

SUSTAINABLE AGRICULTURE DECALOGUE

What's behind the products
we market under 100% supply
chain control



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1 PARTNERSHIP WITH FARMERS AT RISK OF EXCLUSION

We are committed to forming partnerships with small farmers in rural areas of developing countries, encouraging them to engage in contract farming that provides them with **the security of obtaining better and more stable incomes** through guaranteed market sales and access to improved plant protection and production techniques.

2 SUPPORTING FARMERS WITH QUALITY PHYTOSANITARY PRODUCTS, PROVIDING GREATER TECHNICAL KNOWLEDGE AND FINANCING

Our goal is to ensure that the farming community uses the right products at the right time, with the least invasive methods, at an optimal cost, and with **minimal risk**. Végola manages the procurement and distribution of agricultural products, helping farmers to obtain more competitive prices (collective negotiation) for the best products selected according to the company's values, **ensuring safety and effectiveness in their crops**. Our field teams share all their technical knowledge with farmers through audiovisual training, aiming to increase their skills in good agricultural practices so they can harvest at optimal yields and **achieve sustainable profits from their crops**. Technology such as real-time data and photo collection from plantations helps to identify precise issues and communicate the corrective measures that need to be taken, allowing farmers to **reduce response time** and avoid crop losses or damage.

3 IPM PROGRAM

IPM refers to **Integrated Pest Management**. This program promotes a comprehensive approach to pest control through the selection of more natural, minimally invasive methods that are less harmful to the soil and require greater work and monitoring, rather than relying on faster but highly polluting curative treatments. Some methods that we use today at Végola are the introduction of biological methods to trap insects, border crops, the use of protein baits...

4 SALES AND DELIVERY

Purchase agreements with Végola help farmers to avoid worrying about selling 100% of their products and also guarantee their income with a pre-agreed price. The product is collected by our field teams directly from the farmers' plantations to ensure **the quality and safety of the product** during transport to our facilities.

5 SOIL AND WATER CONSERVATION PROGRAM

We help farmers conserve soil by guiding them on good agricultural practices. The use of high-quality compost maintains **soil health**, as well as the prohibition of using pesticides for seed disinfection and other chemicals for soil preparation, which helps preserve the land's microbiology. Végola provides financing to farmers for the installation of **drip irrigation** systems—an approach that improves productivity per hectare, helps optimize water use, enhances nutrient distribution, and reduces weeding.

6 TRACEABILITY

The strict monitoring of all stages of the supply chain, which is 100% controlled and designed by us, **guarantees the safety of the product**.

7 TRAINING AND CONTINUOUS IMPROVEMENT

All participants in the supply chain—farmers, agronomists, logistics teams, and suppliers of phytosanitary products—follow a **continuous training program** on safety, food quality, and new agricultural methods and research.

8 WOMEN EMPOWERMENT

The plantations of our sustainable products support and promote women's participation in the agricultural sector. **More than 70%** of agricultural operations are **carried out by women**, providing them with economic stability that allows them to be heads of their households and participate independently in decision-making regarding their own activities.

9 USING BY-PRODUCTS FOR FARMERS' ANIMAL FEED

At Végola, we are committed to purchasing 100% of the products agreed upon with our farmers. Fresh products that are removed at the factory after the initial selection are donated back to feed livestock, thus closing the natural cycle and **reducing industrial production waste**.

10 COLLABORATIONS

With Bayer, DuPont, BASF, Rijkswan, and universities and regional centers of Agriculture and Horticulture, we collaborate to stay updated on the latest developments (scientific and technological) that will contribute to the **continuous improvement of agriculture** in our areas of operation.

GESTIÓN DE PERSONAS

Las personas son el corazón de Végola.
Creamos un entorno laboral positivo, alineado con la estrategia global, para integrar, motivar y desarrollar el talento.

*People are at the heart of Végola.
We create a positive work environment, aligned with the global strategy, to integrate, motivate, and develop talent.*

PEOPLE MANAGEMENT



GESTIÓN DE PERSONAS

PEOPLE MANAGEMENT

PRINCIPIOS CLAVE

KEY PRINCIPLES



POLITICA DE RR.HH.

Orientada a mejora continua

HR POLICY

Focused on continuous improvement



MAPA DE TALENTO:

Identificación y desarrollo interno

TALENT MAP:

Identification and internal development



BIENESTAR Y COMPROMISO:

Escucha activa y planes de retención

WELL-BEING AND ENGAGEMENT:

Active listening and retention plans



FORMACIÓN DE DESARROLLO

Continuo

DEVELOPMENT TRAINING

Continuous



POLITICA RETRIBUTIVA

Competitiva

COMPENSATION POLICY

Competitive



GESTIÓN DEL CLIMA LABORAL

Saludable

WORK ENVIRONMENT MANAGEMENT

Healthy

NUESTRA CULTURA *OUR CULTURE*



CONCILIACIÓN

Beneficios sociales

WORK-LIFE BALANCE

Employee Benefits



DIVERSIDAD E INCLUSIÓN

DIVERSITY AND INCLUSION



EQUILIBRIO VIDA-TRABAJO

WORK-LIFE BALANCE



TECNOLOGÍA APLICADA A R.H.H.

HR TECHNOLOGY



DESARROLLO DE LIDERAZGO

Interno

LEADERSHIP DEVELOPMENT

Internal



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