



Building a more sustainable future. Adding value together.

SUSTAINABILITY REPORT 2022/2023 Based on the guidelines:

- GRI
- SASB
- United Nations Global Compact
- SDG Contribution



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LETTER FROM THE CEO



It is with great pride that I present a new edition of Grupo Los Grobo's Sustainability Report, which reflects our history of almost 40 years in the agribusiness industry.



The concept of Sustainable Development has always been an organizing principle of all our actions, and it is manifested in Grupo Los Grobo's Sustainability strategy and business. In this last fiscal year, we consolidated our commitment to Sustainability by adhering to the Global Compact and the Women's Empowerment Principles (WEPs), both promoted by the United Nations.

In these almost 40 years of experience, we have consolidated our position as one of the largest integrated suppliers of products and services for the Argentine agribusiness. We develop in those areas where we believe we can add value to the producer and the rest of the agribusiness chain. We are among the main seed multipliers, marketers and distributors in Argentina with almost 500 thousand bags among all crops. We provide growers with quality seed that is ready to plant. Additionally, through our 15 grain conditioning plants and considering the volume of grains traded, we provide producers with good competitive conditions so that they can trade, according to their convenience, the grains through Grupo Los Grobo. Our value proposal also includes the provision of various inputs, such as fertilizers and crop protection products through the 36 branches and 27 supply warehouses that we currently operate in five provinces of Argentina.

We also manage, under different models of association and shared risk, more than 250 thousand hectares in sustainable production, with more than 70 partners and a 41% of direct participation in them. In this way, we consolidate our territorial presence in strategic areas, to reach more than 5,000 producers and clients in a direct way.

On the other hand, we continue working on environmental management at Agrofina: the project for the recovery of the purge water from the cooling system of the weekly test of the motor pump of the fire network of the Zarate Plant was concluded, in which we expect to recover 280 m3 per year and we continue advancing with our efforts to achieve greater energy efficiency related to electric power consumption.

Our Flour Mill, with more than 130 years of experience in the market, works with certified processes under the most demanding quality standards in the world. This excellence is the reason why we are chosen by our more than 800 national and foreign customers.

As a result, at the end of the fiscal year on June 30th, 2023, our consolidated revenues amounted to USD 882 million. But what we are most proud of is that the development of our business is based on the performance of more than 700 employees, who work as a team and with a strong imprint in terms of our actions based on ethics and transparency in business, also promoting Good Agricultural Practices and with world reference certifications such as RTRS for soybeans and Sustainable Soybean (2BVS). In the latter case, we have obtained the certification of 42,640 tons and incorporated 117 new fields under this modality. In addition, we highlight our responsible environmental management, achieving as milestones the ISO 14001 and 45001 certifications for our Agrofina Research and Development laboratory.

Technology, digitalization and the application of artificial intelligence are essential to our business model based on knowledge, data interpretation, production optimization and sustainable management. Proof of this is the growth of our digital platform Mauá, where more than 3500 producers access information in a timely and useful way to manage their activity and drive innovation and technology in agriculture.

As we mentioned, none of this would be possible without the dedication of each of the more than 700 employees in Grupo Los Grobo's companies. The commitment and dedication of each member allow us to consolidate a knowledge-based organization, and here the technology also plays a central role to adapt to the constant and challenging changes of the context. But, above all, we are an organization where human quality, equity and respect prevail, proof of which are the valuable results we obtained in the Great Place to Work edition at the end of the year 2022.

We appreciate the trust of our stakeholders. We hope this report will be productive and inspiring for all of you.

Thank you very much!

Enrique Flaiban
CEO



We are Grupo
Los Grobo

01

MISSION, VISION AND VALUES

We are the leading agribusiness company in the provision of products, services and knowledge for the food chain in Argentina and its region.



Our company was founded in 1984 by Adolfo Grobocopatel in Carlos Casares, province of Buenos Aires which gives us almost four decades of experience in the agribusiness sector. Throughout the years, we have consolidated our position as large producers, stockpilers, service, and agribusinesses providers, beyond national borders. Currently, our scope of development is in Argentina, where we believe there are many opportunities in the agro-industrial sector, one of the pillars of the country's economy.

Our entrepreneurial spirit, knowledge of the activity and integration model have allowed us to offer a comprehensive value-added proposal.

Today, 76% of Grupo Los Grobo's capital stock is held by IFC, FMO and UTIMCO led by Victoria Capital Partners and 24% by its original shareholders Gustavo and Matilde Grobocopatel.

We are the main managers of associated crops in Argentina with more than 250,000 hectares in sustainable production which represent a 41% share. In addition to traditional products, we were pioneers in the management of specialties.

We produce in a sustainable and safe manner. We enhance strengths to achieve maximum efficiency in the management of resources - land, capital, labor and knowledge - through the application of technology, a deep territorial knowledge and risk diversification.

We were one of the forerunners in the use of no-till technology for agricultural production through our participation in AAPRESID.

We work with technological platforms that allow us to manage all the knowledge available on each field, with the objective of optimizing productivity and maximizing profitability.

Through Agrofina, we synthesize, develop, produce, and market various crop protection products through a distribution network of more than 300 points of sale covering 14 provinces in Argentina.

Our Mission



To be the best ally in the chain for our ability to interpret and accept new paradigms and turn ideas into innovative products and services.

To be chosen by the world's investors seeking to transform and be transformed, who feel proud and satisfied to be part of it.

To be the best environment for the development of people and their surroundings, for this we provide raw materials, services, and information to the agri-food network.

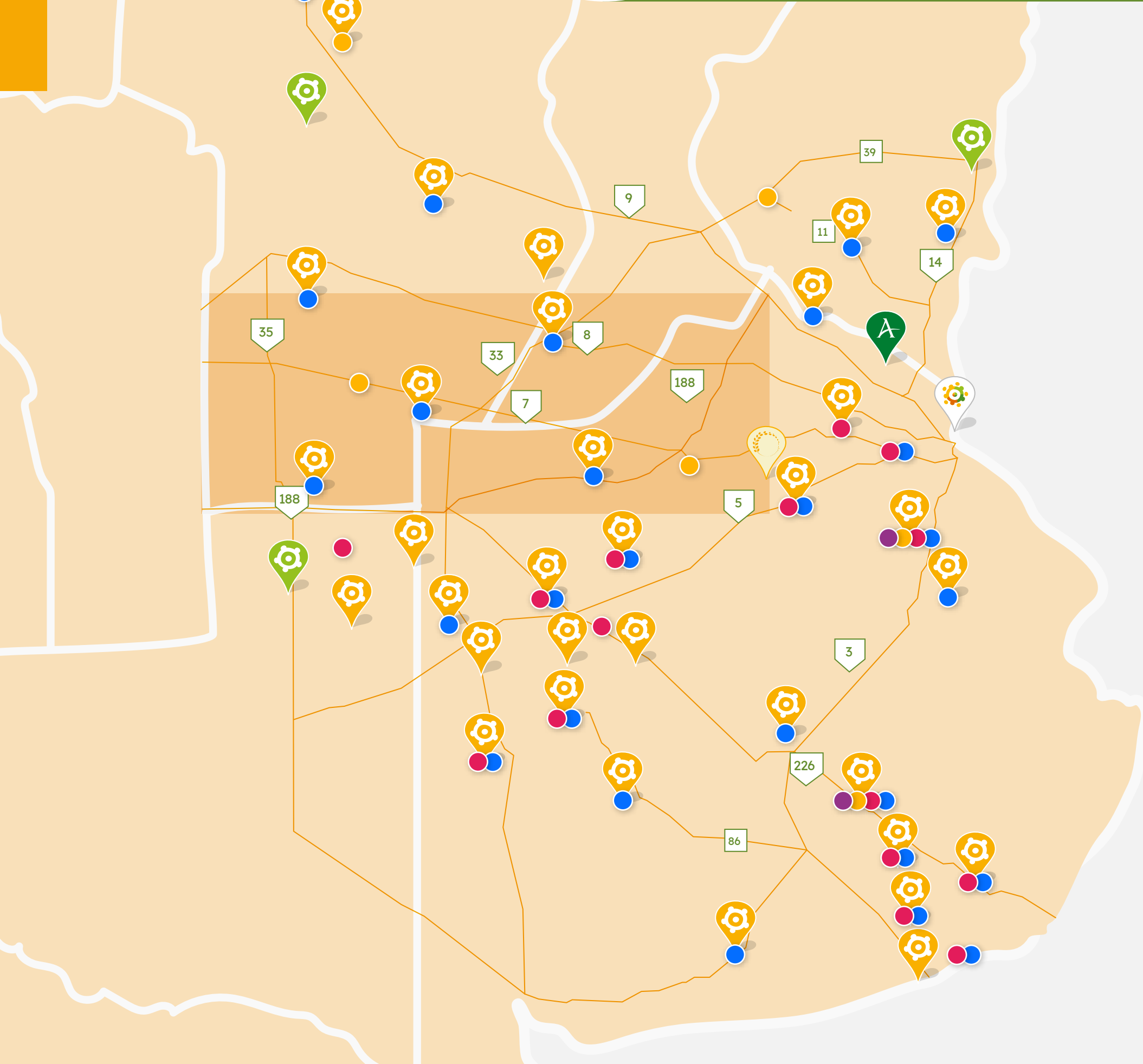
-  Passion for action.
-  Intelligence to understand.
-  Generosity to share.

Our Values





Where we are



Locations

30 de agosto

América

Alta Gracia

(Operates in Jesus Maria Commercial Office)

Azul

Balcarce

Carlos Casares

Chivilcoy

Concepción del Uruguay

(Dependent of the Gualeguaychú Branch)

Daireaux

Francisco Madero

General Belgrano

General La Madrid

Gualeguay

Gualeguaychú

Guaminí

Henderson

Hilario Lagos

Huinca Renancó

Inrville

Intendente Alvear

Jesús María

Laboulaye

Lincoln

Lobería

Magdala

Mattaldi

Morse

Necochea

Pehuajó

Quequen

Realicó

(Operates in Intendente Alvear Commercial Office)

Rincón de Nogoyá

Río Cuarto

San Andrés de Giles

San Carlos de Bolívar

San Manuel

SM del Monte

San Pedro

Sinsacate

Tandil

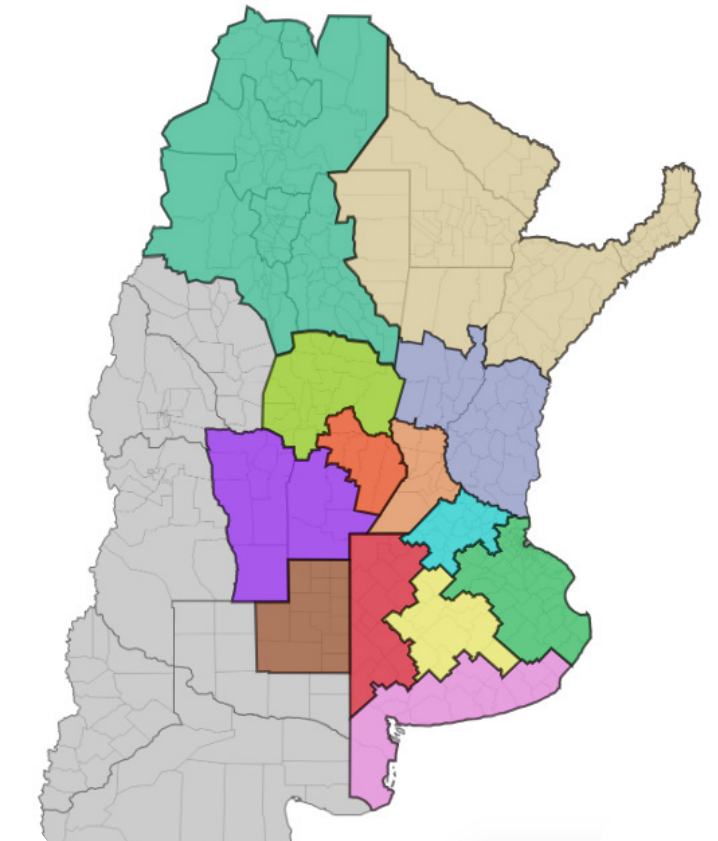
Trenque Lauquen

Tres Arroyos

Venado Tuerto

Villa María

Agrofina



References

 Los Grobo Agropecuaria
Branch offices

 Commercial branch representative
Los Grobo Agropecuaria

 Customs and consolidation center
 Grain Conditioning Plants
 Seed Processing and
Classification Plant
 Warehouses for agricultural inputs

 Production Plant Agrofina

 Molino Canepa

 Central office Grupo Los Grobo

OUR COMPANY



LOSGRUBO
AGROPECUARIA



AGROFINA



Services for Food Production

We have almost 40 years of experience in the agricultural sector. We are the leading agribusiness company in providing products, services, and knowledge for the agribusiness value chain in Argentina.

We offer a broad platform of traditional businesses ranging from grain trading, storage, and logistics solutions to the provision of agro inputs and technical and financial advice for agricultural production.

Crop Protection Technology

We are a company with more than 40 years in the market; acquired by Grupo Los Grobo in 2013. We specialize in the development, production, and marketing of crop protection products.

We are currently a company with global projection, high quality standards, suitable for each market.

In our Research and Development laboratory, as well as in our Production Plant, located in the town of Zárate, scientists and highly specialized professionals work on the synthesis and formulation of complex molecules to produce our products.



Value Chain Integration

Grupo Los Grobo entered the flour business in 2001 through the acquisition of Canepa Mill seeking to diversify wheat production and marketing to develop agro-industrial exports with higher added value.

With 130 years of experience in the domestic market, Canepa Mill is a company with a great commitment to produce quality foodstuffs with higher added value. Integration in the wheat value chain allows us to access new regional markets and provide quality raw materials to the region, by building the business on two essential competitive advantages: security of provision and access to wheat classified by quality.

We produce high quality and excellent flours for both family and industrial consumption.



OUR BUSINESSES

We are a provider of integrated products and services throughout the value chain of the agricultural sector in Argentina.



Grain origination and marketing

We integrate the grain business from its origination, through our office branches, the provision of services both in plant and logistics, and the assistance for its commercialization in all ports and markets.

We coordinate a network of logistics partners for the transportation, conditioning, and storage of grains. We monitor and control goods in transit, grain storage, logistic alternatives, conditioning of physical goods, extraction of silo bags and quality sampling.

We stored 1.8 million tons of grains during this last fiscal year.





Distribution of inputs

We offer the most complete variety of agro-inputs for all production needs. The strategic location of our 26 input warehouses has a favorable impact on operating costs, time, and efficiency of production processes.

We have developed strategic alliances with the best suppliers in the agro-industrial sector operating in our country, in addition to having our own line of crop and seed protection products.



Associated crops

We manage, under different models of association and shared risk, more than 250 thousand hectares in sustainable production with 41% participation through more than 70 partners. In addition to traditional products, we were pioneers in the management of specialties.

We produce in a sustainable and safe manner. We leverage our strengths to achieve maximum efficiency in the management of resources - land, capital, labor and knowledge - through the application of technology, in-depth territorial knowledge and risk diversification.

We work with technological platforms that allow us to manage all the knowledge available on each field, with the objective of optimizing productivity and maximizing profitability.



Seed Multipliers

We are representatives and multipliers of the main seed companies in the country. We have our own seed processing and classification plants in San Miguel del Monte and Tandil, Province of Buenos Aires, and we distribute through our wide network of branches, which allows us to offer our customers the best germplasm and quality proposals in self-pollinated seeds.

We lead the market of certified wheat bags at a national level. We are the third largest multiplier in volume of certified soybean bags, and we have an outstanding participation in the barley certified bag sales business.

We are also an important marketer of third-party and private label hybrid corn seeds.





Crop Protection

We have a wide service and distribution network with more than 300 distributors located in 14 provinces of the country.

We synthesize, formulate, produce, and commercialize crop protection products, with global projection and high-quality standards.

We provide solutions for the development of sustainable agriculture, with a deep knowledge of the sector and the future needs of our customers.



Flour and Premix Production

We produce flours for both family and industrial consumption, premixes to produce processed foods and special mixes according to each customer's demand.

Our products are recognized by the consumer and the market, thanks to the quality and efficiency of our production processes. In Argentina, we are among the five most important milling groups in the country. Our production is destined for domestic consumption and export, mainly to Brazil, Bolivia, and Chile. We have a daily milling capacity of 420 tons



TRACK RECORD



TRACK RECORD



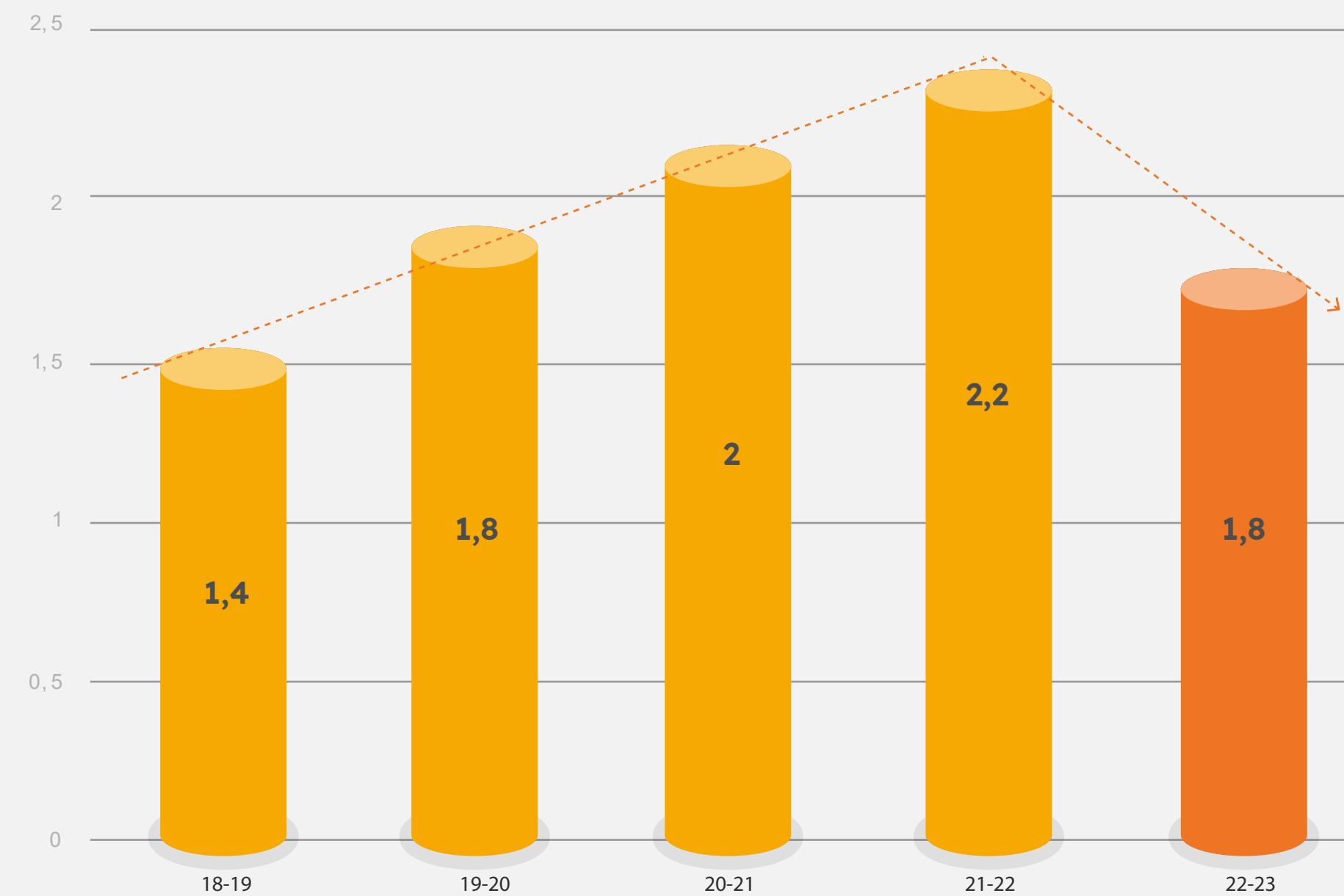
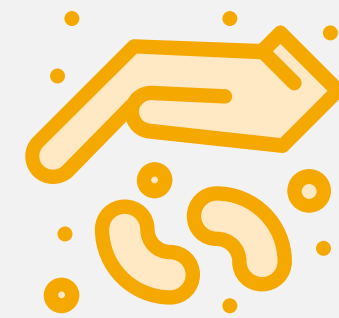
International Development

New Cycle of Development

DEVELOPMENT

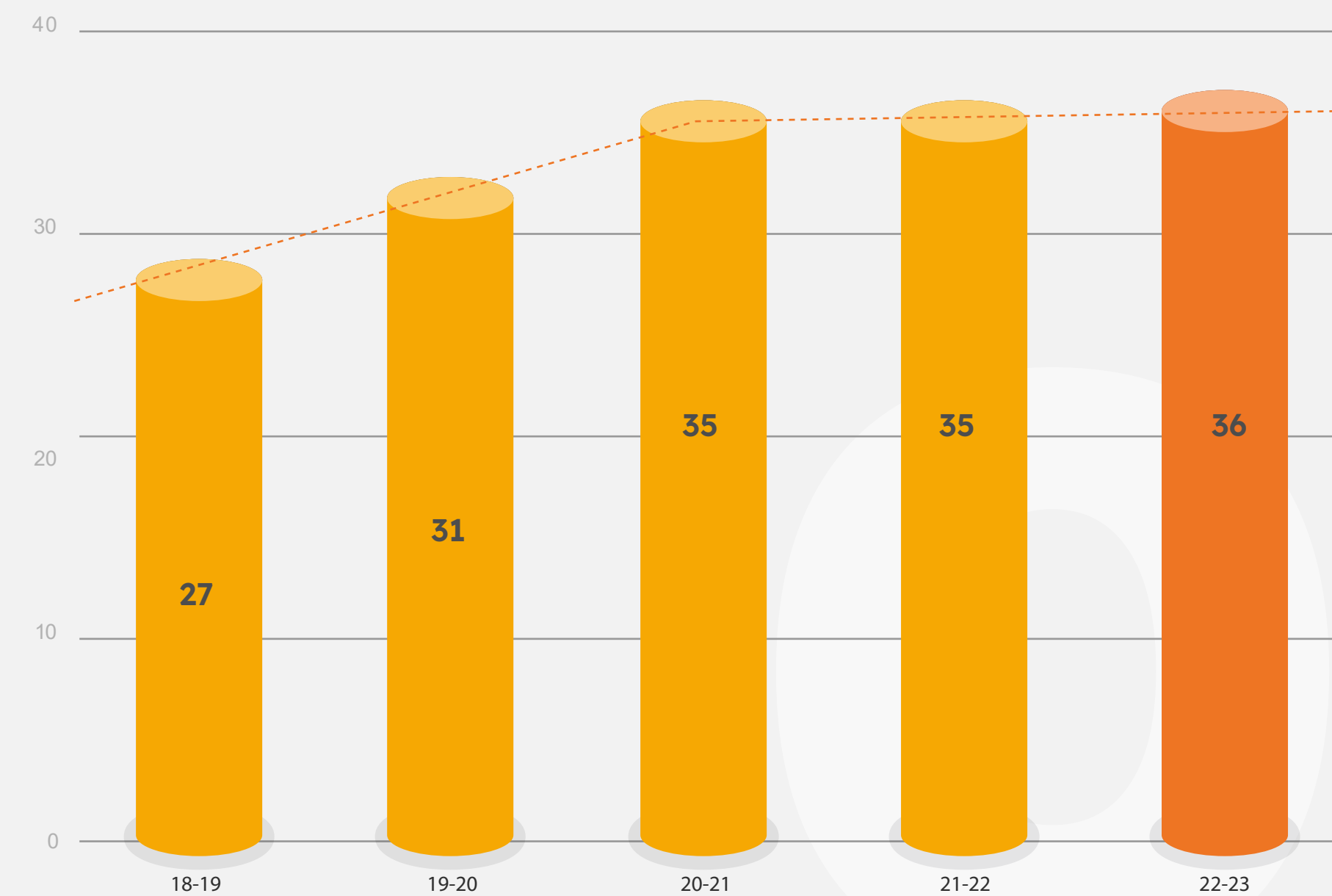
GRAIN ORIGINATION

In millions of tons



BRANCH OFFICES

In numbers



DEVELOPMENT

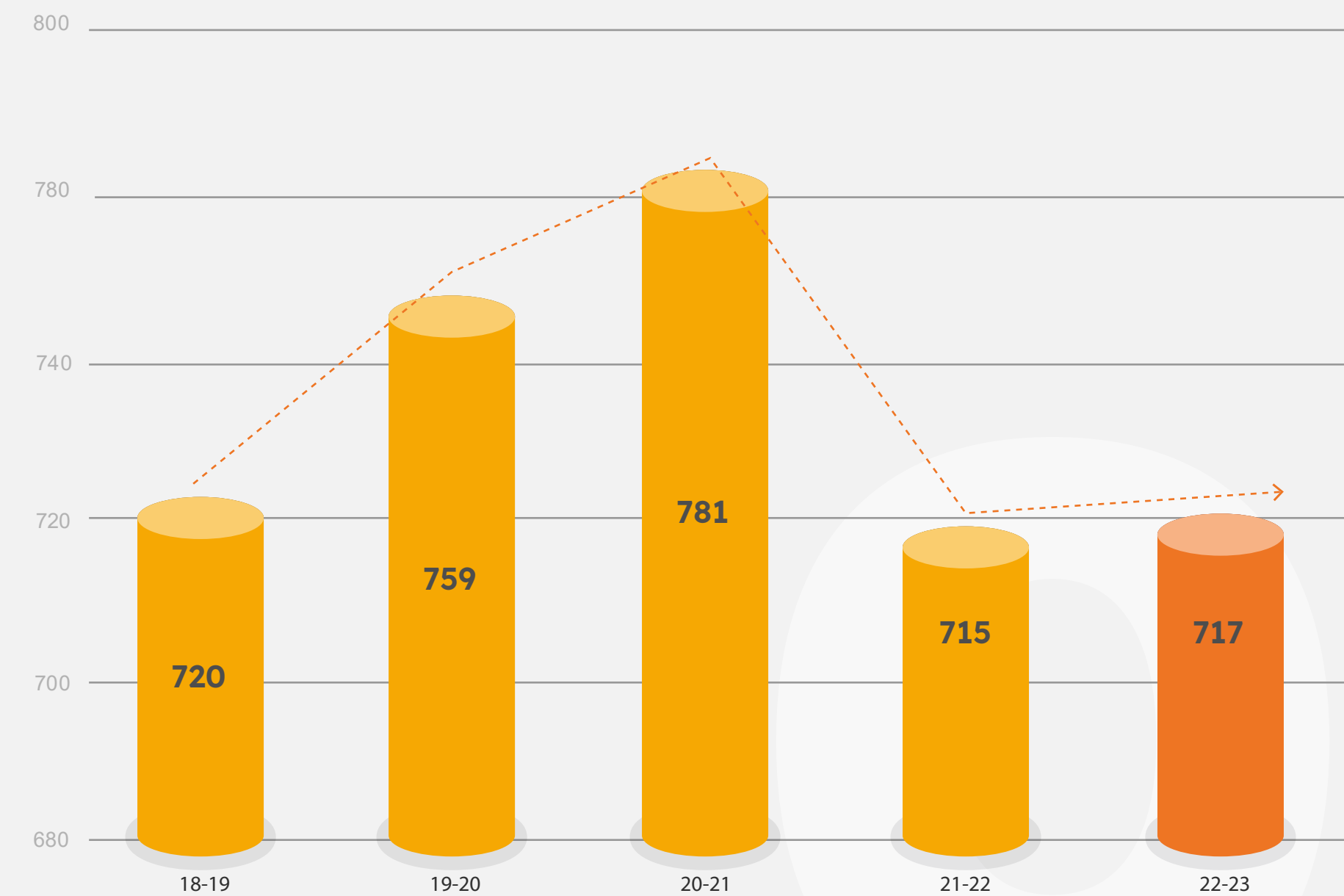
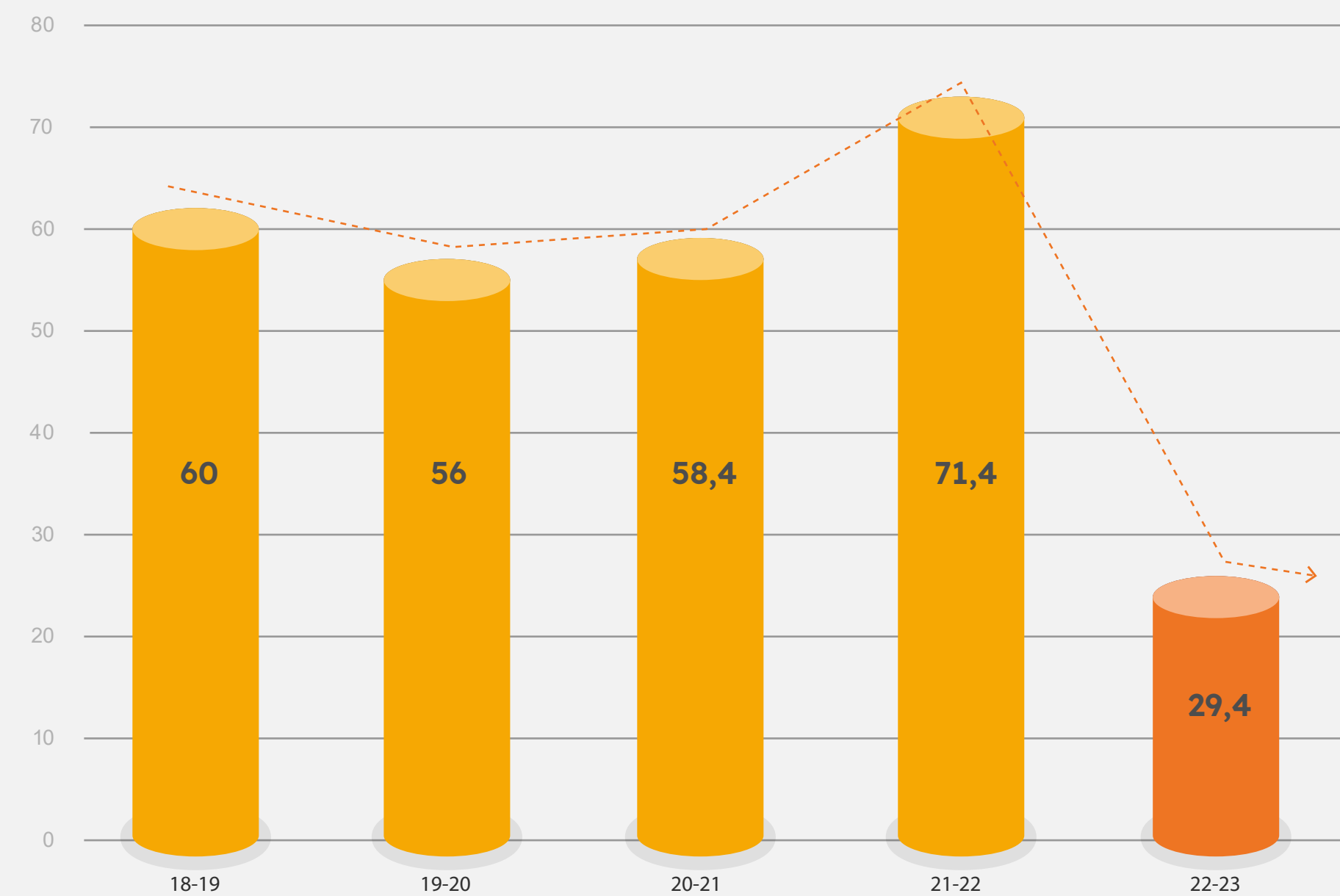
CONSOLIDATED EBITDA¹

In MM USD



STAFF

Permanent and Temporary Employees



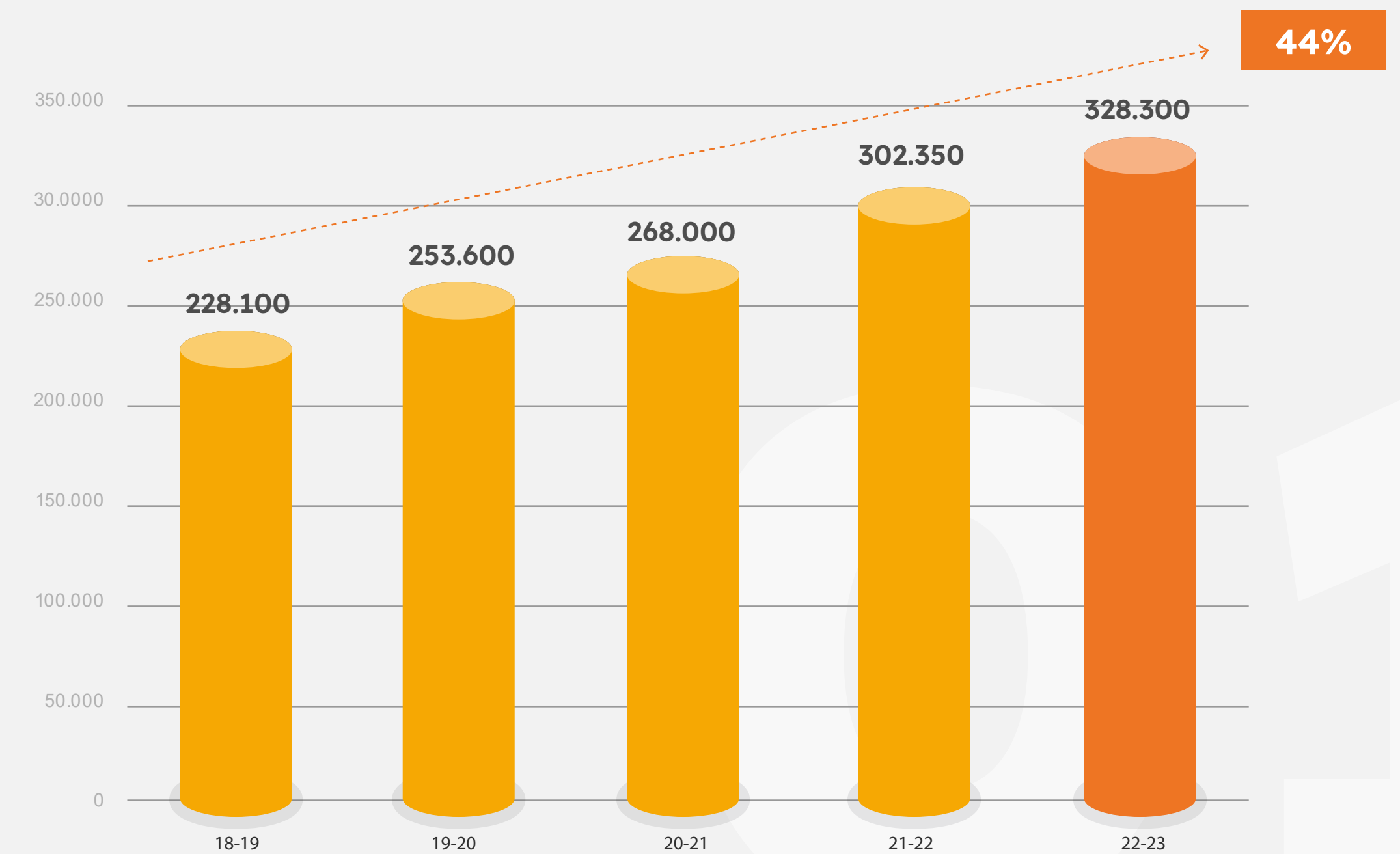
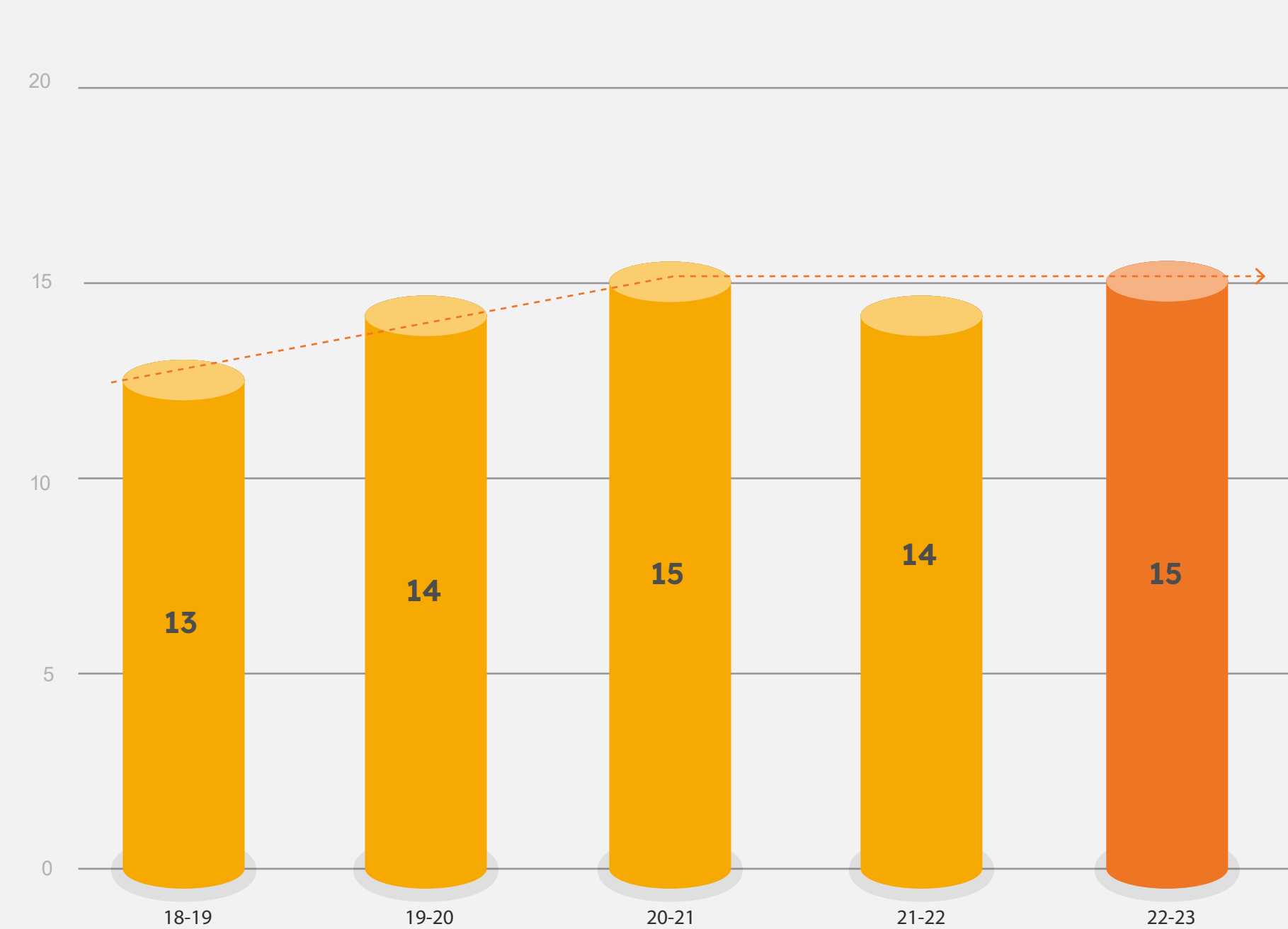
¹ Values up to fiscal year 19/20 expressed under peso functional currency. Values as of fiscal year 20/21 expressed under dollar functional currency.

DEVELOPMENT

STORAGE FACILITIES



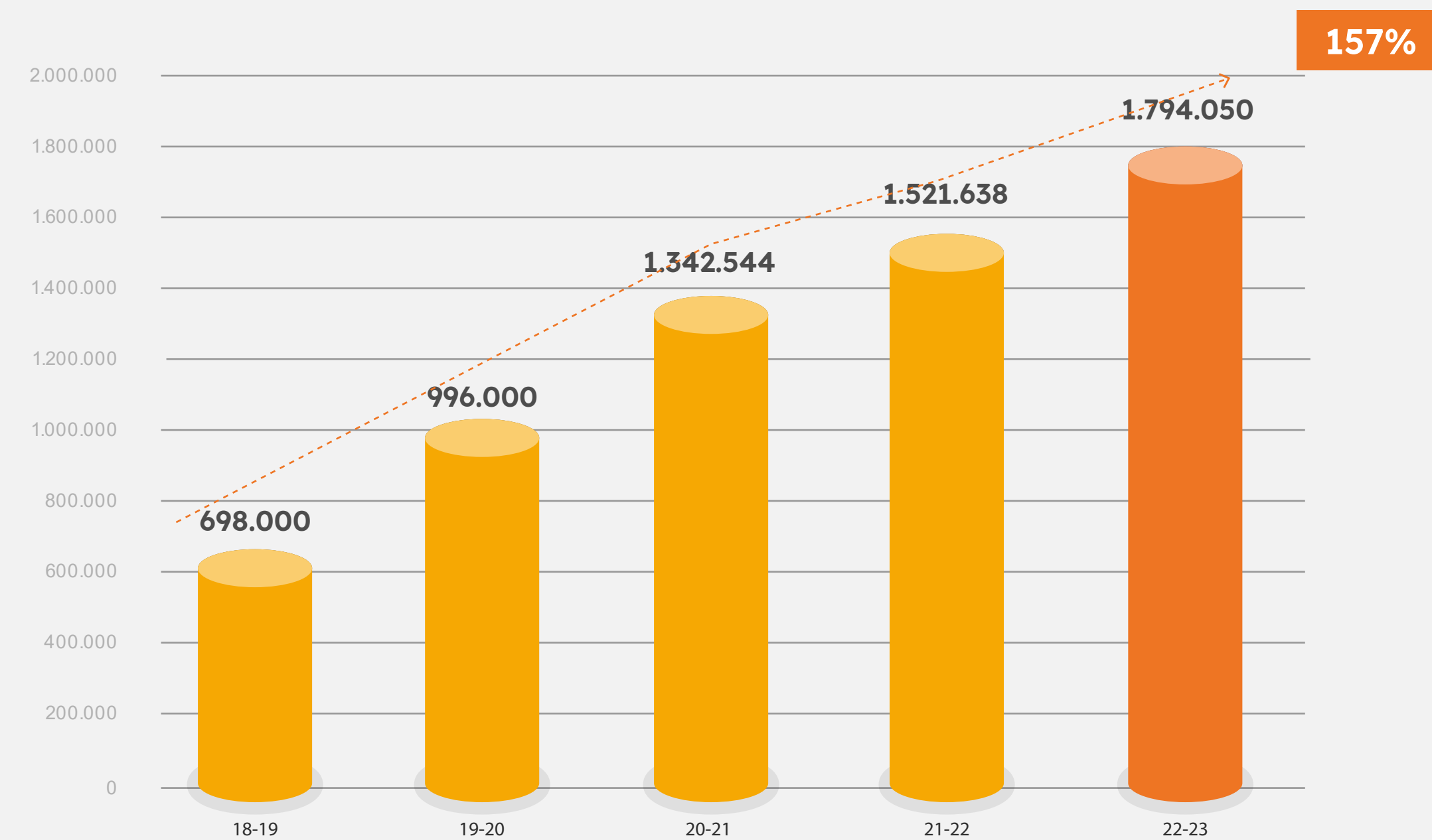
STATIC CAPACITY OF PLANTS IN OPERATION



DEVELOPMENT

TONS PRODUCED IN SYNTHESIS

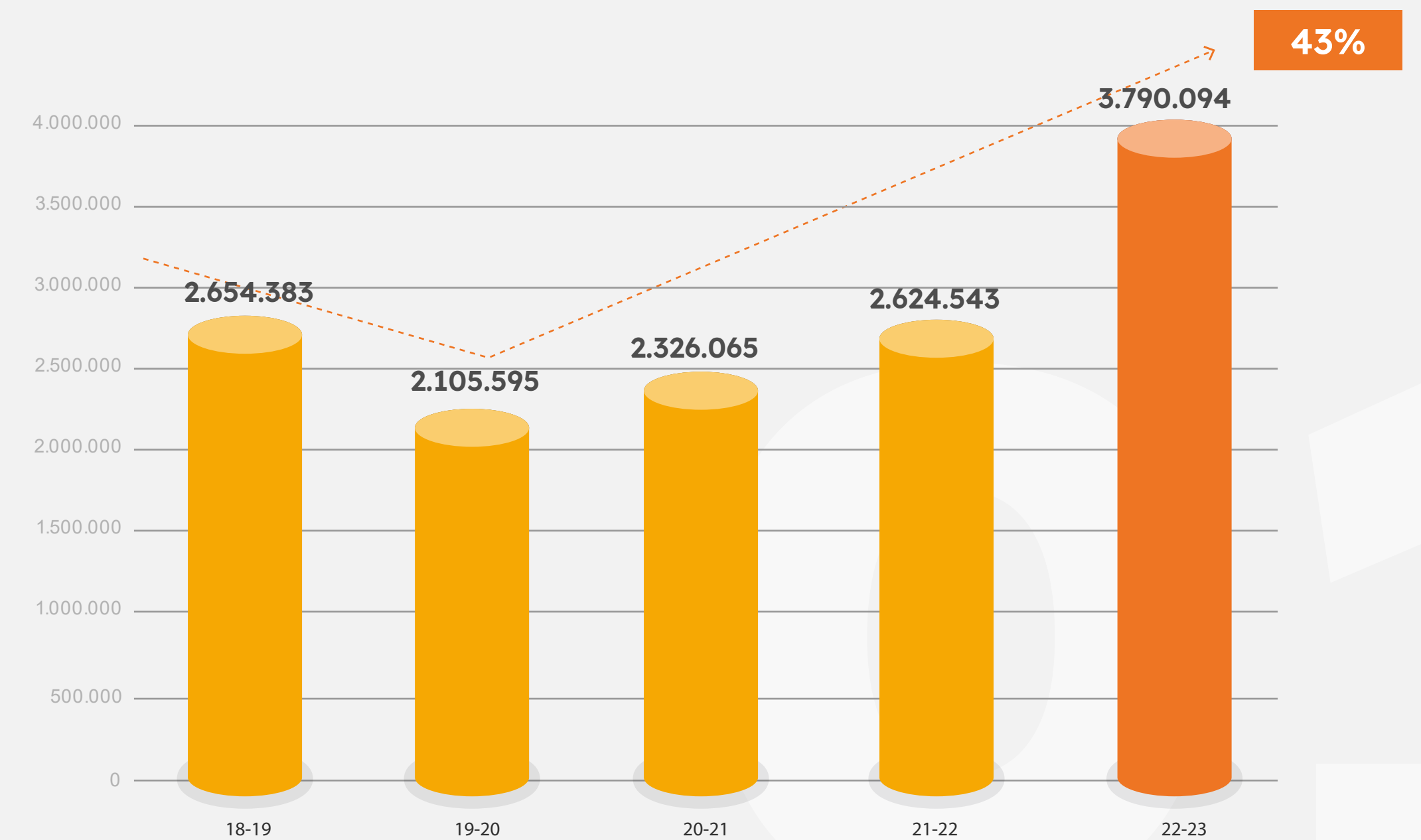
In litres



FORMULATION AND PACKAGING OF NON-GLYPHOSATE LIQUIDS



In litres



FEATURED

2022 | 2023

BUSINESSES



39

years of experience
in the sector.

36

branch offices.
*33 branch offices and
3 Commercial branch
representative.

27

warehouses for
agricultural inputs.

72

partners with
whom we develop
associated crops.

256,000

hectares in agricultural production
under different partnership models
and in a sustainable manner.

15

grain conditioning plants
with 328 thousand tons of
physical capacity.

6

professional seed
processing plants.
*2 own plants, 4 with
outsourced services

420

tons of daily flour capacity
processed in our flour mill.

343

Agrofina points
of sale.

29.4

MM USD
EBITDA.

868

MM USD
Consolidated
Revenues.

+3500

people (including customers,
producers and people linked
to the sector) registered on the
MAUA platform.

1.8

M tons of grains stored
in the last year.

FEATURED

2022 | 2023

CORPORATE GOVERNANCE

Adherence to
the **United
Nations** Global
Compact.

Adherence to
the **Women's
Empowerment**
Principles.

Creation of the
**Diversity
Committee.**

SOCIAL

717
people
employed.

+50%
of the total number of
promotions, 50% have
been women.

**Strengthening
Program**
for Local Organizations
in Río Cuarto.

23 social projects involving
110 volunteers to benefit
institutions in **16** localities.

60 families integrated
through our partnership with
Siclo Rural.

Partnership with **Inclusive Suppliers.**



FEATURED

2022 | 2023

ENVIRONMENT



2,000

tn soybeans marketed under RTRS certification.

3,902

hectares of soybeans certified under the RTRS standard.

4,000

tn soybeans marketed under Soja Epa certification.

2,744

hectares certified under Grisaol Pro S.

42,640

tn certified under Sustainable Soybean.

117

new fields under the Sustainable soybean modality.

1,370

new specimens (trees) planted at the Guaminí, San Miguel del Monte and Pehuajó plants.

200

trees planted in alliance with *Siclo Rural*.

We started to **recover the purge water** from the weekly test of the motor pump at Zárate Plant.

95%

Direct Seeding system.

34,880

kilos of silo bags collected and recycled in partnership with *Siclo Rural*.

Recognitions:



Fortuna 2022 Award

as "Best Agribusiness Production Company" for Los Grobo Agropecuaria, granted by Fortuna Magazine (Ed. Perfil).



Fortuna 2022 Award

as "Best Agribusiness Company" for Agrofina, recognition granted by Fortuna Magazine (Ed. Perfil).



APSAL 2022 Award

in the Social Development Category for our Corporate Volunteer Program "Campo Social", recognition granted by APSAL (*Association of Health and Food Professionals, APSAL by its Spanish Acronym*).



Solidarity Entrepreneur Award

for our Corporate Volunteer Program "Campo Social", recognition granted by the Ecumenical Social Forum.



Best Place to Work certification issued by Great Place to Work.

Corporate Image and Prestige Rankings:



Ranking MERCO Empresas 2022

we reached the 38th place (an increase of 15 positions with respect to the previous year) and we maintain our leadership in the Ranking by Sector (Agro).



Ranking MERCO Talent 2022

which evaluates the companies with the best retention and attraction of personal Talent: we ranked 58th in the table (an increase of 10 positions over the previous year) and maintained our leadership in the Ranking of the Sector (Agro).



Ranking of the 100 Companies with the Best Image 2023

APERTURA Magazine: we ranked 33rd in the table (an increase of 5 positions with respect to the previous year) and maintained our leadership in the Ranking of the Sector (Agro).



Ranking of the Best Employers 2022

APERTURA Magazine: we ranked 55th.



KEY PLAYERS IN THE AGRIBUSINESS ECOSYSTEM

We are members of associations related to the agribusiness industry. These are spaces for the consolidation of a responsible agribusiness ecosystem, in addition to giving us the possibility of acquiring new knowledge to enhance the sustainable management of the business, while we interact and actively participate in the forums of the different links of the agribusiness chain.

- AgroCare Latam
- Argentine Association for the Protection of New Plants Varieties (ArPOV, *by its Spanish Acronym*)
- Christian Business Association (ACDE, *by its Spanish Acronym*)
- ArgenTrigo
- Argentine Association of Regional Consortiums of Agricultural Experimentation (AACREA, *by its Spanish Acronym*)
- Argentine Sunflower Association (ASAGIR, *by its Spanish Acronym*)
- Argentine Association of Producers in Direct Seeding (AAPRESID, *by its Spanish Acronym*)
- Argentine Chinese Chamber of Production, Industry and Commerce.
- Argentine Rural Society (SRA, *by its Spanish Acronym*)
- Argentine Biotechnology Chamber.
- Argentine Chamber of Seed Growers and Multipliers (CASEM, *by its Spanish Acronym*)
- Center of Grain Storage Companies
- Argentine Chamber of Fertilizers and Agrochemicals Industry (CIAFA, *by its Spanish Acronym*)
- Argentine Chamber of Chemical and Petrochemical Industry
- Argentine Milling Industry Federation (FAIM, *by its Spanish Acronym*)
- Bahía Blanca Grain Exchange
- Buenos Aires Grain Exchange
- Bahía Blanca Grain Arbitration Chamber
- Chamber of Legumes of the Argentine Republic (CLERA, *by its Spanish Acronym*)
- *Campo Limpio*
- (FADA) (Agricultural Foundation for the Development of Argentina)
- Institute for the Entrepreneurial Development of Argentina
- IDEA (*by its Spanish Acronym*)
- LIDE Argentina (Business Leaders Group)
- National Institute of Agricultural Technology (INTA, *by its Spanish Acronym*)
- Maizar
- Round Table on Responsible soy Association (RTRS)
- Rosario Stock Exchange



Corporate Governance

02

SHAREHOLDERS AND CO-INVESTORS

VICTORIA CAPITAL PARTNERS

This is an independent private equity firm focused on investments in South America. It manages assets for large institutional investors for approximately US\$2 million. The firm is led by a group of professionals with vast experience in investments in the region.

It also leads the group of investors that participates in the equity capital of Grupo Los Grobo:

IFC: this is the International Finance Corporation, a member of the World Bank Group. It is the largest international development institution dedicated to the private sector in emerging markets.

FMO: is the Dutch Development Bank. It has a 47-year track record of investing in the development of companies in developing countries and emerging markets. It invests in various sectors such as financial institutions, energy and agribusiness.

UTIMCO: is the University of Texas Investment Management Company. It is the first external investment corporation formed by a public university system. Its diversified portfolio includes investments in the United States and other countries.

GROBOCOPATEL FAMILY²

The family has been involved in agribusiness for more than 90 years, since the arrival of the family, originally from Ukraine to Argentina. In 1984 Adolfo Grobocopatel founded Los Grobo Agropecuaria, with 4 employees and managing 3.000 hectares, becoming a professionalized company in the mid-90s.

Under the leadership of Gustavo Grobocopatel, in Grupo Los Grobo we were the first agribusiness company in the world to obtain the ISO9001 certification. We were also pioneers in the use of no-till technology for agricultural production through its participation in APRESID (The Argentine Association of Producers in Direct Seeding).

² Gustavo y Matilde Grobocopatel

Board of Directors

Grupo Los Grobo LLP

Position	Name	Representation	Seniority
Chairman	Gustavo Grobocopatel	Family	24
Director	Carlos Garcia	VCP (Victoria Capital Partners)	7
Director	Santiago Cotter	VCP (Victoria Capital Partners)	7
Director	Jorge Steverlynck	VCP (Victoria Capital Partners)	7
Director	Rolando Meninato	VCP (Victoria Capital Partners)	3
Director	Rajesh Behal	VCP (Victoria Capital Partners)	Since 23/05/23

COMMITTEES

Grupo Los Grobo LLP Executive Committee

The mission of the Executive Committee is to safeguard and add value to our company's capital, avoiding conflicts and balancing interests.

As a management unit and highest governance body, it defines the business' strategies, designates those responsible for implementing them and identifies the persons who will supervise and control management performance.

In addition, it directs and supervises the effectiveness of corporate governance practices defined by current regulations through its various committees and management.

Members:

- 4 Directors of Grupo Los Grobo LLP
- CEO Grupo Los Grobo

Grupo Los Grobo LLP Talent Committee

Functions: To address critical issues related to people management.

Members:

- 3 Directors of Grupo Los Grobo LLP
- CEO Grupo Los Grobo

Audit Committee

Functions: to approve the annual Internal Audit plans and the Internal Audit Management budget, to receive communications from the Internal Audit Manager on the development of the Internal Audit plan and other matters.

Members:

- 3 Directors of Grupo Los Grobo LLP
- Manager of Internal Audit Grupo Los Grobo

Ethics Committee

Functions: to ensure compliance with the Code of Ethics and Business Conduct, review and update the Code, resolve conflicts of interest, authorize auditing procedures, evaluate information obtained and define situations that may generate conflicts of interest.

Members:

- 2 (two) Directors of Grupo los Grobo LLP
- Whistleblower Committee
- 1 employee (from an area other than Audit, Human Resources and Legal) chosen by the Directors, to ensure a different perspective on the issues dealt with by the Committee

Whistleblower Committee:

Its functions are to receive complaints made by employees, customers, suppliers or others, analyze the origin and implications of the information received and take the first measures in this regard.

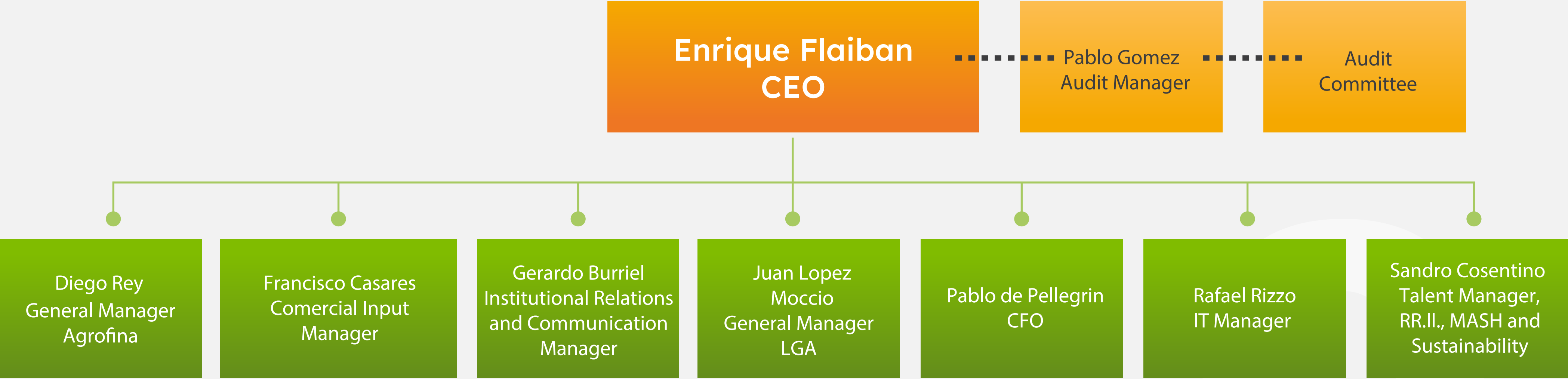
- Internal Audit Manager (GLG)
- Talent, IR, Sustainability and MASH Manager (GLG)
- Compensation and Benefits Manager (GLG)
- Industrial Relations Manager (GLG)
- Legal Affairs Manager (GLG)
- Recruitment, Learning and Talent Development Manager (GLG)

EXECUTIVE STRUCTURE



Interaction between the Executive Committee and our Group management is fluid and constant. Daily communication is maintained through multiple means and is formalized monthly at the Executive Committee meetings. In these instances, the Executive Committee supervises management through the exchange of information, carries out the joint analysis of the company's

situation, business, and operations of various kinds; and relevant measures are adopted on the course of business, among other management issues. The reporting procedure is carried out in the meetings of the Executive Committee, in which it interacts with the Management team of Grupo Los Grobo.



ETHICS & TRANSPARENCY



The guidelines of the Code of Ethics and Business Conduct apply to all members of our Group. It also applies to contractors, subcontractors, intermediaries, salespeople, suppliers, and anyone who provides services for or on behalf of the Group or one of its companies.

The company's Board of Directors fosters an ethical work culture, which is reflected through different instruments such as the Code of Ethics and Business Conduct, among others, through which it promotes the ethical principles that guide the activity and establishes the guidelines for integrity and transparency to which Directors, Managers and employees must conform.

The Code of Ethics and Business Conduct, the Conflict Prevention Policy and the Conflict Resolution Process are instruments that will allow us to:

✓ Align the behaviors of the Group's members, which are - as we have freely agreed - those that we agree to uphold and those that are in line with the best practices of business ethics. It is important to keep them in mind when doing business, representing the Group's companies before third parties, when dealing with our coworkers and with the communities in which we operate.

✓ Promote mutually beneficial relationships by pursuing the creation of fair results (for the Group's companies and for individuals) and sustainability (economic, social, and environmental) in the long term.

✓ Make decisions within a transparent framework, with clear procedures that allow constructive resolution of situations that may generate ethical dilemmas.

 **Learn more about our Code of Ethics at:**
<https://www.grupolosgrobo.com/acerca-de-los-grobo/etica-cumplimiento>



ETHICS AND TRANSPARENCY TRAINING

Learn about Grupo
Los Grobo's external
whistleblower channel.

#Resguarda:
[https://www.
grupolosgrobo.com/
resguarda](https://www.grupolosgrobo.com/resguarda)

Annual trainings on Ethics and Compliance, as well as on Related Party Transactions are conducted for all employees. Their contents include aspects referring to:

- 🌿 Business Ethics.
- 🌿 Code of Ethics Guidelines.
- 🌿 Integrity Program.
- 🌿 Ethics & Compliance Policies.
- 🌿 Whistle-blowing channels.
- 🌿 Related Party Transactions.

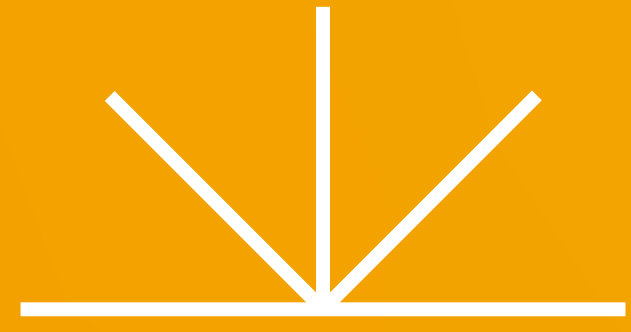
Results from the last fiscal year:

100% MEMBERS OF GRUPO LOS
GROBO TRAINED IN ETHICAL POLICIES
AND PROCEDURES

During the last fiscal year, we developed the following policies:

- Whistleblowing and whistleblower protection
- Anti-corruption
- Donations
- Conflicts of interest
- Gifts, travel, and hospitality
- Interaction with the public sector

In turn, we also carry out periodic internal communications, as well as to customers, suppliers, producers, and partners, on the Code of Ethics and the whistleblower channel.



Commitment to **Sustainable Development**

03

At Grupo Los Grobo we work to consolidate sustainability management aligned with our business model. Based on this objective, we carry out our activities and relate with our stakeholders. It is our purpose to promote sustainability in the agribusiness.



Sustainability strategy Grupo Los Grobo



Our Sustainability strategy is based on 4 pillars that drive our business: Sustainable agriculture, sustainable awareness in the use of resources, commitment to the people, and commitment to the communities where we operate, are the priorities that guide our actions. These pillars include different thematic axes and actions such as:

- 🌿 Sustainable crop certifications.
- 🌿 Management of phytosanitary residues.
- 🌿 Soil preservation.
- 🌿 Carbon footprint measurement.
- 🌿 Efficient water consumption.
- 🌿 Responsible waste management.
- 🌿 Reduction of energy consumption.
- 🌿 People development.
- 🌿 Cultural and digital transformation.
- 🌿 Diversity, gender and inclusion.
- 🌿 Caring for people.



Outstanding achievements of the period

→ Adherence to new international initiatives:

- United Nations Global Compact
- Women's Empowerment Principles (WEPs)

→ Analysis of our contribution to the 2030 Agenda

→ Creation of the Diversity Committee

→ Update and definition of new policies for sustainable Management

→ Launch of Sustainability Report under international standards:

- Global Reporting Initiative (GRI)
- ISO 26000
- Sustainability Accounting Standard Board (SASB)

→ Strategic planning with definition of ESG actions

FEATURED INITIATIVE: SHARED COMMITMENT

Aligned to the goal of moving towards a more sustainable agriculture and considering our entire value chain, since 2013 we have created a partnership with the organization *Siclo Rural*, a B company whose purpose is to break an informal market paradigm and provide a sustainable disposal of rural plastic waste.

As a result of this alliance, the silo bags used in our collection plants and by our associated seeding, once discarded, are donated to this organization. In turn, *Siclo Rural* issues us a certificate stating that these recyclables are used in a sustainable and safe manner.



LOS GROBO IMPACT 2022-2023

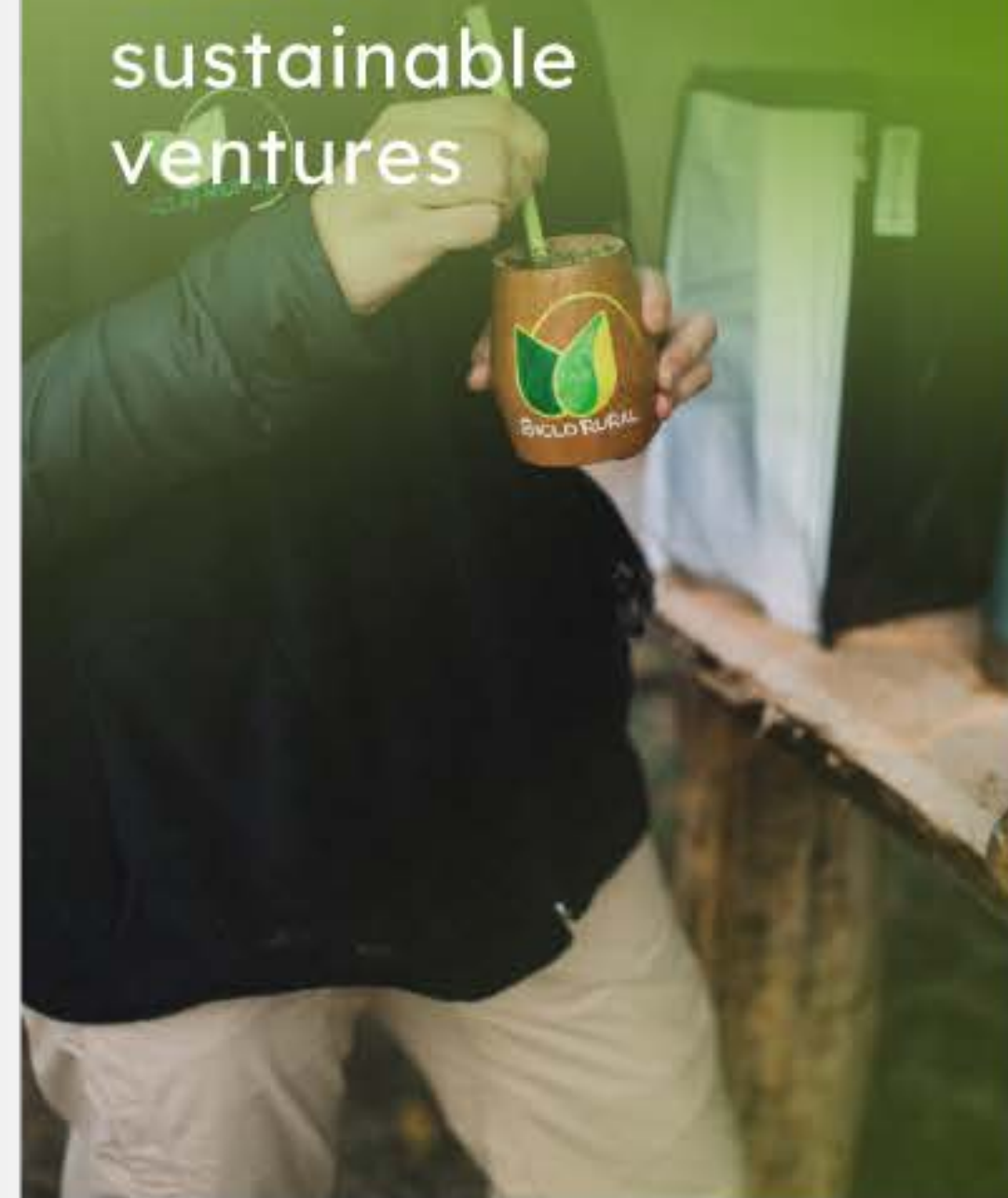
34,880
kilos collected
and recycled

60
families
integrated



\$200,000
pending to donate

+20
sustainable
ventures



200
trees planted that
will capture

60
Tns of carbon



Overall we have
recycled a total of

248,534

kgs. of plastic in a
sustainable way
since 2013!

PROMOTING SUSTAINABILITY IN THE AGROINDUSTRY



Year after year, we work in the search of solutions that generate wealth for all the parties involved with Grupo Los Grobo. Our approach to sustainability provides the appropriate framework to develop and implement multiple actions with the purpose of an optimal balance between economic growth, social development, and environmental impact, in order to enhance competitiveness, innovation and transparency.

We pride ourselves on being at the forefront. We promote high-performance production systems that increase the value and productive capacity of the land, driving continuous improvement in our processes.

We are an open company for an aware society focused on people's welfare, thus protecting their interests and those of Grupo Los Grobo. We encourage the development of our staff, increasing their employability.

We foster compliance with current regulations throughout the value chain. Through our Mauá Digital Platform, we facilitate communication and share our knowledge with the network and our stakeholders. Among the talks offered, we deal with topics of interest to the agricultural sector, such as: current events in the grain market, technical meetings on biological products,

agro-climatic perspectives, bioeconomy, and development, among others.

In addition, we participate in those public spaces where concrete and beneficial proposals for society are agreed upon.



During the fiscal year, **16 conferences were held through MAUA** for customers and users of the platform with a **total participation of 1194 people and another 2205 people watched the conferences** on our YouTube channel.

WE CREATE VALUABLE LINKS WITH STAKEHOLDERS

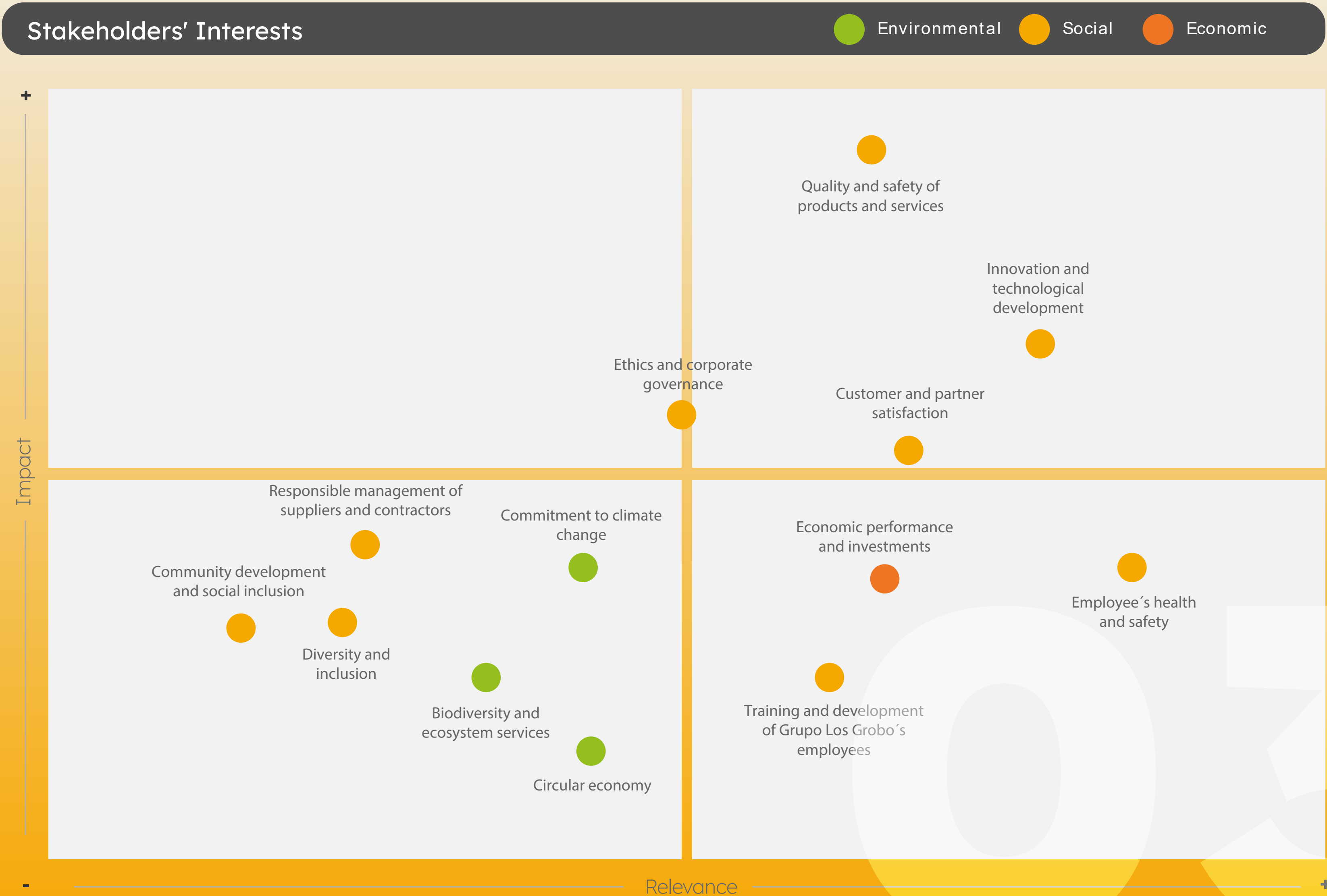
We recognize all stakeholders who are impacted by our actions and who, in turn, influence the organization. We generate honest and transparent links with each of these stakeholders, and we are interested in their vision of our business:

- 🌿 Shareholders
- 🌿 Staff of Grupo Los Grobo
- 🌿 Producers and Partners
- 🌿 Clients and Customers
- 🌿 Suppliers and Contractors
- 🌿 Chambers and Business Associations
- 🌿 Civil Society Organizations
- 🌿 Financial Entities
- 🌿 The Media



MATERIALITY MANAGEMENT

The Materiality Analysis is a tool that allows us to identify the most important sustainability issues and prioritize them. It also helps us to know which issues are of most concern to the stakeholders and how they impact our business model and vice versa.



Last year we defined our materiality matrix, because of a trend research process from the survey shared with our main stakeholders and the analysis of the relevance of each topic.

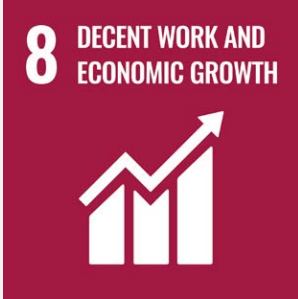
As a result, during this period we focused on advancing with our management in relation to some of these relevant issues, based on good practices detected and carried out:

This map helped us to understand which are the main interests that are demanded, and to recognize the aspects that we must consider as a priority in order to manage Grupo Los Grobo's sustainability in the medium and long term.

Revelant Material Aspect	Impact		Sustainable Development Objectives	Associated Good Practices
	Internal	External		
✓  Circular economy	✗	✗	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	✓ ➔ Increased use of the "Campo Limpio" system for the recycling of phytosanitary product containers and greater adoption of agronomic recipes. ➔ Partnership with <i>Siclo Rural</i> for the delivery of silobags used in the plants and in the fields.
 Commitment to climate change	✗	✗	13 CLIMATE ACTION	➔ Measurement of Greenhouse Gas (GHG) emissions for the 21-22 soybean and soybean II seasons. ➔ Study of carbon dioxide (CO2) and nitrous oxide (N2O) emissions in a field in Carlos Casares, to understand the dynamics of these GHG in different years with different

Revelant Material Aspect	Impact		Sustainable Development Objectives	Associated Good Practices
	Internal	External		
✓  Commitment to climate change	✗	✗		✓ crops and different fallow periods. In line with these results and continuing with the measurements, the production system of this lot will be intensified in order to maximize CO2 capture during the next years. This study is being carried out together with INTA. (The National Agriculture Technology Institute, INTA by its Spanish Acronym). ➔ Efficient Use of Water: the project to recover the purge water from the cooling system of the weekly test of the motor pump of the fire network of the Zarate Plant (Agrofina) was completed. Another project to capture rainwater from the roof of the general reservoir will be underway in the next fiscal year.
 Innovation and technological development	✗		 	Launch of innovation products. Execution of value actions through Good Agricultural Practices (GAP), articulated between the R&D team and the Group's Sustainability area, among which are: ➔ Survey of members and mapping of sustainability actions in the associated producers' segment, both in their production and value chain. ➔ Working together with clients and partners on carbon footprint measurement, through different platforms. ➔ Continuation of the certifications of Sustainable Soy/EPA and RTRS (Round Table Responsible Soy). ➔ Promotion of good agricultural practices: direct seeding, crop rotation and service crops, as well as the correct use of phytosanitary containers.

Revelant Material Aspect	Impact		Sustainable Development Objectives	Associated Good Practices
	Internal	External		
✓  Quality and safety of products and services	✗	✗	2 ZERO HUNGER  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	✓ → Good Laboratory Practices. → (OECD) (Agrofina Laboratory). → ISO 14001:2015 (Environmental Management System) (Agrofina Laboratory). → ISO 45001:2018 (Occupational Health and Safety Management System). → Principles of Green Chemistry of the American Chemical Society (Agrofina Laboratory). → Sustainable Soybean Certification (Los Grobo Agropecuaria). → RTRS Certification (Los Grobo Agropecuaria). → EPA Certification (Los Grobo Agropecuaria). → FSSC 22000 (Canepa Mill).
 Community development and social inclusion		✗	1 NO POVERTY  4 QUALITY EDUCATION  5 GENDER EQUALITY  6 CLEAN WATER AND SANITATION 	Participation and funding of 1.2 million pesos for 4 projects with the following entities: → José Manuel Estrada Elementary School - Córdoba. → Special Education School N° 501 - Buenos Aires. → Down Syndrome Association - Entre Ríos. → <i>La Casa de Abrigo</i> - Buenos Aires.

Revelant Material Aspect	Impact		Sustainable Development Objectives	Associated Good Practices
	Internal	External		
 Community development and social inclusion		✗	   	 All this was made possible by the Corporate Volunteering Project "Campo Social", through which the company intends to promote and accompany the solidarity actions of its employees, facilitating the realization of their ideas, for the benefit of the localities where they live and work. → Alliance with Potenciar Foundation: Strengthening Program for Local Organizations in the city of Río Cuarto, aimed at community leaders and NGOs in the area.
 Diversity & inclusion	✗	✗	 	→ Adherence to WEPs (Women Empowerment Principles). → Creation of the Diversity Committee to comprehensively address the actions to be carried out in this area. → Measurement of the participation gap by gender in Grupo Los Grobo - Diversity Map. → Training on Unconscious Biases. → Non-binary language training. → Updating of the Code of Ethics with the incorporation of diversity and inclusion issues and the use of inclusive language.
 Ethics and corporate governance	✗	✗		Definition of the Code of Ethics and Business Conduct, as well as the Ethics Committee. Annual employee training on the Code of Ethics and the whistleblower channel. In addition, periodic communications are made both internally and to customers, suppliers, producers, partners and other stakeholders.



Our Business

Value

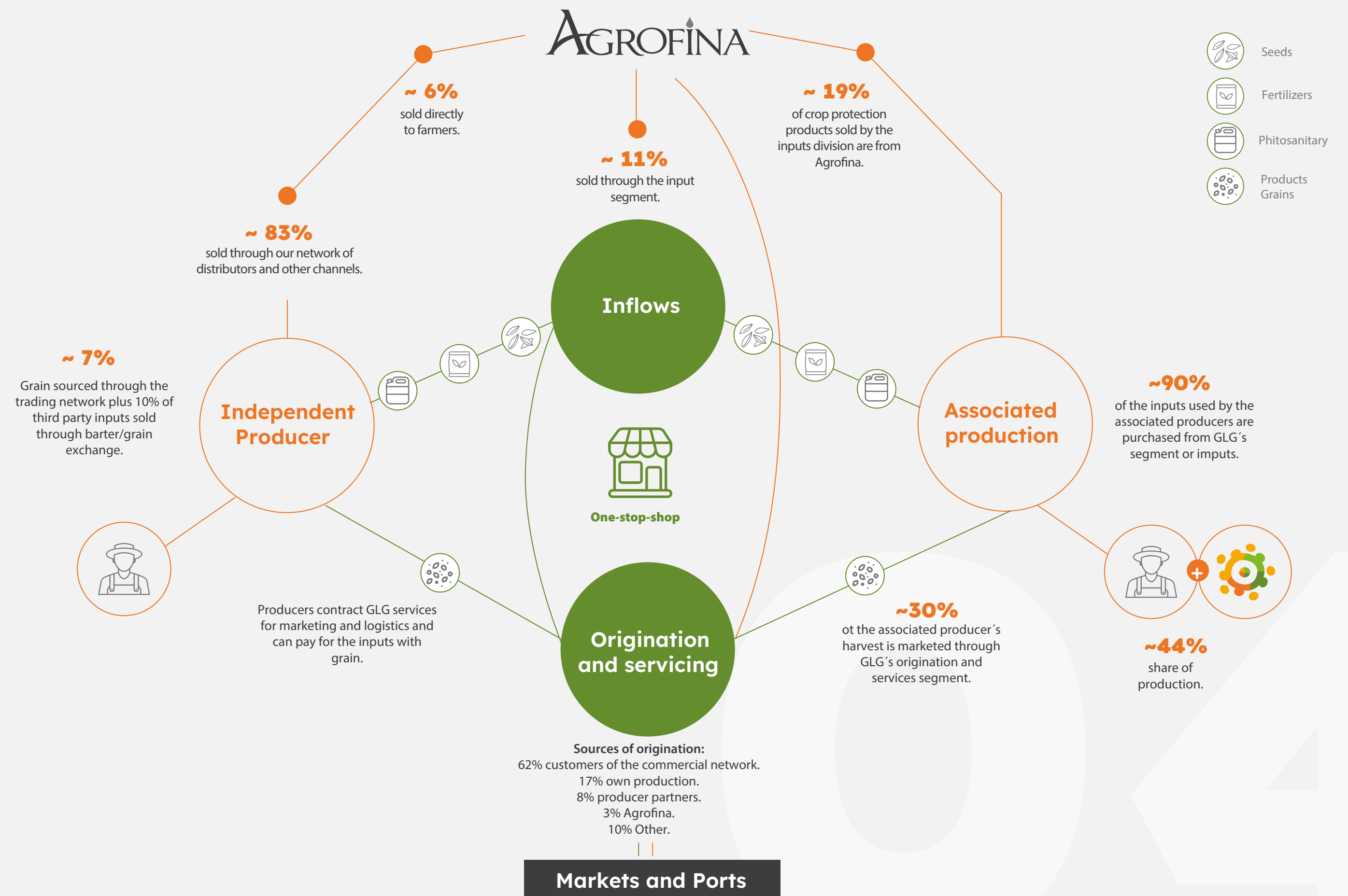
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Business Context

We are facing major challenges in our industry. On the one hand, the responsibility to produce food for a growing population of some 9 billion people by 2050. On the other hand, climate change is already causing serious production difficulties. Catastrophic and increasingly intense heat waves, droughts, floods and forest fires have become all too frequent.

In this context, we are aware that we must work together with our business partners more effectively to make our production sustainable. This is the direction in which our business model is oriented.

How do we create value?



LOS GROBO AGROPECUARIA



We are a major player in the provision of integrated products and services throughout the value chain of the agricultural sector in Argentina.

FEATURED

A survey was conducted among our members on Good Agricultural Practices (GAP) and a mapping of sustainability actions in the associated producers' segment was prepared.

We continue with the certifications of Sustainable Soy (2BSvs) and Soy RTRS (Round Table Responsible Soy).

We have incorporated the EPA Soybean and PRO-S Sunflower (BUNGE) certifications.

We began measuring GHG emissions data through 3 digital platforms: Ucropit, PUMA and SIMA.

We give talks to our producers on good agricultural practices, both face-to-face and virtually through our Mauá platform.

Sale and distribution of agro-inputs (company-owned and from third parties)



We provide seeds and biotechnological solutions with our own branded products or through alliances with the best suppliers in the field, with the objective of maximizing yields in a sustainable manner, both for extensive crops and for specialty or regional products.

We offer a wide variety of inputs for the agricultural producer, such as hybrid and self-pollinated seeds, fertilizers with a wide range of nutrients, and everything necessary for crop protection. In terms of services, we have deposits of phytosanitary products, fertilizer plants, our own seedbed, logistics service, financing, advice and proximity to the producer in 36 branch offices.

Our R&D team is constantly evaluating new products, solutions, and technologies to offer to the agricultural producer and provides technical service to both customers and partners. We focus on the care of soil resources, the improvement in productivity of the systems, the efficiency in the use of resources and the use of more environmentally friendly products. Therefore, we continue working with different digital tools to optimize the use of resources, especially in the use of fertilizers, and also by incorporating biological products both in professional seed treatment and on the implanted crops, replacing or combining them with traditional phytosanitary products.

Storage and sale of grains (company's own and third parties')



We develop business tailored to the producer, with a strategic vision of their commercial needs and with unloading points that include conditioning plants, ports, flour mills, processing plants and direct loading for export.

We coordinate a network of logistics partners for the transportation, conditioning and storage of grains and inputs, tracking and control of goods in transit, stockpiling, logistics alternatives, conditioning of physical goods, silo-bag extraction and quality sampling. This is done in an efficient manner, with scale operations and applying a territorial logistics in all the productive areas where we develop.

We have a container loading plant with direct destination to ports, which allows us to expand our services, under quality processes and with a state-of-the-art structure.

We also operate 15 storage plants with an installed capacity of 328,300 tons.

Associated Crops



We have joint participation agreements that allow us to leverage our strengths to achieve maximum efficiency in the management of resources - land, capital, labor, and knowledge - based on the application of technology, a deep territorial knowledge and risk diversification. We work with technological platforms that allow us to manage all the knowledge available on each field.

We work with more than 70 partners to achieve better results, which translates into great advantages over our own production:

- Smaller fixed structure.
- Greater geographic atomization and risk diversification.
- Synergy with other business units.
- Additional grain sales and origination channel.
- No competition with customers.
- Flexibility and scalability.
- Greater business permeability.
- Customer loyalty.

AMONG THE SERVICES PROVIDED WE HAVE

Direct seeding.

Rational fertilization.

Integrated pest management.

Precision agriculture.

Efficiency in the use of agrochemicals.

Logistic services.

Financing.

Marketing.

Technical advice.



IN THE LAST FISCAL YEAR, WE REACHED

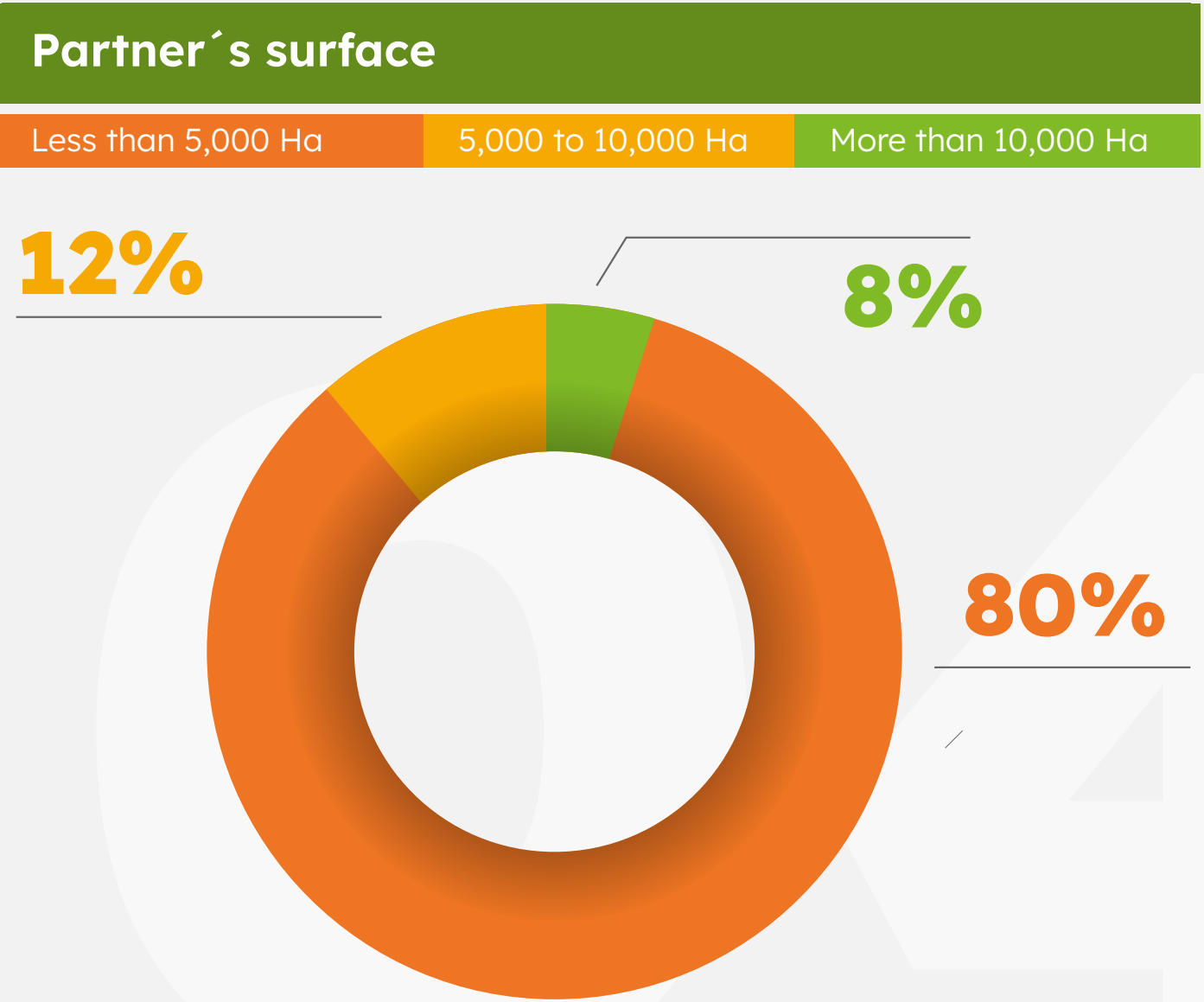
8 provinces.

270,275 total hectares.

625 fields.

638,926 total tons produced, with a share of 41% of our total production.

We work with all types of producers, especially with small and medium-sized producers who represent **92%** of our membership structure.





SEED MULTIPLICATION

Seed Multiplication and Marketing

We are representatives and multipliers of the main seed companies in the country. We lead the legal market of certified wheat bags, and we are the third multiplier in volume of certified soybean bags. We also have an outstanding participation in the business of selling corn, sunflower, sorghum, barley, and forage seeds.

As for self-pollinated seeds, we have two of our own seed processing and classification plants in San Miguel del Monte and Tandil (Buenos Aires) and we also use other four outsourced plants in Mataldi, Jesus María, Junín and Rincón de Nogoyá. These plants- added to the distribution through our 36 branch offices- allow us to offer our customers the best germplasm proposals, very high-quality standards, and different professional seed treatments. Currently, in self-pollinated seeds we multiply and commercialize seeds from Don Mario, Nidera, Bioceres and Limagrain.

Concerning hybrid seeds, we commercialize and distribute genetics of the main brands in the country, among which are the following: La Tijereta, Don Mario, Nexem, ALZ, Advanta, Nuseed, Limagrain.

Both in self-pollinated and hybrid seeds, we have “Los Grobo” own brand products in order to complement our broad portfolio. We currently offer 2 wheat varieties, 1 sunflower hybrid and 2 corn hybrids under our own brand.

Sales of the fiscal year:

239,500
Soybeans

126,110
Wheat

31,115
Barley

343
Oats

Total self-pollinated bags:
397,068

80,269
Corn

10,188
Sunflower

6,103
Sorghum

Total Hybrid bags:
96,560

NEW PRODUCT LAUNCHES 2022-2023:

- ✓ Own-brand new barley variety with high performance and widely adaptable brewing quality.
- ✓ Own Brand short maize hybrid for the early February/March and late harvest / second crop market with highest insect protection.
- ✓ Increase in the adoption of state-of-the-art biological products in professional seed treatment of both self-pollinated and hybrid seeds. In line with this, we seek to coordinate a trial network to evaluate and develop new products together with leading companies which supply these products.
- ✓ Greater scale to the Carbon Footprint Measurement in partners and customers in the field. Our objective is to have a better understanding of the agricultural practices (technological packages, rotations, green bridges) that contribute the most to reduce emissions and increase CO² capture.



COMMERCIAL NETWORK

“Close to the producer”

Territorial expansion is one of our differentials when providing services. We have a wide network of integrated service centers, strategically located, enabling a growing distribution.

We have the right solution for every need, through the most modern information and communication tools.

SUPPLIERS

In our meetings with suppliers, the issue of sustainability is a frequent topic, and it is at these meetings where we share the initiatives that each company is carrying out on these issues.

INPUTS

We have a portfolio of more than 120 suppliers, where 12 of them make approximately 80% of the purchase. Some of them are Agrofina, Atanor, Bunge, Bayer, Don Mario, FMC, UPL, among others.

Our inputs are divided into 3 main areas:



Seeds.



Fertilizers.



Phytosanitary products
for crop protection.

Although our main suppliers remain the same, we are continuously evaluating new alternatives that add value and accompany us in the expected growth.



STORAGE

The services and tasks carried out are the commercialization/trading of grains and the conditioning/services of operating plants.

Grain origination comes from 3 channels: commercial network, own production and the trading desk.

Of the 1,783,631 tons stored during fiscal year 22/23, approximately 53% is merchandise that leaves the producer's field and goes directly to the port, to a mill, for consumption, etc. The remaining 47% of the stockpiled tons -whose destination is identical to the previous ones- have the particularity that they first pass through one of our plants. Once inside, the most significant services are drying, disinfection and parity³.

In these cases, the only significant additional service is freight. We currently have **1,709 independent carriers** and transportation companies with which we work daily.

The freight expense (trucks + train) for the last fiscal year was more than 33 MM dollars.

³Cost per plant operator's time in loading and unloading grain.

TECHNOLOGY, KNOWLEDGE, AND SUSTAINABILITY



We have an Innovation and Development Area responsible for providing technical and productive support to customers, partners and the commercial network in order to accelerate the process of adopting technologies and adjusting and optimizing the correct use of products and services. In this sense, sustainability is a very relevant issue, and makes us work every day in the search of better practices to be applied in the different links of the value chain.

We are currently working on several initiatives, among which we can highlight:

- We promote direct seeding as a soil resource preservation practice (more than 95%) and promote more balanced fertilization and nutrient enrichment that will allow us to improve soil resource productivity and sustainability.
 - We promote greater use of double cropping to intensify carbon capturing.
 - We introduced and explored new crops in the rotation: green peas, yellow peas, canola, carinata, camelina, castor beans, and white corn, seeking diversification of the systems.
 - We use cover crops to improve soil structure and fertility.
 - We made an alliance with “*Campo Limpio*” for the recycling of phytosanitary product containers and greater adoption of agronomic recipes.
- We have a Safety Protocol to define the parameters for the application of agrochemicals in the fields in which LGA participates.
 - We continue working on the certification of our crops through different certifications with sustainable criteria.⁴

Currently most of our partners are implementing some precision agriculture tools, depending on the variability of the environments, applying phosphorus and/or nitrogen fertilizers and seed dosage in the lots in a variable way.

⁴For more details on sustainable certifications, see chapter 6.

For the next fiscal year and in line with the improvement of productive environments and adoption of Good Agricultural Practices we commit ourselves to:

- Coordinate trainings and talks on precision agriculture tools, with the objective of improving efficiency in the use of resources and obtaining greater knowledge of the environments that will allow us to action on each one to recover soil health indicators.
- Promote greater use of double cropping to intensify carbon capturing.
- Introduce and explore new crops in the rotation: green peas, yellow peas, canola, carinata, camelina, castor beans, white corn, seeking diversification of the systems.
- Use cover crops to improve soil structure, fertility and biological activity.
- Increase the use of the “*Campo Limpio*” system for the recycling of phytosanitary product containers in our associated crops.
- Encourage greater adoption of agronomic recipes.

Technological tools:

As part of our digital transformation process, we have the following technological tools whose objectives are:

Grobosoft > is the tool for management and control of internal processes. It allows us to generate information and obtain its traceability, towards certification standards such as the Round Table Responsible Soy (RTRS).

Agriculture by Environments (AxA by its Spanish Acronym) > is the technological tool that allows us to manage resources more efficiently.

It consists of the identification of zones with different potential within a farm/plot in order to provide a differential analysis and management. **This translates into:**

- Greater efficiency in the use of inputs.
- Use of different environments with different technological packages.
- Specific evaluation of each environment, its profitability and individual impact on the business.
- More accurate information regarding environmental impacts.

Mauá - Digital Solutions for the Producer > this is the digital platform we created with the purpose of bringing producers closer to new solutions and experiences for their daily challenges: buying and selling in the best way, accessing knowledge, collaborating in decision making and being permanently informed. Through **Mauá**, customers will be able to access their current, grain and input accounts, download vouchers, selected information on weather and markets, and obtain the potential productivity maps of their fields updated every 10 days.

AGROFINA

As a company that develops and commercializes products for crop protection, we provide solutions for the development of sustainable agriculture. We select the best technologies and adapt them to the local market.

OUR PROCESS

Agrofina business value chain



We are a **national company** with the capacity to produce, with our own technology and presence throughout the entire business value chain in Argentina.

TECHNOLOGY AND KNOWLEDGE



R&D LABORATORY - AGROFINA

We have a laboratory with 22 professionals whose objectives are:

- 🍃 To design new products for crop protection.
- 🍃 To generate technical information for product registration before national and international regulatory authorities.
- 🍃 To develop clean and technically efficient production processes and improve them.
- 🍃 To develop testing methods for process control and product quality control.





OUR LAB

Synthesis Development

We develop AGROFINA's products and processes.

Formulation Development

We develop formulations and their data for registration in Argentina and abroad.

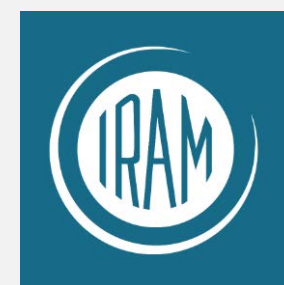
Analytical Development

We develop our own analytical methods. We belong to the official SENASA network.

Quality Assurance

Quality Management, Health and Safety and Environment.

The ONLY company with an R&D laboratory in Argentina.
International certifications: GLP, ISO 140001 and ISO 45001.





OUR SERVICES

1| Development of Active Ingredients

Synthesis processes competitive with Chinese actives. Products for problem areas.

3| Process and products optimisations

Cost, productivity, safety and efficiency improvements.

2| Development of ad hoc and novel formulations

Extensive experience in development and EECC.

4| Product registration

Maximum confidentiality (in house) and international scope (GLP/OECD accreditation)



OUR ACHIEVEMENTS

45

years of experience in technology development



+175

Active ingredients developments



+200

Developments of formulated products



180

Registrations in SENASA (National Service of Agri-Food Health and Quality)



50

Registrations abroad



4

Invention patents. Granted and pending



14

Provinces of geographic coverage



Zárate Plant

Our production plant is the N°1 in the country in the synthesis of complex products. It is equipped with facilities that allow the synthesis of 8 active ingredients and the formulation of 36 products for crop protection.

We work with strict processes of analysis and improvement of our advanced production techniques.

Our plant has its own quality control laboratory, with modern liquid chromatography (HPLC) and gas chromatography (GC) equipment.

We also have state-of-the-art equipment for physicochemical tests and a management system that ensures the traceability of all the components of our products, thus guaranteeing optimum quality for our customers.



Word class plant. Flexible production capacity. Formulation of +20 products. Possibility of synthesis of +12 active ingredients.

Integrated production process, allowing us to be extremely flexible when it comes to meeting market needs.

60 hectares of land.

Products

In Agrofinia we have 115 formulated product registrations (including those in the interim file) and 65 active ingredient registrations. Thus, we have highly diversified sales in relation to crops, as well as in terms of product type.



Our portfolio is among the largest in Argentina. We provide a wide range of high value-added crop protection products. Within our offer, different specialties that provide specific solutions for the management of various types of pests such as weeds, insects and fungi can be found. We are in a continuous process of developing new formulations and mixtures of active ingredients to increase market penetration of the latest generation of fungicides and insecticides and we have more than ten launches planned for the next four years.



Commercial Network

Since 2013, we developed a new commercial structure focused on customer diversification. We have 16 sales representatives and independent agents of vast experience who reach the main productive areas of the country, with more than 330 active customers, including multinational and local companies, large and small producers and regional distributors, the latter being the main marketing channel. At present, the geographical coverage includes 14 provinces: Buenos Aires, Catamarca, Chaco, Córdoba, Corrientes, Entre Ríos, Formosa, Jujuy, La Pampa, Salta, San Luis, Santa Fe, Santiago del Estero and Tucumán.

Agrofina Customer Service

Our communication with the customer is made through the Technical Sales Representatives (RTC). In case there are questions about the products sold, the RTC informs the company, who fills out a form in the system and a follow-up and action plan is given for each one.

Suppliers

Inputs are transported from the port of Buenos Aires to intermediate warehouses or to the plant, as required by the Production Area. On the other hand, the plant is supplied by intermediaries from warehouses located in Zárate, Province of Buenos Aires. The finished product is shipped to distributors from distribution centers (located in Zárate and Carlos Spegazzini, Province of

Buenos Aires) or from regional warehouses (others in the Province of Buenos Aires, Córdoba, and Santa Fe). Both warehousing and transportation are outsourced, except for a warehouse of raw materials in intermediaries located in the Zárate Plant.

Categorization of input suppliers

Local productive suppliers: chemical industry

- Number: 44 suppliers
- Amount invoiced in fiscal year: U\$D 21.9M

Local productive suppliers: tolling service (the service where we carry out the formulation in third parties' plants).

- Number: 3 suppliers
- Amount invoiced in fiscal year: U\$D 2.5M

Local productive suppliers: packaging

- Number: 15 suppliers
- Amount invoiced in fiscal year: US\$ 4.08M

International productive suppliers: chemical industry

- Number: 26 suppliers in order of importance (China, India, Germany, Chile)
- Amount invoiced in fiscal year: US\$ 65.57M

Good Sustainability Practices

Major initiatives implemented:

- ✓ Redesign of processes for environmental and safety improvements, changing some used compounds for others that are less polluting and hazardous, and for others that can be recovered.
- ✓ Redesign of products with impact on the cycle of life. Concentration of active ingredients was achieved to reduce packaging, which brings benefits both in terms of transportation and waste treatment and disposal.
- ✓ Reduction in the use of paper through the digitalization of records. Also, workflows that required handwritten reviews and approvals were automated.
- ✓ We are in the process of implementing the 5S methodology -5S by its Spanish Acronym- (Separate Unnecessary, Place Necessary, Remove Dirt, Signal Anomalies, Keep Improving) in order to achieve an improvement in environmental and health and safety aspects of working conditions.

CÁNEPA MILL

With 130 years of experience in the national market, we produce flours for family and industrial consumption, premixes to produce processed foods and special mixes according to each customer's demand.

Our products are recognized by the consumer and the market, thanks to the quality and efficiency of our production processes.

Quality in all stages of the process, from agricultural production to the distribution of flours and premixes, is our distinctive feature.

In Argentina, we are among the five most important milling groups in the country, and our production is destined for domestic consumption and export, mainly to Brazil, Bolivia and Chile.



Quality & Export

At Canepa Mill, the Laboratory and Sales areas work on the development of export products focusing on 3 axes, depending on the different marketing channels:

- For large mixers or formulators, which use flours from different origins, our objective is to condition and standardize our flours to make them flexible for different industrial applications.
- For industries and customers dedicated to baking: we work on research and development of formulas specially designed for our flours to have the best performance in French bread making processes (light bread, with volume, golden and crispy crust, with good edges and light-colored interior with uniform crumb structure).
- For customers dedicated to frozen product processes: we condition our flours especially for frozen bread and pastry making processes to attenuate the physicochemical changes that occur in frozen doughs to obtain quality products.

For all uses, when designing the formulas, the specification of the final product is analyzed and defined considering each of the physicochemical, rheological, and sensory parameters sought.

In the formulation process we resort to the calibration of the mill machinery, to the selection of the best milling fractions and to new food technologies, selecting qualitatively and quantitatively different dough conditioners that contribute to the achievement of the specification for a given industrial application.

Our bakery, annexed to the Laboratory, plays a key role in the search for innovative solutions for different processes, new customer specifications, adjustments for quality of wheat crops or cost optimization, both in the testing stage of the formulas, as well as in the industrial tests and in the release to the market of each batch, where the customer's processes are replicated in order to know in advance the performance of each product.



DAILY MILLING
CAPACITY:
420 TONS

PRODUCTIVE CHAIN



1 The wheat is unloaded
at the plant.



2 It is analyzed by the Laboratory, allowing it to
be segregated into different **silos according
to its quality.**



3 The wheat enters the milling process
where it is cleaned, moistened and the husk is
separated from the heart of the grain.



4 **After milling,** it is purified and successive
crushing is carried out, classifying the semolina
into different grain sizes.

ECONOMIC PERFORMANCE

Grupo Los Grobo

DESCRIPTION	2023-2022	2021-2022 ⁵
Consolidated Revenues (Agrofina, Canepa and LGA)	USD 868,6	USD 820,9
Consolidated EBITDA	USD 29,4	USD 71,4
Gross Economic Value Generated	USD 85,3	USD 118,7
State (Taxes, Fees and Contributions)	USD 13,7	24,1

⁵ Expressed in MM USD





Managing **Talent**

05

WE ARE TALENT.



People are the fundamental pillars for the continued growth of our business. Respect, dignity, and equal opportunity are the foundation on which we build our organizational culture.

The well-being, training and development of our people are essential to our business. People are the key to achieving our strategic objectives. Therefore, the company promotes agile workspaces, prioritizing fluid communication as the driving force of the continuous improvement process.

Technological access was brought closer to people. During this fiscal year, the company continued along the path of cultural and digital transformation; a learning platform was introduced to our employees so that they can self-manage different requests as well as access to institutional information.

In line with our commitments, we adhered to the Women's Empowerment Principles, a move forward in the management of our diversity, gender, and inclusion. As a first step, a Diversity Committee integrated by leaders of the organization was created with an action plan linked to leadership and strategy, markets, community, and labor issues.

We firmly believe in the value of our people ; therefore, we are committed to guaranteeing equal opportunities, a key factor for professional growth, managing healthy work environments and prioritizing work-life balance.



OUR TEAM

We are a company committed to working with people who can innovate and respond efficiently to the accelerated changes that the social and environmental context presents us with.

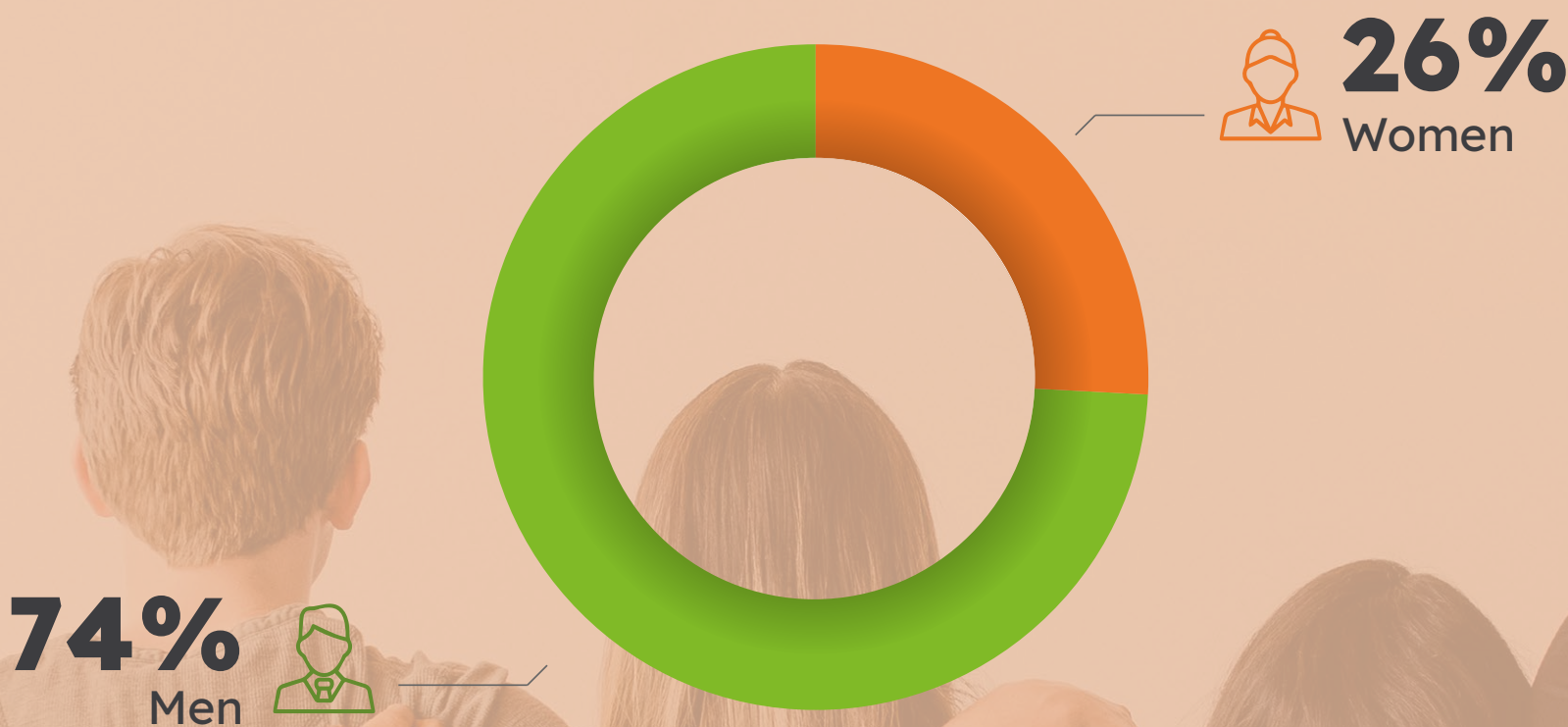
➤ **717** people

➤ **26%** women

➤ **42,87%** of the workforce is under a labor agreement
Agreements: CCT 351/2002 - Chemicals and Petrochemicals; Grains - Storage - URGARA; Commerce; Milling 66/89; Rural UATRE; Cargo Transportation.

➤ **4,386** hours of training
(28% more than last fiscal year)

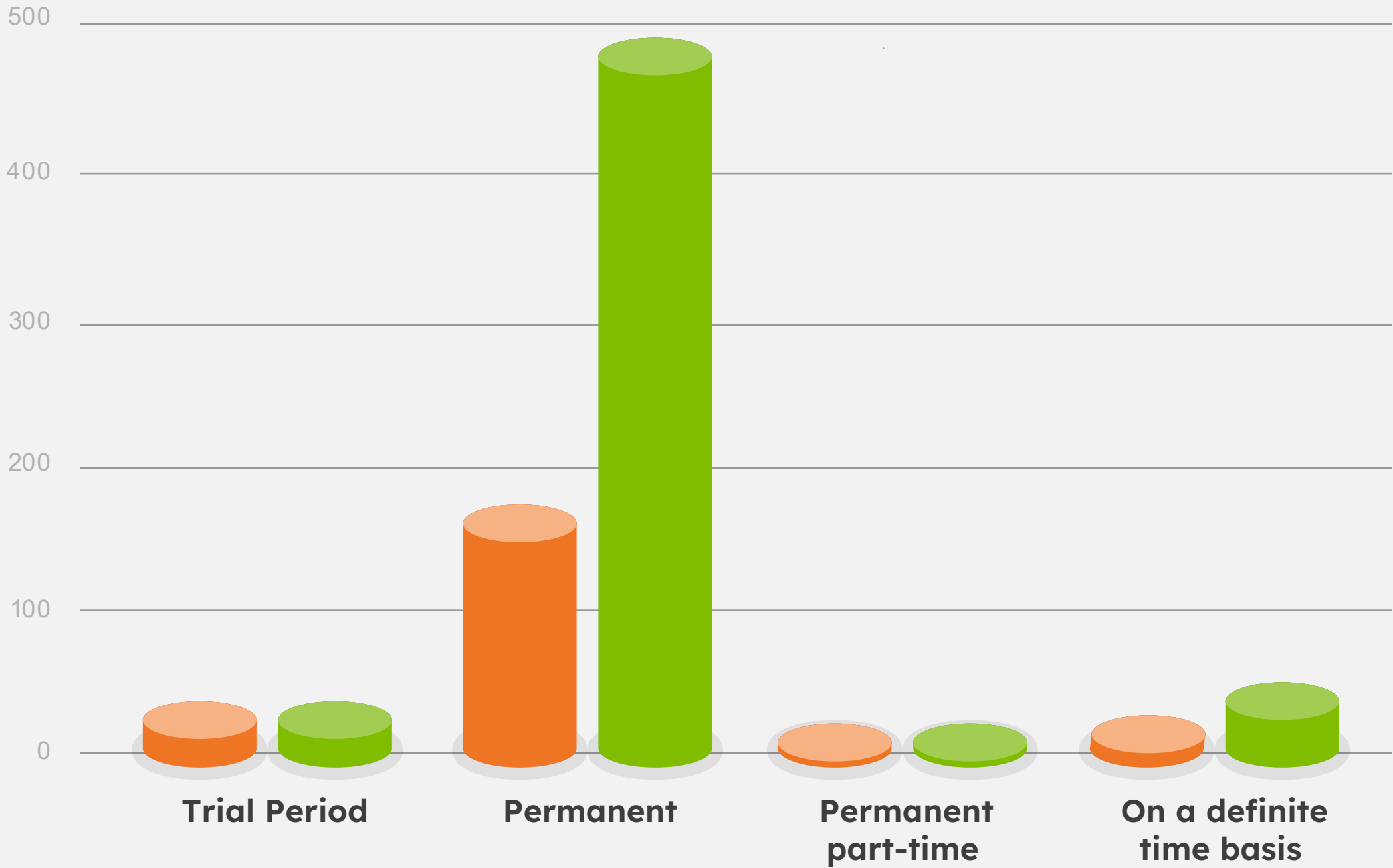
➤ **403** employees received their performance evaluation
(+100% compared to the previous fiscal year)



	2022-2023		2021- 2022	
	Women	Men	Women	Men
Directors and Managers	8	29	8	28
Supervisors and Bosses	22	95	23	101
Analysts and Administrative Staff	136	150	108	118
Employees	17	260	46	283
	183	534	185	530
	717		715	

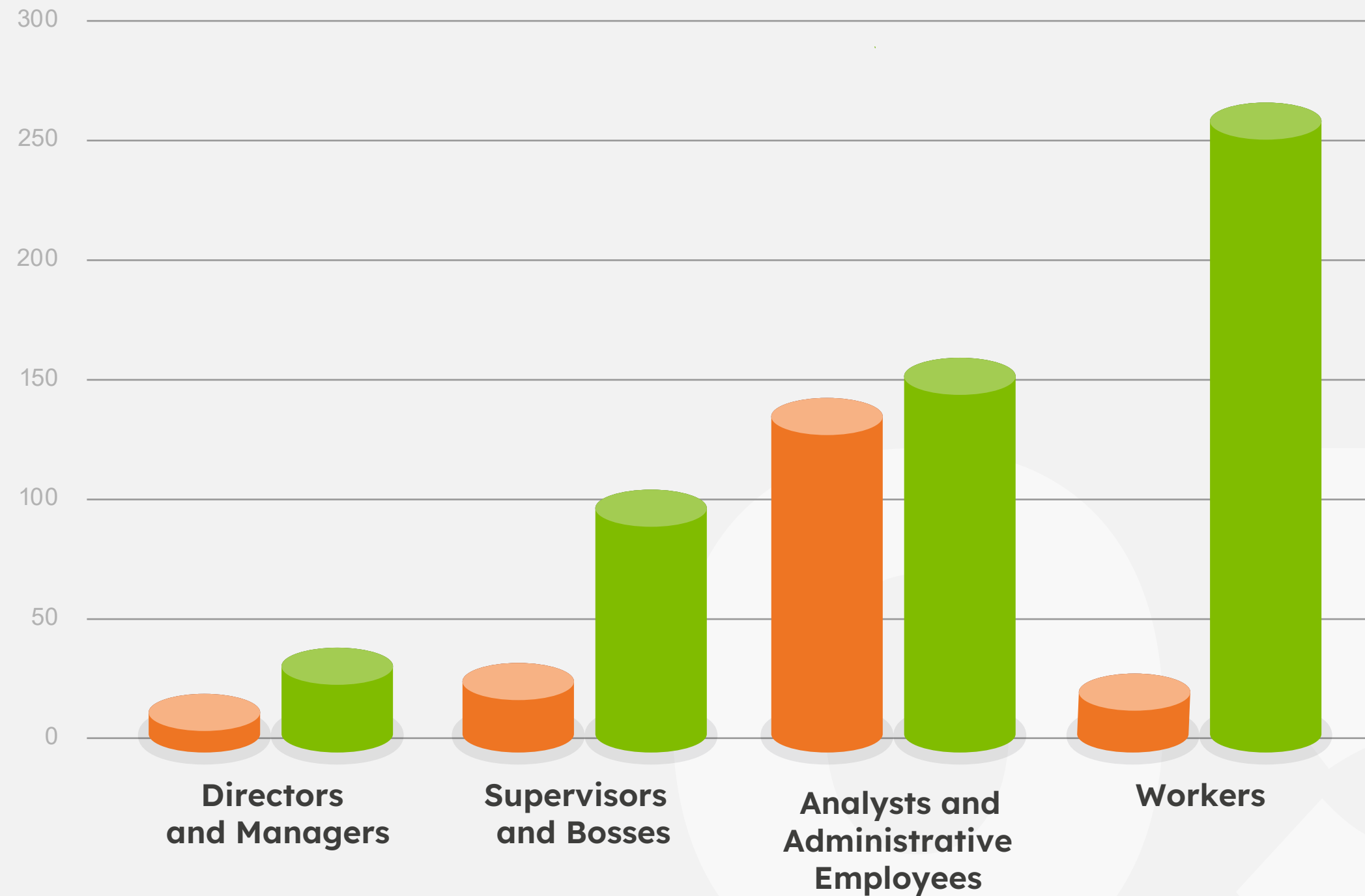
EMPLOYMENT TYPES 2022 | 2023

Women Men



HIERARCHICAL PAYROLL BY GENDER | GLG

Women Men



WORKPLACE DEVELOPMENT AND TRAINING

We foster abilities and knowledge in our teams so that they can be more productive and efficient. The company offers training oriented to provide tools for current positions and programs focused on the development of skills and abilities for people.

Workplace development and training	2022 2023	2021 2022
Total training hours	4386	3419
Training hours per employee	6,2	2



Most relevant trainings of Grupo Los Grobo according to number of hours and subject matter

Training hours



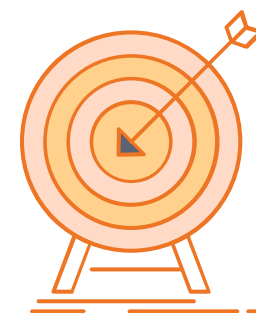
INCREASING KNOWLEDGE

The company offers training programs for growth and development aligned with the company's objectives and people's needs.

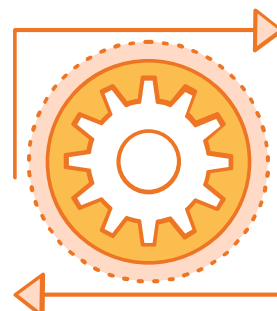
Our training and development proposal focuses on three axes:



Training for
soft skills
development



Technical and
business knowledge
training



Training for
leadership skills
development



Learning Community

The "Learning Community" digital platform was designed with the objective of providing courses and workshops for all employees of the group with asynchronous and synchronous access.

The aim is to promote learning, knowledge circulation and self-management of our employees' training.

Learning Community Indicators

Training Hours

- ✓ Asynchronous courses: 197 hs.
- ✓ Synchronous courses: 768 hs.
- Total: 965hs.**



Mauá - Training for Commercial Network



Our digital platform created with the purpose of providing producers with new solutions and experiences for their daily challenges.

To keep up to date with the platform updates, training in our branch offices is given so that our commercial network can:

- ✓ Understand the use of the Mauá platform to advise their clients.
- ✓ Consolidate the knowledge bases on the use of Mauá, preparing us for Mauá version 2.0.
- ✓ Generate a space to share best practices.



Ethics & Compliance Training

Together with the Internal Audit team, we conducted 4 editions on annual Ethics and Compliance training where the entire company is given information about the progress of the area and our whistleblower program *Resguarda*.

Programs for team leaders

The **Coaching Program on Effective Presentations** was carried out, in which people from different areas of the Group participated, providing them with tools to make presentations. Individual coaching to company managers was offered as well.

The second edition of the Program **"A transforming leader"** was held, in line with the expansion strategy of the commercial network. The focus was on strengthening the soft skills of the sector leaders and Managers of the commercial network of Los Grobo Agropecuaria and Agrofina. The aim of this course was to provide participants with leadership tools and skills.

Indicators:

- ✓ Agrofina (6): 100% participation
- ✓ LGA (39): 90% Participation
- ✓ Satisfaction Index 4.2 / 5



Leaders Program for Storage Plants

The generation of a close leadership was worked on by understanding the concerns of its employees, accompanying them to find solutions, empowering them and giving them autonomy. We want each leader to promote collaboration to improve results, innovation, and conflict resolution, through workshops and group coaching sessions, in hybrid mode.

The development and growth of the teams is our main commitment and that is why we believe it is important to train and develop team leaders so that they can be in turn the trainers of people.

In this fiscal year we carried out:



Group Coaching Sessions

→ Zárate Plant | 7 people

Individual Coaching Sessions

→ 13 People

Workshop | Communication and Leadership

→ 141 People

Workshop | How to give and receive feedback

→ 70 People

Development program for Leaders

The program focuses on behavioral change and the development of leadership skills for effective management and coordination of work teams.

In terms of other technical training, our Agrofinia Laboratory Development team accessed specific technical training to continue improving in their daily work, for example in chromatography, safety, and management systems.

Our staff is also encouraged to achieve its full potential by being allowed to access Postgraduate Programs to develop specific competences for their position.

Special Induction for Commercial Areas



During the first 3 months of work, the employee who fulfills a commercial role has a defined path for all the positions in the company as well as specific contents for his/her role, effectively targeting the knowledge that will be key to his/her development.

COMMUNITY ON BOARD

Systems, Accesses and Platforms
Instructions, Operative Adm.Inputs,
Operative Adm. Storage and
Logistics (information available
prior to admission, and during the
first days).

FACE-TO-FACE TRAINING:

Areas of Storage, Inputs,
Administration, Logistics, Credits
and Collections (to be coordinated
by the tutor/GT within the first
month).

FOLLOW-UP AND FEEDBACK:

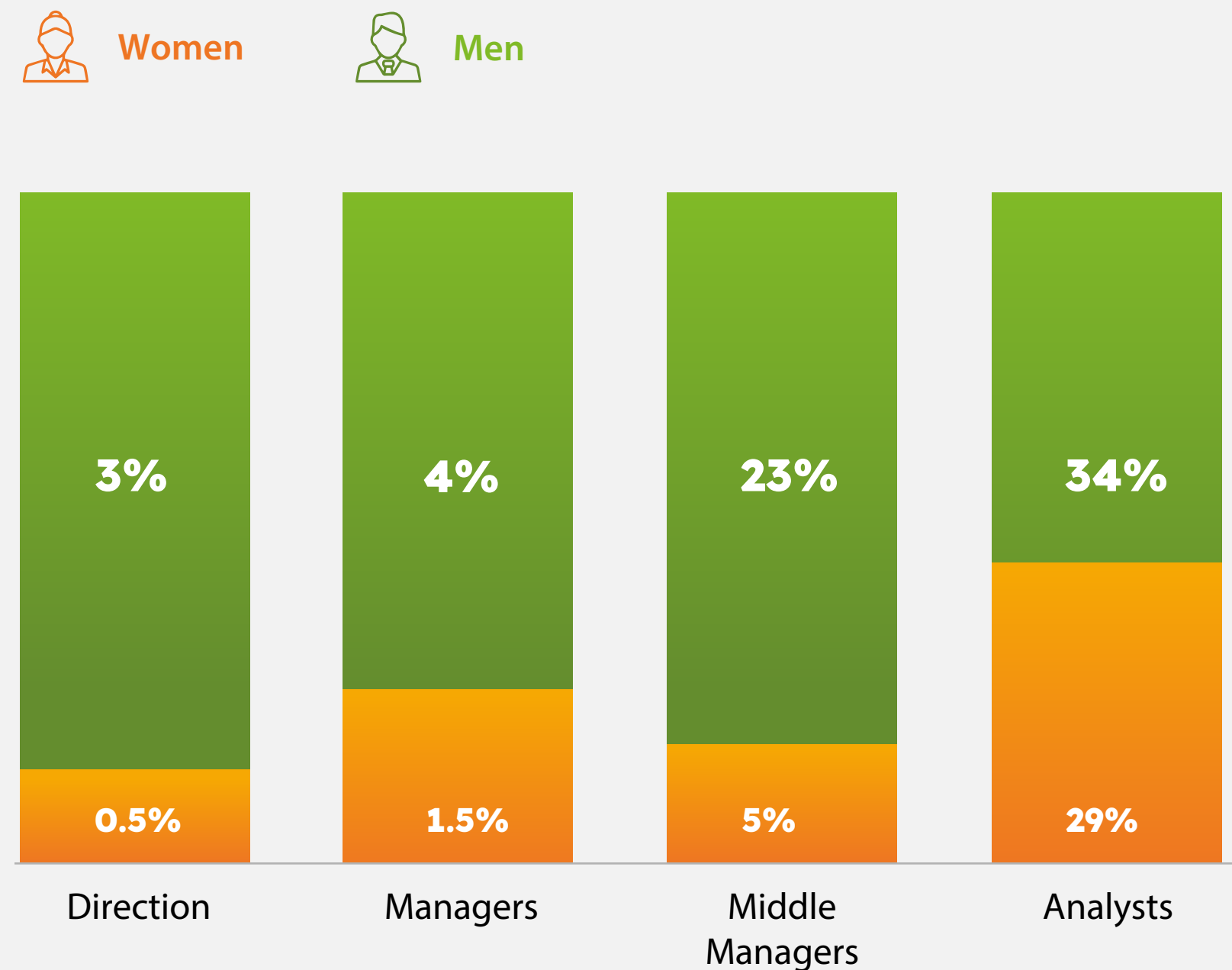
Follow-up surveys > Forms.



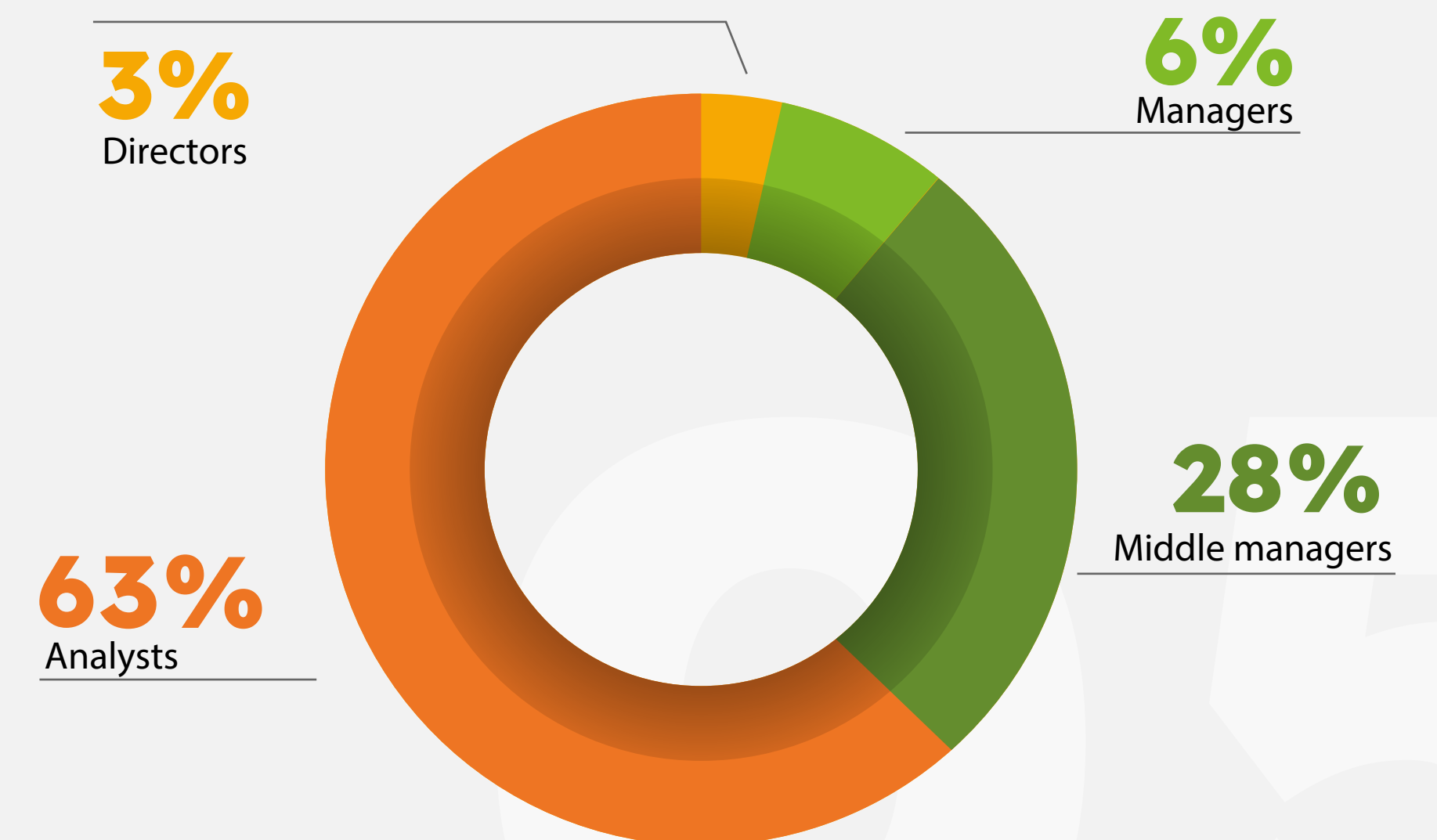
EVALUATING FOR GROWTH AND OPPORTUNITIES

Employees in all areas of our company receive an annual performance evaluation; a valuable and important instance to analyze and evaluate opportunities for growth and development in the organization.

PERFORMANCE EVALUATIONS BY GENDER



PERFORMANCE EVALUATIONS BY JOB CATEGORY



PROMOTING WELL-BEING



Our value proposition for employees includes the following benefits:

Healthy Lifestyle:

- ✓ Prepaid health insurance - not covered by the collective bargaining agreement- for employees and their family group.
- ✓ Reimbursement for sports activities.
- ✓ Lunch: canteen benefit at the offices or monetary reimbursement for lunch expenses.
- ✓ Voluntary flu vaccine.

Financial Health:

- ✓ School kits or similar are given annually to employees who have children of school age (primary and secondary).
- ✓ Reimbursement for language classes.
- ✓ Discounts on courses, undergraduate and graduate studies.

Work Life Balance:

- ✓ Payment for childcare expenses to all our employees who are responsible for the care of their children up to 3 years of age.
- ✓ "Soft Landing" Maternity Leave: upon returning from maternity leave, employees are granted the possibility of working half a day during the first month.
- ✓ Paternity leave: extension to 10 days.
- ✓ Gifts for the birth of a child and to employees who get married.
- ✓ 2 days of leave per moving day.
- ✓ Additional vacation days: employees outside the collective bargaining agreement have 3 additional vacation days per year.

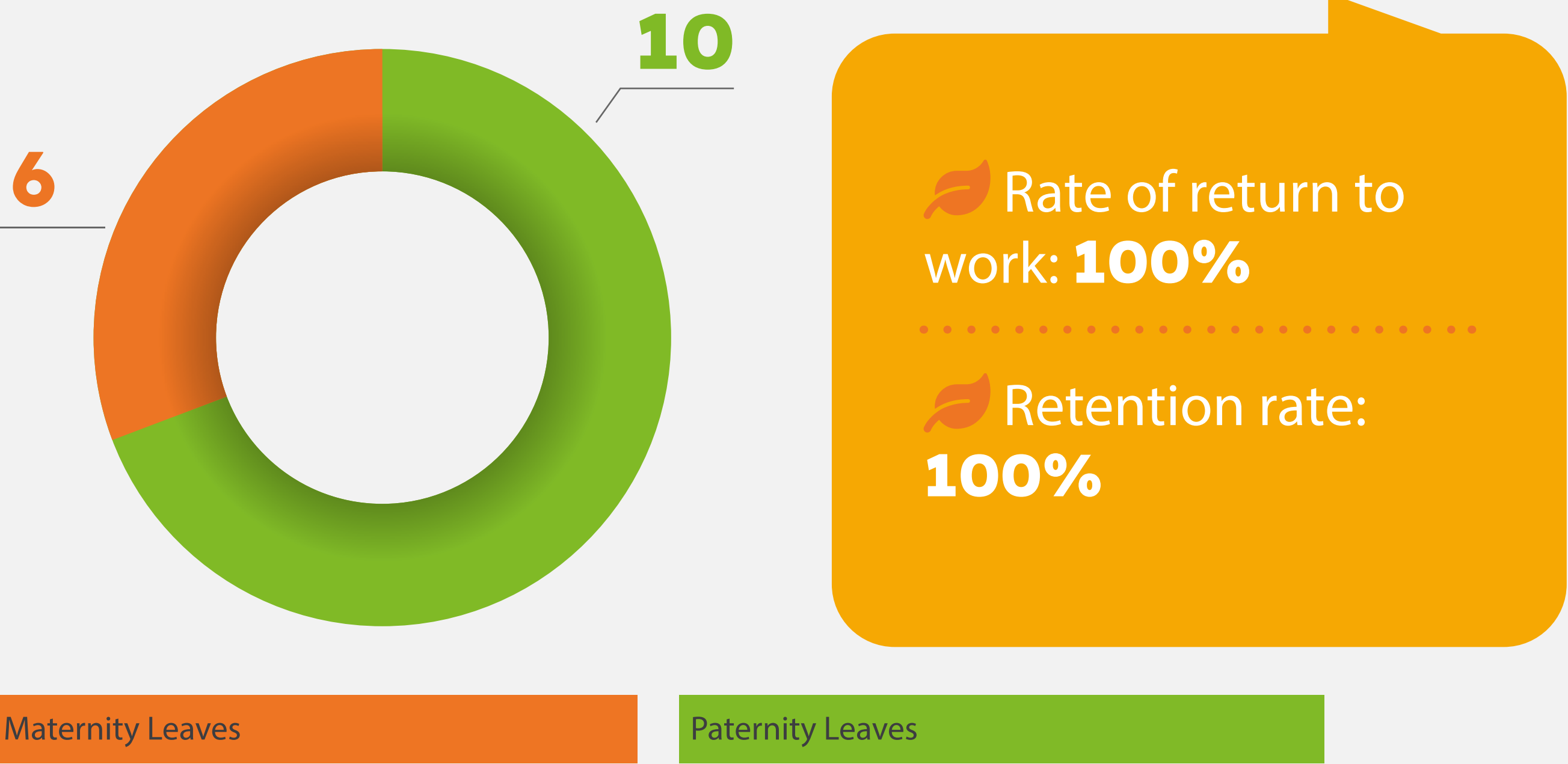
Rewardings:

- ✓ Rewardings for special dates: gifts for special dates such as Father's Day, Mother's Day, Children's Day, Family Day, Christmas, birthdays, seniority.
- ✓ Christmas boxes.
- ✓ The end of the year is celebrated annually with a party for all the Group's employees.
- ✓ Transportation service is provided at the offices of Carlos Casares, Zárata, Guaminí and San Miguel del Monte.

Supporting motherhood and fatherhood.

With our extended leave and flexibility policies, we seek to accompany each parent in the search for personal and family balance.

Parental Leave



MAPPING AND TALENT DEVELOPMENT

During this fiscal year, 265 development plans were offered to the staff, with an average of 62% compliance with the total number of plans.

284

people
reached

22%

of employees identified as high
potential, obtained horizontal growth,
or took on more complex roles

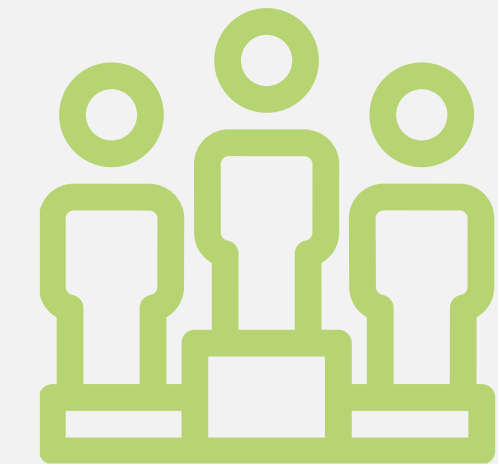
26%

of people with
high potential

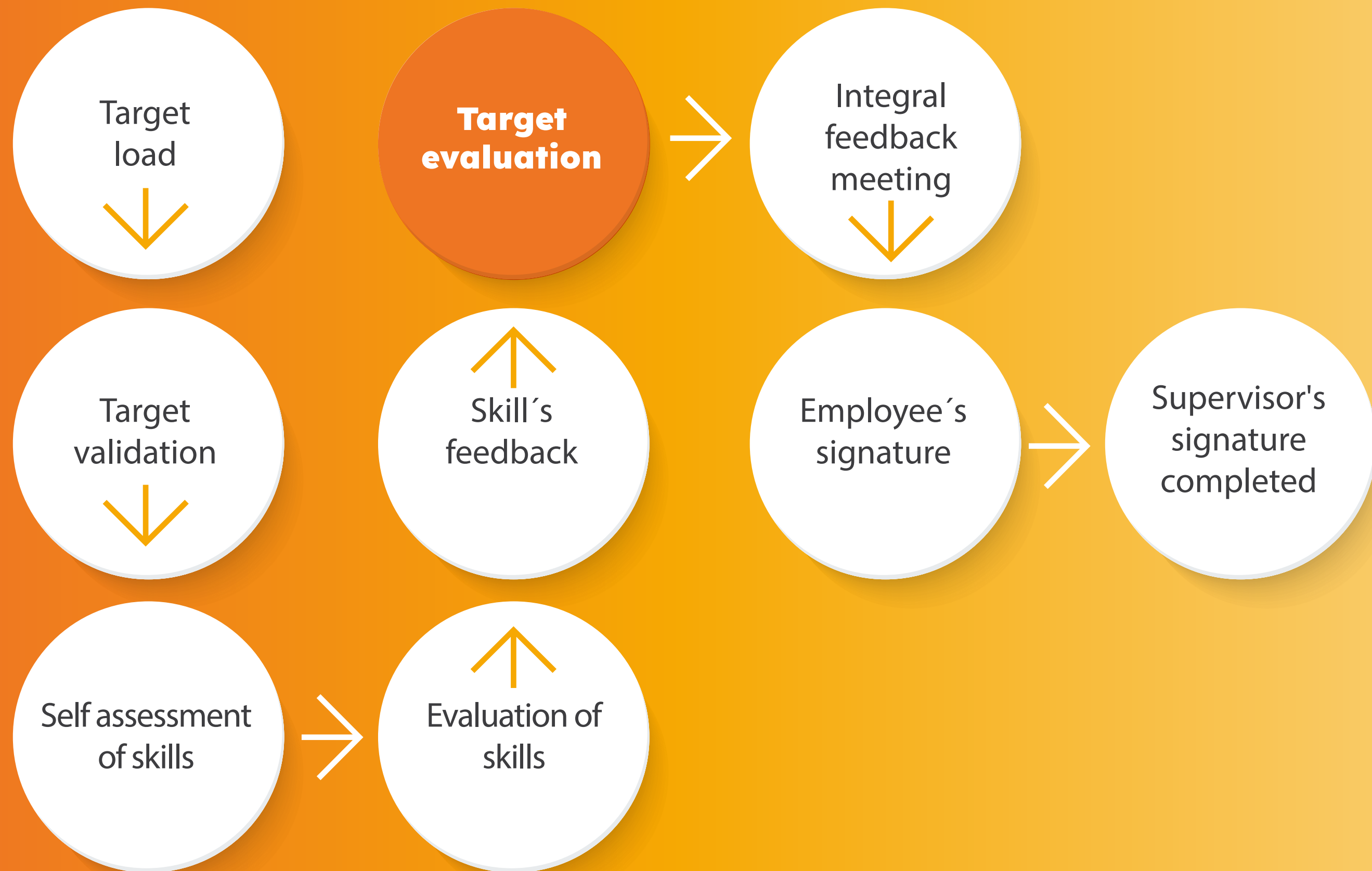
31%

of searches were filled
by internal employees

We work with the PDA methodology as a strategic tool, which allows us to get to know the people in the company in greater depth and objectivity; and thus, analyze and manage - based on the data - possible gaps, map talent, or know the best profiles for each challenge.



During the fiscal year we implemented a performance process in the Success Factor platform:



Our performance evaluation process is focused on managing the meeting of objectives of each employee with tangible results and on evaluating the development of organizational competencies according to each role occupied. Focusing on self-development, on follow-up and constant feedback from the leaders.



TALENT INCUBATOR & EMPLOYER BRANDING



→ Young Professionals program

Under the slogan #semillergrobo we carry out the "Young Professionals" program, through a communication campaign in social networks; we are looking for young curious professionals, who are innovative and eager to grow and learn, up to 30 years old, residing in provinces such as Buenos Aires, Entre Rios, Santa Fe, Cordoba and La Pampa.





→ Employer Branding

We participate in job fairs with the aim of attracting young talent and presenting GLG as an outstanding employer, backed by our Great Place to Work certification in 2022.



CULTURAL TRANSFORMATION

To achieve cultural change, different actions are implemented that engage all levels of the organization:

- Generate competencies, practices and dynamics that allow us to drive cultural change.
- Define a communication strategy: establish actions, media and audiences.
- Set up a network of change agents that enhance communication and propose new ways of communication.
- Promote training and awareness initiatives aimed at changing the mindset, working on the development of competencies: agility, digital thinking, collaborative work and innovation.



Transformation Program

At Grupo Los Grobo, we transform ourselves culturally and digitally to evolve towards something new and different. This is why we created a **Transformation Program** called Grobo 4.0, through which we manage projects aimed at breaking with a traditional mental model, to multidimensionally solve the challenges involved in adapting to a context in constant movement and change, different from the environment in which the organization was created.

The pillars of the Program are:

To adopt business models that strengthen our competitiveness and responsiveness, to make changes in the face of potential market movements that may require it.

To ensure an efficient, flexible, and scalable operation that the business requires.

To be increasingly closer to our customers, offering them more and better services.

To strengthen our organization's employees, so that they achieve greater autonomy and empowerment.

Encouraging them to give themselves the opportunity to challenge themselves, propose new ideas and continue to develop.

To dedicate more time to think strategically, adding a differential value to the organization.

This evolution process allows us to move towards an organizational growth with more fluid processes, time savings, democratization of information, greater self-management, and autonomy, which will undoubtedly strengthen our relationship with our customers.

Influencer Program

With the aim of continuing to make cultural change visible, we continued to work with the network of change agents through their different roles within the strategic projects.

Actions carried out:

- Development of the Program's identity | Communication Campaign.
- Internal kick-off presentation to publicize the scope of the program.
- Internal selection process | #14 Influencers selected.
- Launching Kick off | Presentation of projects.

To support and enhance their role, we designed several actions:



→ PDA test and individual feedback of results to identify strengths and use them as accelerators within their projects.

→ What is culture? Role of the cultural influencer.

→ Training in Project Methodology.

→ Narrative and Purpose - The role of the communicator.

COMMITMENT TO DIVERSITY

In this fiscal year, we set out to advance our commitment to diversity, gender and inclusion by **adhering to the Women's Empowerment Principles**, which helped us to have an agenda that included the management of these issues in 4 fundamental axes:

- ✓ Leadership and Strategy.
- ✓ Workplace.
- ✓ Markets.
- ✓ Community.

Actions carried out | Strategy Stages



→ We adhered to **UN Women's Women's Empowerment Principles (WEP)**. The company is committed to making progress in gender equality at work, in the marketplace and in the community, concentrating our efforts to develop a work plan that will guide us towards a more diverse and inclusive culture.

→ A self-diagnosis was carried out which measures the company's processes in a cross-cutting manner, providing us with a result that indicates where the company is in terms of gender equality.

→ A Diversity Committee was set up made up of Sponsors who outline the lines of action and accompany Los Grobo's diversity and inclusion strategy; and the members, who share a purpose and exchange experiences, promoting actions that contribute towards the advancement of the company's diversity, equity, and inclusion objectives.

→ A Heat Map was outlined for each of the 4 focus areas:

- Leadership and Strategy | Commitment.
- Workplace | Organizational structure, processes, talent, practices, and policies.
- Markets | Supply Chain, Marketing and Communication.
- Community | Sustainability and Community Engagement.

→ A variety of awareness-raising talks to the member of the organization were given:

- Women leading the way.
- Leading changes in motherhood, fatherhood, and work.

- (Re)thinking Co-responsibility and Co-parenting.
- Inclusive communication.

→ The participation gap by gender was measured - Diversity Map.

→ We accompany the committee members with awareness-raising workshops:

- What do we talk about when we talk about diversity?
- Unconscious cognitive biases.

→ Co-Design of the DEI Strategic Plan



COMMUNICATION

At Grupo Los Grobo, internal communication is focused on people and is reflected through campaigns that promote our values and objectives. We seek to keep our team updated, connected and committed by promoting a collaborative culture and a shared vision to move forward as a group towards success.

Internal communication at Grupo Los Grobo focuses on three key objectives:

- 1** To drive and facilitate the Group's cultural and digital transformation.
- 2** To improve the experience of all the people who are part of our community.
- 3** To generate innovative, inclusive, simple, and useful content.



ENVIRONMENT

During this period, we launched the Climate Survey with the Great Place to Work tool.

The model proposed by this methodology investigates three relationships that can be found in the workplace:

- The relationship of the person with the organization.
- The relationship of the person with the leaders
- The relationship of the person with his or her peers.

For this purpose, an analysis is made on 5 focus areas: Credibility, Respect, Equanimity, Pride and Companionship.

We worked together with the leaders and their teams on the interpretation and analysis of the results and based on these, specific action plans were designed for each area.

Action Plans

We developed **35** focused action plans per team.

We also set out to work on macro actions for GLG, addressing those areas where the greatest opportunities arose.

Results

We achieved **88%** response participation!

We also achieved an **average result of 68% in all statements**, which allowed us to obtain the GPTW certification.



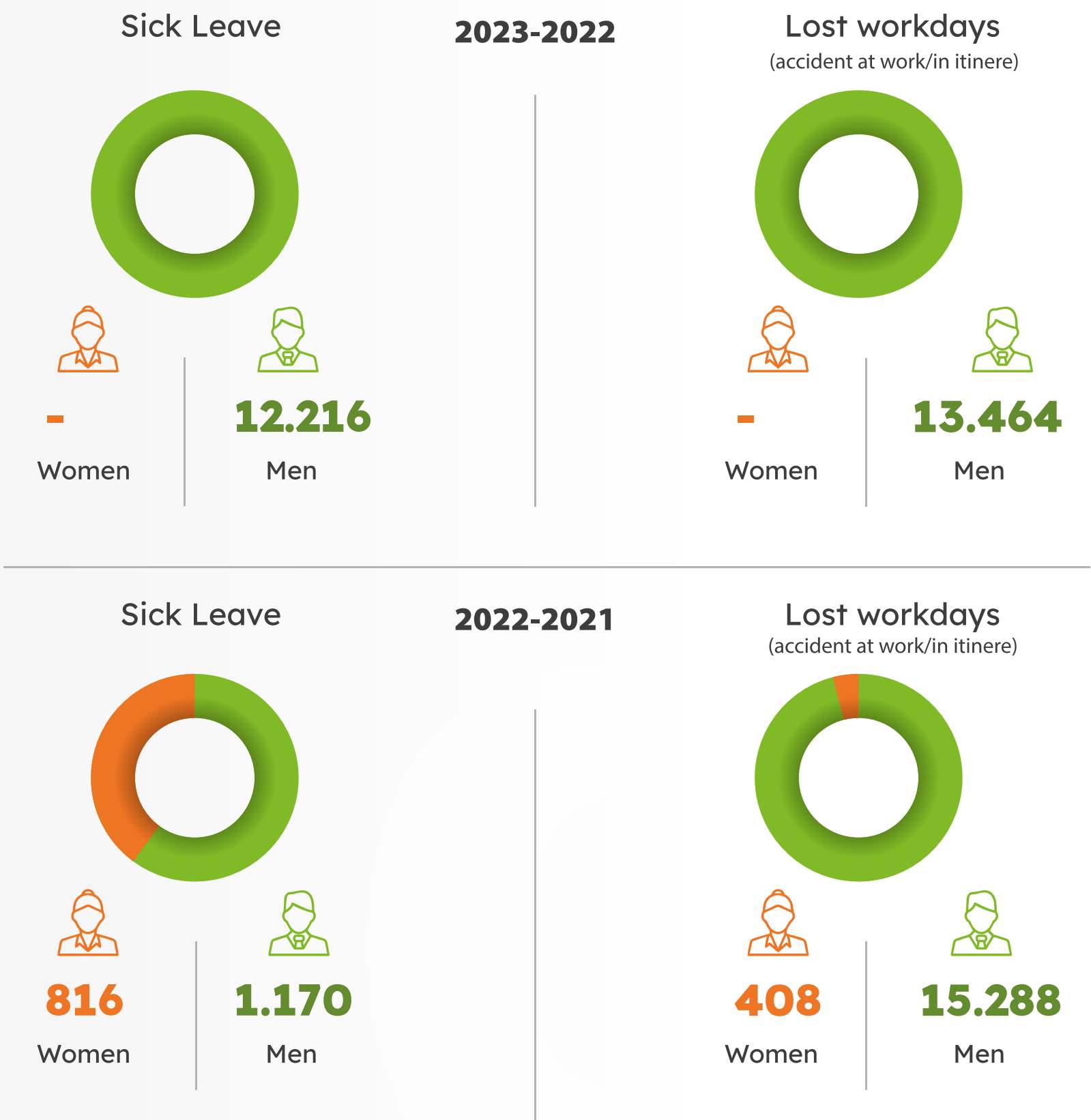
WE ALL TAKE CARE OF EACH OTHER

We work for the physical and mental well-being of each member. We have an Environment, Safety and Hygiene Area that is responsible for ensuring the safety of people. We have an Integrated Management policy that includes occupational health and hygiene protection programs. We also have a mechanism for risk identification and management, where employees participate, considering both aspects of local regulations and international standards, performing periodic monitoring and follow-up to ensure the physical and mental well-being of people.

Some of the training provided in the fiscal year:

- Emergency and evacuation plan
- Electrical hazards
- Waste management
- Fire safety
- Safety standards in silo plants
- Personal protective equipment
- Respiratory protection
- Confined space safety
- First aid and CPR
- Safe handling of forklifts

Workplace accidents 2022 - 2023		
Accident in itinere	2	0
Accident at work	9	0
Occupational disease: Covid 19	12	0



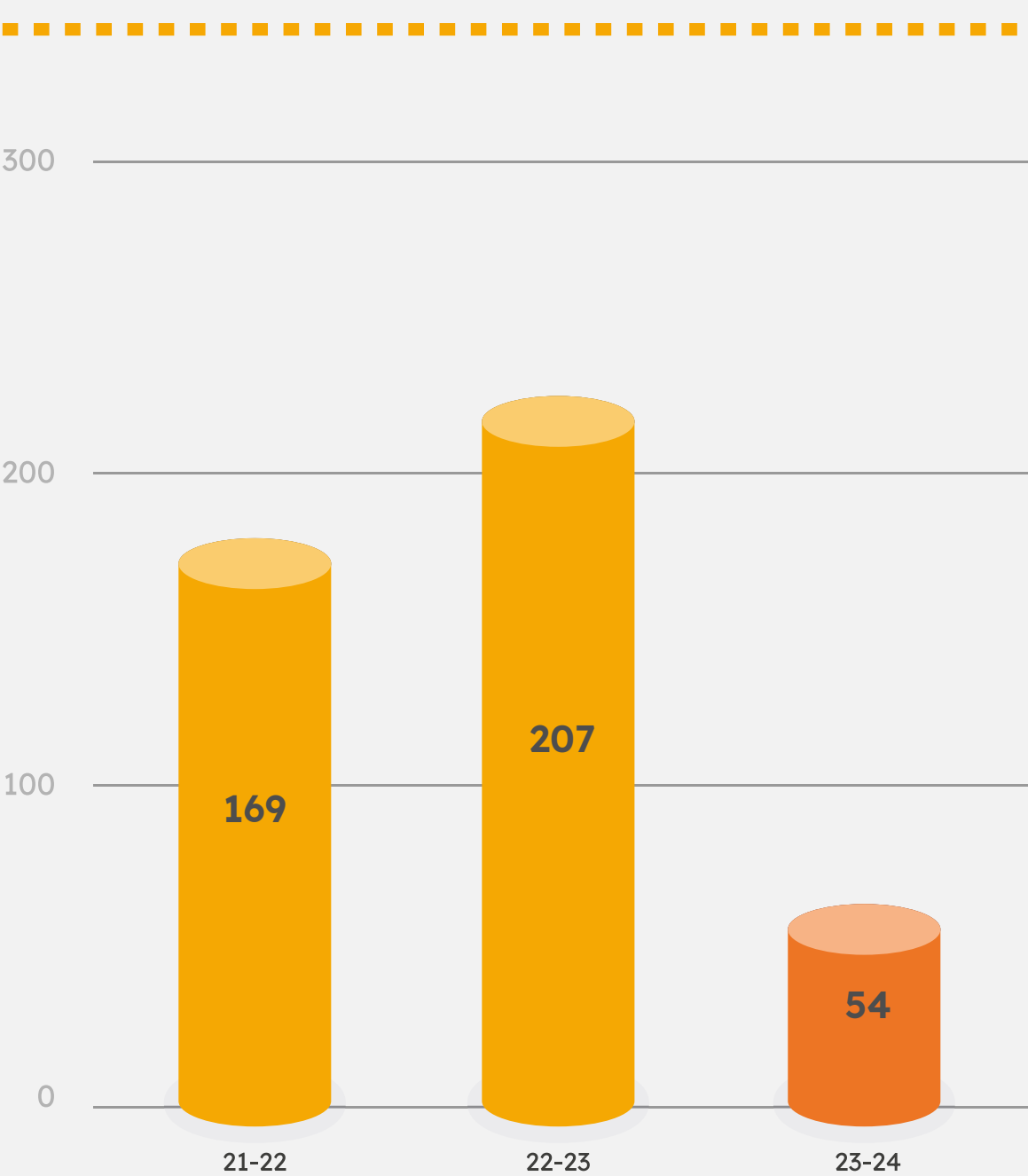
Indicator of Temporary Incapacity for Work

The **"SAFETY FIRST"** program has been implemented, where we conducted a survey to employees and based on its results, we designed an action plan which is currently underway to improve the company's safety culture and thus obtain an improvement in the safety indicators.

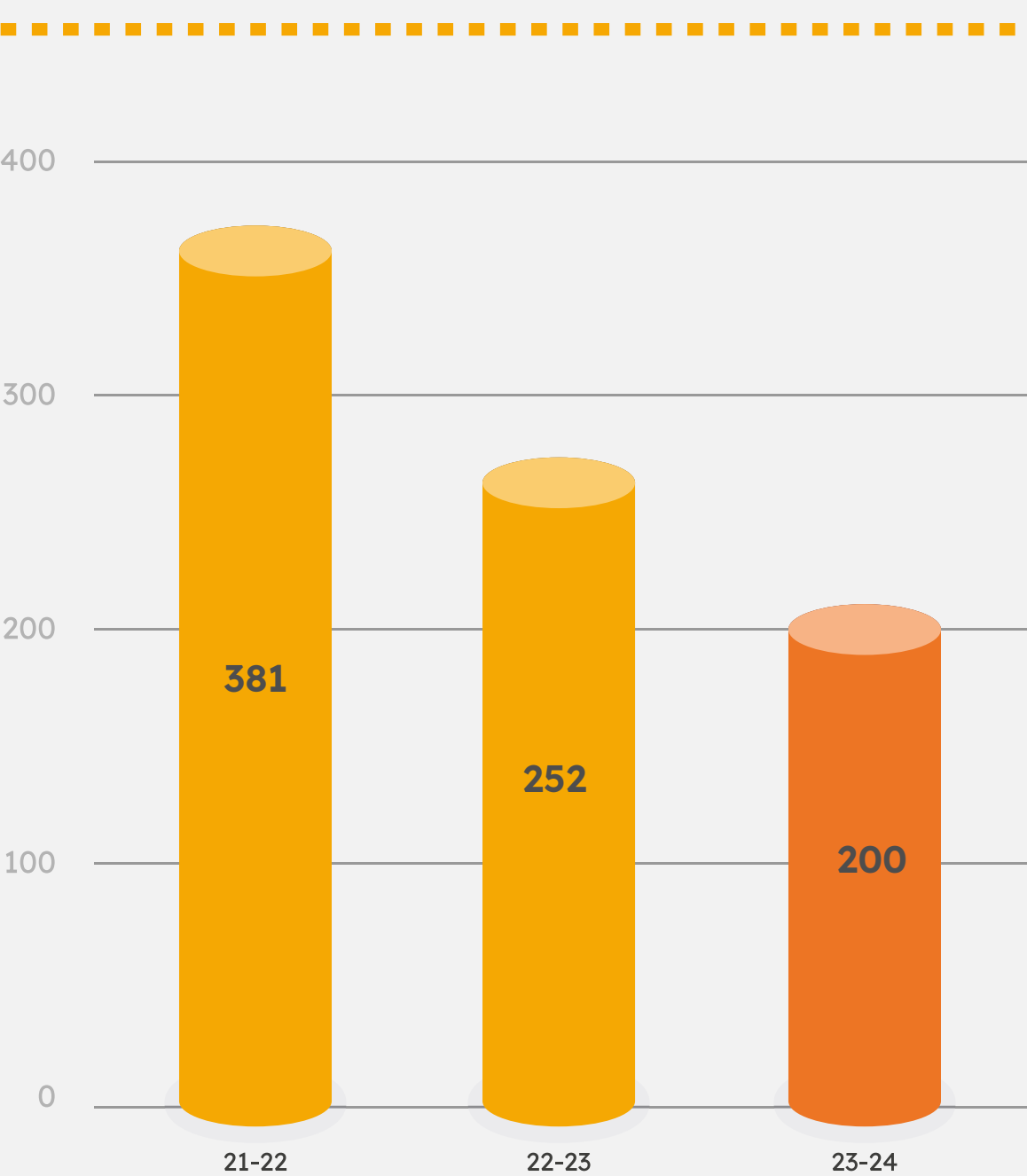
The graphs below show the annual days lost due to Temporary Incapacity for Work (when a worker is injured or suffers from an occupational disease, and the damage suffered prevents him/her from performing his/her usual tasks).

With the actions taken, we can see how the values have decreased significantly with respect to the previous year:

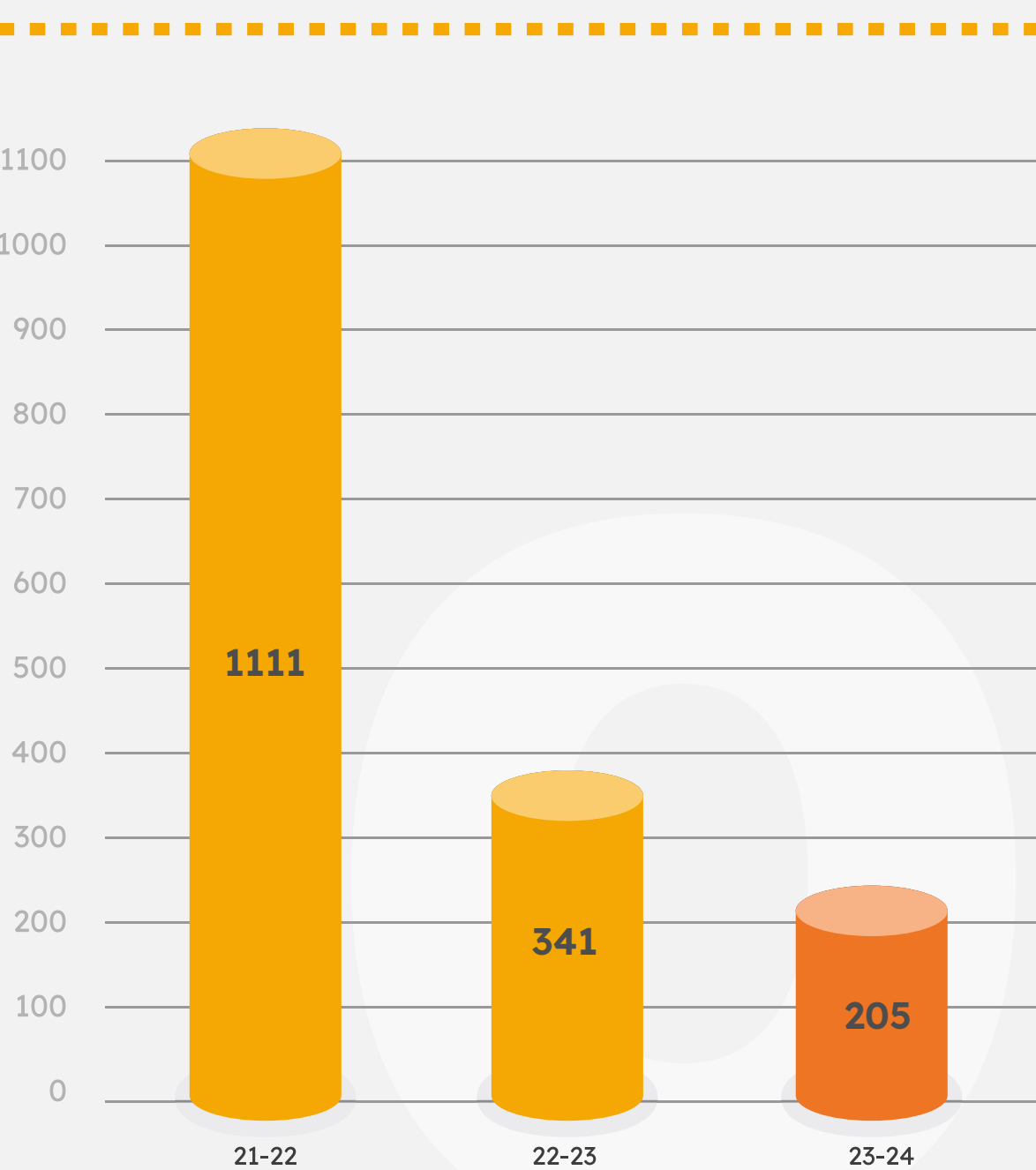
CÁNEPA MILL



AGROFINA



LOS GROBO AGROPECUARIA

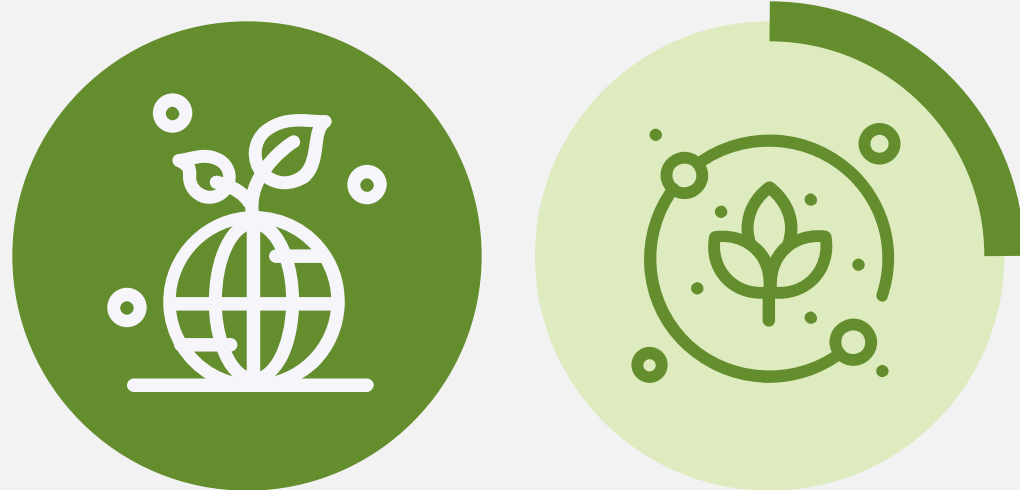




Responsible Environmental Management

06

We seek to be environmentally responsible; we care for the planet by using and promoting productive systems that provide the best yields and increase the value of the land and its productive capacity, always in fair balance with the care of people, their interests and needs.



ENVIRONMENTAL POLICY

In Grupo Los Grobo we have an Environmental Policy whose objective is to establish the guidelines to ensure that operations are carried out in a safe manner, taking care of our personnel, allocating resources to minimize the risks associated with the processes, protecting the environment, preventing pollution and minimizing the environmental impacts of the activities carried out by the organization.

This policy is based on the following principles:

Emphasize compliance with applicable legal requirements and with the requirements to which the organization subscribes, beyond what is legally required, related to environmental aspects and occupational health and safety hazards.

Protect the environment, preventing pollution and minimizing the environmental impacts of its activities and emphasizing the aspects identified as significant.

Promote a safety culture, focusing on hazard identification, risk reduction, accident reduction, personnel training and employee health care.

Reduce the environmental impact of our operations through the efficient use of resources, incorporation of better technologies and production processes, transportation planning, reduction of waste, emissions and prudent management of raw materials and inputs.

Promote a culture of waste separation and responsible waste management.

ZÁRATE PLANT | FEATURED 2022-2023

Completion of the project for the recovery of purge water from the cooling system of the weekly test of the motor pump of the Zarate Plant's fire network. It is expected to **recover 280 m³** of water per year for its reuse in the irrigation system, avoiding its dumping in the rainwater.

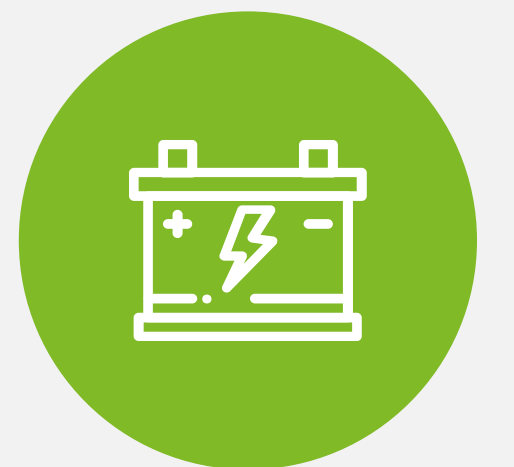
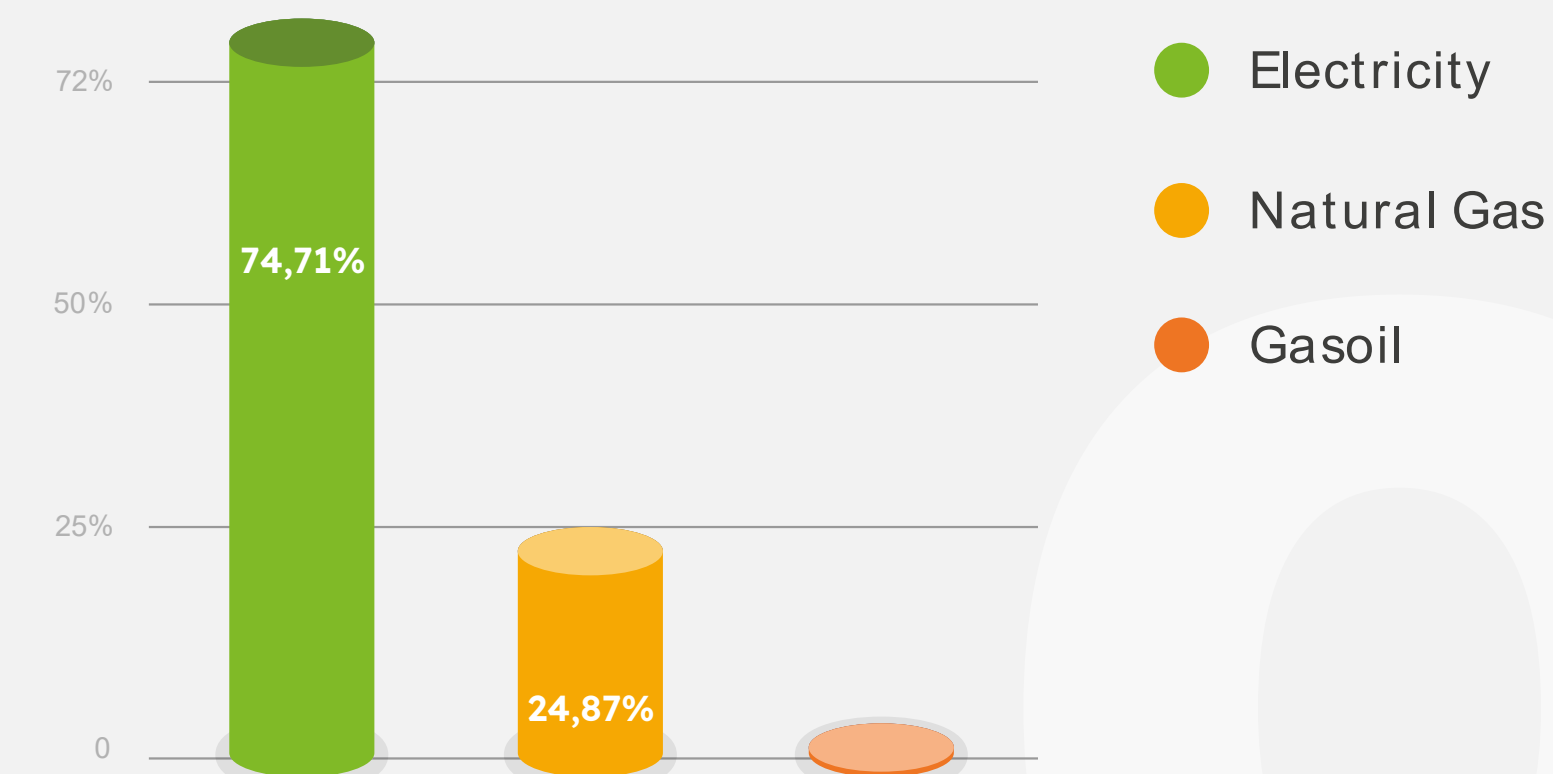
Significant progress on the rainwater recovery project on the reservoir roofs.

Continuance of soil readjustment, gully improvement, rainwater conduction and tree planting.

Alliance with “*Campo Limpio*” to improve the correct management of empty phytosanitary containers with agricultural producers.

Energy consumption in Planta Zárate

Type of fuel	Energy consumption		
	2022-2023	2021-2022	Percentage variation
Natural Gas [m ³]	1.303.157 + 0,467 (GNC own fleet)	1.190.371	↑ 9%
Gasoil [L] ⁶	22.454	18.697	↑ 20%
Electricity [kWh] ⁷	3.915.090	3.367.740	↑ 16%
Gasoline [L] ⁸	78.384,765	-	-
Gasoil [L] ⁹	43.052,997	-	-



⁶ As for diesel consumption, it is mainly explained by the use of forklifts, therefore the variation was due to the fact that the volume of final product processed at the Plant in fiscal year 22/23 was 17.6% higher than in the previous year.

⁷ On the other hand, both electric power and natural gas are used intensively in the synthesis and effluent treatment operations. The volume of synthesis in fiscal year 22/23 was 17.9 % higher than in the previous year, the increases in the consumption of each of the energy sources mentioned were not equivalent to each other nor equal to the increase in synthesis, since the mix of synthesized products defines the consumption levels, and this varies from one fiscal year to another.

⁸ There is no comparison for gasoline consumption since the corresponding data for the previous year is not available.

⁹ For this value, the total diesel consumption of the company's own fleet was considered. We chose to differentiate it since there is no comparison with respect to the previous period due to the absence of the corresponding data.

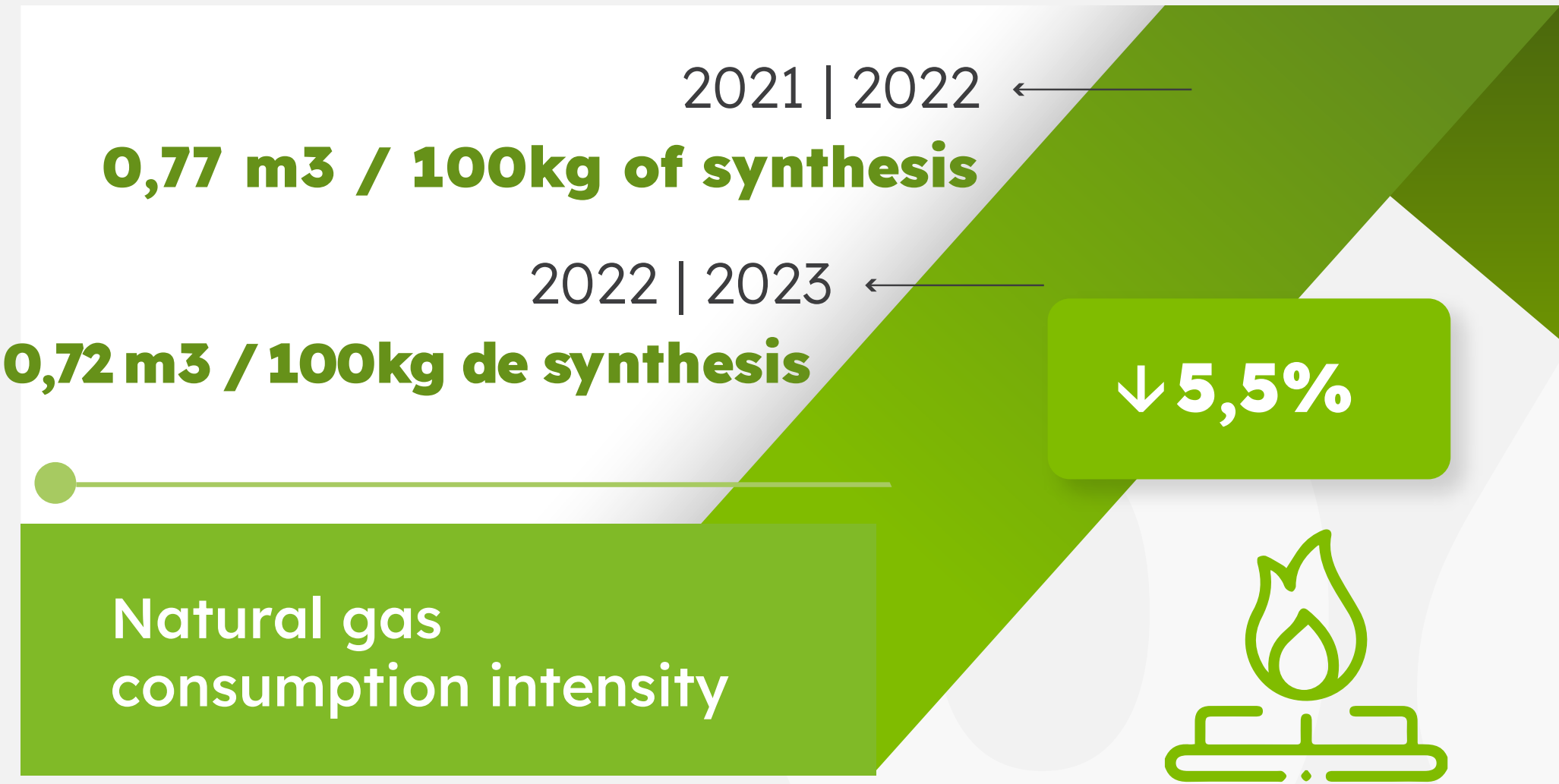
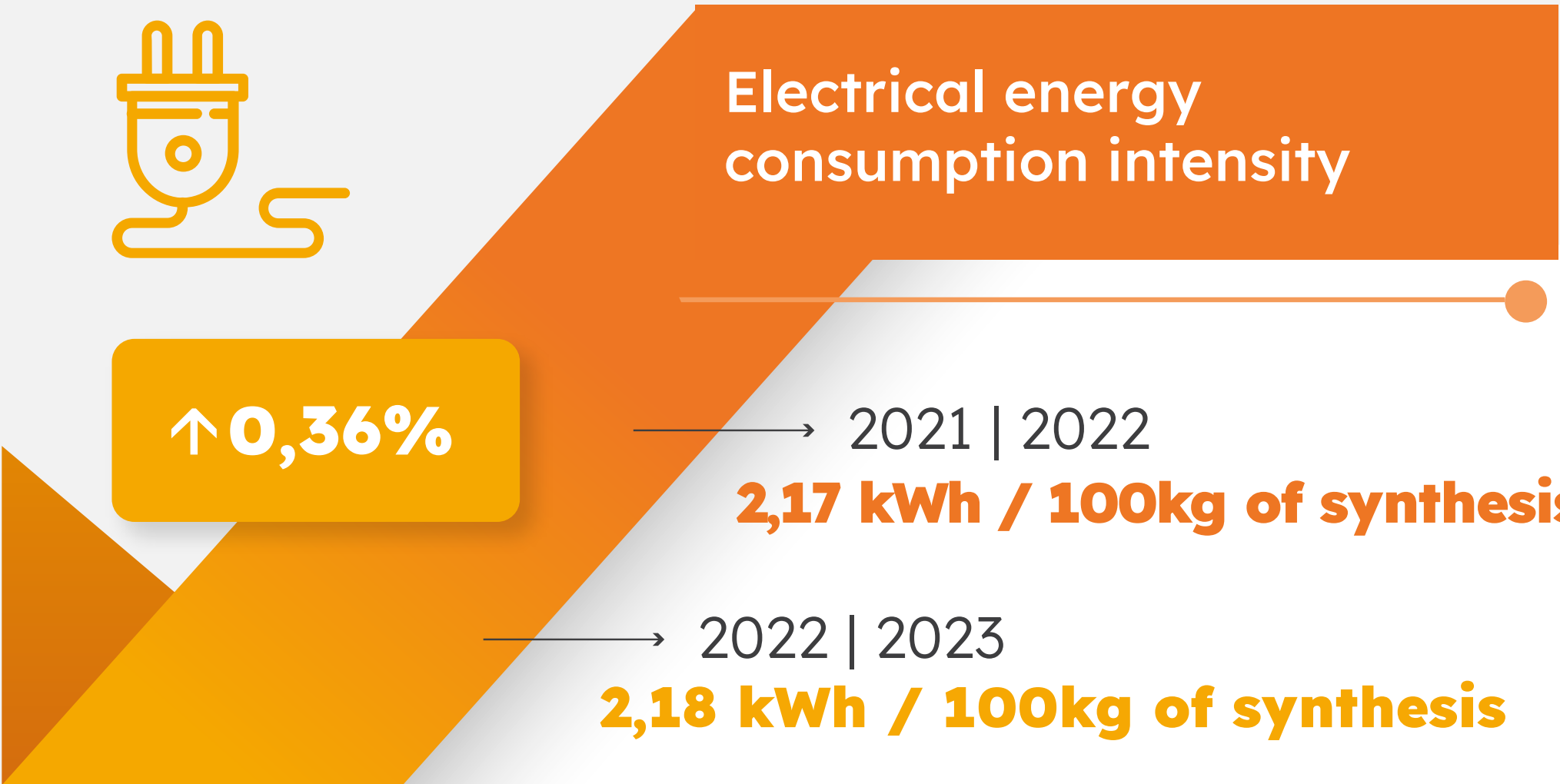
REDUCTION IN ENERGY CONSUMPTION

During this fiscal year, we carried out the optimization of the process to reduce production time. Through this action, we reduce energy cost as there is a lower use of equipment.

On the other hand, the reduction of effluents implies a decrease in the consumption of gas and energy for their treatment.

ENERGY INTENSITY

For the calculation of energy intensity, we have considered the consumption of electricity and natural gas per 100 kg of synthesis production since this is the main source of energy consumption.





Emissions

Types of Emissions		2022-2023		2021-2022	
		Consumption	Associated Emissions Tons of CO ₂ equivalent	Consumption	Associated Emissions Tons of CO ₂ equivalent
Scope 1	Gasoline [L]	65.506,997	175,32	18.697	49,13
	Natural Gas[m³]	1.303.157,467	1.738,009	1.190.371	1.547,48
	Gasoline [L]	78.384,765	196,87	-	-
Scope 2	Electrical Energy [kWh]	3.915.090	1.526,88	3.367.740	1.313,41
Total		3.637,079		2.910,01	

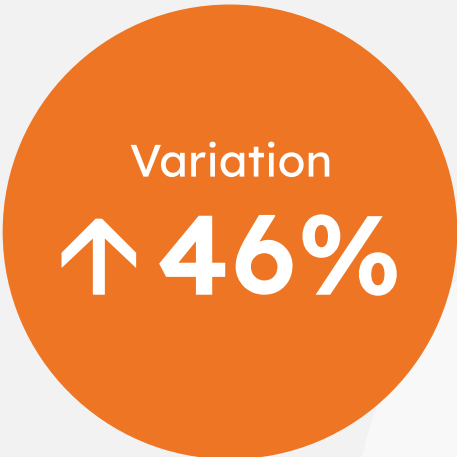
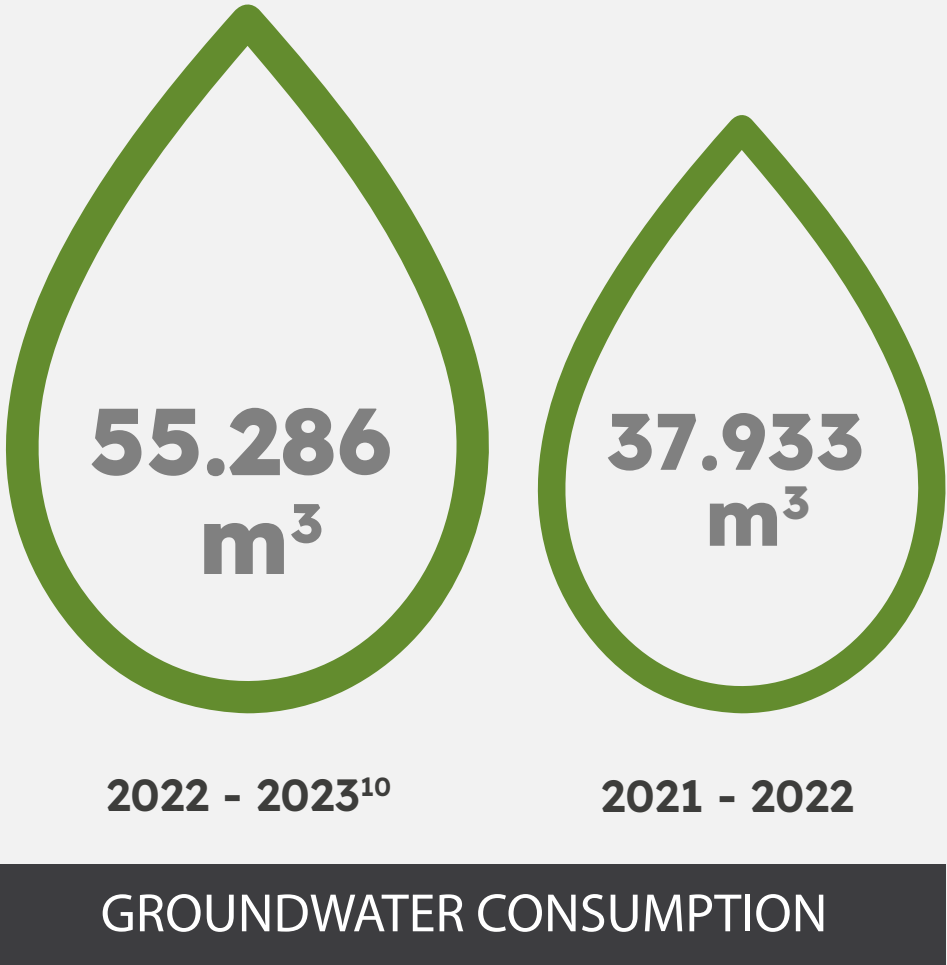
*Emission factors taken from the IFC standards

This period included the emissions associated with the consumption of our own fleet.



Water Consumption

In order to reduce water consumption at the Plant, more efficient cleaning methods were implemented, for example, the use of hydro-washers and the recovery of purge water from the weekly test of the fire motor pump.



It is important to mention that during the fiscal year, the mechanical flowmeter that recorded the water extracted from the napa went out of service. For five months, consumption was estimated using indirect methods; then a new accumulator was installed, and measurements were resumed. Therefore, we believe that the significant increase in groundwater consumption is due to the change of measuring instrument and the seasonal difference in the projected measurement.

¹⁰ The increase in consumption may be due to: 1.) change of the measurement instrument from the previous fiscal year with respect to this one. 2.) seasonal difference in the projected measurement.

WATER REUSE

A project started in February 2020 is currently underway to recover the purge water from the weekly test of the motor pump of the Zarate Plant's fire network, a regulatory requirement of the NPFA (National Fire Protection Association). For this purpose, the facilities were adapted so that the purge water is diverted to a containment lagoon, which serves as a source of water for irrigation of the premises, avoiding the discharge of this network into the rainwater. The creation of the lagoon also creates a suitable niche to promote biodiversity on the property.

MATERIAL CONSUMPTION

Type of Material	Amount used (tons)		Percentage variation
	2022-2023	2021-2022	
Renewable material (carboard + paper + wood)	329,74	305,81	↑ 7%
Non-renewable materials (raw materials + plastic + aluminum)	12.090,75	10.416,79	↑ 16%
Total	12.420,49	10.722,6	↑ 15%
Percentage of renewables over total ¹¹	2,65%	2,85%	↓ 7%

Total production 2022-2023 (product + packaging)

12.690 ton



¹¹ Non-renewable materials are consumed with an incremental variation (16%) equivalent to the increase in synthesis volume (17.9%) and formulation and packaging (17.6%). Therefore, it is the increase in the volume produced that explains the increase in the consumption of non-renewable materials. As regards the consumption of renewables, these are mainly represented by packaging material, and the final products that were produced as part of the mix for the fiscal year have a lower consumption of these components per unit of product sales.

WASTE MANAGEMENT

The waste generated at the Plant is managed in a differentiated manner according to the stream and the treatment required depending on its composition:

- Special waste is treated with carriers and operators authorized for such purposes by the Ministry of the Environment of the Province of Buenos Aires.
- Organic waste that can be composted is treated as such on the property and then the soil is used for land filling and gardening tasks within the site.¹²
- MSW is removed by a licensed carrier and operator. In the case of recyclable waste (sheets of papers, cardboard, plastic, ferrous materials), these are removed by licensed recyclers.

			Amount generated	
Type of Waste	Category	Elimination/valuation method	2022-2023	2021-2022
Non-hazardous waste	MSW ¹³	Sanitary Landfill	25,37 Tn	22,85 Tn
	Recyclable waste	Recycling	16,38 Tn	26,38 Tn
Hazardous waste	Y1 (pathogenic waste)	Autoclave	0,019 Tn	0,020 Tn
	Y4 (waste resulting from the production and preparation of biocides and phytosanitary products)	Incineration on land (D10)	164,6 Tn	206,5 Tn
	Y6 (waste resulting from the production and preparation of biocides and phytosanitary products)	Repackaging (D14)	1,68 Tn	0,84 Tn
	Y18 (waste resulting from industrial waste disposal operations) ¹⁴	Physico-chemical treatment: stabilization (D9 6)	1.172,5 Tn	1.180,8 Tn
TOTAL			1.380,5 Tn	1.437,3 Tn



ton recyclables/ton MSW generated



ton recyclables/ton MSW generated



Variation¹⁵

¹² There is no record of the amount of organic waste sent for composting.
¹³ MSW: removed by SERTEC. Recyclables: leaves, cardboard, plastic and ferrous materials.

¹⁴ Y4 solid, Y4 liquid and Y18 are treated by LTM AILINCO SA. Y6 liquid is treated by FATAM SRL.
¹⁵ The decrease in the volume of the recyclable stream was due to a change in segregation requirements.



LABORATORY R&D | INDICATORS OF PERFORMANCE



FEATURED 2022-2023

-  Optimization of synthesis processes for environmental improvements in E-factor and health and safety aspects of our personnel, such as decreasing flammability and explosiveness of raw materials.
-  Redesign in the active ingredient concentration of formulated products with an impact on the cycle of life, to achieve a reduction in application rates, packaging as well as transport benefits.
-  Review of manufacturing processes of four formulated products to optimize final product quality and efficiency.
-  Development and optimization of test methods with a focus on the Principles of Green Analytical Chemistry. It should be noted that six new methods were developed during the reporting period.
-  Reduction of paper use through digitization of processes.
-  Implementation of the 5S methodology to improve environmental and health and safety aspects of working conditions.
-  Lectures were given to field trial suppliers on environmental and occupational health and safety issues associated with the application of formulated products under development and/or developed by our Research and Development Laboratory.



GOOD PRACTICES

CERTIFICATIONS

In FY2022-2023, the R&D Lab team worked on:

-  **Good Laboratory Practices (OECD).** The Analytical Development Laboratory has been certified since 2010, making us the first company in the industry to achieve this certification. Last compliance monitoring: November 2022.
-  The American Chemical Society's Green Chemistry Principles are adopted to achieve more environmentally friendly processes and products, and the DoE (Design of Experiments) and QbD (Quality by Design) strategies to optimize the use of research resources in relation to the expected results.
-  Provision of EIQ (Environmental Impact Index) data of the active ingredients that make up our formulated products to the users of these products interested in estimating the environmental impact of their applications.



ISO 14.001:2015 (Environmental Management System).

Our R&D Laboratory and the research and development process have an Environmental Management System according to ISO 14.001:2015. In the fiscal year 2022-2023 a maintenance audit was conducted, which evidences our commitment to environmental protection.



ISO 45.001:2018 (Occupational Health and Safety Management System).

Certified since 2015. Last follow-up audit in December 2022.

ENERGY CONSUMPTION

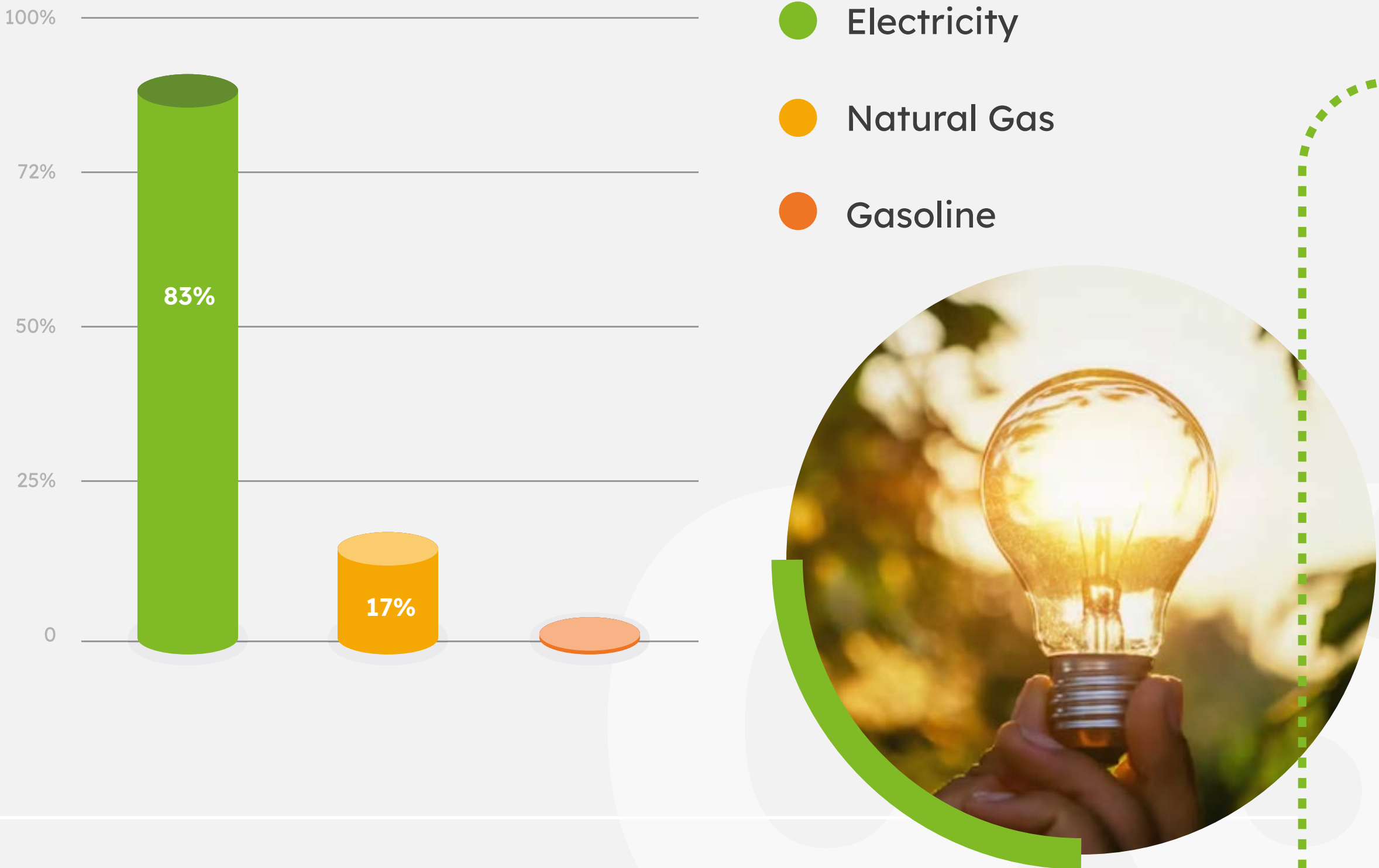
Currently, the energy matrix of our Lab is mainly composed of electricity (83%) and oil derivatives, especially natural gas (17%), with minor amounts of Gasoline (0.19%).

Type of fuel	Energy consumption		
	2022-2023	2021-2022	Percentage variation
Natural Gas [m³]	1.560	1.783	-13%
Electricity [kWh] ¹⁶	80.170	76.848	4%
Gasoline [L] ¹⁷	20	20	-

¹⁶The increase is due to the variability of the research and development processes and is acceptable as it meets the site's performance criteria.

¹⁷ Gasoline consumption corresponds to periodic tests of the generator set owned by the plant; therefore, the values remain constant from fiscal year to fiscal year.

Energy Consumption 2022-2023 | R&D Laboratory



ENERGY CONSUMPTION

→ R&D Laboratory | Associated Emissions

Types of Emissions		2022-2023		2021-2022	
		Consumption	Associated Emissions	Consumption	Associated Emissions
			Tons of CO ₂ equivalent*		Tons of CO ₂ equivalent*
Scope 1	Gasoline [L]	20	0,046	20	0,046
	Natural Gas [m ³]	1.560	2,02	1.783	2,31
Scope 2	Electric Energy [kWh]	80.170	31,26	76.848	29,27
TOTAL			33,32		31,62

*Emission factors taken from the IFC standards



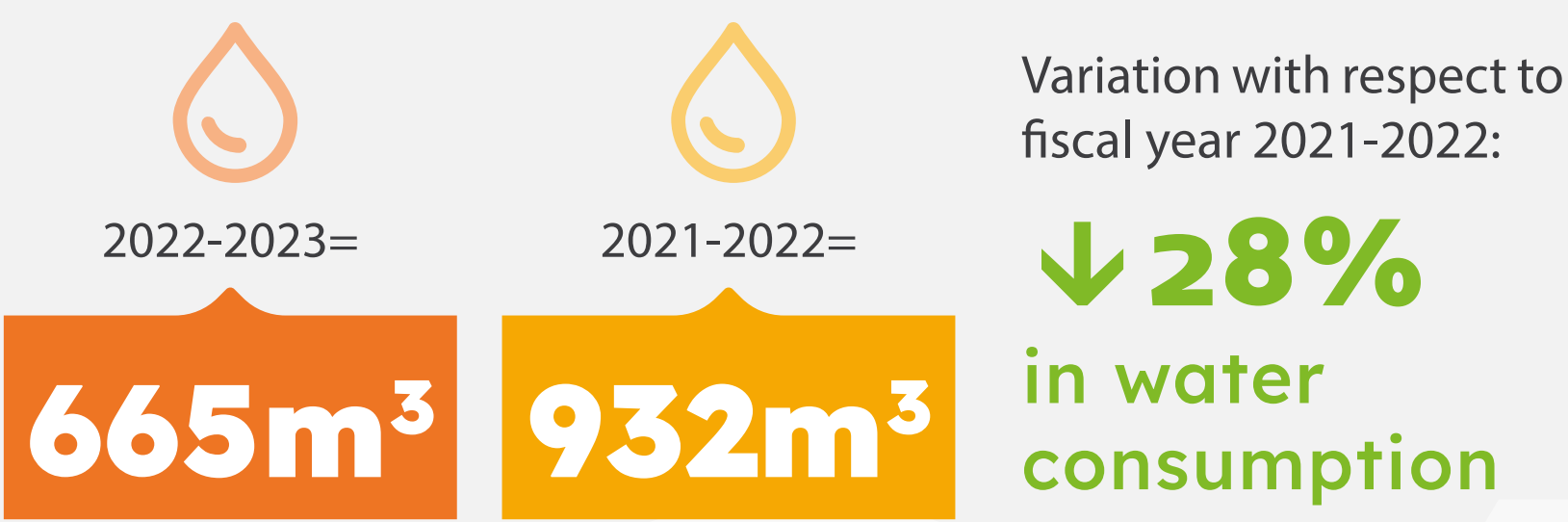
EMISSIONS

Variation with respect to fiscal year 2021-2022: **↑ 5%** in total emissions.

WATER CONSUMPTION

The Integrated Management System goal is to maintain water consumption at the facility below 1,182 m³/year.

This year, main water consumption was 665 m³, 44% below the established target.



In the R&D Laboratory, we have a recirculating water storage tank that allows us to save a volume of approximately 480 m³ of water per year¹⁸.

¹⁸ A daily recycled water flow rate of 2.0 m³/day is estimated. If 5 working days per week and 4 working weeks per month are considered, then in a year there are 240 days in which the storage tank operates. Thus, in a year, 480 m³ of water can be recycled.

WASTE MANAGEMENT



As a consequence of the research activities within the laboratory, different types of waste are generated: Solid Urban Waste (wet and recyclable), Waste Electrical and Electronic Equipment (WEEE) and Hazardous Waste.

Operationally, the premises of the 3R rule are taken into account for all types of waste that may be generated at the site, from the internal waste management procedure to periodic training of all personnel.

Hazardous waste is generated as a result of the activities carried out at the site: research and development of agrochemicals. Formulation, synthesis and analytical tests are carried out, which generate hazardous waste. Therefore, in the Laboratory we have a procedure for the management of these wastes, which allows to ensure their transportation and treatment by authorized companies.

The hazardous waste streams generated are Y4 (liquid and possibly solid), which corresponds to waste resulting from the preparation and use of biocides and phytosanitary products, and Y48, which corresponds to packaging, containers and/or containers in general, rags, gloves, etc., contaminated with remains of the Y4 stream. *(Classification in accordance with National Law 24501).*

As for Disused Electrical and Electronic Equipment (DEEE), this is generated by the end of the useful life of the equipment used in the laboratory for various tasks. As long as it is not contaminated with hazardous materials, we manage it as WEEE in accordance with the requirements of the applicable regulations.

On the other hand, municipal solid waste (MSW) is also generated, which is separated into wet and recyclable waste, in order to reduce the impact, it has on the environment.¹⁹

			Amount generated	
Type of waste	Category	Method of elimination/ assesment	2022-2023	2021-2022
Hazardous waste	CategoryY4 (77%)	Incineration on land (D10)	1,88 ton	1,43 ton
	Stream Y4-48 (23%)		0,49 ton	0,43 ton
Total ²⁰			2,37 ton	1,86 ton

¹⁹The amount of non-hazardous waste generated is not accounted for because waste generation is mainly in the hazardous category.

²⁰ Although the increase is justified by the variability of research and development processes, we remained within the limits specified for our category according to CABA and national legislation.

FEATURED 2022-2023



GOOD AGRICULTURAL PRACTICES, SUSTAINABLE SOYBEANS, RTRS CERTIFICATION

Good Agricultural Practices (GAP) are those that make it possible to achieve a sustainable development of production. For the fiscal year 2022-2023, the following projects with a positive impact on the environment are noteworthy:

Mapping of sustainability actions of associated producers

The objective of this work is to know which are the good agricultural practices that our partners are currently incorporating in their production and value chain, in order to extend the GAP among other partners and customers.

Carbon Footprint Measurement

Using the Ucrop.it platform, we began to measure the GHG emissions data for the 21-22 soybean and soybean II seasons and made a comparison in the same fields of the emissions for the 22-23 season, taking into account the crop rotation.

Said measurement was conducted in the western area of Buenos Aires.

- Soybeans 21-22: 1.429 ha
- Soybeans II 21-22: 2.387 ha
- Soja 22-23: 1.630 ha
- Soja II 22-23: 983 ha

Through the PUMA- VITERRA agreement, we had access to the measurement of GHG emissions in the PUMA platform. The business carried out amounted to a total of 3,500 tons of soybean I and II delivered from 15 fields in different productive areas of the country.

With the intention of continuing in the process of continuous improvement and constant training, we also measured the GHG emissions in the SIMA platform. We started with two fields in the western area of Buenos Aires, totaling 1,536 hectares between soybeans, soybean II and original seed soybeans.

RTRS Certification

Within the framework of the Good Agricultural Practices, we are working on with our partners and one of the commitments we made was to start certifying the production processes of our crops, initially, of soybeans. Thus, since 2012 we have been certifying under the guidelines of RTRS, Round Table Responsible Soy, with associated producers.

RTRS certification is based on five principles:

- 1| To comply with the law and good business practices

3| To respect and build ties with local communities

5| To comply with more than 120 indicators aimed at monitoring the evolution and status of each of the issues addressed
- 2| To provide good working conditions

4| To care for the environment and carry out appropriate agricultural practices

Within the framework of this certification, the following actions were carried out during 2022:

- ✓ An evaluation of conservation areas in soybean fields was conducted, where we analyzed each of the lots destined for responsible soybean production in order to determine inconsistencies from the point of view of the loss of biodiversity and threatened species in the vicinity of these and to evaluate the possible effects of the cultivation of the aforementioned crops on Sensitive Areas.
- ✓ An Agroekonindex 2022 assessment, a tool that establishes a methodology for evaluating the environmental performance of rural production establishments in the Pampas region.
- ✓ Good Agricultural Practices evaluation under our production system, for which a series of indicators were chosen. Good Agricultural Practices (GAP) are those that allow us to achieve sustainable production development. The guidelines of the GAP Manual are as follows:
 - Selection of a safe site for production
 - Use of water on the farm
 - Suitable land preparation
 - Seeds with identity and quality
 - Safety and health protection measures for workers
 - Crop health management
 - Farm facilities and management
 - Handling of harvest and post-harvest products
 - Product traceability system

- ✓ Identification of impacts and measures, referring to the process of planting, tillage and harvesting of RTRS certified soybeans.
- ✓ 3,902 hectares (21/22 season) of associated crops (first and second soybean) were certified under this modality, complying with the requirements of Control Union's audit program. Within this framework, training was provided to suppliers of crop, spraying and harvesting services.
- ✓ 2,000 Tons were marketed under this certification.

Sustainable Soybean Certification

Since March last year, we have had the Sustainable Soybean Certification - 2BSvs System for direct shipments from production and customers.

During the fiscal year reported, 27,091 tons were stored under this certification scheme in 4 LGA plants: Hilario Lagos, Pehuajó, Carlos Casares and San Miguel del Monte. At the same time, 3 new stockpiling plants were opened this year: San Andrés de Giles, Daireaux and Guaminí, where the certification of corn, sunflower and soybean 2BSvs by Control Union was obtained.

This certification means that:

(1) the raw material, in this case soybeans, must come from land that had been agricultural on January 1, 2008. This measure aims to curb deforestation, as a change of use of the land on areas that have been considered of high biodiversity, conservation or carbon content value after the so-called "cut-off date" would not be accepted;

(2) there must be documentary traceability between the soybeans produced in those fields and the biodiesel distributed in Europe; and lastly

(3) biofuels must demonstrate greenhouse gas emission savings of 35% compared to the fossil fuel they replace. Other issues related to good agricultural, environmental, social and labor practices are mentioned in the Directive, but are not included as mandatory.



Plants

- ✓ At the San Miguel del Monte Plant, an Aspiration and Filtering System for dust from the grain and redlers loading/unloading area was implemented.
- ✓ At the Guaminí and San Miguel del Monte Plants, the adaptation projects for the Special waste deposits were completed.
- ✓ During May and June of this year, an important afforestation was carried out at the Guaminí (500 specimens), San Miguel del Monte (500 specimens) and Pehuajó (370 specimens) Plants.

Environment Day



As part of World Environment Day, we held a conference on "Sustainable practices in agriculture today and tomorrow" applied to the entire value chain of the sector, from products and their formulations, through good practices and the treatment of packaging.

The speakers agreed that it is possible to deliver good quality products, solutions and processes that are sustainable, mitigating different aspects and giving better treatment to each unit of the agricultural value chain.



Energy Consumption



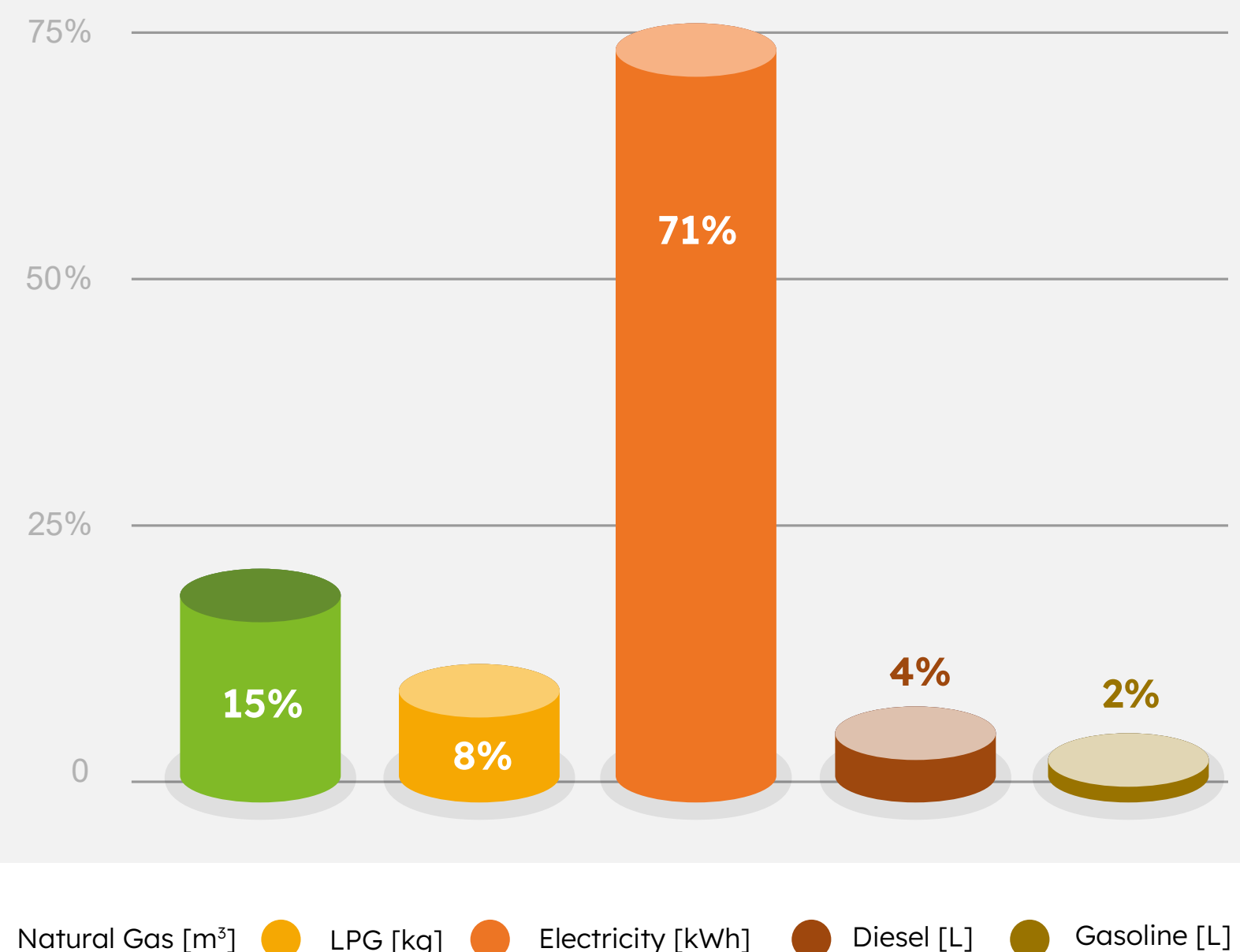
Currently, our energy matrix is mainly composed of electricity (71%) and oil derivatives, especially natural gas (15%), with smaller amounts of gasoline (2%), diesel (4%) and LPG (8%).

It is important to highlight the progress made during this fiscal year with respect to data collection and compilation. For this report we added the total consumption of diesel oil, thus being able to see important information that, for the previous fiscal year, the corresponding indicator could not be obtained.

Type of fuel	Energy Consumption		
	2022-2023	2021-2022	Percentage variation
Natural Gas [m³]	941.036	981.634	↓ 4,1%
LPG [kg]	526.582	515.119	↑ 2% ²¹
Electricity [kWh]	4.312.239	3.742.954	↑ 15% ²¹
Gasoline [L]	105.876,70	981.634	↓ 89%
Diesel [L]	267.574,07	-	-



²¹ The increase is due to the incorporation of the Tandil Lagomarsino, Lobería and San Andres de Giles plants during this period.



Reduction in energy consumption

In order to reduce electricity consumption, we have an electricity consultant who advises and controls our electricity consumption. We also promote a program called RELEVAR, which allows us to control instantaneous consumption in each plant, in a centralized manner, and alerts us of deviations and maximum contracts according to location.

Energy intensity

For the calculation of energy intensity, we considered the energy consumption per ton processed in the plant.

Electricity consumption intensity 2021-2022

3,714 kWh / ton processed

Electricity consumption intensity 2022-2023

5,17 kWh / ton processed

↑ **39%**

Variation²²

Natural gas and LPG consumption intensity 2021-2022

3,239 m³ / ton processed

Natural gas and LPG consumption intensity 2022-2023

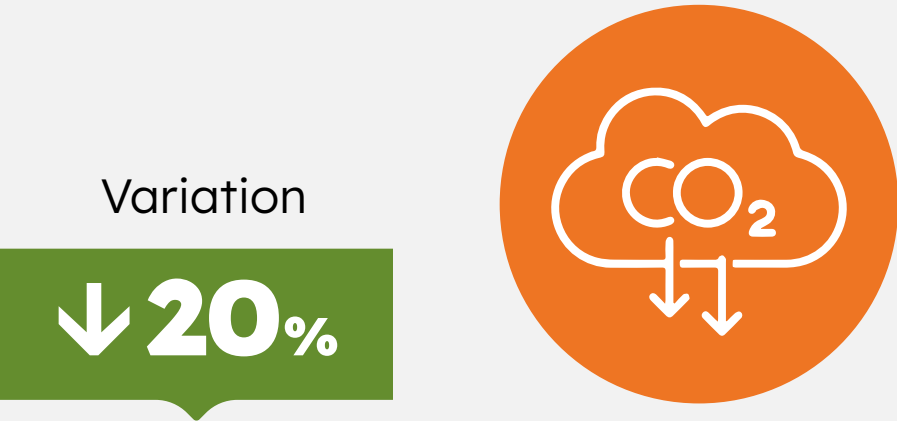
3,41 m³ / ton processed

↑ **5%**

Variation

²² The increase in consumption is because the coarse crop came in wetter than the previous year, requiring more aeration and more time in the dryer. In addition, seed production increased by 60% in Tandil and 103% in San Miguel del Monte.

→ Emissions



		2022-2023		2021-2022	
Types of emissions		Consumption	Associated Emissions Tons of CO ₂ equivalent	Consumption	Associated Emissions Tons of CO ₂ equivalent
Scope 1	Gasoline [m³]	105.876	265,92	981.634	2.465,49
	LPG [kg]	544.629	1.545,65	515.119	1.461,90
	Diesel [L]	267.574,07	716,15	-	-
Scope 2	Electric Energy [kWh]	4.560.912	1.779,69	3.742,954	1.460,52
*Emission factors taken from the IFC standards			4.307,41		5.387,91

→ Water Consumption²³

2022-2023

Supply network: 3m³
Groundwater: 48,5 m²



The water consumption indicated is an estimate of the maximum water consumption that can occur in the Collection Plants in m³/day worked.

→ Waste Management



Special waste generated is exclusively from maintenance tasks since no special waste is generated as a result of the activity in the place. For this reason, the generation in each year is small and eventual, and is subject to the maintenance tasks that are required.

The soybeans residues generated are not considered waste, but a by-product, and are therefore marketed in the same way as grains, sold under contract at a lower price.

The big bags are reused if their conditions allow. As for the silo bags, once emptied, they are removed by companies that use them as raw material for their products, such as *Siclo Rural*²⁴ and Resiplast, who provide us with certificates for their services. During fiscal year 22-23, 3,396.74 kg of empty agrochemical containers were removed. These were collected and managed as required by regulations, being triple washed and perforated, and stored in an appropriate manner until they can be taken to the nearest CAT (temporary storage center, CAT by its Spanish Acronym), or removed through one of the campaigns organized by “*Campo Limpio*”²⁵. In this way, we ensured that the drums used in the Plants are properly managed and can be recycled if the material is in good condition or treated as special waste by an authorized operator.

²³ The information provided represents the accumulated consumption for the following plants: Balcarce, Carlos Casares, Chivilcoy, Cooperativa de Carlos Casares, Guaminí, Madero, Magdala, Pehuajó, Quequén, San Manuel, San Miguel del Monte and Tandil.
²⁴ More information on the Alliance with *Siclo Rural* en el Capítulo 3.
²⁵ More information on the Alliance with *Campo Limpio* can be found at the end of Chapter 6.

MATERIALS

Our Tandil and San Miguel del Monte plants are the only ones that process, cure, bag, and dispatch seeds. As part of the process, soybeans and wheat for seed are packaged using plastic packaging.

The process consists of a first stage of raw material that is stored in metal silos and the surplus in plastic bag silos. The latter are given a single use and then removed by “*Campo Limpio*”, who provide us with a certificate of final disposal.

Then the processed raw material (seed) is packed using plastic packaging (big bag or 40 kg bag). Most of the big bags are recovered and the ones that not, is because they have been left at the client's disposal or due to wear and tear. It is important to note that new units are purchased before the start of the campaign to have stock, but recycled units are used first before the new ones.

Type of packaging	Plastic content per unit [Kg plastic/unit]	2022-2023			2021-2022		
		Number of units [units]	Total tons of plastic [ton]	Total production (grains + packaging) [ton]	Number of units [units]	Total tons of plastic [ton]	Total production (grains + packaging) [ton]
Big Bag ²⁶	1,5	5.219	7,823	4.175,6	2.350	3,53	1.883,52
Bags	0,8	11.061	8,848	442,4	20.739	16,59	846,15
TOTAL		16.280	16,671	4.618	23.089	20,12	2.729,67

²⁶ Big Bags are reused as many times as they are still in good condition. In the fiscal year under analysis, 34.5% of the Big Bags were recovered.

BIODIVERSITY

- ✓ We determine if there is loss of tree cover.
- ✓ We analyze areas of high carbon content.
- ✓ We study if the sowing extends over protected areas, trying to do it more than 5 km away from them.
- ✓ We verify that the planted areas do not come from clearings, Protected Areas, or National Parks.

We have a contrast risk analysis procedure in which we determine the sustainability and risk of the field (high, medium, or low) based on a flow chart, which takes into account whether the farm was entirely agricultural before 2008, if it is located near protected areas or if it contains areas with high carbon content.



FEATURED 2022-2023

- 89% of the raw materials used for product packaging comes from renewable sources.
- Decrease of 1% of electricity consumption.
- Decrease of 1.1% of total emissions from gasoline, diesel, natural gas and electricity consumption.
- Decrease of 11% of water consumption with respect to the previous fiscal year.
- Increase of 35% in the use of renewable materials over the total generated with respect to the previous period.

GOOD PRACTICES

- Installation of a new filter in the milling sector and new redlers to transport wheat to six storage silos. The replacement of the main reedler for wheat distribution to the other storage silos is currently underway. The new reedlers are quieter due to their grilon parts and are more airtight with respect to particulate matter emission.
- Total replacement of one of the largest silos along with its feeding system, making the new system more airtight with lower particulate matter emissions.
- Investments were made for the replacement of flour filter screens.
- Implementation of filter integrity controls
- Plantation of three trees

Certifications



The plant is certified under the **FSSC 22000** standard, which is a food safety scheme. However, the new version incorporates "Stakeholders" and encourages the treatment of improvements towards the community and the environment.

Energy Consumption

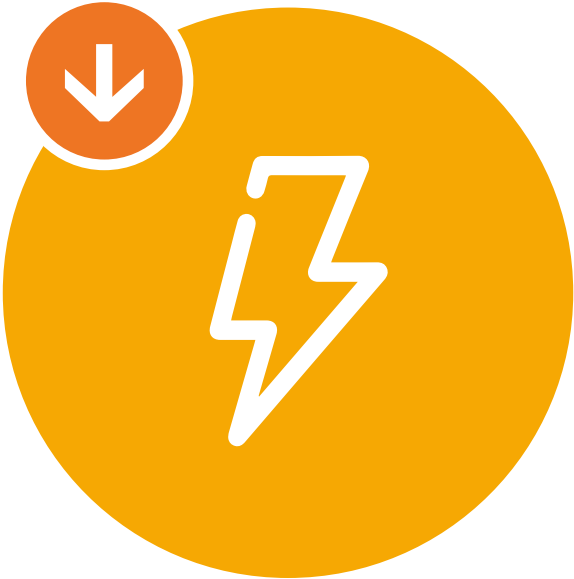


Our energy matrix in Molino Cánepa's is mainly composed of electricity (96%), natural gas (1.8%) and smaller amounts of diesel (2.2%) and gasoline (0.02%).

Type of fuel	Energy Consumption		
	2022-2023	2021-2022	Percentage variation
Natural Gas [m³]	117.700	122.327	↓ 4%
Diesel [L] ²⁷	1.800	1.920	↓ 6%
Gasoline [L] ²⁸	1560	720	↑ 117%
Electricity [kWh] ²⁹	6.408.394	6.171.972	↑ 3%

²⁷ The diesel consumption corresponds to the forklift truck owned by the plant. This is an estimated value
²⁸ Gasoline consumption for the period 22/23 is an estimate and corresponds to vehicle transfers to the truck parking lot outside the city and machinery transfers or the search for spare parts within the city (130 liters of gasoline/month). The consumption reported for the period 21/22 is due to the periodic testing of the generator in the plant.
²⁹ The increase in electricity consumption is due to an increase in production and construction work.

Reduction in energy consumption

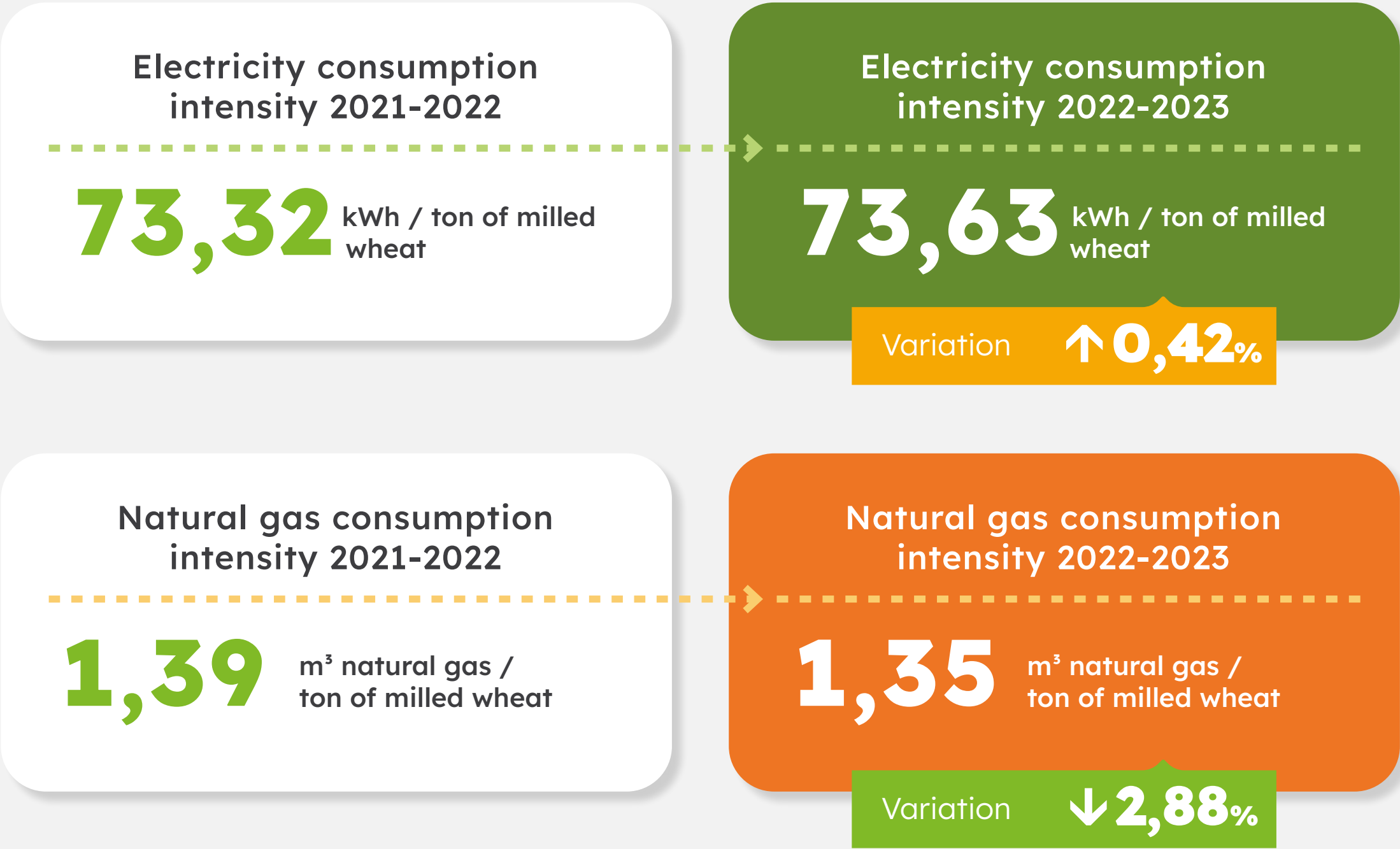


During the current fiscal year, we began to replace mercury luminaires with LED technology.



ENERGY INTENSITY

For the calculation of energy intensity, we considered the consumption of electricity and natural gas per ton of milled wheat.



EMISSIONS

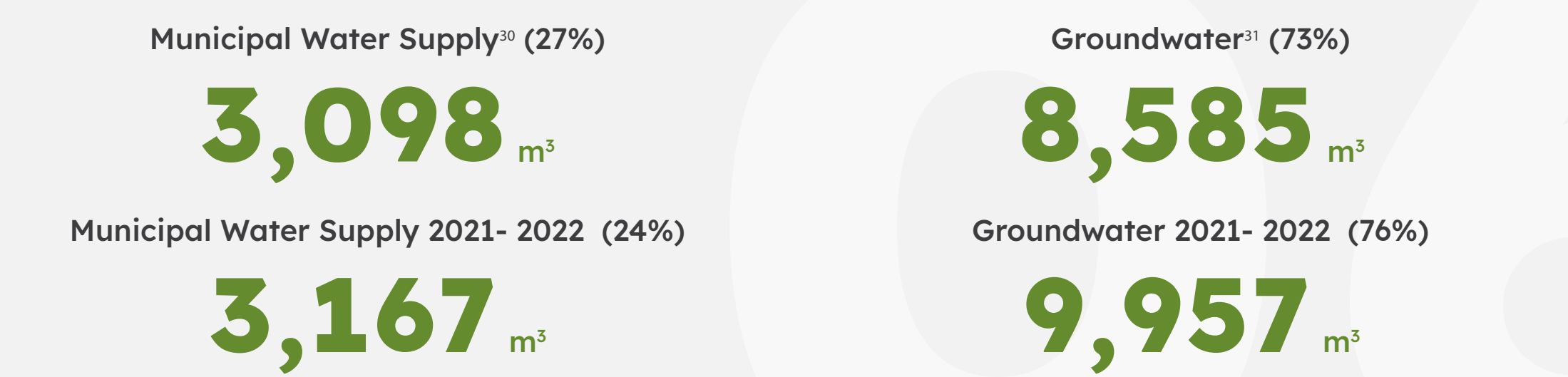
Variation ↓1,08%

CÁNEPA MILL		2022-2023		2021-2022	
Type of emissions		Consumption	Associated Emissions	Consumption	Associated Emissions
			Tons of CO ₂ equivalent*		Tons of CO ₂ equivalent*
Scope 1	Gasoline [L]	1.560	3,91	720	1,80
	Diesel [L]	1.800	4,82	1.920	5,13
	Natural Gas [m³]	117.700	156,97	122.327	163,14
Scope 2	Electricity [kWh]	6.408.394	2.500,59	6.472,358	2.525,55
	TOTAL		2.666,29		2.695,62

*Emission factors taken from the IFC standards

WATER CONSUMPTION

Variation ↓11%



³⁰ The consumption of municipal water (mains water) was obtained from the invoices of Aguas Bonaerenses S.A. (ABSA).

³¹ Groundwater consumption was obtained based on the volume accumulated and recorded by the flow meter.

Materials

Type of material	Materials used 2022-2023 [tons]	Materials used 2021-2022 [tons]
Renewable materials (Kraft bags, Kraft packages, paper sheets, wood)	521,83	309,74 (sheets of paper + wood)
Non-renewable materials (Polypropylene bags, heat shrinkable and film)	62,41	276,70
TOTAL	584,24	586,44
Percentage of renewables out of total	89%	53%

Variation of the use of renewable materials ↑ 36%

WASTE MANAGEMENT

✓ As a result of our activities, flour, wheat, wood, and paper sweepings are generated, which are removed and treated as common waste, for which we are given a removal record. Their destination is the municipal landfill.

- ✓ Other waste is treated as special waste: papers and rags soaked in oil and water, oil residues used by the maintenance area and mercury tubes as they are replaced.
- ✓ Other materials such as scrap iron, scrap metal, wood and glass are also generated and sold to buyers who work together with recyclers.
- ✓ Waste may eventually be generated because of the use of glues and/or adhesives and waste resulting from the production, preparation and use of inks, dyes, pigments, paints, lacquers, or varnishes.
- ✓ Internally, the chemicals used are household sanitary products for cleaning and disinfection of the facilities.

		Amount generated	
Type of Waste	Disposal Method	2022-2023	2021-2022
Non-hazardous waste	Disposal at municipal landfill	576 m³	468 m³
Hazardous Waste	Physicochemical treatment (stabilisation) according to National Law 11.720	0,5 tn	0,5 tn

Variation³² ↑ 23%

³² The increase in waste is in line with the works carried out.

ALLIANCE WITH CAMPO LIMPIO

Campo Limpio is an organization whose mission is to design and implement a system to recover all empty phytosanitary containers from the Argentinean countryside, promoting sustainability and environmental care. It works to recover, recycle, reduce, and reuse phytosanitary containers according to National Law 27.279.

This activity is regulated under Law 27.279, so that:

- The management system does not affect people's health or the environment.
- The material recovered from the containers is not used for purposes that may involve risks to health and the environment.

As the registrant, in Agrofina we are responsible for:

- Operating a Management System.
- Developing and implementing training and awareness-raising programmes on the proper handling of empty phytosanitary containers.

On the other hand, as a marketer, in Los Grobo Agropecuaria we must:

- Deliver to the user all the information referred to the management system.
- Collaborate with the registrant, as regards the administration and management of Temporary Storage Centres (CATs).



During the fiscal year, **3,396.74 kg of empty phytosanitary containers**

corresponding to the commercialisation by Los Grobo Agropecuaria were withdrawn (information provided by *Campo Limpio*.)

In addition, and with the main objective of renewing our commitment to Good Agricultural Practices by raising awareness throughout our value chain, we developed a virtual course with 4 tutorials, to provide advice and tools to implement an adequate handling and final destination of empty containers according to the regulatory framework in force and the level of responsibility for each link in the chain.





Commitment to the **communities**

07

We define ourselves as multi-local:

we want to be local in each community we are part of. We achieve this goal by participating and getting involved through our representatives in those public spaces where concrete and beneficial proposals for society are agreed upon, actively participating in institutions, organizations and chambers.

We establish harmonious ties with the communities where we develop our operations, surveying the needs and expectations of the different parties with whom we interact. We strive for transparency, making our balance sheets available to the different stakeholders. We also keep the doors of our facilities open and involve the members of our organization as representatives in each location where we operate, in order to generate fluid communication and consistent information to whoever requires it.

We promote compliance with best practices throughout our value chain. We offer all our skills and knowledge to the network and our stakeholders by developing areas for the promotion of these and seeking to improve processes aimed at the collective welfare.

LOS GROBO FOUNDATION/*POTENCIAR*

Potenciar was created in 2005 as a project of Los Grobo Foundation to promote the culture of participation, collaboration and networking to positively transform reality.

It is currently and independent, open and proactive methodological and management platform that accelerates and increases the impact of collaborative and multi-stakeholder sustainable development initiatives.

Since the beginning, every year Grupo Los Grobo has accompanied the growth of the Foundation with the contribution of economic resources.



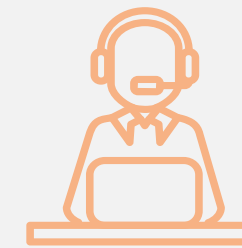
Local Organizations Strengthening Program

In alliance with Potenciar Foundation, we launched this program aimed at civil society organizations and community leaders, with the objective of developing and strengthening the skills, both individual and organizational, of the members of Social Organizations and people interested in incorporating social management tools, in the city of Río Cuarto and its surroundings, to promote local development in the area.

The main objectives of this Program are to:

- Strengthen GLG's territorial presence in its areas of direct influence.
- Encourage collaboration between social, public and private organizations
- Contribute to the United Nations Sustainable Development Goals (Agenda 2030) - SDG 11 and SDG 17
- Link GLG's Sustainable Development Agenda and its programs, projects and initiatives with the development opportunities of the communities where it operates.

To carry out the Program, we call on local organizations that work collaboratively to introduce ideas that contribute to the integral development of local communities, focusing on the promotion of social, environmental, economic, educational, cultural and sports development.



We carried out a total of **4 virtual meetings.**



48 people from **24 social organizations** registered through a training registration form.



We offered **2 theoretical and practical materials** for consultation.



CORPORATE VOLUNTEERING "CAMPO SOCIAL" (SOCIAL FIELD)

The Corporate Volunteering program has been developed for 15 years. Its purpose is to promote and guide the solidarity actions of our employees, facilitating the realization of their ideas for the benefit of the areas where they live and work.

Each year, through a project contest, the implementation of the initiatives presented by the volunteers is selected and financed to support social organizations in their communities.

In 2022, the program was awarded the Solidarity Entrepreneur Award by the Ecumenical Forum.



Results

23 projects presented ✓

110 volunteers involved ✓

16 locations ✓

\$1,200,000 for the four projects chosen by the volunteers themselves ✓

Selected Projects

1

"José Manuel Estrada" Elementary School of Toro Pujio, San Justo (Córdoba)

Proposal: The Educational Community of Toro Pujio is made up of families from rural areas, who are engaged in agriculture or livestock farming. The educational model is focused not only on knowledge and awareness, but also on the transformation of reality. The institution works in a network together with other local institutions on the subject of Environmental Education as a transversal axis, focusing on the views, diagnoses and records that the actors produce about their context, so that the students themselves become involved in the planning and solution of problems: they commit themselves, take ownership and participate in the generation of cultural changes aimed at more sustainable societies. The prize will be destined to shape a library, as a source of knowledge and proactive structure, and on the other hand, they will install a Native Tree Nursery to encourage the effective reforestation of the environment surrounding the families of the children who attend the school. Volunteers will provide technical support to teachers and workshops or field days for children and families.

The prize will be destined to painting the playground and adding new games. The improvement of the building structure will be very significant for the institution. Volunteers will be involved in the assembly and presentation of the structures to be installed.

2

Special Education School No. 501 of Carlos Casares (Buenos Aires)

Proposal: Institution attended by students with different disabilities: motor, visual, intellectual and hearing impaired. The objective of the project is to beautify the institution's playground and incorporate games for students with motor disabilities to achieve greater inclusion at recess time and that everyone has the same access and right to play.



Selected Projects



3

Down Syndrome Association of Concepcion del Uruguay (Entre Rios).

Proposal: ASDCU -by its Spanish Acronym- is an association founded in 1997 and created by parents of people with Down Syndrome who seek to improve their quality of life. They work for their educational inclusion, but also social,

sports and labor inclusion. Among other actions, they have a Serigraphy workshop, in which they print t-shirts, caps, boxes, etc.

The prize received will allow these young people to continue learning and developing their work, as it will be used to purchase supplies (inks, fabrics, tools and machines) to improve their production. Some of the volunteers are parents of children who attend the institution and others are employees of the institution.

4

"La Casa de Abrigo" of Zárate (Buenos Aires)

Proposal: The institution *Casa de Abrigo* assists in the care of children and adolescents from 0 to 18 years of age, providing shelter to those who are under special protection measures due to violation of their rights. The Birthday Project consists of gathering the means to celebrate the birthdays of the children living in the shelter home, which has a direct and significant

impact on their emotional well-being and self-esteem.

The volunteers, who are already actively collaborating with the institution, will use part of the prize money for this purpose and the rest for the psychology, psychiatry and phonoaudiology therapies required by several of the children in the institution. They are committed to work as a team, coordinating strategies and actions to achieve the project's objectives.

PROMOTING LOCAL DEVELOPMENT

We have a donation and contingency fund to support the needs of the communities. Between July 2022 and June 2023, we allocated \$720,000 to strengthen 11 institutions in 7 different areas in the province of Buenos Aires. The institutions include:

- 🌿 Study centers and schools
- 🌿 Community kitchens
- 🌿 Volunteer firefighters
- 🌿 Soup kitchens
- 🌿 Charitable societies

AcercaRSE Group

We are part of the *AcercaRSE* Program, a group of diverse organizations operating in Zárate and Campana that work together for the sustainable development of the communities in the area. With the support of strategic partners, the group has been carrying out activities since 2009 with the purpose of building a space for community intervention aimed at generating value and acquired skills, promoting public-private articulation.

Through this intersectoral alliance, we intend to transfer knowledge and motivate responsible behavior in the management of household inorganic waste, in addition to encouraging the separation of plastic and PET containers. Through lectures, ludic workshops and delivery of informative material in public schools in Zárate - Buenos Aires, students begin to become familiar with waste classification and separation.

Our activities during 2022:

- 🌿 Program *La Basura Sirve* (Garbage is Useful)
- 🌿 Circus play performed in all the schools of the Program. Total of 21 performances. Twelve schools and a total of 4647 boys and girls participated.
- 🌿 After-play workshop with 6th grade students.



WE OPEN OUR DOORS

In the last fiscal year, we resumed visits to our plants and facilities. In this fiscal year, we received 157 people from different educational entities and organizations, both national and international, related to our business.

157 people visited our facilities





About **this report**

08



GRI TABLE

Indicators that belong to the GRI 13 Supplement: Agriculture, Aquaculture and Fishing Sectors 2022

Standards GRI 2021	ISO 26001	References / Comments
2-1 Organizational details	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Chapter 1
2-2 Entities included in the organization’s sustainability reporting		
2-3 Reporting period, frequency and contact point		The information included in this report corresponds to the period from July 1, 2022 to June 30, 2023.
2-4 Restatements of information		There were no restatements.
2-5 External assurance		This report does not have external verification.
2-6 Activities, value chain and other business relationships	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Chapter 4
2-7 Employees		Chapter 5
2-8 Workers who are not employees		

Standards GRI 2021	ISO 26001	References / Comments
2-9 Governance structure and composition	6.2; 7.4.3; 7.7.5	Chapters 1 and 2
2-10 Nomination and selection of the highest governance body		
2-11 Chair of the highest governance body		
2-12 Role of the highest governance body in overseeing the management of impacts		
2-13 Delegation of responsibility for managing impacts		
2-14 Role of the highest governance body in sustainability reporting		
2-15 Conflicts of interest		Chapter 2
2-16 Communication of critical concerns		
2-17 Collective knowledge of the highest governance body		
2-18 Evaluation of the performance of the highest governance body		
2-19 Remuneration policies		Chapter 5
2-20 Process to determine remuneration		
2-21 Annual total compensation ratio		

Standards GRI 2021	ISO 26001	References / Comments
2-21.a report the ratio of the annual total compensation for the organization’s highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);	6.2; 7.4.3; 7.7.5	Chapter 5
2-21.b report the ratio of the percentage increase in annual total compensation for the organization’s highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);		
2-22 Statement on sustainable development strategy	4.7; 6.2; 7.4.2	Chapters 2 and 3
2-23 Policy commitments	4.4; 6.6.3	Chapter 2
2-24 Embedding policy commitments		
2-25 Processes to remediate negative impacts		
2-26 Mechanisms for seeking advice and raising concerns	5.3	Chapters 2 and 5
2-27 Compliance with laws and regulations		Chapter 2
2-28 Membership associations	6.3.10; 6.4.1-6.4.2; 6.4.3; 6.4.4; 6.4.5; 6.8.5; 7.8	Chapter 1
2-29 Approach to stakeholder engagement	5.3	Chapter 3
2-30 Collective bargaining agreements		Chapter 5

Standards GRI 2021	ISO 26001	References / Comments
3-1 Process to determine material topics		Chapter 3
3-2 List of material topics	5.2;7.3.2; 7.3.3; 7.3.4; 5.3; 7.5.3; 7.6.2	
ECONOMIC ASPECTS 201-Economic Performance		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
201-1 Direct economic value generated and distributed		
201-2 Financial implications and other risks and opportunities due to climate change		
201-3 Defined benefit plan obligations and other retirement plans		Chapter 5
201-4 Financial assistance received from government		Information not available
202-Market Presence		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 2
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	6.3.7; 6.3.10; 6.4.3; 6.4.4; 6.8.1-6.8.2	The last salary of the period 22-23 (June 23) and the period 21-22 (June 22) was considered and there is no distinction in salary based on gender.

Standards GRI 2021	ISO 26001	References / Comments
202-2 Proportion of senior management hired from the local community	6.4.3; 6.8.1-6.8.2; 6.8.5; 6.8.7	All senior managers come from the local community where the group operates. "Local" is understood as someone who must not change their location or move in order to carry out their work.
203- Indirect Economic Impacts		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
203-1 Infrastructure investments and services supported		
203-2 Significant indirect economic impacts	6.3.9; 6.6.6; 6.6.7; 6.7.8; 6.8.1-6.8.2; 6.8.5; 6.8.7; 6.8.9	
204-Procurement Practices		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
204-1 Proportion of spending on local suppliers		
205-Anti-corruption		
GRI 3 - Management of material topics	6.6.1-6.6.2; 6.6.3; 6.6.6	Chapter 2
205-1 Operations assessed for risks related to corruption	6.6.1-6.6.2; 6.6.3	
205-2 Communication and training about anti-corruption policies and procedures	6.6.1-6.6.2; 6.6.3; 6.6.6	

Standards GRI 2021	ISO 26001	References / Comments
205-3 Confirmed incidents of corruption and actions taken	6.6.1-6.6.2; 6.6.3	No cases of corruption were recorded in the current fiscal year.
206-Anti-Comtetitive Behavior		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 2
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		
301- Materials		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 6
301-1 Materials used by weight or volume		
301-2 Recycled input materials used		
301-3 Reclaimed products and their packaging materials		
302- Energy		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 6
302-1 Energy consumption within the organization		
302-2 Energy consumption outside of the organization		Information not available.

Standards GRI 2021	ISO 26001	References / Comments
302-3 Energy intensity	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 6
302-4 Reduction of energy consumption		
302-5 Reductions in energy requirements of products and services		Information not available.
303- Water and Effluents		
GRI 3 - Management of material topics	6.5.4	Chapter 6
303-1 Interactions with water as a shared resource		
303-2 Management of water discharge-related impacts		
303-3 Water withdrawal		
303-4 Water discharge		R&D Laboratory: No spills or non-compliance with discharge limits were recorded. Zárate Plant: The estimated discharge into surface waters corresponding to this year was 4,440 m3 (obtained by calculation). Canepa Mill: No spills or non-compliance with discharge limits were recorded.
303-5 Water consumption		Chapter 6

Standards GRI 2021	ISO 26001	References / Comments
304- Biodiversity		
GRI 3 - Management of material topics	6.5	Chapter 6
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		
304-2 Significant impacts of activities, products, and services on biodiversity		
304-3 Habitats protected or restored		
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		Information not available
305- Emissions		
GRI 3 - Management of material topics	6.5.3;6.5.4; 6.5.5; 6.5.6	Chapter 6
305-1 Direct (Scope 1) GHG emissions		
305-2 Energy indirect (Scope 2) GHG emissions		
305-3 Other indirect (Scope 3) GHG emissions		
305-5 Reduction of GHG emissions		

Standards GRI 2021	ISO 26001	References / Comments
305-6 Emissions of ozone-depleting substances (ODS)	6.5.3;6.5.4; 6.5.5; 6.5.6	Chapter 6
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		Information not available
306- Waste		
GRI 3 - Management of material topics	6.5.3; 6.5.4	R&D Laboratory. In the 2022-2023 fiscal year, the cost of transporting and treating hazardous waste was AR\$ 548,874. Zárate Plant. In the 2022-2023 fiscal year, the cost of transportation and treatment and/or disposal of household, special and pathogenic waste was AR\$ 95,651,334. Canepa Mill. In the 2022-2023 fiscal year, the cost of waste treatment and disposal was AR\$ 208,995+VAT.
306-1 Waste generation and significant waste-related impacts		
306-2 Management of significant waste-related impacts	6.5.3	
306-3 Waste generated		
306-4 Waste diverted from disposal		
306-5 Waste directed to disposal	6.5.3; 6.5.4; 6.5.6	
307 - Environmental Compliance		
GRI 3 - Management of material topics	4.6	R&D Laboratory. No breaches were detected regarding environmental legislation and regulations. Canepa Mill. No non-compliance was detected regarding discharge limits.
307- 1 Non-compliance with environmental laws and regulations		
308- Environmental evaluation of suppliers		
GRI 3 - Management of material topics	6.3.5; 6.6.6; 7.3.1	Chapter 4

Standards GRI 2021	ISO 26001	References / Comments
308-1 New suppliers that were screened using environmental criteria	6.3.5; 6.6.6; 7.3.1	Chapter 4
308-2 Negative environmental impacts in the supply chain and actions taken		
SOCIAL ASPECTS 401- Employment		
GRI 3 - Management of material topics	6.4.3; 6.4.4; 6.8.7	Chapter 5
401-1 New employee hires and employee turnover		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		
401-3 Parental leave		
403- Occupational Health and Safety		
GRI 3 - Management of material topics	6.4.6; 6.8.8	Chapter 5
403-1 Occupational health and safety management system		
403-2 Hazard identification, risk assessment, and incident investigation		
403-3 Occupational health services		

Standards GRI 2021	ISO 26001	References / Comments
403-4 Worker participation, consultation, and communication on occupational health and safety	6.4.6; 6.8.8	Chapter 5
403-5 Worker training on occupational health and safety		
403-6 Promotion of worker health		
403-7 PPrevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8 Workers covered by an occupational health and safety management system		
403-9 Work-related injuries		During the 2022-2023 fiscal year they obtained the following indicators: Accident in itinere: 2 men - 0 women Work accident: 9 men - 0 women During the current fiscal year, no fatalities were recorded.
403-10 Work-related ill health		Occupational illness (covid-19): 12 men - 0 women
404-Training and Education		
GRI 3 - Management of material topics	6.4.7; 6.8.5	Chapter 5
404-1 Average hours of training per year per employee	6.4.7	

Standards GRI 2021	ISO 26001	References / Comments
404-2 Programs for upgrading employee skills and transition assistance programs	6.4.7; 6.8.5	Chapter 5
404-3 Percentage of employees receiving regular performance and career development reviews	6.4.7	
405-Diversity and Equal Opportunity		
GRI 3 - Management of material topics	6.2.3; 6.3.7; 6.3.10; 6.4.3; 6.4.4	Chapter 5
405-1 Diversity of governance bodies and employees	6.2.3; 6.3.7; 6.3.10; 6.4.3	
405-2 Ratio of basic salary and remuneration of women to men	6.3.7; 6.3.10; 6.4.3; 6.4.4	Depending on the job category, the ratio of the base salary and remuneration of women to men is as follows: Managers: -13.00% Supervisors and bosses: -0.4% Analysts: -21.00% Administrative: -7.00% (*) Gaps under analysis within the framework of our work on gender and signature of WEP's (Women Empowerment Principles)
406-Non-discrimination		
GRI 3 - Management of material topics	6.3.6; 6.3.7; 6.3.10; 6.4.3	During the 2022-2023 fiscal year, no complaints of discrimination were received
406-1 Incidents of discrimination and corrective actions taken		

Standards GRI 2021	ISO 26001	References / Comments
407- Freedom of Association and Collective Bargaining		
GRI 3 - Management of material topics	6.3.3; 6.3.4; 6.3.5; 6.3.8; 6.3.10; 6.4.5; 6.6.6	Information not available
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		
408- Child Labor		
GRI 3 - Management of material topics	6.3.3; 6.3.4; 6.3.5; 6.3.7; 6.3.10; 6.6.6; 6.8.4	Purchase orders have a letter that makes a specific description of child labor. Likewise, a survey was carried out on child labor regarding foreign suppliers.
408-1 Operations and suppliers at significant risk for incidents of child labor		
409- Forced or Compulsory Labor		
GRI 3 - Management of material topics	6.3.3; 6.3.4; 6.3.5; 6.3.10; 6.6.6	Information not available
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		
410-Security Practices		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	
410-1 Security personnel trained in human rights policies or procedures	6.3.4/6	Information not available

Standards GRI 2021	ISO 26001	References / Comments
412-Human Rights Assessment		
GRI 3 - Management of material topics	6.3.3; 6.3.4; 6.3.5	Chapter 5
412-1 Operations that have been subject to human rights reviews or impact assessments		Information not available
412-2 Employee training on human rights policies or procedures	6.3.5	
412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	6.3.3; 6.3.5; 6.6.6	
413-Local Communities		
GRI 3 - Management of material topics	6.3.9; 6.5.1-6.5.2; 6.5.3; 6.8	Chapter 7
413-1 Operations with local community engagement, impact assessments, and development programs		
413-2 Operations with significant actual and potential negative impacts on local communities	6.3.9; 6.5.3; 6.8	
414- Supplier Social Assessment		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Chapter 4
414-1 New suppliers that were screened using social criteria	6.3.5; 6.6.1-6.6.2; 6.6.6; 6.8.1-6.8.2; 7.3.1	

Standards GRI 2021	ISO 26001	References / Comments
414-2 Negative social impacts in the supply chain and actions taken	6.3.5; 6.6.1-6.6.2; 6.6.6; 6.8.1-6.8.2; 7.3.1	Chapter 4
415- Public Policy		
GRI 3 - Management of material topics	6.6.1-6.6.2; 6.6.4	There were no contributions to political parties
415-1 Political contributions		
416- Customer Health and Safety		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Information not available
416-1 Assessment of the health and safety impacts of product and service categories	6.7.1-6.7.2; 6.7.4; 6.7.5; 6.8.8	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	4.6; 6.7.1-6.7.2; 6.7.4; 6.7.5; 6.8.8	
417- Marketing and Labeling		
GRI 3 - Management of material topics	6; 7.3.1; 7.4.3; 7.7.3; 7.7.5	Agrofina. Procedures relating to product information and labeling require data on the origin of the product components, on the content, safety instructions and on the disposal of the product and environmental or
417-1 Requirements for product and service information and labeling	6.7.1-6.7.2; 6.7.3; 6.7.4; 6.7.5; 6.7.9	

Standards GRI 2021	ISO 26001	References / Comments
		social impact. The labeling is under resolution 367/14 of SENASA. A paragraph suggested by Campo Limpio for the disposal of drums in CAT centers is also added.
417-2 Incidents of non-compliance concerning product and service information and labeling	4.6; 6.7.1-6.7.2; 6.7.6	No breaches of this type were recorded.
417-3 Incidents of non-compliance concerning marketing communications	4.6; 6.7.1-6.7.2; 6.7.3; 6.7.4; 6.7.5; 6.7.9	
418- Customer Privacy		
GRI 3 - Management of material topics	6.7.1-6.7.2; 6.7.7	No complaints were recorded related to the violation of customer privacy and data leakage.
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		
419- Socioeconomic Compliance		
GRI 3 - Management of material topics	6.3.6; 6.6.1-6.6.2; 6.8.1-6.8.2	Information not available
419-1 Non-compliance with laws and regulations in the social and economic area		

Standards GRI 2021	ISO 26001	References / Comments
13.4 - Natural ecosystem conversion		
GRI 3 - Management of material topics		Chapter 4
Report the percentage of production volume from land owned, leased or managed by the organization determined to be deforestation- or conversion-free, by product, and describe the assessment methods used.		
For products sourced by the organization, report the following by product: - the percentage of sourced volume determined to be deforestation- or conversion-free, and describe the assessment methods used; - the percentage of sourced volume for which origins are not known to the point where it can be determined whether it is deforestation- or conversion-free, and describe actions taken to improve traceability.		
Report the size in hectares, the location, and the type of natural ecosystems converted since the cutoff date on land owned, leased, or managed by the organization.		
Report the size in hectares, the location, and the type of natural ecosystems converted since the cut-off date by suppliers or in sourcing locations.		

Standards GRI 2021	ISO 26001	References / Comments
13.5 - Soil health		
Describe the soil management plan, including: - a link to this plan if publicly available; - the main threats to soil health identified and a description of the soil management practices used; - the approach to input optimization, including the use of fertilizers.		Chapter 4
13.6 - Pesticides use		
Describe the pest management plan of the organization, including the rationale for the selection and application of pesticides and any other practices of pest control.		Chapter 4
Describe actions taken to prevent, mitigate and/or remediate negative impacts associated with the use of extremely and highly hazardous pesticides.		
Describe the actions, initiatives, or plans to switch to less hazardous pesticides and actions taken to optimize pest control practices.		
Describe the training provided to workers on pest management and the application of pesticides.		Information not available

Standards GRI 2021	ISO 26001	References / Comments
13.13 - Land and resource rights		
Describe commitments to respect land and natural resource rights (including customary, collective, and informal tenure rights) and report the extent to which the commitments apply to the organization’s activities and to its business relationships.		We do not work in areas that are vulnerable to indigenous peoples, nor in deforested areas.
Describe how the commitments to respect land and natural resource rights are implemented with suppliers.		Information not available
Describe the approach to protecting human rights and land rights defenders from reprisals (i.e., non-retaliation for raising complaints or concerns).		
List the locations of operations, where land and natural resource rights (including customary, collective, and informal tenure rights) may be affected by the organization’s operations.		We do not work in areas that are vulnerable to indigenous peoples, nor in deforested areas.
Report the number, size in hectares, and location of operations where violations of land and natural resource rights (including customary, collective, and informal tenure rights) occurred and the groups of rightsholders affected.		There are no violations in any of the areas where we work.

Standards GRI 2021	ISO 26001	References / Comments
13.20 - Employment practices		
Describe policies or commitments regarding recruitment of workers, including: - whether the organization has an ethical recruitment policy and, if so, a link to this policy if publicly available; - whether these policies and commitments cover the approach to recruitment fees; -whether these policies and commitments prohibit the withholding of identity documents, such as passports; -whether under these policies workers are provided with written contracts in a language understood by the worker; - whether these policies and commitments apply to employment agencies used to recruit workers; - how instances of non-compliance with these policies and commitments are identified and addressed.		Chapter 5
Describe the approach to worker compensation, including: - whether it is based on bonuses and piece rates, and any deductions or withholdings from compensation; - the approach to in-kind payments, including the percentage of remuneration paid in kind at significant locations of operation.		
Describe the approach to actions taken to determine and address situations - where work undertaken within the supply chain does not take place within appropriate institutional and legal frameworks, including:32 situations where persons working for suppliers are not provided the social and labor protection that they are entitled to receive by national labor law; - situations where working conditions in the organization’s supply chain do not meet international labor standards or national labor law;		

Standards GRI 2021	ISO 26001	References / Comments
- situations of disguised employment relationships where workers in the organization’s supply chain are falsely considered to be self-employed or where there is no legally recognized employer; - situations where work undertaken in the organization’s supply chain is not subject to legally recognized contracts.		Chapter 5
13.21 - Living income and living wage		
Describe commitments related to providing a living income or paying a living wage		Information not available
Describe the methodology used for defining living income or living wage at significant locations of operation and report whether this has involved consultation with and participation of local stakeholders, including trade unions and employer organizations.		
Describe how sourcing, pricing, and remuneration policies take living income or living wage into account, including how living income is considered when setting product prices.		
Describe the tools and systems used to monitor wages paid by suppliers.		
Report the percentage of employees and workers who are not employees and whose work is controlled covered by collective bargaining agreements that have terms related to wage levels and frequency of wage payments at significant locations of operation		

Standards GRI 2021	ISO 26001	References / Comments
Report the percentage of employees and workers who are not employees and whose work is controlled paid above living wage, with a breakdown by gender.		Information not available
13.23 - Supply chain traceability		
Describe the rationale and methodology for tracing the source, origin, or production conditions of the products sourced by the organization (such as raw materials and production inputs purchased).		Chapter 4
Describe the level of traceability in place for each product sourced, for example, whether the product can be traced to the national, regional, or local level, or a specific point of origin (e.g., farms, hatcheries, and feed mill levels).		
Report the percentage of sourced volume certified to internationally recognized standards that trace the path of products through the supply chain, by product and list these standards.		
Describe improvement projects to get suppliers certified to internationally recognized standards that trace the path of products through the supply chain to ensure that all sourced volume is certified.		

CHEMICALS

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Topic	Accounting metric	Code	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	RT-CH-110a.1	Chapter 6
	Discussion of GHG emissions reduction plan and review of performance against reduction targets	RT-CH-110a.2	
Air quality	Air emissions of the following pollutants: (1) NOX (excluding N2O), (2) SOX, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	RT-CH-120a.1	Information not available
Energy management	(1) Total energy consumed, (2) Percentage grid electricity, (3) Percentage renewable, (4) Total self-generated electricity	RT-CH-130a.1	Chapter 6
Water management	(1) Total water withdrawn, (2) Percentage of total water withdrawn in regions with high or extremely high baseline water stress	RT-CH-140a.1	Chapter 6
	Number of incidents of noncompliance associated with water quality permits, standards and regulations	RT-CH-140a.2	

CHEMICALS

Topic	Accounting metric	Code	Reference
Water management	Description of water management risks and discussion of strategies and practices to mitigate those risks	RT-CH-140a.3	Chapter 6
Hazardous waste management	Amount of hazardous waste generated, Percentage recycled	RT-CH-150a.1	Chapter 6
Community relations	Discussion of engagement processes to manage risks and opportunities associated with community interests	RT-CH-210a.1	Chapter 7
Workforce health and safety	(1) Total recordable incident rate (TRIR) for direct employees and (2) Fatality rate for (a) direct employees and (b) contract employees	RT-CH-320a.1	Chapter 5
	Description of efforts to assess, monitor and reduce exposure of employees and contractors	RT-CH-320a.2	
Product design for use-phase efficiency	Revenue from products designed for use-phase resource efficiency	RT-CH-410a.1	Information not available
Safety and environmental stewardship of chemicals	(1) Percentage of products that contain Globally Harmonized System of Classification and Labelling of Chemicals (GHS) Category 1 and 2 Health and Environmental Hazardous Substances (by revenue); (2) Percentage of such products that have undergone a hazard assessment	RT-CH-410b.1	Information not available
	Discussion of strategy to (1) manage chemicals of concern and (2) develop alternatives with reduced human and/or environmental impact	RT-CH-410b.2	Chapter 6

CHEMICALS

Topic	Accounting metric	Code	Reference
Genetically modified organisms	Percentage of products by revenue that contain genetically modified organisms (GMOs)	RT-CH-410c.1	Does not apply
Management of the legal and regulatory environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	RT-CH-530a.1	Chapter 6
Operational safety, emergency preparedness and response	Process Safety Incidents Count (PSIC), Process Safety Total Incident Rate (PSTIR) and Process Safety Incident Severity Rate (PSISR)	RT-CH-540a.1	Information not available
	Number of transport incidents	RT-CH-540a.2	

FARM PRODUCTS

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Topic	Accounting Metric	Code	Reference
Greenhouse Gas Emissions	Gross global Scope 1 emissions	FB-AG-110a.1	Chapter 6
	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	FB-AG-110a.2	
	Fleet fuel consumed, percentage renewable	FB-AG-110a.3	Information not available
Energy Management	1) Operational energy consumed, (2) percentage grid electricity, (3) percentage renewable	FB-AG-130a.1	Chapter 6
Water Management	1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AG-140a.1	Chapter 6 / GRI Table
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AG-140a.2	
	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	FB-AG-140a.3	

FARM PRODUCTS

Topic	Accounting Metric	Code	Reference
Food Safety	Global Food Safety Initiative (GFSI) audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AG-250a.1	Information not available
	Percentage of agricultural products sourced from suppliers certified to a Global Food Safety Initiative (GFSI) recognised food safety certification program	FB-AG-250a.2	Chapter 6
	(1) Number of recalls issued and (2) total amount of food product recalled	FB-AG-250a.3	Information not available
Workforce Health & Safety	(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	FB-AG-320a.1	Chapter 5
Environmental & Social Impacts of Ingredient Supply Chain	Percentage of agricultural products sourced that are certified to a third-party environmental and/or social standard, and percentages by standard	FB-AG-430a.1	Chapter 6
	Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor nonconformances	FB-AG-430a.2	
	Discussion of strategy to manage environmental and social risks arising from contract growing and commodity sourcing	FB-AG-430a.3	
Ingredient Sourcing	Identification of principal crops and description of risks and opportunities presented by climate change	FB-AG-440a.1	Chapters 3 and 4
	Percentage of agricultural products sourced from regions with High or Extremely High Baseline Water Stress	FB-AG-440a.2	

09 | GLOSSARY OF ACRONYMS

WEPS: Women Empowerment Principles. A set of good business practices that promote equality between women and men in all areas of management.

RTRS: Round Table on Responsible Soy Association (RTRS). A global non-profit organization founded in 2006 in Zurich, Switzerland. This organization promotes the growth of responsible soy production, trade and use through cooperation with relevant actors in the soy value chain, from production to consumption.

2BSvs: Biomass Biofuels Sustainability voluntary scheme. The 2BSvs certification allows the sale of sustainable biomass or biofuel from cereals, oilseeds, protein crops, other crops or wastes and residues. In the case of our company, we certify soybean production under this standard, complying with specific sustainability requirements and allowing us to be part of the value chain certified under this standard.

ISO: International Organization for Standardization. The development of international technical standards is its main activity.

IFC: International Finance Corporation. The largest global development institution focused on the private sector in developing countries. By fostering growth, it promotes economic development, creates jobs, and improves people's lives.

FMO: Dutch development bank. The bank has a 47-year track record of investing in business development in emerging markets and developing countries. With investments in various sectors such as financial institutions, energy, and agribusiness.

UTIMCO: Investment Management Company of the University of Texas. The first external investment corporation formed by a public university system. Its diversified portfolio includes investments in the United States and other countries.

AAPRESID: The Argentine Association of Producers in Direct Seeding (AAPRESID, *by its Spanish Acronym*) is a non-profit non-governmental organization. AAPRESID is made up of a network of agricultural producers who, based on their interest in the conservation of their main resource, the soil, adopted and promoted the dissemination of a new agricultural paradigm based on no-till farming.

EBITDA: Earnings Before Interest Taxes Depreciation Amortization. Refers to companies' earnings before interest, taxes, depreciation, and amortization.

Mauá: Digital Platform of Grupo Los Grobo.

LLP: Limited Liability Partnership.

ESG: Environment, Social and Governance.

INTA: National Institute of Agricultural Technology (INTA, *by its Spanish Acronym*). A state-owned, decentralized research organization with financial and operational autonomy under the Ministry of Agriculture, Livestock and Fisheries of the Argentine Republic.

OCDE: Organization for Economic Cooperation and Development (OECD, *by its English acronym*). An international cooperation organization composed of 38 States, whose objective is to coordinate their economic and social policies. Founded in 1961 and headquartered in Paris.

FSSC: a Food Safety certification that establishes requirements for risk management, processes, facilities, and packaging, to ensure food safety.

LGA: Los Grobo Agriculture and Livestock.

HPLC: High Performance Liquid Chromatography (HPLC). A very broad analytical chemistry technique used to separate compounds in a mixture of chemicals.

GC: Gas chromatography (GC). A common analytical technique used to separate and analyze volatile and semi-volatile compounds from a mixture.

PDA: an online psychometric assessment that analyzes and describes the behavioral profile of individuals.

RRSS: social networks.

DEI: Diversity & Inclusion.

PBA: Province of Buenos Aires.

CAT: Temporary Storage Center. The CAT (by its Spanish acronym) is one of the stages of the Empty Container Management System for Phytosanitary Products, which aims to minimize risks to human or animal health and the environment, through appropriate treatment of the containers.

PET: Polyethylene Terephthalate. A type of plastic commonly used in containers and bottles for soda, water, and oil, among others.



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