

Annual Report 2022





2022

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REIMAGINE TO EVOLVE

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- Message from the Board of Directors
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WELCOME

GRI 2-3, 2-5, 2-14

We present the 10th edition of the Sustainability Report of the Ourofino Group. It is with great satisfaction that we compile this information and tell a little more about our history and our practices, evolving year by year, as a Company, reflecting positively on society.

This is the second year that we present the Integrated Report, with information about the Ourofino Group, contemplating our national and international operations, referring to the financial and non-financial aspects based on our ESG practices - Environmental, Social and Governance, or ASG, in Portuguese, environmental, social and governance.

The material you will see below summarizes the main initiatives and achievements in the period between January 1st and December 31st, 2022 and was structured considering the main material aspects in terms of relevance and impact of sustainability topics for the Company, according to our materiality matrix. The Board of Directors, together

with the Presidency, are responsible for ensuring the completeness of the Report, prepared from co-creation with different people and areas of the Company, thinking about the different publics with which we relate.

The content aims at transparency with the market, in relation to our performance, is published annually and, in 2022, was prepared based on the rules of the Global Reporting Initiative (GRI) and with the requirements and structure of the Integrated Report of the International Integrated Reporting Council (IIRC) and the United Nations (UN) Sustainable Development Goals (SDG). The financial statements were prepared in accordance with international accounting standards (IFRS), which in turn are in line with the requirements of the Brazilian Securities and Exchange Commission (CVM)

and were audited by an independent company. The veracity of the data and information reported in this Report also underwent external verification, carried out by an independent company. The greenhouse gas (GHG) emissions inventory did not undergo specific assurance. The assurance process involved different areas of the Ourofino Group and was conducted by the Sustainability team, engaged in motivating and integrating the different leaders in carrying out the necessary evidence and revisions.

The indicators, for the most part, reflect the results obtained in all operations inside and outside Brazil, but for cases with specific scope or processes being integrated, explanatory notes are presented in the texts and graphics. Also know that the Ourofino Group, in this

report, can be treated as a Company or simply Ourofino.

The Annual Report remains fully available to all stakeholders on our website and the complete material in PDF, for this year and previous years.

If you have any questions or want to interact with our team for suggestions, doubts and comments about the content you will read below, please contact us through the service channels available on our website ourofino.saudeanimal.com or feel free to write to sustentabilidade@ourofino.com.

Enjoy your reading!

MESSAGE FROM THE BOARD OF DIRECTORS

GRI 2-11

Hi!

The year 2022 was uniquely busy in various spheres in Brazil and around the world, while people and markets are still adjusting to the post-critical phase of the Covid-19 pandemic. More than ever, it is evident the relevance of looking at aspects related to everything that involves the theme of ESG (environmental, social and corporate governance).

It is no different at Grupo Ourofino and the team remains committed to the purpose of Reimagining Animal Health, providing productivity for businesses in the field and longevity and quality of life for companion animals.



Last year, we continued to advance in our strategic objectives and conquered important brands. On our 35th anniversary, we surpassed BRL 1 billion in revenue for the first time and achieved 68% growth from 2020 to 2022. I can definitely say that when my partner and friend Norival Bonamichi and I founded Ourofino in 1987, we could not predict the world would be the way it is today. On several occasions, in our history, we have dared and innovated. The Ourofino Group literally went from a dream of two friends to the largest veterinary pharmaceutical industry of Brazilian origin in just a few years.

Currently, as Chairman of the Board of Directors, alongside the other directors, I encourage our management to be daring, carrying out the actions of our strategic planning with superior results, attentive to the future, technological resources and growth drivers. It is with this spirit that the management and team of the Ourofino Group, through three well-defined values, Playing to Win, Caring for People and Connecting with the World, follow our corporate strategy for the development of people, the markets in we operate, with sustainable business growth.

The year 2022 was marked by a challenging economic scenario, with successive interest rate hikes, strong inflationary pressure and a complex political environment. In this context, we

maintained our unrestricted support for agribusiness, a segment of which we are proud to be a part and which is responsible for more than a third of the Brazilian GDP, and we continued to work on the pillars that support our strategy and which have allowed us to grow consistently and sustainably.

The challenges in 2022 required creativity, a critical sense and, more than ever, a trained eyes.

Our trajectory in 35 years at the company and in a decade making the Sustainability Report show how much we have evolved, but we also know that the path to be followed is long and continuous. We are here, ready and willing to experience this journey with everyone who shares their experiences with us.

May in 2023 we have even better stories to tell.

Jardel Massari is the
Chairman of the Board
of Directors of the
Ourofino Group

PRESIDENT'S MESSAGE

GRI 2-22



Hi!

Since April 2020, when I assumed the presidency of Ourofino, we have lived a trajectory based on a unique scenario in the country. I took over the position at the Company about 15 days after the start of the pandemic in Brazil and, analyzing the last three years of the market, I highlight that, after significant movements in 2020 and 2021, with the increase in exports of Brazilian animal protein and the potentialized scenario of humanization and care for companion animals, 2022 was a year of growth, even with the bias of normalization of consumption behavior. Despite complex challenges such as exchange rate variation, high

interest rates, presidential elections, the war in Ukraine and many other events, we once again delivered an expressive and consistent growth of 15% compared to 2021. When we analyze the last three years, the growth is even more relevant, at 68%.

We welcomed Mitsui, a Japanese conglomerate of global reference and operating in more than 60 countries in different segments, as a shareholder of Ourofino, envisioning strategic partnerships and the opportunity to innovate and bring even more value to everyone who has a relationship with our ecosystem.

As a result of the execution of our strategic plan, we reached the mark of R\$ 1 billion in revenue for the first time. The achievement of this financial performance is linked to a series of important recognitions, such as the Best Pharmacist to Work for in the Incredible Places to Work survey, by FIA/USP; the best agribusiness company to work for by Great Place to Work (GPTW); the third best Company in the interior of the state of São Paulo and the advance from 83rd to 52nd place among companies with 1,000 to 10,000 employees in the national ranking, also by Great Place to Work. We also took second place in the Top Open Corps 2022, second only to Embrapa, for our relationship with startups and our constant focus on open innovation.

In the awards aimed at the segment, we won the Agroleite Trophy, considered the "Oscar" of the dairy segment in the country, and we received the Touro de Ouro trophy for the 13th consecutive time in the Mosquicide and Acaricide categories. We were also recognized for the quality of our service in the Reclame Aqui Award in the first place in our segment, which rewards companies that offer good experiences to their customers. Another important achievement was the recertification of the More Integrity Seal, granted by the Ministry of Agriculture, Livestock and Supply, for practices focused on governance.

In 2022, we brought unprecedented solutions to our audiences, expanded our market share, finalized our first M&A with the biotechnology startup Regenera for the commercialization of the first stem cell therapy registered by the Ministry of Agriculture, Livestock and Supply (Mapa), launched an ecosystem of digital solutions, including free training open to society as a whole, and we made progress in carrying out the actions proposed in our Strategic Planning, as well as in all ESG indicators.

We continue to be guided by the SDGs and commitments linked to the UN Global Compact, to which we have been signatories since 2019, and we make progress in initiatives linked to our materiality matrix, we formed the Sustainability Committee, with people who are contributing their expertise and experience in this matter to to make Ourofino an increasingly sustainable brand considering all the breadth that the ESG subject brings.

We are strong at our purpose of Reimagining Animal Health, guided by our values, we contribute to the production of quality food for the population that does not stop growing and we remain attentive to all the possibilities of bringing health, well-being and longevity to companion animals.

In our cultural manifesto, an excerpt summarizes well the reason why Ourofino has been performing consistently well in my opinion: "We wake up before the rooster crows, to go there and win! We are focused, engaged, believed. We challenge now and reimagine the after".

We consistently carry out our planning, invest in our people, remain alert to new business opportunities and constantly look to the best practices aimed at the most assertive use of each resource in our hands.

Enjoy reading and learn more about the Ourofino universe!

Kleber Gomes is
Ourofino's Group President

MAIN NUMBERS OF 2022

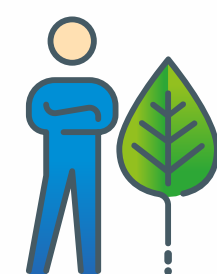
HUMAN CAPITAL

1.201 employees
29.881 training hours
37,2% of women in
leadership positions



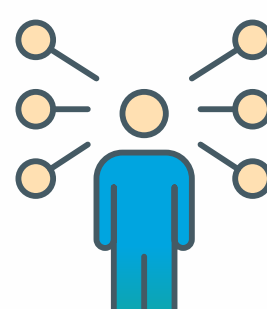
NATURAL CAPITAL

R\$ 2 million in investments
100% renewable energy
(site Cravinhos)



SHARE AND RELATIONSHIP CAPITAL

Around 4,5 mil clients (production animals
and companion animals in BR, MX e CO)
Around 2.500 suppliers



MANUFACTURED CAPITAL

R\$ 25 million in Capex investment
5.761 tonnes of produced volume
108 operational efficiency projects started



FINANCIAL CAPITAL

R\$ 1,14 billion from
company invoicing
R\$ 1,04 billion from
net revenue
R\$ 207 milhões
adjusted ebitda

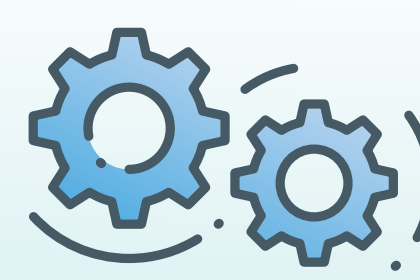


INTELLECTUAL CAPITAL

8% from company invoicing to invested in R&D
19 launches
134 softwares licenses
2º place in the Top Open Corps ranking



| R\$ Millions | 2020 | 2021 | 2022 |
|--------------------------|------------|------------|------------|
| Net Revenue | 730,1 | 905,0 | 1.041,1 |
| Gross Profit | 374,0 | 447,2 | 528,1 |
| Adjusted Ebitda | 142,4 | 172,5 | 207,2 |
| Ebitda Margin (%) | 19,5 | 19,1 | 19,9 |
| Adjusted net profit | 85,5 | 112,6 | 128,4 |
| Net Margin(%) | 11,7 | 12,4 | 12,3 |
| Total assets | 1.103,5 | 1.192,6 | 1.346,5 |
| Net equity | 560,8 | 641,4 | 736,0 |
| Net Debt | 148,5 | 221,1 | 247,3 |
| Net debt/ebitda | 1,0 | 1,3 | 1,2 |
| Earnings per share (R\$) | 1,6 | 2,1 | 2,4 |
| Number of shares | 53.949.006 | 53.949.006 | 53.949.006 |



ECOSYSTEM OUROFINO

In this session:

- We are Ourofino and Ourofino is each one of us
- Our Culture
- Recognition
- Market
- Business Model
- Corporate Governance
- Ethics and compliance

WE ARE OUROFINO AND OUROFINO IT'S EACH OF US

GRI 2-1, 2-2, 2-6

The phrase that names this chapter is part of the Ourofino Saúde Animal manifesto. We are a company made up of people made for people. We bring longevity, health and well-being to the increasingly humane relationship between companion animals and their guardians and, why not say it, with the parents of pets. For the production animals segment, we contribute to rural producers bringing productivity with solutions, information and care that reflect on the quality food consumed by the population, among many other aspects.

We are united around a single purpose: Reimagining Animal Health. It's been 35 years bringing the best solutions to the production and companion animal market throughout the national territory and to 16 countries. In the production animals segment, we have approximately 4,000 active customers in Brazil, which include resellers, cooperatives, wholesalers, agribusinesses, rural producers and distributors. In Colombia there are around 300 resellers and 70 distributors. In Mexico, we work with 20 resellers and 38 distributors. In the

other countries of South America and Central America, Ourofino is present through the distribution network, through 19 distributors.

In pet segment, in Brazil, we work with 41 distributors, which reach more than 30,000 points of sale. Considering our international operations, in Mexico, we operate with 22 distributors, reaching around 2,600 points of sale. In Colombia, we have 9 business partner distributors, reaching around 3,300 points of sale.



We offer management solutions and services, with 128 products, distributed in solid, semi-solid, liquid, tablet, oral and injectable solutions, in addition to vaccines, which brought in 2022 net revenue of R\$ 1,041.1 million.

Ouro Fino Saúde Animal Participações S.A. ("Company") remains registered on the Novo Mercado of B3 (Brasil, Bolsa, Balcão), as a publicly-held corporation and is the direct controlling holding company of the companies Ouro Fino Agronegócio Ltda. and Ouro Fino Saúde Animal Ltda. and, indirectly, Regenera Medicina Veterinária Avançada Ltda., Ouro Fino Colombia S.A.S. and Ouro Fino de Mexico S.A. from C.V. (all, together with the Company, herein referred to as "Ourofino Group"). In 2022, Ouro Fino Pet Ltd, until then also controlled by Ouro Fino Saúde Animal Participações S.A, was merged into Ouro Fino Agronegócio Ltda. This incorporation had as its central objective greater efficiency with logistic and operational synergy gains.



We promote a diverse and inclusive workforce operating responsibly to enable a safe, sustainable and healthy future for all people. We are 1,201 direct employees distributed across our operations in Brazil, Mexico and Colombia.

In Cravinhos city, state of São Paulo, we have the main structure of the Group, the corporate headquarters and the industrial complex that includes five production units, a Research and Development (R&D) center for pharmaceutical and biological solutions, in addition to a complex dedicated to the quality of life of employees with a gym, multi-sports court, soccer field, restaurant, panetriums, lake and large green area.

In Guatapar (SP) city, about 50 km from the head office, we have two other integrated support operations that are fundamental to the business, the Veterinary Research Center (CPV) and the Technical

Training Center (CTC).

The CPV has a complete structure for studying new solutions and carrying out its own projects and in partnerships, with a focus on the development of new products in line with the point of expansion of the portfolio foreseen in the Company's strategic planning. The complete structure of laboratories and experiments allows agility in the R&D stages, in addition to ensuring greater control of the process in general. The CTC, on the other hand, was conceived with people dedicated to the sector in mind, promoting technical training that contributes to the productivity and development of animal health, such as ultrasound courses, artificial insemination, among other practices related to veterinary medicine.

For products to reach customers in Brazil, the Company has five distribution centers in the cities of Aparecida de Goinia (GO), Vinhedo (SP), Cachoeirinha (RS), Cuiab (MT) and Betim (MG). Internationally and with a focus on expanding the Group's business, we have local offices in Mexico and Colombia. These operations are supported locally by

two distribution centers in the cities of Bogot (Colombia) and Cuautitlan (Mexico), which guarantees better distribution of products.

We defined three guidelines that contribute to the clarity of the path we want to follow. Our goal in Social Contribution is to lead the evolution by promoting the sustainable growth of the animal health ecosystem. In Organizational Development, it is to develop a high-performance team passionate about our values. To Serve Customers, we want to generate sustainable and innovative solutions for the animal protein chain and animal welfare.

Ourofino's business is dedicated to preserving and improving the health and well-being of animals.

And for that, we rely on increasingly close commercial and technical action with strategic partners, divided into three major business units:



PRODUCTION ANIMALS

Represents the manufacture and sale of drugs in the domestic market (anti-inflammatories, antibiotics, anticoccidials, antimastitics, ectoparasiticides, endectocides, endoparasiticides, hemoparasiticides, inoculants, therapeutics, products for animal reproduction (IATF), vaccines, in addition to performance-enhancing additives , probiotics and other veterinary products for cattle, pigs, poultry, sheep, horses and goats and provision of industrialization services for other companies in the sector.

COMPANION ANIMALS

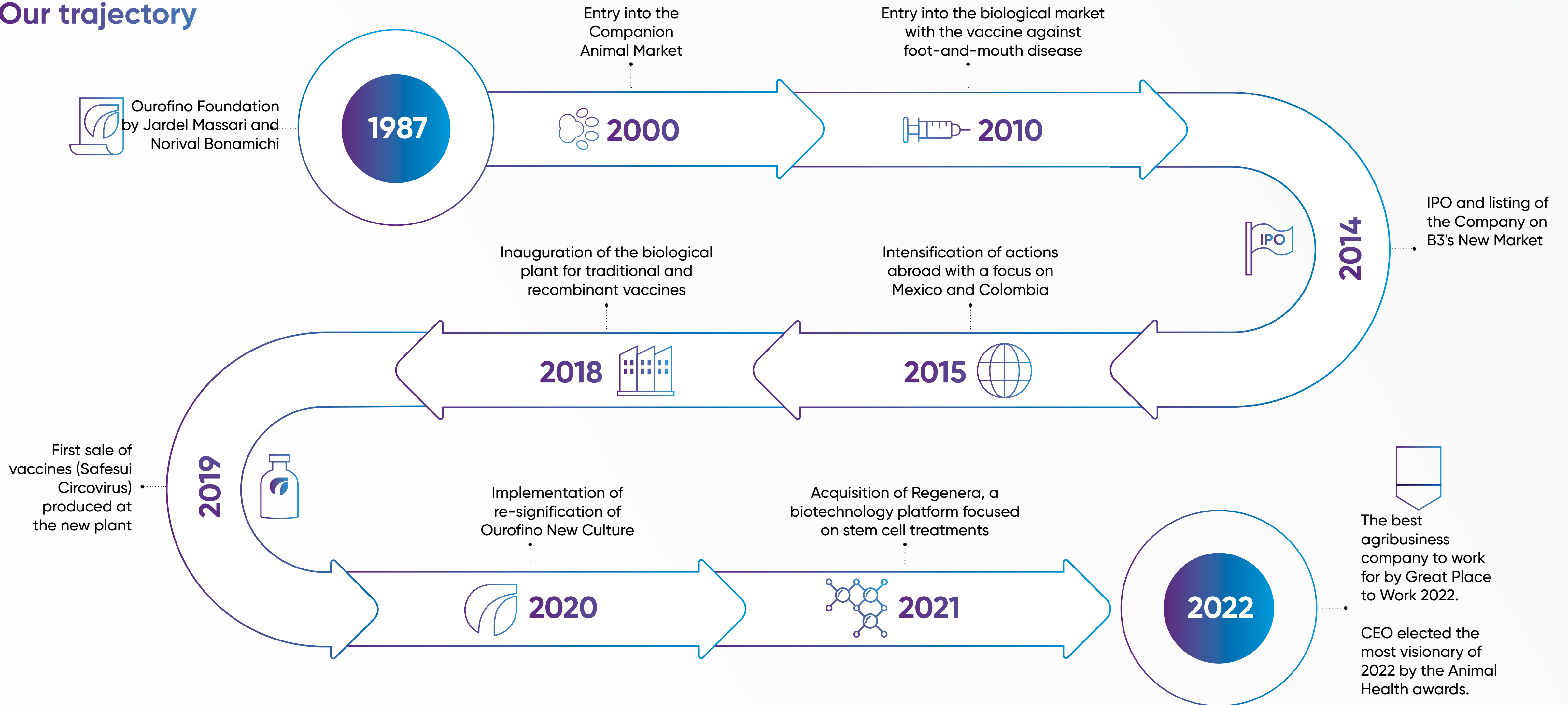
Represents the manufacture of veterinary solutions for dogs and cats, distributed in the domestic market. The current portfolio consists of anesthetics, sedatives, anti-inflammatories, antibiotics, antimicrobials, dermatological, ectoparasiticides, endoparasiticides, dermocosmetics, otologicals and supplements.



INTERNATIONAL OPERATIONS

Represents the commercialization in the foreign market, mainly to Latin America, of veterinary drugs, vaccines and other products for production and companion animals. In the Mexican and Colombian markets, we operate with our own team through subsidiaries.

Our trajectory



OUR CULTURE

GRI 2-23

In 2020, we started the cultural re-signification movement that, with the strength and constancy necessary for the future of our business, has been consolidating over the last few years. With the purpose of Reimagining Animal Health and with the values Caring for People, Playing to Win and Connecting with the World, the Ourofino Team is guided by behaviors and attitudes that adhere to our context and strategic ambition, in addition to access to the tools to act in front of to the challenges. The team's engagement has been increasingly noticed, so much so that over the years we have surpassed our results in the market and even conquering new positions in the rankings that identify and value the best environments to work.

To recap, our Organizational Culture was re-signified in 2020 after mapping carried out with the entire team on the current and desired values for the Company's future, capturing the essence of cultural evolution. In 2021, in addition to reviewing management processes, policies and rites, we engaged leadership and disseminated the daily practice of #OurValues with a

focus on living for all. One of the initiatives resulting from the process of cultural evolution was the creation of the Customer Experience area at the Company.

In 2022, the strategy for this journey was based on Continuous Learning. We share our expertise, our knowledge as a company and through our people to contribute to the development of markets and society in general. To crown this thought, we launched the iUse digital ecosystem, which includes initiatives such as iUse Saber, for free online training in various areas of knowledge and open to the entire community; iUse In, with specific knowledge trails for employees of the Ourofino Group; among other initiatives. This year also crowned the celebration of 35 years of Ourofino history and with the recognition and celebration of the history of our people.

These two platforms are directly linked to this evolution strategy and as the president, Kleber Gomes, says: "Every day it is possible to learn something new". Kleber, for example, shares his experiences and lessons

learned with all the group's employees and inspires others to do the same. In 2022, our CEO was elected the most visionary leader by the Animal Health award, recognition of the global head of animal health at S&P, Joseph Harvey, being the first in Latin America to receive the award.

Many see that top leadership is made up of unreachable people. At Ourofino this does not happen. With clear and adapted communication according to the public with whom they relate, leaders can be approached by employees without fear. In the "Meeting with Kleber" online meeting with the Company's employees, it is the president himself who always talks in dialogue, as the employees also question him, about the Company's scenario, in a transparent and engaging connection.

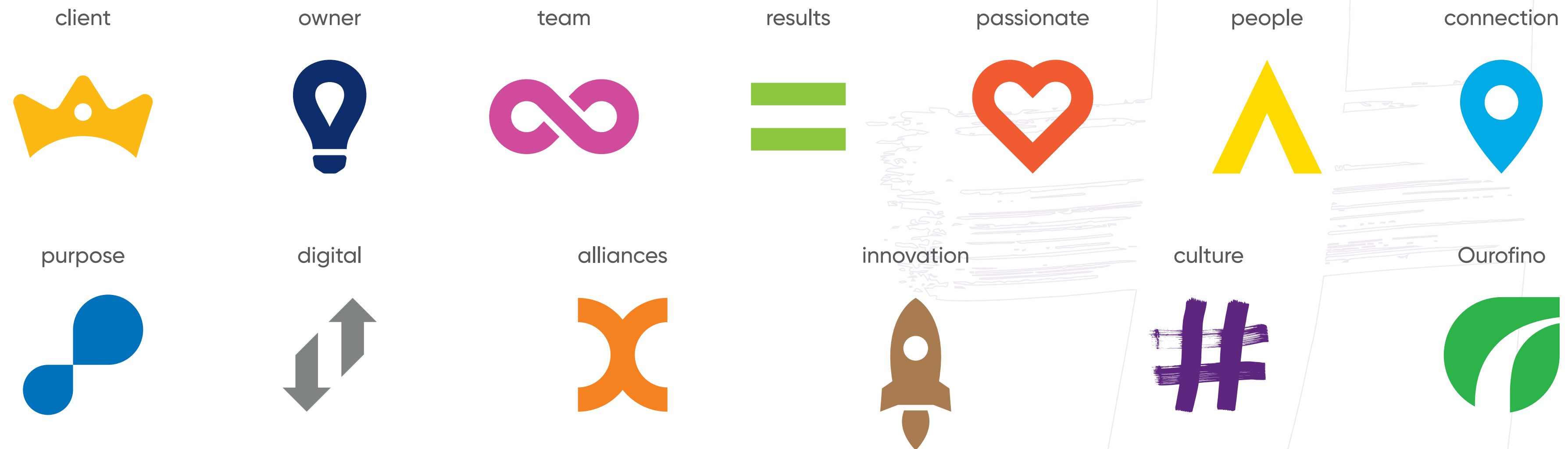
Discover our purpose and values.

Our Purpose

Reimagining Animal Health

Challenge conventional thinking to lead the evolution and sustainable growth of the Animal Health ecosystem. This is our purpose and with it we go further, evolving and transforming the reality around us. More than ever, it is time to take care of, redefine and strengthen the values and commitments that have always been part of our essence, our business vision, our goals. It is necessary to analyze every detail with an increasingly accurate and human eye for a better future.

Our Alphabet



OUROFINO VALUES

PLAU TO WIN

We think like an owner, we are better as a team and we are only satisfied with superior and sustainable results

- Values and trusts teamwork;
- Plans, seeks and achieves bold and sustainable goals;
- Pursue new knowledge and effective execution on a daily basis;
- Evolves every day and quickly adapts to changes.

TAKE CARE OF PEOPLE

We are passionate about what we do and go the extra mile to Care for People

- Build relationships of trust and transparency with employees, customers and partners;
- Creates value through a diverse, inclusive environment that generates well-being;
- Values and encourages continuous development, recognition and feedback culture;
- Assume your responsibilities, have the courage and respect to have difficult conversations and solve problems.

CONNECT WITH THE WORLD

We act in connection with the world in an entrepreneurial and digital way to build alliances and innovate

- Continuously adopts new technologies for process improvement and learning;
- Develops digital expertise and expands connectivity to leverage results;
- Anticipate trends and innovate in the creation of processes, products and services;
- Establish strategic alliances and partnerships to achieve superior results.

OUR TEAM HAS PEOPLE WHO:

- They are passionate about asking questions, questioning the modus operandi from the start;
- They are close to leaders and pairs;
- provide and ask for feedback on their integration;
- Assume your responsibilities always!

To learn more about Ourofino Culture and Values, we have published a special e-book for all our stakeholders, which can be accessed using the QR Code below.



Aim the camera your cell phone to QR Code and access the dedicated website Our Culture.

How do we play to win?

We play together as a team
and we win together too.



Play to win is **think like an owner** and have the awareness that we are better as **team**. It's doing it the best way, dedicating yourself with total commitment, with the greatest affection and thinking that you are the owner of every little piece of the work done.



Is to put into practice the **entrepreneurial attitude**, planning, seeking and achieving **bold and sustainable goals**. Goals that surprise us and reveal how much we are capable and how much, together, we are **unsurpassed**. And, most of all, **respecting differences and the environment**.

**We are a team and we
trust one each other.**



How We care os people? We go further.

We look closely at each of the people. As well as, we know how to give voice to the personal differences of each one. In this way, we go further, building a more genuine path for everyone.



Taking care is knowing how to listen the people to make the best decisions. Caring for the other is caring for people. Go beyond with **an increasingly human look** is to value each step, each achievement, each smile. All people, all generations.

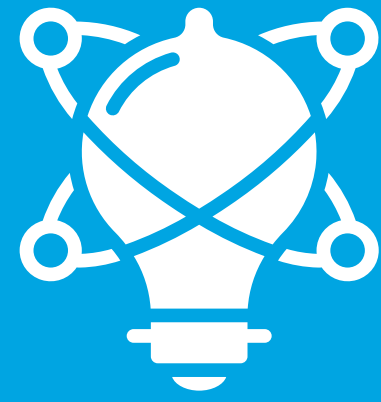


Is **build relationships of trust and transparency** with employees, customers and partners. Transform our environment **plural, diverse and inclusive** is to add cultures and different communities, building a space much more conducive to growth. The different skills and experiences of all of us together are what drives Ourofino and keeps us expressive, reflecting our customers and markets.



We are passionate about what we do and we recognize the value of each person.





How do we connect with the world? We undertake and innovate.

The speed of things is extraordinary, but nothing goes unnoticed in our eyes. We are **creative, agile, adaptable** and our vision is 360 degrees. Every day we seek **innovative solutions** to revolutionize the sector even more.



Connect with the world is to be connected in our contemporary society. It's living in connection with the **events, trends, news**, accompanying globalization and always seeking **new technologies** and solutions to simplify processes, improve learning and **revolutionize** even more products and services.



The digital evolution is about **people** because through **technology** transform ideas and attitudes.

We are connected with the world and the word "result" is our daily challenge.

RECOGNITION



More Integrity Seal from Ministry of Agriculture, Livestock and Supply (Mapa)

In 2022 we were certified for the second time with the recognition given to companies that stand out in ethical and responsible practices at different levels, whether with employees, with the market, with customers, partners and other audiences. The award took into account aspects such as the concern with protecting the health and well-being of animals, with the quality and hygienic-sanitary safety of food and other agricultural products, suitability of inputs and services used in agriculture.



TOP 100 Open Corps 2022

Ourofino Animal Health is in second place in the agribusiness segment of the ranking that became more competitive this year, according to the organization. The TOP 100 Open Corps 2022 Ranking recognizes the corporations that most practiced open innovation with startups in the country in the last year, based on data generated by the market itself.



Reclame Aqui Award

Ourofino is the veterinary pharmaceutical, in the pet segment, with the best customer service in the 12th edition of the Reclame Aqui award. The choice is made through open voting. Two years ago, Ourofino's reputation was considered excellent with a score of 9.7.



CEO visionary 2022

Kleber Gomes was elected the most visionary CEO of 2022 by the Animal Health award, recognition of the global head of animal health at S&P, Joseph Harvey, being the first in Latin America to receive the award.





Best Company to Work Great at Place to Work (GPTW)

Elected the best agribusiness company to work for by Great Place to Work. In addition, the third best Company in the interior of the state of São Paulo, advancing five positions in the ranking; we also advanced from 83rd to 52nd place among companies with 1,000 to 10,000 employees in the national ranking, also by Great Place to Work. In the ranking of the best industries in the country, we rose from 31st to 16th place.

In 2020, we again applied research and the evolution of cultural practices in line with sustainability aspects, in these last three years, reflected in the significant growth of our positions in the rankings of the research carried out based on the opinion of employees and the description of our organizational practices.



Trophy Touro de Ouro

We received this award for the 13th consecutive time, in the tick and mosquito killer categories. The award is promoted by Editora Centauro, which edits Revista AG and honors the companies that stand out in their segments in the country.



Trophy Agroleite

We were awarded the Agroleite Trophy in the Animal Health category for the second time. The award was held during the Agroleite program, in Castro (PR). Considered the "Oscar of Milk", the initiative promoted by Castrolanda honors the best companies in the sector.



Trophy A Granja Total Agro

Awarded for the fourth consecutive time with the A Granja Total Agro Trophy in the Animal Health category. The award recognizes the companies most admired by A Granja magazine subscribers and Internet users.



Amazing Places to Work (FIA/USP)

Elected the Most Incredible Pharmacist to Work For, 7th in the ranking of medium-sized companies and 13th in the overall ranking. The result is evaluated according to the opinion of employees and the description of organizational practices related to people, management and sustainability.

MARKET

We operate in the animal health pharmaceutical industry segment, a market that includes the manufacture and sale of medicines, vaccines and other products for production animals (ruminants, mainly beef and dairy cattle, as well as poultry, swine and horses) and animals companionship (dogs and cats).

In the last report published by Sindan (National

Union of the Industry of Products for Animal Health), in 2021, Ourofino Animal Health occupies the 4th position in the ranking of veterinary industries. Together with us, in this market, national and multinational companies operate, and the main multinational players come from the human pharmaceutical industry with global operations. Some of these corporations carried out separation of assets through spin-offs with subsequent IPO of the resulting veterinary companies.

PRODUCTION ANIMALS

In the production animals segment, the objective of rural producers is to obtain the maximum profitability per invested area, therefore, the performance of each animal is extremely relevant and the technology of the properties has become essential. In this context, the veterinary pharmaceutical industries contribute with products and services aimed at the health of animals, after all, healthy and pain-free animals perform better; in the prevention of diseases, with the performance of vaccines (biological market) in growth, and in the use of genetic improvement of the herd with the use of reproduction protocols as an opportunity for the

development of the animals. Ourofino operates in all these market biases. Another market trend is to combine products and services. In this sense, Ourofino serves its customers by investing in training its workforce through Technical Consultants who, among other functions, train cattle ranchers, promote lectures for clerks, "field day" events, carry out assisted application of products and track the results. According to Athenagro, Brazil has the largest commercial herd in the world with around 196 million heads of cattle and is the largest exporter of beef and poultry on the planet.

According to data from the Beef Report 2022 and ABPA 2022 (Brazilian Association of Animal Protein), meat consumption in Brazil is 97 kilos per inhabitant per year, with a representativeness of almost 50% for poultry protein, followed by bovine protein, with a total of 35% of consumption. In terms of beef protein consumption, we are ranked third in the world, according to data from the Athenagro consultancy. Following a growing consumption of poultry meat, its increase in relation to other proteins is substantially shaped by an economic issue. With a relatively lower price, chicken meat is an option for the lower income population.

The consumption of animal protein and dairy products has shown an upward trend, caused by the increase in the world population, particularly in emerging countries, and the growth of the economy on a global scale. According to the Agricultural Outlook 2021-2030, the estimate for the world population is 8.5 billion people in 2030, which represents an annual growth rate of 0.9%.

It is observed, therefore, that the growth of the livestock market in Brazil will be impacted by both the increase in consumption in Brazil and the increase in global consumption of meat, milk and derivatives,

generating positive pressure for producers in the prices received.

Brazil has grown significantly in its exports, with a nominal difference of almost 1000 TEC (Carcass Equivalent Tons) of cattle between 2011 and 2021, according to data from the Beef Report 2022. In comparison, Argentina is in second place of growth with approximately half of that amount.

Considering the other two countries in which Ourofino has its own operations, Mexico is the second largest Animal Health market in Latin America, the sixth largest producer of beef and poultry in the world and the seventh largest producer of pork and milk, according to studies internal based on Kynetec data.

While Colombia is the third animal health market in Latin America, having the fourth largest cattle herd in Latin America according to FAO data. The country is also the 17th largest meat producer in the world.

OUR MARKET IN NUMBERS

| Region | Animal protein production (cattle, poultry and pork in millions of tons) | Global Participation |
|----------------------------------|--|----------------------|
| World | 352.675 | 100,0% |
| Latin America | 56.932 | 16,1% |
| Brazil | 28.956 | 8,2% |
| Mexico | 7.532 | 2,1% |
| Colombia | 2.824 | 0,8% |
| Central America and Caribbean | 10.734 | 3,0% |
| Others | 6.886 | 2,0% |

Source: FAO, Meat Market Review 2021

COMPANION ANIMALS

According to data released by the Abinpet report in 2022, the population of dogs in Brazil is 58.1 million and that of cats 27.1 million, with growth of 3.9% and 5.9% respectively in relation to the last year. Brazil has the third largest population of companion animals according to data released by Health for Animals in 2022. In terms of revenue, the Pet market in Brazil was worth around BRL 35.8 billion, being considered the 6th largest market in the world. In imports, the year 2021 represented a growth of 58.7% for the pet market, according to data from the Foreign Trade Secretariat.

In addition to the population increase, the trend towards the humanization of pets is significant. Over the years, dogs and cats have gone from pets to companion animals, seen as members of the family, being treated like children, even. In this way, the market developed with specialized products and services for pets. Social isolation during the pandemic

also contributed to the increase in the number of dogs and cats in Brazilian homes.

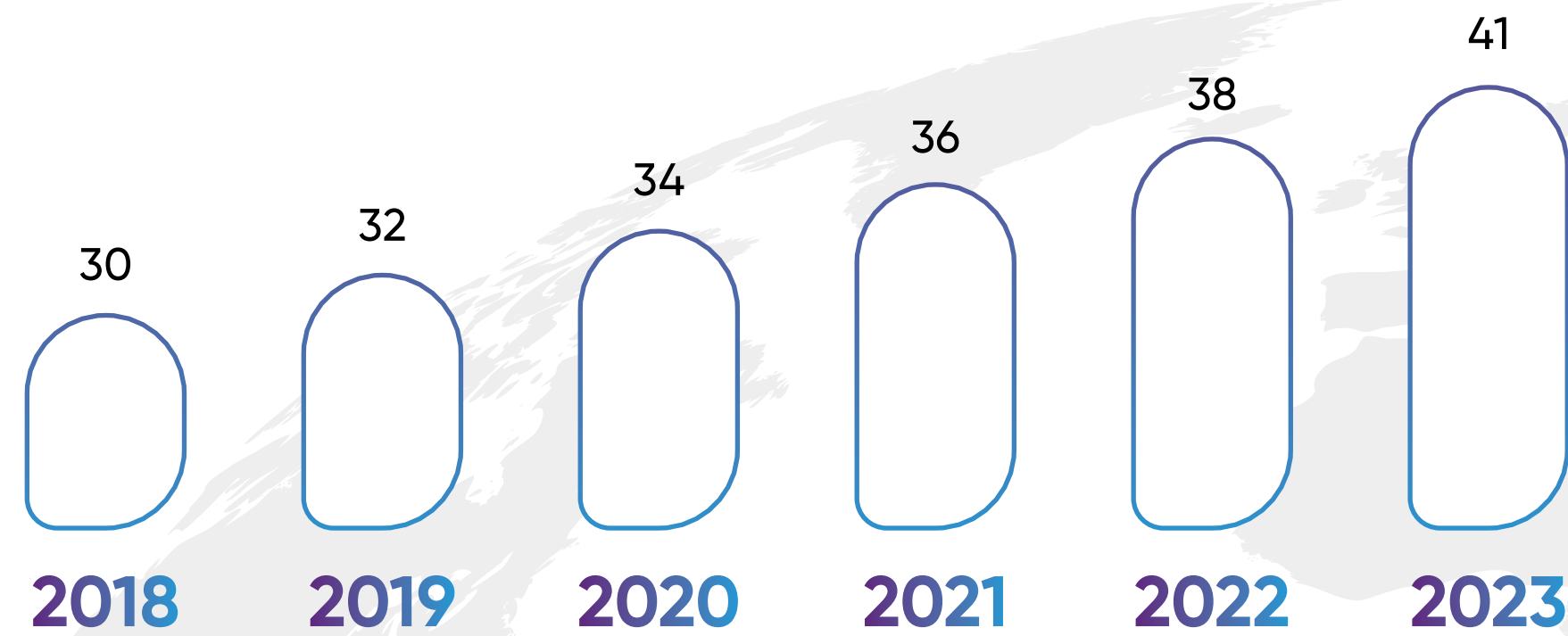
The constant growth of the Pet market draws attention, presenting a compound annual growth rate (CAGR - Compound Annual Growth Rate) from 2017 to 2021 of 21%, well above the value for the total animal health market in Brazil (all species) of 14%, according to data presented by Sindan (National Union of the Industry of Products for Animal Health). Following the global trend, in terms of representativeness, the animal health market revenue in 2013, for companion animals, represented 15% of the total, and with the closing of 2021, it jumped to 25%.

Considering Mexico and Colombia, countries in which Ourofino operates with its own structures, we highlight that Mexico has 43 million dogs and 16 million cats (INEGI, 2021). In Colombia, there are 8 million companion animals..

According to Abinpet, in 2021, the global turnover of the pet market exceeded US\$ 139 billion, concentrated mainly in the United States (44.8%) and China (9%). Brazil represents 4.5% of this amount.



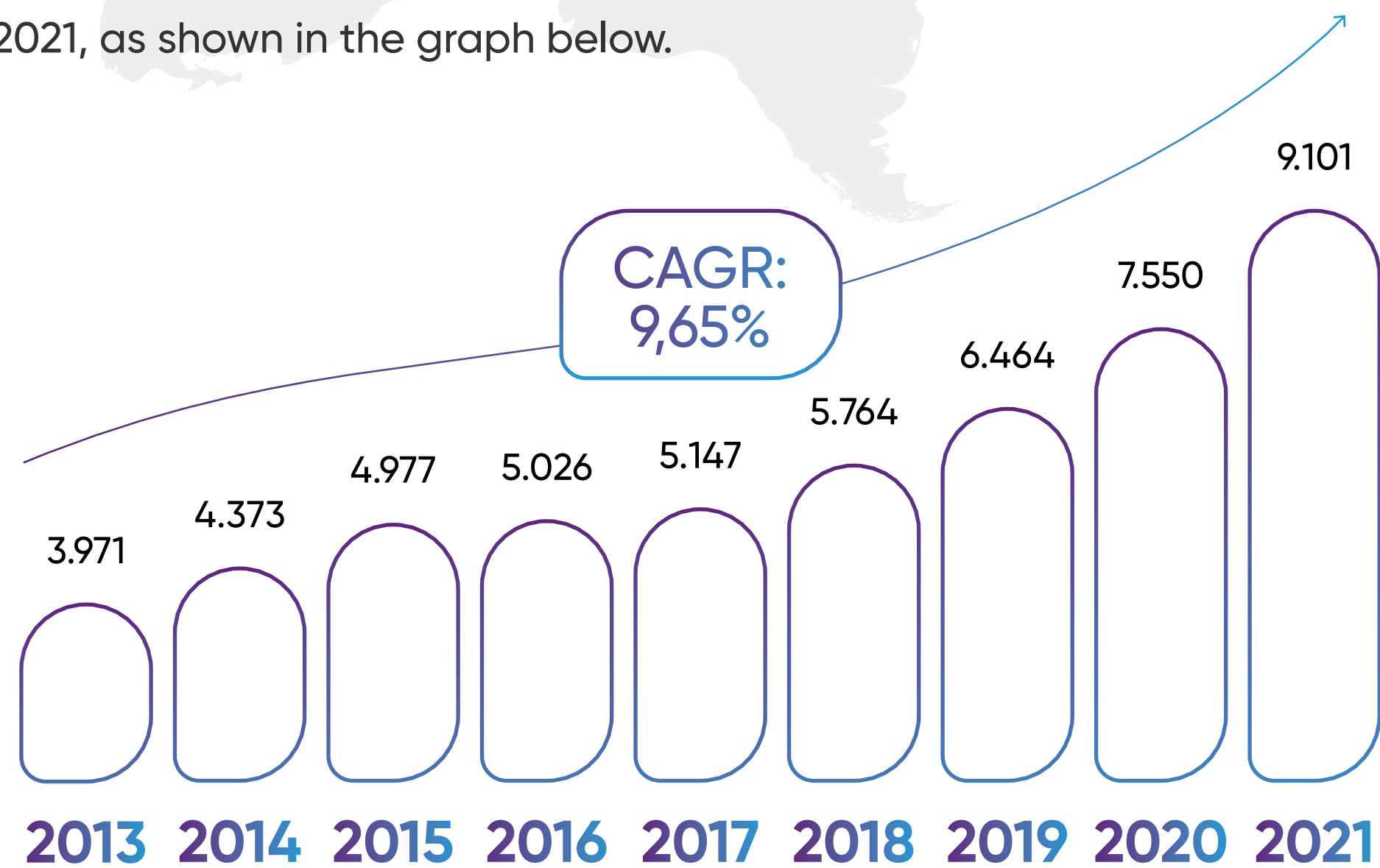
GLOBAL ANIMAL HEALTH MARKET (US\$ BILLIONS)



Source: Forecasts from internal studies, based on Animal data.

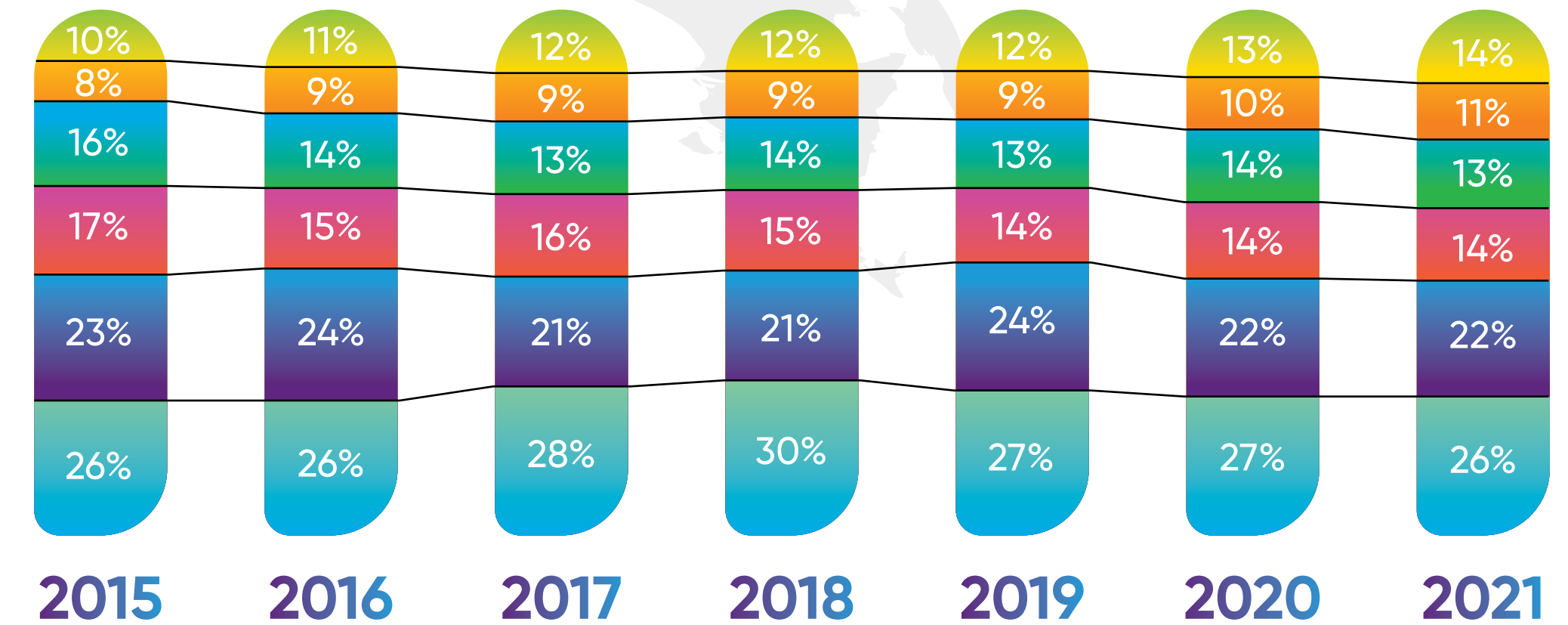
According to Sindan (2021), the net revenue of the animal health market in Brazil is BRL 9,101 billion, with a CAGR evolution of 9.65% from 2013 to 2021, as shown in the graph below.

NET REVENUE (R\$ BI)



In 2021, antiparasitics represented 26% of the market, followed by biologics with 22%, antimicrobials and therapeutics (14% each), supplements and additives (13%) and other classes representing 11%. The evolution of the representativeness of the therapeutic classes can be seen in the graph below:

REPRESENTATIVIDADE POR CLASSE TERAPÊUTICA



OUROFINO MARKET SHARE HISTORY

Below we have the historical series of market share values of Ourofino for production and companion animals, having as reference its market performance in September 2022, so that each year considers the month of October of the previous year to September of the current year (for example, 2022 comprises billing amounts from October 2021 to September 2022).

EVOLUTION OF MARKET SHARE OUROFINO FOR PRODUCTION ANIMALS IN BRAZIL. (RUMINANTS, SWINE, POULTRY AND EQUINES)

| Species | 2018 | 2019 | 2020 | 2021 | 2022 |
|--------------------|-------|-------|-------|-------|-------|
| Production animals | 9,71% | 9,32% | 9,34% | 9,43% | 9,41% |

EVOLUTION OF MARKET SHARE OUROFINO FOR COMPANION ANIMALS (CATS AND DOGS)

| Species | 2018 | 2019 | 2020 | 2021 | 2022 |
|---------|-------|-------|-------|-------|-------|
| Pet | 6,53% | 6,35% | 6,26% | 6,21% | 5,86% |

BUSINESS MODEL



Our purpose says a lot about the Company's business model. We dare to Reimagine Animal Health by promoting positive economic, social and environmental impacts, which will lead us to be the best and most admired animal health company in Latin America.

Ourofino's value creation reflects the way we think and make decisions.

The commitment to the economic, environmental, social and governance dimensions is part of the Company's strategy and was built based on the purpose, values and strategic planning. The initiatives are aimed at the sustainable growth of the animal health ecosystem. Interaction and how we access and transform capital (financial, human, social, intellectual, manufactured and natural) is what generates our results for the various stakeholders.

Our value generation process and the way we transform capital and impact our stakeholders

CAPITAL ACCESSED

VALUE GENERATION

GENERATED IMPACTS

Operation capital and Investments. **FINANCIAL CAPITAL**

Own employees and third parties: **1,300 people** working at Ourofino. **HUMAN CAPITAL**

Customers at the center of the strategy, exceeding their expectations, fully meeting their needs and valuing long-term relationships; Relationships with around **2,500 suppliers** and strategic partners; Proximity to shareholders and practices of transparency and honest relations with all stakeholders. **SOCIAL AND RELATIONSHIP CAPITAL**

Brand; Innovation and technology; Intellectual property; promotion of knowledge. **INTELLECTUAL CAPITAL**

Laboratories, Factories, Research Center Veterinary, Equipment, Logistics and Offices; IT Infrastructure System. **MANUFACTURED CAPITAL**

The natural resources used in our processes (water, energy, paper, plastic) and practices for animal health and welfare in all our processes. **NATURAL CAPITAL**

PURPOSE AND VALUES

CORPORATE GOVERNANCE

RISK MANAGEMENT

CAPITAL MANAGEMENT

STRATEGIC PILLARS

CLIENTS

Generation of sustainable and innovative solutions for the animal protein chain and well-being of companion animals.

COLLABORATORS

Generation of employment and income in the countries where our operations are; Knowledge, skills and experience of the workforce; Diversity, equal opportunities and work-life balance.

SHAREHOLDERS

Adjusted EBITDA of **R\$ 207.2 million** and profit adjusted net of **R\$ 128.4 million** in 2022; Creation of economic value.

SUPPLIERS

Purpose engagement and Company culture in the chain; Close relationship.

COMMUNITIES

Strengthening and bonding with communities; **850 hours** of volunteer work; + 140 Volunteers

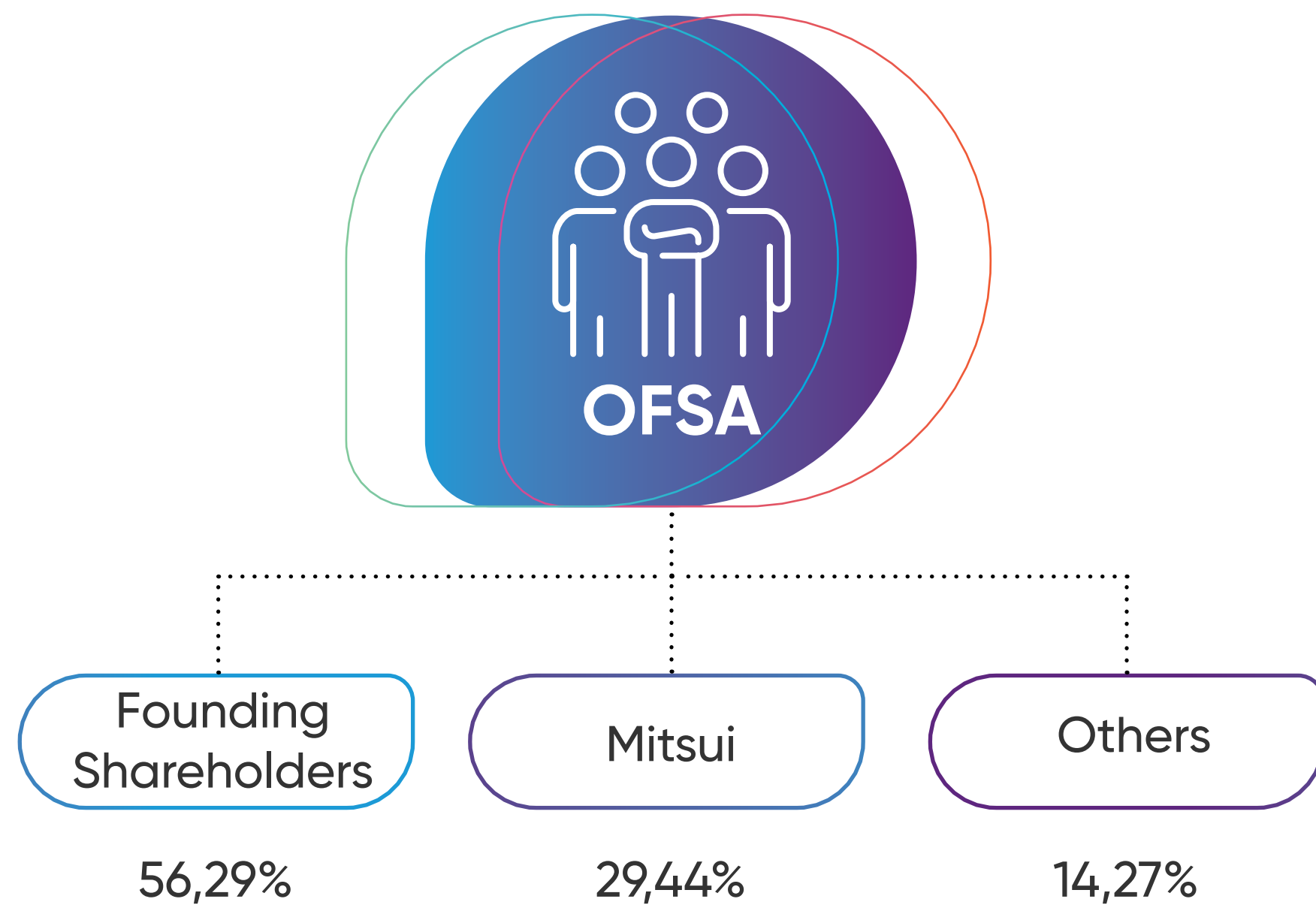
ENVIRONMENT

Compensation **100%** of recyclable packaging (Brazil); **100%** renewable energy (Cravinhos-SP); Animal welfare.

CORPORATE GOVERNANCE

To fulfill our purpose of Reimagining Animal Health, our foundation is a strong culture and the continuous process of improving the Company's management mechanisms, with the adoption of the best corporate governance practices required by B3's Novo Mercado and the recommendations of the Brazilian Institute of Corporate Governance (IBGC). With this, we create value, establish relationships of trust with stakeholders and generate sustainable results throughout the value chain.

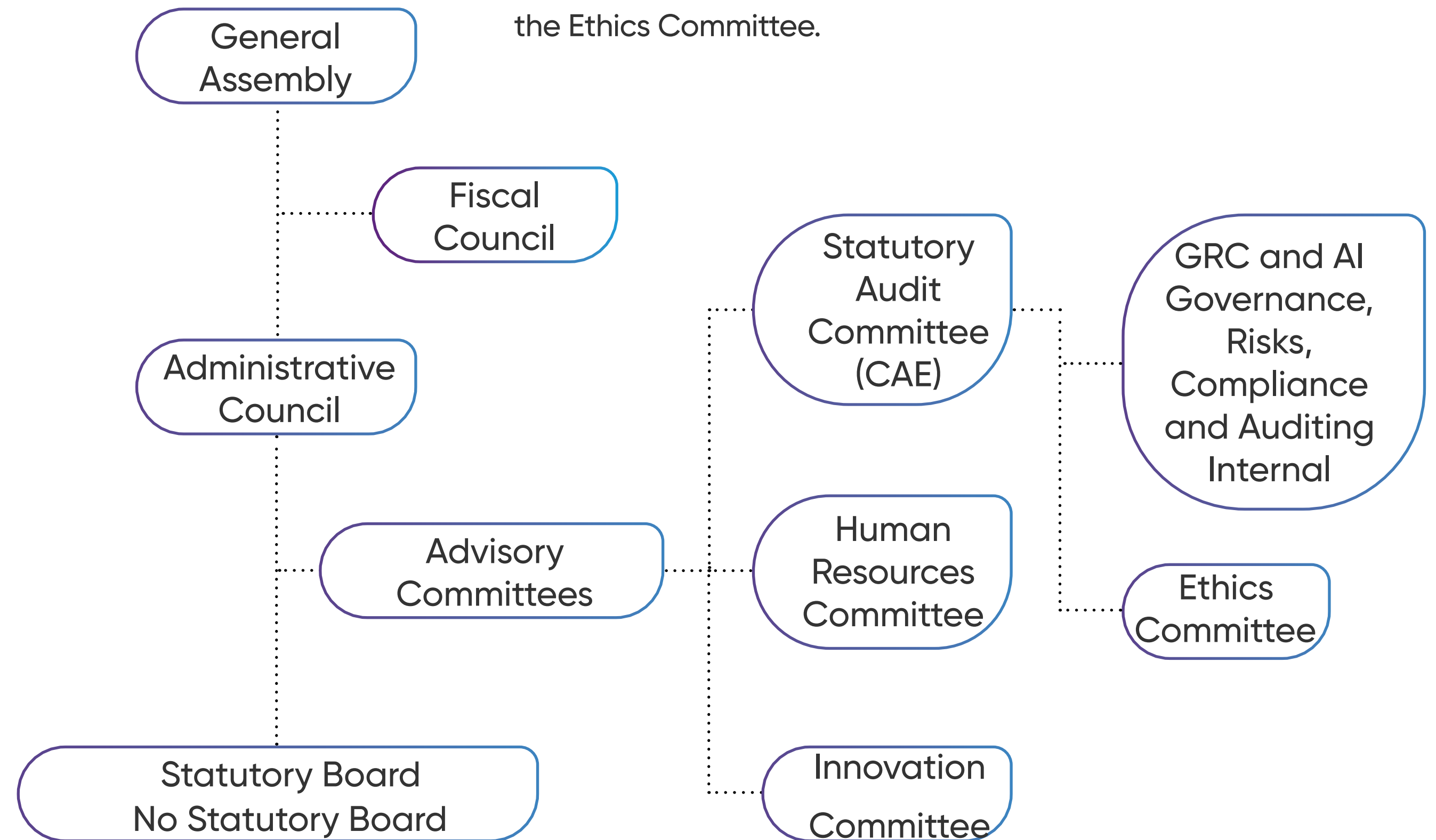
SHAREHOLDING COMPOSITION



GOVERNANCE STRUCTURE

GRI 2-9

In 2022, we maintained our governance structure comprising the General Shareholders' Meeting, the Board of Directors and the Statutory Board of Executive Officers. We also maintained the Statutory Audit Committee (CAE), and also the other two non-statutory committees, which advise on decision-making at higher levels, namely the Human Resources Committee and the Innovation Committee, and the Board of Directors was installed Supervisor. And finally, the Ethics Committee.



GENERAL ASSEMBLY

The Company's main decision-making body is the General Shareholders' Meeting, which is empowered to, among others, deliberate on:

- The increase or reduction of the share capital and other amendments to the Social Statute;
- Election or dismissal, at any time, of board members and fiscal members;
- Take, annually, the accounts of the administrators and deliberate on the financial statements and transformation, merger, incorporation, spin-off, dissolution and liquidation of the company.

Shareholders are responsible for directing the corporation in relation to matters of greater relevance. In 2022, we held 2 meetings.

ADMINISTRATIVE COUNCIL

It is composed of 5 members, of which 3 (60%) are independent. Its attributions are listed in the bylaws, bylaws of the board and in the applicable legislation. Responsible for establishing the general direction of the business, ensuring continuity, decides on strategic issues, approves policies and delegates to the various Boards the autonomy in relation to issues such as socio-environmental impact.

GRI 2-12, 2-13

The Chairman of the Board of Directors is Mr. Jardel Massari who, in line with the Novo Mercado Regulations, does not accumulate the position of CEO of the Company. The directors took office in April 2022, with the exception of Mr. Tetsuhiko Hiramatsu, who was elected to the Board in November 2022, replacing Mr. Raphael Martins Villela and, as a result, the signing of the Shareholders' Agreement arising from the market operation for the sale of Opportunity shares to Mitsui. ^{GRI 2-11}

Ourofino has a policy for nominating members of the board of directors, advisory committees of the board of directors and the statutory board.

This policy contains the guidelines and criteria adopted by Ourofino in the process of selecting and nominating members of the bodies governed by the policy, as well as the nomination process for each body. The criteria cover the views of Stakeholders, including shareholders, diversity, independence and skills relevant to the Group's impacts. The policy is available on the website (ri.ourofino.com). ^{GRI 2-10}

The assessment of the board of directors, its advisory committees and the statutory board is carried out through a collegiate view, self-assessment and peer assessment in the form of filling out a form with closed and open questions. One of the topics is strategy and business, in which there are questions about economy, environment and people practices. The process is conducted by the Human Resources and Sustainability Department with the support of the governance secretary, on an annual basis. The results are calculated by the same board and discussed with the bodies. With the results, action plans are prepared to be implemented during the following year. ^{GRI 2-18}

Critical concerns first go through the Board's scrutiny and, if necessary, are presented at periodic meetings of the Board of Directors. During the year, 4 concerns were presented, their nature being: (I) product development strategy; (II) acquisition strategies by the Company; (III) executive retention; and (IV) discussion of impacts in cases of changes in tax legislation. ^{GRI 2-16}

COMPOSITION OF THE BOARD OF DIRECTORS

Jardel Massari
(President)

Election date: 04/20/2022
New Election date: August* 2024

Norival Bonamichi
(Vice president)

Election date: 04/20/2022
New Election date: August* 2024

Márcio Guedes Pereira Júnior
(independent Member)

Election date: 04/20/2022
New Election date: 04/20/2022

Luiz Antônio Santos Baptista
(independent Member)

Election date: 04/20/2022
New Election date: August* 2024

Tetsuhiko Hiramatsu
(independent Member)

Election date: 04/20/2022
New Election date: August* 2024

*AGO (Ordinary General Assembly)
**AGE (Extraordinary General Meeting))

COMPOSITION OF THE FISCAL COUNCIL

Roberto Lamb
(independent Member)

Election date: 04/20/2022
Mandate 1 ano

José Paulo Marques Netto
(independent Member)

Election date: 04/20/2022
Mandate 1 ano

César Augusto Campezo Neto
(independent Member)

Election date: 04/20/2022
Mandate 1 ano

Our Audit Committee was installed in April 2022 and is composed of three independent directors, whose activities are directed towards the supervision and evaluation of the decisions taken by the administrators of the Ourofino Group. In the last year, the Supervisory Board monitored compliance with legal and statutory duties, resolutions and financial statements issued. In 2022 we had the following members at the helm of the body:

ADVISORY COMMITTEES OF THE BOARD OF DIRECTORS

STATUTORY AUDIT COMMITTEE (CAE)

Luiz Antônio Santos Baptista
(Coordinator member of the Board of Directors)

Lucilene da Silva Prado
(Independent Member)

Eduardo Scarpellini
(Independent Member)

HUMAN RESOURCES COMMITTEE

Kleber Gomes
(CEO)

Jardel Massari
(Board Chairman
Administration)

Márcio Guedes Pereira Júnior
(Independent member of the Board of Directors)

INNOVATION COMMITTEE

Kleber Gomes
(CEO)

Norival Bonamichi
(Vice president of the Board of Directors)

Carlos Henrique Henrique
(Guest Technician)

ETHICS COMMITTEE

Rafael Barreto
(Management and Performance Manager)

Rodrigo Lazzarini
(GRC&AI Manager)

Karina Ferrarini José Bedani
(Legal manager)

STATUTORY

Board (composed of Kleber Gomes and Marcelo Silva) and non-statutory (composed of the other members), it is responsible for executing all the strategic planning of the Ourofino Group and ensuring the development of the businesses. The performance of the boards is guided by the Company's bylaws and the articles of incorporation of the subsidiaries and by the resolutions of the General Meetings and the Board of Directors and ethical parameters defined in our Code of Conduct. In 2022, we had the following team:

Milton Rizo
Director of Industrial Operations

Paula Seraphim
Quality Director

Rui Nóbrega
International Business Director

Ferdinando Almeida
Director of Research and Development

Kleber Gomes
CEO



Verônica Martins
Director of the Companion Animals Business Unit

Fabricio Oliveira
Director of the Production Animals Business Unit

Marcelo Silva
CFO and Investor Relations Director

Kátia Lobo
Director of Human Resources, Sustainability, Corporate Communications and Customer Experience

Ângelo Melo
Director of Strategic Development and New Business



ETHICS AND COMPLIANCE

GRI 3-3, 406, 408, 409

We remain committed to creating a work environment where ethics and integrity are the foundation of how we operate and earn the trust and credibility of our stakeholders.

The Governance, Risks, Compliance and Internal Audit (GRC&AI) area is completely independent and reports directly to the Statutory Audit Committee (CAE).

It is responsible for conducting the ethics and compliance agenda and for ensuring compliance with the Company's controls and processes, including financial, environmental and people controls. In addition, we have

a sustainability area, responsible for managing and identifying the impacts of these aspects, and which frequently reports to the management bodies. The ESG Committee (non-formal) was also created in 2022 to improve discussions on this agenda and the topic to be discussed by the board of directors. GRI 2-13, 2-17

To support and guide integrity awareness and engagement actions, we have an Ethics Committee made up of representatives from the Human Resources, GRC&AI and Legal departments. This committee acts to clarify issues and doubts involving the practice and compliance with ethical values and standards of conduct, in addition to monitoring the progress of actions proposed in meetings held and monitoring engagement activities.



The Compliance Program includes norms, formal procedures, actions and preventive measures, such as the *Conflict of Interest Policy, *Competition Policy and *Anti-Corruption and Anti-Bribery Policy, which were revised and updated in 2022.

The *Policy of Conflicts of Interests, aims to establish guidelines and procedures for the prevention, identification, declaration and resolution of situations that may represent real, potential or apparent conflicts of interest, aiming to promote reasonable measures to ensure transparency and independence in relationships established, as well as allowing the effective management of potential conflicts that may arise and their possible consequences. The modalities of conflicts of interest and the declaration and evaluation process are set out in the *Policy. GRI 2-15

Establish and consolidate internal standards and rules that ensure preventive practices to combat corporate corruption; reinforcing compliance and

reiterating Ourofino's commitment to the principles and guidelines described in the Code of Conduct, as well as compliance with local laws and regulations, policies, rules and internal procedures are the objectives of the *Anti-Corruption and Anti-Bribery Policy.

In addition, we are signatories of the Business Pact for Integrity and Against Corruption of the Ethos Institute, an initiative that seeks to engage business leaders, governments and civil society in the adoption of practices that favor transparency and the fight against corruption.

Our concern with ethical and legal compliance applies to the entire business chain, repudiating all forms of corruption, kickbacks, bribery, money laundering and other conduct contrary to the law

and the principles of good corporate governance.

The Company encourages its suppliers of goods and services to adopt integrity and adherence to the same principles. In 2022, we even launched the code of conduct for suppliers, which was disclosed digitally or in person to all our partners.

Additionally, as part of our Third-Party Management Program, we have a digital platform for due diligence/background check, used both for the evaluation of customers and national suppliers. The software uses a series of algorithms that search for data and information in public databases for a complete assessment of possible integrity and/or compliance risks in relation to the association with these publics. The results are submitted to a risk matrix, where, depending on the notes raised, the cases are submitted for internal analysis, according to the competent authorities. In 2022, we improved

our process with the implementation of a module that allows us to identify potential negative media associated with national and international third parties.



* All our policies are available on the website

The Company has some mechanisms, both prior to the potential complaint and to repair the complaint already formalized, which seek to avoid or mitigate the risks and damages resulting from an act that has a negative impact.

Especially with regard to potential complaints related to routine processes, whether judicial or not, the Company, through its legal, regulatory, quality, GRC&AI and SAC departments, monitors potential acts that may have negative impacts and, when identify them, carry out preventive work so that it does not materialize or that its risk is mitigated. If the act has already taken place, the Company seeks temporary reparation and improves its mechanisms, processes and internal controls so that it does not happen again or even constitute a risk.

The processes adopted in order to meet the aforementioned demands are the creation of

policies, routine monitoring of processes and complaints made at the SAC, improvements in internal controls, raising awareness, reporting the most sensitive cases to the governance bodies (management, board of directors , committees), creation of working groups for specific action, creation of crisis committees, etc. GRI 2-25

Annually, we review the internal audit plan, evaluating each operational process with a focus on the Strategic, Financial, Fraud and Corruption, Compliance, Operational, Accounting, Image, Continuity and Perpetuity, and Data Privacy pillars, as well as their connection with the material topics of ESG. The result of this analysis guided the work of the internal audit, focusing on processes with greater exposure to risk in relation to the highlighted pillars. In addition, any allegations of corruption received via the Reporting Channel or other means are subject to analysis and investigation by the Internal Audit team.

INTEGRITY SCHEDULE

As main advances this year related to the theme of integrity, we can highlight:



- Annual training on the Code of Conduct for all employees, managers and governance bodies;
- Implementation of the Code of Conduct for Suppliers;
- Change of our whistleblowing channel platform to a new supplier, which is recognized as a reference in the market;
- Revision of the Internal Norms of the Whistleblowing Channel and holding of workshop sessions for dissemination and guidance regarding the use of the channel, in accordance with best market practices;
- Implementation of compliance indicators for monitoring and identifying any situations of non-compliance with our policies, internal rules and applicable laws. These indicators make up a dashboard that is analyzed monthly by the Ethics Committee;
- Review of Policies for the Prevention of Conflicts of Interest, Competition and Anti-Corruption and Anti-Bribery;
- Review of the regulations of the Ethics Committee and the Statutory Audit Committee;
- Updating the form for declaring conflicts by all employees, managers and governance bodies. The mentioned public must declare potential conflicts annually (or whenever they deem necessary) and this process is monitored and evaluated by the GRC&AI area, which also guides the areas for the adoption of mitigation measures;
- Review of practices implemented to comply with the General Data Protection Law (LGPD) by a specialized external consultancy;
- Creation of the relationship matrix with public authorities and implementation of a form for declaring interactions with these bodies;
- Maintenance of the More Integrity Seal and Business Pact against Corruption (Ethos Institute), reinforcing our commitment to ethical, transparent and sustainable practices;
- Conducting monthly communications to reinforce the guidelines of our code of conduct.

[Learn more about Ourofino's Integrity Practices atourofinosaudeanimal.com/praticas_de_integridade.](https://atourofinosaudeanimal.com/praticas_de_integridade)

Governance

Ensure the company's reliability for its shareholders, monitoring policies, procedures, new B3 market.



Risks

Manage strategic risks that the company may have in order to mitigate or eliminate them.



Compliance

Comply with legal and regulatory standards, policies and guidelines established for the business and activities of the institution or company.

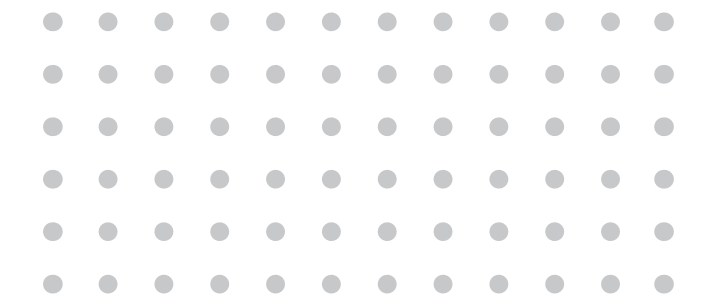


Internal Audit

Evaluate the internal control environment, promote and monitor the improvement of processes, reduce the Company's exposure to risks.



GRC and AI



MAIS INTEGRIDADE SEAL

In 2021, we were awarded the Mais Integridade Seal, a fact that made the Ourofino team proud. Recognition is made by Mapa (Ministry of Agriculture, Livestock and Supply) in relation to the integrity practices of agribusiness companies from the perspective of social responsibility, sustainability, ethics, risk management and also the commitment to eliminate practices of fraud, bribery and corruption. Another necessary requirement to achieve it is the delivery of a complete report on sustainability, the "Sustainable Management Program" which must demonstrate that the Company is aligned with at least 2 of the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda of the UN.

The certification process is carried out in accordance with the important requirements related to the themes of Social Responsibility, Sustainability and Anti-Corruption, and for the latter, for example, there is a need to adhere to the Business Pact for Integrity and against

Corruption of the Ethos Institute, as well as evidence of effective mechanisms and practices for preventing and combating corruption.

In 2022, we were approved again in the MAPA Mais Integridade Seal certification process, now in the yellow category (renewal), which indicates more than a year with the certification and proof of integrity, transparency, social responsibility and environmental sustainability practices.

We believe that this recognition is fundamental for our Group and shows that we are on the right path, committed to the compliance program and the SDGs, in addition to reinforcing our culture of risk prevention.



CODE OF CONDUCT GRI 2-23, 2-24

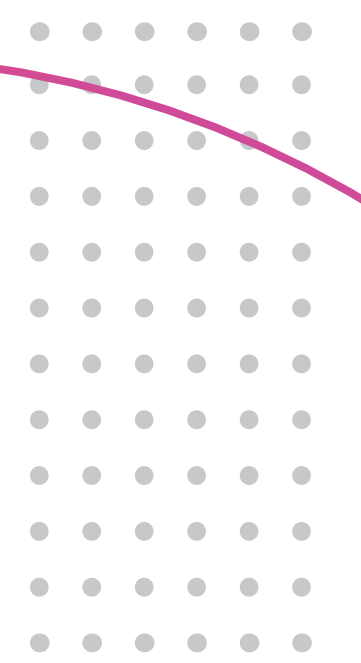
Ourofino Group's Code of Conduct continues to be the main driver of the ethical and moral principles expected for responsible business conduct in the relationship with its employees and stakeholders in general.

Among the most important aspects addressed in the Code are the principles of honesty and respect for the law, adoption of socially responsible practices, protection of the environment, health and animal welfare, ethical behavior, respect for diversity and human rights. We have an important approach related to the fight against corruption, where we establish parameters to inhibit any illegal conduct or obtaining undue advantages, including relationships with public authorities or even with government officials. Still in this context, it is worth noting that we do not carry out or provide support to political representatives or militants, except in the exact terms of the current electoral legislation, and providing transparency to these donations.

In the last year, we continued with the guidelines and awareness-raising based on the Code of Conduct, during the integration process of new employees. In addition, everyone receives the Code

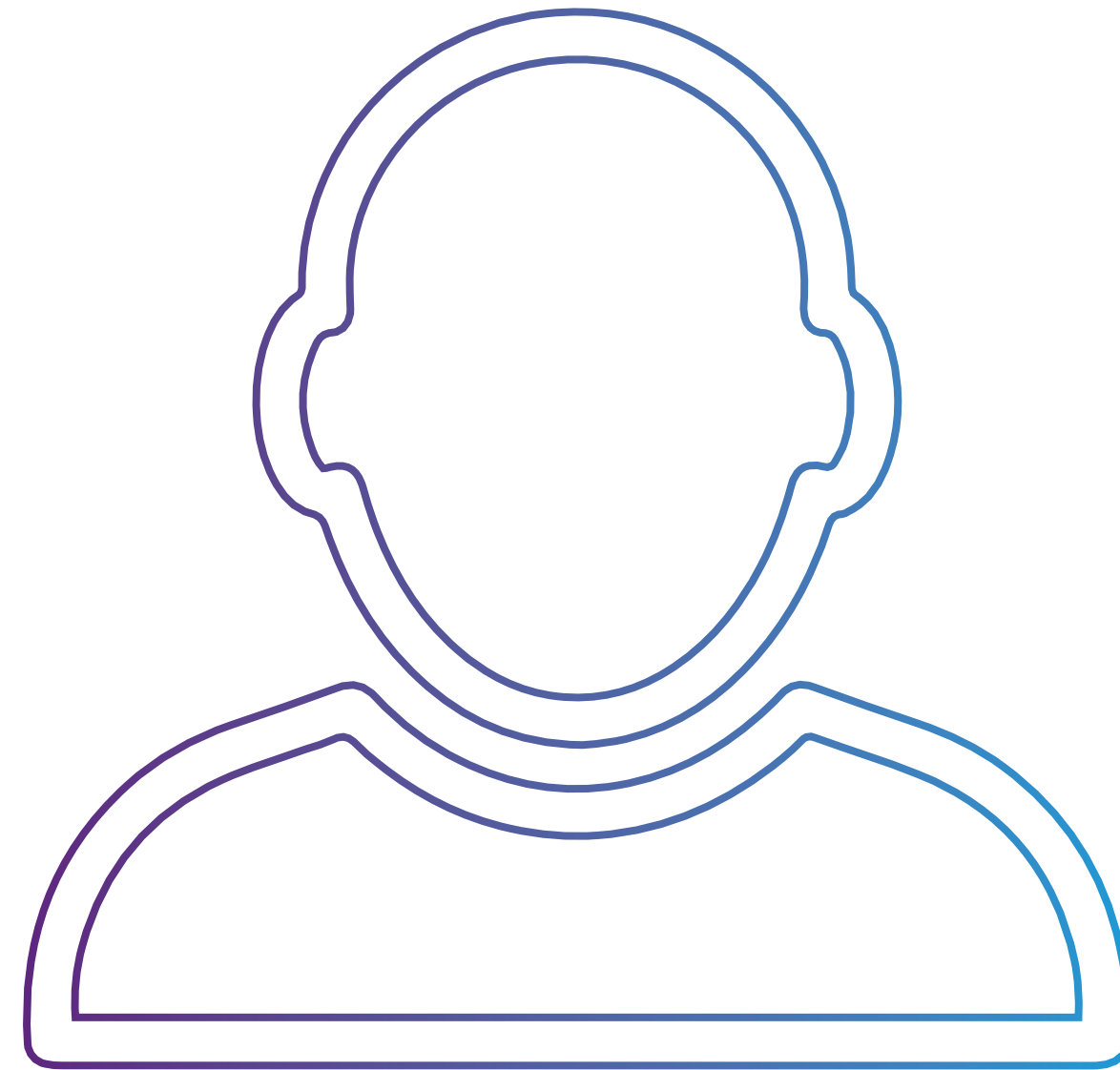
prior to joining the Company and, therefore, can read it, observe the parameters and subsequently agree to the terms. We also hold, on an annual basis, training on the practices and content of the code for all employees, including managers, directors and board members. Since 2020, this training has been carried out in an online course format, developed in partnership with specialized companies, including, at the end, an evaluation to verify the retention of the learned content.

In August 2022, we published a specific Code of Conduct for Suppliers, aiming to further reinforce the principles, values and practices of ethics and integrity that must always be incorporated into the daily activities of our partners, including suppliers, representatives, third parties and service providers in general and external consultants.



REPORTING CHANNEL

GRI 2-26, 205-3



To ensure transparency in internal and external relations and to enable its employees and stakeholders to present concerns regarding the organization's business conduct, the Ourofino Group has a Reporting Channel, which

is available to receive complaints every day, 24 hours a day per day, in Portuguese, Spanish and English, through the contacts and addresses below:

Brazil: 0800 517 0045

Website: www.contatoseguro.com.br/ourofinsaudeanimal

E-mail: ourofinsaudeanimal@contatoseguro.com.br

App: Contato Seguro

This is the main instrument for controlling and combating illicit acts, formally established and disclosed to employees, suppliers, customers and stakeholders in general.

The handling of the Reporting Channel is completely outsourced to protect and guarantee the anonymity of the user. The tool is under the responsibility of the Governance, Risks, Compliance and Internal Audit department (GRC&AI), which is also responsible for investigating

complaints. All reports received are transcribed and remain available on an electronic platform managed by the third-party company, thus ensuring the confidentiality of the information provided by the complainant and their anonymity.

In 2022, all complaints received were investigated and we had no confirmed cases related to possible acts of corruption and human rights.

SERVICE METHODOLOGY

WHISTLE-BLOWER

Register the complaint



Telephone



Application and web-site



E-mail

SECURE CONTACT

Outsourced and specialized independent team



Receives the complaint and forwards the transcribed report for analysis by the Ourofino Ethics Committee

ETHICS COMMITTEE

Composed of the management of the Legal, HR and GRC departments



Receive the report of the complaint

In cases of doubt, further information may be requested from the complainant.

INTERNAL AUDIT

Carry out the investigation of the report



- Collect evidence based on:
 - Interviews,
 - Process evaluation,
 - Data Analysis,
 - Other ways

ETHICS COMMITTEE

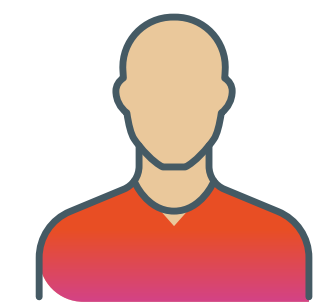
Receives the result of the investigation formalized by the Internal Audit



Analyzes the result and aligns the corrective measures that will be adopted

ETHICS COMMITTEE

If confirmed, corrective and disciplinary actions are recommended.



Whistle-blower

- Receive the return, through the platform
- The investigation is closed

PERIODIC MONITORING AND REPORTING BY THE STATUTORY AUDIT COMMITTEE

The GRC&AI area periodically reports a summary of the complaints to the CAE (Statutory Audit Committee), which is

responsible for monitoring the outcome of the investigations and dealings adopted. The Board of Directors may also be called

upon to adopt applicable measures, whenever necessary.

COMPLIANCE INDICATORS

In 2022, we implemented a compliance dashboard, which currently has 10 indicators, mainly related to the following topics:

- Mandatory training;
- Donations and Sponsorships;
- Complaints received and accord;
- Agendas with public agents;
- Conflicts of Interest;

These indicators are monitored monthly by the Ethics Committee and any non-conformities are discussed and treatments are proposed to address potential risks.

TAX MANAGEMENT

GRI 207-1, 207-2, 207-3

The Company's tax strategy is based on a commitment to good tax practices and current tax legislation, aligning social interest and sustainability with business guidelines. The published financial statements and financial analyzes report, on a consolidated basis, information on tax expenses, tax assets and liabilities, main legal disputes involving taxes, as well as the main tax rates levied on the businesses. We are also active in regulatory compliance and interpretation of tax legislation. Decisions on tax matters are adopted based on the applicable legislation and submitted to the approval of the Board of Directors and Audit Committee, in addition to the CAE – Statutory Audit Committee, which manage, within the limits permitted by law, the Group's business strategies.

Considering the dynamism of the tax area, which requires periodic reviews at the three levels (federal, state and municipal), the Company has a Tax Committee, responsible for coordinating

and reviewing the guidelines for assessing and managing tax risk, applicable to all companies in the Group. In addition, it has the function of adapting tax demands to its businesses, with total transparency, monitoring tax issues, measuring risks through analysis of jurisprudence and external opinions. The result of this work is presented quarterly to the Board of Directors.

Regulatory compliance is carried out by a specialized team, responsible for paying taxes on time, avoiding fines and accumulation of liabilities.

In addition, all tax obligations required by regulatory bodies are delivered in a timely manner, maintaining a transparent and cooperative relationship with the tax authorities of all states in which we operate.

In order to act transparently with regard to tax information, the Company does not use artificial structures outside its activities in order to reduce the tax burden, does not transfer tax benefits between its subsidiary establishments, does not use intragroup loans and credits artificially, collaborates with the authorities always providing information and documents in the shortest possible time and makes available to all reporting channels to report acts contrary to the law, including tax matters.

The Company has a Tax Governance fully integrated and aligned with organizational guidelines, basing its business on principles of legality, tax risk management, tax transparency, relationship with tax authorities and high ethical and compliance standards, cooperating with society in payment of taxes in all states where it operates its activities, contributing to the generation of jobs for the population.

Our tax team is responsible for the

structure and tax control and the work is guided by three pillars.

- **Tax Compliance:** compliance with tax legislation, enabling the exercise of controls over tax processes, evaluating inconsistencies and guiding the development of strategies for better efficiency.
- **People:** qualification of professionals in conducting activities, who ensure the economic and financial viability of the organization, observing the specificities of the business model and the management of risk factors in the short, medium and long term. The tax department interacts with the entire Company to align the tax strategy with a broader corporate strategy, bearing in mind that all business decisions generate tax impacts.
- **Technology:** the Company has tools to inhibit fraud, automate tax parameters and share information between areas, reducing failures and increasing data

reliability.

The Group is based on excellence and commitment to good tax practices, ensuring compliance with the applicable tax legislation, as well as guaranteeing the Company's good tax practices, always within the scope of realizing the social interest and supporting a long-term business strategy. term that avoids fiscal risks and inefficiencies in the execution of business decisions. For this, it takes into account all the interests of its stakeholders. Currently, we adopt a broader strategy with a commitment to sustainability, including more in-depth reports for our stakeholders. We have a good relationship with administrative tax bodies, aiming to resolve any tax issues in a preventive manner. We believe that tax policy should be proposed as an instrument for correcting imbalances to reduce inequalities, growth and economic development.

The Company develops this role, collecting its taxes for

the benefit of society, which are directed to the economic policy guidelines outlined by the Government.

The tribute, in its essence, favors the reduction of regional and social inequalities. We are always open to receiving external views on our performance and, if relevant and consistent with our mission, able to adapt to suggestions, always seeking continuous improvement to serve stakeholders.

BUSINESS STRATEGY

In this session:

- Our Strategy
- Risk Management
- Sustainable development
- Materiality



OUR STRATEGY

The Ourofino Group's strategy is based on the Strategic Planning whose last development cycle was designed in 2019, consolidating the main initiatives for the five-year period.

That year, the foundations of Ourofino 2.0 were established and six pillars of action were created with their challenges and opportunities, as can be seen in the image below.

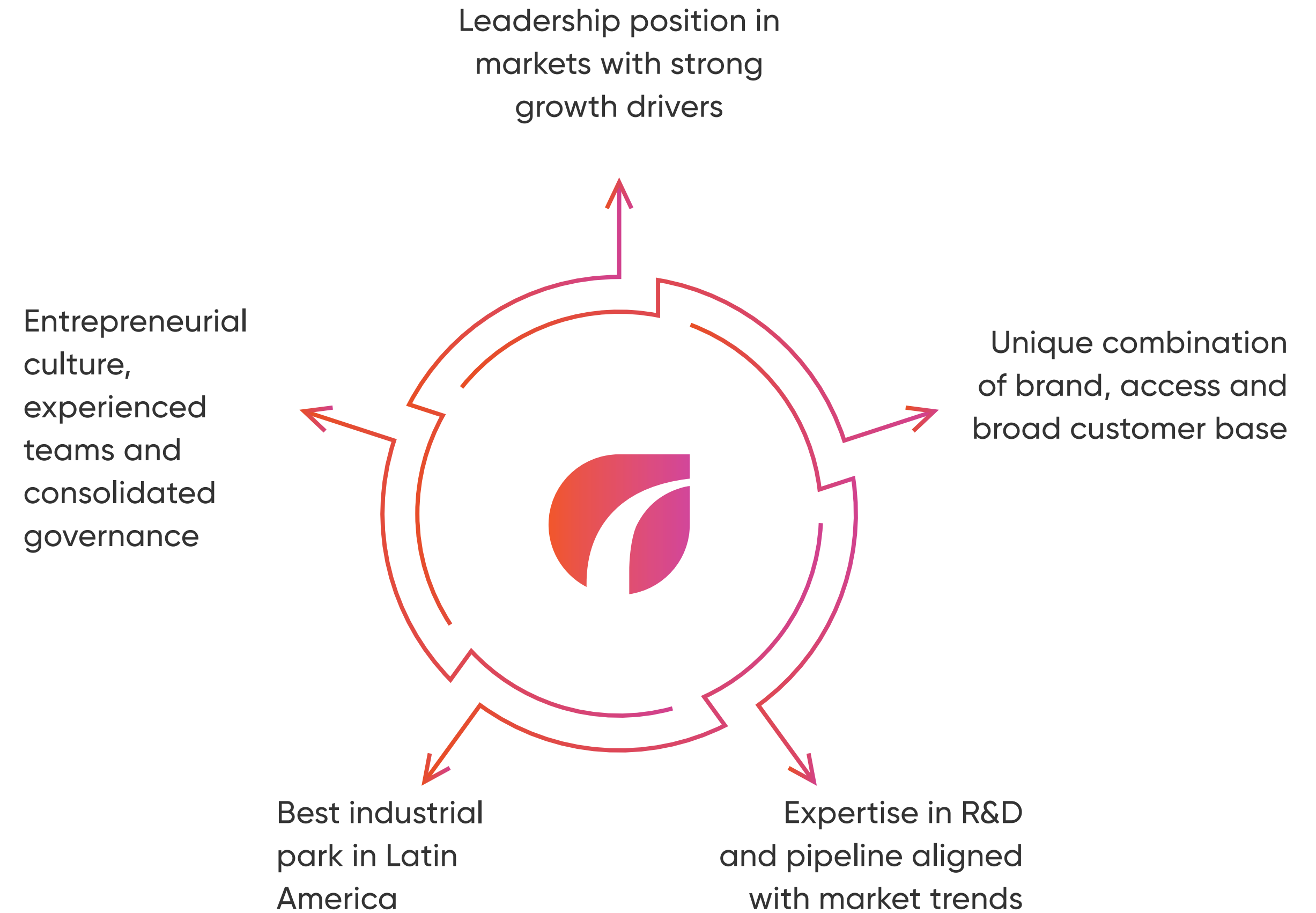


In the years 2020, 2021 and 2022, we grew 68%. Following the progress plan, in 2023 the objectives are related to the expansion of the portfolio and the diversification of segments in which it operates.

In this sense, we highlight the launch of 19 products for the Companion Animals and Production Animals segments. The solutions are our own developments and in partnerships. In 2022, we also finalized the acquisition process of Regenera, in the first M&A of Ourofino Saúde Animal, placing us at the forefront of the market in offering stem cell treatment for dogs.

The development opportunities are linked to the expansion of the portfolio, with a strategy of incremental innovations and a focus on the commercial approach in offering solutions and services. All these actions are supported by what we understand to be Ourofino's strengths: leadership position in markets with strong growth drivers, unique brand combination, access to and broad customer base, entrepreneurial culture, experienced teams and consolidated governance, expertise in Research and Development and pipeline aligned with market trends, in addition to the best industrial park in Latin America.

OUROFINO'S STRENGTHS



Throughout the report you will see how we generate value through the six pillars of the Company's Strategic Planning.

RISKS MANAGEMENT

The Group's Risk Management is directly related to sustainable growth, profitability, preservation and value creation for the Company and its shareholders, given that this process allows the identification not only of threats, but also of business opportunities, in addition to risk-based decision-making. An effective management process, which takes place through compliance with good corporate governance practices, aims to effectively manage risks, contributing to reducing the materialization of events that negatively impact its strategic and operational objectives. Management, through a structured approach and better understanding of the interrelationships between risks, aligns the strategy, processes, people, technology and knowledge, taking advantage of the benefits inherent to diversification, aiming at preserving and creating value for the company and its shareholders.

The Governance, Risks, Compliance and Internal Audit area (GRC&AI) coordinates and monitors the process of identifying

and assessing Ourofino's risks, considering the main internal and external scenarios, the nature of operations, the dissemination of the culture and methodology for managing risks.

In this way, we seek to ensure preventive risk management in line with the best market practices, following the international standards established in the ISO 31000 standard, in the COSO (Committee of Sponsoring Organizations of the Treadway Commission). In addition, our management practices also follow the guidelines of the Brazilian Institute of Corporate Governance (IBGC), the Securities and Exchange Commission (CVM), the Institute of Internal Auditors (IIA) and the "Novo Mercado" segment of B3 (Brazil, Bag, Counter).

The risk culture is disseminated throughout all the Group's operations and is part of the employees' work routines.

The construction of this environment is only possible thanks to the engagement and participation of the most different hierarchical levels in the mapping of risk scenarios, including

the main governance bodies, such as the Board of Directors, Statutory Audit Committee, Fiscal Council and other advisory committees, that play a fundamental role in the development of this culture and fully support the integrated risk management process. Our work is guided by the Group's Risk Policy, which establishes clear criteria for risk classification, considering impact levels and probability of occurrence.

This mapping is updated annually and included in the Company's official publications. This process brings important information for strategic decision-making, since the analyzes observe the Company's exposure level and potential adverse events in each risk scenario.

STRATEGIC RISKS

We have a Corporate Risk Management Policy, duly approved by the Board of Directors, which encompasses strategic, financial and operational risks. The policy aims to establish a risk management structure in order to enable the identification, assessment, prioritization, treatment, communication and monitoring of risks related to strategic objectives, observing applicable regulations and best market practices, as well as as it seeks to encourage a culture of risk throughout the organization.

Throughout 2021, we implemented the Strategic Risk Management process using global methodologies, and prepared the Strategic Risk Matrix with the 10 priority risks for our business, with possible impacts on the strategic objectives and the continuity of our operations, which were reported in our previous report. In this context, at that time, we carried out extensive work with the entire leadership of the company to capture the main risks with an impact on meeting the strategic objectives. In addition to the risk vision of executives and managers, we used the Group's strategic planning, the reference form and the concerns of the sector and the supply chain as a basis. During this process and for all mapped risks, we designed a

series of mitigation actions that began to be implemented throughout 2022.

Annually, the Strategic Risks Matrix is revised and reclassified according to its impact and probability of materialization, considering changes in internal and external scenarios.

In the update process that took place in 2022, and due to the continuous evolution of this process, in line with the maturing of the risk culture throughout the company, we carried out and consolidated the previous matrix into a total of 6 priority risks.

10 risks previously mapped, some were sent for monitoring at the operational level, due to the reduction of the potential impact at the strategic level, or became part of the new risks mapped.

Therefore, we present below our 6 priority risks (with a relevant impact on our operations or growth strategies), which continue to be monitored by the Management Committee and the Statutory Audit Committee.



NON-COMPLIANCE WITH THE STRATEGIC GROWTH AND EXPANSION PLAN

MAIN SDGS IMPACTED: 3 8 9 12 15

MATERIAL THEME: INNOVATION AND RESEARCH GRI 3-3

The possible emergence of disruptive technologies and new business models in our competitors could put us at a disadvantage in the market and, thus, directly impact our growth plan. We are also subject to market loss if we do not maintain constant diversification in our product portfolio, expanding our market coverage and increasing our share in important markets such as vaccines and pills. We are also subject to outbreaks of communicable diseases around the world, leading to greater volatility in the global capital market, which could result in negative pressure on the Brazilian economy, which would affect our growth plan.

MITIGATING

Our New Business Development area, together with the Research and Development area, has closely followed the new trends in the animal health industry, in order to remain aligned with new technologies or business models. We have been active in the expansion and diversification of the national and international portfolio, of large and small animals, with entry into new segments or expansion of marketing share, to launch products in the pipeline, capture and conclude partnerships for various fronts of interest.

As for the risk scenario for the emergence of new global pandemics, we understand that this is an inherent risk for all corporations and

global economies, but all the evolution of controls and processes implemented during the fight against Covid-19 bring us greater security and a more favorable condition for coping with situations like this one.

OPPORTUNITIES

Our Research and Development and New Business areas have the opportunity to periodically review our portfolio, seeking alignment with the best sustainability practices, disruptive technologies and market trends. This process raises our level of maturity and places Ourofino in a differentiated position in relation to its customers and their expectations.

R2 FILE SUIT, BANS AND/OR DISCONTINUATION OF CERTAIN PRODUCTS BY DECISION OF THE REGULATORY BODY

MAIN SDGS IMPACTED: **8** **12**

MATERIAL THEME: INNOVATION AND RESEARCH GRI 3-3

As we are part of an extremely regulated industry, we are subject to fines or the discontinuation of certain products for non-compliance with regulatory requirements.

There are currently two banning trends that may affect our product portfolio: organophosphate molecules and foot-and-mouth disease vaccine. In the long run, there are discussions about banning microbials as well.

In this sense, the Strategic Portfolio Management (GEP) team has currently acted strongly in relation to the probable banning of organophosphates, foreseen by Anvisa for 2025, seeking alternatives for

the development of new products and/or partnerships with startups, capable of minimizing the effective of the prohibition of commercialization of the Colosso line.

MITIGATING

We have continuous monitoring of changes and new regulatory requirements in Brazil and other markets in which we operate by the Company's Regulatory team. This work is carried out based on monthly agendas with trade associations and by monitoring publications in the Official Gazette and on the websites of the Codex Alimentarius and European Medicines Agency (EMA).

Regarding the risk of banning certain products in our portfolio, in addition to weekly monitoring of possible banning trends with the National Union of the Animal Health

Products Industry (Sindan), a matrix was implemented in 2022 with the risks related to each of these products – banishment trends or possible replacements and regulatory compliance requirements. This matrix is periodically monitored by the responsible areas and the necessary actions are adopted to mitigate adverse effects on the business, with the evolution of the possibility of expanding mapped risks.

OPPORTUNITIES

We understand that this context accelerates the process of updating our portfolio, contributing to the maintenance and improvement of a culture of innovation and challenge, making our products even more sustainable and open to developed global markets.



RELIANCE ON A SUPPLY CHAIN RESTRICTED TO CHINA AND INDIA

MAIN SDGS IMPACTED: 8 9 12

MATERIAL THEME: SUPPLY CHAIN MANAGEMENT GRI 3-3

China and India are the largest suppliers of raw materials for medicines. Thus, like the entire industry, we are subject to a shortage of inputs, due to our dependence on this supply chain, which can expose our operation to a lack of raw materials or low negotiating power.

Additionally, there is the possibility of disruption in the supply chain of strategic products, due to global outbreaks, strikes and other external factors. Still in this context, there is a risk of shortages also due to the complexity and concentration of the international logistics chain, in few operators, especially the maritime modal.

MITIGATING

Currently, we already have more than one manufacturer approved for the acquisition of

each input from this supply chain. In 2022, we worked on a new mapping of strategic and fundamental inputs for future launches by Ourofino, always looking to expand our source options for inputs. We are also working on a roadmap together with the Procurement and New Business areas, to map the inputs that will be strategic for the next developments in our pipeline, as well as defining a strategic action plan - which may include, for example, the opening of a local office in the country where supplies will depart, with a view to reducing the risk of dependence on suppliers and shortages of inputs from China and India.

Additionally, we continue with the already routine monitoring, on monthly schedules, of potential global outbreaks, strikes and other factors with potential disruption in the supply chain of strategic products. Furthermore, all of Ourofino's

new developments are designed considering at least two viable sources of supply for the raw materials in question.

OPPORTUNITIES

Considering the scenario in which we are inserted, we have the opportunity to bring the main suppliers closer to local offices and Ourofino employees in the country, reducing the risk of interruption in supply. Additionally, we have the opportunity for collaborative purchases with other local companies that depend on the same suppliers, increasing our bargaining power, better negotiations and priority in supply.

There is a constant search for development of new manufacturers outside the China and India axis. We were successful in some inputs, but there is an impact on the cost that is greater than the Asian countries.

R4 SUDDEN STOP WITH IMPACT ON OPERATION OR BUSINESS CONTINUITY

MAIN SDGS IMPACTED: 8 9 15

MATERIAL THEME: INNOVATION AND RESEARCH **/ WELL-BEING AND VALUING PEOPLE** GRI 3-3

We are subject to possible failures or inefficiencies in the logistics infrastructure, as well as being exposed to dependence on exclusive third parties for the manufacture of products or purchase of inputs that could impact on meeting demand. We are also susceptible to systemic or operational failures in our biosafety area, which could cause the leakage of dangerous and contaminating material, especially in relation to the vaccine production line. And with the increase in cybersecurity incidents around the world, we are subject to attacks on the infrastructure of our technology systems that can result in data leakage, financial damage and damage to our reputation.

MITIGATING

Currently, the logistics infrastructure to meet the demand for national sales is centralized in a logistics operator that is a reference in the sector, with which Ourofino has established a contract that provides for the supply and distribution of products manufactured and sold, from centers of distribution for production animals and companion

animals.

In addition, we established a Crisis Committee together with the Logistics Operator, which monitors movements and possible occurrences of stops that may affect our logistics infrastructure. We also have more than one approved manufacturer for the acquisition of inputs from China and India and we are working on a roadmap to map inputs that will be strategic for the next developments in the pipeline.

As for the risk of leaking contaminating or dangerous material, we have two factories for the production of vaccines. The first has a NB-4 biosecurity level, which represents the highest degree of containment and complexity of the operation level, while the second has an NB-2 level. All control systems for HVAC (Heating, Ventilation and Air Conditioning), pressurization, exhaustion, batteries and compressors, both of which have redundancies that, in case of failure, prevent the escape of contaminated air. Together with the described controls, we have procedures formally established with the quality and safety guidelines, in addition to a routine of internal audits to verify the

existing controls, with the objective of guaranteeing that the practices required by the regulatory bodies are being complied with.

Regarding the cybersecurity risk, Ourofino has an Information Security department, responsible for (among other activities) identifying risks of cybersecurity incidents, including attacks on the infrastructure and taking mitigation actions. In 2022, additional investments were made to replace older tools such as antivirus, antispam and firewall with more modern, current and market-leading technologies, evolving our detection process. For the next few years, we will intensify investments in proactive monitoring and online reaction capacity to any alerts related to information security.

OPPORTUNITIES

Thinking about the possibilities of sudden stops that could impact our business allows us to review and digitize various processes, seek continuous improvement, update our technology and keep looking for more monitored processes, so that any events have less impact on our operations.

R5

ADVERSE IMPACT ON THE IMAGE

MAIN SDGS IMPACTED: 3 8 15

**MATERIAL THEME: ANIMAL WELFARE/CLIMATE CHANGE/
WELFARE AND VALUING PEOPLE/FOOD SAFETY** GRI 3-3

We are subject to negative brand exposure and financial loss as a result of product counterfeiting, altered products, stolen, expired, misappropriated, re-labeled or misused products. Our operations rely on industrial parks that operate with chemical substances and with the potential to contaminate the environment as a result of accidents, leaks, among others. Additionally, we are subject to adverse media for possible violations of our Code of Conduct, the Anti-Corruption Law and or any other regulation by our employees or managers. We are also exposed to situations of association with third parties that practice deforestation or illegal conduct in general. Sale of products to customers and/or supply of products by third parties that appear on restrictive lists, have slave labor practices or other non-compliance from the point of view of compliance, environment, sustainability and animal welfare.

MITIGATING

Our team manages occurrences involving product breakdowns and loss of products on a daily basis, both at the logistics operator and internally at Ourofino, providing the necessary arrangements for reverse logistics to the branch of origin, segregation, reimbursements and proper disposal, in the case of breakdowns. In case of loss, we have established

procedures for reimbursement, location of the product, registration of the incident report and legal actions that may be necessary. In addition, the SAC (Customer Service) and Communication teams monitor complaints from customers and if they identify evidence of use of counterfeit, altered, expired, diverted or re-labeled products, these occurrences are directed internally with our Legal area for taking actions. As for the risk of contamination of the environment, we have a Sewage Treatment Station (ETE) that performs all the treatment of industrial effluents and, thus, minimizes the risk of discharge in disagreement with environmental legislation, which important investments were made in 2022 to raise the level of safety and improve the treatment of effluents. As for the risk of leakage of hazardous substances, we maintain periodic inspections in all storage areas, as well as complying with legal requirements for storage and handling.

Ourofino also has mechanisms for preventing and combating corruption, such as the Code of Conduct and the Reporting Channel, as well as internal controls, established through Policies, rules and procedures, in addition to monthly communication and training that seek to ensure that all its employees act in compliance with internal policies, laws and regulations in force. In addition, we have an Internal Audit department, which reports independently to the Statutory

Audit Committee, and which is responsible for assessing business processes, their risks and internal controls, analyzing the suitability of designs and their effectiveness. We also have a third-party due diligence process carried out through a systemic platform, where compliance aspects, criminal and environmental processes and embargoes are verified, among other risks.

OPPORTUNITIES

It is part of the essence of Ourofino to adopt an upright, transparent and ethical posture in all relationships established between our employees and within our value chain. This posture strengthens our culture of corporate responsibility and results in a safe environment to operate in Brazil or abroad, including the public and private sectors. This process allows us to review our impact on the environment, aiming to become an increasingly clean and sustainable company. We have implemented initiatives to mitigate gases from our largest emission sources, among them, the electricity we buy from the free market. In 2022, we purchased 100% of our energy consumed from renewable sources, proven through I-REC. Additionally, this process also challenges us to improve our customer experience program.

R6 REDUCTION IN PROFITABILITY MARGIN

MAIN SDGS IMPACTED: 8

MATERIAL THEME: INNOVATION AND RESEARCH / WELL-BEING AND VALUING PEOPLE GRI 3-3

We are subject to loss of profitability due to the strategy of our competitors to increase our share in the domestic market, especially for companion animals. Due to the scenario of uncertainties at the national and global level, we are subject to increased production costs due to macroeconomic variations such as the dollar, energy and others, as well as increased logistical costs (freight).

Such factors may also, on the national scene, influence the purchasing power of consumers, making them migrate to more accessible substitute products. We are also subject to loss of market due to failure to

maintain constant diversification of our product portfolio, including an expansion of our market coverage and expansion of our share in important markets such as vaccines and pills. Eventual tax reforms and/or changes in the regulatory body's understanding may incur in losses of incentives or established tax benefits, which, if materialized, may impact operating costs

MITIGATING

We observe the actions of competitors through patent monitoring carried out by the Intellectual Property area, with regular sharing of information. We also maintain our participation in congresses and events in the area, access to journals and international publications. Market analyzes

are carried out on a quarterly basis by the Commercial Excellence Center, which compiles information on sales performance and market share, as well as strategies to sustain growth expectations of the main companies in the sector. Production costs are monitored monthly, including changes in freight and storage costs, by business unit. Another important action is the expansion of the portfolio, nationally and internationally, of production and companion animals, with entry into new segments or expansion of marketing share, with the objective of guaranteeing the launch of new products foreseen in our pipeline. At the same time, we seek to identify new opportunities for innovative products or services.

ROLES AND RESPONSIBILITIES IN RISK MANAGEMENT:

ADMINISTRATIVE COUNCIL

- Approve the Risk Management Policy;
- Understand and evaluate the risk map;
 - Periodically assess the risks reported by the Audit Committee and monitor Risk Management actions;;
 - Approve prioritized risks;
 - Approve a response plan given to prioritized risks;
 - Follow up on the results of the risk management process;
- Understand the risk calculation methodology;
- Approve the Company's level of acceptable risk appetite;
- Decide on the measures necessary to ensure alignment between risk appetite and the execution of strategies.

STATUTORY AUDIT COMMITTEE

- Understand, assess and follow up the risk map;
- Obtain the approval of the risks to be prioritized and the Response Plan with the Board of Directors;
- Support and monitor the progress of the activities of the Executive Risk Committee;
- Report to the Board of Directors on risk management;
- Monitor and deliberate on changes in the risk criticality assessment;
- Understand the risk appetite calculation methodology and collaborate in the discussion on the Company's acceptable level of risk appetite;
- Propose the Company's risk appetite to the Board of Directors.

SUSTAINABLE DEVELOPMENT

Aware of the challenges and importance of our role, we continue the journey by advancing in the care of animals, people and the environment (unique health). We believe that healthier farm animals are essential for increasing productivity and contributing to a secure food supply.

If we consider that 18% of the world's animal protein production is in Latin America, 31% of animal protein exports come from Brazil and of every five dishes of food in the world, one is produced by Brazil, then comes our responsibility to feed 800 million people around the world and that number tends to grow according to estimates by the FAO, the Food and Agriculture Organization of the United Nations. Therefore, we need to evolve in the way of producing.

Walking along with the need to feed the world, we have the growing search for health care, well-being and longevity of companion animals, which are now considered family members.

To meet these demands, we reimagine our industry through the evolution and sustainable growth of the animal health ecosystem. We know our role and how we contribute to creating value for society, with strong growth in the Group's businesses.

Ourofino's sustainable strategy was created based on the identification of aspects and business practices that have the greatest potential to impact on the ability to generate value. The process took place through consultations and other

forms of engagement with stakeholders and the leadership's vision, translating into material themes and unfolding in guiding initiatives of ESG management (environmental, social and Governance – environmental, social and governance).

As a signatory of the Global Compact, the Company assumes the responsibility of contributing to the achievement of the Sustainable Development Goals (SDGs), established in 2015 by the United Nations (UN), which address the global priorities and aspirations for 2030.

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and aspirations for 2030.

The relationship between these objectives (SDGs), the Group's strategic planning and material issues, established during the materiality process, demonstrate Ourofino's commitment to value creation.

For each material issue, an action plan was prepared with initiatives, targets and follow-up indicators.

For each material issue, an action plan was prepared with initiatives, targets and follow-up indicators.

ESG JOURNEY



INTERNATIONALIZATION OF SDGS

Analysis of adherence to the business and value chain and prioritization of SDGs with potential impacts (positive and negative)



Consultation with Stakeholder and definition of priorities

643

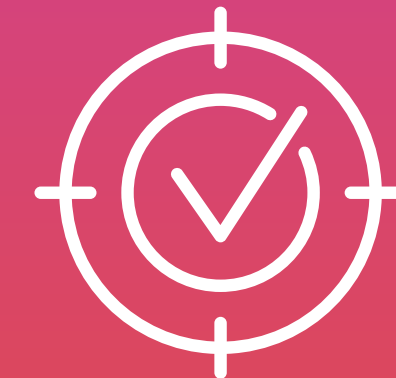
Internal and external partners



Integration of mapped terms with strategic planning



Definition of short, medium and long term projects with the areas

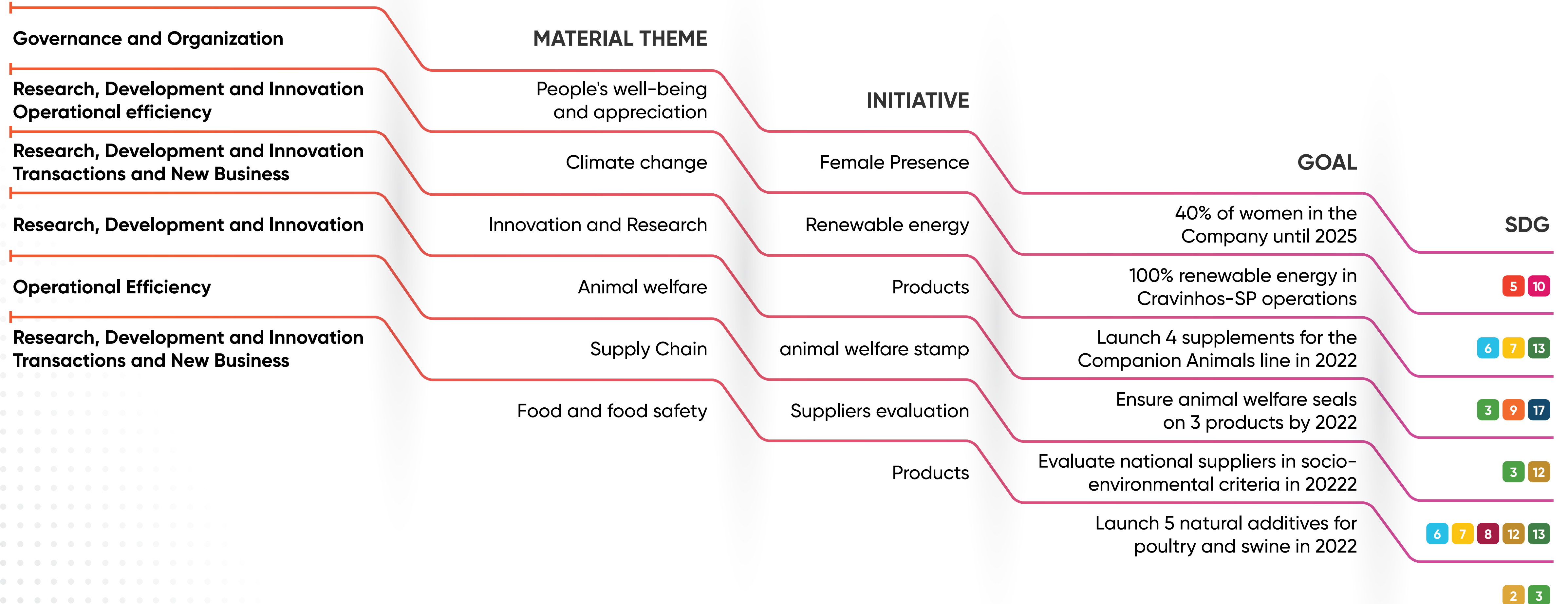


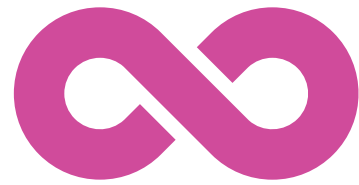
Target breakdown and monitoring the dashboards



SOME OF OUR INITIATIVES

OUROFINO STRATEGIC PILLAR





We made progress on the sustainability agenda, with the creation of the ESG Committee, made up of internal and external members with the aim of advising, discussing and monitoring strategy initiatives, which demonstrates how the topic has gained importance. Managers began to contribute through projects and practices connected to material issues, becoming part of the routine at the most different hierarchical levels and in the most diverse areas.

As a guide, we have also, each year, sought the good practices of the Corporate Sustainability Index (ISE) of the Stock Exchange (B3). The Ourofino Group has improved the implementation of processes, controls and policies, which are

mandatory requirements for participating in this portfolio.

It is also worth mentioning that, in 2022, we participated in Working Groups with the UN Global Compact (Rede Brasil) and the Working Group on Sustainable Livestock (GTPS), with the purpose of contributing and sharing good practices and partnerships.

In addition to the working groups, we also participated in several Webinars, in search of best ESG practices connected to our business, meetings with Sindan (National Union of the Industry of Products for Animal Health) focused on reverse logistics in the sector and we participated in the meetings of the Sustainability Committee of Abre (Brazilian Packaging Association),

seeking knowledge on topics related to the packaging sector. We took the digital journey for the management of sustainability indicators and greenhouse gas (GHG) inventory, through the use of an automated tool for data collection and calculation of emissions, increasing the accuracy and frequency of monitoring.

Also, we could not fail to mention the achievement we had in relation to Goals. Criteria related to ESG are now considered in the CEO's variable compensation, spread to the other levels of the Company.

MATERIALITY

GRI 2-29, 3-1, 3-2, 3-3

THE VISION OF OUR DIFFERENT STAKEHOLDERS

The Materiality Matrix was revisited in 2021, based on methodologies present in the main market guides, such as GRI Standards and integrated reporting (IIRC).

Ourofino's stakeholders were identified and prioritized following established criteria such as influence, proximity, dependence and representation. 23 main stakeholders were mapped involving employees, suppliers, distributors, regulatory bodies, shareholders, financial entities, customers, among others. In the process of revising the Materiality Matrix, stakeholder groups were analyzed and maintained.

Ourofino's relationship with its stakeholders takes place through various forms of engagement, carried out throughout the year, such as: general meetings with shareholders, meetings of the Board of Directors and Board of Directors, meetings with investors and

analysts, service channels, management meetings, meetings with the regulatory body, meetings with associations, participation in sectoral forums, etc.

This review took into account previous materiality processes, leading ESG and sustainability guides in the market, strategic planning and, finally, industry trend analyses. The results obtained throughout the survey formed the basis of the online survey that we sent to the different publics defined in the previous stage.

More than 600 contacts were made, with consultations carried out in three different languages.

As a result of this process, we listed six relevant topics (materials), which are our ESG strategy, as they guide our decision-making and the construction of all content reported to our stakeholders.

In 2022, the Company's leadership understood that within the scope of the material topic, Food Safety, we had the opportunity to incorporate Food Safety aspects, since our business positively impacts productivity in the field, contributing to the generation of food for the humanity. From then on, the theme was named: Food and Food Safety, with Food Safety referring to guaranteeing the quality of the product we consume and Food Safety referring to the right of everyone to consume food.

Below you can learn in detail about the relationships between the material topics, the GRI indicators, the connections between the SDGs and the guidelines of the International Integrated Reporting Council (IIRC).

ENVIRONMENTAL

ANIMAL WELFARE

CLIMATE CHANGES

| | | |
|---------------------------------------|---|--|
| Material theme and description | Ourofino animal welfare practices and solutions, ranging from handling and transport throughout the chain, to the conditions for the use of animals in tests. | Ourofino's monitoring and mitigation practices related to the fight against climate change, including the management of the main emissions present in our scope of activities and value chain. Also present in this material topic, the Company's management and practices related to the management of effluents and waste. |
| Where the impact is generated | In and out of operations | In and out of operations |
| Audience | Customers Shareholders Financial Institution Strategic partners (farms, veterinarians, influencers, among others) Suppliers regulatory bodies Communities and opinion makers Collaborators | All relationship audiences |
| Related capitals | Social Natural | Natural |
| SDG | 2 8 12 | 6 12 13 |
| Related indicators GRI | 404 FP11 e 13 | 201 302, 303, 305 e 307 |

SOCIAL

SUPPLY CHAIN MANAGEMENT

PEOPLE'S WELL-BEING AND APPRECIATION

FOOD AND FOOD SAFETY

| | | | |
|---------------------------------------|--|--|---|
| Material theme and description | Management practices of Ourofino suppliers, including their socio-environmental concerns and criteria in the purchasing/approval processes and their policy of expanding and diversifying the partners responsible for inputs. | Ourofino practices to ensure the balance between the personal and professional lives of employees, including well-being and conditions in the work environment, good labor relations, career development and talent retention, remuneration and benefits appropriate to the position/market and flexibility of schedule. Also present in this material theme are actions and strategies to enhance and strengthen ties with local communities. | Ourofino's practices regarding the responsible use of antimicrobials and other chemical agents present in the animal protein chain, as well as the practices and solutions developed in favor of food safety. |
| Where the impact is generated | In and out of operations | In and out of operations | Out of operations |
| Audience | Employees Communities | Employees Communities | Customers Shareholders Financial Institution Strategic partners (farms, veterinarians, influencers, among others) Suppliers regulatory bodies Communities and opinion makers |
| Related capitals | Manufactured | Social Human | Social Manufactured |
| SDG | 8 10 13 | 1 3 4 5 8 10 11 | 2 3 |
| Related indicators GRI | 204 308 407, 408, 409 e 414 FP1 | 201 e 202 401, 403, 404, 405, 406 e 413 | 416 e 417 |

GOVERNANCE

INNOVATION AND RESEARCH

| | |
|---------------------------------------|---|
| Material theme and description | Ourofino's practices and investments related to innovation, research and technology projects in general, which generate innovative products and services, meeting the needs of the veterinary market and aligned with a continuous process of digital transformation. |
| Where the impact is generated | In and out of operations |
| Audience | Customers regulatory bodies Suppliers Collaborators R&D Institutions innovation partners |
| Related capitals | Social Manufactured Intellectual |
| SDG | 8 9 11 12 13 17 |
| Related indicators GRI | 201 404 |

VALUE GENERATION

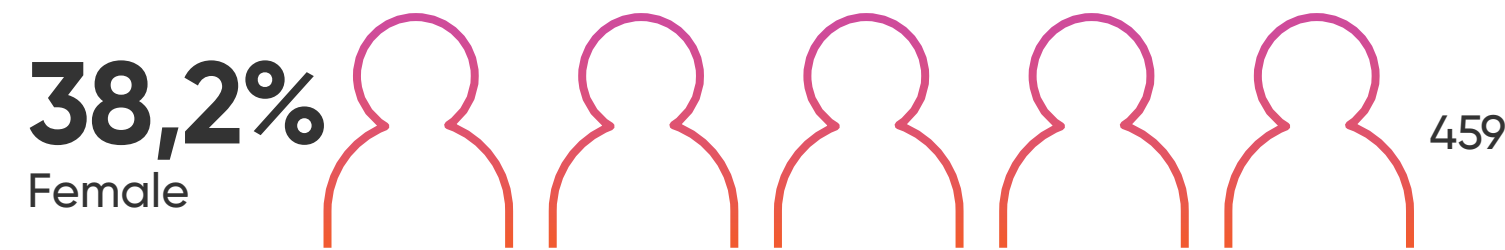
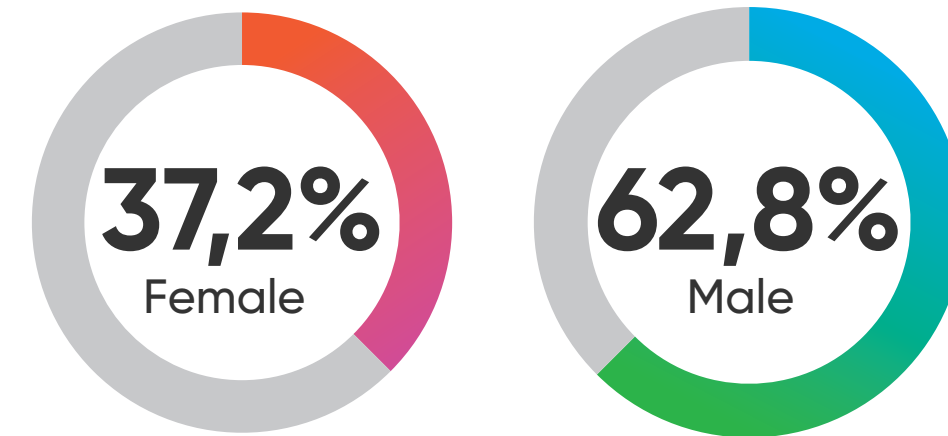
In this session:

- Human Capital
- Social and relationship capital
- Natural capital
- Manufactured capital
- Intellectual capital
- Financial capital

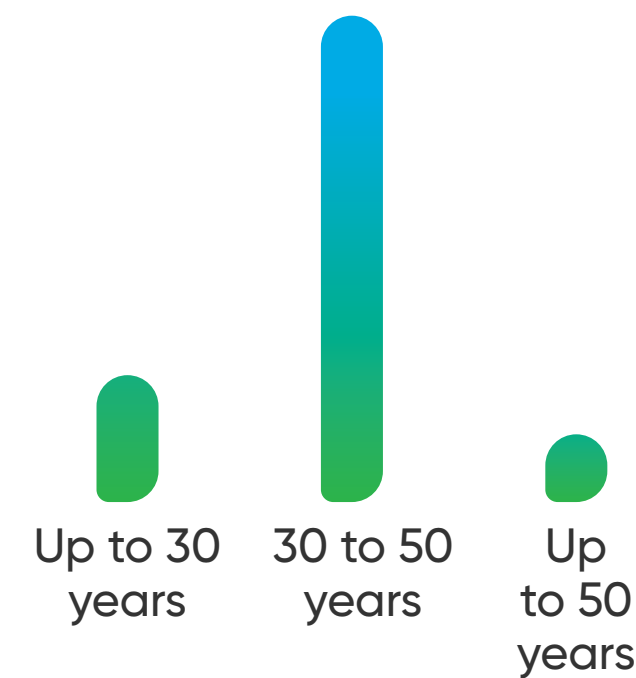
HUMAN CAPITAL GRI 3-3, 405

Caring for People is one of our values and we prioritize, as a material theme, the Well-Being and Valuing People. We understand that human capital is the main thing, because it was through the 1,201 employees that we achieved the results in 2022. Our team is made up of 62% men, 38% women, with the largest number of people aged between 31 and 45 years old (63%). Of this total, most (53%) have been with the company for up to 5 years.

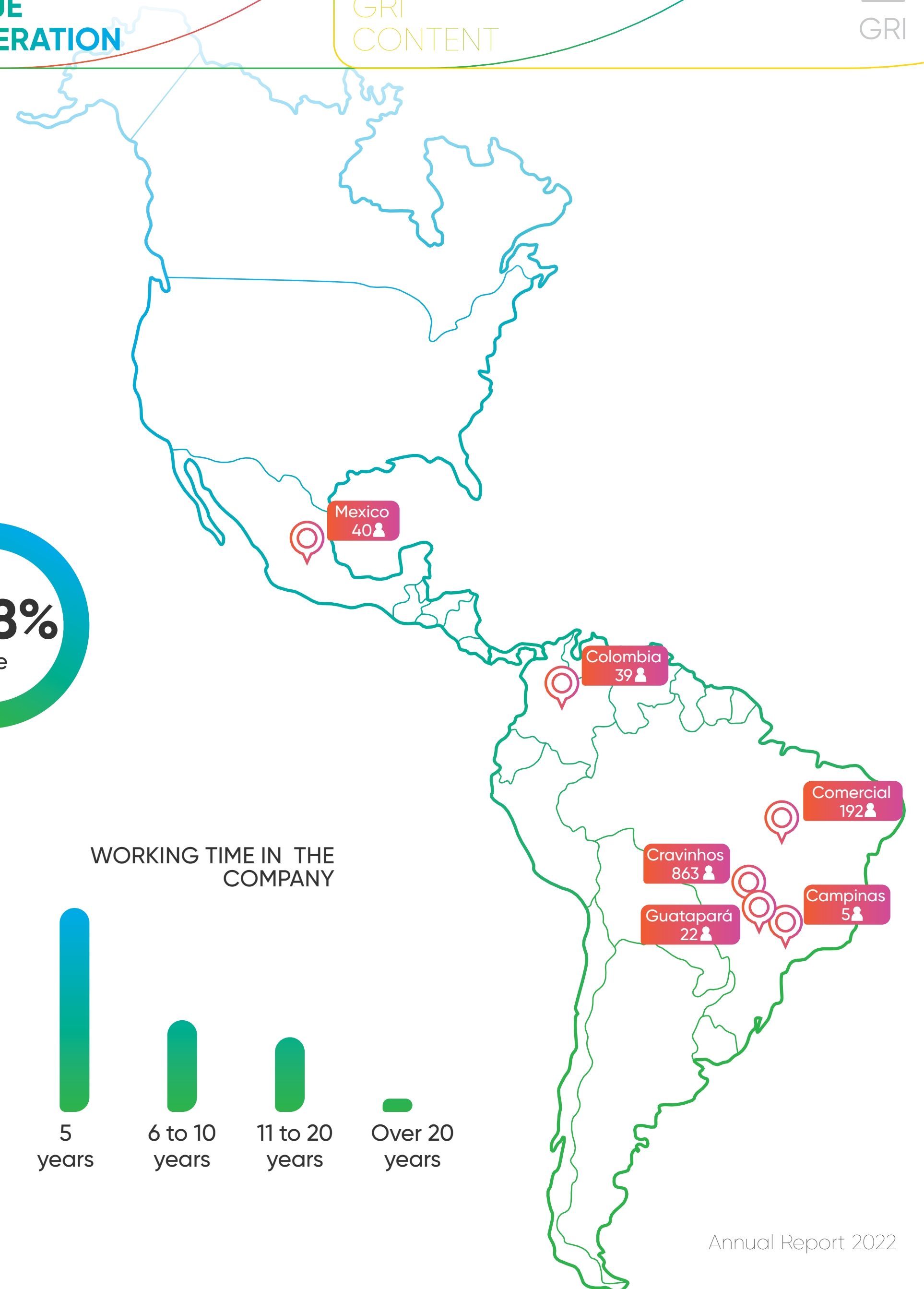
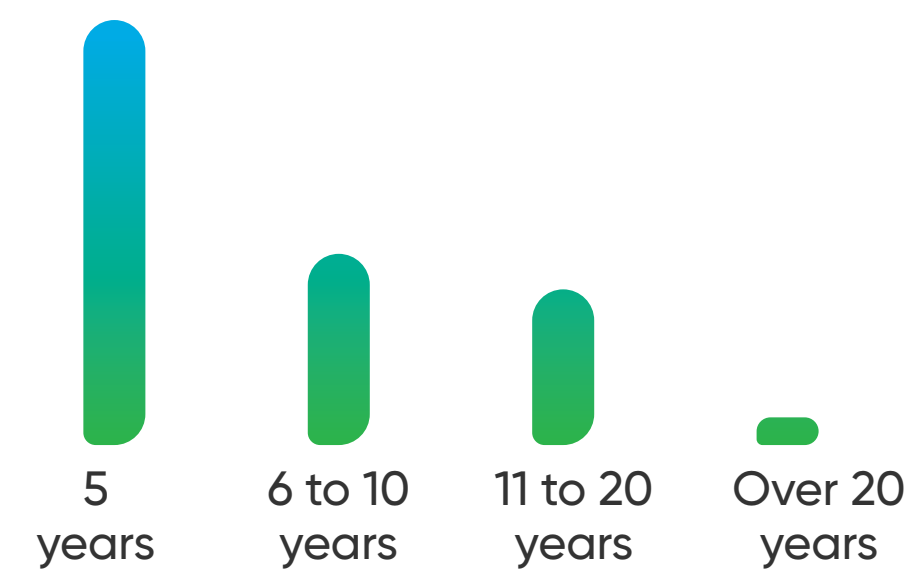
156 LEADERSHIP



AGE GROUP



WORKING TIME IN THE COMPANY



NUMBER OF EMPLOYEES BY CONTRACT TYPE, GENDER AND REGION GRI 2-7

| Region | Contract | 2020 | | | 2021 | | | 2022 | | |
|------------------|-------------------------|------|-------|-------|------|-------|-------|------|-------|-------|
| | | Men | Women | Total | Men | Women | Total | Men | Women | Total |
| Brazil | Permanent and full-time | 632 | 392 | 1.024 | 654 | 405 | 1.059 | 674 | 414 | 1.088 |
| | Fixed and part-time | | | | 14 | 16 | 30 | 13 | 21 | 34 |
| Mexico, Colombia | Permanent | 48 | 19 | 67 | 50 | 22 | 72 | 55 | 24 | 79 |
| Total | | 681 | 411 | 1.091 | 718 | 443 | 1.161 | 742 | 459 | 1.201 |

Note 1: In 2020 we did not include interns and apprentices.

Note 2: In 2021 and 2022, we include interns and apprentices with a fixed contract and part-time basis.

Note 3: The total number includes statutory

NUMBER OF WORKERS WHO ARE NOT EMPLOYED

GRI 2-8

| Type of service | Subcontracted Number |
|------------------------------|----------------------|
| Dining Hall | 17 |
| Cleaning | 35 |
| Logistic handling | 9 |
| Property security | 19 |
| Engineering | 2 |
| Maintenance services | 12 |
| Air conditioning maintenance | 2 |
| Speech therapist | 1 |
| Social Worker | 1 |
| Psychologist | 1 |
| Total | 99 |

Note: All of them are regular contractors and work 100% of their workday exclusively on Ourofino premises.



We operate in different areas of the Company, representing ourselves with the various publics with which we relate: customers, partners, shareholders, community, press, sector bodies, in short, as our manifesto says: "We are all of us together, a team" and we take our brand, our solutions, values, purpose and culture to countless people in different countries.

The sentence above reflects an essential principle at the Company: we work with confidence to achieve superior results. In the year in which we completed 35 anniversaries, we reached the important milestone of BRL 1 billion in revenue. The result is made by people who recognize the Group as an excellent place to work.

In 2022 we were elected the Best Pharmacist to Work for in the Incredible Places to Work survey, by FIA/USP; the best agribusiness company to work for by Great Place to Work (GPTW); the third best Company in the interior of the state of São Paulo, the 16th among Brazilian industries and the 52nd among companies with 1,000 to 10,000 employees in the national ranking, also by Great Place to Work. These results are even better than those of 2021. In the GPTW survey, we advanced 31 positions, for example, in the general ranking. The results are given according to the analysis of the GPTW consultancy on the company's practices and on the responses given by the employees themselves. Active listening to our team's wishes and needs is an

important point for the Company.

On the Glassdoor website, for example, where employees and former employees anonymously evaluate companies, our page has a score of 4.7 (out of 5 stars), in addition to 96% of people saying that they would recommend Ourofino to a friend.

The reputation of our employer brand generated two highlights in 2022. The selection process for the Talentos de Ouro program, our gateway for interns and apprentices, to be the most competitive in our history. There were 2,345 candidates for 26 vacancies. And the Company Seal that gives Feedback through Gupy, the platform through which we conduct the Recruitment and Selection processes. The

recognition praises companies that offer feedback to candidates at all stages of the selection process, even if they are not approved.

We know that we can always evolve and that investing in our people is non-negotiable.

We take care of employees, health, careers, families, we offer a wide compensation package, we engage in social causes through our volunteers and we always seek to go further.



DEVELOPMENT AND TRAINING GRI 3-3, 404

We understand that each person has their journey and we love to recognize our talents. With that in mind, in 2022 we continued the actions of the Career Track program that promotes team leadership, career experiences in Y and job rotation, for example, and carried out digital assessment for mapping and developing digital maturity with managers. In the Mentoring Program, 10 managers were trained to be mentors and expand the scope of the program. In all, there are 19 mentors in the company who assisted 35 mentees, totaling 315 hours. As for the Coaching Program, we invested 120 hours in the training cycle of 9 coachees.

The president himself, Kleber Gomes, is being mentored in two programs that started this year: the mentoring of a team member who does not hold a leadership position and a woman related to the agribusiness context. In our production animals segment, market data show male predominance. According to the United Nations (UN), 27% of leadership positions are occupied by women in Brazil. The Brazilian Institute of Geography and Statistics (IBGE) warns that in agribusiness, the leadership ratio is smaller: one woman for every nine men. Faced with this scenario, Kleber opened an exclusive mentorship for women who are in agribusiness, in order to guide their development and career direction. In both cases, those selected were chosen by non-leader employees who participate in the "Culture Ambassadors"

program, employees elected in an internal process to be guardians of our values.

In 2022, another evolution in the internal movement process, we had an 18% growth, compared to 2021. When we analyze the rate of people from the Ourofino Team promoted to leadership positions, we reached the mark of 63%.

For current leaders, senior analysts and ambassadors of our culture, we have created a unique journey of empowerment and learning. Initiated in 2021, the Lidera Program, part of the Leader's Journey, addressed aspects such as Self-knowledge with the theme Leading Yourself. In 2022, the theme was Leading Others, providing participants with reflections on their role as leaders of people and enablers of transformations. In 2023, the theme will be Leading the Organization and aims to develop skills that further enhance our management capacity, integration with the value chain and impact on society.

LIDERA JOURNEY

63% of our leaders come from internal promotion



For 2023, the training of successors will be structured, focusing on the roles of president and directors of the Company. More than 150 leaders will be involved in this process.

Continuous learning is something we defend here, a value that the Company's CEO himself encourages and inspires in the team, sharing his learnings. The creation of iUse In, a platform launched in 2022 with specific knowledge trails for employees, with technical, behavioral skills and training in different areas of knowledge, is an example of this. The platform was launched in October 2022 and in just 2 months, 93% of employees took at least one online course. At iUse In Lab, a space at the Company's headquarters, with computers and a collective library, the team can discuss new ideas and take courses. In 2022, there were 29,881 hours of training throughout the year, carried out in person and digitally. Training was carried out to meet mandatory legal requirements, as well as technical or behavioral training to improve performance and efficiency.

AVERAGE HOURS OF TRAINING BY GENDER GRI 404-1

| | 2020 | 2021 | 2022 |
|--------------|------|-------|--------------|
| Men | 14,7 | 28,41 | 24,41 |
| Women | 10,8 | 33,92 | 25,64 |
| Total | 13,3 | 30,44 | 24,18 |

Note: Calculations are based on the number of employees allocated in Brazil on December 31 of each year.

Connecting knowledge to
innovation and creativity
is to go beyond learning.



KNOW OUR REMUNERATION GRI 2-30, 3-3, 404, 404-3

The support network offered by the Company for various aspects of employees' lives comes in the form of programs and benefits designed according to each reality. We are aware of our role and responsibility with the team and we have different scenarios to contemplate. They are particularities such as working with clients from different segments, with different characteristics and expectations, an industry, a farm and offices in Brazil, Mexico and Colombia, in addition to the routines of people who have on rural properties or in stores of veterinary products and agroindustries, in pet clinics its central work interfaces.

With different labor routines and laws in each country, our strategies are created based on customization: range of benefits according to our scenarios, variety of communication channels between different levels of the Company, constant review in

encouraging good results and team recognition, promoting motivation and celebrating achievements, in addition to actions carried out with customers and partners taking our culture beyond the business gates and into homes and rural properties. The constant look to revisit our practices is another premise at the Company.

Regarding compensation, we carry out annual surveys with a robust salary policy, in line with best market practices, including the short and long-term incentive programs (ICP and ILP), created in 2020. From 2020 to 2022, the Company invested approximately R\$50 million in short-term incentive payments to the team.

We want to keep and value our talents regardless of their physical characteristics, gender or even world view. For this, our guidelines are formalized through strictly technical

criteria, without any difference between salary ranges, awards, incentives and bonuses.

We also act to take care of people when it comes to, for example, internal mobility. In 2023, we will start a program to contribute to employees who leave Brazil to work in one of our international structures, offering the spouse a consultancy to increase job placement opportunities for those who are accompanying our employees.

For the transparency and direction of employees, encouraging protagonism, we developed a Career Path to guide the team in the development of different paths, combined with the individual development plan, through the 70:20:10 methodology, which favors actions related to doing, share and know.

Another important action in the development of our people is

Performance Management. Through annual cycles, the team's alignment with the Company's values is evaluated, in dealings with people and in meeting targets. Based on facts and activities carried out, the process consists of self-assessment and assessment of its manager carried out by the employee and assessment of values carried out by the professional's manager, in addition to peer assessment for employees with management positions and specialists. At each cycle, based on the final concept within the Performance Management scale, an individual development plan is prepared by each employee. In 2022, 97.1% of the team participated in Performance Management. Interns and apprentices are not eligible for the process.

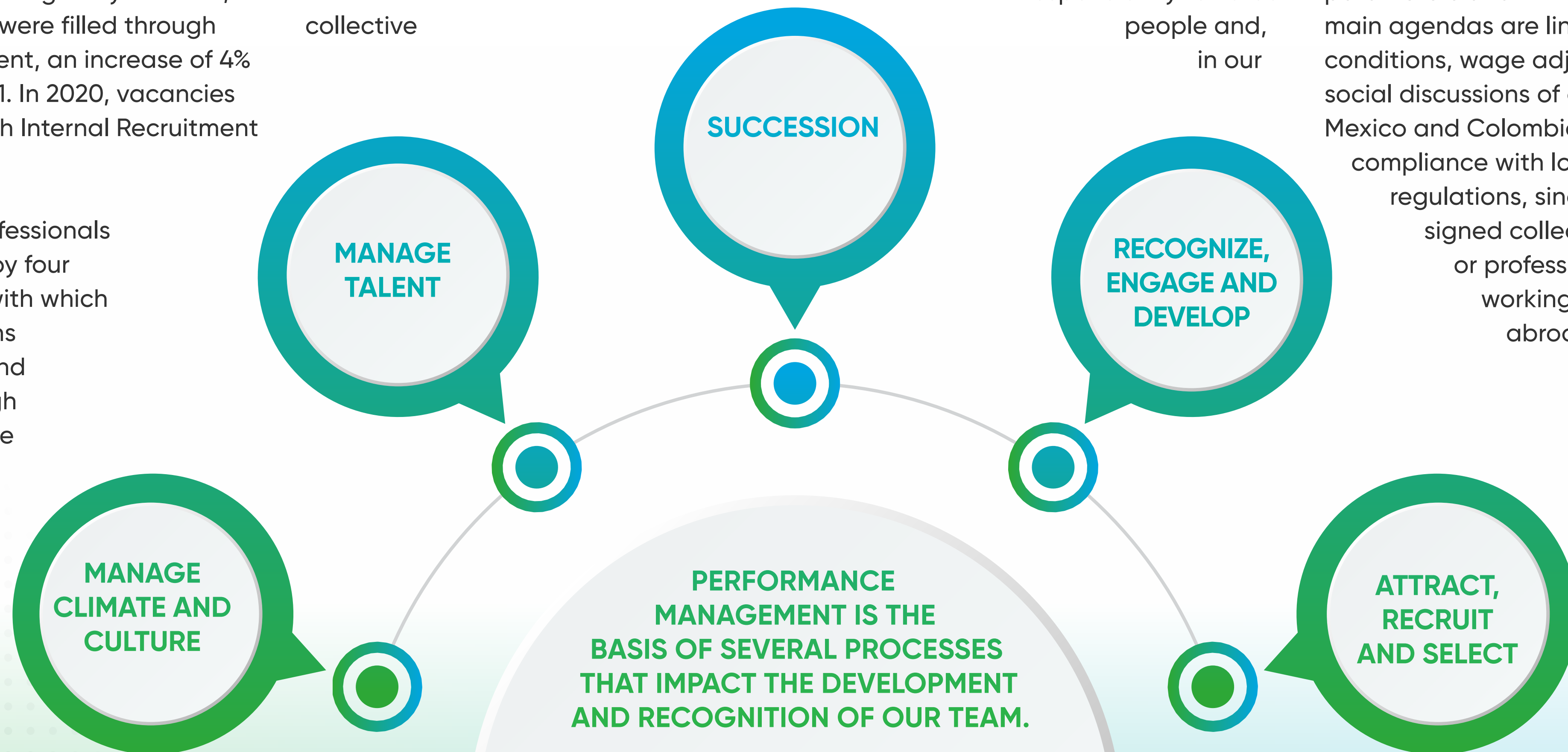
The participation in Performance Management is also evaluated in the Internal Recruitment processes, when positions in the company are advertised for candidacy among the people on the team. Considering the year 2022, 51% of vacancies were filled through Internal Recruitment, an increase of 4% compared to 2021. In 2020, vacancies were filled through Internal Recruitment was 37%.

Currently, our professionals are represented by four different unions with which working conditions are negotiated and formalized through different collective agreements. In Brazil, around 28%

of employees are covered by collective agreements and 64% by collective agreement. The other professionals have only representative entities, but without any ratified agreement. In 2022, we maintained three collective

agreements in effect and a collective agreement with the unions, which guide issues such as collective agreements, salary adjustments and safety conditions for workers. We are aware of our responsibility towards people and, in our

Code of Conduct, we maintain the right of associations or collective bargaining by our employees. We promote discussions annually with unions, always within responsible, ethical parameters and within legal limits. The main agendas are linked to working conditions, wage adjustments and other social discussions of collective interest. In Mexico and Colombia, we act in line with compliance with local labor laws and regulations, since we do not have signed collective agreements or professional associations working with workers abroad.



MAIN BENEFITS: GRI 3-3, 401, 401-2

Ouroflex is the program launched in 2021 that made working hours more flexible, implemented the hybrid system for the administrative areas between the company and home office, reduced working hours by 10% and generated more productivity.



In 2022, celebrating one year of the initiative, checked a 36% reduction in overtime compared to the same period before the implementation of the program with the same production volume.

- Platform focused on mental health with psychological therapy sessions, coaching and unlimited content on related subjects. Available to employees and their families with company allowance.
- Legal, financial and psychological support, with free telephone assistance, 24 hours a day, every day of the week, the team offers guidance on topics that impact on the health and well-being of employees and their families.
- Gym at headquarters and corporate platform for physical activities with 26,000 registered gyms in Brazil, the employee can opt for online classes

in various modalities (personal trainers, meditation and nutrition apps). We extend our care to family members, and it is possible to include dependents.

- Pharmacy card for discounts and payroll debits.
- Flu vaccination: we immunize our employees against the flu free of charge. The action also extends to family members with doses at prices below the market.
- Medical Plan for employees, spouses and children.
- Dental plan with no monthly fee for employees and dependents.
- We help our employees whose children have cognitive, behavioral and attention deficit limitations with the reimbursement of medical expenses.

Reimbursement can reach 90% of the current statutory salary.

- Parenting support group aimed at pregnant employees and pregnant wives of employees to share their experiences, health guidelines and maternity leave.
- Fathers and mothers receive a card with credit to use at a baby products store to assemble the Baby Kit according to their preferences and needs.
- Day care assistance for the mothers of the team for two years after returning from maternity leave. The value is equivalent to 50% of our base salary and is a differential, above the collective agreement value and that practiced by the market.
- Wedding gift for newly-married.

- **School Material:** our employees who have children up to 14 years old receive an annual allowance for the purchase of items on the list of materials.
- Birthday gift given by the manager to the employee, bringing personality to the relationship and celebrating such a special day as the birthday.
- Free food at the headquarters and at the Veterinary Research Center and at the Technical Training Center. Collaborators who work in the field receive a card to pay for meals, just like international teams. Monthly, we distribute a basket of food, cleaning and personal hygiene products to employees. For those who prefer, there is an option to receive the benefit in credit on the card as a food voucher. In addition to the food basket or voucher, there is also the vegetable voucher, designed for fruit and vegetable purchases.
- Christmas basket: with traditional frozen supper meats and other delicacies to fill the table of the employee and his

family. For commercial and international teams, we provide a credit card for the purchase of items for the supper.

- 100% free chartered transport to make the journey from home to the company and vice versa. Vehicles for the commercial team, managers and directors.
- Private Pension Plan, which Ourofino's objective is to take part in the employee's future planning, where the investment value varies, according to the salary range, between 1 and 5% of the salary value, and the company offers monthly contributions according to the benefit mechanics.
- Life insurance for all employees with coverage for death and total or partial permanent disability due to accident or illness. The insured capital is equivalent to 24 to 36 times the base salary. Also ensuring according to the contract in cases of death of spouse and children.
- Loan Consignment that can be

contracted directly at the Banking Service Point, located at our headquarters or through an application at one of our partners.

- After five years at the company, we recognize the dedication of our employees by offering them dinner and awards.
- Our Ourofino has two snack bar that bring delicious breaks from the day to day work.
- Use In for free online training for the Ourofino Team with more than 150 contents from different areas of knowledge.
- Use In Lab, a study space with a library and

computers at the Company's headquarters.



HEALTH CARE

GRI 3-3 403,
403-3, 403-6

It is noted that several of the benefits offered are related to comprehensive health care for our employees and their families, who can also count on the assistance of the Health and Wellness team, made up of multidisciplinary professionals for a holistic view of our people: nurse, nursing technician, occupational and family physicians, speech therapist, psychologist, social worker and physical educator, work in an integrated manner with a focus on disease prevention and treatment.

At the Group's headquarters, in Cravinhos (SP), we have an outpatient clinic for employees, where it is possible to carry out consultations and exams, tests for Covid-19, in addition to attending to less serious incidents. Employees also have the support of the medical network associated with the health plan and hospitals in all territories served. And not even distance is a reason for lack of service. When necessary, in-house

physicians perform telemarketing, in addition to the service provided by the health plan.

And not even distance is a reason for lack of service. When necessary, in-house physicians perform telemarketing, in addition to the service provided by the health plan.

The Health and Wellness team promoted several awareness campaigns throughout 2022, such as engagement for vaccination against Covid-19, we have more than 99% of the team with at least two doses of the vaccine; awareness of the importance of breastfeeding in Golden August; cancer prevention in awareness campaigns about Pink October, Blue November and Orange December; in Yellow September, we raised awareness of Suicide prevention, in addition to carrying out periodic exams and promoting dedicated actions such as mammograms, prostate monitoring exams and monitoring of pregnant women.

In the Health Circuit, we brought together more than 1,300 people in a day focused on well-being with a focus on health and disease prevention and on the practice

of volunteering with activities such as vaccination against influenza, deworming of employees and their families; also deworming PETs, measuring blood pressure, weight and height, donating warm clothing.

Our physical structure has a solution to increase the quality of life and levels of motivation and satisfaction of employees.

It is a corporate gym, which underwent renovations in 2022, bringing greater functionality to improve everyone's well-being with the most complete physical and mental experience. Open every day, at alternate times, to assist all shifts and with the presence of a physical education professional. We also promote workplace gymnastics and dedicated events, with the integration of leisure, physical activity and volunteering, such as the Volunteer Pedal.



SAFETY AT WORK

GRI 3-3 403

In addition to the follow-ups carried out by the Health and Well-Being area, our team also has a team of professionals dedicated to Occupational Safety who raise awareness about accident prevention through their programs and procedures applied to employees, together with the Internal Safety Commission. Accident Prevention (Cipa).

GRI 403-4

The management of the Safety area includes legal training (in line with the Regulatory Norms of the Department of Labor) and training on good practices, carried out online and in person. In 2022, we maintained the integrations for fixed and temporary service providers, containing information on health and safety at work, addressing safe behavior and preventive measures against Covid-19 and the company's values. At the end of the period, we reached a total of 2,812 hours of training on health and safety at work involving our workforce and service providers. GRI 403-5

The Occupational Safety team maps where our professionals are exposed to risks inherent to their activity. For this, we have a management system based on the ISO 45001 standard, based on the concepts of prevention and continuous improvement, with policies and procedures applicable to all national and international operations, protecting 100% of direct and outsourced employees. GRI

403-1, 403-8

The Group's health and safety risk management is carried out through the Occupational Risk Management Program (PGR) where physical, chemical and biological threats to operations are mapped. We also use other sources to assess and mitigate complementary risks, such as the Ergonomic Work Analysis (AET), Survey of Occupational Hazards and Risks (LPRO) and the Occupational Health Medical Control Plan (PCMSO). GRI 403-2

For all activities defined as high risk, we have forms for prior analysis of

environmental risks (Permit to Work), in addition to specific procedures based on current legislation. Complementarily, we also adopted administrative measures and required the use of personal protective equipment (PPE) in risk areas, which are made available free of charge to employees.

We follow the regulatory norms (NR 24) of the Ministry of Labor that establish minimum conditions of hygiene and comfort for our employees regarding the performance of their work: we guarantee safe places (mitigating and eliminating existing occupational risks) and in conditions of hygiene and comfort to carry out their activities, meals and promote well-being in general. In addition to taking care of our employees, we also extend this care to service providers. In this way, we ensure that companies are hired that comply with labor and tax laws and that are in force with the current legal premises, not allowing the hiring of slave labor, child labor, professionals without a work permit, nor the hiring of companies that do not value

the same requirements. Our procedure for contracting service providers requires safe practices, from the beginning of the contract, validating the labor and financial suitability of the contracted companies to issues of accommodation and housing conditions, comfort and hygiene of these professionals.



Our technical teams are responsible for continuously monitoring the main health and safety indices at work, always with a preventive approach and continuous improvement, working on the root cause of aspects that involve safe behavior, occupational diseases, incidents, absenteeism, among others. We also conduct periodic risk analyzes of our operations, as they form the basis of our annual programs, targets and indicators.

We use tools to monitor and control work environments and mitigate potential threats to people's health. At each occurrence, a formal investigation process is opened, which generates a report with an action plan for countermeasures in order to avoid recurrence.

Since 2022, we have been using information management software on health and safety at work focused on the automation and systematization of data necessary for the composition of strategic management, in addition to allowing the fulfillment of submissions of e-Social events to the government.

KEY HEALTH AND SAFETY RATES BY GENDER GRI 403-9

| | 2020 | 2021 | 2022 | | |
|-------------------------------------|------|------|--------|-------|--------|
| | | | Men | Wonen | Total |
| Injuries with time off | 6 | 2 | 7 | 1 | 8 |
| Time off injury rate | 5,7 | 1 | 5,95 | 1,42 | 4,25 |
| Injuries without time off | 6 | 5 | 5 | 3 | 8 |
| Injury rate without time off | 6,9 | 2,6 | 4,24 | 4,24 | 4,24 |
| Lost days rate | 32,2 | 3,1 | 152,03 | 14,17 | 100,39 |
| Occupational disease rate | 1,4 | 0 | 0 | 0 | 0 |
| Absenteeism rate | 3 | 2,5 | 2,2 | 4,63 | 3,11 |
| Number of deaths | 0 | 0 | 0 | 0 | 0 |

Note 1: The data above refer to direct employees, since in 2022, all rates for fixed third parties were zeroed.

Note 2: We do not account for the absenteeism rate of service providers.

Note 3: The data reported above refer to the Ourofino Group.

Note 4: Accident rates are calculated considering the number of accidents per man-hour worked multiplied by 1,000,000, in accordance with NBR 14280.

Note 5: For all accidents that occurred, Occupational

Accident Communications (CAT) were opened, followed by an accident investigation process and determination of an action plan to mitigate the root cause.

Note 6: All rates presented consider the base value of 1,177,414.09 for men and 705,776.67 for women/hour worked in 2022.

Note 7: In 2022 we had 179 days of leave accounted for by accidents for men and 10 for women.

Note 8: In 2022 we had 12 accidents with men and 4 with women, 7 accidents with leave for men and 1 accident with leave for women.

SOCIAL AND RELATIONSHIP CAPITAL



Transparency is an essential characteristic for the Company. In order to promote the generation of value to different stakeholders, the Group relates through its people and communication tools. We participate in class and sustainability promotion entities, in addition to working in work groups, associations and external initiatives, whose themes are extremely important to the business, as they allow us to observe market trends and strengthen ties throughout the value chain.

For investor relations, for example, we maintain an exclusive website with company information, transmission of conference calls and earnings releases, among other information. Learn more at ri.ourofino.com.

We also have a Corporate Communications area for relations with the press and employees, with a series of tools to deliver value to these audiences. The team develops exclusive content aimed at different stakeholders, such as the community in

general, through the podcast Segund'a Ourofino, which shares the expertise of the company's professionals; the Marketing in the Field Program, which offers the redesign of the communication of our clients' businesses, through actions linked to the branding of their brands; strong presence in social networks; podcasts aimed at the business units, audiovisual content and the TV program Ourofino em Campo, which we will discuss below.

In 2022, thinking about the best experience of our customers and practices related to ESG, we continued to expand the work of inserting Braille and audio leaflets in product packaging, which have been updated with recycled material in the composition of the cartridges.

Still about inclusion, the character Maya helps in understanding the contents of our websites with the translation into Libras.

AUDIO LEAFLET AND BRAILLE ON PACKAGING

We include audio leaflet in our packages.



We include braille in our packaging.



INCLUDE TO REIMAGINE TOGETHER

Maya brings accessibility to our website users



PARTICIPATION AND INITIATIVES

GRI 2-8



Pacto Global
Rede Brasil



Programa Brasileiro
GHG Protocol



Grupo de Trabalho da
Pecuária Sustentável

GLOBAL PACT

We joined the United Nations Pact in 2019 and, thus, were able to integrate a network of companies that together seek to advance a strategic agenda aligned with the ten universal principles in the areas of Human Rights, Labor, Environment and Anti-Corruption. We are also part of the Action for the Climate and Action for Sustainable Agro Platforms of the Brazil Network of the Global Pact.

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our business model, materiality and strategic planning remain connected to the SDGs and maintain a great synergy with our ESG agenda. This alignment allows us to systematically combat the planet's main current challenges, through coordinated corporate actions.

BUSINESS PACT FOR INTEGRITY AND AGAINST CORRUPTION

We are signatories to this important initiative by the Ethos Institute, which brings together companies from different segments with the same purpose, that is, to promote a fair market that seeks to eradicate any form of corruption.

CLIMATE CHANGE, WATER SECURITY AND FOREST (CDP)

We respond to the CDP, which aims to mobilize investors, companies and governments to strengthen collaborative actions related to the responsible management of greenhouse gas emissions, water and forest resources, as well as the fight against climate change.

GLOBAL REPORTING INITIATIVE (GRI) E INTERNATIONAL INTEGRATED REPORTING COUNCIL (IIRC)

We annually adopt the GRI and IIRC guidelines to guide the structure of the Annual Report, including the models proposed in the protocols for accountability and management indicators.

PROGRAMA BRASILEIRO GHG PROTOCOL

We use the tool from the Brazilian GHG protocol program to inventory greenhouse gas emissions and thus establish opportunities for adaptation or even reduction over the years.

SUSTAINABLE LIVESTOCK WORKING GROUP (GTPS)

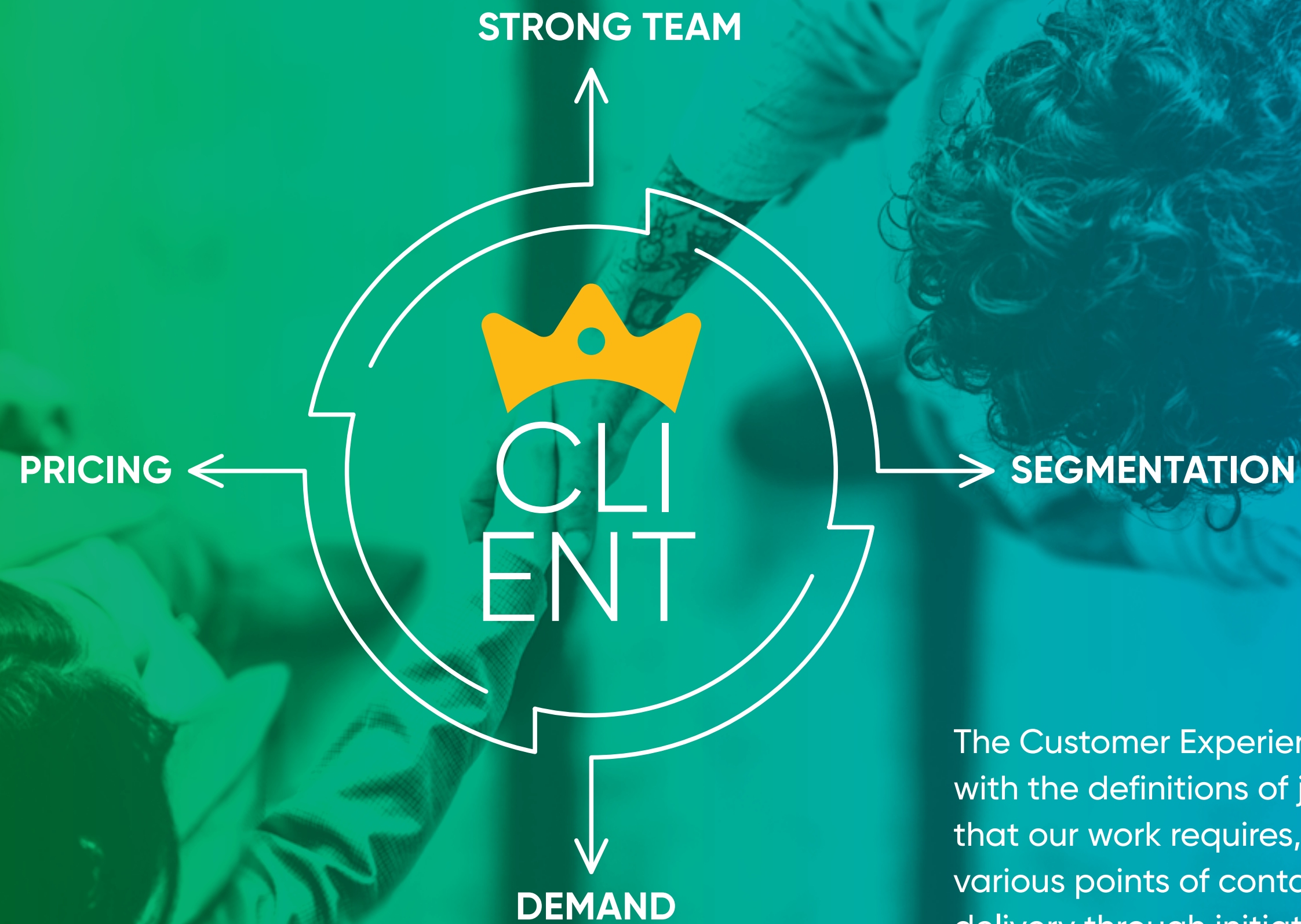
Brazilian Group of Sustainable Livestock, created in 2007, by the meeting of representatives of the six links of the livestock production chain, with a commitment to the sustainable development of livestock, through chain articulation, dissemination of information and support for the continuous improvement of the activity, taking into account the balance between the economic, social and environmental pillars. We are also part of the Climate Change and Traceability Group.

In addition to the aforementioned initiatives and programs, the Group has an important participation in several other initiatives with different actions, the main ones being listed below:

Associação Brasileira dos Criadores de Zebu (ABCZ)
 Associação Brasileira das Companhias Abertas (Abrasca)
 Associação Brasileira da Indústria de Química Fina (Abifina)
 Associação Comercial e Industrial de Ribeirão Preto (Acirp)
 Câmara Americana de Comércio Brasil Estados Unidos (Amcham)
 Agência Brasileira de Promoção de Exportações e Investimentos (Apex Brasil)
 Associação Brasileira de Hereford e Braford (ABHB)
 Asociación Nacional de Laboratorios de Productos Veterinarios (Aprovet Colômbia)
 Centro das Indústrias do Estado de São Paulo (Ciesp)
 Associação dos Profissionais de Crédito e Cobrança das
 Indústrias Farmacêuticas e Afins (Credinfar)
 Comissão Técnica Nacional de Biossegurança (CTNBio)
 Indústria Farmacêutica Veterinária (Infravet México)
 Sindicato Nacional da Indústria de Produtos para Saúde Animal (Sindan)
 Câmara Nacional da Indústria Farmacêutica (Canifarma México)
 Grupo de Trabalho da Saúde Animal (Gesa)
 Associação Brasileira de Embalagens (Abre)
 Grupo de Trabalho da Pecuária Sustentável (GTPS)

CLIENTS GRI 2-6

Ourofino relates to different types of customers due to the different scenarios of activity, in Brazil and abroad, in the market for production animals and companion animals. In our manifesto, we mention the partnership as part of our DNA and, therefore, among several actions, we say here that: "Whoever does not work with sales, works for sales". We are aware of the importance of customers to our business and we always work with the customer at the center of our decisions.



The Customer Experience area, created in 2021, evolved in 2022 with the definitions of journeys according to the different looks that our work requires, creating scenarios for improvements in various points of contact. The objective is to raise the level of delivery through initiatives that can add value and guarantee a rich, complete and pleasant interaction, aligned with the needs and desires of each type of customer. For this, in addition to the actions inherent to the journeys, commercial and internal teams received training on the subject.

We seek new tools daily to improve the experience of our customers. We believe that knowledge drives people and businesses, which is why in 2022 we once again innovated our market, launching the iUse ecosystem, as mentioned earlier in this report. With the use of artificial intelligence, we deliver customized knowledge journeys according to each person's interest.

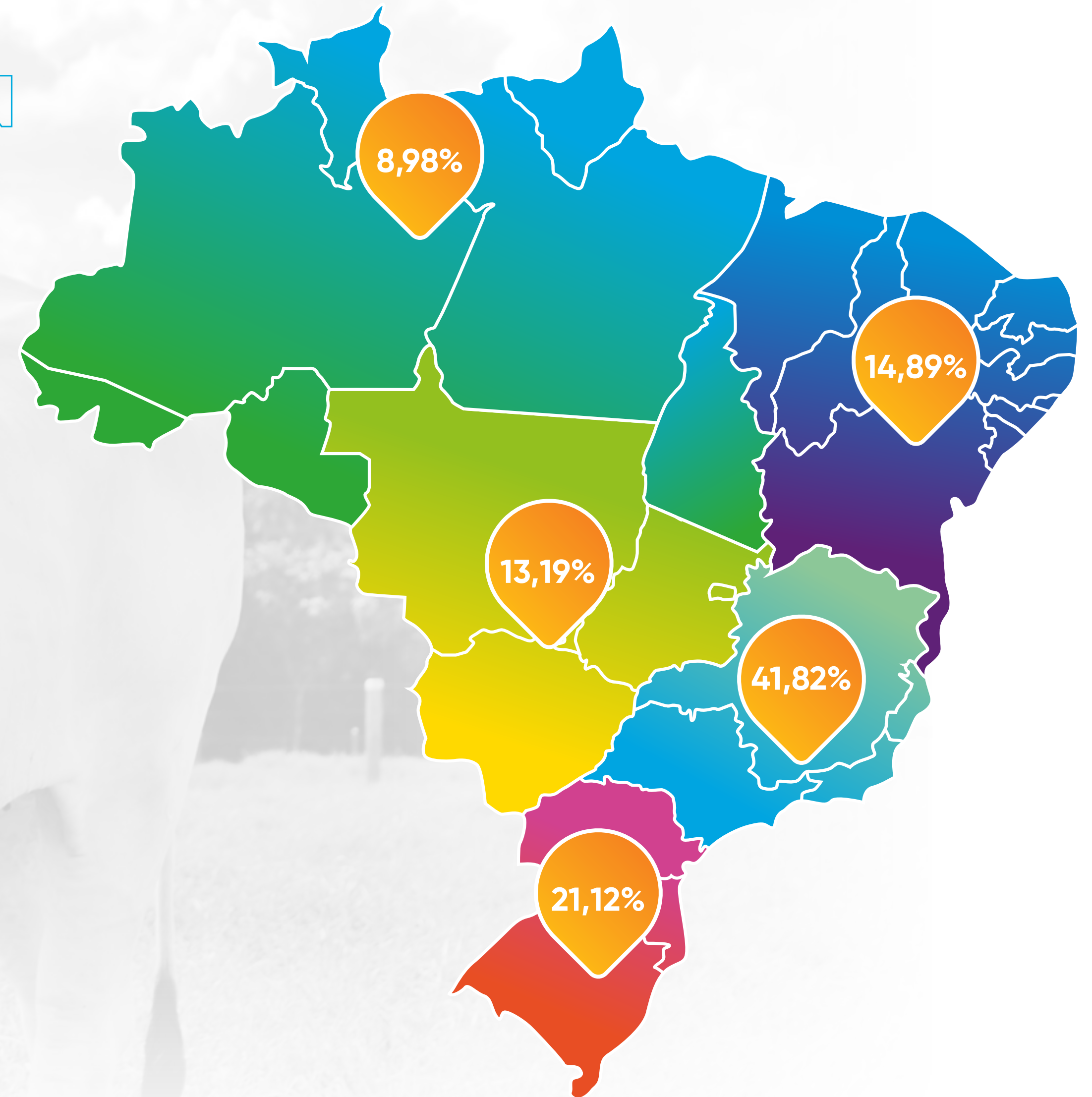
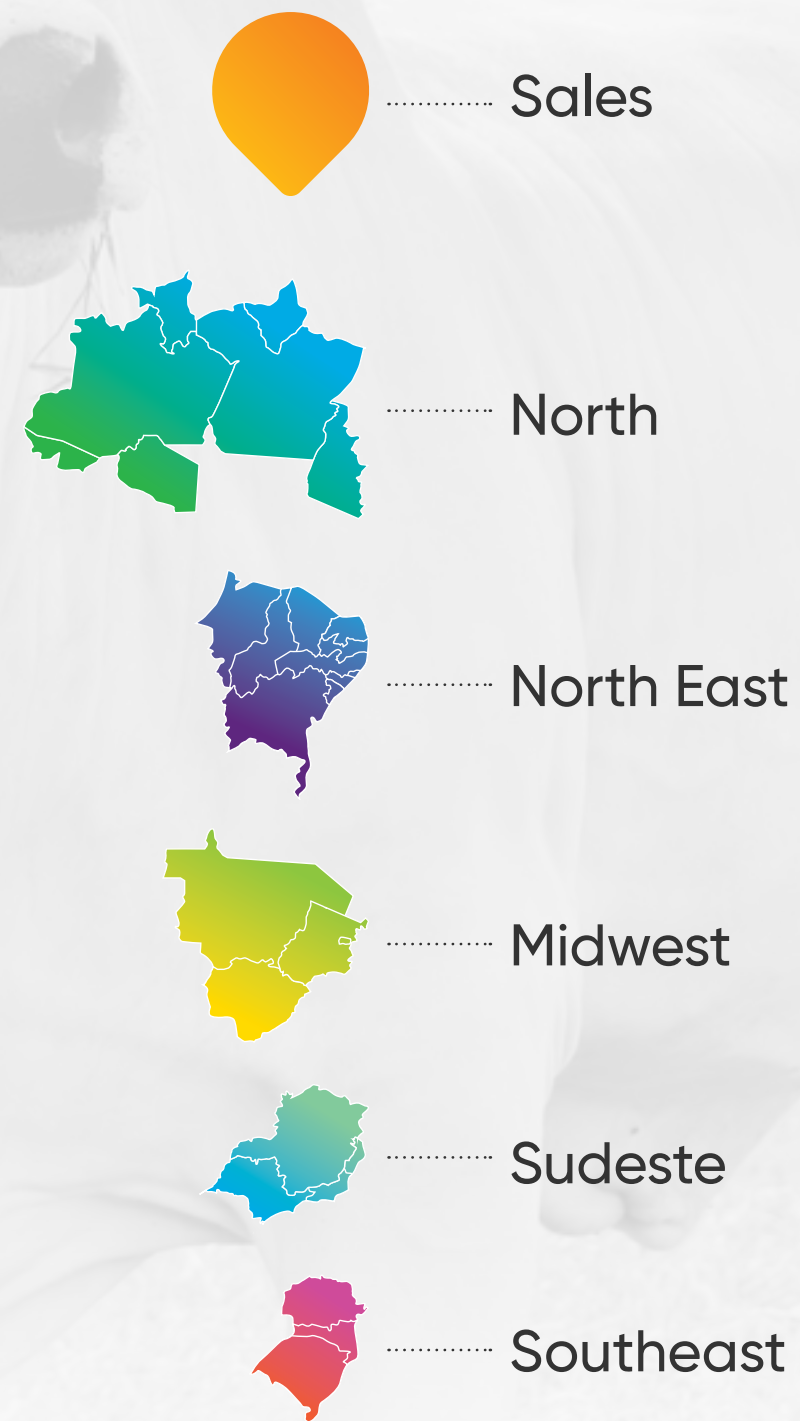
During the period, we also carried out the restructuring of the Você na Ourofino Program for visits to the Company and implemented improvements in the Customer Relationship Center service channel.

For 2023, we will continue to focus on developing customer journey actions, mapping opportunities for improvements in the interface areas with our customers and new digital opportunities.

PRODUCTION ANIMALS

Taking into account the production animals market in Brazil, Ourofino has since its origin a close and differentiated relationship with our wide and diversified customer base. There are around 4,000 customers, including agricultural dealerships, cooperatives, agroindustries, wholesalers and rural producers, served by a commercial and technical team engaged and focused on sharing our expertise, generating value at each meeting. There are around 200 field professionals focused on demand generation.

PRESENCE IN THE WHOLE COUNTRY



Ourofino understands that with the technological development of the rural producer, its role in this relationship is to always bring the best solutions to the market. With that in mind, in addition to the quality portfolio, we also offer a wide range of services to producers, such as the iUse Saber ecosystem, mentioned above, which offers free technical training and training in different areas of knowledge to the community; iUse Help for assisting cattle ranchers on cattle raising, especially small rural producers, in the first registered service for veterinary teleguidance; iUse Easy Order generating autonomy, agility and practicality for resellers.

The Examina Animal Health Program is another example of a service aimed at rural producers. With different approaches, it offers the Produce, Feed, Treat, Control, Immunize and Support modules, guiding the producer in different aspects related to productivity and animal welfare.

At the Technical Training Center (CTC), in Guatapar (SP), around 700 people were trained in Fixed-Time Artificial Insemination (FTAI) and ultrasound techniques. We even go further in supporting our customers by contributing solutions to help with the main challenges they face in addition to technical issues. In 2022, we continued with training offered by a Human Resources consultant, hired by Ourofino to develop the teams of various partners and our Human Resources and Sustainability

and Quality teams were involved in training and capacity building with clients, with the participation of the directors of the areas themselves.

One of the Company's main differentiators for customer relations is its Communication structure. A pioneer in having a TV studio inside its headquarters, since 2010, Ourofino produces exclusive content thinking about rural training, sharing good management practices, market data and guidance so that those who work with agribusiness can increase their productivity through relevant and dedicated information. On the TV program Ourofino em Campo, we present agribusiness solutions for rural producers, in an audiovisual version and in a podcast.

Ourofino em Cast is the podcast focused on training professionals in the sector. Customers can also access Company information through the Ourofino Sade Animal App. Through the YouTube Channel, we present videos that show good management practices, technical training and reports, reinforcing our position of working With Agro, Pelo Agro and Para o Agro, a sector responsible for about a third of the Brazilian GDP.

In 2022, we launched the #EsseAgroNosso movement during the 45th Expointer, an event of great importance in the agribusiness calendar, held in Esteio (RS), inviting us to participate in a partnership whose motto is to demystify and value the agricultural sector for the population.

The initiative was born from the desire to prove the importance of agro not only for the country's food and economy, but to elucidate the population about how this locomotive drives the most diverse sectors and how it is present in the daily lives of Brazilians, strengthening the feeling of satisfaction and pride in the field's production, its great economic importance and positive impact on people.

Considering our international operations, Ourofino is present with its products in 16 countries, with a greater presence in Latin America. In our subsidiary in Mexico, in the livestock segment, we work with 20 resellers and 38 distributors. In Colombia there are around 300 resellers and 70 distributors. Our team also works with a focus on generating demand with veterinarians and points of sale, for example. In the other countries of South America and Central America, Ourofino is present through the distribution network, through 19 distributors.

As in Brazil, the focus is on generating demand with the support of a constantly evolving team. Our team increased by 10% in the last year in Mexico and Colombia,

where we operate with our own teams.

We also expanded strategic alliances with distributors in Bolivia, Paraguay, Uruguay, Peru, Ecuador, Panama, Costa Rica, Honduras, Guatemala and Nicaragua, focusing on portfolio development and regulatory and commercial work. We restructured the business model to strengthen demand generation; we invested in the growth of the commercial structure with a focus on consultative sales; penetration strategies in large accounts of feedlots and capillarization; strategic alliances to expand portfolio and entry into biological products in Colombia. We launched service platforms to improve the customer experience, such as Examine Internal Parasites, "Check List" audit, application of Good Practices for Injectables in Confinement, Synchronize for reproductive line, in addition to online

events such as the Symposium of Digital Events on udder health and the 2nd On-line Congreso en Produccion Animal Latam Ourofino, an event that brings together renowned speakers to discuss techniques aimed at productivity.

Even with significant changes in international markets, such as the exchange rate, which affected the relationship between local currencies against the dollar and the real, we seek to evolve in the face of adversity. In 2022, we invested in a new office in Mexico, to make the workplace larger and with the structure to follow the Company's cultural precepts. The change in address generated the need for updates with the regulatory bodies, which was fully completed throughout the year.

Cultivating enchantment is something we do every day

We believe in this as a basic point to encourage the best deliveries and the creation of value for each of the publics with which we relate, just as we believe that we can contribute to the development of our business chain through the sharing of information. That is why in 2022 we invested in podcasts such as Ganadería Ourofino, to discuss issues related to livestock and we maintain social networks and a YouTube channel dedicated to the Latin American public, channels through which we reach small producers who have a long way to go to gain technology and productivity.

COMPANION ANIMALS

Also with a close relationship and focused on generating value, the team that works in the pet segment develops several actions with its audiences, always looking for an experience that goes beyond the solution offered and that strengthens this very important relationship.

In the period, we consolidated the Company's first M&A (Mergers & Acquisitions), as previously reported, and with the entry into the stem cell market, we began work to guide and raise awareness among veterinarians about the potential of this innovative therapy for dogs. For this, we created a team dedicated to the commercialization of NeoStem, this innovative product that, using this technology, promotes the well-

being and quality of life for animals.

In Brazil, the team has relationships with 41 distributors operating in exclusive areas, which reach more than 30,000 points of sale, and sells directly to five major retail players in the pet market, as it understands the specificities of these channels. In 2022, we have new partners in the distribution of solutions and we have reinforced our team, focused on demand generation, with a 10% increase in the team.

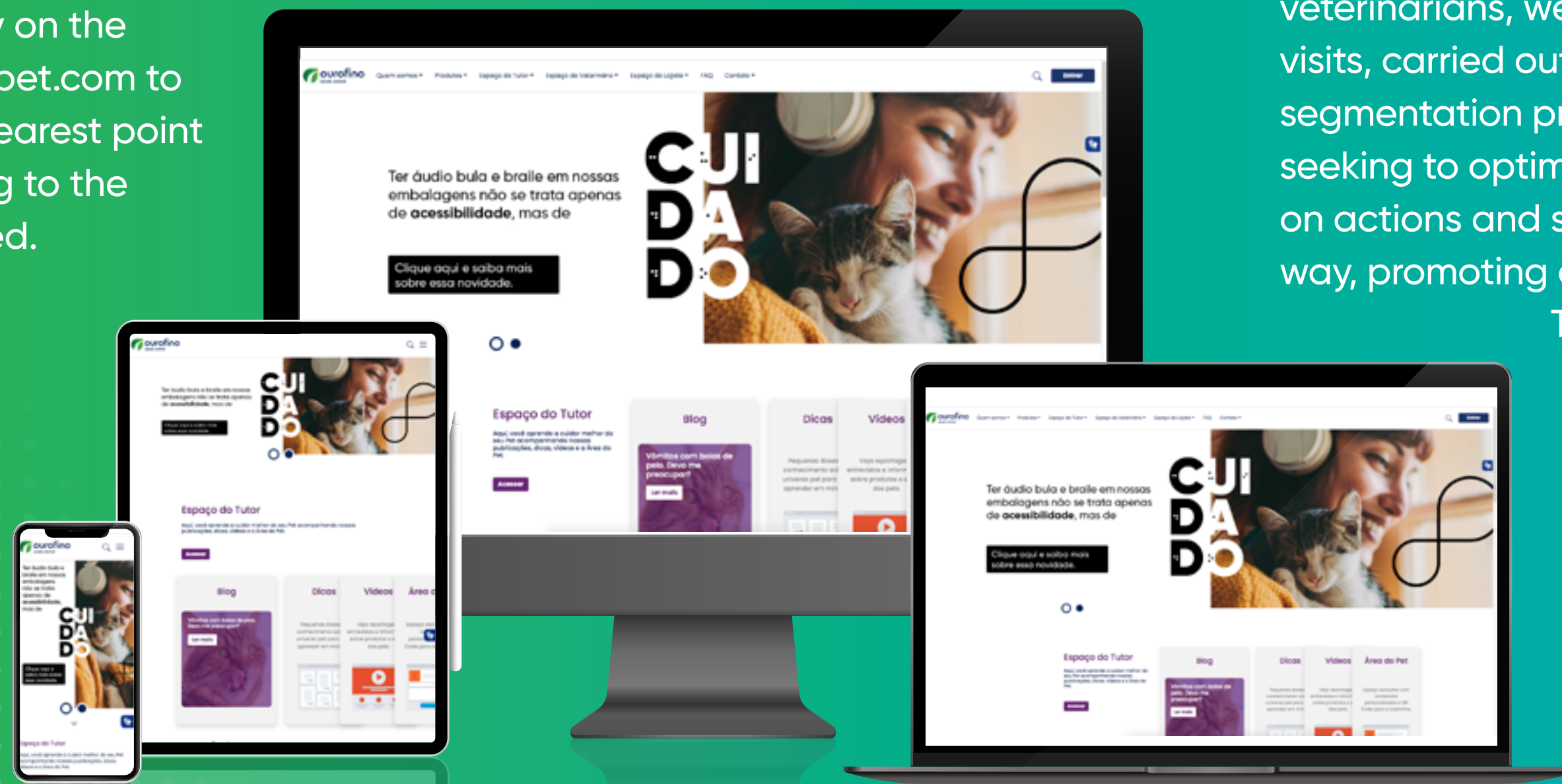
In Mexico, we operate with 18 distributors, reaching around 2,600 points of sale. In Colombia, we have 9 business partner distributors, reaching around 3,300 points of sale.

Our Companion Animals team has around 50 people in the field, working alongside veterinarians and distributor teams, important partners for our business. In addition to the broad and quality portfolio, the commitment is to add value through knowledge that increasingly strengthens the relationship between professionals and pet tutors, fathers and mothers, promoting the health, quality of life and longevity of the animals. of company.



In this sense, we launched an innovative platform connected to the iUse system: iUse Pet, which brings services aimed at tutors and veterinarians. Professionals can register their clinics and services and tutors, in addition to finding what they need in a practical and assertive way, can also register data about the pet, such as a vaccination schedule and other information that facilitates access and control of health information relevant to the best care. Today, our customers already have the Where to Find functionality on the website ourofinopet.com to connect to the nearest point of sale, according to the product they need.

OUROFINO PET WEBSITE, WITH PERSONALIZED EXPERIENCES



Together with the distributors, in the period, we promoted 4,346 qualifications and training aimed at our audiences with the generation of technical, management, communication content, among others.

For the relationship with around 6,000 veterinarians, we operate with monthly visits, carried out according to the segmentation profile outlined in 2019, seeking to optimize and increasingly focus on actions and services in a personalized way, promoting assertive service.

Through the University Program, we offer Oufino solutions to be used in the clinical routine of care in veterinary hospitals. Also for students of Veterinary Medicine and residents and professors at

universities in Brazil, Mexico and Colombia, we offer the Clinical Improvement Incentive Program (Piac). With a focus on pet care, the program receives reports of cases in which the brand's products were used in the treatment of dogs and cats.

We also work with pet animal support institutions. In 2022, we maintained relationships with 25 NGOs through product donations.

For tutors, the Company offers content through social networks, such as the Amigo Pet program and videos on the YouTube channel. Through the Oufino Pet em Cast podcast, it is possible to listen to specialists and stay in line with treatment trends.

CUSTOMER SERVICE GRI 2-29

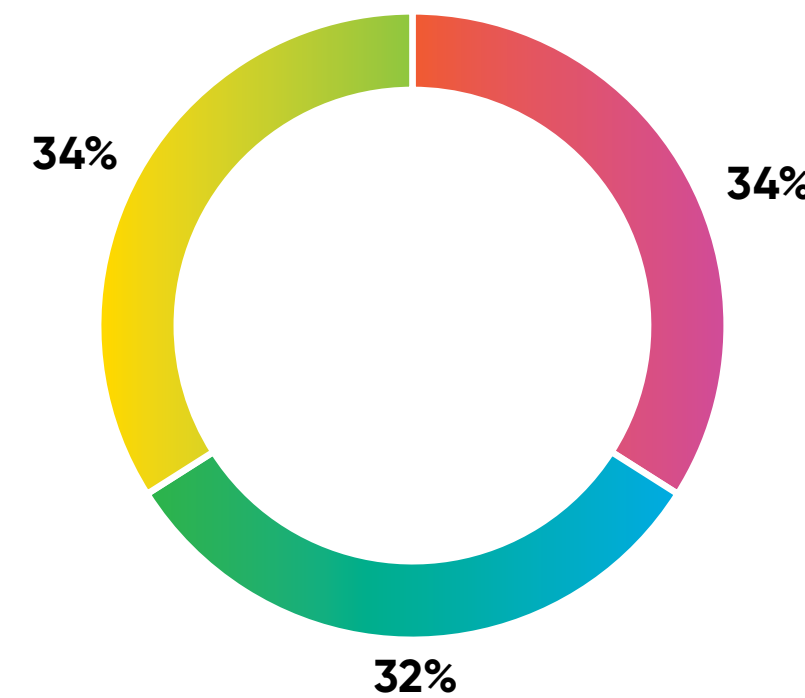
We have an exclusive relationship channel for customer service, the Customer Service Center (SAC). Demands mainly include the mitigation of product quality or safety deviations. All records made in the channel are investigated and action plans are executed to take comprehensive corrective actions.

All feedback to claimants and problem resolution is done in an integrated manner and with the involvement of technical areas. Aligned with the Ourofino Group's digital transformation process, we were even more present on social networks, on the Ourofino em Campo Program, and on digital platforms. These communication channels are important tools for capturing information and perceptions of the Company's various stakeholders. The digital presence also brings us agility and greater proximity to customers, which we consider essential in our customer success strategy. In addition, our stance is guided by the Company's Code of Conduct and other important legislation, including the Brazilian Consumer Defense Code.

CUSTOMER SERVICE (ACCUMULATED YEAR 2022) 9,633*

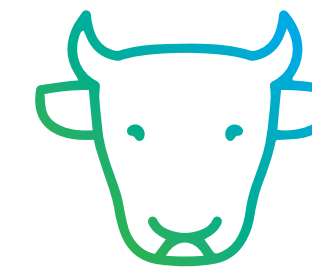


COMPANION ANIMALS

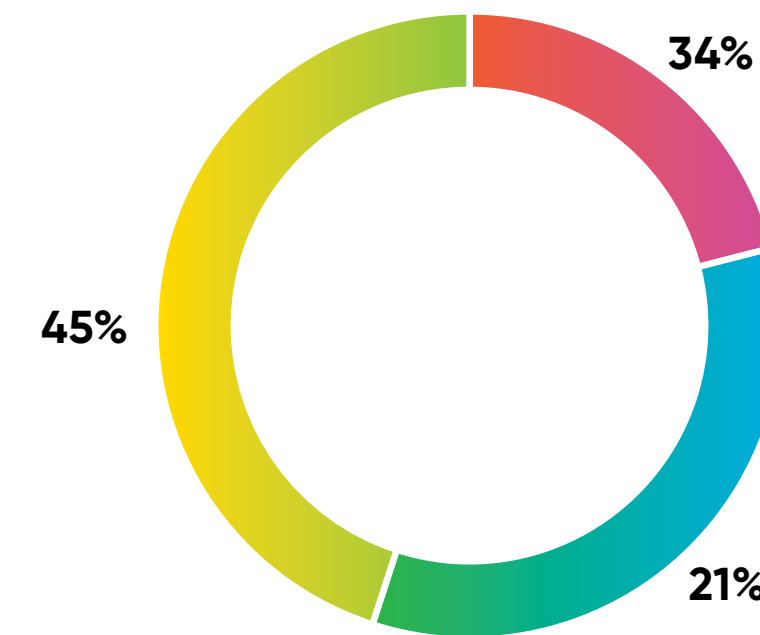


By Phone Whatsapp Social Media and Website

4.353



PRODUCTION ANIMALS

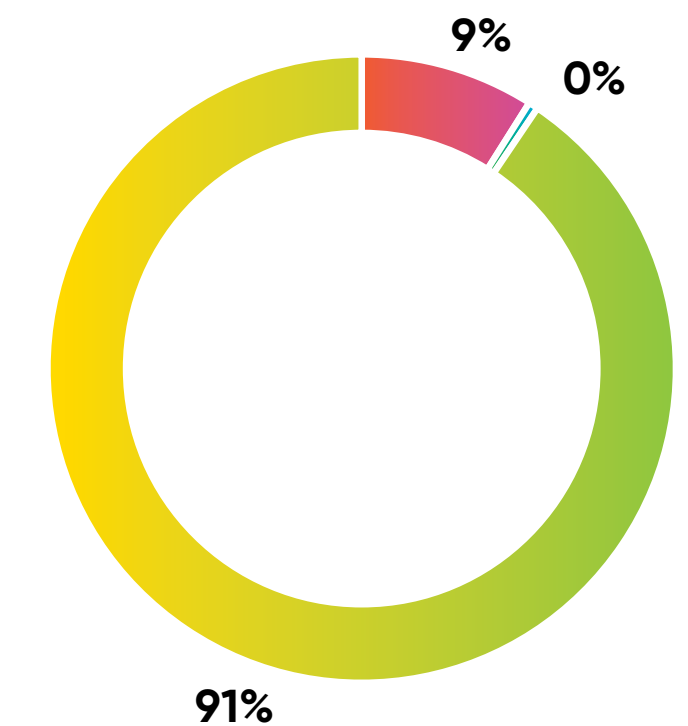


By Phone Whatsapp Social Media and Website

3.235



INTERNATIONAL OPERATIONS



By Phone Whatsapp Social Media and Website

543

*Note 1: Average of 803 calls/month 40 calls/day
Note 2: Institutional assistance: 1,502

COMMUNITIES GRI 3-3, 202, 203, 413

We understand our social role in relation to all the publics with which we relate. When we think about the community in which we operate, we generate value and contribute to local development by offering jobs. The communities are well represented among the Directors (including the statutory directors and those of the subsidiaries) and the Presidency, with around 10.0% of them being born locally*. GRI 202-2

The Company's Human Resources and Sustainability (RHS) area is responsible for establishing the entire strategy of social investments, which are directed through donations to causes of local impact or in the form of projects structured in partnership with communities or even surrounding entities.

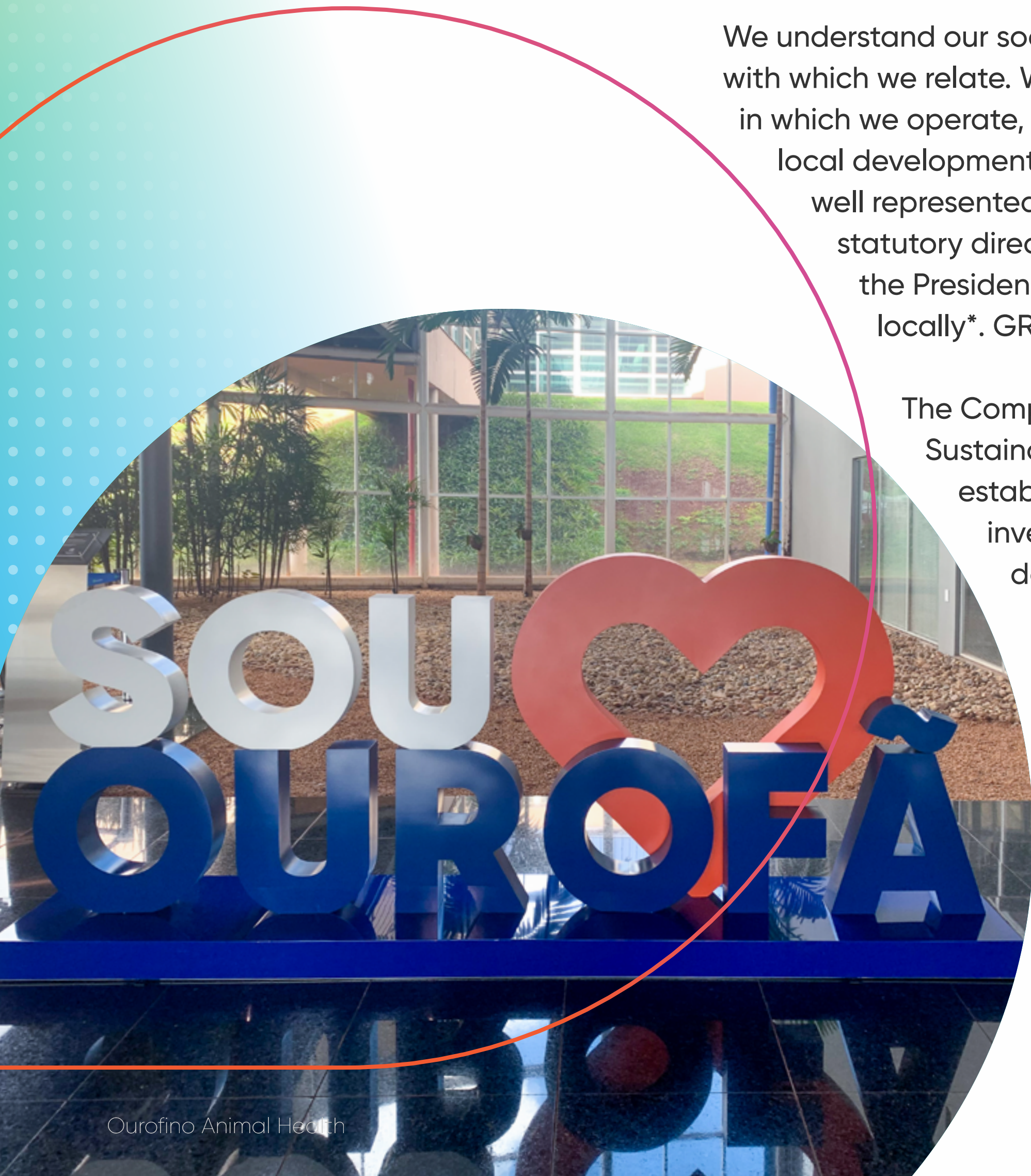
In 2022 we had no donations through tax incentive laws, only private investments, where we support the Riding Therapy, Projete and Meu Herói Programs, two of which are connected to our sector.

The Company's Volunteer Program has 149 employees, representing 12.4% of the total number of employees, who dedicated around 850 hours of volunteer work, during actions to collect and distribute chocolates, warm clothing, milk, toys, blood donation and initiatives in schools and nursing homes.

To reward the enormous care that the volunteers took during the year, we celebrated with a night of recognition for those who stood out the most.

With a view to training young people who are undergoing training in Veterinary Medicine courses, in 2023 we will start an Education Program aimed at quota holders. That is, when graduating veterinarians, public school students who entered higher education through quotas will be trained by Ourofino with courses in Fixed-Time Artificial Insemination and Ultrasound, among other techniques, helping these professionals to acquire knowledge.

*Locally: Cities close to the industrial operation located in Cravinhos (SP), with a radius of 100 km.



MAIN ACTIONS OF 2022 GRI 203-1, 413-1



PROJETE:

Free socio-educational program, the result of a partnership between the project and the regional private initiative. More than teaching concepts of financial education, employability and entrepreneurship, Projete helps public school youth to follow the path in search of a future with more

opportunities. The program seeks to train professionals and citizens at the same time, incorporating education fronts in technical and social areas, which involve aspects of communication, critical spirit, perseverance, optimism, leadership and responsibility. At the Ourofino Group, we had 15 employees participating as volunteers in the program, who mentored 240 high school students, 9 of which were used in our learning process.



DONATION OF VETERINARY PRODUCTS

As we work with the animal health market and prioritize animal welfare, we donated R\$ 35 thousand in products

to local institutions, which include the Animal Protection Association, the Careful Animals Protection Group, the Abandoned Animals Volunteer Support Group, Associação Res Gatinhos and Associação Cãopaixão. All partners received Ourofino products designed to care for the health, well-being and longevity of companion animals.



MEU HERÓI PROGRAM

It is a social program that aims to change the reality of vulnerable animals in Ribeirão Preto (SP).

The project acts on the chronic causes of the problems that affect our city, they are, the high birth rate, abandonment, animals in suffering and irresponsible custody.

Together for the same purpose, Ourofino, in partnership with Associação Vida

Animal (AVA), promotes the castration of street animals, semi-domiciled animals and community animals in peripheral and needy regions, avoiding the spread of diseases, unwanted litters and the consequent abandonment of animals, deaths and suffering.

We believe that working with mass castration in a predetermined region enables a more consistent result in the medium and long term. With this focus, in 2022, we performed 100 castrations (between dogs and cats).



THERAPYHORSES PROGRAM:

It is a therapeutic method that uses the horse within an interdisciplinary approach in the areas of health,

education and riding, seeking the biopsychosocial development of people with disabilities and/or with special needs. We believe in the method and that is why we are partners with Equine Therapy of the 3rd Military Police Battalion of the State of São Paulo. During the period, we contributed to the treatment of 50 practitioners.

VOLUNTEERING

We did our best to Take Care of People!



BLOOD DONATION::

We carried out 3 blood donation campaigns on our website, with the dedication of 400 donors, resulting in 180 liters of blood.



EASTER:

We impacted 1,060 children from the surrounding communities.



SOLIDARY CHRISTMAS:

in addition to giving gifts to 616 children who study at Emei Teresa Hendrica Antonissen, we held an afternoon coffee with music and gifts at Asilo Lar Padre Euclides, in Ribeirão Preto. The delivery of gifts to the 48 seniors also included the donation of 480 liters of milk to the institution.



MILK:

We benefit the surrounding communities with the distribution of 12,000 liters of milk.



COAT:

We warmed 2,451 people, through warm clothes and blankets collected.



SUPPLIERS

GRI 2-6, 3-3 204, 308, 407, 414

We have approximately 2,500 active suppliers, divided into two main groups: direct and indirect materials. Our supply chain encompasses national (93%) and international (7%) partners and is quite comprehensive and diverse. The management of this chain is a material issue for the Company. We believe in ethical and long-term relationships that generate value for both parties.

Supplier management is one of the most important links in the Ourofino Group's production process, since a good part of the cost of the finished product comes from inputs associated with the formulation, both direct materials, those applied directly in the formulation and packaging of solutions, and indirect ones, that is, the materials used in maintenance, installations or services.

We contribute to the development of

the local community and economy through the acquisition of inputs and services from companies located close to our most relevant operations. In 2022, approximately 65% of Ourofino's supplies were purchased from national suppliers, totaling approximately R\$385.1 million. Of this total, approximately 17.3% of the materials were acquired from suppliers in cities close to the industrial operation and the Company's headquarters, located in Cravinhos (SP). This amount corresponds to R\$ 66.6 million, that is, 11.3% of the total purchased amount of R\$ 590.5 million. GRI

204-1

International partners are spread across several countries in Asia, which presents us with a great challenge, since we deal with people from other cultures, international legislation, exchange rate variations and logistics. To face this challenge and strengthen our relationship with the main suppliers of inputs located in China and India, we have support from an office located in Shanghai (China). The team contributes to ties with local companies, to understanding demands

and expectations more assertively, in addition to observing quality aspects and ensuring the regularity of supply, including business continuity.

QUALIFICATION OF SUPPLIERS

QUALITY ASPECTS

Ourofino has a Supplier Qualification Program that is managed by the Quality department, one of the important steps to reduce risks for the finished products produced by the Company.

In this program, we adopt periodic evaluations and quality audits that help us to reduce exposure to potential risks and at the same time encourage the adoption of more responsible practices in the chain.

This process is carried out at all direct suppliers and aims to establish a purchase relationship through agreements, conditions and requirements established to guarantee the supply of services or materials, aiming at optimizing the Company's time and resources. With a focus on operational efficiency, in 2022

we focused our assessments according to the risks of inputs.

Attentive to systemic thinking about quality and aiming at the best use of resources, with less waste and technology support, we defined a new supplier evaluation matrix, considering aspects such as the criticality of the input, history and the analysis of reports external to the Company to compose the qualification of our suppliers. In this way, we reduced the number of tests in our laboratory, increasing our procedural efficiency and reducing the generation of waste inherent to the processes, as we started to accept as quality parameters the history of receipt, test results and periodic evaluations of the supplier, certifications and certificates from other institutions and official bodies.

When necessary, we carry out specific analyzes and on-site audits at suppliers.

In 2022, we reduced on-site audits by 30%, avoiding travel, unnecessary costs

and the emission of gases in transport, among other aspects.

The idea of the whole process is to customize the analyzes, making the qualification more assertive in the use of resources without compromising the quality of our products.

Another example of how technology brings agility and benefits the quality process are the analyzes of inputs. In Quality Control, there was a 60% gain in input analysis time, thanks to real-time data management. In 2023, the focus is on analyzing Quality performance and then consolidating the Validation Master Plan.

Attentive to the risks of disruption of supply and access restrictions to our main partners, conditions still reflecting the Covid pandemic and the global political and macroeconomic scenario, our areas involved with the production chain acted to mitigate potential impacts, by anticipating the receipt of inputs

and consequent increase in inventories, in addition to qualifying alternative suppliers for the main inputs.

In addition to the Supplier Qualification Program, we have a practice with suppliers, the dissemination of our Code of Conduct. In August 2022, an exclusive version of the material was launched, with appropriate language for this important audience for our business. We use the Code together with the Term of Supply Conditions to establish and communicate to commercial partners in all formalized contracts, the ethical principles and minimum requirements to be met for the supply to the Company, which ensures greater alignment with our cultural pillars and of integrity.

SOCIAL AND ENVIRONMENTAL ASPECTS

GRI 3-3, 308, 308-1, 414-1, 414-2

The profile of our suppliers is varied, from large companies with high ESG maturity to smaller suppliers, where we have the opportunity to support development.

The Company has a process for selecting new suppliers and we assess whether they present embargoes or sanctions related to ESG. If any situation is identified, there is no recommendation to register.

We also evaluate our base of active suppliers on a quarterly basis, if any non-compliance is identified, their registration is inactivated and the supply blocked.

We understand

that this is a theme in which we have a path of evolution. That is why, in the period, we adopted, in parallel with the tool, a more in-depth socio-environmental assessment of direct domestic suppliers. First, we define the criteria for selection and then apply the evaluation through a questionnaire sent to them and receipt of documents. For 2023, we will have the classification of all and action plans for those who did not score, according to our criteria.

The exclusive code of conduct for the supply chain, launched in 2022, also contributes, containing all the themes that should guide Ourofino's relationship with its business partners.



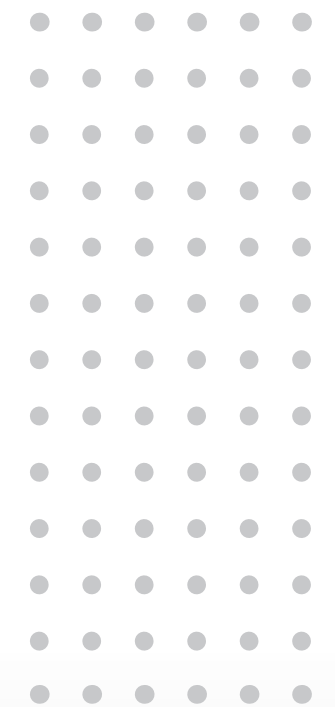
GOLD SUPPLIER PROGRAM

In order to certify the performance of suppliers, in 2021, the Supplier Performance Management Program was created, with the objective of strengthening the relationship between Ourofino and its business partners, through the recognition of the most committed suppliers that meet the requirements quality in delivering the best products and services. We also seek to identify points to be improved in those that perform below expectations and do not meet the requirements agreed upon in negotiations.

In 2022, we recognize suppliers on a special day at the Company's headquarters. We gathered more than 50 extremely important partners, we took the opportunity to talk about the importance of the ESG agenda in the supply chain, reinforcing our practices and, finally, 14 companies were awarded for their performance during the year, considering aspects such as punctuality in delivery, quality of response to quotations, technical scope, quality and service. In addition, two

cases related to innovation and sustainability were recognized, praising initiatives linked to the Company's supply chain. The winning actions are related to the replacement of fossil-based polyethylene in the technical applicator manufacturing process with green polyethylene produced from sugarcane and the installation of the Atmospheric Discharge Protection System, which resulted in cost reductions of more than 400% per meter square, and real-time monitoring. For next year, the socio-environmental assessment will be one of the award categories.

The dedication and commitment of these partners who also played to win this year were recognized with the "Supplier of Gold" Award, an unprecedented initiative promoted by the Ourofino team.





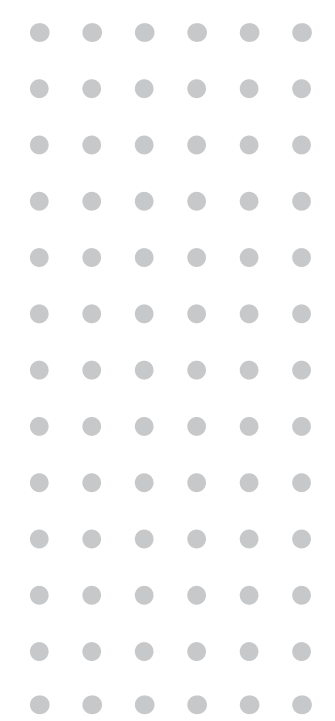
NATURAL CAPITAL

ENVIRONMENT GRI 3-3 307

Protecting our people, communities and the environment is important to the way Ourofino operates, and we strive every day to conduct business in a safe and environmentally responsible manner.

Our value of caring for people is reflected in our Integrated Environment and Occupational Health and Safety Policy.

Below, we list our main actions focused on reducing the impact on the environment, both through efficiency gains and the smarter use of natural resources.



WATER GRI 3-3 303, 303-1

Water is an important natural resource for business continuity and growth. A possible scarcity of water resources can compromise financial and operational results, with the risk of even making production processes unfeasible. The use of water is present in all production stages, being essential for the development of solutions, as well as for ensuring the sanitary standards of each process.

With that in mind, the Company always seeks to reduce consumption in its operations, improving efficiency through initiatives and

new technologies for reuse and waste reduction.

To improve water efficiency, the Company monitors consumption and reuses water from two systems: reverse osmosis and thermocompressor.

Both generate purified water that becomes raw material for production.

Because we produce veterinary drugs, and in view of our commitment to product

quality and safety, we have restrictions on reuse water in our operations. Thus, the initiatives carried out in this direction are focused on processes that do not require that the input be potable, as is the case of the reuse of waste water generated by the reverse osmosis process and the thermocompressor system, being used in the irrigation and replacement of the lung of water for firefighting (lake at the Company's headquarters), resulting in greater efficiency and savings in consumption in general.

TOTAL VOLUME OF WATER COLLECTED PER SOURCE (M³) GRI 303-3

The management of water resources is carried out in an integrated manner between the environment and utilities teams. All water management follows the quality standards required by Brazilian legislation, with processes monitored by management indicators focused on consumption, quality and efficiency. In addition, we promote responsible practices for the use of this natural resource in all of the Group's operations.

In 2022, the water consumption of the Cravinhos industrial complex (SP) came from the public network that supplies the region. In the offices in Mexico, Colombia and in the operations in Campinas, NeoStem's production laboratory, water from the public supply network is used in a non-representative quantity.

While serving animal health needs, we understand that we may encounter water hazards in the areas where we operate. For this reason, we monitor the region where our operations are located, using the WRI Aqueduto (World Resources Institute) tool, which warns of potential risks of unavailability of the resource, including significant changes or even threats to the Guarani Aquifer, our source of abstraction. Even in this last year, due to the lowering of the aquifer in the region of Cravinhos (SP), we stopped using the artesian well.

| Operation | Source | 2020 | 2021 | 2022 |
|----------------|--------------------------------|-------------------|-------------------|-------------------|
| Cravinhos (SP) | Groundwater (artesian well) | | 0 | 0 |
| | City water network | 95.812,00 | 102.655,00 | 118.235,00 |
| | Third party water (tank truck) | - | - | 2.470,00 |
| | Total | 100.926,00 | 102.655,00 | 120.705,00 |
| Campinas (SP) | City water network | - | - | 62,17 |
| | Total | 100.926,00 | 102.655,00 | 120.767,17 |

Note 1: Amount referring to the Cravinhos (SP) and Campinas (SP) operations.

disease that operated 24 hours a day, with two shifts of 12X36.

Note 2: The consumption of the operation in Cravinhos (SP) increased, due to the operation of vaccine against foot-and-mouth

Note3: We did not collect water from the artesian well at the Cravinhos (SP) operation in 2022.

WATER CONSUMPTION (M³) GRI 303-5

| Source | 2020 | 2021 | 2022 |
|------------------------|-------------------|-------------------|-------------------|
| Water collected | 100.926,00 | 102.655,00 | 120.705,00 |
| Effluent | 19.182,00 | 21.224,00 | 30.510,00 |
| Total | 81.744,00 | 81.431,00 | 90.195,00 |

Note: This value refers only to the Cravinhos (SP) operation, as in the other operations, all the water captured is consumed.

EFFLUENT

GRI 3-3 303, 303-2

The Company's headquarters, in Cravinhos (SP), has two Effluent Treatment Stations (ETEs), where all wastewater and part of the sanitary sewage are destined. The effluents generated in the various production stages, in our factories, are treated before being directed to the environment. This is possible because 100% of our plant has these structures, in which the input undergoes physical-chemical treatments, followed by biological ones, so that, at the end

of the process, it meets the release standards required by applicable federal or state legislation. In order to operate satisfactorily, the system has standardized operations and daily monitoring, which analyze the quality of the effluent and the operation of the equipment. Monthly and quarterly, we collect effluent samples, which are sent to an accredited external laboratory for analysis. The data are registered, accompanied according to the parameters established in State Decree n° 8468/76. Treated industrial effluent and in natura sanitary sewage are disposed of in the public network and sent to the municipality's Sewage Treatment Station, and in 2022, a total of 30,510m³ was discarded. There is no

disposal of effluent/sewage directly into water bodies. In 2021, we started restructuring the ETEs to meet the growing volume of industrial effluents generated and the Group's future projections. Following up, in 2022 we carried out the second phase of the work, which included the modernization of the biological system, with a total investment of R\$ 2,271,573.00. As a result, we have advanced in efficient processes and improved our practices regarding the disposal of effluents, in order to minimize the impact of our operations on the environment.

EFFLUENT DISPOSAL (M³)

GRI 303-4

| | 2020 | 2021 | 2022 |
|---|-----------|-----------|-----------|
| Municipal sewer collection network Cravinhos (SP) | 19.182,00 | 21.224,00 | 30.510,00 |

Note: Amount refers to the Cravinhos (SP) operation.

ENERGY

GRI 3-3, 302

Ourofino continually strives to make facilities energy efficient. It has an energy and sustainability action plan to help facilities reduce energy demand and the GHG (greenhouse gases) associated with emissions. The plan includes large scale projects, measurement and monitoring to assess and identify opportunities for continual improvement. Energy savings are pursued through equipment reliability, the efficient operation of utility systems, and building efficiencies into systems.

Energy consumption within the operation is managed in real time and directly monitored by the Utilities area, which maintains dedicated teams ready to respond to any need for repair or even failure. Currently, our Cravinhos (SP) operation has an average annual consumption of 1,849 MW/h and is powered by

energy from the Free Market.

Driven by the mitigation of the environmental impact of our gas emitting sources, in 2022, for our operation in Cravinhos (SP), we started to purchase 100% renewable energy, proven by means of I-REC, (International REC Standard - Renewable Energy Credits), name given to the global system for tracking the environmental attributes of energy, where companies can prove whether their generated and/or consumed energy comes from renewable sources. This acquisition represents 99% of energy consumption in our operations in Brazil.

The other 1% is represented by the consumption of Regenera's operations in Campinas (SP) and the Farm in Guatapar (SP), where we intend to invest in photovoltaic energy in the coming years.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION (GJ) GRI 302-1

| Operation | Fuels from non-renewable sources | 2020 | 2021 | 2022 |
|----------------|----------------------------------|------------|------------|------------|
| Cravinhos (SP) | Liquefied Petroleum Gas (LPG) | 0 | 0 | 311,75 |
| | Natural Gas (NG) | 36.829,00 | 39.188,40 | 46.637,97 |
| | Diesel oil | 694,3 | 1.274,40 | 1.011,99 |
| | Gasoline | - | - | 118,42 |
| | Eletricity* | 81.700,30 | 84.251,00 | - |
| | Fuels from renewable sources | - | - | - |
| | Eletricity | - | - | 79.898,20 |
| | Total | 119.223,60 | 124.713,80 | 127.978,33 |
| Guatapar (SP) | Fuels from non-renewable sources | - | - | - |
| | Liquefied Petroleum Gas (LPG) | - | - | 18,46 |
| | Diesel Oil | - | - | 112,34 |
| | Eletricity | - | - | 527,90 |
| | Total | - | - | 658,70 |
| Campinas (SP) | Fuels from non-renewable sources | - | - | - |
| | Diesel Oil | - | - | 2,25 |
| | Eletricity | - | - | 132,77 |
| | Total | - | - | 135,02 |
| Mexico | Fuels from non-renewable sources | - | - | 12,31 |
| Colombia | Fuels from non-renewable sources | - | - | 9,27 |
| TOTAL | | 119.223,60 | 124.713,80 | 128.793,63 |

ENERGY INTENSITY BRAZIL GRI 302-3

| | |
|-----------------------------------|------------|
| Total energy consumption (GJ) | 128.785,99 |
| Produced Volume (t) | 5.761 |
| Energy Intensity (GJ/t produzida) | 22,4 |

ENERGY INTENSITY
CRAVINHOS OPERATION GRI 302-3

| | |
|-----------------------------------|------------|
| Total energy consumption (GJ) | 127.978,33 |
| Produced Volume (t) | 5.761 |
| Energy Intensity (GJ/t produzida) | 22,2 |

Note1: (*) Electricity from the Cravinhos operation became 100% renewable energy in 2022.

Note2: First year that we report operations in Guatapar(SP), Campinas(SP), Mexico and Colombia. Therefore, they have no history.

Note 3: For the Mexico operation, we consider consumption from 01/21/2022 to 12/14/2022, as consumption in the country is accounted for every two months

Note 4: The increase in natural gas consumption is due to the foot-and-mouth disease vaccine operation, which operated 24 hours a day, with two shifts of 12X36.

CLIMATE CHANGES

GRI 3-3, 201, 305

Scientific data points out that climate change is occurring and a healthy planet is essential for human, animal and business health.

Agricultural production, in general, can be affected by changes in climatic conditions. The intensification of natural disasters and the emergence or increase of pests and anomalies associated with climate variations are aspects with potential impacts on the sector. The animal health market is intrinsically associated with the performance of the livestock market and, therefore, with the potential reduction in productivity in the sector generated by climate change, we may have problems in the production and distribution of our products, including the

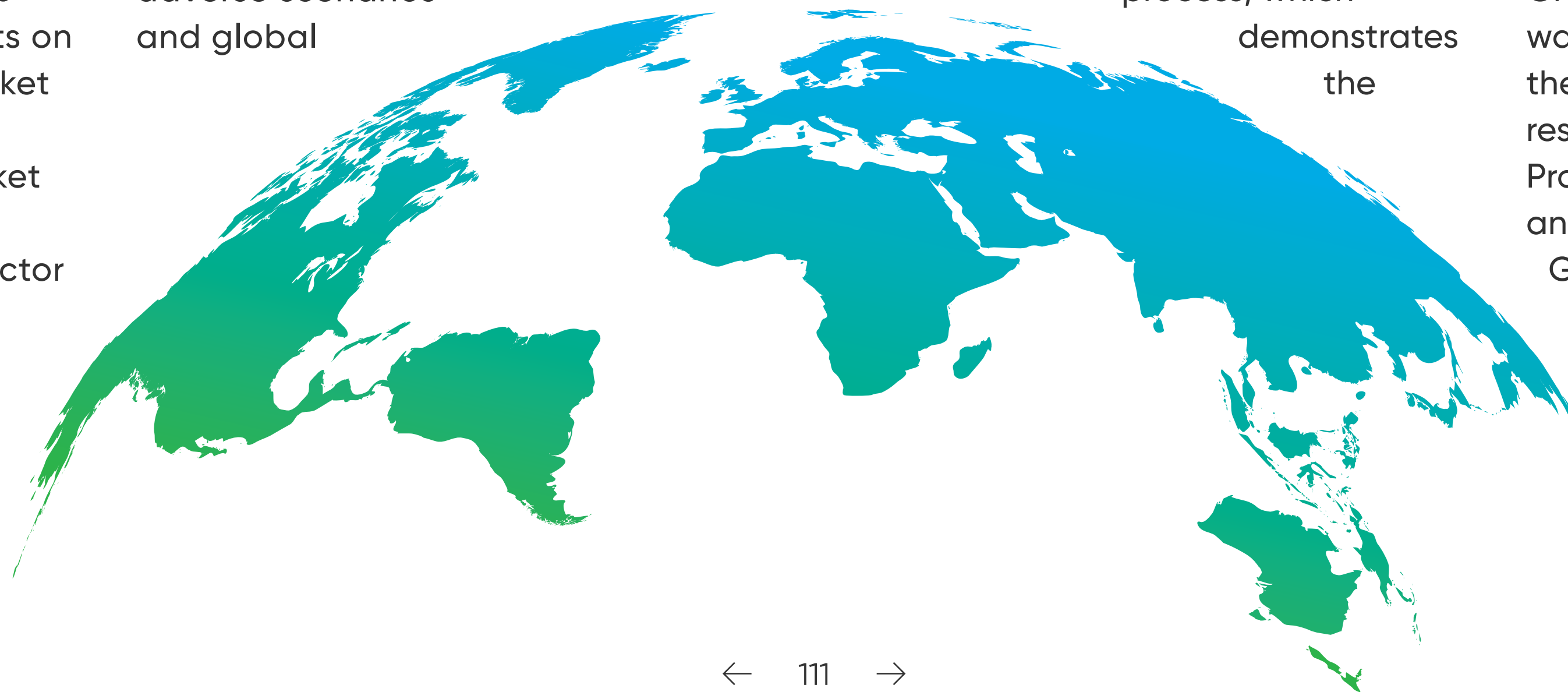
reduction in the availability of raw materials . In addition, the scenario may also trigger the emergence of new regulations that increase producers' compliance costs, resulting in regional and seasonal declines or fluctuations in our results of operations. Within our vision of risks, we are aware of our vulnerabilities in relation to the topic and remain attentive to potential adverse scenarios and global

discussions. In 2022, we had no financial or material losses in our operations due to adverse weather events, such as droughts, floods and blizzards.^{GRI 201-2}

For Ourofino, the topic of climate change gained even more relevance, appearing among the six strategic material topics mapped in the last materiality process, which demonstrates the

importance of the topic for all our stakeholders. In this way, we have been committed to mitigating the impact of our operations on the subject, engaging all areas in this common objective of bringing environmental issues to all our projects and practices.

Ourofino has an ESG Policy that addresses climate change issues. Our Greenhouse Gases (GHG) inventory was carried out in accordance with the Brazilian GHG Protocol Program, responsible for adapting the GHG Protocol method to the Brazilian context and developing tools for calculating GHG emissions. We use the emission factor for the year 2021.



In 2022, our activities were responsible for the emission of 7,966.64 tCO₂ and Scope 1 (direct), which represents an increase of 29.17% compared to the past fiscal cycle. This increase was mainly driven by the inclusion of the operations of Regenera, Mexico and Colombia in the scope of this year's inventory, in addition to the replacement of gases related to refrigerant equipment in the industrial operation.

We were able to make significant progress within scope 2 this year through the purchase of renewable energy certificates (I-REC) for the industrial plant in Cravinhos (SP).

This certificate guarantees that 100% of

the operation's energy supply comes from renewable energy sources. In this way, Scope 2 accounted for a drop of 98.40% in relation to the scenario of the last cycle.

Regarding Scope 3 emissions, we did not make great progress and managed to include one more source in our analysis radar. We are aware of the importance and impact of Scope 3 emissions, but we do not prioritize this front due to the entry of new operations at the inventory limit and I-REC negotiations carried out.

Based on the data generated by the inventory, we annually design strategies for the reduction and mitigation of GHG emissions throughout the operation. Below are some of the work fronts we started in the 2022 fiscal cycle:

- **Renewable Energy Certification:** search for cleaner energy and mitigation of scope 2 greenhouse gases - GHG.
- **Photovoltaic project at Guatapar Farm:** search for cleaner energy, mitigation of scope 2 greenhouse gases – GHG
- **Cleaner fuels:** replacement of fuels, which have a smaller GHG footprint, of some equipment and vehicles.
- **Logistics:** distribution of companion animal medications in electric vehicles in some cities.
- **Animals:** reduction of dairy cattle on the Guatapar farm.
- **Boiler:** search for cleaner fuel for boiler operation.
- **Packaging:** 63% of the purchase of our cartridges and packaging display was compensated.

GHG EMISSIONS BY SCOPE (TCO² EQUIVALENT)

GRI 305-1, 305-2

| | 2020 | 2021 | 2022 |
|----------------------------|----------|----------|-----------------|
| Scope 1 direct emissions | 4.276,19 | 6.147,28 | 7.966,64 |
| Scope 1 biogenic emissions | 113,04 | 287,59 | 864,87 |
| Scope 2 indirect emissions | 1.727,74 | 1.456,84 | 23,33 |

GHG EMISSIONS INTENSITY

GRI 305-4

| | 2020 | 2021 | 2022 |
|--|----------|----------|-----------------|
| Total GHG emissions (tCO ₂ equivalent) | 6.003,93 | 7.604,12 | 7.989,97 |
| Total volume produced annually (t) | 5.171,77 | 6.692,10 | 5.761 |
| GHG intensity (tCO ₂ equivalent/t produced) | 1,16 | 1,14 | 1,38 |

GHG (TCO² EQUIVALENT) OTHER EMISSIONS

GRI 305-3

| | 2020 | 2021 | 2022 |
|--|--------|-------|---------------|
| Business travel | 490,85 | 344,4 | 299,72 |
| Transportation (employee displacement) | - | - | 461,22 |

WASTE GRI 306-1, 306-2

Waste management at the Company complies with a series of technical standards and legislation in each of the regions where it operates, and in order to minimize our environmental footprint and in line with the UN Sustainable Development Goals (SDGs), we seek to identify deviations in our production processes, as we believe that more than disposing of waste correctly, we need to reduce its generation.

The Group's significant waste generation is concentrated in our industrial complex (SP). The waste generated is segregated, conditioned and disposed of according to its characteristics and regulatory parameters. We have our own storage centers for solid and liquid waste, while transportation and treatment are carried out by specialized outsourced companies that are homologated and verified before we enter into contracts.

We divide our operational waste into two categories:

- **Hazardous waste:** they are part of class 1 and are those types of materials that pose risks to public health and the environment, requiring special treatment and disposal due to their characteristics of flammability, corrosivity, radioactivity, among others.
- **Non-hazardous waste:** includes all other operational waste that does not pose a risk.

Over the past year, we have challenged ourselves with regard to the amount of organic waste destined for landfills from the Cravinhos (SP) unit. We made progress towards meeting the target for which we stipulated a 30% reduction, and recorded 63%. This was only possible because we focused on training and making our employees aware.

Also in 2022, we continued the Circular Economy Program - (AD Circular Program), where the liner residue from our labeling process is destined for reuse. In some of the Company's packaging lines, this waste is generated in the process. The liner is the support for the label produced from paper (Glassine). This material is not recycled due to technical difficulties, as it has silicone and adhesive residue. The intended volume was 2,331 kg.

One of the actions of the operational excellence team in relation to waste was the optimization of packaging materials in the current portfolio and the reduction of losses of raw materials and packaging in the production process, reflecting in the reduction of waste disposal.

PACKAGING

As part of the sustainability plan, Ourofino is committed to establishing a reverse logistics plan in the country, focused on mitigating the impact generated by 100% of our recyclable packaging, generated by the Company. As a result, in 2022, we offset 736 tons of paper and 82 tons of plastic. This reverse logistics practice is attested by regulatory bodies and is in compliance with the National Solid Waste Policy.

We advanced in projects to improve our products through ecodesign and packaging reformulation. All initiatives were conducted by the sustainable packaging working group, created in 2021, through the strategies:

- Reduction in the consumption of materials (through the removal of packaging items or the use of materials with lower grammage or dimensions);
- Use of materials from renewable sources (such as green resins, which are of vegetable origin and not derived from petroleum);
- Transform plastic packaging into biodegradable materials.
- Use of paper produced from recycled sources (circular materials);



WASTE DESTINED BY COMPOSITION (KG)

GRI 306-3, 306-4, 306-5

| Not dangerous | 2021 | | 2022 | | Not intended for final disposal* | | Intended for final disposal** | |
|---------------------------------|-------------------|-------------------|-------------------|-------------------|----------------------------------|-------------------|-------------------------------|------|
| | 2021 | 2022 | 2021 | 2022 | 2021 | 2022 | 2021 | 2022 |
| Plastic | 122.623,50 | 150.220,00 | 122.623,50 | 150.220,00 | - | - | - | - |
| Metals | 120.767,00 | 118.870,00 | 120.767,00 | 118.870,00 | - | - | - | - |
| Paper/Cardboard | 167.847,50 | 139.070,00 | 167.847,50 | 139.070,00 | - | - | - | - |
| Wood | 9.342,00 | 8.390,00 | 9.342,00 | 8.390,00 | - | - | - | - |
| Municipal waste | 26.130,00 | 16.840,00 | - | - | 26.130,00 | 16.840,00 | - | - |
| Civil construction residue | 471.130,00 | 246.890,00 | - | - | 471.130,00 | 246.890,00 | - | - |
| Organic waste | - | 62.000,00 | - | - | - | - | 62.000,00 | - |
| Total | 917.840,00 | 742.282,00 | 420.580,00 | 416.550,00 | 497.260,00 | 325.730,00 | | |
| Dangerous | 2021 | 2022 | 2021 | 2022 | 2021 | 2022 | 2021 | 2022 |
| Incineration (***) | 260.664,00 | 300.761,50 | - | - | 260.664,0 | 300.761,50 | - | - |
| Coprocessing | 74.550,00 | - | 74.550,00 | - | - | - | - | - |
| Contaminated barrels (recovery) | 16.545,00 | 4.250,00 | 16.545,00 | 4.250,00 | - | - | - | - |
| Autoclave | - | 3.040,00 | - | - | - | - | 3.040,00 | - |
| Total | 349.939,00 | 308.051,50 | 91.095,00 | 4.250,00 | 260.664,00 | 303.801,50 | | |

Note 1: Non-dangerous reported data refer to the Cravinhos (SP) industrial complex.

Note 2: (*) Recycling in general with or without energy recovery (recycled).

Note 3: (**) Landfill or incineration (not recycled).

Note 4: (***) Hazardous waste sent for incineration consists of contaminated materials generated in production processes and laboratory analysis and refers to the operations in

Cravinhos (SP), Guatapar (SP) and Campinas (SP).

Note 5: All glass-type residues are not yet weighed, as they have low representation.

ANIMAL WELFARE

GRI 3-3

We have Animal Welfare as a priority in Ourofino's sustainability strategy and we are committed to the best practices in our operations or partners who carry out or contribute to the research carried out at the Veterinary Research Center (CPV).

The CPV is a place dedicated to conducting experiments on Ourofino animals, divided into the Research Center for Laboratory Animals (CPAL) and the Research Center for Production Animals (CPAP). The experiments carried out at the CPV follow the guidelines of Good Clinical Practices (BPC) recommended by MAPA - Ministry of Agriculture, Livestock and Supply - and other regulatory agencies for veterinary products, as well as following the criteria recommended by national and international guides that have validated methodologies. In order to guarantee the well-being of the animals and the quality of the experimental activities, it is essential to qualify employees and animal suppliers through training in the welfare policy and in the specific procedures that cover such activities. In 2022, there were 11 training sessions dedicated to the topic.

The use of animals in our production process is linked to the development stage of medicines and vaccines, including the testing and research phases to the slaughter and transport of animals by third parties.

We have rules and procedures that require a commitment from all employees involved, so that animals are only used in situations where it is not possible to obtain the necessary answers through alternative methods or when their use is essential to comply with regulatory requirements.

The use of animals in research follows the principle of the 3Rs (Replacement, Reduction and Refinement) established by Russell and Burch in 1959, Law No. 11,794 (Arouca Law), Normative Resolution No. Animals in Conceia's Teaching or Scientific Research Activities, EMA Guides - European Medicines Agency (VICH GL 09, VICH GL43, VICH GL48/MRK), among other legislation and pertinent guides that guide the conduct of research in the Company, when the use of animals is necessary.



At CPV, we have an Ethics Committee for the Use of Animals (CEUA-OF) regulated by the National Council for the Control of Animal Experimentation (Concea), which is an exempt committee that evaluates projects based on current legislation and includes in its member structure representative of the Animal Protection Association (APA), thus guaranteeing an evaluation that really has scientific and regulatory relevance. We also adhere, in their entirety, to the requirements laid down in the Normative Resolutions of Concea regarding the physical structure and care of laboratory animals for research purposes.

The Group's Animal Welfare Policy is based on the principle of the five freedoms recommen

1. **Freedom from hunger, thirst and malnutrition**
2. **Free from discomfort**
3. **Free from pain, injury and disease**
4. **Free to express your natural behavior**
5. **Free from fear and stress**

Ourofino has tools such as SAP and JetBov, as well as project planning systems that help in the execution of experiments with the use of animals. The acquisition of laboratory animals (mice, rats, guinea pigs, rabbits and hamsters) and production animals (cattle and pigs) follows the internal procedure established by the responsible areas. The purchase of animals for use in experimentation is carried out from qualified suppliers trained in the company's animal welfare policy. The number of animals reflects the number of experiments carried out by the Department of Research and Development. In 2022, the number of experiments carried out on laboratory animals totaled 67 while on production animals an amount 38.

In our Technical Training Center (CTC) we also use animals (to a lesser extent) to conduct technical training, such as ultrasound courses, fixed-time artificial

insemination (FTAI), among other practices related to veterinary medicine. As we are promoters of teaching at CTC facilities, all animal welfare protocols are approved by an ethics committee at Universidade Barão de Mauá. We also follow the guidelines established by the National Council for the Control of Animal Experimentation (Concea), whose main objective is to coordinate animal husbandry procedures in teaching or scientific research activities.

The use of antibiotics in animals is given only in cases of need, preventive use is not part of the routine. The need for use is carried out by veterinarians.

ANIMALS BY BREEDING TYPE GRI FP11

| | Animal Types | Quantity | Representation (%) | Creation type |
|---|--------------------------------------|----------|--------------------|---|
| Veterinary Research Center (CPV) | Cattle/Nellore/ Mestizos/Anellore | 900 | 9,52 | Free range extensive |
| | Pigs/Landrace/ Large White | 190 | 2,01 | Confined intensive |
| | Mice/C57/Swiss/Balb-C | 7.160 | 75,73 | Internal confined intensive (microisolators) |
| | Rats/Wistar | 912 | 9,65 | Internal confined intensive (microisolators) |
| | Rabbits/New Zealand white | 24 | 0,25 | Internal confined intensive |
| | Guinea pigs/ Dunkin Hartley | 251 | 2,65 | Internal confined intensive |
| | Hamster/Syrian Golden | 18 | 0,19 | Internal confined intensive (microisolators) |
| | Total | 9.455 | 100 | - |
| Technical Training Center (CTC) | Bovino de Corte | 137 | 100 | Free range extensive |
| | Total | 137 | 100 | - |



BRINGING WELLNESS TO THE COUNTRYSIDE

Commitment to animal welfare is one of the Group's priorities, which maintains specialized teams for each species, who adopt techniques and encourage farm workers to ensure the best treatment for animals.

Our animal health program, called Examina, has as its central objective the promotion of sustainable growth in the animal production system, combining the quality and expertise of the teams involved, solutions for health, reproduction and nutrition, always allied to animal welfare. . We want to transform our customers' experience and make them increasingly protagonists.

In this way, the Examina Program provides rural producers with personalized services in several areas, which boost their productivity and contribute to business growth. The Program has a series of modules, described below:





Ⓢ Supports

With a lot of information, the producer receives technical support and training in good practices for the application of medicines and for Fixed-Time Artificial Insemination (FTAI), rational cattle management and all rearing and rearing control, for cutting and milking systems;



Ⓜ Produces

The team is trained and qualified to perform the best control of diseases, such as mastitis and, thus, increase the quality of the milk;



⊕ Treat

In this module the focus is on sanity. Whether in dairy cattle or feedlots, we bring our solutions to ensure the best possible conditions for all animals;



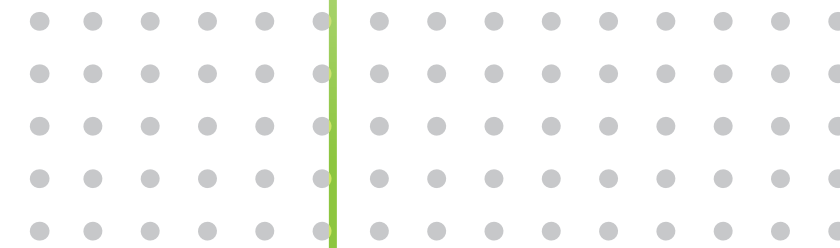
Ⓝ Nutrition

Knowing how much nutrition impacts the production system, we aim with this module to improve the quality of the food supplied and consequently the performance of the animals;



⊕ Controls

With practical methods, we track the parasitic challenges that may exist on the producer's property, contributing to the reduction of the appearance of diseases.



We believe that raising awareness is an important means of leveraging animal

welfare outcomes. In this sense, we maintain the training and qualification program. Our technical team and consultants are professionals capable of, in addition to preparing training and guidelines. For 2023, we will have animal welfare training for the commercial team and customers served by Ourofino. We will also act with the sharing of technical knowledge, in order to disseminate animal welfare concepts to our stakeholders, through the iUse Saber portal (platform, aimed at sharing specialized knowledge).

Allied to knowledge, we have the market that has been asking more and more for products that come from sources that respect the well-being of animals, from the beginning to the end of the production process.

To reinforce our commitment as a theme, we increased our

certifications in 2022, receiving certification as a company Amiga do Bem-Estar Animal from the #BebaMaisLeite movement and promoted by the magazine Leite Integral in more products in our portfolio, Safesui Circovirus, Safesui Mycoplasma, Isocox and Maxicam 2% and Examina Program. In partnership with Grupo Integral – Certifications, third-party certification, attested by an approved certifier, certifies that inputs, products and processes, with technical differential, aligned with the promotion of good practices and concepts that promote animal welfare throughout chain.

And, with this Certification, we took a step forward, towards a future with respect for animals and a production chain linked to the needs of the world we live in.

Still on certification, in 2023, we continue our journey towards accreditation by the American Association for Accreditation of Laboratory Animal Care (AAALAC). The action plan is based on the Guide for the Care and Use of Laboratory Animals 8th edition and the AAALAC checklist.

MANUFACTURED CAPITAL

OUR OPERATIONS

The Ourofino Group, headquartered in Cravinhos (SP), is located in an area of 180,000 m². The site houses the administrative headquarters, the industrial campus, with several production units, maintenance and production support areas, a warehouse for dispatch to the logistics center, laboratories and areas for the well-being of employees, with a restaurant, gym, multi-sports courts, soccer field, bank service station, panerias, rest and leisure area, and lake.

The production units consist of a building dedicated to the production of all pharmaceutical forms: solid, tablet, liquid, injectable and semi-solid products.

There is also an exclusive building for the production of hormonal solutions, a building dedicated to the manufacture of vaccines with biosafety level 4 and another with biosafety level 2, dedicated to the production of vaccines using traditional and recombinant routes; in addition to an exclusive environment for the manufacture of animal pesticides, products designed to combat parasites such as ticks, for example.

Production environments are monitored 24 hours a day, seven days a week, and processes monitored by the Automation area ensure standardization and traceability of activities, aiming at

constantly updating our processes.

With the use of software to monitor industrial operations, using Artificial Intelligence, between 2020 and 2022 we increased production capacity by 29% considering the monitoring of 85 pieces of equipment whose data is condensed and made available on dashboards in real time for monitoring in a kanban digital productivity.

Another important initiative for assertiveness in delivering value related to manufactured capital is the evolution of our S&OP (Sales and Operations Planning). That covers all our business

units and integrates sales trends with market projections and commercial team planning. The initiative with the logistics operation and management of the supply chain allowed that, even at the height of the Covid-19 pandemic, we did not have interruptions in the supply of products, given the planning carried out. In 2022, we also evolved with the logistical process to meet international demands, working with stock to meet local trade.

OPERATIONAL EXCELLENCE

The year 2022 required Operational Excellence to act more comprehensively, not only at the industrial level, but also at the corporate level, for which the area was structured in 4 pillars that supported the actions during the year.

1 - Industrial Routine Management

Focusing on the standardization of manufacturing processes and capacity management through efficiency gain projects, such as:

Reduction of setup time on the Comas Injetáveis equipment from 9.0 to 6.0 hours on average per month, increasing approximately 40% efficiency in the product change process.

Reduction of setup time on Comas Líquidos equipment from 4.5 to 2.8 hours on average per month, increasing approximately 37% efficiency in the product changeover process.

Reduction of setup time on the Killian Pills equipment from 6.5 to 4.0 hours on average per month, increasing approximately 38% efficiency in the product changeover process.

2° - 5S Program

With industrial and corporate scope and focus on developing the culture of the 5 senses (use, organization, cleaning, standardization and self-discipline), through employee training, audits and practices aimed at a safe environment that provides greater efficiency in activities daily.

Currently, 68% of the entire Cravinhos (SP) unit has 5S practices ranging from the first sense (use) to the third (cleaning). In order for the program to sustain itself, we elected 87 internal auditors who carry out cross-audits at each quarterly cycle. These results feed into the indicator that can be viewed by the board as a whole, in the control tower. In 2022, we carried out 142 hours of training on the 5S theme, with 196 employees trained and around

70% of the company with the applied methodology.

3° - Indicator Routine Management

Focused on industrial operations, it performs all the management of operational, tactical and strategic indicators, in addition to the routine of meetings to evaluate results divided between N4 (team + coordinators), N3 (coordinators + management) and N2 (managers + director). Currently, the industrial operations board has 55 operational indicators, 51 tactical and 41 strategic, distributed among the 6 managements and respective coordinations.

4° - Lean Seis Sigma University (ULSS)

With an industrial and corporate scope and a focus on project development through the training of problem solvers in all departments, the ULSS is divided into training modules (Lean Facilitator, Green Belt and Black Belt). Any employee of the Company can participate, as long as they apply with a project that has a direct

impact on their business area. In 2022, we had the 2nd Cycle of the ULSS, with the training of a group of Green Belts, a group of Black Belts and three groups of Lean Facilitators, totaling 74 trained employees.

This year we also held the Lean Six Sigma Ourofino University Forum, which graduated, in an event transmitted to all the Company's units, employees who presented their projects.

There were 10 projects in three categories, awarding four of them with a total of R\$ 19 thousand in prizes.

At the same event, the +Ideias application was launched, which became the official means of capturing projects and ideas for improving Ourofino as a whole.

Projects that generated efficiency in the process and financial savings in 2022 highlighted below:

- Optimization of packaging materials in the current portfolio: Total captured BRL 2,043,303.89
- Reduction of raw material and packaging losses in the production process: Total captured R\$ 318,306.00
- Reduction of bottle discards at the beginning of the filling process: Total captured BRL 105,801.60
- There were 108 open projects, of which 49 were completed in 2022

For 2023, the Routine Management Pillar will act with great focus on training and standardizing the leadership routine with the aim of sustaining process standardization actions in addition to developing new kaizen practices (Kaizen Week) with themes related to the goals of the industrial area.

The 5S Program will increase its percentage of action in the search for 100% of the areas involved and plans, together with the Sustainability area, 5S practices with volunteering and ESG actions.

The Indicator Governance will act focused on the level of excellence of the indicator management meetings through the training of all leadership in problem

analysis methods, in order to correctly direct the root cause treatments and thus mitigate the recurrence of deviations in results.

The ULSS will play a leading role in 2023, capturing, together with management, projects that are linked to the year's goals and directing them to trained facilitators and also to those who are looking for Lean, Green Belts and Black Belts training.

As a result, the excellence team remains firm in its quest to be a reference as an area and Company that develops a culture of continuous improvement, always living its purpose and long-term thinking.

SOLUTION OUROFINO

In 2022, our portfolio consisted of 128 products, 76 of which were intended for production animals and 52 for companion animals. All solutions are offered through the relationship we have with our customers, including resellers, cooperatives, wholesalers, agribusiness, rural producers, pet tutors and distributors present throughout the national territory and abroad.

Discover some of our solutions, selected by category:

Vaccine



Therapeutics



Anti-Parasitic



Nutritional



Antibiotics



Others



LABELLING GRI 3-3 417, 417-1

Our solutions follow the laws and labeling rules of the Ministry of Agriculture and Livestock (Mapa), regulatory body and other laws, when applicable, related to the quality and safety of products and customer information. All texts referring to labeling are approved by people from different areas of the Company, Regulatory Affairs, Clinical Studies, Pharmacovigilance, Technical, Marketing and Branding and Design and the teams undergo periodic training. Our procedures require information such as sourcing of product components, content, particularly with respect to substances that may have an environmental or social impact, safe use and handling, and product disposal.

For solutions sold in other countries, we take special care with the labeling process, since the specifications and legal requirements are different. The international subsidiaries play a fundamental role in this process, since any failure during the regularization of products can make their distribution unfeasible.



- Product's name
- Trade mark
- Legend "USE VETERINARY", highlighted, on the main face
- Description of active ingredients and respective quantities and for biological products, their composition
- Etiological agents (when applicable) and animal species susceptible to use
- Instructions for use
- Warnings, precautions, side effects, contraindications, drug interactions and antidotes (only applicable to anti-parasitics)
- Storage conditions
- Grace period (when applicable)
- Declaration of sale under veterinary prescription (where applicable)
- Registering body, number and date of registration
- Batch or batch number
- Date of manufacture and expiration
- Name, address and CNPJ of the establishment holding the registration, manufacturer, importer, distributor or third party
- Name and professional registration number of the technician in charge
- Legend "IMPORTED PRODUCT", highlighted, when dealing with an imported product.

FOOD AND FOOD SAFETY GRI 3-3, 416

This topic is a priority in our materiality matrix, due to the potential damage to the health and well-being of humans and animals and because it is present in global discussions and in the agricultural sector.

When we talk about this theme, we contemplate guaranteeing the population's access to healthy, safe and quality food for everyone. In this sense, the main question is how to feed a constantly growing population in a sustainable way. We believe that the livestock of the future must be supported by six pillars: Health, Nutrition, Genetics, Animal Welfare, Sustainability and Management. It is these connected pillars that will take us into the future so pressured by the increase in animal protein consumption in Brazil and in the world.

Animal health and welfare are essential to our business. Without considering these

aspects, it is very difficult to obtain adequate production rates. We know that healthy animals have better zootechnical indexes, considered a basic principle of production.

For this reason, we invest more and more in solutions that maximize productivity with a minimum of environmental impact, prioritizing prevention over treatment and contributing to the adoption of new technologies, the evolution of production systems, the efficiency of management and the improvement customers' experience, in addition to enhancing the knowledge of producers.

All of our quality processes guarantee the safety of the Company's products, contributing to Food Safety. We are committed to offering cattle ranchers a broad portfolio of solutions produced with excellence and under the most demanding

standards of quality and safety. Our culture of excellence is spread throughout the Group's operations and is part of our employees' routine. As a general guideline, Ourofino operations follow the determinations of the Ministry of Agriculture, Livestock and Supply (Mapa) in the context of product quality and safety, in addition to adopting international reference standards as a complement, such as the American, British and European Pharmacopoeias, Codex Alimentarius, among others.



Our Quality area is responsible for guaranteeing all this service and organizing the standards to be followed by the entire Group in a management system, from the stages of purchasing inputs to the complete distribution of products to the market. The aforementioned criteria and requirements cover the entire portfolio of Ourofino and appear as important tools in the management and control of risks, whether regulatory or sanitary.

Another highlight in our structure is the Pharmacovigilance sector. With the mission of providing precise answers to the demands of customers and technicians, the sector works together with the Quality Assurance area, in the identification, evaluation, understanding and prevention of adverse effects or any problems related to the use of the Group's products, a task connected to customer service through our relationship and Customer Experience team.

In 2022, lifecycle health and safety impact analyzes were carried out on 5 pharmaceutical product projects and 5 biological product projects. For those developed in partnership, the analysis is carried out by the partner itself. This care is started even in the development stage of the formulations, where all legal health and safety parameters are met to guarantee the lowest possible risk to product users. Then, we assess the risks of handling the inputs and potential situations of impact on the employees responsible for the formulation in our industrial plant and, subsequently, all the necessary safety measures are taken. GRI 403-7, 416-1

In addition, the chemical product safety data sheets (FISPQ) are sent to register the products in our distribution centers and are available on our website for consultation. For dangerous products, we monitor the transport of emergency forms (FE).

All products are sold with their respective inserts. We also have the communication channels responsible for capturing any situation or report of potential impacts on the health and safety of users and consumers, which must be investigated and, if necessary, corrected.

Within our processes, we have a series of protocols focused on meeting safety parameters during the manufacture and use of products, including studies of depletion of residues for all products applied to food production species (cattle, pigs and poultry).

We are concerned about the application of products in the field, since the non-rational use of antibiotics can favor the spread of resistance to antimicrobials - substances that kill or inhibit the appearance of microorganisms such as bacteria, fungi and others, - and this is one of the greatest challenges for world public health, with a significant impact on human and animal life.

INTELLECTUAL CAPITAL

INNOVATION AND RESEARCH

GRI 3-3

The theme Innovation and Research is part of our material themes. With the entry of Mitsui as a shareholder of the Ourofino Group, we also believe in the potential for expanding our network of contacts, with access to new technologies and companies.

For us, innovation can be carried out by different people, in different areas of the business. In this chapter, you will learn more about our investments in new solutions for the market and about how innovation permeates many of our initiatives.

In 2022, we highlight our entry into the

dog stem cell market with the Company's first M&A. NeoStem is the first regulatory-approved stem cell product for dogs. Stem cell treatments contribute to the longevity of pets, as they offer a better quality of life in everyday life, reducing symptoms such as pain and impossibility of movement, for example. In addition, they avoid the side effects that conventional and prolonged drug treatment could offer. The Ourofino team works side by side with veterinarians in the dissemination of this biotechnology as an alternative for mothers and fathers of pets.



Stem cell research has revolutionized traditional medicine, and its importance in the treatment of dogs is increasingly expanding. With the increase in pet care (specialties, domicialization, medicalization, family context), we have been following the increase in life expectancy and the increase in the prevalence of some diseases associated with aging. Osteoarthritis (a disease characterized by wear and tear of the joint cartilage and bone alterations, greatly reducing mobility), the neurological sequelae of distemper (infectious disease caused by a virus) and keratoconjunctivitis sicca (also called "dry eye" and which affects the production of tears) are examples of illnesses that limit the well-being of companion animals and that require prolonged and sometimes complex treatments. Therefore, it is even more important to provide treatments that offer comfort and quality of life. Considering this, cell therapy presents itself as a new possibility of effective treatment, directly impacting the quality of life of these animals,

since it treats the clinical signs of these diseases.

In addition to NeoStem, we launched our first Beniv product with priority analysis by MAPA, the only veterinary buprenorphine on the Brazilian market currently registered for dogs and cats.

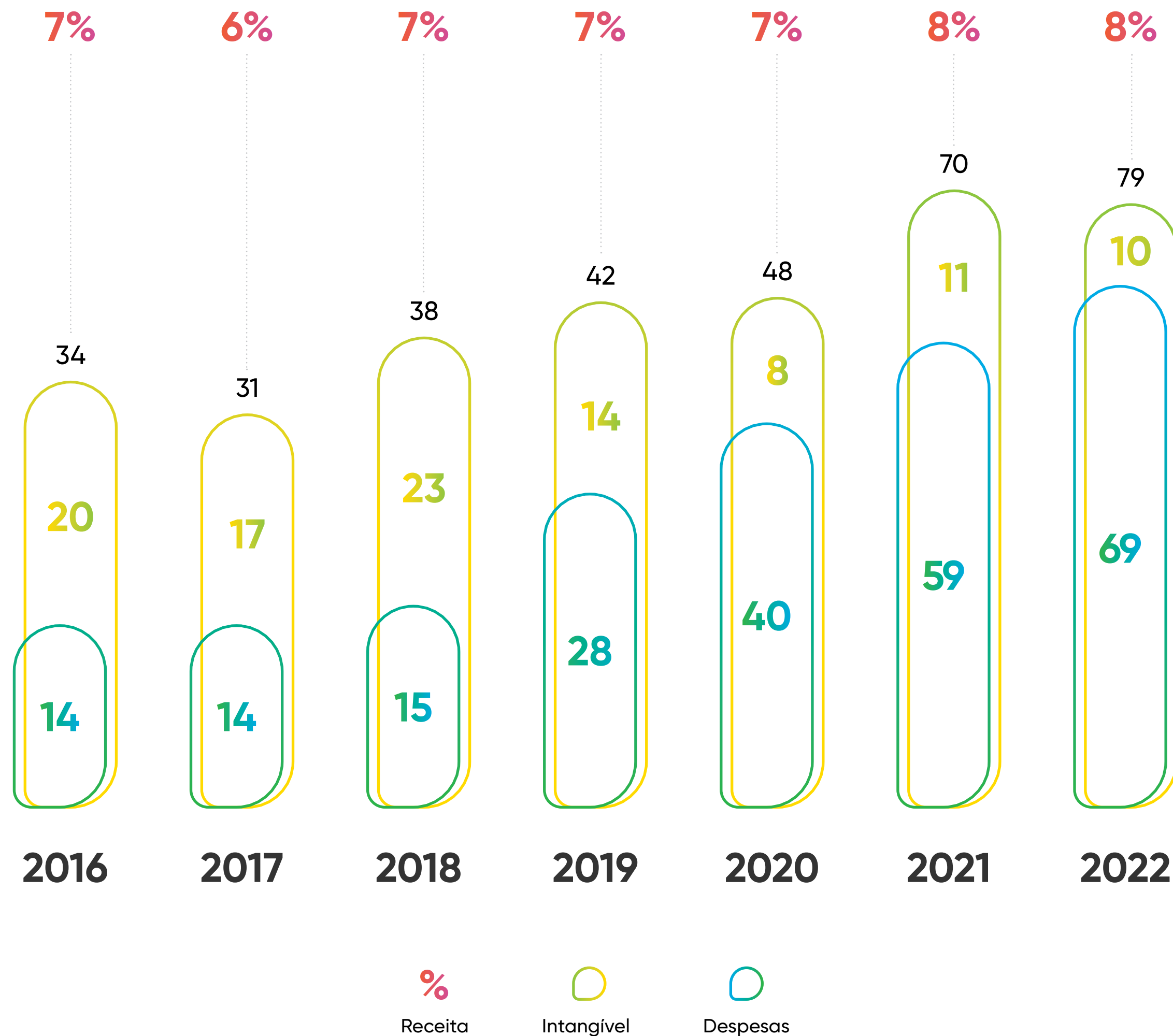
We expanded the line of supplements for pets, comprising 13 brands and 16 presentations, in the form of pills, pastes and snacks. See more about the releases on the website www.ourofinopet.com/produtos/suplementos or in the QR Code below:



For production animals, we launched Safesui Mycoplasma for pigs, an innovative vaccine that helps prevent enzootic pneumonia caused by M. hyopneumoniae; we entered the segment of natural additives for poultry and swine with six new products: King Gox, Toyocerin Mono, Butilac, Vegacid+, Thynofac and Vegabutyryn 600; we also launched Tulaxx, a post-patent product based on tulathromycin; We take to the international market, focusing on our actions in Latin America, solutions already established in the Brazilian market, such as Sincrogest Inyectable and Sincrocio 50ml, expanding our participation in the animal reproduction market. We also launched Impacto Pour ON 2L and 5L, Resolutor, Ractosuin, Mastifin, Mastifin Vaca Seca, Leptoven and Biocanis.

The launches are in line with the strategic innovation corridors proposed in our Strategic Planning. In 2022, 8% of our net revenue was invested in Research and Development for the Company.

R&D INVESTMENTS OVER TIME



Part of the launches were made in partnership with important companies in the market for the distribution of natural additives for poultry and pork in Brazil.

Aware of the potential of Brazilian biodiversity, we signed a partnership with Emerge Brasil, an innovation consultancy specializing in integrating science and the market to produce innovations and business, and together with Aché, Braskem and Grupo Boticário we joined the Emerge Biodiversidade program, which is mapping solutions based on science developed from inputs from Brazilian biodiversity. Brazil is considered the greatest biodiversity power on the planet, leading the group of 17 megadiverse countries, according to data from Local Governments for Sustainability (ICLEI) (2021). Currently, Brazilian biodiversity represents between 15% and 20% of the global total and around 700 new species are cataloged each year, according to the Brazilian Biodiversity Information System.

Based on the survey carried out, the

initiative will create and invest in up to five startups from different sectors of the economy, such as health, well-being, animal health and new materials. In the first phase, mapping and assessment of technologies were carried out in seven biomes: Amazon, Pantanal, Cerrado, Caatinga, Atlantic Forest, Pampa and Blue Amazon. The second moment consisted of structuring the startups, which will be invested by Emerge and evaluated according to their potential to form partnerships with partner companies.

The relationship with startups even earned Ourofino the second position in the Top Open Corps ranking, behind only Embrapa, as mentioned. The TOP 100 Open Corps 2022 Ranking recognizes the corporations that most practiced open innovation with startups in the country in the last year, based on data generated by the market itself. The TOP Open Corps Ranking is part of the 100 Open Startups Ranking, which has been published since 2016.

For the relationship with startups, relationship with research bodies and intellectual property, Ourofino has an area exclusively dedicated to Open Innovation. The innovation structure relies on the R&D and New Businesses department, but we understand that innovation can be carried out by the entire Company.

In 2020, for example, we launched the #OqVcFaria? for employees to promote ideas about organizational climate, structure and processes. In 2022, we combined this initiative with Idear, a program for suggestions on products and services, and launched +Ideias, a program through which employees can register ideas for initiatives through an application. In 2022, 246 initiatives were registered, 26 have already been implemented and 168 are in progress.

Another important team focused on innovation is Information Technology,

with a specific group for Data and Digital Transformation. This team works day after day to optimize and organize all existing opportunities related to innovation and, above all, think of innovative solutions with agility and simplicity.

In 2022, digital initiatives and projects were based on three pillars: Excellence in Operation, Customer Relationship and Digital Products.

We act by democratizing and making data literate, putting people at the center, changing the "mindset" to digital and data-based, creating a culture based on cutting-edge technologies and processes and data analysis in order to raise the skills of our employees, generate competitive differential (values) and deliver the best experience for our

client.

Last year, we underwent a major team and methodological restructuring to carry out projects and initiatives aimed at Ourofino's digital journey.

All this effort reflects our desire to grow and reimagine animal health, knowing that technological growth and digital evolution are driving forces behind our ambitions for the future.

Our strategic ambition is to be a reference in the digital transformation of Brazilian agribusiness by 2027, with actions and projects connected to the three pillars mentioned above, supported by intense development work. Among the main projects implemented during the last year, we invested approximately R\$ 3 million in the iUse digital ecosystem, which combines iUse

In: a modern platform for internal training for employees; iUse Saber: training portal for customers, producers, stores and resellers; iUse Easy Order: channel for customers to enter their orders digitally; iUse Pet: application for relationship between pet owners and veterinarians and iUse Help: channel for the customer to obtain veterinary guidance through specialized and immediate assistance.

Looking to the future, we migrated from SAP to the most modern and secure SAP S/4HANA in the SAP cloud, with its go-live in February 2023. In addition, for 2023 we plan to maintain the investments made in 2022, demonstrating the momentum of Company to accelerate your digital journey.

HOW WE THINK ABOUT DIGITAL TRANSFORMATION

We seek to involve the entire value chain of the Company in our digital journey, transforming the current reality by understanding the internal and external views of the main stakeholders and acting with an eye on the future.



EXTERNAL OPTICS

Understanding the needs of customers, business partners and the best way to connect and expand our interaction.



INTERNAL OPTICS

Understand the best way to structure ourselves to evolve and create digital solutions to generate value to target audiences in an agile and precise way.



• WHAT WE WANT

- Exceed expectations and build customer and business partner loyalty;
- Expand our degree of digitization;
- Rationalize resources and processes;
- Create value for customers and value chain.



DATA JOURNEY

» 4.0 INDUSTRY:

Training of employees in the use of technology. QR Training Program, the Industrial Operations team received training on the use of equipment and procedures to ensure quality in production processes.

» DIGITAL PRODUCTS

iUse In: modern internal training platform for employees; iUse Saber: training portal for customers, producers, stores and resellers; iUse Pedido Fácil channel for customers to enter their orders digitally; iUse Pet: application for relationship between pet owners and veterinarians and iUse Help: channel for the customer to obtain veterinary guidance through specialized and immediate assistance.

» DATA ANALYTICS:

42 developed employees and delivering BI projects in 2022.

» ROBOTS:

40 robots in operation saving approximately 800 hours of manual work per month;

» DATA TALKS:

7 knowledge sessions; 150 leaders sensitized on data issues; average of 60 employees participating in the sessions given by the data team.

» OUROFINO XD:

The movement towards data experience promoted mentoring and training in three months of work. There were more than 150 data projects in BI (Business Intelligence) created by the business areas through people trained in the teams.

1st Wave: 45,5 hours of training with expert advice and 50 hours of mentoring

2nd Wave: 20 h of training available from basics to advanced with a specialist Microsoft consultant in Business Intelligence and Power BI at iUse In.



FINANCIAL CAPITAL

GRI 3-3, 201

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|--|---------|---------|----------|---------|----------------|-----------|
| Net Revenue | 270,4 | 322,8 | 19,4% | 905,0 | 1.041,1 | 15,0% |
| Cost of goods sold | (144,1) | (157,9) | 9,5% | (457,8) | (513,0) | 12,1% |
| Gross Profit | 126,3 | 164,9 | 30,6% | 447,2 | 528,1 | 18,1% |
| (gross margin) | 46,7% | 51,1% | 4,4 p.p. | 49,4% | 50,7% | 1,3 p.p. |
| Selling, general and administrative expenses * | (69,0) | (83,8) | 21,5% | (249,3) | (284,0) | 14,0% |
| Expenses with research and innovation | (18,2) | (20,2) | 10,5% | (58,9) | (69,3) | 17,7% |
| Operating profit | 39,0 | 60,9 | 56,1% | 139,0 | 174,7 | 25,7% |
| (operational margin) | 14,4% | 18,9% | 4,5 p.p. | 15,4% | 16,8% | 1,4 p.p. |
| Net financial result | (4,9) | (9,5) | 95,3% | (15,4) | (30,3) | 96,2% |
| Income tax and social contribution* | 4,1 | (5,1) | -223,7% | (11,0) | (16,1) | 46,1% |
| Adjusted net profit | 38,3 | 46,3 | 21,1% | 112,5 | 128,4 | 14,2% |
| (adjusted profit margin) | 14,2% | 14,4% | 0,2 p.p. | 12,4% | 12,3% | -0,1 p.p. |
| Adjusted EBITDA ** | 46,6 | 69,6 | 49,4% | 172,5 | 207,2 | 20,1% |
| (adjusted EBITDA margin) | 17,2% | 21,6% | 4,4 p.p. | 19,1% | 19,9% | 0,8 p.p. |

(*) In 2021, it does not consider non-recurring expenses with renovation of the corporate building, extemporaneous credits from previous years and expenses related to M&A operations and merger of the subsidiary OF Pet. In 2022, it does not consider non-recurring expenses with: (i) recovery of expenses with M&A operations; (ii) expenses with the merger of the subsidiary OF Pet, (iii) tax proceeding gain from previous periods and (iv) extemporaneous credits from previous years. The respective tax effects in both periods presented were considered.

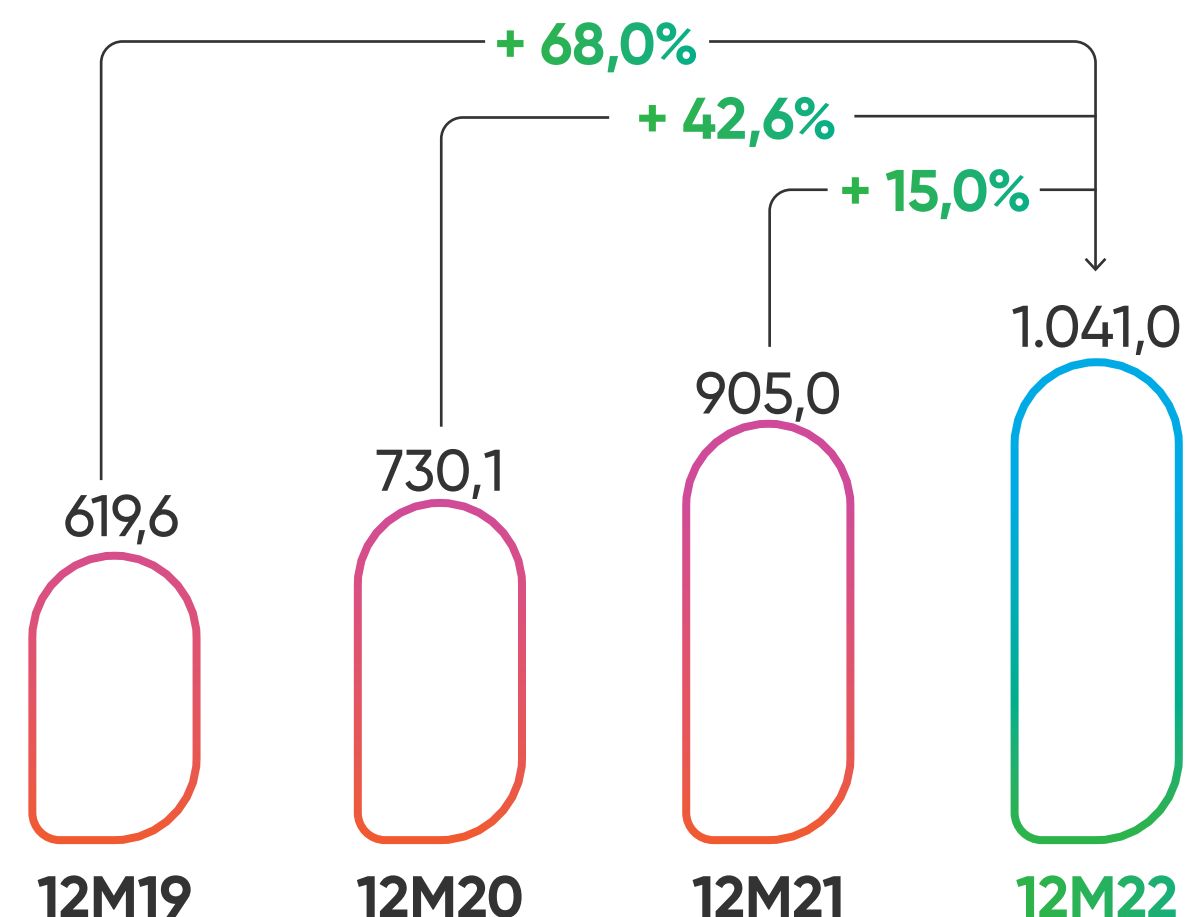
(**) In 2021 and 2022, expenses related to intangible asset projects are also excluded.

FINANCIAL PERFORMANCE

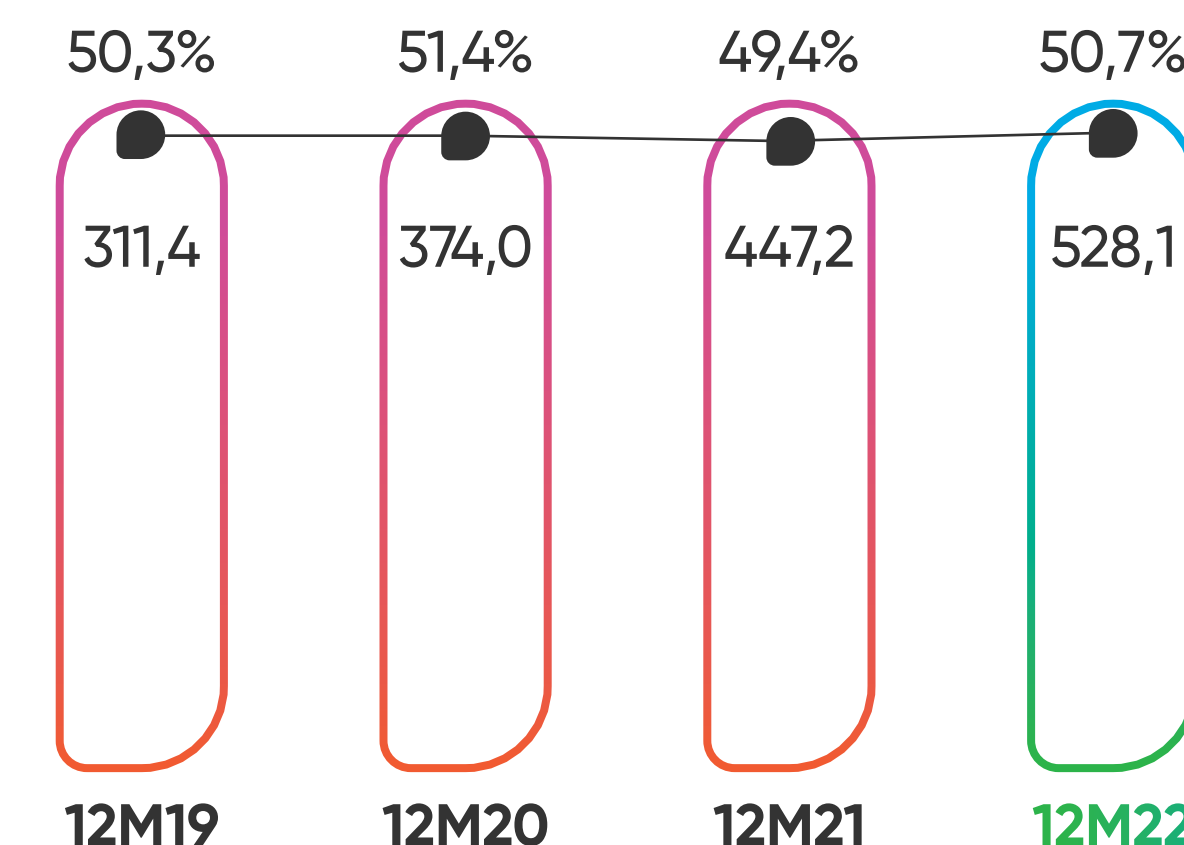
CONSOLIDATED NET REVENUE AND GROSS PROFIT

In 12M22, we achieved a historic result, with the first billion mark achieved by the Company. Net revenue grew 15.0%, totaling R\$1,041 million and gross margin of 50.7%, 1.3 p.p. more than 12M21. Sales performance is a reflection of the double-digit growth achieved in the 3 business units, the launches that we carried out both in Brazil and in International Operations and the teamwork, which spared no efforts to offer our customers the best productivity solutions and animal welfare.

NET REVENUE CONSOLIDATED R\$ MILLIONS



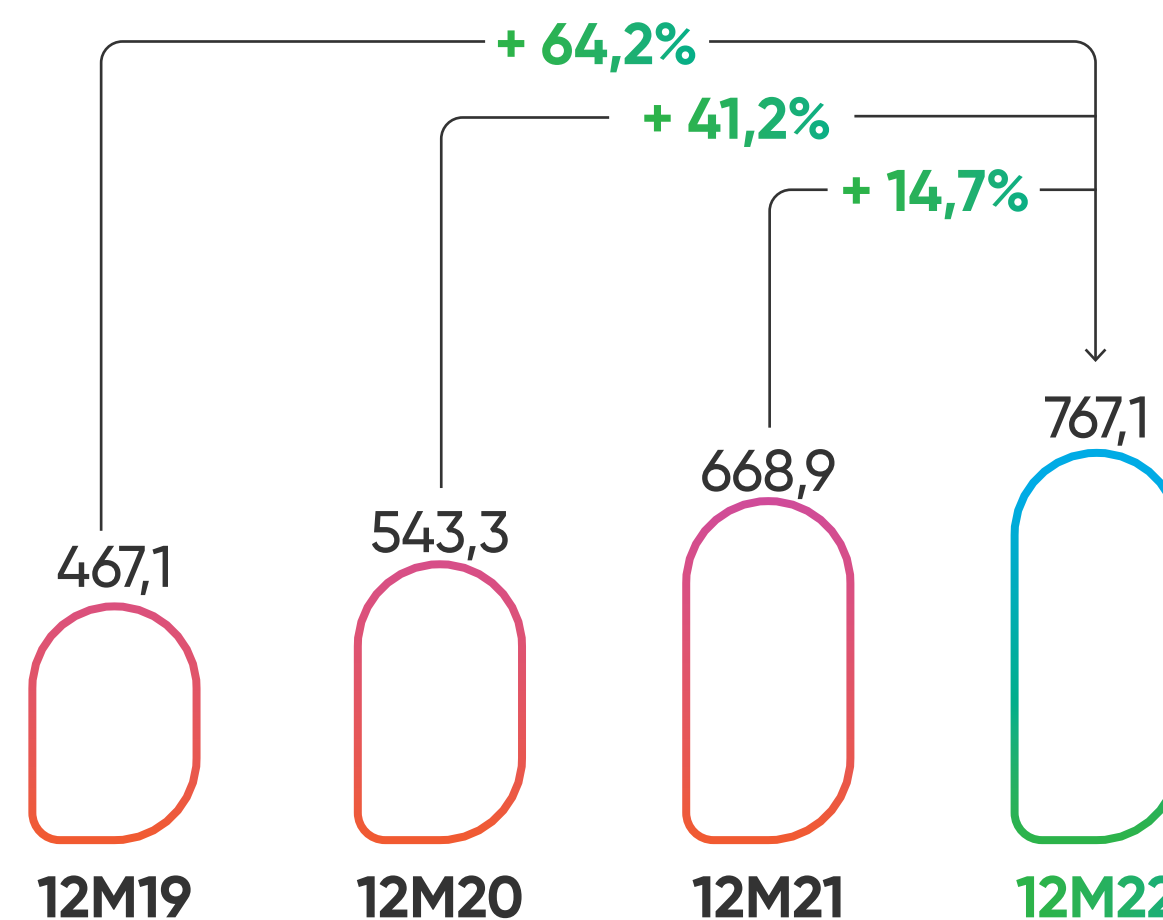
GROSS PROFIT CONSOLIDATED R\$ MILLIONS



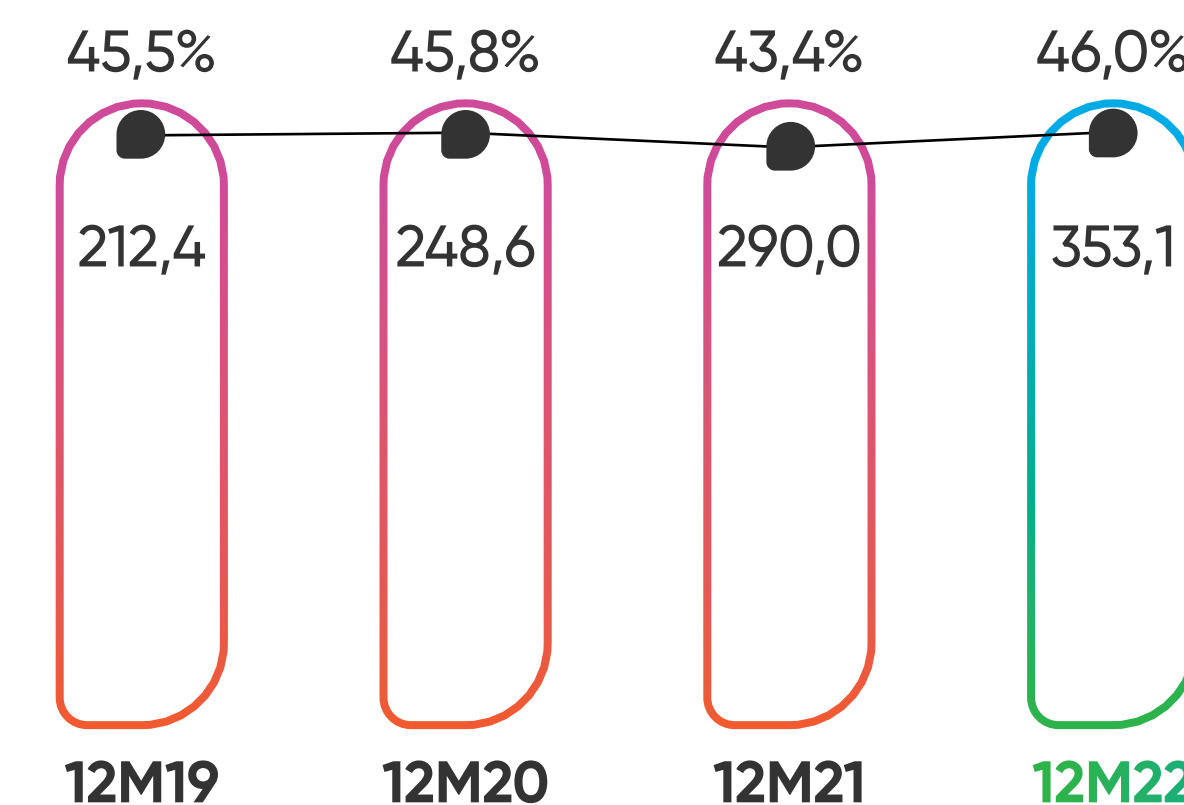
PRODUCTION ANIMALS

In 12M22, growth was 14.7% compared to 12M21, reaching R\$767.1 million and gross margin of 46.0%, gain of 2.6 p.p. y/y. Sales growth with gross margin gain is a result of the price pass-through strategy adopted in 1Q22 and revenue gains from launches, sales of vaccine against foot-and-mouth disease and gains in therapeutic line products and ectoparasiticides. We ended 2022 with 3,900 active customers in Production Animals, as a result of our customer focus, demand generation, proximity to resellers and producers and the access that is being leveraged by our digital initiatives.

PRODUCTION ANIMALS NET REVENUE R\$ MILLIONS



CONSOLIDATED GROSS PROFIT R\$ MILLIONS

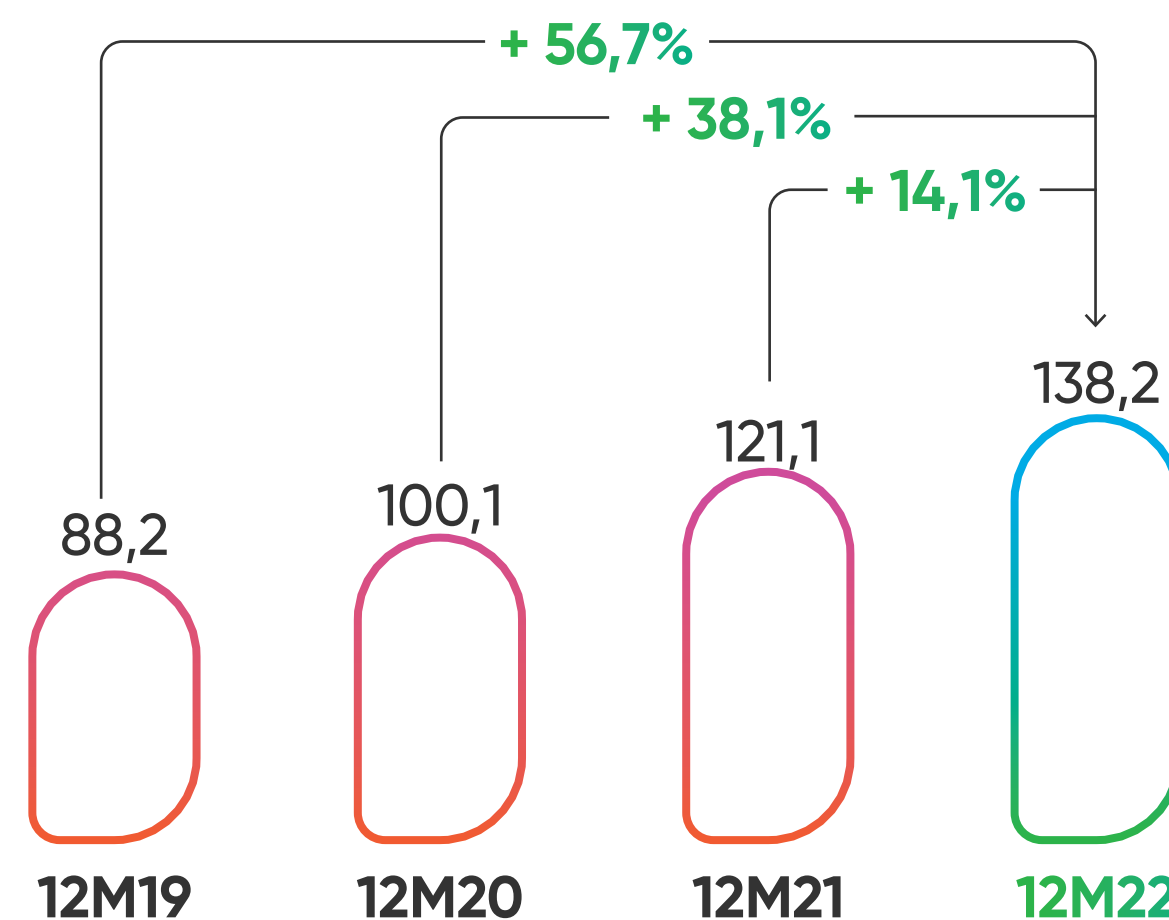


COMPANION ANIMALS

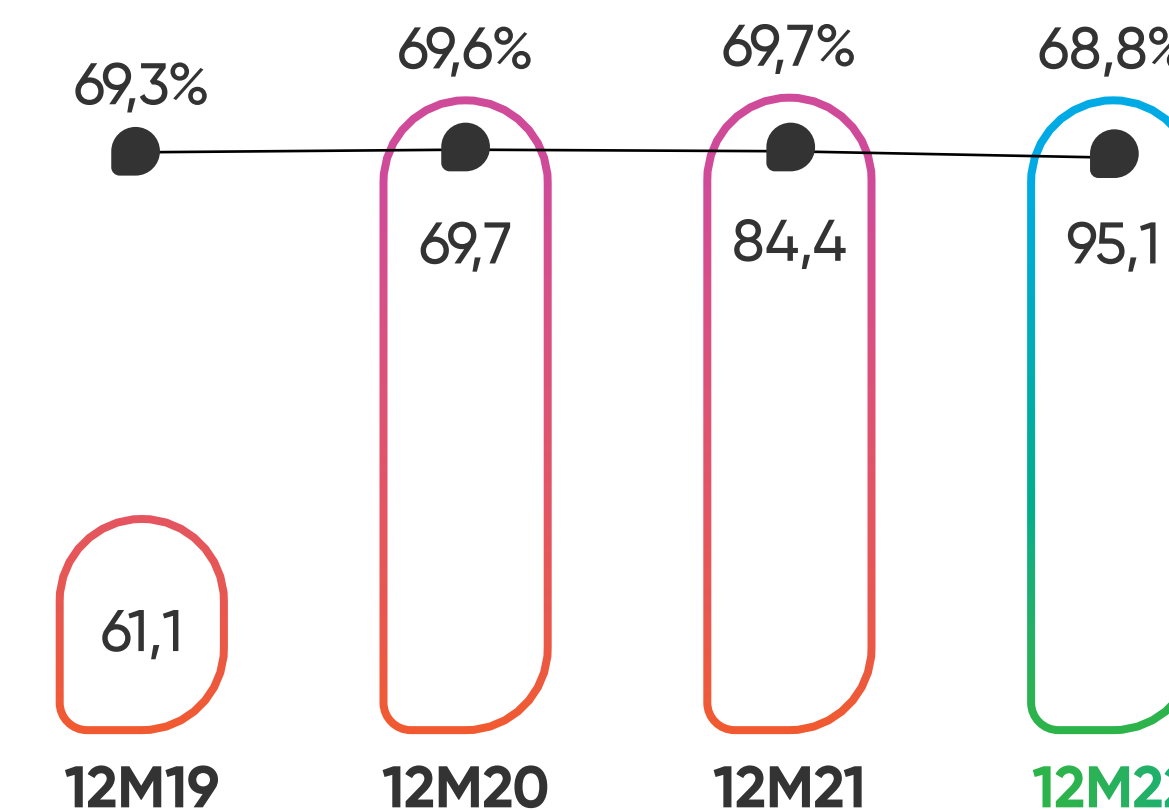
In 12M22, net revenue grew 14.1%, totaling R\$138.2 million, with a gross margin of 68.8%, down 0.9 p.p. compared to the same period in 2021.

As we commented in previous quarters, the return of face-to-face activities and the return of families' behavior to pre-pandemic patterns increased the consumption of goods that compete with products for pets in their baskets. Added to this, in 2022 we are experiencing a challenging economic environment that should extend to 2023, with prospects for low income growth, maintenance of high interest rates and inflationary pressure. The Company remains confident in its positioning, in the access and distribution strategy and, mainly, in its proximity to veterinarians and tutors to offer the best solutions for pets, also betting on a greater recurrence of revenues with new product launches. pet food supplements.

COMPANION ANIMALS NET REVENUE R\$ MILLIONS



COMPANION ANIMALS LUCRO BRUTO R\$ MILLIONS

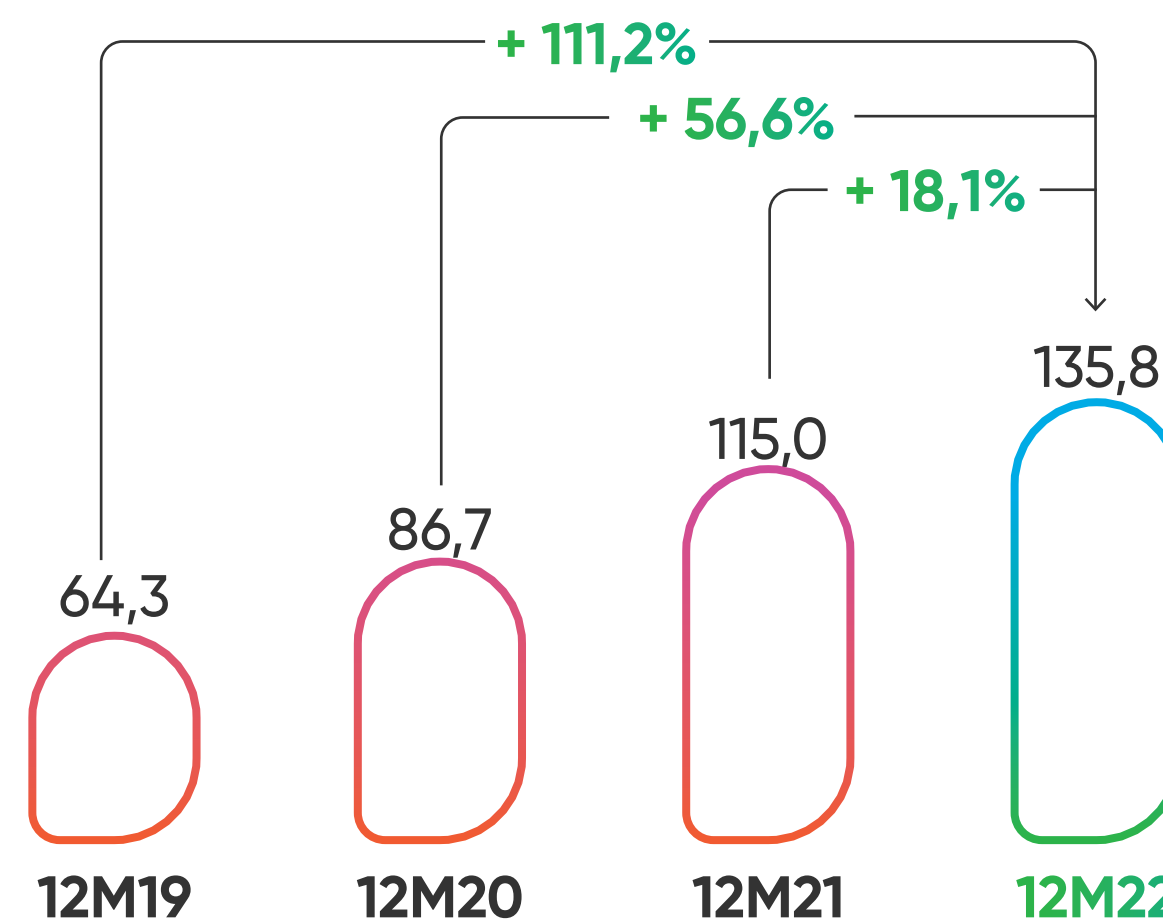


INTERNATIONAL OPERATIONS

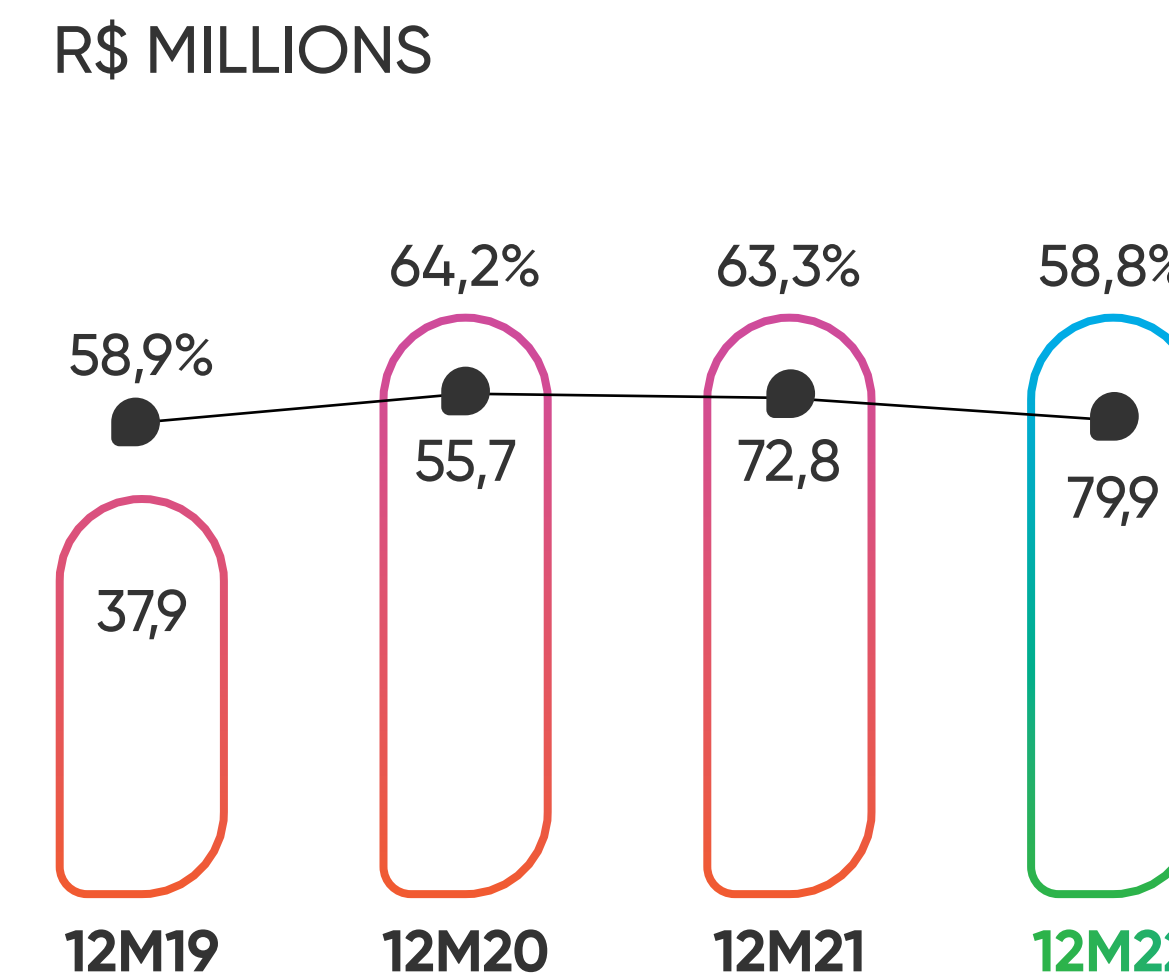
In 12M22, net revenue grew by 18.1%. In the subsidiary in Mexico, we presented growth in local currency together with a more favorable mix of products, however, the result was not favored by the exchange rate, which showed an improvement only in 4Q22.

In Colombia, we continue at a strong pace of growth in volume despite the most challenging local economic situation since 3Q22, which has already reflected in strong exchange rate losses, which may interfere with future results. In the fourth quarter, we carried out a spot sale of FMD vaccine to Indonesia, collaborating in the efforts to control the health emergency that was declared in the country. This sale partially offset the reduction in margins in Mexico and Colombia, mainly affected by the exchange variation.

INTERNATIONAL OPERATIONS NET REVENUE R\$ MILLIONS



INTERNATIONAL OPERATIONS GROSS PROFIT R\$ MILLIONS



SELLING, GENERAL AND ADMINISTRATIVE EXPENSES

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|---|--------|--------|-----------|---------|----------------|----------|
| Selling, general, administrative expenses and others | (69,0) | (83,8) | 21,5% | (249,3) | (284,0) | 14,0% |
| Percentages on net revenue | -25,5% | -26,0% | -0,5 p.p. | -27,5% | -27,3% | 0,2 p.p. |

Selling, general and administrative expenses were diluted by 0.2 p.p. at the end of 2022 compared to 2021. During the year, we had the impact of the 11% collective bargaining agreement defined in 4Q21 on payroll, in addition to the recognition of R\$ 6.7 million related to the long-term incentive plan (ILP) approved at a meeting held on September 23. In this context, the growth in expenses below the growth in revenues reflects management efforts, which even in a scenario of inflationary pressure, has sought the continuous improvement of administrative processes and the application of productivity and operational efficiency initiatives.

EXPENSES WITH RESEARCH AND DEVELOPMENT

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|--|--------|--------|----------|--------|---------------|-----------|
| Expenses with research, innovation and portfolio management | (18,2) | (20,2) | 10,5% | (58,9) | (69,3) | 17,7% |
| Percentages on net revenue | -6,7% | -6,2% | 0,5 p.p. | -6,5% | -6,7% | -0,2 p.p. |

Selling, general and administrative expenses were diluted by 0.2 p.p. at the end of 2022 compared to 2021. During the year, we had the impact of the 11% collective bargaining agreement defined in 4Q21 on payroll, in addition to the recognition of R\$ 6.7 million related to the long-term incentive plan (ILP) approved at a meeting held on September 23. In this context, the growth in expenses below the growth in revenues reflects management efforts, which even in a scenario of inflationary pressure, has sought the continuous improvement of administrative processes and the application of productivity and operational efficiency initiatives.

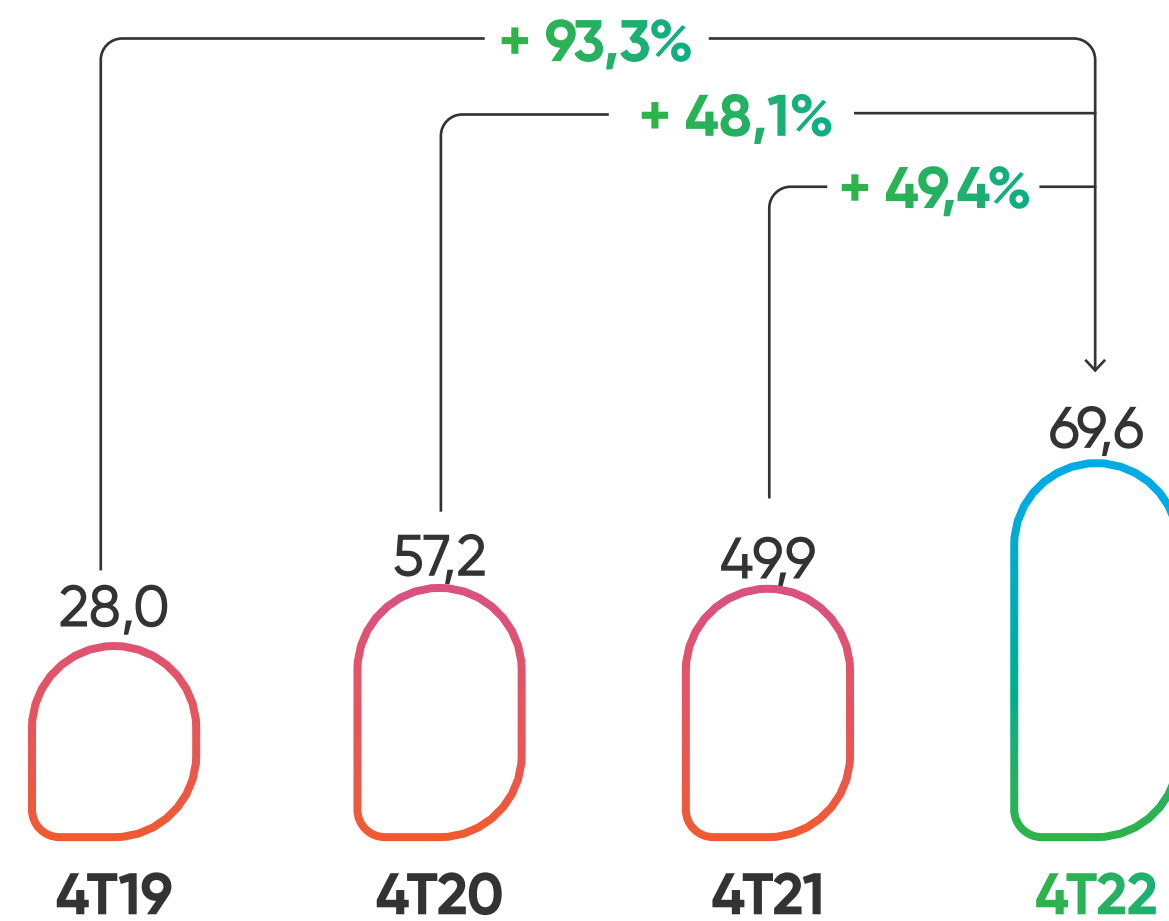
EBITDA
AND
EBITDA
MARGIN

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|---|-------|-------|----------|-------|----------------|----------|
| Adjusted profit | 38,3 | 46,3 | 21,1% | 112,5 | 128,4 | 14,2% |
| (+) Non-recurring results* | (0,5) | (0,0) | -99,6% | 1,4 | 2,3 | 63,2% |
| Period profit | 37,7 | 46,3 | 22,8% | 114,0 | 130,7 | 14,7% |
| (+) Net financial result | 4,9 | 9,5 | 95,3% | 15,4 | 30,3 | 96,2% |
| (+) Income tax and social contribution* | (4,4) | 5,1 | -215,8% | 11,7 | 16,4 | 39,8% |
| (+) Depreciation and amortization | 7,5 | 8,3 | 11,1% | 27,7 | 32,0 | 15,6% |
| EBITDA | 45,7 | 69,2 | 51,5% | 168,8 | 209,3 | 24,0% |
| (+) On-recurring effects (*) | 0,8 | 0,0 | -99,6% | (2,1) | (2,5) | 18,1% |
| (+) Others** | 0,1 | 0,4 | 404,0% | 5,8 | 0,4 | -93,5% |
| Adjusted EBITDA | 46,6 | 69,6 | 49,4% | 172,5 | 207,2 | 20,1% |
| Net revenue from sales | 270,4 | 322,8 | 19,4% | 905,0 | 1.041,1 | 15,0% |
| EBITDA Margin | 16,9% | 21,5% | 4,6 p.p. | 18,8% | 20,1% | 1,3 p.p. |
| Adjusted EBITDA Margin | 17,2% | 21,6% | 4,4 p.p. | 19,1% | 19,9% | 0,8 p.p. |

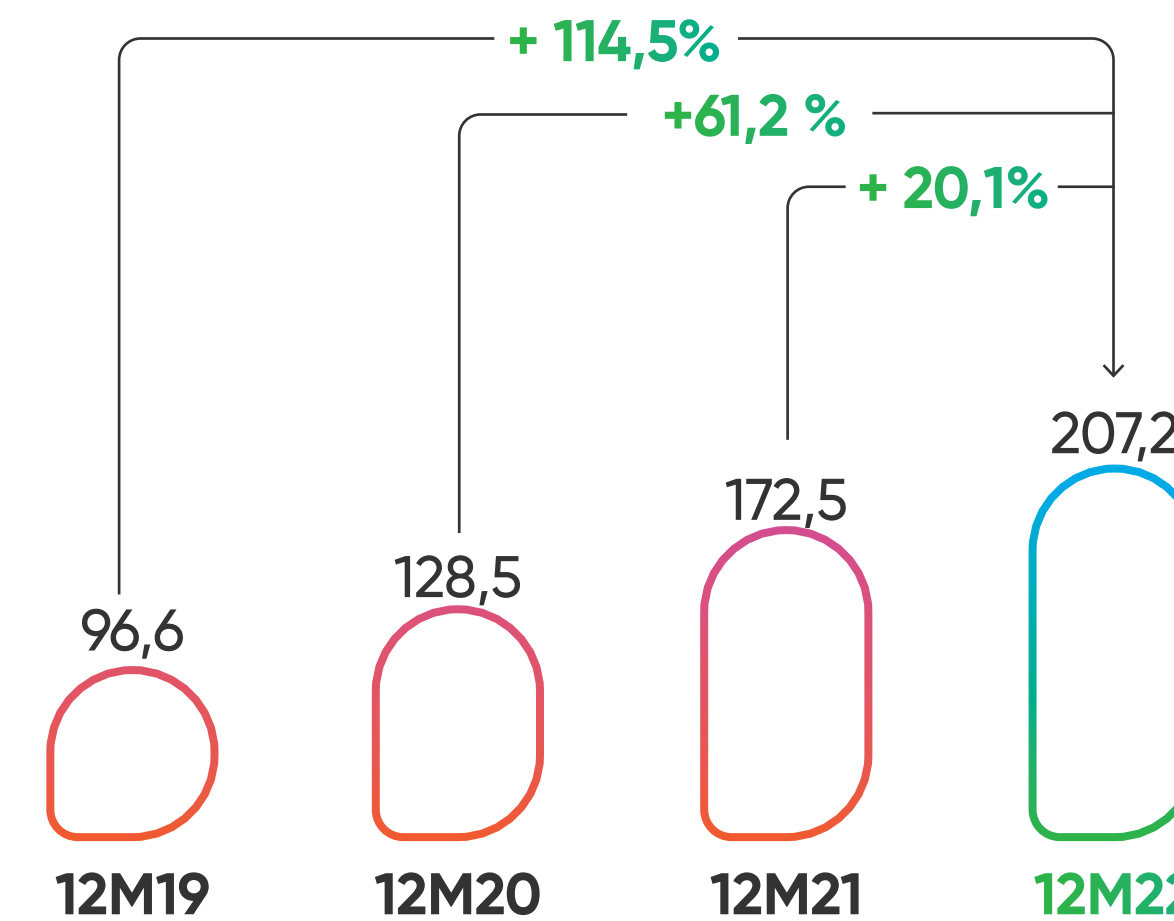
(*) In 2021, it does not consider non-recurring expenses with renovation of the corporate building, extemporaneous credits from previous years and expenses related to M&A operations and merger of the subsidiary OF Pet. In 2022, it does not consider non-recurring expenses with: (i) recovery of expenses with M&A operations; (ii) expenses with the merger of the subsidiary OF Pet, (iii) tax proceeding gain from previous periods and (iv) extemporaneous credits from previous years. The respective tax effects in both periods presented were considered.

(**) In 2021 and 2022, expenses related to intangible asset projects are also excluded.

ADJUSTED EBITDA R\$ MILLIONS



ADJUSTED EBITDA R\$ MILLIONS



In 12M22, we achieved the highest Adjusted EBITDA in our history with growth of 20.1% compared to 12M21 and margin of 19.9%, 0.8 p.p. greater than 2021.

FINANCIAL RESULT

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|-----------------------------|-------|-------|-------|--------|--------|-------|
| Net financial result | (4,9) | (9,5) | 95,3% | (15,4) | (30,3) | 96,2% |

The net financial result for 12M22 grew 96.2% compared to the value for 12M21, reaching R\$ 30.3 million. This growth is a reflection of the increase in expenses with interest on financial loans, due to the increase in the SELIC/CDI and TJLP rates, since the Company has 75% of its debts pegged to the TJLP, which started the year at 6.08% and finished with 7.20%. We can also highlight the effects with exchange rate variations related to international operations that boosted a greater negative result. Despite the nominal increase in financial expenses, the Company ended 12M22 with an accumulated average cost of debt of 10.33% p.a. against an average Selic rate of 12.43% p.a. (Source: Bacen/SGS SELIC average rate accumulated in the month annualized base 252 Bacen - 4189).

INCOME TAX AND SOCIAL CONTRIBUTION

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|---|-------|-------|------------|--------|--------|-----------|
| Income tax and social contribution | 4,1 | (5,1) | -223,7% | (11,0) | (16,1) | 46,1% |
| Percentage on Profit before Income Tax and Social Contribution | 12,0% | -9,9% | -21,9 p.p. | -8,9% | -11,1% | -2,2 p.p. |

Income tax and social contribution in 12M22 were R\$16.1 million, compared to R\$11.0 million in 12M21.

ADJUSTED NET INCOME

| R\$ Millions | 4T21 | 4T22 | Var % | 12M21 | 12M22 | Var % |
|----------------------------|-------|-------|----------|-------|-------|-----------|
| Adjusted net income | 38,3 | 46,3 | 21,1% | 112,5 | 128,4 | 14,2% |
| Margin | 14,2% | 14,4% | 0,2 p.p. | 12,4% | 12,3% | -0,1 p.p. |

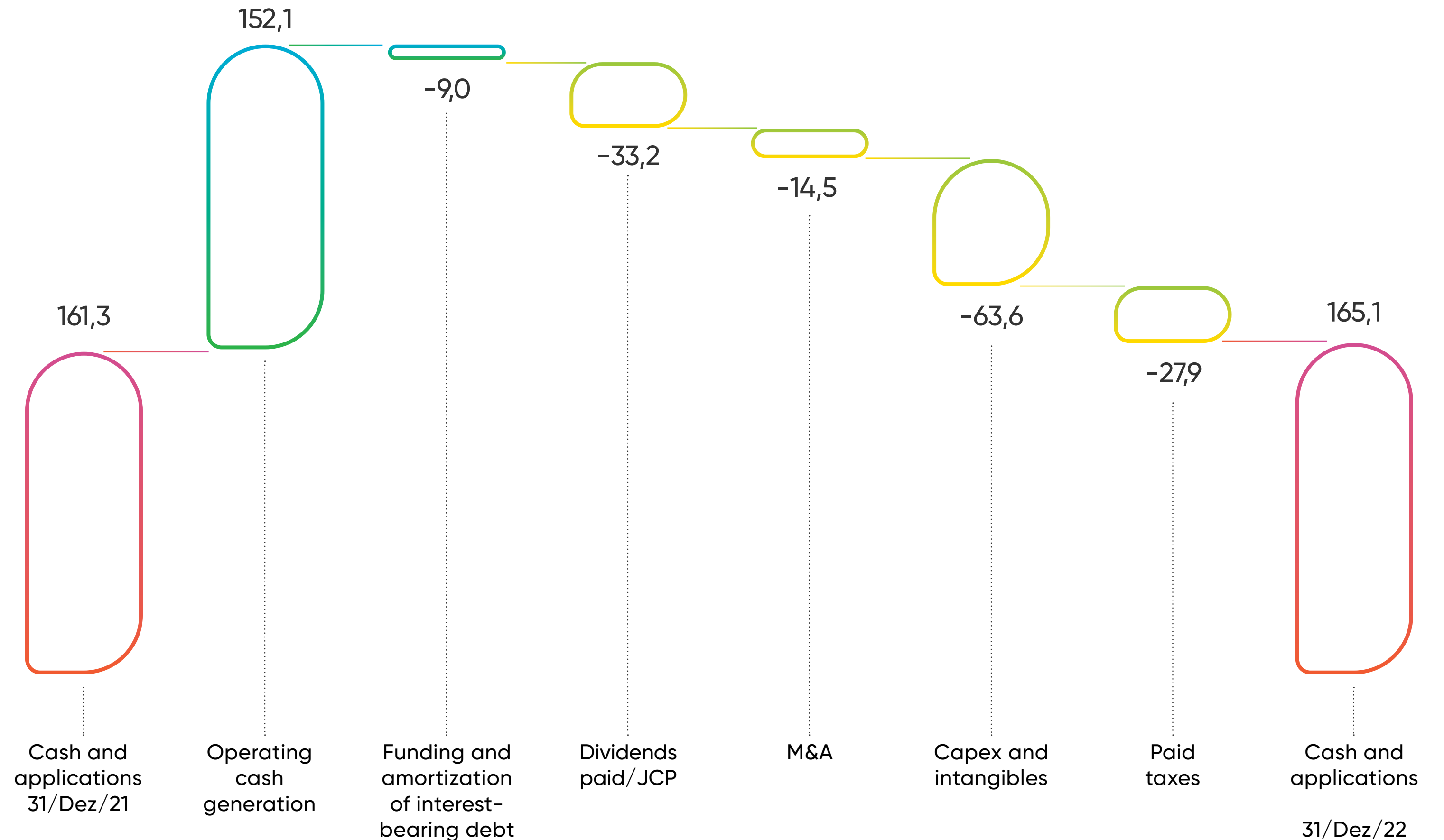
Adjusted net income for 12M22 amounted to R\$128.4 million, up 14.2% compared to the same period in 2022 and up 21.1% in the quarter y/y. Result of revenue growth, dilution of general and administrative expenses which partially absorbed the negative impact of the financial result due to the increase in the SELIC/CDI and TJLP rates.

CASH POSITION

In 12M22, operating cash generation was R\$152 million, a significant improvement with an increase of 117% compared to 12M21. This result reinforces our ability to generate and convert cash from the operation.

In June, we released R\$58.5 million referring to the third installment of the contract signed with FINEP in 2014 and, in December, R\$24.5 million related to the contract with BNDES guaranteeing strategic funding for the coming periods. Additionally, we were able to release R\$39.8 million in ICMS credits for the periods from 2014 to 2018, which will be consumed in the coming quarters. Operating cash generation, added to strategic funding, allowed us to settle R\$42.3 million in working capital operations in the second half of 2022.

The flow of investments was impacted by R\$14.2 million due to the closing of the acquisition of Regenera and by R\$63.6 million due to investments in maintenance and R&D CAPEX.



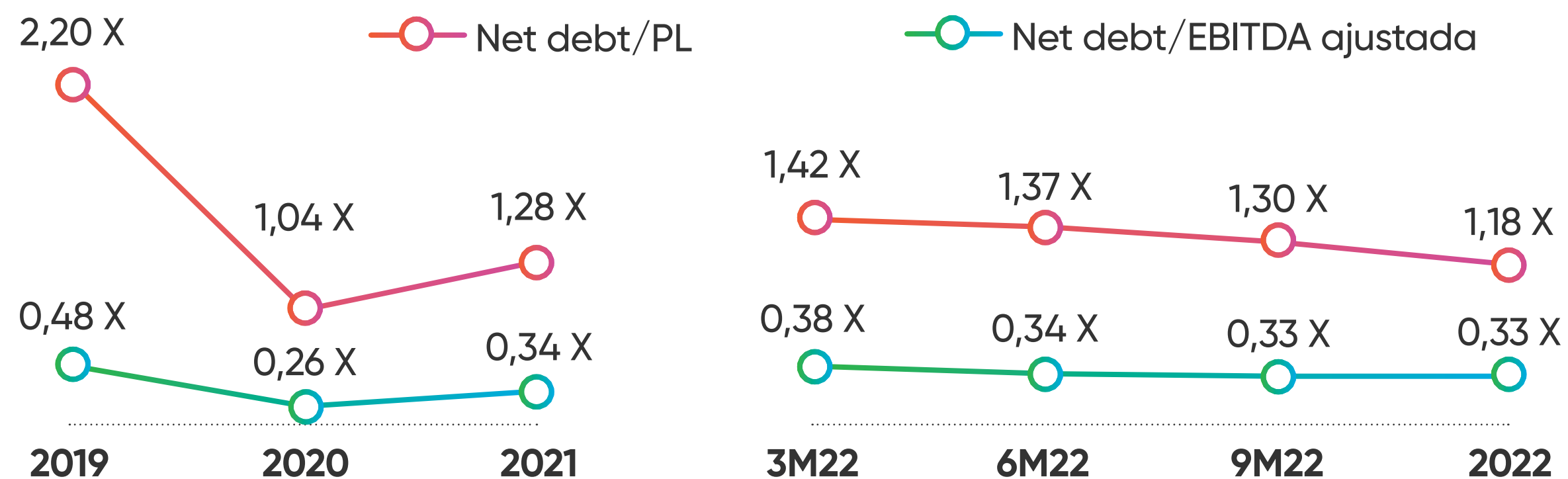
INDEBTEDNESS

| In R\$ million | 2021 | 2022 |
|---|---------|---------|
| Current | 85,0 | 88,2 |
| Non current | 297,3 | 324,1 |
| Gross Debt | 382,4 | 412,4 |
| (-) Cash, cash equivalents and financial investments | (161,3) | (165,0) |
| Net Debt | 221,1 | 247,3 |
| Average cost of debt (year)¹ | 5,89% | 10,33% |
| Net debt/LTM adjusted annual EBITDA | 1,28 x | 1,18 x |

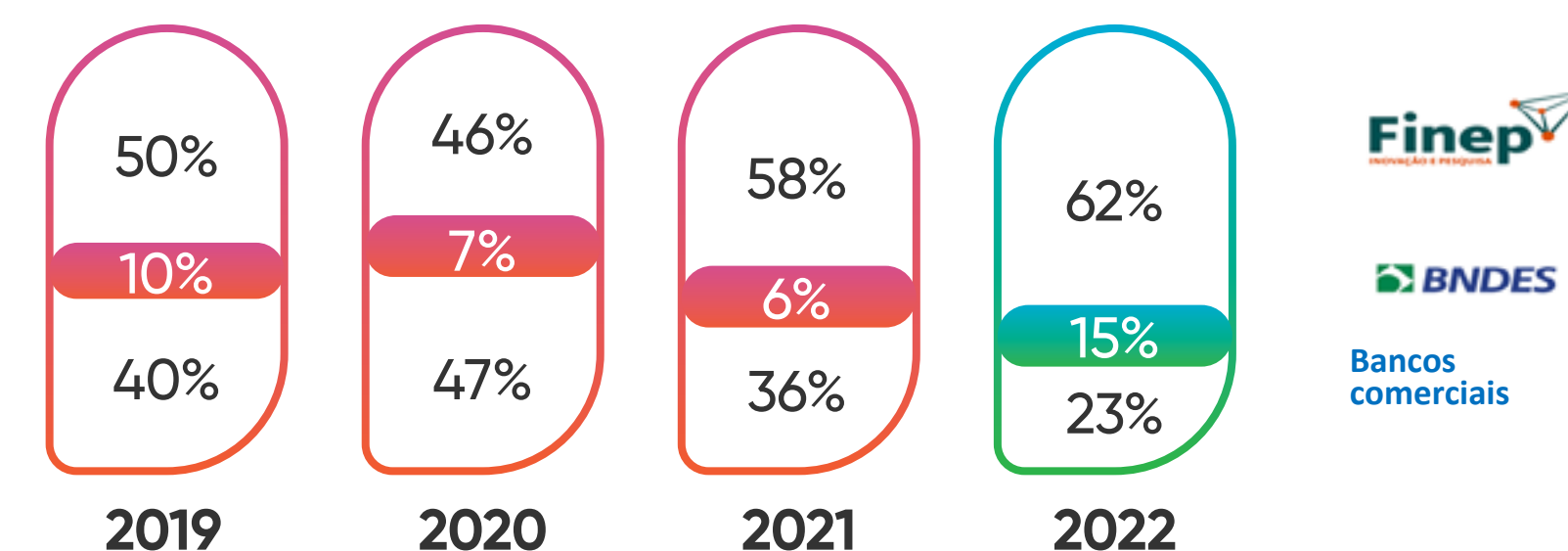
¹Net bank debt considering costs of bank guarantees

The degree of financial leverage was 1.18x Adjusted EBITDA, 8% lower compared to 12M21. The debt profile remains quite adequate to the

Company's long-term investment characteristics, with 79% of the debt in the long term and 30% of the total gross debt with a maturity of over 5 years.



COMPOSITION

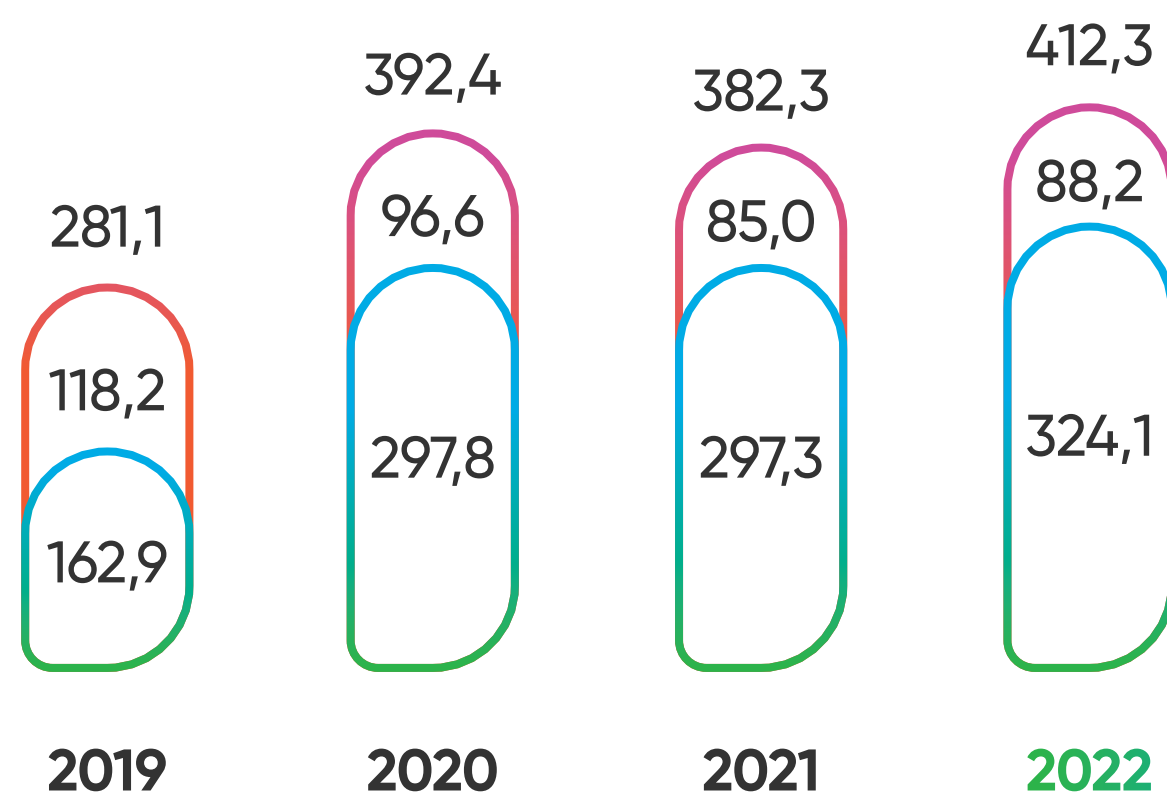


Additionally, the average cost of debt up to December 31, 2022 was 10.33% p.a., reflecting the level of the SELIC rate, which averaged 12.43% p.a. during 2022. This cost does not fully accompany the increase

in the SELIC rate due to the Company's debt profile, with approximately 75% of the volume indexed mainly in TJLP, which increased from 6.82% to 7.20 in 2022.

AGING

R\$ MILLIONS

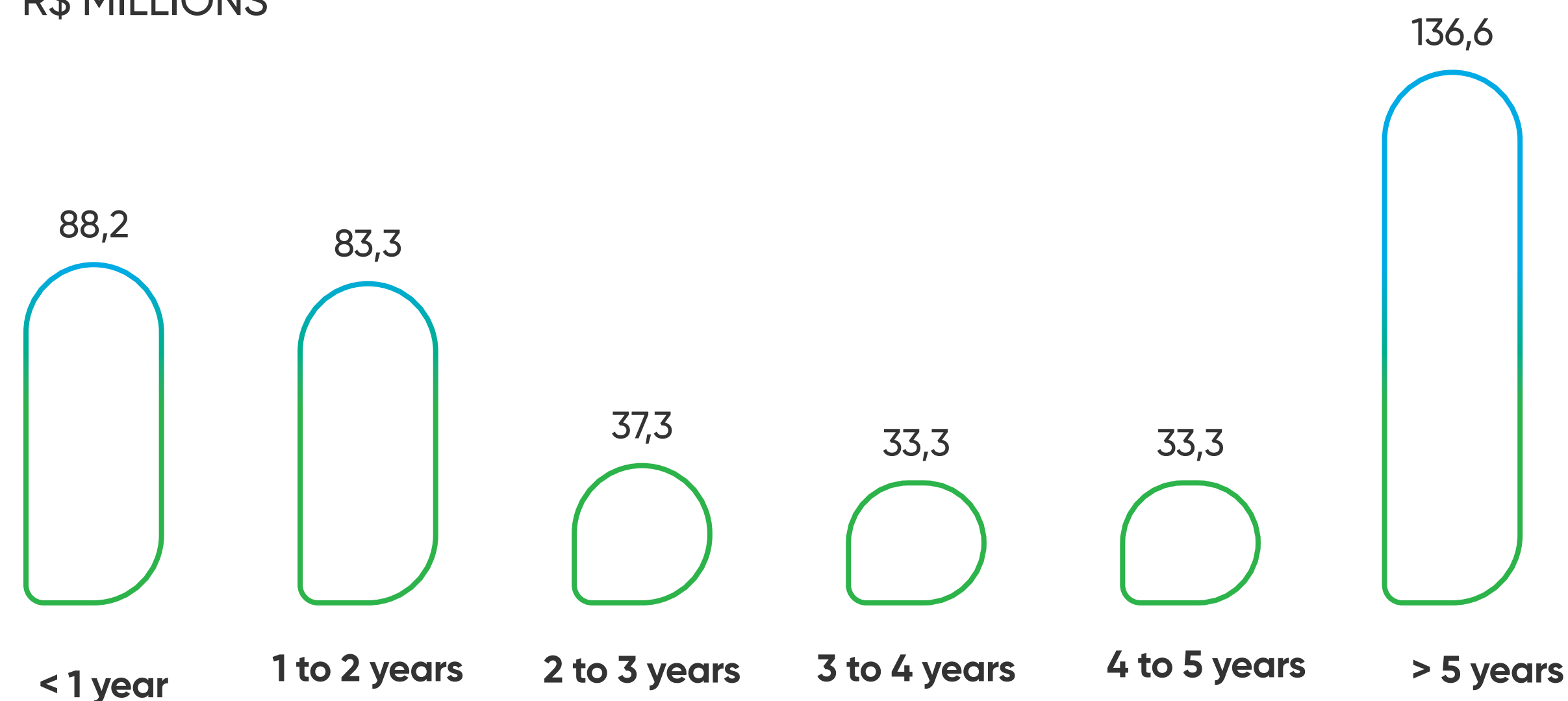


○ Long term

○ Short term

AGING OF BANK DEBT

R\$ MILLIONS



STATEMENT OF VALUE ADDED

GRI 201-1

| | Controller | | Consolidated | |
|---|------------|---------|--------------|-----------|
| | 2022 | 2021 | 2022 | 2021 |
| REVENUES: | | | | |
| Gross sales of products and services | - | - | 1.137.912 | 984.943 |
| Other income, net | - | - | 4.231 | 1.446 |
| Income related to the construction of own assets | - | - | 12.031 | 8.424 |
| Earnings with expected credits | - | - | 101 | 133 |
| | | | 1.154.275 | 994.946 |
| INPUTS PURCHASED FROM THIRD PARTIES: | | | | |
| Cost of goods sold, goods and services rendered | - | - | (379.957) | (331.397) |
| Materials, energy, third-party services and others | (1.039) | (1.070) | (266.744) | (210.857) |
| Losses of assets, net | - | - | (10.139) | (16.427) |
| Value added (distributed) gross | (1.039) | (1.070) | 497.435 | 436.265 |
| DEPRECIATION AND AMORTIZATION | - | - | (31.994) | (27.679) |
| Net added (distributed) value produced by the entity | (1.039) | (1.070) | 465.441 | 408.586 |
| ADDED VALUE RECEIVED IN TRANSFER: | | | | |
| Equity Income | 139.481 | 119.832 | - | - |
| Financial income | 2.562 | 2.464 | 26.097 | 22.308 |
| Royalties | 200 | 200 | 205 | 205 |
| Others | 4 | - | 1.208 | 257 |
| Total added value distributed | 141.208 | 121.426 | 492.951 | 431.356 |

DISTRIBUTION OF VALUE ADDED

GRI 201-1

| Personal: | | | | |
|---|---------|---------|---------|---------|
| Direct remuneration | 6.330 | 4.451 | 183.092 | 159.545 |
| Benefits | 217 | 193 | 34.428 | 29.842 |
| FGTS | 115 | 101 | 12.410 | 10.689 |
| Taxes, fees and contributions: | | | | |
| Federal | 3.717 | 2.572 | 69.890 | 52.178 |
| State | 8 | 9 | 4.332 | 24.244 |
| Municipal | - | - | 537 | 519 |
| Remuneration of third-party capital: | | | | |
| Interest, passive exchange variation, losses with derivatives, etc. | 158 | 136 | 53.017 | 36.073 |
| Rents | - | - | 4.567 | 4.292 |
| Others | - | - | 20 | 17 |
| Remuneration of equity capital: | | | | |
| Retained earnings | 96.492 | 85.043 | 96.492 | 85.043 |
| Interest on equity and dividends | 34.171 | 28.921 | 34.171 | 28.921 |
| Participation of non-controlling | - | - | (5) | (7) |
| Added value distributed | 141.208 | 121.426 | 492.951 | 431.356 |

INVESTMENTS IN RESEARCH AND DEVELOPMENT

In 12M22, 7.6% of net revenue were invested, totaling R\$79.5 million in order to guarantee its future revenues. Below is a list of launches in 2022 and the chart shows the evolution of total investments

in R&D from 2019 to the fourth quarter of 2022. The launches in this document are the result of investments made in recent years and our innovation strategy openness and partnerships.

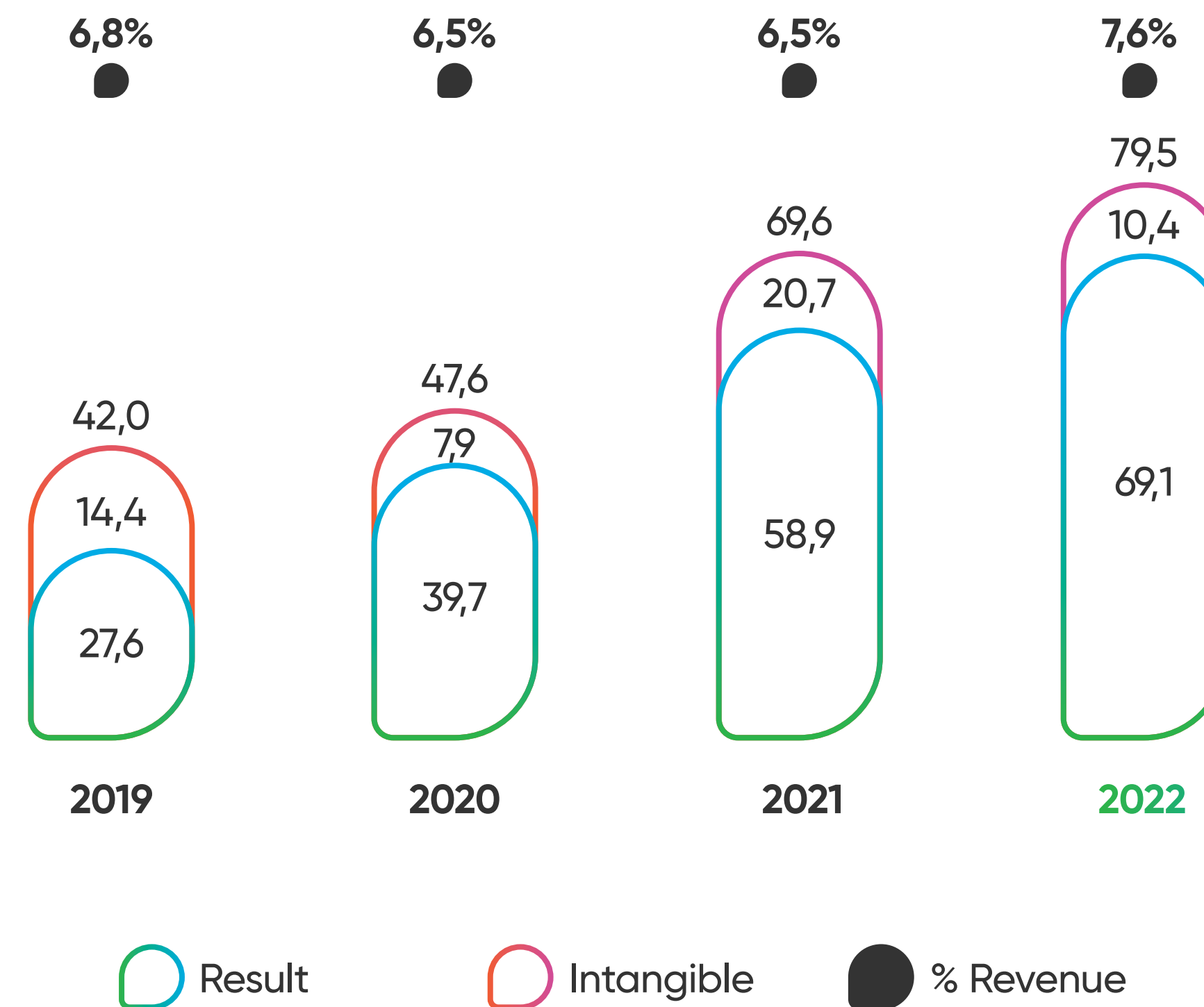
PRODUCTION ANIMALS:

- Tulaxx
- Linha de nutrição para suínos e Aves: King Gox, Toyocerin Mono, Butilac, Vegacid+, Thynofac, Vegabutyryn 600

COMPANION ANIMALS

- Beniv
- Linha de suplementos Pet: Kardio, Longil Snaks, Plenepil, Plenepil Snacks, Revibem, Seren, Seren Snacks, Imunes Snacks, Rennaiz Snacks e Uree Snacks.

INVESTMENTS IN RESEARCH AND DEVELOPMENT R\$ MILLIONS



INCOME STATEMENT - ADJUSTED

| Income Statement (R\$ thousands) | 4T21 | 12M21 | 4T22 | 12M22 |
|--|-------------|--------------|-------------|--------------|
| Revenue | 270.385 | 904.991 | 322.766 | 1.041.107 |
| Sales Cost | (144.116) | (457.820) | (157.879) | (513.032) |
| Gross profit | 126.269 | 447.171 | 164.887 | 528.075 |
| Sales expenses | (54.665) | (190.121) | (63.233) | (221.488) |
| Expenses with research and innovation | (18.249) | (58.931) | (20.162) | (69.341) |
| General and Administrative Expenses (*) | (14.955) | (53.010) | (19.241) | (62.595) |
| Other expenses, net (*) | 631 | (6.124) | (1.340) | 57 |
| Operating profit | 39.031 | 138.985 | 60.911 | 174.708 |
| Financial income | 3.438 | 8.435 | 4.296 | 18.402 |
| Financial expenses | (8.350) | (23.742) | (12.760) | (43.964) |
| Derivative financial instruments, net | - | 1.962 | (79) | 8 |
| Exchange variations, net | 43 | (2.075) | (966) | (4.701) |
| Financial result | (4.869) | (15.420) | (9.509) | (30.255) |
| Profit before income tax and social contribution | 34.162 | 123.565 | 51.402 | 144.453 |
| Income tax and social contribution - Current and Deferred (*) | 4.103 | (11.011) | (5.075) | (16.085) |
| Net income for the year | 38.265 | 112.554 | 46.326 | 128.368 |

(*) Does not consider expenses considered non-recurring, and their respective tax effects.

INCOME STATEMENT
- CORPORATE

| Income Statement (R\$ thousands) | 4T21 | 12M21 | 4T22 | 12M22 |
|--|-------------|--------------|-------------|--------------|
| Revenue | 270.385 | 904.991 | 322.766 | 1.041.107 |
| Sales cost | (144.116) | (457.820) | (157.879) | (513.032) |
| Gross Profit | 126.269 | 447.171 | 164.887 | 528.075 |
| Expenses with sales | (54.665) | (190.121) | (63.233) | (221.488) |
| Expenses with research and innovation | (18.249) | (58.931) | (20.162) | (69.341) |
| General and Administrative Expenses | (15.617) | (54.106) | (19.245) | (62.978) |
| Other expenses, net | 470 | (2.902) | (1.340) | 3.050 |
| Operating profit | 38.208 | 141.111 | 60.907 | 177.318 |
| Financial income | 3.438 | 8.435 | 4.296 | 18.402 |
| Financial expenses | (8.350) | (23.742) | (12.760) | (43.964) |
| Derivative financial instruments, net | - | 1.962 | (79) | 8 |
| Exchange variations, net | 43 | (2.075) | (966) | (4.701) |
| Financial result | (4.869) | (15.420) | (9.509) | (30.255) |
| Profit before income tax and social contribution | 33.339 | 125.691 | 51.398 | 147.063 |
| Income tax and social contribution - Current and Deferred | 4.383 | (11.734) | (5.074) | (16.405) |
| Net income for the year | 37.722 | 113.957 | 46.324 | 130.658 |

CASH FLOW
STATEMENT (1/2)

| Cash flow statement (R\$ thousands) | 12M21 | 12M22 |
|---|--------------|-----------------|
| Cash flows from operating activities | | |
| Profit before income tax and social contribution | 125.691 | 147.063 |
| Adjustments of: | | |
| Earnings with expected credits | (133) | (101) |
| Provision for losses and write-offs of inventories | 10.825 | 9.953 |
| Provision (reversal) of bonuses to customers | (729) | 1.641 |
| Depreciation and amortization | 27.679 | 31.994 |
| Provision for impairment of intangible assets | 5.817 | 478 |
| Result on asset write-offs | (2.552) | (3.227) |
| Income from write-offs of intangible assets | 3 | 252 |
| Monetary, exchange rate and interest variations, net | 20.892 | 35.975 |
| Derivative financial instruments | (1.962) | (8) |
| Provision (reversal) of risks | (1.454) | 154 |
| Long-term incentive | 481 | 8.100 |
| Adjust to present value | 678 | 910 |
| Change in working capital | | |
| Financial investments | 18.732 | |
| Accounts receivable from customers | (36.186) | (57.203) |
| Stocks | (89.509) | (68.253) |
| Taxes to recover | (4.035) | 19.584 |
| Other assets | (4.443) | 2.467 |
| Suppliers | 13.462 | 17.113 |
| Taxes to be collected | 6.492 | (5.501) |
| Other liabilities | (1.500) | 10.693 |
| Cash generated by operations | 88.249 | 152.084 |
| Interest paid | (19.106) | (34.559) |
| Income tax and social contribution paid | (22.643) | (27.935) |
| Net cash generated by operating activities | 46.500 | 89.590 |

CASH FLOW
STATEMENT (E/2)

| Cash flow statement (R\$ thousands) | 12M21 | 12M22 |
|--|-----------------|-----------------|
| Cash flows from investing activities | | |
| Acquisition of companies, net of acquired cash | | (14.532) |
| Investments of resources in intangible assets | (10.276) | (18.202) |
| Acquisition of fixed assets | (55.906) | (51.974) |
| Amount received from the sale of property | 5.771 | 5.733 |
| Amount received for terminating the product license assignment agreement | | 826 |
| Net cash used in investment activities | (60.411) | (78.149) |
| Cash flows from financing activities | | |
| Obtaining loans and financing | 76.500 | 106.104 |
| Loan and financing payments | (89.851) | (78.905) |
| Lease payments | (800) | (1.997) |
| Purchase of shares in treasury | (5.125) | - |
| Payment of dividends and interest on equity | (35.607) | (33.224) |
| Derivative financial instruments realized | 4.260 | 72 |
| Net cash used in financing activities | (50.623) | (7.950) |
| Increase (decrease) in cash and cash equivalents, net | (64.534) | 3.491 |
| Cash and cash equivalents at the beginning of the year | 225.575 | 161.254 |
| Exchange gain on cash and cash equivalents | 213 | 291 |
| Cash and cash equivalents at the end of the year | 161.254 | 165.036 |

BALANCE
SHEET - ASSETS

| Balance sheet (R\$ thousands) | 2021 | 2022 |
|--|-----------|------------------|
| Active | | |
| Current assets | 729.711 | 842.904 |
| Cash and cash equivalents | 161.254 | 165.036 |
| Accounts receivable from customers | 245.292 | 301.008 |
| Stocks | 270.119 | 324.971 |
| Taxes to recover | 33.836 | 31.368 |
| Income tax and social contribution recoverable | 7.216 | 11.438 |
| Related parts | 726 | 414 |
| Other assets | 11.268 | 8.669 |
| Non-Current Assets | 462.932 | 503.601 |
| Achievable in the long run | 77.246 | 55.167 |
| Taxes to recover | 38.420 | 18.983 |
| Deferred income tax and social contribution | 35.350 | 34.069 |
| Stocks | 1.730 | 276 |
| Other assets | 1.746 | 1.839 |
| Permanent | 385.686 | 448.434 |
| Fixed assets | 314.045 | 342.358 |
| Intangible | 71.641 | 106.076 |
| Total assets | 1.192.643 | 1.346.505 |

**BALANCE SHEET
- LIABILITIES AND
SHAREHOLDERS'
EQUITY**

| Balance Sheet (R\$ thousands) | 2021 | 2022 |
|---|-------------|------------------|
| Liabilities and shareholders' equity | | |
| Current Liabilities | 245.643 | 261.806 |
| Suppliers | 69.941 | 85.566 |
| Derivative financial instruments | - | 64 |
| Loans and financing | 85.045 | 88.229 |
| Salaries and social charges | 43.652 | 47.875 |
| Taxes to be collected | 15.400 | 7.993 |
| Income tax and social contribution payable | 4.857 | - |
| Dividends and interest on shareholders' equity | 12.768 | 10.576 |
| Related parts | 175 | 414 |
| Commissions on Sales | 5.353 | 6.614 |
| Other liabilities | 8.452 | 14.475 |
| Non-current Liabilities | 305.528 | 348.730 |
| Loans and financing | 297.330 | 324.140 |
| Provision for risks | 4.779 | 5.675 |
| Investment acquisition obligations | - | 8.153 |
| Other liabilities | 3.419 | 10.762 |
| Total liabilities | 551.171 | 610.536 |
| Total Shareholders' equity | 641.445 | 735.950 |
| Non-controlling participation | 27 | 19 |
| Total Liabilities and Shareholders' Equity | 1.192.643 | 1.346.505 |

GRI CONTENT

In this session:

- Gri content
- Attachments
- Letter
- Credit

Use statement: Ourofino has reported the information cited in this GRI content summary for the period January 1 to December 31, 2022 based on the GRI Standards.

GRI 1: FUNDAMENTALS 2021

GENERAL CONTENT

ORGANIZATIONAL PROFILE

| Standard GRI | Content | Page/ Justification for Omission | SDG |
|-------------------------------------|---|---|-------------|
| | 2-1 Organization details | 13 | |
| | 2-2 Entities included in the organization's sustainability report | 13 | |
| | 2-3 Reporting period, frequency and point of contact | 5 | |
| | 2-4 Information restatements | In 2022, the Company's leadership understood that within the scope of the material topic, Food Safety, we had the opportunity to incorporate Food Safety aspects, since our business positively impacts productivity in the field, contributing to the generation of food for the humanity. | |
| GRI 2: General Contents 2021 | 2-5 External verification | 5 | |
| | 2-6 Activities, value chain and other business relationships | 13, 90, 101 | |
| | 2-7 Employees | 73 | 8 10 |
| | 2-8 Workers who are not employees | 73 | 8 10 |
| | 2-9 Governance structure and its composition | 36 | |

| | | |
|---|--|--------|
| 2-10 Nomination and selection for the highest governance body | | 37 |
| 2-11 Chairman of highest governance body | | 6, 37 |
| 2-12 Role played by the highest governance body in overseeing the management of impacts | | 36 |
| 2-13 Delegation of responsibility for managing impacts | | 36, 41 |
| 2-14 Role played by the highest governance body in sustainability reporting | | 5 |
| 2-15 Conflicts of Interest | | 42 |
| 2-16 Communicating Critical Concerns | | 36 |
| 2-17 Collective knowledge of the highest governance body | | 41 |
| 2-18 Assessing the performance of the highest governance body | | 36 |
| 2-19 Compensation policies | The details of the guidelines for the compensation of senior management can be found in item 13 of the Reference Form. http://link.ourofino.com/b65df | |
| 2-20 Process for determining compensation | The details of the guidelines for the compensation of senior management can be found in item 13 of the Reference Form. http://link.ourofino.com/b65df | |
| 2-21 Proportion of total annual compensation | The details of the guidelines for the compensation of senior management can be found in item 13 of the Reference Form. http://link.ourofino.com/b65df | |
| 2-22 Declaration on sustainable development strategy | | 8 |
| 2-23 Policy Commitments | | 20, 47 |

| | |
|---|---|
| 2-24 Incorporation of policy commitments | 47 |
| 2-25 Processes for repairing negative impacts | 43 |
| 2-26 Mechanisms for counseling and raising concerns | 48 |
| 2-27 Compliance with laws and regulations | Were not identified compliance with laws and regulations that resulted in significant fines or penalties in the last fiscal year. |
| 2-28 Participation in associations | 88 |
| 2-29 Approach to stakeholder engagement | 69, 97 |
| 2-30 Collective Bargaining Agreements | 79 |

8

Material Themes

| Standard GRI | Content | Page/ Justification for Omission | SDG |
|------------------------------------|--|----------------------------------|-----|
| GRI 3: Material Themes 2021 | 3-1 Theme definition process materials | 69 | |
| | 3-2 List of material subjects | 69 | |

WELL-BEING AND APPRECIATION OF PEOPLE

| Standard GRI | Content | Page/ Justification for Omission | SDG |
|---|---|--|-----|
| GRI 3: Material Themes 2021 | 3-3 Management of material issues | 41, 61, 62, 63, 72, 75, 79, 81, 83, 84, 98, 99 | |
| GRI 201: Economic performance 2017 | 201-3 Defined benefit plan obligations and other retirement plans | We offer private pension plans (PGBL and VGBL), with contributions from companies participating in the Ourofino Group, in accordance with established rules and in line with the market. In 2022, the Ourofino Group's contributions totaled R\$ 1,381,958.30 distributed among 497 participating employees, with an average of 3.0% of the applied individual salary. | |

| | | | | | |
|---|--|--|---|----|----|
| GRI 202:Market presence 2016 | 202-1 Proportion of lowest wage to local minimum wage with gender breakdown | The proportion for men and women is 1,67 | 5 | 10 | |
| | 202-2 Proportion of senior management hired from the local community | 98 | | 8 | |
| GRI 203: Indirect economic impacts 2016 | 203-1 Development and impact of investments in infrastructure and services offered | 99 | 5 | 9 | 11 |
| | 203-2 Significant indirect economic impacts | The Campaign does not have evaluation studies to effectively assess the significant indirect economic impacts generated by our presence. | | | |
| GRI 401: Employment 2016 | 401-1 Rates of new hires and employee turnover | 174 | 5 | 8 | 10 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | 81 | 3 | 5 | 8 |
| | 401-3 Maternity/paternity leave | 177 | 5 | 8 | |
| GRI 403: Occupational health and safety 2018 | 403-1 Occupational health and safety management system | 84 | | | |
| | 403-2 Hazard identification, risk assessment, and incident investigation | 84 | 3 | 8 | |
| | 403-3 Occupational health services | 83 | 3 | 8 | |
| | 403-4 Employee participation, consultation and communication on occupational health and safety | 84 | 8 | 16 | |
| | 403-5 Training of workers in occupational health and safety | 84 | 3 | 4 | 8 |
| | 403-6 Employee health promotion | 83 | 3 | 8 | |
| | 403-7 Prevention and mitigation of impacts on occupational health and safety directly linked to commercial relationships | 129 | 3 | 8 | |

| | | | | |
|---|--|---|----|----------|
| | 403-8 Workers covered by an occupational health and safety management system | | 84 | 8 |
| | 403-9 Work-Related Injuries | | 85 | 3 8 |
| | 403-10 Work-related illness | In 2022, we did not identify new cases of occupational diseases related to activities performed by employees in our operations, whether they are employees or regular third parties | | 3 8 |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | | 77 | 4 5 8 10 |
| | 404-2 Employee continuous learning and career transition assistance programs | For cases of dismissal without just cause, we offer a professional replacement program that can vary between 03 and 06 months depending on the position held. For the retired employee who chooses not to continue the employment contract, the company will, by mere liberality, perform the dismissal for dismissal without just cause, providing the payment of the indemnified prior notice, as well as the fine corresponding to 40% of the FGTS amount. To be entitled, the employee must have at least 10 years of uninterrupted active contract and communicate his/her interest in dismissal to the responsible area of Human Resources, as well as deliver the documents evidencing the retirement.a. | | 8 |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | | 79 | |

| | | | | |
|--|--|---|---------|--------|
| GRI 405: Diversity and equal opportunities 2016 | 405-1 Diversity in governance bodies and employees | | 176 | 5 8 |
| | 405-2 Mathematical ratio of salary and remuneration between women and men | | 177 | 5 8 10 |
| GRI 406: Non-Discrimination 2016 | 406-1 Incidents of discrimination and corrective actions taken | We did not register incidents of discrimination or complaints related to the subject in the last fiscal year. | | 5 8 16 |
| GRI 413: Local Communities 2016 | 413-1 Operations with implemented local community engagement, impact assessment and local development programs | | 99, 178 | |
| | 413-2 Operations with significant potential impacts or actual negative impacts on local communities | There were no significant or actual negative impacts on local communities close to the Group's main operations in the last fiscal year. | | 12 |

INNOVATION AND RESEARCH

| | | | | |
|---|--|---|--------------------------|-----|
| GRI 3: Material Themes 2021 | 3-3 Management of material issues | | 58, 59, 61, 63, 130, 137 | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | | 148, 149 | 8 9 |
| | 201-4 Financial assistance received from the government | We chose not to disclose this information as we consider it confidential. | | |
| Internal Indicator | Percentage of net revenue invested in the Company's Research and Development | | 132, 141 | |

FOOD AND FOOD SAFETY

| | | | | |
|-----------------------------------|-----------------------------------|--|---------|--|
| GRI 3: Material Theme 2021 | 3-3 Management of material issues | | 62, 127 | |
|-----------------------------------|-----------------------------------|--|---------|--|

| | | | | |
|---|--|--|---------|-------|
| GRI 416: Consumer Health and Safety 2016 | 416-1 Products and services for which health and safety impacts are assessed | | 129 | |
| | Non-conformities related to the impacts caused by products and services on health and safety | We recorded no incidents related to health and impacts on the safety of products and services in the last fiscal year. | | 16 |
| GRI 417: Marketing and labelingm 2016 | 417-1 Requirements for product and service information and labeling | | 127 | 12 16 |
| | 417-2 Non-conformities related to information and labeling of products and services | No non-compliance was reported in the fulfillment of information and labeling of products and services. | | 16 |
| | 417-3 Nonconformities relating to marketing communication | We recorded no non-compliance related to marketing communications in the last fiscal year. | | |
| SUPPLY CHAIN | | | | |
| GRI 3: Material Theme 2021 | 3-3 Management of material issues | | 60, 101 | |
| GRI 204: Purchasing Practices 2016 | 204-1 Proportion of spending on local suppliers at significant operating units | | 101 | 8 |

308-1 New suppliers that were selected using environmental criteria

103

GRI 308:
Environmental assessment of suppliers 2016

308-2 Negative environmental impacts in the supply chain and measures taken

The Company does not have a formalized process to assess negative environmental impacts in the supply chain. We have a tool that analyzes through the supplier's CNPJ if there is any criminal case associated with environmental criteria related to its CNPJ as a passive party, if this relationship is pointed out, an analysis is carried out by the legal department on the process in question and if the responsibility of the supplier is proven. supplier it is blocked and no longer supplier for the company. We also have our Supplier Code of Conduct, containing all the practices required of our suppliers to supply the Company.

GRI 407: Freedom of Association or Collective Bargaining 2016

407-1 Operations and suppliers identified where the right to exercise freedom of association and collective bargaining may be violated or at risk

We have not recorded any incidents in our operations or suppliers where the right to exercise freedom of association and collective bargaining has been violated or is at risk of being violated in the last fiscal year.

8 16

| | | | |
|---|---|---|--------|
| GRI 408: Child Work 2016 | 408-1 Operations and suppliers with significant risk of child labor incidents | <p>When accepting the purchase order, our supplier automatically accepts the general terms and conditions of supply of Ourofino registered in the notary, which establishes the practices that must be followed by our suppliers when supplying their products, among them is the non-acceptance of association to the work childish. In addition, we have a tool that analyzes, through the supplier's CNPJ, whether there is any criminal case associated with child labor related to its CNPJ as a passive party, if this relationship is identified, an analysis is carried out by the legal department on the process in question and if proven the responsibility of the supplier it is blocked and leaves the supplier to the company. We also have our Supplier Code of Conduct on our website, containing all the practices required of our suppliers to supply the Company.</p> | 8 16 |
| GRI 409: Forced or slave labor 2016 | 409-1 Operations and suppliers identified as having a significant risk for the occurrence of forced or compulsory labor | None of the suppliers evaluated in our tool had their CNPJ or their partners related to crimes of forced or slave labor. | 8 |
| GRI 414: Social evaluation of suppliers 2016 | 414-1 New suppliers selected based on social criteria | 103 | 5 8 16 |
| | 414-2 Negative social impacts in the supply chain and measures taken | 103 | 5 8 16 |
| Sectorial supplement: Food Processing | FP1 Percentage of volume purchased from suppliers in compliance with the organization's purchasing policy | In the last fiscal year, all suppliers (with a signed contract) met the criteria established in the Purchasing Policy and the clauses of the Supply Terms and Conditions. | |
| CLIMATE CHANGES | | | |
| GRI 3: Material Themes 2021 | 3-3 Management of material issues | 62, 105, 106, 108, 109, 111 | |

GRI 201: Economic performance 2016

201-2 Financial implications and other risks and opportunities due to climate change

111

13

302-1 Energy consumption within the organization

110

7 8 12 13

302-2 Energy consumption outside the organization

There is no consumption outside the organization.

302-3 Energy intensity

110

7 8 12 13

GRI 302: Energy 2016

302-4 Reduction of energy consumption

Compared to 2021, there was a reduction in electricity consumption at the Cravinhos (SP) operation, considered the Group's largest operation, as a result of changes in the process and chiller cooling equipment.

302-5 Energy reduction of products and services

We consider this indicator not applicable, since our actions are aimed at reducing and controlling the energy intensity associated with production and expanding the use of renewable sources.

303-1 Interactions with water as a shared resource

106

6 12

303-2 Management of impacts related to water discharge

108

6

303-3 Water withdrawal

107

6 8 12

303-4 Disposal of water

108

6

303-5 Water consumption

107

6

GRI 303: Water and effluents 2018

| | | | |
|---|--|--|----------------|
| GRI 305: Emissions 2016 | 305-1 Direct greenhouse gas emissions (Scope 1) | 113 | 3 12 13 14 15 |
| | 305-2 Indirect greenhouse gas emissions (Scope 2) | 113 | 3 12 13 14 15 |
| | 305-3 Other indirect greenhouse gas emissions (Scope 3) | 113 | 3 12 13 14 15 |
| | 305-4 Rate of greenhouse gas emissions | 113 | 13 14 15 |
| | 305-5 Reduction of GHG emissions | The Company did not record GHG emission reductions in 2022, obtained as a result of emission reduction initiatives or from offsets. | 13 14 15 |
| GRI 307: Environmental CONFORMITY 2016 | "307-1 Non-compliance with laws and environmental regulations" | No non-compliance with environmental laws and regulations that resulted in significant fines or sanctions were identified in the last fiscal year. | 12 13 14 15 16 |

ANIMAL WELFARE

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|--|---|---|-----|
| GRI 3: Material Themes 2021 | 3-3 Management of material issues | 62, 117 | |
| Suplemento setorial: Processamento de Alimentos | FP11 Percentage and total of animals raised and/or processed, by species and breed, by type of housing | 119 | |
| | FP13 Total number of incidents of significant non-compliance with laws and regulations and adherence to voluntary standards related to transport, handling and slaughter practices for land and aquatic animals | We did not record cases of significant non-compliance with laws and regulations and adherence to voluntary standards related to transport, handling and slaughter practices for terrestrial and aquatic animals in the last fiscal year | |

NON-MATERIAL TOPICS

FIGHT AGAINST CORRUPTION

| Standard GRI | Disclosure | Page/ Justification for Omission | ODS |
|---|---|---|-----|
| GRI 205: Fight against corruption 2016 | 205-1 Transactions subject to corruption-related risk assessments | We use a platform for collecting and analyzing customer and supplier registration and reputational data, in order to assess possible integrity risks in connection with third-party associations. In addition, any reports received via the Reporting Channel or other means are subject to analysis and investigation by the Internal Audit team. All complaints received were investigated and, to date, we have not recorded occurrences related to acts of corruption or fraud. | 16 |
| | 205-2 Communication and training on anti-corruption policies and procedures | 172 | 16 |
| | 205-3 Confirmed incidents of corruption and actions taken | 48 | 16 |

UNFAIR COMPETITION

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|---|--|---|-----|
| GRI 206: Unfair Competition 2016 | 206-1 Lawsuits brought by unfair competition, trust and monopoly practices | We did not register lawsuits for anticompetitive behavior, antitrust and/or monopoly practices in the last fiscal year. | 16 |

TRIBUTES

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|--------------|------------|----------------------------------|-----|
|--------------|------------|----------------------------------|-----|

207-1 Tax approach

50

1 10 17

**GRI 207:
Tributes 2019**

207-2 Governance, control and management of
fiscal risk

50

1 10 17

"207-3 Stakeholder Engagement and
management of your tax concerns"

50

1 10 17

WASTE

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|--------------------------------|--|----------------------------------|-----------------|
| | 306-1 Waste generation and significant impacts related to waste | 114 | 3 6 11 12 |
| | 306-2 Management of significant impacts related to waste | 114 | 3 6 11 12 |
| GRI 306: Waste 2020 | 306-3 Waste generated | 116 | 3 6 12 14 15 |
| | 306-4 Waste not intended for final disposal | 116 | 3 11 12 |
| | 306-5 Waste intended for final disposal | 116 | 3 6 11 12 14 15 |

PUBLIC POLICY

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|--------------|------------|----------------------------------|-----|
|--------------|------------|----------------------------------|-----|

GRI 415: Public policy 2016

415-1 Political contributions

In the last year, we did not record any contributions to campaigns, parties and/or candidates for public office.

16

CUSTOMER PRIVACY VIOLATIONS

| Standard GRI | Disclosure | Page/ Justification for Omission | SDG |
|--|--|--|-----|
| GRI 418: Customer privacy violations 2016 | 418-1 Verified Complaints Received Regarding Violation of Customer Privacy | We did not record non-compliance with laws and regulations regarding breaches of customer privacy in the last fiscal year. | 16 |

ATTACHMENTS

COLLABORATORS COMMUNICATED AND TRAINED IN ANTI-CORRUPTION ISSUES BY REGION GRI 205-2

| | 2020 | 2021 | 2022 |
|--|-------|-------|-------|
| Number of employees trained (Brazil) | 578 | 914 | 1.044 |
| Total number of employees (Brazil) | 1.024 | 1.059 | 1.122 |
| Percentage of employees trained (%) (Brazil) | 56,5 | 86,0 | 93,0 |
| Number of employees trained (Mexico and Colombia) | - | 65 | 70 |
| Total number of employees (Mexico and Colombia) | - | 72 | 79 |
| Percentage of employees trained (%) (Mexico and Colombia) | - | 90,2 | 88,6 |

Note 1: All the Company's employees were notified in advance.

Note 2: The data presented considers as trained only employees who reached the minimum grade of 70% in the training.

Note 3: For the year 2022, the members of the Audit Committee (1) and Corporate Representatives (14), not

represented in the numbers above, also took the training.

Note 4: For the year 2022, the data presented consider interns and apprentices.

Note 5: The Code of Conduct addresses elements related to the topic of anti-corruption.

COLLABORATORS COMMUNICATED AND TRAINED IN THE ANTI-CORRUPTION THEME BY FUNCTIONAL CATEGORY GRI 205-2

| | 2020 | 2021 | 2022 |
|---|-------|-------|-------|
| Administrative Council | 0 | 9 | 2 |
| Board of Directors and Presidency | 10 | 9 | 9 |
| Management | 37 | 48 | 58 |
| Administrative | 480 | 477 | 576 |
| Production | 93 | 436 | 469 |
| Number of employees communicated and trained | 620 | 979 | 1.114 |
| Total number of employees | 1.024 | 1.131 | 1.201 |
| Percentage of reported and trained employees (%) | 60,6 | 86,6 | 92,7 |

Note 1: All the Company's employees were notified in advance.

Note 2: The data presented considers as trained only employees who reached the minimum grade of 70% in the training.

Note 3: For the year 2022, the members of the Audit

Committee (1), Corporate Representatives (14), not represented in the figures above, also took the training.

Note 4: For the year 2022, the data presented consider interns and apprentices.

Note 5: The Code of Conduct addresses elements related to the topic of anti-corruption.

HIRING BY GENDER GRI 401-1

| | Gender | 2020 | | 2021 | | 2022 | |
|--|--------|----------|--------------------|----------|--------------------|----------|--------------------|
| | | Quantity | Representation (%) | Quantity | Representation (%) | Quantity | Representation (%) |
| Brazil Operations | Men | 89 | 63,6 | 86 | 57,3 | 119 | 52,2 |
| | Women | 51 | 36,4 | 64 | 42,7 | 109 | 47,8 |
| | Total | 140 | 100,0 | 150 | 100,0 | 228 | 100,0 |
| International operations (Mexico and Colombia) | Men | 20 | 69,0 | 11 | 84,6 | 9 | 81,8 |
| | Women | 9 | 31,0 | 2 | 15,4 | 2 | 18,2 |
| | Total | 29 | 100,0 | 13 | 100,0 | 11 | 100,0 |

Nota 1: Para 2022 foi considerado aprendizes e estagiários

HIRING BY AGE GROUP GRI 401-1

| | | 2020 | | 2021 | | 2022 | |
|--|-----------------------------|----------|--------------------|----------|--------------------|----------|--------------------|
| | | Quantity | Representation (%) | Quantity | Representation (%) | Quantity | Representation (%) |
| Brazil Operations | Under 30 years old | 57 | 41,0 | 62 | 41,3 | 137 | 60,0 |
| | Between 30 and 50 years old | 78 | 56,0 | 81 | 54,0 | 89 | 39,0 |
| | Over 50 years old | 5 | 4,0 | 7 | 4,7 | 2 | 1,0 |
| | Total | 140 | 100,0 | 150 | 100,0 | 228 | 100,0 |
| International operations (Mexico and Colombia) | Under 30 years old | 7 | 24,0 | 5 | 38,5 | 3 | 27,3 |
| | Between 30 and 50 years old | 19 | 56,0 | 8 | 61,5 | 7 | 63,6 |
| | Over 50 years old | 3 | 4,0 | - | - | 1 | 9,1 |
| | Total | 29 | 100,0 | 13 | 100,0 | 11 | 100,0 |

Nota 1: Para 2022 foi considerado aprendizes e estagiários

HIRING RATE BY GENDER (%) GRI 401-1

| | | 2020 | 2021 | 2022 |
|---|-------|------|------|-------------|
| Brazil Operations | Men | 13,7 | 13,1 | 15,9 |
| | Women | 13,7 | 15,8 | 27,4 |
| International Operations (Mexico and Colombia) | Men | 41,7 | 22,0 | 16,4 |
| | Women | 47,4 | 9,1 | 8,3 |

Note 1: For 2022 it was considered apprentices and interns

HIRING RATE BY AGE GROUP (%) GRI 401-1

| | | 2020 | 2021 | 2022 |
|---|-----------------------------|------|-------|-------------|
| Brazil Operations | Under 30 years old | 31,7 | 34,83 | 63,1 |
| | Between 30 and 50 years old | 10,2 | 10,32 | 10,9 |
| | Over 50 years old | 6,0 | 7,29 | 2,2 |
| International Operations (Mexico and Colombia) | Under 30 years old | 77,8 | 45,45 | 30,0 |
| | Between 30 and 50 years old | 35,2 | 14,55 | 11,3 |
| | Over 50 years old | 75,0 | - | 14,3 |

Note 1: For 2022 it was considered apprentices and interns.

EXIT OF EMPLOYEES BY GENDER GRI 401-1

| | | 2020 | | 2021 | | 2022 | |
|---|--------------|------------|--------------------|------------|--------------------|------------|--------------------|
| | | Quantity | Representation (%) | Quantity | Representation (%) | Quantity | Representation (%) |
| Brazil Operations | Men | 90 | 60,0 | 66,0 | 58,4 | 116 | 58,0 |
| | Women | 60 | 40,0 | 47,0 | 41,6 | 84 | 42,0 |
| | Total | 150 | 100,0 | 113 | 100 | 200 | 100,0 |
| international Operations (Mexico and Colombia) | Men | 12 | 75,0 | 8 | 80,0 | 4 | 80,0 |
| | Women | 4 | 25,0 | 2 | 20,0 | 1 | 20,0 |
| | Total | 16 | 100,0 | 10 | 100 | 5 | 100,0 |

Note 1: For 2022 it was considered apprentices and interns.

EXIT OF EMPLOYEES BY AGE GROUP GRI 401-1

| | | 2020 | | 2021 | | 2022 | |
|--|-----------------------------|------------|--------------------|------------|--------------------|------------|--------------------|
| | | Quantity | Representation (%) | Quantity | Representation (%) | Quantity | Representation (%) |
| Brazil Operations | Under 30 years old | 31 | 21,0 | 19 | 16,8 | 92 | 46,0 |
| | Between 30 and 50 years old | 108 | 72,0 | 88 | 77,9 | 100 | 50,0 |
| | Over 50 years old | 11 | 7,0 | 6 | 5,3 | 8 | 4,0 |
| | Total | 150 | 100,0 | 113 | 100,0 | 200 | 100,0 |
| International Operations (Mexico and Colombia) | Under 30 years old | 3 | 19,0 | 4 | 40,0 | 1 | 20,0 |
| | Between 30 and 50 year old | 10 | 63,0 | 6 | 60,0 | 4 | 80,0 |
| | Over 50 years old | 3 | 19,0 | - | - | - | - |
| | Total | 16 | 100,0 | 10 | 100,0 | 5 | 100,0 |

Note 1: For 2022 it was considered apprentices and interns

TURNOVER RATE BY GENDER (%) GRI 401-1

| | | 2020 | 2021 | 2022 |
|--|-------|------|------|------|
| Brazil Operations | Men | 13,7 | 10,1 | 16,4 |
| | Women | 15,0 | 11,6 | 23,3 |
| International Operations (Mexico and Colombia) | Men | 25,0 | 16,0 | 11,8 |
| | Women | 21,0 | 9,1 | 6,3 |

Note 1: For 2022 it was considered apprentices and interns

TURNOVER RATE BY AGE GROUP (%) GRI 401-1

| | | 2020 | 2021 | 2022 |
|--|-----------------------------|------|-------|------|
| Brazil Operations | Under 30 years old | 24,0 | 10,67 | 52,8 |
| | Between 30 and 50 years old | 12,2 | 11,21 | 11,6 |
| | Over 50 years old | 9,6 | 6,25 | 5,6 |
| International Operations (Mexico and Colombia) | Under 30 years old | 55,6 | 36,36 | 20,0 |
| | Between 30 and 50 years old | 26,9 | 10,91 | 8,9 |
| | Over 50 years old | 75,0 | - | 7,1 |

Note 1: For 2022 it was considered apprentices and interns

MATERNITY OR PATERNITY LEAVE GRI 401-3

| | Employees entitled to take a leave of absence | Employees who took leave | Employees retained after returning from leave | Return rate (%) |
|--------------|---|--------------------------|---|-----------------|
| Men | 742 | 12 | 11 | 91,7 |
| Women | 459 | 23 | 19 | 82,6 |

DISTRIBUTION OF INDIVIDUALS BY GENDER IN GOVERNANCE POSITIONS AND OTHER FUNCTIONAL CATEGORIES (%) GRI 405-1

| | Number | | Percentage (%) | |
|--|--------|-------|----------------|-------|
| | Men | Women | Men | Women |
| Administrative Council | 7 | | 100,0 | 0,0 |
| Board of Directors and Presidency | 7 | 3 | 70,0 | 30,0 |
| Management | 45 | 16 | 72,0 | 28,0 |
| Administrative | 307 | 327 | 49,2 | 50,8 |
| Production | 356 | 133 | 73,0 | 27,0 |

DISTRIBUTION OF MINORITIES IN GOVERNANCE POSITIONS AND OTHER FUNCTIONAL CATEGORIES (%) GRI 405-1

| | 2020 | | | 2021 | | | 2022 | | | |
|--|----------------|------|-------|----------------|------|-------|----------------|------|-------|-------|
| | Black or brown | PwD* | Total | Black or brown | PwD* | Total | Black or brown | PwD* | 50+ | Total |
| Administrative Council | 0,0 | 0,0 | 0,0 | 0,0 | 0,0 | 0,0 | 0,0 | 0,0 | 100,0 | 100,0 |
| Board of Directors and Presidency | 10,0 | 0,0 | 10,0 | 20,0 | 0,0 | 20,0 | 20,0 | 0,0 | 20,0 | 40,0 |
| Management | 3,8 | 0,0 | 3,8 | 10,0 | 2,0 | 12,0 | 1,6 | 0,0 | 18,0 | 19,6 |
| Administrative | 7,4 | 1,5 | 8,9 | 21,0 | 6,0 | 27,0 | 8,7 | 1,4 | 4,6 | 14,7 |
| Production | 20,4 | 5,9 | 26,3 | 20,0 | 5,9 | 20,0 | 21,9 | 5,9 | 9,8 | 37,6 |

Note: (*) PwD - Person with a disability or permanent limitations (visual, auditory, physical or intellectual).

RELATIONSHIP BETWEEN WOMEN'S AND MEN'S SALARIES BY FUNCTIONAL CATEGORY GRI 405-2

| | 2020 | 2021 | 2022 |
|--|------|------|------|
| Administrative Council* | - | - | - |
| Board of Directors and Presidency | 1,0 | 0,9 | 0,9 |
| Management | 1,0 | 1,0 | 0,9 |
| Administrative | 1,0 | 1,0 | 1,0 |
| Production | 1,0 | 1,0 | 1,0 |

Note 1: (*) For this category we only have male representatives working and therefore the relationship between salaries does not appear.

to promotions carried out through internal employment of women, in which the first salary range in the table (80%) is used.

Note 2: The decrease in management is due

Note 3: Data reported does not include Mexico and Colombia operations.

PRIVATE INVESTMENT. GRI 413-1

| Supporting entity | Local | Stimulation instrument | Value (R\$) |
|---|---------------------|------------------------|-------------|
| Projete | Ribeirão Preto (SP) | Internal indication | 20.000,00 |
| Donations to entities and institutions | Diverse | Internal indication | 118.752,66 |
| Total | - | - | 138.752,66 |

Note: The investment includes the Ourofino Group

LETTER



KPMG Auditores Independentes Ltda.
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Relatório de asseguração limitada dos auditores independentes sobre as informações não financeiras constantes no Relato Integrado

Ao Conselho de Administração e Acionistas
Curo Fino Saúde Animal Participações S.A.
São Paulo - SP

Introdução

Fomos contratados pela Curo Fino Saúde Animal Participações S.A. ("Curofino" ou "Companhia") para apresentar nosso relatório de asseguração limitada sobre as informações não financeiras constantes no "Relatório Anual 2022" da Curofino, relativos ao exercício findo em 31 de dezembro de 2022.

Nossa asseguração limitada não se estende a informações de períodos anteriores ou a qualquer outra informação divulgada em conjunto com o Relato Integrado, incluindo quaisquer imagens, arquivos de áudio ou vídeos incorporados.

Responsabilidades da administração da Curofino

A administração da Curofino é responsável por:

- selecionar e estabelecer critérios adequados para a elaboração das informações constantes no Relato Integrado;
- preparar as informações com base nos critérios e diretrizes da Global Reporting Initiative (GRI – Standards), e da Orientação CPC 09 – Relato Integrado, correlatas com a Estrutura Conceitual Básica do Relato Integrado, elaborada pelo International Integrated Reporting Council (IIRC);
- desenhar, implementar e manter controle interno sobre as informações relevantes para a preparação das informações constantes no Relato Integrado, que estão livres de distorção relevante, independentemente se causada por fraude ou erro.



Responsabilidade dos auditores independentes

Nossa responsabilidade é expressar conclusão sobre as informações não financeiras constantes no Relato Integrado 2022, com base nos trabalhos de asseguração limitada conduzidos de acordo com o Comunicado Técnico CTO 07/2022 emitido pelo CFC, e com base na NBC TO 3000 – Trabalhos de Asseguração Diferente de Auditoria e Revisão, também emitida pelo CFC, que é equivalente à norma internacional ISAE 3000 – Assurance engagements other than audits or reviews of historical financial information, emitida pelo International Auditing and Assurance Standards Board (IAASB). Essas normas requerem o cumprimento pelo auditor de exigências éticas, independência e demais responsabilidades referentes a ela, inclusive quanto à aplicação da Norma Brasileira de Controle de Qualidade (NBC PA 01) e, portanto, a manutenção de sistema de controle de qualidade abrangente, incluindo políticas documentadas e procedimentos sobre o cumprimento de requerimentos éticos, normas profissionais e requerimentos legais e regulatórios aplicáveis.

Adicionalmente, as referidas normas requerem que o trabalho seja planejado e executado com o objetivo de obter segurança limitada de que as informações não financeiras constantes no Relato Integrado 2022, tomadas em conjunto, estão livres de distorções relevantes.

Um trabalho de asseguração limitada conduzido de acordo com a NBC TO 3000 (ISAE 3000) consiste principalmente de indagações à administração da Curofino e outros profissionais da Curofino que estão envolvidos na elaboração das informações, assim como pela aplicação de procedimentos analíticos para obter evidências que nos possibilitem concluir, na forma de asseguração limitada, sobre as informações tomadas em conjunto. Um trabalho de asseguração limitada requer, também, a execução de procedimentos adicionais, quando o auditor independente toma conhecimento de assuntos que o levem a acreditar que as informações divulgadas no Relato Integrado, tomadas em conjunto, podem apresentar distorções relevantes.

Os procedimentos selecionados basearam-se na nossa compreensão dos aspectos relativos à compilação, materialidade e apresentação das informações contidas no Relato Integrado 2022, de outras circunstâncias do trabalho e da nossa consideração sobre áreas e sobre os processos associados às informações materiais divulgadas no Relato Integrado 2022, em que distorções relevantes poderiam existir. Os procedimentos compreenderam, entre outros:

- planejamento dos trabalhos, considerando a materialidade dos aspectos para as atividades da Curofino, da relevância das informações operacionais e de controles internos que serviram de base para a elaboração das informações constantes no Relato Integrado 2022;
- o entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de indagações com os gestores responsáveis pela elaboração das informações;
- a aplicação de procedimentos analíticos sobre as informações quantitativas e indagações sobre as informações qualitativas e sua correlação com os indicadores divulgados nas informações constantes no Relato Integrado 2022;



- para os casos em que os dados não financeiros se correlacionem com indicadores de natureza financeira, o confronto desses indicadores com as demonstrações contábeis e/ou registros contábeis;
- análise dos processos para a elaboração do Relatório e da sua estrutura e conteúdo, com base nos Princípios de Conteúdo e Qualidade dos Standards para Relato de Sustentabilidade da Global Reporting Initiative – GRI, com o Sustainability Accounting Standard – Engineering & Construction Services, Professional & Commercial Services e Road Transportation, do Sustainability Accounting Standards Board (SASB), com a Orientação CPC 09 – Relato Integrado (que tem correlação à Estrutura Conceitual Básica do Relato Integrado, elaborada pelo International Integrated Reporting Council – IIRC);
- avaliação dos indicadores não-financeiros amostrados; e
- entendimento da metodologia de cálculos e dos procedimentos para a compilação dos indicadores por meio de entrevistas com os gestores responsáveis pela elaboração das informações.

Os trabalhos de asseguração limitada compreenderam, também, a aderência às diretrizes e aos critérios da estrutura de elaboração GRI – Standards aplicável na elaboração das informações constantes do Relato Integrado 2022.

Acreditamos que a evidência obtida em nosso trabalho é suficiente e apropriada para fundamentar nossa conclusão na forma limitada.

Alicance e limitações

Os procedimentos executados em trabalho de asseguração limitada variam em termos de natureza e época e são menores em extensão do que em trabalho de asseguração razoável. Consequentemente, o nível de segurança obtido em trabalho de asseguração limitada é substancialmente menor do que aquele que seria obtido, se tivesse sido executado um trabalho de asseguração razoável. Caso tivéssemos executado um trabalho de asseguração razoável, poderíamos ter identificado outros assuntos e eventuais distorções que podem existir nas informações constantes no Relatório. Dessa forma, não expressamos uma opinião sobre essas informações.

Os dados não financeiros estão sujeitos a mais limitações inerentes do que os dados financeiros, dada a natureza e a diversidade dos métodos utilizados para determinar, calcular ou estimar esses dados. Interpretações qualitativas de materialidade, relevância e precisão dos dados estão sujeitos a pressupostos individuais e a julgamentos. Adicionalmente, não realizamos qualquer trabalho em dados informados para os períodos anteriores, nem em relação a projeções futuras e metas.

A preparação e apresentação de indicadores de sustentabilidade com base nos critérios da GRI – Standards e, portanto, não possuem o objetivo de assegurar o cumprimento de leis e regulações sociais, econômicas, ambientais ou de engenharia. Os referidos padrões prevêm, entretanto, a apresentação e divulgação de eventuais descumprimentos a tais regulamentações quando da ocorrência de sanções ou multas significativas. Nosso relatório de asseguração deve ser lido e compreendido nesse contexto, inerente aos critérios selecionados (GRI – Standards).



Conclusão

Com base nos procedimentos realizados, descritos neste relatório e nas evidências obtidas, nada chegou ao nosso conhecimento que nos leve a acreditar que as informações não financeiras constantes no Relato Integrado para o exercício findo em 31 de dezembro de 2022 da Curofino, não foram elaboradas, em todos os aspectos relevantes, com base nos Standards para Relato de Sustentabilidade da Global Reporting Initiative – GRI, com a Orientação CPC 09 – Relato Integrado (que tem correlação à Estrutura Conceitual Básica do Relato Integrado, elaborada pelo International Integrated Reporting Council – IIRC).

São Paulo, 02 de março de 2023

KPMG Auditores Independentes Ltda.
CRC 2SP014428/O-6



Sebastian Yoshizato Soares
Contador CRC 1SP257710/O-4

KPMG Auditores Independentes Ltda., uma sociedade simples brasileira, de responsabilidades limitadas e funcionamento de registro de classe KPMG de Inscrição em Registro de Profissionais inscrita no Conselho Federal de Contabilidade (CFC) sob o nº 1.000.000/0001-00, uma empresa regida pelas leis de responsabilidade limitada.

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CREDIT

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