



SUSTAINABILITY REPORT

2021/22 HARVEST

AUISA



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uisa's Sustainability Strategy

Credits

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THE UNDERLINED WORDS THROUGHOUT THIS REPORT CONTAIN ACCESS LINKS. CLICK ON THEM.



PRESENTATION



LEADERSHIP MESSAGE

[GRI 102-14]

We ended the 2021/22 harvest with the best result in our history, in a year marked by challenges. A pandemic worsening in the first months of the year, one of the worst droughts in the history of Mato Grosso and, finally, a global crisis in the inputs supply chain that hindered our operation and brought us additional challenges.

All this forced us to be faster and more agile in decision making and, thus, we proved that we are capable of improvising, being creative, and working in adverse and complex scenarios.

We ended 2021/22 with Adjusted EBITDA of R\$ 784.8 million, 74.4% above the 2020/21 Harvest, reflecting good operating performance and increases in sugar and ethanol prices. Our financial indicators demonstrate focus on the Company's financial discipline, measured by Net Debt/Adjusted EBITDA, which dropped from 2.1x in the previous harvest to 1.2x in the recent one.

Besides excellent economic and financial performance, we highlight a set of initiatives that added value to our operation. We finished the construction of our plant of hand sanitizer and other sanitizing products, diversifying our product line.

Also in the context of initiatives, we highlight our projects in progress:

- (i) Full Irrigation Systems: acquisition of full irrigation systems (Drip and Center-Pivot);
- (ii) Second wave of JADI (Jornada de Transformação digital - Digital Transformation Journey) in which we are implementing more agile, intelligent, connected, assertive, and predictive systems;





(iii) Start of construction of the yeast factory with a plant with a production capacity of 9,500 tons/year of dry yeast for animal nutrition, using fermentation residues;

(iv) Cogeneration project in which we will expand our energy exports from 14MW to 20MW, through the construction of a transmission line and a substation with a voltage level of 138KV. In addition, retrofitting will be carried out on steam turbogenerators to improve thermal efficiency and steam consumption;

(v) Agro-industrial modernization: replacement of industrial and agricultural equipment to be increasingly efficient in daily operations;

(vi) Expansion of sugarcane fields: in this 2021/22 harvest there was an expansion of 8,287 acres (3,354 hectares) of planting, increasingly seeking to achieve the goals set by the Company, and for the next harvest we will expand our sugarcane fields by another 11,119 acres (4,500 hectares).

We continued the year advancing our ESG (Environmental, Social and Corporate Governance) practices, improving our Governance standards, perfecting Compliance activities with the implementation of the new **Code of Conduct**, and refining our internal controls.

Uisa values the quality and transparency of the information provided to investors and other stakeholders, disclosing through the IR website (<https://ri.uisa.com.br>) the audited Financial Statements and Quarterly Income Reports, as well as our Sustainability report.

In the social sphere, we ratify the activities of Florescer Ação Social, which plays an important role in assisting local communities.

With our team, our culture, our purpose, our business and with the reciprocity of all our stakeholders, we have achieved solid results.

We remain motivated for the 2022/23 harvest, with the aim of growing and transforming. Thus, besides contributing to our company's growth and transformation, we will also contribute to a more just, respectful, diverse, and increasingly inclusive society.

This is how we will put all our energy and creativity at the service of continuous improvement and we will strive more and more to transform our **uisa**.

José Fernando Mazuca Filho


uisa CEO



2021/22 HARVEST HIGHLIGHTS

ABOUT
R\$ 1.5 BILLION
 OF NET REVENUE

100%
 OWN EMPLOYEES AND THIRD PARTIES
 ARE COVERED BY **uisa's** HEALTH AND
 SAFETY MANAGEMENT




99.4%
 OF ALL OUR AREA
 HAS
4G CONNECTIVITY


R\$ 183.7 MILLION
 OF NET PROFIT
 2021/22 harvest



100%
 OF OUR PRODUCTION AREAS ARE CERTIFIED
 WITH **INTERNATIONAL SUSTAINABILITY
 STANDARD**



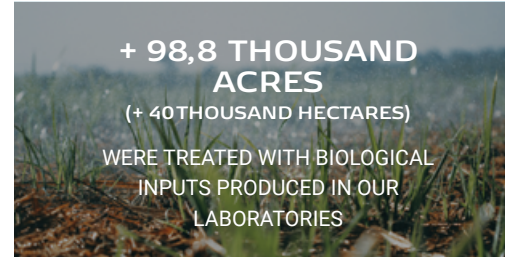
426.0%
 RISE OF THE **ACCUMULATED
 NET PROFIT** OF THE CROP IN AN
 ANNUAL COMPARISON




92.45%
 OF THE WASTE IN OUR
 OPERATIONS ARE REUSED
 OR RECYCLED



**+ 98,8 THOUSAND
 ACRES**
 (+ 40 THOUSAND HECTARES)
 WERE TREATED WITH BIOLOGICAL
 INPUTS PRODUCED IN OUR
 LABORATORIES



1,200 +
 STUDENTS REGISTERED IN
 SOCIO-EDUCATIVE COURSES
 OF **FLORESCER AÇÃO SOCIAL**,
 IN MUNICIPALITIES NEAR THE
 COMPANY HEADQUARTERS

100%
 OF OUR INDUSTRY DATA ARE CONNECTED,
 GENERATING INTEGRATED INFORMATION
 IN REAL TIME





52 THOUSAND MW

OF COGENERATED ELECTRIC POWER (TOTAL 2021/22 HARVEST)

252 THOUSAND

TONS OF SUGAR (TOTAL 2021/22 HARVEST)

R\$ 344.7 MILLION

ISSUED IN AGRIBUSINESS RECEIVABLES CERTIFICATES – CRAs WHICH WILL BE APPLIED IN TECHNOLOGICAL UPDATE, ADEQUACY OF CAPITAL STRUCTURE AND WORKING CAPITAL, AND INCREASE IN THE PACE OF PLANTING INVESTMENTS

180 THOUSAND

TONS OF SUGAR CANE BAGASSE (TOTAL 2021/22 HARVEST)

257 THOUSAND M³

OF ETHANOL (TOTAL 2021/22 HARVEST)

4.8 MILLION

TONS OF GRINDED CANE (TOTAL 2021/22 HARVEST)



1st COMPANY

TO DEVELOP, TOGETHER WITH GEO BIOGÁS & TECH, **PROOF OF CONCEPT (FEASIBILITY STUDY)** FOR THE **PRODUCTION OF GREEN HYDROGEN** DIRECTLY FROM SUGAR CANE



+84 THOUSAND ACRES

(+ 34 THOUSAND HECTARES) OF NATIVE VEGETATION

14.5%

WAS THE **REDUCTION IN WATER CONSUMPTION**



0 (ZERO)

OF **NON-CONFORMITIES** IN THE EXTERNAL AUDITS OF ISO 9001, ISO 14001 AND FSSC 22000 IN THE 2021/22 HARVEST [GRI 307-1]

27%

OF BUDGET ALLOCATION FOR THE AREA WAS DIRECTED TO LOCAL SUPPLIERS



ABOUT THE REPORT

This is the third edition of our Sustainability Report, published annually. Prepared in accordance with the Global Reporting Initiative (GRI) standards, Essential option, it covers the period from April 1, 2021 to March 31, 2022 (2021/22 Harvest).

[GRI 102-50, 102-51, 102-52, 102-54]

The publication is aligned with our priority themes, the **materiality** of our business, elaborated through surveys and consultations with our audiences, contextualizing and describing our fronts of action. With clear and concise language, we reiterate our commitment to transparency and strengthen communication with all our stakeholders. **[GRI 102-42, 102-46]**

On the following pages you will see a compilation of the actions with the greatest impact on our stakeholders, in line with our ESG – Environmental, Social and Governance agenda. Separated into chapters, the environmental, social, and governance principles are addressed considering our main initiatives, management practices, and indicators.

Below, we present our materiality matrix and the methodology used in its preparation.

Enjoy your reading!



QUESTIONS ABOUT THE REPORT? You can contact us to talk about doubts or suggestions regarding this publication: esg@uisa.com.br **[GRI 102-53]**

GLOBAL REPORTING INICIATIVE (GRI). Throughout the report, the GRI symbol xxx-x appears next to the titles or subtitles of the chapters in which the indicator is reported. In addition to this reference, you can find a complete list of indicators in the [GRI table of contents](#), on [page 90](#), with a description of each indicator and reference to the page mentioned. **[GRI 102-55]**

QR CODES: the codes used throughout this report, when accessed, bring videos and images that illustrate the information provided and in no way interfere with the standardization or reading of this document.



PRIORITIZE TO ADVANCE AND GROW UP

Active listening

At 2020/21 harvest, we carried out our first **materiality process**, involving all our stakeholders. We then identified the priority themes for the Company related to the environment, social, and governance (ESG).

Divided into four stages, the construction of material themes involved the analysis of sectoral studies and documents; sector benchmarking; consultation through interviews – six with senior leadership, four with specialists, and three with community members -, and an engagement panel with ten members of the management board; and, online and in-person surveys for the internal public without access to e-mail, with 859 participations. Employees, specialists, customers, government agencies, suppliers, NGOs, financial institutions, the community, and unions participated in this process.

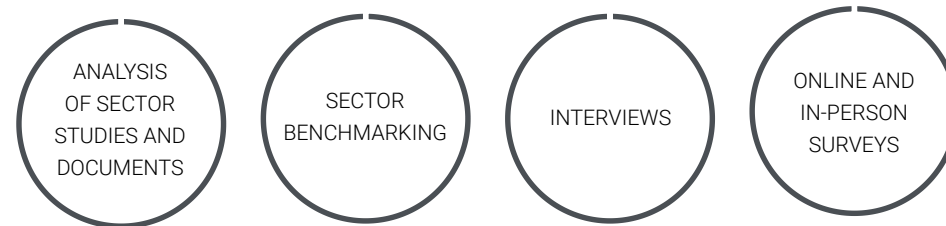
[GRI 102-40, 102-42, 102-43, 102-46]

As a result of this process, we had a list of topics that was cross-referenced with the ESG pillars, the United Nations' SDGs – Sustainable Development Goals – and **uisa's** strategy. This work was submitted for validation by the Company's senior management.



- 1 Environmental management and conservation
- 2 Valuing our people
- 3 Applied innovation
- 4 Responsibility and social development
- 5 Human development
- 6 Ethics, transparency and integrity
- 7 Responsibility and excellence in the production chain
- 8 Governance structure
- 9 Climate strategy
- 10 Relationship with stakeholders
- 11 Market practices in the face of global challenges
- 12 Operational capacity
- 13 Circular economy
- 14 Financial balance

PHASES





Materiality

[GRI 102-47103-1]

As a result, **6 priority topics were chosen** regarding the impacts resulting from our production processes, challenges to ensure continuity, efficiency and innovation in the business model, and responsibilities and contributions to the development of the places where we operate: environment, climate and circular economy; people valuation and development; social responsibility and development; ethical governance and transparency; applied innovation; responsibility and excellence in the production chain.

These topics are now on our radar to define our key sustainability indicators and to support our priorities for ESG investment.



ENVIRONMENT, CLIMATE AND CIRCULAR ECONOMY

Soil and water resources management; Combating deforestation and recovering degraded areas; Conservation of fauna and flora; Waste and noise management; Optimization of the use of natural resources; Product life cycle analysis; Management and monitoring of sources of pollutant emissions; Reduction of the operational process carbon footprint – issuance of carbon offset credits (CBIOS) and Sustainable Bonds; Use of renewable energy/cogeneration, clean energy cogeneration.

INTERNAL AUDIENCE, SPECIALISTS, AND COMMUNITY

301 Materials; **302** Energy; **303** Water; **304** Biodiversity; **305** Emissions; **306** Waste; **307** Environmental Compliance.



PEOPLE VALUATION AND DEVELOPMENT

Attraction, retention, and personal and professional/career development; Internal valuation (performance evaluations); Training and engagement; Empowerment of minorities and appreciation of diversity; Employees' health, well-being, and safety; Compensation and benefits; Respect for labor legislation and union relations.

SPECIALISTS AND COMMUNITY

401 Employment; **402** Labor Relations; **403** Health and safety; **404** Training and education; **405** Diversity and Equal Opportunities; **407** Freedom of association and collective bargaining; **408** Child labor; **409** Forced or slave-like labor.



RESPONSIBILITY AND SOCIAL DEVELOPMENT

Job creation and community development – reduction of social inequalities and full access to citizenship; Respect for human rights, indigenous peoples' rights, and repudiation of discrimination; Formal and technical education; Volunteer programs and donations.

INTERNAL AUDIENCE, SPECIALISTS, AND COMMUNITY

202 Presence in the market; **203** Indirect economic impacts; **204** Purchasing Practices; **406** Non-discrimination; **412** Human Rights Assessment; **413** Local Communities.



ETHICAL GOVERNANCE AND TRANSPARENCY

Governance and compliance structure (support boards and committees, policies, controls, audits); Transparency in internal and external information; Risk management; Management of socio-environmental risks in the chain.

SENIOR LEADERSHIP, MANAGERS, AND SPECIALISTS

201 Economic performance; **205** Fight against corruption; **419** Socio-Economic Compliance.



APPLIED INNOVATION

Digital transformation (connectivity, asset management, KPI management); Investment in technology to increase efficiency and integrate operations; Agroindustrial modernization (precision agriculture); Sustainable products and solutions; 4G and IoT in bioenergy production; Partnerships with startups and research institutes; Entrepreneurship

MANAGERS AND SPECIALISTS

Specific indicators: Investment in research, development, and technology; Volume and description of partnerships and projects with startups.



RESPONSIBILITY AND EXCELLENCE IN THE PRODUCTION CHAIN

Responsible management of processes and products; Operational Excellence; Quality control and product safety; Reliability; Dissemination of best practices in the supply chain; Development, qualification, and management of suppliers; Socio-environmental assessment of suppliers.

SUPPLIERS AND MANAGERS

Specific indicators: Productivity KPIs; **308** Environmental assessment of suppliers; **414** Social assessment of suppliers.

CONTEXTS AND CHALLENGES

AUDIENCES THAT EMPHASIZED THE THEME

INDICATORS

On **page 108**, we present our ESG pillars, according to the Sustainable Development Goals. (SDGs). [Refer to.](#)



2

ABOUT US



WHO WE ARE

We are uisa, one of the largest and most integrated biorefineries in Brazil, a Brazilian company, headquartered in Mato Grosso and operating in the Midwest and North regions of the country. We generate electric power, produce hydrous ethanol, anhydrous ethanol, (granulated, superfine, demerara, and powdered) sugar of our own brand, intended for retail and the food industries. We operate in all stages of the production chain, from the planting of sugarcane to the trade, logistics, and distribution of our products. **[GRI 102-1, 102-2, 102-3, 102-6]**

Our 42 years of history are marked by pioneering spirit, and leading roles. As a biorefinery, our model allows the transformation of renewable raw materials and their waste into biofuels, clean energy, food, organic fertilizers, and products for human and animal nutrition. Our focus is on innovation, with investments in the development of new products and solutions, to ensure circularity and sustainability for the business.

Our guidelines are to maximize sustainability and reduce carbon emissions from biomass processing. In this harvest, the commercialization lines of CBios, biomass, hand sanitizer, and other sanitizing products should be highlighted, as they are entering as diversifiers of our product line and gaining more and more room in the Company's results matrix. Adding this and the rise in ethanol and sugar prices in the market, we were able to achieve a better financial performance in this harvest compared to the previous one, despite the 3.5% reduction in the volume of crushed sugarcane due to droughts in the Center-West region. We ended the 2021/22 harvest with approximately R\$ 1.5 billion in net revenue, an increase of 426.0% in net profit compared to the previous crop (2020/21). **[GRI 102-2, 102-7]**

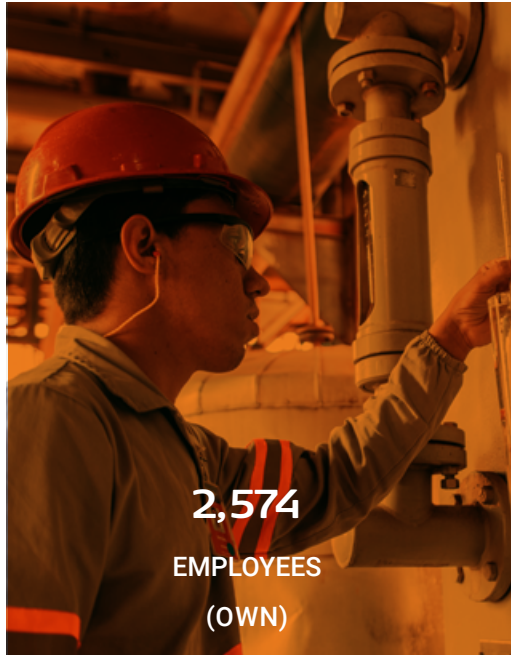


Fly over our Company.
Scan the QR Code or click
on the code.





uisa IN NUMBERS

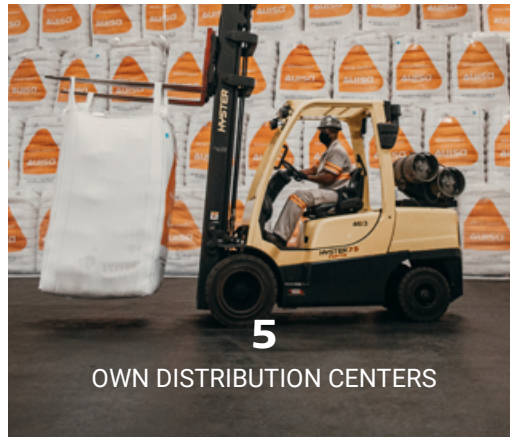


2,574
EMPLOYEES
(OWN)

100%
MECHANIZED AND RAW HARVEST

6.3 MILLION TONS
GRINDING CAPACITY PER CROP

 **1,504**
SUPPLIERS



5
OWN DISTRIBUTION CENTERS



88.5 THOUSAND ACRES
(35,8 THOUSAND HECTARES)
OF LAND OCCUPIED BY SUGAR CANE

WE COMMERCIALIZE OUR
SUGAR BRANDS IN THE
**NORTH AND
CENTER-WEST
REGIONS**

ABOUT
222.4 THOUSAND ACRES
(90 THOUSAND HECTARES)
OF OWN LAND

3 COUNTRIES
WHERE WE TRADE OUR OWN
SUGAR BRANDS

+ 1.6 THOUSAND
RETAIL AND SUGAR INDUSTRY
CUSTOMERS



4.6 MILLION
SUGAR BAGS

121.5 THOUSAND
TONS OF SUGAR STORAGE
CAPACITY

325 THOUSAND
TONS OF SUGAR
CAPACITY PER CROP

165 THOUSAND M³
OF ETHANOL
STORAGE CAPACITY



42 THOUSAND
LITERS/DAY OF HAND SANITIZER AND
OTHER SANITIZING PRODUCTS

68 THOUSAND MW
ELECTRIC POWER COGENERATION
CAPACITY PER CROP



EXPERTISE IN THE DISTRIBUTION

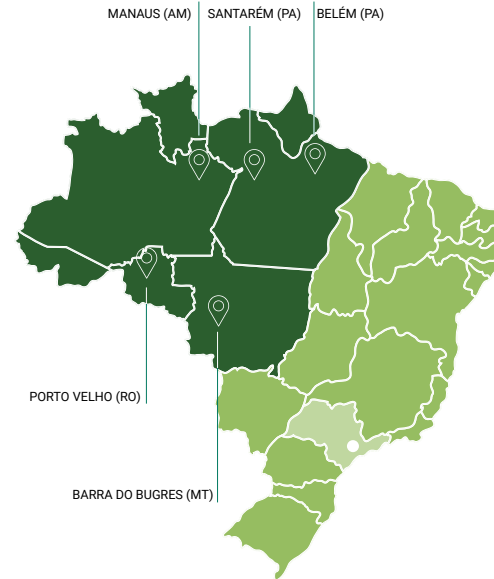
Our logistics are dedicated to the distribution of sugar in the Center-West and North of Brazil. We have developed outstanding expertise in the area, considering the peculiarities of the road network in the states of Mato Grosso, Rondônia, Acre, and Pará and the river modes of Northern Brazil.

To serve Amazonas, Roraima, Amapá, and Pará, we adopted the multimodal system, making use of the main waterways in the North region, while the states of Mato Grosso, Rondônia and Acre are directly served by local highways. [GRI 102-4]

STRATEGIC ASSETS

5 Own Distribution Centers, which ensure agility and availability of products.

[GRI 102-6, 102-7]



READY TO EXPORT

Strategic location allows exports from Porto Velho to border countries. [GRI 102-7]



MULTIMODALITY



Roads to the states of Mato Grosso, Acre, and Rondônia (through the Distribution Centers of Barra do Bugres and Porto Velho)

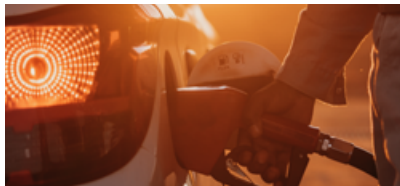


Waterways to the States of Amazonas and Pará (through the Distribution Centers of Manaus, Santarém, and Belém)



OUR BIOPRODUCTS

[GRI 102-2]



Sugar	Granulated, superfine, powdered, and demerara with the brand Itamarati. uisa is the market leader in the North and Center-West regions.
Ethanol	With a daily production capacity of 1,500 m ³ and a storage capacity of approximately 165,000 m ³ , the Company produces anhydrous and hydrated ethanol, being an important supplier to the states of the North region.
Electric power	From sugarcane biomass, one of the main residues of the process, we are self-sufficient in the generation of electricity. Since 2001, we started selling the surplus generated to concessionaires.
Biomass	Renewable, clean, and self-sustainable source, bagasse and straw, by-products of sugarcane processing and other biomasses are used as raw material for the production of compounds that can be used to increase soil fertility, roughage for animal nutrition, or fuel for boilers and biodigestors.



Sanitizing and Personal Care Products

It produces bactericidal alcohol, disinfectant gel alcohol, and 70% hand sanitizing gel. In this crop, we highlight the launch of our own brand of bactericidal alcohol and gel, **Álcool uisa**, with "aloe vera", sold in bottles of 60g, 120g, 400g, 500g and 1 liter, distributed in Mato Grosso and throughout the North region of the country.



CBios

Reduction of gas emissions into the environment. We received the certificate for the commercialization of carbon offset credits in April 2020 and commercialization began in the 2020/21 harvest. In the 2021/22 harvest, 113 thousand CBios were issued.

NEW PRODUCTS



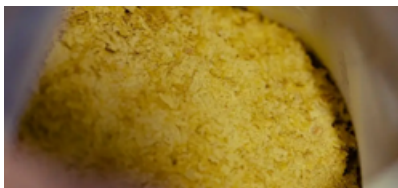
Biogas

In addition to using biogas to generate electricity from sugarcane biomass, **uisa** signed an agreement with the company Geo Biogás & Tech to build a plant that will convert liquid and solid waste (vinasse, filter cake, and straw) into biogas. These residues are the result of sugarcane, other biomasses, and local agro-industrial residues processing.



Corn Ethanol

uisa plans to build a plant for the production of ethanol from corn, an abundant raw material in the Center-West region. In a simultaneous process, **uisa** will also start to manufacture DDG (dry distillers grains), a protein concentrate that replaces soybean and corn bran in animal feed.



Dry yeast

To diversify its portfolio and enter the animal nutrition market, the Company began building a plant to produce dry yeast, used as a supplement in animal feed due to its high protein content, from the residue of ethanol production.



[GRI 102-16]

MISSION

To provide effective solutions in the sustainable processing of biomass through a diversity of bioproducts and renewable bioenergy, in harmony and respect for employees, customers, suppliers, community, environment, and shareholders.

VISION

To be the benchmark for excellence, innovation, and efficiency in biorefineries, by offering complete and sustainable solutions in bioproducts and renewable bioenergy to the market.

PRINCIPLES

- Respect as the basis of all relationships;
- Dialogue as sharing and confrontation of ideas, with a view to expanding knowledge and collectively enriching culture;
- Preserve and respect the values of the "Universal Declaration of Human Rights" and the Federal, State, and Municipal Constitutions;
- Establish communication channels in an open, honest and objective way, always seeking to facilitate and speed up the flow of information;
- Act with transparency;
- Act with agility and precision;
- Recognize the diversity of opinions, preserving the right to freedom of expression;
- Seek the continuous improvement of its practices, using available resources efficiently;
- Repudiate child labor;
- Work with products and manufacturing practices that aim to eliminate and/or minimize environmental impact;
- Respect the diversity of sex, age, race, culture, sexual orientation, and religion.

VALUES

- Respect the law with Integrity and Ethics;
- Develop people, who are vital to our business, in an environment of safety and well-being with respect for diversity;
- Have a commitment to quality service;
- Be an agent of change with a positive social impact in the communities where we operate;
- Seek actions that respect the environment and contribute to the planet sustainability through our products and actions;
- Maintain our competitiveness through continuous innovation, high quality, and optimization of our processes;
- Create value for our shareholders, through the permanent search for high agro-industrial performance, with clear goals, objectivity, efficiency and simplicity in execution.

VISIT AND KNOW A LITTLE MORE ABOUT OUR WAY OF BEING:
[- Sustainability Policy](#)
[- Code of conduct](#)
[- Code of Conduct - Suppliers](#)



BIOREFINERY – CIRCULARITY AND BIOECONOMY

[GRI 102-2]

More sustainable products, originating from clean and renewable sources, have emerged thanks to the alliance between biological systems/natural resources and the use of new technologies. The **concept of biorefinery is central to this process**, as an ecosystem capable of transforming biomass into an endless variety of products.

uisa is positioned as a biorefinery, a structure that aims to use all the materials present in our production process, aligning the preservation of the environment with the prosperity of the business. This concept allows the construction of a more diversified portfolio, integrating different production chains and raw materials, and adding value to by-products and residues from the production process, such as vinasse, filter cake, straw, and bagasse. **[GRI 103-2, 103-3 | 301, 301-2, 306-4]**



WASTE TRANSFORMED INTO ORGANIC FERTILIZER

Final residue in the manufacture of ethanol, vinasse is applied to the fertigation process, a liquid form of organic fertilization. We thus reduce our environmental impact and bring gains in chemical, physical, and biological properties to the crop, which result in increased productivity and longevity of the sugarcane fields. This is also true for solid waste, such as filter cake and ash, which are transformed through the Composting Center into organic fertilizer and applied as a substitute for chemical fertilization. **[GRI 306-4]**

[GRI 301-2, 306-2]

PERCENTAGE OF RAW MATERIALS USED IN THE MANUFACTURE OF PRODUCTS AND SERVICES

	Unit	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Bagasse	tonne	1,519,318.41	1,441,898.91	1,287,024.61
Filter cake	tonne	122,178.73	112,168.97	120,225.99
Vinasse	m ³	7,203,620.09	7,101,933.16	7,371,722.27
Ash	tonne	30,260.79	29,511.00	29,047.72

Source: RESGI-018 – Residues Report



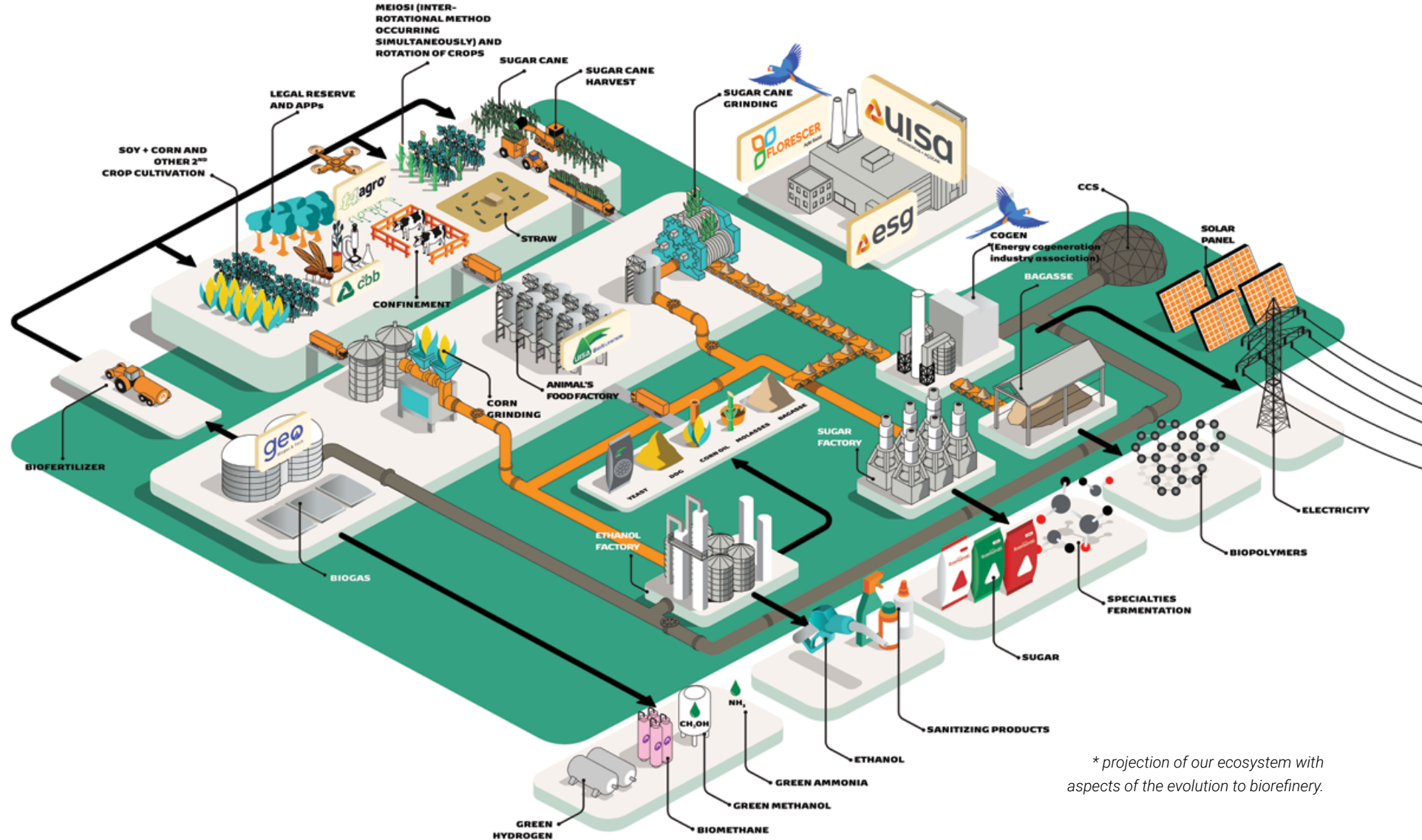
ECOSYSTEM

Our ecosystem is everything we represent and produce, our focus on innovation, on continuous improvement, and the zeal for good environmental, social and governance practices. The synergy between all sectors and a robust ESG (Environmental, Social and Governance) process allow action and a look to the future, aligned with the interests of our investors, the market and society as a whole. [GRI 102-2]

HIGHLIGHTS

In the 2021/22 harvest, the construction of the yeast factory began, with a plant with a production capacity of 9,500 tons/year of the product for animal nutrition.

[GRI 306-4]



** projection of our ecosystem with aspects of the evolution to biorefinery.*



MORE THAN AGRO, WE ARE AN INNOVATION COMPANY

[GRI 102-7]

Our investments are directed at increasing productivity in line with technological and socio-environmental trends in agribusiness. This vision, compliant with the best practices in the sector, allows our growth potential to be in constant development. An example of this is the creation of the **Biomass Biotechnology Center (CBB)** and the investment in **T4Agro**, an incubator and accelerator of technology startups for agribusiness.



Biotechnology in favor of productivity and the environment

BIOMASS BIOTECHNOLOGY CENTER (CBB)

BIOLOGICAL INPUTS

Development of new insect breeding technologies for biological pest control

MPB

Development of Pre-Sprouted Seedlings (MPB) adapted to the soil and climate conditions of the Brazilian *Cerrado*

BIOLOGICAL SOLUTIONS

Research and development of applications of biological solutions in the field



Our Biomass Biotechnology Center produces biological inputs (wasp *Cotesia flavipes* and fungus *Metarhizium anisopliae*), which in the 2021/22 harvest were applied to 99,366 acres (40,212 hectares) of plantation.

MANAGEMENT OF MAIN PESTS* PER ACRE/HECTARE OF PLANTED AREA

	2020/21 Harvest	2021/22 Harvest
Total area of sugarcane in uisa (ha)	82,678 acres / 33,459 hectares	90,984 acres / 36,820 hectares
Application of Chemical Inputs (ha)		
Sugarcane borer	73,919 acres / 29,914 hectares	66,955 acres / 27,096 hectares
Red spittlebug	93,949 acres / 38,020 hectares	138,304 acres / 55,970 hectares
Application of Biological Inputs**		
Sugarcane borer	21,036 acres / 8,513 hectares	84,848 acres / 34,337 hectares
Red spittlebug	0	14,517 acres / 5,875 hectares

* Root spittlebug (*Mahanarva fimbriolata*) and sugarcane borer (*diatraea saccharalis*) ** Biological input: *Metarhizium anisopliae* and *Cotesia flavipes*

HIGHLIGHTS

Green H₂: CBB technically supported the Geo Biogás & Tech team in the planning and development of the proof of concept for the production of green H₂. The green H₂ comes from biomethane obtained through the anaerobic biodigestion technology of sugarcane residues developed by Geo Biogás & Tech. The experiments were carried out in partnership with the Federal Technological University of Paraná - UTFPR and based on the gas reform process, with the biomethane steam reforming route being chosen. It is **the first time that the production of green hydrogen, directly from sugarcane/biomass, has been demonstrated in Brazil.**

100%
OF THE AREAS OF **uisa** USE THE
WASP *COTESIA FLAVIPES* TO
CONTROL THE SUGAR CANE BORER



1.7 MILLION
OF PRE-SPROUTED SEEDLINGS
(CBB PRODUCTION CAPACITY)



MPB Biofactory: The CBB is responsible for receiving, implementing, and evaluating the experimental fields of new sugarcane clones and varieties. Currently, our pre-sprouted seedling biofactory has a production capacity of 1.7 million seedlings per crop, intended for planting Meiosi.

PRODUCED PRE-SPROUTED SEEDLINGS

2018/19 Harvest	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
316,581	396,350	757,750	1,698,064



Technologic solutions

Innovation and technology permeate all of our Company's processes, from agribusiness to the commercialization of our products. Our main areas are process automation, field connectivity, digital transformation, and data governance.



WE ACCELERATE THE DEVELOPMENT OF AGROTECHS

To promote advances in agribusiness through the use of technology and innovation, **T4AGRO** was born from our initiative. The company is an incubator and accelerator, responsible for connecting the startup ecosystem of digital solutions and biotechnology projects to our business and for driving innovations quickly.



R\$ 1.7 MILLION

T4AGRO INVESTMENT IN STARTUPS

3 STARTUPS

INSTALLED IN **uisa**

BLOCKCHAIN

We have advanced in the project that provides for the tracking of our sugar throughout the production and consumption cycle. On 2021/22 harvest, the project went through the detailing, scope, and approval stages for the traceability of Demerara Sugar. Through a QR Code present on the package, the technology allows tracking products transparently throughout the entire production cycle until they reach the end customer. It is part of our strategy to extend this technology to our entire line of sugars.

HIGHLIGHT | PIONEERING SPIRIT + INNOVATION

uisa will pioneer the incorporation of technology into its production and control processes. The blockchain application project in the food production process is still unprecedented in Brazil.

INVESTMENTS IN TECHNOLOGY

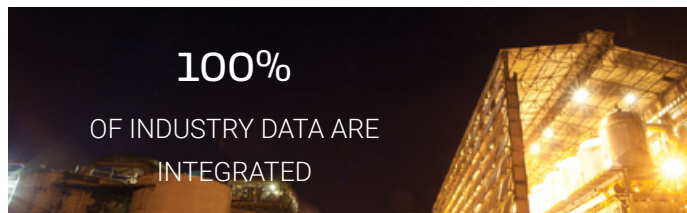
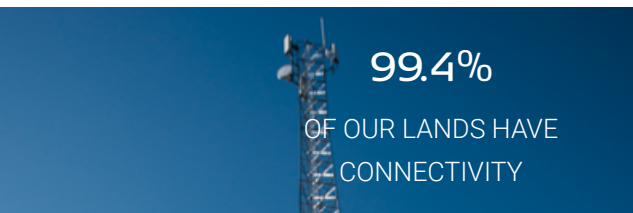
R\$ 7 MILLION	R\$ 8 MILLION
2020/21 HARVEST	2021/22 HARVEST



CONNECTIVITY IN THE COUNTRYSIDE – **AGRO 4.0**



This connectivity system - 4G mobile network plus NB-IoT and LTE-M networks - allows full use of the digital ecosystem across our 222,400 acres/ 90,000 hectare area. There are more than 300 vehicles and equipment monitored on a full-time basis, with data captured by the Agricultural Operational Center, which allows for accurate and efficient decision-making.



DATA CONNECTION, INTEGRATED ANALYSIS – **INDUSTRY 4.0**



At **uisa**, data generates information and information generates knowledge with speed and agility. In this crop, the project to integrate industry data was completed, which allows real-time monitoring of all the Company's industrial processes. The platform integrates data from different areas of the industry and translates them into information that reaches our managers in real time. This, in addition to ensuring agility in decision-making, provides new opportunities for innovation and preventive maintenance. [WMC Solution, by Conceitto, and PIMS]

DIGITAL TRANSFORMATION

AUTOMATION OF OUR OPERATIONS ADVANCE

We have made rapid progress in our **digital transformation project, JADI – Automation, Development and Innovation Journey**. Our project allowed that, in just 6 months, with strategic partnerships, **100% of the automation process in our Packaging Unit was implemented**, integrating production order, storage, shipment, weighing, and billing. Our inventory started to be counted in real time and the weight of our products started to be validated – guaranteeing even more quality of what we deliver to the market. It is more control and efficiency in our operations. [SWMC Solution, by Conceitto, and SAP S/4 HANA]

The same technology was implemented in the Warehouse sector, automating the processes of receipt, allocation, inventory, and delivery of materials with facial recognition and mobility. But the digital transformation does not stop there. In 2021, we advanced in the implementation of process automation with robots. During the 2021/22 harvest, there were more than 42 automated and simplified processes in the Company.

Automation of the Packaging Unit was implemented. We are producing and shipping more and in a better way. See also the implementation case of SAP S/4 Hana at **uisa**. Innovation and combination of technologies. Scan the QR Code or click on the code.





CERTIFICATIONS

[GRI 304-2]



LCFS-CARB, since 2021.

The California Air Resources Board’s Low Carbon Fuel Standard program certifies that our ethanol production chain remains in line with the Low Carbon Fuel Standard.



I-REC Standard, since 2022.

Global certification system that attests to the contribution to the production of renewable energy. It signals the commitment to reducing greenhouse gases and the impact generated by energy consumption.



RenovaBio, since 2020.

The certification allows issuing and marketing Carbon offset Credits (CBios), a financial asset for biofuel producers. It encourages the presence of ethanol and other renewable biofuels in the Brazilian energy matrix.



Bonsucro, since 2018.

Ensures compliance with legal, labor, environmental, and efficiency criteria in the sustainable production of sugarcane and its byproducts. It is the most used model to prove the quality of production and origin of the product throughout its process.



Food Safety Management System, since 2012.

The world’s most comprehensive Food Safety certification program, **FSSC 22.000** represents a new approach across the entire supply chain.



Quality Management System, since 2000.

The **ISO 9001** standard certifies the company’s Quality Management System. It has tools that guarantee the supply of its products within the same quality standards, establishing a relationship of trust with its customers and consumers.



Environmental Management System, since 2006.

uisa was the 1st company in the sugar-energy sector in Mato Grosso to obtain **ISO 14001** certification. It certifies compliance with the principles of environmental policy and that the Environmental Management System (EMS) is effectively implemented.



Kosher, since 2001.

It proves that we produce and transport our sugar in accordance with the laws of the orthodox Jewish religion. The global increase in the consumption of Kosher products stems from their association with quality products.



3

ENVIRONMENT





WE ARE UISA, WE ARE SUSTAINABILITY

[GRI 103-2, 103-3 | 307]

From the responsible use of natural resources to the reuse of waste generated in the agro-industrial process, producing responsibly and generating clean energy, sustainability permeates all of our Company's processes.

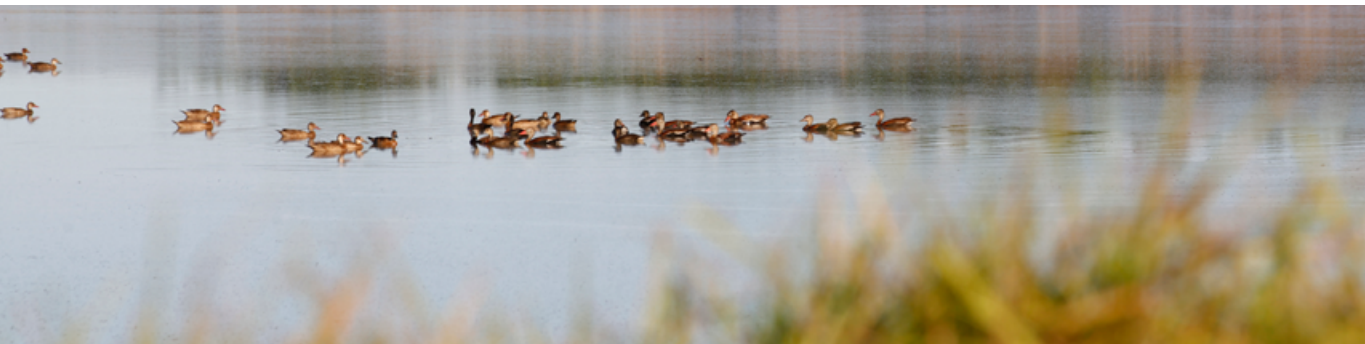
We act to transform and positively impact our value chain – employees, business partners, the community and all stakeholders -, contributing to the construction of a better planet. We invest in projects and incentives for the preservation of the environment and sustainable socioeconomic development. We preserve biodiversity, advance in the carbon offset of our operations – reducing our carbon footprint -, monitor our environmental risks and minimize our impacts, working to eliminate them over time. And we are proud to be recognized worldwide for that. **This is our way of being uisa.**

HIGHLIGHTS

[GRI 307-1]

Our areas are free from conflicts with the local community, indigenous peoples, rural producers, or any other impasse. We are in compliance with current legislation, such as the Rural Environmental Registry (CAR), Provisional Authorization for the Operation of Rural Activity (APF), Grant of Water Resources, among other legal observations.

[ACCESS OUR SUSTAINABILITY POLICY](#)





HIGHLIGHTS



WE PRESERVE
179
BIRD SPECIES



WE KEEP
84 THOUSAND ACRES
(34 THOUSAND HECTARES)
OF NATIVE VEGETATION

100%
OF OUR PRODUCTION
AREAS ARE CERTIFIED
WITH INTERNATIONAL
SUSTAINABILITY
STANDARD

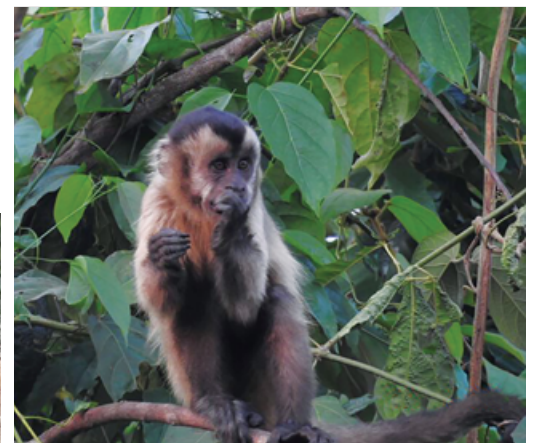


WE PRESERVE
163
TREE
SPECIES



WE PRESERVE
246
SPRINGS

WE PRESERVE
24
MAMMALIAN SPECIES





REDUCTION OF
36.4%
IN TOTAL CO₂ EMISSIONS
(FROM 2020 TO 2021)

200 THOUSAND
CARBON OFFSET CREDITS (CBIOS) - RENOVABIO
CAPACITY PER CROP

WE REDUCED BY
14.5%
WATER CONSUMPTION
IN 2021

2
NEW CERTIFICATIONS HAVE BEEN
OBTAINED:

I-REC AND LCFS-CARB (LOW CARB)




ALIGNED WITH THE GLOBAL GOALS
TO REDUCE THE GREENHOUSE
EFFECT, **uisa** VOLUNTARILY
SUPPORTS THE NEUTRAL CARBON
PROGRAM IN THE STATE OF MATO
GROSSO, WHICH IS AIMING TO
NEUTRALIZE CO₂ EMISSIONS BY
2035. [GRI 102-12]



100%
uisa's MOBILE MACHINES GO THROUGH PREVENTIVE MAINTENANCE
AND ARE SUBMITTED TO THE BLACK SMOKE TEST MINIMIZING THE
CO₂ FOOTPRINT

100%
OF SUGARCANE HARVEST
IS MECHANIZED AND RAW,
CONTRIBUTING POSITIVELY TO
THE CO₂ FOOTPRINT IN THE
ATMOSPHERE

+ 9 THOUSAND
SEEDLINGS
OF **NATIVE SPECIES** FROM OUR FOREST
NURSERY WERE DONATED

+ 2 MILLION
NATIVE SPECIES SEEDLINGS HAVE
BEEN PLANTED SINCE 2004

92.45%
OF THE WASTE GENERATED IN
OUR OPERATIONS ARE REUSED OR
RECYCLED





IDENTIFY TO PREVENT

2,411

ENVIRONMENTAL ASPECTS IDENTIFIED
(within agricultural and industrial areas)



1,445

IN AGRICULTURAL ACTIVITIES



966

IN INDUSTRIAL ACTIVITIES



We know and control our environmental risks. Identifying them is essential to minimize or eliminate them. Using our own established methodology, through the **Environmental Aspects Survey (LAA)**, we identify and control the aspects and impacts arising from our activities. Based on this comprehensive and rigorous survey, we can anticipate risks and carry out our activities in harmony with the environment and with our stakeholders, including the communities around us.

The photo refers to the **measurements of environmental noise** in our Company, carried out periodically, in compliance with CONAMA Resolution No. 1/1990. Fifteen sampling points were determined, considering the characteristics of our operations. The objective is to assess potential annoyance to neighboring communities. The evaluation results are in accordance with NBR 10.151: 2019 (corrected version: 2020).



ENVIRONMENTAL AXIS



CLIMATE CHANGES



NATURAL CAPITAL



CIRCULAR ECONOMY



REGENERATIVE AGRICULTURE



CLIMATE CHANGES

Over time, the world has been aware of the risks of emissions of polluting gases into the atmosphere and the drastic changes that greenhouse gases (GHGs) have caused: increase in global temperature with consequences such as scarcity of drinking water, rising floods and rising sea levels, and food insecurity.

Therefore, society's demand for **clean and renewable energy** has grown strongly, stimulating the transition of energy sources. **Our business model is essentially geared towards this purpose.** Ethanol is a fuel with 90% less pollution content than gasoline. We are certified by the RenovaBio program, which qualifies us to sell carbon offset credits - CBios. The smaller the carbon footprint in the ethanol production chain, the more CBios can be traded. We have the capacity to issue 200 thousand CBios per crop.

uisa's culture fields themselves, which adopt good soil care practices and technological solutions to prevent fires, play an important role in sequestering carbon from the atmosphere, in addition to the work aimed at preserving areas of springs and native vegetation. We maintain more than 84 thousand acres (34 thousand hectares) of native vegetation and we have implemented a seedling nursery for the recovery of our lands and in actions with the community, commercial partners, and government organizations.

In this harvest, in a new certification cycle, we were recognized by the California Air Resources Board with the Low Carbon Fuel Standard (LCFS-CARB), which allows us to generate carbon offset credits (CBios) in the sale of ethanol to this American state. We also received the I-REC – International REC-Standard – seal, a global certification system that attests to **uisa's** contribution to the production of renewable energy and marks our commitment to reducing greenhouse gases and the impact generated by power consumption.



MANAGEMENT OF GREENHOUSE GAS (GHG) EMISSIONS

[GRI 305-1, 305-2, 305-3, 305-4]

In compliance with the low carbon policy, **uisa** prepares an **inventory of Greenhouse Gas Emissions (GHG)**, according to the guidelines of the Brazilian GHG Protocol Program, to quantify and monitor its emissions, and carry out measures to neutralize and sequester greenhouse gases. Between 2020 and 2021, we reduced our total CO₂ emissions by 36.4%.

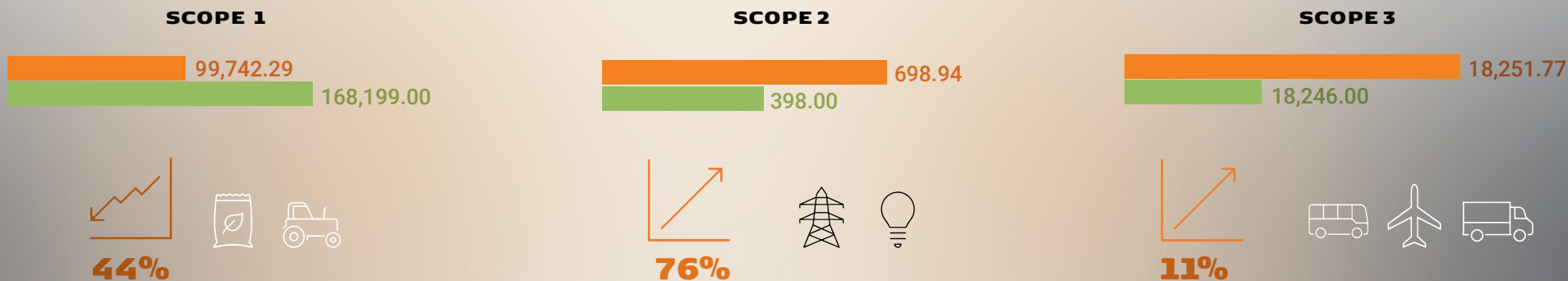


REDUCTION OF
36.4%
IN TOTAL CO₂ EMISSIONS
(BETWEEN 2020 AND 2021)

TOTAL 2020: 186,843 ton
TOTAL 2021: 118,693 ton

● 2021 ● 2020

REPORT – GHG INVENTORY (tCO₂e)





ENERGY

[GRI 103-2, 103-3 | 302]

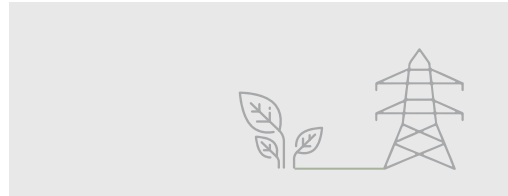
Our company, besides being self-sufficient in energy consumption, produced from sugarcane biomass, also exports to electricity concessionaires. **uisa** has expertise in this area. Since 1993, it has produced bioenergy for its own consumption and, from 2001 onwards, it started selling the surplus.

[GRI 302-1]

ELECTRIC POWER (MWh)	2020/21 Harvest	2021/22 Harvest
Consumed (production)	169,087.580	83,492.740
Cogenerated (exported)	26,505.379	49,093.838
Purchased	4,134.051	5,528.833

SINCE
1993
SELF-SUFFICIENCY IN
BIOENERGY CONSUMPTION

SINCE
2001
MARKETS PRODUCTION SURPLUS



GAS MONITORING PROGRAM



We have an internal program of self-inspection and monitoring of the emission of black smoke from the entire diesel-powered fleet, atmospheric pollution control equipment throughout our operation and the boilers in the industry are equipped with gas scrubbers that periodically have their emissions analyzed considering the current environmental legislation.

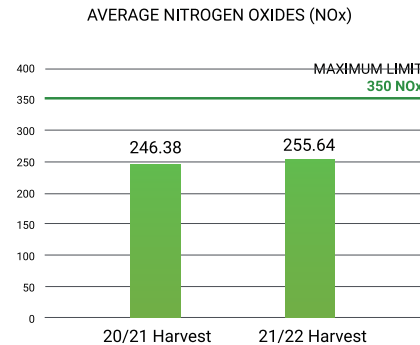
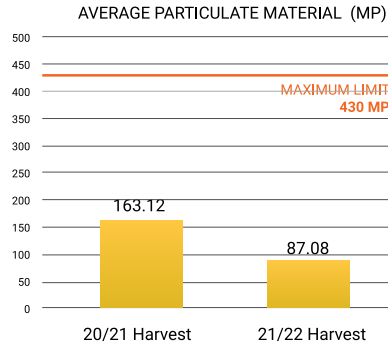
Black smoke control is also required of suppliers that use diesel vehicles to provide their services. To register with the Company, the supplier, in addition to all the documents and licenses required for the exercise of its activities, has to confirm that has a monitoring

program for the emission of black smoke in place. [Check here](#) the guidance manual for companies that intend to be suppliers.



MONITORING OF ATMOSPHERIC EMISSIONS IN OUR BOILERS*

Particulate Matter (PM) and Nitrogen Oxide (NOx) - sampling carried out in July 2021



* In compliance with CONAMA Resolution 436, of December 22, 2011.



100%

OF uisa's MOBILE MACHINES UNDERGO PREVENTIVE MAINTENANCE AND ARE SUBJECTED TO THE BLACK SMOKE TEST

53.38%

AVERAGE REDUCTION IN THE EMISSION OF PARTICULATE MATERIALS (mg/Nm³) IN OUR BOILERS



68 MILLION M³

WILL BE THE CAPACITY OF THE BIOGAS PLANT WHEN INSTALLED



BIOGAS – INVESTMENT AND INNOVATION

We created the Joint Venture “uisa GEO Biogás”, a partnership between uisa and the company Geo Biogás & Tech. The initiative foresees the construction of a biogas plant, attached to the uisa industrial complex in Nova Olímpia (MT), which will use residues from the sugarcane agroindustry - vinasse, filter cake and agricultural residues, such as sugarcane straw, with a view to use of waste from other production chains, such as bovine meat, biodiesel plants, and silos. The project, whose character is a circular economy, is expected to accelerate the Company's carbon offset

and also contribute to the process in Mato Grosso. The perspective is that the company will be in operation in the 2024/25 harvest, with a production of 60 million m3 of biogas per year when it is fully concluded.



FOREST NURSERY

Our fruit-bearing and native seedling nursery has a production capacity of **200,000 seedlings annually**. In this harvest, **more than 9 thousand tree seedlings were donated to communities**, private companies and municipal agencies, through our program *Pensamos Verde* (Thinking green), positively impacting the CO₂ footprint. Highlights of this harvest:

INTERNAL:

The recovery of habitat connectivity through reforestation in our areas of influence allowed the neutralization of CO₂, minimizing its effects in the face of climate change. Based on a carbon emissions calculation, we are moving forward with one of our absolute low carbon targets.

CO ₂ neutralization	
2020/21 Harvest	2021/22 Harvest
156,000 Kg/CO ₂	234,000 Kg/CO ₂

EXTERNAL:

In compliance with the **Pact in Defense of the Headwaters of the Pantanal**, a movement launched in 2015 to recover springs and preserve rivers in the largest wetland on the planet, **uisa** has been participating in several initiatives of environmental education and recovery of Permanent Preservation Areas (APP). [GRI 102-12, 413-1]

In this harvest, we highlight the **Project for Recovery of the River Queima Pé Headwater**, in which **uisa** is a partner, and whose purpose is to preserve and recover the springs of the River *Queima-Pé*, the

main responsible for the water supply in the municipality of Tangará da Serra (MT). The Company also helped in the demarcation of the area and donation of seedlings for the recovery of the stream **Ponta de Cerne spring** in the municipality of Denise (MT). [GRI 102-12, 413-1]

In these actions, **3,800 seedlings of 20 native species were donated and planted**.

BACKGROUND PHOTO: IPÊ TREES SEEDS COLLECTED IN NATURE TO BE GROWN IN **uisa**'s NURSERY.





NATURAL CAPITAL

Our care goes from the field to the product distribution. We care about the emissions of harmful gases in the atmosphere, the regeneration of the soil, the preservation and quality of the water, the use of raw materials and the manufacture of renewable

products. We direct efforts to preserve fauna and flora, reflecting the commitment to biodiversity and, consequently, the green transformation in compliance with our pillars of

good environmental, social and governance (ESG) practices and UN's Sustainable Development Goals (SDGs). **[GRI 103-2, 103-3 | 304]**

WATER RESOURCES

[GRI 103-2, 103-3 | 303]

uisa has established the **preservation of water sources as a priority** in its sustainability policy and has developed measures to reuse and avoid wasting water in its processes, in addition to strict control to avoid contamination risks. Periodically, samples of surface and groundwater are collected for microbiological analysis and quality control. All these factors ensure water resources for economic activities and ecosystem maintenance. **[GRI 303-2, 303-3]**

OUR OPERATIONS ARE IN AN AREA WITH **LOW WATER STRESS**

WATER AND EFFLUENTS

100% of the industrial process water is kept in a closed circuit, minimizing the consumption of water resources and the generation of effluents. **[GRI 303-2]**

WE REDUCED BY **14.5%**

WATER CONSUMPTION IN 2021

2020: 9.1 million m³ | **2021:** 7.8 million m³.

[GRI 303-5]





WATER QUALITY

We continuously monitor the quality of surface water and groundwater in the region. For the evaluation of surface waters, using chemical, physical, and biological parameters, samples are collected from rivers, streams, and lakes. As for groundwater, the assessment is performed through monitoring wells. According to the Water Quality Index (WQI), the quality of our water

resources is classified as good. In addition, uisa establishes regular communication with the Secretary of State for the Environment (SEMA), through annual reports. [GRI 303-2, 304-2]



Water Quality Index (WQI) - General Average

2020/21 Harvest	2021/22 Harvest
71.62	72.45
Good	Good

PROGRAM ÁGUAS DA GUANABARA

Through our Program Águas da Guanabara, created in 2004, we protected **246 springs** and eradicated 1,096 hectares of sugarcane crops in Permanent Preservation Areas, which were planted with native seedlings, forming ecological corridors rich in diversity.

246

SPRINGS ARE PROTECTED BY
uisa

+ 2 MILLION

SEEDLINGS HAVE BEEN
PLANTED SINCE 2004



Our way of acting. Scan the QR Code or click on the code and get to know "Águas da Guanabara".





BIODIVERSITY

[GRI 103-2, 103-3 | 304]

We invested in the **preservation of more than 34 thousand hectares of native vegetation**, in the protection of an ecosystem that today is home to 203 species of wild animals, 163 varieties of trees and 246 springs - survey of the Biodiversity Report 2021. Moreover, according to the results of vegetation dynamics, our green areas are growing every year.

FLORA

The numbers indicate a high degree of integrity in the vegetation structure of **uisa's** areas. Of the **163 tree species** preserved, 13 species are threatened with extinction or in a state of vulnerability. Among them are Cedar tree, Ipê Roxo tree, and Peroba tree.

Seedling production - Forest Nursery	
2020/21 Harvest	2021/22 Harvest
41,068	43,541









WE PRESERVE
163
TREE SPECIES

OF THE TOTAL PROTECTED
13
SPECIES ARE THREATENED

uisa continues reforesting:

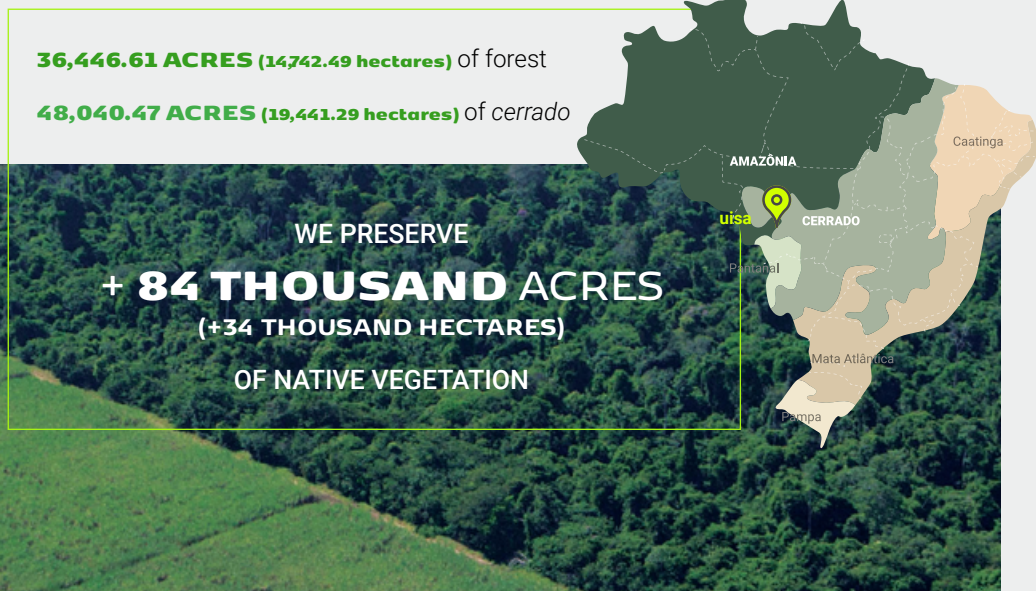
	2020/21 Harvest	2021/22 Harvest
Reforested area in hectares	26.88 ha	15.22 ha
Number of seedlings used	26 thousand seedlings	15 thousand seedlings

TREES	Extinction Risk*
Cedar tree  Scientific name: <i>Cedrella fissilis</i> Height: 10-25 m Diameter: 90 cm	EN – Endangered  extinct threatened least concern
Ipê roxo tree  Scientific name: <i>Handroanthus impetiginosus</i> Height: 10-20 m Diameter: 80 cm	NT – Near Threatened  extinct threatened least concern
Peroba tree  Scientific name: <i>Aspidoperma tomentosum</i> Height: 20 m Diameter: 40 cm	VU - Vulnerable  extinct threatened least concern

*Data from the Ministry of the Environment (MMA) and the International Union for Conservation of Nature (IUCN).



Our **forest nursery** has the capacity to **annually produce 200 thousand seedlings** of **40 fruit species native** to the **Amazon and Cerrado biomes**, used in internal and external actions, together with the community and partners. Among them are Cedar tree, Ipê Roxo tree, and Peroba tree.



MAINTENANCE OF THIS AREA CONTRIBUTES TO THE CONSERVATION OF THE CERRADO AND AMAZON BIOMES

FAUNA

To avoid disturbing, driving away, and running over wild animals, **uisa** implemented the **Monitoring Program** - which includes a survey of fauna in all the habitats in its areas of influence, the fight against animals being run over, and the use of trap cameras to monitor ecological niches. The Company also implemented the **Sighting Program**, which consists of preparing a local fauna inventory with photographic files made by the employees themselves, which has significantly increased the environmental awareness of its employees.

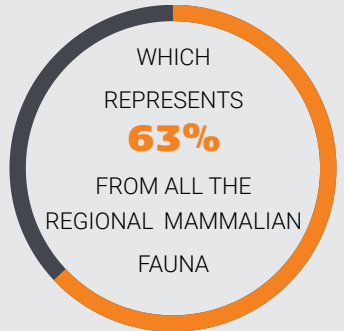




SOME IMAGES CAPTURED IN AREAS OF **uisa** BY OUR EMPLOYEES AND TRAP CAMERAS



WE PRESERVE
24 
MAMMALIAN SPECIES










Jaguar in the preserved areas of **uisa** and the registration of some species by the company's trap cameras. Scan the QR Code or click on the code.





AMONG THE MAMMAL SPECIES IDENTIFIED IN THE COMPANY'S NATIVE VEGETATION AREAS, SIX OF THEM ARE ALREADY IN A **STATE OF VULNERABILITY**, THREATENED WITH EXTINCTION.



	MAMMALS	SCIENTIFIC NAME	EXTINCTION RISK*
	WHITE-LIPPED PECCARY	<i>Tayassu pecari</i>	<p>VU - Vulnerable</p> 
	GUARA WOLF	<i>Chrysocyon brachyurus</i>	
	SOUTH AMERICAN TAPIR	<i>Tapirus terrestris</i>	
	GIANT ANTEATER	<i>Myrmecophaga tricactyla</i>	
	JAGUAR	<i>Panthera Onca</i>	
	COUGAR	<i>Puma Concolor</i>	




*Data from the Ministry of the Environment (MMA) and the International Union for Conservation of Nature (IUCN).



AVIFAUNA

In the **uisa** areas, **179 species of birds** were identified, **which represent 53.75% of the avifauna found in the Sepotuba River Basin**, which covers an area of 3,800 mi², within the Alto Paraguai basin, in the state of Mato Grosso.

In the inventory of birds identified in Uisa's conservation lands, 89 are considered to be of high environmental sensitivity and **3 are classified as near threatened and vulnerable:**

BIRDS		EXTINCTION RISK*
	Grey tinamou <i>Tinamus tao</i>	VU - Vulnerable (EX) (EW) (CR) (EN) (VU) (NT) (LC) extinct threatened least concern
	Chestnut-bellied guan <i>Penelope Ochrogaster</i>	
	Greater Rhea <i>Rhea americana</i>	

*Data from the Ministry of the Environment (MMA) and the International Union for Conservation of Nature (IUCN).



The images of the birds were captured in the areas of **uisa**.

Blue-and-yellow macaw is one of the species rescued by IBAMA, recovered and released on **uisa**'s lands. Scan the QR Code or click on the code.





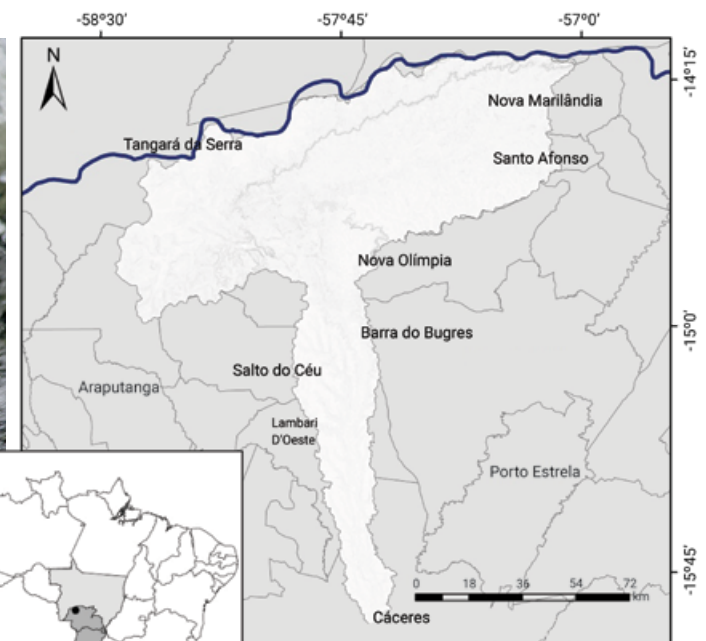
ICHTHYOFAUNA

uisa maintains the **Project Doce Peixe**, which releases fingerlings of native species from water bodies in its area of influence. Approximately 5,000 fingerlings are released annually, respecting the physical and biological factors of the aquatic ecosystem.



3,800 mi²

IT IS THE AREA OCCUPIED BY THE RIVER SEPTUBA BASIN, INCLUDING 8 MUNICIPALITIES



- BACIA DO RIO SEPTUBA
- BACIA DO ALTO PARAGUAI
- MATO GROSSO
- ALTO PARAGUAI BASIN
- DRAINAGE BASIN OF RIVER SEPTUBA
- MUNICIPALITIES OF MATO GROSSO



ANNUAL RELEASE OF



5,000

FINGERLINGS



River Sepotuba Basin

We participate in the **River Sepotuba Drainage Basin Committee as a full member**, representing the water users sector, since 2010, the year of its creation. Established in accordance with Resolution No. 004/2006 of the State Water Resources Council (CEHIDRO), it brings together representatives of government agencies, water users, civil society, and public interest organizations. The Committee's objective is to develop and implement technical instruments for managing water resources, as well as to recover and preserve them. **[GRI 102-12]**



CIRCULAR ECONOMY

[GRI 103-2, 103-3 | 306]

A strategic concept based on the reduction, reuse, recovery and recycling of materials and energy, the circular economy is inspired by the mechanisms of natural ecosystems, which generate resources in the long term in a continuous process of reabsorption and recycling. As a new reorganized economic model, it coordinates production and consumption systems in "closed loops", developing new economically viable and ecologically efficient products and services.

As a biorefinery, our model allows the transformation of renewable raw materials and their waste into biofuels, clean energy, food, organic fertilizers, and products for human and animal nutrition. Our focus is on the regeneration of natural systems, reduction of pollutants, reuse and recycling of residues from agro-industrial activities. **We use 100% of our main raw material, sugarcane, and its derivatives.**

CIRCULARITY IN WASTE MANAGEMENT [GRI 306-1]

[LEARN MORE](#)

Bioenergy generation

Sustainable production cycle in sugarcane fields

Biofertilizers – cane straw or leaves, filter cake, ash, and vinasse

Inorganic waste recycling

Sugarcane fermentation yeast as a supplement in animal nutrition

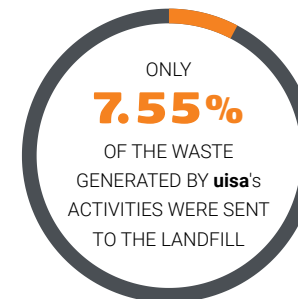
Circularity in water management – we have a closed system that reuses 100% of the water for washing gases from boilers



WE USE
100%
OF SUGAR CANE AND ITS
DERIVATIVES

↓
REDUCTION OF
19.5%
OF WASTE TO THE
SANITARY LANDFILL

↑
INCREASE OF
21%
RECYCLING OF OUR
WASTE





WASTE GENERATED AND SENT BY uisa

[GRI 306-3]

Waste	Unit	2020/21 Harvest	2021/22 Harvest	Final Disposition
Plastic	Kg	74,804.00	89,491.00	Recycling
Paper/cardboard	Kg	48,131.00	64,020.00	Recycling
Glass	Kg	318.00	816.00	Recycling
Metal scrap	Kg	801,623.00	706,190.00	Recycling
Used light bulbs	Liter	1,233.00	839.00	Decontamination
Tires	Liter	1,222.00	729.00	Recycling
Automotive battery	Liter	345.00	427.00	Reverse logistic
Batteries	Liter	23.00	15.00	Reverse logistic
Pesticides packaging	Liter	33,534.00	28,797.00	Reverse logistic
Plastic drums/ metal drums	Liter	571.00	1,027.00	Reverse logistic
Contaminated waste	Kg	92,425.00	91,496.00	Incineration (with energy recovery)
Used or contaminated oil	Litro	48,520.00	65,940.00	Re-refine
Health service waste	Kg	56.00	24.00	Incineration (no energy recovery)
Civil construction waste	Kg	22,360.00	17,814.00	Internal reuse
General waste	Kg	60,307.00	48,573.00	Landfill
Electronic Waste	Kg	5.00	1,030.00	Recycling
Filter cake	Tonne	112,168.97	120,225.99	Internal reuse
Bagasse	Tonne	1,441,898.91	1,287,024.61	Internal reuse
Ashes	Tonne	29,511.00	29,047.72	Internal reuse

BACKGROUND PHOTO: FILTER CAKE AND ASH COMPOSTING
BEING TRANSFORMED INTO BIOFERTILIZERS.

WASTE DESTINED BY DISPOSAL OPERATION

[GRI 306-5]

Waste Type	Final Disposition	Unit	2020/21 Harvest	2021/22 Harvest
Not Hazardous	Recycling	kg	1,004,311.00	861,547.00
	Reverse logistic	Un	34,105.00	29,824.00
	Internal reuse	Tonne	1,583,601.24	17,814.00
	External reuse	kg	45.00	36,069.00
	Landfill	kg	60,307.00	48,573.00
Hazardous	Decontamination	Un	1,233.00	839.00
	Reverse logistic	Un	368.00	442.00
	Incineration (with energy recovery)	kg	92,425.00	91,496.00
	Incineration (without energy recovery)	kg	56.00	24.00
	Re-refine	Liter	48,520.00	65,940.00

WASTE AND RECYCLING IN uisa

[GRI 306-2]

Solid waste management at Uisa covers its entire process chain and is applied to all the company's operations. The **Solid Waste Management Plan** was developed to control segregation with the practice of selective waste collection, keep the storage area adequate, apply reuse practices, minimize generation at source, and properly dispose waste.



REGENERATIVE AGRICULTURE

Our Company proposes to **improve soil health and promote biodiversity, while profitably producing nutritious food**. Our harvesting process is fully mechanized, a technology that excludes the practice of burning straw and reduces the carbon footprint. We reduced the use of chemical products and incorporated biological inputs – produced in our biotechnology laboratories – into the management routines in the sugarcane fields. At our Biomass Biotechnology Center (CBB), we invest in genetic improvement so that sugarcane becomes more productive and resistant to water stress and diseases.



OUR CANE – GENERATING VALUE IN THE PRODUCTION CHAIN

[GRI 103-2, 103-3 | 308]

uisa also developed a positive agenda with sugarcane suppliers, through the **Program Nossa Cana**, implemented in 2021 in partnership with the Association of Sugarcane Suppliers of Vale do Rio Paraguai - ASSOVALE. The initiative reinforces the implementation of good practices in the Company's production chain, establishing environmental, social, and governance criteria for the relationship. We periodically carry out audits on our partners' rural properties. **[GRI 414-1]**

Ten items are checked: Rural Environmental Registry (CAR); Temporary Authorization for the Operation of Rural Activity (APF); NR-31 – which establishes rules related to health and safety in activities and operations related to agriculture, livestock, silviculture,

and forestry exploration; Grant of water resources; Organization and cleaning; Waste control; Chemical control; Effluent control; Control of atmospheric emissions; Control of agronomic aspects.

After analysis, a grade is assigned – with criteria defined together with Assovale – to each supplier. This score allows the establishment of a ranking to monitor the evolution of the continuous improvement of sugarcane suppliers.





SOIL WELFARE

uisa develops planning with goals and indicators related to the minimization of erosion processes, maintenance of straw cover and fertility of production environments, maintenance of nutrients, ensuring the integrity of containment systems in industrial processes. All planting carried out in this crop was on automatic pilot, in addition to 100% mechanized harvesting of raw cane. These actions reduce soil compaction and eliminate the practice of straw burning. In addition to sugarcane, we perform crop rotation with species that biologically increase nitrogen fixation in the soil, such as soybeans and rattlepods.

GOALS STIPULATED AND ACHIEVED BY CROP

	Frequency	Goal	2020/21 Harvest	2021/22 Harvest
			Accomplished	Accomplished
Management of straw in the soil	Monthly	≥ 15 ton/ha	21.3 ton/ha	18.2 ton/ha
Maintenance of nutrients in the soil	Crop	5-8 pH	5.29 pH	5.57 pH



BIOLOGICAL INPUTS

Residues from sugarcane processing return to crops in the form of biofertilizers, rich in nutrients and with a high potential for soil conservation and regeneration, maintaining moisture in the planting areas. Its fertilization receives the implementation of manure from the poultry industry. We also incorporate biological inputs into the management routines in the sugarcane fields, such as micro and macro insecticides (fungi, bacteria and parasitoid wasps) that carry out a natural control of pests and diseases. **[GRI 306-4]**



APPLICATION OF BIOLOGICAL INPUTS IN uisa (HECTARES)*

	2020/21 Harvest	2021/22 Harvest
Wasp <i>Cotesia flavipes</i> (sugarcane borer)	8513	34,337
<i>Metarhizium anisopliae</i> fungus (combating the root spittlebug)	0	5,875

* Produced in Uisa's Macrobiological Laboratory, the wasp *Cotesia flavipes* is released in the fields using drones.

THE MACROBIOLOGICAL LABORATORY OF **uisa** HAS THE PRODUCTION CAPACITY OF WASP *COTESIA FLAVIPES* FOR RELEASE IN

+ 91,4 THOUSAND ACRES
(37 THOUSAND HECTARES)

PROGRAM CLEAN MACHINE



We have a system for daily checking of mobile machines, in which we classify their status of possible fluid loss. Fluid leakage from mobile machines can cause soil pollution and consequent increase in lubricating oil consumption. With the **Program Clean Machine**, **uisa** drastically reduces soil pollution, as well as the costs of disposing of this contaminated soil.



4 SOCIAL





PEOPLE ARE OUR ENERGY

Our team, trained and competent, works for our Company's innovation and dynamism. **And uisa works for people to develop in an ethical, safe, and healthy environment, with opportunities for growth and transparency.**

Our principles are respect in all relationships and we are certain of the important role of social transformation we play, both internally and externally, in the people around us and in the communities to which we belong. Adding value to our production chain is also part of our purpose, encouraging and disseminating good environmental, social, and governance practices.

COVID-19 PANDEMIC [GRI 102-11]

The first months of 2021 were marked by the worsening of the Covid-19 pandemic. We maintained the protective measures that were already being adopted in the previous crop, following all the protocols stipulated by the health authorities for the performance of our activities in a safe environment. Also focused on the health of the people around us, we donated oxygen cylinders and respiratory therapy devices for lung ventilation to public health networks in the municipalities of the region.



We were honored with the tribute from the bike teams "Minas do Pedal" and "Pedal Livre". Scan the QR Code or click on the code.





HIGHLIGHTS

+ 8 THOUSAND

LITERS OF 70% ALCOHOL DONATED TO SOCIAL ACTIONS IN THE PRIVATE AND PUBLIC SECTORS

+ 4 TONS

SUGAR DONATED FOR SOCIAL ACTIONS

FREE PROFESSIONAL QUALIFICATION COURSES

TO THE COMMUNITIES OF NOVA OLIMPIA AND DENISE (MT)

+ 1,200

STUDENTS REGISTERED IN SOCIO-EDUCATIONAL COURSES OF FLORESCER AÇÃO SOCIAL



100%

OWN EMPLOYEES AND THIRD PARTIES INCLUDED IN **uisa's** HEALTH AND SAFETY MANAGEMENT

GOAL BY 2030: INCREASE OF **30%**

OF WOMEN OCCUPYING FUNCTIONAL AND LEADERSHIP POSITIONS IN THE COMPANY



SINCE **2001**

WE HAVE BEEN RECOGNIZED BY THE ABRINQ FOUNDATION AS A "CHILD FRIENDLY" COMPANY FOR OUR COMMITMENTS TO THE BENEFIT OF CHILDREN AND ADOLESCENTS

INCREASE OF **82%**



IN THE AVERAGE OF TRAINING HOURS PER EMPLOYEE IN RELATION TO THE 2020/21 CROP





SOCIAL AXIS



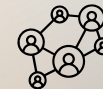
OUR PEOPLE

We are more than 2,500 people who add energy and history.



WELFARE

With non-negotiable value, the health, safety and well-being of our employees are essential issues.



OUR ATMOSPHERE

We are driven by the energy of always doing the best and acting in harmony with the communities.



OUR PEOPLE

uisa seeks to maintain an innovative, diverse, safe, and healthy work environment. We believe that professionals can develop their skills, face challenges, and endeavor, as long as they are properly trained by the Company. We are more than 2,500 people who add energy, history, and dreams. **[GRI 102-7]**

We value the initiative of each employee and encourage them to realize their ideas and aspirations. Respect guides our internal policies, making our professionals aware of the fundamental pillar of equality, which must permeate all relationships. **[GRI 103-2, 103-3 | 401; 103-2, 103-3 | 406]**

We have been strengthened in diversity, and in all our training and qualifications we dedicate some space to campaigns and clarifications to create an inclusive environment, with equal rights. We work so that by 2030, 30% of our jobs will be occupied by women, across our hierarchy. **[GRI 103-2, 103-3 | 405; 103-2, 103-3 | 412, 412-2]**

Since 2020, when it was created, the **Women's Working Group** has been firm in developing actions to promote empowerment, women's participation in the labor market, violence fighting, inclusion, and innovation. **[GRI 103-2, 103-3 | 405]**

More than inserting diversity in the work environment, the Company must work to create an environment that embraces, respects, and understands the right to plurality. In 2021, **uisa** was recognized for its performance, being awarded in the "Valuing Diversity" category by MasterCana Social, an initiative that recognizes

and encourages people management practices and socio-environmental responsibility of sugar-energy companies. **[GRI 103-2, 103-3 | 405; 103-2, 103-3 | 406]**

The Communication Work Group, created in this crop, brings together key representatives to debate, align and contribute to the Company's strategic communications.

Include, respect, add. Our way of being **uisa**. Scan the QR Code or click on the code.



Access and see some of our campaigns carried out on special dates: Outubro Rosa (Pink October) and tribute to fathers and mothers. Scan the QR Code or click on the code.





REDESIGN, ORGANIZE, TRANSFORM, AND ADAPT

[GRI 404-2]

These are the principles of the **Program Rota**, a new people management at **uisa**, launched in 2021. The project was developed to redesign the positions and remuneration strategies, performance management system, career path, in line with existing market practices.

Through it there will be the alignment of internal programs and the various areas on the Company's purpose. The Program allows understanding the competencies of each employee, allocating them to the function for which they are most suited, promoting individual growth and, consequently, the growth of the company.

Trust permeates this process, in which we value and guide our professionals. We understand that we can count on and demand an entrepreneurial attitude

from our employees, committed to generating value and results for the Company. This project reinforces our differential of extreme respect for our professionals.

The proposal of the Program *Rota* is that our employees feel valued, that they are well oriented and that they are able to see growth opportunities. Among the expectations are increased productivity, promotion of a better organizational climate and attraction and retention of new talents.

Learn more about the **Program Rota**. Listen to **uisa's** CEO, José Fernando Mazuca Filho, and the director of People and Culture, Marcelo Maniero Speltz. Scan the QR Code or click on the code.



ALIGNMENT WITH UISA'S CULTURE [GRI 102-16]



Once hired, our employees undergo an **Integration Program**, in which they are introduced to and learn about the Company's organizational culture. This process consists of lectures with representatives from different areas - who present the company's values - and mandatory training. In addition to receiving information on the ethical behavior required, they also receive the **Code of Ethical and Professional**

Conduct, so they can learn how the Company expects them to behave in relation to situations involving all stakeholders. [GRI 205-2]





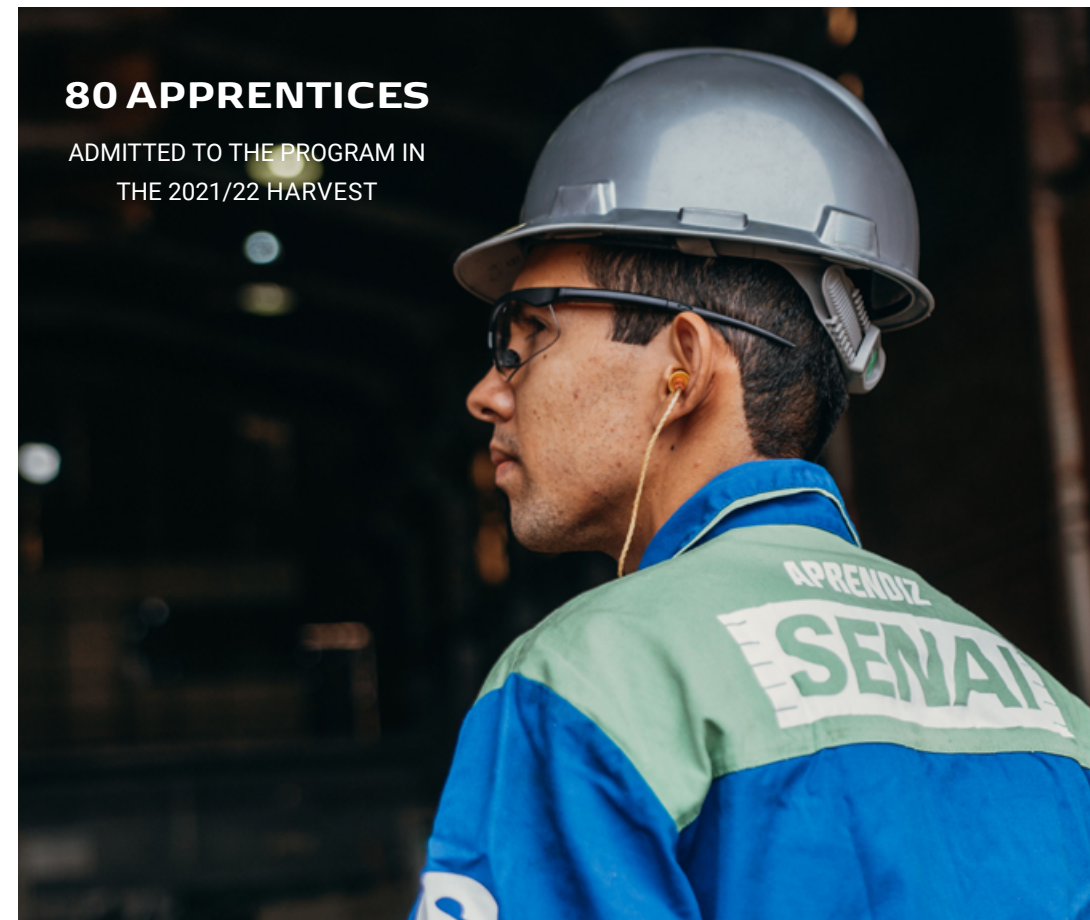
SEARCHING NEW TALENTS - YOUNG ENERGY FOR THE FUTURE

[GRI 203-2, 413-1]

uisa became a reference for the region. We are clear about our responsibility for local development, which includes training people and respecting each person's life and well-being. **Valuing young talents** is one of these arms in regional training.

YOUNG APPRENTICE PROGRAM

We have a network of partnerships focused on training and qualification, such as SENAI, SENAR, SESI and other organizations, which allows us to offer quality technical education to young people in the community. The Young Apprentice Program, developed in partnership with SENAI, is aimed at training people between the ages of 18 and 23, residents of the municipalities of Denise and Nova Olímpia (MT), who will be able to compete for vacancies in the job market and in the Company. In this crop, 80 apprentices were admitted to the Program, who were qualified in courses in the areas of logistics, industrial automation, agricultural maintenance, information technology and communication.





TRAINING

[GRI 103-2, 103-3 | 404]



The appreciation of our professionals also involves **training and development programs**, in addition to incentive actions. Our training management is in charge of the Human Development sector, with formal and technical education programs that range from the integration of new employees to behavioral, health and safety, corporate environment and technical qualification actions.

INCREASE OF
82%
IN AVERAGE HOURS
OF EMPLOYEE
TRAINING



[GRI 404-1]

AVERAGE HOURS OF EMPLOYEE TRAINING, BY FUNCTIONAL CATEGORY

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Director	1.95	3.33	3.00
Executive Manager	1.72	2.86	24.53
Manager	2.65	3.53	6.39
Coordinator	4.05	3.58	5.70
Supervisor	5.41	5.90	8.88
Specialist	5.42	5.63	3.24
Analyst/technician	5.70	5.30	8.31
Operational	4.50	6.31	6.28
Total	31.39	36.43	66.34

[GRI 404-1]

AVERAGE HOURS OF EMPLOYEE TRAINING, BY SEX

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Men	4.71	6.22	7.33
Women	2.23	4.27	3.97
Total	4.27	6.11	11.30

Check out the F5 TAI uisa and the School of Leaders. Scan the QR Code or click on the code.



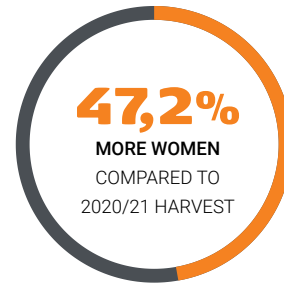
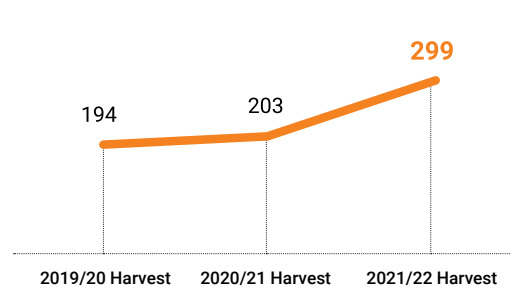


OUR PROFILE



[GRI 102-7, 102-8]

NUMBER OF WOMEN IN uisa



[GRI 102-7, 102-8]

EMPLOYEES BY TYPE OF EMPLOYMENT AGREEMENT AND REGION
Permanent Agreement

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
North	24	26	24
Midwest	2,049	2,099	2,542
Southeast	6	6	8
Total	2,079	2,131	2,574

[GRI 102-7, 102-8]

EMPLOYEES BY TYPE OF EMPLOYMENT AGREEMENT AND SEX
Permanent Agreement

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Men	1,885	1,928	2,275
Women	194	203	299
Total	2,079	2,131	2,574

EMPLOYEES BY JOB TYPE
Job type: Full time

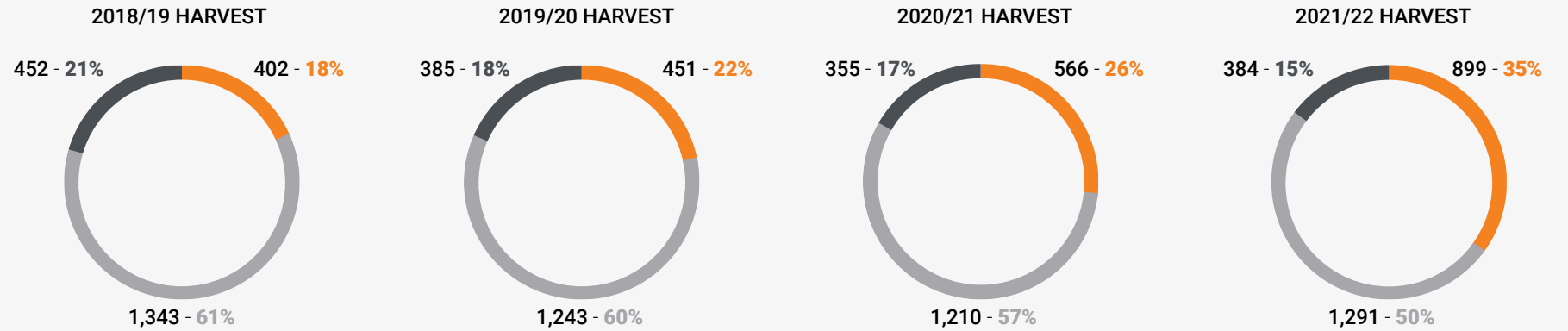
	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Men	1,885	1,928	2,275
Women	194	203	299
Total	2,079	2,131	2,574



[GRI 401-5]

EMPLOYEES BY AGE GROUP

- BELOW 30 YEARS ●
- BETWEEN 30 AND 50 YEARS ●
- OVER 50 YEARS ●



[GRI 202-2]

MEMBERS OF SENIOR MANAGEMENT HIRED IN THE LOCAL COMMUNITY

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Total members	7	6	6
Hired in the local community	1	2	2
Proportion	14%	33%	33%

[GRI 102-7]

EMPLOYEES BY POSITION

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Director	7	6	7
Executive Manager	2	3	2
Manager	14	19	27
Coordinator	24	34	44
Supervisor	30	18	34
Specialist	1	7	34
Analyst/technician	294	283	238
Operational	1,706	1,761	2,188
Total	2,078	2,131	2,574



[GRI 405-1]



INDIVIDUALS WITHIN THE GOVERNANCE BODIES OF THE ORGANIZATION, BY AGE GROUP (%)			
BOARD OF DIRECTORS			
	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Below 30 years	0	0	0
Between 30 and 50 years	0	17	60
Over 50 years	100	83	40
Total	100	100	100

INDIVIDUALS WITHIN THE GOVERNANCE BODIES OF THE ORGANIZATION, BY SEX (%)									
	2019/20 Harvest			2020/21 Harvest			2021/22 Harvest		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Board of Directors	100	0	100	100	0	100	100	0	100

EMPLOYEES BY FUNCTIONAL CATEGORY AND SEX (%)							
	2019/20 Harvest		2020/21 Harvest		2021/22 Harvest		
	Men	Women	Men	Women	Men	Women	
Director	100	0	100	0	100	0	
Executive Manager	100	0	100	0	66.67	33.33	
Manager	85.71	14.29	78.95	21.05	77.78	22.22	
Coordinator	96	4	85.29	14.71	86.37	13.63	
Supervisor	86.67	13.33	94.44	5.56	91.42	8.58	
Specialist	100	0	85.71	14.29	79.41	20.59	
Analyst/technician	87.76	12.24	85.87	14.13	71	29	
Operational	91.15	8.85	91.37	8.63	90.67	9.33	
Total	90.64	9.36	90.43	9.57	82.88	17.12	





[GRI 401-1, 405-1]

EMPLOYEES BY FUNCTIONAL CATEGORY AND AGE GROUP (%)

	2019/20 Harvest			2020/21 Harvest			2021/22 Harvest		
	Below 30 years	Between 30 and 50 years	Over 50 years	Below 30 years	Between 30 and 50 years	Over 50 years	Below 30 years	Between 30 and 50 years	Over 50 years
Director	0	71	29	0	66.67	33.33	0	60,00	40,00
Executive Manager	0	100	0	0	66.67	33.33	0	66,67	33,33
Manager	0	50	50	0	79.0	21.05	0	80,80	19,23
Coordinator	0	88	12	2.94	85.3	11.76	7.69	75,01	17,30
Supervisor	3.33	66.67	30	0	61.11	38.89	2.94	67,65	29,41
Specialist	0	0	100	0	85.71	14.29	10.54	78,94	10,52
Analyst/technician	18.37	65.99	15.65	25.44	61.48	13.07	51.81	44,24	3,95
Operational	23.31	58.21	18.58	28	55.0	16.98	29.37	40,87	29,76
Total	21.69	59.79	18.52	26.56	56.78	16.66	30.57	54,68	14,74



[GRI 401-1, 405-1]

EMPLOYEES HIRED BY AGE GROUP

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
Below 30 years	324	425	288
Between 30 and 50 years	141	569	310
Over 50 years	46	80	55
Total	511	1.074	653

[GRI 401-1, 405-1]

EMPLOYEES HIRED BY SEX

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
Men	714	988	560
Women	92	86	93
Total	806	1.074	653



[GRI 401-1]

EMPLOYEES HIRED BY REGION

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
North	1	0	7
Midwest	802	1,074	602
Southeast	3	0	44
Total	806	1,074	653

[GRI 401-1, 405-1]

EMPLOYEES WHO LEFT THE COMPANY BY AGE GROUP

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
Below 30 years	127	191	207
Between 30 and 50 years	232	275	337
Over 50 years	46	61	85
Total	405	527	629

[GRI 401-1, 405-1]

EMPLOYEES WHO LEFT THE COMPANY BY SEX

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
Men	349	455	583
Women	56	72	46
Total	405	527	629

[GRI 401-1]

EMPLOYEES WHO LEFT THE COMPANY BY REGION

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
	Nº	Nº	Nº
North	1	2	1
Midwest	404	524	627
Southeast	0	1	1
Total	405	527	629





REMUNERATION

[GRI 103-2, 103-3 | 202]

Promoting equal opportunities for growth guides our remuneration practices. We annually assess the competitiveness of the sum received by employees, using market research. At **uisa**, collective bargaining labor agreements and the base salary defined for the professional categories are respected, with no variation between employees of different sexes in the same function. If there is a difference, it comes from seniority or maturity in the exercise of activities.

[GRI 103-2, 103-3 | 402]

We also offer the **Profit-Sharing Plan (PLR)**. The goals are prepared annually, and the PLR is distributed depending on the results obtained.



[GRI 202-1]

VARIATION BETWEEN THE LOWEST WAGE AND THE MINIMUM WAGE, BY SEX						
	2019/20 Harvest		2020/21 Harvest		2021/22 Harvest	
	Men	Women	Men	Women	Men	Women
Lowest salary paid by the organization	1,087.38	1,087.38	1,120.00	1,120.00	1,198.50	1,198.50
Minimum wage determined by legislation or union	1,087.38	1,087.38	1,120.00	1,120.00	1,198.50	1,198.50
Percentage Ratio	100.00	100.00	100.00	100.00	100.00	100.00

BENEFITS

As a form of **recognition** and to encourage the **motivation** of our employees, we provide the following benefits package:

Medical and dental assistance; optical assistance, day care assistance; cafeterias in different locations, with the sanitary protocols applied; meal vouchers for employees away from headquarters; food voucher; group life insurance; Christmas kit; free transport to surrounding cities; pharmacy agreement, and salary-backed loan.





WELFARE

[GRI 103-2, 103-3 | 403]

HEALTH, SAFETY, AND WELL-BEING

There is no excellence without making safety, health, and well-being fundamental values. **These are non-negotiable principles for us.**

We continually invest to improve our management system, reinforcing the safety culture and identifying hazards and risks in scenarios that could lead to accidents and/or fatalities. All activities are evaluated by an independent company, followed by professionals in the area, through performance indicators, which are discussed in meetings with the **Working Group on Health and Safety and Welfare at Work - SSBET**. [GRI 403-1, 403-4]

The occurrences of accidents and near misses (personal, property or process) are reported, analyzed, and investigated by a multidisciplinary team, with representatives of the Internal Commission for Accident Prevention - CIPA and

CIPATR (focused exclusively on rural workers), leaders and people in charge, according to the process flowchart. Action plans for occurrences arising from investigation processes are inserted into a platform for management and internal processes. [GRI 403-2, 403-4]

The qualification and training are carried out by internal and external instructors, members of accredited institutions, during the working day, free of charge and with the application

of evaluations to measure performance. In addition, we promote internal campaigns, focusing on topics relevant to the cultural transformation and quality of life of employees. We offer optional medical health insurance and we structure programs focused on key topics, such as respiratory protection, hearing conservation, oral rehydration, and women's health. [GRI 403-3, 403-5]



Scan the QR Code or click on the code and learn about the campaign developed by **uisa** to raise awareness about health and safety. See also how our 17th SIPAT - Internal Week for the Prevention of Work Accidents - was.





HIGHLIGHTS

PARL



The **Leadership Assessment and Recognition Program (PARL)** reinforces safe behavior, disseminating the culture of health and safety at **uisa**, contributing to the reduction of accidents. Every month, managers and teams are awarded for carrying out their activities in compliance with good safety practices in the areas of Industry, Automotive Maintenance Management, Agriculture and in our Packaging Unit. The evaluation takes place through measurement of the performance of areas and sectors, providing feedback, managing deviations and recognizing the team and leader with greater adherence to the Program.

SAFE OFF-SEASON

We started the campaign **Safe Off-Season** (*Entressafra Segura*) to inspire safe and self-care behavior in all **uisa** employees – both our own and third parties – through the correct use of PPE, organization and cleaning of the area, signaling, and compliance with safe procedures.

ALERT CARD

Proactive tool that supports the identification of unsafe conditions and behaviors and reinforces the right **uisa's** employees have of refusing. **[GRI 403-2]**

PLANNED INSPECTIONS OF OCCUPATIONAL HEALTH, SAFETY AND WELL-BEING

With a monthly assessment, **this program aims to monitor compliance with requirements and good practices in Occupational Health and Safety.** This

initiative counts on the participation of the company's leadership and the index for each area is calculated based on events and observations.

GOLDEN RULES

It is a set of behaviors aligned with good practices in health and safety at work and is based on the avoidance of accidents. The initiative has three pillars: **compliance**, reinforcing the relevance of rules and procedures; **action**, based on proactivity and prevention; and, **respect**, reflected in the attitude towards the other.

INTERNAL ACCIDENT PREVENTION COMMISSION (CIPA and CIPATR)

With a group focused on the industrial area and another on the field, the Commission has representatives of the employees and the Company, elected by the professionals themselves and chaired by members appointed by the CEO. Its scope of action includes work aimed at ensuring the physical integrity of employees and third parties, in addition to

the following activities: safety patrols in the areas; assistance in the investigation of work accidents; participation in Sipat/Sipatr; participation in the Daily Safety Dialogues of the areas; collaboration on safety improvements in **uisa's** sectors. **[GRI 403-4]**

EMERGENCY BRIGADE

A regional reference, our brigade is made up of representatives from the different areas of the Company and is prepared to act in emergencies, such as fires in the field or in the industrial area and accidents.





WORK ACCIDENTS

[GRI 403-9]

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
WORKED HOURS	5,589,117.59	5,802,597.75	6,856,962.95
Deaths resulting from work-related injuries	0	0	0
Fatality rate resulting from work-related injuries	0	0	0
Serious work-related injuries	18	13	20
Rates of serious work-related injuries	3.22	2.24	3.94
Work-related recorded injuries, including deaths	0	0	0
Work-related recorded injuries rate, including deaths	0	0	0

STRUCTURE OF THE HEALTH, SAFETY AND WELL-BEING AREA (SSBET)

[GRI 403-3, 403-6]

1 Manager; 2 Engineers; 2 Occupational Physicians; 1 Nurse; 10 Safety Technicians; 5 Occupational Nursing Technicians; 3 Emergency Vehicles; 1 Outpatient's department.



RAS - REQUIREMENTS FOR SAFE ACTIVITIES [GRI 403-2]

At **uisa**, we have 12 activities mapped as having the highest risk, with their degree of criticality being taken into account. In view of this list, we have the **Requirements for Safe Activities**, which bring together care aimed at tasks included in the following list:

- 1 Vehicle safety;
- 2 Load handling and lifting;
- 3 Power lock;
- 4 Hydroblasting;
- 5 Operations close to the energized grid;
- 6 Protection of machines and equipment;
- 7 Hot work;
- 8 Handling and operation of agricultural equipment;
- 9 Continuous transport of biomass to the boiler;
- 10 Confined space;
- 11 Agricultural fires;
- 12 Working at height.



HEALTH AND SAFETY PRINCIPLES [GRI 403-1]

Health and safety is everyone's responsibility

As everyone is an ambassador for the topic, leaders are responsible for their teams' safety, for giving the answer and the direction, demonstrating and applying safe behavior. Each of our employees shall assume the **role of promoting active** and genuine care and providing help to those who may need it.

Valuing Health and Safety means valuing people

All actions and initiatives in the area are transversal: they seek to promote people's safety. **We are people who take care of people.**



The focus on Health and Safety is "Zero Accident"

For **uisa**, excellence translates into the well-being of its employees, ensuring their **physical and mental integrity**, as well as preventing damage to property. This commitment is reflected in the "Zero Accident" objective, whose path necessarily involves good risk management.

Risk Identification and Management

It is our duty to **map all risk factors** related to our operations, so that effective barriers can be evaluated and implemented through the control hierarchy: elimination, replacement, isolation, engineering controls and administrative controls. This front includes the implementation of prevention programs, preparedness plans, emergency response and attendance, and contingency plans.

Health and Safety Management is broad

A **holistic look** at the topic is necessary, considering **uisa's** whole life cycle, to influence behaviors throughout the production chain. This means that the matter cannot escape dialogue with our partners and suppliers, for example.



OUR ATMOSPHERE

[GRI 103-2, 103-3 | 413]

Boosting economies, strengthening relationships with suppliers and partners, and supporting communities in their needs is strategic at **uisa**. People are energy to our company, whether they are within or outside the Company's geographic boundaries. **Here, taking care of one is taking care of everyone.** It is essential that we all, together, have opportunities for growth. [GRI 102-12, 413-1]

We strive through actions and initiatives in this sense, with defined indicators and processes, through instruments such as our **Sustainability Committee**.

PRIVATE SOCIAL INVESTMENT

We formalized our strategic view on the subject through the Social Responsibility Policy, which provides for a management model based on ethics and transparency, with the purpose of harmonizing the social, environmental and economic dimensions, engaging different audiences.

It is through this Policy that we guide our contributions of a social nature, which lists the areas of health, education, sports, culture and income generation as a target for **uisa**'s contributions. This must go hand in hand with the identification of local needs, for an effective action, connected to our range of impact and relationships.

OBJECTIVE

Ensuring better living conditions for communities and a more just and balanced society.

TARGET AUDIENCE

Communities in the municipalities of Nova Olímpia and Denise (MT).

INVESTMENT FRONTS

- Own projects: developed by the company's social area;
- Partnership projects: developed by third parties, supported by uisa;
- Donations of goods and products: intended for individuals or legal entities, for social purposes;
- Own and partnership events: developed by the company's social area or by third parties, supported by the company in the most diverse ways;
- Volunteer Program: Uisa encourages its professionals to act as volunteers and is a partner in all the projects developed by Florescer Ação Social, made up of company employees and the community.



DONATIONS [GRI 413-1]

Below we highlight some of the actions carried out in the 2021/22 harvest.



uisa donated more than 4 tons of sugar to social actions, including the Associação Nosso Lar – Casa do Idoso, in Tangará da Serra (MT).



We donated oxygen cylinders and respiratory therapy equipment for lung ventilation to public health networks in the municipalities of the region, in the fight against the Covid-19 pandemic.



In the 2021/22 harvest, more than 8 thousand liters of 70% alcohol were donated for social actions in the public and private sectors.

PROJETO CANGURU (KANGAROO PROJECT) [GRI 413-1]



The promotion of health, safety and quality of life for **uisa**'s employees involves social programs and community actions that go beyond the Company's limits, impacting its entire atmosphere and also reaching their families. To value the special moment that is the arrival of a new member of the **uisa** family, the Director of People and Culture and a representative from the social area visit and give the Company's mothers a personalized

Kangaroo Project kit. The project represents the embracement, care and protection with employees and their babies.





HIGHLIGHTS [GRI 203-2, 413-1]

PROFESSIONAL QUALIFICATION TO THE COMMUNITY OF THE DISTRICT OF ASSARI

The Assari District (Barra do Bugres – MT) is the base of our packaging and logistics operations. With 4 thousand inhabitants, the district had a shortage of qualified labor. Through a partnership with the Rural Union of Barra do Bugres - Sirub, the National Rural Learning Service - Senar, community leaders and sugarcane suppliers, **we started to offer training courses totally free to residents**, regardless of sex, with a theoretical and practical content.

The courses ensure the consolidation of a support network for the social development of the community. So far, courses on the operation of drones, forklifts, tractors and heavy machinery, GPS and agricultural machinery maintenance have been taught. Men and women in the district now have prospects for professional and personal growth and greater income generation. People who have completed the training are already applying for job openings at **uisa** and other companies.



FREE TRAINING ALSO IN NOVA OLIMPIA

The support network doesn't stop. In Nova Olímpia (MT), the partnership created is different, but the purpose is the same: **to qualify people for the job market. uisa**, the Municipality of Nova Olímpia and the National Service for Industrial Learning (Senai-MT) joined forces, through the Program EU FAÇO+, to offer free courses to the community. Courses for Welder and Boilermaker were given.





Florescer Ação Social

[GRI 413-1]

uisa, through Florescer Ação Social, held workshops, courses, events, actions and partnerships, within the entity's axes of action: Semeia Educação, Sementes Esporte, Gerar Qualificação, Geração de Emprego e Floresce Cultura.

Founded in 2006 and constituted in 2010 as a non-profit legal entity governed by private law, Florescer is the Company's arm in social action with the community, whose focus is the promotion of human, social, **cultural and educational development of communities in Nova Olímpia and Denise (MT)** and has a team of professionals with different expertise to formulate activities and actions to face the crisis, especially through partnerships.

In the management of activities of Florescer, indicators are analyzed, previously validated by the Board of Directors or by the Administrative Board of the institution, as well as internally by the project management area. This process relies on instruments for evaluating and monitoring the performance of activities that focus on feedback from participants in the actions.

We ended 2021 with 21 socio-educational workshops, 1,218 enrolled, 13,000 people assisted, 536 families directly and indirectly assisted, and 79 volunteers engaged.



HIGHLIGHTS

536
FAMILIES DIRECTLY AND
INDIRECTLY ASSISTED



21
SOCIO-EDUCATIONAL WORKSHOPS

+ 1,200
STUDENTS REGISTERED IN SOCIO-
EDUCATIONAL COURSES

**13
THOUSAND**
ATTENDANCES




CLICK AND VISIT THE
YOUTUBE CHANNEL OF
FLORESCER AÇÃO SOCIAL

Bloom with us! Scan the QR Code
or click on the code and learn about
Florescer Ação Social.





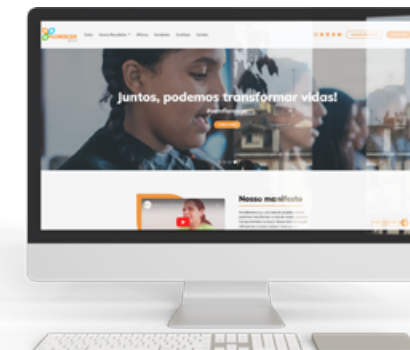
SOME ACTIVITIES CARRIED OUT IN 2021/22:

[GRI 413-1]

Provision of courses to the community; families and students assisted by the courses and workshops had the opportunity to participate in actions and events; closing event of internal programs; tutoring workshops, dance, choir, manual crafts and computers; Participation in the ESG **uisa** webinar, with a theme focused on volunteering and encouraging voluntary donation.

PARTNERSHIPS:

- **Rotary Club: Intensive Course of Goodness.** Preparatory course for the entrance exam;
- **Sicredi: Basic Computing.** Project approved in public notice for the basic digital inclusion course for youth and adults in the community.



Come and
Participate!
[CLICK
HERE](#)



Suppliers

Our supply chain is made up of companies providing services and supplying equipment and materials. Among them are our sugarcane suppliers, which are located in the State of Mato Grosso, in the vicinity of the Company. Our 1,504 service, equipment and material suppliers are distributed throughout Brazil. In the 2021/22 harvest, approximately R\$ 598 million were spent on suppliers, 27% of which went to local suppliers. **[GRI 102-9, 203-2, 204-1]**

For the approval of suppliers, we conducted the selection process following the document SUP.AN-001, which includes legal requirements and other aspects relevant to the ESG (Environmental, Social and Governance) sphere. During the partnership, it is up to suppliers and service providers to follow and comply with the internal rules and the **Code of Conduct for Suppliers and Service Providers**, which covers topics such as the prohibition of any form of slave work, forced or child labor, the preservation of environment and compliance with health and safety standards. **[GRI 102-16, 103-2, 103-3 | 407; 103-2, 103-3 | 409; 103-2, 103-3 | 414; 414-1]**

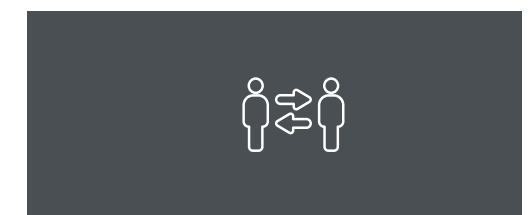
We implemented an online system designed to reduce risks and optimize time. As a result, all suppliers, who are evaluated too, are required to go through the Homologation Journey, which carries out public consultation in more than 300 official databases and supplier inputs into non-public data. This solution also allows the automatic monitoring of suppliers, generating irregularities alerts for continuous monitoring and risk assessment. For non-productive material partners (MRO), approval is not mandatory, but it is a differential for current and potential suppliers. **[GRI 204-1]**

In 2021, the **Supplier Center** was created, a project that integrated the entire process of sending invoices, registering and evaluating suppliers into a single portal, giving more agility and transparency to the relationship with our partners.

In Crop 2021/22, the Program *Nossa Cana* was implemented, which reinforces the presence of environmental criteria in our relationship with the supply chain. The Program provides for audits to be conducted based on the verification of ten items: CAR, APF, NR-31, Concession of Water Resources, Organization and Cleaning, Waste Control, Chemical Products Control, Effluent Control, Atmospheric Emissions Control, and Agronomic Aspects Control. **[GRI 204-1]**



uisa HAS
+ 1,500
SUPPLIERS





SUSTAINABLE IDEA



An important initiative of the Company, the **Program Ideia Sustentável** (Sustainable Idea) proposes to encourage, recognize and propagate good practices throughout the company's supply chain. Launched in 2021, the Sustainable Idea Award opened applications for suppliers to submit ideas, projects, and initiatives in sustainability. The program awards and recognizes the 10 (ten) best initiatives at the annual supplier meeting.

Just as **uisa** innovates, expands, faces new challenges and grows continuously, we want our suppliers to come along with us. Therefore, the "Sustainable Idea" is another step in this alignment, strengthening relationships and expectations between the Company and its partners.

Sustainable Idea: to value and reward our partners' initiatives and actions. Marcelo Contó, Director of Supply and ESG, and Verônica Spinelli, Manager of Supplies, talk about the Program. Scan the QR Code or click on the code.



esg





5

GOVERNANCE





GOVERNANCE



Our corporate governance, structured based on **ethics, transparency, respect**, and the **best market practices**, aims to ensure that relationships with our stakeholders are carried out honestly and with integrity. Our management is participatory, with decisions shared among the leaders. **[GRI 102-5]**

uisa's main governance bodies are the Board of Directors and the Executive Board, with the support of their advisory committees: Strategic and Financial Committee, Ethics and Compliance Committee, Sustainability Committee, Audit and Risk Committee, People Management and Remuneration Committee, and Crisis Committee. We improved the decision-making process and perfected strategic management and, through transparent actions, we reinforced our credibility in the market. **[GRI 102-18]**

We are signatories of the Program *Carbono Neutro MT* - which aims to offset carbon emissions in the State of Mato Grosso by 2035 - and of the Abring Foundation for the Rights of Children and Adolescents. We also participate in the National Bioenergy Union – UDOP, in the Federation of Industries of the State of Mato Grosso – FIEMT and in the Union of Bioenergy Industries of the State of Mato Grosso – Sindalcool. **[GRI 102-12 e 102-13]**

We are partners in the community in which we operate and we invest so that employees and people from the municipalities around us value the environment and participate in the preservation movement, which results in quality of life and economic and socio-environmental benefits for all. **We act in line with our ESG principles.**



“Each year, Uisa reinforces its commitment to an innovative, safe, environmentally responsible, and upstanding business environment.”



HIGHLIGHTS

IMMERSION TO THINK ABOUT THE FUTURE OF THE COMPANY

As part of the 360° program, all directors, managers and coordinators were summoned for a strategic immersion in the discussion of the Company's future. The initiative reinforces the participatory nature of decisions and the transparency of information.



QUALITY INFORMATION FOR THE CONSUMER

We have advanced in the application of blockchain technology to our production and control processes. This will allow, through a QR Code present on the sugar packages, product tracking, bringing information from the planting of sugarcane to the delivery of our product. It turns into more efficiency and safety for the company's production chain and its partners – and even more transparency to its consumers and society.

In the next crop, the technology will be applied to Demerara Sugar, gradually extending to our entire line of sugars.

WEBINAR **uisa**

Presenting, discussing, and disseminating our company's actions and values is the purpose of the series of webinars held by **uisa**. One of the themes was the pillar of our governance. With open broadcast, it can be shared by all interested parties.

uisa SUPPLIER PORTAL

More agility and transparency in the relationship with our suppliers through the implementation of the portal project, automating and integrating the entire process (invoices, registration, evaluation) in a single center.



96%

OF OUR EMPLOYEES RECEIVED TRAINING ON OUR CODE OF ETHICAL AND PROFESSIONAL CONDUCT



“ This is an agenda of transparency of our short-term and long-term goals. And our focus is crucial to get where we want. ”

José Fernando Mazuca Filho, uisa's CEO

uisa 360° - THE FUTURE WITH + ENERGY

Implemented in this crop, Uisa's 360° program is carried out quarterly with all employees. At the meetings, our CEO presents an overview of the Company, its processes, and results. The purpose is to provide transparency and alignment to information, in a clear, cohesive, and trustworthy management model.



INNOVATION AND GOVERNANCE

uisa has advanced rapidly in its digital automation and technologies have provided even more information transparency and reliability. Among the solutions implemented in this crop, we highlight:



- **Implementation of the second layer of the Data Lake:** which consists of interpreting the data collected. The KPIs (Performance Indicators) Platform allows selective collection of information on the Company's operations and their respective interpretations, using Business Intelligence resources;



- **Enterprise-scale self-service analysis:** when requesting data for analysis, the system selects specific information from the requesting area and delivers it automatically. This tool streamlines and simplifies the process, reducing safety risks;



- **Row-Level Security + Power BI:** Filters restrict row-level data access and you can set filters on roles. Technology allows determining multiple accesses, permissions controls, profiles with different levels of access to the company's strategic information, including confidentiality label and end-to-end encryption;



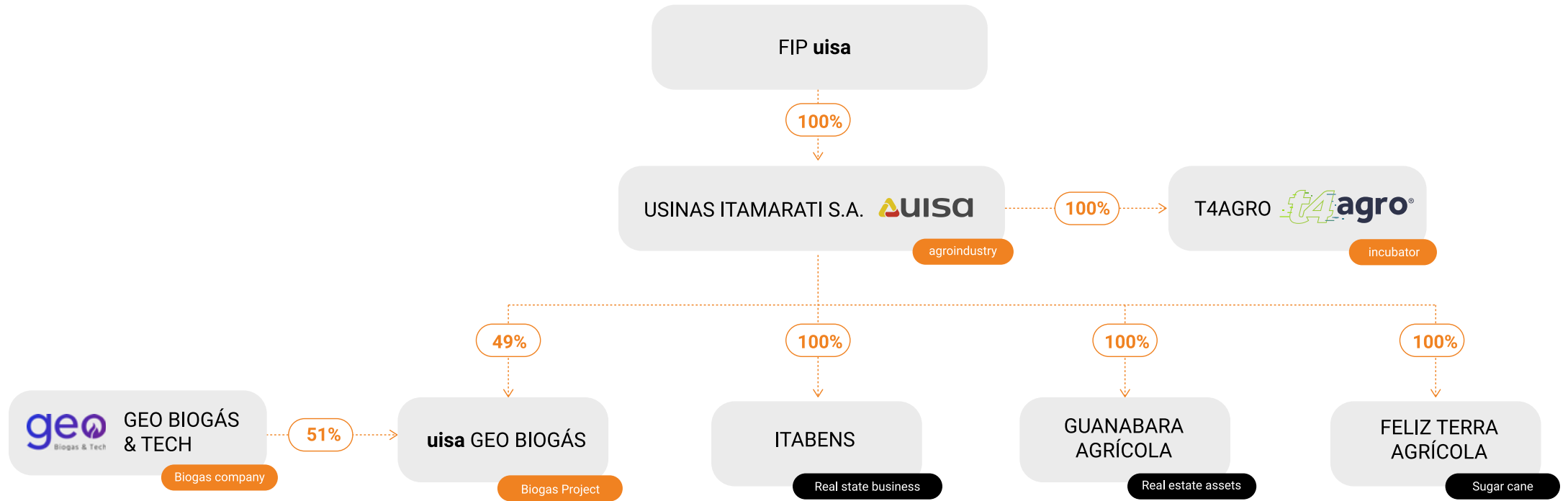
- **Cyber Security:** **uisa** invested in cyber attack prevention tools using AI and Machine Learning.





SOCIETAL STRUCTURE

[GRI 102-5]





OUR LEADERS

[GRI 102-18, GRI 102-19, 102-22]

BOARD OF DIRECTORS

Responsible for the general guidelines and guidelines of the business, the Board of Directors, in a collegiate deliberation, defines long-term strategies, elects directors and supervises executive management.

President: José de Arimatea de Angelo Calsaverini

Counselors: Sérgio Spinelli Silva Junior

Paulo Caldeira

Bernardo Parnes

Independent Counselors: José Roberto Mendonça de Barros

Vitor Montenegro Wanderlei

Marcelo Abud

Jacyr Costa Filho

EXECUTIVE BOARD

The focus is to ensure compliance and execution of the Strategic Planning in the Company's routine. The positions of the Executive Board can be exercised cumulatively.

CEO: Jose Fernando Mazuca Filho

Commercial director: Paulo César Leite

Supply & ESG Director: Marcelo Contó

CFO: Anderson Angelo de Souza

Agroindustrial Director: Jari de Souza

Director of People and Culture: Marcelo Maniero Speltz

Technology and Innovation Director: Rodrigo Ribeiro Goncalves



José Mazuca



Paulo César Leite



Marcelo Contó



Anderson de Souza



Jari de Souza



Marcelo Maniero



Rodrigo Gonçalves



COMMITTEES

[GRI 102-18]

The **six** executive advisory **committees** maintained by uisa ensure greater **efficiency, quality, and transparency** in the conduction of decisions and activities, in compliance with legislation and corporate standards.

STRATEGIC AND FINANCIAL COMMITTEE

Advise the CEO and the Board of Executive Officers in carrying out the strategic or business plan approved by the Board of Directors, as well as supporting executive financial decision-making. Study the matters within its competence and prepare proposals to be taken by the CEO and Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.

ETHICS AND COMPLIANCE COMMITTEE

Advise the CEO, with recommendations and guidelines related to ethical issues and the Compliance Program. Advise the Compliance area with recommendations for corrections and improvements to its Compliance Program. Evaluate possible violations of the Company's rules, values, and principles and impose the appropriate disciplinary measures. Ensure to the Compliance area all economic and personnel resources for the effective development of its activities.

PEOPLE MANAGEMENT AND REMUNERATION COMMITTEE

It advises the CEO and the Directors in matters related to human and organizational development and processes regarding people management, organizational culture. Study the matters within its competence and prepare proposals to be taken by the CEO and Directors to the Board of Directors for examination and deliberation, according to the scope and competences defined in the Company's Bylaws.

SUSTAINABILITY COMMITTEE

Define the guidelines that guide the Company's performance in sustainability, based on a business development agenda guided by the integration of economic, environmental, social, governance (ESG) and relationship aspects with its ecosystem.

AUDIT AND RISK COMMITTEE

Advise the CEO in monitoring actions related to mapped risks, implementation and review of internal controls, and implementation of internal audit, focusing on practices to serve the New Market.

CRISIS COMMITTEE

Coordinate the work related to the Company's actions in a risk or crisis situation the organization may face.



ETHICS AND INTEGRITY

[GRI 102-16]

It is our responsibility to strengthen and disseminate our purposes, principles, and values, establishing that our business is guided by honesty, integrity, responsibility, independence, long-term vision and constant concern with impacts.

The set of controls, documents such as the code of ethical and professional conduct, institutional policies, internal rules and procedures and the whistleblower channel support our culture of compliance and adopts zero tolerance for any type of misconduct.



At Crop 2021/22, 96% of our employees received training on our Code of Ethical and Professional Conduct, covering, among other topics, the fight against fraud, corruption, and money laundering. **[GRI 205-2]**

Our Code of Ethical and Professional Conduct was prepared based on our mission and values and on what we believe to be the framework of best market practices. It shall be used in our decision-making, in our attitudes and actions, and guide our behavior towards internal or external stakeholders, either them being employees, suppliers, customers, government, or community representatives.

It is a strategic part of our business to act ethically and transparently, and to influence our production chain to act in the same way, through the acceptance and agreement of our Code of Conduct for Suppliers and Service Providers. This way, we can build awareness and influence our business partners to act ethically and with integrity.

Our CEO, José Fernando Mazuca, talks about wou Compliance department. Scan the QR Code or click on the code.





WHISTLEBLOWING CHANNEL

[GRI 102-17]

We are attentive and seek maximum efficiency in identifying deviations from our code of ethical and professional conduct, internal policies, and current legislation. We have a whistleblowing channel, managed by an independent company, to expand and improve the service, investigation and verification of the reports received.

The whistleblower channel, **active and integrated with the compliance sector**, helps to detect complaints related to violations of codes, **uisa's** policies and standards, and any information about possible non-compliance with applicable legal and regulatory provisions. The purpose is to quickly identify, prevent, and control whatever types of risks will be analyzed for each reported complaint.

COMPLAINTS RECEIVED BY CHANNEL AND REFERRALS FROM OUR WHISTLEBLOWING CHANNEL - 2021/22 Harvest

	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Reports Received	61	80	100
- web	Not informed	Not informed	79
- 0800	Not informed	Not informed	0
- In-person	Not informed	Not informed	21
Operational Reports	5	3	15
Reports being investigated	0	0	3
Completed Reports	56	77	82
- inconclusive	31	40	16
- Unfounded	14	26	43
- Partially founded	8	9	3
- Founded	3	2	20

CONTACT THE WHISTLEBLOWING CHANNEL



Telephone: 0800 882 1111
(24-hour center)



Online channel: www.canalconfidencial.com.br/uisa



Directly to a representative of the Compliance area.



RISK MANAGEMENT

[GRI 102-11, 102-15]

The Company is committed to maintaining a robust and integrated governance model aimed at ensuring, for the benefit of its stakeholders - such as shareholders, customers, suppliers, employees, society, government, investors, the achievement of its business objectives by fulfilling its responsibilities with diligence and accountability. **We understand the management of risks and opportunities as a fundamental component of this commitment.**

This management **follows the concept of the three lines of defense**. The first comprises the Company's business areas, including its affiliates and subsidiaries, responsible for the risks and opportunities they manage. The second line of defense is made up of the control structures, which shall equip first-line managers

for the correct management of risks and opportunities. The third line is composed of the Internal Audit, acting with an independent look to verify the model effectiveness.

The risk management methodology used by the Company, based on internationally recognized standards and frameworks, in light of the provisions of ISO 31000:2009 - Risk Management Principles and Guidelines and COSO - Committee of Sponsoring

Organizations of the Treadway Commission, uses quantitative and qualitative criteria to measure the impact and probability of the event being materialized, to determine the Company's level of exposure to risk.





RISKS

[GRI 102-11, 102-15]



STRATEGIC RISKS: risk arising from adverse changes in the business environment or from the use of inappropriate assumptions in decision making.



OPERATIONAL RISKS: these are associated with the possibility of losses (of production, assets, customers, revenues) resulting from failures, deficiencies or inadequacy of internal processes, people, and systems.



FINANCIAL AND/OR MARKET RISKS: those associated with the exposure of the organization's financial operations, segregated into:

PRICE: arises from the possibility of fluctuation in market prices of the products sold. To mitigate this risk, the Company permanently monitors the market, seeking to anticipate price movements;

EXCHANGE: associated with market volatility. It may affect the Company when it has assets or liabilities linked to a foreign currency. The Company does not use derivative operations to manage cash flow risks denominated in US dollars, net amount of other cash flows and cash equivalents;

INTERESTS: also associated with market volatility. The Company may occasionally contract debts and derivatives indexed to fixed or floating interest rates, however, changes in the perception of risk by market agents may generate

volatility in the interest curves and, thus, increase the Company's financial expenses;

CREDIT: associated with the Company's counterparties that may, eventually, fail to honor their commitments and obligations. The credit risk on cash and cash equivalents is mitigated through the conservative distribution of investment funds and CDBs, which make up the item. The distribution follows strict criteria for allocation and exposure to counterparties, which are the main national and international banks considered, for the most part, with Investment Grade by international rating agencies;

LIQUIDITY: as part of the liquidity management process, the Management prepares business plans and monitors their execution, discussing positive and negative cash flow risks and evaluating the availability of financial resources to support its operations, investments, and refinancing needs.





SOCIAL, ENVIRONMENTAL AND CLIMATE RISKS: possibility of financial, operational, image losses or impacts on the strategy, resulting from damages to society, the environment or related to climate change, such as pollution, damage to human health, safety, transparency, impacts in communities, threats to biodiversity, among others.



LEGAL AND COMPLIANCE RISKS: those associated with non-compliance with laws and regulations issued by central and local governments, as well as regulations issued by regulatory bodies or even of internal nature. They are associated with money laundering prevention, integrity, etc.



REPUTATIONAL RISK: risk arising from the negative perception of the Company by customers, partners, suppliers, shareholders, subsidiaries, media, social influencers, investors, regulators, etc.



INFORMATION SECURITY RISKS: these consist of the loss, misuse, unauthorized access or disclosure of information or personal data of interested parties, internal or external, which may threaten business or damage the Company's image.



6

ECONOMIC RESULTS



HIGHLIGHTS

APPROXIMATELY **R\$ 1.5 BILLION** NET REVENUE



426.0%
OF RISE OF THE ACCUMULATED NET PROFIT OF THE CROP IN AN ANNUAL COMPARISON



R\$ 784.8 MILLION
OF ADJUSTED EBITDA
(74.4% ABOVE THE 2020/21 CROP)



R\$ 183.7 MILLION
OF NET PROFIT IN THE 2021/22 HARVEST



DECLINE TO **1.2x**
OF NET DEBT/ADJUSTED EBITDA IN RELATION TO 2.1x OF THE PREVIOUS CROP





INNOVATION AND AGILITY. EXCELLENT RESULTS.

[GRI 102-7; 103-2, 103-3 | 201]

The harvest was marked by the Company's best results in its history.

Despite yet another harvest undergoing severe droughts that have been affecting Mato Grosso over the last few years, a pandemic that worsened in the first months of 2021, and a global crisis in the supply chain of inputs, the Company proved its ability to create and find solutions in adverse and complex scenarios. **uisa** exceeded expectations and showed that it knows how to be quick and agile in decision making.

Our professionals - committed, creative and competent - at all levels of the Company, were

essential for us to go through this turmoil focusing on **financial discipline** and **crop planning**.

Allied to this, our focus on innovation has created new scenarios by enabling the **diversification of our products, partnerships, and investments in startups**, as well as research and development. The financial sustainability of our businesses is very well structured. With a net revenue of approximately R\$ 1.5 billion and net income of R\$ 183.6 million, we ended the 2021/22 harvest with the **best result in our history!** [GRI 102-7]

NUMBERS | RESULTS

[GRI 102-7 201-1]

DIRECT ECONOMIC VALUE GENERATED (R\$)				
	2018/19 Harvest	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Revenues	733,748,000	849,320,000	908,052,000	1,470,293,000

[GRI 201-4]

TOTAL MONEY VALUE OF FINANCIAL ASSISTANCE RECEIVED FROM ANY GOVERNMENT (R\$)				
Type of Assistance	2018/19 Harvest	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Benefits and tax credits	3,697,227	5,948,573	15,317,022	98,600,000



[GRI 201-1]

DISTRIBUTED ECONOMIC VALUE (R\$)

Distributed	2018/19 Harvest	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
Operational costs	1,148,864,000	815,096,000	621,413,000	711,425,873
Employee salaries and benefits	112,960,000	139,766,000	158,015,985	183,256,127
Government payments	62,756,004	64,965,367	86,289,638	221,011,983
Total	1,324,580,004	1,019,827,367	865,718,623	1,115,693,983

[GRI 201-1]

"DIRECT ECONOMIC VALUE GENERATED" SUBTRACTED BY "DISTRIBUTED ECONOMIC VALUE"

Type of Assistance	2018/19 Harvest	2019/20 Harvest	2020/21 Harvest	2021/22 Harvest
"Direct economic value generated" subtracted by "economic value distributed"	590,832,004	170,507,367	42,333,377	354,599,017





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GENERAL DISCLOSURES 2016

GRI 101 – FOUNDATION 2016

ORGANIZATION PROFILE

GRI Standard	CONTENT	Page/URL	Omission	Sustainable Development Goals (SDGs)
GRI 102: General Disclosures 2016	102-1 Name of the organization	Page 12	--	--
GRI 102: General Disclosures 2016	102-2 Activities, brands, products, and services	Pages 12 , 16 , 19 and 20	--	--
GRI 102: General Disclosures 2016	102-3 Location of headquarters	Road MT-358 no number – Rural Area of Nova Olímpia - MT	--	--
GRI 102: General Disclosures 2016	102-4 Location of operations	Pages 12 and 15	--	--
GRI 102: General Disclosures 2016	102-5 Ownership and legal form	Page 75 and 78	--	--
GRI 102: General Disclosures 2016	102-6 Markets served	Pages 12 and 15	--	--
GRI 102: General Disclosures 2016	102-7 Scale of the organization	Pages 12 , 15 , 53 , 57 , 58 and 88	--	--
GRI 102: General Disclosures 2016	102-8 Information on employees and other workers	Page 57	--	--



GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
GRI 102: General Disclosures 2016	102-9 Supply chain	Page 72	--	--
GRI 102: General Disclosures 2016	102-10 Significant changes to the organization and its supply chain	There was none	--	--
GRI 102: General Disclosures 2016	102-11 Precautionary Principle or approach	Pages 50 , 83 , 84 and 85	--	--
GRI 102: General Disclosures 2016	102-12 External initiatives	Pages 29 , 35 , 43 , 75 and 108	--	--
GRI 102: General Disclosures 2016	102-13 Membership of associations	Page 75	--	--
STRATEGY				
GRI 102: General Disclosures 2016	102-14 Statement from senior decision-maker	Page 4	--	--
GRI 102: General Disclosures 2016	102-15 Key impacts, risks, and opportunities	Pages 83 , 84 and 85	--	--
ETHICS AND INTEGRITY				
GRI 102: General Disclosures 2016	102-16 Values, principles, standards, and norms of behavior	Pages 18 , 54 , 72 and 81	--	SDGs 16
GRI 102: General Disclosures 2016	102-17 Mechanisms for advice and concerns about ethics	Page 82	--	--
GOVERNANCE				
GRI 102: General Disclosures 2016	102-18 Governance structure	Pages 75 , 79 and 80	--	--
GRI 102: General Disclosures 2016	102-19 Delegating authority	Page 79	--	--
GRI 102: General Disclosures 2016	102-22 Composition of the highest governance body and its committees	Page 79	--	--





GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
STAKEHOLDERS ENGAGEMENT				
GRI 102: General Disclosures 2016	102-40 List of stakeholder groups	Page 9	--	--
GRI 102: General Disclosures 2016	102-41 Collective bargaining agreements	Collective deals are agreed with 100% of own employees Pages 8 and 9	--	SDGs 8
GRI 102: General Disclosures 2016	102-42 Identifying and selecting stakeholders	Page 9	--	--
GRI 102: General Disclosures 2016	102-43 Approach to stakeholder engagement	Page 10	--	--
GRI 102: General Disclosures 2016	102-44 Key topics and concerns raised			
REPORTING PRACTICES				
GRI 102: General Disclosures 2016	102-45 Entities included in the consolidated financial statements	It is on our Financial Statements, page 33 . Click to access.	--	--
GRI 102: General Disclosures 2016	102-46 Defining report content and topic boundaries	Page 8 and 9	--	--
GRI 102: General Disclosures 2016	102-47 List of material topics	Page 10	--	--
GRI 102: General Disclosures 2016	102-48 Restatements of information	There was none	--	--
GRI 102: General Disclosures 2016	102-49 Changes in reporting	There was none	--	--
GRI 102: General Disclosures 2016	102-50 Reporting period	Page 8	--	--
GRI 102: General Disclosures 2016	102-51 Date of most recent report	Page 8	--	--





GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
GRI 102: General Disclosures 2016	102-52 Reporting cycle	Page 8	--	--
GRI 102: General Disclosures 2016	102-53 Contact point for questions regarding the report	Page 8 and 109	--	--
GRI 102: General Disclosures 2016	102-54 Claims of reporting in accordance with the GRI Standards	Page 8	--	--
GRI 102: General Disclosures 2016	102-55 GRI content index	Page 8 , 91	--	--
GRI 102: General Disclosures 2016	102-56 External assurance	There was none	--	--










MATERIAL TOPICS

ECONOMIC PERFORMANCE





GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 88	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 88	--	--
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Page 88 and 89	--	SDGs 8 and 9
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Page 88	--	SDGs 13
GRI 201: Economic Performance 2016	201-4 Financial assistance received from government	Page 88	--	





GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
MARKET PRESENCE				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 62	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 62	--	--
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Page 62	--	SDGs 1, 5 and 8   
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Page 58	--	SDGs 8 
INDIRECT ECONOMIC IMPACTS				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 67	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 67	--	--
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Pages 55 , 69 and 72	--	SDGs 1, 5 and 8   
PROCUREMENT PRACTICES				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 72	--	SDGs 8 
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 72	--	--
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Page 72	--	SDGs 8 
























GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
ANTI-CORRUPTION				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 81	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 81	--	--
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Page 81	--	SDGs 16 
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Pages 54 and 81	--	SDGs 16 
MATERIALS				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 19	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 19	--	--
GR1 301: Materials 2016	301-2 Raw material or recycled material used	Page 19	--	SDGs 8 and 12  


























GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
ENERGY				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 33	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 33	--	--
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Page 33	--	SDGs 7, 8, 12 and 13
GRI 302: Energy 2016	302-2 Energy consumption outside of the organization	In 2020, for energy consumption out of the organization, the premise adopted was the fuel consumption for employees transportation	--	SDGs 7, 8, 12 and 13
WATER AND EFFLUENT				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 36	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 36	--	--
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	Page 37	--	SDGs 6 and 12
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Page 36	--	SDGs 6 and 12
GRI 303: Water and Effluents 2018	303-4 Water discharge	We do not throw treated effluents in water bodies.	--	SDGs 6
GRI 303: Water and Effluents 2018	303-5 Water consumption	Page 36	--	SDGs 6



GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGS)
BIODIVERSITY				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 36 and 38	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 36 and 38	--	--
GRI 304: Biodiversity	304-2 Significant impacts of activities, products and services on biodiversity	Page 25 and 37	--	SDGs 6, 14 and 15   
EMISSIONS				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 32	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 32	--	--
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Page 32	--	SDGs 3, 12, 13, 14 and 15     
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Page 32	--	SDGs 3, 12, 13, 14 and 15     
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Page 32	--	SDGs 3, 12, 13, 14 and 15     
GRI 305: Emissions 2016	305-4 GHG emissions intensity	Page 32	--	SDGs 13, 14 and 15   









GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGS)
EFFLUENTS AND WASTE				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 44	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 44	--	--
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 44	--	SDGs 3, 6, 11 and 12    
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Page 19 and 45	--	SDGs 3, 6, 11 and 12    
GRI 306: Waste 2020	306-3 Waste generated	Page 45	--	\SDGs 3, 6, 12, 14 and 15     
GRI 306: Waste 2020	306-4 Waste diverted from disposal	Not applicable. All the waste is environmentally friendly handled.	--	SDGs 3, 11, 12   
GRI 306: Waste 2020	306-5 Waste directed to disposal	Pages 45	--	SDGs 3, 6, 11, 12, 14 and 15      
ENVIRONMENTAL COMPLIANCE				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 27	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 27	--	--
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Page 7 and 27	--	SDGs 16 















GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
SUPPLIER ENVIRONMENTAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 46	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 46	--	--
GRI 308 Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	100% of the employees underwent an Environmental test	--	--
GRI 308 Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	There was none	--	--
EMPLOYMENT				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 53	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 53	--	--
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Pages 60 and 61	--	SDGs 5, 8 and 10





GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
LABOR/MANAGEMENT RELATIONS				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 62	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 62	--	--
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Currently, there is no minimum term defined. Collective deals do not specify a minimum term for notification.	--	SDGs 8 
OCCUPATIONAL HEALTH AND SAFETY				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 63	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 63	--	--
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Pages 63 and 65	--	SDGs 8 
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Pages 63 , 64 and 65	--	SDGs 3 and 8  
GRI 403: Occupational Health and Safety 2018	403-3 Occupational health services	Pages 63 and 65	--	SDGs 3 and 8  











GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Pages 63 and 64	--	SDGs 8 and 16  
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Page 63	--	SDGs 8 
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker's health	Page 65	--	SDGs 3 
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Information not available	--	SDGs 8 
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	100% of our own employees and third parties are included in our health and safety management system	--	SDGs 8 
GRI 403: Occupational Health and Safety 2018	403-9 Work-related injuries	Page 65	--	SDGs 3, 8 and 16   
GRI 403: Occupational Health and Safety 2018	403-10 Work-related ill health	Information not available	--	SDGs 3, 8 and 16   


TRAINING AND EDUCATION

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 56	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 56	--	--



GRI STANDARD	CONTENT	PAGE/URL		SUSTAINABLE DEVELOPMENT GOALS (SDGs)
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Page 56	--	SDGs 4, 5, 8 and 10    
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	Page 54	-	SDGs 8 
GRI 404: Training and Education 2016	404-3 Percentage of employees receiving regular performance and career development reviews	Information not available	-	SDGs 5, 8 and 10   


DIVERSITY AND EQUAL OPPORTUNITY

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 53	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 53	--	--
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Pages 58 , 59 , 60 and 61	--	SDGs 8 



NON-DISCRIMINATION

GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 53	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 53	--	--
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There was no case of discrimination reported in our whistleblower channel.	--	SDGs 5 e 10  



GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 72	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 72	--	--
Gri 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	There was none	--	SDGs 8 

CHILD LABOR









GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 72	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 72	--	--
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	The Code of Conduct for Suppliers and Service Providers, which is delivered to all third parties, prohibits the practice of child labor, forced or slave-like labor. All third-party employees who will provide services to uisa are duly trained in the integration process and we also make our Whistleblower Channel available to these people.	--	SDGs 8 and 16  



GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
FORCED OR COMPULSORY LABOR				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 72	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 72	--	--
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	The Code of Conduct for Suppliers and Service Providers, which is delivered to all third parties, prohibits the practice of child labor, forced or slave-like labor. All third-party employees who will provide services to uisa are duly trained in the integration process and we also make our Whistleblower Channel available to these people.	--	SDGs 8 and 16
HUMAN RIGHTS ASSESSMENT				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 53	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 53	--	--
GRI 412: Human Rights Assessment 2016	412-2 Employee training on human rights policies or procedures	Contents related to human rights are covered in the company's Integration Program (see "Alignment with the uisa Culture", in this report), in which the Code of Ethical and Professional Conduct is discussed, and is a topic in other trainings	--	--





GRI STANDARD	CONTENT	PAGE/URL	OMISSION	SUSTAINABLE DEVELOPMENT GOALS (SDGs)
LOCAL COMMUNITIES				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 67	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 67	--	--
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Pages 35 , 55 , 68 , 69 , 70 and 71	--	SDGs 4, 5 and 10   
SUPPLIER SOCIAL ASSESSMENT				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	Page 72	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	Page 72	--	--
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Pages 46 and 72	--	SDGs 5, 8 and 16   
SOCIOECONOMIC COMPLIANCE				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Page 10	--	--
GRI 103: Management Approach 2016	103-2 The management approach and its components	-	--	--
GRI 103: Management Approach 2016	103-3 Evaluation of the management approach	-	--	--
GRI 419: Socioeconomic Compliance 2016	419-1 Non-compliance with laws and regulations in the social and economic area	We had no non-monetary sanctions and cases resolved through arbitration mechanisms. Monetary value of significant fines paid: 2018: 14,429,999.05; 2019: 2,376,773.63; 2020: 1,553,323.62; 2021: 2,789,587.66	--	SDGs 8 and 16  



8

uisa's Sustainability Strategy





SDGs and uisa's Strategic Sustainability Plan

[Visit our portal ESG](#)

[GRI 102-12]

Our Sustainability Policy guarantees that corporate governance is transparent and ensures respect and commitment to all its stakeholders, contributing to the sustainability of the business, generating positive impacts throughout its value chain. Get to know our Environment, Social and Governance (ESG) pillars and axes.

To align our strategies and operations with universal principles in the areas of Human Rights, Labor, Environment and Anti-corruption, contributing to face society's challenges, we are in the process of joining the UN Global Compact.



Climate Change

CO2 emissions
Renewable energy
Energy transition



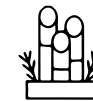
Natural Capital

Water management
Earth use
Biodiversity
Ecosystem service



Circular Economy

Residues Life cycle
Reverse logistics
Package circularity
Reuse and recycling



Regenerative Agriculture

Sustainable sugar cane supplies
Agricultural good practices
Biological Nitrogen fixation



Our People

Diversity and inclusion
Human development
Human rights valuing



Our Atmosphere

Social responsibility
Harmony with traditional people
Community dialogue and trust
Products safety



Well Being

Organizational climate
Work satisfaction
Health and safety



Governance

Policies and procedures
Corporate behavior
Integrity and compliance





The Sustainable Development Goals (SDGs) are the blueprint for achieving a better and more sustainable future for all. They are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity.

[LEARN MORE](#)



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