

Sustainability Report

2021
2022

brasilagro 



SUMMARY

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MESSAGE FROM THE CEO

[GRI 2-22]

BrasilAgro recorded its best ever nominal result in the Company's history in the 2021/2022 harvest year. We totaled R\$1.5 billion in net revenue from agricultural and real estate operations. These figures showcase the efficiency of our strategy, which combines the generation of operational value with the sale of land in Brazil, Paraguay and Bolivia.

Faced with a harvest season marked by extreme events, such as Influenza, the COVID-19 pandemic and the War in Ukraine, which gave rise to a significant appreciation of commodities, the results we achieved are more evidence of our successful strategy and the resilience of our business model.

Our land portfolio, with over 275,000 hectares, features more than half of its land in active production. The investment in the geographic diversity of land ensure a more stable operation and less exposure to climate events. This strategy helps mitigate climate

and crop risks and enhances the management of operations by combining returns on investment in real estate and on operations. Effective and innovative technology and agricultural techniques implemented has optimized yield and productivity.

A robust standardization of processes is essential to ensure standardized governance, even against the backdrop of diversification that increases the complexity of our management. Therefore, building strong governance is a commitment that comes a long way back since the incorporation of BrasilAgro, and is reflected in the ongoing investment we have made in compliance, which allows for alignment among our operating units.

Also with respect to governance, even before setting up our production units, we were the first company in the Brazilian agricultural industry to go public on B3's Novo Mercado, which has made us, from the

very beginning, follow the transparency rules set by organizations on the stock exchange. Accordingly, as the Company grows, our good practices have become increasingly robust.

We believe in agribusiness as a transformation agent. We have thus aimed to expand our positive impact in the regions where we operate. Our social role has always been an organic pillar, especially in relation to operations in border areas. By making headway in business in recent years, we were also able to consolidate our ESG (environmental, social and governance) agenda. This year, we updated our materiality matrix to ensure that we are up to date and in line with the main demands from our stakeholders and our strategic business topics.

Aimed to expand the impact of our actions, we set up the Instituto BrasilAgro, developing transformation initiatives through education, and signed up to the UN Global Compact.

Currently, up to 2% of the Company's net income is allocated to projects that benefit local communities.

Investing in people is one of our main missions as well. Our people management model has been certified by the global consultancy Great Place to Work (GPTW) for four years. In 2022, we were recognized as the fifth best company of the same size as BrasilAgro to work for in the agribusiness industry. Our team's efforts in terms of development, training, health and safety are what drives us towards this achievement.

With respect to the environmental area, for over 10 years now the Company has been certified by the Chico Mendes Institute (ICMBIO), which recognizes our role in firefighting in forest parks driven by our

contribution to the training of voluntary firefighters and availability of water trucks and supporting equipment. Furthermore, the conservation areas of the units, which overall total over 70,000 hectares, are used for the reintroduction of wild fauna species. We are also working on our GHG inventory and developing two carbon capture projects, which you will learn about throughout this report.

BrasilAgro seeks to create value for its stakeholders and in all territories where it operates. In this report we share part of this history: our journey in the 2021/2022 harvest year, highlighting our goals, challenges and achievements. My thanks to all employees, partners and investors for taking part in this journey. Enjoy your reading!



André Guillaumon
BrasilAgro's CEO



ABOUT THIS REPORT

BrasilAgro releases its 2021/2022 Sustainability Report. At the end of another harvest year, we underline our commitments, policies and actions, and highlight our strategy aimed at more sustainable business. In this report, we disclose our investments, results and how our governance is contributing to create financial, environmental and social value.

To ensure transparency, all information is in compliance with the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards, which set internationally recognized standards for reporting corporate sustainability management and sustainability accounting issues.

This report is broken down into five chapters, in which we present the Company's profile, list corporate governance and social responsibility actions, environment conservation initiatives, and actions of appreciation to our team.

Reported data refer to the 2021/2022 harvest year (from July 1, 2021 to June 30, 2022). Information corresponds to all farms owned and leased in Brazil, Paraguay and Bolivia, in addition to offices and administrative units. [\[GRI 2-3\]](#)

Thank you for your interest in this report. Enjoy your reading!

HIGHLIGHTS 2021/2022

Land portfolio valued at
R\$ 3,3 B.



On its own farms, over,
+70K
hectares of
protected areas.

Recovery plans on the Araucária Farm, in Mineiros (GO), and on the Chaparral Farm, in Correntina (BA), totaling
32 hectares.

Instituto BrasilAgro joined the UN Global Compact reinforcing your **commitment with the Objectives of Development Sustainable.**

LDP
Expanding the Leadership Development Program to develop teams in the Paraguay and Bolivia operations.

Sale of
2,4M
metric tons of
agricultural produce.

Sale of over
8K hectares
in areas of the Rio do Meio (BA) and Alto Taquari (MT) farms, totaling approximately R\$720 million.



People management model certified as one of the five best Company of the same size as BrasilAgro in the agribusiness industry by the global consultancy
Great Place to Work (GPTW).

R\$240 M
million raised with the issuance of agribusiness receivables certificates (CRA).



Opening of a **biofactory** on Chaparral Farm (BA), an area fully dedicated to the OnFarm production of bioinputs.

The Instituto BrasilAgro turned 2 years old and positively impacted
18k people
through projects own and partnerships.

+3,4K
people directly and indirectly benefitted through the five social projects handpicked by Instituto BrasilAgro's Transformation Agents Program.



+ 80%
of reported unsafe conditions were fixed, thus preventing serious accidents.



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ABOUT BRASILAGRO

OUR COMPANY

BrasilAgro is among the largest Brazilian companies in terms of arable land. Our core business is the acquisition, development, operation and sale of rural properties, in Brazil and abroad, with high potential agricultural yield.

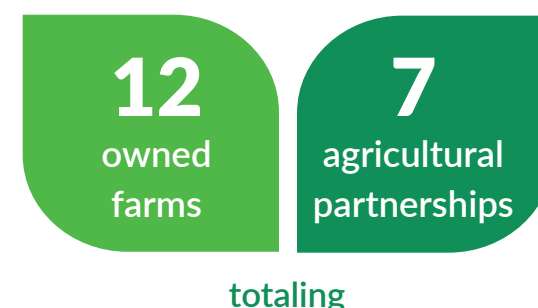
Our Company invests in land that it believes to have a significant capacity to create value, and it believes that agribusiness is a transformation agent. It also seeks to implement higher value-added crops and infrastructure and technology projects.

In view of the geographic and crop diversification of its rural properties, BrasilAgro acts on to mitigate climate and crop risks. In order to improve operations management, it combines the returns generated by both our properties and operations.

The acquisition and sale of rural properties is one of the Company's strategic pillars. When we buy underused or non-crop areas, we introduce more suitable agricultural

techniques and more profitable crops – for example, by moving from pastures to sugarcane areas – and consequently increase the real estate value of the farms so that these are sold at the height of their development and achieve significant capital gains for the Company.

BrasilAgro's portfolio comprises



275,412 thousand hectares

Of which 203,649 hectares are land in active production. The total agricultural land and conservation areas is 45% larger than the city of São Paulo, where our corporate headquarters are located. [\[SASB FB-AG-000.B | FB-AG-000.C\]](#)



The Company produces soybeans, corn, cotton, sugarcane and beans, in addition to raising cattle (livestock), and is present in the Midwestern, Northeastern and Southeastern regions, in six Brazilian states, in addition to holding operations in Paraguay and Bolivia. [\[GRI 2-6\]](#)

In the 2021/2022 harvest year, BrasilAgro sold over 8,000 hectares in areas of the farms Rio do Meio, in the state of Bahia (BA), and Alto Taquari, in the state of Mato Grosso (MT), totaling approximately R\$720 million.





Our purpose

Produce food with responsibility.

Vision

Be the leading platform for land investment and development.

Mission

Create value by acquiring, developing and operating land in a sustainable, innovative and distinguished manner.

Values

Result-driven

Take on responsibilities at all levels of the organization and deliver promised results.

Ethics

Integrity, transparency and reciprocity with internal and external stakeholders through broad and effective communication.

Meritocracy

Attract and develop people at an organization with little hierarchy and where talent is recognized.

Environmental and social sustainability

Fully comply with labor and environmental laws and work actively with governmental and non-governmental organizations to expand the positive impacts to the regions where we operate.

Innovation

Continue seeking and creating innovative methods for all the components of our business model: acquisition/sale, transformation, operation, as well as administrative and financial management.



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BUSINESS STRATEGY

[GRI 2-6]



The main axis of BrasilAgro's business strategy is the price appreciation of our rural properties. We believe the value of a rural property is related to the ability to generate cash flow per unit of area.

In order to maximize return on investment (ROI), the Company works in three stages. The first one is to identify, acquire, develop and operate rural properties that offer high potential for price appreciation.

It then focuses on optimizing the returns and yields of land by implementing effective and innovative technology and agricultural techniques.

Finally, it carries out the active management of the rural property portfolio, based on the assumptions of returns on properties and operations, diversification of climate and crop risks, efficient capital allocation and realization of gains through the divestiture of rural properties already developed.

External factors

Since 2020, external factors have made the agribusiness market even more challenging. In addition to the COVID-19 pandemic, critical

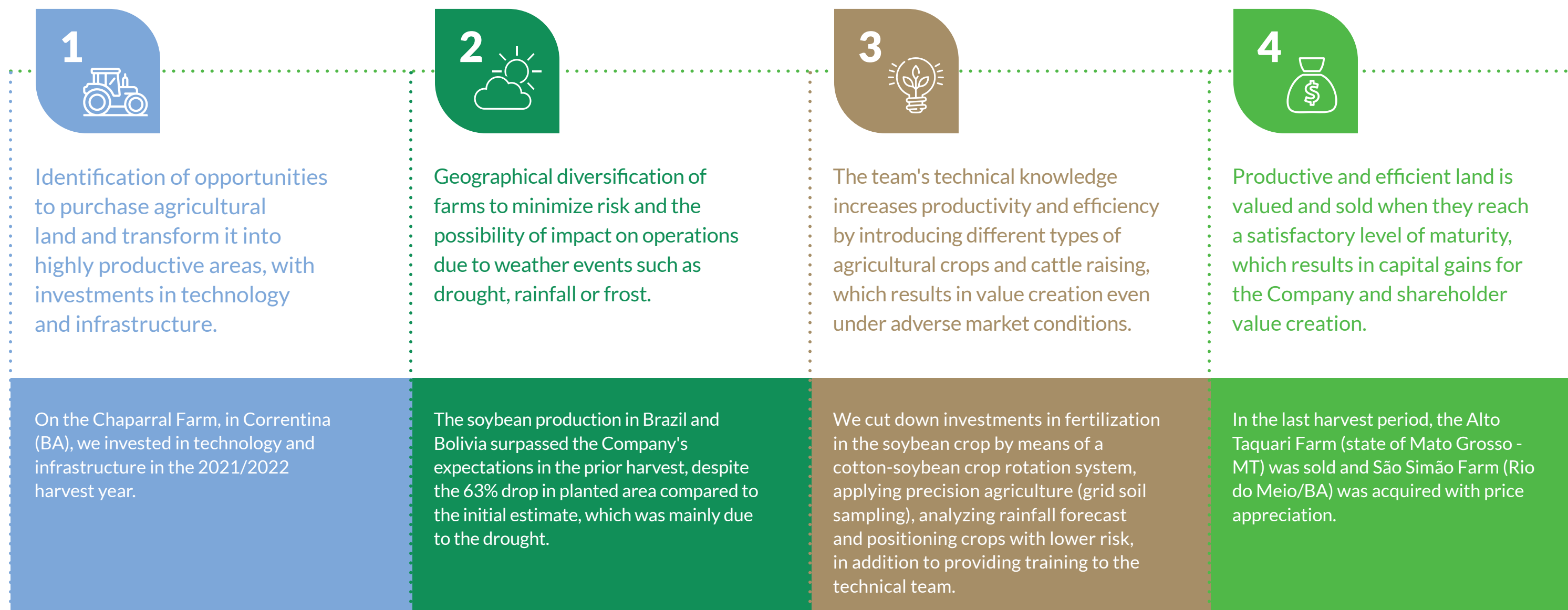
issues for the sector include the blockade of the Suez Canal in March 2021, the Russia-Ukraine war started in February 2022 and the resulting rise in price of inputs and fertilizers.

BrasilAgro's diversified portfolio, in terms of location and productive crops, mitigates the risks of impacts arising from climate and market factors. With farms in different development stages, it is possible to create value even under different macroeconomic conditions.

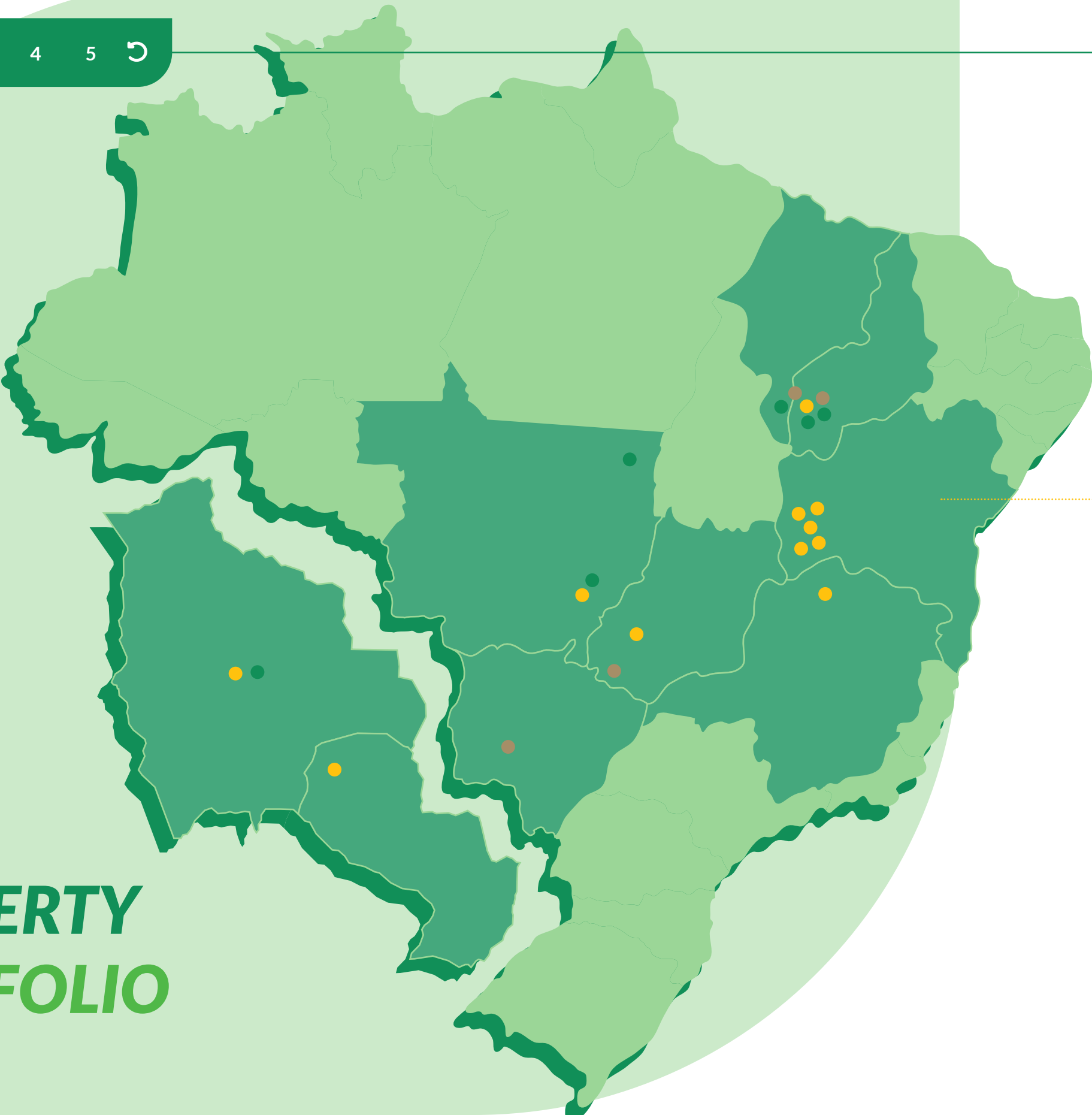
Our business strategy ensures greater competitiveness. Extreme weather events have ultimately destroyed entire crops, but the existence of other produce in alternative territories has allowed BrasilAgro to keep on achieving good results. We use soybean, corn and cotton varieties by combining the timing of planting and monitoring of climate events, adopting the best strategy at all times – some produce contribute to the quality of the business, others minimize climate impacts. When events impact the market, this same logic applies with the offer of plantations. Furthermore, the Company's strategy is to invest in the production of crops that increase the added value of land, such as cotton, which has a price appreciation higher than soybeans.

Business model

We create value for our stakeholders through a strategy that combines production, real estate business and diversification.




PROPERTY PORTFOLIO



Properties cover 275,412,000 hectares in Brazil and abroad



-  Farms sold
-  BrasilAgro's properties
-  Agricultural partnerships

- 

Maranhão
 Bolívia
- Piauí
 Paraguai
- Bahia
- Minas Gerais
- Goiás
- Mato Grosso
- Mato Grosso do Sul

PERFORMANCE AND PRODUCTIVITY

[GRI 3-3 (201)]

In the 2021/2022 harvest year, BrasilAgro achieved significant operating and financial results, which were only possible thanks to efficient production combined with the price appreciation of the rural properties of our portfolio. Net revenue totaled R\$ 1.5 billion, 98% higher compared to the previous harvest.

Adjusted EBITDA totaled R\$748.1 million in the period and we proposed the distribution of R\$320 million in dividends to shareholders, which will be submitted for approval during the Shareholders' Meeting.

We also raised R\$240 million by issuing agribusiness receivables certificates (CRA) that were used to speed up the development of arable land of our portfolio. The Company recorded negative net debt at the end of another harvest year.

Added value created and distributed grew by 32% compared to the previous harvest year, closing the period at R\$ 1.7 billion. Added value distribution totaled the increase in the gain from the sale of the farm, in addition to the growth in financial income.



[GRI 201-1]

(R\$ mil)	4T22	4T21	Variação	2022	2021	Variação
Receita Líquida Operacional	350.737	229.197	53%	1.168.137	662.952	76%
Receita Líquida Imobiliária	-	78.904	-100%	316.174	85.766	269%
Receita Líquida	350.737			1.484.311	748.718	98%
Ativo Biológico	69			498.942	504.620	-1%
Receita Líquida Total¹				1.983.253	1.226.497	62%
EBITDA Ajustado Operacional				496.594	312.584	59%
Margem Ebitda Operacional (%)				43%	47%	-4 p.p.
EBITDA Ajustado Total²	56.			748.128	365.681	105%
Margem Ebitda Ajustado Total (%)	13%			38%	30%	8 p.p.
Lucro Líquido Operacional	31.112	80.581	-61%	268.566	264.549	2%
Margem Líquida Operacional (%)	9%	35%	-26 p.p.	23%	40%	-17 p.p.
Lucro Líquido Total	31.112	127.883	-76%	520.100	317.646	64%
Margem Líquida Total (%)	7%	31%	-24 p.p.	26%	26%	n.a.

falta tradução



¹ Receita Líquida Total: Considera a movimentação de valor justo de ativos biológicos e produtos agrícolas e reversão de provisão do valor recuperável de produtos agrícolas, líquida.

² O EBITDA Ajustado foi calculado excluindo os ganhos dos ativos biológicos em formação (cana-de-açúcar e grãos), ajustado pelo resultado de derivativos realizado da safra e pelas despesas de depreciação incluindo: depreciação dos ativos imobilizados das fazendas e depreciação das áreas desenvolvidas e depreciação da cultura permanente.

Planting and pasture land

Our harvested areas totaled 168.925 thousand hectares in the 2021/2022 harvest year, up 2.3% on a year-on-year basis.

Soybean production in Brazil and Bolivia had results above the Company's expectations. In Paraguay, the loss due to drought was significant. Still, total soybean production was in line with estimated targets.

Corn production was also impacted in Paraguay. The harvest ended with production 25% lower than expected. In addition, in Bahia and Mato Grosso, the dry season affected cotton and corn productivity.

Unlike other crops, the sugarcane harvest spans the months from April to December. Until June 30, 2022, 654 tons of cane were harvested, registering a TCH of 88.04.

Regarding livestock, for the Company it is a transitory activity, which aims to transform the area. There are 21,200 head of cattle

distributed in 11,323 hectares of pastures already active in Brazil and Paraguay. We recorded a 10% increase in ADG, a productivity indicator that calculates the average daily weight gain of animals.

Price appreciation of properties

In the 2021/2022 harvest year, BrasilAgro's land portfolio was valued at R\$3.3 billion by an internal evaluation. There are 275,412 hectares into six Brazilian states, Paraguay and Bolivia. This is the result of the Company's investment in the development and transformation of arable lands, which create value through the purchase and sale of assets.

BrasilAgro incorporated new leased areas for the 2022/2023 harvest, in Mato Grosso, with high productive potential. Our production area, between owned and leased land, allows for greater flexibility in portfolio management and reduces the volatility of operating cash flow.





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**OUR
GOVERNANCE**

CORPORATE GOVERNANCE

For 16 years BrasilAgro has been operating in agribusiness with responsibility, ethics and transparency. We were the first Company in the industry to go public and have its shares listed on the Novo Mercado of B3, the São Paulo stock exchange. We are also the first Company in the Brazilian agricultural market to trade on American Depositary Receipts (ADRs) on the New York Stock Exchange (NYSE).



BrasilAgro complies with strict regulations regarding the adoption of good governance practices and the disclosure of material information in Brazil. Its governance structure also meets international requirements, such as the Sarbanes-Oxley Act (SOX), which determines the creation of security and auditing mechanisms for companies listed on the US stock exchange.

The Company's management is the responsibility of the Board of Directors, made up of nine effective members, four of whom (44% of the total) are independent board members. They have been elected by the Shareholders' Meeting for a two-year term of office. For the first time in the Company's history, two women were chosen to serve on the Board. [\[GRI 2-9\]](#)

Responsible for guiding the Company's business, the Board's activities comprise to elect officers, convene independent auditors for clarification on a number of matters, approve and monitor the operation of budget, strategic plans, expansion projects and investment programs.

The Board of Directors is supported by two committees for the analysis of major topics and recommendations for business management: the Executive Committee and the Compensation Committee. We also have the Ethics Committee and the Risk Committee, both of which are composed of multidisciplinary teams and are related to the Company's corporate management.

Furthermore, a Fiscal Council monitors accounting controls and oversees the activities of those responsible for managing internal controls. This team is responsible for assessing each audit based on the guidelines of the SOX and the SEC, the U.S. Securities and Exchange Commission.

BrasilAgro's entire strategic planning is run by the Executive Board, made up of four executives – three men and one woman – with experience in the agribusiness market.

By the next harvest year, the Company intends to set up an Audit Committee and approve a policy on related-party transactions' guidelines. The goal is to continue modernizing and consolidating the Company's governance structure in accordance with the best market practices.

Ownership breakdown

Shareholders	Shares	Ações
Cresud S.A.C.I.FYA (founding shareholder)	38.25%	39,159,930
Charles River Capital	7.65%	8,829,726
Elie Horn	5.93%	6,072,969
Treasury	3.45%	3,533,499
Other	44.72%	45,780,884
TOTAL	100%	102,377,008

Corporate governance structure

[GRI 2-9]



Find out more about the members of the Board of Directors and Management:

MATERIALITY

[GRI 3-1 | 3-2]

In the first half of 2002, BrasilAgro carried out, with the support of an external consultancy, a study aimed to update its materiality. This process consisted of analyzing global, national and sector documents focused on sustainability and ESG topics; building a sectoral benchmarking; interviewing leaders and representatives of main stakeholders; and conducting opinion surveys with about 480 respondents, among employees, investors, suppliers, customers, third sector organizations, experts and dwellers of communities close to the farms.

Each of these steps has given rise to lists with material topics were graded in order of most down to least strategic, with these lists being consolidated and bringing about to a final list with 18 topics, of which the first six were automatically deemed material: Occupational Health and Safety; Innovation, Technology and Productivity; People Development; GHG Emissions and Climate Change; Ethics and Compliance; and Water Management. Two

others were added to these topics, prioritized by the Company's management among the remaining ones: Community Relations and Biodiversity.

Building BrasilAgro's materiality is in line with the concept of dual materiality, which factors in not only those topics potentially impacting the business but also external impacts, that is, the impact of operations on the environment, economy and society. Materiality has also been built to be dynamic, that is, ready to reflect changes in priorities and/or in the scope of topics over time.

With respect to the previous materiality, the following topics were included: Innovation, Technology and Productivity; GHG emissions, which was integrated into Climate Change; Community Relations; and Biodiversity. The following were set aside: Environmental Impact Management; Productivity and Business Performance; and Food Security and Food Quality.



ETHICS AND COMPLIANCE

[GRI 3-3 (205)]

BrasilAgro cares for the ethical and transparent conduct of business through a series of activities, policies and procedures that guide the behavior and expected conduct of all its stakeholders. The way employees perform at all levels and with all stakeholders is guided by the principles and values of the Code of Ethics and Conduct, which is applied to operations in Brazil and abroad.

The Ethics Committee, made up of officers and members of the Board of Directors, is responsible for evaluating the training, development and implementation processes in connection with the Code of Conduct guidelines. BrasilAgro has no mechanisms to measure up or assess the volume of operations with corruption-related risks. [GRI 205-1]

A Reporting Channel is used by employees and stakeholders to report any suspected non-compliance with the Company's ethical

principles and values. The channel strengthens our commitment to transparency in the relationship with all stakeholders and can be accessed by phone or on the Internet.

In the 2021/2022 harvest year, we identified no cases of corruption or fraud, as well as no recorded no administrative proceeding or judicial inquiry involving the Company or its employees in connection with any corruption cases. [GRI 205-3]

This is the result of the Company's guidance to all stakeholders, including members of the governance body, employees, customers and suppliers, on the anti-corruption policies and procedures adopted by the Company. Moreover, all commercial contracts involving customers and suppliers include a copy of the Code of Ethics and Conduct and a specific anti-corruption clause. [GRI 205-2]



Codes, bylaws and policies

- Material Fact Disclosure Policy
- Bylaws
- Risk Management Policy
- Code of Ethics and Conduct
- BrasilAgro's Securities Trading Policy
- Integrated Health, Safety, Environmental and Social Responsibility Policy
- Long-Term Incentive Plan



Reporting Channel

Call: 0800-591-2078 – Código: 2727#

In order to monitor the process, the whistleblower receives a login and password when reporting the complaint.

RISK MANAGEMENT

BrasilAgro has an integrated management of corporate risks guided by a Risk Management Policy, with procedures to identify, assess, monitor and prevent institutional threats. The document also assists in prioritizing and preparing action plans for risk mitigation and control, under an ongoing management process.

The risks mapped by the Company fall into six categories: Financial, Environmental and Social, Operational, Reputational, Regulatory, and Strategic. The Policy also defines the

methodology used to monitor risks and considers the integrated performance of the business areas in connection with each case.

The Risk Management Policy is the basis, for example, for the decision-making process on the hedging mechanisms adopted to protect the Company's ability to create value against the risk of large variations in commodity prices. Accordingly, we have set mechanisms to ensure contracts for the early sale of part of the production by providing exchange rate hedging and focus on keeping production capacity and purchasing inputs.





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OUR TEAM

PEOPLE MANAGEMENT

One of the most important pillars of BrasilAgro's business strategy is valuing people. Attracting and developing people in an organization with little hierarchy, where talent is recognized, lie in the Company's DNA, with the Human Resources department broken down into four axes:



Corporate University

Offers training through the Raiz do Saber (Root of knowledge) platform, where all distance learning courses are hosted – the channel was launched two years ago and is being built daily with new content for employees' development.

Organizational development

It helps the company achieve its goals according to the business plan, through a people-oriented strategy. It strengthens the organizational culture among employees using tools such as the Leadership Program, Skills and Performance Assessment, Climate, Diagnostics, Research, Action Plans and Programs.



Personnel department

Covers benefits and compensation, among other hiring-related issues.

Internal HR consultancy

Responsible for managing people on the farms – these are analysts and/or assistants trained to work in an increasingly efficient way, strengthening the relationship with the professionals of the operation.



People management initiatives are 100% integrated into Brazil, Paraguay and Bolivia operations. Employees on the farms are supported by internal consultancies, which monitor the daily activities in the countryside. Particularly in Bolivia and Paraguay, actions are applied according to each country's culture – there are 12 farms deployed in different regions.

In recent years, BrasilAgro has been making headway in the management of outsourced employees, who currently total over 1,000 people, by providing training to managers and outsourced employees. The aim is that these professionals, once trained and aware of the Company's business, act on as communicators and influencers, underlining the importance of training, ethical behavior, health and safety issues, among other situations that are key for the Company's development, creating added value.

In 2022, BrasilAgro's people management model was certified for the fourth consecutive year by the global consultancy Great Place to Work (GPTW). In harvest year 2021/2022, 90% of employees rated the Company as a great place to work. This approval index places the Company in the same average of the five best medium-sized agribusiness companies elected in the GPTW 2022 ranking – out of 136 participating companies, BrasilAgro ranked among the best 46 ones and **among the best five companies of similar size**. This survey was conducted in September 2021 and many actions carried out during the Covid-19 pandemic, such as communication plans, preventive health actions, virtual meetings for employee onboarding, among other initiatives, were fundamental to achieve this result.



One of the advances brought about by the pandemic was the hybrid working model adopted in the corporate area (three in-person attendance days). During that period, BrasilAgro had to reinvent itself to keep on operating, and in addition to being efficient, this new working system kept employees satisfied, which is one of the Company's assumptions for its growth.

The Company endeavored efforts in the 2021/2022 harvest year to carry out diagnoses to design a long-term diversity and inclusion action plan with the implementation of macro and local targets. The Company now focus on hiring more women for leadership positions and to work in the countryside, areas predominantly occupied by men. Internal surveys are contributing to gathering quantitative and qualitative diversity and inclusion-related data. **[GRI 3-3 (405)]**

Every year, at the end of each harvest period, the Company prepares a diagnosis showing what was worked in terms of people management, points for improvement, and plans for the following year, among other topics to promote people development.



DEVELOPMENT AND TRAINING

[GRI 3-3 (404) | 404-2]

Technology and innovation are important pillars in BrasilAgro's strategic plan. In the last harvest period, the Company started to work on the modernization of the training platform, an artificial intelligence-based tool. The aim is to give employees the opportunity to choose their courses, in line with their development plan (what you need vs what you like to see/listen to).

The Company is also going through the implementation of a new tool for monitoring indicators in real time, thus giving managers even more autonomy in the decision-making process. One of the Company's challenges is to improve the recruitment and selection

process. Action plans are periodically prepared to promote greater talent retention.

BrasilAgro invests in development programs and monitors the engagement level of its professionals, aimed at a performance connected to the strategic goals of price appreciation of agricultural properties. Training activities and performance evaluation processes are carried out in an integrated manner to promote individual skills and leadership principles – we periodically evaluate people who are prepared for new challenges, that is, able to take part in the succession plan or who need to grow up in a certain activity.





We invest in strategic leadership and engagement of the teams

Leadership development is one of the priorities for managing and valuing human capital. In the 2021/2022 harvest year, BrasilAgro expanded the Leadership Development Program to the Paraguay and Bolivia operations and recorded an increase in the number of managers engaged in this initiative, to 57 in the last cycle from 50 in 2020/2021. It was through the Leadership Development Program that the Company applied the Assessment Coaching tool and carried out feedback training. Strategic leadership, organizational culture, skills and planning were some of the topics covered during the one-year online course. The Company is aimed at running the program again during the next harvest period.

Another important project to the Company is the Leadership Journey, based on mapping people for succession positions. This journey covers nine subjects with 120 hours of classes, online and live, plus 28 hours of extracurricular activities. This program started in harvest year 2020/2021 and ended in February 2022.

To promote innovation and creativity, BrasilAgro held the 1st edition of the Ideas Contest – Agro Lab, which counted on the effective participation of employees – 60 proposals prepared by teams from different units were evaluated by an internal committee and five of them were selected. Those few selected had to present their projects through Pitch and four of them were awarded. The next step is to study the feasibility of these ideas within the Company and carry them up.

This contest was designed to reinforce the Company's culture of innovation and generate solutions for issues in administrative routines or routines in the countryside. The project's schedule of content and training encouraged creativity and prepared mentors/jury panel members through the Raiz do Saber platform. A lecture was also given by a specialist in innovation.

BrasilAgro has an Education Incentive policy, as it believes that continuing education is key for employees to be integrated and connected to the digital and technological evolution of agribusiness. Among the actions, we can mention the Language Program, a concession of language courses in the Company, and the incentive to get into technical and higher education courses by granting scholarships to employees.

All training activities are centralized on the digital platform Raiz do Saber, where employees have access to career development-related courses, lectures and other content. In the last two years the platform has gained internal visibility and delivered 44% more certificates compared to the 2020/2021 harvest year.

Regarding the Young Apprentice program, two students from a partner NGO in São Paulo were outstanding, handpicked, got promoted to interns by BrasilAgro, and are currently attending higher education courses.



Raiz do saber

The Raiz do Saber training platform provides 66 courses and has issued over 2,500 certificates. This project came to life as a response to the GPTW's Climate Survey, and is aimed to expand the access to distance learning courses in the Company through an online platform, as the Education Incentive Program only reached a certain audience with scholarships. In addition to technical courses, the platform offers personal and professional development courses and brings together all the Company's policies, processes, manuals and forms.

In addition to these programs, the Company works with Coaching, Mental Health Program, and Individual Development Program (IDP).

66
courses
released

9
lectures
held

2,538
certificates
of completion

Development of leaders



Other courses



¹ Starting in the 2020/2021 harvest year, the Leadership Journey program is aimed at training employees with potential to take over new management positions on the farms in Brazil and abroad, as well as in the Company’s headquarters in São Paulo. During the 12 month-long training, these professionals get prepared to improve their skills and abilities to become able to take on new challenges in their professional journey.

² The Leadership Development Program places professionals in development activities focused on feedback practices, strengthening of emotional intelligence and self-knowledge.

Average hours of training per year per employee:
 [GRI 404-1]

AVERAGE TRAINING HOURS			
GENDER	2019/2020	2020/2021	2021/2022
Male	48.56	38.39	45.10
Female	39.32	49.14	46.39
Total	46.93	40.21	45.27

AVERAGE TRAINING HOURS			
FUNCTIONAL CATEGORY	2019/2020	2020/2021	2021/2022
Officers	3.33	16.13	7.48
Managers	124.45	72.63	55.17
Coordinators	288.61	207.45	91.57
Administrative	82.21	54.51	55.44
Operational	19.08	19.38	23.36

Performance evaluation

[GRI 404-3]

BrasilAgro believes in the development of people so that its business can grow as well. Through the Leadership Development Program, the Company invested in the training of managers during the 2021-2022 harvest year in order to carry out a skills evaluation in 2023 in all Company's departments and regions in Brazil, Paraguay and Bolivia.

This initiative showcases the advancement on leadership management for the coming years, as the then previous performance evaluation only reviewed performance (targets v bonus) and was applied to employees up to the technical level – the idea is that this new action will reach professionals in the countryside.

The skills agreed with the leaders in 2021/2022 will be implemented in the coming cycle, alongside the Company's leadership principles. This work aims to improve management, development and promotion processes, in addition to bringing other benefits to employees' routines both in the corporate departments and on the farms.



BrasilAgro's Occupational Safety team meeting.

In order to ensure the effective evaluation of its talents, the Company uses the 9box tool to review the employee's performance and potential skills for the future.

The method brings an expanded look and multiple perspectives on each employee in a kind of open debate between leaders across the Company, avoiding personal opinions and ensuring evaluation is clearer and unbiased. Evaluation process is carried out annually and factors in deliveries achieved, relationships with other departments, growth and points of improvement. Based on the outcomes, the direct manager can request the employee gets a promotion and, together with the employee, draw up a PDI (Individual Development Plan). This process is intended for professionals who have an at-will employment contract at positions ranging from technicians to managers.

[GRI 404-3]

PERFORMANCE EVALUATION						
GENDER	2019/2020		2020/2021		2021/2022	
	Number	Percentage	Number	Percentage	Number	Percentage
Male	208	57%	221	68%	335	57%
Female	54	69%	67	99%	81	81%
Total	262	59%	288	73%	416	62%

PERFORMANCE EVALUATION									
FUNCTIONAL CATEGORY	2019/2020			2020/2021			2021/2022		
	Effective	Evaluated	%	Effective	Evaluated	%	Effective	Evaluated	%
Officers	4	0	0%	5	0	0%	5	0	0%
Managers	29	29	100%	28	28	100%	21	21	100%
Coordinators	43	43	100%	48	48	100%	53	53	100%
Administrative	122	97	80%	118	109	92%	129	120	93%
Operational	267	93	35%	252	103	41%	208	64	31%



Relationship with employees

[GRI 2-29]

BrasilAgro has a reporting channel to anonymously address issues reported by employees. An ethics committee is responsible for reviewing any reported situations in accordance with the Company's compliance procedures. The channel is permanently disclosed at all Company units, including farms, and is used by professionals to report situations that may violate the Code of Conduct.

Other communication channels for this audience are the EAD platform, which gathers the Company's news and policies; email marketing; BrasilAgro's institutional group on WhatsApp, which discloses actions from different areas to all Company's employees; billboards displayed at the units, to share important information for those who usually have no access to digital media; in addition to the Company's website, which is being redesigned and will have a section dedicated to HR topics, Careers, among other topics of interest to employees.

To promote knowledge among professionals, BrasilAgro has an internal podcast named Rádio Raiz, which can be accessed on the Raiz do Saber platform. Released monthly, it covers institutional issues, from the Company's history and safety culture to information on specific activities, such as biological management, precision agriculture and new business. It counts on the participation of employees and external professionals from the industry. Launched in July 2020, Rádio Raiz has already more than 2,800 downloads. These are 29 podcast episodes with up to 30 minutes long each, with 97 downloads on average per released episode.

Annually the Company gives away prizes to the unit that consumes the most content and certificates, based on reviews of the training volume and the total podcast audience, aiming at the teams' satisfaction and qualification.

Through the Daily Safety Dialogue, held on all farms, HR professionals also have a direct and in-person talk with the operational teams. Among others, topics of conversation such as alcohol abuse, emotional intelligence and safety, are addressed.

HEALTH AND SAFETY

[GRI 3-3 (403)]

BrasilAgro has a safety culture transformation program, started in the 2019/2020 harvest period, which has been expanded through tools and rituals implemented year after year. The assumption of this initiative is to train leaders so that they are able to train third parties who operate on the farms. One of the actions is the behavioral observation program, which allows employees or third parties to report safe and unsafe conditions and behaviors through an internal app. In the 2021/2022 harvest year, the program enjoyed greater adherence and received 1,162 reports of unsafe conditions, which then generated corrective action plans. Of the incidents reported, 82.25% were fixed and rectified, thus preventing serious accidents. This program was applied in Paraguay in 2021, and is expected to be operated in Bolivia in 2023. [403-2]

BrasilAgro has an Integrated Health, Safety, Environment and Social Responsibility Policy to ensure that all processes, training, leadership training in safety and robust controls are carried out. This Policy is applied to all employees, including officers, board members and service providers in Brazil, Paraguay and Bolivia, and is reviewed annually or upon significant changes in its structure.

Employees at all hierarchical levels must be committed to preventing accidents and to the safety of activities. Accordingly, they must comply with the guidelines of the Integrated Policy. Any violations, even if by mere omission or unconsummated attempt, are subject to penalties ranging from verbal warning, written warning to unpaid suspension from work and/or termination, according to the seriousness of the infraction, impact reached and recurrence. Some guidelines that are part of the document are as follows:





- Working safely is a condition of employment and hiring. Therefore, everyone must take it as an individual responsibility;
- Senior management is responsible for the performance in terms of occupational environment, health and safety (O-EHS), and each leader is directly responsible for the performance of their department and the safety of those who work with them;
- All occupational accidents and diseases can and must be prevented. Acting on accident prevention results in a positive factor for the Company's results;
- All accidents, whether high-potential incidents or critical deviations or occupational environmental, labor and safety non-compliances, must be investigated so that their causes are identified and corrective and preventive measures are taken to avoid recurrence;
- Occupational environmental, health and safety (O-EHS) issues should be addressed by all levels of the Company to identify strengths and opportunities for improvement in connection with conditions of facilities, the level of people's awareness and the effectiveness of programs currently in place;
- Training, motivation and recognition are initiatives critical to raise awareness, prepare and encourage the adoption of safe, healthy behaviors that respect the environment.

For purposes of risk prevention and management, BrasilAgro annually prepares a Health and Safety Risk Matrix by mapping of all operational activities and by carrying out interviews with employees and third parties. This matrix is designed by an engaged consultancy firm, who works alongside a team made up of the Company's occupational safety technicians and engineers, senior management and employees. In the 2020/2021 harvest year, 738 risks were mapped in the 128 activities carried out by our own workers and third parties. Approximately 2% of these risks were considered medium (after control measures) and the remaining 98%, tolerable or very low risks. Control measures were established for medium risks, thus minimizing their potential severity in the event of accidents. [403-2]

BrasilAgro's health and safety management system covers the entire workforce and brings together a series of regulations and procedures to ensure the safe running of activities. The Company adopts the Protheus-Totvs software in Brazil to control activities, have periodic examinations of employees, health programs, personal protective

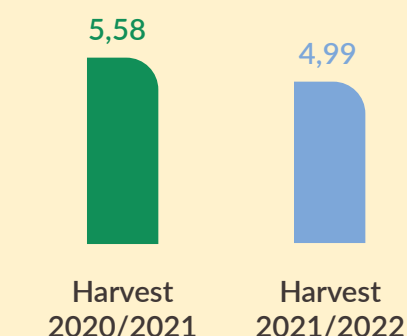
equipment, appraisal reports and training. Other information – such as inspecting contractors and controls over Paraguay and Bolivia operations – is managed in spreadsheets and checklists. [403-1] 403-8]

Totvs' health and safety management system is designed and developed to comply with Brazilian regulatory standards (similar to those of Paraguay's and Bolivia's ones), such as NR 31, NR 9, in addition to Brazil's Consolidation of Labor Laws (CLT). Its duty is to assist and facilitate the management of the Occupational Medicine and Safety departments, by integrating the Rural Work Risk Management Program (PGRTR) and the Occupational Health Medical Control Program (PCMSO). This system allows for risk management, action planning and emergency measures, in addition to offering tools to manage the employees' health and safety. [403-1]

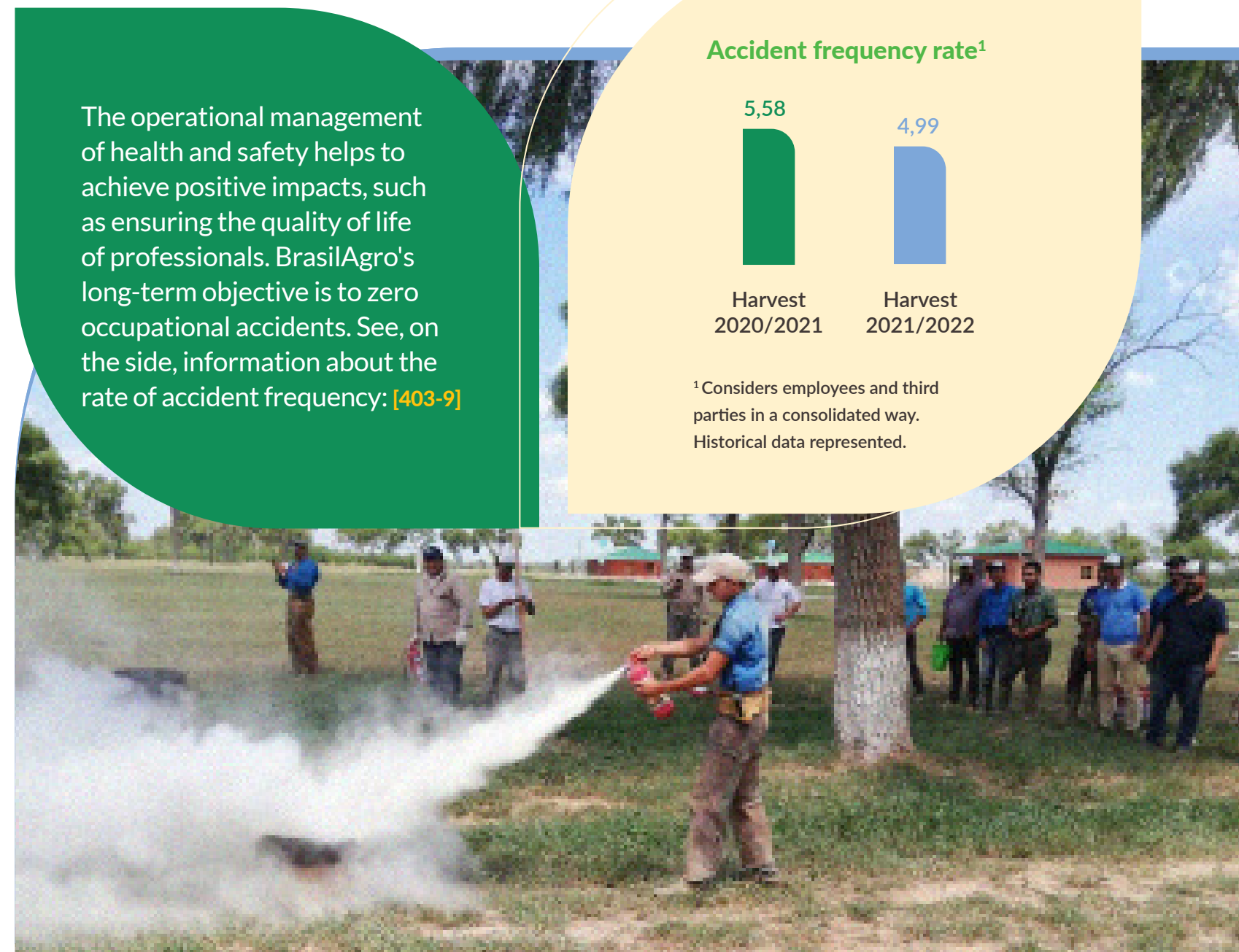
To address the governance of health and safety practices, the Company has forums formed by the Occupational Safety team and the farm leadership team at the units to discuss training, risk assessment and accident investigations

The operational management of health and safety helps to achieve positive impacts, such as ensuring the quality of life of professionals. BrasilAgro's long-term objective is to zero occupational accidents. See, on the side, information about the rate of accident frequency: [403-9]

Accident frequency rate¹



¹ Considers employees and third parties in a consolidated way. Historical data represented.



on a monthly basis. At the corporate level, the Central Safety Committee meets every two months to review top indicators and define improvement plans. BrasilAgro's CEO, officers and managers attend these forums, as well as the entire Occupational Safety team and representatives of the Internal Commissions for the Prevention of Accidents with Rural Workers (CIPATRs) from the farms, including those in Bolivia and Paraguay.

Workforce is mostly outsourced for agricultural operations. Therefore, in order to comply with the Company's occupational health and safety policy, these outsourced companies must comply with over 50 guidelines, with occupational examinations and proof of wage payments, among others. BrasilAgro intends to launch its Golden Rules, consisting of the Company's eight priority safety regulations, by the end of 2022. The first rule will be the Safe Decision (Duty of Refusal),

which gives the employee the prerogative to stop working if they believe the activity is not safe. If it reaches a deadlock, the Disciplinary Review Committee (DRC) will be responsible for reviewing the case. Any intentional non-compliance with the rules can lead to the dismissal of the employee, which reinforces that safety is a condition of work, according to BrasilAgro's HSE Policy. [\[403-2 | 403-9\]](#)

Also with regard to outsourced workers, BrasilAgro has developed its own evaluation system, where reviews of health and safety, administrative aspects, quality of operation, among others, are carried out on a monthly basis. In the 2021/2022 harvest year, 343 reviews were carried out, of which approximately 60% had grades and scores above 7, thus helping the leaders of each unit more efficiently manage workers, aiming at the development and improvement of service provision. [\[403-2 | 403-8\]](#)

[\[GRI 403-9 | SASB FB-AG-320a.1\]](#)

Occupational safety indicators	2021/2022		
	Employees	Third parties	Consolidated
Total hours/men worked	726,660	2,278,760	3,005,420
Number of recordable accidents	12	15	27
Accidents with severe consequences (except for death)	0	0	0
Accidents with leave of absence	5	9	14
Accident frequency rate with leave of absence	6.88	3.95	4.99
Number of accidents with death	0	0	0
Recordable accident frequency rate	16.51	6,58	8,98
Accident frequency rate with severe consequences	0.00	0.00	0.00
Accident rate with death	0.00	0.00	0.00
Accident severity rate	52	68	64



Strengthening the safety culture

[GRI 403-5]

BrasilAgro invests in programs aimed to improve the employees' ability to carry out activities safely, in addition to legal adequacy and compliance. Accordingly, the Occupational Health and Safety (OHS) department has developed the training vs function matrix, to define, according to the activities carried out in each function, which training must be carried out, whether mandatory by law or by internal procedure.

The Company currently has in its scope 720 training courses, carried out either in person by the OHS team at the unit or online through the Raiz do Saber platform, such as HSE Integration (with the basic rules and assumptions in health, safety and environment), PASE (training on environmental emergencies) and training for machine operators.

In order to carry out other training sessions, partnerships were arranged with SENAR (National Rural Learning Service) and SENAI (National Industrial Learning Service), in addition to hiring external consultants.

One of the highlights of the 2021-2022 harvest was the Safety Meeting, when all safety coordinators and technicians met for a week at the Company's headquarters in São Paulo to discuss, align and standardize work safety processes, defining strategies for the coming harvests and integrating the Operational Health and Safety teams in Latin America (LatAm).

Health and quality of life

[GRI 403-3 | 403-6]

BrasilAgro looks after its employees' health and quality of life, with an Occupational Health Medical Control Program (PCMSO) to monitor all professionals in Brazil operations. Through annual medical check-ups, it monitors the measurements of working conditions and checks the workers' exposure risks. Employees at the Paraguay and Bolivia units also go through periodic check-ups to assess health conditions, but the PCMSO of Brazilian legislation is not applied there.



Employees also must achieve the Occupational Health Certificate (OHC) every year, which assures they are fit to perform their functions accordingly. The frequency of these check-ups varies according to the exposed risk and the rules of NR-31 (regulatory standard). All the employee's health information is kept confidential and restricted.

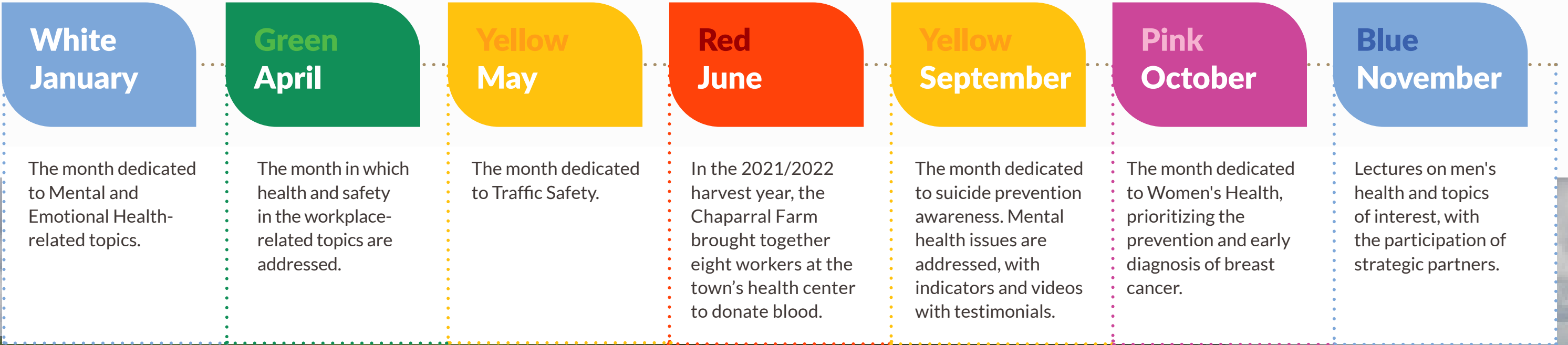


A life insurance policy and health and dental plans are benefits offered to the corporate team. We hold annual vaccination and awareness-raising campaigns to encourage healthy habits, based on themes such as sexually transmitted diseases and breast and prostate cancer (Pink October and Blue November). Other programs and benefits granted by the Company promote access to medical services and encourage self-care:

- At the Company's headquarters in São Paulo, fruits are offered to promote healthy nutrition. Weekly massage sessions are offered for relaxation. With GymPass, employees have an allowance to work out in gyms and ensure their well-being.
- The Company provides psychological help in some units to those in need of support for their mental health.

- The Company provides food vouchers in its rural activities to provide healthier food, gym facilities to promote physical health on some farms, and a football pitch for exercising and leisure activities. Whenever needed, the Company provides transportation for its own employees or third parties so they can access medical care in nearby cities, whether for occupational reasons or otherwise.
- Throughout the year, all employees receive by email materials on diverse health and well-being-related topics, such as healthy nutrition, ergonomics, mental health, and family relationships. In 2021, approximately 50 messages were shared through the CIPATR email group.

Check out the monthly campaigns to raise awareness about physical and mental health and to encourage self-care:



Promotion and engagement

[GRI 403-4]

BrasilAgro promotes initiatives to encourage employees' participation in the development, implementation and assessment of the OHS management system.

Through the Daily Safety Dialogues (DSD), employees have direct contact with the Company's Occupational Safety team and receive important guidance to start the workday more safely, strengthening the internal culture.

Another noteworthy initiative is the Internal Week for the Prevention of Rural Work Accidents (SIPATR), held to promote employees' engagement at the units in Brazil, Paraguay and Bolivia, including own employees and third parties. In 2021, the theme was "Our day only starts with your commitment. If it's not safe, don't do it!", emphasizing the importance of a safe work environment. Mental and physical health were topics covered during the event – nurses did blood and vision analysis on some farms.

To discuss the major topics of Occupational Health and Safety related to its own employees, the Company has three committees, as follows:

CIPATR: some units have an Internal Commission for the Prevention of Rural Work Accidents (or "Comité Mixto" (Mixed Committee) in Bolivia). Both employer and employee representatives serve in each committee. Accidents occurred, behavioral observations made, unsafe conditions and other topics defined by the committee are discussed at bimonthly meetings.

Unit Committee: each unit has a permanent Safety Committee, which holds monthly meetings and is made up of the unit's Occupational Safety team, all leaders, heads of operations

and invited experts. Everyday issues on the farm are discussed at these meetings, such as accidents occurred, training calendar and topics defined by the unit manager.

Central Committee: representatives from the entire Company meet online every two months. These meetings address strategic topics and industry indicators. This Committee is made up of BrasilAgro's senior management, the Occupational Safety team, members of CIPATR and invited experts. The Committee is also responsible for drawing up an action plan for improvement.

With respect to outsourced employees, whenever it is a legal requirement of CIPATR, BrasilAgro requires a monthly checklist of the minutes of meetings, investiture and election.



Accident management

[GRI 403-9]

Looking after the operation employees' safety is one of BrasilAgro's major assumptions. Accordingly, all units have technical teams that provide first aid to employees and third parties in the event of accidents. The priority of these professionals is to provide initial care and refer the employee, if required, for treatment in hospitals and clinics. At the Parceria IV Farm (MA), where a sugarcane plantation is in place, a medical clinic operates in partnership with the sugar and ethanol production plant. [403-3]

All incidents are reported internally to the management via a Prior Notice of Incident ("CPO"), and go through an investigation process until the root cause is found and clarified. A committee gathers information about the incident, following methodologies such as 5 Whys and Ishikawa – a forum is determined according to each type of incident.

After corrective and systemic actions, the Company prepares a document named "Lesson Learned" to be shared with all units. This

document includes everything that was learned from the incident in order to prevent new occurrences. In the 2021-2022 harvest period, the investigations of incidents and near misses resulted in 67 actions, of which 80.60% were completed. [403-2]

In order to eliminate the hazardous level of some activities and reduce risks, the Company adopted some preventive measures, as follows:

- Speed controls were adopted (trackers for cars and speed limiters for motorcycles);
- Use of collective protective equipment (CPE) in some procedures, such as a strap for lifting big bags, protective cage for tires, and use of labeling and locking padlocks;
- Use of reflective vests, knee pads and elbow pads for employees who ride motorcycles, in addition to the buckled and adjusted helmet that was already used, and knee pads, elbow pads and vest for cowboys;
- Development of safety standards and procedures (NPS) with objective instructions of major practices, which will be arranged in the workplaces;
- Elimination of work at height in Pivot to unclog sprinklers, with the adoption of compressed air at the sprinkler tip that is close to the ground;
- Internal campaigns such as the Innovation Campaign (1st edition of the Ideas Contest – Agro Lab), which led to the creation of a tool to open the Big Bags fund, eliminating the need to expose employees to risk;
- Positive recognition, at the end of the harvest year, for drivers classified as green and for employees who contributed the most with behavioral observations and unsafe conditions through the Company's application.



Relationship with suppliers

[GRI 3-3 (308)]

BrasilAgro is concerned with the compliance with legislation with respect to the engagement of suppliers and is demanding in terms of mandatory licenses and monitoring of OHS issues. All contractors are assessed based on about 50 documents to be checked out. [308-1]



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ENVIRONMENT

BIODIVERSITY

[GRI 3-3 (304) | 304-3]

BrasilAgro works effectively to promote positive impacts and a sustainable agricultural chain. In line with the commitments to environmental legislation, the Company adopts good practices in waste, water and energy management and operates in partnership with entities and other companies for the conservation of biodiversity.

All operations are carried out outside conservation and protection units. To ensure the respect for the environment, the Company only starts operations in its areas after mapping the limits and actions for biodiversity conservation, in addition to keeping on the fight against global warming.

On its own farms, BrasilAgro has over 70,000 hectares of protected areas. Conservation areas are identified in the Rural Environmental Registry (CAR) of the units, with georeferenced mapping of the properties submitted to environmental licensing

authorities. We declare the protected areas (legal reserve and permanent preservation), the remnants of native vegetation, as well as those used for agricultural activities. BrasilAgro manages 101 Rural Environmental Registries (CAR), 65 of which in its own areas and 36 in partnership areas.

With respect to the acquisition of properties with degraded areas, the Company restores the stretch of land through Degraded Area Recovery Plans (PRADs), as guided by proper authorities. BrasilAgro currently has PRADs on the Araucária and Chaparral Farms, totaling 32 hectares for planting of seedlings, and monitors the evolution of habitats.

To ensure areas are protected, the Company analyses these stretches of land via satellite images, carries out periodic technical rounds, and receives inspection visits from environmental agencies. In the areas addressed by PRADs, we prepare reports showing the progress of the recovery plans.

+ 70 mil
hectares of
preserved areas



Protected areas are often assessed by environmental agencies, via remote analysis using satellite images or on-site surveys. We submit periodic reports, which frequency is defined by these environmental agencies, covering the progression of the recovery plans for each area.

When the Company acquires properties with degraded preservation stretches of

land, we sign commitment terms with the environmental agencies to ensure the recovery of these areas. Accordingly, we commit to carry out actions such as the planting of seedlings and monitoring of the ecological succession.

BrasilAgro currently has recovery plans on the Araucária Farm, in Mineiros (state of Goiás, GO), and on the Chaparral Farm, in Correntina (BA), totaling 32 hectares.



[GRI 304-3]

Protected areas on farms, per biome	State/ Hydrographic basin	Size of protected area (hectares)		
		2020/2021	2021/2022	Tipo
Cerrado				
Alto Taquari	MT/ Paraná River Basin	1,600	609	Native vegetation
Araucária	MT/ Tocantins River Basin	1,475	1,464	Native vegetation
Arrojadinho	BA/ São Francisco River Basin	5,576	5,099	Native vegetation
Chaparral	BA/ São Francisco River Basin	10,787	10,787	Native vegetation
Jatobá	BA/ São Francisco River Basin	3,069	3,069	Native vegetation
Nova Buriti	MG/ São Francisco River Basin	6,366	6,236	Native vegetation
Preferência	BA/ São Francisco River Basin	5,386	5,386	Native vegetation
Rio do Meio	BA/ São Francisco River Basin	3,746	2,481	Native vegetation
São José	MA / North/Northeast Atlantic Basin	7,429	7,429	Native vegetation
Serra Grande	MA / North/Northeast Atlantic Basin	1,536	1,536	Native vegetation
Amazon				
Acres del Sud (Bolívía)	Santa Cruz (Bolívía)/Cuenca Amazonas	507	507	Native vegetation
Chaco				
Morotí (Paraguay)	Boquerón (Paraguayi)/Cuenca del Chaco	25,532	25,877	Native vegetation
TOTAL		73,009	70,479	

Environmental awareness-raising

[GRI 3-3 (304)]

The Company is committed to biodiversity conservation and preservation, through the Fauna Rescue and Escape Plan, which helps identify local fauna, define management and conservation strategies and detect areas for relocation. After approval by the proper environmental agency, we promote the rescue and escape of the fauna, during the entire period of conversion of native vegetation, with the follow-up of a team of trained veterinarians and biologists. [304-2]

BrasilAgro's teams also carry out patrols to inspect and prevent activities of illegal hunters – signs are installed to warn about the ban on hunting and encourage the reporting of any irregularities.

We offer our preserved areas for the release of wild animals rescued on the Chaparral Farm, in Bahia, through a partnership with the Bahia Institute for the Environment and

Water Resources (INEMA) and the Vitória da Conquista Wild Animal Screening Center (CETAS).

In 2020, the fauna conservation work on the Prevenção Farm, in Bahia, earned the Company the Onça Pintada Certificate, which recognizes good practices in favor of environmental protection and the maintenance of appropriate conditions for the survival of the largest feline in the American continent, listed as an endangered species by the International Union for Conservation of Nature (IUCN) and the Brazilian Institute for the Environment and Renewable Natural Resources (Ibama). In the last harvest, this certification was renewed.

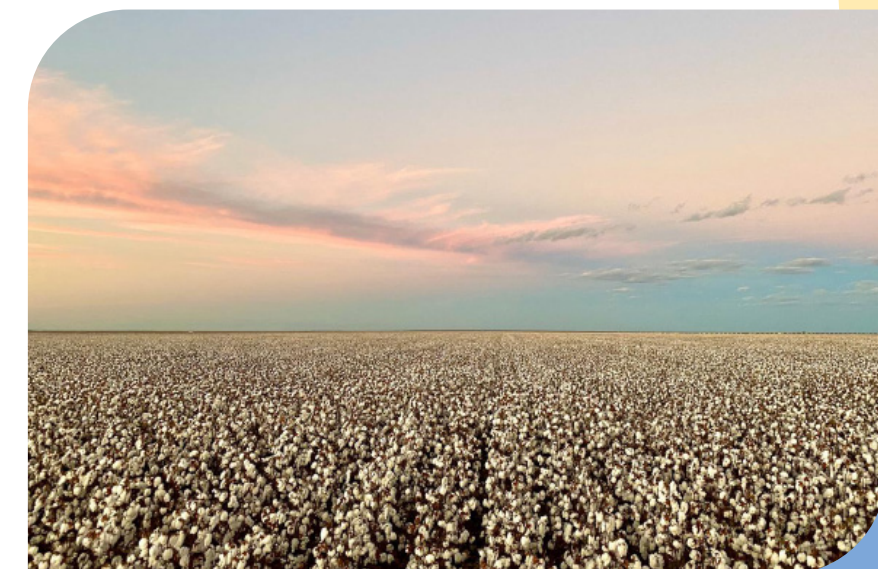
We have a Fire Prevention Program on all our farms – we count on over 100 trained voluntary firefighters. We daily monitor the properties and surrounding regions through radars and satellites. This Program promotes awareness-raising campaigns and formalizes the reporting and investigation of incidents.

BrasilAgro has a relevant partnership with the Chico Mendes Institute for Biodiversity

Conservation (ICMBio), responsible for managing the Emas National Park, located four kilometers away from the Araucária Farm (GO).

Dry weather tends to favor the outbreak of fires in the region and, therefore, we support the entity to have firebreaks, that are strips of land free of vegetation that help prevent fires spread into the forest. We also make teams and water trucks available to help put out fires and carry out an exchange in the training of voluntary firefighters. In the 2021/2022 harvest year, we took part in the cleaning and conservation of 160 km of firebreaks.

At Mirador Park, in Maranhão, in partnership with the Environment Department, BrasilAgro supported the maintenance and creation of 50 km of firebreaks, protecting important springs that feed the river that supplies the municipality of São Luiz in Maranhão. We conduct awareness campaigns with the community living in the vicinity of the properties every year, disclosing information about the damage caused by fires – often used for cleaning pastures –, and we propose operational alternatives for these activities.



The Company daily monitors fire outbreaks in every region it operates. Satellite images and radars are used to accurately and promptly warn about hotspots so that firefighting is carried out before a significant spread of fire.

All documents and reports generated from these tools are filed to prove the outbreak of fires and record any damage caused. In the 2021/2022 harvest period, six incident reports were recorded, 90% of which with unknown outbreak and the remaining ones breaking out due to lightning or machinery sparks. This figure represents falls of 36% of the total burned-out area within properties and of 81% of the burned-out agricultural area.

To promote awareness-raising inside the Company, in the month of June, when the Environment Day is celebrated, all employees take part in events addressing top environmental issues for the Company. A quiz on key environmental indicators was held in 2022 and the three best placed respondents received awards. The environmental department addressed the topic of each response in a conference attended by all employees.



ENVIRONMENTAL MANAGEMENT

BrasilAgro needs strict internal control in order to efficiently manage all environmental licensing and regularization of its land. It uses Simbiox, a corporate computerized system, to do so. This system monitors the term of licenses and each conditional issue or commitment signed with environmental agencies. It covers farms in Brazil, Paraguay and Bolivia.

In Brazil, in addition to Simbiox, the RC Ambiental Portal provides access to an online database featuring the Brazilian federal and state environmental legislation and all updates applicable to our operations. As related regulations are simpler in Paraguay and Bolivia, this monitoring is not required accordingly.



Waste

[GRI 3-3 (306)]

BrasilAgro recognizes the issues related to solid waste generation and is concerned about the proper management of all waste generated in its units, aiming to comply with applicable legal requirements and prevent pollution.

In order to ensure that waste is properly collected, managed, transported and disposed of with minimum risk and environmental impact, the Company complies with the Environmental Standard and Procedure NPA 004, which sets up the methodology and rules for the Solid Waste Management Compliance Plan (PGRS), the performance of which is reviewed on a permanent basis.

A large part of the waste generated by BrasilAgro comes from agricultural activities,

such as empty pesticide packaging and waste from machinery maintenance. Such waste is characterized and classified according to their physical-chemical features, upon which the proper treatment or final disposal is defined. Waste is allocated to facilities duly licensed for their reception and treatment, upon issuance of an invoice, the Waste Transportation Form, and a final disposal certificate.

Regarding non-hazardous waste (Class II), that from selective collection (paper, metal and plastic) is sent for recycling outside the Company. Organic waste is allocated to composters installed in the units and, for this reason, there is no control and registration of their generation.

Hazardous waste (Class I) is allocated for co-processing and the oil used, from vehicle and machinery maintenance, is sent for re-refining.

Empty pesticide packaging is subjected to triple washing, temporarily stored and sent to the Return Centers, duly registered, for reverse logistics.

In addition to managing waste directly generated from BrasilAgro's operations, we are also concerned about the management, collection and disposal of waste from service providers. In the case of lessees of part of the units, the proper waste management is included in the partnership contracts, and it is periodically inspected to ensure that the proper solid waste management is carried out.

Water

[GRI 3-3 (303) | 303-1 | 303-3 | SASB FB-AG-140a.2]

BrasilAgro collects water from rivers and wells, with legal authorization, for the irrigation of crops on its farms, animal watering, agricultural spraying and firefighting, as well as for human consumption and administrative activities. All units treat the water captured by chlorination

and filtration to ensure its drinkability. Water quality analyses are carried out periodically.

The Morotí Farm in Paraguay is the only farm where water is mostly captured from rainwater, stored and treated, due to the high salinity in groundwater in the region. During prolonged drought periods, the unit makes use of wells, but has a desalinator and a water purifier machine.

The Alto Taquari Farm, in the state of Mato Grosso, also has a rainwater reuse system in place, with water captured in gutters installed at the headquarters' shed and stored in a tank. This water is used only to prepare syrups, not for human consumption.

On the São José (MA), Rio do Meio (BA) and Arrojadinho (BA) farms, surface water is used for irrigation, also coming from granted systems.

All the Company's farms in Brazil with surface water capture have hydrometers and hour meters to measure consumption.



This equipment is also used in 12 of the 21 wells for underground water capture. Data on the volume of water captured are input into the management system every month for monitoring and control. Telemetry systems are in place and operating in Bahia. The automation and telemetry system is being implemented in Maranhão, with installation scheduled for the end of 2022.

We also receive environmental climate data from weather stations. All this information brings inputs and numerical reasoning for the optimization of water use in irrigation projects.

In Bolivia operations, one of the units has its water consumption controlled and the other unit is in the implementation phase. In Paraguay operations, this management methodology is not available yet.

In surface or underground water capture, water demand is consistent with water availability. BrasilAgro makes a rational management of this resource, respecting the volumes granted. All maintenance activities with the potential to impact the quality of water resources are carried out at safe distances, complying with the NR-31 requirements.

Irrigation processes, which increase crop yield and mitigate climate risks, are the destination of 99% of our water consumption, and the remaining allocated for human consumption and washing of machines, equipment and aircrafts. Domestic sewage effluents (from administrative units, cafeterias and lodging) and machinery washing are sources of water disposal. In order to control and manage such effluents, each farm adopts specific practices according to local licensing and parameters. Most units use biodigesters to treat domestic sewage and water and oil separation boxes in maintenance garages. The disposal of effluents is not significant in the Company's activities and, due to such low volume, the volume of water consumption is equivalent to its capture. [\[303-4 | 303-5\]](#)

On the Chaparral Farm, the Company uses an ozonizer treatment system for aircraft washing water. On the São José Farm (MA), where sugarcane is grown, we also apply co-products from the industrial processing of the commodity for fertigation of plantations. [\[303-2\]](#)

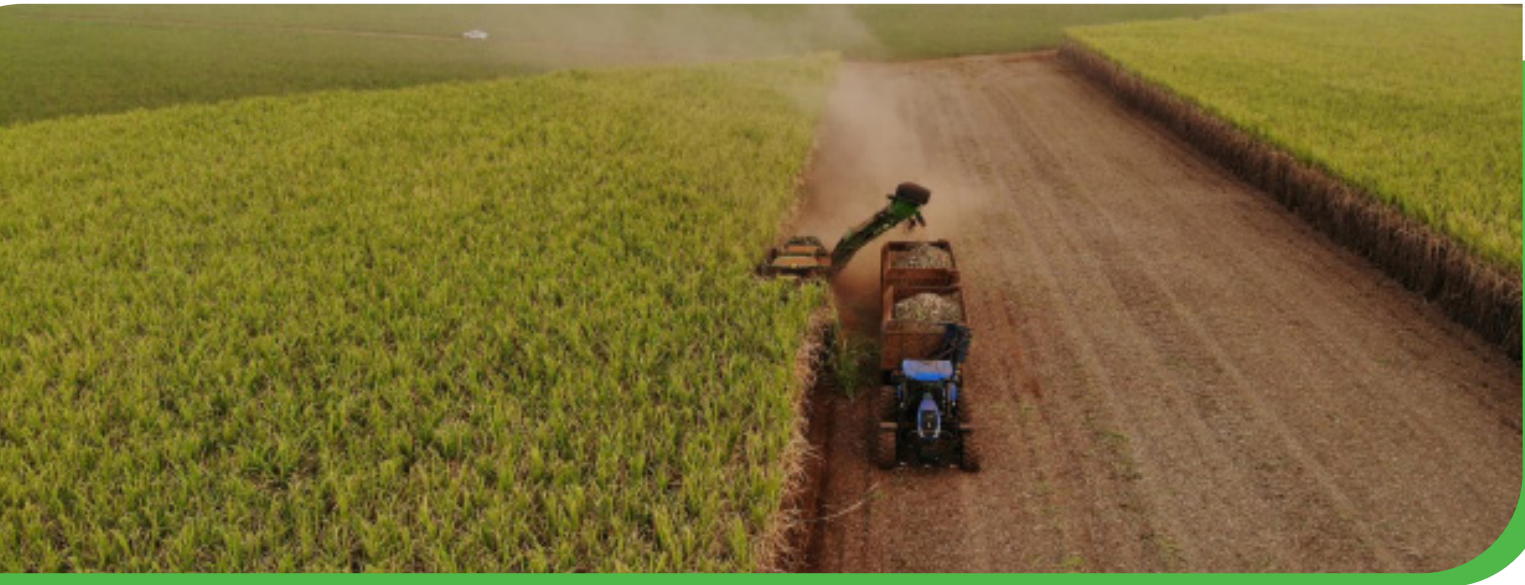
Most of our farms are located in regions with medium or low water stress, according to the Aqueduct Water Risk Atlas, a platform of the World Resources Institute (WRI). According to this platform, only the Arrojadinho, Chaparral, Jatobá, Preferência, Rio do Meio, all of these in Bahia, and Xingu (leased) farms, in Mato Grosso, are in regions with high water stress.

[\[GRI 304-3 | SASB FB-AG-140a.1\]](#)

Water captured (m³/year) (303-3)	2021-2022	2020-2021	2019-2020
Surface water	20,865,623.20	21,316,089.00	13,935,844.00
Underground water	269,875.60	281,097.70	432,325.00
Total	21,135,498.80	21,597,186.70	14,368,169.00

* Data correspond to 18 owned and leased farms in Brazil, Paraguay and Bolivia, in addition to administrative units.





Energy

[GRI 3-3 (302) | 302-1 | 302-4]

The use of diesel in agricultural machinery accounts for most of BrasilAgro's energy consumption, corresponding to 97% of the total. In terms of consumption volume, electricity, acquired from local concessionaires, is the second energy source for the units and is related to administrative activities and, in some farms, to electric irrigation pumps.

In the last harvest, BrasilAgro started using the Climas system (software for managing energy consumption and the emission of greenhouse

gases (GHG)), which made it possible to use updated factors for converting fuels into energy, in addition to managing the fuels used in crop dusters.

The Company recorded a 13% rise in energy consumption in the period, equivalent to 38,919.83 GJ, due to the irrigation operations on the Arrojadinho Farm (non-existent in the 2020/2021 harvest year) and the consumption of fuel used harvest sugarcane on the Araucária Farm (in the 2020/2021 harvest, the supply was carried out at the plant, as BrasilAgro had no control over consumption).

Energy consumption in the organization

[GRI 302-1 | SASB FB-AG-130a.1]

Energy consumption (GJ)	2021-2022	2020-2021	2019/2020
Renewable fuels			
Ethanol	2,030.92	1.051,64	309.60
Firewood	11,527.94	10.509,10	0.00
Subtotal	13,558.86	11.560,74	309.60
Non-renewable fuels			
Gasoline	6,327.17	4,411.53	14,007.50
Diesel	285,661.53	250,246.45	194,765.20
Other	5,765.90	5,617.00	0.00
Subtotal	297,754.60	260,274.98	208,772.70
Purchased electricity			
Electricity	19,703.16	20,261.06	2,423.40
TOTAL	331,016.62	292,096.79	211,505.60
		Consumption	Unit of measurement
Total energy consumption	331,016.62	GJ-Gigajoule	

Emissions

[GRI 201-2 | GRI 3-3 (305) | SASB FB-AG-440a.1]

Climate change, such as extreme weather events, especially rainfall shortage or excess, can bring risks to BrasilAgro's operations and business model. Regulatory risks may also affect the Company's operations and business, such as the possibility of restriction of area conversions, restricting customers from purchasing products (such as sugarcane, grains, cotton and cattle), credit restrictions by financial institutions, as well as the possibility of regulation and taxation levied on GHG-emitting operations.

Today, less than 1% of BrasilAgro's agricultural production areas is managed with full or rescue irrigation. Key crops in terms of planted areas and impact on the Company's results are soybean, sugarcane and corn. Climate risks are those inherent in the existing agricultural production process. With respect to extreme climate events existing in the crop cycle, risks are associated with the adequacy of management, mainly on the

best planting timing for each crop, within the expected rainfall scenario for each region with plantation in place.

To minimize these risks, BrasilAgro adopts the practice of diversifying planting areas – geographical distribution in the main producing and agricultural expansion zones in Brazil – as well as the most diverse strategies within the agricultural production planning and operation. Furthermore, the Company seeks to mitigate physical risks by diversifying the portfolio in different regions of Brazil, with different rainfall pattern and distribution, in addition to carefully selecting the most suitable crops at the batch level, considering their track record, natural fertility and maturity. In areas recently integrated into the operation, for example, livestock is used as a temporary crop for the incorporation of organic matter and climate risk mitigation when it comes to the first grain planting harvest.



The Company also creates conditions to reduce these impacts. Among them, we highlight as follows: selection of the most suitable varieties and different rotation cycles in proportions ideal for each property and their rainfall pattern, coverage planting in the off-season, direct planting technique and respect for the ideal planting timing for each region. We also increased our irrigated areas, reducing damage from possible short drought periods¹ in the production units, as well as intensifying the use of technologies, soil conservation practices and varieties capable of mitigating climate variables.

With respect to regulatory risks, BrasilAgro works to be an active Company in decision-making forums on regulations as it seeks to be close to customers, to understand and meet their requirements and restrictions. The Company has also prioritized the acquisition of degraded or underused pastures, thus adjusting its business model to the climate change scenario.

¹ Similar to an “Indian summer”, it is a common meteorological phenomenon in Brazil’s southern region. It is a short drought period, characterized by intense heat, strong insolation and low relative humidity in the middle of the rainy season or of the wintertime.

[SASB FB-AG-110a.2]

Aiming to help mitigate climate change by controlling GHG emissions, the Company has prepared the first inventory of greenhouse gases in compliance with the guidelines of the Brazilian GHG Protocol Program. Based on this document, it was possible to analyze the outcomes and make any required adjustments to the methodology to seek ways to reduce and/or offset GHG, as well as ways of capitalizing on existing soil carbon removals and stocks. The GHG inventory refers to the 2021-2022 harvest base year, in compliance with the other indicators

in the sustainability report. In this harvest year, 835,165.17 tons of CO₂ equivalent were emitted.

This inventory covers all active operations under BrasilAgro's operational control in Brazil operations: Alto Taquari Farm; Araucária Farm; Arrojadinho Farm; Chaparral Farm; Avarandado Farm; Nova Buriti Farm; Preferência Farm; São José Farm; Xingu Farm; Rio do Meio Farm; Serra Grande Farm; São Paulo Headquarters. Units in Paraguay and Bolivia are not covered.



The climate change scenario, in addition to the risks it presents, is also a great business opportunity for BrasilAgro and agribusiness in general. As most industries have sought to reduce or offset their emissions, there are activities to stop emissions or capture carbon.

[GRI 201-2]

Accordingly, the Company's good agricultural practices and native vegetation areas may be potential emitters of carbon credits or other sustainability and environmental services credits, whether in the deregulated market or regulated market in the future. Aimed to take advantage of this opportunity, BrasilAgro has joined the Carbono+ Project, alongside Bayer, which is one of its suppliers, and with the support of Embrapa. Alongside 53 other producers in 11 Brazilian states, BrasilAgro was handpicked to take part in a study on soil carbon storage, as a result of its good agricultural practices. This project is being carried out on the Chaparral Farm (Correntina/BA). In this first year, even with a preliminary study, it was possible to showcase that the adoption of some new agricultural

practices (such as soil corrections, use of land coverage crops and crop rotation) contributed to an increase in the soil carbon storage.

In the 2020-2021 harvest period, we also took part in the Carbon Science Talks event, where a number of experienced experts, including researchers from Embrapa, universities and companies, attended and addressed the challenges and major learnings regarding Carbon acquired in the Pro Carbono program.

Also when it comes to opportunities, we can highlight the payment for environmental services provided by protected areas, which can be a source of incentives and promotion of conservation and sustainable development. Accordingly, in partnership with Sumitomo Chemical, BrasilAgro joined the PSA Soja Brasil project, promoted by the NGO Tropical Forest Alliance (TFA). Alongside other 51 soybean producers in Maranhão, São José Farm (São Raimundo das Mangabeiras/MA) joined the project and was recognized and rewarded for the environmental services provided by its protected areas for the carbon stored in the soil through its good agricultural practices.

[GRI 305-1 | 305-2 | 305-3 | SASB FB-AG-110a.1]

Carbon balance [305-1 305-2 305-3]	
Scope 1	906,508.49
Scope 2	541,43
Scope 3	23,173.79
Removals	-95,058.54
Balance	835,165.17
Biogenic emissions	29,038.82

Scope 1 Emissions: fugitive emissions from agricultural activities, stationary and mobile combustion, change in land use, solid waste and generated liquid effluents.

Scope 1 Biogenic Emissions: emissions from agricultural activities, mobile and stationary combustion and change in land use.

Carbon removals: removals through agricultural activities and change in land use.

Scope 2 Emissions: emissions from acquisition of electricity.

Scope 3 Emissions: emissions from activities with fuel and energy not included in 1 and 2 scopes and purchased goods and services.

Scope 3 Biogenic Emissions: emissions from ethanol consumed by crop dusters.

INNOVATION

[GRI 3-3 (304)]



Efficient land use management in agribusiness is surrounded by technology and essential to create value in BrasilAgro properties. The use of innovative methods in soil management helps achieve environmental gains in the regions where the Company operates.

The most common impact caused by the business is soil compaction. This is mainly caused by the intense use of heavy machinery and by erosion processes, caused by the conversion of areas for agricultural and livestock activities.

The Company adopts systematization projects on the farms, as well as crop rotation, direct planting technique, planting of contour lines and selection of the most suitable varieties and hybrids for each region. However, expanding the use of technology in precision agriculture has brought more benefits to the soil we cultivate.

Precision agriculture started as a pilot project in 2018/2019 harvest year. We applied this practice in 6,000 hectares, in the following harvest and in 13,000 hectares in the 2020/2021 harvest year, when it reached 13% of the planted area. The application of this technique should reach 100% of our farms in Brazil by 2031.

By mapping the land, we optimize the application of agricultural inputs, such as fertilizers and soil improvers. Cost savings average 20% and environmental gains are achieved in soil improvement and minimization of risks associated with the application of agricultural inputs.

In operations in Paraguay and Bolivia, 100% of the areas are mapped. However, in these units, the system is used to select varieties, since soils are extremely fertile, with little or no need for the use of fertilizers.

The use of biopesticides is one of the breakthroughs on BrasilAgro's land. These are used to replace chemical inputs in tackling down pests and diseases. Biopesticides have less risk in the application, they are a natural alternative and often a more economical management.

In the 2021/2022 harvest year, we expanded the use of biopesticides in all our Brazilian units and opened a biofactory on Chaparral Farm (BA), which has a fully dedicated area for the OnFarm production of bioinputs. The unit has a sterilization process at the entrance and all bioreactors are automated. It is a standard biofactory model that should be expanded to all BrasilAgro's farms in the coming three years. The Company made a total investment of R\$1,957,803.26 million in the period, which accounts for 2.9% of spending on pesticides in the harvest year. For the 2022/2023 harvest, the Company is investing in the Xingu, Serra Grande and São José biofactories, adjusting the areas to the same model of the Chaparral Farm.

Pesticides applied in agricultural crops follow the parameters established by the Ministry of Agriculture, Livestock and Supply (MAPA). After being harvested and stored, the production is not treated with pesticides, with only the cleaning of silos. Therefore, we can ensure no risk of contamination of materials exists that could impact the health and safety in the transportation or processing of commodities.





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**SOCIAL
RESPONSIBILITY**

COMMUNITY RELATIONS

[GRI 3-3 (203) | 3-3 (413)]



Children participate in the Projeto Cultivar, in Maranhão.

The responsibility for the impact of activities on the communities where BrasilAgro operates is a concern of ours at all times. We have conducted social actions that bring us closer to those around us since 2015.

Until 2020, BrasilAgro's initiatives were one-off events carried out in different regions, focusing on the engagement of vulnerable children, adolescents and adults. We also supported solid projects such as Amigos do Bem, Casa do Zezinho, Associação Precavi, Instituto Adus, and we carried out renovations and construction of schools – one of them in partnership with the Government of Maranhão. [GRI 203-1]

With the need for a more sustainable and consistent work front, the Company set up the Instituto BrasilAgro in July 2020 to coordinate all the Company's social initiatives.

The work in vulnerable regions is being consolidated over these two years of operation.

During this period, we have increased the number of people impacted by the Company's activities and gone up closer to the community, employees, social organizations, the public sector and all our stakeholders.

Instituto BrasilAgro

In May 2022, the Institute signed up to the UN Global Compact, thus enabling Instituto BrasilAgro to operate with sustainable development guidelines. Since we have joined in, we have showcased the Company's commitment to the Sustainable Development Goals (SDG) and to the 10 principles of the Global Compact, aligning the good practices in our activities.

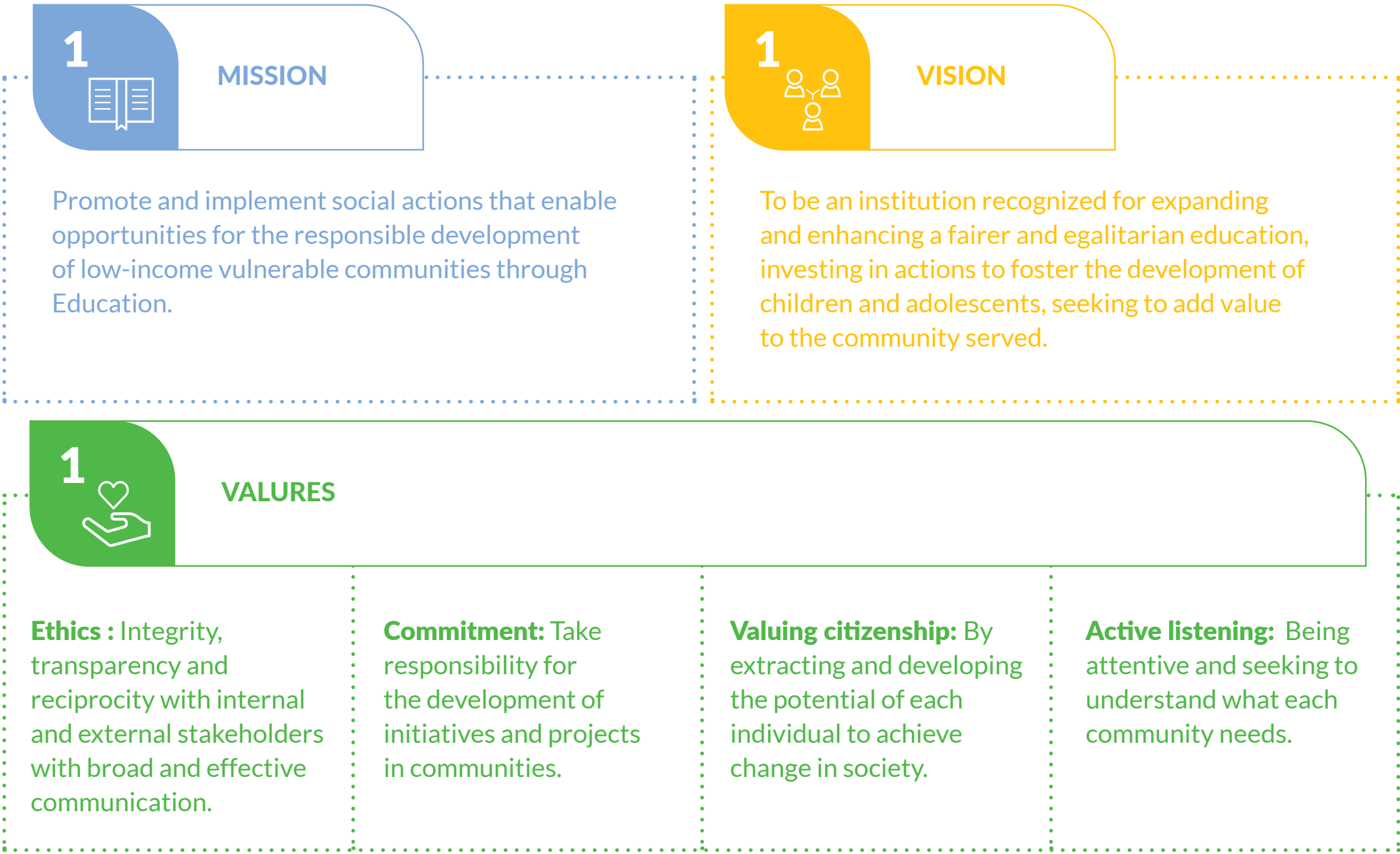
INSTITUTO BRASILAGRO

[GRI 3-3 (203) | 3-3 (413)]

Instituto BrasilAgro is a non-profit organization aimed to be the Company’s social arm and change people's future through education. Our Donation Policy sets up donations of up to 2% of the Company's net income to social actions every year. In this way we showcase the responsibility and commitment to BrasilAgro's social performance. [GRI 203-1]

The Institute’s initiatives are measured based on quantitative and qualitative indicators, through information gathered in in-person visits, talks with stakeholders and/or economic indicators of the local community.

Last years the Institute acted on three main work fronts: implementing own projects, supporting partner projects and carrying out specific social actions.



BrasilAgro Educa [GRI 203-1 | 413-1]

We believe in education as a tool for changing society. Aimed at the development of our employees, we have set up the BrasilAgro Educa project, in partnership with Adventto, by structuring classrooms and hiring expert educators to teach regular classes on the farms.

In 2021, we started a pilot group on the Prevenção Farm, Bahia, with classes for employees after working hours. This project has attracted the interest of other professionals, which led to the opening of another class on the Chaparral Farm, also in Bahia.

Classes are taught for one year and, after this period, students take the Encceja (National Exam for the Certification of Youth and Adult Skills) test to obtain a schooling certificate.

This initiative is the result of the attentive and careful look of the BrasilAgro's team operating in the countryside and noted that many workers did not have the opportunity to complete their studies.

BrasilAgro Indica

Started in 2022, this program aims towards the social engagement and volunteering of the Company's employees to indicate social projects in the locations where the Company operates.

After analyzing the documentation of the organizations nominated and carrying out a technical and financial assessment of the projects submitted, nine initiatives were approved and individually received the amount of R\$10,000 to advance the project.

Ongoing projects focus on education, including technical courses to prepare young people for the job market; purchase of technological equipment for courses for people with disabilities; football classes; workshops to promote children's development; activities to train children and young people on recycling focused on becoming a multiplier of socio-environmental ideas; and balanced nutrition workshops.

We have a direct and indirect impact over 4,800 children, adolescents and families through BrasilAgro Indica.



Legenda lorem ipsum



Legenda lorem ipsum

Educadores em Conexão (Educators in Connection)

Developed by Instituto Revoar and supported by Instituto BrasilAgro, the Educadores em Conexão project aims to provide theoretical and practical training in socio-emotional skills for education professionals. This project focuses on integrating this topic as a strategic pillar for schools, through a socio-emotional plan to be implemented in each school and in the classroom.

The proposal lasts for one year and is broken down into two main stages: the first six months comprise theoretical and practical training in socio-emotional education, while the second period of the course involves monitoring the socio-emotional implementation in the school and in the classroom. The initiative counts on the awareness-raising among school management teams so they can support and implement plans in the schools.

In the first half of 2022, 49 hours of training were conducted with educators, 14 online and in-person meetings were held, and 14 socio-emotional lesson plans were prepared. In the second half-year, we started to implement the plans in schools, aimed at improving the well-being, confidence and knowledge of educators in the preparation of socio-emotional classes.

Through a partnership between Instituto Revoar and Faculdade Facite (School of Science and Technology of Bahia), the course was classified as an Extension course and all educators participating in the project will be certified.

To implement this initiative, Instituto Revoar and Instituto BrasilAgro went through several stages, such as project planning and organization, local alliances with the public sector and a project feasibility diagnosis.

35

educators directly impacted

13

schools directly impacted

1.000

students directly and indirectly impacted



“The program meant some certainties of what I already knew and also new learnings. The confirmation of things that I need to improve in my personal and professional life”

Rosânia Santos de Castro Pereira

“Participating in the project was very important to improve my service to students”

João Batista Carlos de Souza

“It was a very rich moment of knowledge, both in terms of content and in my personal and professional practice. The course motivated me and made me rethink about socio-emotional care”

Zélia Alves Santos



Mais Educação: As Diferenças que Constroem (More Education: Differences that Make Us Grow)

Also started in 2022, the Mais Educação: As Diferenças que Constroem carried out by ASID (Ação Social para Igualdade das Diferenças) and assisted and monitored by the Instituto BrasilAgro, it was designed so that we can act on the education front focused on the inclusion of People with Disabilities (PWD) in regular schools in the municipality of São Raimundo das Mangabeiras, Maranhão. The scope designed for this project establishes an 18-month operation.

Stage 1 - Local Alliances: aimed to bring Instituto BrasilAgro, ASID and the Public Sector closer together, to better understand expectations and the local scenario, as well as the municipality.

Stage 2 - Local Diagnosis: its key purpose was to understand in depth the individual context of local stakeholders, such as: schools, school managers, teachers, families, Municipal Departments of Education, Health and Social

Assistance, and Social Assistance Reference Centers. At this stage, we were able to find out that we should prioritize the technical and behavioral training of managers and teachers to serve students with disabilities at public schools.

Stage 3 - Training Cycles: in-person training with public school managers, coordinators and teachers on school inclusion practices and pedagogical adaptations. Each school has designed its inclusion practice goal to be worked on throughout 2022 and the coming year.

Stage 4 - Governance Structuring: aimed to strengthen local players and value exchanges and learning among stakeholders. Networking will provide knowledge and good practices among participating organizations. Periodic meetings will be held to address topics relevant to organizations, in addition to training and presentation of useful tools for everyone. This stage aims to generate project sustainability through governance structures.

Step 5 - Outcome Measurement: we will measure the impact of the project, by comparing the scenario before and after the intervention in the municipality, visualizing what benefits we will have provided to the location.

This initiative covers **15 of 22 schools in the municipalities**, directly impacting over 68% of local schools.

More than **250 educators** are being impacted, including **35 school managers (principals and pedagogical coordinators)** and **132 students with disabilities**.

Municipalities will have a **Best Practices Guide** to be shared with everyone after the project is completed.





Xxx



Xxx

Projects and partnerships

Expoente Project

Developed by Associação Precavi, the Preparing Children and Adolescents to Life Association, to improve the skills and cognitive creativity of children and adolescents, through the practice of five-a-side football, encouraging the full development of each individual. This project benefits more than 400 people, including children, adolescents and family members, directly and indirectly, in the municipality of Fortaleza dos Nogueiras, Maranhão.

Technical Agricultural Project

Aimed at transforming lives through continuing education, income generation and access to water, housing and health projects, the Amigos do Bem Organization has set up this project. The Institute subsidizes the work of one agricultural technician to assist in the proper cultivation of the cashew plantation and horticulture of 27 rural workers. This initiative benefits over 100 people, both directly and indirectly, in the municipality of Buíque, in Pernambuco.

Proteja e Salve + Vidas (Protect and Save + Lives) Project

Carried out by Fundação Banco do Brasil, this initiative aims to support small rural producers who were losing their production and income due to the impacts caused by the COVID-19 pandemic. This initiative addressed the acquisition of rural produce and their distribution to vulnerable population. It benefited over 2,400 people directly and indirectly in the municipality of Mineiros, Goiás.

Rodas de Invenções – Mão na Massa (Wheels of Inventions – Let's Get our Hands Dirty)

In partnership with Instituto Catalisador, and implemented in the municipality of Bonito de Minas, Minas Gerais, this project offers Creative Learning workshops for Elementary School students I and II, mediated and replicated by educators. The purposes of this initiative are generating engagement between formal teaching and creative learning, expanding the repertoire of educators' strategies and spreading out the culture of creativity and innovation in the school environment, as well as fully enhancing and developing their knowledge and skills. Five municipal schools are served, 42% of the active schools in the municipality. By the end of 2022, we will carry out over 150 hours of in-person intervention in training with students and educators, leading to over 450 students, in addition to 27 educators, being directly and indirectly impacted.

Impact of donations in 2021

[GRI 413-1]



Action in a school built by BrasilAgro in partnership with the Government of the State of Maranhão.



+ 15,000 metric tons of food donated

61 employees involved in the actions



+ 5,700 people impacted

16 organizations involved



+ 240 hours of voluntary work

+ R\$170,000 worth in food donated



TRANSFORMATION AGENTS

[GRI 413-1]

We launched the 1st Public Notice of the Transformation Agents Program in 2021, which sought projects to promote opportunities for the engagement of individuals and organizations to contribute to a fairer and egalitarian society. The public notice focused on valuing education, socioeconomic development and health. The five approved projects have been financed since 2021 and, by the end of 2022, will be monitored by Instituto BrasilAgro.

Check out the projects handpicked:

Cultivar Project

Developed by Associação Precavi in Fortaleza dos Nogueiras, Maranhão, this project grew a community vegetable garden for training and development in horticulture for vulnerable adolescents, in addition to delivering supplies for growing vegetable gardens at their homes. In addition to providing knowledge, this project improves home-cooked food with the use of vegetable gardens, encourages the generation of family income from the sale of excess organic products and contributes to the generation of income for the local community.

Beneficiaries: 760 people, direct and indirectly



Health and Life with Cerrado Biodiversity Project

This initiative focus on the training of members to carry out sustainable extractive activities of native medicinal plants to develop natural products (personal hygiene items, creams, among others), generating knowledge and a source of income for those involved. Developed by the Nova Vida Association of Farmers of the Bacuri Agroextractivist Settlement on the Taboa Farm, in the municipality of São Raimundo das Mangabeiras, Maranhão, the project also sustainably cultivates medicinal plants from the Cerrado region and catalogs medicinal native plants for the production of herbal drugs.

Beneficiaries: 140 people, direct and indirectly

Community Apiary Project

Created by the Association of Small Producers of Rodeador, in the municipality of Baianópolis, Bahia, this initiative provides training and qualification to members in two communities to set an apiary for beekeeping. It is aimed at the production and sale of organic bee products, such as honey, jelly, wax, and propolis.

Beneficiaries: 172 people, direct and indirectly



Hands That Make Dreams Project

Promoted by the Padre André Female Artisans Association in the municipality of Correntina, Bahia, this project holds training workshops for local artisans and encourages the individual home crafters to market their products at local fairs in partnership with the local Department of Culture.

Beneficiaries: 2,240 people, direct and indirectly

Green Basket Project

By growing an agroecological garden, producers grow greens and medicinal plants, without the continuous use of pesticides, to supplement the meals of vulnerable people. This project is developed by the Association of Small Rural Producers and Family Farmers of Catulé Pequeno, in the municipality of Bonito de Minas, Minas Gerais, and part of the food is intended to the Food Brasil Program (PAB) and the National School Feeding Program (PNAE).

Beneficiaries: 140 people, direct and indirectly





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SUMÁRIO DE CONTEÚDO GRI

NORMA GRI	CONTEÚDO	PÁGINA	OMISSÕES	PACTO GLOBAL	ODS
GRI 2: CONTEÚDOS GERAIS 2021					
A organização e suas práticas de relatórios	2-1 Informações da organização	-	-	-	-
	2-2 Entidades incluídas no escopo do reporte de sustentabilidade da organização	-	-	-	-
	2-3 Período reportado, frequência e ponto de contato	-	-	-	-
	2-4 Reformulações de informações	-	-	-	-
	2-5 Asseguração externa	-	-	-	-
Atividades e trabalhadores	2-6 Atividades, cadeia de valor e outros relações comerciais	-	-	-	3
	2-7 Empregados	-	-	-	-
	2-8 Trabalhadores que não são empregados	-	-	-	8, 10
Governança	2-9 Estrutura e composição de governança	-	-	-	-
	2-10 Nomeação e seleção do mais alto órgão de governança	-	-	-	-
	2-11 Presidente do mais alto órgão de governança	-	-	-	-
	2-12 Papel do mais alto órgão de governança na supervisão do gestão de impactos	-	-	-	16
	2-13 Delegação de responsabilidade pela gestão de impactos	-	-	-	5, 16
	2-14 Papel do mais alto órgão de governança no relato de sustentabilidade	-	-	-	16
	2-15 Conflitos de interesse	-	-	-	5, 16
	2-16 Comunicação de preocupações cruciais	-	-	-	16
	2-17 Conhecimento coletivo do mais alto órgão de governança	-	-	-	-

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 2: CONTEÚDOS GERAIS 2021								
The organization and its reporting practices	2-1 Organization information	BrasilAgro - Companhia Brasileira de Propriedades Agrícolas is a publicly-held company operating in Brazil, Bolivia and Paraguay. The Company is headquartered in the city and state of São Paulo (SP) at Avenida Brigadeiro Faria Lima, 1.309, 5º andar.						
	2-2 Entities included in the scope of the organization's sustainability report	2-2a) Entities included in the scope of the organization's sustainability report 2-2a) This sustainability report covers the activities of the following companies, which the company controls or holds interest in: Instituto BrasilAgro; Imobiliária Ceibo Ltda; Imobiliária Cajueiro Ltda.,; Imobiliária Flamboyant Ltda.; Imobiliária Araucária Ltda.; Imobilária Mogno Ltda.; Imobiliária Jaborandi Ltda.; Imobiliária Cremaq Ltda.; Imobiliária Engenho de Maracaju Ltda.; Agrifirma Agro Ltda.; I.A Agro Ltda.; Agrifirma Bahia Ltda.; G. L. Agropecuária Empreendimentos e Participações Ltda.; Agropecuária Moroti S.A.; Palmeiras S.A.; Agropecuária Acres del Sud S.A.; Yatay Agropecuária S.A.; Ombu Agropecuária S.A.; Yuchan Agropecuária S.A.						
		2-2b) During the reporting period, the financial information was audited by PwC.						
	2-3 Reported period, frequency and contact point	Page 15 The reported data refer to the 2021/2022 harvest year (from July 1, 2021 to June 30, 2022), the report was published in XXXXX. If you have any question about this report or the reported information, please contact camila.stankevicius@brasil-agro.com or thanny.hou@brasil-agro.com.						
	2-4 Restatements of information	There was no reformulation of information.						
	2-5 External assurance	No external assurance was carried out.						

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Activities and workers	2-6 Activities, value chain and other business relationships	Pages 8, 10 and 11				3		
	2-7 Employees							
	2-8 Workers who are not employees					8, 10		
Governance		Pages 17 and 18						
	2-9 Governance structure and composition	<p>"BrasilAgro's board of directors must be composed of at least five and at the most nine members. Board members are elected by the shareholders' meeting for a two-year term of office, with reelection permitted. A board member must remain in office until they are replaced by a successor. However, any board member may be removed by shareholders before the end of their term of office, in accordance with the Novo Mercado regulations and our bylaws.</p> <p>The board of directors holds mandatory meetings six times a year, and may hold other meetings as required. Board of Directors’ meetings are called only if a majority of members are present and all board decisions are taken by a 2/3 or 3/4 majority, or a simple majority, depending on the nature of the matter to be discussed at board meetings. According to our bylaws, the board of directors may elect from among its members three members to compose the Compensation Committee and at least three and at the most four members to compose the Executive Committee. In addition to these two statutory committees, the board of directors may set up other advisory or technical committees for a specific purpose and with specific duties, whose members may or may not include the company's officers or executives. Our board of directors sets up the rules applicable to these committees, including those for their composition, term of office, compensation and operation. Such committees have and advisory, non-deliberative role. "</p>						

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Governance	2-10 Nomination and selection of the highest governance body	To become members of the Company’s board of directors, professionals of unblemished reputation are nominated but will be barred from holding positions in companies that may be considered competitors or represent conflicting interests with the Company. Once nominated, board members are elected by the shareholders' meeting for a two-year term of office, with reelection permitted.						
	2-11 Chair of the highest governance body	The chair of the highest governance body holds no other senior executive position in the organization.						
	2-12 Role of the highest governance body in overseeing the management of impacts	16						
	2-13 Delegation of responsibility for managing impacts	5, 16						
	2-14 Role of the highest governance body in sustainability reporting	16						

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Governance	2-15 Conflicts of interest	<p>"BrasilAgro aims to ensure that all decisions that may grant a private benefit to any of its management members or family members, entities or people related to them are made with complete honesty, respecting the company's interests. Accordingly, the Company has implemented its Code of Conduct, whereby all employees, management members and executives undertake to comply with the company's guiding principles. An anonymous reporting channel is also in place, linked to the Company's Ethics Committee, aimed to analyze any incidents in breach of the Company's Code of Conduct.</p> <p>The Company, its shareholders, management members, members of the Fiscal Council, either effective and/or alternates, also undertake to resolve, through arbitration before the Market Arbitration Chamber, according to its regulation, any and all disputes that may arise among them, related to or arising from its status as an issuer, shareholders, management members and members of the fiscal council, particularly arising from the provisions contained in Law No. 6,385 of December 7, 1976, as amended, in the Brazilian Corporate Law , in these Bylaws, in the rules issued by the National Monetary Council (CMN), the Central Bank of Brazil and the Brazilian Securities and Exchange Commission (CVM), as well as in the other rules applicable to the general market, in addition to those included in the Novo Mercado Regulation, other regulations of B3 and the Novo Mercado Participation Agreement."</p>				5, 16		
	2-16 Communication of critical concerns					16		
	2-17 Collective knowledge of the highest governance body							

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Governance	2-18 Evaluation of the performance of the highest governance body	Officers are evaluated annually both qualitatively and quantitatively, from operational and financial perspectives. This evaluation is tied to the achievement of both individual and the Company's general goals, both defined at the time the annual plan is prepared and approved by the Board of Directors. The achievement of goals is monitored by the Human Resources department, which prepares and submits these performance evaluations to the Company's CEO, responsible for its approval, and takes appropriate measures to improve the operation of the body.						
	2-19 Remuneration policies	<p>"Members of the highest governance body, the Board of Directors and the Fiscal Council receive fixed pay, set in accordance with market practices. The Board of Directors is entitled to variable pay (bonus and Share-based Long-Term Incentive Plan - “ILPA”). Fiscal Council members are not entitled to variable pay. The remuneration granted to board members is aimed to attract experienced professionals, who can better guide the Company’s business, translating the employees’ efforts into return to shareholders. Officers are entitled to fixed and variable pay (bonus) and the Share-based Long-Term Incentive Plan. Fixed pay amounts follow market standards, resulting in the attraction and retention of differentiated professionals, who add value to the Company’s results.</p> <p>Short-term variable pay is aimed to reward executives based on the annual result, defined by the achievement of goals set for the company and individual goals set for the same period. Share-based long-term variable pay aims to reward executives for results achieved and their retention. Variable pay is aimed to align the interests of executives with those of shareholders. Remuneration for the Fiscal Council is fixed.</p> <p>With respect to the Board of Directors, fixed pay corresponds to about 20% of the total pay, and variable pay corresponds to about 80%.</p> <p>With respect to the Board of Officers, fixed pay corresponds to about 35% of the total pay, and variable pay corresponds to about 65%.</p> <p>These percentages may vary due to changes in the results achieved by the Company in the period, given the risk and results sharing component in variable pay. "</p>						

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Governance	2-20 Process to determine remuneration					16		
	2-21 Annual total compensation ratio							
Strategy, policies and practices	2-22Statement on sustainable development strategy	Pages 3 and 4						
	2-23 Policy commitments	The internal guidelines and policies in the Company's Code of Conduct apply to management members, employees, business partners and service providers. BrasilAgro's policies are approved by the Company's highest governance level, that is, the Board of Directors, and can be accessed at https://ri.brasil-agro.com/en/governance/bylaws-code-and-policies/						
	2-24 Embedding policy commitments							
	2-25 Processes to remediate negative impacts	The negative impacts that the organization may have caused or contributed to are dealt with individually by the Company's Ethics Committee and/or the applicable proper body. Stakeholders can use the Company's whistleblowing channel, which is open to the public and allows anonymous reporting of any incident involving BrasilAgro. Complaints are analyzed by the Ethics Committee, which if applicable, proposes the measures required to mitigate and fix the impacts caused.						
	2-26 Mechanisms for seeking advice and raising concerns	BrasilAgro makes its policies and code of conduct available on the Company's website so that everyone can access them. To guide internal stakeholders, the Company conducts recurring training sessions on internal rules either online through electronic platforms or in person.						
	2-27 Compliance with laws and regulations	To the Company's best knowledge, there are no non-compliances with material laws and regulations and/or relevant fines applied in the period covered by the report.						

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Strategy, policies and practices	2-28 Membership associations					16		
Stakeholder engagement	2-29 Approach to stakeholder engagement	Page 33						
	2-30 Collective bargaining agreements	100% of employees are covered by collective bargaining agreements.				8		
GRI 3: MATERIAL TOPICS 2021								
	3-1 Process to determine material topics	Pages 19 and 20				17		
	3-2 List of material topics	Pages 19 and 20						
Indirect Economic Impacts								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 203: Indirect Economic Impacts 2016	203-1Infrastructure investments and services supported					5, 9, 11		
	203-2 Significant indirect economic impacts					3, 8, 10		

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Anti-corruption								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption					16	10	
	205-2 Communication and training about anti-corruption policies and procedures					16	10	
	205-3 Confirmed incidents of corruption and actions taken					16	10	
Energy								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 302: Energia 2016	302-1 Energy consumption within the organization					7, 8, 12, 13	7, 8	
	302-2 Energy consumption outside of the organization					7, 8, 12, 13	8	

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 302: Energia 2016	302-3 Energy intensity					7, 8, 12, 13	8	
	302-4 Reduction of energy consumption					7, 8, 12, 13	8, 9	
	302-5 Reduction in energy requirements of products and services					7, 8, 12, 13	8, 9	
Water and Effluents								
GRI 303: Water and Effluents 2018	3-3 Management of material topics							
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource					6, 12		
	303-2 Management of water discharge-related impacts					6		
	303-3 Water withdrawal					6	7, 8	
	303-4 Water discharge					6	8	
	303-5 Water consumption					6		
Biodiversity								
GRI 3: Material Topics 2021	3-3 Management of material topics							

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas					6, 14, 15	8	
	304-2 Significant impacts of activities, products, and services on biodiversity					6, 14, 15	8	
	304-3 Habitats protected or restored					6, 14, 15	8	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations					6, 14, 15	8	
Emissions								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions					3, 12, 13, 14, 15	7, 8	
	305-2 Energy indirect (Scope 2) GHG emissions					3, 12, 13, 14, 15	7, 8	
	305-3 Other indirect (Scope 3) GHG emissions					3, 12, 13, 14, 15	7, 8	

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 305: Emissions 2016	305-4 GHG emissions intensity					13, 14, 15	8	
	305-5 Reduction of GHG emissions					13, 14, 15	8, 9	
	305-6 Emissions of ozone-depleting substances (ODS)					3, 12	7, 8	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions					3, 12, 14, 15	7, 8	
Waste								
GRI 3: Material Topics 2021	3-3 Management of material topics							
Supplier Environmental Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria							
	308-2 Negative environmental impacts in the supply chain and actions taken							

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
Occupational Health and Safety								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system					3, 8, 12		
	403-2 Hazard identification, risk assessment, and incident investigation					3, 8, 12		
	403-3 Occupational health services					8		
	403-4 Worker participation, consultation, and communication on occupational health and safety					8, 16		
	403-5 Worker training on occupational health and safety – Reporting requirements					8		
	403-6 Promotion of worker health					3, 8, 12		
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships					8		

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system					8		
	403-9 Work-related injuries					3, 8, 12, 16		
	403-10 Work-related ill health					3, 8, 16		
Training and Education								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee					4, 8	6	
	404-2 Programs for upgrading employee skills and transition assistance programs					8		
	404-3 Percentage of employees receiving regular performance and career development reviews					5, 8, 10	6	
Diversity and Equal Opportunity								
GRI 3: Material Topics 2021	3-3 Management of material topics							

GRI STANDARD	DISCLOSURES	LOCATION/REPORTING	OMISSION			SDG	GLOBAL COMPACT	EXTERNAL ASSURANCE (Y/N)
			REQUIREMENT OMITTED	REASON	EXPLANATION			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees					5, 8, 10	6	
	405-2 Ratio of basic salary and remuneration of women to men					5, 8, 10	6	
Local Communities								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs						1	
	413-2 Operations with significant actual and potential negative impacts on local communities					1, 2	1	
Supplier Social Assessment								
GRI 3: Material Topics 2021	3-3 Management of material topics							
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria					5, 8, 12, 16	2, 8	
	414-2 Negative environmental impacts in the supply chain and actions taken					5, 8, 16	2, 8	

COUNTING STANDARDS BOARD (SASB)

TOPIC	INDICATOR	
Ingredient sourcing	SASB FB-AG-440a.1 Identification of principal crops and description of risks and opportunities presented by climate change	Page 52
	SASB FB-AG-110a.1 Gross Global Scope 1 Emissions	Page 54
Greenhouse Gas (GHG) emissions	SASB FB-AG-110a.2 Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets - State emission reduction targets and perform a performance review against these targets	Page 53
	SASB FB-AG-110a.3 Fleet fuel consumed, percentage renewable and non-renewable	
Energy management	SASB FB-AG-130a.1 (1) operational energy consumed, (2) percentage grid electricity, (3) percentage renewable energy consumed	Page 51
Water management	SASB FB-AG-140a.1 (1) Total water withdrawn, (2) total water consumed, percentage of withdrawal in regions with high or extremely high baseline water stress	Page 50
	SASB FB-AG-140a.2 Description of water management risks and discussion of strategies and practices to mitigate those risks	Page 49
	"SASB FB-AG-140a.3 Number of incidents of noncompliance associated with water quantity and/or quality permits, standards, and regulations"	
Occupational Health and Safety	SASB FB-AG-320a.1 (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) seasonal and migrant employees	Page 37

TOPIC	INDICATOR
Activity metrics	SASB FB-AG-000.A Production by principal crop (in metric tons).
	SASB FB-AG-000.B Number of processing facilities. Page 8
	SASB FB-AG-000.C Total land area under active production (in hectares). Page 8
	SASB FB-AG-000.D Cost of agricultural products sourced externally.

¹ As principais culturas são aquelas que responderam por 10% ou mais da receita consolidada em qualquer um dos últimos três anos fiscais.

² As instalações de processamento incluem as instalações que estão envolvidas na fabricação, processamento, embalagem ou detenção de produtos agrícolas e excluir escritórios administrativos.

³ Os produtos agrícolas são definidos como ingredientes, alimentos, rações e biocombustíveis que são adquiridos para uso nas operações. O escopo dos produtos agrícolas obtidos externamente exclui os produtos agrícolas cultivados em terras de propriedade ou atividade da organização.

ANNEXES

GRI 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Operational unit	Type of operation	Cultivated crop	Size of unit (hectares)	Operational unit/areas of high biodiversity value outside protected areas identified and biodiversity value characterized
Position in relation to the operation unit or the area of high biodiversity value outside protected areas - Close				
Alto Taquari	Owned	Sugarcane and grains	1.374	About 7 km away from protected area (APA) Ribeirão do Sapo and Araguaia River (Alto Taquari/MT)
Araucária	Owned	Sugarcane and grains	5.515	About 4 km away from Emas National Park (Mineiros/GO)
Arrojadinho	Owned	Grains	16.642	About 2,5 km away from Veredas do Oeste Baiano Wildlife Refuge (Jaborandi/BA)
Chaparral	Owned	Grains and cotton	37.183	About 35 km away from Veredas do Oeste Baiano Wildlife Refuge (Correntina/BA)
Jatobá	Owned	Grains and livestock	13.276	About 16 km away from Veredas do Oeste Baiano Wildlife Refuge (Jaborandi/BA)
Preferência	Owned	Livestock	17.799	About 35 km away from Cristópolis National Forest (Baianópolis/BA)
Rio do Meio	Owned	Livestock	7.715	About 70 km away from Veredas do Oeste Baiano Wildlife Refuge (Correntina/BA)

Operational unit	Type of operation	Cultivated crop	Size of unit (hectares)	Operational unit/areas of high biodiversity value outside protected areas identified and biodiversity value characterized
Serra Grande	Owned	Grains	4.489	About 25 km away from Uruçuí-Uma Ecological Station (Baixa Grande do Ribeiro/PI)
Acres del Sud (Bolívia)	Owned	Grains and sugarcane	2.356	La Primavera is 55km away from RF Chore, 25km away from Lagunas Santa Barbara y Brava, 40km away from RF Guarayos, 75km away from PD Humedales del Norte, 45km away from AP (Municipal) Curichi El Cuajo, 50km away from AP Amboró National, 65km away from Amboró National Park, 65km away from RPPN Potrerillos Del Guenda , 70km away from RPPN Arubai, 75km away from RPPN El Guenda, 90km away from Espejillos Natural Monument, 75km away from APM Santa Cruz de La Sierra, and 75km away from Parque de Protección Ecologica Río Piraí
Avarandado - Partnership II	Leased	Grains	7.500	About 100 km away from Uruçuí-Uma Ecological Station
Xingu - Partnership V	Leased	Grains	13.762	About 40 km away from Marâiwatsede Indigenous Land (São Félix do Araguaia/MT)
Regalito - Partnership	Leased	Grains	8.859	About 1km away do Xingu Indigenous Park (São Félix do Araguaia/MT)
Serra Grande - Partnership VII	Leased	Grains	6.013	About 25 km away from Uruçuí-Uma Ecological Station (Baixa Grande do Ribeiro/PI)
La Bolpebra - Parceria	Leased	Sugarcane	330	La Bolpebra is 80km away from RF Chore, 50km away from Lagunas Santa Barbara y Brava, 60km away from RF Guarayos, 60km away from Curichi La Madre Municipal Protected Area, 48km away from Parque de Protección Ecologica Río Piraí, 60km away from Amboró National AP, 50km away from Integrated Management Natural Area amboró, 70km away from Espejillos Natural Monument, 75km away UCPN Lomas de Arena
La Senda - Partnership	Leased	Sugarcane	735	La Senda is 70km away from RF Chore, 40km away from Lagunas Santa Barbara y Brava, 60km away from RF Guarayos, 100km away from PD Humedales del Norte, 60km away from Curichi La Madre Municipal Protected Area, 55km away from Parque de Protección Ecologica Río Piraí, 50km away from National Amboró AP , 40km away from Natural Area of Integrated Management Amboró; 65km away from Espejillos Natural Monument, 75km away from UCPN Lomas de Arena

Operational unit	Type of operation	Cultivated crop	Size of unit (hectares)	Operational unit/areas of high biodiversity value outside protected areas identified and biodiversity value characterized
São José	Owned	Sugarcane and grains	17.566	Adjacent to Mirador State Park (São Raimundo das Mangabeiras/MA)
São José - Parceria IV	Leased	Sugarcane and grains	15.000	Adjacent to Mirador State Park (São Raimundo das Mangabeiras/MA)
Morotí (Paraguai)	Owned	Grains and pastures	59.585	Adjacent to del Chaco Biosphere Reserve (Boquerón)
Position in relation to the operation unit or the area of high biodiversity value outside protected areas - Overlapping				
Nova Buriti	Owned	-	24.212	Adjacent to Veredas do Peruaçu State Park and inserted in the APA Cochá Gibão and APA Cavernas do Peruaçu (Bonitos de Minas and Cônego Marinho/MG)
Alto Taquari - Partnership III	Leased	Sugarcane and grains	5.286	Partially inserted into APA Ribeirão do Sapo and Araguaia River (Alto Taquari/MT)
Acres del Sud (Bolívia)	Owned	Las Londras - sugarcane and grains	4.555	Las Londras overlaps the Guarayos Forest Reserve and is 5 away km away from Parque Departamental Humedales del Norte, 30 km away from RF Chore, 70 away km away from Lagunas Santa Barbara y Brava, 73 km away from Los Ciervos RPPN, 90 km away from San Guido RPPN
Acres del Sud (Bolívia)	Owned	San Rafael - Grains	3.109	San Rafael partially overlaps the Guarayos Forest Reserve and is 7 km away from the Humedales del Norte PD, 20 km away from RF Chore, 45 km away from Santa Cruz PD, 55 km away from Los Ciervos RPPN, 70 km away from the Santa Barbara y Brava Lagoons, 90 km away from San Guido RPPN

2-7 Employees

405-1 Diversity of governance bodies and employees

BrasilAgro has 314 employees, of whom 255 (81%) are male and 59 (19%) are female. Of these 314 employees, 138 is under 30 years old, 162 are aged 30 -50, and 14 are over 50 years old.

Governance body – By gender		
Male	Number	11,00
	Percentage	92%
Female	Number	1,00
	Percentage	8%

Governance body - By age group		
Under 30 years old	Number	0,00
	Percentage	0%
30 - 50 years old	Number	4,00
	Percentage	33%
Over 50 years old	Number	8,00
	Percentage	67%

Employees - By gender			
Category		Male	Female
Helper	Number	30,00	0,00
	Percentage	100%	0%
Analyst	Number	26,00	21,00
	Percentage	55%	45%
Assistant	Number	24,00	16,00
	Percentage	60%	40%
Auxiliary	Number	12,00	1,00
	Percentage	92%	8%
Foreman	Number	2,00	0,00
	Percentage	100%	0%
Head	Number	4,00	1,00
	Percentage	80%	20%
Coordinator	Number	21,00	4,00
	Percentage	84%	16%
Cook	Number	0,00	2,00
	Percentage	0%	100%
Officer	Number	3,00	1,00
	Percentage	75%	25%
Electrician	Number	1,00	0,00
	Percentage	100%	0%
In-charge worker	Number	2,00	0,00
	Percentage	100%	0%
Expert	Number	0,00	3,00
	Percentage	0%	100%

Employees - By gender			
Category		Male	Female
Inspector	Number	11,00	0,00
	Percentage	100%	0%
Manager	Number	13,00	2,00
	Percentage	87%	13%
Leader	Number	2,00	0,00
	Percentage	100%	0%
Mechanic	Number	5,00	0,00
	Percentage	100%	0%
Driver	Number	2,00	0,00
	Percentage	100%	0%
Operator	Number	26,00	1,00
	Percentage	96%	4%
Secretary	Number	0,00	1,00
	Percentage	0%	100%
Welder	Number	1,00	0,00
	Percentage	100%	0%
Supervisor	Number	15,00	1,00
	Percentage	94%	6%
Technician	Number	36,00	5,00
	Percentage	88%	12%
Agricultural worker	Number	4,00	0,00
	Percentage	100%	0%
Cattleman	Number	15,00	0,00
	Percentage	100%	0%



1

2

3

4

5



Employees - By age group				
Category		Under 30 years old	30 - 50 years old	Over 30 years old
Helper	Number	9	17	4
	Percentage	30%	57%	13%
Analyst	Number	18	29	0
	Percentage	38%	62%	0%
Assistant	Number	18	21	1
	Percentage	45%	52%	3%
Auxiliary	Number	8	4	1
	Percentage	62%	31%	7%
Foreman	Number	0	2	0
	Percentage	0%	100%	0%
Head	Number	2	2	1
	Percentage	40%	40%	20%
Coordinator	Number	23	1	1
	Percentage	92%	4%	4%
Cook	Number	0	2	0
	Percentage	0%	100%	0%
Officer	Number	0	3	1
	Percentage	0%	75%	25%
Electrician	Number	1	0	0
	Percentage	100%	0%	0%
In-charge worker	Number	0	2	0
	Percentage	0%	100%	0%
Expert	Number	0	3	0
	Percentage	0%	100%	0%

Employees - By age group				
Category		Under 30 years old	30 - 50 years old	Over 30 years old
Inspector	Number	4	7	0
	Percentage	36%	64%	0%
Manager	Number	13	1	1
	Percentage	87%	6%	7%
Leader	Number	0	2	0
	Percentage	0%	100%	0%
Mechanic	Number	1	4	0
	Percentage	20%	80%	0%
Driver	Number	1	1	0
	Percentage	50%	50%	0%
Operator	Number	8	18	1
	Percentage	30%	67%	3%
Secretary	Number	0	1	0
	Percentage	0%	100%	0%
Welder	Number	1	0	0
	Percentage	100%	0%	0%
Supervisor	Number	0	14	2
	Percentage	0%	87%	13%
Technician	Number	23	18	0
	Percentage	56%	44%	0%
Agricultural worker	Number	1	3	0
	Percentage	25%	75%	0%
Cattleman	Number	7	7	1
	Percentage	47%	47%	6%

CRÉDITOS

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