ✓ Growth chambers for Microbial - plant interaction studies
- ✓ Warehouse
- ✓ Valagro Microbial collection - India
- ✓ Biodiversity compliance



Valagro's Global Research Team is at the head of groundbreaking research initiatives that combine an innovative mindset with a 40-year-old know-how in biostimulants to develop solutions for sustainable agriculture. By exploring best-in-class technologies and with an eye on open innovation, our researchers continuously push the boundaries of knowledge to develop **products that maximize the efficiency of nutrient uptake, reduce water consumption, protect and enhance soil health, and, at the same time, make farming more**

profitable. Additionally, Valagro's research also focuses on unraveling the complex mechanisms of action of their products: this, on one hand, guarantees reliable and science-based results to farmers, and, on the other, contributes to building extensive know-how on the intricate effects that the most diverse ingredients have on plant physiology. This, in particular, is the necessary premise for developing new and effective products that answer to the **farmers' unmet needs.**

With **more than 10 research projects active in 2022**, the efforts of our Research team have focused mainly on developing solutions for increasing water and nutrient use efficiency in agriculture, two areas crucial in the global pursuit of more sustainable and efficient food systems. In addition, following our long tradition of extensive raw materials knowledge, much attention has been given to **new and innovative ways to valorize the byproducts of other production chains as raw materials with a circular economy approach.** Finally, some studies have

regarded the investigation of **natural RNAs for their use in biologicals.** 2022 also saw the conclusion of our project **BICY (Biostimulants Increase Crop Yield)**, started in 2020 in conjunction with Aureli Farm, a local agricultural enterprise financed by EU regional development funds. The project was dedicated to identifying molecules, extracts, active ingredients or microorganisms aimed at increasing metabolic efficiency in crops, followed by pilot-scale production and field testing of the solution created to verify the yield increase effect.

Other relevant activities for the year 2022 have been:

Our Plant Science team finalized the **molecular characterization of the effect of our biostimulant MEGAFOL™ on plants using a metabolomics-based approach.** These studies have complemented the previous assessments based on phenomics and transcriptomics and have highlighted how MEGAFOL™ can modulate the production in the plant of specific classes of molecules connected to the response to abiotic stress.

Valagro attended the **2022 International Plant Phenotyping Symposium in Wageningen, The Netherlands**, a congress that brings together many specialists in different fields to discuss the most recent advances in plant phenotyping and how they can help us progress into sustainable plant management. Our Research team contributed with a poster dedicated to investigating the **effect of plant biostimulants on nitrogen use efficiency using a combined transcriptomic and phenomics approach.**

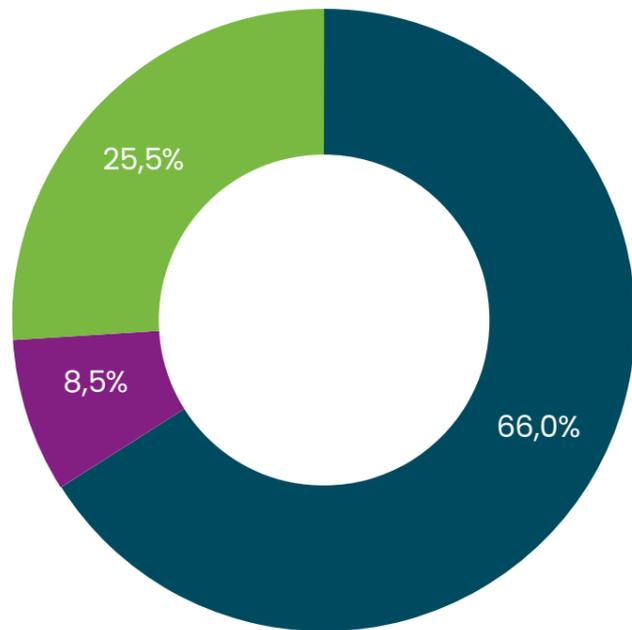
Valagro's research was highlighted during the **first Biologicals Summit**, the Syngenta event organized in the Stein Research Center last October 2022 to create a basis for discussion on innovation challenges, regulatory framework and market potential of the biologicals world. Valagro's participation, centered on our biostimulant TALETE™, allowed a diverse audience from the ag-sector to experience first-hand our innovation through the different stages of product development.

Our people

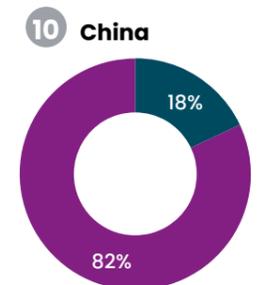
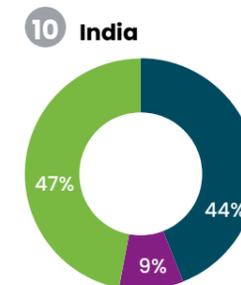
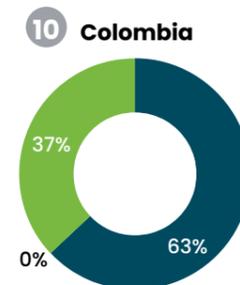
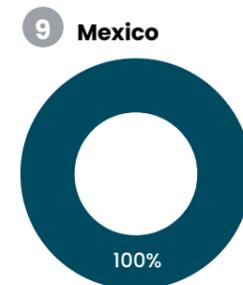
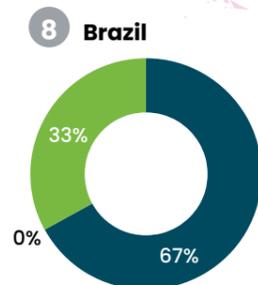
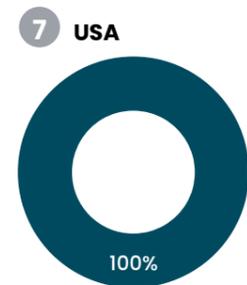
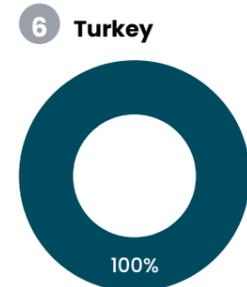
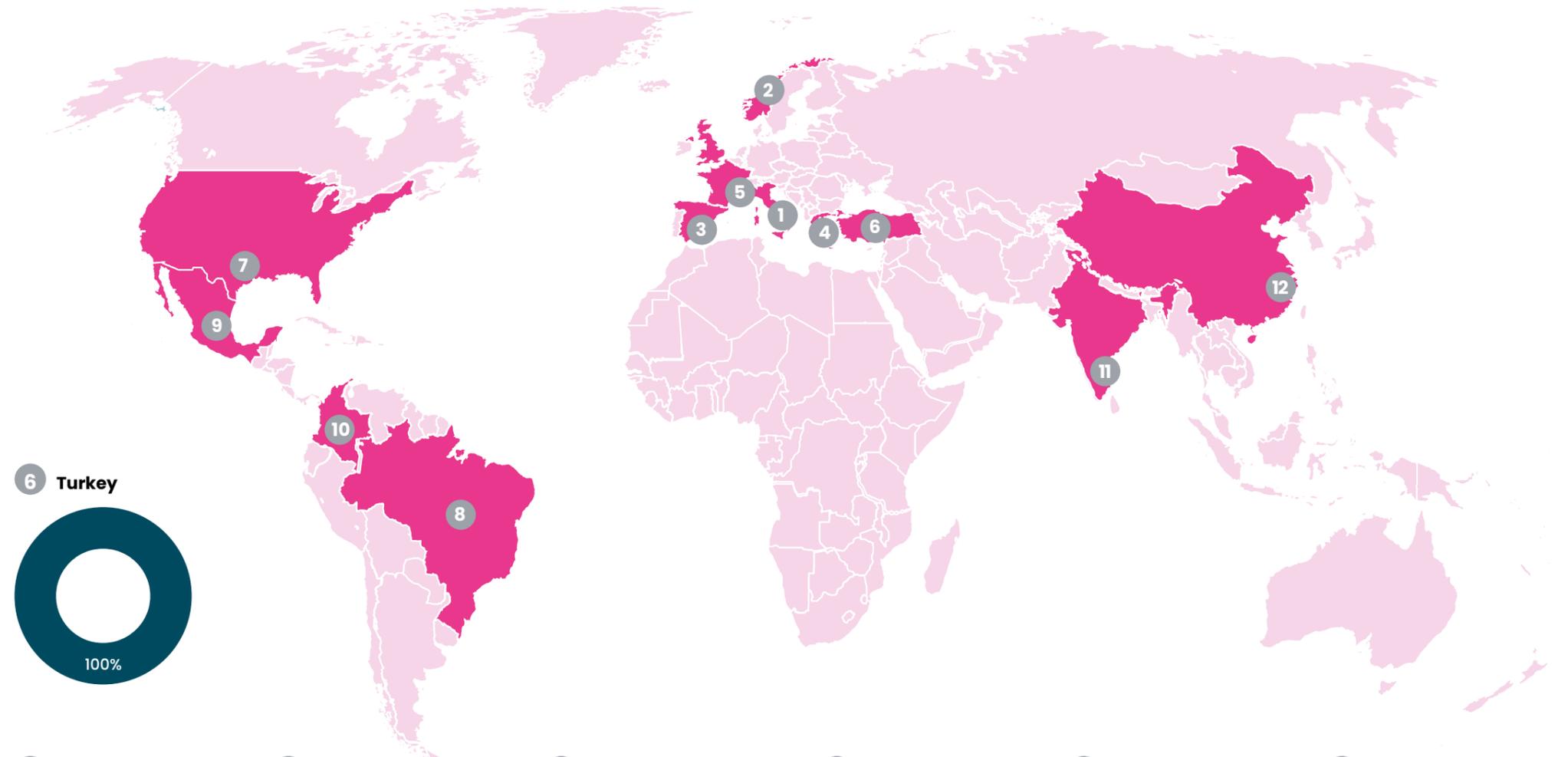
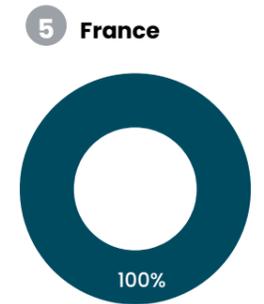
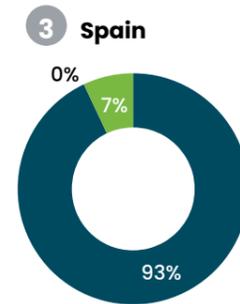
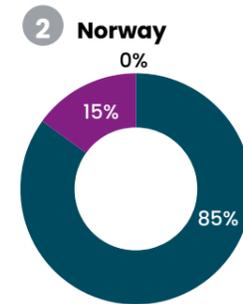
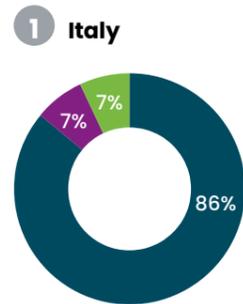
Composition, Turnover, Worked hours, Salary, Labour Management Relations

As of 2022, **the company has 1030 resources**, 66% of which has a permanent contract. Of the remaining portion, 8,5% has a temporary contract and 25,5% is hired through other contracts, including consultant and placement agency contracts. The situation is much diversified across sites, mainly depending on the diversified job market context of the countries in which the group operates.

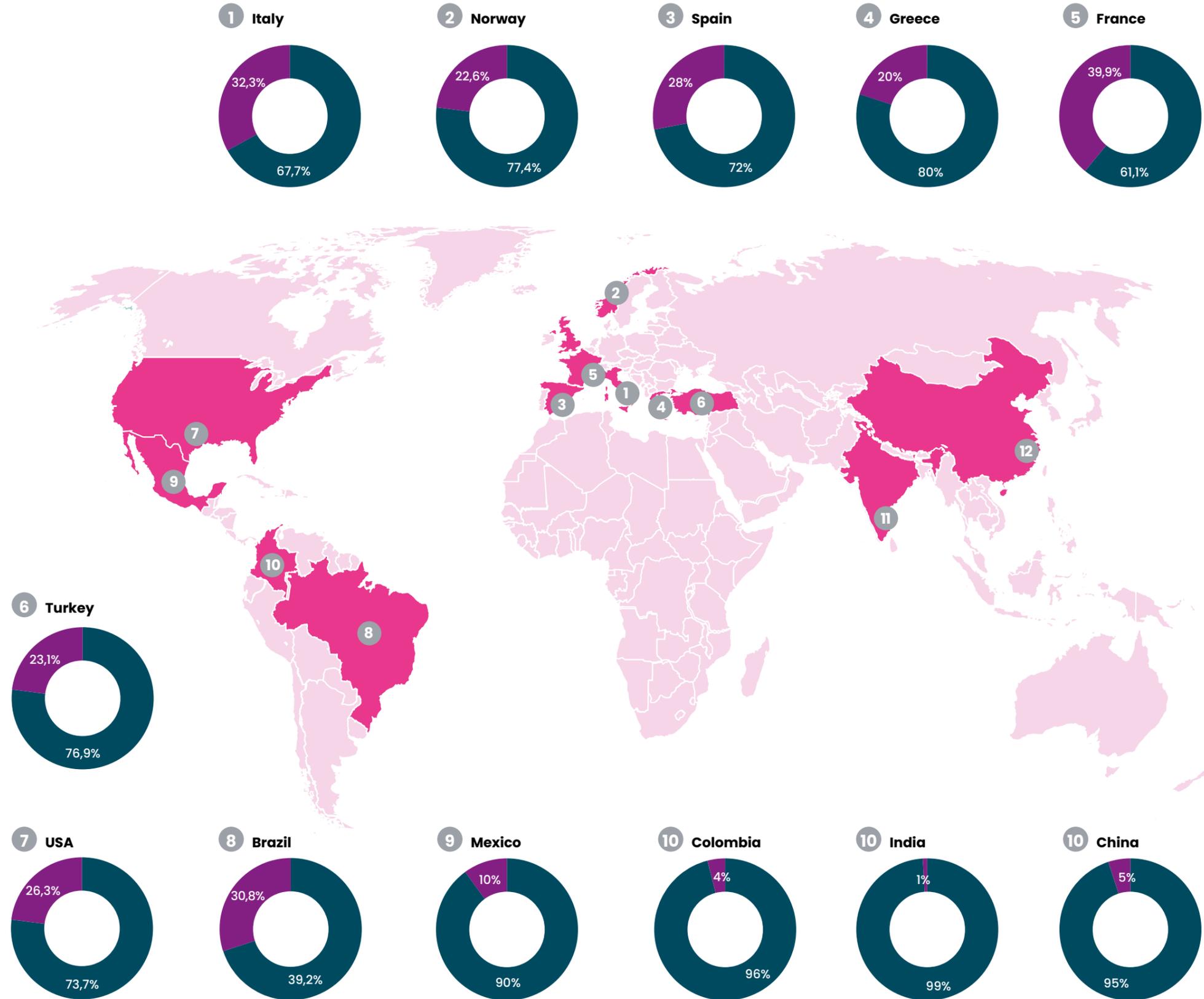
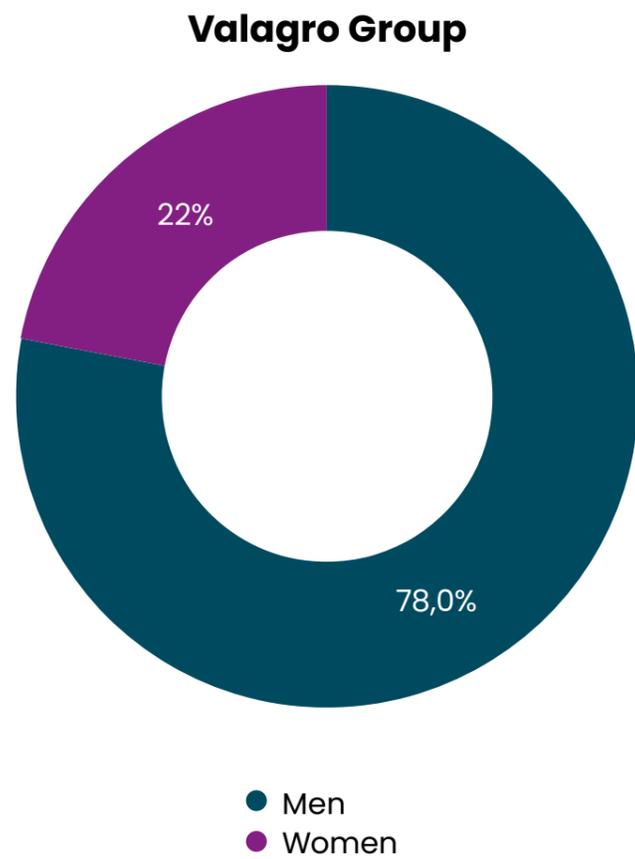
Valagro Group



- Indefinite or permanent contract
- Fixed term or temporary contract
- Other contract

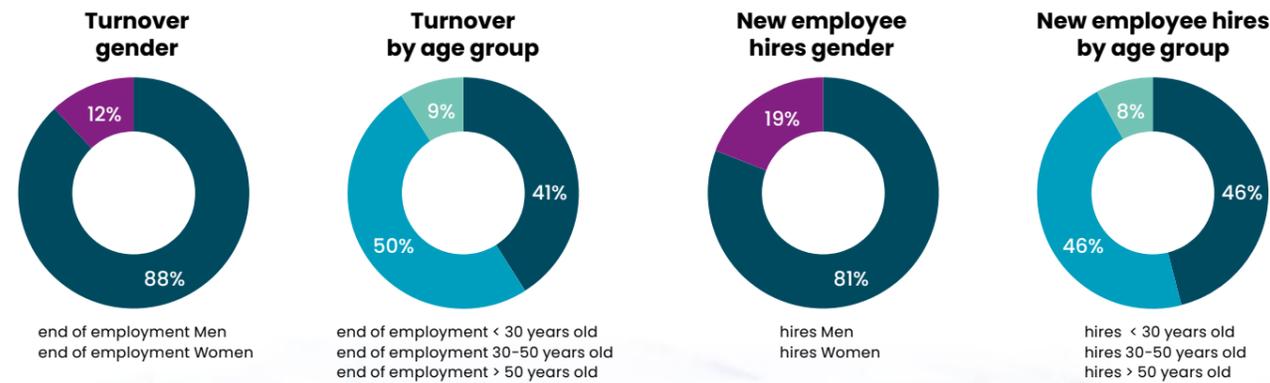


As for gender, the Valagro Group sees a 22% of the global workforce made by women. This, despite the strict gender equality policy of the company, reflects the usual underrepresentation of female worker in the sector with respect to other areas. Best performer countries are France and Italy and Brazil (>30% of the workforce) followed by Spain and USA (28% and 26% respectively). The mean value registered at Group level is strongly influenced by the lower female employment level of some of the Countries in which Valagro operates (China, 5%; Colombia, 4%, India, 1%), that is, in turn, impacted by the local socio-cultural context.

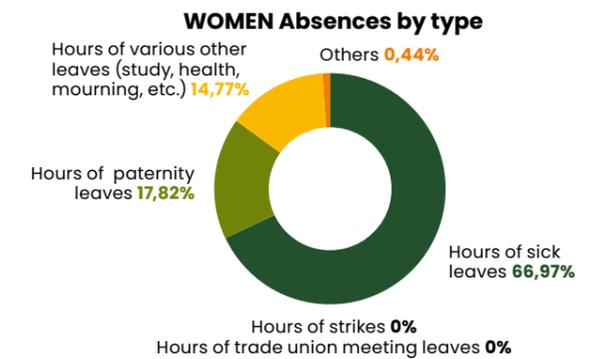
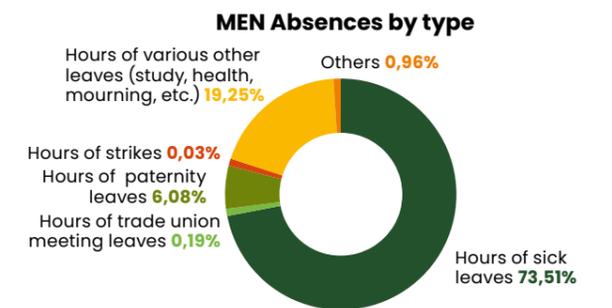
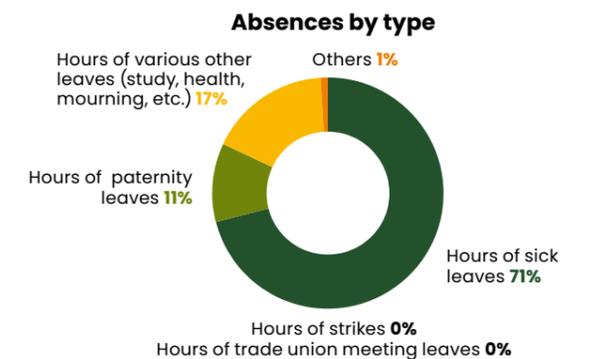
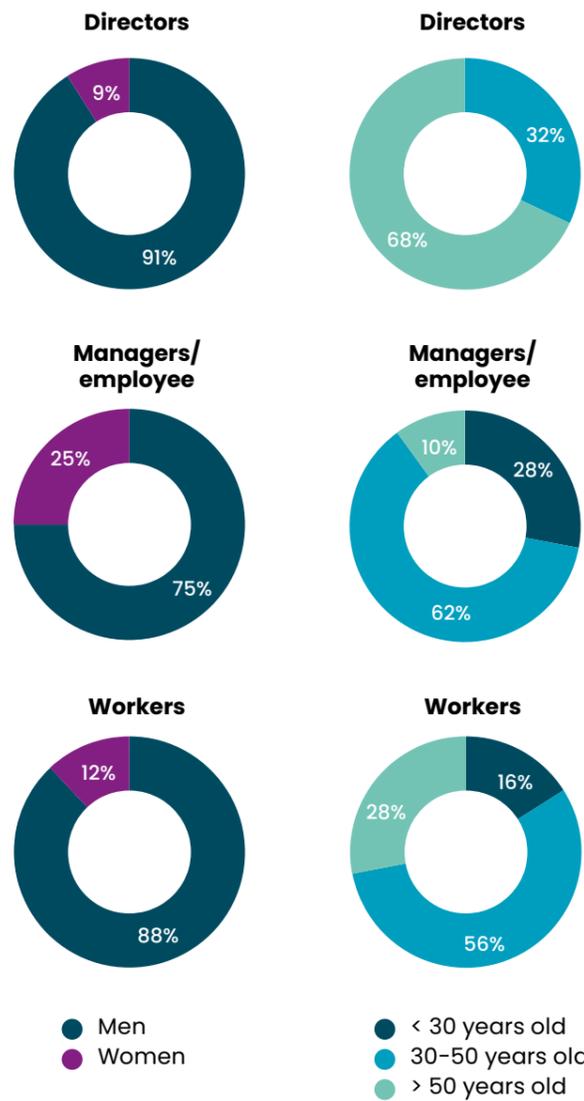


As evidence of Valagro's strong growth and expansion, the **overall company** population has increased by 23% in 2022². The surge in workforce is particularly marked in Italy (+32%) and in Brazil (+40%). The decreases are registered in the in India and in Algea Norway, data that, in the latter case, can be rationalized also considering the particular geographic location of the subsidiary.

Below the detail of employees by **category** (up), with a further breakdown on professional category by gender (left) and by age (right).



Finally, the low level of our **absenteeism data** (shown below) contributes to suggesting a high level of perceived wellbeing of the global Valagro population. This is the result of a long-standing company policy aimed at guaranteeing an appropriate work-life balance and securing serene relationships within the workplace.



² The Valagro Group employees were 791 at the 31st Dec 2022

Performance & Rewarding

Performance management follows a cascading logic along the organisational structure. We first define the annual objectives of the CEO's first line and progressively those of the employees, and then measure the results achieved during the year. The objectives are both corporate and individual

and include a moment for discussing them at the beginning and end of the year to capitalise on learning. Our work is based on a solid principle: to guarantee equal opportunities of economic recognition to all people, each according to their own characteristics and professional skills, applying strict policies and

procedures to prevent any discriminatory behaviour. The incentive system, based on a Management By Objectives (MBO) approach and we are working to include the sustainability targets as an integral part of the objectives in our incentive models.

to the modest number of workers employed in the premise and to the consequent weight on the overall coefficient of a single occurrence. During 2022, there were no fatal or severe accidents (i.e. no accidents with more than 180 days absence or with consequences such as total or partial permanent disability), in line with the performance in previous years.

With these objectives in mind, the HSEQ Organisational Unit deals with:

- identifying the risk factors of our activities, defining preventive and protective measures;
- identifying the training needs of our staff and defining the relevant 'Annual Training Plans'; adapting the plans in the event of new hires, job and/or organisational changes;
- identifying corrective actions resulting from our analyses, monitoring their implementation and effectiveness;
- identifying the proper behaviour for visitors to observe in the Group's work areas and making sure to inform them of it when they first access the company premises;
- transferring all the information on interference risks and the preventive and protective measures that must be taken in this respect to third-party companies operating on our assets;
- documenting the activities listed above
- Among the activities aimed at creating awareness on safety topics among our employee, the yearly recurrence of the Safety Pause is of particular relevance throughout the whole Syngenta Group. The Safety Pause is a dedicated moment

Operational controls and HSE audits

The principles and regulations on occupational health and safety and environmental protection must be observed by all our staff and the staff of third-party companies with which we collaborate.

The HSE Team carried out 15 internal audit to help monitor working environments and processes.

We believe it is essential to enter into constructive partnerships with contractors to address health and safety management, as such measures ensure continuous improvement for both parties. We promote the importance of **virtuous behaviour**, both through the concrete example of our people and with awareness-raising and training initiatives for all external parties.

of reflection involving all teams, whose members come together to discuss the health and safety topics that are more relevant to their daily activities upon the guide of the team leader. Every year, leaders receive indications on the topics to treat as well as useful resources to efficiently engage in the debate, and select one topic based on the relevance to the team activities. Proposed topics for 2022 included driving safety, hands safety in manual operation and mental health.

Occupational Health and Safety

Valagro is deeply committed to the health and safety of its workers, recognizing that their well-being is of paramount importance. With a strong belief that a safe and secure work environment is the foundation for successful operations, and with the ultimate goal of having zero incidents in our operations, Valagro spares no effort in ensuring the highest standards of safety are upheld at all times. Through

training programs dedicated to health and safety topics, regular safety audits, and the implementation of cutting-edge safety protocols, Valagro empowers its employees to recognize and mitigate potential risks, fostering a culture of vigilance and responsibility. Moreover, the company actively seeks opportunities for continuous improvement, regularly assessing and updating safety measures to

align with the latest industry practices and innovations. In 2022, 7 recordable injuries have occurred in our worldwide operations, with a Frequency Rate (FR)³ of 0,61 (0,59 including third parties) and a Severity Rate⁴ of 0.04 (0.04 including third parties). These figures are largely influenced by the above-average accident rates of Norway manufacturing site, a particular case attributable

³ Frequency Rate (FR) is defined as Rate of Total recordable work related injuries (FR) is the ratio of the number of injuries causing absence from work for at least one day and restricted work cases to hours worked.

The frequency rate is defined and calculated as follows:

$Frequency\ rate = \frac{[lost\ time\ injuries + work-related\ fatalities + restricted\ work\ cases] \times 200000}{worked\ hours}$

where restricted work cases are defined as injuries in the workplace which lead to restricted work or change of duties, but that do not imply death or days of absence from work.

⁴ Severity Rate is defined as the ratio of actual days of injury with inability to work at least one day or temporary change of duties to hours worked.

The severity rate is defined and calculated as follows:

$Severity\ rate = \frac{[number\ of\ days\ lost + number\ of\ restricted\ workdays] \times 1000}{worked\ hours}$

where the number of restricted workdays is the total number of days of restricted work or change of duties (consecutive or non-consecutive), excluding the day of the injury. Lost days and restricted work days are calculated as calendar days.

Human Capital Development and Training

Valagro is committed to become a **'learning organization'** by making learning an organic and distinctive part of its way of working, and giving its people the possibility to continuously access to high quality resources. To achieve this goal, the Valagro Corporate University (VCU) has been developed at global level for guiding and supporting people growth by enabling continual, digital tech and multi-modal learning.

Throughout 2022, VCU has made available to employees a wide selection of self-paced courses, webinars, and internal and external learning resources, either in presence or digital, delivering almost 39000 hours of direct training to our personnel.



Highlights of 2022: engagement, commitment, wellbeing

Good for the environment, good for ourselves: Smart working and Carpooling project

2022 has seen the launch of two important initiatives dedicated to the well-being of our people, with important implications in terms of promotion of a sustainable lifestyle: **the launch of a new formalized policy for smart working** and of a **company carpooling service** for our people in the Valagro SpA facilities, where most of our employees are concentrated. With the new smart working policy now in force, employees who can perform their daily activities remotely can request **up to 12 days/month of smart working**. This measure has been implemented on the basis of the learnings of the COVID-19 pandemic, who has allowed us to recognize the **benefits of a hybrid onsite-remote working approach in terms of productivity and wellbeing**. Furthermore, having the possibility of working from home also has important positive repercussions from an economic and environmental perspective.

To date, 156 of our Valagro SpA employees benefitted from this initiative. In addition, **a company carpooling program has been inaugurated**, that provides an official channel to **plan and organize shared commuting with maximum efficiency among colleagues** through a dedicated app. The use of the carpooling app also includes a cashback service that allows those who participated in the service to receive 50 cents for each travel (1 euro per day), to be redeemed as vouchers. Promoting an official carpooling service was important for our company on multiple levels: first, being able to share the journey by car is beneficial in terms of wellbeing, as it contributes to reducing the commuting stress, and allows moving in greater safety and contain fuel expenses. Furthermore, it is also a significant instrument that helps adopting a responsible behavior towards the environment, as it implies limiting car traffic and emissions. In all these aspects, this measure complements our smart working policy in the case of those who, due to the nature of their daily activities, are unable to work remotely.

✓ To December 31, 2022, after **three months** of the launch:



61 employees from the Atessa site had subscribed to the program, with an estimated overall economic saving of approximately **3500 EUR**



Avoided emissions for more than **2200 kg of CO₂ equivalents**

The same amount of CO₂ sequestered by **one hectare of forest** in one year



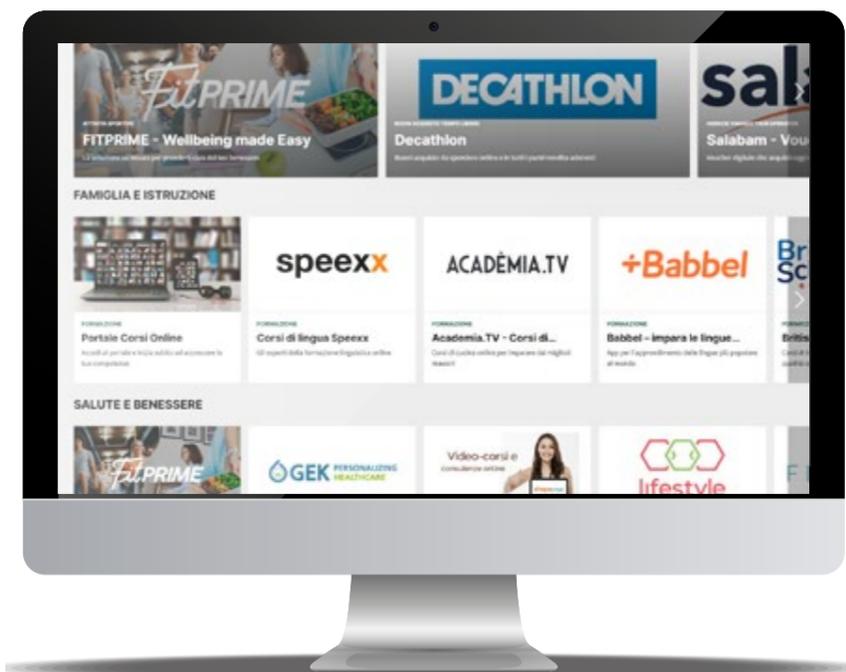


Although both projects regarded the Atessa site, initiatives in this sense are present also in our abroad facilities, even if in a non-formalized manner. As an example, a significant number of resources from our commercial subsidiaries worldwide has already adopted smart working as a standard way of working, unless their specific case requires presence in the office. However, in order to assess how extensively resources make use of smart working and, conversely, which initiatives we can implement to facilitate those who commute to work daily or frequently, **we are on our way to investigate our employee commuting globally.** This way, we will be able to implement tailor-made measures for the workforce of each Country.

Support to individual and family needs: the Welfare platform

From the beginning of 2022, Valagro SpA employees have benefitted from a further initiative aimed at supporting our people economically in everyday life matters. Employees can turn a percentage of the participation bonus into welfare goods and services by freely selecting, through

a dedicated web platform, the options that best meet individual and family needs; furthermore, they are able to purchase products and services at favourable prices thanks to a wide range of agreements. With a constant undertaking to monitor and adjust the services, the company keeps improving its services, in line with international best practices, to provide its employees with an environment that is increasingly tailored to their needs.



Looking Beyond: Faces, Stories, People – the photographic exhibition

“Looking Beyond” was the theme we had chosen for the new corporate video launched in 2021, aiming at narrating the Valagro way to look beyond traditional categories and thinking innovatively. In 2022, wanting to explore this theme further, we embarked on a special project aimed at unveiling what – or better, who – was behind our products: our operators. By means of their faces and their stories we wanted to celebrate the role of those who work every day to produce our Valagro solutions, contributing concretely to the creation of a sustainable

future in agriculture. To achieve this goal, we chose the form of a **permanent photographic exhibition** to be located in several areas of our Atessa site. In each picture, complemented with a personal quote collected in the course of an internal interview, our extraordinary individuals are described by means of faces, hands, words and gestures: everyone with their own story, with the passion that distinguishes them in their job, and with their own, personal way to contribute to the identity and culture of Valagro. **The project, which saw the collaboration of 60 operators from the Atessa**

site both as subjects and photographers, was also a great opportunity for our teams to connect and cooperate. In fact, every aspect of the project has been managed internally by the joint efforts of our operators and our Communication team. From shooting, to creating the exhibition layouts, to organizing the launch event and issuing the commemorative exhibition booklet – all has been achieved through an unprecedented effort of teamwork that also succeeded in bringing to light the transversal talents of our people. Building on the success of this project, we have already started working on its expansion to our other production premises, to celebrate the community of our operators worldwide. Stay tuned!



Our commitment to the environment

Environmental sustainability and the primary challenges

2022 has been defined “a year of climate extremes”, with record high temperatures and growing concentrations of greenhouse gases. With an **annual average temperature 0.3°C above the reference period of 1991–2020** (that is to say, approximately 1,2°C higher than the period 1850–1900), the European Union’s Copernicus Climate Change Service classified it as the second warmest year on record for Europe, while the 5th warmest year globally. The extreme weather events that have impacted on the globe as a consequence of climate change foreshadow the devastating impacts that global warming will have on our planet, for present and, more importantly, future generations. It is now clear that this phenomenon, that is unequivocally ascribable to human activities, urgently needs to be contained and possibly reversed – and this requires concrete, timely and appropriate actions at a global level. To this goal, global institutions have made clear commitments to contain

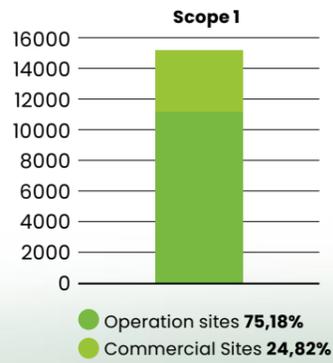
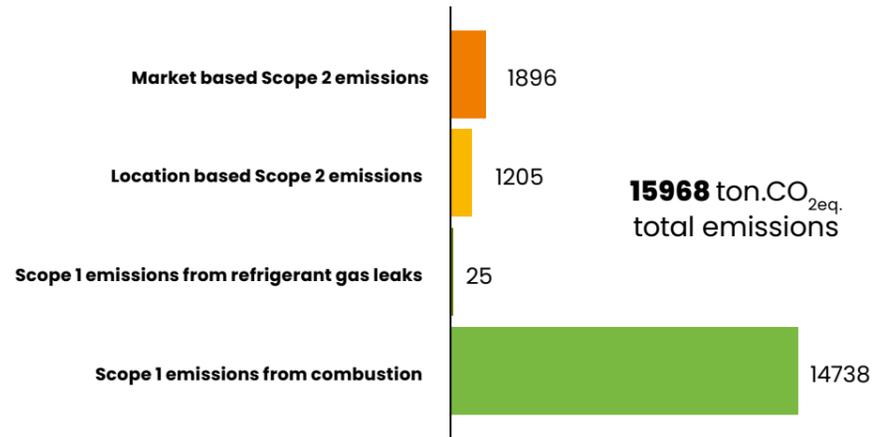
emissions, with the initial objective, established in the **2015 Paris Agreement**, of keeping the increase in global average temperature well below 2°C above baseline pre-industrial levels and to continue efforts to limit it to 1,5°C. The emission reduction plans were then reviewed during the **COP26 in Glasgow in 2021**, in order to try to keep the 1,5 °C Paris Agreement target achievable – an objective later confirmed during the subsequent United Nations Climate Change Conference in Sharm el-Sheikh in November 2022. This highlights the need to make the fastest possible transition to low-emission energy systems and to prioritize energy efficiency initiatives – an endeavor that concerns not only governments, but also firms from all sectors. In this context, **even more delicate is the role of organizations operating in the agricultural business and in the food chain**, whose activities are inextricably linked to the challenge of global food production and the issue of climate change. At present, **agricultural**

activities are responsible for 12% of total greenhouse gas emissions, a percentage that rises to 21% if indirect emissions related to land use change are also taken into consideration (OECD-FAO Agricultural Outlook 2021–2030). The share is bound to increase if we consider that, in order to face population growth, it is estimated that in 2050 food production should increase by 56% with respect to 2010 (estimate in calories, WRI). In response to these pressing concerns, Valagro is committed to monitor its carbon footprint and actively reduce the impact of its operations. With efforts going from use of sustainable raw materials, to responsible use of energy and water, to fostering circular economy and minimizing waste, Valagro aims to set an example for the food industry and inspire positive change towards a more sustainable and resilient future.

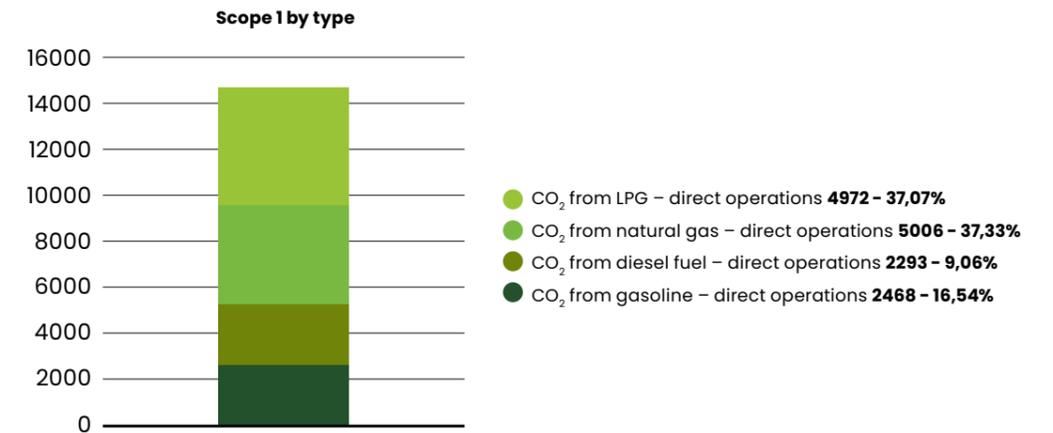
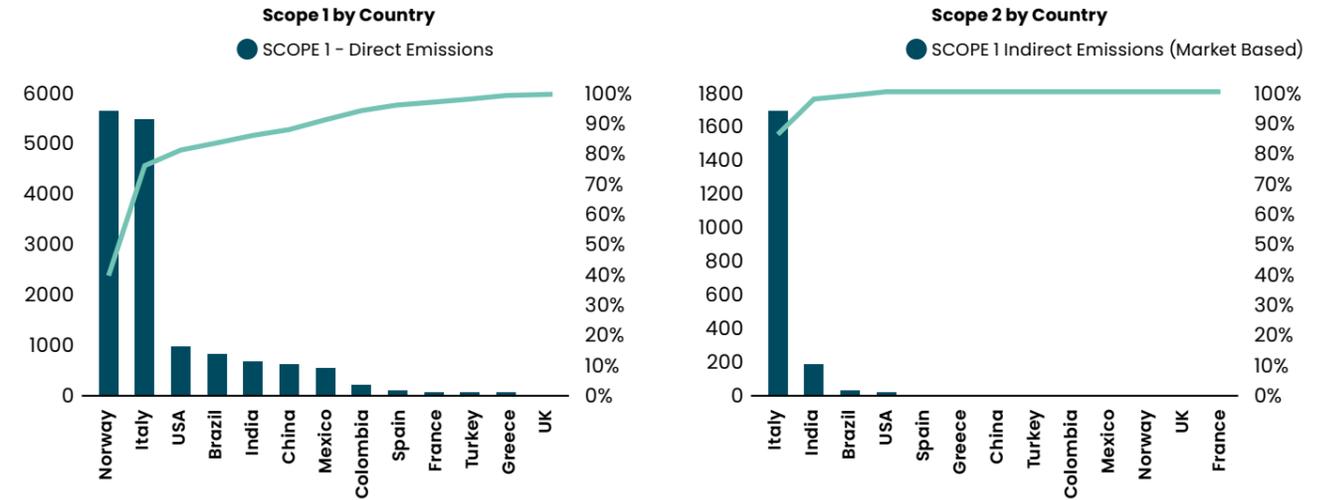


Energy and emissions

The Group operates with a majority of non-renewable energy sources, whose use generates both direct emissions (deriving from the on-site use of fossil fuels such as diesel, petrol, LPG, etc.) and indirect emissions (due primary to the consumption of electricity purchased from the networks). Monitoring of such emissions allowed **quantification and categorization under Scope 1 and Scope 2 categories**, in accord with the GHG Protocol Corporate Standard. The quantification of Scope 3 is scheduled for 2023.



In 2022, our emissions were estimated to about 15968 ton CO₂eq, of which the large majority (92%) can be ascribed to Scope 1 Emissions from combustion. Operation sites are the most emissions-intensive sites, accounting for more than 75% of total Scope 1 emissions and for almost the totality of Scope 2 emissions.



Looking at Scope 1 emissions by country, Norway and Italy are responsible for the largest part of the Scope 1 emissions, the two being among the most important production countries. The emissions share of Algea in Norway is also influenced by the seaweed harvesting activity, which is performed by diesel-fueled boats. Furthermore, the relatively high share of emissions of the USA premise is mainly ascribable to the use of gasoline from the car fleet. This also reflects in the breakdown of Scope 1 emissions by source revealing that use of LPG and natural gas account for almost 2/3 of the total emissions, while diesel oil and gasoline account for the remaining third. As for Scope 2 emissions, while Italy remains the most emissions-intensive country, Norway's emissions have been brought to zero due to the purchase of GO (Guarantees of Origin)-certified renewable electric energy.

Use Of Water

In order to progress towards less emission-intensive operations, Valagro has started a process of energy efficiency increase which counts to date:

- ✓ The elimination of Scope 2 emissions of the Algea premise in Norway through purchase of Guarantees of Origin;
- ✓ The adoption of a cogeneration system in the Atessa plant that is responsible for the self-generation of 26% of the total electric energy consumed (39% for the Atessa plant only)
- ✓ Use of self-produced photovoltaic energy in the Atessa plant, which accounts for 5% of the total energy consumed (7% for the Atessa plant only)

As a next step, we are looking at further cutting our Scope 1 and 2 emissions in accord with the sustainability strategy of the Syngenta Group. In this phase, we are committed to assessing specific, tailored-by-country emissions containment strategies by means of a comparative gap analysis.

Energy-efficiency projects

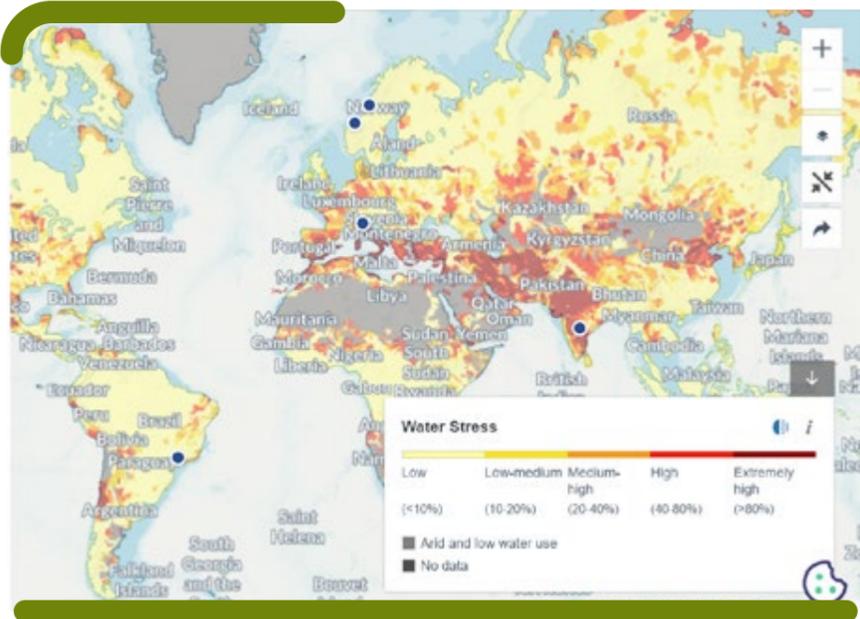
are fundamental to working simultaneously on climate goals and energy-supply security. During fiscal year 2021/22, we have seen a progressive increase in energy costs, which has resulted in the current energy crisis. One of the most effective tools used to decrease the impact of the energy crisis and mitigate its effects, for us, has been energy efficiency. Starting from the Atessa site, that has obtained the ISO 50001 certification in 2021, we aim to develop an energy efficiency culture and spread it across our sites through the implementation of energy efficiency projects and predictive maintenance systems. Furthermore, we are constantly active in evaluating projects, initiatives and targets through dedicated moments in our monthly meetings involving the Energy functions.

Access to fresh water is essential for human life and wellbeing, and is recognized by the United Nations (UN) as a human right.

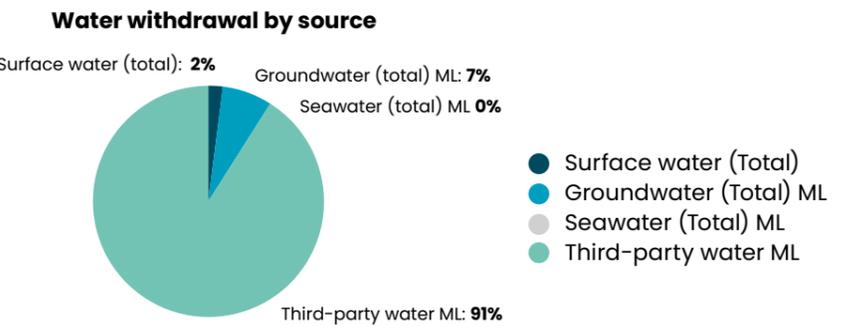
Water resources are a primary asset all over the world and the Valagro group is committed to ensuring that they are used

responsibly and efficiently within production processes, with particular attention to locations characterized by water stress.

According to the Water Risk Atlas from World Resources Institute, three of the Valagro Group production sites are located in water-stressed areas: two in Italy (Valagro SpA, Grabi) and India. The total water use of the Group is 63 megaliters⁵ (ML), 49 ML of which are withdrawn from water-stressed areas where the Group operates (Italy and India). Valagro facilities implement a monitoring and control plans to constantly assess the quality of the water used and compliance with the legal provisions contained in the authorisations.



Here next the breakdown of the water withdrawal from the Group by source:



⁵ As suggested by the GRI 303-5 Disclosure guidelines, it was calculated as the difference between total water withdrawal and total water discharge. Potable water used was also considered.

In order to ensure a more responsible use of water resources, water recycling and reuse practices have been introduced in production processes and in the general services associated with its offices and production facilities over the years.

The Group has implemented a series of strategies aimed at a more efficient use of water resources, including the use of a cooling tower (Atessa - Italy and India) and a rainwater collection system (Atessa and Brazil). The effects of those systems can be appreciated in the graph below.

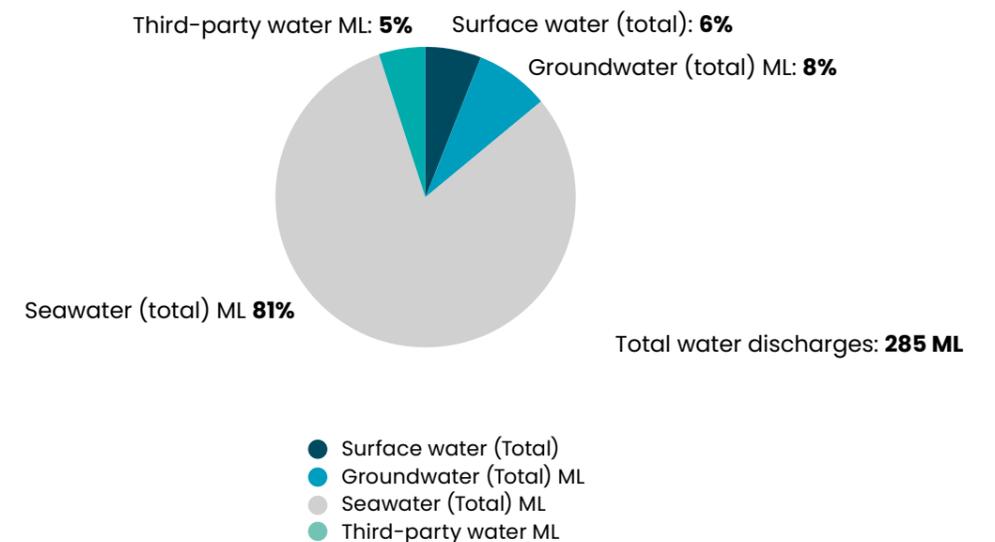
WATER REUSE AND RECYCLING RATE 2022			
	WATER REUSE AND RECYCLING RATE	WATER REUSE AND RECYCLING RATE (solo impianti (excluding potable water, rain water and groundwater))	WATER REUSE AND RECYCLING RATE (considering cooling tower)
Italy	10,38%	21,74%	1670,13%
Atessa	10,38%	21,74%	1670,13%
Gabi	0,17%	-	-
Norway	0,17%	-	-
Brazil*	44,77%	91,68%	-
India	2,90%	2,97%	104,73%

2022	ML	m ³ /ton PF
TOTAL WATER CONSUMPTION PER TONNE OF FINISHED PRODUCT	63,74	1,02
WATER WITHDRAWALS PER TONNE FINISHED PRODUCT	309	4,94

Water consumption across sites is not only influenced by the water recovery technologies implemented in each plant, but also by the chemical nature of the manufactured product, ranging from extremely water-intensive products such as Chelates to the least impactful ones (Solids). As an example, in the Atessa plant, water consumption rate is particularly impacted by the manufacturing of water-intensive chelate products. However, water recycling technologies allow to recover around 10% of the total water used, with particularly good performances of the Liquids plant where 31% of the withdrawn water is recovered.

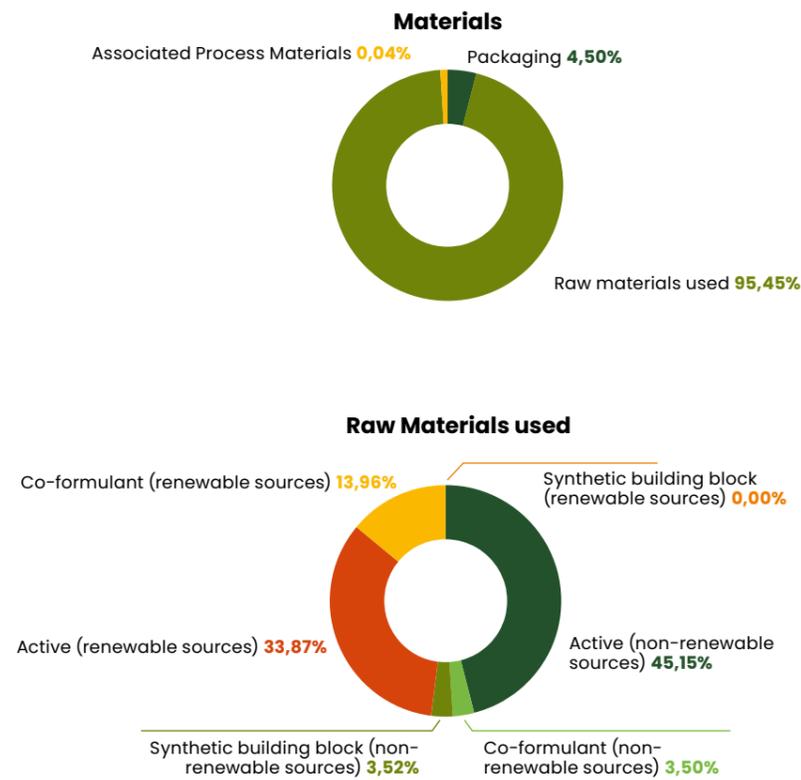
Brazil is the best performer in terms of water use thanks to the presence of a rainwater collection system in the Liquids plant (first and second rain) that significantly reduce water withdrawals, bringing the water withdrawals/finished product ratio to 9%. As next steps, the construction of a first-rain rainwater collection system is under evaluation for the Indian plant. The water discharges in 2022 totalled 285 ML, whose distribution by source is shown below. Notably, 230 ML (81% of the total) are seawater discharges ascribable to the Algea premise in Norway.

Water Discharges by source



Use of materials

Part of Valagro's environmental responsibility takes the form of a responsible use of materials, fostering circular economy and privileging renewable and responsibly sourced materials. An overview of the materials used by the Group sees them ascribable to three main categories, namely raw materials (the vast majority, 95,5%), packaging materials (4,5%) and process-associated materials (0,04%). Among our raw materials, 48% is sourced from renewable materials, among co-formulants and active ingredients⁶.

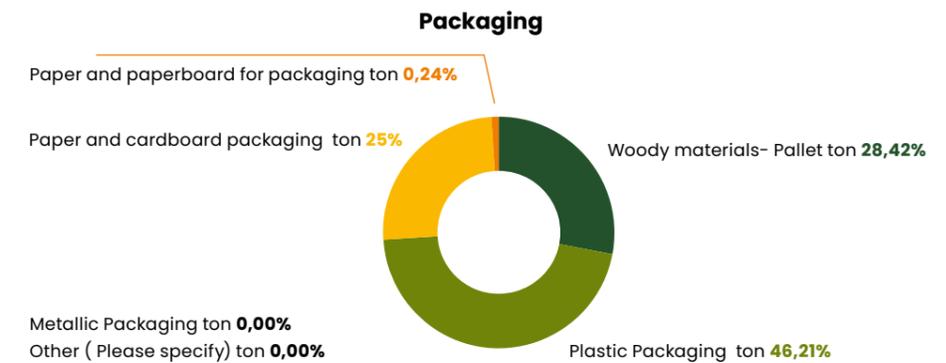


Valagro has a long standing commitment to the valorisation of byproducts as secondary raw materials, with a view to circular economy. For this reason, 32% of the total raw materials used in the manufacturing of our products are byproducts of other processes, and 90% of this fraction is derived from renewable sources. This is a result that we strive to progressively improve

by means of the efforts of our Research team and their projects focused on circular economy.

In packaging, the use of materials from non-renewable sources such as plastic accounts for less than the half (46%) of the total materials consumption, while the most used materials are paper, cardboard and woody materials (54%). In order to

further reduce our impact in terms of packaging, we are now in the phase of adopting formal commitments regarding the purchase of responsibly-sourced paper and cardboards. Moreover, projects are ongoing to reduce the use of virgin materials (plastic, cardboards) in favour of recycled, and to review our packaging to facilitate recyclability.



⁶ **Active:** ingredient having an active role in the functioning of a product. **Active (byproduct):** an active ingredient that is also a byproduct or waste of another industrial process, with a circular economy approach. **Co-Formulant:** ingredients that are blended together with active ingredients to perfect the final formulation of a product. **Synthetic precursor:** Simple chemical molecules that are used as starting materials in subsequent reactions.

Waste

An adequate and fair use of resources means for Valagro also a commitment to a responsible waste management and to the highest possible waste recovery rate from our operations. Valagro applies the waste management hierarchy, preferring prevention, reduction, reuse and recycling in the operations. Our main waste streams arising from industrial activities are **waste resulting from the raw materials used in the production processes** (Paper and cardboard, Plastic, Wooden, composite materials packaging, Still bottoms and reaction

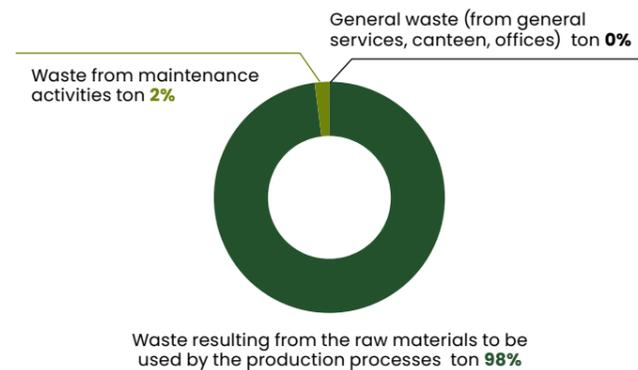
residues, Absorbents, filter materials), **Waste from maintenance activities, Waste from laboratory activities** (quality control, research, formulation- Organic solvents, washing liquids and mother liquors and **General waste**. Our production plants cooperate with local suppliers responsible for waste management, to seek the most sustainable and achievable end of life and to achieve local targets set for waste reduction. All waste generated by our activities is managed by authorised third parties, complying with contractual and legislative requirements.

In 2022, Valagro has produced 3004,6 tons of waste, 91% of which is non-hazardous while the remaining 9% is classified as hazardous.

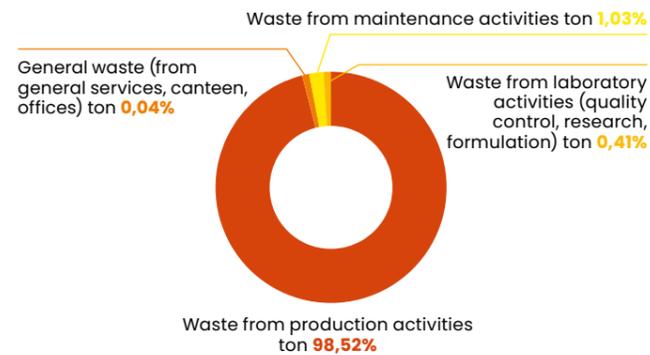


Below is an overview of the waste generated by our operations by composition, both non-hazardous and hazardous, and their division by country.

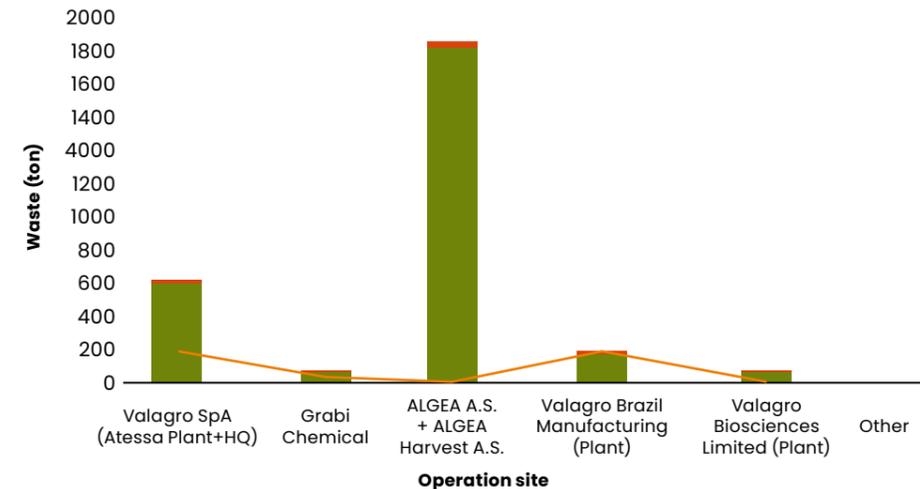
NON- HAZARDOUS WASTE GENERATED BY COMPOSITON



HAZARDOUS WASTE GENERATED BY COMPOSITON



GENERATED WASTE BY COUNTRY

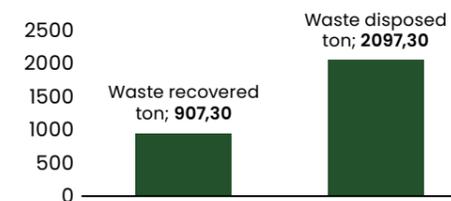


Due to the particular chemical nature of the waste generated by our processes, the majority of it is disposed (70%, 88% of which is incinerated for energy recovering). The remaining 30% is recycled, a percentage that we are now working on enhancing

in the framework of new research projects on circular economy. An example of this is the case of the insoluble residuals deriving from the seaweed extraction process ("filter cake"), which constitute the majority of the non-hazardous waste (see below). Those waste

materials are momentarily disposed by incineration with energy recovery, but could be used as secondary raw material upon further research. **Total waste generated (kg) per tonne of production in 2022 is 0,048.**

GENERATED WASTE BY COUNTRY



Our Sustainability Governance Model

Structure of the Board of Directors and Committees of Valagro, Syngenta Group

The Valagro S.p.A. Board of Directors establishes the strategic guidelines of the Group and is responsible for corporate governance and the Board of Statutory Auditors performs supervisory duties, according to the traditional model in force. The company is managed by the Board of Directors, represented by 2 members, and the Chief Executive Officer is the only executive Director.

The Company has adopted the organizational, management and control model indicated in Legislative Decree 231/2001 ("Model 231", updated in 2022) for the purpose of creating a rules system aimed at preventing illicit acts and has constituted the Supervisory Body. The Supervisory Body carries out supervisory activities on implementation and observance of Model 231 and monitors and assesses the state of implementation of the measures to prevent the risk of committing crimes, also periodically informing the corporate bodies such as the Board of Directors and the Board of Statutory Auditors.

BOARD OF DIRECTORS

Corsi Camilla
Chairperson
Giuseppe Natale
CEO

N. meeting: **4** - **3h** duration

BOARD OF STATUTORY AUDITORS

Bozza Ermando
Presidente del Collegio
Di Foglio Daniela
Sindaca supplente
Pauletti Enrico
Sindaco
Iacuitto Fabrizio
Sindaco supplente
Claudio Siciliotti
Sindaco

N. meeting: **5** - **18h** duration

The Italian law for human and employment rights governs these principles and their relative specific aspects, such as privacy, health and safety, corruption, fair competition, tax and environmental protection. As well as acting in compliance with the national laws in force, Valagro also conducts its business according to a sustainable and inclusive growth strategy, operating in line with the Universal Declaration of Human Rights, the ILO Conventions and the principles issued by the United Nations Global Compact, of which it is a signatory. This commitment is enshrined in the Group Code of Ethics, and approved by the Board of Directors on 16 December 2021.

Sustainability governance: roles and responsibilities

In light of the Company's commitment to objectives of common interest, Valagro integrates sustainability into its business model, identifying internal bodies and roles of responsibility related to the definition and oversight of the

sustainability strategy. The Board of Directors plays an important role in accompanying the Company on its sustainability journey, by verifying that the objectives are being pursued and monitoring performances.

In the 2022/23 year we further reinforced this culture with the creation of a new Sustainability function, in line with the new approach of putting the sustainability at the core of our reporting business activities.

The Sustainability function is responsible for these main tasks:

- ✓ Ensuring the analysis of the context on sustainability topics and defines the relative positioning strategy of the Company
- ✓ Ensuring actions aimed at guaranteeing the positive impact of the Company in environmental, social and governance terms, through the development of specific initiatives, in liaison with the relevant Syngenta functions and the monitoring of the defined measurement indicators, and promoting, within the Company, actions that facilitate the dissemination of a culture of sustainability
- ✓ Carrying out activities such as context analysis, strategy and positioning definition, sustainability, and impact reporting
- ✓ Identifying, developing, and monitoring sustainability initiatives, implementing qualitative/quantitative methodologies and tools for assessing sustainability and ESG aspects
- ✓ Participating in national and European industry associations, contributing to advocacy activities
- ✓ In carrying out its activities, it operates in coordination with the Sustainable Development unit and the other competent units for the respective processes, and with other company units involved, ensuring the appropriate information flows

Our management and control systems

Valagro monitors the topics through the use of prescriptive instruments (such as Group policies, Guidelines, etc.) and organisational and operating models (appointed units, procedures, management and control systems).

The Policies, approved by the Board of Directors, are mandatory documents that set out the principles and general rules of conduct on which all the activities carried out by Valagro must be based, in order to guarantee the achievement of corporate objectives, taking into account risks and opportunities. The Policies cut across all processes and are focused on a key element of business management. These include:

Policy

Valagro's policy with regard to quality, environment, health and safety is at the basis of all the activities ran by the Company as well as all relationships with vendors and third parties.

Aiming at the continuous improvement of product quality, people safety and environmental performances, the Policy addresses different criteria, whose main

✓ **Legislation:** Valagro activities are managed in full compliance of the legislation in force and of voluntary agreements or programs subscribed by the Company.

✓ **Safety:** the Company commits to preventing all accidents, injuries and work-related diseases, as well as minimizing their risk. Moreover, it ensures that its activities are conducted in a way that causes no harm to employees and externals.

✓ **Environment and Energy:** the Company adopts the best practices available in terms of energy use and environmental impact, and pledges to minimizing waste and optimizing the use of resources. The environmental impact of its products is monitored by means of life cycle assessment.

✓ **Quality and traceability:** the Company continuously improves its services and products according to the needs and expectations of the customer, with particular attention to traceability

✓ **Communication and social sustainability:** Valagro aims at involving internal and external stakeholders in the communication of their activities, especially for what concerns sustainability aspects. Direct engagement of stakeholders is preferred in order to establish a fruitful dialogue with all parties impacted by the Company activities.

✓ **Continuous improvement:** All the above aspects are subject to continuous improvement.

Code of Ethics

The Code of Ethics is a set of principles and rules of conduct that underpin the Organisation, Management and Control Model and apply to "all persons who, in any capacity, directly or indirectly, permanently or temporarily, in Italy or

abroad, operate in the interest of Valagro and its subsidiaries", and which guide all corporate practices "towards all stakeholders", also with the help of contractual clauses for adherence to specific social obligations for those who work on behalf of the company. Syngenta Group has

adopted its own Code of Conduct ("Code of Conduct"), to which Valagro adheres, which establishes the Group's commitment to act in an ethical and responsible manner, dictating a series of ethical principles to which each collaborator must conform and inspire their activities in the following areas:



Organisation, Management and Control Model

It is a management system pursuant to Legislative Decree 231/2001 that identifies the procedures developed to mitigate the risk of offences committed by directors, managers or employees in the interest or to the advantage of the Group, which is constantly being revised and updated.

Privacy Governance procedure

It is a set of guidelines for implementing policies to protect the personal data of employees, customers, suppliers, shareholders, partners and persons whose personal data are processed by the Group and that ensure the application of the GDPR.

Management and Sustainability Systems for Policy, Quality, Environment, Energy and Safety

As a materialization of the commitment to their customers and to the environment in the field of quality, safety and environmental protection, Valagro is implementing and maintaining a comprehensive management system over its production sites incorporating the most important international standards.

Company name	Country	Certifications 2022
Valagro SpA	Italy	ISO 9001 ISO 14001 ISO 45001 ISO 50001 ISO 14025 ISO 22005
Gabi Chemical	Italy	ISO 9001 ISO 45001
Algea AS	Norway	ISO 9001 ISO 14001 ISO 45001
Valagro Brazil Manufacturing	Brazil	-
Valagro Biosciences Ltd	India	ISO 9001

The Atessa site, historical Valagro headquarter, is the most advanced site from a certifications standpoint, having established a robust framework for quality management, environmental responsibility, occupational health and safety, traceability and energy efficiency. As the other sites are characterized by different levels of maturity, Valagro is actively working towards aligning all its subsidiaries with these internationally recognized standards.

ISO 9001, the most widespread certification across all sites, is at the basis of the quality and consistency of Valagro products, implying also strong customer focus, motivation and implication of top management and a continuous improvement approach. ISO 14001, implemented in the two most energy-intensive premises of Valagro SpA and Algea AS, empowers Valagro to minimize its environmental impact, demonstrating their commitment to sustainability and gaining a

competitive advantage in environmentally-conscious markets. Furthermore, ISO 14025 testifies to Valagro's capability of communicating information about a product's environmental performance based on life cycle assessment data through issuing Environmental Product Declarations (EPDs). The implementation of this standard has been completed in the Valagro SpA plant in 2022 and is currently in progress in the other two main finished products manufacturing sites (India and Brazil plants).

In order to ensure a safe and healthy work environment, fostering a culture of employee well-being, productivity, and reduced operational disruptions, Valagro has also implemented ISO 45001 in Valagro Spa, Gabi and Algea AS. Lastly, ISO 50001, currently implemented in the Atessa plant only, has set the basis for Valagro to optimize energy usage, leading to cost savings and a reduced carbon footprint.

Suppliers

We are committed to driving positive environmental and social impact through every aspect of our business, including procurement. For this reason, we are on our way of defining a formalized sustainable procurement policy which reflects our dedication to sourcing raw materials and services in a manner that aligns with our sustainability values and contributes to a more sustainable future.

In 2022, a particular focus has been put on prioritizing local suppliers, in order to promote regional economic growth and minimize transportation-related environmental impacts. Notably, almost 80% of the total suppliers who have worked for the organization in 2022 were based on the same geographical area of the premise who made the purchase, for 58% of the total spending. In the

breakdown by Country below are evidenced the above-average performance of Mexico, China, France and Colombia (100% of local suppliers) as well as of several other subsidiaries (Norway, Spain, Turkey and India, all above 90%).

As a complementary measure, although in the lack of a formal evaluation, we have been active in fostering open and transparent communication with our suppliers, sharing our sustainability goals and encouraging them to improve their own sustainability practices, and we value collaboration and partnership in achieving shared sustainability objectives. As a next step, further vendor screening on the basis of topics such as environmental and societal impacts and human rights criteria is on its way to be implemented through the subscription of a Code of Conduct by suppliers, and through the adoption of an internal vendor rating system.

DISCLOSING SUSTAINABILITY: METHODOLOGICAL NOTE

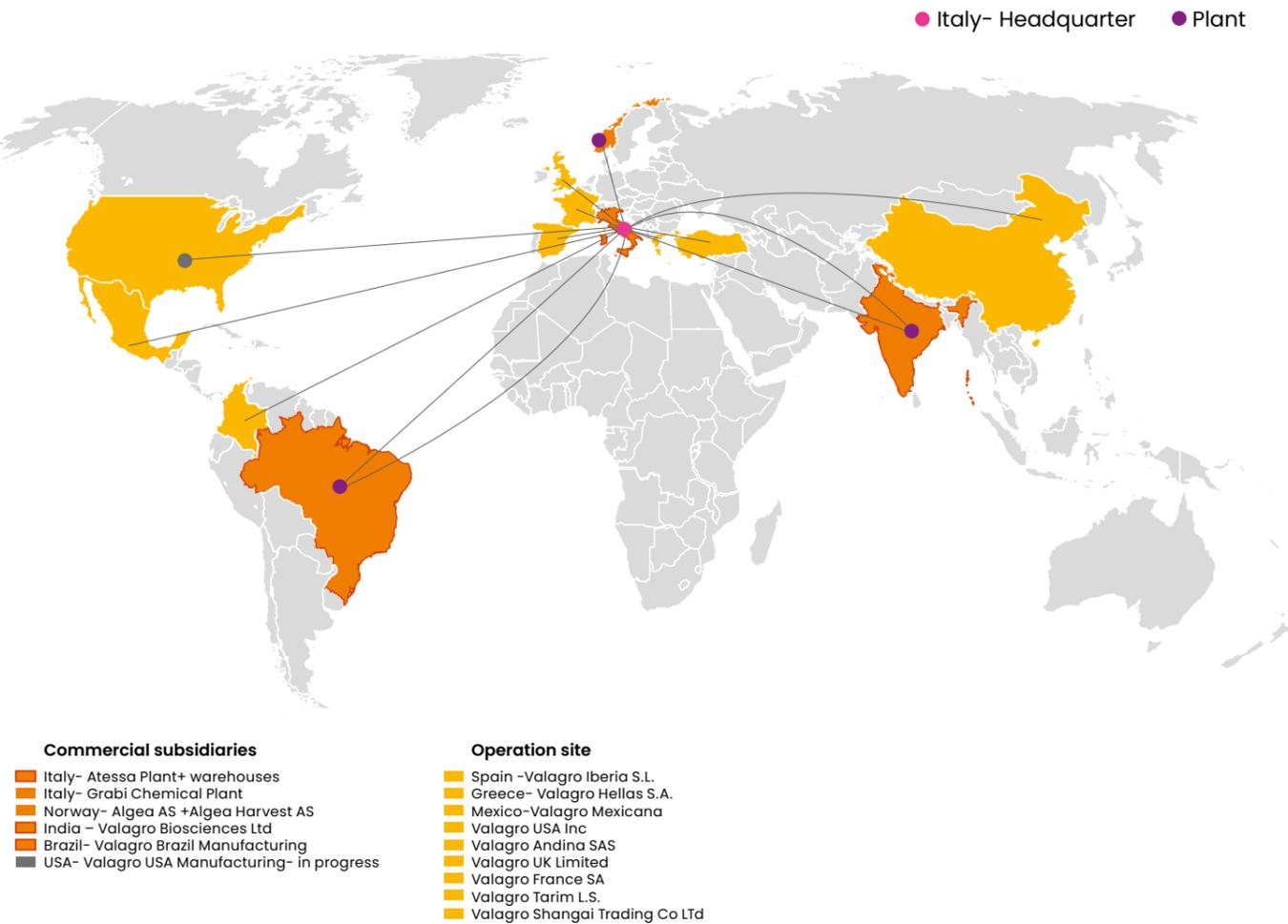
The Sustainability Report is the main reporting tool on the environmental and social performance of Valagro Group and it was prepared on a voluntary basis. It is drafted "in accordance with the GRI Standards", the non-financial reporting standards defined by the Global Reporting Initiative - GRII. To date, GRI Standards are the most widespread and prominent international standards on non-financial reporting. The scope and quality of reporting reflect the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability. The document also makes reference to the publication on "Linking the SDGs and the GRI Standards" prepared by the GRI, in order to reconcile the issues covered in this document with the Sustainable Development Goals⁷.

REPORTING PERIOD

Given the characteristics of Valagro's business, the group decided to focus on 2022 and it did not report the three-year period. However, where possible, the data was compared with the previous year.

REPORTING SCOPE

The scope of this statement includes the data of the parent, Valagro S.p.A., and the companies included in the line-by-line consolidation scope, to the extent necessary to ensure an understanding of the group's operations, performance, results and the impact thereof. The reporting scope excludes entities that are not completely under control or units whose contribution to non-financial reporting is not material in terms of their size or business continuity.



⁷ The United Nation 2030 Agenda for Sustainable Development, presented in New York in September 2015, sets out 17 Sustainable Development Goals (SDGs) that represent common sustainable development goals for shared responses to the complex challenges of today. They represent an important point of reference for the international community.

PERFORMANCE TABLES

CLIMATE AND EMISSIONS - KEY DATA

CO2-equivalent (CO2-eq) EMISSIONS		305-1 / 305-2/305-3/ 305-4
	UM	2022
SCOPE 1+2 EMISSIONS		
Scope 1 Emissions from combustion	Ton	14738 ⁸
Scope 1 Emissions from refrigerant gas leaks	Ton	25
Scope 1 emissions- Operation site	Ton	11099
Scope 1 emissions -Commercial Subsidiaries	Ton	3664
Location-based Scope 2 emissions	Ton	1205
Market based Scope 2 emissions	Ton	1896 ⁹
Market based Scope 2 emissions- Operation site	Ton	1873
Market based Scope 2 emissions -Commercial Subsidiaries	Ton	23
Scope 1 +2 Emissions (marked based)	Ton	16659
Scope 1 +2 Emissions (location based)	Ton	15968

GHG Emissions Intensity

GHG Emissions Intensity (worked hours)	(kg/h)	0,01
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ENERGY CONSUMPTION BY SOURCE

	UM	2022
TOTAL ENERGY CONSUMPTION (DIRECT USE)	GJ	280626,5
ENERGY FROM NON-RENEWABLE SOURCES¹⁰		
Diesel	GJ	34840
Gasoline	GJ	38650
Natural gas	GJ	98343
LPG	GJ	83429
SELF-PRODUCED ENERGY THROUGH COGENERATION		
Thermal energy	GJ	14597
Electricity	GJ	9022
Cooling power	GJ	0
ENERGY FROM RENEWABLE SOURCES		
Photovoltaic electricity	GJ	1747
INDIRECT USE		
Electricity	GJ	15576
from non-renewable sources (Electricity no GO)	GJ	15576
from renewable sources (Electricity GO)	GJ	8607
ELECTRICITY SELF PRODUCED SOLD	GJ	49

Energy intensity

Energy intensity (per MLN€ revenues)	GJ/MLN€	0,001
Energy intensity (per worked hour)	kWh/ore	4,080
Energy intensity (per ton finished product)	kWh/ton	0,155

⁸ Considering the Atessa site alone, Scope 1 emissions in 2022 amount to 5318 Ton CO2eq, in line with previous year (5582,87).

⁹ Scope 2 marked based emissions for the Atessa site alone total 1561 Ton CO2eq in 2022, with a 13% increase with respect to 2021 (1376 ton CO2eq).

¹⁰ Energy consumption for the Atessa site alone totals 3,6 GJ in 2022, with slight increase with respect to 2021 (3,065 GJ)

MATERIALS – KEY DATA

MATERIALS			
	UM	Quantity	Quantity with sustainability certification
RAW MATERIALS USED ¹¹	ton	83613	310
MATERIALS DERIVATED FROM NON-RENEWABLE SOURCES	ton	43622	-
Active	ton	37748,4	0,0
ACTIVE byproduct	ton	2613,5	0,0
ACTIVE no byproduct	ton	35134,9	0,0
Co-formulant	ton	2929,1	0,0
Synthetic building block	ton	2944,1	0,0
Other	ton	0,0	0,0
MATERIALS DERIVATED FROM RENEWABLE SOURCES		39991	310
Active	ton	28318,3	310,4
ACTIVE byproduct	ton	24075,6	19,1
ACTIVE no byproduct	ton	4192,6	306,3
Co-formulant	ton	11673,0	0,0
Synthetic building block	ton	0,0	0,0
Other	ton	0,0	0,0
ASSOCIATED PROCESS MATERIALS	ton	39	-
Lubricants	l x density	13,9	0,0
Tyres	n x mean weight	0,6	0,0
Batteries	n x mean weight	8,0	0,0
Electrical/electronic parts (motors and gears)	ton	2,2	0,0
Special metal parts for machines (bearings, seals, valves)	ton	9,1	0,0
Special non-metallic spare parts for machines (belts and membranes)	ton	0,0	0,0
Other associated process materials	ton	4,9	0,0
PACKAGING	ton	3943	-
PACKAGING FROM NON-RENEWABLE SOURCES	ton	1809	0
Plastic Packaging	ton	1809,1	0,0
Canisters - Bottles	ton	610,4	0,0
Cubes/ Cisterns	ton	607,0	0,0
Sacks	ton	277,4	0,0
Stoppers	ton	241,6	0,0
Labels	ton	63,9	0,0
Other (Please specify)	ton	9,0	0,0
Metallic Packaging	ton	0,0	0,0
Other (Please specify)	ton	0,0	0,0
PACKAGING FROM RENEWABLE SOURCES	ton	2133,5	0,0
Bio Plastic Packaging	ton	0,0	0,0
Canisters - Bottles	ton	0,0	0,0
Cubes/ Cisterns	ton	0,0	0,0
Sacks	ton	0,0	0,0
Stoppers	ton	0,0	0,0
Labels	ton	0,0	0,0
Other (Please specify)	ton	0,0	0,0
Paper and cardboard packaging	ton	983,7	0,0
Cartons	ton	983,7	0,0
Covers	ton	5,0	0,0
Angular	ton	20,4	0,0
Other (Please specify)	ton	2,6	0,0
Paper and paperboard for packaging	ton	9,4	0,0
Woody materials- Pallet	ton	1112,4	0,0
Other (Please specify)	ton	0,0	0,0

MATERIALS		
	UM	Quantity
MATERIALS DERIVATED FROM NON-RENEWABLE SOURCES	ton	43622
MATERIALS DERIVATED FROM RENEWABLE SOURCES	ton	39991
ASSOCIATED PROCESS MATERIALS (FROM NON-RENEWABLE SOURCES)	ton	39
PACKAGING FROM NON-RENEWABLE SOURCES	ton	1809
PACKAGING FROM RENEWABLE SOURCES	ton	2133,5
	ton	
MATERIALS AND PACKAGING DERIVED FROM RENEWABLE SOURCES		45469
MATERIALS AND PACKAGING DERIVED FROM NON-RENEWABLE SOURCES		42163,5

MATERIALS – KEY DATA

WASTE		
	UM	2022
GENERATED WASTE BY COMPOSITION	ton	3004,6
NON-HAZARDOUS WASTE GENERATED BY COMPOSITION	ton	2728,6
Waste resulting from the raw materials to be used by the production processes	ton	2675,0
Waste from maintenance activities	ton	46,5
General waste (from general services, canteen, offices)	ton	7,1
Other (please specify)	ton	0,0
HAZARDOUS WASTE GENERATED BY COMPOSITION		276,0
Waste from laboratory activities (quality control, research, formulation)	ton	1,1
Waste from production activities	ton	271,9
Waste from maintenance activities	ton	2,8
General waste (from general services, canteen, offices)	ton	0,1
Other (please specify)	ton	0,0
GENERATED WASTE DIVERTED FROM DISPOSAL		907,3
NON HAZARDOUS WASTE DIVERTED FROM DISPOSAL	ton	831 ¹²
Preparation for reuse (da R2 a R13)	ton	1,7
Recycling (da R2 a R13)	ton	827,5
Other recovery operations	ton	1,9
HAZARDOUS WASTE DIVERTED FROM DISPOSAL	ton	76,1
Preparation for reuse	ton	15,6
Recycling (da R2 a R13)	ton	60,5
Other recovery operations	ton	0,0
GENERATED WASTE DIRECTED TO DISPOSAL BY DISPOSAL OPERATION	ton	2097
NON HAZARDOUS WASTE DIRECTED TO DISPOSAL BY DISPOSAL OPERATION		1898
Incineration (with energy recovery)	ton	1790,8
Incineration (without energy recovery)	ton	0,0
Landfilling (D1)	ton	1,3
Other disposal operations	ton	105,5
HAZARDOUS WASTE GENERATED DIRECTED TO DISPOSAL BY DISPOSAL OPERATION	ton	199,8
Incineration (with energy recovery)	ton	49,7
Incineration (without energy recovery)	ton	0,0
Landfilling	ton	38,8
Other disposal operations	ton	111,3

¹² For the Atessa site, in 2022, an increase in hazardous waste generated is reported (150 ton vs 64.7), while non-hazardous waste have decreased (630 ton vs 691). The destination of hazardous waste in 2022 has been improved with respect to 2021, as they have been destined to disposal operations d15 and d9.

WATER - KEY DATA

WATER				303-3
WATER WITHDRAWAL BY SOURCE	UM	2022		
		All area	Area with water stress	
Surface water (total)		6,34	5,20¹³	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	6,34	5,20	
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0,00		
Groundwater (total)	ML	21,77	21,77	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	21,77	21,77	
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0,00	0,00	
Seawater (total)	ML	0,00	0,00	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	0,00	0,00	
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0,00	0,00	
Third-party water	ML	280,51	37,73	
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	280,51	37,73	
Other water (>1,000 mg/L Total Dissolved Solids)	ML	0,00	0,00	
TOTAL WATER WITHDRAWAL	ML	308,62	64,70	

WATER				303-4
WATER DISCHARGE BY DESTINATION	UM	2022		
		All area	Area with water stress	
Surface water (total)		16,96	16,96	
Groundwater (total)¹⁴	ML	23,37	23,09	
Seawater (total)	ML	229,81	0,00	
Third-party water	ML	15,06	0,36	
TOTAL WATER DISCHARGE	ML	285,20	40,40	
WATER DISCHARGE BY FRESHWATER AND OTHER WATER				
Freshwater (≤1,000 mg/L Total Dissolved Solids)	ML	285		
On-site secondary treatment	ML	-		
From site after on-site treatment	ML	-		
WATER CONSUMPTION				
Total water consumption	ML	40,38		
Total water consumption (not considered irrigation as discharge)	ML	63,74		

PEOPLE - KEY DATA

PERSONNEL BY CATEGORY AND GENDER (at the 31/12/2022)							2-7
	Employees at 31/12/2022 (n.)	Type of contract (%)			Gender (%)		
		Indefinite or permanent contract	Fixed term or temporary contract	Other contract	Men	Women	
Italy	353	85,8%	7,4%	6,9%	67,7%	32,3%	
Norway	53	84,9%	15,1%	0,0%	77,4%	22,6%	
Spain	25	92,6%	0,0%	7,4%	72,0%	28,0%	
Greece	10	100,0%	0,0%	0,0%	80,0%	20,0%	
Uk ¹⁵	nd	nd	nd	nd	nd	nd	
FRANCE	18	100,0%	0,0%	0,0%	61,1%	38,9%	
Turkey	13	100,0%	0,0%	0,0%	76,9%	23,1%	
Usa	38	100,0%	0,0%	0,0%	73,7%	26,3%	
Brazil	91	66,9%	0,0%	33,1%	69,2%	30,8%	
MEXICO	60	100,0%	0,0%	0,0%	90,0%	10,0%	
Colombia	31	63,3%	0,0%	36,7%	67,7%	2,8%	
India	300	44,4%	9,1%	46,5%	90,9%	12,5%	
China	38	18,4%	81,6%	0,0%	90,3%	5,1%	
Total	1.030	66,0%	8,5%	25,5%	78,0%	22,0%	

OTHER CONTRACT							2-8
COUNTRY	Agents	Contractors and VAT number	Casual employees	Employees with zero-hour contracts	On-call employees	Other contract	
Italy	18	0	0	0	0	8	
Norway	0	0	0	0	0	0	
Spain	2	0	0	0	0	0	
Greece	0	0	0	0	0	0	
UK	nd	nd	nd	nd	nd	nd	
France	0	0	0	0	0	0	
TURKEY	0	0	0	0	0	0	
USA	0	0	0	0	0	0	
Brazil	3	23	0	0	0	19	
Mexico	0	0	0	0	0	0	
COLOMBIA	18	0	0	0	0	0	
India	0	0	261	0	0	0	
China	0	0	0	0	0	0	
Totale	41	23	261	0	0	27	
Total	1.030	66,0%	8,5%	25,5%	78,0%	22,0%	

PERSONNEL BY CATEGORY (at the 31/12/2022)					
	Directors	Manager	Employees	Managers / Employees	Workers
n. employee	34	128	658	786	210
Men	31	91	496	587	185
Women	3	37	162	199	25

PERSONNEL BY AGE GROUP (at the 31/12/2022)			
	Directors	Managers / Employees	Workers
< 30 years old	0	216	33
30-50 years old	11	488	117
> 50 years old	23	82	60
Total	34	786	210

PERSONNEL BY FULL TIME/ PART-TIME (at the 31/12/2022)				
COUNTRY	Men- Full-time	Men- Par-time	Women- Full-time	Women- Par-time
Italy	237	2	108	6
Norway	41	1	11	0
Spain	18	0	7	0
Greece	8	0	2	0
UK ¹⁶	nd	nd	nd	nd
France	11	0	7	0
Turkey	10	0	3	0
USA	27	1	10	0
Brazil	63	0	28	0
Mexico	54	0	6	0
Colombia	21	0	10	0
India	242	2	56	0
China	28	0	10	0
Total	760	6	258	6

13 Water withdrawal in Atessa was 58,38 ML in 2021 and is 60,97 ML in 2022, with a 20% increase due to the increased production of chelates and liquids that characterized operations in 2022.

14 Groundwater discharges also include water used for irrigation.

15 Data are not available. By 2023 we are committed to a systematic collection and analysis of this information.

16 Data are not available. By 2023 we are committed to a systematic collection and analysis of this information.

TURNOVER (AL 31/12/2022)					303-3
Country	New Hires		End of employment		
	N.	Rate (%)	N.	Rate (%)	
Italy	112	31,7%	86	24,4%	
Norway	10	18,9%	15	28,3%	
Spain	0	0,0%	0	0,0%	
Greece	2	20,0%	1	10,0%	
UK ¹⁷	nd	nd	nd	nd	
France	18	100,0%	0	0,0%	
Turkey	1	7,7%	2	15,4%	
USA	10	26,3%	5	13,2%	
Brazil	36	39,6%	18	19,8%	
Mexico	12	20,0%	3	5,0%	
Colombia	10	32,3%	6	19,4%	
India	126	42,0%	309	103,0%	
China	12	31,6%	3	7,9%	
TOTAL	349	33,9%	448	42,6%	

ABSENCES				
		TOT	Men	Women
HOURS OF ABSENCES	n	49.810	30.046	19.764
Hours of sick leaves	n	35.322	22.087	13.235
Hours of paternity leaves	n	5.349	1.826	3.523
Hours of strikes	n	8	8	-
Hours of trade union meeting leaves	n	56	56	-
Hours of various other leaves (study, health, mourning, etc.)	n	8.702	5.783	2.920
Others	n	374	287	87
ABSENTEEISM RATE (not incl. Hours lost for holidays and accidents)		2,52%		

HEALTH AND SAFETY - KEY DATA

EMPLOYEE AND THIRD PARTIES INJURIES					403-2
	UM	Direct Personel	Third Parties	Direct Personel + Third Parties	
		2022	2022	2022	
Work-related accidents by type					
Recordable injuries	n.	6	1	7	
First Aids	n.	21	2	23	
Injuries involving only the day of occurrence (Medical treatments)	n.	1	-	1	
Accidents with lost time	n.	5	1	6	
Restricted Work Cases	n.	-	-	-	
Injuries with permanent consequences	n.	-	-	-	
Injuries with high-consequence work-related (excluding fatalities)	n.	-	-	-	
Fatal accidents (FAT)	n.	-	-	-	
Total Recordable Injury Rate (TRIR)		0,61	0,50	0,59	
Severity rate		0,04	0,02	0,04	
Fatalities as a result of work-related injury Rate (FAT FR)		0,00	-	-	
High-consequence work-related injuries rate (excluding fatalities)		0,00	-	-	

TRAINING - KEY DATA

TRAINING ON GROUP PERSONEELL			404-1/ 412-2
	UM	2022	
HOURS OF TRAINING	hours	39065	
Training hours per person	hours/employee	37,7	
HOURS OF TRAINING BY EMPLOYEE CATEGORY	hours		
Directors/All people managers		9646	
Training hours per person-Directors/ managers		59,5	
Employee		21375	
Training hours per person-Employee		32,5	
Workers		8044	
Training hours per person- Workers		38,3	
TOTAL		39065	
Formazione a livello di operation		18203	
Country training		20862	

TRAINING ON GROUP PERSONNEL			404-1/ 412-2
	2022		
Direct personnel Training by topic¹⁸	34921		
Training - managerial	2814		
Training - technical/professional	22178		
Training in matter of Health and safety	4806		
Training in matter of environment and energy	794		
Training in matter of Compliance (Ethics Code, D. Lgs. 231, Anti-corruption)	1460		
Training in matter of human rights (organization's specific policies and procedures)	342		
Languages			
Other training			
Third parties' Training by topic	626		
Training in matter of Health and safety	85		
Training in matter of environment and energy	5		
Other training	64		

ENHANCING PEOPLE - KEY DATA

PERSONNEL WHO RECEIVED A REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEW			404-1/ 412-2
	UM	2022	
Personnel who received a regular performance and career development review	n.	907	
Directors/All people managers	n.	222	
Employee	n.	612,00	
Workers	n.	73,00	

¹⁷ Data are not available. By 2023 we are committed to a systematic collection and analysis of this information.
¹⁸ The hours by topics don't cover the total hours of training delivered. We are committed to improve the registration.

MATERIAL TOPICS DEFINITIONS

The table below presents the Group material topics, clustered by macro-category of reference, the associated inside-out impacts and the related scope

TOPIC	DESCRIPTION	IMPACT	SCOPE/VALUE CHAIN	SDG
CLIMATE CHANGE	The impact of climate change on agriculture, and, on the other hand, all activities, solutions and technologies aiming at minimizing it by increasing resilience to adverse effects.	Positive impact: Reducing climate-changing emissions through decarbonisation strategies, using low environmental impact technologies and promoting actions to reduce greenhouse gas emissions in order to contribute to the energy transition and achievement of the carbon neutrality targets. Negative impact: Failure to meet declared climate change emission targets.	Suppliers Transport from supplier to production site Production Distribution from production site Retailers Farmers	
OPERATION FOOTPRINT AND USE OF RESOURCES	Environmental footprint associated with the Group operations, including energy use, waste management, water use, air emissions of GHG and non GHG substances.	Positive impact: Reducing environmental impacts through specific strategies, promoting actions to optimize use of resources. Negative impact: Failure to reduce environmental impacts and optimize resource use.	Suppliers Transport from supplier to production site Production Distribution from production site Retailers Farmers	
BYPRODUCTS RECOVERY AND CIRCULAR ECONOMY	Implementing a circular economy approach where byproducts from other industrial processes are recovered and valorized; this also includes proper byproducts management in internal operations.	Positive impact: Research, integrate and foster circular economy principles in the business model, promoting practices aimed at proper waste management with benefits in terms of minimising waste production and a commitment to start the recovery/recycling process.	Suppliers Production	
REGENERATIVE AGRICULTURE	Advocating for and facilitating adoption of regenerative agriculture practices and solutions, that aim at the conservation and restoration of natural ecosystems and biodiversity, ensuring plant health and soil fertility while securing yield and profitability for growers. This also includes all activities aimed at sustainable productivity increase and proper management of inputs and resources.	Positive impact: Solution able to respond to emerging trends in the food sector, with positive impacts in terms of meeting the needs of customers and end users. Negative impact: N/A.	Retailers Farmers	
WORKPLACE HEALTH AND SAFETY	Preserving the mental and physical health of the Valagro people by creating a safe and wellbeing-centered workplace.	Positive impact: Minimising the risk of accidents and injuries through the use of remote activity monitoring technologies, training, prevention and awareness-raising on health and safety issues. Negative impact: Accidents, injuries and illness at work, with possible negative impacts in terms of health and safety of the workforce.	Employees, Workers	
HUMAN RESOURCES MANAGEMENT	Strategies aimed at talent attraction and retention; implementation of training and development programs with the goal of promoting a continuous improvement of our People, both from a personal and professional point of view.	Positive impact: Enhancing the skills of people and improving career opportunities through continuous training and talent retention. Increased well-being through the development of adequate welfare plans. Negative impact: Possible inadequate training of people, non-compliance with contractual regulations, job insecurity and lack of attention to well-being resulting in loss of key resources.	Employees, Workers	

TOPIC	DESCRIPTION	IMPACT	SCOPE/VALUE CHAIN	SDG
DIVERSITY, EQUITY AND INCLUSION	Increasing diverse representation across the company, and cultivating an inclusive and equitable mindset in the company culture.	Positive impact: Improving the corporate climate through the development of appropriate equal opportunities and social inclusion plans Negative impact: Forced or child labour practices, with negative impacts on retailer in terms of violating the human rights of employees and co-workers.	Employees, workers	
CORPORATE GOVERNANCE AND INTEGRITY	Fostering a honest, consistent and transparent way of doing business throughout the company, in compliance with the highest national and international standards.	Positive impact: Promotion of a culture based on communication, ethics, transparency and protection of whistle-blowers, with positive impacts in terms of increasing the trust of employees and collaborators, as well as greater freedom of expression of employees and collaborators, thanks also to whistleblowing reports. Management of employee personal data processing activities in compliance with the requirements of the applicable legislation. Negative impact: Cases of corruption, bribery and conflicts of interest with possible negative (reputation and economic) impacts on the stakeholders involved (e.g. suppliers, customers, partners, etc.).		
SUPPLY CHAIN-RESPONSIBLE MANAGEMENT	Responsible management of the Company procurement processes along the supply chain. Promotion of socially and environmentally responsible behaviors among suppliers, as well as implementing internal supplier screening and evaluation processes on the basis of social and environmental performances.	Positive impact: Dissemination and application of greater environmental and social sustainability principles and good practices through the involvement of suppliers and supply chain partners (e.g. awareness-raising and training activities and related monitoring). Negative impact: Possible violations of workers' rights and negative environmental impacts of companies in the supply chain, due to the Company's failure to monitor.	Suppliers Retailers	
SUPPORT TO LOCAL COMMUNITIES	Promoting activities devoted to the development and empowerment of the local communities, including partnerships, sponsorships, donations, trainings, educational projects, etc.	Positive impact: Promotion of programmes and initiatives aimed at encouraging the sustainable development of the territory, also through the management of relations with associations and authorities. Negative impact: inability to provide adequate support to the community.	Local communities, schools, universities, associations	
ECONOMIC PERFORMANCE	The economic performance of the Group, including the generated, retained and distributed value.	Positive impact: Economic value distributed within the community.	Employees, workers, local communities	
FARMERS SUPPORT AND EMPOWERMENT	Helping farmers, including smallholders, optimize efforts and use products profitably, with the aim of maximizing their results through the transition to innovative agricultural practices, solutions and technologies. This also includes constant and adequate technical support in the use of Valagro solutions from a specialized team of trusted advisors	Positive impact: Increase of the profitability of farming, with particular enhancement of prosperity in rural areas.	Distribution from production site	
SCIENCE-BASED INNOVATION	Leveraging on rigorous, reliable and accurate research to create innovative, science-based solutions, able to address the unmet needs of the customers.	Positive impact: Availability of products and services to customers using innovative technologies and solution.	Farmers Distributors	

GRI Content Index

Statement of use Valagro group reports in accordance with gri standards for the period 1.01.2022 – 31.12.2022				
Gri 1 used	Gri 1: foundation 2021			
Gri standard		Location	Page	Omissions & notes
Gri 2: general disclosures 2021	2-1 Organizational details	§The valagro group	Pag.12	
	2-2 Entities included in the organization's sustainability reporting	§ Disclosing sustainability: methodological note	Pag.72	
	2-3 Reporting period, frequency and contact point	Period 1.01.2022 – 31.12.2022 Sustainability@valagro.Com		
	2-4 Restatements of information	There were no significant restatements of Information reported in previous years. Moreover, this is the first report where it was included valagro s.Pa. And legal entities fully consolidated.		
	2-5 External assurance	This report is not subject to external assurance.		
	2-6 Activities, value chain and other business relationships	§Our business model	Pag.17	
	2-7 Employees	§Composition, turnover, worked hours, salary, labour management relations §Performance tables	Pag.38	The information is only available for valagro uk .
	2-8 Workers who are not employees	§Composition, turnover, worked hours, salary, labour management relations §Performance tables	Pag.38	We to map a complete data of other contract whether appropriate information will be available for the 2023 reporting year.
	2-9 Governance structure and composition	§Structure of the board of directors and committees of valagro, syngenta group	Pag. 66	
	2-10 Nomination and selection of the highest governance body	Please refer to the report on corporate governance and ownership in "composition of the board of directors		
	2-11 Chair of the highest governance body	§Structure of the board of directors and committees of valagro, syngenta group	Pag. 66	
	2-12 Role of the highest governance body in overseeing the management of impacts	§Structure of the board of directors and committees of valagro, syngenta group	Pag. 66	
	2-13 Delegation of responsibility for managing impacts	§Sustainability governance: roles and responsibilities	Pag. 4	
	2-14 Role of the highest governance body in sustainability reporting	§Sustainability governance: roles and responsibilities	Pag. 4	
	2-15 Conflicts of interest	§Structure of the board of directors and committees of valagro, syngenta group The ethic code regulates situations of conflict of interest; to this end, valagro and its people undertake not to find themselves in situations of conflict or potential conflict.	Pag. 66	
	2-16 Communication of critical concerns	§Our management and control systems	Pag. 68	
	2-17 Collective knowledge of the highest governance body	§Structure of the board of directors and committees of valagro, syngenta group	Pag. 66	
	2-18 Evaluation of the performance of the highest governance body	Not applicable		Since it is not listed, to date the company does not have a procedure for evaluating the performance of the highest governing body
	2-19 Remuneration policies	§Performance & rewarding §Performance tables	Pag.44	
	2-20 Process to determine remuneration	§Performance & rewarding	Pag.44	
	2-21 Annual total compensation ratio	Not applicable		Since it is not listed, to date the company does not have a procedure for evaluating the performance of the highest governing body
	2-22 Statement on sustainable development strategy	§Letter to shareholders and stakeholders	Pag. 4	
	2-23 Policy commitments	§8the third way mindset	Pag.16	
	2-24 Embedding policy commitments	§Our management and control systems	Pag. 68	
	2-25 Processes to remediate negative impacts	§Highlights of 2022: key events and projects dedicated to our stakeholders	Pag. 25	
	2-26 Mechanisms for seeking advice and raising concerns			
	2-27 Compliance with laws and regulations	No significant monetary sanctions or non-monetary sanctions due to failure to observe laws and regulations were recorded in 2022 to date, the valagro group has not received any objections and/or reports from the privacy guarantor. There were no data breaches or complaints from data subjects during the year.		
	2-28 Membership associations	§Our stakeholders	Pag.22	
	2-29 Approach to stakeholder engagement	§Our stakeholders	Pag.22	
	2-30 Collective bargaining agreements	100% Of valagro employees in italy are covered by collective bargaining agreements over the next few financial years, the group is committed to supplement this disclosure.		The information is only available for italy.
Gri 3: material topics 2021	3-1 Process to determine material topics	§Reporting sustainability: our path in 2022	Pag. 20	
	3-2 List of material topics	§Material topics definitions	Pag. 80	
	3-3 Management of material topics			

Material topic- climate change				
GRI 3: Material Topics 2021	3-3 Management of material topics	§Our commitment to the sustainability of our products: the Environmental Product Declaration ENERGY AND EMISSIONS	Pag. 31	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	§ENERGY AND EMISSIONS §Performance Tables	Pag. 54	
	302-2 Energy consumption outside of the organization	§Energy and emissions §Performance tables	Pag. 54	We do not currently collect or estimate the amount of energy used by our suppliers and customers.
	302-3 Energy intensity	§Energy and emissions §Performance tables	Pag. 54	
	302-4 Reduction of energy consumption	§Energy and emissions	Pag. 54	
	302-5 Reductions in energy requirements of products and services	§Our commitment to the sustainability of our products: the environmental product declaration §Energy and emissions	Pag. 31	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	§Our commitment to the sustainability of our products: the Environmental Product Declaration §ENERGY AND EMISSIONS §Performance Tables	Pag. 31	
	305-2 Energy indirect (scope 2) ghg emissions	§Energy and emissions §Performance tables		
	305-3 Other indirect (scope 3) ghg emissions	The calculation methodology for the scope 3 emissions is being refined. Valagro is committed to provide information over the next few years.		Not available / incomplete information
	305-4 Ghg emissions intensity	§Performance tables		
	305-5 Reduction of ghg emissions			
	305-6 Emissions of ozone-depleting substances (ods)	Not available / incomplete information		Over the next few financial years, the group is committed to supplement this disclosure.
	305-7 Nitrogen oxides (nox), sulfur oxides (sox), and other significant air emissions	Not available / incomplete information		Over the next few financial years, the group is committed to supplement this disclosure.
Gri 201: economic performance 2016	201-2 Financial implications and other risks and opportunities due to climate change			Not available
Material topic- operation footprint and use of resources				
Gri 3: material topics 2021	3-3 Management of material topics	§Environmental sustainability and the primary challenges	Pag. 50	
Gri 306: waste 2020	306-1 Waste generation and significant waste-related impacts	§Waste	Pag. 62	Depending on the options available at the site, data obtained from measurement, calculation or estimates is used.
	306-2 Management of significant waste-related impacts	§WASTE	Pag. 62	
	306-3 Waste generated	§Waste §Performance tables	Pag. 62	
	306-4 Waste diverted from disposal	§Waste §Performance tables	Pag. 62	Valagro does not transport or treat any waste relevant under the terms of the basel convention annex i, ii, iii and viii.
	306-5 Waste directed to disposal	§Waste §Performance tables	Pag. 62	
Gri 303: water and effluents 2018	3-3 Management of material topics	§Use of water	Pag. 57	
	303-1 Interactions with water as a shared resource	§Use of water With regard to areas of high water stress, an audit was carried out about the presence in the map on link, only taking into consideration those at extreme risk.	Pag. 57	
	303-2 Management of water discharge-related impacts	§Use of water	Pag. 57	
	303-3 Water withdrawal	§Use of water §Performance tables	Pag. 57	
	303-4 Water discharge	§Use of water §Performance tables	Pag. 57	
303-5 Water consumption	§Use of water §Performance tables	Pag. 57		
Material topic- byproducts recovery and circular economy				
Gri 3: material topics 2021 Gri 301: materials 2016	3-3 Management of material topics	§Environmental sustainability and the primary challenges §Use of materials	Pag. 52	
	301-1 Materials used by weight or volume	§Use of materials §Performance tables	Pag. 60	
	301-2 Recycled input materials used	§Use of materials §Performance tables	Pag. 60	
	301-3 Reclaimed products and their packaging materials			Not available
Material topic- plant health, soil health and regenerative agriculture				
Gri 3: material topics 2021	3-3 Management of material topics	§Biologicals and regenerative agriculture	Pag. 30	

Material topic- workplace health and safety				
Gri 3: material topics 2021	3-3 Management of material topics	§Occupational health and safety	Pag.44	
Gri 403: occupational health and safety 2018	403-1 Occupational health and safety management system	§Occupational health and safety §Our management and control systems In order to ensure a safe and healthy work environment, fostering a culture of employee well-being, productivity, and reduced operational disruptions, valagro has also implemented iso 45001 in valagro spa, grabi and algea as.	Pag.44-68	
	403-2 Hazard identification, risk assessment, and incident investigation	§Occupational health and safety §Our management and control systems	Pag.44-68	
	403-3 Occupational health services			
	403-4 Worker participation, consultation, and communication on occupational health and safety	§Occupational health and safety §Our management and control systems	Pag.44-68	
	403-5 Worker training on occupational health and safety	§Occupational health and safety §Human capital development and training §Performance tables	Pag.44-68	
	403-6 Promotion of worker health	Algae offers an insurance that gives priority to medical services in case of need for treatment. Valagro brazil manufacturing has a health plan, it includes "alcoholism, lung diseases, depression Physical activity and the number of hours related to an awareness program on health were 2400. Valagro usa offers a medical vision, dental, life insurance available to employees and it was carried out training on new benefit and specific topics as weight management, quitting tobacco, mental health, mindfulness, diabetes, high blood pressure, etc.	Pag.44	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not available		
	403-8 Workers covered by an occupational health and safety management system	Not available		
	403-9 Work-related injuries	§Occupational health and safety §Our management and control systems §Performance tables	Pag.44-68	
	403-10 Work-related ill health	Over the next few financial years, the group is committed to supplement this disclosure.		

Material topic- human resources management

Gri 3: material topics 2021	3-3 Management of material topics		Pag. 46	
Gri 401: employment 2016	401-1 New employee hires and employee turnover	§Human capital development and training §Performance tables	Pag. 46	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not available		
	401-3 Parental leave	Not available		Valagro does not have a mechanism in place for tracking and reporting this at a global level.
Gri 404: training and education 2016	404-1 Average hours of training per year per employee	§Human capital development and training §Performance tables	Pag. 46	
	404-2 Programs for upgrading employee skills and transition assistance programs	Not available		
	404-3 Percentage of employees receiving regular performance and career development reviews	§Performance & rewarding §Performance tables	Pag. 44	
Gri 410: security practices 2016	410-1 Security personnel trained in human rights policies or procedures	Not available		

Material topic- diversity, equity and inclusion

Gri 3: material topics 2021	3-3 Management of material topics			
Gri 405: diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	§Composition, turnover, worked hours, salary, labour management relations §Performance tables	Pag.44-66	
	405-2 Ratio of basic salary and remuneration of women to men	Over the next few financial years, the group is committed to supplement this disclosure.		
Gri 406: non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Referring to odv, no incidents of discrimination have occurred in the reporting year.		
Gri 402: labor/management relations 2016	402-1 Minimum notice periods regarding operational changes	The minimum notice period for the operational changes adopted by valagro is compliant with the legislative provisions envisaged by national labour agreement for workers in Italy. The minimum number of weeks' notice typically provided to employees and their elected representatives prior to the implementation of significant operational changes that could substantially affect them is 2.		

Material topic- corporate governance and integrity

Gri 3: material topics 2021	3-3 Management of material topics	§Our management and control systems	Pag. 68	
Gri 206: anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	The ethic code regulates situations of conflict of interest; to this end, valagro and its people undertake not to find themselves in situations of conflict or potential conflict.	Pag. 68	

Gri 205: anti-corruption 2016	205-1 Operations assessed for risks related to corruption	The identification, prevention and control of corruption-related are assessed in the 231 organisational model and the code of ethics). Valagro, in Italy assess the risk as part of the risk mapping activities related to legislative decree no.231.	Pag. 68	
	205-2 Communication and training about anti-corruption policies and procedures	Training on the issue was part of the training on mog 231 and codes of ethics.	Pag. 68	
	205-3 Confirmed incidents of corruption and actions taken	Referring to odv, no incidents of corruption have occurred in the reporting year.	Pag. 68	
Gri 418: customer privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	To date, the valagro group has not received any objections and/or reports from the privacy guarantor. There were no data breaches or complaints from data subjects during the year.	Pag. 68	

Material topic- supply chain- responsible management

Gri 3: material topics 2021	3-3 Management of material topics			
Gri 204: procurement practices 2016	204-1 Proportion of spending on local suppliers	§Suppliers	Pag. 71	
Gri 308: supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	The percentage of new suppliers screened is not available yet. 2400 Suppliers were screened.		
	308-2 Negative environmental impacts in the supply chain and actions taken	We do not currently have the resources or systems in place to collect this information		
Gri 414: supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	The percentage of new suppliers screened is not available yet.		
	414-2 Negative social impacts in the supply chain and actions taken	The data is not available yet.		
Gri 407: freedom of association and collective bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The data is not available yet.		
Gri 408: child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The data is not available yet.		
Gri 409: forced or compulsory labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The data is not available yet.		

Material topic- economic performance

Gri 3: material topics 2021	3-3 Management of material topics	§Our added value	Pag. 52 -63	
Gri 203: indirect economic impacts 2016	203-1 Infrastructure investments and services supported	In 2022, the valagro group disbursed € 87450 for donations to education and research (valagro usa €46000 to university of california davis, valagro tarim €41450 r&d trial demos, valagro biosciences manufacturing- india- contributed towards the infrastructural requirements of 2 government schools (one near to office at gachibowli and other near to factory at isnapur) at hyderabad providing furniture to schools - benches, tables, chairs, lockers, almira's and racks for storage and distribution of school bags, geometry boxes, books and pencil kits to children €7,333.)		
	203-2 Significant indirect economic impacts	Being an international group, valagro has 5 operation sites, 2 in Italy and 3 abroad, generating a positive impact on employment.		
Gri 202: market presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	The data is not available yet.		
	202-2 Proportion of senior management hired from the local community	The data is not available yet		

Material topic- support to local communities

Gri 413: local communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	§		
	413-2 Operations with significant actual and potential negative impacts on local communities			
Gri 201: economic performance 2016	201-1 Direct economic value generated and distributed	§Our added value	Pag. 18	
	201-3 Defined benefit plan obligations and other retirement plans			
	201-4 Financial assistance received from government	Assistance received from the public sector includes tax credits and subsidies. Valagro s.p.a (2089570,94 € related to Tax relief and tax credits), valagro brazil manufacturing(1647402,89€ tax credits) grabi chemicals (6775,10 € energy and gas tax credit and gse contribution for photovoltaic) and valagro iberia (1680€ bonus in social security contributions for training courses).		

Material topic- science-based innovation

Gri 3: material topics 2021	3-3 Management of material topics	§	Pag. 52 -63	
	§Highlights of 2022: our research and innovation		Pag. 34	

Material topic- farmers support and empowerment

Gri 3: material topics 2021	3-3 Management of material topics			
	§Highlights of 2022: key events and projects dedicated to our stakeholders		§13	

